~~1098/04~~

Judicial (1895) Department.

ORDINARY PRINTED.

G.O., No 1462-63

Dated 11th July 1895.

INDEXED.

[Despatch Abstract.]

POLICE INSPECTORS.

Passing orders on the proposal of the Inspector General of Police to create eleven appointments of Police Inspector in lieu of the twelve appointments of Probationer abolished, and forwarding copy of the Proceedings to the Government of India for sanction of the proposal

BACK PAPERS.

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

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
	4008		/95 } R	97.9.80			
	4064		/95	30-8-95			
	4095						
	5256		/95				

Govt. of {1895} Madras.

JUDICIAL.

Issued

Recd. *Encl.*

G.O., 11th July 1895, No. 1462.

JULY.

Police Inspector.

Passing orders on the proposal of the Inspector-General of Police to create eleven appointments of —, in lieu of the twelve appointments of probationer abolished; and forwarding copy of the Proceedings to the Government of India for sanction of the proposal.

Query on 3rd page

11TH JULY 1895, No. 1462, JUDICIAL.

Compare carefully before stitching

26/7

GOVERNMENT OF MADRAS.

JUDICIAL DEPARTMENT.

READ—again the following papers :—

G.O., dated 17th July 1894, No. 1761, Judicial.

ABSTRACT.—Communicating to the Inspector-General and the Commissioner of Police, with instructions, the final orders of the Government of India on the subject of recruitment of superior officers of police.

G.O., dated 26th April 1895, No. 873, Judicial.

ABSTRACT.—Directing the Inspector-General of Police to take immediate steps for the introduction of the provisional scheme for railway police recommended by Colonel Porteous.

READ—also the following papers :—

From M. HAMMICK, Esq., I.C.S., Inspector-General of Police, to the Chief Secretary to Government, dated Madras, 10th April 1895, No. 2195.

I have the honour to bring to the notice of Government that under paragraph 4 of the Government of India's Despatch to the Secretary of State read in Madras, G.O., dated 17th July 1894, No. 1761, Judicial, the twelve Assistant Superintendents' appointments on Rs. 250—300 (Rs. 250 as probationers and Rs. 300 when confirmed as Assistant Superintendents) newly sanctioned are *in lieu* of the twelve probationers' appointments (first and second class Inspectors) on Rs. 200 and Rs. 150 on the old scale.

2. These twelve posts consisted in fact of the twelve inspectorships sanctioned in G.O., dated 19th March 1885, No. 744, Judicial. There is, however, nothing on record officially to show why these particular inspectorships then formed were used for providing appointments for the probationers (then called gentlemen inspectors). Before the date of this order, too, probationers were appointed to the higher class inspectors' appointments. The twelve appointments sanctioned in the above order were allotted to the marginally-noted twelve districts, and in each of them an additional inspector's division was formed except in Madura in which, therefore, one appointment is now in excess of its requirement.

1. Ganjám.
2. Vizagapatam.
3. Gódávari.
4. Nellore.
5. Anantapur.
6. Chingleput.
7. South Arcot.
8. Tanjore.
9. Madura.
10. Tinnevelly.
11. Coimbatore.
12. Malabar.

3. But this appointment is being used to provide for the charge of a division in Tinnevelly, *vice* M.R.Ry. V. Subbaraya Mudaliyar Avargal, who is borne on its strength, but employed on railway police duty. The appointment will not, however, be required when the proposals for the additional police for employment on railway lines submitted to the Government of India in Madras, G.O., dated 29th August 1894, No. 2087, Judicial, are sanctioned.

4. As regards the other eleven appointments, they are obviously necessary and cannot be abolished. For the reasons explained in paragraph 2 of the Inspector-General's letter, No. 2017, dated 12th August 1884, recorded in G.O., dated 19th March 1885, No. 744, Judicial, viz., that some Inspectors' divisions in certain districts were far too extensive for a single man to attend to properly, an additional division was formed in each of the eleven districts mentioned in the preceding paragraph. In Madura, too, though no additional division was formed under the G.O., dated 19th March 1885, subsequently in 1889, certain divisions which were considered too heavy were broken up and two additional ones were formed, for which two Inspectors were sanctioned in the final orders of Government on the general scheme for increase to district force contained in G.O., No. 1159, dated 18th November 1893, Financial. The eleven Inspectors' charges formed in 1885 cannot now be reduced without detriment to police work, which is certainly now more than what it was ten years ago.

5. During the period during which a probationer was under instruction under the old system, a head constable acted as Inspector and was in charge of a division and during all the time that a probationer was employed as Acting Assistant Superintendent the same arrangement was made and acting grade promotions to other inspectors to first and second class were also allowed according as the probationer who was on deputation as Acting Assistant Superintendent belonged to the first or second class. The sum of acting allowances thus paid was as follows:—

For a first-class Inspector (probationer) acting as Assistant Superintendent—

	Acting allowance. RS.
One second-class-Inspector (pay Rs. 150), acting in first class (pay Rs. 200) ..	40
One third-class-Inspector (pay Rs. 100), acting in second-class (pay Rs. 150) ..	30
One fourth-class-Inspector (pay Rs 70), acting in third-class (pay Rs. 100) ..	20
One head constable, acting in fourth-class (pay Rs. 70)	14
Horse allowance for head constable (acting Inspector)	15
Total for each first-class probationer ..	119
For six first-class probationers	714

For a second-class probationer acting as Assistant Superintendent—

	RS.
One third-class Inspector promoted to act second class ..	30
One fourth-class do. do. third „ ..	20
One head constable promoted to act fourth class	14
Horse allowance for head constable (acting Inspector) ..	15
Total for each second-class probationer ..	79
For six second-class probationers	474
Total for six first and six second-class probationers ..	1,188

6. In order not to increase the existing charges, the eleven inspectors required in lieu of six first and six second class inspectors should, I propose, be of the following grades:—

	RS.
Two second-class Inspectors at Rs. 150 each	300
Three third-class do. at „ 100 „	300
Six fourth-class do. at „ 70 „	420
Horse allowance for eleven Inspectors at Rs. 15 each	165
Total ..	1,185

against Rs. 1,188, the present cost as shown in the preceding paragraph.

7. The new probationary Assistant Superintendents will not be available for taking regular charge of any inspectors' divisions for any length of time, for after the course of instruction in Madras, they are posted to learn work under some District Superintendents, and as soon as they pass the required examinations their services are wanted for Assistant Superintendents' charges, owing to many officers being absent on leave, &c. From the rules relating to the training of probationers approved of in G.O., No. 2813, Judicial, dated 22nd November 1894, it does not appear that it was intended that they should hold regular charge of any inspectors' divisions for any length of time. The eleven appointments required are therefore permanently wanted, and I request that Government may be pleased to sanction them.

8. Until the sanction of Government is received to the proposal herein made, the existing arrangements under which head constables are acting as fourth-class Inspectors in charge of the eleven inspectors' divisions and the acting grade promotions of inspectors, *vice* the eight probationers still remaining on the District Inspectors' lists, who are acting as Assistant Superintendents, may continue. And as regards the one appointment in Madura which is used in Tinnevelly, *vice* M.R.Ry. Subbaraya Mudaliyar Avargal on railway police duty, I request that Government may be pleased to sanction the continuance of the present arrangement till the establishment recommended for railway police work in G.O., No. 2087, Judicial, dated 29th August 1894, is sanctioned.

9. When the eleven inspectorships herein asked for are sanctioned, all the existing probationers, first and second class Inspectors should be confirmed as Assistant Superintendents (fifth grade) and removed from the District Inspectors' lists and given substantive pay as Assistant Superintendents, Rs. 300 (all of them having completed the prescribed tests) in accordance with paragraph 4 of the Government of India's Despatch quoted in paragraph 1 of this letter. This course will not involve any extra cost, as all of them are new acting as Assistant Superintendents of the third and fourth grades (drawing salary Rs. 400 and 350), and none is likely to revert below the fourth. On the present date there are eight probationers, six first-class Inspectors and two second-class Inspectors, who, with the six officers appointed from England, will make fourteen against twelve, the sanctioned number of last (fifth) grade Assistant Superintendents. The two in excess will be absorbed when the next two vacancies occur, *vice* Colonel Whitlock probably from 6th instant, on which date he attained the age of 55 years, and Mr. Worsop invalided with effect from the 20th idem.

ORDER—dated 11th July 1895, No. 1462, Judicial.

Mr. Hammick's report shows that an important matter was lost sight of when the scheme for the recruitment of superior officers of the police force from England was under consideration. It was known that the twelve probationers occupied inspectors' posts, but these inspectorates appear at the time to have been regarded as supernumerary to the ordinary district staff, and Colonel Porteous did not bring to the notice of Government the fact that the abolition of the probationers' appointments would necessitate an addition to the number of ordinary inspectors. Mr. Hammick now reports that it has been customary to appoint the probationers for the post of Assistant Superintendent to hold the twelve additional appointments of inspector which were sanctioned in G.O., dated 19th March 1885, No. 744, Judicial. These appointments were created, because some of the inspectors' divisions as then constituted were too extensive for a single man to manage effectively. A redistribution of inspectors' divisions was accordingly made, twelve new inspectorates being formed in the districts of Ganjám, Vizagapatam, Gódávari, Nellore, Anantapur, Chingleput, South Arcot, Tanjore, Madura, Tinnevelly, Coimbatore and Malabar. These inspectorates, the want of which was seriously felt ten years ago, are still more necessary now and cannot be abolished. The need for their retention having been overlooked when the scheme for the recruitment of superior officers from England was under preparation, a consequence was that the average pay of the twelve probationary inspectors was inadvertently reckoned as a set-off against the additional cost involved in the appointment of Probationary Assistant Superintendents in their stead. When, therefore, the Secretary of State sanctioned the new scheme, it was on the understanding that it involved the abolition of six appointments on Rs. 150 per mensem and six on Rs. 200. Consequently the Government considers that the sanction to the creation of twelve additional appointments of inspectors accorded in G.O., dated 19th March 1885, No. 741, Judicial, can no longer be held to be in force.

2. Mr. Hammick reports that, owing to the introduction of the railway police scheme which provides for three extra inspectors' appointments, it will suffice to create eleven additional appointments in lieu of the twelve probationers. He recommends that these should consist of two second-class Inspectors, three third-class and six fourth-class, but the Government is of opinion that it is a matter of highest importance to improve, wherever possible, the prospects of the subordinate police, and for this reason holds it desirable to distribute the new appointments among the first and second grades as follows :—

First grade	5
Second „	6

The additional cost involved will be Rs. 24,780 per annum as shown below :—

	Annual cost. RS.
Five first-class Inspectors on pay of Rs. 200 per mensem	12,000
Six second-class „ on „ of „ 150 „	10,800
Horse allowance for eleven men at Rs. 15	1,980
Total ..	24,780

It is therefore strictly speaking within the power of the local Government to sanction the addition, but, inasmuch as the matter is intimately connected with the scheme for the recruitment of superior officers, it is desirable to bring it to the notice of the Government of India which will accordingly be addressed on the subject.

From the civil list it appears that on the 1st June six probationers had been confirmed as Assistant Superintendents. It is therefore necessary at once to create six appointments of second-class Inspectors in order to make regular the grant of the acting allowances which appear to have been drawn in the past on the hypothesis that the promotion of probationary inspectors did not involve a reduction in the number of inspectors. These appointments must have retrospective effect from the several dates of promotion of the six probationary inspectors whose confirmation as Assistant Superintendents renders them necessary, but will be considered temporary until the sanction of the Government of India to making them permanent has been obtained. The Inspector-General should report what the dates referred to above are. Similarly in order to provide for the interval which may elapse before a reply is received from the Government of India the temporary appointment of such first-class Inspectors as may, from time to time, be required by the confirmation of the remaining probationary inspectors will be sanctioned. The Government is not prepared to accept Mr. Hammick's proposal that these officers should be at once confirmed as Assistant Superintendents of the fifth grade. It will suffice to promote them as vacancies occur in the higher grades on the understanding that their seniority as compared with that of the officers recruited from England, shall be reckoned from the date of their first appointment as probationers.

The necessary proposition statements should be prepared by the Inspector-General and submitted without delay.

[Here enter No. 1463, dated 11th July 1895.]

(True Extract.)

Chief Secretary.

To the Inspector-General of Police.
„ Financial Department.

Exd Shaik Kareem.

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Diary in Docket

JUDICIAL DEPARTMENT.

Letter—from

The CHIEF SECRETARY to the GOVERNMENT of
FORT ST. GEORGE,

To

The SECRETARY to the GOVERNMENT of INDIA,
Home Department.

Sir,

I am directed to solicit the sanction of the Government of India to the creation of eleven additional appointments of Inspector in the Madras Police. It is proposed to distribute them as follows :—

First-grade Inspectors	5
Second-grade „	6

The additional cost involved will be Rs. 24,780 *per annum* as shown below :—

	Annual cost. RS.
Five first grade on pay Rs. 200 per mensem	12,000
Six second grade on „ „ 150 „	10,800
Horse allowance for eleven men at Rs. 15	1,980
Total ..	24,780

Although it is strictly speaking within the power of the local Government to sanction this addition, I am to say, that it has been thought desirable to address the Government of India on the subject, as the proposed appointments are a corollary to the scheme of recruitment of superior officers of the Madras Police the sanction of the Secretary of State to which was communicated to this Government in Mr. Lyall's letter, dated 16th June 1894, No. 3 Police—309.

2. When that scheme was under consideration it was never specifically brought to the notice of this Government that the twelve probationary gentlemen inspectors from whom Assistant Superintendents of Police had been previously recruited actually held permanent appointments* properly belonging to the ordinary staff of inspectors. As a consequence of this omission on the part of the late Inspector-General of Police the pay of these probationers was reckoned as a set-off against the additional cost of the new scheme. When, therefore, the Secretary of State sanctioned the new scheme it was on the understanding that it involved the abolition of six appointments on Rs. 150 *per mensem* and six on Rs. 200.

3. The Inspector-General of Police has, however, now brought to notice that it was the custom to appoint these probationers as permanent incumbents of twelve inspectorates which were sanctioned as an addition to the force in March 1885. This addition was, however, sanctioned *not* to provide posts for the gentlemen inspectors, *but* because some of the ordinary divisions of inspectors as then constituted were

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* Namely six in the first grade and six in the second grade.

too extensive for any single man to manage. A redistribution of the divisions was accordingly made, twelve new inspectorates being formed in the districts of Ganjám, Vizagapatam, Gódávari, Nellore, Anantapur, Chingleput, South Arcot, Tanjore, Madura, Tinnevelly, Coimbatore and Malabar. The Inspector-General reports that these inspectorates, the want of which was seriously felt ten years ago, are equally necessary now and cannot be abolished without impairing the efficiency of the force, and in this opinion His Excellency the Governor in Council entirely concurs. The introduction of the provisional railway police scheme, sanction for which was conveyed in Mr. Walker's letter dated 18th March 1895, No. 822-G., however, renders it unnecessary to apply for the appointment of more than eleven additional inspectors, as the additional inspector allotted to the district of Madura in 1885 has for years been employed on railway police duties; his place will, therefore, be supplied by one of the three inspectors now specially sanctioned for this purpose.

4. I am to say that six of the twelve probationary inspectors have already been confirmed as Assistant Superintendents and that acting allowances have continued to be drawn under the impression that their confirmation did not involve a reduction in the number of inspectors. In order to validate this irregularity, His Excellency the Governor in Council has created six temporary appointments of inspectors of the second-class with effect from the dates of confirmation of the probationary inspectors who have been absorbed amongst the Assistant Superintendents. Should any more confirmations take place in the interval which elapses before the Government of India replies to this reference, I am to say that the appointment of as many temporary first-class Inspectors not exceeding five in number as may be required will be sanctioned.

5. It may possibly be considered by the Government of India unnecessary to replace the probationary inspectors by men of the first and second grades and desirable to effect an economy by creating appointments in the lower grades of inspectors. I am to say, however, that when the present police force was first constituted in 1860, there were six * grades of inspectors on Rs. 200, Rs. 150, Rs. 100, Rs. 75, Rs. 50 and Rs. 40, respectively, and that the only improvement in pay since then has been the substitution of one grade on Rs. 70, for the three on Rs. 75, Rs. 50, Rs. 40.

The result therefore is that police inspectors are graded as under :—

Grade.	Pay. RS.	No.
I	200	37
II	150	55
III	100	143
IV	70	164
		399

It is almost unnecessary to draw attention to the quite disproportionate number of the total who are in the first and second grades. Good service can hardly be expected when men have such poor prospects of promotion. The cost of living has, moreover, greatly increased during the past 35 years, and far higher qualifications are now required of police inspectors than in 1860. His Excellency the Governor in Council therefore attaches great importance to the improvement of the position and prospects of this class of officers and considers that the opportunity for creating a few appointments in the higher grades as proposed should on no account be neglected, not only because it will render possible the promotion of deserving officers, but also on the ground that it will generally tend to increase the attractions of service in the police as a career for the superior classes of natives of this country. His Excellency in Council therefore earnestly trusts that the Government of India will raise no objection to the proposal.

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* *Vide* statement appended to G.O., dated 23rd April 1861, No. 545, Judicial.

6. In conclusion I am to enclose for reference a copy of the Proceedings of Government of this date sanctioning the creation of six temporary appointments of inspectors of the second class in which is read the letter of the Inspector-General of Police which has given rise to this reference.

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

Ootacamund,
11th July 1895.

Chief Secretary.

Exd. Shaik Kareem.

Regr. No.

HOME 1895 DEPT.

[ ]

From the Government of
Fort St. George.

Issued

Recd. *Encl.*

Letter, 11th July 1895, No. 1463.

JULY.

Inspector.

Soliciting the sanction of the Government of India to the creation of eleven appointments of — in the Madras Police.

Jud. (1895) DEPARTMENT.

CURRENT No. 1858

Col Whitlock – Ct No 1985/95

FROM

E. Hammick Esq. I.C.S.

INSPECTOR-GENERAL OF POLICE.

G.O. 1037/8/93 X pres orders & papers as 2/4

orgl of 1761/94 & papers

2087/ 29.8.94

1159/93 Jud SC and scheme

2813/94

No. 2195

Dated 10th }
Received 13th } April 1895.

No.

SUBJECT.

Requesting sanction for the Entertainment of Eleven Inspectors required in lieu of the appointments of Probationers abolished.

~~1761. 17.7.94.~~
~~2087. 29.8.94~~
1159. 18.4.93 Jud
~~2813. 22.11.94. & papers.~~
G.O. 199 : 31.1.95.
G.O. 84 : 24.4.95 mis (ab)
Ct No 1985/95 (ab)
~~[illegible] 3/95 [illegible]~~
G.O. 873 : 26.4.95 Judl (ab)
841 : 24.4.95 mis
2813/4 : 22.11.94 ..
2087/8 : 29.8.94 SC
1761 : 17.7.94 orgl & SC
1159 : 18.11.93 SC
149/50 : 20.1.93 ..
744 : 19.3.85 orgl & SC
179 : 22.1.85 mis
3177 : 4.12.84 ..
2017 : 12.8.84 SC &
Police Report for 93.

R.O. (in G.O.) 7/5

R (1) the orgl of G.O. 744/19.3.85 please & the orgls of those quoted in it, e.g. 2017 of 12-8-84 Jud & connected papers completely & the G.O. showing the original Police Inspectors

R.O. for papers

CRN 16/4

HR 30/4 with papers 10/5

Us 14/5.

G Forster

149/50 of 20-1-93

G.O. 873 & 841 of 95

HR 3/5

500—9-93.

Read also the foll[owin]g papers. 128 —

DEPARTMENT.

No. 2195

CHIEF OFFICE OF THE INSPECTOR-GENERAL OF POLICE,
Madras, 10 April 1895.

FROM

M. Hammick Esq. I.C.S.,

INSPECTOR-GENERAL OF POLICE,

TO

THE Chief Secretary
to Government,
Fort St George.

SIR,

Enclosures.

In para 2 of the Desp in G.O. 1761 / 17.7.94 Original vide white tape

I have the honor to bring to the notice of Government that under paragraph 4 of the Government of India's despatch to the Secretary of State read in Madras G.O. No. 1761, J.D. dated 17 July 1894 the 12 Assistant Superintendents' appointments on Rs 250-300 (Rs 250 as Probationers and Rs 300 when confirmed as Assistant Superintendents) newly sanctioned are in lieu of the 12 Probationers' appointments (1st and 2d class Inspectors) on Rs 200 and Rs 150 on the old scale.

2. These 12 posts consisted in fact of the 12 Inspectorships sanctioned in G.O. No. 744, J.D. dated 19 March 1885. There is however, nothing on record officially to shew

why these particular Inspectorships then so formed were used for providing appointments for the Probationers (then called Gentlemen Inspectors). Before the date of this order too, Probationers were appointed to the higher class Inspectors' appointments. The 12 appointments sanctioned in the above order were allotted to the marginally noted 12 Districts and in each of them an additional Inspector's division was formed except in Madura in which therefore one appointment is now in excess of its requirement.

Ganjam
Vizagapatam
Godavari
Nellore
Anantapur
Chingleput
South Arcot
Tanjore
Madura
Tinnevelly
Coimbatore
and
Malabar.

3. But this appointment is being used to provide for the charge of a division in Tinnevelly vice M. R. Ry. V. Subbaraya Madaliyar Avergal who is borne on its strength but employed on Railway Police duty. The appointment will not, however, be required when the proposals for the additional Police for employment on Railway lines submitted to the Government of India in Madras G.O. No. 2087, J.D., dated 29th August 1894 are sanctioned.

4. As regards the other 11 appointments they are obviously necessary and cannot be abolished. For the reasons explained in para 4 x of the Inspector General's letter No. 2017, dated 12th August 1884 recorded in G.O. No. 744 J.D. dated

Vide para 2 of I.G.'s letter printed ~~Where is the [illegible] please? printed in~~ in G.O. 744 / 19-3-85

P

13

dated 19th March 1885 viz. that some Inspectors' divisions in certain Districts were far too extensive for a single man to attend to properly, an additional division was formed in each of the Eleven Districts mentioned in the preceding para. In Madura too though no additional division was formed under the G.O., dated 19th March 1885 subsequently in 1889 certain divisions which were considered too heavy were broken up and two additional ones were formed for which two Inspectors were x sanctioned in the final orders of Government on the general scheme for increase to District force contained in G.O. No. 159, dated 18th November 1893, F.D. The Eleven Inspectors' charges formed in 1885 cannot now be reduced without detriment to Police work which is certainly now more than what it was ten years ago.

x Vide paras 20 & 21 of the I.G.'s scheme in G.O. 201-93 No. 149/50 F.D.

5. During the period during which a Probationer was under instruction under x the old system a Head Constable acted as Inspector and was in charge of a division and during all the time that a Probationer was employed as Acting Assistant Superintendent

x Vide para 5 of I.G.'s scheme in G.O. 149/5 / 201-93

the

the same arrangement was made and acting grade promotions to other Inspectors to 1st and 2nd class were also allowed according as the Probationer who was on deputation as acting Assistant Superintendent belonged to the first or second class. The sum of acting allowances thus paid was as follows:-

For a 1st class Inspector (Probationer) acting as Assistant Superintendent-

		Acting allowance
One 2nd class Inspector Pay Rs 150	Acting in 1st class Pay Rs 200	Rs 40.
One 3rd class Inspector Pay Rs 100	Acting in 2nd class Pay Rs 150	" 30
One 4th class Inspector Pay Rs 70	Acting in 3rd class Pay Rs 100	" 20
One Head Constable	Acting in 4th class Pay Rs 70	" 14
	Horse allowance for Head Constable (acting Inspector)	" 15

Total for each 1st class Probationer ——— Rs 119

For Six 1st class Probationers ——— Rs 714

For a 2nd class Probationer acting as Assistant Superintendent-

One 3rd class Inspector	promoted to act 2nd class	" 30
" 4th Do.	Do. 3rd "	" 20
One Head Constable	Do. 4th "	" 14
	Horse allowance for Head Constable (Acting Inspector)	15

Total for each 2nd class Probationer ——— Rs 79

For 6 2nd class Probationers ——— Rs 474

Total for 6 1st & 6 2nd class Probationers ——— Rs 1188

6. In order not to increase the existing charges the 11 Inspectors required in lieu of 6 1st and 6 2nd class Inspectors should, I propose, be of the following grades-

2	2nd class Inspectors	at Rs 150 each	Rs 300.
3	3rd Do.	" 100 "	" 300
6	4th Do.	" 70 "	" 420
	Horse allowance for 11 Inspectors	at Rs 15 each	" 165
	Total		Rs 1185

against Rs 1188, the present cost as shewn in the preceding para.

7. The new Probationary Assistant Superintendents will not be available for taking regular charge of any Inspectors divisions for any length of time, for after the course of instruction in Madras they are posted to learn work under some District Superintendents and as soon as they pass the required examinations their services are wanted

for

for Assistant Superintendents' charges owing to many officers being absent on leave &c. From the rules relating to the training of Probationers approved of in G.O. No 2813, Jd. dated 22nd November 1894, it does not appear that it was intended that they should hold regular charge of any Inspectors' divisions for any length of time. The eleven appointments required are therefore permanently wanted and I request that Government may be pleased to sanction them.

[illegible] Rule 12 [illegible] marked with tape

8. Until the sanction of Government is received to the proposal herein made the existing arrangements under which Head Constables are acting as 4th class Inspectors in charge of the eleven Inspectors divisions and the acting grade promotions of Inspectors vice the 8 Probationers still remaining on the District Inspectors' lists, who are acting as Assistant Superintendents, may continue. And as regards the one appointment in Madura which is used in Tinnevelly vice M. R. Ry. Subbaraya Mudaliyar Avergal on Railway Police duty I request that Government may be pleased to sanction the continuance of the present arrangement till the establishment recommended for Railway Police work in G.O. No 2087 Jd. dated 29th August 1894, is sanctioned.

This has been [illegible] Sept 95 [illegible] 2087 [illegible]

9. When the eleven Inspectorships herein asked for are sanctioned all the existing Probationers - 1st and 2nd class Inspectors - should be confirmed as Assistant Superintendents (5th grade) and removed from the District Inspectors lists and given substantive pay as Assistant Superintendents Rs 300 (all of them having completed the prescribed tests) in accordance with para 4 of the Government of India's despatch quoted in para 1 of this letter. This course will not involve any extra cost as all of them are now acting as Assistant Superintendents of the 3rd and 4th grades (drawing salary Rs 400 and 350) and none is likely to revert below the 4th. On the present date there are 8 Probationers - 6 1st Class Inspectors and 2 2nd Class Inspectors - who with the six officers appointed from England will make 14 against 12 the sanctioned number of last (5th) grade Assistant Superintendents. The two in excess will be absorbed when the next two vacancies occur vice Colonel Whitlock probably from 6th instant on which date he attained the age of 55 years and Mr Worsop invalided

x G.O. 527 R
3-5-95

with effect from the 20th idem.

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

M. Hammick
Inspector General of Police.

[G. 25.]
600-8-95.

Judicial DEPARTMENT.

C. No. 1858/95.

FOR ORDERS.

There were 12 Probationers, graded as 1st & 2nd grade Insprs., half as each, and included, I suppose, among the 375 shown on p. 5 of this note. Four of these Probationers (men of the Inspr. 2nd grade) have been made pukka Asstt. Supts. It seems to me therefore ~~that~~ the simplest plan will be to let the I.G. fill up these 4 vacancies at once, & thereafter to go on filling up vacancies among the Insprs. as the Probationers are promoted to Asstt. Supt. Thus he will keep his 6 1st gr. & 6 2nd gr. Inspectors & the general position of the Insprs. will be improved – For the other appts. (8 now & less as time goes on) let the existing acting arrangements continue –

The proposal about the Madura Inspr. may be sanctioned –

Let me know if for any reason the above won't work –

6/6/95

[illegible] these Probationers should all made Asstt. Supts. at once –
[illegible] find the supt. of Rule no. 12 [illegible]

Whether the I.G.'s proposals may be approved?

Mr. Hammick's proposal is to increase the number of ordinary inspectors by eleven in order to replace the loss caused by the conversion of twelve probationary inspectors into Assistant & Probationary Assistant ~~Supts~~ Superintendents. The difference of one (12–11) is accounted for by the fact that the probationary inspector attached to the Madura staff has no division, having been sent to do duty in Tinnevelly in lieu of an ordinary divisional inspector employed on railway police duty, for whom a new appointment will be created by the introduction of the provisional railway police scheme.

2. Hitherto, as it appears, the probationary inspectors have had specific inspectors' divisions in eleven districts, & now that they are being abolished it is necessary to replace them by creating eleven new inspectors. This necessity is due to the fact that according to Col. Porteous' [illegible]

is not contemplated that probationary Assistant Supdt's should be placed in charge of inspectors' divisions. Accepting this, the addition appears desirable, as without it the sanctioned number of inspectors will be eleven less than the number of inspectors' charges.

3. Paras. 5 and 6 of Mr. Hammick's letter are designed to show that the proposed addition will not involve any increase in expenditure. This argument is based on the assumption that the 12 Probationary Inspectors have hitherto all been in charge of Asst. Supdt's divisions, & drawing acting allowances bringing up their pay to the full salary due to the Asst. Supdt whose charge they hold. There are now 8 probationers, recruited by nomination all of whom are so acting as Asst. Supdt's but the Civil List shews that they served as inspectors for periods varying from 7 to ~~20~~ 25 months prior to their first appointment as acting Asst. Supdt's. The assumption is thus fallacious as far as a comparison with the past goes; probationers were not allowed to act as Asst. Supdt's until they had completed their tests (P.O. 225). Moreover when they were so acting, their charges were held by 1st or 2nd grade Inspectors – acting promotion going right down to the head constable promoted to act as fourth-grade inspector, while, going a step lower, an ordinary constable would hold charge of a station & draw the charge allowance of Rs. 4* or Rs 7* drawn by the promoted head constable. The result of all this must have been the reduction of the sanctioned [illegible] of men equal to that [illegible]

Appt of Eleven [illegible] Inspectors.

FOR ORDERS.

*. The I.G. has left out this item in his calculation of acting allowances.

500—20-6-94.

DEPARTMENT.

No.

From

Dated 189 ,

FOR ORDERS.

temporary constables were entertained to supply the deficiency is not known. If as Mr. Hammick proposes 11 inspectors are added to the force, there will be no necessity [illegible] entertain temporary constables & the saving in acting allowances will provide a sufficient sum for the payment of these inspectors.

4. As has already been said, the comparison with the past is fallacious. In the present 8 probationers are acting as Assistant Supdt's & not likely to revert; while 4 inspectors' divisions must be vacant, which were previously held by 2nd class probationary inspectors. The acting allowances drawn on account of the 8 first – amount to Rs. 872; while the remaining ~~4~~ 3** vacant divisions may be held by inspectors of any class – the appointments of 4 probationary inspectors having been abolished, a head constable might at once be put in charge – in which case the a[illegible]g allowances would only be ~~4~~ 3 × (14* + 15*) = ~~116~~ 87 – making a total of Rs 872 + ~~116~~ 87 = 9[illegible]. – The I.G. however proposes to create 11 new inspectors at a cost of Rs 1185; an addition in cost of Rs ~~197~~ 226 which might be avoided by continuing the present system. Moreover ~~if~~ as the present probationary inspectors are ~~are~~ confirmed, their appoi

**. one p. inspector having no division vide supra para. of note, & para. 8 of I.G.'s letter

para. 5 of the I.G.'s letter

119 × 6 = 714
79 × 2 = 158
872 *

*. neglecting charge allowances to constables in station charge viz. 8 × 7 = 56

*. acting allowance + horse allowance.

-ments are absorbed & there is no reason why the divisions which properly speaking form their permanent charges as inspectors should not be held by head constables acting as 4th class Inspectors: - If this were done, the total acting allowances granted would only be ~~12~~ 11 × (14 + 15) = ~~348~~ 319 - or allowing for a charge allowance of Rs 7 to each constable replacing the promoted head constable only Rs ~~348~~ 319 + ~~84~~ 77 = Rs ~~432~~ Rs 396. This sum Rs ~~432~~ 396 would only allow the permanent appointment of ~~5~~ 4 fourth-class inspectors, who could not manage the charge of 12 inspectors' divisions. A general redistribution of inspectors' charges is probably out of the question as the need for extra men is increasing.

70 + 15 = 85

85)432(5

6 The fact that in the future there will be no probationary inspectors & that probationary Asst. Supdts will not be placed in charge of inspectors' divisions makes it necessary to decide (a) whether head constables are to be placed in charge of the 11 inspectors' divisions which will in future have no permanent incumbent, or (b) a number of permanent inspectors should be added to the force.

Course (a) costs in acting allowances Rs 319 = 11 × (14 + 15) plus a charge allowance of Rs 77 to constables acting for head constables – the total is Rs 396 assuming that extra constables are not entertained to supply the place of those acting as head constables. This is the least expensive course possible.

Course (b), if 11 fourth-grade inspectors are appointed, costs Rs 935* = 11 × (70 + 15) – or Rs (935 - 396 =) Rs 539 more, against which is to be set the advantage that the force of constables is not reduced by 11 men.

The objection to course (b) is however

*: There would thus be no want of funds to meet their pay this year; the sum being about equivalent to the acting allowances caused by the deputation of the 8 probationers as Asst. Supdts.
D
22.6

500—20-6-94.

DEPARTMENT.

No.

From

Dated 189 ,

FOR ORDERS.

that which has been raised in the case of subregistrars where the addition of all new appointments to the lowest grade has caused a serious block in promotion.

The last police list shows the staff of permanent* inspectors to be graded as follows.

*including subprotem

	Pay	Horse allowance	No.
1st class	Rs 200	15	37
2nd	150	15	55
3rd	100	15	~~143~~ 124
4th	70	15	~~148~~ 159
Total			375

The proportion according to grade is roughly

I - 10 per cent

II - 15

III - 33

IV - 42

and it is questionable whether ~~12~~ 11 men should be added to the last grade. Mr. Hammick's proposal is to add 2 second class men, 3 third class & 6 4th class – the total cost being Rs 1185 or Rs ~~741~~ 789 more than the system of placing head constables in charges.

A distribution of ~~12~~ 11 men according to the present proportion would be roughly

I	1	cost	215
II	2	"	330
III	3	"	345
IV	5	"	425
			1315

Appointment of Eleven Inspectors.

1. Views are solicited as to whether a permanent addition should be sanctioned, and if so what form it should take

It is presumed that there is no objection to the confirmation as Asst. Supdts of the present 8 probationers. Mr. Hood's dismissal, Mr. Worsop's retirement, & Col Whitlock's return to Military duty provide 3 vacancies in addition to the 12 new appointments of Asst. Supdt & Probationary Asst. Supdt — i.e. 15 in all — for which there are 14 men viz. 8 nominated probationers & 6 selected in England by competition

D
23-5-95

5/6/95.

H.M.

(For orders)

[G. / 2E]
600—6—95.

DEPARTMENT.

C. No.

FOR ORDERS.

As directed by H.M. I have talked over the question of appointing 11 new inspectors with Mr. Hammick. — The difficulty, which I did not fully realize before, is that 12 inspectorships have been abolished by the introduction of the new scheme of recruitment from England. When the Secretary of State was addressed, this Govt. & ~~the~~ the Govt. of India in calculating the extra cost of the scheme took the pay of 12 probationers as a set off. Similarly the budget has reduced the number of inspectors by twelve, & contains provision for 12 probationary assistant Supdts "*in lieu thereof*." — The acting allowances and grade promotion which have been given in ~~the arrange-ment~~ consequence of the permanent promotion of four of the probationer inspectors (six have now been prowere thus altogether irregular. According to the scheme sanctioned, as each probationer was permanently promoted, there at was a decrease of one in the number of permanent appointments of inspector, & from the date of such promotion, no acting allowances or grade promotion was admissible. It is only the failure of the Acct. Genl's office to detect the mistake that has made the existing arrangements possible

2. These twelve inspectorates were added in G.O. of 19 March 1885 No. 744 in order to increase the staff of inspectors, not to provide berths for 12 probationers supernumerary to the permanent staff – but this fact was never clearly pointed out to the Govt. of India – The sanction of this order of 1885 can hardly be held to remain in force now that a scheme of recruiting superior officers has been sanctioned on the understanding that 12 (appointments) ~~as~~ inspector's ~~have been~~ were to be abolished.

3. It appears necessary to address the Govt. of India, – ~~therefore,~~ partly because these new appointments are subsidiary to the recruitment scheme sanctioned by the Secretary of State ~~– and partly because the cost of 6 first class & 6 second class inspectors exceeds Rs 25,000 & ~~requires~~ the addition therefore requires the sanction of the Secy of State under Art. 277(4) of the Civil Account Code.~~

~~If the 12~~

D
11. 6. 95.

In the mean time it will be possible to continue existing arrangements by the temporary creation of six second class inspectors, & so many first class inspectors as may from time to time be required by the promotion of probationers. The ~~Local Govt. can do this~~ can be done with effect from the promotion of probationers

D
11. 6. 95.

15/6/95

FOR ORDERS.

This is important as it shows what a misconception there has been.

JS

Very well – Then we must go to India – Point out that the Insprs have been left on their present pay since 1857 or whenever it was that the present rates of pay were sanctioned & that it is imperatively necessary to improve the Insprs. position if we are to get decent men [illegible]

[G. / 25.]
606-[illegible]5-95.

DEPARTMENT.

C. No.

Mean time we can carry on as suggested in the last para of this note.

Let me see draft.

18/6/95

FOR ORDERS.

~~pay. 6 × 200 × 12 = 14,400~~
~~6 × 150 × 12 = 10,800~~
~~horse allowance 12 × 15 × 12 = 2,160~~
~~Rs. 27,360 p.a.~~

*. I have struck this out because only eleven men are wanted, the [illegible] inspector being provided before by the railway police scheme. 11 men will cost Rs 24,780 if 5 are first class & six second class.

D
11-6-95

Apptmt. of Eleven Inspectors

FOR ORDERS.

H.A.

In G.O. d/ 11-7-95 No. 1462-63 Judl.

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printed

~~6P~~ 68

P. { G.O. d/ 17 July 1894 No. 1761 Judl.
90 d/ 26 April 1895 No. 873 Judl.

A. Current 185 F. d/ 10 April 1895 from the I.G. of Police

ORDER d/ 11th July 1895 No. 1462

P.S.

2 numbers

H.A. 6/7/95

stet the

stet &

Mr. Hammick's report shews that an important matter was lost sight of when the scheme for the recruitment of Superior officers of the Police force from England was under consideration. It was known that the twelve Probationers occupied Inspector's posts, but these Inspectorates appear at the time to have been regarded as supernumerary to the ordinary district staff and Col Porteous did not bring to the notice of Govt. the fact that the abolition of the probationers' appointments would necessitate an addition to the number of ordinary Inspectors.

Mr. Hammick now reports that it has been customary to appoint the probationers for the post of Asst. Supdt. to hold the twelve additional appointments of Inspector which were sanctioned in G.O. dated 19th March 1885, No. 744, Judicial. These appointments were created because some of the Inspector's ~~didiv~~ Divisions as then constituted were too extensive for a single man to ~~attend to~~ manage ~~[illegible]~~ ~~properly~~ effectively. A Red-istribution of Inspectors

Divisions was accordingly made, twelve new Inspectorates being formed in the Districts of Ganjam, Vizagapatam, Godavari, Nellore, Anantapur, Chingleput, South Arcot, Tanjore, Madura, Tinnevelly, Coimbatore and Malabar. These Inspectorates the want of which was seriously felt ten years ago, are ~~[illegible]~~ still more necessary now and cannot be abolished. The ~~necessity~~ need for their retention ~~was however~~ having been overlooked when the scheme for the Recruitment of Superior Officers from England was under preparation, ~~as~~ a consequence was that the average pay of the twelve Probationary Inspectors was inadvertently reckoned as a set-off againt the additional cost involved in the appointment of Probationary Assistant Supt^ds^ in their stead. When therefore the Secretary of State sanctioned the new scheme it was on the understanding that it involved the abolition of six appointments on 150 Rs. per mensem and six on Rs. 300. ~~For this reason~~ Consequently the Govt considers that the sanction to the creation of twelve additional appointments of Inspectors accorded in G.O. dated 19th March 1885, No. 744, Judl. can no longer be held to be in force.

2. Mr. Hammick reports ~~that~~ ~~[illegible]~~

that, owing to the introduction of the Railway Police scheme which provides for ~~one~~ three extra inspector's appointments, ~~of Inspector that~~ it will suffice to create ~~12~~ eleven additional appointments in lieu of the twelve Probationers. He recommends that these should consist of two Second Class Inspectors, three Third Class and Six Fourth Class, but the Govt. ~~considers~~ is of opinion that it is a matter of highest importance to improve wherever possible the prospects of the Subordinate Police ~~officers~~ and. For this reason holds it ~~it is~~ desirable to distribute the new appointments among the First and Second grades as follows.-

First grade 5

Second grade 6

The additional cost involved will be Rs. 34,780 per annum as shown below.-

(inspector)

	Annual cost Rs
5 First Class on pay of Rs. 300 p.m.	18,000
6 Second -------do.-----Rs. 150 ---	10,80
Horse allowance for 11 men at Rs. 15/-	1,98
Total Rs.	34,780

It is therefore strictly speaking within the power of the local Govt. to sanction the addition, but, in as much as the matter is intimately connected with the scheme for the Recruitment of Superior Officers, it is desirable to bring ~~at~~ it to the notice of the Govt. of India which will accordingly be addressed on the subject.

From the Civil List it appears that on the ~~First~~ 1st of June six Probationers ~~were still un~~ had been confirmed as Assistant Supts. It is therefore necessary at once to create six ~~temporary~~ appointments of Second Class Inspectors in order to make regular the grant of the acting allowances which appear to have been drawn in the past on the hypothesis that the ~~abseept~~ promotion of probationary Inspectors did not involve lc. a reduction in the number of Inspectors lc. These appointments must have retrospective effect from the several dates of promotion of ~~Messrs.~~ the six Probationary Inspectors whose confirmation as Assistant Supts. ~~makes~~ renders them necessary, but will be considered temporary until the sanction of the Govt. of India to making them permanent has been obtained. The Inspector General should report ~~of~~ what these dates referred to above are. Similarly, in order to provide for the interval which may elapse before ~~the~~ a reply is received from the Govt. of India the temporary appointment of such first class inspectors lc. ~~will be sanctioned~~ as may from time to time be required by the confirmation of the remaining ~~five~~ Probationary Inspectors will be sanctioned. The Govt. is not prepared to accept Mr. Harmick's proposal that ~~they~~ these officers should be at once confirmed as Asstt. Supts. of the Fifth grade. It will

will suffice to promote ~~them as~~ vacancies occur in the higher grades on ~~the~~ understanding that their seniority as compared with that of the officers recruited from England shall be reckoned from the date of their first appointment as Probationers.

68

(From Orders)

D
21.VI.95

4/7/95

The necessary proposition statements should be prepared by the I.G. & submitted without delay

TO
The Inspector General of Police 6
the Financial Dept. 1
despd 2/8/95

W
6/7/95

LETTER No. 1463

TO
The Secretary to the Govt. of India,
Home Department.

Letter 31 copies
Pros 31 copies
Despd 2/8/95

SIR,

I am directed to solicit the sanction of the Govt. of India to the creation of ~~the~~ eleven additional appointments of Inspectors in the Madras Police It is proposed to distribute ~~these appointments~~ them as follows.-

First grade Inspectors 5

Second grade ---do.--- 6

The additional cost involved will be Rs. 24,780 per annum as shown below.-

	Annual cost Rs.
5 First grade on pay Rs. 300 p.m.	12,000
6 Second grade----do.----150----	10,800
Horse allowance for 11 men at Rs.15-	1,980
Total Rs.	24,780

~~It is therefore~~ Although it is strictly speaking within the power of the local Govt, to sanction the ~~the~~ appointments to sanction th~~e~~is addition, I am to say ~~however~~, that it has been thought desirable to address the Govt. of India on the subject, as ~~for the reason that~~ the proposed appointments ~~is~~ are a corollary to the scheme of Recruitment of Superior Officers of the Madras Police the sanction of the Secretary of State to which was communicated to this Govt. in Mr. Lyall's letter dated 16 June 1894, No. 8 Police --809.

2. When that scheme was under consideration it was never specifically brought to the notice of this Govt. that the twelve Probationary Gentlemen Inspectors from whom Asst. Supts. of Police ~~used to be~~ had been previously recruited actually held permanent appointments * properly belonging to the ordinary staff of Inspectors. As a consequence of this omission on the part of the late I.G. of Police the pay of these Probationers was reckoned as a set-off against the additional cost of the ~~involved by the~~ new scheme. When, therefore, the Secretary of State sanctioned the new scheme it was on the understanding that it involved the abolition of six appointments on Rs. 150 per mensem and six on Rs. 300.

cap

* viz. 6 in the first grade and 6 in the second grade.

3. The I.G. of Police has

however, now brought to ~~his~~ notice that it was the custom to appoint these Probationers as permanent incumbents of twelve Inspectorates which ~~was~~ were sanctioned as an addition to the force in March 1885. This addition was, however, sanctioned not to provide posts ~~for the~~ for the gentlemen Inspectors but because some of the ordinary ~~Inspectors'~~ divisions of inspectors as then constituted were too extensive for any single man to ~~attend to properly~~ manage. A redistribution of ~~Inspectors'~~ the divisions was accordingly made, twelve new Inspectorates being formed in the Districts of Ganjam, Vizagapatam, Godavari, Nellore, Anantapur, Chingleput, South Arcot, Tanjore, Madura, Tinnevelly, Coimbatore and Malabar. The Inspector General reports that these Inspectorates the want of which was seriously felt ten years ago are equally necessary now and cannot be abolished without impairing the efficiency of the force, and in this opinion H.E. the G. in C. entirely concurs. The introduction of the provisional ~~the~~ Railway Police scheme sanction for which was conveyed in Mr. Walker's letter dated 18 March 1895, No. 832 G however renders it unnecessary to apply for the appointment of more than eleven additional Inspectors, as the additional Inspector allotted to

the

the District of Madura in 1885 has ~~year~~ for years been employed on Railway Police duties; his place will therefore be supplied by one of the three Inspectors now specially sanctioned for this purpose ~~such duties~~.

4. I am to say that six of the twelve Probationary Inspectors have already been confirmed as Asstt. Supts. and that acting allowances have continued to be ~~been~~ drawn under the impression ~~on the hypothesis~~ that their confirmation did not involve a reduction in the number of Inspectors. In order to ~~validate~~ validate this irregularity H.E. the Governor in Council has created six temporary appointments of Inspectors of the Second Class ~~Inspectors~~ with effect from the dates of confirmation of the Probationary Inspectors who have been absorbed amongst the Asstt. Supts. Should any ~~sex~~ more confirmations take place in the interval which elapses before the Govt. of India replies to this reference, I am to say that the appointment of as many temporary First Class Inspectors — not exceeding five in number — as may be required will be sanctioned.

5. It may possibly be considered by the G of I unnecessary to replace the Probationary Inspectors by men of the First and Second grades

~~[illegible]~~

~~Inspectors~~ and desirable to effect an economy by creating appointments in the lower grades of Inspectors. I am to say, however, that when the present Police force was first constituted in 1860; there were six * grades of ~~among~~ inspectors on Rs. 200, 150, 100, 75, 50 and 40 respectively and that the only improvement in pay since then ~~the~~ has been the substitution of one grade on Rs. 70, for the three on Rs. 75, 50, 40.

The result therefore is ~~[illegible]~~ that ~~[illegible]~~ Police Inspectors are graded as under:—

Grade	Pay Rs	No
I	200	37 ✓
II	150	55 ✓
III	100	~~124~~ 143 ✓
IV	70	~~159~~ 164 ✓
		399

It is almost unnecessary to draw attention to the quite disproportionate number of the total who are in the 1st & 2nd grades. Good service can hardly be expected when men have such poor prospects of promotion.

Check these figures — They are from the Budget & are presumably right

Stet

DMC.

W 8/7

* vide statement appended to G.O. d/23 April 1861, No. 545 Judl.

The cost of living has moreover ~~however~~ greatly increased during the past 35 years and far higher qualifications are now required of Police Inspectors ~~than in 1860~~. H.E. the Governor-in-Council therefore attaches great importance to the ~~desirability of~~ improvement of the position and prospects of this class of officers and considers that the opportunity for creating a few appointments in the higher grades as proposed should on no account be neglected, not only because it will render ~~it~~ possible the promotion of ~~to promote a number~~ of deserving officers but also on the ground that it will generally tend to ~~slightly~~ increase the attractions of service in the police as a career for the superior classes of natives of this country. H.E. in Council therefore earnestly trusts that the Govt. of India will raise no objection to the proposal.

6. In conclusion I am to enclose for reference a copy of the ~~necessary~~ proceedings of Govt. of this date sanctioning the creation of six temporary appointments of inspectors of the second class ~~inspectors~~, in which is read the letter of the Inspector General of Police ~~from~~ which has given rise to this reference ~~has arisen~~.

D
24-vi-95

JS
4/7/95

ADDITIONAL POLICE INSPECTORS.

H. M.

P1 Draft for approval.

Submitted to C.S. for perusal as directed by the U.S.

M
9.7.95

Seen

JS
10/7

C 37
8/7

GOVERNMENT OF MADRAS.

JUDICIAL DEPARTMENT.

Read—again the following papers:—

G.O., dated 17th July 1894, No. 1761, Judicial.

Abstract.—Communicating to the Inspector-General and the Commissioner of Police, with instructions, the final orders of the Government of India on the subject of recruitment of superior officers of police.

G.O., dated 26th April 1895, No. 873, Judicial.

Abstract.—Directing the Inspector-General of Police to take immediate steps for the introduction of the provisional scheme for railway police recommended by Colonel Porteous.

Read—also the following papers:—

From M. HAMMICK, Esq., I.C.S., Inspector-General of Police, to the Chief Secretary to Government, dated Madras, 10th April 1895, No. 2195.

I have the honour to bring to the notice of Government that under paragraph 4 of the Government of India's Despatch to the Secretary of State read in Madras, G.O., dated 17th July 1894, No. 1761, Judicial, the twelve Assistant Superintendents' appointments on Rs. 250—300 (Rs. 250 as probationers and Rs. 300 when confirmed as Assistant Superintendents) newly sanctioned are *in lieu* of the twelve probationers' appointments (first and second class Inspectors) on Rs. 200 and Rs. 150 on the old scale.

2. These twelve posts consisted in fact of the twelve inspectorships sanctioned in G.O., dated 19th March 1885, No. 744, Judicial. There is, however, nothing on record officially to show why these particular inspectorships then formed were used for providing appointments for the probationers (then called gentlemen inspectors). Before the date of this order, too, probationers were appointed to the higher class inspectors' appointments. The twelve appointments sanctioned in the above order were allotted to the marginally-noted twelve districts, and in each of them an additional inspector's division was formed except in Madura in which, therefore, one appointment is now in excess of its requirement.

1. Ganjám.
2. Vizagapatam.
3. Gódávari.
4. Nellore.
5. Anantapur.
6. Chingleput.
7. South Arcot.
8. Tanjore.
9. Madura.
10. Tinnevelly.
11. Coimbatore.
12. Malabar.

3. But this appointment is being used to provide for the charge of a division in Tinnevelly, *vice* M.R.Ry. V. Subbaraya Mudaliyar Avargal, who is borne on its strength, but employed on railway police duty. The appointment will not, however, be required when the proposals for the additional police for employment on railway lines submitted to the Government of India in Madras, G.O., dated 29th August 1894, No. 2087, Judicial, are sanctioned.

4. As regards the other eleven appointments, they are obviously necessary and cannot be abolished. For the reasons explained in paragraph 2 of the Inspector-General's letter, No. 2017, dated 12th August 1884, recorded in G.O., dated 19th March 1885, No. 744, Judicial, viz., that some Inspectors' divisions in certain districts were far too extensive for a single man to attend to properly, an additional division was formed in each of the eleven districts mentioned in the preceding paragraph. In Madura, too, though no additional division was formed under the G.O., dated 19th March 1885, subsequently in 1889, certain divisions which were considered too heavy were broken up and two additional ones were formed, for which two Inspectors were sanctioned in the final orders of Government on the general scheme for increase to district force contained in G.O., No. 1159, dated 18th November 1893, Financial. The eleven Inspectors' charges formed in 1885 cannot now be reduced without detriment to police work, which is certainly now more than what it was ten years ago.

5. During the period during which a probationer was under instruction under the old system, a head constable acted as Inspector and was in charge of a division and during all the time that a probationer was employed as Acting Assistant Superintendent the same arrangement was made and acting grade promotions to other inspectors to first and second class were also allowed according as the probationer who was on deputation as Acting Assistant Superintendent belonged to the first or second class. The sum of acting allowances thus paid was as follows:—

For a first-class Inspector (probationer) acting as Assistant Superintendent—

	Acting allowance. RS.
One second-class-Inspector (pay Rs. 150), acting in first class (pay Rs. 200) ..	40
One third-class-Inspector (pay Rs. 100), acting in second-class (pay Rs. 150)..	30
One fourth-class-Inspector (pay Rs 70), acting in third-class (pay Rs. 100) ..	20
One head constable, acting in fourth-class (pay Rs. 70)	14
Horse allowance for head constable (acting Inspector)	15
Total for each first-class probationer ..	119
For six first-class probationers	714

For a second-class probationer acting as Assistant Superintendent—

	RS.
One third-class Inspector promoted to act second class ..	30
One fourth-class do. do. third " ..	20
One head constable promoted to act fourth class	14
Horse allowance for head constable (acting Inspector) ..	15
Total for each second-class probationer ..	79
For six second-class probationers	474
Total for six first and six second-class probationers ..	1,188

6. In order not to increase the existing charges, the eleven inspectors required in lieu of six first and six second class inspectors should, I propose, be of the following grades:—

	RS.
Two second-class Inspectors at Rs. 150 each	300
Three third-class do. at " 100 "	300
Six fourth-class do. at " 70 "	420
Horse allowance for eleven Inspectors at Rs. 15 each	165
Total ..	1,185

against Rs. 1,188, the present cost as shown in the preceding paragraph.

7. The new probationary Assistant Superintendents will not be available for taking regular charge of any inspectors' divisions for any length of time, for after the course of instruction in Madras, they are posted to learn work under some District Superintendents, and as soon as they pass the required examinations their services are wanted for Assistant Superintendents' charges, owing to many officers being absent on leave, &c. From the rules relating to the training of probationers approved of in G.O., No. 2813, Judicial, dated 22nd November 1894, it does not appear that it was intended that they should hold regular charge of any inspectors' divisions for any length of time. The eleven appointments required are therefore permanently wanted, and I request that Government may be pleased to sanction them.

8. Until the sanction of Government is received to the proposal herein made, the existing arrangements under which head constables are acting as fourth-class Inspectors in charge of the eleven inspectors' divisions and the acting grade promotions of inspectors, *vice* the eight probationers still remaining on the District Inspectors' lists, who are acting as Assistant Superintendents, may continue. And as regards the one appointment in Madura which is used in Tinnevelly, *vice* M.R.Ry. Subbaraya Mudaliyar Avargal on railway police duty, I request that Government may be pleased to sanction the continuance of the present arrangement till the establishment recommended for railway police work in G.O., No. 2087, Judicial, dated 29th August 1894, is sanctioned.

9. When the eleven inspectorships herein asked for are sanctioned, all the existing probationers, first and second class Inspectors should be confirmed as Assistant Superintendents (fifth grade) and removed from the District Inspectors' lists and given substantive pay as Assistant Superintendents, Rs. 300 (all of them having completed the prescribed tests) in accordance with paragraph 4 of the Government of India's Despatch quoted in paragraph 1 of this letter. This course will not involve any extra cost, as all of them are new acting as Assistant Superintendents of the third and fourth grades (drawing salary Rs. 400 and 350), and none is likely to revert below the fourth. On the present date there are eight probationers, six first-class Inspectors and two second-class Inspectors, who, with the six officers appointed from England, will make fourteen against twelve, the sanctioned number of last (fifth) grade Assistant Superintendents. The two in excess will be absorbed when the next two vacancies occur, *vice* Colonel Whitlock probably from 6th instant, on which date he attained the age of 55 years, and Mr. Worsop invalided with effect from the 20th idem.

Order—dated 11th July 1895, No. 1462, Judicial.

Mr. Hammick's report shows that an important matter was lost sight of when the scheme for the recruitment of superior officers of the police force from England was under consideration. It was known that the twelve probationers occupied inspectors' posts, but these inspectorates appear at the time to have been regarded as supernumerary to the ordinary district staff, and Colonel Porteous did not bring to the notice of Government the fact that the abolition of the probationers' appointments would necessitate an addition to the number of ordinary inspectors. Mr. Hammick now reports that it has been customary to appoint the probationers for the post of Assistant Superintendent to hold the twelve additional appointments of inspector which were sanctioned in G.O., dated 19th March 1885, No. 744, Judicial. These appointments were created, because some of the inspectors' divisions as then constituted were too extensive for a single man to manage effectively. A redistribution of inspectors' divisions was accordingly made, twelve new inspectorates being formed in the districts of Ganjám, Vizagapatam, Gódávari, Nellore, Anantapur, Chingleput, South Arcot, Tanjore, Madura, Tinnevelly, Coimbatore and Malabar. These inspectorates, the want of which was seriously felt ten years ago, are still more necessary now and cannot be abolished. The need for their retention having been overlooked when the scheme for the recruitment of superior officers from England was under preparation, the consequence was that the average pay of the twelve probationary inspectors was inadvertently reckoned as a set-off against the additional cost involved in the appointment of Probationary Assistant Superintendents in their stead. When, therefore, the Secretary of State sanctioned the new scheme, it was on the understanding that it involved the abolition of six appointments on Rs. 150 per mensem and six on Rs. 200. Consequently the Government considers that the sanction to the creation of twelve additional appointments of inspectors accorded in G.O., dated 19th March 1885, No. 744, Judicial, can no longer be held to be in force.

2. Mr. Hammick reports that, owing to the introduction of the railway police scheme which provides for three extra inspectors' appointments, it will suffice to create eleven additional appointments in lieu of the twelve probationers. He recommends that these should consist of two second-class Inspectors, three third-class and six fourth-class, but the Government is of opinion that it is a matter of highest importance to improve, wherever possible, the prospects of the subordinate police, and for this reason holds it desirable to distribute the new appointments among the first and second grades as follows :—

First grade	5
Second "	6

The additional cost involved will be Rs. 24,780 per annum as shown below :—

	Annual cost.
	RS.
Five first-class Inspectors on pay of Rs. 200 per mensem	12,000
Six second-class " on " of " 150 "	10,800
Horse allowance for eleven men at Rs. 15	1,980
Total ..	24,780

It is therefore strictly speaking within the power of the local Government to sanction the addition, but, inasmuch as the matter is intimately connected with the scheme for the recruitment of superior officers, it is desirable to bring it to the notice of the Government of India which will accordingly be addressed on the subject.

From the civil list it appears that on the 1st June six probationers had been confirmed as Assistant Superintendents. It is therefore necessary at once to create six appointments of second-class Inspectors in order to make regular the grant of the acting allowances which appear to have been drawn in the past on the hypothesis that the promotion of probationary inspectors did not involve a reduction in the number of inspectors. These appointments must have retrospective effect from the several dates of promotion of the six probationary inspectors whose confirmation as Assistant Superintendents renders them necessary, but will be considered temporary until the sanction of the Government of India to making them permanent has been obtained. The Inspector-General should report what the dates referred to above are. Similarly in order to provide for the interval which may elapse before a reply is received from the Government of India the temporary appointment of such first-class Inspectors as may, from time to time, be required by the confirmation of the remaining probationary inspectors will be sanctioned. The Government is not prepared to accept Mr. Hammick's proposal that these officers should be at once confirmed as Assistant Superintendents of the fifth grade. It will suffice to promote them as vacancies occur in the higher grades on the understanding that their seniority as compared with that of the officers recruited from England, shall be reckoned from the date of their first appointment as probationers.

The necessary proposition statements should be prepared by the Inspector-General and submitted without delay.

[Here enter No. 1463, dated 11th July 1895.]

(True Extract.)

J. F. PRICE,
Chief Secretary.

To the Inspector-General of Police.
" Financial Department.

Exd. Shaik Kareem.

Govt. of {1895} Madras.

JUDICIAL.

Issued

Recd. *Encl.*

G.O., 11th July 1895, No. 1462.

JULY.

Police Inspector.

Passing orders on the proposal of the Inspector-General of Police to create eleven appointments of —, in lieu of the twelve appointments of probationer abolished; and forwarding copy of the Proceedings to the Government of India for sanction of the proposal.

JUDICIAL DEPARTMENT.

Letter—from

The CHIEF SECRETARY to the GOVERNMENT of
FORT ST. GEORGE,

To

The SECRETARY to the GOVERNMENT of INDIA,
Home Department.

Sir,

I am directed to solicit the sanction of the Government of India to the creation of eleven additional appointments of Inspector in the Madras Police. It is proposed to distribute them as follows:—

First-grade Inspectors	5
Second-grade „	6

The additional cost involved will be Rs. 24,780 *per annum* as shown below:—

	Annual cost. RS.
Five first grade on pay Rs. 200 per mensem	12,000
Six second grade on „ „ 150 „	10,800
Horse allowance for eleven men at Rs. 15	1,980
Total ..	24,780

Although it is strictly speaking within the power of the local Government to sanction this addition, I am to say, that it has been thought desirable to address the Government of India on the subject, as the proposed appointments are a corollary to the scheme of recruitment of superior officers of the Madras Police the sanction of the Secretary of State to which was communicated to this Government in Mr. Lyall's letter, dated 16th June 1894, No. 3 Police—309.

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2. When that scheme was under consideration it was never specifically brought to the notice of this Government that the twelve probationary gentlemen inspectors from whom Assistant Superintendents of Police had been previously recruited actually held permanent appointments* properly belonging to the ordinary staff of inspectors. As a consequence of this omission on the part of the late Inspector-General of Police the pay of these probationers was reckoned as a set-off against the additional cost of the new scheme. When, therefore, the Secretary of State sanctioned the new scheme it was on the understanding that it involved the abolition of six appointments on Rs. 150 *per mensem* and six on Rs. 200.

3. The Inspector-General of Police has, however, now brought to notice that it was the custom to appoint these probationers as permanent incumbents of twelve inspectorates which were sanctioned as an addition to the force in March 1885. This addition was, however, sanctioned *not* to provide posts for the gentlemen inspectors, *but* because some of the ordinary divisions of inspectors as then constituted were

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* Namely six in the first grade and six in the second grade.

too extensive for any single man to manage. A redistribution of the divisions was accordingly made, twelve new inspectorates being formed in the districts of Ganjám, Vizagapatam, Gódávari, Nellore, Anantapur, Chingleput, South Arcot, Tanjore, Madura, Tinnevelly, Coimbatore and Malabar. The Inspector-General reports that these inspectorates, the want of which was seriously felt ten years ago, are equally necessary now and cannot be abolished without impairing the efficiency of the force, and in this opinion His Excellency the Governor in Council entirely concurs. The introduction of the provisional railway police scheme, sanction for which was conveyed in Mr. Walker's letter dated 18th March 1895, No. 822-G., however, renders it unnecessary to apply for the appointment of more than eleven additional inspectors, as the additional inspector allotted to the district of Madura in 1885 has for years been employed on railway police duties; his place will, therefore, be supplied by one of the three inspectors now specially sanctioned for this purpose.

4. I am to say that six of the twelve probationary inspectors have already been confirmed as Assistant Superintendents and that acting allowances have continued to be drawn under the impression that their confirmation did not involve a reduction in the number of inspectors. In order to validate this irregularity, His Excellency the Governor in Council has created six temporary appointments of inspectors of the second-class with effect from the dates of confirmation of the probationary inspectors who have been absorbed amongst the Assistant Superintendents. Should any more confirmations take place in the interval which elapses before the Government of India replies to this reference, I am to say that the appointment of as many temporary first-class Inspectors not exceeding five in number as may be required will be sanctioned.

5. It may possibly be considered by the Government of India unnecessary to replace the probationary inspectors by men of the first and second grades and desirable to effect an economy by creating appointments in the lower grades of inspectors. I am to say, however, that when the present police force was first constituted in 1860, there were six* grades of inspectors on Rs. 200, Rs. 150, Rs. 100, Rs. 75, Rs. 50 and Rs. 40, respectively, and that the only improvement in pay since then has been the substitution of one grade on Rs. 70, for the three on Rs. 75, Rs. 50, Rs. 40.

The result therefore is that police inspectors are graded as under :—

Grade.	Pay. RS.	No.
I	200	37
II	150	55
III	100	143
IV	70	164
		399

It is almost unnecessary to draw attention to the quite disproportionate number of the total who are in the first and second grades. Good service can hardly be expected when men have such poor prospects of promotion. The cost of living has, moreover, greatly increased during the past 35 years, and far higher qualifications are now required of police inspectors than in 1860. His Excellency the Governor in Council therefore attaches great importance to the improvement of the position and prospects of this class of officers and considers that the opportunity for creating a few appointments in the higher grades as proposed should on no account be neglected, not only because it will render possible the promotion of deserving officers, but also on the ground that it will generally tend to increase the attractions of service in the police as a career for the superior classes of natives of this country. His Excellency in Council therefore earnestly trusts that the Government of India will raise no objection to the proposal.

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* *Vide* statement appended to G.O., dated 23rd April 1861, No. 545, Judicial.

6. In conclusion I am to enclose for reference a copy of the Proceedings of Government of this date sanctioning the creation of six temporary appointments of inspectors of the second class in which is read the letter of the Inspector-General of Police which has given rise to this reference.

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

J. F. PRICE,
Chief Secretary.

OOTACAMUND,
11th July 1895.

Exd. Shaik Kareem.

Regr. No.

HOME 1895 DEPT.

[ ]

From the Government of
Fort St. George.

Issued

Recd. *Encl.*

Letter, 11th July 1895, No. 1463.

JULY.

Inspector.

Soliciting the sanction of the Government of India to the creation of eleven appointments of — in the Madras Police.

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Read again G.O., No. DATED
189

Current No.

Enclosures to C. No.

Order of Government .. .. ..

Letter of Government.

Statement with ditto.

Papers not filed up, being meant for despatch in original.