Government of Madras

HOME DEPARTMENT (MISCELLANEOUS).

G.O. No. 1246, 10th December 1917

Clerks and interpreters

Replying to the Government of India on the subject of the conditions of recruitment of Indian clerks and interpreters through the Government of India for service in Fiji.

BACK PAPERS

2,000-19-9-16.

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

FURTHER PAPERS.

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Number of enclosures { Letter. Order.

N. P. 2

ORIGINAL

Government of Madras

HOME DEPARTMENT (MISCELLANEOUS).

G.O. No. 1246, 10th December 1917

Clerks and interpreters

Replying to the Government of India on the subject of the conditions of recruitment of Indian clerks and interpreters through the Government of India for service in Fiji.

READ—the following papers :—

I

Letter—from S. R. HIGNELL, Esq., C.I.E., Deputy Secretary to the Government of India, Home Department (Establishments).
To—the Chief Secretary to the Government of Madras.
Dated—Simla, the 17th/21st August 1917.
No.—811.

I am directed to forward, for the information of the Governor in Council, a copy of a letter from the Colonial Secretary, Fiji, No. 1541-2641-17-M.G.D., dated the 3rd May 1917, with enclosure, regarding the recruitment through the Government of India of Indian clerks and interpreters required for service in that colony.

2. Prima facie the terms proposed appear to need some revision to bring them more into conformity with the foreign service rules, but as a large proportion of the Indian emigrants to Fiji comes from Madras and the good offices of the Government of Madras would on this account often have to be enlisted to secure the services of the clerks and interpreters needed, I am to request that the Government of India may be favoured with the views of His Excellency in Council on the proposals made by the Colonial Secretary.

ENCLOSURE

Letter—from the Hon'ble Mr. EYRE HUTSON, C.M.G., Colonial Secretary, Fiji Islands.
To—the Secretary to the Government of India, Home Department.
Dated—Suva, Fiji, the 3rd May 1917.
No.—1541-2641-17-M.G.D.

I am directed by the Governor to inform you that this Government is considering the question of making a change in the manner of engagement of Indian clerks and interpreters for service in this colony, and also in the conditions to be applied to their service.

2. For many years past this Government has relied on the good offices of the Emigration Agents at Calcutta and Madras, who have selected men for service under agreement signed in India, a copy of which is enclosed for your information. The period of service covered by these agreements has varied, although it has been usual to fix it for a period of three years. While this Government has reason to be grateful to the Emigration Agents for their trouble and interest taken in the matter, yet a proportion of the men engaged have not been a success. The practice adopted by the Emigration Agents, on receiving from Fiji an application for clerks and interpreters, has been to advertise in the public press for candidates. It is realized that such a course of procedure has been necessary, but it is one which is not likely to secure officers of the proper class. In addition to the ordinary duties of interpretation both in Court and in the District Commissioner's office, it is essential that the clerks should be competent to acquire a knowledge of the simple accounting work in the office, the District Commissioners being Treasury Sub-Accountants of their district. The clerks should also be able to use a typewriting machine.

3. I am to inquire whether the Government of India would be prepared to assist this Government by undertaking to select officers for service in Fiji on receipt of a telegram making application for them and stating the salary of the particular posts vacant.

4. It is considered possible that the Indian Government may consent to second officers from the Indian Public Service for a period of three years on condition that the Government of Fiji undertakes to pay the officers' annual contribution to the Indian Pension Fund during the term of their service in the colony.

5. It is proposed to vary the conditions of service now embodied in the enclosed form of agreement in the following manner, so as to improve the terms of service, and thus to attract a better class of officer than has been recently obtained :—

(*a*) The post should not be pensionable unless an officer is confirmed in his appointment as a clerk and interpreter at the expiration of three years' service :

(*b*) If so confirmed, his pensionable service would date from the date of his original appointment.

(*c*) If an officer is not confirmed in his post at the expiration of three years' service, he should forfeit his right to the grant, on that date, of a free return passage to India, but he should be entitled after six years' continuous service to a return passage to India for himself and family if proceeding there on leave of absence.

(*d*) The officers should be entitled to the same leave privileges as apply to other officers in the public service, as contained in the regulations for His Majesty's Colonial Service and after a second period of six years' service, they should be entitled to claim a grant of a sum towards the cost of their passage to India, the amount to be based on the cost of such passage for the time being for one person.

6. While there are at present three clerks and interpreters employed on the fixed establishments who receive salary at the rate of £150, rising by annual increments of £10 to £200, there are six clerks and interpreters on the basis of £100, rising by annual increments of £10 to £150 ; twelve on the basis of £75 by annual increments of £5 to £100 ; and four on the basis of £50, rising by increments of £5 to £75. The practice in the past (except in some exceptional cases) has been to engage officers in India on the scale of £75, rising by £5 to £100, and to promote them by selection to the higher grade after service in the Colony.

7. I am to ask you to be good enough to inform me whether there is any likelihood of your Government being able to obtain suitable officers to fill these appointments, and if so, I am to ask you to be good enough to advise this Government what rates of pay should be assigned to the appointments in order to attract suitable candidates for the posts on the other conditions stated.

Sub-Enclosure

An Agreement made this day of at between the Government Emigration Agent for Fiji (hereinafter called the Agent) on behalf of the Government of Fiji on the one part and (hereinafter referred to as the employee of the other part).

Whereas the Government of Fiji has agreed to engage the employee and the employee has agreed to serve the Government of Fiji upon the terms and conditions hereinafter specified.

It is hereby agreed as follows :—

1. That he will proceed to Suva in the steamship embarking at on the day of or in such other vessel and embarking at at such other time as may be directed by the Agent, and that he will receive for embarkation expenses the sum of ten rupees.

2. That he will immediately on his arrival at Suva report himself to the Colonial Secretary to the Government of Fiji and therein proceed, if so required, to such other place in the Colony, at such time, in such manner and by such route as may be ordered by that officer.

3. That he will serve in the post of a clerk and interpreter or perform such other duties in the service of the Government of Fiji as may be assigned to him by the Governor, and will diligently and to the best of his ability obey all such orders, carry out such work, perform all such duties and functions and fulfil all such obligations, appertaining to the said post, as may be required by him by any person under whose authority he may be placed during the currency of this agreement.

4. That he will serve at any place or places within the Colony of Fiji or elsewhere as the exigencies of the public service may require.

The Government of Fiji agrees as follows :—

5. That the employee shall be provided by the Government of Fiji with a free second-class passage from to Suva in the Colony of Fiji and on the satisfactory termination of his agreement with a free second-class passage from Fiji to .

In the event of the employee being married at the time of his appointment the Government of Fiji will provide a free second-class passage for his wife but not for any other member of his family. The employee shall also be provided by the Government of Fiji with a free second-class passage for himself only from Fiji to

if after the completion of his probationary period hereafter mentioned he shall not be confirmed in the said post but such return passage shall be forfeited absolutely—

(*a*) If the employee fails without reasonable cause (of the reasonableness of which in case of dispute the Colonial Secretary for the time being to the Government of Fiji shall be the sole and final ud ge) to avail himself of the opportunity offered to him, or

(*b*) If the employee after completion of the probationary period fails to claim his return passage within six weeks of the completion of such period ; or

(*c*) If the employee be dismissed under the operation of article 11 of this Agreement.

The parties hereto further agree as follows :—

6. If his engagement be not sooner determined as hereinafter provided, the employee shall serve hereunder during a probationary period of one year from the day on which the employee shall arrive at Suva. If prior to or at the expiration of the said probationary period the employee shall be confirmed in the said post by order of the Colonial Secretary, the employee shall continue to serve hereunder (unless his engagement be sooner determined as hereinafter provided) during the further period of four years computed from the expiration of the said probationary period.

7. The pay of the emyloyee shall be at the rate of pounds per annum during the said probationary period, at the rate of per annum during the second year, at the rate of per annum during the third year, at the rate of per annum during the fourth year, and at the rate of per annum during the fifth year of his engagement, payable by equal monthly instalments to be paid on the first day of each month for and in respect of the month last preceding. Provided always that only half-pay shall be given for the period between the date of embarkation and the date of the arrival of the employee at Suva. Officers stationed at places other than Suva will be provided with free unfurnished quarters. Officers stationed in Suva will receive an allowance in lieu of quarters at the rate of twenty pounds per annum.

8. Three months prior to the expiration of the fourth year of his service, if his engagement shall so long continue, the employee shall give notice in writing to the Government of Fiji whether he desires to remain in its service and the Government of Fiji shall thereupon decide whether it will offer him further employment in which case the re-engagement will be on such terms and for such period as may be mutually agreed.

9. In the event of any pecuniary damage arising from the employee disregarding or failing to comply with any standing order or departmental instruction or from any neglect of duty whatsoever on his part he shall be liable to a deduction from his pay to make good the damage or any part thereof, the amount of which shall be fixed by the Colonial Secretary.

10 If the employee shall by indulgence in any stimulant incapacitate himself for the performance of any of his duties his pay shall become and be liable to reduction to such extent not exceeding one-half thereof and for such period as the Colonial Secretary shall determine.

11. In the event of the employee being guilty of insubordination or misconduct (of which insubordination or misconduct the Colonial Secretary for the time being shall be the sole judge) he shall be liable to instant dismissal and forthwith upon such dismissal this agreement shall be at an end.

12. If any difference of opinion shall arise as to the true intend of this agreement or any part thereof the decision of the Government of Fiji on the point shall be final and conducively binding on both parties.

In witness whereof the parties hereto have hereunto set their hands the day and year first above written.

II

Endorsement No. 3004–1, Home (Miscellaneous), dated 7th September 1917.

Copy forwarded to the $\frac{\text{Board of Revenue}}{\text{Accountant-General}}{\text{Protector of Emigrants}}$ with the request that $\frac{\text{it}}{\text{he}}$ will furnish Government with any remarks $\frac{\text{it}}{\text{he}}$ may have to offer, especially on the following points :—

(*a*) the suitability of the terms proposed by the Fiji Government,

(*b*) the availability of candidates to serve as clerks and interpreters in the colony, and

(*c*) any other suggestions $\frac{\text{it}}{\text{he}}$ may have to offer.

R. Ramachandra Rao,
Secretary to Government.

To the $\frac{\text{Board of Revenue (Land Revenue).}}{\text{Accountant-General.}}{\text{Protector of Emigrants.}}$

III

Letter—from the Hon'ble Diwan Bahadur R. Ramachandra Rao Avargal, Secretary to Government, Home (Miscellaneous) Department.
To—the Hon'ble the Chief Justice of the High Court of Judicature at Madras.
Dated—the 7th September 1917.
No.—3004-2.

I am directed to enclose herewith a copy of a letter from the Government of India, Home Department, No. 811, dated the 17th ultimo, with its enclosure, on the subject of the recruitment through the Government of India of Indian clerks and interpreters for service in Fiji, and to request that the Hon'ble the Judges will be so good as to favour the Government with any remarks they may have to offer, especially on the following points :—

(*a*) the suitability of the terms proposed by the Fiji Government,

(*b*) the availability of the candidates to serve as clerks and interpreters in the colony, and

(*c*) any other suggestions they may have to offer.

IV

Letter—from the Accountant-General, Madras.
To—the Secretary to Government, Home (Miscellaneous) Department.
Dated—the 3rd October 1917.
No.—Rec. 13/11402.

In reply to Government Endorsement No. 3004-1, dated the 7th September 1917, forwarding a copy of letter No. 811, dated the 17th August 1917, from the Government of India, Home Department, regarding the recruitment of Indian clerks and interpreters required for service in Fiji islands, I have the honour to state that no candidate from among my establishment has come forward to go out to Fiji as a clerk or interpreter on the terms now offered or on any better terms of their own. I am, therefore, unable to offer any remarks on the suitability or otherwise of the terms offered by the Fiji Government.

V

Letter—from C. G. Mackay, Esq., I.C.S., Registrar, High Court.
To—the Secretary to Government, Home Department.
Dated—Madras, the 17th October 1917.
No.—R.O.C. 3004.

With reference to your letter No. 3004-2, Home (Miscellaneous), dated the 7th September 1917, on the subject of recruitment through the Government of India of Indian clerks and interpreters for service in Fiji, I am directed to state that the Hon'ble the Judges are unable to express any opinion as to the rates of pay which the Fiji Government would have to offer in order to attract suitable Indian candidates, and on the suitability of the other proposals made by that Government. I am, however, to enclose a précis of applications received from clerks of the High Court, as indicating the nature of the terms which they think they should receive. Graduates in Law think they should be paid £300 or £400—£500, and Matriculates from £200 per annum. Other conditions asked for vary. Provided the Fiji Government offers terms good enough to attract any of the clerks of the High Court, the Hon'ble the Chief Justice does not think there need be any difficulty in seconding them.

Enclosure

Précis of applications for service in Fiji.

Graduates in Law.

Mr. K. K. Venkatachari—*Qualifications.*—B.A., B.L., Translation Test, Higher Grade, in Tamil, Précis-writing Test. Has worked as Assistant Civil Miscellaneous Filing Clerk, Interim Orders clerk Additional Translator in Tamil Statistics clerk, and judgment drafting clerk. Can interpret in Tamil at present but is prepared to learn any other Indian vernacular, accounting and typewriting.

Conditions.—1. A lien on his permanent appointment in the High Court until confirmed in Fiji.

2. Starting salary of £300 per annum rising up to £500 by annual increments of £50.

3. Free second-class pass for himself and family (without limit to number of members) to and from Fiji once in three years whether confirmed or not.

4. Full pay from date of embarkation.

5. Even if dispensed with before the end of the third year, full pay to be given for the minimum period of three years. Treatment without racial distinction.

Mr. T. R. Subrahmanya Ayyar—*Qualifications.*—B.A., B.L. Tamil mother-tongue and second language in B.A. Translation Test, Higher (Tamil), the Précis Test, Criminal Procedure Code Test (Higher), Revenue Higher, Account Test, Apprentices examination. Learning shorthand and prepared to learn typewriting if appointed. Conversant with Malayalam and knows Telugu to some extent. Was a pleader for two and a half years. Worked in the High Court as Additional Translator and has been doing filing and drafting work also.

Additional conditions :—1. Advance of one month salary before starting, to be deducted from pay in four equal instalments in four months after landing in Fiji.

2. Besides an allowance of £10, to be given a free second-class pass for himself, his family and two children and one servant for going to Fiji to join duty.

3. Free furnished quarters.

4. Six months' leave on full pay once in three years with a free second-class pass as aforesaid from Fiji to India and back.

5. Service not to be terminated before the end of three years from landing. Otherwise the three years' pay with free second-class fare as aforesaid for return.

6. Lien on present appointment for four years from date of employment in Fiji.

7. Confirmation to be settled in three years from landing.

8. Pension of £100 per annum after nine years' service, £200 per annum after twelve years, £300 per annum after fifteen years.

Mr. T. Adivaraham—*Qualifications.*—B.A., B.L., Account Test, Précis-writing, Typewriting, Apprentices Examination, Translation Test, Higher and second-class Vernacular Test both in Tamil and Telugu. Good knowledge of Malayalam. Has been Accountant for more than six years in the Chief Engineer's office, Madras Port Trust. Conversant with office routine and management. Has been Translator in the High Court for over five years. Permanent salary is Rs. 60, Rs. 10 acting allowance.

New conditions.—1. Salary £400-33⅓-£500 per annum.

2. Double passage (higher class) to and fro.

Graduate in Art.

Mr. G. C. V. K. Acharya—*Qualifications.*—B.A. Translation Higher (Telugu). Tamil is his mother-tongue. Translator on Rs. 60, Rs. 10, acting allowance.

Condition.—Starting salary of £300 rising to £500 by annual increments of £50.

Matriculates.

Mr. P. Krishnaswami Ayyar—*Qualifications.*—Matriculate. Appeared once for the Intermediate examination. Has been judgment drafting clerk and assistant to the Manager (Bench clerk's department) for three years. Can interpret and translate in Tamil and is willing to learn another Indian vernacular and accounting. Enrolled as a private of the Indian Defence Force.

New conditions.—1. Lien on present appointment until confirmed at Fiji.

2. Salary of £200 per annum with an annual increment of £20.

Mr. R. Krishna Ayyangar—*Qualifications.*—Matriculate. Studied one year in the Intermediate class. Translation Higher (Tamil). Permanent clerk on Rs. 30. Has acted as a stationary and camping clerk under several Sub-Magistrates and Deputy Magistrates. Has acted as an additional translator. Can type at the rate of 25 words per minute. Has appeared for the Civil Judicial test. Willing to learn Telugu and accounting.

New conditions.—1. Salary of £250 per annum.

2. Would do typing work only on emergencies.

Mr. P. Nagaswami Rao—*Qualifications.*—Matriculate. Clerk on Rs. 40. Willing to learn account-keeping and can interpret in Tamil and Telugu.

New conditions.—1. Salary of £200 per annum.

2. Not willing to learn typing.

Mr. C. S. Venkataramayya.—Matriculate. Clerk on Rs. 30. Same conditions as Mr. P. Nagaswami Rao.

Mr. G. K. Venkataraman.—Enrolled as a combatant in the Indian Defence Force. Passed the Secondary School-Leaving Certificate examination and has been registered as a Matriculate. Appeared for the Intermediate examination. Has been assistant record-keeper, court clerk and judgment drafting clerk. Tamil is his mother-tongue and second language. Can type well. Shall learn account-keeping.

New conditions.—1. Starting salary of £200 per annum with steady reasonable annual increment.

2. Free second-class pass for himself and family to and from Fiji at the end of every five years or whenever he wishes to go to India on leave.

3. In case of not being confirmed or of services being dispensed with at any time free second-class pass as aforesaid and compensation allowance of one year's salary.

VI

Proceedings of the Board of Revenue (Land Revenue), Mis. No. 1514, dated 7th November 1917.

The Hon'ble Mr. A. Butterworth, c.s.i., I.C.S.,
Commissioner of Land Revenue.

Having consulted certain Collectors *, the Board submits its reply to the endorsement of Government No. 3004–1, Home (Miscellaneous), dated 7th September 1917, on a letter from the Fiji Government regarding the recruitment of Indian clerks and interpreters for service in that colony.

* Ganjām, Gōdāvari, Bellary, Tanjore, Rāmnād, Coimbatore and Malabar.

2. The special points on which Government desire the Board's remarks are the following:—

(1) the suitability of the terms proposed by the Fiji Government;

(2) the availability of candidates for service as clerks and interpreters in the colony; and

(3) any other suggestions it may have to offer.

These are dealt with below:—

(1) *As regards the suitability of the terms.*—The Collectors of Ganjām and Gōdāvari offer no remarks. The Collector of Bellary is of opinion that the terms are sufficiently attractive; but the Collectors of Rāmnād, Coimbatore and Malabar consider that the salaries offered are too low to attract the proper class of men. The Collector of Rāmnād considers that the minimum pay should be £120 a year with an annual increment of £10, while the Collector of Malabar would fix it at least at £100—10—150 as living in Fiji is, in his opinion, more expensive than in the Madras Presidency. The Collector of Tanjore states that, without a knowledge of the conditions prevailing in the Fiji islands, he is not in a position to say whether the salaries offered are sufficient or not. He considers that if the Fiji Government wants good clerks it should give information as to the cost of living in that colony, as no intelligent clerk is likely to take up a situation in a remote country unless he is convinced that he will profit by it. Mr. Huggins further points out that the terms proposed by the Fiji Government do not protect the pay and pensionary rights of officers.

The Board considers that it is impossible to propose a suitable salary for clerks without any information as to the cost of living in Fiji for Indians. If young men who are now drawing, say, Rs. 40 or so are secured, an initial salary of £75 ought to suffice; but if living is much more expensive than in India an initial pay of not less than £100 would probably be necessary. During his probation a clerk deputed to Fiji should be seconded in India, the Fiji Government contributing towards his pension. If he is confirmed, his probationary service should count for pension as permanent service and his prior service in India should be taken into account in computing his length of service for pensionary purposes.

(2) *Availability of candidates.*—All the Collectors consulted except the Collector of Malabar, who does not touch on the point, state that no candidates are to be found in their districts. The Collector of Gōdāvari reports that no clerk on his establishment is willing to accept service in the Fiji Government on any terms whatever and adds that their reluctance is mainly due to the strength of their domestic ties, which no alteration in the terms of employment would overcome. An obvious difficulty in the way of getting men is, the Board considers, the fact that early marriage is practically universal.

(3) *Other suggestions.*—(i) The Collector of Rāmnād suggests that the minimum qualification of clerks who may be deputed to Fiji should be not less than the Matriculation or Secondary School-leaving Certificate with Account, Translation and Typewriting tests. The Board believes that the interpretation work will only be in English, Tamil and Telugu. The Translation test in Tamil and Telugu should be required of candidates, and the Matriculation or Secondary School-Leaving Certificate should be the minimum general educational qualification. Account and Type-writing tests are also necessary.

(ii) The Collector of Rāmnād also suggests that, as clerks deputed for service in Fiji may not care to remain there till they retire, they may be sent in the first instance for three years and afterwards given the option of extending their service by three years at a time. The Collector of Coimbatore would give such clerks the option of reverting to Indian service after the expiry of one year. The Board considers that three years' probation is not unreasonable but that at the close thereof both the clerk and the Fiji Government should have the option of terminating service.

(iii) The Collectors consulted have made various suggestions in regard to the question of passage money (paragraph 5 of the Fiji Government's letter and paragraph 5 of the agreement appended to it). In the Board's opinion, it is essential to provide free second-class passages for the employee and his wife and minor children, both when he proceeds to Fiji and when he returns to India on retirement or on the termination of his service in the circumstances referred to in paragraph 2 (3) (ii) above. Forfeiture of all rights to passage should follow from dismissal for misbehaviour during probation or after confirmation.

(True extract)

H. R. Pate,
Secretary.

To the Secretary to Government, Home (Miscellaneous) Department.

VII

Letter—from the Hon'ble Mr. M. Aziz-ud-din, Khan Bahadur, c.i.e., i.s.o., Protector of Emigrants, Madras.
To—the Secretary to Government, Home (Miscellaneous) Department.
Dated—the 14th November 1917.
No.—D. Dis. 203.

Adverting to Government Endorsement No. 3004–1, dated 7th September 1917, forwarding for remarks letter from the Colonial Secretary, Fiji Islands, on the question of making a change in the manner of engagement of Indian clerks and interpreters for service in that colony, I have the honour to report as follows.

2. The one difficulty that presents itself in submitting a report on this question is the absence of information as to the conditions of life prevailing in that colony. The terms proposed in paragraph 5 (*a*), (*b*) and (*d*) of the Colonial Secretary's letter appears reasonable and may be accepted. As regards paragraph 5 (*c*) it seems that provision should be made for the grant of a free return passage to India, even if the officer is not confirmed in his post as it would work a great hardship on a new officer to find means to return to India after a short stay of three years in a new country.

3. As regards the pay of the clerks and interpreters I understand from the Government Emigration Agent for Fiji that the applicants for posts in Fiji were, many of them, not willing to accept the salary of £75 per annum rising to £100 and that he was also informed by persons who had gone to the colony that they found it difficult to live comfortably on that salary. It may perhaps be fixed at £10 per mensem to start with rising by an annual increment of £1 to £15 per mensem, the other scales of pay in paragraph 6 of the letter being revised correspondingly. It appears that the following further conditions may also be added, viz., that the Government of Fiji undertakes to pay the officer's annual contribution to the Indian Pension Fund during the term of his service in the colony as expressed in paragraph 4 of the Colonial Secretary's letter.

4. I would also suggest that the officer deputed should get the promotion in the usual course in this Government.

5. If the terms proposed above are accepted by the Colonial Government, there will not, I think, be any difficulty in securing candidates for colonial service.

Order—No. 1246, Home (Miscellaneous), dated 10th December 1917.

The following reply will be despatched to the Government of India.

(True extract)

R. Ramachandra Rao,
Secretary to Government.

b

GOVERNMENT OF MADRAS

HOME DEPARTMENT

(Miscellaneous)

No. 1247

From

The Hon'ble Diwan Bahadur
R. RAMACHANDRA RAO Avargal,
Secretary to the Government of Madras,
Home (Miscellaneous) Department.

To

The SECRETARY to the GOVERNMENT of INDIA,
Home Department.

Dated Fort St. George, the 10th December 1917.

Sir,

I am directed to reply to the Home Department letter No. 811, dated the 17th August 1917, regarding the recruitment through the Government of India of Indian clerks and interpreters required for service in the Fiji islands.

2. His Excellency the Governor in Council does not at present anticipate difficulty in securing suitable candidates for the posts in question. Though persons with higher qualifications may be available, the minimum qualification of clerks and interpreters that should be prescribed should be a pass in the Matriculation examination or the possession of a completed secondary school leaving certificate, with account, typewriting and translation (either in Tamil or Telugu) tests held under the authority of the Government. The exact qualification may further be determined at the time of the selection of the candidate on information from the Colonial Government.

3. The Government observe from paragraph 6 of the Colonial Government's letter that the number of posts of clerks and interpreters employed on fixed establishments in Fiji is 25 as noted in the margin and that the practice in the past has been to appoint Indians to the third grade and to promote them by selection to the higher grades after service in the colony. The Government Emigration Agent for Fiji at Madras who was consulted in the matter states that many of the applicants for posts in Fiji were not willing to accept an initial scale of salary of £75—5—100 per annum and that reports

(1)	3	posts on	£150—10—200 per annum.
(2)	6	,,	£100—10—150 ,,
(3)	12	,,	£75— 5—100 ,,
(4)	4	,,	£50— 5— 75 ,,

have reached him that persons who had gone to the colony found it difficult to live comfortably on that salary. This Government are therefore of opinion that the initial salary should be fixed at £10 per mensem rising by an annual increment of £1 to £15 per mensem, the other scales of pay mentioned above being revised correspondingly. The pay of individual clerks selected will of course vary according to their qualifications.

4. As regards the conditions of service in the Colony, I am to state that the terms proposed in paragraph 5 (*a*), (*b*) and (*d*) of the Colonial Secretary's letter appear suitable and may be accepted. The nominee, if he is already a Government servant, should also be allowed to count his previous service in India in computing the length of service for pensionary purposes in Fiji.

As regards paragraph 5 (*c*), His Excellency in Council is of opinion that it would be rather hard on an officer who is not confirmed in three years to find means to return to India after a short stay of three years in a new and distant country. He would therefore recommend that free second-class passages for the person employed, his wife and minor children and a third-class passage for a servant should be provided both when the officer is proceeding to Fiji, as well as when he returns to India on retirement or on the termination of service. Forfeiture of right for a free return passage should only follow dismissal or cessation of appointment for misbehaviour either during probation or after confirmation, while in all other cases payment should be the rule.

5. The practice obtaining in this province in sending out Government servants as clerks and interpreters for other Colonial Governments has been to give such officers leave without allowances for a period of three years, allowing them at the same time, to retain a lien on their permanent Indian appointments for that period. They relinquish their appointments in India as soon as they are confirmed under the Colonial Government. This Government have also no objection to seconding officers from the Indian Public Service for a period of three years on condition that the Government of Fiji undertake to pay the officers' annual contribution to the Indian Pension Fund during the term of their probationary service in the Colony.

I have the honour to be,

Sir,

Your most obedient servant,

R. RAMACHANDRA RAO,

Secretary to Government.

7

NOTES CONNECTED WITH G.O. Nos. 1246–47, HOME (MISCELLANEOUS), DATED 10TH DECEMBER 1917

[SUBJECT.—*Clerks and interpreters for service in Fiji.*]

Previous papers :

G.O.	316–7,	*Public*,	4*th Apr.* 1902	G.O.	1092–3,	*Public*,	4*th Sep.* 1912
,,	342	,,	11*th* ,, ,,	,,	121	,,	28*th Jan.* 1913
,,	585–86	,,	17*th June* ,,	,,	144	,,	31*st* ,, ,,
,,	1093	,,	31*st Oct.* ,,	,,	316–7	,,	7*th Mar.* ,,
,,	1223–4	,,	3*rd Dec.* ,,	,,	1614	,,	31*st Dec.* ,,
,,	355	,,	8*th Apr.* 1903	,,	113	,,	24*th Jan.* 1914
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From the Government of India, Home Department, No. 811, *dated* 17*th August* 1917.

HOME (MISCELLANEOUS) DEPARTMENT

All that the Government of India at present want is the views of this Government on the proposal that the Government in India should assist the Fiji Government by undertaking to send clerks and interpreters (who should also have a knowledge of account and typewriting work) for service in Fiji and on the conditions which should govern the engagement of such officers. Submitted that the High Court, Board of Revenue, Protector of Emigrants, and the Accountant-General may at first be consulted before further action is taken. It does not appear that any other heads of departments should be consulted. The Board will apparently consult selected collectors.

Drafts submitted.

A.R.—29–8–17.

P.DER.—4–9–17.

C. RAMANUJA ACHARIYAR—5–9–17.

R. RAMACHANDRA RAO—6–9–17.

[Endorsement No. 3004–1, dated 7th September 1917—**II**].

[Letter No. 3004–2, dated 7th September 1917—**III**].

IV—VII

Replies from the officers consulted.

The replies from the heads of departments consulted have been received and are submitted. The Accountant-General says that no candidates have come forward from his establishment and has therefore no remarks to offer in the matter.

2. As regards the availability of the candidates to serve under the Fiji Government, the letters from the High Court and the Protector of Emigrants show there will not be any difficulty in securing suitable candidates. The minimum qualification of clerks may perhaps be Matriculation (a large number with higher qualifications are available) or Secondary School-leaving Certificate with account and type writing tests. It is for orders whether Translation test in Tamil and Telugu should be required or whether a pass in one language and a colloquial knowledge in the other will not suffice. As the posts are those of clerks and interpreters it may be laid down that translation test is necessary. One language will do—either Tamil or Telugu. The exact qualification may be determined at the time of selection on information from the Fiji Government.

3. *Salary offered.*—The number of posts of clerks and interpreters employed on fixed establishments in Fiji is 25 as follows :—

(1)	3 posts on	£150–10–200	per annum.
(2)	6 ,, ,, ...	£100–10–150	,,
(3)	12 ,, ,, ...	£75– 5–100	,,
(4)	4 ,, ,, ...	£50– 5– 75	,,

The practice hitherto has been to appoint Indians to the third grade and to promote them to higher grades by selection after service in the colony. The Colonial Emigration Agent, Madras, was informed by persons who had gone to Fiji that it is difficult to obtain a comfortable living on £75 a year and many persons are unwilling to accept a post in the third grade. The recommendations of the officers consulted are as under :—

High Court.	Board of Revenue	Protector of Emigrants.
B.A., B.L.'s £300 or 400 to 500 Matrics.—£200 and above ...	An initial pay of £100 a year	£120-12-180 to start with, other higher grades being created.

It is submitted that the salary of £100 (Board's proposal) which perhaps provides no more than for the bare living in the colony may not be a sufficient inducement for suitable candidates to go. The recommendation of the Protector of Emigrants (in Indian money, this gives only Rs. 150 per mensem) seems more reasonable and may perhaps be suggested to India. Of course the pay of individual clerks will vary according to their qualifications and the recommendation of the Local Government in India

Yes.
R.R.--29-11-17.

4. *Conditions of Service--(a) Probation.*—The practice hitherto obtaining in this Province in sending out Government servants as clerks and interpreters for the colonial Governments has been to give them leave for three years without allowances, but with lien on their permanent Indian appointments for that period (paragraph 3 of G.O. No. 1614, dated 31st December 1913; paragraph 3 of G.O. No. 121, dated 28th January 1913). There will be no difficulty in seconding such officers, provided the Fiji Government undertake to pay their contribution to the Indian Pension Fund.

(*b*) Clauses (*a*), (*b*) and (*d*) of paragraph 5 of the Colonial Secretary's letter seem unobjectionable and may perhaps be approved. The nominee, if he is Government servant, should also be allowed to count his previous service in India in computing the length of service for pensionary purposes in Fiji.

(*c*) *Passage money—Paragraph* 5 (*c*) *of the Colonial Government's letter.*—An officer who is not confirmed in three years cannot claim a return passage to India at the expiration of the third year. The Board proposes that free second-class passages for the employee, his wife and minor children should be provided both when he is proceeding to Fiji as well as when he returns to India on retirement or on the termination of the service. To this may perhaps be added a third-class passage to and fro for a servant (vide precedent in G.O. Nos. 1223-24, dated 3rd December 1902). Forfeiture of all rights for a free return passage should only follow dismissal or cessation of appointment for misbehaviour during probation or after confirmation, while in all cases payment should be the rule.

See the Protector of Emigrants letter on this. I agree with him.
R.R.—29-11-17.

R.R.—29-11-17.

5. A draft reply will be submitted when orders are passed on the above points.

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P.DER.—22-11-17.

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Draft.

R. RAMACHANDRA RAO—29-11-17.

Drafts submitted for approval.

A.R.—30-11-17.
P.DER.—4-12-17.

C.R.—5-12-17.
R.R.—6-12-17.
H. F. W. G[ILLMAN]—7-12-17.

Issue.

R.R.—8-12-17.

[G.O. Nos. 1246-47, Home (Miscellaneous), 10th December 1917.]

8

Home Department,
(Miscellaneous).

Clerks and Interpreters.

Replying to the Government of India on the subject of the conditions of recruitment of Indian clerks and interpreters through the Government of India for service in Fiji.

Read:—

Order. No. 1246 dated 6. 12 1917.

The following reply will be despatched to the Government of India.

A.R.
30-11-17.

Letter No. 1247 dated 6. 12. 17

To

The Secretary
to the Govt. of India,
HOME DEPARTMENT.

Sir,

I am directed to reply to the Home Department letter No.811, dated the 17th August 1917, regarding the recruitment through the Government of India of Indian clerks and interpreters required for service in the ~~Colonies~~ Fiji islands.

2. H.E. the Governor in Council does not at present anticipate difficulty in securing suitable candidates for the posts in

question. Though [redacted] persons with higher qualifications may be available, the minimum qualification of clerks and interpreters that should be prescribed should be a pass in the Matriculation examination or the possession of a completed secondary school leaving certificate, with account, typewriting and translation (either in Tamil or Telugu) test (left as in the draft). The exact qualification may be further determined at the time of the selection of the candidate on information from the Colonial Government.

3. The Government observe from para 6 of the Colonial Government's letter that the number of posts of clerks and interpreters employed on fixed establishments in Fiji is 25 as noted in the margin and that the practice in the past has been to appoint Indians to the 3rd grade and to promote them by selection to the higher grades after service in the colony. The Government Emigration Agent for Fiji at Madras who was consulted in the matter states that many of the applicants for posts in Fiji were not willing to accept an initial salary of £ 75 - 5 - 100 per annum and that reports have reached him that persons who had gone to the colony found it difficult to live comfortably on that salary. This Government are therefore of opinion that the initial salary should be fixed at £ 10 per mensem rising by an annual increment of £ 1 to £ 15 per mensem, the other scales of pay mentioned above being revised correspondingly. The pay of individual clerks selected will of course vary according to their qualifications.

(1)	3 posts on	£ 150-10-200	p.a
(2)	6 "	£ 100-10-150	"
(3)	12 "	£ 75- 5-100	"
(4)	[redacted] "	£ 50- 5- 75.	"

4. As regards the conditions of service in the colony, I am to state that the terms proposed in para 5 (a), (b) and (d) of the

Colonial Secretary's letter appear suitable and may be accepted. The nominee, if he is already a Government servant, should also be allowed to count his previous service in India in computing the length of service for pensionary purposes in Fiji.

As regards para 5 (c), H.E. in Council is of opinion that it would be rather hard on [redacted] an officer who is not confirmed in three years to find means to return to India after a short stay of 3 years in a new and distant country. He would therefore recommend that free second class passages for the employee, his wife and minor children and a third class passage for a servant should be provided both when the officer is proceeding to Fiji, as well as when he returns to India on retirement or on the termination of service. Forfeiture of right for a free return passage should only follow dismissal or cessation of appointment for misbehaviour either during probation or after confirmation, while in all other cases payment should be the rule.

5. The practice obtaining in this Province in sending out Government servants as clerks and interpreters for other Colonial Governments has been to give such officers leave without allowances for a period of three years, allowing them at the same time, to retain a lien on their permanent Indian appointments for that period. They relinquish their appointments in India as soon as they are confirmed under the Colonial Government. This Government have also no objection to seconding officers from the Indian Public Service for a period of three years on condition that the

4.

Government of Fiji undertake to pay the officers' amual contribution to the Indian Pension Fund during the term of their probationary service in the colony.

A.R.
30-11-17.

Cl 5/12/17

6/12/17

Black 4/12/17

NOTES CONNECTED WITH G.O. Nos. 1246-7, HOME (MISCELLANEOUS), DATED 10TH DECEMBER 1917

[SUBJECT.—*Clerks and interpreters for service in Fiji.*]

Previous papers:

G.O.	316-7,	*Public,*	4*th Apr.* 1902	*G.O.*	1092-3	*Public,*	4*th Sep.* 1912
,,	342	,,	11*th Apr.* ,,	,,	121	,,	28*th Jan.* 1913
,,	585-86	,,	17*th June* ,,	,,	144	,,	31*st Jan.* ,,
,,	1093	,,	31*st Oct.* ,,	,,	316-7	,,	7*th Mar.* ,,
,,	1223-4	,,	3*rd Dec.* ,,	,,	1614	,,	31*st Dec.* ,,
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Replies from the ~~departments~~ officers consulted.

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Pers.
Please strike off.
cal 20/12/17

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Issue.
R.R.—8-12-17.

[G.O. No. 1246-7, Home (Miscellaneous), 10th December 1917.]

PRESS SLIP.

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Number of MS. pages sent { (b) Correspondence..... 20 ; (b1) Notes..... 6 .....

Brief subject..... clerks + interpreters .....

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(*b*1) For rules regarding printing of notes, see rule 315 of the office Manual.

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(*b*) Unless a note to the contrary is made against the matter, pencil entries should not be printed. The Superintendent of the Press may bring to the notice of the Registrar any instance of incomplete or careless editing.

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(*d*) This slip should be returned by the Press to the Secretariat when proofs are furnished; it will be sent back to the Press when proofs are returned corrected and should be finally returned to the Secretariat when struck-off copies are supplied.

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[P.T.O.

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Clerk.

..... *Supdt.*

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..... *Referencer.*
Clerk.

..... *Supdt.*

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AR *Referencer.*
Clerk.

13.12.17

..... *Supdt*

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