M.R.O. 1—77,006—8-8-37.

(1) Number of pages 200

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(3) Initials of the Referencer

MADRAS RECORD OFFICE.

Government of Madras.

Finance DEPARTMENT.

G.O. No. 971 ~~Press~~ / Mis.

Dated 24th September 1886.

Not to be folded or roughly handled

100

FINANCIAL DEPARTMENT.

No. 971, Mis.

LETTER—to

THE SECRETARY, FINANCE COMMITTEE.

SIR,

I am directed to reply to your letter, 1st May 1886, No. 40, on the subject of the extension to certain departments of the rule applicable to native members of the Civil Service, viz., that when an appointment is held by a native of India, he should receive two-thirds of the salary assigned to this appointment when it is held by a European.

2. The first principle to be observed in dealing with the matter is that, wherever the salary of an appointment has been fixed with the obvious intention that natives of India should occupy it, the rule should not apply. Under this principle, all clerical and ministerial appointments are to be excluded from consideration, as the salaries of these appointments have unquestionably been settled on a scale suitable to natives alone; and there are also other cases in which the principle applies.

3. Of the departments enumerated in your letter, this Government are not concerned with the Finance, Opium, Mint, Postal, or Telegraph departments. Taking the others *seriatim*, His Excellency the Governor in Council is of opinion that, in the Public Works Department, the rule should be applied to the whole of the Engineer establishments, but not to the subordinates—upper or lower. In the Forest Department, the salaries up to the grade of Sub-Assistant Conservator are not greater than required to attract and pay natives of India. The pay of that of Assistant Conservator is also not too high for natives of exceptional merit, who are alone likely to attain to that rank, and considering the nature of forest work, which is not congenial to the people of this country, the Governor in Council would not apply the rule to that grade. The higher grades of Deputy Conservator and Conservator may, however, be declared within its scope. In the Educational Department, the rule is already applied to the graded classes, and the Government agree with the Director of Public Instruction in thinking that it should not extend to any non-graded appointments. The circumstances and arguments affecting the Salt Department in regard to the applicability of the rule are similar to those of the Forest; and the grades of Commissioner and Deputy Commissioner should alone be subject to it. The salaries of the Assistant Commissioners are not higher—the work and necessary qualifications being considered—than those assigned in other revenue and judicial appointments officered by natives of India. In the Customs Department, there are no subordinate appointments which are not remunerated solely on the native scale. As to Survey and Settlement, which may conveniently be considered together, the rule should apply to natives who may be admitted to the controlling grades, from Assistant Superintendents and Directors upwards. The lower offices are all paid on a native scale. In the Police, all gazetted appointments may come under the rule. In the Medical Department, the only officers to whom the rule can be applied are the uncovenanted medical officers on Rs. 300 to Rs. 750. The commissioned officers are, of course, outside the rule; the warrant appointments are reserved for Europeans; and the other medical subordinates receive pay on a native scale.

4. As regards the mode in which existing incumbents should be dealt with in case the rule is applied, the Governor in Council is of opinion that in no case should any one suffer loss of present pay, and that in subsequent promotion, officers now employed should receive half the increase of pay due to each step until brought within the rule.

5. On the question whether the rule should be applied to Europeans who, being domiciled in India, rank as Statutory Natives, the Governor in Council is decidedly of opinion that it should apply. As Statutory Natives these persons enjoy certain advantages in respect of eligibility to appointments, and cannot claim in addition advantages of pay.

6. His Excellency in Council sees no objection to the uniform ratio of two-thirds being adopted in all cases to which the rule applies, and would prefer it to any fluctuating scale or to alternative rates of pay.

7. Finally, in regard to the inquiry whether it is possible to fix the number of appointments or the proportion of vacancies which in the departments named should be reserved for native candidates, the Government would not adopt any such policy except in the Survey and Settlement Departments; and in these, they would supply every other vacancy in the Assistant grade from native sources, so that half the appointments in the controlling grades would eventually be filled by natives. In the Public Works Department, one appointment in the Engineering grades is now offered annually to natives, and this is, in the opinion of His Excellency in Council, sufficient. In the present conditions of recruiting and supply of candidates for employment in the Forest Department, it is not desirable or possible to prescribe any fixed number or proportion of natives. In the Educational and Salt Departments, they already hold a fair share, and are likely to continue to do so. The Customs and Medical Departments call for no remark in the present connexion. As regards the Police Department, the Government would be glad to see specially-selected natives appointed to the grade of Assistant Superintendent, but they do not consider that any fixed proportion should at present be laid down.

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

H. E. Stokes
Secretary to Government.

FORT ST. GEORGE,
24th September 1886.

Establishments

No. 3540

CURRENT NO.

Government of Madras.

MILITARY DEPARTMENT,

Ootacanund, the 12 June 3 1886.

Read the following:-
G. O. from the Financial Department, No. 424, dated 15th May 1886.

—

Order:- The only appointments in the Military Department that apparently fall within the scope of this inquiry are those pertaining to the Sub-Medical Department and Office establishments.

2. In both cases the rates of pay were, determined, it is presumed with reference to the fact that the appointments would of necessity be filled by natives of India, whether of pure European, pure Asiatic, or mixed origin, to which classes recent legislation almost exclusively
restricts

Correct & strike off
100 copies – with Secy's
name in full; & send
[illegible] copies for signature

'Financial department.

15/5/86 No 424 Finl Pros-

Financial CURRENT NO. 702

From

The Military Dept

No 3540

Dt 12. 6. 86
Recd 12-6-86

2/3 scale

General subjects 14/6/86

For Mr Maclean

Reply to Fin: Committee's refce re pay of appts held by Natives of India

14/6

DEPARTMENT OF REVENUE SETTLEMENT
AND AGRICULTURE,

CURRENT NO. 788 Finl

5

No. 32/C

Ootacamund ~~Madras~~, 11th June 1886.

From
W. H. Glenny Esquire
Ag DIRECTOR OF REVENUE SETTLEMENT,
AND AGRICULTURE
Madras,

To
J. F. Price Esquire
Ag Secretary to Government
Revenue department.

SIR,

× Rene his order ewing. Finl Pros No 424 9/5/86

With reference to G. O. 5th June 1886 No 3303, I have the honor to say that I think that the two-thirds rule might reasonably and with advantage be introduced into this Department. At present there is no distinction between Europeans and Natives as to pay. The Higher U. C. S. appointments in this Department are the following:-

		Pay
Deputy Director	1st Grade	Rs 1100 per mensem.
Do	2nd Grade	Rs 750 "
Assistant Director	1st Grade	Rs 500 "
Do	2nd Grade	Rs 425 "

Omitting fractions of the Rupee, the pay of Natives, if the two-thirds scale were adopted would be:—

Rs 733.
Rs 500.
Rs 366.
Rs 283.

Pay on this scale would in my opinion place a native in a position of substantial advantage in point of emoluments as compared with a non-domiciled European paid in accordance with the present scale, and in as good a position as other Uncovenanted servants of generally equal qualifications, whose duties, administrative or judicial, are not less onerous or responsible. The pay on the proposed scale of the lowest grade is certainly not too low, in my opinion, for a young man fresh from School or College. It is more than Junior Civilians received in my young days.

2. Present holders of permanent posts I should exempt from the operation of the proposed reduction: with the proviso that (say) Rs 900 should be the maximum that a native Deputy Director could draw. However valuable a native Deputy Director may be, it is unnecessary to pay him as highly as the Board's Sheristadar, the picked man of the native U. C. S.

3. I venture to refrain from submitting an opinion on the difficult question of the "Statutory native," as we have not, and I understand are not likely to have, persons of that class in this Department. Moreover, I presume that such case will be provided for by general rules applicable to all Departments.

I have the honor to be,
Sir
Your most obdt. servant.
(Signed) W. H. Glenny
Ag Director of Revenue Settlement
and Agriculture.

No 43/C (True Copy)

Submitted to Government, Financial Department, with reference to G.O. 15th May 1886 —

No 424.

Orders communicated 18th June 1886

To
The Chief Secretary to Government
Financial Department.

W H Glenny
Ag Director of Revenue Settlement
and Agriculture

CURRENT NO. 738

From

THE DIRECTOR OF REV. SETTLEMENT
AND AGRICULTURE,
Madras,

To

The Chief Secretary to Government
Financial Department.

Dated 18
Despatched "
Received 19
June 1886.

No. 43/C

ENCLOSURES. –

Submitting copy of this Office letter to the Secretary to Government, Revenue Department in reply to G. O. R. D. 5th June 1886 No. 3303 –

✓

For Mr. Maclean

I have a D.O. from Bliss containing suggestions wh. shd. be considered by & bye after all answers are in

FW

10/1

Public Works Department
Ootacamund, July 12th 1886.

No. 380 D.

Memorandum

In reply to G.O. dated 15th May 1886, No. 424 Financial, the undersigned has the honour to state that, after consulting superior officers of the department, he has arrived at the following conclusions:—

2. The two-thirds rule should be applied to the whole of the Engineer establishment, - but not to the subordinate establishment (upper or lower), and certainly not to the clerical establishments; in all of which the rates of pay were fixed with regard to the probability — " — that they would

be drawn by "Natives of India."

3. In the cases of "Natives of India" appointed to the Engineer establishment, the two-third rule seems in every way fair, inasmuch as the rates of pay were fixed on the assumption that they would be drawn by Europeans living in a foreign land. The fact that, under such rule, a young native Assistant Engineer would receive less pay than some of the senior Upper Subordinates no more an anomaly than in the corresponding case of a young statutory ivilian, who, on first appointment as Assistant Collector, receives less pay than one of the senior Deputy Collectors.

4. The term "Native of India" should, so far as this question is concerned, be confined to those who are natives by descent and by blood.

5. With respect to those natives who now hold appointments in the Engineer establishment, and receive the same pay as Europeans in the same grade, it is recommended that, on each step of promotion, they should gain only one half of the increase of pay due to such step, until their pay shall be brought within the two thirds limit.

6. A fluctuating ratio under which the reduction would be less in the lower grades and larger in the higher, or alternative scales of pay for Europeans and natives, are not recommended.

7. With advertence to para 6 of the Govt. of India letter, it is observed that the Secretary of State has already decided that one appointment per annum in the Engineer Establishment

~~Fund~~ CURRENT NO. 890

of the Madras P.W. Department shall be offered by competition [illegible] Natives of India.

Mant[illegible]

10-7-86

Colonel R.E.

Chief Engineer & Secretary to Govt P.W.D.

Recd 12 July/86

To,

The Financial dept

Reply to Finance Committee refer reg the two-thirds rule.

Entd D.S. 10-7-86-

9

Department of Revenue Settlement
and Agriculture,

No. 32-C ~~Madras~~ Ootacamund 11th June 1886.

14 JUN 86

From

W. H. Glenny Esquire

Ag Director of Revenue Settlement,
and Agriculture
Madras,

To

The Secretary to Government —
Revenue Department

Sir,

With reference to G.O. 5th June 1886 No 502 I have the honor to say that I think that the two-thirds rule might with advantage be introduced into this department. At present there is no distinction between Europeans and Natives as to pay. The higher U.C.S appointments in this department are the following:—

	Pay.
Deputy Director. 1st Grade	Rs 1100 per mensem
—— Do —— 2nd Grade	Rs 750 — " —
Assistant Director 1st Grade	Rs 500 — " —
—— Do —— 2nd Grade	Rs 425 — " —

Omitting fractions of the Rupee, the pay of Natives if the two-thirds scale were adopted would be

Rs 733.
Rs 500.
Rs 366.
Rs 283.

Pay on this scale would in my opinion place a Native in a position of real advantage in point of emolument as compared with a non-domiciled European paid in accordance with the present scale, and in as good a position as other Uncovenanted Servants of generally equal qualifications whose duties, administrative or judicial, are not less onerous or responsible. The pay on the proposed scale of the lowest grade is certainly not too low, in my opinion, for a young man fresh from school or College, whose occupation for a considerable time is merely to learn to be useful. It is more than Junior Civilians received in my young days.

2. Present holders of permanent posts I should exempt from the operation of the proposed reduction: with the proviso –

that

that Rs 800 (or perhaps Rs 900) should be the maximum that a Native Deputy Director could draw. However valuable a Native Deputy Director may be, it is unnecessary to pay him as highly as the Boards' Sheristadar.

3. I venture to refrain from submitting an opinion on the difficult question of the "Statutory Native," as we have not, and I understand are not likely to have, persons of that class in this Department. Moreover I presume that such cases will be provided for by general rules applicable to all Departments.

I have the honor to be,
Sir,
Your most obdt. servant

Ag Director of Revenue Settlement
and Agriculture

G.O. 5-6-86 No. 3303

Revenue Department.
No. 4686

From

THE DIRECTOR OF REV. SETTLEMENT
AND AGRICULTURE,
Madras,

To

The Secretary to Government
Revenue Department

Dated 11th }
Despatched 12th } June 1886
Received 14th }

No. 32-C

ENCLOSURES. —

Stating that under the circumstances explained the two-thirds rule might with advantage be introduced into the Settlement Department as there is no distinction between Europeans and Natives as to pay.

The G.Os 4876 to be seen for B.O. reply.
Mb
18/6/86

Folio

Form No. 57.

SURVEY OFFICE,
Camp Ootacamund
11th June 1886.

No. 100/G

u

From

Colonel H. T. Rogers R.E.
SUPERINTENDENT, MADRAS SURVEY,

To

THE SECRETARY TO GOVERNMENT,
REVENUE DEPARTMENT.
Ootacamund

SIR,

In reply to G.O.* dated 15th May 1886, No. 424, Financial, I have the honor to inform you that in the Survey Department natives are not eligible for gazetted appointments. The Superior Officers of the Survey are often required to work in unhealthy and uninhabited country exposed to great variety of climate and temperature, and for this the natives of this part of the country are physically disqualified.

* Communicated in Rev. Department No. 3303 dated 5th June 1886.

2. The lower ranks are filled indiscriminately by natives and East Indians.

3. With regard to Paras 5 and 6, I think that to pay a European only 50 per cent more than a native is simply to give the native an emolument practically much more than double that of the European. A native on Rupees 500 a month is always a very wealthy man while a European on

Rupees 750 is often miserably poor,— in the first place a very large deduction has to be made from the apparent value of the salary of the latter owing to its being paid in a depreciated currency, for if as is very often the case he has a wife and children to maintain in England the present low value of the rupee not seldom places him in excessively straitened circumstances and notwithstanding that he may, as he often does, personally undergo the greatest privations he is often obliged to incur debts. In addition to the style of living absolutely necessary to keep a European and his family in health which certainly costs more than 4 times as much as that of a native in an equal position, there is the heavy cost of European education. Every European who can possibly do so sends his children home to be educated,— seeing as he does the conspicuous inferiority in every respect of Europeans educated in this country— and the education of one child often costs as much annually as the whole household of a respectable native in comfortable circumstances— As a matter of comparison between the pay of the two races, I am confident that to pay a European less than double what is given to the native is a manifest injustice to the former, and even if the native receives only half what the European does, he is in an immeasurably better position than the European.

4. For such appointments as can be filled indiscriminately by natives and Europeans, I would fix a definite salary to which should be added an "Indian allowance" of 100 per cent additional for Europeans.

This is the French system [illegible]

5. The question of East Indians involves a vast number of different grades commencing with those who differ in nothing but complexion from the European, and terminating with those who resemble him in nothing but his clothes, and is therefore of such intricacy that it requires very careful consideration and discussion. I am, however, of opinion that it would be infinitely more desirable to endeavour to raise their status towards that of the European than compel them by inadequate pay to sink to the low level to which many of them are forced to descend.

I have the honor to be
Sir,
Your most obedt. Servant

A W Rogers
Colonel R.E.
Superintendent Madras Survey

wf
6/11/6.

Revenue 1886 Dept.

GOVERNMENT OF MADRAS
17 JUN 86
REVENUE DEPARTMENT

No. 4815

Above the line for the use of the Receiving Office.

From

Col H. T. Rogers R.E.

SUPERINTENDENT, MADRAS SURVEY,

To

THE SECRETARY TO GOVERNMENT,
REVENUE DEPARTMENT.

Dated 11th
Recd. 17th June

Enclosure.

No. 100/G

SUBJECT.

Rates of pay to be given to appointments when held by natives of India :—

Giving his opinion on the question of—

CURRENT NO. 939

BOARD OF REVENUE, 14TH JULY 1886, No. 1605.

PROCEEDINGS OF THE BOARD OF REVENUE.

READ—again the following Proceedings of the Board of Revenue, dated 15th June 1886, No. 1350:—

ABSTRACT.—Communicating, for very early report, Government Order forwarding a reference from the Finance Committee regarding the rates of pay to be adopted for appointments in certain departments when they are held by natives of India.

READ—also the following letter from Lieutenant-Colonel I. CAMPBELL WALKER, Conservator of Forests, in charge of Southern Division, to the Secretary to the Board of Revenue, dated Ootacamund, 19th June 1886, No. 687:—

Referring to Proceedings, No. 1350, Press, dated 15th instant, I have the honor to report that, having regard to the circumstances and conditions of appointment of officers to this department, and the comparatively low rates of salary attached, I do not consider that it is necessary or expedient to apply the rule as to reduction of pay when held by a native of India to any appointment in it.

2. Our superior staff is recruited either by candidates selected by the Secretary of State who receive a high professional training in Europe, or by Sub-Assistant Conservators who will be mainly natives of India, specially selected for long service, good conduct, and a thorough practical knowledge of their profession.

3. The officers from Europe have, after arrival in India, to qualify in the vernaculars and Revenue and Law before being promoted, whilst those recruited from the Sub-Assistant's class do not, save in cases of exceptional merit, rise to the class of Deputy Conservator.

4. If a native of India qualifies for appointment and promotion in either way I think he well deserves the full pay of the class or grade, the maximum obtainable being Rs. 1,500 per mensem as Conservator, First Grade.

5. I should like to see more facilities and inducements afforded to "Natives of India," both statutory and natives by race and blood, to qualify for and enter the department as Assistant Conservators, reserving the appointments of Deputy Conservator and Conservator for men of a very high standard both as regards general education and professional knowledge, increasing their emoluments accordingly, so as to attract the very best men available whether Europeans or natives of India.

6. The question as to whether the latter, if natives by race and blood residing in their own country, should receive as high pay as the former might then be reconsidered.

READ—also the following letter from W. H. GLENNY, Esq., Acting Director of Revenue Settlement and Agriculture, to the Secretary to Government, Revenue Department, dated Ootacamund, 7th June 1886, No. 32-C:—

With reference to G.O., 5th June 1886, No. 3303, I have the honor to say that I think that the two-thirds rule might reasonably and with advantage be introduced into this department. At present there is no distinction between Europeans and natives as to pay. The higher Uncovenanted Civil Service appointments in this department are the following:—

		Pay.
		RS.
Deputy Director,	1st Grade	1,100 per mensem.
Do.	2nd "	750 "
Assistant Director,	1st Grade	550 "
Do.	2nd "	425 "

Omitting fractions of the rupee, the pay of natives, if the two-thirds scale were adopted, would be—Rs. 733, Rs. 500, Rs. 366, and Rs. 283. Pay on this scale would, in my opinion, place a native in a position of substantial advantage in point of emolument as compared with a non-domiciled European paid in accordance with the present scale, and in as good a position as other uncovenanted servants of generally equal qualifications, whose duties, administrative or judicial, are not less onerous or responsible. The pay on the proposed scale of the lowest grade is certainly not too low, in my opinion, for a young man fresh from school or college. It is more than junior civilians received in my young days.

2. Present holders of permanent posts I should exempt from the operation of the proposed reduction, with the proviso that (say) Rs. 900 should be the maximum that a native Deputy Director could draw. However valuable a native Deputy Director may be, it is unnecessary to pay him as highly as the Board's Sheristadar, the picked man of the native Uncovenanted Civil Service.

3. I venture to refrain from submitting an opinion on the difficult question of the "Statutory native," as we have not, and I understand are not likely to have, persons of that class in this department. Moreover, I presume that such cases will be provided for by general rules applicable to all departments.

Endorsement by W. H. GLENNY, Esq., Acting Director of Revenue Settlement and Agriculture, dated Ootacamund, 18th June 1886, No. 43-C.:—

Submitted to Government, Financial Department, with reference to G.O., dated 15th May 1886, No. 424.

Endorsement by W. H. GLENNY, Esq., Acting Director of Revenue Settlement and Agriculture, dated Ootacamund, 22nd June 1886, No. 1993-B.

Submitted to the Board of Revenue with reference to their Proceedings, No. 1350, dated 15th June 1886.

READ—also the following letter from C. A. GALTON, Esq., Acting Commissioner of Salt and Abkári Revenue, to the Secretary to the Board of Revenue, dated Madras, 23rd June 1886, No. 8094 :—

I have the honor to submit the report called for in Board's Proceedings, dated 15th instant, No. 1350, Press.

2. The questions for consideration are—

(a) What appointments in this department should be subject to reduction of pay when held by natives of India, and whether the rule should be applied to those Europeans who, being domiciled in India, rank as statutory natives, or only to those who are natives by race and blood?

(b) Whether the reduction of pay should take the form of a fixed ratio, such as two-thirds of the salary assigned to the appointment when it is held by a European, as in the case of native members of the Civil Service under the Statutory Rules; or a fluctuating ratio, the reduction being less in the lower than in the higher grades; or whether two alternative scales of pay should be adopted?

(c) Whether a rule should be introduced reserving a fixed number of appointments or a fixed proportion of the vacancies for native candidates.

2. In connection with these questions I would invite the attention of the Board and Government to Mr. Bliss' letter, dated 16th August 1884, recorded in the G.O., dated 22nd September 1884, No. 1062. In that letter Mr. Bliss expressed a very decided opinion that no restriction should be placed on the employment of Europeans, not being statutory natives of India, in the Salt Department on the ground that it is difficult to secure educated natives of the country physically fitted for and willing to undertake the hard work devolving on Inspectors and Assistant Inspectors; that, even taking into account domiciled Europeans and Eurasians, sufficient recruits of a satisfactory character are not always forthcoming to meet the demand; and that, in any case, the employment of a few pure Europeans will always be essential to furnish materials for the Assistant Commissioner class, which, in Mr. Bliss' opinion, should be filled by European gentlemen educated in Europe as a general rule. The Board and Government recorded their entire concurrence in these views.

3. If this policy be adhered to (and I am decidedly of opinion that it should), no native of India, whether statutory or by race and blood, will ordinarily be eligible in future for posts of higher grade than that of Inspector. The grades of Inspector and Assistant Inspector will principally consist of domiciled Europeans, Eurasians and natives, and I am of opinion that, looking to the rates of pay attached to the higher offices usually held by natives in the Revenue and Judicial departments, there should be but one scale of pay for officers of the grades above specified. Service in this department is not attractive; with the exception of a limited number employed on clerical work, those who take employment in it must be prepared for constant hard work, exposure, and, in many cases, a very solitary life; the department having been organized within a short space of time, promotion must necessarily be slow, as vacancies from retirement will for a long time to come be few and far between; it is necessary, therefore, that the salaries should be such as to compensate for the drawbacks, and I do not consider that there is any room for reduction. A lower scale of pay would not attract educated natives, suitable for such responsible positions as those referred to, as other departments could hold out better prospects. Moreover, natives in the higher grades are expected to serve in any part of the Presidency or even in Orissa, the salt administration of which has recently been made over to this department; this involves extra expense in various ways and separation from families, so that the grounds on which the assignment of a different scale of pay to Europeans and natives respectively is justifiable do not apply to the same extent in this as in other departments.

4. As regards the Assistant Commissioner class it will rarely, if ever, happen that a native will attain to that rank. At the present moment there is one native Assistant Commissioner, Mr. Dharmarow Naidu, who has been in the department since its first organization; he was one of the superior officers taken over when the department was originally formed, having been previously on the list of Deputy Collectors; his case is therefore altogether exceptional. He is an officer of 25 years' standing, and is now in the second grade. It would not, in my opinion, be fair to make any reduction in his present emoluments, and as there is only one higher grade to which he can aspire no reduction should be made in the event of his promotion. It seems hardly worthwhile to provide for such an exceptional case as that of another native by race being promoted to the class of Assistant Commissioner. If this should ever occur the two-thirds rule will not answer, as the pay of a Fourth-grade Native Assistant Commissioner would be below that of First-grade Inspector and that of Third-grade Assistant Commissioner the same as that of First-grade Inspector. The case would, I think, best be met by substituting an increment of Rs. 50 for each grade instead of Rs. 100, so that in the case of Native Assistant Commissioners the pay would stand at Rs. 600, Rs. 550, Rs. 500 and Rs. 450 for the four grades instead of Rs. 800, Rs. 700, Rs. 600 and Rs. 500.

5. As regards the question whether reduction should apply equally to Europeans domiciled in India, I am decidedly of opinion that it should not. The grounds on which a distinction between Europeans and natives is justifiable are that the cost of living in the case of the former is necessarily much higher than in the case of the latter, and that service in India involves for the European prolonged absence from his own country and heavy expenses incidental to the education of children at home and home remittances generally, whereas the native does not require to be compensated on this account. The position of the European domiciled in India is similar in many respects to that of Europeans not so domiciled, and I see no valid reason for making a distinction between them as regards emoluments.

6. From what has been stated by Mr. Bliss it is obvious that the reservation of any fixed number of appointments or fixed proportion of vacancies for native candidates

is very undesirable, as any such restriction would enhance the difficulty of securing suitable recruits and fetter the Commissioner in his selection. He should be left free to choose the agency best fitted for the work and to regulate the proportion of natives admitted in accordance with requirements from time to time. Great care is taken in selection, and no candidate is rejected on account of his nationality. There is no danger of the claims of the natives of India to a fair share of the appointments in this department being overlooked.

7. To sum up, I am of opinion that—

(a) there is no necessity for any alternative scale of pay as regards this department, because natives of India should not be considered eligible for appointments of higher grade than Inspector, and the rule as to reduction of pay should not be applied to that or any other grade for which they are eligible;

(b) if at any time a native or Eurasian should be promoted to the Assistant Commissioner class, the increments should be Rs. 50 instead of Rs. 100 for each grade, but that the reduction of emoluments should not be held applicable to domiciled Europeans;

(c) it is not desirable to reserve for native candidates any fixed number of appointments or proportion of vacancies.

READ—also the following letter from J. S. GAMBLE, Esq., Conservator of Forests, Northern Division, to the Secretary to the Board of Revenue, dated Madras, 23rd June 1886, No. 747:—

In reply to the orders conveyed in Board's Resolution, No. 1350, dated 15th June 1886, I have the honor to say that in the Northern Forest division there are no native officers in the superior staff of the Forest department; nor is it likely that there will be any for some time to come unless a new re-organization takes place. Were there any, under existing circumstances, I think that, considering that the pay of the staff of the Forest department is small compared with that of the Revenue department, it would be inadvisable to put the two-thirds rule in force. As it is, the department is not one which is likely to be popular with native gentlemen owing to the character of the work and its low pay, and it would be a great pity to make it even less attractive than it is at present.

2. In regard to the question raised in paragraph 5 of the letter of the Government of India in the Financial department, I have the honor to say that I think that, as it is most desirable to encourage the entry of native officers of superior qualifications into the department for service in important ranges and perhaps districts, it will be worth the consideration of the Government of India whether it cannot revise the department generally so as to obtain a generally higher standard of scientific qualifications both for its European and its native officers.

3. Our present staff consists, roughly speaking, of (1) the superior staff of Conservators, Deputy Conservators and Assistant Conservators on scales of pay varying from Rs. 250 to Rs. 1,500 per mensem; (2) the subordinate staff of Sub-Assistant Conservators and Forest rangers on scales of pay varying from Rs. 50 to Rs. 200 (I omit foresters and forest guards). Under ordinary circumstances, the utmost to which a native officer can rise is Rs. 200 per mensem, while in other branches of the public service the prospects are much better. For instance, in the Revenue department in this presidency, there are 51 Deputy Collectors on pay of Rs. 250 to Rs. 700, besides many tahsildars on Rs. 250 to which native officers may rise; in the Judicial department there are 14 subordinate judgeships and 50 district munsifships of higher pay than Rs. 200 per mensem to which natives may attain; in the Educational, Salt and other departments there are special appointments for which natives are eligible; while in the Forests, promotion to the superior staff being naturally blocked by the restriction of appointments to officers sent out by Her Majesty's Secretary of State, there is nothing above Rs. 200 which they can hope to reach.

4. The consequence of this is that so long as there is a chance still left of appointment to the Revenue or Judicial service, the better class of educated natives will not take up forest work, or, if they do, it is too often only with the hope of attracting the attention of a Collector and obtaining a transfer to the coveted service.

5. Both in the Lower Provinces of Bengal and in this Presidency, in both of which the class of educated natives is yearly increasing to a very great extent, I have been struck with the difficulty there is in obtaining suitable men in spite of the preference for Government service over any other kind of work. Of applicants there are plenty (indeed there are only too many), but few of them are of the right, kind and the only means of getting a fairly qualified staff is to appoint on probation and weed out the useless and inefficient, retaining only those who show some aptitude for work, and possess the necessary physical strength.

6. The men we should endeavour to attract are the *graduates* of the University, not its matriculates, and among graduates, those who have done well in natural science, and perhaps even have obtained good diplomas in the examinations of the commissioners of technical education. They should then, all if possible, go through the Forest school course. To attract such men we require a certain number of better paid appointments, and an improved service which will put the ranger of the taluk as nearly as possible on a par with the tahsildar and make the sub-divisional forest officer the equal of the Deputy Collector.

7. Turning to the superior staff, which I confess I am a little diffident in criticizing, there too there is a great want of *scientific* knowledge, and indeed I may say more, not mere knowledge but enthusiasm. I have no hesitation in saying that under actual circumstances that is not quite what we get. Those who now enter the department at home have really little more than a smattering of scientific education and very little knowledge of practical work when they arrive in India. In my opinion the scientific attainments required at Nancy were superficial, and under late arrangements the practical teaching almost worthless. That at Cooper's Hill may perhaps be better, but except for "Forestry," I doubt if it is necessary, when the chances of getting good men who have of their own accord gone through the honor classes at the Universities, especially London, are considered.

8. We want men who are really observant and really scientific; we want officers who are "foresters," not only by profession, but by liking and choice, and still better if they are botanists by taste as well, not merely possessed of the slight acquaintance with morphology which the average student gets from such lectures as those at Nancy, but the deeper knowledge which comes from enthusiasm based on really good practical teaching in all branches. To get such men a change would have to be made. At present young men will not take such a line of work as the Indian Forest department so long as the Indian Civil Service, the Indian Public Works, the Royal Artillery and Engineers, the English Civil Service, &c., are still possible.

The men we ought to attract are, as for native candidates in their country, graduates of the Universities, men who have qualified in science honors, and who are old enough to have formed their tastes and to come out to India ready to take up their work with enthusiasm, to learn up the literature of Forestry, and to step at once into a controlling position, and after perhaps a probation at the Forest school to see more Indian practical work and learn the language.

9. The Educational department can get such men, and so did, I may say, the Forest department in the first few years before the age for admission was reduced. Such men should enter the department as Deputy Conservators, and in my opinion a re-organization might be effected which would increase the number of appointments for natives by the addition of the Assistant Conservatorships; reduce the number of English officers to the Deputy Conservators and Conservators, and result in having in both branches officers of much higher professional and scientific attainments than we now have. The staffs would be—

1. Executive staff, Rs. 50 to Rs. 450.
2. Controlling staff, Rs. 500 to Rs 1,500.

Something similar to this has recently been carried out in France.

10. I could have much amplified what I have suggested and gone into details regarding professional education, &c. &c. But I doubt if this was the wish of the Government of India, and so I have contented myself with the *general* remarks which came uppermost to my mind on considering their orders.

My suggestions would not decrease the cost of the department, I think, but I am sure they would increase its efficiency and serve towards what are clearly the objects of Government—the wider employment of the natives of the country and the more scientific management of its forests.

RESOLUTION—dated 14th July 1886, No. 1605.

The Finance Committee observe that the rule under which the salaries assigned to appointments are reduced in cases where the appointments may be held by Natives of India, cannot be applied to many posts in which the scale of pay is fixed too low to admit of any reduction. The Board are inclined to think that Rs. 200 per mensem should be taken as the limit. The class of officials whom it is intended to affect ought to be men above the ordinary level and such as would get at least Rs. 200 per mensem.

2. As regards the Forest department, the Board do not think the Conservators have taken the proper view of the subject. The question is not what rate of pay is large enough for the work, but whether the pay of a European in any position and that of a native in the same position ought to be equal. The Board think not. They consider that supposing a European and a native to be men of equal calibre in every respect, a larger sum is required to attract the former than the latter. The reasons for this have been sufficiently discussed and are well known. It seems therefore to the Board that in the Forest department, as well as in all other departments, the rate of pay for a native in the higher classes should be less than that of a European. The question how far it should be reduced is another matter. The two-thirds rule errs, if at all, on the ground of liberality, but it cannot be strictly applied unless the whole service from the top to the bottom is manned in all grades by both Europeans and natives. In the Forest department, for instance, if a Sub-Assistant Conservator on Rs. 200 is promoted into the Assistant Conservator's grade, he is promoted to a place in which a European draws Rs. 250, two-thirds of which is only Rs. 166⅔. The Board would allow the following rates based roughly on the principle that the native shall get a little more than two-thirds of the increase allowed to Europeans on every promotion, but modified by other considerations :—

Number sanctioned.	Name.	Present pay.	Pay proposed for Natives.
		RS.	RS.
10 *	Assistant Conservators	250	240
		350	300
		450	360
14	Deputy Conservators	550	440
		650	500
		800	600
		900	670

* This is the sanctioned number.

The Conservators are not mentioned in the list, because the prospect of those places being filled by natives is very remote. The Conservators point out that as, most of the Assistant Conservators are sent out by the Secretary of State, very few of these appointments will fall to the lot of natives; but this does not affect the principle. Both Conservators (especially Mr. Gamble) advocate extensive changes in the organization of the department, but these questions need not be considered here.

3. As regards the Salt department. The Acting Commissioner calls attention to Mr. Bliss' letter recorded in G.O., dated 22nd September 1884, No. 1062, which, with the views of the Board and Government, makes it probable that natives will not be ordinarily appointed to any grade above that of inspector. On the ground that the pay attached to the offices of inspector and assistant inspector is not so high as that assigned to similarly qualified men in other departments, that salt work is unattractive, hard and solitary, and that the department being new promotion is slow, Mr. Galton does not think that the pay of natives should be reduced. On the grounds stated above, however, the Board consider a reduced scale should be laid down for offices paid more than Rs. 200 a month. The following scale might be adopted :—

Number.	Name.	Present pay.	Proposed for Natives.
		RS.	RS.
56	Inspectors	250	240
		300	270
		350	300
		400	340
10	Assistant Commissioners ..	500	400
		600	470
		700	540
		800	600

The ranks of Deputy Commissioner and Commissioner have not been dealt with for the same reasons as the Conservators' appointments in the Forest department. With regard to the one Native Assistant Commissioner now employed in the Salt department, the Commissioner reports that he was one of the superior officers taken over when the department was originally formed, having been previously on the list of Deputy Collectors; his case is therefore altogether exceptional. He is an officer of twenty-five years' standing, and for reasons given by the Commissioner, it would not, in the opinion of the Board, be fair to make any reduction in his present emoluments.

4. In the Department of Revenue Settlement and Agriculture, the limit from which reduction commences must be fixed in a different way, because there are Uncovenanted Assistants and managers drawing now various rates of pay, all more than Rs. 200, and when the scale was fixed it was anticipated that they would be always, or nearly always, filled by natives, and that the rates of pay were suitable for such men. The Board do not think the rates were too high. The Acting Director reports that there is no objection to the adoption of the two-thirds rule as regards Deputy and Assistant Directors and (slightly modifying the figures to get round numbers) the scale will be—

	Present pay.	Proposed pay for Natives.
	RS.	RS.
Deputy Directors	1,100	740
	750	500
Assistant Directors...	550	370
	425	290

The Board think that the rule should not apply to two of the present holders of appointments only, viz. :—

	RS.
T. Lakshmikantha Rao Pantulu, Deputy Director	750
S. Nagannah Nayudu	500

The former officer has been Deputy Director and drawing his present pay for nearly four years.

5. As to Europeans who being domiciled in India rank as Statutory natives, the Board agree with the Commissioner of Salt Revenue. They think that such men should draw the same pay as Europeans who are not Statutory natives.

6. The Board do not see their way to determining the number of appointments or fixed proportion of vacancies which can be given to natives in the Salt and Forest

departments, as they have been so recently established. In the Revenue Settlement department the Board think it would be safe to engage that at least one half of the Deputy and Assistant Directors shall be natives.

(True Copies and Extract.)

Acting Secretary.

To the Secretary to Government, Revenue Department.
Copy to the Director of Revenue Settlement and Agriculture
" " Commissioner of Salt and Abkári Revenue.
" " Conservators of Forests.
" " Examiner of Forest Accounts.

Exd. W. J. Lewis.

Fuil ~~C no 5772~~

CURRENT NO. 939

REVENUE DEPARTMENT.

1886.

Board of Revenue,

MADRAS.

Read this and C.Nos 4686 & 4815.

Rev. Lr. 4245

Transferred to the Financial Dept.

Ootacamund 19: July 1886 } H A Stuart
Ag. Under Secy.

Printed July 16th.

Res 21/7/86 Enclo

Proceedings, 14th July 1886, No. 1605.

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14 JUL 86
REVENUE DEPARTMENT

[illegible] 1917

Submitting to Government report regarding the *rates of pay* to be adopted for appointments in certain departments when held by *Natives of India* and the proportion in which they should be distributed between natives and Europeans.

P.T.O

CURRENT NO. 924 Fin
OFFICE OF SURGEON-GENERAL
WITH THE GOVERNMENT OF MADRAS, 19

No. 0/281

Ootacamund ~~Fort St. George~~, 17th July 1886.

From

G. Bidie Esq. M.B., C.I.E.
Ag ~~The~~ SURGEON-GENERAL WITH THE
GOVERNMENT OF MADRAS,
~~Fort St. George~~,
Ootacamund.

To

THE CHIEF SECRETARY TO GOVERNMENT,
Financial DEPARTMENT.
Ootacamund.

SIR,

I have the honor to acknowledge receipt, on the 14th instant, of G.O. No. 424 of 15th May last, relative to the scale of pay to be adopted for certain appointments in the Medical Department, when held by natives of India.

2. The Indian Medical Service is divided into 2 branches the Commissioned and Uncovenanted.

3. As regards the Commissioned grade it is open to all natural-born subjects of Her Majesty, and considerable numbers both of Eurasians and of pure Natives of India more especially in recent years, have found their way into its ranks. 4 Hitherto these Officers have enjoyed exactly the same emoluments as their European confreres, and although those who entered the department subsequent to 1860 are subject to any changes which it may be considered necessary to make, it would not in my opinion be judicious or quite equitable to subject them now after the

lapse of years to any reduction of the kind indicated.

4. At the same time I concur in the principle that officers of purely native extraction in the Commiſsioned ranks should not receive the same rates of pay as Europeans, and consider that the rule of a two-third scale, in every grade, should have effect in the case of all of such descent who may hereafter enter the service. Their mode of life is distinctly different from that of the European and proportionately less costly, and does not involve expatriation from native land, separation from children, work in a foreign and trying climate and deterioration of health.

5. As regards domiciled Europeans and Eurasians, who rank as statutory natives of India, I would not propose any change of terms; as they are eſsentially European in their habits and mode of life. As a matter of fact such persons when in a pecuniary position to do so generally send their families to Europe to be educated; and as it is clearly for the good of the State that poſsible future servants of Government & even private citizens in this country should enjoy the many advantages moral, mental and physical of a European training, it would not be advisable to introduce any change which

would make this impracticable.

6. Recruiting for the Commiſsioned grade at present takes place by open competition, and I am not prepared to advocate any change in the direction of retaining a certain number of vacancies for native candidates, as such an alteration would not be for the good of the service. Under the existing system the competition for the few appointments annually available is such, as to eliminate all except highly qualified candidates.

7. The Uncovenanted branch of the Medical Department is divided into Military and Civil.

8. The military branch consists of Warrant grades on salaries ranging from Rs50/- to Rs400/- per mensem, and is open only to Europeans and their descendants, natives of India by race and blood not being eligible for this section of the service. There are also Military hospital Aſsistants – with English qualification – who receive pay ranging from Rs25 to Rs80/-

9. The Civil branch embraces the following grades. Uncovenanted Medical Officers on a salary rising from Rs350/- to Rs700/- per mensem. Aſsistant Surgeons with pay increasing from Rs100/- to Rs200/- by three septennial increments. Apothecaries whose pay ranges from Rs50/- to Rs150/-; and lastly Civil Hospital Aſsistants with emoluments from Rs25/- to Rs55/-. These grades in the Civil department are open to all nationalities, Europeans, statutory

natives and pure natives of India.

10. The appointments in the Uncovenanted branches with such low salaries do not apparently come within the scope of the Finance Committee's Enquiry; except perhaps that of Uncovenanted Medical Officer, the maximum pay of which reaches Rs 700. This appointment is susceptible of being brought under the rule which restricts the holder, when a native, to two-thirds of pay. But in the case of domiciled Europeans and their descendants I would exclude them from the operation of the rule, for reasons already stated in para 5.

I have the honor to be
Sir,
Your Most Obdt. Servant
Bidie M.B., C.I.E.
Ag. Surgeon-General
c Govt. of Madras

Fin. CURRENT NO. 926 (188 6) DEPARTMENT.

From Ag.

THE SURGEON-GENERAL WITH THE

GOVERNMENT OF MADRAS,

Fort St. George.

No. 0/281

Dated 17/ } July 1886.
Recd. 18

No.

SUBJECT.

Submitting remarks regarding the rates of pay for certain appointments in the Medical Department when held by Natives of India

Accountant

No. 0/70.

Office of Sanitary Commissioner
Ootacamund ~~21st~~ 22 July 1886

Pub. CURRENT NO. 2942

From,

Dy: Surgn Genl W. Farquhar M.D.
Ag: Sanitary Commissioner
for Madras.

To

The Chief Secretary to Government
Public Department.

Sir,

I have the honor with reference to G.O. No 1463 Mis: dated 14th July 1886 Public, to state for the information of Government that the questions to which it refers, do not apply to the Sanitary or Vaccine Departments, as no appointments such as indicated by the Finance Committee are made in, or appertain to them.

I have the honor to be
Sir
Your Most Obedt Servant
W. Farquhar M.D.
Dy: Surgn Genl
Ag: Sanitary Commissioner
for Madras

14/7/86 G.O. 1463 Mis Pub.

Public Department

CURRENT NO. 2942

From

Dy. Surg.n Genl. W. Farquhar M.D.

Ag. Sanitary Commissioner for Madras

Fair for signature

No. 1278 E 4/8/86 Despd 4/8

P.M.

With reference to his letter No 0/70 d. 21st Aug 1886 the Actg. San.y Commr. is requested to submit a report on the supposition that the appointments now held in his Dept. by covenanted European officers may some day be held by native officers.

E.H.
2/8.

To

The Chief Secretary to Government

Dated 21
Despd.
Recd 22 } July 1886.

No. 0/70

Enclos. /.

Subject

states that the questions to which G.O. No. 1463 Mis dated 14th July 1886 Public, do not apply to the Sanitary or Vaccine Departments.

No.

Transferred to the Financial Dept.

(By Order)
[illegible]
Under Secretary

Ootacamund
July/86.}

Fin.
27/7

24

NOTE FOR THE CHIEF SECRETARY.

Dr. Farquhar's statement that the G.O. does not apply to his Dept. is based no doubt on the fact that the appointments of San.y Commr. & D.y S.C.s. are reserved for covenanted officers. vide G.O. 8-6-86 No. 1336. It is not quite clear, however, that the proposed 2/3rds rule is not intended to apply in future to ~~[illegible]~~ natives admitted to the covenanted services as well as to uncovenanted native officers.

He should, I think, report on the supposition that such appts. may one day be filled by Natives.

E.H.
30/7

J.W.
31/7

Office of Sanitary Commissioner

Nº 0/87.

Ootacamund 13th August 1886

CURRENT NO. 3275
Pub.

From,

Dy. Surg: Genl. W. Farquhar. M.D.
Ag. Sanitary Commissioner
for Madras.

To

The Chief Secretary to Government
Public Department.

Sir,

Order in the Public Department Nº 1463 Mis: dated 14th July communicating G.O. 15th May 1886 Nº 424 Financial

With reference to your Official Memorandum Nº 1276 C Public dated 4th instant and the marginally noted G.O., I have the honor to state for the information of Government that the Offices of Sanitary Commissioner and Deputy Sanitary Commissioner are the only appointments the salaries of which, when held by Covenanted Natives of India could, with propriety, be reduced.

For Natives not now in the Service, but who may enter hereafter, two-thirds of the salaries granted to Europeans would, in my opinion, meet their cases and also those of Europeans born and bred in the country and who, like the Native, go to England only for the purpose of qualifying for Government Service, and return ~~to which~~ to what is practically their own country.

I have the honor to be
Sir
Your Most Obed^t. Servant

W. Farquhar. MD
Dy. Surg^n. Genl.
Ag. Sanitary Commissioner
for Madras.

Financial DEPARTMENT.

From the Public Dept.

No.

Dated 19th Augt/86

Received 19th ,,

Enclosures

SUBJECT.

Sanitary Commissioner's letter stating that the pay of appts. &c &c, when held by Natives of India should be 2/3rd of that when held by Europeans

14/7/86 No. 1463 Mis.

Public Department

CURRENT NO. 3275

C Nos. 2942 & 3275.

No.

Transferred to the Financial Dept.

(By Order)

Under Secretary

Ootacamund
19th August /86.

18/8

from

The Sanitary Commissioner
for Madras

To

The Chief Secretary
to Government.

Dated 13th }
Despd } August 1886
Recd 14 }

No. 0/87

Enclo/-/

Subject

States that the salaries of the Sanitary Commissioner and Dy: Sanitary Commissioner when held by Natives of India should be two-thirds of those when held by Europeans.

With Endorsement

CURRENT NO. 940 Fin

Ootacamund
21st July 1886.

No. 212

From,

Lt Col: W. S. McLeod.
Ag: Inspector General of Jails.

To,

The Hon'ble E. F. Webster
Chief Secretary to Government
Ootacamund.

Sir,

G. O. No. 424
Financial
dated 15th May
1886

In acknowledging the receipt of the marginally noted Order of Government, I have the honor to report that all appointments in this Department of the grade of Superintendent of Jails, are now held by Military and Medical Officers or Uncovenanted European Officers.

2. So far as I am aware there is no Rule prohibiting the appointment of Natives of India as Superintendents of Jails. They

are not though in my opinion suited in character for the appointment, and their nomination thereto would I consider be undesirable, if not even prejudicial to the well being of the Jail Department.

3. Should however it be at any time determined by Government to nominate a native as Superintendent of a Jail, the salary assigned to such Officer might well be fixed at two thirds of that now granted for the charge of a Jail. In making this suggestion I refer only to such cases as where Officers are appointed to the sole charge of Jails, and not to District Jails which are ordinarily held by Civil Surgeons at a small remuneration; in

these cases even should the appointment be held by a native (as is possible in some of the smaller Jails) no reduction of the allowance now sanctioned seems desirable.

4. A few of our Jailors are natives. The salaries of Jailors are fixed too low to admit of any reduction even when such appointments are held by natives, and I would deprecate any reduction in the salaries of this class. It is of course possible that even were a reduction made men would be found ready to take up the appointments, but with the opportunities to temptation that exist and the evil consequences of corrupt practices in a Jail, I would strongly urge that

no interference be made with existing salaries which are fixed as low as compatible with the duties required, and general efficiency.

5. With regard to para 3 of the Government Order under reply I have the honor to state that so far as this Department is concerned I am of opinion the two third Rule should apply only to those who are natives by race and blood.

6. In reply to para 5 of the Financial Committee's letter embodied in the Proceedings of Government under reply. I have the honor to state that I do not recommend any reduction in the salaries of the lower grades in this Department, these grades being already

but

but inadequately remunerated for their arduous and responsible duties. In the case of natives appointed as Superintendents, I would recommend as stated in para 3 of this letter, a fixed reduction of $\frac{2}{3}$ of the rates of existing salaries.

7. I have already strongly deprecated the idea of Natives being appointed as Superintendents of Jails, and with this exception all appointments in this Department are subordinate, and are now chiefly held by natives, some of our Jailors even being natives. There seems therefore no necessity for any change being made in the existing system of filling vacancies either in the Superior or

inferior grades.

I have the honor to be
Sir,
Your most Obedt. Servant
J. S. McLeod
Lt. Col.
Ag. Inspector General of Jails

CWH

CURRENT NO. 940

Finl

~~JUDICIAL.~~

~~Jail~~ (1886,) Department.

FROM

Ag: THE INSPECTOR-GENERAL
OF JAILS,

TO

THE CHIEF SECRETARY
TO GOVERNMENT.

Ootacamund

Dated 21 } July 1886.
Received 22 }

No. 212

ENCLOSURE

SUBJECT.

Reporting with reference to G.O. No. 424 Finl. on the appointment of Natives as Jail Supdts. &ca.

Administrative Department.

CURRENT NO. 958 Finl

No. 6832

Madras,
Port Marine Office,
22d July 1886.

From
T. E. Marshall Esqre.
~~J. H. TAYLOR, Esq., LIEUT., R.N.R.,~~
Acting Port Officer ~~Master Attendant~~,
Administrative Department,
Madras,

To
The Honorable C. Forster Webster,
Chief Secretary to Government,
Marine Department,
Fort St. George.

SIR,

With reference to G.O. No. 383 Miscellaneous, dated 15th instant, calling for very early report on a reference from the Finance Committee, regarding the rates of pay to be adopted for appointments in certain departments named, and others involved in the inquiry, when they are held by Natives of India, I have the honor to state that I have no remarks to offer, as the higher appointments in the Marine Department of this Presidency require to be filled by men of Nautical experience, and educated Natives possessing such experience are not available. As regards domiciled

Europeans, considering the exceptional nature of the service, it does not seem advisable to make any distinction.

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

Acting Port Officer.

JM

15/7/86 Mis 383 Pbis ~~Judl~~ marine

CURRENT NO. 958

~~Marine~~ Financial DEPARTMENT.

From

Port Officer
THE ~~MASTER ATTENDANT~~,
~~ADMINISTRATIVE DEPARTMENT~~,
Madras,

To

THE CHIEF SECY. TO GOVERNMENT,
MARINE DEPARTMENT,
Fort St. George.

No. 6832

Dated 22
Received 25th " } July 1886.

No.

Subject.

States that the higher appointments in the Marine Department must be filled by men of Nautical experience.

CURRENT NO. 959

34

Registration Department.
I. No. 3434.

From
Geo. Hamnett Esquire,
Inspector General of Registration,
Madras.

To
The Honorable E. Forster Webster,
Chief Secretary to the Government,
Ootacamund.

Dated, Palamcottah, 22nd July, 1886.

Sir,

With reference to G. O. Judicial dated the 15th July 1886, No. 1860, Mis., "very urgent," which reached me here, I have the honor to state that the registrars, Sub-registrars, clerks, peons and nightwatchmen employed in the Registration Department are all natives of India, and that their salaries having been fixed with reference to the responsibility and work devolving upon them, there is no room for any reduction in the way suggested by the Finance Committee.

2. The two-thirds rule may be introduced in all those cases in which the appointments were expressly created, as in the case of the Civil Service, for Europeans expressly educated and trained in England; but it would be suicidal to apply the rule to such appointments as Sub-Judges, Deputy Collectors, District Munsifs, Tahsildars &c.

3. Any appreciable reduction of expenditure cannot, in my opinion, be brought about by the reduction of salaries as suggested, as the number of appointments which will admit of such reduction cannot be many in each Presidency.

4. But considerable reduction of expenditure may be made by employing natives in the

departments specified by the Finance Committee on lower salaries than those given to the Europeans now employed, and by abolishing appointments which do not materially add to the efficiency of a department or to the well-being of the country.

5. As regards domiciled Europeans, I think that they should be treated as Europeans sent out from England, as their expenses for living and educating their children are in every respect precisely the same. I also think that there should be no hindrance whatever to the employment of such Europeans in appointments for which they may be found qualified.

I have the honor to be,
Sir,
Your Most Obedient Servant,

W. Hennett
Inspr. Genl. of Regn.

CURRENT NO. 959

~~Judicial~~ Financial (1886) Department.

"Registration"

E

From

The Inspector General
of Registration,
Madras.

To

The Chief Secretary
to the Government,
Ootacamund.

Dated 22nd July 1886.
Received 25th "

J. No. 3434
Enclosures (Nil)
No.

Submitting remarks called for in G. O. Judicial dt 15th July 1886, No. 1860 Mis: regarding a reference from the Finance Committee, respecting the rates of pay to be adopted for appointments in certain departments, when they are held by Natives of India.

CURRENT NO. 982 Fin

36

OFFICE OF THE DIRECTOR OF
PUBLIC INSTRUCTION,
Madras, 26th July 1886.

No. 5094.

From
D. Duncan
~~H. B. GRIGG~~, ESQ., M.A., D.Sc.,
Ag. DIRECTOR OF PUBLIC INSTRUCTION,
Madras,

To
The Honorable the Chief Secretary
to Government,
Fort St. George.

SIR,

With reference to endorsement dated 15th July 1886, No. 444 Mis., calling for early report on the rates of pay to be adopted for appointments in this department when they are held by Natives of India, I have the honor to inform you that the graded appointments are the only ones in which, in the above circumstance, a lower rate of pay is given; the rate being two-thirds of the salary allowed when the post is held by a European. Mr. P. Ranganatha Mudaliyar of the Presidency College was specially exempted from the two-thirds rule.

2. The non-graded appointments which have hitherto been usually filled by Europeans but which may be or have been filled by Natives are:-

Principal, Teachers' College	— Salary Rs 600 per mensem
Head Masters, Calicut and Mangalore Colleges	— " 500 "
First Assistants, Rajahmundry and Kumbakonam Colleges	— " 500 "
Superintendent, Government Female Normal School	— " 350 — "

Several other appointments from their special character have up till now always been held by Europeans, though there is no rule preventing them from being held by Natives. These are:—

Principal, Agricultural College	- Salary Rs 800 to 1000 per mensem
Superintendent, School of Arts	- " 500 "
First Assistant, College of Engineering	- " 400 to 500 "

The Principalship of the College of Engineering

has hitherto been held by a Royal Engineer. But in para 4 G.O. dated 27 May 1886 No 328 it has been ruled that the appointment may be held by a Civil Engineer. This would appear to leave the appointment open to Natives, yet from the peculiar character of the institution, as containing as it does European Military students, it will probably always be held by a European. Similarly with the Principalship of the Agricultural College and of the Teachers' College. It is not likely that these posts will be held permanently by Natives for many years to come, on account of the special qualifications required. But should any Native be considered fit for either of these posts, no reduction should in my opinion be made in the salary, as his appointment would imply the possession of qualifications of a very high order and probably also previous residence in Europe.

3. The salaries of the other posts mentioned

above do not exceed Rs 500; and I would consider it inexpedient to apply the two-thirds' rule to them when they are held by Natives, as this would practically close them against Native Educational officers altogether. The appointments which are almost exclusively held by Natives go up to Rs 400 and a few of them even to Rs 500; consequently the holders of such appointments would lose if posted on a two-thirds' salary to a Rs 500 appointment usually held by a European.

4. I am therefore of opinion that the two-thirds scale should not be applied to any of the non-graded educational appointments.

5. Wherever a reduced rate of salary is sanctioned I think two-thirds an equitable rate.

6. I do not think the reduced rate should apply to Europeans domiciled in India, who rank as statutory Natives. If it should be

be eventually decided to reduce the salary in such cases also, a higher proportion should be allowed than two-thirds. To persons retaining European habits and modes of life the cost of living is higher than to Natives by race and blood of similar status.

I have the honor to be,
Sir,
Your most obedient Servant,
D Duncan
Ag: Director of Public Instruction.

Ex: W.B.

27/5/80 Rs 328 Edul

Jud^l ~~Educational~~

CURRENT NO. 982

1886.

Educational Department.

From

THE Acting DIRECTOR OF PUBLIC INSTRUCTION,
Madras,

To

THE Honorable the CHIEF SECRETARY TO GOVERNMENT,
Fort St. George.

No. 5094

Dated 26th
Despatched 27
Received 29
} July 1886

No.

ENCLOSURES.

Subject.

Rates of Pay :- Submitting report regarding the — to be adopted for appointments in this department when they are held by Natives of India.

CURRENT NO. Jud^l 1023

No. 3944.

Office of the Inspector General of Police,
Kodaikanal 31st July 1886,
Despatched 4th August 1886

From

Colonel T. R. Guthrie
Inspector General of Police,

To

The Chief Secretary to Government
Ootacamund

Enclosures.

SIR,

In reply to G. O in the Judicial Department 15th July 1886 No. 1860 (Mis), I have the honor to say that the two thirds rate seems to me a fair and reasonable rule to apply to all Gazetted appointments when held by Natives of India by race and blood.

2. As regards Domiciled Europeans they should receive the same rate

of pay as other Europeans.

3. Taking into account the Special nature of Police Service it would not in my opinion be prudent at present to employ Natives of India in the Gazetted grades of the Police, I do not therefore Suggest any proportion of Vacancies for Native Candidates.

I have the honor to be
Sir
Your most obedient Servant
W. Guthrie Col
Inspr General of Police

CURRENT NO. 1029

Judicial (1886) DEPARTMENT.

From Col. J. H. Guthrie
Inspector General
of Police,

No. 3944.

Dated 31st July 1886.
Received 5th August 1886.

No.

SUBJECT.

Reports on G. O. No. 1860 dated 15th July 1886, regarding rates of pay to be adopted for appointments in Certain departments when they are held by Natives of India.

CURRENT NO. 114

No. 2426. High Court of Judicature,
Madras, 26th August 1886.

42

From H. T. Ross, Esquire,
Registrar of the High Court of
Judicature at Madras.

To The Honorable E. F. Webster,
Chief Secretary to Government.

Sir,

In reply to G.O., No. 424, Fin., dated 15th May last, I am directed to intimate that the Honorable the Judges see no objection to the general application, with certain limitations, of the rule now obtaining in the Civil Service that, where an appointment is held by a Native of India, he should receive two-thirds of the salary assigned to the appointment when it is held by a European.

2. In the opinion of the Honorable the Judges, appointments of Rs. 500 per mensem or less, and cases

in which promotion to a graded appointment would involve a reduction of pay under the rule, should be exempted from its operation: and they would also make an exception in the case of some of the highest appointments, such as Puisne Judgeships of the High Court, where it is undesirable to run the risk of erroneous impressions being caused as to the relative prestige and importance of Judges sitting together on the same Bench.

3. I am, in conclusion, to state that there appears no reason why the rule should not be applied to Europeans domiciled in India who rank as Statutory Natives: but it would probably be expedient for Government to reserve power to make exceptions.

I have the honor to be,
Sir,
Your most obedient Servant,
J. Ross:
Registrar,
appellate Side

CURRENT NO. 1141

Judicial {1886} Department.

No.

FROM

THE → REGISTRAR OF THE HIGH COURT
OF JUDICATURE AT MADRAS,
Appellate Side.

Dated 26th August } 1886
Received 28

No. 2426
~~Enc.~~

Replying to the G.O. regarding the pay of the appointments ~~in the~~ Civil service held by natives of India.

appellate side

No 1188.

CURRENT NO. 1219
STATIONERY OFFICE

Madras, 8th September 1886

44

From.
The Superintendent of Stationery
Madras

To,
The Chief Secretary to Government
Financial Department

Sir

With reference to Government Order dated 15th May 1886, No 424, Financial, I have the honor to state that there are no appointments in the Stamp and Stationery Departments to which the rule that only two thirds pay should be given to natives need be applied.

Looking at the question generally I have no doubt but that there should be some difference between the pay given to a native, and to a European who comes all the way from Europe leaving the comforts of his native land, but I think it is a mistake to apply a uniform rate of difference without reference to the circumstances of each case. A great deal depends upon the age of the man appointed and his prospects of promotion. For instance, the other day when there was a vacancy of an Inspectorship of Schools, the salary attached to it being 500 Rupees, a native Deputy Inspector of Schools drawing Rupees 300 per mensem could not accept the appointment although he was fully competent to discharge the duties with efficiency, as the transfer would only give him two thirds of 500 Rupees or 33 Rupees more than his present pay while it entailed constant travelling and hard work. He had also no prospect of promotion as he had almost completed his service and could not remain in Service more than 4 or 5 years longer. If he were a young man with long Service before him, or if he had been offered Rupees 400 he would have gladly

taken

taken it up. In this and similar cases e.g. those in which a man already gets more than two thirds of the pay of the appointment offered, the rule that the difference of pay should be one third must cause hardship to deserving uncovenanted servants. It seems to me that a more equitable rule would be that the salaries of all appointments for which European talent and physique are absolutely necessary should be so fixed as to attract competent Europeans, and that when natives of suitable qualifications are available for such appointments, they should be allowed, at the discretion of Government a suitable pay not less than two thirds of the salary attached to the appointments, on a consideration of the age of the candidate, his prospects of promotion and the salary already drawn by him. The only objection to this course is that there is no fixity in the rule, but this seems to me to be of no consequence. Whatever may be the salary allowed to a native, it could not be more than that which would be given if an European was sent for, and consequently the appointment of a native on a salary exceeding two thirds of the pay attached to the office cannot possibly entail any loss upon the state.

What appointments require European talent or phisique is a question upon which the Heads of Departments concerned are most competent to tell. As already stated, there are no such appointments in the Department under my control.

I would make no difference between natives by race and Europeans domiciled

domiciled in India who rank as statuatory natives. I do not think European living in India is on the whole more expensive than that of the better class of natives. It may be that Europeans spend more upon themselves, while natives spend more upon others, but that affords no ground for a difference in the pay. It is only those Europeans who suffer exile that are in my opinion entitled to higher pay.

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

SUPERINTENDENT

CURRENT NO. 1219

From

The Superintendent
of Stationery

To

The Chief Secretary
to Government
Finance Dept.

No.

Dated 8th }
Despd. 8th } Sept. 1886
Received 10th }

Subject

Reporting that there are no appointments in the Stamp & Stationery Depts. to which the rule that only 2/3 rds pay should be given to Natives need be applied.

With other papers on the subject, when they return from Circ.

Precis

Twothirds rate of Pay
for
Natives of India.

Issues raised:

1. To what classes of appts the scale can be made applicable.
2. How present incumbents are to be dealt with.
3. Whether applicable to domiciled European or Statutory Natives.
4. Whether alternative scales may be fixed &c.
5. Whether a fixed number of applts should be reserved for natives –

Twothirds rate of Pay – Abstract of opinions from Heads of Depts

Letter		Head of Deptt.	Class of appointment	Rate of Pay	How present incumbents shd be dealt with	Whether applicable to Staty Natives	Alternative Scales of pay	Any fixed number or proportion for Natives	Remarks –
No	Date								
3540	12-6-86	Military Deptt.	(i) Submedical deptt.	Full pay	〃	〃	〃	〃	Not intended to apply to these classes of appointments.
			(ii) Office establts.	Do	〃	〃	〃	〃	
$\frac{32}{C}$	11-6-86	Director of Rev Settlt.	(i) Rs Dy Director 1st gr. 1100 Do 2nd gr 750 Asst Dir. 1st gr 500 Do 2nd gr 425	Two thirds 733 500 366 283	Should be exempted; the maximum being limited to Rs 900 p.m.	None in the deptt.	〃	〃	Scale in the lowest grade not too low for a young man just fresh from College, & more than what Junior Civil Servants used to get in former days.
$\frac{380}{D}$	12-7-86	Public Works Deptt.	(i) Engineer establt.	$\frac{2}{3}$	Should get only half the increase of pay on each step of promotion until brought within the $\frac{2}{3}$ rule.	No	Not recommended	One for each year already fixed.	The fact that a young Asstt Engr will get less pay than some Upper Subordinates is no more an anomaly than that a Statutory Civilian should receive less pay than a Senior Deputy Collector.
			(ii) Upper & lower Subordinate establts. (iii) Clerical establts.	Full pay	〃	〃	〃	〃	Pay fixed with regard to the probability that the appts will be filled by Natives of India
$\frac{C}{281}$	17-7-86	Surgeon General with Govt of Madras.	(i) Commissioned grades	$\frac{2}{3}$	For future incumbents only	No	No	No	
			(ii) Civil Medical Uncovd Officers	$\frac{2}{3}$	Do	Do	Do	Do	
			(iii) Military uncovenanted grades. Rs 50 to 400 Milty Hospl Assts with English qualifn Rs 25 to 80.	Full pay	〃	〃	〃	〃	Not open to Natives.
			(iv) Assistant Surgeons Rs 100 to 200 Civil Hospl Assts 25–55	Do	〃	〃	〃	〃	Pay too low to admit reduction.

Letter		Head of Deptt	Class of appts	Rate of Pay	How present incumbents should be dealt with	Whether applicable to Staty Natives	Alternative rates of pay	Fixed number for natives	Remarks
No	Date								
1605	14-7-86	Board of Revenue.	Appointments with pay from Rs 200 upwards	A little more than $\frac{2}{3}$ of the increase on every step of promotion					The $\frac{2}{3}$ rule cannot be strictly applied unless the whole service from the top to the bottom is manned in all grades by both Europeans & Natives -
			(i) Forest						
			Asst Conservr 250	240	None	No	No	No	
			" 350	300					
			" 450	360					
			Dy Conservr 550	440					
			" 650	500					
			" 800	600					
			" 900	670.					
			(ii) Salt						
			Inspectors 250	240	Should be exempted.	No	No	No	
			" 300	270					
			" 350	300					
			" 400	340					
			Asst Commrs 500	400					
			" 600	470					
			" 700	540					
			" 800	600					
			(iii) Rev. Settlt.						
			Dy Dir. 1100	740	Do.	No	No.	Half the number	
			" 750	500					
			Asst Dir. 550	370					
			" 425	290.					
			(iv) Survey - Scale Do as in Settlt.	" Do?	"	"	"	"	Gazetted appts should not be given to Natives For Appts to be held indiscriminately by Europeans & natives, a definite pay should be fixed, an 'Indian allowance' of 100 per cent being added for Europeans -
212	21-7-86	Inspector Genl of Jails	(i) Supts of Jails in sole charge.	$\frac{2}{3}$	"	No	'	"	Do.
			(ii) Medical officers	Full pay	"	'	'	'	
			iii Jailors &c	Do.	"	'	'	'	
			(iv)						

Letter No	Letter Date	Head of Dept	Class of appointment	Rate of Pay	Present incumbents	Statutory Natives	Alternative Scale	Fixed No of appts	Remarks
6832	22-7-86	Port Officer Madras.	Higher appts requiring Nautical experience	〃	〃	No distinction	〃	〃	No natives are available.
3434	22-7-86	Inspr. Genl of Registration	(i) Covenanted Civil Service appts, & others requiring men especially trained & educated in England.	2/3	〃	Do	〃	〃	(i) All appointments in the dept are at present held by Natives of India. (ii) It will be suicidal to apply the rule to such appts as Subjudges, Deputy Collrs, District Munsifs, Tahsildars &c. (iii) No appreciable reduction of expenditure will eventually be brought about, as the number of appts which will admit of such reduction cannot be many in each Presidency. (iv) No hindrance whatever should exist to the employment of ~~such~~ domicile Europeans in appts for which they may be found qualified.
			(ii) Depts specified by the Pri. Comm.	2/3	〃	Do	〃	〃	
3944	31-7-86	Inspr General of Police.	All gazetted appointments	2/3	〃	Do	〃	〃	It would not be prudent at present to employ Natives in the gazetted grades of the Police Dept. - The Present Asst. Commr & a former Dy Commr } Ramachandra Rao were natives.
0/87	13-8-86	Sanitary Commr.	Sanitary Commr & Deputy Sany Commr }	2/3	〃	Europeans born & bred in India should receive only 2/3	〃	〃	Natives proceeding to Europe merely for qualifying for Govt service & practically returning to their own country should also get only 2/3

Letter No	Letter Date	Heads of Depts	Class of appts	Rate of pay	Present incumbents	Statutory natives	Alternative scales of pay	Fixed number for natives	Remarks
8094	26-7-86	Director of Public Instruction	(i) Graded appts	2/3	already exempted	No	"	"	
			(ii)						
			Principal Agricultural College	Rs 800-1000	"	"	"	"	(i) Not likely to be held by Natives, but if appted, he should get full pay, as it would imply the possession of qualifications of a very high order & probably also previous residence in Europe.
			Supt School of Arts	800	"	"	"	"	
			First Assts C. E. College	400 – 800	"	"	"	"	
			(iii)						
			Principal Normal School	600	"	"	"	"	(ii) Inexpedient to apply the 2/3 rule, as the appts would be practically closed against Natives altogether.
			Hd Master Calicut Mangalore College	500	"	"	"	"	
			First Assts Rajahmundry & Kumbakonam Coll	500	"	"	"	"	(iii) 2/3 scale shd not be applied to ungraded appts (iv) If applied to Domiciled Europeans a higher proportion should be allowed than 2/3.
			Supt Teach. Normal School	350	"	"			
2426.	26/8/86.	High Court.	Appointments above Rs 500 Except puisne Judges of the High Court.	2/3	Should be exempted, when promoted to graded appts. from loss of pay.	No.	~~No opinion~~ "	No opinion	In the case of Puisne Judges, it is undesirable to run the risk of successive impressions being caused as to the relative prestige & importance of Judges sitting together on the same bench.
1188	8-9-86	Supt of Stationery	appointment for which European talent & physique are absolutely necessary	any suitable rate not less than 2/3 based on a consideration of age prospects & service	"	Yes. No difference between natives of race & domiciled Europeans.	"	"	No appts in the department to which the 2/3 rule can be applied. Only Europeans suffering exile are entitled to higher pay

Two thirds rate of Pay

The main object of the Finance Committee in seeking to introduce the two thirds scale of pay made is to promote — chiefly with a view to Economy — the more extended employment of Natives in those depts of the public service, which have hitherto been practically monopolised by Europeans on the ground that the peculiarly arduous nature of the duties in those depts required special qualifications such as were not ordinarily to be found among Natives of India — The proposal would appear to be on the face of it somewhat inconsistent and inequitable inasmuch as, while extraordinary qualifications are required, the remuneration offered is proportionately smaller than that already enjoyed by other natives with avowedly less arduous and onerous duties to perform in depts now almost monopolized by them. Any measures therefore likely to deter the Native element — either on the ground of *inexpediency* or of *distastefulness* — from seeking employment in a dept where the restricted scale of salaries is in force cannot but prove prejudicial to public interests and *fatal to the primary object in view*.

Inexpediency

For example; — an appointment in the graded list of the Educational Police or Salt dept (beginning on a salary of Rs $\frac{500 \times 2}{3} = 333\frac{1}{3}$) may not prove so attractive to a native of thorough education, notwithstanding the prospects of promotion, as appointments on the Deputy Collectors' or Subjudges' lists. On the other hand, there may be natives of such a turn of mind as to shrink from the bare idea of employment on a reduced scale of pay — taken *per se* — even in such high ranks of the Service as the Statutory Civil Service itself; — *a fortiori* in depts like the Salt and the Police where the nature of the duties is simply forbidding.

Distastefulness

2. The general introduction of the scheme will not fail to impress on the mind of the native a feeling of *degradation*, *inferiority* or *proved incompetency*, which must considerably lower his confidence and selfrespect, thereby reacting detrimentally on the quality of the work turned out by him. On the other hand, in a dept where he has to work side by side with a European, the latter may not unnaturally be tempted to look down upon his native *confrère* with disdain and contempt, — or at all events the latter may imagine that he is so treated; so that some degree of friction and other complications may ensue which it may be better to prevent than to cure —

3. The introduction of the scheme may also deal the final *coup de grace* to all inclination on the part of the Native to proceed to Europe

and educate himself to the full standard of the English scholar with a view to compete for the Civil Service the commissioned Medical grade, the Engineering line and so forth.. No inducement can exist to aim at such high perfection, So long as the certainty exists that both his pay & status will remain at a fractional figure as compared with those of his future colleague and collaborateur. This seclusion from Europe is much to be deprecated both in the interests of Govt and of the peoples.

4. So far as personal considerations are concerned — independently of State requirements — it is no doubt true that the cost, habits and modes of life are essentially different in the two cases, that the European is mulcted to the extent of a good portion of his total emoluments owing to the depreciation of silver, separation from home and sundry other causes, and that at the end of his service in India he seldom finds that he has anything but his 5/ paltry pension to fall back upon. But the compensation now proposed to be offered to him for these positive disadvantages is absolutely Nil in hard cash, but merely a negative consolation — though a very sorry consolation — that his brother native will be reduced a foot and a half lower than himself although the work turned out by him may be precisely the same. On the other hand the European in almost every station of life in India enjoys comforts which the native will never dream of indulging in, even though he is paid Rs 20,000 p. m. He enjoys the benefits of a splendid classical education the pleasures of which are superior to all earthly comforts and enjoyments; he enjoys the society of men and women educated exactly like himself; and is altogether moving in a sphere of life as high above that of

the average educated native as the seat of Olympian Jove was supposed to be over that of Tartarean Hades. The native has no compensation for this but the vulgar pleasures derived from the sight and perhaps the sound of the hard cash, which he earns by the sweat of his brows, but which, if he does not bury underground like his ancestors of old, he invests in hundreds of ways which a European must regard as barbarian in the extreme; he lives all the while on bare vegetable diet of the coarsest description, with the maximum amount of discomfort to himself and family in other respects. It would seem be quite undignified & uncharitable on the part of a Paternal Govt to take advantage of this, and to reduce his wages, as it would be tantamount to condemning him for all eterni-ty to this barbarian mode of life — If life is worth living at all, a European on Rs 500 is therefore taking all in all 60 a million times better off than a native on Rs 5000 per mensem.

And though all the misery brought down on himself by the native is mostly of his own making, the remedy under existing circumstances lies no more in his own hands than in the case of the Europe-an who cannot shake off his expensive mode of living —

5. At all events, this line of argument based on the cost of living and other person-al considerations of a similar nature ought to be quite beneath the notice of a just & impartial Govt, as it cannot afford to recognise similar distinctions in other matters such as providing for differences in the cost of living —

(i) of those public servants European or native who live with families and of those who live without families

(ii) of a herbivorous Brahmin & a carnivorous Sudra

(iii) of natives in their present mode of life and of future generations whose habits will completely change and become more expensive with the progress of education and civilisation — et hoc genus omne —

Then again if Govt cannot feel justified in reducing the existing scale of pay for Europeans on the ground that they enjoy immensely greater facilities than of yore as regards communication with Europe &c, it would seem somewhat awkward on its part to attempt to curtail the emoluments of the native just as he is emerging from barbarism and beginning to adapt himself to the more expensive ways of civilisation and mental & moral development.

6. So far as the interests of the State are concerned, provided the individual qualifications of a candidate are found to be adequate for the requirements of the public service, no distinction in the scale of remuneration on account of nationality would seem to be equitable. Govt have in either case an equal quid pro quo for their money; in principle, no native ever ought to be appointed to a responsible office tenable by Europeans of high moral & intellectual culture unless he is in every respect proved or at least expected to be on a footing of perfect equality with such a standard of excellence. — But if owing to such exceptional merits a native is so appointed, Govt cannot with dignity condescend to bargain with him for a lower rate of pay; It is not without indefatigable exertions, dogged perseverance and almost superhuman efforts in the lower ranks of the service that a native can attain to such a height of perfection, whereas the European with infinitely less trouble to himself (dealing for the most part with his own language) comes out at once on gazetted appts carrying high pay and social

position: So long therefore
as the quality of the work
turned out by the 2 classes
of public servants is admitted
to be on a *par*, a difference
in the scale of remuneration
cannot but be invidious
in itself, discouraging to the
native, and discreditable to
a Paternal Government.

7. But it may be urged
that, as in the case of *Stores*
so in the case of *Labour*,
the State is undoubtedly
bound to purchase in the
cheapest market; this
is apparently the principle
now acted upon, and if
consistently carried out it
must mean gradual exclu-
sion of the European ele-
ment to a considerable
extent. But it must
not be forgotten that
"*Cheapness*" means also for
the most part "*Inferiority
in quality*". If once therefore
Govt. stoops to put a lower
value on the appointments
in their gift, — while on
the one hand they are
excluding [illegible] competent

European agency — they can
have, only as already mentioned in
paras 2 & 3, decidedly inferior
native agency at their command,
— i.e. — a very indifferent
quid pro quo for their money.

8. The practical application
of the $\frac{2}{3}$ rule *in the manner
proposed by the Finance Committee*
would thus appear to be beset
with difficulties of a complica-
ted character — not to speak
of the doubtfulness of the
financial success of the
scheme by itself: — with the
rapid progress *Technical
education* and *Local self
Government* may be expected
to make in future years, Govt.
service should continue to prove
as attractive and covetable
as heretofore — even to Native
candidates trained in Europe —;
and further, appointments on
the reduced scale of pay
should prove equally if not
more attractive than
(i) other Govt. appts. on fully
pay — e.g. Dy. Collrs & Sub Judges
(ii) employment under Municipal
& Local funds where the
$\frac{2}{3}$ rule may not be in
operation (?)

(iii) employment under Native States and

(iv) other private avocations of a professional character.

Otherwise the tone of the service will deteriorate, and the primary object of the present scheme — viz the more extended employment of native agency — will be defeated. For, what with the inexpediency on public grounds of driving out the European from his well merited monopoly, and the disinclination of the native to assume heavier responsibilities on a reduced scale of pay, the savings to be effected would be very problematical, and the order would in all probability remain a dead letter having done nothing but mischief —

9. But if the exigencies of the State imperatively demand that reductions of expenditure should anyhow be made, coûte qu'il coûte, the best method of securing Economies and at the same time avoiding complications would ~~appear~~ perhaps to be to adopt * 2 alternative scales of pay not only for particular depts of the service but for all branches of the administration uniformly & universally; ~~[illegible]~~,

10. Otherwise, the existing scale of salaries should be recast from top to bottom assimilating it in all Presidencies after one uniform standard, and assigning to each appt no more pay than the nature of the duties and the standard of qualification may strictly require. The salaries of Deputy Collrs & Subjudges were quite recently raised in this Presidency to the standard obtaining more or less elsewhere. But considering that all labour physically * difficult and trying is cheerfully undertaken by the European, leaving peaceful intellectual work for the native, and that the intellect entirely depends on the wellbeing of the physique for its support & its very existence, there can be no inconsistency or injustice in reducing the salaries of appts in depts ordinarily and unreasonably

* para 5 of the Fin. Com. letter

* e.g. Military, Police, Jail, Salt, &c.

open to Natives of India, removing all inequalities and obsolete distinctions. The one word "Exigencies of the State" will reconcile the native to the altered rate of pay. But the depts aimed at by the Finance Committee are precisely those in which no reductions in the direction indicated would be ~~are~~ possible, in a manner compatible with the efficiency of the administration and the security of the State.

15/8/86.

Twothirds rate of Pay for Natives

Complete List of Gazetted appointments.

Civil Department. 64

No.	Appointments	Pay.
	Administration	
1	Governor of Madras	10,000 ✓
1	Private Secretary	1,500 ✓
2	Members of Council	5,120 ✓
1	Chief Secretary	3,750 ✓
1	Revenue Secretary	3,125 ✓
1	Military Secretary	2,500
2	Under Secretarys	1,050 ✓ 1,000 ✓
1	Assistant Secretary	800
	Land Revenue	
3	Members of Board of Revenue	4,000 3,408 3,016
1	Secretary Do	2,000
1	Sub-Secretary Do	1,500
22	Collectors & Magistrates	2000 2,333 2500
15	Sub-Collectors or Principal Assistants	1,166
24	Special Senior & Head. Assistant Collectors	768
22	Assistant Collectors	385 to 560
~~57~~ 46	Uncovenanted Dy. Collectors	250 to 700
	Revenue Survey	
1	Superintendent	1,500
6	Deputy Do.	750 to 1,100
8	Assistant Do.	425 to 550
4	Probationers	200
	Revenue Settlement.	
1	Director of Revenue Settlement	2333
4	Deputy Do	750 to 1100
2	Assistant Do	425
170		

170	Forest.		
2	Conservators	1000 to 1500	
14	Deputy Do.	550 to 900	
14	Assistant Do.	250 to 450	
	Salt & Excise		
1	Commissioner	2,500 to 3,000	
3	Deputy Do	1200-1400	
11	Assistant Do.	500 to 800	
1	Personal Assistant -	500	
	Customs.		
1	Collector of Sea Customs	2333	
1	Deputy Do.	500	
	Stamps & Stationery		
1	Superintendent	1000	
	Financial Post Office & Telegraph.		
	Under the Government of India		
	Judicial Department		
1	Chief Justice	5000	
4	Puisne Judges	3750	✓
1	Advocate General	2187	✓
1	Government Solicitor	1225	✓
1	Government Pleader.	500	✓
1	Clerk of the Crown.	300	✓
1	Crown Prosecutor.	500	✓
229			

229			
1	Law Reporter	420	✓
1	Administrator-General	300	✓
1	Registrar. Appellate Side	1600	✓
1	Registrar. Original Side	1500	✓
1	Deputy Registrar. A.S.	700	✓
1	First Assistant Registrar. O.S.	500	✓
1	Second Do Do	325	✓
1	Judges' Clerk.	550	✓
1	Sheriff	898	✓
20	District & Sessions Judges	2333	
1	First judge. Small Cause Court	2000	✓
2	Other Judges. "	1000	✓
1	Registrar "	500	✓
4	Presidency Magistrates	800 to 1200	
14	Subordinate judges.	500 to 800	
106	District Munsiffs	200 to 400	
1	Coroner	350	✓
3	Cantonment Magistrates	700	
	Jails		
1	Inspector General	1833	
10	Superintendents (including Madras)	300 to 950	
12	Do. with Medical charge	50 to 150	
	Registration.		
1	Inspector General	1500	✓
414			

414			
22	District Registrars	100 to 500	✓
	Sub-Registrar.		
	Police		
1	Inspector-General	2500	✓
3	Deputy Do	1200	✓
1	Assistant Do	900	✓
1	Commissioner of Police	1500.	
1	Deputy Do	750	
1	Assistant Do	350 to 400	
22	District Superintendents	700 to 1,000	✓
20	Assistant Do.	500	✓
	Marine		
1	Port Officer Madras	1500	
1	Assistant Do.	700	
1	Examiner of Port & Marine Accts	500	
1	Agent for Government Consignments	350	
1	Harbour Master	300	
11	District Port Officers	200 to 350	
1	Superintendent of Pearl Fisheries	300	
	Education		
1	Director of Public Instruction	2000 to 2250	✓
	Graded Appointment		
16	Inspectors of Schools & Professors of Colleges	500 to 1500	✓
520			

520			
1	Inspectress of Girls' School	400-500	✓
2	Professors of Law.	400 to 500	
3	Assistant Professors Presy: College.	200 to 500	✓
5	Lecturers. Kumbakonam College	200 to 500	✓
1	Principal. Rajahmundry Agricultural College.	800 to 1000	✓
1	Principal Civil Engineering Coll:	600	✓
1	Professor.	400 to 500	
1	Principal. Teachers College.	600	✓
1	Head Master. ~~Cuddalore, Bellary,~~ Mangalore and Calicut	360 500	
1	Superintendent. Female Govt Normal School	350	
1	Superintendent. School of Arts	500	✓
1	Artistic Instructor	400	
	Ecclesiastical		
1	Lord Bishop of Madras	2133	✓
1	Registrar of the Diocese	213	✓
44	Chaplain. Senior & Junior (Archdeacon & Domestic Chap:)	500 to 800	✓
2	Clergymen on Rs. 100. Railway Chaplains	100 to 150	✓
1.	Marriage Registrar.	50	✓
	Medical.		
1	Surgeon-General	2500	✓
1	Secretary to Do.	800	✓
1	Sanitary Commissioner	2000	✓
1	Deputy to Do. & Inspector of vaccination	1050	✓
12	Professors of Medical College, Resident Surgeons, General & other Presidency Hospitals	700 to 1600	✓
606			

606			
1	Chemical Examiner.	1050	✓
1	Superintendent Lunatic Asylum	650	
1	Professor of Dental Surgery ~~Medical Inspector of Seamen & Emigrant~~	200	✓
1	Health Officer & Superintendent Lock Hospital.	400	✓
30	District Surgeons.	550 to 1050	✓
1	Surgeon to H. E. the Governor	1093	✓
3	Uncovenanted Medical Officers	350 to 750	✓
24	Assistant Surgeons.	100 to 200	✓
	Political.		
1	Resident in Travancore	2800	✓
1	Assistant Do.	600	✓
1	Residency Surgeon.	750	
1	Paymaster Carnatic Stipends	250	
1	British Consular Agent Karikal & Pondicherry	827 + 250	
	Collectors & Ex-officio Political Agents Bellary, Tanjore, S. Arcot, Malabar & Political officer at Vellore		
	Printing		
1	Superintendent Govt. Press	700	
1	Deputy Do.	500	
1	Assistant Do	300	
	Miscellaneous Appointments		
1	Protector of Emigrants	100	
5	Translators to Government	250 to 300	✓
679			

679			
1	Government Astronomer	800	✓
1	Meteorological Reporter	250	✓
1	Curator of Oriental Library	100	✓
1	Superintendent Govt: Museum	500 to 800	✓
1	Superintendent Auxiliary Medical School	200	
1	Medical Inspector of Emigrants	200	
1	Secretary to Commissioner U. C. S. Examination	350	✓
1	Registrar to Govt: Books.	150	
1	Government Botanist & Director of Cinchona Plantation	700 to 800	✓
1	Curator of Do.	300	
1	Government Quinologist	350 to 500	
1	Government Minerologist	500	
1	Deputy Collector Paper Currency	100	
1	Do Incometax	125	
	Do Inam Commn.		
	Director of Agriculture		
1	Assistant Do.	750 to 1000	
1	Inspector of Cattle disease & Veterinary Lecturer	800	✓
1	Registrar University	300	✓
1	Secretary Board of Examiners	100	✓
1	President Municipal Commission Madras	1800 to 2000	
698			

698 2	Vice Presidents Municipal Commission. Madras	700 to 900
1	Health Officer	500
1	Asst: Engineer Mechanical	360
1	Do.	350
1	Sanitary Inspector.	300
704	Ministerial Appointments carrying high pay.	
1	Sheristadar Board of Revenue	1000
5	First Asst Govt: Secretariat	500 to 600
7	Second and third Assistants in the Secretariat & Board.	300 to 550
1	First Asstt Revenue ~~Secretariat~~ Settlt Dept	500
1	Second Do	300
3	Superintendents. Account General's Office	300 to 460
1	Chief Interpreter, High Court.	400.
1	General Superintendent Harbour	300
1	Asstt Director of Public Instruction Dun	371
4	Headmasters, Berhampore, Saidapet, Chittoor & Madura	300
1	Dy: Inspector of Schools Presidency Division	300
1	Head Clerk Small Cause Court	300
3	Special Inspectors of Police	300
	Do Salt	300 ~~250~~ 400

i) G.O. Educl No 73 d/ 29 May 1882.

i) Secy of State's despatch No 7 d/ 8 Feby 1881 in G.O. Judl No 1933 d/ 4th Augt 1884. and G.O. Finl 8 June 1881 No 1042-3.

ii) G.O. Judl. No 738 d/ 13 March 1883.

Secy of State despatch received in G.O. Public No 1228 d/ 9th Augt 1879.

Two thirds rate of Pay
for Natives 68

This scale has already been made applicable in

(i) the case of graded appts in the Educational depts,

(ii) the case of High Court Judges.

But subsequently this reduction was withdrawn in the case of High Court Judges.

In considering how far this scale may be extended in other cases, the readiest clue can be traced in the orders relating to the cognate question of "Employment of Europeans to salaries above Rs 200 per mensem."

The fundamental principle is that "Offices to which it is not desirable to appoint Natives should be filled by

(i) Covenanted Civil Servants

(ii) Officers of the Staff Corps &

(iii) Persons appointed by the Home Govt.

It follows that where Natives are appointed to such posts, they may be restricted to the 2/3rds rate.

2. The next principle is that with the exception of appts so reserved, all other appts with salaries exceeding Rs 200 per annum should be held by Natives of India. But in the case of a few Special* depts, exceptions were made in favor of Europeans who have accordingly almost monopolised the higher appts in these branches of the service. The 2/3rd rate may also be very well introduced in these cases, especially as the Govt of India have always denied* to all Natives appointed to these exceptional posts also.

* requiring qualifications perhaps not ordinarily found among Natives

* para 6 of Govt of India Public letter in G.O. 1228 and of 9th Augt 1879 & para 2 of Govt of India Rev letter in G.O. 1062 of 22nd Sept 1884 -

3. These exceptional branches of the service are the following & will be found to be exactly the same as those enumerated in para 2 of the Finance Committee's letter under consideration: —;

G.O. Finl 421 of 15th May 1886

G.O. 12 Public of 9 August 1879.

(i) Financial deptt
(ii) Forest deptt
(iii) Educational deptt
(iv) Opium deptt
(v) Salt deptt
(vi) Customs deptt
(vii) Survey deptt
(viii) Mint deptt
(ix) Public works deptt
(x) Police deptt.

The Finance Committee have now added three more

(i) Post office deptt.
(ii) Telegraph deptt
(iii) Medical deptt.

Further additions to the above list were from time to time sanctioned as follows;

G.O. Public No 64 of 16th Jany 1880. — (i) Special Famine Officers
" Judl No 2880 of 2 Dec 1880 — (ii) Appointments under "Letters Patent, & "Barristers" appts.
" Judl No 1548 of 3rd Augt 1881 — (iii) Jail department
" Public No 962 of 14th Sept 1882 — (iv) Chief Presidency Magistrate & Junior do do. (v) Judges of a Presidency Small Cause Court.
" Marine No 121-2 of 21st March 1884 — (vi) Marine deptt

Still further additions may be taken out of the list of appts open to Covenanted

Civilians* — viz —;

(i) Registrar, High Court.
(ii) Deputy Director of Rev Settlt
(iii) Asst Secy to Govt*
(iv) Sheriff of Madras
(v) Govt Translator & Keeper*
(vi) Special appts such as the following to which nominations are ~~always~~ already made by the Secretary of State.

(a) Supdt Govt Central Museum
(b) Director of Cinchona Plantations
(c) Govt Quinologist
(d) Govt Mineralogist
(e) Cattle disease Inspector
(f) Govt Astronomer
(g) Meteorological reporter
(h) Supt of Pearl fisheries
(i) Supt School of Arts

The most equitable & the least invidious course would perhaps be to adopt the first Committee's suggestion at the close of para 5 of their letter and lay down 2 two alternative scales of pay, one for Europeans & one for Natives, for all branches of the service, fixing $\frac{3}{4}$ths as the limit for natives —

25/6

* {Page 527 of Vol II of the Manual of Administration

(** are held by A. L. V. Venkat[illegible] [illegible])

* Muhammad Ishaq

Co. O. 15 May 1886 No 424 Fin. Dep. & replies thereto.

This ~~letter~~ order refers to heads of departments for whom a letter from ~~[illegible]~~ the Finance Committee on the question to what classes of appts the rule known as the $\frac{2}{3}$ rule, viz. that a Native of India shall draw only two thirds of the salary assigned to the office when held by a European sh'd be applied, a list of departments is given, & Govt is asked to what appointments in them the rule should be applied; how in such case present incumbents should be treated; whether the reduction should take effect in regard to domiciled Europeans; & whether in regard ~~to other States~~ to any particular departments a rule should be laid down under which a fixed ~~proportion~~ number or proportion of appointments should be given to native candidates

A précis of the replies of Heads of Departments is herewith circulated and also a list of Gazetted appts. in all departments.

2. Certain classes of appointments should apparently ~~unnecessarily~~ be excluded from consideration:—

(i) Appointments reserved by law for the Covenanted Civil Service. As regards these the question is already settled, in the rules for the Statutory Service.

(ii) Appointments in which the scale of pay has been fixed ~~mainly~~ in contemplation of the fact that the offices will be mainly filled by natives. Such are.

(a) Uncovenanted Dy. Collectorships,
(b) District Munsifs & Sub Judgeships
(c) appointments ~~appts.~~ in the Regn. Dept. (See Regr. General's letter).
(d) Ministerial & clerical establishments, except perhaps clerkships in Presidency offices.

The 2/3 rule obviously ought not to be applied ~~in regard~~ to appointments of this class.

(iii) Appointments to which Europeans or persons who have undergone training in Europe ~~men or natives~~ alone possess the necessary

qualifications. Such are.

(i) Marine ~~& Harbour~~ appts.
(ii) Ecclesiastical.
(iii) Barrister appointments, including First Judge, S.C. Court Madras.
(iv) Appointments held by commissioned medical officers, or usually filled by men of science appointed in Europe, e.g. Govt. Astronomer, Botanist, Quinologist, Mineralogist, ~~&c.~~ Supt. Museum, & School of Arts &c.
(v) Appointments other than ministerial or clerical in the Political Dept. in this Presidency.
(vi) Appointments in the controlling staff of the Forest Dept. which consists, or will in future consist exclusively of trained officers appointed in Europe.

In regard to all these appointments it may be held that the scale of pay has been fixed in contemplation of the fact that the offices will be held by Europeans exclusively.

(iv) Headships of Departments. The pay of most of these has been fixed on the European scale, but it is advisable to exempt them from the operation of any rule like the 2/3 rule, on the ground that, if natives are found fit to be appointed to the offices — which will be a rare case. — they will be men of such exceptional merit and qualifications that it would be invidious & improper to make any difference in ~~regard to~~ rule affecting them. I note in the margin the cases which should be excluded from consideration on this principle.

Supt. Survey
Director Settt. & Agriculture.
Comr. of Salt & Abkari
Inspector Genl. of Jails
Do. Police
Do. Registration
Chief Presidency Magte.
Director of Public Instruction.

3. As regards all other appointments I submit that ~~a~~ no rule like the 2/3 rule can be universally applied. Such a rule, ~~which~~ assumes that all salaries have been fixed on the scale suited for Europeans, or whether so fixed or not, are so suited. This is the case with a great many, but by no means all. If any such rule ~~is~~ is to be applied, the list of appointments must be carefully scrutinized and those which are paid on the European scale, i.e. where the emoluments are sufficient to attract qualified Europeans, should be separated & alone brought under the rule. It is this process which the Finance Committee want carried out. ~~[illegible]~~ ~~principle that~~ The Board suggest that a ~~minimum~~ limit of pay should be taken below which there should be no reduction & propose Rs 200. They propose this not with reference to the efficiency of the pay in attracting suitable candidates of either class; but because they think that below that limit salaries are low enough.

5. It has been laid down that Natives of India are eligible to all departments; & that except such natives, none shall be newly appointed to any office carrying pay of ~~[illegible]~~ 200Rs ~~pay~~ or upwards in ~~all~~ departments other than those specified in

natives

the Finance Committee's letter para 24. Thus Europeans are eligible to offices in these departments; and the practical effect of the orders ~~is~~ has been that the higher offices in these department are monopolized by Europeans. As Natives are thus eligible to all offices, I submit

(a) that the scales of pay, where not already adjusted as suitable to them alone, should be so adjusted, & sanctioned

(b) that when it is considered necessary ~~that a pr~~ either because sufficient numbers of qualified natives cannot be got, or because a proportion of the appointments should be held by Europeans in view to "leavening" (as Mr. Hope says) the whole mass, the rules should limit the number of Europeans accordingly.

(c) that the emoluments of such Europeans should be settled by

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an addition to the native scale rather than by deduction from a scale otherwise fixed, as is proposed in the 2/3 rule. Such a plan will give less ~~one~~ occasion for invidious comparisons; and will keep clearly in view the principle which ought to be adopted, and has in fact been declared, viz. that when fit natives can be got, they should be employed in preference to Europeans as being on the whole the cheaper agency. As to the proportion of European element of the two classes, no proportion is suggested in lieu of that of 50 per cent extra for Europeans. The elements to be considered are

1. Standard of living
2. Intellectual attainment & ability
3. Moral trustworthiness
4. Physical energy.

No. 1 Standard of living is probably double with Europeans; No. 3 & 4, probably to better cheaper among Europeans; & No. 2 perhaps the same in the two classes. Fifty per cent seems ample excess to allow the more expensive class, and the 2/3 proportion seems fair enough. It has been objected to by Col. Rogers, who would make the proportion 1/2; & by ~~the~~ Mr. Dunn who would make it 3/4. for domiciled Europeans

6. Of the departments specified by the Finance Committee, this Govt. has nothing to do with the Finance, Opium, Mint, Postal, & Telegraph Depts. and these need not be considered. The field of enquiry is also much narrowed if ministerial & clerical establishments be excluded as already settled on what may be called the native scale, as is generally the case; and the gazetted offices, i.e. the higher ranks need only

be discussed. Under Land Revenue, Deputy Colrs. are also Excluded. The Settlement and Survey Departments come under this head. In the former the late Ag. Director & the Board would adopt the 2/3 proportion and the Board propose that half should be natives. I submit they this will be proper on the leaving principle, and might be approved. As to the Survey, the Board say nothing. The Supt. says that natives are not eligible for gazetted appointments (which is not true) and adds that they are physically disqualified for the work. This I submit is not the case either. The work of Survey officers in the plains is not more arduous than that of Settlement Officers, ~~&~~ for the amount of hill work is much decreased; and for such as remains it would be possible to provide by retaining

[illegible]

a proportion of Europeans. It is admitted that Survey work cannot be judged, and as regards the Scientific part of it, plenty of natives possessing the requisite Mathematical knowledge could be got. What class of men could be fitter than the B.C.Es of the University? I submit that it is a sorry spectacle to see, as at present, a number of half educated European youths selected for these appointments & sent to School to ~~be~~ acquire elementary knowledge of Arithmetic & Euclid, while plenty of natives of far more solid acquirements are ready to hand. I submit that the same proportion of European appointments viz. one half should be laid down for the Survey as for the Settlement department, & that no further appointments of Europeans should be made

This is not the case but before they are confirmed in the Dept. they are required to pass a certain test required of students in the C.E. College

until half the gazetted ranks are filled with natives. The pay should be fixed on the native scale. The field establishments are now ~~fixed~~ practically on the native scale. The more highly paid ministerial appointments require special qualifications, and might be left untouched.

Administration. Govt. Secrt. and at the Board of Revenue. Plenty of eligible natives can be got for these offices; but the pay of the higher appts. is greater than need be given. I would rule that no Europeans ~~none~~ ~~but natives~~ be in future appointed to any appt. in these offices except the First Assistantships, & I would apply the 2/3 rule to these posts, ~~&~~ The pay of appointments above Rs 200 might be reduced by one fourth ~~third~~ or to that rate; and a purely native scale then introduced.

Forests. The Board would have ~~a~~ double scale for all appointments below the Conservatorship, the native scale ranging from Rs 240 to Rs 670, as compared with the present scale from Rs 250 to Rs 900. ~~Major~~ Col Campbell Walker would make no change in pay. Mr Gamble is somewhat vague, advocating a general reorganization, but would apparently have none but trained Europeans for Dy Conservatorships, & would fix the lower grades on a ~~[illegible]~~ uniform scale, on the ground that high salaries are required to attract natives to Forest Service. I submit that Mr Gamble's principle, if I have correctly understood it, is the proper one & that no change is now called for as regards ~~the~~ Forest Dept.

Salt. Mr Galton thinks that natives should not be eligible to higher appointments than Inspector. ~~Col~~ The Board would lay down a differentiated scale for ~~app.~~ ~~of~~ Inspectors on more than Rs 200, & for Assistant Commissioners,

natives

implying dissent from the Com^r's views as to exclusion of Natives from the higher Offices. They propose a scale somewhat similar to that for the Forest department, the difference for natives & Europeans ranging from 5 to 25 per cent. I submit that a native scale should be prescribed, and that the normal addition for Europeans, whatever is fixed, should be allowed. No reserved proportion of appointments ~~[illegible]~~ is proposed. I submit that there is fair prospect of filling half the appointments with qualified ~~men~~ natives. The app^ts. of Dy Commissioner may be left ~~unfilled~~ untouched as proposed.

Customs. There are no appointments which may not be considered as already on the native scale, & which cannot always be filled by natives.

Police. The Inspector General considers that the gazetted app^ts.

should be filled only by Europeans. But high police app^ts. have seldom been held by natives in the Presidency town. No doubt a larger ~~higher~~ leaven of Europeans is required in this than in most other Departments; but I submit that natives need not be altogether excluded. A sixth of the appointments as in the Covenanted service might be kept for them, and the $2/3$ rule applied.

Jails. The Inspector General deprecates the appointment of natives to Superintendentships ~~except~~ unless when they are commissioned medical Officers. But if any are appointed the $2/3$ rule might apply. The salaries of Jailors & other lower officers are small & will not bear reduction. The department is so small, that no rule as to relative proportion of appointments need be laid down. Natives are eligible

natives

Educational. In this department a high European element is obviously necessary & no rule as ~~to~~ proportion of appointments is expedient. The 2/3 rule is already applied to the graded appointments. The Director would not apply the rule to ungraded appointments×, as they are either of a quasi scientific kind or will demand ~~very~~ exceptionally high qualifications in natives. In fact it appears that there are very few appointments outside the graded list which have not in fact been settled on a native scale.

× Principals of Colleges, Special & General, & Test assistants.

Public Works Dept. The Chief Engineer (Col Shaw Stewart) would apply the $\frac{2}{3}$ rule to the Engineer Estabt., but would make no differential rule in the upper & lower subordinate & clerical ranks. This seems a fair proposal. The latter Establishments are not too highly paid for a native scale, and sufficient natives can be got. At present there is a rule that

one native each year shall be appointed to the Engineer grade. The average number of new appointments to the grade in the last five years has been . This department must for a long time to come be officered by Europeans in a ~~[illegible]~~ very high proportion.

Medical. The Surgeon General would apply the 2/3 rule to uncovenanted medical officers, who now draw from Rs 350 to ~~Rs~~ Rs 700 per mensem. He would fix no proportion of appointments reserved for Natives. The Sanitary Commr. would introduce the $\frac{2}{3}$ rule in his department.

7. To sum up. I submit that the following are the principles on which the business should be settled:—

(i) That the criterion in deciding, as regards existing establishments, which should be put under differential rules, the criterion is whether the pay has been settled on a native, or a European, or a mixed scale.

(ii) That wherever natives can without detriment to the administration be ~~[illegible]~~ employed and ~~[illegible]~~ fit natives can be obtained in adequate numbers, they should be exclusively employed as being the cheaper agency. The scale of pay in such cases should be for natives only.

(iii). That in departments where mixed agency is required ~~Europeans and natives are employed~~, the scale of pay should be settled for natives, & Europeans allowed 50 per cent extra.

(iv) That in ~~the~~ each departments which require a mixed agency, a ~~proportion~~ rule should be laid down limiting the number or proportion of Europeans to be employed; and that appointment of Europeans should be stopped until the limit is arrived at. It is doubtful whether this principle can be applied to the Educational department at present.

(v) That ~~the~~ rule laid down by the Secretary of State prohibiting the appointment of Europeans in this country to offices carrying pay of Rs200 & upwards should be extended to all departments. The quality of Europeans to be got in this country is inferior & the field of selection in England is larger.

8. As regards the question how ~~[illegible]~~ present incumbents should be dealt with, in case differential rates of pay are introduced,

the Director of Rev. Sett. would exempt them, subject to a maximum of Rs900; the Chief Engineer would give them half the increase of pay on each step of promotion until they are brought within the rule; the Surgeon General & the Salt Commr. would exempt present incumbents altogether. I submit that the principle suggested by Col. Shaw Stewart is ~~[illegible]~~ the fairest if the 2/3 rule is introduced & applied to present rates of pay; but if my suggestion that native scales be laid down is adopted, natives should get only such rates.

9. The general opinion is that domiciled Europeans, & other Statutory natives should be treated as Europeans. The Sanitary Commissioner is the only officer who has expressed a contrary opinion. I submit that domiciled Europeans should be so treated, but not other Statutory natives.

Special

Finance Committee on the 2/3 Rule

Hon Mr Master

Mr Sullivan C.S.I.

GOVERNMENT OF MADRAS

I have little to add to the remarks of my Honble Colleague Mr Master with whose views I am almost entirely in accord.

2. It has been decided that native agency should gradually be more extensively employed in the administration of the country on the grounds:-

(1.) That the natives of India having freely availed themselves of the Educational advantages offered by the State are now becoming intellectually qualified to hold the higher administrative & executive posts which have hitherto been filled by Englishmen

(2.) That native agency for obvious reasons can be procured for a lower rate of remuneration than that imported from England

3. It being admitted that the substitution to a certain extent of the lower paid natives

native agency for the
more costly foreign ar:
:ticle is possible without
deteriorating from efficiency
the questions on which
we are called to offer
an opinion are
(1.) The degree in which
it may be expedient
to give effect to the mea:
:sure proposed
(2.) How by an equitable
adjustment of the
existing scale of salaries
attaching to the various
offices the resources of the
State may be economized
while at the same time
a fair rate of remuneration
is secured to the class
of persons which it is intended
to appoint thereto.

4. In regard to the first
point the difficulties
in arriving at a con:
:clusion w^d be less if
there were in India as
in European Countries
a national datum
to start from — The natives
of

of France are Frenchmen
those of England Englishmen,
and however much the
individuals of each race
may vary in respect of
intellectual and other
attainments they have
certain national charac:
:teristics
which supply data, more
or less, for estimating
their qualifications — But
who can predicate this
of the population of this
Country — Sikhs & Hindus,
Mohammedans and
Marwarees, Brahmins
& Biluchis are all
natives of India but as
regards nationality they
have as much in
common as the
Bulgarian has with
the Briton and to add
to the complications we
have declared the
domiciled European
to be a native of India —

5. In deciding therefore
what

that appointments hitherto monopolized by Europeans should be given to natives of India the question has to be considered as to ~~think of the many classes coming under that designation it is proposed to give them~~ how they may be best distributed among the many classes coming under that designation so as to insure as far as possible a part being assigned to each which they are by nature best fitted to fill. In discussing this important departure from a system under which this country has prospered exceedingly the fact that the natives of India ~~are~~ do not form a homogeneous race seems to have been lost sight of and that a University degree though a mark of intellectual attainments is not a guarantee that the holder is otherwise qualified for employment in the public service.

6. In a circular letter from the

2/

x dated 18th April 1879 No 21 printed with G.O. Public Dept 9th August 1879 No 1228.

GOVERNMENT OF MADRAS

the Govt of India x to Local Governments on the subject of extending the employment of Native agency this passage occurs "The duties of the "Opium & Customs Departments "are not more technical or "arduous than those of the "Land Revenue & Settlement branches "of the service wherein Natives of "India do excellent work – Men "of the same race as Colonel "Montgomerie's Native Trans- "Himalayan Explorers can surely "be entrusted with responsible "offices in the Survey of the plains "of India" – Here lies the fallacy – Men of the same race as that referred to are not to be found in Southern India which produces a very different type of humanity – men unfit to bear rough out of door work & exposure who would either shirk the duties now performed by the European Survey Superintendents or would very soon give way from sheer physical incompetence. It is urged in the Secretary's note that one half the appointments in the superior grades of the Madras Survey should be reserved for the C. E. graduates. If these were men of the same stamp as the Trans Himalayan explorers I would at once assent but they are nearly all South Indian Brahmins, delicately brought up, vegetarians naturally of sedentary habits and of a physique incapable ~~unable~~ of bearing rough work & exposure – I therefore agree with the late Superintendent that as a rule the natives of Southern India who are qualified by education to fill the superior posts in the Survey are physically unfitted for the work. So also would they be for the Forest, Salt or Police Departments but admirably suited for employment in the Revenue, Financial, Educational or many other Departments the duties of which require intellectual ability & but little bodily exertion – On the other hand the more hardy Sudra and especially the Mussulman would find suitable employment in those departments where intellectual ability of a high order is not so essential as personal

energy & the power of physical endurance but even for these a mere school Examination ~~should not~~ though it might pave the way should not open the gate of preferment to the superior grades which should be reached only through the ranks and no one in any of the out of door Departments should be made an officer until his metal has been proved in the subordinate grades – This is the system now in force in the Salt, Survey & Police Departments in regard to Europeans & should be maintained in connection with the promotion of natives. With these restrictions & precautions and at first allowing a wide discretion to the Heads of Departments as regards nominations I am in favor of natives being declared eligible with Europeans for ~~employment~~ promotion to the superior grades of the Departments referred to at para 2. of Mr Jacobs letter of 1st May 1886. No 40.

7. As regards the rate of pay I am generally in accord

with my Hon'ble Colleague but I am unable to accept his views which find expression at para V. of his Minute with reference to the domiciled European being put on the same footing in regard to pay with the native employé. I fully admit that an administrative obligation rests with Government to employ the cheapest agency compatible with efficiency but when efficiency can only be secured by the employment of European agency it seems to me most unfair that the domiciled European should be put on a different footing to the imported European who has not the same claim on the country. An inflexible rule of this sort w'd have the effect of shutting out the former from employment in the public service in contravention of the Queen's Proclamation which sets forth that "our subjects of "whatever *race* or *creed* shall "be freely and *impartially* "admitted to offices in "our service &c." — No economy to the State w'd thereby result as

GOVERNMENT OF MADRAS

as an imported European w'd have to be employed on the enhanced rate of pay —

8. The opinions recorded in para 8 of my Hon'ble Colleague's Minute have my entire concurrence

H E Sullivan

Ootacamund }
Sep: 13. 1886 }.

The Rt. Hon. the Govr

I The first principle to be observed seems to be that wherever the salary of an appointment has been fixed with the obvious intention that Natives of India should occupy it then the rule[*] now applicable to Native members of the Civil Service under the Statutory rules should **not** be introduced.

The converse will of course hold good viz: that if appointments have been remunerated with special reference to European incumbents then the rule may properly apply.

II There may be exceptions to each of these general principles of course.

To apply these principles to the various departments named in para 2 of Mr Jacob's letter of 1 May 1886 No 40 with which Madras is concerned.

These are: —

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[*] viz. the rule that where an appointment is held by a Native of India he sh^d receive $\frac{2}{3}$ of the salary assigned to the appointment when it is held by a European

c 18/9
R. 20-9

(1) Public Works Dept.
(2) Forest
(3) Educational
(4) Salt
(5) Customs
(6) Survey
(7) Police
(8) Medical

N.B. It should be understood that ministerial & clerical establishments are in all cases excluded from consideration as being remunerated according to native scale.

(1)
Public Works Dept. The application of the principles already alluded to is simple. Colonel Shaw Stewart advocates the application of the rule to the whole of the Engineer Establishment but not to the subordinate Establishments — upper or lower — This seems reasonable.

(2) Forest. Though the salaries of the controlling grades were fixed with reference to European incumbents

Note The Secretary's note embraces the consideration of very much that is not included in Mr Jacob's letter such as
Covenanted Civil Service
Revenue Dept.
Marine
Ecclesiastical
Barristers
Political
Jails
Agriculture
Registration
Presidency Magts.
Administration
&c &c. Is it not better however to stick to our text?

III

Memo d/ 12 July 1886
No 380 T

Vide their letters in Bd Pro: 14 July 1886 No 1685.

Note. The Conservators go into long discussions as to reorganization &c. which seem out of place here though the observations are extremely valuable & sh.d not be lost sight of.

26 July 1886 No 5094

I would for the reasons given by Mr Gamble and Col. Campbell Walker viz — comparative smallness of pay & the nature of the work not apply the rule to Assistant Conservators. The higher grades of Conservators & Deputy Conservators may be affected by the rule.

87

(3) Educational. The existing practice needs no alteration. The rule already applies to graded appointments. I think Dr. Duncan is right in advising that the 2/3 scale sh.d not be applied to any of the non-graded Educational appointments.

(4) Salt. The same arguments apply here as in the Forest Dept. The work is even more trying. I would follow the same principle & let the ranks of Deputy Commissioner and Commissioner only be affected by the 2/3 rule

if a Native is ever appointed to any of these. If the work of an Assistant Commissioner is compared with that of a (1) Deputy Collector (2) Sub Judge (3) District Moonsiff (4) Tahsildar, he gets none too much, and these latter appointments are remunerated as for Natives of India.

(5) Customs. There are no appointments (as observed by the Secretary) which are not on the native scale.

(6) Survey. There is no reason whatever why, if natives are admitted to the Controlling grade, the rule should not apply. The same may be said of settlements which can conveniently be dealt with under this head.

Agree

(7) Police. Col Guthrie puts it concisely. "The two thirds rate seems to me a fair & reasonable rate to

31 July 1886 No 3944

2/

Yes but I wd employ natives with more caution in the Police than in Salt, Survey or Settlement or Forests.

apply to all Gazetted appointments held by Natives of India." This may be accepted.

(8) Medical.- Here again commissioned ranks wd fall within the application of the rule: the only uncovenanted grade to be also so affected wd be that of medical officers drawing Rs 350 to 700 (there are only three such officers.) So says the Surgeon General & this seems fair.

17 July 1886 No 0/281.

IV The next point for consideration is what course should be followed if the application of the rule would produce an actual decrease of pay in the case of promotion from a lower grade.

Para 4 of Mr Jacob's letter d/ 1 May 1886 No 40.

It wd. seem reasonable, as suggested by the Chief Court, that an exception shd. be made in such cases. No one shd. be actually a loser. As promotion proceeds

26 August 1886 No [illegible]

Clearly

they should gain only half the increase of pay due to such steps until their pay be brought within the limit.

vid

V. The reference from the Finance Committee says (para 4) "it is perhaps open to question whether the rule shd. in all cases be applied to those Europeans, who being domiciled in India, rank as Statutory Natives, or only to those who are Natives by race & blood".

The general opinion is that such persons shd. be treated as Europeans with reference to the $\frac{2}{3}$ rule.

I venture to differ and I think the point is one of considerable importance. It is not only in its economical aspect but because it involves the continuance of an invidious distinction that I deprecate any difference being made. It is obvious that the State

Observe that both applicants are Natives.

is bound to get its work done as cheaply as it can. Why then should it pay one 'Native' higher than another 'Native'? I suppose there can be but one answer to that question. A domiciled European, if entitled to the privileges of a Native (and I most strongly insist that he is so entitled) must then accept the disqualifications attendant on that position. It is clear that the scale of pay must be fixed at such a figure as the State can get the work done for and if it is worth the while of the domiciled European to take the post he must accept the pay. It is plain that if on general grounds of higher standard of living &c you make a difference in pay in his favour you practically handicap time in the race for livelihood—for what Dept., if actuated simply by State considerations, wd. put in the more expensive hand if a cheaper agency was available? If, on the other hand, you perpetuate a difference then you perpetuate the invidious distinction which will for ever rankle in the minds of the lower paid native proper, will accentuate class differences, and tend to discontent. I vote therefore that if the rule applies to any native it applies to all who claim to come under that category—

I concur MD

VI.

In regard to para 5 of the Finance Committees reference I can see no objection to the fixed ratio of 2/3 in the cases dealt with in this note

Yes MD

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para 6 of Mr Jacob's letter

VII

Last comes the enquiry whether it is possible to fix the minimum of appointments or a proportion of vacancies which in the Departments named might be given annually to Native Candidates. 90

(1) P.W. Dept. The Secretary of State has already decided that one appointment per annum in the Engineer establishment shall be offered by competition to natives of India.

(2) Forests. Both Conservators think it desirable to encourage the entry of native officers of superior qualifications. Beyond advocating reorganization they make no direct proposals to this end. I doubt its being advisable at this stage to prescribe any fixed number or proportion of natives—

I agree MD

(3) Educational. Here natives have already a very fair proportion of appointments. It is not necessary to fix

any more.

(4) Salt. It is not stated how many of the 56 Inspectorships & 10 Assistant Commissionerships are now held by Natives Statutory or other. In 1884 the proportion was as follows:—

Grade	Europeans	Natives including Domiciled Europeans Eurasians & Asiatics	Total
Assistant Commissioners	4	4	8
Inspectors	16	26	42
Total	20	30	50

Vide Board Pro: in G.O. 22 Sept 1884 No 1062 Rev.

Both the late and present Commissioners are averse to any reservation of a fixed number of appointments for native candidates. The actual facts bear out the contention that "there is no danger of the claims of the natives of India to a fair share of the appointments in the Department being

to Galton in Bd. Pro: 14 July 1886 No 1688.

Col Rogers 11 June 1886 No 100/G.

overlooked". I would not fix any proportion.

(5) Customs – No remarks

(6) Survey. Here I am inclined to take the Secretary's view that no good ground exists for the Superintendent's allegation that "the natives of this part of the country are physically disqualified" for holding Gazetted appointments in the Survey.

I think every other vacancy in the Assistants grade may be supplied from Native sources until half the appts therein are officered by Natives.

Half the Revenue Settlement appointments may, as proposed by the Board, be officered by natives.

(7) Police. The Inspector General does not think it wd be prudent at present

31 July 86 No 3944

to employ Natives of India in the Gazetted grades of the Police. (He has not noticed that Natives have held such posts as Assistant & Dy Commissioner in the Town of Madras) I think notwithstanding this expression of opinion that the Inspectors sh^d have an opportunity of rising and that the Department would benefit from a wise selection. Without tying the I.G.'s hands too much I think it sh^d be his duty to nominate selected Natives for the grade of Assistant Superintendents only – one for every two European Assistants until one-sixth of the whole were Natives and that this proportion should be kept up.

(8) Medical There is no limit here to Natives being appointed

I w^d not tie his hands but I w^d not lay down any fixed number but very good Natives be considered
MGD

No MGD

I have confined my remarks to the different points arising out of the Finance Committee's letter.

As to the more general questions raised in the Secretary's note it may be necessary to say something.

Sec of State's Despatch 10 July 1879 No 9 (G.O. 9 Aug 1879 No 1228)

I would certainly add, as little as possible, to the disability of Europeans. It has pleased our superiors to declare that no person other than a Native of India shall be appointed to an office carrying a salary of Rs 200 or upwards except in certain Departments. Concurring, as I do, in the sentiments contained in G.O. 22 September 1884 No 1062 Revenue paragraph 4 – I w^d not, as suggested, propose that this Rule be extended to all Departments –

Certainly not
MGD

The Secretary's argument seems to be that natives should be employed in preference to Europeans as being, on the whole, *the cheaper agency* and therefore the number of Europeans in mixed Departments should be limited. The introduction of a proportion of Natives into certain Departments would have the effect of limiting European agency to a certain extent but where salaries have not already been fixed on a 'European' scale I shd certainly not advocate a higher rate for Europeans because I see no reason for making any difference. As in the case of the domiciled European it wd be for the *candidate* to take the sanctioned pay or to leave it alone. Mr Clarke, the European Sub Judge of Ootacamund & Messrs Underwood & Coley European Dy *Collectors*, manage on the same pay as their native brethren. There is no valid reason for giving them 50 or any other per cent ap over the scale which suffices for *Native Sub Judges* or Deputy Collectors.

a fallacy here I think

No 9

I cannot agree with the Secretary in his remarks on *administration*: neither as regards the *further* exclusion (beyond existing rules) of Europeans; nor as regards the present rates of pay in the ministerial branches of the Govt Secretariat and the Board of Revenue. I dont think they are excessive for native agency

C A Galton
11/9/86

94 18.

Misc

No 971 — d/ 24/9/86

To the Secretary Finance
Committee.

Sir

I am directed to reply to your letter 1st May 1886 No 40, on the subject of the extension to certain departments of the rule appli[illegible]ble to native members of the civil service, viz. that when an appointment is held by a native of India he should receive two thirds of the salary assigned to the appointment when it is held by a European.

2. The first principle to be observed in dealing with the matter is that whenever the salary of an appointment has been fixed with the obvious intention that natives of India should occupy it the rule should not apply

Ecc 23/9

~~and~~ Under this principle all clerical and ministerial appointments are to be excluded from consideration, as the salaries of these appointments have in great majority been settled on a scale suitable to natives alone; ~~and~~ and there are also other cases in which the principle applies.

3. ~~Taking~~ Of the Departments enumerated in your letter, this Govt. are not concerned with the Finance, Opium, Mint, Postal, or Telegraph departments. Taking the others seriatim, ~~the~~ H.E. the G in C. is of opinion that in the Public Works Department the rule should be applied to the whole of the Engineer establishments but not to the subordinates – upper or lower. In the Forest Depart.

the salaries up to the grade of Sub Assistant Conservator are not greater than required to attract & pay natives of India. The ~~grade of higher~~ pay of that of Assistant Conservator is also not too high for natives of exceptional merit who are alone likely to attain to that rank and considering the nature of ~~the~~ forest work which is not congenial to the people of this country, the G. in C. would not apply the rule to that grade. The higher grades of Dy. Conservator & Conservator may however be declared within its scope. In the Educational Department the rule is already applied to the graded classes, and the Govt. agree with the Director of Public Instruction in thinking that it should not extend to any non-graded appointments. The circumstances & arguments affecting the Salt Department in regard to the applicability of the rule are ~~[illegible]~~ similar ~~[illegible]~~ to those of the Forests; and the grades of Comr. & Deputy Commissioners should alone be subject to it. The salaries of the Assistant Commissioners are not higher, the work and necessary qualifications being considered, than those assigned in other revenue & judicial appointments officered by natives of India. In the Customs departments there are no subordinate appointments which are not remunerated solely on the native scale. As to Survey & Settlement, which may conveniently be considered together, the rule should apply to natives who may be admitted to the controlling grades, from Assistant Superintendents & Directors upwards. The lower offices are also

paid on a native scale. In the Police all gazetted appointments may come under the rule. In the Medical Department the only officers to whom the rule can be applied are the Uncovenanted Medical Officers on Rs 300 to Rs 750. The Commissioned officers are of course outside the rule; the warrant ~~offi~~ appointments are reserved for Europeans: and the other medical subordinates receive pay on a native scale.

4. As regards the mode in which existing incumbents should be dealt with in case the rule is applied, the G. in C. is of opinion that in no case should they ever suffer loss of present pay, and that in ~~regard~~ subsequent promotion, ~~existing~~ officers now employed should receive half the increase of pay

due to each step until brought within the rule.

5. On the question whether the rule should be applied to Europeans who being domiciled in India rank as statutory natives, the G. in C. is decidedly of opinion that it should apply. As statutory natives these persons enjoy certain advantages in respect of eligibility to appointments and ~~[illegible] entitled in~~ cannot claim in addition advantages of pay.

6. H. E. in C. sees no objection to the uniform ratio of two thirds being adopted in all cases to which the rule applies, and would prefer it to any fluctuating scale or to alternative rates of pay.

7. Finally, in regard to

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the enquiry whether it is possible to fix the number of appointments or the proportion of vacancies which in the departments named should be reserved for native candidates, ~~the Govt. are of opinion that no change is needed in the P.W. D. where~~ ~~[illegible]~~ ~~one appt. per annum in the Engineer establishment is now given to natives of India, I am to observe that in~~. The Govt. would not adopt any such policy except in the Survey & Settlement departments; and in these, they would ~~[illegible]~~ supply every other vacancy in the assistant ~~[illegible]~~ grade from native sources ~~[illegible]~~ so that half the appointments in the ~~higher~~ controlling grades would eventually be filled by natives. In the P.W.D. one appt. in the Engineering grades is now offered mainly to natives, and this is, in the opinion of H.E. in C. sufficient. In the present conditions of recruiting and supply of candidates for employment in the Forest Dept. it is not desirable or possible to prescribe any fixed number or proportion of natives. In the Educational Staff Department they already hold a fair share & are likely to continue to do so. The Customs & Medical Depts. call for no remark in the present connexion. As regards the Police Dept. the Govt. would be glad to see specially selected natives appointed to the grade of Assistant Supt. but they do not consider that any fixed proportion should at present be laid down.

H.C.S.

C. 23/9
R. 24/9

Special

&

Hon. Mr [illegible]

& Mr Sullivan

Despatch sharp giving printed copy to Mr Elliott.

H.G.

13-3-03R ✓
14-6-12 ✓
14-12-12 BI ✓

ORDINARY, MS.

Finance DEPARTMENT.
O. DATED 24th Sept/86.
No. 971
Mis
971 : 24-9-86

When given for copying

[Despatch Abstract.]

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