M.R.O. 1—50,000—16-10-28.

MADRAS RECORD OFFICE.

Government of Madras.

Judicial DEPARTMENT.

G.O. No. 1242, Press Mis.

187-189

Dated 27 - 19 1864

12/12

Not to be folded or roughly handled

Read the following papers:—

No. 187. From W. ROBINSON, Esq., Inspector General of Madras Police; to A. J. ARBUTHNOT, Esq., Chief Secretary to Government, Fort Saint George, dated Madras, 31st May 1864, No. 1162.

With reference to the Government Order, dated 3rd May 1864, No. 637, Judicial Department, I take the opportunity of bringing the whole subject of the establishment of officers employed in the Police, under the consideration of Government.

2. I would venture to premise that the experience of all countries has shown the exceedingly arduous character of Police service in all its grades. It has long been an established fact that effective life in the Police service is decidedly shorter than in any other service of the State. In England I believe that it is found that the effective life of a Police Officer is as much as three or four years shorter than that of even a soldier. In this country the wear and tear from climatic influences is obviously greater, and many parts which specially require Police supervision and frequent inspection, are most insalubrious. This condition, therefore, prevails here in a very exaggerated form, especially in regard to the European element of our Force. We have now six years' experience; and I write from personal experience while assuring the Government that, as compared with the ordinary civil occupations of this country, the wear and tear of life in the service at the head of which I have been since its organization, is unparalleled. The Government have before them the simple fact that of the 44 European Officers now borne on the fixed establishment, no less than 27 per cent. are at this moment in Europe or proceeding thither on sick certificate; all of them disabled by fevers of an aggravated type, liver and other diseases contracted in the service. One or two are absent on shorter sick leave on account of disease of less aggravated form; and several have left a service for the arduous duties of which they found they had neither the health nor physical strength. The exposure and discomforts of the service are of course the causes of this.

3. I must also mention the personal discomfort attendant on a wandering and homeless life. For I attribute much of the despondence which the Government must be aware is felt by Police Officers, to their viewing an otherwise important and interesting service through the medium of their own wearied and uncomfortable feelings, and to the fact that the service, as now constituted, is a dead level in regard to promotion and emolument and leads to nothing.

4. Upon the hopeful cheerfulness and spirited alacrity of our European Officer establishment depends the very life of our Police. The Officers have served the Government well, and I am thankful for the opportunity of equalizing the labor with the emoluments in our unequal Districts, and of bringing the claims of officers under the consideration of Government, with a view of improving their prospects in regard to advancement, and of placing them more on a par with their less arduously worked brother officers who are employed in other, and specially the Military Departments.

5. I need scarcely add that Police service is attended with great expense. Efficiency and health equally require that the European Officers maintain a liberal travelling establishment and mount themselves well. Many who are married men have to maintain two establishments.

6. Our sanctioned strength of officers consists of four Deputy Inspectors General, each on an equal rate of Rupees 1000 per month. There are 20 Superintendents on 700 Rupees each. And the Assistant Superintendents draw (Staff Pay of Rupees 300 inclusive) about 556 Rupees each. These last I proposed in my letter, dated 25th April 1864, No. 869, to consolidate. It is scarcely necessary to observe that each grade is a dead flat. And this, as I above remarked, has a very disheartening effect upon officers.

7. I consider that two Deputy Inspectors General should receive Rupees 1200 each, and the other two remain, as at present, in receipt of Rupees 1000 each. The higher pay should be assigned to the Northern and Centre Ranges.

8. With reference to the Superintendents, I append a Statement showing the area, population and force of each District, with remarks relative to their peculiarities as regards climate, insalubrious parts and crimes.

9. We have four comparatively small Districts, as shown in the margin. But in these Districts no Assistant is allowed, and no efficient officer could be found to undertake them single-handed for less than the present pay. No deduction can therefore be made from the Pay of any Superintendent to effect a financial adjustment.

Madras.
Trichinopoly.
South Canara.
North Malabar.

10. The six Districts shown in the margin are large and difficult; but the Superintendent has the aid of an Assistant. And, while I feel that the Superintendents are scarcely adequately remunerated, I am precluded from financial reasons from recommending any addition to their pay.

Kistna.
Kurnool.
South Arcot.
Tanjore.
Tinnevelly.
South Malabar.

11. The six Districts next named in the margin are large and difficult, in many parts unhealthy, and crime is very heavy. In these I would recommend that the Superintendents be allowed a salary of Rupees 800 each.

Coimbatore.
Godavery.
Nellore.
Salem.
Madura.
North Arcot.

12. The necessity of the highest scale in the remaining four Districts needs no comment. The Districts are enormous, the duties most arduous. And especially in Vizagapatam and Ganjam, where the Goomsoor and Kimedy countries and Khond Highlands (*Malayah*) and the Joypore *Zamindari* form so large and so insalubrious a part of the charge, health is very precarious. In Bellary and Cuddapah lawless crime gives the Superintendents an amount of work that is unequalled probably in any Department. I recommend for these Rupees 900 per month.

Ganjam.
Vizagapatam.
Bellary.
Cuddapah.

13. The sanctioned strength is 20 Assistants; but 18 only are employed. They receive, as I above remarked, an average of Rupees 556 per mensem. I recommend that 16 of these should receive a uniform consolidated salary of Rupees 500 each. This reduction must not affect present incumbents.

14. One Assistant of the Vizagapatam District, employed in Jeypore, should receive a consolidated salary of Rupees 700. The circumstances of this enormous charge—9000 square miles and equal to one of our largest Districts—are sufficiently known to Government. We must have a selected Officer of standing, experience and judgment there, and be able to keep him there.

15. One Assistant of the Ganjam District is employed in the Khond Highlands (*Malayahs*) an unhealthy and dangerous country. I need scarcely remind the Government that this officer is doing the work of the late Orissa Agent and his Assistant, and must be an Officer of greater parts than an ordinary Assistant of District Police. For him, I recommend Rupees 600.

16. I venture again to draw the attention of Government to my letter No. 3248, dated 30th November 1863, on the subject of the necessity of some extra Assistants. The absence of very nearly one-third of the higher officers of the establishment on sick certificate, is constantly bringing the service almost to a stand still. We must have young men in training to supply this demand without delay. Further, in some of the large Districts mentioned in paragraphs 11 and 12, an extra Assistant is indispensable. I beg therefore that sanction may be accorded for the employment of six 2nd Class Assistants on Rupees 400 each.

17. The financial result of the above recommendations is shown in juxtaposition in the following Statement:—

		Present.	Proposed.
4	Deputy Inspectors General ...	4000	4400
4	Superintendents	2800	3600
6	Do.	4200	4800
10	Do.	7000	7000
16	Assistants, 1st Class	8896	8000
1	Do. do.	556	700
1	Do. do.	556	600
6	Do. 2nd Class		2400
		28,008	31,500

It exhibits an increase of Rupees 3492 per mensem, or 41,904 Rupees per annum. I would remind the Government that the Budget of the Police is now less than the 39,00,000 Rupees laid down by the Supreme Government by Rupees 49,912.

18. It must be understood that these emoluments must not necessarily go by seniority. The service is essentially one of selection and special consideration.

Statement showing the Area, Population and Strength of the Force.

Ranges	Districts.	Area.	Population.	Sanctioned strength.	
Northern Range.	Ganjam...	7757	1,136,926	1423	Comprises Khond and Sowrahs Highlands and Goomsoor and Kimedy tracts. Is a wild unhealthy District with most responsible and difficult duties, and large Salt preventive charge; Crime heavy.
	Vizagapatam...	18,935	1,715,652	1620	Comprises Joyore *Zemindari* with a great extent of exceedingly unhealthy and inaccessible hill country. Two Cantonments, and long extent of sea-board and Salt preventive duty; Crime difficult.
	Godavery... ...	7534	1,366,831	1455	Comprises the Rumpah country and much unhealthy hill country.
	Kistna...	8353	1,194,421	1507	No remark.
	Nellore... ...	8341	999,254	1433	An exceedingly onerous District; Crime very heavy.
Central Range.	Kurnool...	7470	725,768	1068	No remark.
	Bellary... ...	11,496	1,234,674	1392	A most onerous District; Crime very heavy; great extent of Salt preventive duty, and in the interior hilly and very unhealthy.
	Cuddapah... ...	9177	1,050,104	1283	Same remarks apply to Cuddapah; an unhealthy District; the Magistrate has a special personal allowance after a certain number of years' service.
	North Arcot..	7528	1,654,557	1340	Crime very heavy, with several large and difficult Zemindaries and Musalman towns.
	Madras...	3100	675,390	934	No remark. Do.
	South Arcot... ...	4765	1,128,430	1256	A populous and crime ridden District with two Sessions Court, large Salt preventive charge, and a troublesome (Tondiman's) frontier.
	Tanjore... ...	3736	1,652,170	1440	
Southern Range.	Trichinopoly..	3097	939,400	745	No remark.
	Madura...	8790	1,856,406	1387	A large and difficult District, with two great *Zemindari* (Sheragungs and Ramnad); Crime heavy.
	Tinnevelly...	5144	1,670,262	1165	No remark.
	Salem...	7617	1,493,221	1195	Heavy Criminal charges with much insalubrious country Denkenacotta, Andyar, Colegal, &c.
	Coimbatore...	8417	1,215,920	1106	
Western Range.	South Malabar... ...	6259	1,709,081	986	No remark.
	North Malabar... ...			570	Do.
	South Canara...	4205	788,042	902	Do.

No. 188. From W. ROBINSON, Esq., Inspector General of Madras Police; to A. J. ARBUTHNOT, Esq., Chief Secretary to Government, Fort Saint George, dated Madras, 7th July 1864, No. 1389.

General Department.

I have the honor to request the early attention of Government to the fact of the absolute necessity of providing some relief to the pressure, consequent on high prices, from which the men in the lower grades of the Police in most Districts are suffering.

2. A badly paid Policeman is worse than useless. He is the most dangerous kind of robber. Not only so, but we cannot get recruits to fill up vacancies, c are obliged to accept the services of a class of men who are not really eligible for h an employment. Resignations and dismissals, amounted to 20 per cent. of the Force during the year 1862-63, and to 18 per cent. during the past financial year. Thus the whole Force is changing every five or six years. Such fluctuations increase the labor of officers in instructing new men. And it must be obvious that this condition exercises a most baneful influence on the whole working of the Force. Badly paid men become apathetic and discontented; for men will not do a hard day's Police work for less than wl at we have in our domestic establishments, to give to a maty or a horsekeeper.

3. The circumstances arise solely from inadequacy of pay, and we must take measures to improve the *morale* and stability of the Force by additional remuneration. In other Departments this necessity has been recognized. In Bombay a large enhancement has, I believe, been conceded. In this Presidency the pay of Sepoys has been largely incre d; and at this moment in the shape of rice money the men of the Native Army are drawing at some places as much as three or four Rupees per month in excess of their pay. The Postmaster General has, I understand, also been obliged to give batta in many Districts, in order to get his mails carried at all.

4. I am aware that it will be very difficult to obtain any additional grant; but if I am allowed to expend the full amount now allotted it would suffice. Reduce we cannot; for we have already lost 10 per cent. of the previously sanctioned strength of the Force during the year past. There is not a man to spare. Some permanent relief to the Budget Grant will occur when towns begin to pay for their own Police; and the sum thus set free, will enable a permanent and indispensable increase to be made to the pay of the subordinate ranks. But this is a matter yet for the future: and the question now is, how to meet the present and intervening difficulty.

5. I beg the permission of Government to utilize for this object the savings of the Budget. These have been considerable. They arise from vacancies and broken periods of service, from the non-promotion of men for want of the necessary qualifications, and from the occasional employment of Police Officers by the public on private duty, for which payment is taken and credited to Government. These savings now constitute a large refund to the State. And thus each year, the Police duty of the country is performed for a considerably smaller sum than the allotment of the Budget.

6. I propose at once to allow batta at the rates shown in the margin to the several subordinate ranks of the Force.

	Rs.	A.	P.
Head Constables	2	0	0
Deputy Head Constables...			
Constable	1	0	0

7. According to the present sanctioned strength of the Force, the cost of this measure would amount at the outside to Rupees 3,26,220. But, as I before pointed out, there will occur savings in this charge, from casualties, broken periods, and non-promotions. And I think that it may not be necessary to increase the pay in the Districts of Ganjam and Vizagapatam, where rice and the other necessaries of life are cheaper than in other parts of the country. On the whole Rupees 2,75,000 will, I think, meet the more urgent requirements of the case. At all events the men will be carefully informed that their batta is contingent on there being funds available on the Budget.

8. I therefore beg the Government to obtain the sanction of the Supreme Government to spend the Budget Grant. And the greatest care shall be taken to keep strictly within that sum. Relief must be given. And this is the only and, as it appears to me, a legitimate mode for effecting it.

No. 189. ORDER THEREON, 29th August 1864, No. 1290.

In the first of the papers above recorded, the Inspector General of Police has submitted proposals for revising the salaries of the officers employed in his Department, and also increasing their number by appointing six 2nd Class Assistant Superintendents on consolidated salaries of Rupees 400 per mensem each. Mr. Robinson's scheme provides for raising the salaries of two of the Deputy Inspectors General to Rupees 1200. Of the Superintendents he recommends that six should in future receive salaries of Rupees 800 each, and four others salaries of Rupees 900; the remaining officers of this grade retaining their present salaries of Rupees 700. For the Assistants, who now receive their Military pay with the staff salary of Rupees 300, he recommends a consolidated salary of Rupees 500, except in the case of the two Assistants employed in the Hill tracts of Vizagapatam; for the first of those he proposes a consolidated salary of Rupees 700, and for the second a consolidated salary of Rupees 600. His reasons for this latter recommendation are the onerous and responsible character of the duties which devolve on those officers, and the unhealthiness of those parts of the country in which they are employed. The financial result of these recommendations is an increase of Rupees 41,904 per annum. Mr. Robinson urges in support of them the great wear and tear to which Police officers are exposed, and the necessity of holding out to those who enter the Department prospects and advantages more equal to those at present attainable in other less laborious Departments of the public service. He states that at the present time no less than 27 per cent. of the European officers now borne on his establishment are absent in Europe, or proceeding thither on medical certificate, all of them disabled by fevers of an aggravated type, liver, and other diseases contracted in the service. One or two others are absent on shorter leave, on account of disease of less aggravated form; and several have left the service for the arduous duties of which they found they had neither the health nor physical strength.

2. In his letter of the 7th ultimo, the Inspector General brings to notice the necessity of providing some relief for the men employed in the lower grades in the Police, who in most Districts are suffering severely from the pressure of high prices. There is now a great difficulty in getting recruits to fill vacancies; while during the past financial year the resignations and dismissals amounted to no less than 18 per cent. of the entire force. To meet the present emergency Mr. Robinson proposes that

batta should be allowed to the subordinate ranks of the force, at the rate of Rupees 2 a month to each Head Constable and Deputy Head Constable, and at the rate of Rupee 1 to each Constable in every District, except Ganjam and Vizagapatam where rice and the other necessaries of life are cheaper than elsewhere. The cost of this grant he estimates at Rupees 2,75,000 per annum and this charge, he is of opinion, may be met from savings on the Budget grant arising from vacancies and broken periods of service, from the non-promotion of men for want of the necessary qualifications, and from the occasional employment of Police officers by the public on private duty, for which payment is taken and credited to the Government.

3. The Governor in Council resolves to submit both the foregoing propositions for the consideration of the Supreme Government, and to urge that they may be sanctioned, subject to the following modifications.

4. The Governor in Council does not think it necessary that the salaries of the Deputy Inspectors General should be increased; and for the Superintendents he considers that the maximum rate of salary should be fixed at Rupees 800 per mensem: such higher rate to be personal in each case, and not assigned to any particular Districts. It is probable that, as a general rule, the more highly paid officers will be employed in the heavier Districts; but there may be cases in which a strict observance of this rule would be inexpedient and detrimental to the public service. As for instance, when an experienced officer has done good service in a particular District in which, from his knowledge of the people and of the language, his services may be much more useful than they would be elsewhere. On the other hand, it may sometimes happen that a comparatively young officer may be deemed well qualified for employment in one of the heavier Districts, whose services at the same time do not necessarily entitle him to the higher rate of salary. The Governor in Council would not assign so high a salary as Rupees 700 to any Assistant; indeed he does not deem it absolutely necessary that any officer of this grade should receive a higher salary than Rupees 500. The Assistants, have the prospect of promotion to the grades of Superintendent and of Deputy Inspector General, and in their cases these prospects will probably serve as a sufficient stimulus. In the opinion of the Government, the case of Jeypore may best be met by appointing an officer of the grade of Superintendent to that tract. Looking to the great area of that portion of the Vizagapatam District, exceeding 8000 square miles, and the difficulties with which the officer in charge of the Police there has to contend, it seems desirable that the Jeypore country should be placed under a separate officer of the above grade.

5. The appointment of a few extra Assistants, both to meet the requirements of the heavier Districts and to furnish a staff of trained young officers to fill vacancies in the higher grades, is a matter of great importance.

6. The scheme, as above modified, will entail an increase of expenditure of Rupees 2592 per mensem=31,104 per annum, or Rupees 10,800 less than the increase proposed by the Inspector General.

7. The proposed grant of batta to the lower grades of the force is urgently needed, as Mr. Robinson truly says, an under-paid Policeman is the worst kind of public servant. A strong representation will be made to the Government of India, in support of the Inspector General's application on this point, including the addition which the Inspector General has been authorized to make to the force in the Hill tracts of the Vizagapatam District.

8. The financial result of the propositions now to be submitted to the Supreme Government will be an increase of charge amounting to Rupees 3,05,904 per annum. It is not probable that the whole of this increase can be met by savings in the Police Budget; but it may be practicable to meet any deficiency by a transfer from some other head of the Budget Estimates in which the actual may be less than the estimated expenditure. The Inspector General will submit a detailed Statement of the additional charges approved in these Proceedings in the prescribed tabular form.

(True Extract.)

Secretary to Government.

To the Inspector General of Police.

Exd. J. Tulloch.

Judicial Department

A 1369

From the Inspector General of Madras Police
Dated 7th July 1864

For Orders

We must pay the fine of Rupees and strongly urge a compliance with the Inspector Genl's request - the Judge says that an undisciplined Police man is a worthless & pernicious servant

JP

per mendem vide etc

Exd. J. Tulloch.

Pol. 205. 206
23. 12. 63
24-26
3. 5. 64

6

67

Judicial Deptt

Proceedings of the Madras Govt.

Read the following letters from the Inspecton General of Police.

No 31 dt May & 7 July 1864 Nos 1162 & 1389

Order thereon 29 August 1864 No. 1290

In the first of the papers above recorded the Inspecton General of Police has submitted proposals for revising the salaries of the Officers employed in his Department and also increasing their number by appointing six 3d Class Assistant Superintendents on Consolidated salaries of Rs 200 per mensem each. The Robinson scheme provides for raising the salaries of two of the Deputy Inspectors General to Rs 1200. Of the Superintendents he recommends that six should in future receive salaries of Rs 800 each and four others salaries of Rs

Rs 900. the remaining officers of this grade retaining their present salaries of Rs 700.

For the Assistants who now receive their Military pay with the Staff salary of Rs 300, he recommends a consolidated salary of Rs 500, except in the case of the two Assistants employed in the hill tracts of Vizagapatam, for the first of those he proposes a consolidated salary of Rs 700, and for the second a consolidated salary of Rs 600. His reasons for this latter recommendation are the onerous and responsible character of the duties which devolve on those officers, and the unhealthiness of those parts of the country in which they are employed. The financial results of these recommendations is an ~~annual~~ increase of Rs 41904 per annum. Mr Robinson urges in support of them the great wear and tear to which

Police

Police Officers are exposed, and the necessity of holding out to those who enter the Department prospects and advantages more equal to those at present attainable in other less laborious departments of the public service. He states that at the present time, no less than 27 per cent of the European officers now borne on his Establishment are absent in Europe, or proceeding thither on medical certificate, all of them disabled by fevers of an aggravated type, liver and other diseases contracted in the service. One or two others are absent on shorter leave, on account of disease of less aggravated form, and several have left the service for the arduous duties of which they found they had neither the health nor physical strength.

2. In his letter of the 7th ultimo, the Inspector General brings

brings to notice the necessity of providing some relief for the men employed in the lower grades in the Police, who in most districts are suffering severely from the pressure of high prices. There is now a great difficulty in getting recruits to fill vacancies, while during the past financial years the resignations and dismissals amounted to no less than 10 per cent of the entire Force. To meet the present emergency Mr Robinson proposes that batta should be allowed to the subordinate ranks of the force, at the rate of Rs 2 a month to each Head Constable and Deputy Head Constable, and at the rate of R. 1 to each Constable, in every district except Ganjam and Viragapatam where rice and the other necessaries of life are cheaper than else-where. The cost of this grant he estimates at Rs 275000 per

× in G. Swinton - 275000
Robinson's letter.

per annum and this charge he is of opinion may be met from savings on the Budget grant arising from vacancies and broken periods of service, from the non-promotion of men for want of the necessary qualifications, and from the occasional employment of Police Officers by the Public on private duty, for which payment is taken and credited to the Govt.

3. The Governor in Council resolves to submit both the foregoing propositions for the consideration of the Supreme Govt. and to urge that they may be sanctioned subject to the following modifications.—

4. The Governor in Council does not think it necessary that the salaries of the Deputy Inspectors General should be increased, and for the Superintendents he considers that

that the maximum rate of salary should be fixed at Rs 800 per mensem - such higher rate to be personal in each case and not assigned to any particular districts. It is probable that as a general rule the more highly paid officers will be employed in the heavier districts; but there may be cases in which a strict observance of this rule would be inexpedient and detrimental to the public service. As for instance, when an experienced officer has done good service in a particular district in which from his knowledge of the people and of the language his services may be much more useful than they would be elsewhere. On the other hand, it may sometimes happen that a comparatively young officer may be deemed well qualified for employment in

in one of the heavier districts whose services at the same time do not necessarily entitle him to the higher rate of salary. The Governor in Council would not assign so high a salary as Rs 700 to any Assistant, indeed he does not deem it absolutely necessary that any officer of this grade should receive a higher salary than Rs 500. The Assistants have the prospect of promotion to the grades of Superintendent and of Deputy Inspector General, and in their case these prospects will probably serve as a sufficient stimulus. — In the opinion

6. The appointment of a few extra Assistants both to meet the requirements of the heavier districts and to furnish a staff of trained young officers to fill vacancies in the higher grades is a matter

x of the fact, the case of superior may but be met by appointing an officer of the grade of superintendent to that charge. Looking to the great area of that portion of the Bijapur District containing 6000 square miles and the distribution with this officer in charge of the Police there can be centred, I cannot think that the Bombay Government should be pleased under a separate officer of the above grade.

matter of great importance.—

6. The schemes as above modified will entail an increase of expenditure of Rs. 2592 per mensem = 31104 per annum or Rs. 28794 per annum or Rs. 10800 less than the increase proposed by the Inspector General.—

7. The proposed grant of batta to the lower grades of the Force is urgently needed as Mr Robinson truly says, an underpaid policeman is the worst kind of public servant. A strong representation will be made to the Govt of India in support of the Inspector Generals application on this point including the addition which the Inspector General has been authorized to make to the Force in the hill tracts of the Viragapatam district.

The

8. The financial result of the propositions now to be submitted to the Supreme Govt. will be an increase of charge amounting to Rs. 2059 per annum. It is not probable that the whole of this increase can be met by savings in the Police Budget but it may be practicable to meet any deficiency by a transfer from some other head of the Budget Estimates in which the actual may be less than the estimated expenditure.

The Inspector General with [illegible] submit a statement of the [illegible] charges approved in other proceedings in the present [illegible]

To the Inspector Genl. of Police. dated 25/9

X

Judicial 1864 Sept 11

No 1290

Proceedings of GOS

Ft. 290/65.
see also Pol. Sec. Proc. 64 A 226-27
Ft. 577/65. Pol. 65 A 100-101.
dated 29 August 1864

Approving with certain modifications the scheme of the Inspector General of Police for raising the Salaries of the Officers of the Police Department and for granting Batta to the subordinate ranks of the force.

1870-489

Pol. Proceedings 8/12 May