Judicial (1895) Department.

ORDINARY.

G.O. No. 1971-1972

DATED 20th September 1895

September

[Despatch Abstract.]

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Registration.

Approving the proposals for the re-organization of the — Department, and addressing the Government of India on the subject.

13-8-18

Govt. of {1895} Madras.

JUDICIAL.

BACK PAPERS.

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

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G.O., &c., 20th September 1895,
Nos. 1971, 1972.

SEPTEMBER.

Registration.

Approving the proposals for the re-organization of the — Department, and addressing the Government of India on the subject.

GOVERNMENT OF MADRAS.

JUDICIAL DEPARTMENT.

READ—the following paper :—

From the Hon. S. SRINIVASA RAGHAVAIYANGAR, Diwan Bahadur, C.I.E., Inspector-General of Registration, to the Chief Secretary to Government, dated Camp Ootacamund, 10th July 1895, T. No. 3284.

In G.O., No. 1367, Judicial, dated 10th July 1891, Government granted me permission to submit proposals (1), for reorganising the staff of Sub-Registrars and Registrars, and (2), for reorganising the clerical establishments in registration offices. The latter scheme as being the more urgent was taken up first, and it has been sanctioned and brought into force. I have now the honour to submit the proposals for revising the grades of Registrars and Sub-Registrars, called for in G.O., No. 2432, dated 5th October 1894.

2. The present scale of establishment of Sub-Registrars and Registrars is as shown below :—

SUB-REGISTRARS.

(G.O., No. 1311, Judicial, dated 31st July 1889.)

Grade.	Salary.	Number of officers.	Cost per mensem.
			Rs.
I (*a*)	Rs. 90 + commission at the rate of 20 per cent. on the collections subject to a maximum of Rs. 600 for a full year	10	900
I (*b*)	„ 75 do. do. do.	10	750
II	„ 60 do. do. do.	20	1,200
III	„ 50 do. do. do.	30	1,500
IV	„ 45 do. do. do.	37	1,665
V	„ 40 do. do. do.	60	2,400
VI	„ 35 do. do. do.	70	2,450
VII	„ 30 do. do. do.	139	4,170
VIII	„ 25 do. do. do.	1	25
		377	15,060
	Local allowance to Sub-Registrars of Vayittiri and Manantoddy ..		30
			15,090 per mensem or 1,81,080 per annum.

The estimated amount * of commission payable to the above officers for a full year is Rs. 1,81,100. The total cost thus amounts to Rs 3,62,180. In this amount the commission payable to revenue officers who are *ex-officio* Sub-Registrars (fourteen in number) is not included.

* *Vide* Enclosure (A).

District Registrars.

(G.O., No. 1156, Judicial, dated 1st September 1882.)

Grade.	Salary.	Number of officers.	Cost per annum.
			Rs.
I (Registrar of Madras)	Rs. 500 + commission on the collections at 20 per cent., not exceeding Rs. 1,200 for a full year	1	800
II	„ 300 + commission on the collections at 20 per cent., not exceeding Rs. 600 for a full year	1	900
III	„ 250	3	750
IV	„ 200	4	800
V	„ 175	6	1,050
VI	„ 150	6	900
VII	„ 100	1	100
		22	4,400
	Local allowance to Registrar of Nilgiris (G.O., No. 178, Financial, dated 15th October 1890).		25
			4,425 or 53,100 per annum.
	Add commission for a full year		14,000
			67,100

3. The defects of the scale for Sub-Registrars will be seen at a glance. The number of officers in the higher grades is disproportionately small, while the last (7th) grade is overcrowded to such an extent as to preclude all chances of promotion to the higher grades to newly appointed Sub-Registrar even after long approved service. The commission forms the major portion of the emoluments of Sub-Registrars in the lower grades and, when these officers have to take leave, their leave allowances are unduly reduced. The same considerations apply more or less to the scale fixed for Registrars also.

4. In my letter dated 24th May 1891, I adduced reasons for abolishing the system of payment of a commission on the collections made by registering officers. These were, (1st), that the system ensures payment proportioned to actual work only to a limited extent, as the average value of a registered document and the fee collected therefor differ widely in different districts; (2ndly), that nearly half the offices now yield the maximum commission, and as regards these, the reasons for the continuance of the commission system no longer hold; (3rdly), that the progress of registrations now depends more on the circumstances of particular tracts of country, and less on the exertions of individual officers, than was the case formerly, while, by frequent inspection and close scrutiny of returns of work on the part of the District Registrars, it is possible to ensure that the duties assigned to Sub-Registrars are faithfully performed; (4thly), that in the case of the majority of officers, the commission forms the larger portion of their emoluments, so that when they take privilege or other leave, their allowances are unduly reduced; and (5thly), that the system makes it difficult to regulate promotions on proper principles. The Government, while considering the arguments adduced weighty, doubted whether the total abolition of the commission system was advisable, and desired that some plan might be devised whereby the amount of commission or the proportion it bore to fixed pay might be reduced and the inconveniences of the present system diminished.

5. I have given careful consideration to the question, and am of opinion that so far as the District Registrars are concerned, there is no object in retaining the commission system any longer. All but three Registrars already get the maximum commission. These are all officers high up in the service; the major portion of their work consists of administrative supervision; and to district officers entrusted with this kind of duty, the principle of the commission system cannot, of course, be applicable. As regards Sub-Registrars also, since my last letter was written, I have had more than three years' additional experience of the working of the department, and it seems to me that

the time has now arrived for the total abolition of the system of payment by commission. In about 180 offices the officers draw the maximum commission, and in their case the principle of the system has ceased to be operative. The development of registration also depends, as already stated, more on the circumstances of the several tracts and less on the special exertions of the officers concerned than was the case in the infancy of the department. For instance, a young Sub-Registrar placed in charge of a new office opened in one of the southern districts can easily show good results in a short time. The same officer placed in charge of an office in the Ceded districts could not, however much he tried, show the same results or anything like them. That the commission system has some effect in stimulating the zeal of officers in developing registrations in backward, out-of-the-way localities may be granted; but the commission earned in such localities is small in amount as it is, and any reduction of the amount will *pro tanto* diminish its force as an incentive. The people concerned are also ready to complain if their work be not promptly attended to by Registering officers; the men selected for Sub-Registrarships are educated persons, generally graduates; the work done in each office is reviewed in detail every month, both in District Registrars' offices and in my own office, and it is further scrutinised when the offices are inspected by the District Registrars and myself. This being so, an officer who neglects his duty or subjects the people to vexatious delays or other annoyances in the registration of documents cannot remain long undetected. A reduction in the amount of commission suggested by Government will lessen the evils of the system, but will not remove them. The greatest objection I feel to the retention of the system is the difficulty in making postings of officers when vacancies occur. In making these postings it is necessary to take into account the claims of senior officers to be posted to stations which yield higher commission, and this involves a number of moves on the occasion of each vacancy in order to adjust the emoluments drawn by the several officers in the shape of commission with reference to the length of their service. As, however, officers cannot be frequently shifted without inconvenience to work, it is found necessary to wait till the vacancies accumulate to half-a-dozen or so and to make arrangements in connection with them all at one and the same time. There is thus avoidable delay in filling up vacancies, and in the meanwhile, temporary arrangements have to be made for the conduct of work at the stations where the vacancies exist. And, notwithstanding all the care taken, it is not always possible to exclude the element of chance in the postings made.

6. If the Government agrees with me in considering that the commission system may be abolished *in toto*, I would fix the grades of Sub-Registrars as follows:—

Grade.	Number.	Salary.	Monthly cost.
		Rs.	Rs.
I	20	150	3,000
II	30	125	3,750
III	50	100	5,000
IV	65	90	5,850
V	80	80	6,400
VI	65	70	4,550
VII	50	60	3,000
VIII	40	50	2,000
Total ..	400	..	33,550
Add local allowance to the Sub-Registrars of Vayittiri, Manantoddy, Coonoor and Kodaikánal at Rs. 15 each ..			60
Grand Total ..			33,610 or 4,03,320 per annum.

The scale proposed, it will be seen, provides for 400 offices, while the number of offices prescribed over by Special Sub-Registrars is at present only 377. The object in providing for an additional number of appointments is to fix the grades of the new appointments added to the list from time to time, to prevent all such appointments being added to the last grade, thereby unduly swelling the number in that grade, as has been the case hitherto. The additional twenty-three appointments provided for will meet

the probable requirements in the way of additional offices to be opened during the next three years; and if further offices are found necessary in later years, the number in each grade should be increased in the ratio of the number in that grade provided in the scale to the total number of appointments of all grades in the scale, viz., 400. Thus, for every twenty new offices opened, the number of appointments to be added to each grade will, as far as possible, be in the following ratios:—1, first grade; 1·5, the second grade; 2·5, the third grade; 3·25, the fourth grade; 4, the fifth grade; 3·25, the sixth grade; 2·5 the seventh grade; and 2, the eighth grade.

7. As the above scale represents the distribution into several grades when the number of Special Sub-Registrars reaches 400, the distribution of the present number, viz., 377, may be fixed as follows:—

Grade.	No.	Salary.	Monthly cost.
		Rs.	Rs.
I	20	150	3,000
II	30	125	3,750
III	50	100	5,000
IV	60	90	5,400
V	70	80	5,600
VI	60	70	4,200
VII	50	60	3,000
VIII	37	50	1,850
	377	..	31,800
Local allowances to the Sub-Registrars of Vayittiri, Manantoddy, Coonoor and Kodaikánal, Rs. 15 each ..			60
			31,860 or
			3,82,320 per annum.

8. The pay attached to the lowest grade should not be lower than Rs. 50, the pay of the Taluk Head Accountant. The salary assigned to the first grade, viz., Rs. 150, is Rs. 10 more than the present emoluments, and to allow reasonable chances of promotion to officers who have served for a considerable number of years, generally twenty, the number of appointments in the higher grades has been increased. Registration work requires very trustworthy agency to ensure that a system intended to obviate frauds is not turned into an instrument for the commission of such frauds. It is on this account that it is necessary to employ educated men, chiefly graduates as Sub-Registrars and to insist on their giving personal attention to the details of work, tedious and mechanical though it be; as a rule Sub-Registrars will not get promoted to the first grade before they have completed something like twenty years' service, and the salaries assigned are not higher than is absolutely necessary for securing the continued and willing service of the class of men required.

9. In the northern districts registration work is comparatively light, and to prevent the Sub-Registrars in these districts getting promoted to the highest grade as a matter of course, I think it might be made a rule that promotions to the first two grades should be made less on considerations of seniority and more on those of special fitness and actual work turned out than in the case of promotions to the lower grades. And, as a rule, in making postings arrangements will be made, as far as possible, to post the more experienced and highly paid officers to the more important stations.

10. The scales mentioned in paragraphs 6 and 7 have been recommended on the supposition that the Government will consent to the abolition of the commission system.

11. As regards the grades of District Registrars, I beg to recommend that the following scale be fixed:—

Grade.	Number.	Salary.	Monthly cost.
		Rs.	Rs.
I	1	500	500
II	2	400	800
III	4	350	1,400
IV	6	300	1,800
V	6	250	1,500
VI	3	200	600
VII	1	150	150
	23	..	6,750
Add local allowance to the Registrar of Madras			100
Do. to the Registrar doing duty as Assistant in the Inspector-General's office			50
Do. to the Registrar of Nilgiris			25
			6,925 or
		83,100	per annum.

12. Under the present scale, there is a serious block in promotion among District Registrars. Several officers have had no promotion since 1882, when the scale was fixed, and one deserving officer who suffered in emoluments when the scale was introduced has never recovered his old position since. The work and importance of District Registrars have, on the other hand, greatly increased in recent years with the expansion of the operations of the department. Since 1882, the number of registrations has increased (*vide* Statement B attached) from 435,381 to 859,036 or nearly two-fold; the number of registration offices has increased from 307 to 413 including offices held by *ex-officio* Sub-Registrars; and the number of appeals disposed of by Registrars has advanced from 284 to 441. In the heavy districts, District Registrars have under their control from 25 to 30 offices, and the efficiency of these offices, the maintenance of discipline among the large establishment of clerks employed, and the prevention of malpractices, must, in a great measure, depend on the character of the supervision exercised by them. In these districts, the annual inspections take up nearly three months, the accounts, registers and indexes and, in fact, the whole year's work is minutely examined and all mistakes found noted and commented on. The officers, as a class, have done their work excellently well, and they will compare favorably with subordinate officers in any other branch of the public service. If the efficiency of the department is to be maintained, it is very necessary that something should be done to improve their chances of promotion. The scale recommended by me will, to some extent, effect this. Considering their responsibilities and their position as District officers, it would perhaps have been more appropriate to fix the pay of the last grade at Rs. 250, which is the pay of a Deputy Collector of the last grade, instead of Rs. 200, but in the three districts of Kurnool, Ganjám and Vizagapatam work is comparatively light, and a grade on Rs. 200 will render the transition from the pay of the first-grade Sub-Registrar to that of last grade District Registrar easy. The Registrar of Madras, who will usually be an officer of one of the higher grades, though not necessarily of the first grade, should, in addition to the pay of his grade, get a Presidency allowance of Rs. 100 on account of the higher cost of living in the Presidency town. The emoluments of the present incumbent amount to Rs. 600, of which Rs. 500 is drawn in the shape of salary and Rs. 100 as commission on the collections, and the entire amount constitutes, under the provisions of the Civil Service Regulations, emoluments on which pension is calculable. As, however, local allowance is not recognised as emolument for purposes of pension, the above arrangement should be brought into force only after the retirement of the present incumbent. The Registrar of Nilgiris now gets a local allowance of Rs. 25, and should continue to draw the allowance under the new scheme

13. I have provided in the scale for one supernumerary officer to be employed as an Assistant in my office. When, on the occasion of taking charge of the department five years ago, I consulted Mr. Hamnett on the wants of the department,

Vide also paragraph 39 of the Administration report of the Registration Department for 1883–84 and 1884–85.

he strongly impressed on me that he found it difficult to get through the growing work of the department without having a proper Assistant to dispose of routine papers, more especially when he was on tour; and since then the work has grown very considerably in various directions. The number of offices has increased by nearly fifty during the last five years; references from districts on difficult questions which crop up in connection with the registration and stamp laws have greatly multiplied; and the attempt to utilise the information locked up in registration books for the purpose of ascertaining the changes taking place in the economic condition of the people has further considerably added to office work. The work in connection with the registration of births, deaths and marriages under Act VI of 1886, more especially registration of Native Christian marriages, is also a recent addition. As I have to be away from head-quarters for nearly eight months every year on tour, the central office has to be under the charge of the Manager who is paid only Rs. 200 per mensem. Not being of the rank of an Assistant he cannot issue orders on any papers, however unimportant, without previous reference to me, and he has to submit to me all the papers received when I am on tour. This arrangement delays the despatch of orders to a considerable extent when I am on tour in distant districts. The time of the Manager is so fully occupied in seeing that the papers received during my absence in the central office are despatched to me with the requisite references and with draft orders in the case of routine papers and in the general supervision of work done in the office, including the issue of stores to the district offices, that he is unable to give me the necessary assistance in making précis of papers or preparing cases for orders, to the extent desirable. I have no doubt that if I am allowed an Assistant, the work of the office would be done with greater expedition, especially during my absence on tours, and would enable a larger number of offices to be inspected annually. The officer selected for duty in the central office should be paid a Presidency allowance of Rs. 50. I understand that a similar arrangement is in contemplation as regards Deputy Collectors selected for employment as Assistants in the Board and Government offices.

14. There are * 22 probationary Sub-Registrars paid each Rs. 20 per mensem. These men, as soon as they have learnt their work, passed the departmental examination and are declared qualified to take charge of registration offices, are deputed to take charge of such offices temporarily whenever the permanent incumbents are absent on leave. As the number of registration offices has increased largely in recent years the present number of probationary Sub-Registrars is found insufficient, and not infrequently clerks employed in sub-offices have to be placed in charge of such offices, an arrangement which it is desirable to avoid as much as possible for several reasons. It is, therefore, proposed to increase the number of probationary Sub-Registrars from 22 to 35. Probationary Sub-Registrars are now paid Rs. 20 per mensem, if they are graduates and Rs. 15 per mensem if they are undergraduates. In future, all probationary Sub-Registrars may be paid at Rs. 15 per mensem for learning work and when they have done so, passed the departmental examination and have been declared to be qualified to be in charge of offices, they may be paid Rs. 20 per mensem. Under the present system of payment of commission, probationary Sub-Registrars are entitled to draw, in addition to their pay, 20 per cent. of the collections subject to a maximum of Rs. 50. When the commission system is abolished, they may be paid a fixed charge allowance of Rs. 10 per mensem. Thirty probationary Sub-Registrars may be expected to be in charge of offices continuously throughout the year, and the total cost of the proposed scale for probationary Sub-Registrars will therefore amount to Rs. 30 × Rs. 30 + 5 × 15 = Rs. 975 per mensem or Rs. 11,700 per annum.

* G.O., No. 82, dated 13th Jan. 1880.
" " 921, " 10th May 1881.
" " 1874, Finl., dated 3rd Oct. 1881.
" " 1965, dated 14th Sept. 1888.

15. There are 14 offices now under the charge of Revenue Officers, and these officers are remunerated by payment of a commission of 20 per cent. on the collections made by them. The amount of commission paid to these officers is about Rupees 1,000 per annum. When the commission system is abolished, they may be paid a fixed allowance of Rs. 7 per mensem. The allowance in the case of the 14 officers will amount to Rs. 98 per mensem or Rs. 1,176 or Rs. 176 more than the present cost.

16. The total cost of the revised scale proposed by me for Registrars, Sub-Registrars, probationary Sub-Registers and *ex-officio* Sub-Registrars comes to Rs. 83,100 + Rs. 3,82,320 + Rs. 11,700 + Rs. 1,176 = Rs. 4,78,296, while the present cost is Rs. 67,100 + Rs. 3,62,180 + Rs. 5,280 + Rs. 1,000 = Rs. 4,35,560. The increase is thus Rs. 43,000 in round numbers. I calculate that increased leave allowances which may have to be paid when the new scheme is brought into force will not exceed Rs. 2,000, as grade promotions will be given only in cases of officers who take leave for periods exceeding six months. In the case of vacancies for very short periods, the probationary Sub-Registrars will be placed in charge of officers vacant and great promotions will not be given. Altogether, the total cost will not exceed the present cost by more than Rs. 45,000.

17. A few junior officers who happen to be in charge of lucrative offices and draw maximum commission will lose when the new scheme is introduced, but they will be compensated by the increased leave allowances they will be enabled to draw an increased chances of promotion to the higher grades. From a calculation made, it appears that 24 officers mostly of very short service will lose less than Rs. 5 when the new scheme is introduced, and this loss will be in commission and not in pay. The case, therefore, does not seem to fall under Article 468 of the Civil Service Regulations. In the case of officers whose emoluments are increased by the introduction of the new scheme, it is proposed to give the increase in the case of District Registrars by annual increments not exceeding Rs. 25 and in the case of Sub-Registrars by annual increments not exceeding Rs. 10. By adopting this arrangement it is calculated that a saving will be effected in the entire cost of the scheme, of Rs. 13,284 in the first year, Rs. 4,752 in the second year and Rs. 900 in the third year, and it will be only in the fourth year that the full cost will be reached.

18. I must not omit to mention that the abolition of the commission system will have the effect of putting a stop to the growth of the amount of commission due to growth of registrations in offices which do not now pay the maximum, commission and the gain on this head will, in the long run, counterbalance the increased cost of Rs. 45,000 above referred to, as, from a calculation made, it appears that the increase in the commission earned in 1893–94 in the offices which did not pay maximum commission in 1889–90 is about Rs. 18,000 which gives a rate of increase of Rs. 3,600 annually. It will thus be seen that in the long run, the proposed arrangements will be more economical than the present arrangements, while at the same time they will secure greater administrative efficiency.

19. The revised scheme recommended is essentially necessary for placing the department on a sound and efficient footing. As already observed, though the work of a registering officer is to some extent of a mechanical character, it requires to be done with great care and accuracy; and it has been the policy of the department to employ only educated and qualified men to ensure the maintenance of accurate and trustworthy record of the titles to landed property. The men employed have for many years had little or no promotion and have no prospect of any under the present scale, while year by year the work they have to do has been greatly increasing. The standard insisted on as regards the quality of the work turned out is also much higher now than in former years. Greater attention and personal responsibility on the part of registering officers are being now enforced as regards the proper examination of documents presented for registration, the proper identification of parties appearing as executants so as to prevent fraud and false personation, the correct and speedy transcription of documents in the registers and the preparation of indexes to documents containing sufficient description of properties to facilitate searches in the registers. Recently the Government has directed that in surveyed districts a special reference index should be prepared showing at a glance in respect of each survey number all the documents registered in connection with it. This will prove a record of great value by enabling any person who wishes to purchase land to ascertain without any difficulty all the registered transactions which have taken place concerning it. To make this record complete proposals have been submitted to the Government of India for legislation in view to making the registration of sales and mortgages of immovable property of value less than Rs. 100 compulsory. This index, if not a register of titles, will be the nearest substitute for it; but as now nearly

all the districts have been surveyed, the work entailed on the registering officers in connection with its preparation is very considerable. The services of registering officers, have also in recent years, been utilised for the execution of applications for the mutation of names in the revenue registers when lands change hands, and as the Board of Revenue remarks in its report on the Settlement of Land Revenue for Fasli 1303, this mode of applying for the transfer of revenue registry is gradually gaining ground among the people. The Government has further pointed out in G.O., No. 1878, dated 15th September 1893, that "the duties of registering officers afford particularly favourable opportunities for studying the economic condition of the country" and "that it is of the highest importance that that subject should receive unremitting attention"; and for carrying out this object the registering officers have been required to compile elaborate statistics and furnish reports. In other various ways too, the services of registering officers have been availed of in connection with general administration. Several Sub-Registrars are placed in charge of Deputy Tahsildars' treasuries whenever the latter officers go on tour, some are Chairmen of Municipalities or Local Fund Union Panchayats, Members of Taluk Boards and Special Magistrates. These officers being as a body intelligent and trustworthy, the tendency has naturally been to utilise them for purposes of general administration whenever this can be done without detriment to their duties as registering officers. When the Madras Tendency Bill is passed into law, there will be great increase of registration work in the northern Zemindari districts, as was the case in Bengal when the Bengal Tenancy Act was passed. While the work has increased so much in various directions, the officers are losing heart at finding that their emoluments and prospects of advancement are in no way commensurate with the ever increasing work they are called upon to perform; and this feeling which is daily growing cannot but tell prejudicially on the future usefulness and efficiency of the department. As pointed out by the Government of India in their Resolution, dated 8th March 1884, No. 12-438-50 "the officers employed should be assigned competent salaries and the staff organised in such a way as to offer sufficient prospects of promotion and advancement," and that "in no other way can zealous, efficient and contented men be attracted to the department." The scheme submitted has been framed so as to fulfil these conditions to some extent, and I venture to think that the additional cost will in the long run be recouped by the further expansion of the operations of the department.

20. If the Government be pleased to approve of the above proposals, I shall submit the necessary proposition statements through the Accountant-General.

ORDER—dated 20th September 1895, No. 1971, Judicial.

The Inspector-General's proposals meet with the approval of Government, and the Government of India will accordingly be addressed.

2. The necessary formal proposition statement should be submitted through the Accountant-General without delay.

(True Extract.)

J. F. PRICE,
Chief Secretary.

To the Inspector-General of Registration.

LETTER—to the Secretary to the Government of India, Home Department, dated Ootacamund, 20th September 1895, No. 1972, Judicial.

In transmitting herewith a copy of the Proceedings of Government of this date, I am directed to request that the Right Honourable the Secretary of State may be moved to sanction the re-organization of the Madras Registration Department in the manner indicated in the following paragraphs of this letter.

2. The scheme for which sanction is solicited may conveniently be divided into four heads, viz.—

(1) The abolition of the system of paying District Registrars and Sub-Registrars commission fees.

(2) The regrading of District Registrars.

(3) The regrading of Sub-Registrars.

(4) Revision of the present establishment of Probationary Sub-Registrars.

3. *The abolition of the system of paying District Registrars and Sub-Registrars commission fees.*—The inconveniences of the system have long been recognized by Government, and the present scheme is the outcome of proposals which were made by the Inspector-General of Registration some years ago. The Government was then disposed to doubt whether the total abolition of commission fees was desirable, and requested the Inspector-General to endeavour to devise some scheme which would either reduce the amount of commission or the proportion it bore to the fixed pay, or which would diminish in some other way the inconveniences brought to notice. The reasons which render the system of payment by commission objectionable are set out at some length in the fourth and fifth paragraphs of the letter containing the Inspector-General's proposals, which is read in the accompanying order of Government. They are—

Firstly.—That it is only to a limited extent that the system ensures payment in proportion to the actual work performed, inasmuch as the average value of registered documents and the average fee collected thereon vary widely in different localities.

Secondly.—That nearly half the registration offices in the Presidency already yield the maximum commission and in respect of these offices there is no longer any reason for the continuance of the commission system.

Thirdly.—That the advance of registration now depends much more on the circumstances of particular tracts of country than, as was the case when the department was in its infancy, on the exertions of individual officers; at the same time the frequent inspection and close scrutiny to which the work of Sub-Registrars is now subject ensure the performance of their duties.

Fourthly.—That, in the case of the great majority of officers, commission fees form by far the larger portion of their emoluments, and, as a consequence, they are unable to take leave except on allowances which are altogether inadequate.

Fifthly.—That the system makes it extremely difficult to regulate promotions and postings of officers upon proper principles; thus when vacancies occur, it is now necessary to take into account the claims of senior officers to be posted to stations which yield higher commission, and this involves a number of moves on the occasion of each vacancy in order to adjust the emoluments drawn by the officers moved with reference to the length of their services.

On the other hand, the only advantage which accrues from the commission system consists in the impetus which it is supposed to give to the work of Sub-Registrars in consequence of their pay being in part dependent upon results. This advantage was no doubt considerable many years ago when the operations of the department were in the incipient stage, the people of the country were less ready to complain of vexatious delays and annoyances in the registration of documents, and Sub-Registrars were drawn from less educated classes than at present. Circumstances have, however, altered, and there can now, in the opinion of this Government, be no question that the objections to the system of part-payment by commission altogether outweigh the advantages which accrue from it. As the Inspector-General remarks, a reduction in the amount of commission or in the proportion which it bears to permanent pay would only lessen the evils of the system and would not remove them. For this reason, therefore, His Excellency the Governor in Council has, after much consideration, arrived at the conclusion that the time has come for its entire abolition.

4. *The regrading of District Registrars.*—The following table shows the nature of the proposed revision of the grades of District Registrars :—

Present scale.				Proposed scale.			
Grade.	Salary.	Number of officers.	Cost per mensem.	Grade.	Salary.	Number of officers.	Cost per mensem.
	Rs.		Rs.		Rs.		Rs.
I	500	1*	500	I	500	1	500
II	300	1†	600	II	400	2	800
III	250	3†	750	III	350	4	1,400
IV	200	4†	800	IV	300	6	1,800
V	175	6†	1,050	V	250	6	1,500
VI	150	6†	900	VI	200	3	600
VII	100	1†	100	VII	150	1	150
Total ..	..	22	4,400	Total ..	..	23	6,750
Local allowance to Registrar of Nilgiris ..			25	Local allowance to the Registrar of Madras.			100
				Local allowance to the Registrar, doing duty as Assistant in the Inspector-General's Office			50
				Local allowance to the Registrar of Nilgiris.			25
			4,425 or 53,100 per annum.	Grand Total ..			6,925 or 83,100 per annum.
Add commission for a full year			14,000				
Grand Total ..			67,100				

* Registrar of Madras in receipt of commission at the rate of 20 per cent. subject to a maximum of Rs. 1,200 per annum.

† These officers draw commission at 20 per cent. subject to a maximum of Rs. 600 per annum.

The present scale of pay was fixed in 1882, and since then several officers have received no promotion whatever owing to the disproportionate number of appointments in the lower grades. On the other hand, the work of all officers has considerably increased, for, since 1882, the number of registrations has progressed from 435,381 to 859,036, while the number of registration offices has risen from 307 to 413 including offices held by *ex-officio* Sub-Registrars. During the same period the number of appeals disposed of by Registrars has advanced from 284 to 441. These officers as a class have done their work excellently, and the Government attaches much importance to removing the undoubted grievances in respect of promotion and leave allowances from which they are at present suffering. There no longer remains any object in retaining the commission system, inasmuch as 19 out of the total number of 22 already draw the maximum commission. In order to meet an objection which may be raised, viz., that individual officers would, upon the introduction of the revised rates, receive a more sudden and a larger increase of pay than is required for the necessary improvement of their position and prospects, it is proposed to allow such increases to be drawn only by annual increments of Rs. 25 per mensem—a measure which will effect a considerable saving in expenditure during the first two or three years after the revision. It will be seen that the revised scale provides for special local allowances to two officers who are not now in receipt thereof. One of these, the Registrar of Madras, is at present drawing, inclusive of commission, Rs. 600 per mensem as substantive pay and should continue to receive this salary until his retirement from the department. His successor in office should, however, undoubtedly receive some compensation on account of the higher cost of living in the Presidency town, and it is for this purpose that the local allowance is proposed. The same reason applies to the proposal to grant a similar allowance to the Registrar, who is to be attached as a Special Assistant in the Inspector-General's Office. This, however, is a new appointment; the necessity for it is to be found in the general increase of business in the Inspector-General's Office and the desirability of providing for the despatch of work during the absence of the Inspector-General on tour. At present when that officer is away from his head-quarters, as he generally is for nearly eight months in the year, the central office is in charge of a manager who, as a ministerial officer, cannot issue orders even on the merest routine paper. As a consequence, it is necessary to despatch all papers received to the Inspector-General's camp, together with the requisite references. This involves extra expenditure and avoidable delay.

5. *The regrading of Sub-Registrars.*—The following table shows the changes proposed :—

Present scale.				Proposed scale.			
Grade.	Salary.	Number of officers.	Cost per mensem.	Grade.	Salary.	Number of officers.	Cost per mensem.
	Rs.		Rs.		Rs.		Rs.
I (*a*)	90	10 *	900	I	150	20	3,000
I (*b*)	75	10 *	750	II	125	30	3,750
II	60	20 *	1,200	III	100	50	5,000
III	50	30 *	1,500	IV	90	60	5,400
IV	45	37 *	1,665	V	80	70	5,600
V	40	60 *	2,400	VI	70	60	4,200
VI	35	70 *	2,450	VII	60	50	3,000
VII	30	139 *	4,170	VIII	50	37	1,850
VIII	25	1 *	25				
Total ..	..	377	15,060	Total ..	..	377	31,800
Local allowances to Sub-Registrars of Vayittiri and Manantoddy			30	Local allowances to Sub-Registrars of Vayittiri and Manantoddy, Coonoor and Kodaikánal			60
			15,090 or 1,81,080 per annum.	Grand Total ..			3,18,600 or 3,82,320 per annum.
Add commission for a full year			1,81,100				
Grand Total ..			3,62,180				

* These officers draw commission at the rate of Rs. 20 per cent. subject to a maximum of Rs. 600 *per annum*.

A glance at the present scale will suffice to show the great defects in it. The number of officers in the higher grades is very small, while the lower grades are overcrowded to such an extent as to render the prospect of promotion excessively remote. At the same time the leave allowances, which are admissible to officers in these grades being calculated on their permanent pay exclusive of commission, are so inadequate as practically to debar them from taking leave unless absolutely compelled to do so by ill-health. The objections to the commission system have already been set out at length, and it is only necessary here to justify the proposed scale of permanent pay in lieu of the present scale *plus* commission.

6. The total extra cost will be some Rs. 20,000 per annum distributed among 377 officers. The average increase of pay is thus comparatively trifling. Individual officers who are in charge of lucrative offices will actually lose by the introduction of the scheme; but the number of such officers is trifling, and their losses will be compensated by the increased leave allowances which will be admissible to them and by the improvement in their prospects of promotion to higher grades. On the other hand, certain officers would receive unduly large increments immediately after the introduction of the revised rates of pay; but, as in the case of District Registrars, it is proposed to remove this objection by laying down that increases of pay shall be drawn by annual increments not exceeding Rs. 10 per mensem—an arrangement which will effect a considerable saving.

7. Sub-Registrars in the three higher grades are practically all in receipt of the maximum commission; many of them have had no promotion for years and have no prospects of further advancement. If the scheme now proposed is sanctioned, officers in the first grade, who now draw Rs. 140 (90 + 50) or Rs. 125 (75 + 50), will only receive an addition of Rs. 10 or Rs. 25 *per mensem* to their pay, and those in the second grade Rs. 15, while of those in the third grade, ten will draw Rs. 25 extra pay and the remaining twenty will receive no increase. In the lower grades the average increase of pay will be less considerable, and in many cases there will actually be a temporary, but generally small, loss.

8. Sub-Registrars who are now, as a rule, graduates are not permanently appointed until after serving for a considerable period on probation, and it is essential that they should receive salaries sufficient to secure the continued and willing services

of intelligent and trustworthy young men. There is unquestionably general discontent in the department at present; "officers are losing heart," as the Inspector-General remarks, "at finding that their emoluments and prospects of advancement are in no way commensurate with the ever increasing work they are called upon to perform." The proposed scale of pay will tend to remove the just causes for dissatisfaction which now exist by improving the prospects and leave allowances of all officers and the present pay of the great majority of them.

9. It is especially desirable to secure a superior class of Sub-Registrars, as it is frequently found convenient to employ them in connection with the general administration of the country. Thus some Sub-Registrars are placed in charge of Deputy Tahsildars' treasuries when those officers are away from their head-quarters; others are Chairmen or members of Local Boards and Union Panchayats; others again are Special Magistrates. Any measure, therefore, which tends to advance the status of Sub-Registrars serves also in an appreciable degree to improve the general administration.

10. It is to be noted that the Inspector-General proposes that promotion to the first two grades in the revised scale should be made less on considerations of seniority than of special fitness and actual work done. This is an arrangement which commends itself to Government.

Another remark, which this portion of the scheme calls for, is the proposal to grant local allowances to the Sub-Registrars of Coonoor and Kodaikánal. These two officers are employed at hill stations, where the cost of living is considerably higher than in the plains, and for this reason it is desirable that some compensation in the shape of a local allowance should be granted to them.

Finally it is to be observed that, in view to prevent a recurrence in the existing block of promotion, the Inspector-General recommends that new appointments should be added to the several grades in a fixed ratio, based upon the scale of a total of 400 appointments given in paragraph 6 of his letter, in lieu of the present practice of making all new appointments in the last grade.

11. *Revision of the present establishment of probationary Sub-Registrars.*—The following table shows the alterations proposed :—

Scale.	Number of officers.	Pay.	Cost per mensem.	Cost per annum.
		Rs.		
Present scale	22	20	440	5,280
Proposed scale	30	* 30	900	
	5	15	75	
			975	11,700
Total increase ..	..	..	..	† 6,420

* Inclusive of a charge allowance of Rs. 10 *per mensem*.
† The commission now drawn by probationary Sub-Registrars is not shown in this table.

The necessity for the proposed increase in the number of probationary Sub-Registrars is due partly to the advance in the number of registration offices and partly to the fact that, if the proposals which have now been stated are sanctioned, Sub-Registrars generally will take leave more frequently than at present. Even now it is often found necessary to place mere clerks in charge of sub-offices—an arrangement which it is desirable to avoid as much as possible. Probationary Sub-Registrars when in charge of offices now draw commission at the rate of 20 per cent. of the collections subject to a maximum of Rs. 50. It is proposed to substitute for this a fixed charge allowance of Rs. 10 per mensem, and the Inspector-General anticipates that thirty probationary Sub-Registrars will, as a rule, be in charge of offices throughout the year.

12. Another minor change, which it is contemplated to introduce in connection with the abolition of the commission system, is the substitution of a fixed allowance of Rs. 7 per mensem for the present method of remunerating ex-officio Sub-Registrars

by payment of commission. There are now fourteen such officers who ordinarily draw a total commission amounting to some Rs. 1,000 per annum. The proposed change will increase their allowances by about Rs. 175 per annum.

13. The total cost of the revised scale proposed in this letter for the whole department amounts to Rs. 4,78,296 as against Rs. 4,35,560, the present charge as shown below :—

	Present scale.	Proposed scale.
	Rs.	Rs.
Registrars	63,100	83,100
Sub-Registrars	3,62,180	3,82,320
Probationary Sub-Registrars	5,280	11,700
Ex-officio Sub-Registrars	1,000	1,176
Total ..	4,35,560	4,78,296

The net increase is thus some Rs. 43,000 per annum, to which must be added additional leave allowances which are estimated at another Rs. 2,000. The total extra expenditure involved is thus some Rs. 45,000. It is to be remembered that, in consequence of the proposal to grant increases of pay to District and Sub-Registrars by annual increments, the whole of this extra expenditure will not be incurred at once. This arrangement, it is calculated, will effect a saving in the entire cost of the scheme of Rs. 13,284 in the first, Rs. 4,752 in the second, and Rs. 900 in the third year after its introduction. A further set-off against the increase in expenditure is to be found in the fact that the abolition of the commission system will put a stop to the growth in the amount of commission which is due to increased registration in offices which do not at present pay the maximum commission. It is impossible exactly to forecast the saving which should arise from this cause; but the statistics of the past four years show that there has been an annual increase in the commission earned by such offices of some Rs. 3,600. Assuming that this rate of increase will continue, there would be a saving of Rs. 3,600 in the first year, Rs. 7,200 in the second year, Rs. 10,800 in the third year, and so on. It is thus conceivable that, with the further expansion of the operations of the department, the proposed arrangements might ultimately prove more economical than those at present in force, although there must necessarily be an immediate addition to expenditure. The large surplus which the Madras Registration Department annually yields justifies greater expenditure when it can be shown, as in the present case, that the officers whom it is proposed to remunerate on a more liberal scale are in real need of an improvement in prospects, and His Excellency the Governor in Council has therefore no hesitation in supporting the Inspector-General's proposals. They have been elaborated by that officer in personal communication with Government and their details have been the subject of the fullest discussion. It is to be observed that the main outlines of the scheme are in accordance with the policy laid down by the Government of India in Home Department Resolution (Public), dated 8th March 1884, No. 12–438–50, in which great stress was laid on the importance of assigning competent salaries to Registration officers and upon the necessity of organizing the staff of the department in such a way as to offer sufficient prospects of promotion and advancement. His Excellency the Governor in Council, therefore, trusts that the Government of India will be able to forward these proposals to the Secretary of State with its full support.

14. In conclusion, I am to enclose statements showing the financial effect of the whole scheme, and comparing the operations of the department in the two years 1882–83 and 1893–94. From the latter statement, it will be apparent that there is still much room for expansion in the operations of the department, especially in the Northern districts. Formal proposition statements will be submitted at an early date.

J. F. PRICE,
Chief Secretary.

[Appendix.

APPENDIX.

A.—Statement showing the financial effect of the proposed scheme.

Designation.	Present scale. Number in the grade.	Monthly pay.	Total pay.	Designation.	Proposed scale. Number in the grade.	Monthly pay.	Total pay.	Difference in cost between the present and proposed scales.
District Registrars.		Rs.	Rs.	*District Registrars.*		Rs.	Rs.	Rs.
I Grade	1	500	500	I Grade	1	500	500	
II ,, ...	1	300	300	II ,, ...	2	400	800	
III ,, ...	3	250	750	III ,, ...	4	350	1,400	
IV ,, ...	4	200	800	IV ,, ...	6	300	1,800	
V ,, ...	6	175	1,050	V ,, ...	6	250	1,500	
VI ,, ...	6	150	900	VI ,, ...	3	200	600	
VII ,, ...	1	100	100	VII ,, ...	1	150	150	
Local allowance to the Registrar of Nilgiris	..	25	25	Local allowance to the Registrar of Madras	..	100	100	
Total monthly pay ..	22	..	4,425	Local allowance to the Registrar of Nilgiris	..	25	25	
Total annual pay ..	..	..	53,100	Local allowance to the officer who does duty as Assistant in the Inspector-General's office.	..	50	50	
Total commission drawn for the officers in 1893–94 ..	..	..	14,000	Total monthly pay ..	23	..	6,925	
Grand Total ..	..	..	67,100	Total annual cost ..	..	..	83,100	+ 16,000
Sub-Registrars.				*Sub-Registrars.*				
I (*a*) Grade	10	90	900	I Grade	20	150	3,000	
I (*b*) ,, ...	10	75	750	II ,, ...	30	125	3,750	
II ,, ...	20	60	1,200	III ,, ...	50	100	5,000	
III ,, ...	30	50	1,500	IV ,, ...	60	90	5,400	
IV ,, ...	37	45	1,665	V ,, ...	70	80	5,600	
V ,, ...	60	40	2,400	VI ,, ...	60	70	4,200	
VI ,, ...	70	35	2,450	VII ,, ...	50	60	3,000	
VII ,, ...	139	30	4,170	VIII ,, ...	37	50	1,850	
VIII ,, ...	1	25	25	Local allowance to the Sub-Registrars of Vayittiri, Manantoddy, Coonoor and Kodaikánal of Rs. 15 each ..	..	60	60	
Local allowance to the Sub-Registrars of Vayittiri and Manantoddy	..	30	30					
Total monthly pay ..	377	..	15,090	Total monthly cost ..	377	..	31,860	
Total annual pay ..	..	..	1,81,080	Total annual cost ..	..	..	3,82,320	+ 20,140
Estimated commission to the officers for one full year ..	..	..	*1,81,100					
Grand Total ..	..	..	3,62,180					
Probationary Sub-Registrars.	22	20	440	Probationary Sub-Registrars ..	{ 30 { 5	20 15	600 75	
				Charge allowance to thirty Sub-Registrars	30	10	300	
				Total monthly cost ..	..	..	975	
				Total annual cost ..	..	..	11,700	+ 6,420
				Charge allowance for Revenue offices in charge of fourteen officers	14	7	98	
Total annual pay ..	22	..	5,280	Total annual cost ..	..	..	1,176	+ 176
				Total cost ..	..	..	4,78,296	+ 42,736
Commission paid to Revenue officers in charge of fourteen offices for one year ..	..	..	1,000	Increased leave allowances (estimate)	..	..	..	2,000
Total cost ..	..	..	4,35,560					45,000 in round figures.

Remarks.		
		Rs.
* Amount of commission drawn in 1893–94 ..		1,91,513
Deduct commission for fourteen *ex-officio* Sub-Registrars		1,000
		1,90,513
Deduct commission drawn for District Registrars		14,000
		1,76,513
Add estimated commission for newly-opened offices for which commission was either not drawn or drawn only for a portion of the year.		4,600
Total commission for Special Sub-Registrars.		1,81,113
	Number of months for which commission was not drawn in 1893–94.	Approximate amount of commission.
		Rs.
(1) Valavanur, opened 1st April 1893	1	40
(2) Vadakkuviravanallur, opened 1st April 1893	1	50
(3) Kalligudi, opened 1st April 1893	1	50
(4) Kiddangal, opened 1st April 1893	1	40
(5) Nidámangalam, opened 1st July 1893	4	200
(6) Lakshminarayanasamudram, opened 1st July 1893 ..	4	120
(7) Tiruppúr, opened 1st July 1893.	4	120
(8) Mánámadurai, opened 1st February 1894	11	550
(9) Thangachchiammapatti, opened 1st February 1894	11	360
(10) Kulalmannam, opened 1st February 1894	11	550
(11) Manamelkudi, opened 1st April 1894	12	600
(12) Pullambadi, opened 1st April 1894	12	480
(13) Uppiliyapuram, opened 1st April 1894	12	450
(14) Pákala, opened 1st October 1894	12	300
(15) Kamudi, opened 1st October 1894	12	450
(16) Buchchireddipalayam, opened 1st January 1895	12	200
		4,530 or 4,600 in round figures.

B.—STATEMENT showing the number of Offices, Registrations and Appeals in the several districts of the Madras Presidency.

Districts.	1882–83.			1893–94.		
	Number of offices.	Number of registrations.	Number of appeals.	Number of offices on 1st January 1895.	Number of registrations.	Number of appeals.
Madras	2	5,250	1	3	7,503	1
Ganjám	10	4,016	4	12	13,872	2
Vizagapatam	14	8,099	31	14	11,065	10
Godávari	18	21,552	23	22	46,169	39
Kistna	16	10,110	6	18	29,348	23
Nellore	14	7,674	4	18	17,552	13
Cuddapah	13	8,984	10	13	17,262	7
Kurnool	11	4,636	2	14	11,926	..
Bellary and Anantapur	21	6,535	1	21	22,404	5
Chingleput	10	13,999	8	12	27,523	11
North Arcot	15	20,301	16	22	52,274	33
South Arcot	15	20,163	17	26	61,222	45
Tanjore	18	42,778	70	31	72,104	94
Tinnevelly	21	51,229	15	31	86,380	24
Madura	19	39,269	12	31	78,985	26
Trichinopoly	8	16,192	9	14	39,949	18
Salem	16	16,507	7	23	38,190	17
Coimbatore	16	25,950	8	25	53,162	28
South Canara	10	12,492	7	15	21,027	12
Tellicherry	13	37,767	10	16	55,045	16
Calicut	24	60,919	23	29	93,831	17
Nilgiris	3	959	..	3	2,243	..
Total ..	* 307	4,35,381	284	† 413	8,59,036	441

* Fifty-eight in charge of Revenue Officers.

† Fourteen in charge of Revenue Officers.

The Scheme for the reorganisation of the Registration Department. (originally submitted & withdrawn by the Inspector General)

CONTENT NO. 45

REGISTRATION DEPARTMENT.

G. No. 407.

LETTER— from

THE HON. S. SRINIVASA RAGHAVAIYANGAR, DEWAN BAHADUR, C.I.E.,
Inspector-General of Registration,

To

THE HON'BLE MR. J. F. PRICE, C.S.I.,
Chief Secretary to Government, Fort St. George.

Dated Madras, 27th January 1895.

Sir,

In G.O., dated 10th July 1891, No. 1367, Judicial, Government granted me permission to submit proposals (1), for reorganising the staff of Sub-Registrars and Registrars, and (2), for reorganising the clerical establishments in registration offices. The latter scheme as being the more urgent was taken up first, and it has now been sanctioned and brought into force. I have now the honour to submit the proposals for revising the grades of Registrars and Sub-Registrars, called for in G.O., dated 5th October 1894, No. 2432.

2. The present scale of establishment of Sub-Registrars and Registrars is as shown below :—

SUB-REGISTRARS.

(G.O., Judicial, dated 31st July 1889, No. 1311.)

Grade.	Salary.	Number of officers.	Cost per mensem.
I (*a*)	Rs. 90 + commission at the rate of 20 per cent. on the collections subject to a maximum of Rs. 600 for a full year		Rs.
I (*b*)	„ 75 do. do.	10	900
II	„ 60 do. do.	10	750
III	„ 50 do. do.	20	1,200
IV	„ 45 do. do.	30	1,500
V	„ 40 do. do.	37	1,665
VI	„ 35 do. do.	60	2,400
VII	„ 30 do. do.	70	2,450
VIII	„ 25 do. do.	139	4,170
		1	25
		377	15,060
	Local allowance to Sub-Registrars of Vayittiri and Manantoddy ..		30
			15,090 per mensem or 1,81,080 per annum.

The estimated amount * of commission payable to the above officers for a full year is Rs. 1,81,100. The total cost thus amounts to Rs. 3,62,180. In this amount the commission payable to revenue officers who are *ex-officio* Sub-Registrars (fourteen in number) is not included.

* *Vide* Enclosure (A).

District Registrars.

(G.O., dated 1st September 1882, No. 1156, Judicial).

Grade.	Salary.	Number of officers.	Cost per mensem.
I (Registrar of Madras)	Rs. 500 + commission on the collections at 20 per cent., not exceeding Rs. 1,200 for a full year.	1	Rs. 500
II	,, 300 + commission on the collections at 20 per cent., not exceeding Rs. 600 for a full year.	1	300
III	,, 250	3	750
IV	,, 200	4	800
V	,, 175	6	1,050
VI	,, 150	6	900
VII	,, 100	1	100
		22	4,400
	Local allowance to Registrar of Nilgiris (G.O., Financial, dated 15th October 1890, No. 718.)		25
			4,425 or 53,100 per annum.
	Add commission for a full year		14,000
			67,100

3. The defects of the scale for Sub-Registrars will be seen at a glance. The number of officers in the higher grades is disproportionately small, while the last (7th) grade is overcrowded to such an extent as to preclude all chances of promotion to the higher grades to newly appointed Sub-Registrars even after long approved service. The commission forms the major portion of the emoluments of Sub-Registrars in the lower grades and, when these officers have to take leave, their leave allowances are unduly reduced. The same considerations apply more or less to the scale fixed for Registrars also.

4. In my letter dated 24th May 1891, I adduced reasons for abolishing the system of payment of a commission on the collections made by registering officers. These were, (1st), that the system ensures payment proportioned to actual work only to a limited extent, as the average value of a registered document and the fee collected therefor differ widely in different districts; (2ndly), that nearly half the offices now yield the maximum commission, and as regards these, the reasons for the continuance of the commission system no longer hold; (3rdly), that the progress of registrations now depends more on the circumstances of particular tracts of country, and less on the exertions of individual officers, than was the case formerly, while, by frequent inspection and close scrutiny of returns of work on the part of the District Registrars, it is possible to ensure that the duties assigned to Sub-Registrars are faithfully performed; (4thly), that in the case of the majority of officers, the commission forms the larger portion of their emoluments, so that when they take privilege or other leave, their allowances are unduly reduced; and (5thly), that the system makes it difficult to regulate promotions on proper principles. The Government, while considering the arguments adduced weighty, doubted whether the total abolition of the commission system was advisable, and desired that some plan might be devised whereby the amount of commission or the proportion it bore to fixed pay might be reduced and the inconveniences of the present system diminished.

5. I have given careful consideration to the question, and am of opinion that so far as the District Registrars are concerned, there is no object in retaining the commission system any longer. All but three Registrars already get the maximum commission. These are all officers high up in the service; the major portion of their work consists of administrative supervision; and to district officers entrusted with this kind of duty, the principle of the commission system cannot, of course, be applicable. As regards Sub-Registrars also, since my last letter was written, I have had more than three years' additional experience of the working of the department, and it seems to me that the time has now arrived for the total abolition of the system of payment by commission. In about 180 offices the officers draw the maximum commission, and in their case the principle of the system has ceased to be operative. The development of registration also depends, as already stated, more on the circumstances of the several tracts and less

on the special exertions of the officers concerned than was the case in the infancy of the department. For instance, a young Sub-Registrar placed in charge of a new office opened in one of the southern districts can easily show good results in a short time. The same officer placed in charge of an office in the Ceded districts could not, however much he tried, show the same results or anything like them. That the commission system has some effect in stimulating the zeal of officers in developing registrations in backward, out-of-the-way localities may be granted; but the commission earned in such localities is small in amount as it is, and any reduction of the amount will *pro tanto* diminish its force as an incentive. The people concerned are also ready to complain if their work be not promptly attended to by Registering officers; the men selected for Sub-Registrarships are educated persons, generally graduates; the work done in each office is reviewed in detail every month, both in District Registrars' offices and in my own office, and it is further scrutinised when the offices are inspected by the District Registrars and myself. This being so, an officer who neglects his duty or subjects the people to vexatious delays or other annoyances in the registration of documents cannot remain long undetected. A reduction in the amount of commission suggested by Government will lessen the evils of the system, but will not remove them. The greatest objection I feel to the retention of the system is the difficulty in making postings of officers when vacancies occur. In making these postings it is necessary to take into account the claims of senior officers to be posted to stations which yield higher commission, and this involves a number of moves on the occasion of each vacancy in order to adjust the emoluments drawn by the several officers in the shape of commission with reference to the length of their service. As, however, officers cannot be frequently shifted without inconvenience to work, it is found necessary to wait till the vacancies accumulate to half-a-dozen or so and to make arrangements in connection with them all at one and the same time. There is thus avoidable delay in filling up vacancies, and in the meanwhile, temporary arrangements have to be made for the conduct of work at the stations where the vacancies exist. And, notwithstanding all the care taken, it is not always possible to exclude the element of chance in the postings made.

6. If the Government agrees with me in considering that the commission system may be abolished *in toto*, I would fix the grades of Sub-Registrars as follows:—

Grade.	Number.	Salary.	Monthly cost.
		Rs.	Rs.
I	20	150	3,000
II	30	125	3,750
III	50	100	5,000
IV	65	85	5,525
V	80	70	5,600
VI	65	60	3,900
VII	50	50	2,500
VIII	40	40	1,600
Total ..	400	..	30,875
Add local allowance to the Sub-Registrars of Vayittiri, Manantoddy, Coonoor and Kodaikánal at Rs. 15 each ..			60
Grand Total ..			30,935 or 3,71,220 per annum.

The scale proposed, it will be seen, provides for 400 offices, while the number of offices presided over by Special Sub-Registrars is at present only 377. The object in providing for an additional number of appointments is to fix the grades of the new appointments added to the list from time to time, to prevent all such appointments being added to the last grade, thereby unduly swelling the number in that grade, as has been the case hitherto. The additional twenty-three appointments provided for will meet the probable requirements in the way of additional offices to be opened during the next three years; and if further offices are found necessary in later years, the number in each grade should be increased in the ratio of the number in that grade provided in the scale to the total number of appointments of all grades in the scale, viz., 400. Thus, for every twenty new offices opened, the number of appointments to

be added to each grade will, as far as possible, be in the following ratios: 1·1, first grade; 1·5, the second grade; 2·5, the third grade; 3·25, the fourth grade; 4, the fifth grade; 3·25, the sixth grade; 2·5 the seventh grade; and 2, the eighth grade.

7. As the above scale represents the distribution into several grades when the number of Special Sub-Registrars reaches 400, the distribution of the present number, viz., 377, may be fixed as follows:—

Grade.	No.	Salary.	Monthly cost.
		Rs.	Rs.
I	20	150	3,000
II	30	125	3,750
III	50	100	5,000
IV	60	85	5,100
V	70	70	4,900
VI	60	60	3,600
VII	50	50	2,500
VIII	37	40	1,480
	377	..	29,330
Local allowance to the Sub-Registrars of Vayittiri, Manantoddy, Coonoor and Kodaikánal, Rs. 15 each			60
			29,390 or 3,52,680 per annum.

8. The pay attached to the lowest grade may at first sight seem too low, but Rs. 40 is not bad as initial pay to young graduates just entering service and posted to small offices at the outset. I have advisedly fixed the number of officers in this grade at a low figure, viz., 37, in order that the men appointed to this grade might get promoted to the next grade (salary Rs. 50) within a couple of years or so, if they showed good work. The salary assigned to the first grade, viz., Rs. 150, is Rs. 10 more than the present emoluments, and to allow reasonable chances of promotion to officers who have served for a considerable number of years, the number of appointments in the higher grades has been increased. Registration work requires very trustworthy agency to ensure that a system intended to obviate frauds is not turned into an instrument for the commission of such frauds. It is on this account that it is necessary to employ educated men, chiefly graduates, as Sub-Registrars and to insist on their giving personal attention to the details of work, tedious and mechanical though it be; as a rule Sub-Registrars will not get promoted to the first grade before they have completed something like twenty years' service, and the salaries assigned are not higher than is absolutely necessary for securing the continued and willing service of the class of men required.

9. In the northern districts registration work is comparatively light, and to prevent the Sub-Registrars in these districts getting promoted to the highest grade as a matter of course, I think it might be made a rule that promotions to the first two grades should be made less on considerations of seniority and more on those of special fitness and actual work turned out than in the case of promotions to the lower grades. And, as a rule, in making postings arrangements will be made, as far as possible, to post the more highly paid officers to the more important stations.

10. Under this scale, Sub-Registrars in the higher grades will generally draw higher emoluments than they now get, while junior officers who happen to be serving in stations which pay high commission will lose at the outset. The latter will, however, soon get promoted to higher grades, and they will have the advantage of drawing increased allowances when they take leave. It must be remembered that it was often by chance and not by any special merit that junior officers got posted to lucrative stations in preference to officers with longer service. For instance, nearly all the offices in the Malabar district pay maximum commission, and a Sub-Registrar, whose vernacular language is Malayalam and who does not know any other vernacular language, however young he may be in service, gets better emoluments than most old officers in the Telugu districts. There are cases which will require special treatment, but these will be considered on their merits when the scheme is brought into force.

11. The scales mentioned in paragraphs 6 and 7 have been recommended on the supposition that the Government will consent to the abolition of the commission system. If, however, the Government still considers that this system should be maintained, though in a modified form, I would recommend that the amount of annual commission be reduced from 20 to 10 per cent. of the collections subject to a maximum of Rs. 300 instead of Rs. 600 as at present. If this be sanctioned, a scale of payment on the combined system of salary and commission can be easily framed by adapting the scales above referred to, with Rs. 125 for salary of the 1st grade, the salaries of the lower grades being adjusted in such a manner that their amount together with the average commission at the reduced rate might be equal, as nearly as possible, to the total salary provided for in the new scale.

12. As regards the grades of District Registrars, I beg to recommend that the following scale be fixed:—

Grade.	Number.	Salary.	Monthly cost.
		Rs.	Rs.
I	1	500	500
II	2	400	800
III	4	350	1,400
IV	6	300	1,800
V	6	250	1,500
VI	3	200	600
VII	1	150	150
	23		6,750
Add local allowance to the Registrar of Madras			100
Do. to the Registrar doing duty as Assistant in the Inspector-General's office			50
Do. to the Registrar of Nilgiris			25
			6,925 or
		83,100	per annum.

13. Under the present scale, there is a serious block in promotion among District Registrars. Several officers have had no promotion since 1882, when the scale was fixed, and one deserving officer who suffered in emoluments when the scale was introduced has never recovered his old position since. The work and importance of District Registrars have, on the other hand, greatly increased in recent years with the expansion of the operations of the department. Since 1882, the number of registrations has increased (*vide* Statement B attached) from 435,381 to 859,036 or nearly two-fold; the number of registration offices has increased from 307 to 413 including offices held by *ex-officio* Sub-Registrars; and the number of appeals disposed of by Registrars has advanced from 284 to 441. In the heavy districts, District Registrars have under their control from 25 to 30 offices, and the efficiency of these offices, the maintenance of discipline among the large establishment of clerks employed, and the prevention of malpractices, must, in a great measure, depend on the character of the supervision exercised by them. In these districts, the annual inspections take up nearly three months, the accounts, registers and indexes and, in fact, the whole year's work is minutely examined and all mistakes found noted and commented on. The officers as a class, have done their work excellently well, and they will compare favorably with subordinate officers in any other branch of the public service. If the efficiency of the department is to be maintained, it is very necessary that something should be done to improve their chances of promotion. The scale recommended by me will, to some extent, effect this. Considering their responsibilities and their position as District officers, it would perhaps have been more appropriate to fix the pay of the last grade at Rs. 250, which is the pay of a Deputy Collector of the last grade, instead of Rs. 200, but in the three districts of Kurnool, Ganjám and Vizagapatam work is comparatively light, and a grade on Rs. 200 will render the transition from the pay of the first-grade Sub-Registrar to that of last grade District Registrar easy. The Registrar of Madras, who will usually be an officer of one of the higher grades, though not necessarily of the first grade, will, in addition to the pay of his grade, get a Presidency allowance of Rs. 100 on account

of the higher cost of living in the Presidency town. The emoluments of the present incumbent amount to Rs. 600, of which Rs. 500 is drawn in the shape of salary and Rs. 100 as commission on the collections, and the entire amount constitutes, under the provisions of the Civil Service Regulations, emoluments on which pension is calculable. As, however, local allowance is not recognised as emolument for purposes of pension, the above arrangement should be brought into force only after the retirement of the present incumbent. The Registrar of Nilgiris now gets a local allowance of Rs. 25, and he will continue to draw the allowance under the new scheme.

14. I have provided in the scale for one supernumerary officer to be employed as an Assistant in my office. When, on the occasion of taking charge of the department five years ago, I consulted Mr. Hamnett on the wants of the department, he strongly impressed on me that he found it difficult to get through the growing work of the department without having a proper Assistant to dispose of routine papers, more especially when he was on tour; and since then the work has grown very considerably in various directions. The number of offices has increased by nearly fifty during the last five years; references from districts on difficult questions which crop up in connection with the registration and stamp laws have greatly multiplied; and the attempt to utilise the information locked up in registration books for the purpose of ascertaining the changes taking place in the economic condition of the people has further considerably added to office work. The work in connection with the registration of births, deaths and marriages under Act VI of 1886, more especially registration of Native Christian marriages, is also a recent addition. As I have to be away from head-quarters for nearly eight months every year on tour, the central office has to be under the charge of the Manager who is paid only Rs. 200 per mensem. Not being of the rank of an Assistant he cannot issue orders on any papers, however unimportant, without previous reference to me, and he has to submit to me all the papers received when I am on tour. This arrangement delays the despatch of orders to a considerable extent when I am on tour in distant districts. The time of the Manager is so fully occupied in seeing that the papers received during my absence in the central office are despatched to me with the requisite references and with draft orders in the case of routine papers and in the general supervision of work done in the office, including the issue of stores to the district offices, that he is unable to give me the necessary assistance in making précis of papers or preparing cases for orders, to the extent desirable. I have no doubt that if I am allowed an Assistant, the work of the office would be done with greater expedition, especially during my absence on tours, and would enable a larger number of offices to be inspected annually. The officer selected for duty in the central office should be paid a Presidency allowance of Rs. 50. I understand that a similar arrangement is in contemplation as regards Deputy Collectors selected for employment as Assistants in the Board and Government offices.

Vide also paragraph 39 of the Administration report of the Registration Department for 1883–84 and 1884–85.

15. The total cost of the revised scale proposed by me for Registrars and Sub-Registrars comes to Rs. 83,100 + Rs. 3,52,680 = Rs. 4,35,780, while the present cost is Rs. 67,100 + Rs. 3,62,180 = Rs. 4,29,280 in round numbers. The increase is thus Rs. 6,500. There will be no additional charge on account of pensions except on this excess, as, under the Civil Service Regulations, emoluments drawn in the shape of commission form part of the salary of an officer for the purpose of calculating the pension grantable to him. I calculate that increased leave allowances which may have to be paid when the new scheme is brought into force will not exceed Rs. 3,000 or Rs. 4,000. Altogether, the total cost will not exceed the present cost by more than Rs. 10,000, the sum granted in the current year's budget for improving the position and pay of Sub-Registrars and Registrars.

16. I must not omit to mention that the abolition of the commission system will have the effect of putting a stop to the growth of the amount of commission due to growth of registrations in offices which do not now pay the maximum commission, and the gain on this head will, in the course of two or three years, counterbalance the increased cost of Rs. 10,000 above referred to, as, from a calculation made, it appears that the increase in the commission earned in 1893–94 in the offices which did not

pay maximum commission in 1889–90 is about Rs. 18,000 which gives a rate of increase of Rs. 3,600 annually. It will thus be seen that in the long run, the proposed arrangements will be more economical than the present arrangements, while at the same time they will secure greater administrative efficiency.

17. If the Government be pleased to approve of the above proposals, I shall submit the necessary proposition statements through the Accountant-General.

I have the honour to be,

Sir,

Your most obedient servant,

Dhanuma Raghavayya

Inspector-General of Registration.

458

Judicial (1895) Department

Registration

UNDER SECRETARY
PUBLIC ETB DEPTS.
1 FEB 95

From

The Inspector General
Of Registration,
Madras.

To

The Chief Secretary
to Government
Fort St: George.

Dated 27 January
Despatched 2 February } 1895
Received 2

G.O. No: 407

Enclosures - Two &
No: 1 & C

Submitting for sanction proposals for revising the grades of District Registrars and Subregistrars called for in G.O, 5 Oct/94 No: 2432, Judicial.

23/6/82 No 547 & C. Jud.
1/9/82 No 1156 " "
20/10/82 No 1630 " "

G.O. 1045: 30.11.94 Sc Jud
G.O. 2540: 23.10.94 Sc Jud.
G.O. 2432: 5.10.94 Rev. Sc.
G.O. 681/2: 21 Sep 94 Rev. Sc.
G.O. 1935: 13.8.94 Genl Sc.
G.O. 2431/2: 22.11.93 Sc
G.O. 430: 27.2.93 Sc.
G.O. 2216/7: 2.12.92 Rev.
G.O. 1492 5.8.92 Sc Genl.
G.O. 1082: 9.6.92 Sc.
G.O. 1367: 10.7.91 Elect papers
1592: 14.10.90 + papers
Recd G.O. Regn Reports 1883/4 &c

(A) Statement showing the financial effect of the proposed scheme.

Designation	Present scale: No. in the grade	Present scale: monthly pay	Present scale: Total pay	Designation	Proposed scale: No. in the grade	Proposed scale: Monthly pay	Proposed scale: Total pay	Difference in cost between the present and proposed scale.
District Registrars		Rs	Rs	**District Registrars**		Rs	Rs	
I Grade	1	500	500	I grade	1	500	500	
II — do —	1	300	300	II — do —	2	400	800	
III — do —	3	250	750	III — do —	4	350	1400	
IV — do —	4	200	800	IV — do —	6	300	1800	
V — do —	6	175	1050	V — do —	6	250	1500	
VI — do —	6	150	900	VI — do —	3	200	600	
VII — do —	1	100	100	VII — do —	1	150	150	
Local allowance to the Registrar of the Nilgiris		25	25	Local allowance to the Registrar of Madras		100	100	
				——— do — to Nilgiris				
				——— do — do — who will be the assistant in the Insp. Genl's office		25	25	
						50	50	
Total monthly pay	22		4425	Total monthly pay	23		6925	
— do — annual pay			53100	Total annual cost			83100	Rs + 16000
Total commission drawn for the officers in 1893-94			14000					
Grand Total			67100					
Sub. Registrars				**Sub. Registrars**				
I (a) grade				I grade				
I (b) — do —	10	90	900	II — do —	20	150	3000	
II — do —	10	75	750	III — do —	30	125	3750	
III — do —	20	60	1200	IV — do —	50	100	5000	
IV — do —	30	50	1500	V — do —	60	85	5100	
V — do —	37	45	1665	VI — do —	70	70	4900	
VI — do —	60	40	2400	VII — do —	60	60	3600	
VII — do —	70	35	2450	VIII — do —	50	50	2500	
VIII — do —	139	30	4170		37	40	1480	
Local allowance to the Sub. Registrars of Vayitri and Manamtoddy	1	25	25	Local allowance to the Sub. Registrars of Vayitri, Manamtoddy, Coonoor, and Kodaikanal — At Rs 15 each	4	60	60	
		30	30					
Total monthly pay	377		15090	Total monthly cost	377		29390	
Total annual pay			181080					
Estimated commission to the officers for one full year			*181100					
Total			362180	Total annual cost			352680	- 9500
Total cost for Registrars and Sub. Registrars			429280	Total cost for Registrars and Sub. Registrars			435780	+ 6500
				Add increased cost on account of leave allowances				3000
								+10000 in round figures

Remarks.		
		Approximate amount of commission
* Amount of commission drawn in 1893-94 —	Rs 191513	Rs.
Deduct commission for 14 Exc. offices Sub. Registrars	1000	
	190513	
Deduct commission for District Registrars	14,000	
	176513	
Add estimated commission for newly opened Sub. Registrars' Offices for which commission was either not drawn or drawn only for a portion of the year in 1893-94		4600
Total commission for special Sub. Registrars		181113
No. of months for which commission was not drawn in 1893-94		
1. Vadavannoor (Decr. & Jan. (April 1893) — 1		40
2. Kiddangal (— do —) — 1		40
3. Vedathiriyamanallur (— do —) — 1		50
4 Kallipudi (— do —) — 1		50
5 Kodamangalam (1 July) — 4		200
6 Lakshmiraya samudram (— do —) 4		120
7 Tenpur (— do —) 4		120
8 Manamadurai (February 94) 11		550
9 Thangachchiyamapatti (— do —) 11		360
10 Kulasamaimam (— do —) 11		550
11 Manamelkudi (14 April 1894) 12		600
12 Pallamadai (— do —) 12		450
13 Uppilyapuram (— do —) 12		450
14 Pasala — (1 Oct 1894) 12		300
15 Kannadi (— do —) 12		450
16 Panchanadippalayam (1 January 1895) 12		200
		45300
		4800 round figures

Office of Insp. Genl of Regn. dated Madras 27 January 1895

Kunniara Raghavendra
Insp. Genl. of Regn

(B) Statement showing the number of offices, registrations & appeals in the several districts of the Madras Presidency

3

Districts	1882-83			1893-94		
	No. of offices	No. of registrations	No. of appeals	No. of offices on 1st January 1895	No. of registrations	No. of appeals
Madras	2	5250	1	3	7503	1
Ganjam	10	4016	4	12	13872	2
Vizagapatam	14	8099	31	14	11065	18
Godavari	18	21552	23	22	46169	39
Kistna	16	10110	6	18	29348	23
Nellore	14	7674	4	18	17582	13
Cuddapah	13	8984	10	13	17262	7
Kurnool	11	4636	2	14	11926	4
Bellary & Anantapur	21	6535	1	21	22404	5
Chingleput	10	13999	8	12	27523	11
North Arcot	15	20301	16	22	52274	33
South Arcot	15	20163	17	26	61222	45
Tanjore	18	42778	70	31	72104	94
Tinnevelly	21	51229	15	31	86380	24
Madura	19	39269	12	31	78985	26
Trichinopoly	8	16192	9	14	39949	18
Salem	16	16507	7	23	38190	17
Coimbatore	16	25950	8	25	53162	28
South Canara	10	12492	7	15	21027	12
Tellicherry	13	37767	10	16	55045	16
Calicut	24	60919	23	29	93831	17
Nilgiris	3	959	"	3	2243	"
Total	307 (a)	435381	284	(b) 413	865036	441

(a) 58 in charge of Revenue officers; (b) 14 in charge of Revenue officers.

Office of Insp. Genl of Registration, Madras 27 January 1895

Superintendent of Stamps
Insp: Genl: of Regn

E.D.G

1895
Genl. Dept.
No. 2
To 458

[G. 21.]
600—8-3-95.

Papers to be read in proceedings:— DEPARTMENT.

Again G.O., dated 189 , No.

Again G.O., dated 189 , No.

Current No. of 189 , dated from

Current No. of 189 , dated from

ORDER.

No 238, d/16/5/95

D.O. Reference.

My dear Mr Srinivasa Rachariar,

Your scheme for the reorganization of the Registration Department has been examined and with the result that its introduction in the case of Sub registrars has been found to involve a great deal more trouble than was originally anticipated. The difficulty is that it is impossible to see how far men in the lower grades will be affected by the withdrawal of their commission without a statement showing exactly how much each individual has been receiving, say, during the preceding year. I am therefore to ask you to prepare a nominal list showing the name & grade of each Sub registrar on the 31st March last & the average monthly commission drawn by him ~~during the period for~~ the twelve months ending 31st March.

1896
Jud. Dept.
Enclos. No 1
To 458
C. No

Expdy.

for should at the same time issue a circular informing, for warning to all whom it concerns that the reorganisation scheme is under consideration & that it will probably be introduced on the basis of the position occupied by each man (1) in regard to his grade on the 31st March 1895 and (2) in regard to the actual commission drawn by him in the year 1894-95

If there is any chance of your coming up to Ootacamund, matters would probably move much more quickly as it is so much easier to talk things over. Is there any likelihood of your coming here?

Yours sincerely

D
15.5.95

To

The Hon'ble S. Srinivasa Raghavaiyangar Dewan Bahadur C.I.E.

Retd only

Ref to 328/95

[Keep file intact Please.]

Do No. 238 : 16-5-95

[G/9 2,0 0—23-1-95.]

Current No. 328

DEPARTMENT.

Submitted for Hm.

H. d/27th May 1895 R

Recorded
D
25.5.95

From

The Hon'ble S. Srinivasa Raghavaiyangar B.A. C.I.E. Dewan Bahadur

No.

Dated 20th May 1895

Received 22nd May 1895

Enclosures

SUBJECT.

Re reorganisation of the Registration Dept.

W 23/5

Now the file on my table about the D.F. Comm to Ootacamund

D
25.5

Do Please number and put in the file in order

DD
27/5

WR
23-5-95

Please number and give an abstract for the table

WR
27/5

Retd

Please see this note and return + Keep file intact

Comm

D.O. No. 328

Registration Department,

Camp. Payyoli. Madras, 20th May 1895.
Malabar Dt.

UNDER SECRETARY
22 MAY 95
PUBLIC ETS. DEPTS.

My dear Mr Dawdson

Your note of the 16th inst just to hand.

I cannot the introduction of the system of payment of Interpreters entirely by fixed monthly salaries will cause some trouble I have had these statements prepared shewing how the men in the lower grades will be affected as regards remuneration. In the pagins used are the

Statement shewing the effect of the reduced scale suggested in the [illegible] (and) annexed to Commission Circular Proceedings dated the 16th May 1895.

Grade	Pay Rs	Number in grade	Pay when promoted to Grade II at 20 years' service	Pay when promoted to Grade III at 16 years' service	Pay when promoted to Grade III at 12 years' service	Pay when promoted to Grade III at 8 years' service	Remarks.
		Total					
I (a)	70						
I (b)	75						
II	80	30					
III	85	35	10				
III	90	40	(a) 1 (b) 2				
III	95	45	(a) 2				
III	100	50	10				
III	105	26					
III	110						
III	115	15	(c) 2	(c) 2			
III	120						
III	125			1			
III	130	40	(d) 1	(d) 1			
III	135						
III	140	9	(e) 1	(e) 1			
III	145						
III	150			15	4		
III	155						
III	160	40	(f) 5	(f) 5	(f) 5		
III	165						
III	170	42	(g) 5	(g) 5	(g) 5		
III	175						
III	180	26	(h) 5	(h) 5	(h) 5		
III	185						
III	190	9	(i) 5	(i) 5	(i) 5		
III	195						
III	200	40	(j) 5	(j) 5	(j) 5		
III	205						
III	210	42	(k) 5	(k) 5	(k) 5		
III	215						
III	220	26	(l) 5	(l) 5	(l) 5		
III	225						
III	230	9	(m) 5	(m) 5	(m) 5		
III	235						
III	240	40	(n) 5	(n) 5	(n) 5		
III	245						
III	250	42	(o) 5	(o) 5	(o) 5		
III	255						
III	260	26	(p) 5	(p) 5	(p) 5		
III	265						
III	270	9	(q) 5	(q) 5	(q) 5		
III	275						
III	280	40	(r) 5	(r) 5	(r) 5		
III	285						
III	290	42	(s) 5	(s) 5	(s) 5		
III	295						
III	300	26	(t) 5	(t) 5	(t) 5		
III	305						
III	310	9	(u) 5	(u) 5	(u) 5		
III	315						
III	320	40	(v) 5	(v) 5	(v) 5		
III	325						
III	330	42	(w) 5	(w) 5	(w) 5		
III	335						
III	340	26	(x) 5	(x) 5	(x) 5		
III	345						
III	350	9	(y) 5	(y) 5	(y) 5		
III	355						
III	360	40	(z) 5	(z) 5	(z) 5		
III	365						
III	370	42	(aa) 5	(aa) 5	(aa) 5		
III	375						
III	380	26	(ab) 5	(ab) 5	(ab) 5		
III	385						
III	390	9	(ac) 5	(ac) 5	(ac) 5		
III	395						
III	400	40	(ad) 5	(ad) 5	(ad) 5		
III	405						
III	410	42	(ae) 5	(ae) 5	(ae) 5		
III	415						
III	420	26	(af) 5	(af) 5	(af) 5		
III	425						
III	430	9	(ag) 5	(ag) 5	(ag) 5		
III	435						
III	440	40	(ah) 5	(ah) 5	(ah) 5		
III	445						
III	450	42	(ai) 5	(ai) 5	(ai) 5		
III	455						
III	460	26	(aj) 5	(aj) 5	(aj) 5		
III	465						
III	470	9	(ak) 5	(ak) 5	(ak) 5		
III	475						
III	480	40	(al) 5	(al) 5	(al) 5		
III	485						
III	490	42	(am) 5	(am) 5	(am) 5		
III	495						
III	500	26	(an) 5	(an) 5	(an) 5		
III	505						
III	510	9	(ao) 5	(ao) 5	(ao) 5		
III	515						
III	520	40	(ap) 5	(ap) 5	(ap) 5		
III	525						
III	530	42	(aq) 5	(aq) 5	(aq) 5		
III	535						
III	540	26	(ar) 5	(ar) 5	(ar) 5		
III	545						
III	550	9	(as) 5	(as) 5	(as) 5		
III	555						
III	560	40	(at) 5	(at) 5	(at) 5		
III	565						
III	570	42	(au) 5	(au) 5	(au) 5		
III	575						
III	580	26	(av) 5	(av) 5	(av) 5		
III	585						
III	590	9	(aw) 5	(aw) 5	(aw) 5		
III	595						
III	600	40	(ax) 5	(ax) 5	(ax) 5		
III	605						
III	610	42	(ay) 5	(ay) 5	(ay) 5		
III	615						
III	620	26	(az) 5	(az) 5	(az) 5		
III	625						
III	630	9	(ba) 5	(ba) 5	(ba) 5		
III	635						
III	640	40	(bb) 5	(bb) 5	(bb) 5		
III	645						
III	650	42	(bc) 5	(bc) 5	(bc) 5		
III	655						
III	660	26	(bd) 5	(bd) 5	(bd) 5		
III	665						
III	670	9	(be) 5	(be) 5	(be) 5		
III	675						
III	680	40	(bf) 5	(bf) 5	(bf) 5		
III	685						
III	690	42	(bg) 5	(bg) 5	(bg) 5		
III	695						
III	700	26	(bh) 5	(bh) 5	(bh) 5		
III	705						
III	710	9	(bi) 5	(bi) 5	(bi) 5		
III	715						
III	720	40	(bj) 5	(bj) 5	(bj) 5		
III	725						
III	730	42	(bk) 5	(bk) 5	(bk) 5		
III	735						
III	740	26	(bl) 5	(bl) 5	(bl) 5		
III	745						
III	750	9	(bm) 5	(bm) 5	(bm) 5		
III	755						
III	760	40	(bn) 5	(bn) 5	(bn) 5		
III	765						
III	770	42	(bo) 5	(bo) 5	(bo) 5		
III	775						
III	780	26	(bp) 5	(bp) 5	(bp) 5		
III	785						
III	790	9	(bq) 5	(bq) 5	(bq) 5		
III	795						
III	800	40	(br) 5	(br) 5	(br) 5		
III	805						
III	810	42	(bs) 5	(bs) 5	(bs) 5		
III	815						
III	820	26	(bt) 5	(bt) 5	(bt) 5		
III	825						
III	830	9	(bu) 5	(bu) 5	(bu) 5		
III	835						
III	840	40	(bv) 5	(bv) 5	(bv) 5		
III	845						
III	850	42	(bw) 5	(bw) 5	(bw) 5		
III	855						
III	860	26	(bx) 5	(bx) 5	(bx) 5		
III	865						
III	870	9	(by) 5	(by) 5	(by) 5		
III	875						
III	880	40	(bz) 5	(bz) 5	(bz) 5		
III	885						
III	890	42	(ca) 5	(ca) 5	(ca) 5		
III	895						
III	900	26	(cb) 5	(cb) 5	(cb) 5		
III	905						
III	910	9	(cc) 5	(cc) 5	(cc) 5		
III	915						
III	920	40	(cd) 5	(cd) 5	(cd) 5		
III	925						
III	930	42	(ce) 5	(ce) 5	(ce) 5		
III	935						
III	940	26	(cf) 5	(cf) 5	(cf) 5		
III	945						
III	950	9	(cg) 5	(cg) 5	(cg) 5		
III	955						
III	960	40	(ch) 5	(ch) 5	(ch) 5		
III	965						
III	970	42	(ci) 5	(ci) 5	(ci) 5		
III	975						
III	980	26	(cj) 5	(cj) 5	(cj) 5		
III	985						
III	990	9	(ck) 5	(ck) 5	(ck) 5		
III	995						
III	1000	40	(cl) 5	(cl) 5	(cl) 5		
III	1005						
III	1010	42	(cm) 5	(cm) 5	(cm) 5		
III	1015						
III	1020	26	(cn) 5	(cn) 5	(cn) 5		
III	1025						
III	1030	9	(co) 5	(co) 5	(co) 5		
III	1035						
III	1040	40	(cp) 5	(cp) 5	(cp) 5		
III	1045						
III	1050	42	(cq) 5	(cq) 5	(cq) 5		
III	1055						
III	1060	26	(cr) 5	(cr) 5	(cr) 5		
III	1065						
III	1070	9	(cs) 5	(cs) 5	(cs) 5		
III	1075						
III	1080	40	(ct) 5	(ct) 5	(ct) 5		
III	1085						
III	1090	42	(cu) 5	(cu) 5	(cu) 5		
III	1095						
III	1100	26	(cv) 5	(cv) 5	(cv) 5		
III	1105						
III	1110	9	(cw) 5	(cw) 5	(cw) 5		
III	1115						
III	1120	40	(cx) 5	(cx) 5	(cx) 5		
III	1125						
III	1130	42	(cy) 5	(cy) 5	(cy) 5		
III	1135						
III	1140	26	(cz) 5	(cz) 5	(cz) 5		
III	1145						
III	1150	9	(da) 5	(da) 5	(da) 5		
III	1155						
III	1160	40	(db) 5	(db) 5	(db) 5		
III	1165						
III	1170	42	(dc) 5	(dc) 5	(dc) 5		
III	1175						
III	1180	26	(dd) 5	(dd) 5	(dd) 5		
III	1185						
III	1190	9	(de) 5	(de) 5	(de) 5		
III	1195						
III	1200	40	(df) 5	(df) 5	(df) 5		
III	1205						
III	1210	42	(dg) 5	(dg) 5	(dg) 5		
III	1215						
III	1220	26	(dh) 5	(dh) 5	(dh) 5		
III	1225						
III	1230	9	(di) 5	(di) 5	(di) 5		
III	1235						
III	1240	40	(dj) 5	(dj) 5	(dj) 5		
III	1245						
III	1250	42	(dk) 5	(dk) 5	(dk) 5		
III	1255						
III	1260	26	(dl) 5	(dl) 5	(dl) 5		
III	1265						
III	1270	9	(dm) 5	(dm) 5	(dm) 5		
III	1275						
III	1280	40	(dn) 5	(dn) 5	(dn) 5		
III	1285						
III	1290	42	(do) 5	(do) 5	(do) 5		
III	1295						
III	1300	26	(dp) 5	(dp) 5	(dp) 5		
III	1305						
III	1310	9	(dq) 5	(dq) 5	(dq) 5		
III	1315						
III	1320	40	(dr) 5	(dr) 5	(dr) 5		
III	1325						
III	1330	42	(ds) 5	(ds) 5	(ds) 5		
III	1335						
III	1340	26	(dt) 5	(dt) 5	(dt) 5		
III	1345						
III	1350	9	(du) 5	(du) 5	(du) 5		
III	1355						
III	1360	40	(dv) 5	(dv) 5	(dv) 5		
III	1365						
III	1370	42	(dw) 5	(dw) 5	(dw) 5		
III	1375						
III	1380	26	(dx) 5	(dx) 5	(dx) 5		
III	1385						
III	1390	9	(dy) 5	(dy) 5	(dy) 5		
III	1395						
III	1400	40	(dz) 5	(dz) 5	(dz) 5		
III	1405						
III	1410	42	(ea) 5	(ea) 5	(ea) 5		
III	1415						
III	1420	26	(eb) 5	(eb) 5	(eb) 5		
III	1425						
III	1430	9	(ec) 5	(ec) 5	(ec) 5		
III	1435						
III	1440	40	(ed) 5	(ed) 5	(ed) 5		
III	1445						
III	1450	42	(ee) 5	(ee) 5	(ee) 5		
III	1455						
III	1460	26	(ef) 5	(ef) 5	(ef) 5		
III	1465						
III	1470	9	(eg) 5	(eg) 5	(eg) 5		
III	1475						
III	1480	40	(eh) 5	(eh) 5	(eh) 5		
III	1485						
III	1490	42	(ei) 5	(ei) 5	(ei) 5		
III	1495						
III	1500	26	(ej) 5	(ej) 5	(ej) 5		
III	1505						
III	1510	9	(ek) 5	(ek) 5	(ek) 5		
III	1515						
III	1520	40	(el) 5	(el) 5	(el) 5		
III	1525						
III	1530	42	(em) 5	(em) 5	(em) 5		
III	1535						
III	1540	26	(en) 5	(en) 5	(en) 5		
III	1545						
III	1550	9	(eo) 5	(eo) 5	(eo) 5		
III	1555						
III	1560	40	(ep) 5	(ep) 5	(ep) 5		
III	1565						
III	1570	42	(eq) 5	(eq) 5	(eq) 5		
III	1575						
III	1580	26	(er) 5	(er) 5	(er) 5		
III	1585						
III	1590	9	(es) 5	(es) 5	(es) 5		
III	1595						
III	1600	40	(et) 5	(et) 5	(et) 5		
III	1605						
III	1610	42	(eu) 5	(eu) 5	(eu) 5		
III	1615						
III	1620	26	(ev) 5	(ev) 5	(ev) 5		
III	1625						
III	1630	9	(ew) 5	(ew) 5	(ew) 5		
III	1635						
III	1640	40	(ex) 5	(ex) 5	(ex) 5		
III	1645						
III	1650	42	(ey) 5	(ey) 5	(ey) 5		
III	1655						
III	1660	26	(ez) 5	(ez) 5	(ez) 5		
III	1665						
III	1670	9	(fa) 5	(fa) 5	(fa) 5		
III	1675						
III	1680	40	(fb) 5	(fb) 5	(fb) 5		
III	1685						
III	1690	42	(fc) 5	(fc) 5	(fc) 5		
III	1695						
III	1700	26	(fd) 5	(fd) 5	(fd) 5		
III	1705						
III	1710	9	(fe) 5	(fe) 5	(fe) 5		
III	1715						
III	1720	40	(ff) 5	(ff) 5	(ff) 5		
III	1725						
III	1730	42	(fg) 5	(fg) 5	(fg) 5		
III	1735						
III	1740	26	(fh) 5	(fh) 5	(fh) 5		
III	1745						
III	1750	9	(fi) 5	(fi) 5	(fi) 5		
III	1755						
III	1760	40	(fj) 5	(fj) 5	(fj) 5		
III	1765						
III	1770	42	(fk) 5	(fk) 5	(fk) 5		
III	1775						
III	1780	26	(fl) 5	(fl) 5	(fl) 5		
III	1785						
III	1790	9	(fm) 5	(fm) 5	(fm) 5		
III	1795						
III	1800	40	(fn) 5	(fn) 5	(fn) 5		
III	1805						
III	1810	42	(fo) 5	(fo) 5	(fo) 5		
III	1815						
III	1820	26	(fp) 5	(fp) 5	(fp) 5		
III	1825						
III	1830	9	(fq) 5	(fq) 5	(fq) 5		
III	1835						
III	1840	40	(fr) 5	(fr) 5	(fr) 5		
III	1845						
III	1850	42	(fs) 5	(fs) 5	(fs) 5		
III	1855						
III	1860	26	(ft) 5	(ft) 5	(ft) 5		
III	1865						
III	1870	9	(fu) 5	(fu) 5	(fu) 5		
III	1875						
III	1880	40	(fv) 5	(fv) 5	(fv) 5		
III	1885						
III	1890	42	(fw) 5	(fw) 5	(fw) 5		
III	1895						
III	1900	26	(fx) 5	(fx) 5	(fx) 5		
III	1905						
III	1910	9	(fy) 5	(fy) 5	(fy) 5		
III	1915						
III	1920	40	(fz) 5	(fz) 5	(fz) 5		
III	1925						
III	1930	42	(ga) 5	(ga) 5	(ga) 5		
III	1935						
III	1940	26	(gb) 5	(gb) 5	(gb) 5		
III	1945						
III	1950	9	(gc) 5	(gc) 5	(gc) 5		
III	1955						
III	1960	40	(gd) 5	(gd) 5	(gd) 5		
III	1965						
III	1970	42	(ge) 5	(ge) 5	(ge) 5		
III	1975						
III	1980	26	(gf) 5	(gf) 5	(gf) 5		
III	1985						
III	1990	9	(gg) 5	(gg) 5	(gg) 5		
III	1995						
III	2000	40	(gh) 5	(gh) 5	(gh) 5		
III	2005						
III	2010	42	(gi) 5	(gi) 5	(gi) 5		
III	2015						
III	2020	26	(gj) 5	(gj) 5	(gj) 5		
III	2025						
III	2030	9	(gk) 5	(gk) 5	(gk) 5		
III	2035						
III	2040	40	(gl) 5	(gl) 5	(gl) 5		
III	2045						
III	2050	42	(gm) 5	(gm) 5	(gm) 5		
III	2055						
III	2060	26	(gn) 5	(gn) 5	(gn) 5		
III	2065						
III	2070	9	(go) 5	(go) 5	(go) 5		
III	2075						
III	2080	40	(gp) 5	(gp) 5	(gp) 5		
III	2085						
III	2090	42	(gq) 5	(gq) 5	(gq) 5		
III	2095						
III	2100	26	(gr) 5	(gr) 5	(gr) 5		
III	2105						
III	2110	9	(gs) 5	(gs) 5	(gs) 5		
III	2115						
III	2120	40	(gt) 5	(gt) 5	(gt) 5		
III	2125						
III	2130	42	(gu) 5	(gu) 5	(gu) 5		
III	2135						
III	2140	26	(gv) 5	(gv) 5	(gv) 5		
III	2145						
III	2150	9	(gw) 5	(gw) 5	(gw) 5		
III	2155						
III	2160	40	(gx) 5	(gx) 5	(gx) 5		
III	2165						
III	2170	42	(gy) 5	(gy) 5	(gy) 5		
III	2175						
III	2180	26	(gz) 5	(gz) 5	(gz) 5		
III	2185						
III	2190	9	(ha) 5	(ha) 5	(ha) 5		
III	2195						
III	2200	40	(hb) 5	(hb) 5	(hb) 5		
III	2205						
III	2210	42	(hc) 5	(hc) 5	(hc) 5		
III	2215						
III	2220	26	(hd) 5	(hd) 5	(hd) 5		
III	2225						
III	2230	9	(he) 5	(he) 5	(he) 5		
III	2235						
III	2240	40	(hf) 5	(hf) 5	(hf) 5		
III	2245						
III	2250	42	(hg) 5	(hg) 5	(hg) 5		
III	2255						
III	2260	26	(hh) 5	(hh) 5	(hh) 5		
III	2265						
III	2270	9	(hi) 5	(hi) 5	(hi) 5		
III	2275						
III	2280	40	(hj) 5	(hj) 5	(hj) 5		
III	2285						
III	2290	42	(hk) 5	(hk) 5	(hk) 5		
III	2295						
III	2300	26	(hl) 5	(hl) 5	(hl) 5		
III	2305						
III	2310	9	(hm) 5	(hm) 5	(hm) 5		
III	2315						
III	2320	40	(hn) 5	(hn) 5	(hn) 5		
III	2325						
III	2330	42	(ho) 5	(ho) 5	(ho) 5		
III	2335						
III	2340	26	(hp) 5	(hp) 5	(hp) 5		
III	2345						
III	2350	9	(hq) 5	(hq) 5	(hq) 5		
III	2355						
III	2360	40	(hr) 5	(hr) 5	(hr) 5		
III	2365						
III	2370	42	(hs) 5	(hs) 5	(hs) 5		
III	2375						
III	2380	26	(ht) 5	(ht) 5	(ht) 5		
III	2385						
III	2390	9	(hu) 5	(hu) 5	(hu) 5		
III	2395						
III	2400	40	(hv) 5	(hv) 5	(hv) 5		
III	2405						
III	2410	42	(hw) 5	(hw) 5	(hw) 5		
III	2415						
III	2420	26	(hx) 5	(hx) 5	(hx) 5		
III	2425						
III	2430	9	(hy) 5	(hy) 5	(hy) 5		
III	2435						
III	2440	40	(hz) 5	(hz) 5	(hz) 5		
III	2445						
III	2450	42	(ia) 5	(ia) 5	(ia) 5		
III	2455						
III	2460	26	(ib) 5	(ib) 5	(ib) 5		
III	2465						
III	2470	9	(ic) 5	(ic) 5	(ic) 5		
III	2475						
III	2480	40	(id) 5	(id) 5	(id) 5		
III	2485						
III	2490	42	(ie) 5	(ie) 5	(ie) 5		
III	2495						
III	2500	26	(if) 5	(if) 5	(if) 5		
III	2505						
III	2510	9	(ig) 5	(ig) 5	(ig) 5		
III	2515						
III	2520	40	(ih) 5	(ih) 5	(ih) 5		
III	2525						
III	2530	42	(ii) 5	(ii) 5	(ii) 5		
III	2535						
III	2540	26	(ij) 5	(ij) 5	(ij) 5		
III	2545						
III	2550	9	(ik) 5	(ik) 5	(ik) 5		
III	2555						
III	2560	40	(il) 5	(il) 5	(il) 5		
III	2565						
III	2570	42	(im) 5	(im) 5	(im) 5		
III	2575						
III	2580	26	(in) 5	(in) 5	(in) 5		
III	2585						
III	2590	9	(io) 5	(io) 5	(io) 5		
III	2595						
III	2600	40	(ip) 5	(ip) 5	(ip) 5		
III	2605						
III	2610	42	(iq) 5	(iq) 5	(iq) 5		
III	2615						
III	2620	26	(ir) 5	(ir) 5	(ir) 5		
III	2625						
III	2630	9	(is) 5	(is) 5	(is) 5		
III	2635						
III	2640	40	(it) 5	(it) 5	(it) 5		
III	2645						
III	2650	42	(iu) 5	(iu) 5	(iu) 5		
III	2655						
III	2660	26	(iv) 5	(iv) 5	(iv) 5		
III	2665						
III	2670	9	(iw) 5	(iw) 5	(iw) 5		
III	2675						
III	2680	40	(ix) 5	(ix) 5	(ix) 5		
III	2685						
III	2690	42	(iy) 5	(iy) 5	(iy) 5		
III	2695						
III	2700	26	(iz) 5	(iz) 5	(iz) 5		
III	2705						
III	2710	9	(ja) 5	(ja) 5	(ja) 5		
III	2715						
III	2720	40	(jb) 5	(jb) 5	(jb) 5		
III	2725						
III	2730	42	(jc) 5	(jc) 5	(jc) 5		
III	2735						
III	2740	26	(jd) 5	(jd) 5	(jd) 5		
III	2745						
III	2750	9	(je) 5	(je) 5	(je) 5		
III	2755						
III	2760	40	(jf) 5	(jf) 5	(jf) 5		
III	2765						
III	2770	42	(jg) 5	(jg) 5	(jg) 5		
III	2775						
III	2780	26	(jh) 5	(jh) 5	(jh) 5		
III	2785						
III	2790	9	(ji) 5	(ji) 5	(ji) 5		
III	2795						
III	2800	40	(jj) 5	(jj) 5	(jj) 5		
III	2805						
III	2810	42	(jk) 5	(jk) 5	(jk) 5		
III	2815						
III	2820	26	(jl) 5	(jl) 5	(jl) 5		
III	2825						
III	2830	9	(jm) 5	(jm) 5	(jm) 5		
III	2835						
III	2840	40	(jn) 5	(jn) 5	(jn) 5		
III	2845						
III	2850	42	(jo) 5	(jo) 5	(jo) 5		
III	2855						
III	2860	26	(jp) 5	(jp) 5	(jp) 5		
III	2865						
III	2870	9	(jq) 5	(jq) 5	(jq) 5		
III	2875						
III	2880	40	(jr) 5	(jr) 5	(jr) 5		
III	2885						
III	2890	42	(js) 5	(js) 5	(js) 5		
III	2895						
III	2900	26	(jt) 5	(jt) 5	(jt) 5		
III	2905						
III	2910	9	(ju) 5	(ju) 5	(ju) 5		
III	2915						
III	2920	40	(jv) 5	(jv) 5	(jv) 5		
III	2925						
III	2930	42	(jw) 5	(jw) 5	(jw) 5		
III	2935						
III	2940	26	(jx) 5	(jx) 5	(jx) 5		
III	2945						
III	2950	9	(jy) 5	(jy) 5	(jy) 5		
III	2955						
III	2960	40	(jz) 5	(jz) 5	(jz) 5		
III	2965						
III	2970	42	(ka) 5	(ka) 5	(ka) 5		
III	2975						
III	2980	26	(kb) 5	(kb) 5	(kb) 5		
III	2985						
III	2990	9	(kc) 5	(kc) 5	(kc) 5		
III	2995						
III	3000	40	(kd) 5	(kd) 5	(kd) 5		
III	3005						
III	3010	42	(ke) 5	(ke) 5	(ke) 5		
III	3015						
III	3020	26	(kf) 5	(kf) 5	(kf) 5		
III	3025						
III	3030	9	(kg) 5	(kg) 5	(kg) 5		
III	3035						
III	3040	40	(kh) 5	(kh) 5	(kh

F

Statement showing the effect of ... reduced scale suggested on the ... pay and average commission ... of each grade drawn by Sub-Registrars.

ncrease in the number of probationary Sub- n the number of registration offices and partly have now been stated are sanctioned, Sub- frequently than at present. Even now it erks in charge of sub-offices—an arrangement as possible. Probationary Sub-Registrars mmission at the rate of 20 per cent. of the 50. It is proposed to substitute for this a nsem, and the Inspector-General anticipates will, as a rule, be in charge of offices through-

is contemplated to introduce in connection cem, is the substitution of a fixed allowance od of remunerating ex-officio Sub-Registrars ow fourteen such officers who ordinarily draw . 1,000 per annum. The proposed change s. 175 per annum.

cale proposed in this letter for the whole against Rs. 4,35,560, the present charge as

			Present scale.	Proposed scale.
			Rs.	Rs.
..	..	..	63,100	83,100
..	..	..	3,62,180	3,82,320
..	..	..	5,280	11,700
..	..	..	1,000	1,176
	Total	..	4,35,560	4,78,296

,000 per annum, to which must be added stimated at another Rs. 2,000. The total Rs. 45,000. It is to be remembered that, ncrease of pay to District and Sub-Registrars extra expenditure will not be incurred at will effect a saving in the entire cost of the 52 in the second, and Rs. 900 in the third -off against the increase in expenditure is f the commission system will put a stop to which is due to increased registration in maximum commission. It is impossible d arise from this cause; but the statistics een an annual increase in the commission Assuming that this rate of increase will 3,600 in the first year, Rs. 7,200 in the , and so on. It is thus conceivable that, s of the department, the proposed arrange- al than those at present in force, although tion to expenditure. The large surplus nnually yields justifies greater expendi- case, that the officers whom it is proposed real need of an improvement in prospects, il has therefore no hesitation in support- ey have been elaborated by that officer in and their details have been the subject erved that the main outlines of the l down by the Government of India in 8th March 1894, No. 12-438-50, in ce of assigning competent salaries to

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ity of organizing the staff of the department
pects of promotion and advancement. His
refore, trusts that the Government of India
the Secretary of State with its full support.
atements showing the financial effect of the
tions of the department in the two years
ion statement will be submitted at an early

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

Chief Secretary.

Pol W

From the latter statement, it will be apparent that there is still much room for expansion in the operations of the dept, especially in the Northern Districts.

Statement showing the effect of the reduced scale now suggested upon the actual emoluments of the
Sub. Registrars

Grades	Pay Rs	No: whose monthly gain or loss is over Rs 20		No: whose gain or loss is from Rs 16 to 20		No: whose gain or loss is from Rs 11 to 15		No: whose gain or loss is from Rs 6 to 10		No: whose gain or loss is Rs 5 and less		Remarks.
		Gain	loss	Gain	loss	Gain	Loss	Gain	loss	Gain	loss	
E(a)	90	"	"	1	"	4	"	5	"	"	"	
E(b)	75	10	"	"	"	"	"	"	"	"	"	
F	60	1		1		15						

Statement showing the effect of the reduced scale now suggested upon the actual emoluments of the Sub. Registrars

Grades	Pay Rs	No. whose monthly gain or loss is over Rs 20		No. whose gain or loss is from Rs 16 to 20		No. whose gain or loss is from Rs 11 to 15		No. whose gain or loss is from Rs 6 to 10		No. whose gain or loss is Rs 5 and less		Remarks.
		Gain	loss	Gain	loss	Gain	Loss	Gain	loss	Gain	loss	
I (a)	90	"	"	1	"	4	"	5	"	"	"	
I (b)	75	10	"	"	"	"	"	"	"	"	"	
II	60	1	"	4	"	[illegible]	"	"	"	"	"	
I	50	10	-	-	-	-	-	-	-	1	"	18 neither gain nor lose
I	45	2	"	2	"	3	"	8	5	17	"	
		(c)			(m)	(n)						
I	40	1	"	"	1	4	"	7	"	8	34	5 —— do —— do —
				(g)		(h)	(k)					
I	35	(b) 2	"	2	"	7	34	6	8	5	9	
			(a)	(d)	(c)	(d)	(e)					
I	30	"	6	6	24	6	17	13	18	30	13	4 —— do —— do —
III	25					1						
Total		26	6	15	25	40	48	39	31	61	56	

(a) Nos. 332, 353, 364, 365, 379, 389.
(b) " 261, 281, 306, 317, 322, 326.
(c) " 265, 267, 270, 272, 273, 277, 278, 280, 282, 290, 291, 292, 293, 307, 312, 313, 316, 321, 330, 355, 359, 362, 363, 371.
(d) " 262, 269, 325, 358, 366, 372.
(e) " 266, 279, 285, 287, 289, 297, 299, 302, 303, 318, 335, 380, 383, 384, 388, 393, 395.
(f) " 204, 231
(g) " 235, 252.
(h) " 199, 203, 211, 213, 217, 234, 259.
(k) " 191, 195 to 197, 201, 202, 207 to 210, 212, 214 to 216, 220 to 223, 229, 230, 232, 233, 236, 237, 239, 241, 242, 245, 248, 249, 257.
(l) " 133.
(m) " 189
(n) " 132, 137, 172, 176.

Emmanuel Raphael Mayer

4 July 1895.

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Statement showing the effect of the reduced scale suggested on the actual emoluments of the Sub. Registrars.

Name of Officer	Station	Date of first appointment	Rate per Annum	Commission or pay in the office	Ideal monthly pay and commn.	Differences Increase	Differences Decrease	Differences Increase	Differences Decrease	Remarks.
				19.95 average for one month		Original Estimate	Proposed Estimate	Amount Proposed	Amount Proposed	

	Registrars I grade														
1	S. Hari Rao, B.A.	Madras	13-3-86	500	1200	100	500	500 plus Rs 100 to be drawn by the present incumbent alone	4						
	II grade														
2	Krishnaswami Ayyar, P., B.A.	Tinnevelly	— do —	300	600	50	350	400	50	"			25		
	III grade														
3	Subramania Ayyar R., B.A. Rai Bahr	Jaipur	1-6-67	250	600	50	300	400	100	"			75	50	25
4	Subramiah A., F.A.	North Arcot	21-3-67	250	600	50	300	350	50	"			25		
5	Sambasiva Ayyar C., F.A.	Calicut	1-7-67	250	600	50	300	350	50	"			25		
	IV grade														
6	Balaraja Ayyar, M., F.A.	Coimbatore	3-4-68	200	600	50	250	350	100	"			75	50	25
7	Saminadha Ayyar, G., B.A.	Trichinopoly	15-11-68	200	600	50	250	350	100	"			75	50	25
8	Rama Rao, L., F.A.	Cuddapah	22-4-73	200	600	50	250	300	50	"			25		
9	Ayyu Kumr, J.C., F.A.	Chingleput	3-4-68	200	600	50	250	300	50	"			25		
	V grade														
10	Perijasami Mudaliyar, A., B.A.	S. Arcot	13-2-71	175	600	50	225	300	75	"			50	25	
11	Rathnasabapathi Pillai M., B.A.	Godavari	22-7-72	175	600	50	225	300	75	"			50	25	
12	Venkata Rao, A.S., B.A.	Madura	4-7-73	175	600	50	225	300	75	"			50	25	
13	Vasudeva Sastri G., F.A.	Nellore	1-7-75	175	600	50	225	300	75	"			50	25	
14	Maniappa Mudaliyar, C., B.A.		4-10-75	200			200	250	50	"			25	-	
15	Sadayappa Mudaliyar, P. Asst	Bellary	17-3-83	175	600	50	225	250	25	"			"	"	
16	Radhakrishnaiya, V., F.A.	Salem	16-11-66	175	600	50	225	250	25	"			"	"	
	VI grade														
17	Sundararamayya, V., B.A.	Kistna	12-11-72	150	600	50	200	250	50	"			25		
18	Veeraraghavaiah, G., B.A.	Vizagapatam	10-4-76	150	600	50	200	250	50	"			25		
19	Subbarayudu, T., B.A.	Ganjam	12-6-77	150	~~600~~ 257	21	171	250	79	"			54	29	
20	Ramaswami Ayyar K., F.C.	Tellicherry	15-9-68	180	600	50	200	200	"	"					
21	Venn Rati M., B.A.	Kurnool	23-5-71	150	561	47	197	200	3	"			"		
22	Lemuel, F.F., F.A.	S. Canara	9-3-80	150	600	50	200	200	"	"			"		
23	Sankara menon, M., F.A. VII grade	Nilgiris	3-4-68	100+25	590	49	174	175	1	"		1139	679	279	75

No change in the scale of allowances.

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78	Ragunatheruyengar R. Bg	Nangunneri	26. 11. 78	50	600	50	100	100	"	"			
79	Ramunni Kump K. Fa.	Talaparamba	21. 5. 79	50	600	60	100	100	"	"			
80	Sundarama charri K. M. Ba	Trivellipuram	13. 6. 79	50	600	50	100	100	"	"			
81	Subba Rao. V. Ba.	Karur	25. 4. 79	50	600	50	100	100	"	"			
82	Venkatachalapati Rao. P. Fa.	Alamuru	15. 7. 79	50	596	50	100	100	"	"			
83	Ramalingeswarappa. B. Fa.	Ramachendra puram	25. 7. 79	50	600	50	100	100	"	"			
84	Ramachandra Rao. P. V. Fa.	Kumarapalayam	6. 9. 78	50	600	50	100	100	"	"			
85	Subbarayalu chetti. M. matri	Cudajattam	13. 3. 93	50	599	50	100	100	"	"			
86	Pennayya. J. Fa.	Jammikunta	27. 9. 79	50	600	50	100	100	"	"			
87	Ramiengar. T. Ba.	Tenkasi	4. 7. 79	50	600	50	100	100	"	"			
88	Krishnaiyer T. V. B. A.	Quilandi	1. 7. 79	50	600	50	100	100	"	"			
89	Sankara Pankkan. V. Fa.	Ponnani	20. 6. 79	50	600	50	100	100	"	"			
90	Krishna Rao. P. Fa.	Vittal	20. 6. 79	50	~~554~~ 554	46	96	100	4	"			
91	Perayya Sastri J. Ba.	Bhimaveram	28. 10. 79	50	600	50	100	100	"	"			
92	Ennsami Sastri. M. B. A.	Vaniyambadi	9. 4. 78	50	600	50	100	100	"	"			
		IV Grade.	Annyp.	Annyp.	Rs 47.								
93	Venkalasubbarao Nayudu G. Fa.	Rajahmundry	8. 4. 80	45	586	49	94	100	6	"			
94	Isaac Dhanar J. B. A.	Palamcottah	12. 2. 80	45	600	50	95	100	5	"			
95	Annamalai chetti B. Ba.	Pattukotta	1. 3. 80	45	600	50	95	100	5	"			
96	Umapati Mudaliyar M. Fa	Villupuram	6. 3. 80	45	586	49	94	100	6	"			
97	Krishnasami Ayyr. C. Ba.	Valangiman	16. 4. 80	45	598	50	95	100	5	"			
98	Doraisami Ayyr. N. B. A.	Athanam	17. 4. 80	45	530	44	89	100	11	"			
99	Pattabhirama chetti. A. K. Fa	Srivilliputtur	4. 5. 80	45	554	46	91	100	9	"			
100	Annachella Mudaliyar. C. Fa.	Tinnelly (dist)	12. 5. 80	45	600	50	95	100	5	"			
101	Hanumanta Rao D. Ba.	Ellore	19. 5. 80	45	600	50	95	100	5	"			
102	Venkanna Rao M. Ba	Bezwada	23. 6. 80	45	600	50	95	100	5	"			
103	Dharmalinga Pillai M. matri	Dindigal	27. 7. 80	45	100	50	95	100	5	.			
104	Ramanjulu Nayudu K. Fa.	Tadimanam	26. 7. 80	45	561	47	92	100	8	"			
105	Bhaskara Rao G. Fa.	Vizianagaram	1. 8. 80	45	522	43	86	100	12	"			
106	Venkatarangaya Row G. matri	Gomsur	30. 10. 80	45	459	38	83	100	17	"			
107	Khadir Hussain Saheb M. matri	Polur	16. 11. 80	45	596	50	95	100	5	"			
108	Krishna Ayyr. D. Fa.	Palgudi	16. 11. 80	45	600	50	95	100	5	"			

2d Class

109	Rayagopala Rao A. (Native)	Chicacole	4.2.81	45			575	48	93	100	7	"					
110	Prince Jayasimhala Raja (Nepaul)	Trinivalur	8.12.80	45			599	50	95	100	5	-					
111	Gopala menon S. F.A.	Monkara	29.11.80	45			598	50	95	100	5	"					
112	Srinivasacharri V. B.A.	Palni	3.1.81	45			600	50	95	100	5	"					
113	Chanda Sujan Saheb S.A. native	Trivadi	7.5.81	45			600	50	95	100	5	"					
114	Sriakshmuda Mudaliyar A. B.A.	Nagore	20.6.81	45			594	50	95	100	5	"					
115	Subbaraya chetti P. F.A.	Vuruvilli	21.6.81	45			474	40	85	100	15	"					
116	Ilyathulla Chidra Saheb M. F.A.	Palladam	20.4.81	45			566	47	92	100	8	"					
117	Ramaniya Pillai P. F.A.	Puramakudi	4.5.81	45			574	48	93	100	7	"					
118	Thilamya Mudaliyar T. F.A.	Kidangal	3.5.81	45			321	30	75	100	25	"					
119	Mahdi Hussain Saheb Native	Tadpatri	9.8.81	45			564	47	92	100	8	"					
120	Runga charrian K.V. native	Tirupatur (Mad)	20.4.81	45			600	50	95	100	5	-					
121	Krishna menon V. native	Pommeri	30.5.81	45			600	50	95	100	5	"					
122	Jndah chandan F.A.	Anjerakandi	27.6.81	45			600	50	95	100	5	"					
123	Varadaraz Rao P.F.A	Boddatur	29.9.81	45			440	37	82	100	18	"					
124	Ramasami Kottadia T. F.A	Kulitalai	2.10.81	45			600	50	95	85	"	10	90	"	5		
125	Krishnasami Ayyr V. B.A.	Vidduthalam	15.12.81	45			583	49	94	85	"	9	90	"	4		
126	Varadayhana Chetty M. B.A.	Mannargudi (S.A)	1.1.82	45			600	50	95	85	"	10	90	"	5	X usurped	
127	Rama Chetty V. F.A	Sunguppa	18.2.82	45			234	19	64	85	21	"	90	26	"		
128	Ramasami Ayyar S. B.A.	Shemnadeni	1.4.82	45			600	50	95	85	"	10	90	"	5		
129	Srinivasa Ayyr G. B.A.	Vennalgiri — do —		45			600	50	95	85	"	10	90	"	5		
	II grade Average Number			45													
130	Subbarayalu Ayyr P. B.A.	Sripermumbudur	7.6.82	40			529	44	84	85	1	"	90	6	"		
131	Venkateswaram P. F.A	Vellamanchili	17.4.82	40			482	40	80	85	5	"	90	10	"		
132	Fazl Ullah Saheb M. native	Bapatla	20.6.82	40			403	34	74	85	11	"	90	16	"		
133	Yaqub Saheb M native	Bobbili	17.5.82	40			259	22	62	85	23	"	90	28	"		
134	Ramakrishna Ayyr D. B.A.	Kongayam	12.5.82	40			696	50	90	85	"	5	90	"	"		
135	Ramamurti S. F.A.	Palakode	18.7.82	40			441	38	78	85	7	"	90	12	"		
136	Venkata Sastri G. F.A.	Pattikaval	10.6.82	40			435	36	76	85	9	"	90	14	"		
137	Shaikh Imam Saheb M native	Pentapadu	20.10.82	40			413	34	74	85	11	"	90	16	"		
138	Shaikh Ahmed Saheb native	Analapuram	7.9.82	40			600	50	90	85	"	5	90	"			
139	Anantanarayanayyr K. B.A.	Sankaranamiar Koil	1.10.82	40			600	50	90	85	"	5	90	"	"		
140	Rama Rao P.S. B.A	Tallakulam — do —		40			600	50	90	85	"	5	90	"	"		
141	Krishnasami Ayyr C.K. B.A.	Turaiyur	23.10.82	40			567	47	87	85	"	2	90	3	"		

142	D. Cruz M.A., F.A.	Kuttaparambu	26.10.82	40	600	50	90	85	"	5	90	"	"
143	Wanis ali Sahib M. matric	Ponnanallee	1.10.82	40	418	35	75	85	10	"	90	15	"
144	Chatelier A.B. matric	Sevapet	——do——	40	557	46	86	85	"	1	90	4	"
145	Manilamoony Mudaly P. matric	Tinkoilur	23.11.82	40	600	50	90	85	"	5	90	"	"
146	Varadacharri P. F.A.	Ulundurpet	9.12.82	40	450	37	77	85	8	"	90	13	"
147	Ignatius S. B.A.	Srimushnam	21.11.82	40	600	50	90	85	"	5	90	"	"
148	Swaminatha Aiyer K. B.A	Pommur	1.1.83	41	600	50	90	85	"	5	90	"	"
149	Othina Mann M. F.A.	Porur	5.1.83	40	600	50	90	85	"	5	90	"	"
150	Constantine de Anneuo P. matric	Arnikanna	1.1.83	40	600	50	90	85	"	5	90	"	"
151	Narasaiyer C.S. F.A.	Salur	27.2.83	40	560	47	87	85	"	2	90	3	"
152	Chockalingam Pillai C.S. suspend	Nellikuppam	20.7.83	40	595	50	90	85	"	5	90	"	"
153	Kunnan Nair K. B.A.	Injeyan	8.6.83	40	600	50	90	85	"	5	90	"	"
154	Syed Adam Sahib matric	Caripuram	20.4.83	40	600	50	90	85	"	5	90	"	"
155	Balakrishna Chetti G.T. F.A.	Manaparai	11.5.83	40	600	50	90	85	"	5	90	"	"
156	Ramaswami Aiyer P. B.A	Ariyalur	27.7.83	40	538	45	85	85	"	"	90	5	"
157	Ratna Mudali P. F.A.	Katpadi	29.9.83	40	562	47	87	85	"	2	90	3	"
158	Madhava Rao K. matric	Arni	5.9.83	40	508	42	82	85	3	"	90	8	"
159	Raghavulu Nayudu A. F.A.	Sholinghur	22.8.83	40	554	46	86	85	"	1	90	4	"
160	Damodaram U. P. matric	Kondotti	8.11.83	40	600	50	90	85	"	5	90	"	"
161	Natataja Pillai K. B.A.	Needamangalam	1.1.84	40	600	50	90	85	"	5	90	"	"
162	Arulanandam Pillai S.M. B.A	Peralam	—do—	40	544	45	85	85	"	"	90	5	"
163	Gopalasami Aiyr K. matric	Trangambar	23.1.84	40	600	50	90	85	"	5	90	"	"
164	Thomas K.C. B.A.	Kuttipuram	23.3.84	40	600	50	90	85	"	5	90	"	"
165	Sitaramayya, Z., F.A.	Pittapuli	1.4.84	40	557	46	86	85	"	1	90	4	"
166	Hanmanta Rao P B.A.	Adoni	1-4-84	40	498	41	81	85	4	"	90	9	"
167	Ramakrishnayya P. B.A.	Brahmanwar	30.9.84	40	491	41	81	85	4	"	90	9	"
168	Raghavacharri G. B.A.	Adrishapuram	22.6.84	40	540	45	85	85	"	"	90	5	"
169	Daud Khan Sahib M (Contract)	Ottamuri	11.6.84	40	546	45	85	85	"	"	90	5	"
170	Parasuramayya D. F.A.	Tanjore	6.8.84	40	600	50	90	85	"	5	90	"	"
171	Srinivasapuyar C.R. B.A.	Ongole	5.9.84	40	581	48	85	85	"	3	90	2	"
172	Narasinga Rao D. matric	Standyal	16.9.84	40	380	32	72	85	13	"	90	18	"
173	Robert G. F.A.	Pangengati	26.9.84	40	600	50	90	85	"	5	90	"	"
174	Seshadri Aiyangar K.S. B.A	Wallajabad	31.10.84	40	481	40	80	85	5	"	90	10	"
175	Narasimham C.V. F.A.	Palakollu	10.11.84	40	440	37	77	85	8	"	90	13	

× acting as submaster
Likely to be confirmed

176	Clarke G. A. 8th Jan F.A.	~~Coonoor~~	Coonoor	22.11.84	40	379	32	72	85	13	"	90	13	"			
177	Ranga Rao C.R. F.A.		Dharmapuri	3.12.84	40	565	47	87	85	"	2	90	3	"			
178	Muktichidambara Mud. B.A. B.L.		Tirukkattipalli	1.1.85	40	600	50	90	85	"	5	90	"	"			
179	Singara Mudaliyar M. F.A.		Vikramandi	15.1.85	40	571	48	88	85	"	3	90	2	"			
180	Raghava charlu V.V. (matric)		Perambalur	21.1.85	40	463	39	79	85	6	"	90	11	"			
181	Koristi Sahib S.M. (matric)		Udayam	22.1.85	40	600	50	90	85	"	5	90	"	"			
182	Muthusambayya V. B.A.		Kalligudi	16.8.84	41	579	48	88	85	"	3	90	2				
183	Ziriimal Rao B. (Jud. Ext)		Attili	23.1.85	40	525	44	84	85	1	"	90	6	"			
184	Venkatachala Mudal. S. F.A.		Srirangham	24.1.85	40	469	39	79	~~85~~ 79	6	"	~~90~~ 80	~~6~~ 1	"			
185	Ammanayagam Pillai S. F.A.		Tiruttangadi	21.3.85	40	600	50	90	70	"	20	~~90~~ 80	10	"	~~5~~		
186	Sankara Aiyar T.K. B.A.		Perumanai	1.4.82	40	526	44	84	70	"	14	~~90~~ 80	~~4~~ 4				
187	Gomira Menon P. F.A.		Tirtala	1.4.85	40	600	50	90	70	"	20	~~90~~ 80	"	~~10~~ 5			
188	Stracy C.J. Matric		Manchakuppam	—do—	40	~~545~~ 600	~~45~~ 50	~~85~~ 90	70	"	~~15~~ 20	80	"	5			
189	Subramiah V. (Jud Ext)		Srivakasi	—do—	40	600	50	90	70	"	20	80	"	10			
		VI grade				Comm[r] Rs 39.											
190	Mahadeva Sastri E.V. B.L.		Kulattuvayal	27.4.85	35	579	43	78	70	"	8	80	2	"			
191	Venkatasubbayya N.C. B.A.		Ammilam	1.5.85	35	600	50	85	70	"	15	80	"	5			
192	Krishnayya C.S. (Jud Ext)		Pommeri	3.5.85	35	518	43	78	70	"	8	80	2	"			
193	Rajagopala Rao T. matric		Pudupettai	4.5.85	35	442	37	72	70	"	2	80	8	"			
194	Alagirnatha Pillai V. (Jud Ext)		Vanur	11.5.85	35	535	45	80	70	"	10	80	"	"			
195	Srinivasa Aiyar A.R. B.A.		Olapudaram	—do—	35	596	50	85	70	"	15	80	"	5			
196	Dharmeswara Aiyar V. matric		Vadakkuviravanallur	12.5.85	35	600	50	85	70	"	15	80	"	5			
197	Gopalacharri R F.A.		Ambasamudram	13.5.85	35	600	50	85	70	"	15	80	"	5			
198	Lakshmayya Nayudu C.R. mat.		Bhuvanagiri	13.6.85	35	488	41	76	70	"	6	80	4	"			
199	Hanumanta Rao K. F.A.		Harpanahalli	17.6.85	35	244	20	55	70	15	"	80	20	"			
200	Sadasiva Rao B. F.A.		Karkala	30.6.85	35	494	41	76	70	"	6	80	4	"			
201	Krishna Aiyar A.A. F.A.		Andathode	1.7.85	35	600	50	85	70	"	15	80	"	5			
202	Andapermal Pillai P.D. B.A.		Tuticorin	3.7.85	35	597	50	85	70	"	15	80	"	5			
203	Sheena Rao V. B.A.		Gooty	25.7.85	35	291	24	59	70	11	"	80	21	"			
204	Ramayya T. F.A.		Kottapalam	8.8.85	35	122	10	45	70	25	"	80	35	"	x		
205	Lakshmaniah K.S. matric		Kammadi	26.8.85	35	187	37	72	70	"	2	80	8	"			
206	Venkatarama chetti G. B.A.				35	517	43	78	70	"	8	80	2	"			

207	Advaita Brahmo Sastri V. mat	Bezwada	31.8.85	35
208	Narasimhachari N. F.A.	Tripuvanam	5.10.85	35
209	Kuppusami Chetti B. F.A.	Kayatar	1.10.85	35
210	Krishna Rao S. F.A	Berhampur	5.11.85	35
211	Vijayaramaraju G. F.A.	Salum	5.11.85	35
212	Saminadhayya H. F.A.	Papanasam	20.11.85	35
213	Sanjeeviah P. matric	Nandikotkur	24.11.85	35
214	Raghavendra Rao D. B.A.	Nonasapur	9.11.85	35
215	Srinivasa Rao G. matric	Tirupati	16.12.85	35
216	Govindachari P. F.A.	Anuppukota	19.12.85	35
217	Narayana Rao M. F.A	Anantapur	11.2.86	35
218	Ghulam Dhastagir Saheb matric	Kondutur	1.3.86	35
219	Mohideen Khan Saheb C. mat	Jammalmadugu	26.3.86	35
220	Sundaramanadachari P.S. B.A.	Kumichipadi	1.4.86	35
221	Safdar Ali Saheb M matric	Nuzvid	—do—	35
222	Subramaniaiya S.A. F.A.	Ayapalayam	—do—	35
223	Narasimha Ayya D.S. B.A.	Parammatur	—do—	35
224	Hussain Shaikh Haider Saheb matric	Rammad	—do—	35
225	Masilamany mudali K. F.A.	Atur	4.4.86	35
226	Krishnaramayya G. (Pleader)	Palakonda	12.4.86	35
227	Narasimha Ayya S. matric	Sivagiri	13.4.86	35
228	Subbarayulu Nayudu K. matric	Avanigudda	3.5.86	35
229	Narayana Rao M. F.A.	Kollegal	3.5.86	35
230	Pitchayya P. matric	Tenali	5.5.86	35
231	Ramachandra Rao K. mat	Kamptli	11.5.86	35
232	Suryanarayana V. F.A.	Arka	17.5.86	35
233	Raghunatha Sastri P. F.A.	Repalli	24.5.86	35
234	Murphar Ali Saheb S. matric	Koilkuntla	26.5.86	35
235	Venkatatarasimha Rao M. matric	Pamidimukkala	31.5.86	35
236	Surendraraja K.C. undated	Venakota	1.5.86	35

570	47	82	70	"	12	80	"	2
578	48	83	70	"	13	80	"	3
600	50	85	70	"	15	80	"	5
568	47	82	70	"	12	80	"	2
237	20	55	70	15	"	80	25	"
560	47	82	70	"	12	80	"	2
288	24	59	70	11	"	80	21	"
600	50	85	70	"	15	80	"	5
578	48	83	70	"	13	80	"	3
600	50	85	70	"	15	80	"	5
259 2.86	22	57	70	13	"	80	23	"
367	30	65	70	5	"	80	15	"
368	31	66	70	4	"	80	14	"
591	49	84	70	"	14	80	4	4
595	50	85	70	"	15	80	"	5
593	49	84	70	"	14	80	"	4
600	50	85	70	"	15	80	"	5
546	45	80	70	"	10	80	"	"
456	38	73	70	"	3	80	7	"
330	28	63	70	7	"	80	17	"
527	44	79	70	"	9	80	1	"
310	26	61	70	9	"	80	19	"
600	50	85	70	"	15	80	"	5
565	47	82	70	"	12	80	"	2
173	14	49	70	21	"	80	31	"
380	48	83	70	"	13	80	"	3
587	49	84	70	"	14	80	"	4
244	20	55	70	15	"	80	25	"
37	18	53	70	17	"	80	27	"
569	47	82	70	"	12	80	"	2

237	Subbamma Rao T.S. T.A.	Kottpatti	1.10.86							600	50	85	70	"	15	80	"	5			
238	Khadri Sawasthan Subeb. matri	Tirupmudi	— do —							400	33	68	70	2	"	80	12	"			
239	Ganapati Aiyr A. T.A.	Pokuthi	— do —							600	50	85	70	.	15	80	"	5			
240	Samuel Ch. matri	Sattenapalli	10.10.86							346	29	64	70	6	"	80	16	"			
241	Rayakkadan mdy. A. Bl.	Puttur (N.A)	26.10.86							600	50	85	70	.	15	80	"	5			
242	Thakki Hussain Subeb. M. matri	Dharapuram	20.1.93							600	50	85	70	.	15	80	"	5			
243	Narasinga Rao T.R. matri	Pongamm	5.11.86							297	25	60	70	10	"	80	20	"			
244	Ramakrishna Sastri G. matri	Addanki	6.11.86							432	36	71	70	.	1	80	9	"			
245	Anantanarayana Aiyr T.A.	Uttamapalayam	5.2.87							600	50	85	70	.	15	80	"	5			
246	Rathna Mudaliyr. V. matri	Pakala	18.12.86							157 ~~445~~	30	65	70	5	"	80	15	"			
247	Appusami Mudaliyr. K. T.A.	Tiruchengodu	20.12.86							445	37	72	70	.	2	80	8	"			
248	Ramakrishnayya A. matri	Narasaraopet	22.1.87							556	46	81	70	.	11	80	"	1			
249	Narayana Rao M. T.A.	Uppinangadi	27.1.87							553	46	81	70	.	11	80	"	1			
250	Ponnuvanjam Pillai T. matri	Pallamkadi	3.2.87							345	33	68	70	2	"	80	12	"			
251	Venkatakrishnarao Sayyd. C. matri	Peddapuram	26.2.87							454	38	73	70	.	3	80	7	"			
252	Ramakottayya Kanati. L. T.A.	Cochin	23.7.86							206	17	52	70	18	"	80	28	"			
253	Pattabhi Ramarao A. B.A.T.A.	Satyavanyalam	15.10.86							478	40	75	70	.	5	80	5	"			
254	Yaqub Subeb. M. matri	Tsallapalli	28.2.87							480	40	75	60	.	15	70	"	5			
255	Ramamurti chetti V. T.A.	Anakkapalli	2.3.87							346	29	64	60	.	4	70	6	"			
256	Buchi Sastri C. T.A.	Narasannapet	25.3.87							457	38	73	60	.	13	70	"	3			
257	Rajagopala chetti B. T.A.	Avenashi	1.4.87							548	46	81	60	"	21	70	"	11			
258	Subba Rao D. T.A.	Tekkali	25.4.87							316	26	61	60	.	1	70	9	"			
259	Venkatachellam M. T.A.	Bimlipatam	15.1.86							256	21	56	60	4	.	70	14	"			
~~260~~	~~Abdul Rahman~~	VII Grade	Average Crown							Rs 29.	upto	313.	above	4	years	service	average	38.	Below Matriculate Rs 23		
260	Abdur Rahman Subeb. M. M. T.A.	Gudivada	9.6.87	30						571	48	78	60	"	18	70	"	8			
261	Sitarama dal. G. T.A.	Addanki	21.9.86	30						296	20	50	60	10	.	70	20	"			
262	Lakshmana Rao M. T.A.	Bantwal	27.6.87	30						349	29	59	60	1	"	70	11	"			
263	Sitharamayya V. T.A.	Mummidivaram	1.7.87	30						518	43	73	60	"	13	70	"	3			
264	Sundaresa Rao Sundra. M. (Cuppam)	Melattur	— do —	30						449	37	67	60	.	7	70	3	"			
265	Udayam Aiyer P.R. B.	Hosur		30						600	50	80	60	"	20	70	"	10			

~~266~~	~~Hazaruth Albiz Sahib.~~ Rev													
266	Ramayya. P.	Matin	Ponnur	23.8.87	30	536	45	75	60	"	15	70	"	5
267	Hazaruth Albiz Sahib. S.	Matin	Nellakkai	25.8.87	30	583	49	79	60	"	19	70	"	9
268	Babu Rao. M.	F.A.	Manjakuppam	29.9.87	30	443	37	67	60	"	7	70	3	"
269	Gnanasami chetty. S.	F.A.	Kavali	3.10.87	30	216	18	48	60	12	"	70	22	"
270	Chidambara mudali. S.	~~F.A.~~ B.A.	Murappanad	10.10.87	30	600	50	80	60		20	70	"	10
271	Verasami mudali. V.	F.A.	Sattyavedu	13.10.87	30	334	28	58	60	2	"	70	12	"
272	Syed Allandin Sahib.	Matric	Tirumanjalam	8.2.88	30	579	48	78	60	"	18	70	"	8
273	Venkateswara Ayyer. T.K.	B.A.	Cherpalacheri	5.1.88	30	577	48	78	60	"	18	70	"	8
274	Babaji Ahmed Sahib. M	F.A.	Porto Novo	31.1.88	30	376	31	61	60	"	1	70	9	"
275	Krishnasami Rao. C.	F.A.	Uppiliyapuram	22.2.88	30	395	36	66	60	"	6	70	4	"
276	Bhaskara Rao. Y.	F.A.	Adur (Bal)	12.5.88	30	314	28	58	60	4	"	70	14	"
277	Viswanatha Ayyer. K.V.	B.A	Anantapur	28.5.88	30	563	47	77	60	"	17	70	"	7
278	Khadir Khan Sahib. C.	F.A.	Manamadura	25.6.88	30	559	47	77	60	"	17	70	"	7
279	Raghunatha Rao. R.	B.A.	Vedapuram	28.6.88	30	523	44	74	60	"	14	70	"	4
280	Nageswara Ayyar. T.	(Fcl B.A)	Nattam	30.4.88	30	600	50	80	60	"	20	70	"	10
281	~~Rasanayya~~ Kesavayya. A.	F.A.	Jaggayapet	18.9.88	30	125	10	40	60	20	"	70	30	~~10~~
282	Rodgers. J.S.M.	Matric	Vellore	17.11.88	30	600	50	80	60	"	20	70	"	10
283	Venkatasami Nayudu. E.	F.A.	Narasipatam	7.1.89	30	270	22	52	60	8	"	70	18	
284	Mahadeva Rao. V.	F.A.	Madanapalle	12.3.89	30	376	31	61	60	"	1	70	9	"
285	Pillaiyajam Pillai. A.	F.A.	Sadamangalam	5.6.89	30	529	44	74	60	"	14	70	"	4
286	Pattasanatty Mayuda. C.V.	F.A.	Vilampatti	1.10.89	30	367	30	60	60	"	"	70	60	"
287	Swaginna mudali. V.	B.A.	Swamimalai	—do—	30	527	44	74	60	"	14	70	"	4
288	Anantacharri. T.K.	F.A.	Pulivendla	—do—	30	456	38	68	60	"	8	70	2	"
289	Wright. T.W.	Matric	Tiruchirapalayam	—do—	30	538	42	72	60	"	12	70	"	2
290	Francis. M.J.	Matric	Ranapati	7.10.89	30	570	47	77	60	"	17	70	"	7
291	Narayanasami Ayyar. A.	B.A.	Erandai	5.11.89	30	600	50	80	60	"	20	70	"	10
292	Thayagaraja mudali. S.	F.A.	Sivaganga	14.11.89	30	600	50	80	60	"	20	70	"	10
293	Rangasami Pillai. T.R.	B.A.	Kadayanallur	17.11.89	30	596	50	80	60	"	20	70	"	10

All below No 285 have less than 6 years service

294	Subbayya K. S. Fa.	Amboor	25.11.89	30	478	40	70	60	"	10	70	"	"	
295	Manjappa Bandari. B. Fa	Mulki	13.6.90	30	364	30	60	60	"	"	70	10	"	
296	Lingonarayana. G. Fa.	Jekhapur	—do—	30	292	24	54	60	6	"	70	16	"	Mr below No 296 have less than 5 years service.
297	Swaminatha Pillai M., Fa.	Tiruvadanai	5.7.90	30	542	45	75	60	"	15	70	"	5	
298	Raghavachari. A. Fa.	Lakshminarayan-samudram	1.7.90	30	360	30	60	60	"	"	70	60	"	
299	Rajagopala chetty. A.R. Ba.	Tiruchuli	10.7.90	30	534	44	74	60	"	14	70	"	4	
300	Krishna Sastri M. Fa.	Gajapatinagaram	18.7.90	30	341	28	56	60	2	"	70	8	"	
301	Varadaraja Pillai S. Fa.	Pallampet	1.9.90	30	294	24	54	60	6	"	70	4	"	
302	Muthuvelu mudaliyar T.S. Fa	Kalugumalai	13.9.90	30	510	43	73	60	"	13	70	"	3	
303	Ammasami Pillai S. Ba.	Villatipakam	19.9.90	30	489	41	71	60	"	11	70	"	1	
304	Sirajuddah Sahib. M. Mulki	Pattapur	15.12.90	30	390	32	62	60	"	2	70	"	8	
305	Sivaramalu. S. Fa.	Markapur	28.1.91	30	300	25	55	60	5	"	70	"	5	
306	Jaggunatham W. Fa.	Surada	22.1.91	30	117	10	40	60	20	"	70	"	10	
307	Krishnayya T. A Ba.	Irukkur	27.4.91	30	579	48	78	60	"	18	70	"	8	
308	Lakshminarasiah. K. Ba	Yemaguduru	12.6.91	30	439	37	67	60	"	7	70	3	"	
309	Raghavachari. K.R. Fa.	Vedasandur	1.6.91	30	312	26	56	60	4	"	70	14	"	313 Mr below No 309 have less than 4 years service.
310	Ramaraja Aiyar. K. Ba.	Periyavanthampalayam	24.4.91	30	400	33	63	60	"	3	70	7	"	
311	Swaminatha Aiyar T.S. Ba.	Valavanur	28.4.91	30	468	39	69	60	"	9	70	1	"	
+312	Raman Nambiar K.M. Fa.	Mannarghat	14.6.91	30	600	50	80	60	"	20	70	"	10	
+313	Mahadeva Sastri K.V. Ba.	Kuttiyadi	26.6.91	30	567	47	77	60	"	17	70	"	7	
314	Venkatanarayana Sarma M. Ba	Parvatipur	20.7.91	30	346	29	59	50	"	9	60	1	"	
315	Sundararajan Aiyangar. K Ba	Kallakurchi	1.7.91	30	343	29	59	50	"	9	60	1	"	
316	Setu Rao. T. B. Ba.	Peraiyur	—do—	30	593	49	79	50	"	29	60	"	19	
317	Subbarayar. M. Ba.	Siddhout	8.7.91	30	186	14	44	50	6	"	60	16	"	
318	Rabulanatha Pillai A. Fa.	Muthupet	20.10.91	30	89	44	74	50	"	24	60	"	14	
319	Narayana Rao A. V. Ba.	Ginjee	28.11.91	30	358	30	60	60	"	10	60	"	"	
320	Abdul Rahim Sahib. A.A. Fa.	Omalur	26.10.91	30	346	29	59	50	"	9	60	1	"	
321	Verghese. M. Ba.	Mallapalli	23.11.91	30	581	48	78	50	"	28	60	"	18	
322	Sajoudin Sahib M. Fa.	Dachepalli	1.12.91	30	140	12	42	50	8	"	60	18	"	
323	Abdul [illegible] B.A.	Allur (W)	23.3.92	30	350	29	59	50	"	9	60	1	"	

324	Thomas D.D. J.A.	Mukkanam	22.3.92	30	3[illegible]	32	62	50	-	12	60	-	2		
325	Samanakayya V.S. B.A.	Madakasira	22 3.92	30	177	15	45	50	5	-	60	15	"		
326	Kantayya A. B.A.	Chittalapudi	—do—	30	114	10	40	50	10	-	60	20	"		
327	Ramakondu Rao T.C.A. B.A.	Manamchiki	31. 3. 92	30	385	37	67	50	-	17	60	"	7		
328	Narayanaswamy Ayy. S. B.A.	Kangundi	2. 4. 92	30	265	21	51	50	"	1	60	9	"		
329	Srinivasayya C. B.A.	Hindupur	5. 4. 92	30	311	26	56	50	-	6	60	4	"		
330	Anantanayayan Pillai A B.A.	Uttamallur	23.6.92	30	466	39	69	50	-	19	60	"	9		
331	Narayanayya B. B.A.	Kota	28.6.92	30	165	14	44	50	6	-	60	14	"		Admitted below No 331 have less than 3 years service.
332	Subramania Pillai R.S. B.A.	Kaithapuram	1.7.92	30	558	46	76	50	-	26	60	"	16		
333	Srinivasa Rao T.P. B.A.	Kanakondu	9.7.92	30	219	18	48	50	2	-	60	12	"		
334	Krishnasami Ayy. B. B.A.	Penukonda	—do—	30	131	11	41	50	9	-	60	19	"		
335	Kuppusami Aiyangar S.R. B.A.	Chittikulam	15.7.92	30	391	33	63	50	-	13	60	"	3		
336	Subramania Aiyar P.J.A.	Valappadi	25.7.92	30	300	25	55	50	-	5	60	5	"		
337	Venkata Rao K. B.A.	Kudabidi	5. 8. 92	30	322	27	57	50	-	7	60	3	"		
338	Subramania Ayy. S.V. B.A.	Sankaridrug	25. 9. 92	30	263	22	52	50	-	2	60	8	"		
339	Subramania Ayy. C. B.A.	Sirvel	27. 9. 92	30	220	18	48	50	2	-	60	12	"		
340	Pattabhirama Pillai J. B.A.	Palmaner	—do—	30	180	15	45	50	5	-	60	15	"		
341	Madhava Rao P. B.A.	Badvel	29. 9. 92	30	224	19	49	50	1	-	60	11	"		
342	Krishnaswami Ayy. Y. B.A.	Rayachoti	30. 9. 92	30	228	19	49	50	1	-	60	11	"		
343	Narasing Dass matu	Punnakkayur	7. 10. 92	30	341	28	58	50	-	8	60	2	"		
344	Abdul Razzak Sahib M.A.	Vayalpad	15. 10. 92	30	215	18	48	50	2	-	60	12	"		
345	Kailasa Ayy. C.V. B.A.	Mandur	17. 1. 93	30	360	30	60	50	-	10	60	-	"		
346	Padmanabha Ayy. V. B.A.	Kanamtoddy	—do—	30	291	24	54	50	-	4	60	6	"		
347	Selvapati Rao Nayudu M.A. B.L.	Nandigama	—do—	30	273	28	48	50	2	-	60	12	"		
348	Albert Victor J. Vas B.A.	Bellaryadi	—do—	30	223	19	49	50	1	"	60	11	"		
349	Srinivasa Ayy. A.K. B.A.	Enkurpet	7. 2. 93	30	127	11	41	50	9	"	60	19			
350	Krishnasami Ayy. D.V. B.A.	Dukanikota	17. 1. 93	30	205	17	47	50	3	-	60	13	"		
351	Ponnusami Pillai G.S. B.A.	Nellapalayam	11. 2. 93	30	357	30	60	50	"	10	60	"	"		
352	Sannadhi Ayy. V.G. B.A.	Ramallakot	2. 3. 93	30	115	10	40	50	10	-	60	20	"		
					592	49	79	50	-	29	60	"	19		

354	Subramonea Sastri . S. Ba.	Ahmadkur	17.1.93	30																	
355	Nambi Ayanga T. S. Ba	Kathayengarpt (Rd)	8.2.93	30																	
356	Chengalvaroya Nayudu. P. Fa.	Kalahasti	13.2.93	30																	
357	Desikacharri . T. Fa.	Venkatajpur	2.3.93	30																	
358	Anantakrishna Ayyr P.V. Fa.	Kodaikanal	19.5.93	30																	
359	Subramania Ayyr T.K. Ba.	Tiruvannamalai	do	30																	
360	Mohi uddin Saheb M.A.M. Fa	Tirupour	do	30																	
361	Sethachari . P.M. Ba	Chittoor	do	30																	
362	Raghava charri. K. Ba.	Arnadai	do	30																	
363	Abdul Razaak Saheb. Fa.	Arnakurchi	12.6.93	30																	
364	Gnanamuttu . V. Ba.	Vaduvaymuppu	23.6.93	30																	
365	Krishna Rao S.C. Ba.	Muthukolatur	28.6.93	30																	
366	Apathotharanayyr. K. Ba.	Bukkapatnam	19.5.93	30																	
367	Annaji Rao. A. Ba.	Kanigiri	9.6.93	30																	
368	Suryanarayana asari. S. Ba.	Tuni	19.6.93	30																	
369	Subramania Ayyr. K. Ba.	Ongole	19.5.93	30																	
370	Narayana Ayyr S. Fa.	Pamban	do	30																	
371	Kasturranga Ayyr d.S. Ba.	Tirupur	21.9.93	30																	
372	Meenakshisundaraya T.V. Ba.	Rapur	do	30																	
373	Venkateswarudu. Y. Ba.	Vinukonda	do	30																	
374	Venugopala Ayyr. A. Ba	Dharmavaram	do	30																	
375	Gangaram . K. Ba.	Prattipadu	4.10.93	30																	
376	Appala Narasimham M. Ba.	Chipurupalli	16.10.93	30																	
377	Krishnasamy Ayyr T. Ba	Hosur	3.7.94	30																	
378	Seguina . C. F. Ba.	Bairidurg	17.7.94	30																	
379	Anantaramayyar Ayyr M. Ba	Valuvanur	26.7.94	30																	
380	Ramakrishna Pillai M. Fa.	Pillur	3.7.94	30																	
381	Nasilamany . J. Ba	Pennagaram	do	30																	
382	Subramania Ayyr M.S. Fa	Attur	do	30																	
383	Abdul Raoof Saheb S. Fa	Hosur (Rus)	do	30																	
384	Venkataramayya P. Ba																				

175	15	45	50	5	-	60	15	"													
455	38	68	50	-	18	60	"	8													
322	27	57	50	-	7	60	5	"													
195	16	46	50	4	-	60	14	"													
78	7	37	50	13	-	60	23	"													
484	40	70	50	-	20	60	"	10													
191	16	46	50	4	-	60	14	"													
132	11	41	50	9	-	60	19	"													
462	39	69	50	-	19	60	"	9													
460	38	68	50	-	18	60	"	8													
490	41	71	40	-	31	50	1	21													
525	44	74	40	-	34	50	"	24													
104	9	39	40	1	-	50	11	"													
166	14	44	40	-	4	50	6	"													
226	19	49	40	-	9	50	1	"													
162	13	43	40	-	3	50	7	"													
133	11	41	40	-	1	50	9	"													
464	39	69	40	-	29	50	-	19													
82	7	37	40	3	-	50	13	"													
170	14	44	40	-	4	50	6	"													
184	15	45	40	-	5	50	5	"													
189	16	46	40	-	6	50	4	"													
223	19	49	40	-	9	50	1	"													
175	15	45	40	-	5	50	5	"													
231	19	49	40	-	9	50	1	"													
590	49	79	40	-	39	50	"	29													
262	22	52	40	-	12	50	"	2													
184	15	45	40	-	5	50	-	5													
111	9	39	40	1	-	50	11	"													
257	21	57	40	-	11	50	-	1													
291	24	54	40	-	14	50	"	4													

All below No 370 have less than 2 years service.

All below No 376 have less than 1 years service.

385	Subbaraya Aiyr. V. B.A.	Pattikonda	17.10.94	30	208	17	47	40	.	7	50	3	"
386	Krishna Podunal A. B.A.	Venjitri	27.8.94	30	200	17	47	40	.	7	50	3	"
387	Bhavisava Sarma V. B.A.	Sompet	3.7.94	30	156	13	43	40	.	3	50	7	"
388	Ranga Rao V.R. B.A.	Cumbum	—do—	30	259	21	57	40	.	11	50	"	1
389	Chinnanaya Sundyan P.T.A.	Tangachinjanum patti	—do—	30	374	31	61	40	.	21	50	"	11
390	Ghulam Mohidin Sahib. T.A.	Royakota	22.2.95	30	86	7	37	40	3	-	50	13	"
391	Srinivasa Raghavayyan P.D.B.A.	Halanur	12.2.95	30	80	13	43	40	.	3	50	7	"
392	Viswanatha Sastri E.B.A.	Wayajini	—do—	30	76	6	36	40	4	.	50	14	"
393	Srinivasa Rao. S. B.A.	Hadagalli	—do—	30	254	21	57	40	.	11	50	"	"
394	Krishnasami Rao. R. B.A.	Gadalur	—do—	30	243	12	42	40	.	2	50	8	"
395	Murugesa Mudali C. B.A.	Gudur	9.4.95	30	271	22	52	40	.	12	50	"	2.
396	Rama Rao. D. matric	Talamadi	15.3.90	25	25	(2)	27	40	13	-	50	23	"
397	Rama Krishna Raju A. B.A.	Srinagavampu Kota	17.7.94	30	240	20	50	40	.	10	50	10	"

Existing vacancies

1 Orathanad

2 Kodumudi

3 Pyapali.

~~4 Pennagaram~~

~~5. Kumpli~~

Srinivasa Raghavayyan

4.7.95

C.

Classified statement showing the amount of commission drawn by the Sub-Registrars in the several grades in 1894-95

D

Statement showing the position and emoluments of the Registrars and Sub-Registrars under the present and proposed scales—

Statement showing the effect of the proposed scale on the pay and average commission drawn by Sub. Registrars. Tracy Grady drawn by Lamby

Grades	Pay Rs	No whose gain or loss is over Rs 20		No whose gain or loss is from Rs 16 to 20		No whose gain or loss is from Rs 11 to 15		No whose gain or loss is from Rs 6 to 10		No whose gain or loss is Rs 5 and less		Remarks
		Gain	Loss	Gain	Loss	Gain	Loss	Gain	Loss	Gain	Loss	
I (a)	90	"	"	(a) 1	"	(b) 4	"	(c) 5	"	"	"	
I (b)	75	(d) 10	"	"	"	"	"	"	"	"	"	
		(e)		(f)		(g)						

(a) " 130, 131, 158, 166, 167, 174, 183, 185
(b) " 134, 138 to 141, 142, 144, 145, 147 to 157, 159 to 165, 168 to 171, 173, 177 to 179, 181, 184, 184.
(c) " 186 to 189
(d) " 203, 204, 211, 213, 217, 231, 234, 235, 252
(e) " 199, 226, 228, 240, 243
(f) " 218, 219, 238, 246, 250, 259
(g) " 190 to 198, 200 to 202, 205 to 210, 212, 214 to 216, 220 to 225, 227, 229, 230, 232, 233, 236, 237, 239, 241, 242, 244, 245, 247 to 249, 251 253, 255, 258.
(h) " 254, 256, 257
(i) " 269, 281, 358.
(k) " 261, 283, 296, 317, 322, 326, 334, 349, 352, 361
(l) " 262, 271, 276, 309, 325, 331, 333, 339 to 342, 344, 347, 348, 350, 354, 357, 360, 366, 372, 382, 390, 392.
(m) " 274, 284, 286, 295, 298, 300, 310, 314 to 316, 318 to 321, 323, 324, 327 to 330, 332, 335 to 338, 343, 345, 346, 351, 353, 355, 356, 359, 362, 363, 366, 369, 370 373, 387, 391, 394, 397.
(n) " 260, 263 to 268, 270, 272, 273, 275, 277 to 280, 282, 285, 287 to 294, 297, 299, 301 to 308, 311 to 313, 368, 374 to 378, 385, 386.
(o) " 364, 365, 371, 379, 380, 381, 383, 384, 388, 389, 393, 395.

4 July 1895. Superintendent

C. Classified statement showing the amount of commission drawn by the Sub. Registrars in the several grades in 1894-95.

Grade	Pay Rs	Number of officers who drew an monthly commission of Rs 46 to 50	Rs 41 to 45	Rs 36 to 40	Rs 31 to 35	Rs 26 to 30	Rs 21 to 25	Rs 16 to 20	Rs 11 to 15	Rs 6 to 10	Rs 5 & less	Total	Average commission drawn by an officer in each grade Rs	
I (a)	90	9	1	-	-	-	-	-	-	-	-	10	50	
I (b)	75	10	-	-	-	-	-	-	-	-	-	10	50	
II	60	19	"	1	-	-	-	-	-	-	-	20	50	
III	50	29	"	-	-	-	-	-	-	-	-	29	50	
IV	45	30	2	3	"	1	"	1	"	"	"	37	47	
V	40	35	11	8	5	"	1	-	-	-	"	60	45	
VI	35	31	8	9	3	7	5	5	1	1	"	70	39	
VII	30	22	13	14	7	19	14	19	19	10	"	137	38	from 4 to 8 years service
													23	below 4 years service
VIII	25	-	-	-	-	-	"	"	"	-	1	1		
Total		165	35	35	15	27	20	25	20	11	1	374		

Note There are 3 vacancies in VII grade. For one vacancy in the III grade only sub-protem arrangements have been made.

4 July 1895. Superintendent

(a) No 27 in the list
(b) Nos 24, 25, 32, 33.
(c) " 26, 28 to 31
(d) " 34 to 43
(e) " 56.
(f) " 47, 54, 57, 58.
(g) " 44 to 46, 48 to 53. 55, 59 to 63
(h) " 64 to 73
(i) " 90
(j) " 118, 127
(k) " 106, 123
(l) " 98, 105, 115
(m) " 93. 94. 95, 96, 97. 99. 100 to 104, 107 to 114, 116, 117, 119, 120, 121, 122.
(n) " 124, 125, 128, 129
(o) " 133
(p) " 132, 137, 172
(q) " 135, 136, 143, 146, 175, 176, 180.
(r) " 130, 131, 158, 166. 167, 174, 183, 185
(s) " 134, 138 to 141, 142, 144, 145, 147 to 157, 159 to 165, 168 to 171, 173, 177 to 179, 181, 184. 188.
(t) " 186 to 189
(u) " 203, 204, 211, 213, 217; 231, 234, 235, 252
(v) " 199, 226, 228, 240, 243
(w) " 218, 219, 238, 246, 250, 259
(x) " 190 to 198. 200 to 202, 205 to 210, 212, 214 to 216, 220 to 225, 227, 229, 230, 232, 233, 236, 237, 239, 241, 242, 244, 245, 247 to 249, 251 253, 255, 258.
(y) " 254, 256, 257
(z) " 269, 281, 358.
(α) " 261, 283, 296, 317, 322, 326, 334, 349, 352, 361
(β) " 262, 271, 276, 309, 325, 331, 333, 339 to 342, 344, 347, 348, 350, 354, 357, 360, 366, 372, 382, 390, 392.
(γ) " 274, 284, 286, 295, 298, 300, 310, 314 to 316, 318 to 321, 323, 324, 327 to 330, 332, 335 to 338, 343, 345, 346, 351, 353, 355, 356, 359, 362, 363, 366, 369, 370 373, 387, 391, 394, 397.
(δ) " 260, 263 to 268, 272, 273, 275, 277 to 280, 282, 285, 287 to 294, 297, 299, 301 to 308, 311 to 313, 368, 374 to 378, 385, 386.
(η) " 364, 365, 371, 379, 380, 381, 383, 384, 388, 389, 393, 395.

4 July 1895.

Brennan Chief Paymaster

C. Classified statement showing the amount of Commission drawn by the Asst. Registrar in the several grades in 1894-95.

Grade	Pay Rs	Number of officers who drew an monthly commission of Rs 46 to 50	Rs 41 to 45	Rs 36 to 40	Rs 31 to 35	Rs 26 to 30	Rs 21 to 25	Rs 16 to 20	Rs 11 to 15	Rs 6 to 10	Rs 5 & less	Total	Average commission drawn by an officer in each grade. Rs	
I (a)	90	9	1	-	-	-	-	-	-	-	-	10	50	
I (b)	75	10	-	-	-	-	-	-	-	-	-	10	50	
II	60	19	-	1	-	-	-	-	-	-	-	20	50	
III	50	29	-	-	-	-	-	-	-	-	-	29	50	
IV	45	30	2	3	-	1	-	1	-	-	-	37	47	
V	40	35	11	8	5	-	1	-	-	-	-	60	45	
VI	35	31	8	9	3	7	5	5	1	1	-	70	39	
VII	30	22	13	14	7	19	14	19	19	10	-	137	38 23	from 4 to 8 years service below 4 years service
VIII	25	-	-	-	-	-	-	-	-	-	1	1		
Total		185	35	35	15	27	20	25	20	11	1	374		

Note There are 3 vacancies in VII grade. For one vacancy in the III grade only sub-protem arrangements have been made.

4 July 1895.

Brennan Chief Paymaster

B

Statement showing the effect of the proposed scale on the pay and average commission drawn by Yearly Yearly drawn by Sub. Registrars.

Grades	Pay Rs	No whose gain or loss is over Rs 20		No whose gain or loss is from Rs 16 to 20		No whose gain or loss is from Rs 11 to 15		No whose gain or loss is from Rs 6 to 10		No whose gain or loss is Rs 5 and less		Remarks
		Gain	Loss	Gain	Loss	Gain	Loss	Gain	Loss	Gain	Loss	
I (a)	90	"	"	(a) 1	"	(b) 4	"	(c) 5	"	"	"	
I (b)	75	(d) 10	"	"	"	"	"	"	"	"	"	
II	60	1	"	(f) 4	"	15	"	"	"	(i) 1	"	18 neither gain nor lose
III	50	(k) 10	"	"	"	(l) 3	"	(m) 25	"	"	(n) 5	
IV	45	(j) 2	"	(k) 2	"	(q) 7	"	(r) 8	"	(s) 37	(t) 4	
V	40	(o) 1	"	(p) 3	"	(w) 6	"	(x) 47	"	"	(y) 3	
VI	35	(u) 9	"	(v) 5	"	(z) 23	"	(a') 43	"	(b') 46	9 12	
VII	30	(3) 3	"	(d) 10	"							
VIII	25	(no 396) 1	"	"	"	"	"	"	"	"	"	
Total		37	"	25	"	58	"	128	"	84	24	

Statement showing the effect of the proposed scheme on the actual emoluments of the Sub. Registrars.

Grades	Pay Rs.	No. whose gain or loss per mensem is over Rs 20		No. whose gain or loss is from Rs 16 to 20		No. whose gain or loss is from Rs 11 to Rs 15		No. whose gain or loss is from Rs 6 to 10		No. whose gain or loss is Rs 5 & less		Remarks
		Gain	Loss	Gain	Loss	Gain	Loss	Gain	Loss	Gain	Loss	
I (a)	90	"	"	(a) 1	"	(b) 4	"	(c) 6	-	-	-	
(b)	75	(d) 10	-	-	-	-	-	-	-	-	-	
(c)	60	(e) 1	"	(f) 4	"	(g) 15	"	"	"	-	"	
II	50	(h) 10	"	"	"	"	"	"	"	(i) 1	-	18 neither gain nor loss.
III	45	(j) 2	-	(k) 2	-	(l) 3	"	(m) 8	"	(n) 17	(o) 5	
IV	40	(p) 1	"	(q) 3	"	(r) 7	"	(s) 8	(t) 2	(u) 15	(v) 2	22 — do — do —
V	35	(w) 9	"	(x) 5	"	(y) 6	"	(z) 7	(vo. 251) 1	(α) 7	(β) 35	
VI	30	(γ) 3	(Δ) 3	(θ) 10	(φ) 5	(φ) 23	(σ) 2	(ω) 18	(∞) 25	(*) 24	⊕ 20	4 — do — do —
VII	25	(no. 396) 1	"	"	-	"	"	"	"	"	"	
Total		37	3	25	5	58	2	46	28	64	62	

(a) No. 24, 25, 32 & 33.
(b) " 26, 28 & 31.
(c) " 34 & 43.
(d) " 56.
(e) " 47, 54, 57, 58.
(f) " 44 & 46, 48 & 53, 55, 59 & 63.
(g) " 64 & 73.
(h) " 90
(i) " 118, 127.
(j) " 106, 123.
(k) " 98, 105, 115.
(l) " 93, 96, 99, 104, 109, 116, 117, 119.
(m) " 94, 95, 97, 100 & 103, 107, 108, 110 & 114, 120, 121, 122.
(n) " 124, 125, 126, 128, 129.
(o) " 133
(p) " 132, 137, 172.
(q) " 135, 136, 143, 146, 175, 176, 180.
(r) " 130, 131, 158, 166, 167, 174, 183, 185.
(s) " 187, 189.
(t) " 141, 144, 151, 156, 157, 159, 162, 165, 168, 169, 171, 177, 179, 182, 184.
(u) " 186, 188.
(v) " 203, 204, 211, 213, 217, 231, 234, 235, 252.
(w) " 199, 226, 228, 240, 243.
(x) " 218, 219, 238, 246, 250, 259.
(y) " 193, 205, 225, 244, 251, 255, 258.
(z) " 190, 192, 198, 200, 206, 227, 253.
(α) " 191, 195, 196, 197, 201, 202, 207 & 210, 212, 214 & 216, 220 & 229, 229, 230, 232, 233, 236, 237, 239, 241, 24 45, 248, 249, 254, 256.
(β) " 269, 281, 358.
(γ) " 364, 365, 379.
(Δ) " 261, 283, 296, 317, 322, 326, 334, 349, 352, 361.
(θ) " 316, 321, 332, 353, 371.
(φ) " 262, 271, 276, 309, 325, 331, 333, 339 & 342, 344, 347, 348, 350, 354, 357, 360, 366, 372, 382, 0, 392.
(σ) " 318, 389.
(φ) " 274, 284, 286, 295, 298, 300, 310, 328, 338, 346, 367, 369, 370, 373, 387, 391, 394, 397.
(ω) " 260, 265, 267, 270, 2[illegible], 273, 277, 278, 280, 282, 290 & 293, 304, 306, 307, 312, 313, 327, 330, 350 59, 362, 363.
(∞) " 264, 268, 275, 288, [illegible] 308) 311, 314, 315, 320, 323, 329, 336, 337, 343, 356, 368, 374 & 378, 385, 38
(*) " 263, 266, 279, 285, [illegible] 289, 297, 299, 302, 303, 305, 324, 335, 380, 381, 383, 384, 386, 393, 395.

4th July 1895.

A

Statement showing the effect of the proposed scheme on the actual emoluments of the Sub Registrars.

250—12-12-93.

DEPARTMENT.

No. 458 of 1895.

From

Dated 189 .

FOR ORDERS.

I worked out these scales with the I.G. of Regrs & still think them suitable enough. Their application will present no difficulty in the case of the Dist. Regrs, but will be a much more troublesome matter in the case of the Sub Regrs than the I.G. gave me reason to suppose. I don't see how we can see how matters will be adjusted unless we know in the case of each individual the amt he has been receiving, say in the year 1894-95, as comm^n — The best plan will be for the U.S. to write d.o. to the I.G. for a nominal list of all the Sub Regrs giving their injs — He might at the same time tell him & give warning to all concerned that this scheme of reorganization

* vide (i) the hardship caused by the fact that lean allowances are calculated on fixed pay without taking commission into account.

(ii) the difficulty of arranging alone a post senior pen to vacancies carrying high commission.

is under consideration & that it will probably be introduced on the basis of the positions occupied by each man (1) in regard to his grade on 31/3/95 and (2) in regard to comm^n on the actuals of 94-95. The U.S. might at the same time ask the I.G. if there is any chance of his coming up here soon — If so, we should probably get on

A brief history of the various changes in the organization of the Registration Department will be found in the note for orders on No. 37 10-7-91 No. 1367 Jud^l. — The Inspector General then suggested to Govt the desirability of abolishing the system of remunerating Sub registrars by commission, & the necessity of improving the position of the clerical establishment. Govt in permitting him to submit schemes for carrying out those suggestions remarked that it "doubted whether the total abolition of "commission was desirable and would be "glad if the I.G. could devise some further "scheme either

— (i) to reduce the amount of commission or the proportion it bears to the fixed pay

or (ii) to diminish the inconveniences brought to notice * by a new classification of the Sub Regrs' offices or in some other way."

As a sample scale the following was suggested vide

	Salary	Max^m Commission	Maximum Emoluments
Grade I	112	28	140
II	100	25	125
III	82½	27½	110
IV	75	25	100
V	63⅓	31⅔	95
VI	60	30	90
VII	42½	42½	85
VIII	40	40	80

2. The question of improving the position of the clerical establishment was disposed of by G.O. Dy 6 August 1892 No 1422 Jud. receiving the sanction of the Secretary of State in February 1893 - vide G.O. Dy 27 February 1893 No 430 Jud. - The other matter was however allowed to lie over for a longer period, & it is only now that the I.G. has put matters his proposals for reorganizing the superior establishment. - His attention was specially drawn to the subject last October - in G.O. Dy 5 Oct. 1894 No. 2432 He was then directed to expedite his proposals, & to report whether it was not practicable to establish a fixed proportion between the numbers in the several grades of Subregistrars; this suggestion was made because it had been found that the practice of invariably adding new appointment to the lowest grade was bringing about a serious block in promotion

3. The Correct read above contains the I.G.'s complete reply. His letter and its enclosures which are printed, set forth his proposals very clearly

4. The I.G. is averse to retaining the commission system in a modified form His reasons are

(a) (i) that among District Registrars 19 out of 22 already get the maximum commission;

(ii) as the major portion of their work consists of administrative supervision, there is little, if any, need to "stimulate them in developing registration" by the promise of a commission.

(b) (i) that among Subregistrars 180 out of 377 officers already draw the maximum commission present high owing to the development of registration

much more quickly by talking the matter over with him than in any other way

DS
14/5/95

Very necessary

Dy

[G. 25.]
100—21-12-94.

2

DEPARTMENT.

No.

From

Dated 189

FOR ORDERS.

These are my conclusions

DS

its further extension depends "more on the
"Circumstances of the several tracts and the
"on the special exertions of the officers con
"cerned"

(iii) the supervision of Subregistrars' work is sufficiently close to ensure their doing it properly without the inducement of a commis

(iv) the reduction of the percentage of commission would only lessen the difficulty now felt in posting officers to vacancies; it would still be necessary to take into account the claim of senior officers to be posted to stations yielding higher commission

5. If however Govt still desires to adhere to the commission system the I.G. would recommend the reduction of the percentage from Rs 20 to 10, & of the maximum annual commission from Rs 600 to Rs 300; He would then fix the salaries of the several grades in such a way that their amount together with the average commission would be as nearly as possible equal to the total salaries in his new scale, viz: Rs 150, 125, 100, 85, 70, 60, 50, 40.

6. Under the present system 377 subregistrars

2. draw a total commission of Rs. 1,81,100; 150 of them draw the maximum of Rs. 600, the remaining 197 (347 − 150) draw on the average Rs. 371; this explains why it would be necessary to reduce the percentage of commission, as well as the maximum amount admissible. For if the maximum only were reduced to, say, Rs. 300, almost every subregistrar would draw the maximum commission, & there would be no object in retaining the system. — For the same reasons the scale thrown out as a suggestion in G.O. 710-7-91 No. 1367 Jail. — (vide para 1 of this note) is open to objection unless coupled with a reduction of the percentage of commission admissible

8. When G.O. 710-7-91 No 1367 was passed the maximum commission allowed was earned in only 125 out of 336 offices — or 37 per cent; it is now earned in 150 out of 377 or 48 per cent. The position of affairs has thus not changed very much & it seems as if it might still be desirable to retain the system in "the smaller & recently established offices where the principle has fullest play." The disadvantages involved by its retention appear however to render it expedient to abolish it, altogether. A large reduction in the commission accompanied by an increase in the pay would lessen the hardship of the present inadequate loan allowances, but would not do away with the difficulty of posting men to vacancies.

$\frac{1,81,100 - (150 \times 600)}{197} = \frac{181,100 - 14400}{197}$

$= \frac{73,100}{197}$

197) 73100 (371
591
1400
1379
210
197

Saving | Pakes
200 | 70 × 15 = 1050
350 | 139 × 20 = 2780
500 | 25
300 | 3855
1350 | 1350
2505

No.

From

Dated 189 ,

FOR ORDERS.

9. The I.G. suggests no other way out of the difficulty, & it remains to discuss his proposal for abolishing the commission system altogether. The following comparative table shows the I.G.'s scheme as applied to the existing establishment of 377 Sub-registrars; the red ink figures show the new numbers & rates of pay; the black ink figures the existing state of affairs; the average commission has been fixed at $\frac{181,100}{377}$ = 480 per annum or Rs 40 per mensem; no figures appear to be available to calculate the average commission separately for each grade

	Number	Commission	Pay	Pay and Commission	Grand Total per annum
Grade I (a)	10	40	90	130	1300
Grade I (b)	10	40	75	115	1150
Grade II	20	40	60	100	2000
Grade III	30	40	50	90	2700
Grade IV	37	40	45	85	3145
Grade V	60	40	40	80	4800
Grade VI	70	40	35	75	5250
Grade VII	139	40	30	70	9730
Grade VIII	1	40	25	65	65
	377			30,140	
Local allowances				30	
Grand total				30170	

10. The total immediate decrease ~~increase~~ in the monthly cost

if the whole scheme relating to Subregistrars is sanctioned will be Rs 780:- i.e. an annual decrease of a little over Rs 9000.

If immediate effect were given to the change:—

(a) the 20 men now in the first grade would be promoted from Rs 115- or Rs 130 to Rs 150

(b) the 20 men now in the second grade would be promoted from Rs 100 to Rs 125-

(c) of the 30 men now in the third grade 10 would be promoted to the second grade i.e. to Rs 125 + the rest from Rs 90 to Rs 100

(d) of the 37 men now in the fourth grade 30 would be promoted to the third grade i.e. to Rs 100 + the rest wld. remain at Rs 85

(e) of the 60 men now in the fifth grade 53 would be promoted to the fourth grade i.e. to Rs 85 + the rest wld. receive Rs 70 instead of Rs 80

(f) of the 70 men now in the sixth grade 63 would be promoted to the fifth grade on Rs 75 but would then receive only Rs 70 instead of Rs 75 while the remaining 7 wld. get Rs 60 instead of Rs 75

(g) of the 134 men in the seventh grade, 53 wld be promoted to the sixth grade, which means a reduction from Rs 70 to Rs 60 while the remaining 86, 50 would remain in grade no. VII receiving Rs 50 instead of Rs 70 while 36 would have to be reduced to grade no. VIII i.e. from 70 to Rs 40.

The net result is that 153 men would receive increased pay, 7 would draw the same and 217 would draw less pay.

The foregoing figures are of course open to the objection that they assume that each subregistrar draws an average of Rs 40 per mensem from commission; 150 draw as much as Rs 500, many must draw much less than Rs 40. Smaller amounts of commission are generally drawn in the lowest grades for from the D.I.'s remarks it is clear that it is his constant endeavour to post the senior men to offices carrying high commission. Assuming that the occupants of the first three grades, 70 in number, all get the maximum commission, i.e. Rs 50 + not Rs 40; they must necessarily benefit by the immediate introduction of this scheme; making the same assumption in regard to the fourth grade, which number 37, 30 men must benefit by it, while 7 would lose Rs 10 per mensem. There still remain 73 men who now get the maximum commission - for the D.I. says that 180 in all draw it -, all these would lose by the new arrangement, for there is no promotion of Rs 10 falling to the lot of men in grades below the fourth. The

all but 20 men in the third grade who will continue to draw the same pay must

502—20-6-01.

4

DEPARTMENT.

No.

From

Dated 189 ,

FOR ORDERS.

Blank sheet inserted as the note for order has encroached on the blank space overleaf D

500—20-6-94.

DEPARTMENT.

No.

From

Dated 189 ,

FOR ORDERS.

men in the seventh grade, & most of those in the sixth grade must lose pay.

11. The conclusion is that the immediate introduction of the new scheme would cause at least as much discontent as satisfaction among Sub-registrars. The ultimate prospects of all would improve, but to avoid hardship in the present, it might be as well to introduce the change gradually. It is very difficult to say how this could be done; it would be necessary to consider each man's case as it came up, & to be in possession of information as to the average amount of commission drawn by him. These are matters, which, it is submitted, must be left to the D.I. himself. The immediate loss in pay involved by the complete introduction of the new scheme would however be compensated to some extent (a) by the improvement in prospects (b) by the increased less allowances accompanying the increase in Substantive pay. In spite of this however it is probable that in many cases considerable hardship would be caused. ~~The new system might be introduced gradually by calculating all promotions on the rates of pay proposed in the Despatch and office~~ Perhaps the difficulty might be met by providing that those men who receive promotion to

more or less

Para. 10 of the D.I.'s letter, while admitting the existence of cases which will require special treatment, remarks that "it is often by chance & not by any special "merit that junior officers get posted to lucrative "stations". Such men would have no just ground for complaint on the reduction of their pay

pay exceeding their present pay plus maximum commission should not draw the full increase at once but in increments of Rs 5 per annum. This would set free a considerable sum of money which might be utilized in compensating those men in the lower grades who suffered a loss of, say, more than Rs 10 per mensem. -

12. If for the purposes of this suggestion it is assumed that all the men in the first four grades now draw maximum commission, it will be found that 80 among them will receive according to the new scheme increases in pay ranging from Rs 5 to Rs 25 + aggregating Rs 1050 per mensem. Supposing the scheme to be effected at once, these men might receive as subsistence pay for the first year their present pay + maximum commission; this would set free Rs 1050 per mensem to compensate men in the lower grades for their reduction in pay: in the second year an increment of Rs 5 per mensem to each of the former 80 men in the higher grades would reduce the amount available to Rs 650 per mensem: in the third year there would be a further reduction to Rs ~~400~~ 400 | stet.
in the fourth year to Rs 200.
~~However~~ This method would probably provide sufficient to compensate small loss of pay exceeding Rs 10 per mensem in the lower grades; losses less than that might be considered to be counterbalanced by the improvement in prospects & increased leave allowances

13. The grading in the new scheme seem reasonably adjusted; the initial pay - Rs 40 - is certainly high enough to secure duly qualified graduates & the number of men in the several grades is so arranged as to secure a much better chance of promotion. - It may perhaps be questioned

* Grade I { 10 men get increases of Rs 10 = 100
10 ——— Rs 25 = 250
II 20 ——— Rs 15 = 300
III 10 ——— Rs 25 = 250
IV 30 ——— Rs 5 = 150 ✓
80 1050

† It is proposed by incremental pay. but the course proposed is a tantamount one only.

Rs 40 is humbly enough

Jy

250—12-12-93.

DEPARTMENT.

6

No.

From

Dated 189 .

FOR ORDERS.

whether there was any need to make so much change in the first two grades. - Allowing maximum commission, the total emoluments of the 20 men now in the first grade are Rs 2650, against Rs 3000 in the proposed scale, while in the second grade the maximum pay is Rs 110, against Rs 125 in the new scale. The large gaps in the new scale as the following table shows

	Old Scale		New scale
I	a 140 / b 125	allowing maximum Commission	150
II	110		125
III	100		100

The object of increasing the maximum pay in the first grade from Rs 140 to Rs 150 is not expressly stated; the J.G. remarks generally "the salaries are not higher than absolutely needed"; 10 men now in grade I (a) would have a chance of getting Rs 10 more pay after the present ~~and~~ perhaps this is a sufficient reason for the change. - To reduce the increase less sudden, the following scale* for the first three grades is suggested.

I (a)	150	(10 men)
(b)	130	(10 men.)
II	115	(30 men)
III	100	(50 men)

14. One or two matters more call for remarks; the new scheme contemplates local allowances of Rs 15 each to the Sub-registrars at Coonoor & Kodaikanal

* The total cost of this is Rs 11250 per mensem against Rs 11750 in the J.G.'s proposal; i.e. a saving of Rs 500 per mensem.

which do not seem to have been granted heretofore. There is a prima facie case for such allowances & ~~but when submitted that~~ and perhaps it is unnecessary to ask the Govt of In. General ~~to be allowed~~ to state reasons for the proposal

15. The I.G. next wishes to make it a rule that promotions to the first two grades should depend less on seniority and more on merit & actual work (vide para. 9 of his letter). This appears reasonable. In Burma for instance registration work is very light & yet would not be fair to let a ~~saheyer in the~~ ~~station of the~~ District rise to the highest grade by mere seniority, without ever having a heavy office to work. The I.G. speaks of making a rule of posting the more highly paid officers to the more important stations. This, it is submitted, is a rule which should be departed from as seldom as possible.

16. With reference to G.O. No 2432 of 5 October 1894 which called on the I.G. to report whether it was not practicable to establish a fixed proportion between the numbers in the several grades, he suggests the following model scale.

	[Model]	proportion	proposed scale	Present scale
Grade I	20	1.0	20	
II	30	1.5	30	
III	50	2.5	60	
IV	65	3.25	60	
V	80	4.0	70	
VI	65	3.25	60	
VII	50	2.5	50	
VIII	40	2.0	37	
	400	out of 20	377	

If this model is approved, & the new scale is introduced at once, the next 23 appointments will be distributed as follows:

Grade IV — 5
V — 10
VI — 5
VIII — 3
23

The newly raised men will be taken in on the bottom - so may [illegible]

250—12-12-93.

DEPARTMENT.

No.

From

Dated 189 .

FOR ORDERS.

lowest grade; promotion making room for him if the new appointment is not added to the lowest grade.

It will be several years before the number of appointments exceeds 400, & the same proportion can easily be maintained then.

~~The I.G. apparently wants~~

17. The case of District Registrars now remains to be discussed. The following table shows the present & proposed scales, items of the latter being in red ink: Here also the Lascman commission has been entered with present scale as all but three men draw it:-

	Number		Gratuities		Pay		Pay & Gratuities		Cost per annum	
Grade I	* 1	1	100	0	500	500	600	500	600	500
II.	1	2	50	0	300	400	350	400	350	800
III.	3	4	50	0	250	350	300	350	900	1400
IV	4	6	50	0	200	300	250	300	1000	1800
V	6	6	50	0	175	250	225	250	1350	1500
VI	6	3	50	0	150	200	200	200	1200	600
VII	1	1	50	0	100	150	150	150	150	150
	22	23							5550	6300
Local allowances									25	175
							Grand total		5575	* 6925

* Regt of Madras.

* The total annual cost would thus rise from Rs 66900, to Rs 83,100 - an increase of Rs 16,200 without taking into account the fact that 3 registrars do not draw Lascman commission

Suggests a Pers. Asstt, Rs 150 should be given to pass for his Head Clerk & Manager

BS

The new local allowance is to be a personal emolument to the Inspector General to relieve him of routine work when on tour. The reasons for this proposal are fully set out in para 14 of the I.G.'s letter, and it appears a desirable one.

The new local allowances are a Pandrac

of Rs-50 for the personal assistant, & one of Rs 100 for the Registrar of Madras.- The Registrar of Madras is at present necessarily the highest officer in the Department drawing pay of Rs 500 per mensem plus commission of Rs 1200 per annum - i.e. some Rs 600 per mensem in all. As the F.S. points out the present incumbent must continue to draw this till retirement, for, if the local allowance of Rs 100 were substituted for the commission fees of the same amount, his pension would be reduced. local allowances not being included in emoluments as commission fees are vide C.S.R. Art. 5-32 (1)

18. The immediate introduction of this portion of the scheme involves loss to no individual & increased pay to all but the Registrar of Madras and two men in the sixth grade:-

Grade I * remains unchanged. * the Regr of Madras

the 1 man in grade II gets a rise from Rs 350 to Rs 400

1 man ——— III is promoted & gets a rise from Rs 300 to Rs 400
2 men ——— get a rise from Rs 300 to Rs 350

2 men ——— IV are promoted & get a rise from Rs 250 to Rs 350
2 men ——— get a rise from Rs 250 to Rs 300

4 men ——— V are promoted & get a rise from Rs 225 to Rs 300
2 men ——— get a rise from Rs 225 to Rs 250

4 men ——— VI are promoted & get a rise from Rs 200 to Rs 250
2 men ——— continue to receive Rs 200
1 man ——— VII is promoted from Rs 150 to Rs 200

Of the 22 men, three continue to receive the same pay, seven while remaining in their old grade draw higher pay, while 12 are promoted to higher grades.

19. It is for consideration whether in this case also the increased pay * should not be given by annual increments of Rs 25; otherwise there are 5 immediate rises of Rs 100, four rises of Rs 75 & ~~12~~ 10 of Rs 50. If this be done, there would be a saving in the first year of Rs ~~725~~ 675 per mensem, in the second year of Rs 250 per mensem & in the third year of Rs 75 per mensem. There is a saving which could be effected

* is rendered by the immediate introduction of the new scheme: I do not mean that the incremental system should be continued

3 × 75 = 225
4 × 25 = 100
675

* vide p. 8 of budget (F.D. 10-25-7 Fin. I. 30.4.94)

DEPARTMENT.

250—12-12-93.

No.

From

Dated 189 .

FOR ORDERS.

without hardship for every one would still get his increased pay in three years time

20. Taking Registrars & Subregistrars together the total increased cost per annum, accepting the F.S.'s proposal in toto entirely is Rs 6500 or Rs 640 per mensem: this increase would be spread over several years if the new rates of pay were at first worked up to by increments as suggested in this note: there would in fact be a saving in all but the first year, & probably in the second.

21. Increased local allowances are estimated by the F.S. at Rs 3000 or Rs 4000; there is no material available to check his estimate. I should be inclined to think it below the mark. ~~Leaving privilege leave allowances out of account,~~ ~~there are~~ ~~separate~~ ~~half pay~~ Accepting the estimate however the total increase is Rs 9500 to Rs 10-500, which will be covered by the budget allowance of Rs 10000 * (para 16 of letter)

* p. 189-96

Moreover, as the F.S. points out, there will be a set off on the score by reason of the abolition of commission & the consequent cessation of the annual growth of commission in existing offices which do not draw the maximum commission; the average increase on this account in the last four years has been Rs 3600 per annum.

22. There is one question however regarding

which the I.G. makes only a very brief remark that this is additional charge on account of pensions. His only reference to this subject is as follows:† -

"There will be no additional charge "on account of pensions except on this "excess (i.e. Rs 65 00 per annum - the difference "between the total cost of the present & the "new scheme) as under the C.S.R. emoluments "drawn in the shape of commission form "part of the salary of an officer for the "purpose of calculating the pension "grantable to him"

The general increase in emoluments, & the large additions to the higher grades will probably make a considerable difference in pension charges; a difference altogether out of proportion to the increase in total charges which is only a matter of less than 2 per cent. - It would be a matter of great labour to calculate the increase in pensions especially as the Department is comparatively new & the data for rate of decrement by casualty must be inadequate. -

22. The sanction of the Govt of India will be required to this revision under Art 283 - Civil Accts Code Vol I. The Sanction of the Secretary of State does not appear necessary as the reorganization involves (a) no increased salary to an amount in excess of Rs 6000 per annum (b) no new appointment exceeding Rs 3000 in pay (c) no total increase of expenditure exceeding Rs 25,000 a year.

23. Before addressing India, it will be necessary to call for regular proposition statements through the Acct Genl.

D
9-8-95

I understand that the I.G. drew up this scheme after personal consultation with the Chiefs & Heads of Offices and with much reluctance & there seems no likelihood of his taking any further steps in the matter.

D
10/8/95

× para 15 of letter

Reorganization of Registration Establ

H.H. ×

Note for orders prepared on the first page

D
9.7.95

* the personal assistant may be regarded as added to 5 grades below Rs 250 in pay.

200—27-7-94.

CURRENT NO. 3316

REGISTRATION DEPARTMENT.

No. 3285

From

THE HON'BLE S. SRINIVASA RAGHAVAIYANGAR,

DEWAN BAHADUR, C.I.E.,

INSPECTOR-GENERAL OF REGISTRATION,

Madras,

To

The Honorable J. F. Price C.S.I.

CHIEF SECRETARY TO GOVERNMENT,

Ootacamund Fort St. George.

Dated Camp Ootacamund 11 July 1895.

SIR,

Cr. No. 1158/95.

I have the honor to request that you will be good enough to permit me to withdraw my letter dated 27 January 1895 - G. No. 407 submitting proposals for the re-organisation of the staff of Registrars and Sub-Registrars as I have found it necessary to revise the proposals. I beg that you will kindly order the copies of the letter above referred to forwarded to Government, to be returned to me.

I have the honor to be

Sir

Your most Obedient Servant

S Srinivasa Raghavaiyangar

Insp. Genl of Regs

CURRENT NO. 3316.

JUDICIAL (1895) DEPARTMENT.

"REGISTRATION."

From

THE INSPECTOR-GENERAL OF

REGISTRATION,

Madras,

To

THE CHIEF SECRETARY

TO GOVERNMENT,

~~*Fort St. George.*~~ *Ootacamund*

CHIEF SECRETARY
11 JUL 1895
GOVERNMENT OF MADRAS

Dated 11 July 1895.

Despatched "

Received 11 "

Rep 12th.

No. 3285

ENCLOSURE. 4

No.

Registration Department,

Ootacamund ~~*Madras*~~, 11th July 1895.

CHIEF SECRETARY
11 JUL 1895
GOVERNMENT OF MADRAS

My dear Sir

With the permission of the Hon'ble Mr Bliss I have revised my proposals for the reorganisation of the Staff of Registrars & sub Registrars & submit herewith a revised scheme. I beg that you will kindly give orders for the copies of my former proposals sent to Govt being

Requesting to be permitted to withdraw his letter dated 27 January 1895 G. No. 407 submitting proposals for the reorganisation of Registrars and Sub Registrars and to direct the return of the copies of the above letter forwarded to Govt.

[G/9]
2,000—2-4-95.

D-C

Current No. 399

DEPARTMENT.

From

The Honorable S. Srinivasa Raghava
Chejargar C.I.E. Dewan Bahadur
Attached

No.

Rec'd 11th July 1895

Received 11"

Repd 12"

Enclosures

SUBJECT.

Re revised proposals for the reorganization of the staff of registrars and sub registrars

CURRENT NO. 3318

JUDICIAL (1895) DEPARTMENT.

"REGISTRATION."

From

THE INSPECTOR-GENERAL OF

REGISTRATION,

Madras,

To

THE CHIEF SECRETARY

TO GOVERNMENT,

~~*Fort St. George.*~~

Oblammand

Dated 10
Received 11th
Repd 12th } July 1895.

No. 3284

ENCLOSURE. ~~(1)~~ 2 d'ordre of the chang.

No.

B

Submitting proposals for the reorganisation of the staff of Registrars and Sub-Registrars.

5-30/7.
W 17/7

Cordon

Note

I submit revised proposals
(in proof) for the grading of the
staff of Registrars and Sub. Regis-
-trars. These proposals, if approved,
will be substituted for those
submitted by me in January
last.

2. In one respect, I have
ventured to deviate from the
instructions given at the last
conference regarding this matter.
It was then settled that there
should be fifty probationary
Sub. Registrars paid each Rs. 20
while under training, and Rs. 30
if they should have passed
the departmental examination.
They were further to receive a

charge allowance of Rs. 20 when they are placed temporarily in charge of registration offices - Taking 35 probationary Sub-Registrars to be continuously in charge of offices, the cost of the proposed staff would amount to $35 \times Rs.50 + 15 \times Rs.20 = Rs.2050$ per mensem or Rs. 24,600 per annum, while the cost of the present staff is $22 \times 20 = Rs.440$ per mensem or Rs. 5280 per annum -

To reduce the cost, I have provided for 35 probationary Sub. Registrars only, or 13 more than there are at present. These will be paid at the rate of Rs. 15 per mensem till they pass the departmental examination, and thereafter, Rs. 20 per mensem. They will further get an allowance of Rs. 10 per mensem

when they are in charge of registration offices. If 30 probationary Sub. Registrars are continuously in charge of offices, the cost will be $Rs.30 \times 30 + Rs.5 \times 15 = Rs.975$ per mensem or Rs. 11,700 per annum the present cost being Rs. 5280.

There will be no difficulty in getting duly qualified men for the salaries above referred to and the number proposed will probably meet requirements. In order to give to deserving clerks some hope of promotion to the grade of Sub. Registrars, I have made it a rule to give one out of 8 or 10 appointments of Sub. Registrar to men in the clerical grade provided they have passed the First Arts Examination, have had at least 5 years service and been certified to be efficient

and trustworthy. For this pur-
pose, deserving clerks also occa-
sionally have to be placed in
charge of registration offices.
Thirty five probationary Sub. Regis-
trars will be distributed at
the rate of 2 for each of the
heavy and 1 for each of the light
districts. If experience shows that
the number of probationary
Sub. Registrars is insufficient,
the Government can sanction
additional men without reference
to the Government of India.

3. The full additional cost
involved in the proposed scheme
is Rs. 45000. If the increase of
salary provided in the new
scale be given in annual
instalments of Rs. 25 in the
case of District Registrars
and of Rs. 10 in the case of
Sub. Registrars, there will
be

be a saving in the full cost
Rs. 13,284 in the first year
Rs. 4,752 in the second year
and Rs. 900 in the third year
and the full cost will be in-
curred in the fourth year.

4 Statements A and B show
how the emoluments of the
Sub. Registrars will be affected
by the above scheme.

Statement A shows the
gain or loss of each Sub. Regis-
with reference to the emolu-
ments he actually draws.

Statement B shows the
gain or loss of each officer
with reference to pay and
average commission of each
grade. As the number in
the last 7th grade is out of all
proportion to the numbers in
the other grades, it is divided
into 2 classes one comprising

officers from 4 to 8 years' service and the other officers with less than 4 years' service and the average commission for each class is separately calculated -

vide Statt. C.

Taking the actual emoluments,

37 officers gain more than Rs 20
25 " gain between Rs 16 and Rs 20
58 " " " 11 and 15
46 " " " 6 and 10
64 " " ——— Rs 5 and less.

230

44 officers neither gain nor lose,

3 officers lose more than Rs 20
5 " " between Rs 16 and Rs 20.
2 " " " 11 and 15
28 " " " 6 and 10
62 " " ——— Rs 5 and less

100

The number of officers who lose more than Rs 10 is only 10. Of these 3 have hardly one year's service and the other 7 being at the top of their grade will get promoted to a higher grade almost immediately.

Note The total number of special subsy officers is 377. There are now 3 vacancies. Hence the total number of officers here referred to is only 374.

Basing the calculation on the average commission of the grade instead of the actual commission drawn by each officer

37 officers gain more than Rs 20
25 " " between Rs 16 and 20
58 " " " 11 and 15
128 " " " 6 and 10
84 " " ——— Rs 5 and less.

332

18 officers neither gain nor lose, 24 officers lose less than Rs 5.

5. The proposed scale is, therefore, a very liberal one and will give great satisfaction. It would be a great boon to the department if the Government of India and the Secretary of State could be got to sanction it.

6. There are one or two matters which it is desirable to consider and settle in this connection, as the Government of India might possibly bring them forward, if they should feel

ful disinclined to sanction a
large increase of expenditure in
the present financial difficulties

7. The Finance Committee
of 1886 remarked as regards
the Registration arrangements
in this Presidency as follows:

"The system is necessarily
costly, but the Local Government
attaches great weight to its
maintenance, and we do not
suggest any alterations, except
in respect of those offices which
do not earn enough to pay
the expense of their up-keep.

"We find that there are
54 such deficit offices - 50 —
under special and 4 under
ex-officio Sub-Registrars — the
aggregate loss on the working
of which as counted in 1885-86
to no less as sum than Rs. 9,920.

We think that, after a reasonable
time

time has been allowed in the case of new offices to work them up, the special sub-registrars might not unreasonably, be told that Government would give them the full pre-scribed commission if they earned it, but could not give them any addition to their fixed pay unless the working of their offices yielded a surplus from which the payment might be made. We do not propose to take the loss by the working of these offices into consideration in fixing the figures of the Provincial contract, but we think that the subject should receive early consideration at the hands of Government. It would, no doubt, be inadvisable to close any office which meets a clearly ascertained public want, merely because it does not yield a profit; but every effort should be made to minimise such losses as cannot altogether be avoided.

In G.O. dated 26th March 1887 No. 660, Judicial, the Government accordingly reviewed the position as regards deficit offices and came to the conclusion that it would be inadvisable to take any step at all likely to diminish the efficiency of the subordinate registration officers for the sake of a small saving such as that resulting from the proposals of the Finance Committee and that as the department as a whole, earned a considerable income for the State, this surplus might be fairly used, at least to the trifling extent

put up

* vide para 4 of the G.O.

noticed

noticed above in providing
greater conveniences for registration.
The Government, at the same
time, impressed on the Inspector
General the necessity for
making every effort to reduce
these unavoidable deficits
to a minimum by organizing
new offices in the cheapest
possible manner.

Now, there are 31 deficit
offices and the aggregate
amount of deficit is Rs. 5469.
Of these in the 11 offices
noted in the margin the
deficit is very small and
will probably disappear in
a year or two. The offices
on the Sheveroys and at
Jangassery are under the
charge of Deputy Tahsildars.
The first is maintained
for

District	Sub-District	Amount of deficit Rs.
Ganjam	Sompet	84
Kistna	Vinukonda	14
Nellore	Atmakur	38
"	Gudur	43
Cuddapah	Chitteel	92
Kurnool	Kalwa	99
"	Owk	1
Bellary	Kampli	38
North Arcot	Polmaner	65
Salem	Sheveroys	28
Cuddalore	Jangassery	79
		579

for the benefit of the planter
on the Sheveroys and the deficit
is trifling. Jangassery is a
part of the town of Quilon
in the heart of the Travancore
territory. When I inspected the
office in October last I found
that the special registration
clerk employed in this office
had very little work to do,
and that the clerk's post
might be abolished and
that the clerk of the Deputy
Tahsildar might be made
to do the registration work
also on payment of a small
allowance of Rs. 5 per mensem.
I have already submitted
proposals to this effect for
the sanction of government.
The proposals if carried
out will wipe out the deficit.

Jud Ct Pro 3191/95 offering things
Jud Sp 616 R/95.

The

The remaining 20 deficit offices are the following:—

District	Sub-district	amount of deficit Rs.
Ganjam	Surada	308
Godavari	chintalapudi	153
Kistna	Dachepalli	241
"	Jaggayapet	204
Nellore	Kota	133
"	Kottapatam	212
"	Rapur	224
"	Sulurpet	274
"	Wayagiri	240
Kurnool	Atmakur	326
"	Giddalur	169
"	Pyapali	282
"	Ramallakota	247
Bellary	Bukkapatnam	260
"	Pennikonda	157
Madura	Parsetam	193
Salem	Rayakota	383
Coimbatore	Talavadi	329
Calicut	Cochin	236
"	Vayitri	318
		4889

I should think deficit offices at places where there are stationary sub magts might be abolished

None of these in the Nellore or the Stray Survey: MK

The office at Surada in Ganjam was opened for the convenience of the inhabitants of the remote tracts in the Jemsur taluk and it must be maintained.

It is possible that the Rushikulya project when completed might increase the value of lands in the tract and lead to an increase of registrations. Chintalapudi office which was under the charge of a Deputy Tahsildar, was placed under a special officer 3 years ago. There is little doubt but that eventually the office will pay its way. Dachepalli is the headquarters of the Palnad Taluk and an office at this station is a necessity. Jaggayapet on the road to Hyderabad was a place of great trade. Since the opening of the railway to Hyderabad its importance has waned. Nevertheless, the office must be maintained as otherwise the inhabitants of this tract will be seriously inconvenienced. In the Nellore Kurnool

where land has little value, the deficit offices are numerous. The deficits, however, are decreasing in amount and the development of railways in these traits will, it is expected eventually improve the position of the offices - A saving might of course be effected by placing some of the offices at Taluk Headquarters under the charge of the Taluk Head accountants, but this will be the reversal of the policy hitherto pursued. The better way would be to find additional work for the special officers in charge of the offices by employing them as special magistrates and in other ways. The office at Pambam has recently been

wa not

Gl. of 31 July 94, no. 1867-70. been transferred to Rameswaram and it is anticipated that this office will pay its expenses. The office at Koyakola has shown no signs of improvement and proposals will shortly be submitted to Government for its removal to a better locality - Talavadi is separated by a chain of mountains from Satyamangalam of which taluk it forms a part, and the office must be maintained. The Sub Registrar has little work and is paid Rs. 25 per mensem. I consider that there is no necessity for a special Sub Registrar at Cochin - The taluk is only a square mile and a half

Kumool[illegible] & Bellary districts

wher in extent and there is no
the scope for any expansion of
the registrations in this locality
in. I have asked the Collector
of of Malabar to state whether
wil he would consent to the Head
in clerk of the Deputy Collector
of at Cochin being placed in
co charge of the office on pay-
s- ment of a small allow-
is
- ance. If he does I shall
c submit proposals for the
sanction of government
accordingly. The deficit
in the Vaigitri office is due
to special Wynaad allow-
- ance paid to the Sub-Regis
trar. ~~on~~ The deficit cannot
be helped.

Under the proposed
scheme the number of
deficit

deficit offices and the aggre
-gate amount of deficit in
these offices will of course
increase. This is inevitable
in any scheme for the im-
-provement of the pay and
status of the officers.

8. As regards the quantity of
work, officers registering
between 2000 and 3000 do-
-cuments a year will have
sufficient work to occupy
them fully during office
hours, when, as they
ought to do, they personally
attend to all the details
of business, and officers re-
-gistering between 3000
and 4000 documents
will have to work extra
hours

hours to do their business
properly - Moreover, the
work is not equally dis-
-tributed throughout the
year, the work to be done
in the busy months being
often three times what it
is in the slack months, and
thus even in offices in which
the number of documents
registered is not very great the
pressure of work during parti-
-cular months of the year
is considerable, and this is
the principal reason why
it is necessary in order to
prevent grave inconvenience
to the public, to have a
special officer to attend to
registration work in such
localities. On the whole out
of

of about 380 special sub. A
-trars, about 100 can spare
time for extra duties pro-
-vided it is understood th
such extra duties are to be p
-formed out of office hours
and are not to be allowed
to be put forward as an
excuse for delaying regis
-tration work and putting
parties to inconvenience.

In the northern Zemin-
-dari districts as the Zemindars
do not recognise any per-
-manent occupancy right
in their ryots, sales and
mortgages of land are rare,
and leases seldom registered.
The result is that registratio
work is very light in these
parts though lands are very
valuable

Kurnool and Bellary districts

valuable and population dense
especially in the coast taluks
of Vizagapatam - When the
Tenancy bill is passed and
ryots are secured permanent
occupancy rights in their lands
with freedom to transfer these
rights, registered transactions
of sales and mortgages of
these rights are likely to in-
crease enormously as has happened
in Bengal since the passing
of the Bengal Tenancy law.
If a law like the Bengal Act
III of 1895 recently passed be
enacted here and Sub-Regis-
trars are appointed Registrars
of mutations under this law
for maintaining a record
of tenant rights, their work
will of course still further
increase. In my draft letter
submitting

submitting the present scheme
I have shown in what way
the services of registering officers
are utilised for purposes of
general administration. They
might be further utilised
in deciding petty litigation
either as presidents of village
Panchayats Courts where they
are constituted or by being
invested with powers to decide
small causes in towns. I
mention all this to show
that money spent in im-
proving the position of regis-
tering officers would be well
laid out.

9. When the Finance Co.
Committee made their
remarks in regard to de-
ficit offices the surplus

of

income of the department
er the expenditure was
Rs. 1,78,605. The surplus has
increased in subsequent years
as will be seen from the sub-
joined statement.

	Receipts Rs	Expenditure Rs	Surplus Rs	Percentage of surplus to receipts.
1885-86	8,38,455	6,59,850	1,78,605	21.3
1886-87	8,56,242	7,00,761	1,55,481	18.2
1887-88	8,96,839	6,85,721	2,13,118	23.7
1888-89	9,52,971	7,50,101	2,02,870	21.3
1889-90	10,24,106	7,26,979	2,97,127	29.0
1890-91	10,75,727	7,67,891	3,07,836	28.6
1891-92	12,33,844	8,47,392	3,86,452	31.3
1892-93	13,14,784	8,33,169	4,81,615	36.6
1893-94	11,93,342	8,76,644	3,16,698	26.6
1894-95	12,12,128	9,12,419*	2,99,719*	24.7

* Estimated

In 1891-92 and 1892-93 the receipts were abnormally large owing to fees levied on account of searches in the registration books made in connection with loans granted under the Land Improvement Loans Act. The registrations had also abnormally

	Fees for searches Rs
1889-90	66,238
1890-91	74,426
1891-92	1,82,903
1892-93	1,72,500
1893-94	71,292
1894-95	78,961

abnormally increased in those 2 years owing to the prevailing drought. In 1893-94 the applications for searches of the kind above referred to having ceased and registration having assumed their normal level there was a decrease in revenue. In 1894-95 there has been an increase of receipts. Information as regards charges in 1894-95 on account of registration buildings, and printing and stationery is not available, but assuming these charges to be the same as in 1893-94 the surplus for the year has been estimated at 3 lakhs of Rupees. In any case it is not likely to be less than Rs 2,75,000. The last 2 years were

were not favorable for regis-
-tration operations as the debts
incurred by the ryots during
the preceding years of drought
were generally paid off during
these years - During the past
few months, however, registrations have
shown a great tendency to
increase -

10- In connection with
the proposals submitted for
the revision of clerical esta-
-blishments, the Secretary
of State remarked that
if any revenue could be
spared at the present time
"it might be preferable to
make registrations easier
and more popular by
reducing the fees than
to increase the salaries of
a

Vide pages 9 & 20 of the Correspondence relating to revision of clerical Establishments put up.

In Page 2 ¶ 8 of 22 Nov. 93, No. 2431-32 Judl.

a large number of officials
in the Registration depart-
-ment - The Government of
India also while admitting
that a reduction of fees was
at present inadvisable, ex-
-pressed a hope that the
matter would receive the
attention of Government
whenever a favorable oppor-
-tunity occured

The present scale of
fees, sanctioned in 1884, is
as follows: —

	Rs. A. P.
When the value of document does not exceed Rs 25	- 0 - 8 - 0
When the value exceeds Rs 25 but does not exceed Rs 50	- 0 - 12 - 0
" " " 50 " " 100	- 1 . 0 . 0
" " " 100 " " 300	- 1 . 8 . 0
" " " 300 " " 600	- 2 . 0 . 0
" " " 600 " " 1,000	- 3 . 0 . 0
For each additional Rs 1000 or part thereof up to Rs 50,000	- 1 . 0 . 0
" " " " " above Rs 50,000	- 0 . 8 . 0

The minimum amount

cannot well be lower than
8 annas considering the charges
the quality
for copying, of paper made
use of not to speak of the work
done in connection with re-
-gistration enquiries, preparation
of indeces &c; and the fee
for ~~the higher~~ documents of
the higher values is by no
means heavy. The only re-
-duction that can be made
is in the fee for documents
of values between Rs. 25 and
50 which is at present 12
annas and which might
be reduced to 8 annas. There
are about 200.000 documents
of this kind registered in
the Presidency annually
and the loss of revenue by
the reduction will be Rs. 50.000.

I

I do not think that the
revenue can be spared at
present. As I have already
stated ~~that~~ the surplus
of income over expenditure
may now be taken at
Rs 275.000. The present
scheme involves an additi-
-tional cost Rs. 45.000, so
that the surplus will be
reduced to Rs. 230.000. At
least Rs. 100.000 will have
to be set apart for pensionary
charges if the department
is to fully pay its expenses.
There are still administrative
improvements in the way
of extending the office buildings
of District Registrars to pro-
-vide for the establishment
of central record rooms to be
carried out. In the distric
in

in which registrations are
comparatively few and more
especially in the northern
zemindari districts, there is
as I have already pointed
out, a great scope for expansion
of registrations when the
Madras Tenancy law is
passed; but in the dis-
tricts in which registrations
are already well developed
the rate of expansion can-
not continue to be the
same as in past years. Regis
trations received a check
during the last two years
owing to return of good
season after years of drought.
I would therefore deprecate
any reduction of fees for
the

Paper
B.O.

the present. From enquiries
made I find that the
reduction of fee by 4 annas
will not give any great
relief. The ryots do not
complain about the fees
but about the delay in getting
their documents and de-
tention of themselves and
their witnesses from their
homes; and this means the
loss of several times 4 annas.
Accordingly the policy of the
department has been to
multiply the number of
offices and provide sufficient
establishments. If we stint
expenditure in these directions
in order to reduce fees, people
will in all probability lose
in indirect and illegal
expenses

...e ... be lower than

...ese penses much more than they gain by reduction in fas-

11. If, however, the Govern-ment of India decline to sanction the scheme now pro-posed on account of the large additional cost involved, I would propose a less costly scale as shown below:—

	Sub. Registrars No.	Salary Rs	Total Rs
Grade I	20	150	3,000
II	30	125	3,750
III	50	100	5,000
IV	65	85	5,525
V	75	70	6,250
VI	65	60	3,900
VII	50	50	2,500
VIII	22	40	880
			29,805

Add local allowances to Sub. Registrars at Vayitri manantoddy, Coonoor and Hodaikanal — 60

29865 or

Rs 358,380 per annum.

i.e Rs 24,000 less the other scale. Taking the cost on account of probationary Sub-Registrars at the amount pro-vided for in the letter (vide para 2 above), the total additional cost under the reduced scale will not exceed Rs 20,000 distributed as follows:

22 District Registrars	Rs 12,000
1 Section Registrar to be employed as asst. Inspector General's office	4,000
Sub-Registrars and probationary Sub-Registrars	2,000
Increased local allowances	2,000
	20,000

Ordinarily Sub. Registrars should get a salary of Rs. 50 as minimum pay. In suit, however, the conditions of offices in which work is very light a grade on Rs. 40 is provided. There are now 12 offices which pay a com-mission to the Sub. Registrar of less than Rs. 10 and 20 offices which

* the salary of the Subregistrar of the last Grade being Rs 30.

es[illegible] which pay a commission ~ * Vide Statt. C..

th[illegible] between Rs 10 and 15-

11. The effect of this reduced Vide Statt. E,

scale on the actual emoluments

- r of the officers will be as follows:-

sar 26 officers will gain more than Rs 20

-p 15 " " " between Rs 16 and 20

40 " " " " Rs 11 and 15

ad 39 " " " " Rs 6 and 10

61 " " " —— Rs 5 and less.

J i 181

27 will neither gain nor lose.

sec

6 will lose more than Rs 20

25 " " between Rs 16 and 20

Se 48 " " " Rs 11 and 15

31 " " " Rs 6 and 10

56 " " —— Rs 5 and less

166.

Basing the calculation

on the average emoluments * Vide Statt. F.

of each grade

26 officers will gain more than Rs 20

15 " " " between Rs 16 and 20

40 " " " " Rs 11 and 15

66 " " " " Rs 6 and 10

42 " " " —— Rs 5 and less

189

60 " will neither gain nor lose

9 " will lose between Rs 11 and 15

40 " " " " Rs 6 and 10

76 " " " —— Rs 5 and less

125

It

It will thus be seen that only 9 officers will lose more than Rs 10 and the maximum amount of loss will not exceed Rs 15. Of these 9, 1 will get promoted almost immediately and then his loss will be ~ nothing. The other 8 persons have less than 1 year's service

12. If the reduced scale be accepted there will be no ne- -cessity for giving the increase of salary to the officers concerned in instalments. If, however, for the reasons this plan be considered preferable the District Registrars who have had no promotion for the last 10 years may be given an in- -crease of Rs 50 in the first year and Rs 25 in subsequent years. The increase in the case of Sub-Registrars may

es beginning in annual increments of Rs 10 till the maximum salary is reached - Under this arrangement the saving on the total cost will be Rs 8,484 in the first year and Rs 2304 in the second year - In the 3rd year the full cost will be reached.

Shunmara Raghavayya
4.7.95.

Original

J. No 3284

REGISTRATION DEPARTMENT.

LETTER—from

THE HON. S. SRINIVASA RAGHAVAIYANGAR, DEWAN BAHADUR, C.I.E.,
Inspector-General of Registration,

Madras,

To

THE HON'BLE J. F. PRICE, C.S.I.,
Chief Secretary to Government, Ootacamund,

Camp Ootacamund, dated 10th July 1895.

Sir,

In G. O., dated 10th July 1891, No. 1367, Judicial, Government granted me permission to submit proposals (1), for reorganising the staff of Sub-Registrars and Registrars, and (2), for reorganising the clerical establishments in registration offices. The latter scheme as being the more urgent was taken up first, and it has been sanctioned and brought into force. I have now the honour to submit the proposals for revising the grades of Registrars and Sub-Registrars, called for in G. O., dated 5th October 1894, No. 2432.

2. The present scale of establishment of Sub-Registrars and Registrars is as shown below :—

SUB-REGISTRARS.

(G.O., Judicial, dated 31st July 1889, No. 1311.)

Grade.	Salary.	Number of officers.	Cost per mensem.
			Rs.
I (*a*)	Rs. 90 + commission at the rate of 20 per cent. on the collections subject to a maximum of Rs. 600 for a full year	10	900
I (*b*)	,, 75 do. do.	10	750
II	,, 60 do. do.	20	1,200
III	,, 50 do. do.	30	1,500
IV	,, 45 do. do.	37	1,665
V	,, 40 do. do.	60	2,400
VI	,, 35 do. do.	70	2,450
VII	,, 30 do. do.	139	4,170
VIII	,, 25 do. do.	1	25
		377	15,060
	Local allowance to Sub-Registrars of Vayittiri and Manantoddy ...		30
			15,090 per mensem or 1,81,080 per annum.

The estimated amount* of commission payable to the above officers for a full year is Rs. 1,81,100. The total cost thus amounts to Rs. 3,62,180. In this ...ount the commission payable to revenue officers who are *ex-officio* Sub-Registrars (fourteen in number) is not included.

* *Vide* Enclosure (A).

DISTRICT REGISTRARS.

(G.O., dated 1st September 1882, No. 1156, Judicial).

Grade.	Salary.	Number of officers.	Cost per mensem.
I (Registrar of Madras) ...	Rs. 500 + commission on the collections at 20 per cent., not exceeding Rs. 1,200 for a full year.	1	Rs. 500
II	„ 300 + commission on the collections at 20 per cent., not exceeding Rs. 600 for a full year.	1	300
III	„ 250	3	750
IV	„ 200	4	800
V	„ 175	6	1,050
VI	„ 150	6	900
VII	„ 100	1	100
		22	4,400
	Local allowance to Registrar of Nilgiris (G.O., Financial, dated 15th October 1890, No. 178.)		25
			4,425 or 53,100 per annum.
	Add commission for a full year		14,000
			67,100

3. The defects of the scale for Sub-Registrars will be seen at a glance. The number of officers in the higher grades is disproportionately small, while the last (7th) grade is overcrowded to such an extent as to preclude all chances of promotion to the higher grades to newly appointed Sub-Registrar even after long approved service. The commission forms the major portion of the emoluments of Sub-Registrars in the lower grades and, when these officers have to take leave, their leave allowances are unduly reduced. The same considerations apply more or less to the scale fixed for Registrars also.

4. In my letter dated 24th May 1891, I adduced reasons for abolishing the system of payment of a commission on the collections made by registering officers. These were, (1st), that the system ensures payment proportioned to actual work only to a limited extent, as the average value of a registered document and the fee collected therefor differ widely in different districts; (2ndly), that nearly half the offices now yield the maximum commission, and as regards these, the reasons for the continuance of the commission system no longer hold; (3rdly), that the progress of registrations now depends more on the circumstances of particular tracts of country, and less on the exertions of individual officers, than was the case formerly, while, by frequent inspection and close scrutiny of returns of work on the part of the District Registrars, it is possible to ensure that the duties assigned to Sub-Registrars are faithfully performed; (4thly), that in the case of the majority of officers, the commission forms the larger portion of their emoluments, so that when they take privilege or other leave, their allowances are unduly reduced; and (5thly), that the system makes it difficult to regulate promotions on proper principles. The Government, while considering the arguments adduced weighty, doubted whether the total abolition of the commission system was advisable, and desired that some plan might be devised whereby the amount of commission or the proportion it bore to fixed pay might be reduced and the inconveniences of the present system diminished.

5. I have given careful consideration to the question, and am of opinion that so far as the District Registrars are concerned, there is no object in retaining the commission system any longer. All but three Registrars already get the maximum commission. These are all officers high up in the service; the major portion of their work consists of administrative supervision; and to dis[illegible] officers entrusted with this kind of duty, the principle of the commission system cannot, of course, be applicable. As regards Sub-Registrars also,

since my last letter was written, I have had more than three years' additional experience of the working of the department, and it seems to me that the time has now arrived for the total abolition of the system of payment by commission. In about 180 offices the officers draw the maximum commission, and in their case the principle of the system has ceased to be operative. The development of registration also depends, as already stated, more on the circumstances of the several tracts and less on the special exertions of the officers concerned than was the case in the infancy of the department. For instance, a young Sub-Registrar placed in charge of a new office opened in one of the southern districts can easily show good results in a short time. The same officer placed in charge of an office in the Ceded districts could not, however much he tried, show the same results or anything like them. That the commission system has some effect in stimulating the zeal of officers in developing registrations in backward, out-of-the-way localities may be granted; but the commission earned in such localities is small in amount as it is, and any reduction of the amount will *pro tanto* diminish its force as an incentive. The people concerned are also ready to complain if their work be not promptly attended to by registering officers; the men selected for Sub-Registrarships are educated persons, generally graduates; the work done in each office is reviewed in detail every month, both in District Registrars' offices and in my own office, and it is further scrutinised when the offices are inspected by the District Registrars and myself. This being so, an officer who neglects his duty or subjects the people to vexatious delays or other annoyances in the registration of documents cannot remain long undetected. A reduction in the amount of commission suggested by Government will lessen the evils of the system, but will not remove them. The greatest objection I feel to the retention of the system is the difficulty in making postings of officers when vacancies occur. In making these postings it is necessary to take into account the claims of senior officers to be posted to stations which yield higher commission, and this involves a number of moves on the occasion of each vacancy in order to adjust the emoluments drawn by the several officers in the shape of commission with reference to the length of their service. As, however, officers cannot be frequently shifted without inconvenience to work, it is found necessary to wait till the vacancies accumulate to half-a-dozen or so and to make arrangements in connection with them all at one and the same time. There is thus avoidable delay in filling up vacancies, and in the meanwhile, temporary arrangements have to be made for the conduct of work at the stations where the vacancies exist. And, notwithstanding all the care taken, it is not always possible to exclude the element of chance in the postings made.

6. If the Government agrees with me in considering that the commission system may be abolished *in toto*, I would fix the grades of Sub-Registrars as follows:—

Grade.	Number.	Salary.	Monthly cost.
I	20	Rs. 150	Rs. 3,000
II	30	125	3,750
III	50	100	5, 00
IV	65	90	5,850
V	80	80	6,400
VI	65	70	4,550
VII	50	60	3,000
VIII	40	50	2,000
Total...	400	...	33,550
Add local allowance to the Sub-Registrars of Vayittiri, Manantoddy, Coonoor and Kodaikánal at Rs. 15 each ...			60
Grand Total...			33,610 or 4,03,320 per annum.

The scale proposed, it will be seen, provides for 400 offices, while the number of offices prescribed over by Special Sub-Registrars is at present only 377. The object in providing for an additional number of appointments is to fix the grades of the new appointments added to the list from time to time, to prevent all such appointments being added to the last grade, thereby unduly swelling the number in that grade, as has been the case hitherto. The additional twenty-three appointments provided for will meet the probable requirements in the way of addition offices to be opened during the next three years; and if further offices are found necessary in later years, the number in each grade should be increased in the ratio of the number in that grade provided in the scale to the total number of appointments of all grades in the scale, viz., 400. Thus, for every twenty new offices opened, the number of appointments to be added to each grade will, as far as possible, be in the following ratios:—1, first grade; 1·5, the second grade; 2·5, the third grade; 3·25, the fourth grade; 4, the fifth grade; 3·25, the sixth grade; 2·5 the seventh grade; and 2, the eighth grade.

7. As the above scale represents the distribution into several grades when the number of Special Sub-Registrars reaches 400, the distribution of the present number, viz., 377, may be fixed as follows:—

Grade.	Number.	Salary.	Monthly cost.
		Rs.	Rs.
I	20	150	3,000
II	30	125	3,750
III	50	100	5,000
IV	60	90	5,400
V	70	80	5,600
VI	60	70	4,200
VII	50	60	3,000
VIII	37	50	1,850
	377	...	31,800
Local allowances to the Sub-Registrars of Vayittiri, Manantoddy, Coonoor and Kodáikánal, Rs. 15 each			60
			31,860 or 3,82,320 per annum.

8. The pay attached to the lowest grade should not be lower than Rs. 50, the pay of the Taluk Head Accountant. The salary assigned to the first grade, viz., Rs. 150, is Rs. 10 more than the present emoluments, and to allow reasonable chances of promotion to officers who have served for a considerable number of years, generally twenty, the number of appointments in the higher grades has been increased. Registration work requires very trustworthy agency to ensure that a system intended to obviate frauds is not turned into an instrument for the commission of such frauds. It is on this account that it is necessary to employ educated men, chiefly graduates as Sub-Registrars and to insist on their giving personal attention to the details of work, tedious and mechanical though it be; as a rule Sub-Registrars will not get promoted to the first grade before they have completed something like twenty years' service, and the salaries assigned are not higher than is absolutely necessary for securing the continued and willing service of the class of men required.

9. In the northern districts registration work is comparatively light, and to prevent the Sub-Registrars in these districts getting promoted to the highest grade as a matter of course, I think it might be made a rule that promotions to the first two grades should be made less on considerations of seniority and more on those of special fitness and actual work turned out than in the case of promotions to the lower grades. And, as a rule, in making postings arrangements will be made, as far as possible, to post the more experienced and highly paid officers to the more important stations.

10. The scales mentioned in paragraphs 6 and 7 have been recommended on the supposition that the Government will consent to the abolition of the commission system.

11. As regards the grades of District Registrars, I beg to recommend that the following scale be fixed:—

Grade.	Number.	Salary.	Monthly cost.
		Rs.	Rs.
I	1	500	500
II	2	400	800
III	4	350	1,400
IV	6	300	1,800
V	6	250	1,500
VI	3	200	600
VII	1	150	150
	23	...	6,750
Add local allowance to the Registrar of Madras			100
Do. to the Registrar doing duty as Assistant in the Inspector-General's office ...			50
Do. to the Registrar of Nilgiris			25
			6,925 or 83,100 per annum.

12. Under the present scale, there is a serious block in promotion among District Registrars. Several officers have had no promotion since 1882, when the scale was fixed, and one deserving officer who suffered in emoluments when the scale was introduced has never recovered his old position since. The work and importance of District Registrars have, on the other hand, greatly increased in recent years with the expansion of the operations of the department. Since 1882, the number of registrations has increased (*vide* Statement B attached) from 435,381 to 859,036 or nearly two-fold; the number of registration offices has increased from 307 to 413 including offices held by *ex-officio* Sub-Registrars; and the number of appeals disposed of by Registrars has adavnced from 284 to 441. In the heavy districts, District Registrars have under their control from 25 to 30 offices, and the efficiency of these offices, the maintenance of discipline among the large establishment of clerks employed, and the prevention of malpractices, must, in a great measure, depend on the character of the supervision exercised by them. In these districts, the annual inspections take up nearly three months, the accounts, registers and indexes and, in fact, the whole year's work is minutely examined and all mistakes found noted and commented on. The officers as a class, have done their work excellently well, and they will compare favorably with subordinate officers in any other branch of the public service. If the efficiency of the department is to be maintained, it is very necessary that something should be done to improve their chances of promotion. The scale recommended by me will, to some extent, effect this. Considering their responsibilities and their position as District officers, it would perhaps have been more appropriate to fix the pay of the last grade at Rs. 250, which is the pay of a Deputy Collector of the last grade, instead of Rs. 200, but in the three districts of Kurnool, Ganjám and Vizagapatam work is comparatively light, and a grade on Rs. 200 will render the transition from the pay of the first-grade Sub-Registrar to that of last grade District Registrar easy. The Registrar of Madras, who will usually be an officer of one of the higher grades, though not necessarily of the first grade, should, in addition to the pay of his grade, get a Presidency allowance of Rs. 100 on account of the higher cost of living in the Presidency town. The emoluments of the present incumbent amount to Rs. 600, of which Rs. 500 is drawn in the shape of salary and Rs. 100 as commission on the collections, and the entire amount constitutes, under the provisions of the Civil Service Regulations, emoluments on which pension is calculable.

As, however, local allowance is not recognised as emolument for purposes of pension, the above arrangement should be brought into force only after the retirement of the present incumbent. The Registrar of Nilgiris now gets a local allowance of Rs. 25, and should continue to draw the allowance under the new scheme.

13. I have provided in the scale for one supernumerary officer to be employed as an Assistant in my office. When, on the occasion of taking charge of the department five years ago, I consulted Mr. Hamnett on the wants of the department, he strongly impressed on me that he found it difficult to get through the growing work of the department without having a proper Assistant to dispose of routine papers, more especially when he was on tour; and since then the work has grown very considerably in various directions. The number of offices has increased by nearly fifty during the last five years; references from districts on difficult questions which crop up in connection with the registration and stamp laws have greatly multiplied; and the attempt to utilise the information locked up in registration books for the purpose of ascertaining the changes taking place in the economic condition of the people has further considerably added to office work. The work in connection with the registration of births, deaths and marriages under Act VI of 1886, more especially registration of Native Christian marriages, is also a recent addition. As I have to be away from head-quarters for nearly eight months every year on tour, the central office has to be under the charge of the Manager who is paid only Rs. 200 per mensem. Not being of the rank of an Assistant he cannot issue orders on any papers, however unimportant, without previous reference to me, and he has to submit to me all the papers received when I am on tour. This arragement delays the despatch of orders to a considerable extent when I am on tour in distant districts. The time of the Manager is so fully occupied in seeing that the papers received during my absence in the central office are despatched to me with the requisite references and with draft orders in the case of routine papers and in the general supervision of work done in the office, including the issue of stores to the district offices, that he is unable to give me the necessary assistance in making précis of papers or preparing cases for orders, to the extent desirable. I have no doubt that if I am allowed an Assistant, the work of the office would be done with greater expedition, especially during my absence on tours, and would enable a larger number of offices to be inspected annually. The officer selected for duty in the central office should be paid a Presidency allowance of Rs. 50. I understand that a similar arrangement is in contemplation as regards Deputy Collectors selected for employment as Assistants in the Board and Government offices.

Vide also paragraph 39 of the Administration report of the Registration Department for 1883-84 and 1884-85.

14. There are *22 probationary Sub-Registrars paid each Rs. 20 per mensem. These men as soon as they have learnt their work, passed the departmental examination and are declared qualified to take charge of registration offices, are deputed to take charge of such offices temporarily whenever the permanent incumbents are absent on leave. As the number of registration offices has increased largely in recent years the present number of probationary Sub-Registrars is found insufficient, and not infrequently clerks employed in sub-offices have to be placed in charge of such offices, an arrangement which it is desirable to avoid as much as possible for several reasons. It is, therefore, proposed to increase the number of probationary Sub-Registrars from 22 to 35. Probationary Sub-Registrars are now paid Rs. 20 per mensem, if they are graduates and Rs. 15 per mensem if they are under graduates. In future, all probationary Sub-Registrars may be paid at Rs. 15 per mensem for learning work and when they have done so, passed the departmental examination and have been declared to be qualified to be

*G. O., dated 13th January 1880, No. 82.
" dated 10th May 1881, No. 921.
" dated 3rd October 1881 No 1874 Jud
" dated 14th September 1888, No. 1965.

in charge of offices, they may be paid Rs. 20 per mensem. Under the present system of payment of commission, probationary Sub-Registrars are entitled to draw in addition to their pay, 20 per cent. of the collections subject to a maximum of Rs. 50. When the commission system is abolished, they may be paid a fixed charge allowance of Rs. 10 per mensem. Thirty probationary Sub-Registrars may be expected to be in charge of offices continuously throughout the year, and the total cost of the proposed scale for probationary Sub-Registrars will therefore, amount to Rs. 30 × Rs. 30 + 5 × 15 = Rs. 975 per mensem or Rs. 11,700 per annum.

15. There are 14 offices now under the charge of Revenue Officers, and these officers are remunerated by payment of a commission of 20 per cent. on the collections made by them. The amount of commission paid to these officers is about Rs. 1,000 per annum. When the commission system is abolished, they may be paid a fixed allowance of Rs. 7 per mensem. The allowance in the case of the 14 officers will amount to Rs. 98 per mensem or Rs. 1,176 or Rs. 176 more than the present cost.

16. The total cost of the revised scale proposed by me for Registrars, Sub-Registrars, probationary Sub-Registrars and *ex-officio* Sub-Registrars comes to Rs. 83,100 + Rs. 382,320 + Rs. 11,700 + Rs. 1,176 = Rs. 478,296, while the present cost is Rs. 67,100 + Rs. 3,62,180 + Rs. 5,280 + Rs. 1,000 = Rs. 435,560. The increase is thus Rs. 43,000 in round numbers. I calculate that increased leave allowances which may have to be paid when the new scheme is brought into force will not exceed Rs. 2,000, as grade promotions will be given only in cases of officers who take leave for periods exceeding 6 months. In the case of vacancies for very short periods, the probationary Sub-Registrars will be placed in charge of offices vacant and grade promotions will not be given. Altogether, the total cost will not exceed the present cost by more than Rs. 45,000.

17. A few junior officers who happen to be in charge of lucrative offices and draw maximum commission will lose when the new scheme is introduced, but they will be compensated by the increased leave allowances they will be enabled to draw and increased chances of promotion to the higher grades. From a calculation made, it appears that 24 officers mostly of very short service will lose less than Rs. 5 when the new scheme is introduced, and this loss will be in commission and not in pay. The case, therefore, does not seem to fall under Article 468 of the Civil Service Regulations. In the case of officers whose emoluments are increased by the introduction of the new scheme, it is proposed to give the increase in the case of District Registrars by annual increments not exceeding Rs. 25 and in the case of Sub-Registrars by annual increments not exceeding Rs. 10. By adopting this arrangement it is calculated that a saving will be effected in the entire cost of the scheme, of Rs. 13,284 in the first year, Rs. 4,752 in the second year and Rs. 900 in the third year, and it will be only in the fourth year that the full cost will be reached.

18. I must not omit to mention that the abolition of the commission system will have the effect of putting a stop to the growth of the amount of commission due to growth of registrations in offices which do not now pay the maximum, commission and the gain on this head will, in the long run, counterbalance the increased cost of Rs. 45,000 above referred to, as, from a calculation made, it appears that the increase in the commission earned in 1893-94 in the offices which did not pay maximum commission in 1889-90 is about Rs. 18,000 which gives a rate of increase of Rs. 3,600 annually. It will thus be seen that in the long run, the proposed arrangements will be more economical than the present arrangements, while at the same time they will secure greater administrative efficiency.

19. The revised scheme recommended is essentially necessary for placing the

department on a sound and efficient footing. As already observed, though the work of a registering officer is to some extent of a mechanical character, it requires to be done with great care and accuracy; and it has been the policy of the department to employ only educated and qualified men to ensure the maintenance of accurate and trustworthy record of the titles to landed property. The men employed have for many years had little or no promotion and have no prospect of any under the present scale, while year by year the work they have to do has been greatly increasing. The standard insisted on as regards the quality of the work turned out is also much higher now than in former years. Greater attention and personal responsibility on the part of registering officers are being now enforced as regards the proper examination of documents presented for registration, the proper identification of parties appearing as executants so as to prevent fraud and false personation, the correct and speedy transcription of documents in the registers and the preparation of indexes to documents containing sufficient description of properties to facilitate searches in the registers. Recently the Government has directed that in surveyed districts a special reference index should be prepared showing at a glance in respect of each survey number all the documents registered in connection with it. This will prove a record of great value by enabling any person who wishes to purchase land to ascertain without any difficulty all the registered transactions which have taken place concerning it. To make this record complete proposals have been submitted to the Government of India for legislation in view to making the registration of sales and mortgages of immovable property of value less than Rs. 100 compulsory. This index, if not a register of titles, will be the nearest substitute for it; but as now nearly all the districts have been surveyed, the work entailed on the registering officers in connection with its preparation is very considerable. The services of registering officers, have also in recent years, been utilised for the execution of applications for the mutation of names in the revenue registers when lands change hands, and as the Board of Revenue remarks in its report on the Settlement of Land Revenue for Fusli 1303, this mode of applying for the transfer of revenue registry is gradually gaining ground among the people. The Government has further pointed out in G. O dated 15th September 1893 No. 1878 that "the duties of registering officers afford particularly favourable opportunities for studying the economic condition of the country" and "that it is of the highest importance that that subject should receive unremitting attention"; and for carrying out this object the registering officers have been required to compile elaborate statistics and furnish reports. In other various ways too, the services of registering officers have been availed of in connection with general administration. Several Sub-Registrars are placed in charge of Deputy Tahsildar's treasuries whenever the latter officers go on tour, some are Chairmen of Municipalities or Local Fund Union Panchayats, members of Taluq Boards and Special Magistrates. These officers being as a body intelligent and trustworthy, the tendency has naturally been to utilise them for purposes of general administration whenever this can be done without detriment to their duties as registering officers. When the Madras Tenancy Bill is passed into law, there will be great increase of registration work in the northern Zemindari districts, as was the case in Bengal when the Bengal Tenancy Act was passed. While the work has increased so much in various directions, the officers are losing heart at finding that their emoluments and prospects of advancement are in no way commensurate with the ever increasing work they are called upon to perform; and this feeling which is daily growing cannot but tell prejudicially on the future usefulness and efficiency of the department. As pointed out by the Government of India in their Resolution dated 8th March 1884 No. 12-438-50 "the officers employed should be assigned competent salaries and the staff organised in such a way as to offer sufficient prospects of promotion and advancement," and that "in no other way can zealous, efficient and contented men be attracted to the department." The scheme submitted has been framed so as to fulfil these conditions to some extent, and I venture to think that the additional cost will in the long run be recouped by the further expansion of the operations of the department.

20. If the Government be pleased to approve of the above proposals, I shall submit the necessary proposition statements through the Accountant-General.

I have the honor to be,

Sir,

Your most obedient servant,

Inspector General of Registration.

J. No. 3284. REGISTRATION DEPARTMENT.

LETTER—from

THE HON. S. SRINIVASA RAGHAVAIYANGAR, DEWAN BAHADUR, C.I.E.,

Inspector-General of Registration,

Madras,

To

THE HON'BLE J. F. PRICE, C.S.I.,

Chief Secretary to Government, Ootacamund,

Camp Ootacamund, dated 10th July 1895.

Sir,

In G. O., dated 10th July 1891, No. 1367, Judicial, Government granted me permission to submit proposals (1), for reorganising the staff of Sub-Registrars and Registrars, and (2), for reorganising the clerical establishments in registration offices. The latter scheme as being the more urgent was taken up first, and it has been sanctioned and brought into force. I have now the honour to submit the proposals for revising the grades of Registrars and Sub-Registrars, called for in G. O., dated 5th October 1894, No. 2432.

2. The present scale of establishment of Sub-Registrars and Registrars is as shown below :—

SUB-REGISTRARS.

(G.O., Judicial, dated 31st July 1889, No. 1311.)

Grade.	Salary.	Number of officers.	Cost per mensem.
			RS.
I (*a*)	Rs. 90 + commission at the rate of 20 per cent. on the collections subject to a maximum of Rs. 600 for a full year	10	900
I (*b*)	„ 75 do. do.	10	750
II	„ 60 do. do.	20	1,200
III	„ 50 do. do.	30	1,500
IV	„ 45 do. do.	37	1,665
V	„ 40 do. do.	60	2,400
VI	„ 35 do. do.	70	2,450
VII	„ 30 do. do.	139	4,170
VIII	„ 25 do. do.	1	25
		377	15,060
	Local allowance to Sub-Registrars of Vayittiri and Manantoddy ...		30
			15,090 per mensem or 1,81,080 per annum.

The estimated amount* of commission payable to the above officers for a full year is Rs. 1,81,100. The total cost thus amounts to Rs. 3,62,180. In this amount the commission payable to revenue officers who are *ex-officio* Sub-Registrars (fourteen in number) is not included.

* *Vide* Enclosure (A).

DISTRICT REGISTRARS.

(G.O., dated 1st September 1882, No. 1156, Judicial).

Grade.	Salary.	Number of officers.	Cost per mensem.
			Rs.
I (Registrar of Madras) ...	Rs. 500 + commission on the collections at 20 per cent., not exceeding Rs. 1,200 for a full year.	1	500
II	„ 300 + commission on the collections at 20 per cent., not exceeding Rs. 600 for a full year.	1	300
III	„ 250	3	750
IV	„ 200	4	800
V	„ 175	6	1,050
VI	„ 150	6	900
VII	„ 100	1	100
		22	4,400
	Local allowance to Registrar of Nilgiris (G.O., Financial, datea 15th October 1890, No. 178.)		25
			4,425 or 53,100 per annum.
	Add commission for a full year		14,000
			67,100

3. The defects of the scale for Sub-Registrars will be seen at a glance. The number of officers in the higher grades is disproportionately small, while the last (7th) grade is overcrowded to such an extent as to preclude all chances of promotion to the higher grades to newly appointed Sub-Registrar even after long approved service. The commission forms the major portion of the emoluments of Sub-Registrars in the lower grades and, when these officers have to take leave, their leave allowances are unduly reduced. The same considerations apply more or less to the scale fixed for Registrars also.

4. In my letter dated 24th May 1891, I adduced reasons for abolishing the system of payment of a commission on the collections made by registering officers. These were, (1st), that the system ensures payment proportioned to actual work only to a limited extent, as the average value of a registered document and the fee collected therefor differ widely in different districts; (2ndly), that nearly half the offices now yield the maximum commission, and as regards these, the reasons for the continuance of the commission system no longer hold; (3rdly), that the progress of registrations now depends more on the circumstances of particular tracts of country, and less on the exertions of individual officers, than was the case formerly, while, by frequent inspection and close scrutiny of returns of work on the part of the District Registrars, it is possible to ensure that the duties assigned to Sub-Registrars are faithfully performed; (4thly), that in the case of the majority of officers, the commission forms the larger portion of their emoluments, so that when they take privilege or other leave, their allowances are unduly reduced; and (5thly), that the system makes it difficult to regulate promotions on proper principles. The Government, while considering the arguments adduced weighty, doubted whether the total abolition of the commission system was advisable, and desired that some plan might be devised whereby the amount of commission or the proportion it bore to fixed pay might be reduced and the inconveniences of the present system diminished.

5. I have given careful consideration to the question, and am of opinion that so far as the District Registrars are concerned, there is no object in retaining the commission system any longer. All but three Registrars already get the maximum commission. These are all officers high up in the service; the major portion of their work consists of administrative supervision; and to district officers entrusted with this kind of duty, the principle of the commission system cannot, of course, be applicable. As regards Sub-Registrars also,

since my last letter was written, I have had more than three years' additional experience of the working of the department, and it seems to me that the time has now arrived for the total abolition of the system of payment by commission. In about 180 offices the officers draw the maximum commission, and in their case the principle of the system has ceased to be operative. The development of registration also depends, as already stated, more on the circumstances of the several tracts and less on the special exertions of the officers concerned than was the case in the infancy of the department. For instance, a young Sub-Registrar placed in charge of a new office opened in one of the southern districts can easily show good results in a short time. The same officer placed in charge of an office in the Ceded districts could not, however much he tried, show the same results or anything like them. That the commission system has some effect in stimulating the zeal of officers in developing registrations in backward, out-of-the-way localities may be granted; but the commission earned in such localities is small in amount as it is, and any reduction of the amount will *pro tanto* diminish its force as an incentive. The people concerned are also ready to complain if their work be not promptly attended to by registering officers; the men selected for Sub-Registrarships are educated persons, generally graduates; the work done in each office is reviewed in detail every month, both in District Registrars' offices and in my own office, and it is further scrutinised when the offices are inspected by the District Registrars and myself. This being so, an officer who neglects his duty or subjects the people to vexatious delays or other annoyances in the registration of documents cannot remain long undetected. A reduction in the amount of commission suggested by Government will lessen the evils of the system, but will not remove them. The greatest objection I feel to the retention of the system is the difficulty in making postings of officers when vacancies occur. In making these postings it is necessary to take into account the claims of senior officers to be posted to stations which yield higher commission, and this involves a number of moves on the occasion of each vacancy in order to adjust the emoluments drawn by the several officers in the shape of commission with reference to the length of their service. As, however, officers cannot be frequently shifted without inconvenience to work, it is found necessary to wait till the vacancies accumulate to half-a-dozen or so and to make arrangements in connection with them all at one and the same time. There is thus avoidable delay in filling up vacancies, and in the meanwhile, temporary arrangements have to be made for the conduct of work at the stations where the vacancies exist. And, notwithstanding all the care taken, it is not always possible to exclude the element of chance in the postings made.

6. If the Government agrees with me in considering that the commission system may be abolished *in toto*, I would fix the grades of Sub-Registrars as follows :—

Grade.	Number.	Salary.	Monthly cost.
		Rs.	Rs.
I	20	150	3,000
II	30	125	3,750
III	50	100	5,000
IV	65	90	5,850
V	80	80	6,400
VI	65	70	4,550
VII	50	60	3,000
VIII	40	50	2,000
Total...	400	...	33,550
Add local allowance to the Sub-Registrars of Vayittiri, Manantoddy, Coonoor and Kodaikánal at Rs. 15 each ...			60
Grand Total...			33,610 or 4,03,320 per annum.

The scale proposed, it will be seen, provides for 400 offices, while the number of offices prescribed over by Special Sub-Registrars is at present only 377. The object in providing for an additional number of appointments is to fix the grades of the new appointments added to the list from time to time, to prevent all such appointments being added to the last grade, thereby unduly swelling the number in that grade, as has been the case hitherto. The additional twenty-three appointments provided for will meet the probable requirements in the way of additional offices to be opened during the next three years; and if further offices are found necessary in later years, the number in each grade should be increased in the ratio of the number in that grade provided in the scale to the total number of appointments of all grades in the scale, viz., 400. Thus, for every twenty new offices opened, the number of appointments to be added to each grade will, as far as possible, be in the following ratios:—1, first grade; 1·5, the second grade; 2·5, the third grade; 3·25, the fourth grade; 4, the fifth grade; 3·25, the sixth grade; 2·5 the seventh grade; and 2, the eighth grade.

7. As the above scale represents the distribution into several grades when the number of Special Sub-Registrars reaches 400, the distribution of the present number, viz., 377, may be fixed as follows:—

Grade.	Number.	Salary.	Monthly cost.
		Rs.	Rs.
I	20	150	3,000
II	30	125	3,750
III	50	100	5,000
IV	60	90	5,400
V	70	80	5,600
VI	60	70	4,200
VII	50	60	3,000
VIII	37	50	1,850
	377	...	31,800
Local allowances to the Sub-Registrars of Vayittiri, Manantoddy, Coonoor and Kodaikánal, Rs. 15 each... ...			60
			31,860 or 3,82,320 per annum.

8. The pay attached to the lowest grade should not be lower than Rs. 50, the pay of the Taluk Head Accountant. The salary assigned to the first grade, viz., Rs. 150, is Rs. 10 more than the present emoluments, and to allow reasonable chances of promotion to officers who have served for a considerable number of years, generally twenty, the number of appointments in the higher grades has been increased. Registration work requires very trustworthy agency to ensure that a system intended to obviate frauds is not turned into an instrument for the commission of such frauds. It is on this account that it is necessary to employ educated men, chiefly graduates as Sub-Registrars and to insist on their giving personal attention to the details of work, tedious and mechanical though it be; as a rule Sub-Registrars will not get promoted to the first grade before they have completed something like twenty years' service, and the salaries assigned are not higher than is absolutely necessary for securing the continued and willing service of the class of men required.

9. In the northern districts registration work is comparatively light, and to prevent the Sub-Registrars in these districts getting promoted to the highest grade as a matter of course, I think it might be made a rule that promotions to the first two grades should be made less on considerations of seniority and more on those of special fitness and actual work turned out than in the case of promotions to the lower grades. And, as a rule, in making postings arrangements will be made, as far as possible, to post the more experienced and highly paid officers to the more important stations.

10. The scales mentioned in paragraphs 6 and 7 have been recommended on the supposition that the Government will consent to the abolition of the commission system.

11. As regards the grades of District Registrars, I beg to recommend that the following scale be fixed:—

Grade.	Number.	Salary.	Monthly cost.
		Rs.	Rs.
I	1	500	500
II	2	400	800
III	4	350	1,400
IV	6	300	1,800
V	6	250	1,500
VI	3	200	600
VII	1	150	150
	23	...	6,750
Add local allowance to the Registrar of Madras			100
Do. to the Registrar doing duty as Assistant in the Inspector-General's office ...			50
Do. to the Registrar of Nilgiris			25
			6,925 or 83,100per annum.

12. Under the present scale, there is a serious block in promotion among District Registrars. Several officers have had no promotion since 1882, when the scale was fixed, and one deserving officer who suffered in emoluments when the scale was introduced has never recovered his old position since. The work and importance of District Registrars have, on the other hand, greatly increased in recent years with the expansion of the operations of the department. Since 1882, the number of registrations has increased (*vide* Statement B attached) from 435,381 to 859,036 or nearly two-fold; the number of registration offices has increased from 307 to 413 including offices held by *ex officio* Sub-Registrars; and the number of appeals disposed of by Registrars has advanced from 284 to 441. In the heavy districts, District Registrars have under their control from 25 to 30 offices, and the efficiency of these offices, the maintenance of discipline among the large establishment of clerks employed, and the prevention of malpractices, must, in a great measure, depend on the character of the supervision exercised by them. In these districts, the annual inspections take up nearly three months; the accounts, registers and indexes and, in fact, the whole year's work is minutely examined and all mistakes found noted and commented on. The officers as a class, have done their work excellently well, and they will compare favorably with subordinate officers in any other branch of the public service. If the efficiency of the department is to be maintained, it is very necessary that something should be done to improve their chances of promotion. The scale recommended by me will, to some extent, effect this. Considering their responsibilities and their position as District officers, it would perhaps have been more appropriate to fix the pay of the last grade at Rs. 250, which is the pay of a Deputy Collector of the last grade, instead of Rs. 200, but in the three districts of Kurnool, Ganjám and Vizagapatam work is comparatively light, and a grade on Rs. 200 will render the transition from the pay of the first-grade Sub-Registrar to that of last grade District Registrar easy. The Registrar of Madras, who will usually be an officer of one of the higher grades, though not necessarily of the first grade, should, in addition to the pay of his grade, get a Presidency allowance of Rs. 100 on account of the higher cost of living in the Presidency town. The emoluments of the present incumbent amount to Rs. 600, of which Rs. 500 is drawn in the shape of salary and Rs. 100 as commission on the collections, and the entire amount constitutes, under the provisions of the Civil Service Regulations, emoluments on which pension is calculable.

As, however, local allowance is not recognised as emolument for purposes of pension, the above arrangement should be brought into force only after the retirement of the present incumbent. The Registrar of Nilgiris now gets a local allowance of Rs. 25, and should continue to draw the allowance under the new scheme.

13. I have provided in the scale for one supernumerary officer to be employed as an Assistant in my office. When, on the occasion of taking charge of the department five years ago, I consulted Mr. Hamnett on the wants of the department, he strongly impressed on me that he found it difficult to get through the growing work of the department without having a proper Assistant to dispose of routine papers, more especially when he was on tour; and since then the work has grown very considerably in various directions. The number of offices has increased by nearly fifty during the last five years; references from districts on difficult questions which crop up in connection with the registration and stamp laws have greatly multiplied; and the attempt to utilise the information locked up in registration books for the purpose of ascertaining the changes taking place in the economic condition of the people has further considerably added to office work. The work in connection with the registration of births, deaths and marriages under Act VI of 1886, more especially registration of Native Christian marriages, is also a recent addition. As I have to be away from head-quarters for nearly eight months every year on tour, the central office has to be under the charge of the Manager who is paid only Rs. 200 per mensem. Not being of the rank of an Assistant he cannot issue orders on any papers, however unimportant, without previous reference to me, and he has to submit to me all the papers received when I am on tour. This arrangement delays the despatch of orders to a considerable extent when I am on tour in distant districts. The time of the Manager is so fully occupied in seeing that the papers received during my absence in the central office are despatched to me with the requisite references and with draft orders in the case of routine papers and in the general supervision of work done in the office, including the issue of stores to the district offices, that he is unable to give me the necessary assistance in making précis of papers or preparing cases for orders, to the extent desirable. I have no doubt that if I am allowed an Assistant, the work of the office would be done with greater expedition, especially during my absence on tours, and would enable a larger number of offices to be inspected annually. The officer selected for duty in the central office should be paid a Presidency allowance of Rs. 50. I understand that a similar arrangement is in contemplation as regards Deputy Collectors selected for employment as Assistants in the Board and Government offices.

Vide also paragraph 39 of the Administration report of the Registration Department for 1883-84 and 1884-85.

14. There are *22 probationary Sub-Registrars paid each Rs. 20 per mensem. These men as soon as they have learnt their work, passed the departmental examination and are declared qualified to take charge of registration offices, are deputed to take charge of such offices temporarily whenever the permanent incumbents are absent on leave. As the number of registration offices has increased largely in recent years the present number of probationary Sub-Registrars is found insufficient, and not infrequently clerks employed in sub-offices have to be placed in charge of such offices, an arrangement which it is desirable to avoid as much as possible for several reasons. It is, therefore, proposed to increase the number of probationary Sub-Registrars from 22 to 35. Probationary Sub-Registrars are now paid Rs. 20 per mensem, if they are graduates and Rs. 15 per mensem if they are under graduates. In future, all probationary Sub-Registrars may be paid at Rs. 15 per mensem for learning work and when they have done so, passed the departmental examination and have been declared to be qualified to be

*G. O., dated 13th January 1880, No. 82.
" dated 10th May 1881, No. 921.
" dated 3rd October 1881 No 1874 Jud
" dated 14th September 1888, No. 1965.

in charge of offices, they may be paid Rs. 20 per mensem. Under the present system of payment of commission, probationary Sub-Registrars are entitled to draw in addition to their pay, 20 per cent. of the collections subject to a maximum of Rs. 50. When the commission system is abolished, they may be paid a fixed charge allowance of Rs. 10 per mensem. Thirty probationary Sub-Registrars may be expected to be in charge of offices continuously throughout the year, and the total cost of the proposed scale for probationary Sub-Registrars will therefore, amount to 30 × Rs. 30 + 5 × 15 = Rs. 975 per mensem or Rs. 11,700 per annum.

15. There are 14 offices now under the charge of Revenue Officers, and these officers are remunerated by payment of a commission of 20 per cent. on the collections made by them. The amount of commission paid to these officers is about Rs. 1,000 per annum. When the commission system is abolished, they may be paid a fixed allowance of Rs. 7 per mensem. The allowance in the case of the 14 officers will amount to Rs. 98 per mensem or Rs. 1,176 or Rs. 176 more than the present cost.

16. The total cost of the revised scale proposed by me for Registrars, Sub-Registrars, probationary Sub-Registrars and *ex-officio* Sub-Registrars comes to Rs. 83,100 + Rs. 382,320 + Rs. 11,700 + Rs. 1,176 = Rs. 478,296, while the present cost is Rs. 67,100 + Rs. 3,62,180 + Rs. 5,280 + Rs. 1,000 = Rs. 435,560. The increase is thus Rs. 43,000 in round numbers. I calculate that increased leave allowances which may have to be paid when the new scheme is brought into force will not exceed Rs. 2,000, as grade promotions will be given only in cases of officers who take leave for periods exceeding 6 months. In the case of vacancies for very short periods, the probationary Sub-Registrars will be placed in charge of offices vacant and grade promotions will not be given. Altogether, the total cost will not exceed the present cost by more than Rs. 45,000.

17. A few junior officers who happen to be in charge of lucrative offices and draw maximum commission will lose when the new scheme is introduced, but they will be compensated by the increased leave allowances they will be enabled to draw and increased chances of promotion to the higher grades. From a calculation made, it appears that 24 officers, mostly of very short service, will lose less than Rs. 5 when the new scheme is introduced, and this loss will be in commission and not in pay. The case, therefore, does not seem to fall under Article 468 of the Civil Service Regulations. In the case of officers whose emoluments are increased by the introduction of the new scheme, it is proposed to give the increase in the case of District Registrars by annual increments not exceeding Rs. 25 and in the case of Sub-Registrars by annual increments not exceeding Rs. 10. By adopting this arrangement it is calculated that a saving will be effected in the entire cost of the scheme, of Rs. 13,284 in the first year, Rs. 4,752 in the second year and Rs. 900 in the third year, and it will be only in the fourth year that the full cost will be reached.

18. I must not omit to mention that the abolition of the commission system will have the effect of putting a stop to the growth of the amount of commission due to growth of registrations in offices which do not now pay the maximum, commission and the gain on this head will, in the long run, counterbalance the increased cost of Rs. 45,000 above referred to, as, from a calculation made, it appears that the increase in the commission earned in 1893-94 in the offices which did not pay maximum commission in 1889-90 is about Rs. 18,000 which gives a rate of increase of Rs. 3,600 annually. It will thus be seen that in the long run, the proposed arrangements will be more economical than the present arrangements, while at the same time they will secure greater administrative efficiency.

19. The revised scheme recommended is essentially necessary for placing the

department on a sound and efficient footing. As already observed, though the work of a registering officer is to some extent of a mechanical character, it requires to be done with great care and accuracy; and it has been the policy of the department to employ only educated and qualified men to ensure the maintenance of accurate and trustworthy record of the titles to landed property. The men employed have for many years had little or no promotion and have no prospect of any under the present scale, while year by year the work they have to do has been greatly increasing. The standard insisted on as regards the quality of the work turned out is also much higher now than in former years. Greater attention and personal responsibility on the part of registering officers are being now enforced as regards the proper examination of documents presented for registration, the proper identification of parties appearing as executants so as to prevent fraud and false personation, the correct and speedy transcription of documents in the registers and the preparation of indexes to documents containing sufficient description of properties to facilitate searches in the registers. Recently, the Government has directed that in surveyed districts a special reference index should be prepared showing at a glance in respect of each survey number, all the documents registered in connection with it. This will prove a record of great value by enabling any person who wishes to purchase land to ascertain without any difficulty all the registered transactions which have taken place concerning it. To make this record complete proposals have been submitted to the Government of India for legislation in view to making the registration of sales and mortgages of immovable property of value less than Rs. 100 compulsory. This index, if not a register of titles, will be the nearest substitute for it; but as now nearly all the districts have been surveyed, the work entailed on the registering officers in connection with its preparation is very considerable. The services of registering officers, have also in recent years, been utilised for the execution of applications for the mutation of names in the revenue registers when lands change hands, and as the Board of Revenue remarks in its report on the Settlement of Land Revenue for Fusli 1303, this mode of applying for the transfer of revenue registry is gradually gaining ground among the people. The Government has further pointed out in G. O dated 15th September 1893 No. 1878 that "the duties of registering officers afford particularly favourable opportunities for studying the economic condition of the country" and "that it is of the highest importance that that subject should receive unremitting attention"; and for carrying out this object the registering officers have been required to compile elaborate statistics and furnish reports. In other various ways too, the services of registering officers have been availed of in connection with general administration. Several Sub-Registrars are placed in charge of Deputy Tahsildar's treasuries whenever the latter officers go on tour, some are Chairmen of Municipalities or Local Fund Union Panchayats, members of Taluq Boards and Special Magistrates. These officers being as a body intelligent and trustworthy, the tendency has naturally been to utilise them for purposes of general administration whenever this can be done without detriment to their duties as registering officers. When the Madras Tenancy Bill is passed into law, there will be great increase of registration work in the northern Zemindari districts, as was the case in Bengal when the Bengal Tenancy Act was passed. While the work has increased so much in various directions, the officers are losing heart at finding that their emoluments and prospects of advancement are in no way commensurate with the ever increasing work they are called upon to perform; and this feeling which is daily growing cannot but tell prejudicially on the future usefulness and efficiency of the department. As pointed out by the Government of India in their Resolution dated 8th March 1884 No. 12-438-50 "the officers employed should be assigned competent salaries and the staff organised in such a way as to offer sufficient prospects of promotion and advancement," and that "in no other way can zealous, efficient and contented men be attracted to the department." The scheme submitted has been framed so as to fulfil these conditions to some extent, and I venture to think that the additional cost will in the long run be recouped by the further expansion of the operations of the department.

20. If the Government be pleased to approve of the above proposals, I shall submit the necessary proposition statements through the Accountant-General.

I have the honor to be,

Sir,

Your most obedient servant,

Inspector-General of Registration.

B.P. No. 37 21 March 1895 S.C.

G.O. 1045: 30.4.94 S.C. Jud.

G.O. 2540: 23.10.94 S.C.

G.O. 2432: 5.10.94 Mis.

G.O. 681/2: 21 Sept 94 Rev. S.C.

G.O. 1935: 13.8.94 Misc.

G.O. 1867/94 Mis.

G.O. 1204 & 1934 Mis. Jud.

G.O. 2431/2: 22.11.93 S.C.

G.O. 1878/93 Jud.

G.O. 430: 27.2.93 Ca.

G.O. 2216: 2.12.92 Mis.

G.O. 1492: 5.8.92.

G.O. 1367: 10.7.91

G.O. 1592: 14.10.90 Mis. Papers

Board's Regr. Report. 1853/54.

G.O. 775/84 S.C.

1971

TH SEPTEMBER 1895, No. , JUDICIAL.

GOVERNMENT OF MADRAS.

JUDICIAL DEPARTMENT.

READ—the following paper :—

From the Hon. S. SRINIVASA RAGHAVAIYANGAR, Diwan Bahadur, C.I.E., Inspector-General of Registration, to the Chief Secretary to Government, dated Camp Ootacamund, 10th July 1895, T. No. 3284.

In G.O., dated 10th July 1891, No. 1367, Judicial, Government granted me permission to submit proposals (1), for reorganising the staff of Sub-Registrars and Registrars, and (2), for reorganising the clerical establishments in registration offices. The latter scheme as being the more urgent was taken up first, and it has been sanctioned and brought into force. I have now the honour to submit the proposals for revising the grades of Registrars and Sub-Registrars, called for in G.O., dated 5th October 1894, No. 2432.

2. The present scale of establishment of Sub-Registrars and Registrars is as shown below :—

SUB-REGISTRARS.

(G.O., Judicial, dated 31st July 1889, No. 1311.)

Grade.	Salary.	Number of officers.	Cost per mensem.
			Rs.
I (*a*)	Rs. 90 + commission at the rate of 20 per cent. on the collections subject to a maximum of Rs. 600 for a full year	10	900
I (*b*)	„ 75 do. do.	10	750
II	„ 60 do. do.	20	1,200
III	„ 50 do. do.	30	1,500
IV	„ 45 do. do.	37	1,665
V	„ 40 do. do.	60	2,400
VI	„ 35 do. do.	70	2,450
VII	„ 30 do. do.	139	4,170
VIII	„ 25 do. do.	1	25
		377	15,060
	Local allowance to Sub-Registrars of Vayittiri and Manantoddy ..		30
			15,090 per mensem or 1,81,080 per annum.

The estimated amount * of commission payable to the above officers for a full year is Rs. 1,81,100. The total cost thus amounts to Rs. 3,62,180. In this amount the commission payable to revenue officers who are *ex-officio* Sub-Registrars (fourteen in number) is not included.

* *Vide* Enclosure (A).

DISTRICT REGISTRARS.

(G.O., dated 1st September 1882, No. 1156, Judicial.)

Grade.	Salary.	Number of officers.	Cost per mensem.
I (Registrar of Madras)	Rs. 500 + commission on the collections at 20 per cent., not exceeding Rs. 1,200 for a full year		Rs.
II	„ 300 + commission on the collections at 20 per cent., not exceeding Rs. 600 for a full year	1	500
III	„ 250	1	300
IV	„ 200	3	750
V	„ 175	4	800
VI	„ 150	6	1,050
VII	„ 100	6	900
		1	100
		22	4,400
	Local allowance to Registrar of Nilgiris (G.O., Financial, dated 15th October 1890, No. 178).		25
	Add commission for a full year		4,425 or 53,100 per annum.
			14,000 „
			67,100

3. The defects of the scale for Sub-Registrars will be seen at a glance. The number of officers in the higher grades is disproportionately small, while the last (7th) grade is overcrowded to such an extent as to preclude all chances of promotion to the higher grades to newly appointed Sub-Registrar even after long approved service. The commission forms the major portion of the emoluments of Sub-Registrars in the lower grades and, when these officers have to take leave, their leave allowances are unduly reduced. The same considerations apply more or less to the scale fixed for Registrars also.

4. In my letter dated 24th May 1891, I adduced reasons for abolishing the system of payment of a commission on the collections made by registering officers. These were, (1st), that the system ensures payment proportioned to actual work only to a limited extent, as the average value of a registered document and the fee collected therefor differ widely in different districts; (2ndly), that nearly half the offices now yield the maximum commission, and as regards these, the reasons for the continuance of the commission system no longer hold; (3rdly), that the progress of registrations now depends more on the circumstances of particular tracts of country, and less on the exertions of individual officers, than was the case formerly, while, by frequent inspection and close scrutiny of returns of work on the part of the District Registrars, it is possible to ensure that the duties assigned to Sub-Registrars are faithfully performed; (4thly), that in the case of the majority of officers, the commission forms the larger portion of their emoluments, so that when they take privilege or other leave, their allowances are unduly reduced; and (5thly), that the system makes it difficult to regulate promotions on proper principles. The Government, while considering the arguments adduced weighty, doubted whether the total abolition of the commission system was advisable, and desired that some plan might be devised whereby the amount of commission or the proportion it bore to fixed pay might be reduced and the inconveniences of the present system diminished.

5. I have given careful consideration to the question, and am of opinion that so far as the District Registrars are concerned, there is no object in retaining the commission system any longer. All but three Registrars already get the maximum commission. These are all officers high up in the service; the major portion of their work consists of administrative supervision; and to district officers entrusted with this kind of duty, the principle of the commission system cannot, of course, be applicable. As regards Sub-Registrars also, since my last letter was written, I have had more than three years' additional experience of the working of the department, and it seems to me that

the time has now arrived for the total abolition of the system of payment by commission. In about 180 offices the officers draw the maximum commission, and in their case the principle of the system has ceased to be operative. The development of registration also depends, as already stated, more on the circumstances of the several tracts and less on the special exertions of the officers concerned than was the case in the infancy of the department. For instance, a young Sub-Registrar placed in charge of a new office opened in one of the southern districts can easily show good results in a short time. The same officer placed in charge of an office in the Ceded districts could not, however much he tried, show the same results or anything like them. That the commission system has some effect in stimulating the zeal of officers in developing registrations in backward, out-of-the-way localities may be granted; but the commission earned in such localities is small in amount as it is, and any reduction of the amount will *pro tanto* diminish its force as an incentive. The people concerned are also ready to complain if their work be not promptly attended to by Registering officers; the men selected for Sub-Registrarships are educated persons, generally graduates; the work done in each office is reviewed in detail every month, both in District Registrars' offices and in my own office, and it is further scrutinised when the offices are inspected by the District Registrars and myself. This being so, an officer who neglects his duty or subjects the people to vexatious delays or other annoyances in the registration of documents cannot remain long undetected. A reduction in the amount of commission suggested by Government will lessen the evils of the system, but will not remove them. The greatest objection I feel to the retention of the system is the difficulty in making postings of officers when vacancies occur. In making these postings it is necessary to take into account the claims of senior officers to be posted to stations which yield higher commission, and this involves a number of moves on the occasion of each vacancy in order to adjust the emoluments drawn by the several officers in the shape of commission with reference to the length of their service. As, however, officers cannot be frequently shifted without inconvenience to work, it is found necessary to wait till the vacancies accumulate to half-a-dozen or so and to make arrangements in connection with them all at one and the same time. There is thus avoidable delay in filling up vacancies, and in the meanwhile, temporary arrangements have to be made for the conduct of work at the stations where the vacancies exist. And, notwithstanding all the care taken, it is not always possible to exclude the element of chance in the postings made.

6. If the Government agrees with me in considering that the commission system may be abolished *in toto*, I would fix the grades of Sub-Registrars as follows:—

Grade.	Number.	Salary.	Monthly cost.
		Rs.	Rs.
I	20	150	3,000
II	30	125	3,750
III	50	100	5,000
IV	65	90	5,850
V	80	80	6,400
VI	65	70	4,550
VII	50	60	3,000
VIII	40	50	2,000
Total ..	400	..	33,550
Add local allowance to the Sub-Registrars of Vayittiri, Manantoddy, Coonoor and Kodaikánal at Rs. 15 each ..			60
Grand Total ..			33,610 or 4,03,320 per annum.

The scale proposed, it will be seen, provides for 400 offices, while the number of offices prescribed over by Special Sub-Registrars is at present only 377. The object in providing for an additional number of appointments is to fix the grades of the new appointments added to the list from time to time, to prevent all such appointments being added to the last grade, thereby unduly swelling the number in that grade, as has been the case hitherto. The additional twenty-three appointments provided for will meet

the probable requirements in the way of additional offices to be opened during the next three years; and if further offices are found necessary in later years, the number in each grade should be increased in the ratio of the number in that grade provided in the scale to the total number of appointments of all grades in the scale, viz., 400. Thus, for every twenty new offices opened, the number of appointments to be added to each grade will, as far as possible, be in the following ratios:—1, first grade; 1·5, the second grade; 2·5, the third grade; 3·25, the fourth grade; 4, the fifth grade; 3·25, the sixth grade; 2·5 the seventh grade; and 2, the eighth grade.

7. As the above scale represents the distribution into several grades when the number of Special Sub-Registrars reaches 400, the distribution of the present number, viz., 377, may be fixed as follows:—

Grade.	No.	Salary.	Monthly cost.
		Rs.	Rs.
I	20	150	3,000
II	30	125	3,750
III	50	100	5,000
IV	60	90	5,400
V	70	80	5,600
VI	60	70	4,200
VII	50	60	3,000
VIII	37	50	1,850
	377	..	31,800
Local allowances to the Sub-Registrars of Vayittiri, Manantoddy, Coonoor and Kodaikánal, Rs. 15 each ..			60
			31,860 or 3,82,320 per annum.

8. The pay attached to the lowest grade should not be lower than Rs. 50, the pay of the Taluk Head Accountant. The salary assigned to the first grade, viz., Rs. 150, is Rs. 10 more than the present emoluments, and to allow reasonable chances of promotion to officers who have served for a considerable number of years, generally twenty, the number of appointments in the higher grades has been increased. Registration work requires very trustworthy agency to ensure that a system intended to obviate frauds is not turned into an instrument for the commission of such frauds. It is on this account that it is necessary to employ educated men, chiefly graduates as Sub-Registrars and to insist on their giving personal attention to the details of work, tedious and mechanical though it be; as a rule Sub-Registrars will not get promoted to the first grade before they have completed something like twenty years' service, and the salaries assigned are not higher than is absolutely necessary for securing the continued and willing service of the class of men required.

9. In the northern districts registration work is comparatively light, and to prevent the Sub-Registrars in these districts getting promoted to the highest grade as a matter of course, I think it might be made a rule that promotions to the first two grades should be made less on considerations of seniority and more on those of special fitness and actual work turned out than in the case of promotions to the lower grades. And, as a rule, in making postings arrangements will be made, as far as possible, to post the more experienced and highly paid officers to the more important stations.

10. The scales mentioned in paragraphs 6 and 7 have been recommended on the supposition that the Government will consent to the abolition of the commission system.

11. As regards the grades of District Registrars, I beg to recommend that the following scale be fixed:—

Grade.	Number.	Salary.	Monthly cost.
		Rs.	Rs.
I	1	500	500
II	2	400	800
III	4	350	1,400
IV	6	300	1,800
V	6	250	1,500
VI	3	200	600
VII	1	150	150
	23	..	6,750
Add local allowance to the Registrar of Madras			100
Do. to the Registrar doing duty as Assistant in the Inspector-General's office			50
Do. to the Registrar of Nilgiris			25
		83,100	6,925 or per annum.

12. Under the present scale, there is a serious block in promotion among District Registrars. Several officers have had no promotion since 1882, when the scale was fixed, and one deserving officer who suffered in emoluments when the scale was introduced has never recovered his old position since. The work and importance of District Registrars have, on the other hand, greatly increased in recent years with the expansion of the operations of the department. Since 1882, the number of registrations has increased (*vide* Statement B attached) from 435,381 to 859,036 or nearly two-fold; the number of registration offices has increased from 307 to 413 including offices held by *ex-officio* Sub-Registrars; and the number of appeals disposed of by Registrars has advanced from 284 to 441.* In the heavy districts, District Registrars have under their control from 25 to 30 offices, and the efficiency of these offices, the maintenance of discipline among the large establishment of clerks employed, and the prevention of malpractices, must, in a great measure, depend on the character of the supervision exercised by them. In these districts, the annual inspections take up nearly three months, the accounts, registers and indexes and, in fact, the whole year's work is minutely examined and all mistakes found noted and commented on. The officers, as a class, have done their work excellently well, and they will compare favorably with subordinate officers in any other branch of the public service. If the efficiency of the department is to be maintained, it is very necessary that something should be done to improve their chances of promotion. The scale recommended by me will, to some extent, effect this. Considering their responsibilities and their position as District officers, it would perhaps have been more appropriate to fix the pay of the last grade at Rs. 250, which is the pay of a Deputy Collector of the last grade, instead of Rs. 200, but in the three districts of Kurnool, Ganjám and Vizagapatam work is comparatively light, and a grade on Rs. 200 will render the transition from the pay of the first-grade Sub-Registrar to that of last grade District Registrar easy. The Registrar of Madras, who will usually be an officer of one of the higher grades, though not necessarily of the first grade, should, in addition to the pay of his grade, get a Presidency allowance of Rs. 100 on account of the higher cost of living in the Presidency town. The emoluments of the present incumbent amount to Rs. 600, of which Rs. 500 is drawn in the shape of salary and Rs. 100 as commission on the collections, and the entire amount constitutes, under the provisions of the Civil Service Regulations, emoluments on which pension is calculable. As, however, local allowance is not recognised as emolument for purposes of pension, the above arrangement should be brought into force only after the retirement of the present incumbent. The Registrar of Nilgiris now gets a local allowance of Rs. 25, and should continue to draw the allowance under the new scheme.

13. I have provided in the scale for one supernumerary officer to be employed as an Assistant in my office. When, on the occasion of taking charge of the department five years ago, I consulted Mr. Hamnett on the wants of the department,

Vide also paragraph 39 of the Administration report of the Registration Department for 1883–84 and 1884–85.

he strongly impressed on me that he found it difficult to get through the growing work of the department without having a proper Assistant to dispose of routine papers, more especially when he was on tour; and since then the work has grown very considerably in various directions. The number of offices has increased by nearly fifty during the last five years; references from districts on difficult questions which crop up in connection with the registration and stamp laws have greatly multiplied; and the attempt to utilise the information locked up in registration books for the purpose of ascertaining the changes taking place in the economic condition of the people has further considerably added to office work. The work in connection with the registration of births, deaths and marriages under Act VI of 1886, more especially registration of Native Christian marriages, is also a recent addition. As I have to be away from head-quarters for nearly eight months every year on tour, the central office has to be under the charge of the Manager who is paid only Rs. 200 per mensem. Not being of the rank of an Assistant he cannot issue orders on any papers, however unimportant, without previous reference to me, and he has to submit to me all the papers received when I am on tour. This arrangement delays the despatch of orders to a considerable extent when I am on tour in distant districts. The time of the Manager is so fully occupied in seeing that the papers received during my absence in the central office are despatched to me with the requisite references and with draft orders in the case of routine papers and in the general supervision of work done in the office, including the issue of stores to the district offices, that he is unable to give me the necessary assistance in making précis of papers or preparing cases for orders, to the extent desirable. I have no doubt that if I am allowed an Assistant, the work of the office would be done with greater expedition, especially during my absence on tours, and would enable a larger number of offices to be inspected annually. The officer selected for duty in the central office should be paid a Presidency allowance of Rs. 50. I understand that a similar arrangement is in contemplation as regards Deputy Collectors selected for employment as Assistants in the Board and Government offices.

14. There are * 22 probationary Sub-Registrars paid each Rs. 20 per mensem. These men, as soon as they have learnt their work, passed the departmental examination and are declared qualified to take charge of registration offices, are deputed to take charge of such offices temporarily whenever the permanent incumbents are absent on leave. As the number of registration offices has increased largely in recent years the present number of probationary Sub-Registrars is found insufficient, and not infrequently clerks employed in sub-offices have to be placed in charge of such offices, an arrangement which it is desirable to avoid as much as possible for several reasons. It is, therefore, proposed to increase the number of probationary Sub-Registrars from 22 to 35. Probationary Sub-Registrars are now paid Rs. 20 per mensem, if they are graduates and Rs. 15 per mensem if they are undergraduates. In future, all probationary Sub-Registrars may be paid at Rs. 15 per mensem for learning work and when they have done so, passed the departmental examination and have been declared to be qualified to be in charge of offices, they may be paid Rs. 20 per mensem. Under the present system of payment of commission, probationary Sub-Registrars are entitled to draw, in addition to their pay, 20 per cent. of the collections subject to a maximum of Rs. 50. When the commission system is abolished, they may be paid a fixed charge allowance of Rs. 10 per mensem. Thirty probationary Sub-Registrars may be expected to be in charge of offices continuously throughout the year, and the total cost of the proposed scale for probationary Sub-Registrars will therefore amount to Rs. 30 × Rs. 30 + 5 × 15 = Rs. 975 per mensem or Rs. 11,700 per annum.

15. There are 14 offices now under the charge of Revenue Officers, and these officers are remunerated by payment of a commission of 20 per cent. on the collections made by them. The amount of commission paid to these officers is about Rupees 1,000 per annum. When the commission system is abolished, they may be paid a fixed allowance of Rs. 7 per mensem. The allowance in the case of the 14 officers will amount to Rs. 98 per mensem or Rs. 1,176 or Rs. 176 more than the present cost.

* G.O., dated 13th Jan. 1880, No. 82.
" " 10th May 1881, " 921.
" " 3rd Oct. " " 1874, Financial.
" " 14th Sept. 1888 " 1965.

16. The total cost of the revised scale proposed by me for Registrars, Sub-Registrars, probationary Sub-Registers and *ex-officio* Sub-Registrars comes to Rs. 83,100 + Rs. 3,82,320 + Rs. 11,700 + Rs. 1,176 = Rs. 4,78,296, while the present cost is Rs. 67,100 + Rs. 3,62,180 + Rs. 5,280 + Rs. 1,000 = Rs. 4,35,560. The increase is thus Rs. 43,000 in round numbers. I calculate that increased leave allowances which may have to be paid when the new scheme is brought into force will not exceed Rs. 2,000, as grade promotions will be given only in cases of officers who take leave for periods exceeding six months. In the case of vacancies for very short periods, the probationary Sub-Registrars will be placed in charge of officers vacant and great promotions will not be given. Altogether, the total cost will not exceed the present cost by more than Rs. 45,000.

17. A few junior officers who happen to be in charge of lucrative offices and draw maximum commission will lose when the new scheme is introduced, but they will be compensated by the increased leave allowances they will be enabled to draw an increased chances of promotion to the higher grades. From a calculation made, it appears that 24 officers mostly of very short service will lose less than Rs. 5 when the new scheme is introduced, and this loss will be in commission and not in pay. The case, therefore, does not seem to fall under Article 468 of the Civil Service Regulations. In the case of officers whose emoluments are increased by the introduction of the new scheme, it is proposed to give the increase in the case of District Registrars by annual increments not exceeding Rs. 25 and in the case of Sub-Registrars by annual increments not exceeding Rs. 10. By adopting this arrangement it is calculated that a saving will be effected in the entire cost of the scheme, of Rs. 13,284 in the first year, Rs. 4,752 in the second year and Rs. 900 in the third year, and it will be only in the fourth year that the full cost will be reached.

18. I must not omit to mention that the abolition of the commission system will have the effect of putting a stop to the growth of the amount of commission due to growth of registrations in offices which do not now pay the maximum, commission and the gain on this head will, in the long run, counterbalance the increased cost of Rs. 45,000 above referred to, as, from a calculation made, it appears that the increase in the commission earned in 1893–94 in the offices which did not pay maximum commission in 1889–90 is about Rs. 18,000 which gives a rate of increase of Rs. 3,600 annually. It will thus be seen that in the long run, the proposed arrangements will be more economical than the present arrangements, while at the same time they will secure greater administrative efficiency.

19. The revised scheme recommended is essentially necessary for placing the department on a sound and efficient footing. As already observed, though the work of a registering officer is to some extent of a mechanical character, it requires to be done with great care and accuracy; and it has been the policy of the department to employ only educated and qualified men to ensure the maintenance of accurate and trustworthy record of the titles to landed property. The men employed have for many years had little or no promotion and have no prospect of any under the present scale, while year by year the work they have to do has been greatly increasing. The standard insisted on as regards the quality of the work turned out is also much higher now than in former years. Greater attention and personal responsibility on the part of registering officers are being now enforced as regards the proper examination of documents presented for registration, the proper identification of parties appearing as executants so as to prevent fraud and false personation, the correct and speedy transcription of documents in the registers and the preparation of indexes to documents containing sufficient description of properties to facilitate searches in the registers. Recently the Government has directed that in surveyed districts a special reference index should be prepared showing at a glance in respect of each survey number all the documents registered in connection with it. This will prove a record of great value by enabling any person who wishes to purchase land to ascertain without any difficulty all the registered transactions which have taken place concerning it. To make this record complete proposals have been submitted to the Government of India for legislation in view to making the registration of sales and mortgages of immovable property of value less than Rs. 100 compulsory. This index, if not a register of titles, will be the nearest substitute for it; but as now nearly

all the districts have been surveyed, the work entailed on the registering officers in connection with its preparation is very considerable. The services of registering officers, have also in recent years, been utilised for the execution of applications for the mutation of names in the revenue registers when lands change hands, and as the Board of Revenue remarks in its report on the Settlement of Land Revenue for Fasli 1303, this mode of applying for the transfer of revenue registry is gradually gaining ground among the people. The Government has further pointed out in G.O., dated 15th September 1893, No. 1878, that "the duties of registering officers afford particularly favourable opportunities for studying the economic condition of the country" and "that it is of the highest importance that that subject should receive unremitting attention"; and for carrying out this object the registering officers have been required to compile elaborate statistics and furnish reports. In other various ways too, the services of registering officers have been availed of in connection with general administration. Several Sub-Registrars are placed in charge of Deputy Tahsildars' treasuries whenever the latter officers go on tour, some are Chairmen of Municipalities or Local Fund Union Panchayats, Members of Taluk Boards and Special Magistrates. These officers being as a body intelligent and trustworthy, the tendency has naturally been to utilise them for purposes of general administration whenever this can be done without detriment to their duties as registering officers. When the Madras Tendency Bill is passed into law, there will be great increase of registration work in the northern Zemindari districts, as was the case in Bengal when the Bengal Tenancy Act was passed. While the work has increased so much in various directions, the officers are losing heart at finding that their emoluments and prospects of advancement are in no way commensurate with the ever increasing work they are called upon to perform; and this feeling which is daily growing cannot but tell prejudicially on the future usefulness and efficiency of the department. As pointed out by the Government of India in their Resolution, dated 8th March 1884, No. 12-438-50 "the officers employed should be assigned competent salaries and the staff organised in such a way as to offer sufficient prospects of promotion and advancement," and that "in no other way can zealous, efficient and contented men be attracted to the department." The scheme submitted has been framed so as to fulfil these conditions to some extent, and I venture to think that the additional cost will in the long run be recouped by the further expansion of the operations of the department.

20. If the Government be pleased to approve of the above proposals, I shall submit the necessary proposition statements through the Accountant-General.

Statement showing the financial effect of the proposed scheme

No. in grade	Proposed scale: monthly pay	Proposed scale: Total pay	Difference between present and proposed scales	
	Rs	Rs		
1	500	500		Amount of com
2	400	800		Deduct comm
4	350	1400		
6	300	1800		Deduct comm
6	250	1500		
3	200	600		Add estimat
1	150	150		opened offic
	100	100		either not drawn
	25	25		of the year
	50	50		Tota
23		6925		
		83100	+ 16000	
20	150	3000		1. Valavanu
30	125	3750		2. Vadakkum
50	100	5000		3. Kalligr
60	90	5400	X	4. Kiddal
80	80	6600	X	5. Nidam
100	70	4200		6. Lakolm
60	60	3000		7. Tirupur
37	50	1850		8 Manan
	60	60		9 Kangach
		31860		10 Tulalm
				11 Mavano
		38320	+ 20140	12. Pullam
40	20	800		13 Attipaly
75	15	75		14 Parka
300	10	300		15. Kan
		975		16 Vinchchu
		11700	+ 6420	
		98	6	
		76	+ 176	
		76	+ 42736	
			2000	
			45000	

Remarks -

		Rs
commission drawn in 1893-94		191513
mission for 14 ex-officio Sub. Registrars		1000
		190513
mission drawn for District Registrar		14000
		176513
ted commission for newly		
for which commission was ne or drawn only for a portion		4600
commission for special Sub. Registrars		181113

Name of the Sub-Registrar for which Commission was not drawn in 1893-94.		Approximate amount of Commission
r opened 1 April 1893	1	40
ravanallur — do —	1	50
di — do —	1	50
ngal — do —	1	40
engalam 1 July 1893	4	200
haraya-mu-3 — do —	4	120
anudram 3 — do —	4	120
adura 1 February 1894	11	550
huamnapatti — do —	11	360
anvam — do —	11	330
thudi 1 April 1894	12	600
avi — do —	12	450
apuram — do —	12	450
la 1 October 1894	12	300
mudi — do —	12	450
dippalayam 1 January 95	12	200
	Rs	4580 or

Rs 4600 in round figures

in round figures.

Statement showing the financial effect of the

Designation	Present scale			Designation
	No in the grade	Monthly pay Rs	Total pay Rs	
District Registrars				District Registrars
I grade	1	500	500	I grade
II — do —	1	300	300	II — do —
III — do —	3	250	750	III — do —
IV — do —	4	200	800	IV — do —
V — do —	6	175	1,050	V — do —
VI — do —	6	150	900	VI — do —
VII — do —	1	100	100	VII — do —
Local allowance to the Registrar of Nilgiris		25	25	Local allowance to the Registrar of Madras
Total monthly pay	22		4,425	— do — — do — Nilgiris
Total annual pay			53,100	— do — to the officer who does duty as asst in the Insp. Genl's Office
Total commission drawn for the officers in 1893-94			14,000	Total monthly pay
Grand Total			67,100	Total annual cost
Sub. Registrars				Sub. Registrars
I (a) grade				
I (b) — do —	10	90	900	I grade
II — do —	10	75	750	II — do —
III — do —	20	60	1,200	III — do —
IV — do —	30	50	1,500	IV — do —
V — do —	37	45	1,665	V — do —
VI — do —	60	40	2,400	VI — do —
VII — do —	70	35	2,450	VII — do —
VIII — do —	139	30	4,170	VIII
Local allowance to the Sub Registrars of Vayitri and Manantoddy	1	25	25	Local allowance to the Sub Registrars of Vayitri, Manantoddy Coonoor & Kodaikanal @ Rs 15 each
Total monthly pay		30	30	Total monthly cost
do annual pay	377		15,090	
Estimated commission to the officers for one fully year			181,080	
Total			* 181,100	
Probationary Sub. Registrars			362,180	Total annual cost
	22	20	440	Probationary Sub. Registrars
				Charge allowance to 30 — do —
Total annual pay	22		520	Total monthly cost
				Total annual cost
Commission paid to Revenue officers in charge of 44 offices for 1 year			1,000	Charge allowance for Revenue officers in charge of 44 offices
Total cost			4,356	Total annual cost
				Total cost
* The Insp. Genl of Regs Obtained on 10 July 1894				Increase suppo
				Insp Genl of Regs

B

Statement showing the number of offices, registrations and appeals in the several districts of the Madras Presidency

13

Districts	1882-83			1893-94.		
	Number of offices	Number of registrations	Number of appeals	Number of offices on 1 January 1895	Number of registrations	Number of appeals
Madras.	2	5,250	1	3	7,503	1
Ganjam	10	4,016	4	12	13,872	2
Vizagapatam	14	8,099	31	14	11,065	10
Godavari	18	21,532	23	22	46,169	39
Kistna	16	10,110	6	18	29,348	23
Nellore	14	7,674	4	18	17,532	13
Cuddapah	13	8,984	10	13	17,262	7
Kurnool	11	4,636	2	14	11,926	-
Bellary & Anantapur	21	6,535	1	21	22,404	5
Chingleput	10	13,999	8	12	27,523	11
North Arcot	15	20,301	16	22	52,274	33
South Arcot	15	20,163	17	26	61,222	45
Tanjore	18	42,778	70	31	72,104	94
Trinevelly	21	51,229	15	31	86,380	24
Madura	19	39,269	12	31	78,985	26
Trichinopoly	8	16,192	9	14	39,949	18
Salem	16	16,507	7	23	38,190	17
Coimbatore	16	25,950	8	25	53,162	28
South Canara	10	12,492	7	15	21,027	12
Tellicherry	13	37,767	10	16	55,045	16
Calicut	24	60,919	23	29	93,831	17
Nilgiris	3	959	-	3	2,243	-
	[a] 307	435,381	284	[b] 413	859,036	441

[a] in charge of Revenue officers
— do — do
Insp. Genl of Regs.
[b] as on 1st January and 10th July 1895

Summary Responsibility
Insp. Genl of Regs.

Enclosure to J. No. 3284 10.7.95

B

Statement showing the number of officers, registrations and appeals in the general districts in the Madras Presidency

th February 1895, No. , Judicial.

GOVERNMENT OF MADRAS.

JUDICIAL DEPARTMENT.

Read—the following paper :—

From the Hon. S. SRINIVASA RAGHAVAIYANGAR, Diwan Bahadur, C.I.E., Inspector-General of Registration, to the Chief Secretary to Government, dated Madras, 27th January 1895, G. No. 407.

In G.O., dated 10th July 1891, No. 1367, Judicial, Government granted me permission to submit proposals (1), for reorganising the staff of Sub-Registrars and Registrars, and (2), for reorganising the clerical establishments in registration offices. The latter scheme as being the more urgent was taken up first, and it has now been sanctioned and brought into force. I have now the honour to submit the proposals for revising the grades of Registrars and Sub-Registrars, called for in G.O., dated 5th October 1894, No. 2432.

2. The present scale of establishment of Sub-Registrars and Registrars is as shown below :—

Sub-Registrars.

(G.O., Judicial, dated 31st July 1889, No. 1311.)

Grade.	Salary.	Number of officers.	Cost per mensem.
			Rs.
I (*a*)	Rs. 90 + commission at the rate of 20 per cent. on the collections subject to a maximum of Rs. 600 for a full year	10	900
I (*b*)	„ 75 do. do.	10	750
II	„ 60 do. do.	20	1,200
III	„ 50 do. do.	30	1,500
IV	„ 45 do. do.	37	1,665
V	„ 40 do. do.	60	2,400
VI	„ 35 do. do.	70	2,450
VII	„ 30 do. do.	139	4,170
VIII	„ 25 do. do.	1	25
		377	15,060
	Local allowance to Sub-Registrars of Vayittiri and Manantoddy ..		30
			15,090 per mensem or 1,81,080 per annum.

The estimated amount * of commission payable to the above officers for a full year is Rs. 1,81,100. The total cost thus amounts to Rs. 3,62,180. In this amount the commission payable to revenue officers who are *ex-officio* Sub-Registrars (fourteen in number) is not included.

* *Vide* Enclosure (A).

DISTRICT REGISTRARS.

(G.O., dated 1st September 1882, No. 1156, Judicial).

Grade.	Salary.	Number of officers.	Cost per mensem.
			Rs.
I (Registrar of Madras)	Rs. 500 + commission on the collections at 20 per cent., not exceeding Rs. 1,200 for a full year.	1	500
II	,, 300 + commission on the collections at 20 per cent., not exceeding Rs. 600 for a full year.	1	300
III	,, 250	3	750
IV	,, 200	4	800
V	,, 175	6	1,050
VI	,, 150	6	900
VII	,, 100	1	100
		22	4,400
	Local allowance to Registrar of Nilgiris (G.O., Financial, dated 15th October 1890, No. 718.)		25
			4,425 or 53,100 per annum.
	Add commission for a full year		14,000
			67,100

3. The defects of the scale for Sub-Registrars will be seen at a glance. The number of officers in the higher grades is disproportionately small, while the last (7th) grade is overcrowded to such an extent as to preclude all chances of promotion to the higher grades to newly appointed Sub-Registrars even after long approved service. The commission forms the major portion of the emoluments of Sub-Registrars in the lower grades and, when these officers have to take leave, their leave allowances are unduly reduced. The same considerations apply more or less to the scale fixed for Registrars also.

4. In my letter dated 24th May 1891, I adduced reasons for abolishing the system of payment of a commission on the collections made by registering officers. These were, (1st), that the system ensures payment proportioned to actual work only to a limited extent, as the average value of a registered document and the fee collected therefor differ widely in different districts; (2ndly), that nearly half the offices now yield the maximum commission, and as regards these, the reasons for the continuance of the commission system no longer hold; (3rdly), that the progress of registrations now depends more on the circumstances of particular tracts of country, and less on the exertions of individual officers, than was the case formerly, while, by frequent inspection and close scrutiny of returns of work on the part of the District Registrars, it is possible to ensure that the duties assigned to Sub-Registrars are faithfully performed; (4thly), that in the case of the majority of officers, the commission forms the larger portion of their emoluments, so that when they take privilege or other leave, their allowances are unduly reduced; and (5thly), that the system makes it difficult to regulate promotions on proper principles. The Government, while considering the arguments adduced weighty, doubted whether the total abolition of the commission system was advisable, and desired that some plan might be devised whereby the amount of commission or the proportion it bore to fixed pay might be reduced and the inconveniences of the present system diminished.

5. I have given careful consideration to the question, and am of opinion that so far as the District Registrars are concerned, there is no object in retaining the commission system any longer. All but three Registrars already get the maximum commission. These are all officers high up in the service; the major portion of their work consists of administrative supervision; and to district officers entrusted with this kind of duty, the principle of the commission system cannot, of course, be applicable. As regards Sub-Registrars also, since my last letter was written, I have had more than three years' additional experience of the working of the department, and it seems to me that the time has now arrived for the total abolition of the system of payment by commission. In about 180 offices the officers draw the maximum commission, and in their case the principle of the system has ceased to be operative. The development of registration

also depends, as already stated, more on the circumstances of the several tracts and less on the special exertions of the officers concerned than was the case in the infancy of the department. For instance, a young Sub-Registrar placed in charge of a new office opened in one of the southern districts can easily show good results in a short time. The same officer placed in charge of an office in the Ceded districts could not, however much he tried, show the same results or anything like them. That the commission system has some effect in stimulating the zeal of officers in developing registrations in backward, out-of-the-way localities may be granted; but the commission earned in such localities is small in amount as it is, and any reduction of the amount will *pro tanto* diminish its force as an incentive. The people concerned are also ready to complain if their work be not promptly attended to by Registering officers; the men selected for Sub-Registrarships are educated persons, generally graduates; the work done in each office is reviewed in detail every month, both in District Registrars' offices and in my own office, and it is further scrutinised when the offices are inspected by the District Registrars and myself. This being so, an officer who neglects his duty or subjects the people to vexatious delays or other annoyances in the registration of documents cannot remain long undetected. A reduction in the amount of commission suggested by Government will lessen the evils of the system, but will not remove them. The greatest objection I feel to the retention of the system is the difficulty in making postings of officers when vacancies occur. In making these postings it is necessary to take into account the claims of senior officers to be posted to stations which yield higher commission, and this involves a number of moves on the occasion of each vacancy in order to adjust the emoluments drawn by the several officers in the shape of commission with reference to the length of their service. As, however, officers cannot be frequently shifted without inconvenience to work, it is found necessary to wait till the vacancies accumulate to half-a-dozen or so and to make arrangements in connection with them all at one and the same time. There is thus avoidable delay in filling up vacancies, and in the meanwhile, temporary arrangements have to be made for the conduct of work at the stations where the vacancies exist. And, notwithstanding all the care taken, it is not always possible to exclude the element of chance in the postings made.

6. If the Government agrees with me in considering that the commission system may be abolished *in toto*, I would fix the grades of Sub-Registrars as follows:—

Grade.	Number.	Salary.	Monthly cost.
		Rs.	Rs.
I	20	150	3,000
II	30	125	3,750
III	50	100	5,000
IV	65	85	5,525
V	80	70	5,600
VI	65	60	3,900
VII	50	50	2,500
VIII	40	40	1,600
Total ..	400	..	30,875
Add local allowance to the Sub-Registrars of Vayittiri, Manantoddy, Coonoor and Kodaikánal at Rs. 15 each ..			60
Grand Total..			30,935 or 3,71,220 per annum.

The scale proposed, it will be seen, provides for 400 offices, while the number of offices presided over by Special Sub-Registrars is at present only 377. The object in providing for an additional number of appointments is to fix the grades of the new appointments added to the list from time to time, to prevent all such appointments being added to the last grade, thereby unduly swelling the number in that grade, as has been the case hitherto. The additional twenty-three appointments provided for will meet the probable requirements in the way of additional offices to be opened during the next three years; and if further offices are found necessary in later years, the number in each grade should be increased in the ratio of the number in that grade provided in the scale to the total number of appointments of all grades in the scale, viz., 400. Thus, for every twenty new offices opened, the number of appointments to

be added to each grade will, as far as possible, be in the following ratios:—1, first grade; 1·5, the second grade; 2·5, the third grade; 3·25, the fourth grade; 4, the fifth grade; 3·25, the sixth grade; 2·5 the seventh grade; and 2, the eighth grade.

7. As the above scale represents the distribution into several grades when the number of Special Sub-Registrars reaches 400, the distribution of the present number, viz., 377, may be fixed as follows:—

Grade.	No.	Salary.	Monthly cost.
		Rs.	Rs.
I	20	150	3,000
II	30	125	3,750
III	50	100	5,000
IV	60	85	5,100
V	70	70	4,900
VI	60	60	3,600
VII	50	50	2,500
VIII	37	40	1,480
	377	..	29,330
Local allowance to the Sub-Registrars of Vayittiri, Manantoddy, Coonoor and Kodaikánal, Rs. 15 each			60
			29,390 or 3,52,680 per annum.

8. The pay attached to the lowest grade may at first sight seem too low, but Rs. 40 is not bad as initial pay to young graduates just entering service and posted to small offices at the outset. I have advisedly fixed the number of officers in this grade at a low figure, viz., 37, in order that the men appointed to this grade might get promoted to the next grade (salary Rs. 50) within a couple of years or so, if they showed good work. The salary assigned to the first grade, viz., Rs. 150, is Rs. 10 more than the present emoluments, and to allow reasonable chances of promotion to officers who have served for a considerable number of years, the number of appointments in the higher grades has been increased. Registration work requires very trustworthy agency to ensure that a system intended to obviate frauds is not turned into an instrument for the commission of such frauds. It is on this account that it is necessary to employ educated men, chiefly graduates, as Sub-Registrars and to insist on their giving personal attention to the details of work, tedious and mechanical though it be; as a rule Sub-Registrars will not get promoted to the first grade before they have completed something like twenty years' service, and the salaries assigned are not higher than is absolutely necessary for securing the continued and willing service of the class of men required.

9. In the northern districts registration work is comparatively light, and to prevent the Sub-Registrars in these districts getting promoted to the highest grade as a matter of course, I think it might be made a rule that promotions to the first two grades should be made less on considerations of seniority and more on those of special fitness and actual work turned out than in the case of promotions to the lower grades. And, as a rule, in making postings arrangements will be made, as far as possible, to post the more highly paid officers to the more important stations.

10. Under this scale, Sub-Registrars in the higher grades will generally draw higher emoluments than they now get, while junior officers who happen to be serving in stations which pay high commission will lose at the outset. The latter will, however, soon get promoted to higher grades, and they will have the advantage of drawing increased allowances when they take leave. It must be remembered that it was often by chance and not by any special merit that junior officers got posted to lucrative stations in preference to officers with longer service. For instance, nearly all the offices in the Malabar district pay maximum commission, and a Sub-Registrar, whose vernacular language is Malayalam and who does not know any other vernacular language, however young he may be in service, gets better emoluments than most old officers in the Telugu districts. There are cases which will require special treatment, but these will be considered on their merits when the scheme is brought into force.

11. The scales mentioned in paragraphs 6 and 7 have been recommended on the supposition that the Government will consent to the abolition of the commission

system. If, however, the Government still considers that this system should be maintained, though in a modified form, I would recommend that the amount of annual commission be reduced from 20 to 10 per cent. of the collections subject to a maximum of Rs. 300 instead of Rs. 600 as at present. If this be sanctioned, a scale of payment on the combined system of salary and commission can be easily framed by adapting the scales above referred to, with Rs. 125 for salary of the 1st grade, the salaries of the lower grades being adjusted in such a manner that their amount together with the average commission at the reduced rate might be equal, as nearly as possible, to the total salary provided for in the new scale.

12. As regards the grades of District Registrars, I beg to recommend that the following scale be fixed:—

Grade.	Number.	Salary.	Monthly cost.
		Rs.	Rs.
I	1	500	500
II	2	400	800
III	4	350	1,400
IV	6	300	1,800
V	6	250	1,500
VI	3	200	600
VII	1	150	150
	23		6,750
Add local allowance to the Registrar of Madras			100
Do. to the Registrar doing duty as Assistant in the Inspector-General's office			50
Do. to the Registrar of Nilgiris			25
		83,100	6,925 or per annum.

13. Under the present scale, there is a serious block in promotion among District Registrars. Several officers have had no promotion since 1882, when the scale was fixed, and one deserving officer who suffered in emoluments when the scale was introduced has never recovered his old position since. The work and importance of District Registrars have, on the other hand, greatly increased in recent years with the expansion of the operations of the department. Since 1882, the number of registrations has increased (*vide* Statement B attached) from 435,381 to 859,036 or nearly two-fold; the number of registration offices has increased from 307 to 413 including offices held by *ex-officio* Sub-Registrars; and the number of appeals disposed of by Registrars has advanced from 284 to 441. In the heavy districts, District Registrars have under their control from 25 to 30 offices, and the efficiency of these offices, the maintenance of discipline among the large establishment of clerks employed, and the prevention of malpractices, must, in a great measure, depend on the character of the supervision exercised by them. In these districts, the annual inspections take up nearly three months, the accounts, registers and indexes and, in fact, the whole year's work is minutely examined and all mistakes found noted and commented on. The officers, as a class, have done their work excellently well, and they will compare favorably with subordinate officers in any other branch of the public service. If the efficiency of the department is to be maintained, it is very necessary that something should be done to improve their chances of promotion. The scale recommended by me will, to some extent, effect this. Considering their responsibilities and their position as District officers, it would perhaps have been more appropriate to fix the pay of the last grade at Rs. 250, which is the pay of a Deputy Collector of the last grade, instead of Rs. 200, but in the three districts of Kurnool, Ganjám and Vizagapatam work is comparatively light, and a grade on Rs. 200 will render the transition from the pay of the first-grade Sub-Registrar to that of last grade District Registrar easy. The Registrar of Madras, who will usually be an officer of one of the higher grades, though not necessarily of the first grade, will, in addition to the pay of his grade, get a Presidency allowance of Rs. 100 on account of the higher cost of living in the Presidency town. The emoluments of the present incumbent amount to Rs. 600, of which Rs. 500 is drawn in the shape of salary and Rs. 100 as commission on the collections, and the entire amount constitutes, under the provisions of the Civil Service Regulations, emoluments on which pension

is calculable. As, however, local allowance is not recognised as emolument for purposes of pension, the above arrangement should be brought into force only after the retirement of the present incumbent. The Registrar of Nilgiris now gets a local allowance of Rs. 25, and he will continue to draw the allowance under the new scheme.

14. I have provided in the scale for one supernumerary officer to be employed as an Assistant in my office. When, on the occasion of taking charge of the department five years ago, I consulted Mr. Hamnett on the wants of the department, he strongly impressed on me that he found it difficult to get through the growing work of the department without having a proper Assistant to dispose of routine papers, more especially when he was on tour; and since then the work has grown very considerably in various directions. The number of offices has increased by nearly fifty during the last five years; references from districts on difficult questions which crop up in connection with the registration and stamp laws have greatly multiplied; and the attempt to utilise the information locked up in registration books for the purpose of ascertaining the changes taking place in the economic condition of the people has further considerably added to office work. The work in connection with the registration of births, deaths and marriages under Act VI of 1886, more especially registration of Native Christian marriages, is also a recent addition. As I have to be away from head-quarters for nearly eight months every year on tour, the central office has to be under the charge of the Manager who is paid only Rs. 200 per mensem. Not being of the rank of an Assistant he cannot issue orders on any papers, however unimportant, without previous reference to me, and he has to submit to me all the papers received when I am on tour. This arrangement delays the despatch of orders to a considerable extent when I am on tour in distant districts. The time of the Manager is so fully occupied in seeing that the papers received during my absence in the central office are despatched to me with the requisite references and with draft orders in the case of routine papers and in the general supervision of work done in the office, including the issue of stores to the district offices, that he is unable to give me the necessary assistance in making précis of papers or preparing cases for orders, to the extent desirable. I have no doubt that if I am allowed an Assistant, the work of the office would be done with greater expedition, especially during my absence on tours, and would enable a larger number of offices to be inspected annually. The officer selected for duty in the central office should be paid a Presidency allowance of Rs. 50. I understand that a similar arrangement is in contemplation as regards Deputy Collectors selected for employment as Assistants in the Board and Government offices.

Vide also paragraph 39 of the Administration report of the Registration Department for 1883–84 and 1884–85.

15. The total cost of the revised scale proposed by me for Registrars and Sub-Registrars comes to Rs. 83,100 + Rs. 3,52,680 = Rs. 4,35,780, while the present cost is Rs. 67,100 + Rs. 3.62,180 = Rs. 4,29,280 in round numbers. The increase is thus Rs. 6,500. There will be no additional charge on account of pensions except on this excess, as, under the Civil Service Regulations, emoluments drawn in the shape of commission form part of the salary of an officer for the purpose of calculating the pension grantable to him. I calculate that increased leave allowances which may have to be paid when the new scheme is brought into force will not exceed Rs. 3,000 or Rs. 4,000. Altogether, the total cost will not exceed the present cost by more than Rs. 10,000, the sum granted in the current year's budget for improving the position and pay of Sub-Registrars and Registrars.

16. I must not omit to mention that the abolition of the commission system will have the effect of putting a stop to the growth of the amount of commission due to growth of registrations in offices which do not now pay the maximum commission, and the gain on this head will, in the course of two or three years, counterbalance the increased cost of Rs. 10,000 above referred to, as, from a calculation made, it appears that the increase in the commission earned in 1893–94 in the offices which did not pay maximum commission in 1889–90 is about Rs 18,000 which gives a rate of increase of Rs. 3,600 annually. It will thus be seen that in the long run, the proposed arrangements will be more economical than the present arrangements, while at the same time they will secure greater administrative efficiency.

17. If the Government be pleased to approve of the above proposals, I shall submit the necessary proposition statements through the Accountant-General.

A.—Statement showing the financial effect of the proposed scheme.

Designation.	Present scale. Number in the grade.	Present scale. Monthly pay.	Present scale. Total pay.	Proposed scale. Number in the grade.	Proposed scale. Monthly pay.	Proposed scale. Total pay.	Difference in cost between the present and proposed scale.	Remarks.
		Rs.	Rs.		Rs.	Rs.	Rs.	
District Registrars.								
I Grade	1	500	500	1	500	500		
II do.	1	300	300	2	400	800		
III do.	3	250	750	4	350	1,400		
IV do.	4	200	800	6	300	1,800		
V do.	6	175	1,050	6	250	1,500		
VI do.	6	150	900	4	200	600		
VII do.	1	100	100	1	150	150		
Local allowance to the Registrar of Madras	..	25	25	..	50	50		
Total monthly pay ..	22	..	4,425	23	..	6,925	..	
Total annual pay ..	..	..	53,100	..	..	83,100	+ 16,000	
Total commission drawn for the officers in 1893–94 ..	..	..	14,000	20	150	3,000		* Amount of commission drawn in 1893–94 .. Rs. 1,91,513
				30	125	3,750		Deduct commission for 14 *ex-officio* Sub-Registrars 1,000
				50	100	5,000		
				60	85	5,100		Deduct commission for District Registrars .. 1,90,513
				70	70	4,900		
				60	60	3,600		Add estimated commission for newly-opened Sub-Registrars' offices, for which commission was either not drawn or drawn only for a portion of the year in 1893–94 4,600
				60	50	3,000		
				37	40	1,480		
Grand Total ..	..	..	67,100	377	..	29,390		Total commission for special Sub-Registrars .. 1,81,113
				..	..	3,52,680	— 9,500	
Sub-Registrars.								
I (a) Grade	10	90	900					Number of months for which commission was not drawn in 1893–94. Approximate amount of commission.
I (b) do.	10	75	750					
II do.	20	60	1,200					
III do.	30	50	1,500					1. Valavanoor opened on (1st April 1893) .. .. Rs. 1 Rs. 40
IV do.	37	45	1,665					2. Kiddangal (1st April 1893) 1 40
V do.	60	40	2,400					3. Vedakkuviranamalur (1st April 1893) 1 40
VI do.	70	35	2,450					4. Kalligudi (1st April 1893) 1 50
VII do.	139	30	4,170					5. Nidamangalam (1st July 1893) 1 50
VIII do.	1	25	25					6. Lakshminarayanasamudram (1st July 1893) 4 200
Local allowance to the Sub-Registrars of Vayitri and Manantoddy.	..	30	30					7. Tirupur (1st July 1893) 4 120
								8. Manamadurai (1st Feb. 1894) 4 120
Total monthly pay ..	377	..	15,090					9. Thangachchiyammapatti (1st Feb. 1894) 11 550
Total annual pay ..	..	..	1,81,080					10. Kulalmaimam (1st Feb. 1894) 11 360
								11. Manamelkudi (1st April 1894) 11 550
Estimated commission to the officers for one full year	..	..	* 1,81,100					12. Pullambadi (1st April 1894) 12 600
								13. Uppiliyapuram (do.) 12 450
Total ..	..	..	3,62,180					14. Pakala (1st Oct. 1894) 12 450
								15. Kamudi (do.) 12 300
Total cost for Registrars and Sub-Registrars ..	..	..	4,29,280			4,35,780	+ 6,500	16. Buchchireddipalayam (1st Jan. 1895) 12 450
							3,000	
							+ 10,000 in round figures.	12 200
								4,530 or 4,600 in round figures.

Add increased cost on account of leave allowances .. .. ..

B.—Statement showing the number of offices, registrations, and appeals in the several dist ricts of the Madras Presidency.

Districts.	1882–83.			1893–94.		
	Number of officers.	Number of registrations.	Number of appeals.	Number of officers on 1st January 1895.	Number of registrations.	Number of appeals.
Madras	2	5,250	1	3	7,503	1
Ganjám	10	4,016	4	12	13,872	2
Vizagapatam	14	8,099	31	14	11,065	10
Gódávari	18	21,552	23	22	46,169	39
Kistna	16	10,110	6	18	29,348	23
Nellore	14	7,674	4	18	17,552	13
Cuddapah	13	8,984	10	13	17,262	7
Kurnool	11	4,636	2	14	11,926	..
Bellary and Anantapur	21	6,535	1	21	22,404	5
Chingleput	10	13,999	8	12	27,523	11
North Arcot	15	20,301	16	22	52,274	33
South Arcot	15	20,163	17	26	61,222	45
Tanjore	18	42,778	70	31	72,104	94
Tinnevelly	21	51,229	15	31	86,380	24
Madura	19	32,269	12	31	78,985	26
Trichinopoly	8	16,192	9	14	39,949	18
Salem	16	16,507	7	23	38,190	17
Coimbatore	16	25,950	8	25	53,162	28
South Canara	10	12,492	7	15	21,027	12
Tellicherry	13	37,767	10	16	55,045	16
Calicut	24	60,919	23	29	93,831	17
Nilgiris	3	959	..	3	2,243	..
Total ..	(a) 307	435,381	284	(b) 413	859,036	441

(a) Fifty-eight in charge of Revenue officers; (b) Fourteen in charge of Revenue officers.

(?) TH FEBRUARY 1895, No. , JUDICIAL.

GOVERNMENT OF MADRAS.

JUDICIAL DEPARTMENT.

READ—the following paper :—

From the HON. S. SRINIVASA RAGHAVAIYANGAR, Diwan Bahadur, C.I.E., Inspector-General of Registration, to the Chief Secretary to Government, dated ~~Madras, 27th January~~ Camp Cotacamund, 10th July 1895, G. No. ~~107~~.

In G.O., dated 10th July 1891, No. 1367, Judicial, Government granted me permission to submit proposals (1), for reorganising the staff of Sub-Registrars and Registrars, and (2), for reorganising the clerical establishments in registration offices. The latter scheme as being the more urgent was taken up first, and it has now been sanctioned and brought into force. I have now the honour to submit the proposals for revising the grades of Registrars and Sub-Registrars, called for in G.O., dated 5th October 1894, No. 2432.

2. The present scale of establishment of Sub-Registrars and Registrars is as shown below :—

SUB-REGISTRARS.

(G.O., Judicial, dated 31st July 1889, No. 1311.)

Grade.	Salary.	Number of officers.	Cost per mensem.
			Rs.
I (*a*)	Rs. 90 + commission at the rate of 20 per cent. on the collections subject to a maximum of Rs. 600 for a full year	1	
I (*b*)	„ 75 do. do.	10	900
II	„ 60 do. do.	10	750
III	„ 50 do. do.	20	1,200
IV	„ 45 do. do.	30	1,500
V	„ 40 do. do.	37	1,665
VI	„ 35 do. do.	60	2,400
VII	„ 30 do. do.	70	2,450
VIII	„ 25 do. do.	139	4,170
	..	1	25
		377	15,060
	Local allowance to Sub-Registrars of Vayittiri and Manantoddy ..		30
			15,090 per mensem or 1,81,080 per annum.

The estimated amount * of commission payable to the above officers for a full year is Rs. 1,81,100. The total cost thus amounts to Rs. 3,62,180. In this amount the commission payable to revenue officers who are *ex-officio* Sub-Registrars (fourteen in number) is not included.

* *Vide* Enclosure (A).

DISTRICT REGISTRARS.

(G.O., dated 1st September 1882, No. 1156, Judicial.)

Grade.	Salary.	Number of officers.	Cost per mensem.
I (Registrar of Madras)	Rs. 500 + commission on the collections at 20 per cent., not exceeding Rs. 1,200 for a full year	1	Rs. 500
II ...	,, 300 + commission on the collections at 20 per cent., not exceeding Rs. 600 for a full year	1	300
III ...	,, 250	2	500
IV ...	,, 200	3	750
V ...	,, 175	4	800
VI ...	,, 150	6	1,050
VII ...	,, 100	6	900
		1	100
		22	4,400
	Local allowance to Registrar of Nilgiris (G.O., Financial, dated 15th October 1890, No. [illegible])		25
	Add commission for a full year		4,425 or 53,100 per annum.
			14,000
			67,100

3. The defects of the scale for Sub-Registrars will be seen at a glance. The number of officers in the higher grades is disproportionately small, while the last (7th) grade is overcrowded to such an extent as to preclude all chances of promotion to the higher grades to newly appointed Sub-Registrars even after long approved service. The commission forms the major portion of the emoluments of Sub-Registrars in the lower grades and, when these officers have to take leave, their leave allowances are unduly reduced. The same considerations apply more or less to the scale fixed for Registrars also.

4. In my letter dated 24th May 1891, I adduced reasons for abolishing the system of payment of a commission on the collections made by registering officers. These were, (1st), that the system ensures payment proportioned to actual work only to a limited extent, as the average value of a registered document and the fee collected therefor differ widely in different districts; (2ndly), that nearly half the offices now yield the maximum commission, and as regards these, the reasons for the continuance of the commission system no longer hold; (3rdly), that the progress of registrations now depends more on the circumstances of particular tracts of country, and less on the exertions of individual officers, than was the case formerly, while, by frequent inspection and close scrutiny of returns of work on the part of the District Registrars, it is possible to ensure that the duties assigned to Sub-Registrars are faithfully performed; (4thly), that in the case of the majority of officers, the commission forms the larger portion of their emoluments, so that when they take privilege or other leave, their allowances are unduly reduced; and (5thly), that the system makes it difficult to regulate promotions on proper principles. The Government, while considering the arguments adduced weighty, doubted whether the total abolition of the commission system was advisable, and desired that some plan might be devised whereby the amount of commission or the proportion it bore to fixed pay might be reduced and the inconveniences of the present system diminished.

5. I have given careful consideration to the question, and am of opinion that so far as the District Registrars are concerned, there is no object in retaining the commission system any longer. All but three Registrars already get the maximum commission. These are all officers high up in the service; the major portion of their work consists of administrative supervision; and to district officers entrusted with this kind of duty, the principle of the commission system cannot, of course, be applicable. As regards Sub-Registrars also, since my last letter was written, I have had more than three years' additional experience of the working of the department, and it seems to me that the time has now arrived for the total abolition of the system of payment by commission. In about 180 offices the officers draw the maximum commission, and in their case the principle of the system has ceased to be operative. The development of registration

also depends, as already stated, more on the circumstances of the several tracts and less on the special exertions of the officers concerned than was the case in the infancy of the department. For instance, a young Sub-Registrar placed in charge of a new office opened in one of the southern districts can easily show good results in a short time. The same officer placed in charge of an office in the Ceded districts could not, however much he tried, show the same results or anything like them. That the commission system has some effect in stimulating the zeal of officers in developing registrations in backward, out-of-the-way localities may be granted; but the commission earned in such localities is small in amount as it is, and any reduction of the amount will *pro tanto* diminish its force as an incentive. The people concerned are also ready to complain if their work be not promptly attended to by Registering officers; the men selected for Sub-Registrarships are educated persons, generally graduates; the work done in each office is reviewed in detail every month, both in District Registrars' offices and in my own office, and it is further scrutinised when the offices are inspected by the District Registrars and myself. This being so, an officer who neglects his duty or subjects the people to vexatious delays or other annoyances in the registration of documents cannot remain long undetected. A reduction in the amount of commission suggested by Government will lessen the evils of the system, but will not remove them. The greatest objection I feel to the retention of the system is the difficulty in making postings of officers when vacancies occur. In making these postings it is necessary to take into account the claims of senior officers to be posted to stations which yield higher commission, and this involves a number of moves on the occasion of each vacancy in order to adjust the emoluments drawn by the several officers in the shape of commission with reference to the length of their service. As, however, officers cannot be frequently shifted without inconvenience to work, it is found necessary to wait till the vacancies accumulate to half-a-dozen or so and to make arrangements in connection with them all at one and the same time. There is thus avoidable delay in filling up vacancies, and in the meanwhile, temporary arrangements have to be made for the conduct of work at the stations where the vacancies exist. And, notwithstanding all the care taken, it is not always possible to exclude the element of chance in the postings made.

6. If the Government agrees with me in considering that the commission system may be abolished *in toto*, I would fix the grades of Sub-Registrars as follows:—

Grade.	Number.	Salary.	Monthly cost.
		Rs.	Rs.
I	20	150	3,000
II	30	125	3,750
III	50	100	5,000
IV	65	85	5,525
V	80	70	5,600
VI	65	60	3,900
VII	50	50	2,500
VIII	40	40	1,600
Total ..	400	..	30,975
Add local allowance to the Sub-Registrars of Vayittiri, Manantoddy, Coonoor and Kodaikánal at Rs. 15 each			60
Grand Total			30,885 or 3,71,220 per annum.

The scale proposed, it will be seen, provides for 400 offices, while the number of offices ~~presided~~ prescribed over by Special Sub-Registrars is at present only 377. The object in providing for an additional number of appointments is to fix the grades of the new appointments added to the list from time to time, to prevent all such appointments being added to the last grade, thereby unduly swelling the number in that grade, as has been the case hitherto. The additional twenty-three appointments provided for will meet the probable requirements in the way of additional offices to be opened during the next three years; and if further offices are found necessary in later years, the number in each grade should be increased in the ratio of the number in that grade provided in the scale to the total number of appointments of all grades in the scale, viz., 400. Thus, for every twenty new offices opened, the number of appointments to

be added to each grade will, as far as possible, be in the following ratios, 2·1, first grade; 1·5, the second grade; 2·5, the third grade; 3·25, the fourth grade; 4, the fifth grade; 3·25, the sixth grade; 2·5 the seventh grade; and 2, the eighth grade.

7. As the above scale represents the distribution into several grades when the number of Special Sub-Registrars reaches 400, the distribution of the present number, viz., 377, may be fixed as follows:—

Grade.	No.	Salary.	Monthly cost.
		Rs.	Rs.
I	20	150	3,000
II	30	125	3,750
III	50	100	5,000
IV	60	90	5,400
V	70	80	5,600
VI	60	70	4,200
VII	50	60	3,000
VIII	37	40	1,480
	377		29,630
Local allowance to the Sub-Registrars of Vayittiri, Manantoddy, Coonoor and Kodaikanal, Rs. 15 each ..			60
			29,690 or
			356,280 per annum.

8. The pay attached to the lowest grade may at first sight seem too low, but Rs. 40 is not bad as initial pay to young graduates just entering service and posted to small offices at the outset. I have advisedly fixed the number of officers in this grade at a low figure, viz., 37, in order that the men appointed to this grade might get promoted to the next grade (salary Rs. 50) within a couple of years or so, if they showed good work. The salary assigned to the first grade, viz., Rs. 150, is Rs. 10 more than the present emoluments, and to allow reasonable chances of promotion to officers who have served for a considerable number of years, the number of appointments in the higher grades has been increased. Registration work requires very trustworthy agency to ensure that a system intended to obviate frauds is not turned into an instrument for the commission of such frauds. It is on this account that it is necessary to employ educated men, chiefly graduates, as Sub-Registrars and to insist on their giving personal attention to the details of work, tedious and mechanical though it be; as a rule Sub-Registrars will not get promoted to the first grade before they have completed something like twenty years' service, and the salaries assigned are not higher than is absolutely necessary for securing the continued and willing service of the class of men required.

9. In the northern districts registration work is comparatively light, and to prevent the Sub-Registrars in these districts getting promoted to the highest grade as a matter of course, I think it might be made a rule that promotions to the first two grades should be made less on considerations of seniority and more on those of special fitness and actual work turned out than in the case of promotions to the lower grades. And, as a rule, in making postings arrangements will be made, as far as possible, to post the more highly paid officers to the more important stations.

10. Under this scale, Sub-Registrars in the higher grades will generally draw higher emoluments than they now get, while junior officers who happen to be serving in stations which pay high commission will lose at the outset. The latter will, however, soon get promoted to higher grades, and they will have the advantage of drawing increased allowances when they take leave. It must be remembered that it was often by chance and not by any special merit that junior officers got posted to lucrative stations in preference to officers with longer service. For instance, nearly all the offices in the Malabar district pay maximum commission, and a Sub-Registrar, whose vernacular language is Malayalam and who does not know any other vernacular language, however young he may be in service, gets better emoluments than most old officers in the Telugu districts. There are cases which will require special treatment, but these will be considered on their merits when the scheme is brought into force.

11. The scales mentioned in paragraphs 6 and 7 have been recommended on the supposition that the Government will consent to the abolition of the commission

system. If, however, the Government still considers that this system should be maintained, though in a modified form, I would recommend that the amount of annual commission be reduced from 20 to 10 per cent. of the collections subject to a maximum of Rs. 300 instead of Rs. 600 as at present. If this be sanctioned, a scale of payment on the combined system of salary and commission can be easily framed by adapting the scales above referred to, with Rs. 125 for salary of the 1st grade, the salaries of the lower grades being adjusted in such a manner that their amount together with the average commission at the reduced rate might be equal, as nearly as possible, to the total salary provided for in the new scale.

12. As regards the grades of District Registrars, I beg to recommend that the following scale be fixed:—

Grade.	Number.	Salary.	Monthly cost.
		Rs.	Rs.
I	1	500	500
II	2	400	800
III	4	350	1,400
IV	6	300	1,800
V	6	250	1,500
VI	3	200	600
VII	1	150	150
	23		6,750.
Add local allowance to the Registrar of Madras			100.
Do. to the Registrar doing duty as Assistant in the Inspector-General's office ..			50.
Do. to the Registrar of Nilgiris			25.
			6,925 or
		83,100	per annum.

13. Under the present scale, there is a serious block in promotion among District Registrars. Several officers have had no promotion since 1882, when the scale was fixed, and one deserving officer who suffered in emoluments when the scale was introduced has never recovered his old position since. The work and importance of District Registrars have, on the other hand, greatly increased in recent years with the expansion of the operations of the department. Since 1882, the number of registrations has increased (*vide* Statement B attached) from 435,381 to 859,036 or nearly two-fold; the number of registration offices has increased from 307 to 413 including offices held by *ex-officio* Sub-Registrars; and the number of appeals disposed of by Registrars has advanced from 284 to 441. In the heavy districts, District Registrars have under their control from 25 to 30 offices, and the efficiency of these offices, the maintenance of discipline among the large establishment of clerks employed, and the prevention of malpractices, must, in a great measure, depend on the character of the supervision exercised by them. In these districts, the annual inspections take up nearly three months, the accounts, registers and indexes and, in fact, the whole year's work is minutely examined and all mistakes found noted and commented on. The officers, as a class, have done their work excellently well, and they will compare favorably with subordinate officers in any other branch of the public service. If the efficiency of the department is to be maintained, it is very necessary that something should be done to improve their chances of promotion. The scale recommended by me will, to some extent, effect this. Considering their responsibilities and their position as District officers, it would perhaps have been more appropriate to fix the pay of the last grade at Rs. 250, which is the pay of a Deputy Collector of the last grade, instead of Rs. 200, but in the three districts of Kurnool, Ganjám and Vizagapatam work is comparatively light, and a grade on Rs. 200 will render the transition from the pay of the first-grade Sub-Registrar to that of last grade District Registrar easy. The Registrar of Madras, who will usually be an officer of one of the higher grades, though not necessarily of the first grade, will in addition to the pay of his grade, get a Presidency allowance of Rs. 100 on account of the higher cost of living in the Presidency town. The emoluments of the present incumbent amount to Rs. 600, of which Rs. 500 is drawn in the shape of salary and Rs. 100 as commission on the collections, and the entire amount constitutes, under the provisions of the Civil Service Regulations, emoluments on which pension

is calculable. As, however, local allowance is not recognised as emolument for purposes of pension, the above arrangement should be brought into force only after the retirement of the present incumbent. The Registrar of Nilgiris now gets a local allowance of Rs. 25, and he will continue to draw the allowance under the new scheme.

14. I have provided in the scale for one supernumerary officer to be employed as an Assistant in my office. When, on the occasion of taking charge of the department five years ago, I consulted Mr. Hamnett on the wants of the department, he strongly impressed on me that he found it difficult to get through the growing work of the department without having a proper Assistant to dispose of routine papers, more especially when he was on tour; and since then the work has grown very considerably in various directions. The number of offices has increased by nearly fifty during the last five years; references from districts on difficult questions which crop up in connection with the registration and stamp laws have greatly multiplied; and the attempt to utilise the information locked up in registration books for the purpose of ascertaining the changes taking place in the economic condition of the people has further considerably added to office work. The work in connection with the registration of births, deaths and marriages under Act VI of 1886, more especially registration of Native Christian marriages, is also a recent addition. As I have to be away from head-quarters for nearly eight months every year on tour, the central office has to be under the charge of the Manager who is paid only Rs. 200 per mensem. Not being of the rank of an Assistant he cannot issue orders on any papers, however unimportant, without previous reference to me, and he has to submit to me all the papers received when I am on tour. This arrangement delays the despatch of orders to a considerable extent when I am on tour in distant districts. The time of the Manager is so fully occupied in seeing that the papers received during my absence in the central office are despatched to me with the requisite references and with draft orders in the case of routine papers and in the general supervision of work done in the office, including the issue of stores to the district offices, that he is unable to give me the necessary assistance in making précis of papers or preparing cases for orders, to the extent desirable. I have no doubt that if I am allowed an Assistant, the work of the office would be done with greater expedition, especially during my absence on tours, and would enable a larger number of offices to be inspected annually. The officer selected for duty in the central office should be paid a Presidency allowance of Rs. 50. I understand that a similar arrangement is in contemplation as regards Deputy Collectors selected for employment as Assistants in the Board and Government offices.

Vide also paragraph 39 of the Administration report of the Registration Department for 1883–84 and 1884–85.

15. The total cost of the revised scale proposed by me for Registrars and Sub-Registrars comes to Rs. 83,100 + Rs. 3,52,680 = Rs. 4,35,780, while the present cost is Rs. 67,100 + Rs. 3,62,180 = Rs. 4,29,280 in round numbers. The increase is thus Rs. 6,500. There will be no additional charge on account of pensions except on this excess, as, under the Civil Service Regulations, emoluments drawn in the shape of commission form part of the salary of an officer for the purpose of calculating the pension grantable to him. I calculate that increased leave allowances which may have to be paid when the new scheme is brought into force will not exceed Rs. 3,000 or Rs. 4,000. Altogether, the total cost will not exceed the present cost by more than Rs. 10,000, the sum granted in the current year's budget for improving the position and pay of Sub-Registrars and Registrars.

16. I must not omit to mention that the abolition of the commission system will have the effect of putting a stop to the growth of the amount of commission due to and the gain on this head will, in the course of two or three years, counterbalance the increased cost of Rs. 10,000 above referred to, as, from a calculation made, it appears that the increase in the commission earned in 1893–94 in the offices which did not pay maximum commission in 1889–90 is about Rs. 18,000 which gives a rate of increase of Rs. 3,600 annually. It will thus be seen that in the long run, the proposed arrangements will be more economical than the present arrangements, while at the same time they will secure greater administrative efficiency.

17. If the Government be pleased to approve of the above proposals, I shall submit the necessary proposition statements through the Accountant-General.

A.—Statement showing the financial effect of the proposed scheme.

Designation.	Number in the grade.	Present scale. Monthly pay.	Present scale. Total pay.	Proposed scale. Number in the grade.	Proposed scale. Monthly pay.	Proposed scale. Total pay.	Difference in cost between the present and proposed scale.	Remarks.
District Registrars.		Rs.	Rs.		Rs.	Rs.	Rs.	
I Grade	1	500	500	1	500	500	..	
II do.	2	400	800	2	400	800	..	
III do.	4	350	1,400	4	350	1,400	..	
IV do.	6	300	1,800	6	300	1,800	..	
V do.	6	250	1,500	6	250	1,500	..	
VI do.	8	200	1,600	8	200	1,600	..	
VII do.	1	150	150	1	150	150	..	
Local allowance to the Registrar of Madras	..	..	25	..	..	25	..	
Local allowance to the Registrar of Nilgiris	..	..	100	..	..	100	..	
Local allowance to the Registrar who is to be the Assistant in the Inspector-General's office	..	..	25	..	..	25	..	
Total monthly cost	..	..	6,925	20	150	3,000	..	
Total annual cost	..	..	83,100	..	..	83,100	+ 16,000	
Sub-Registrars.								
I Grade	10	90	900	20	150	3,000		
II do.	10	75	750	25	125	3,750		
III do.	20	60	1,200	50	100	5,000		
IV do.	30	50	1,500	60	85	5,100		
V do.	37	45	1,665	70	70	4,900		
VI do.	60	40	2,400	60	60	3,600		
VII do.	70	35	2,450	50	50	2,500		
VIII do.	139	30	4,170	37	40	1,480		
Local allowance to the Sub-Registrars of Vayiri, Manantoddy, Coonoor and Kodaikanal at Rs. 15 each	1	25	25	..	..	..		
Total monthly pay	..	..	4,425	377	..	29,330	— 9,500	
Total annual pay	..	..	53,100	..	..	3,52,680		
Total commission drawn for the officers in 1893–94	..	..	14,000	..	..	..		
Grand Total	..	..	67,100	..	..	4,35,780	+ 6,500	
Sub-Registrars.								
I (*a*) Grade	10	90	900	..	..	..		
I (*b*) do.	10	75	750	..	..	..		
II do.	20	60	1,200	..	..	..		
III do.	30	50	1,500	..	..	..		
IV do.	37	45	1,665	..	..	..		
V do.	60	40	2,400	..	..	..		
VI do.	70	35	2,450	..	..	..		
VII do.	139	30	4,170	..	..	..		
VIII do.	1	25	25	..	..	..		
Local allowance to the Sub-Registrars of Vayiri and Manantoddy.	..	..	30	..	..	..		
Total monthly pay	..	..	4,425	377	..	29,330	— 9,500	
Total annual pay	..	..	53,100	..	..	3,52,680		
Total monthly pay	..	..	15,000	..	..	..		
Total annual pay	..	..	1,81,080	..	..	..		
Estimated commission to the officers for one full year	..	..	* 1,81,100	..	..	..		
Total	..	..	3,62,180	..	..	..		
Total cost for Registrars and Sub-Registrars	..	..	4,29,280	..	..	4,35,780	+ 6,500	

Amount of commission drawn in 1893–94	..	..	..	..	..	..	Rs. 1,91,513	
Deduct commission for 14 *ex-officio* Sub-Registrars	..	..	..	..	..	..	1,000	
Deduct commission for District Registrars	..	..	..	..	..	..	1,90,513 14,000	
Add estimated commission for newly-opened Sub-Registrars' offices, for which commission was either not drawn or drawn only for a portion of the year in 1893–94	..	..	..	..	..	..	1,76,513 4,600	
Total commission for special Sub-Registrars	..	..	..	..	..	..	1,81,113	

	Number of months for which commission was not drawn in 1893–94.	Approximate amount of commission.
		Rs.
1. Valuvanoor opened on (1st April 1893)	1	40
2. Kiddangal (1st April 1893)	1	40
3. Vedakkuriyamanallur (1st April 1893)	1	50
4. Kalligudi (1st April 1893)	1	50
5. Nidamangalam (1st July 1893)	4	200
6. Lakshminarayanasamudram (1st July 1893)	4	120
7. Tirupur (1st July 1893)	4	120
8. Manamadurai (1st Feb. 1894)	11	550
9. Thangachchiyammapatti (1st Feb. 1894)	11	360
10. Kulalmaiman (1st Feb. 1894)	11	550
11. Manamelkudi (1st April 1894)	12	600
12. Pullambadi (do.)	12	450
13. Uppiyapuram (do.)	12	450
14. Pakala (1st Oct. 1894)	12	300
15. Kammadi (do.)	12	450
16. Buchchireddipalayam (1st Jan. 1895)	12	200
		4,630 or 4,600 in round figures.

Copy of A

B.—Statement showing the number of offices, registrations, and appeals in the several districts of the Madras Presidency.

Districts.	1882–83.			1893–94.		
	Number of officers.	Number of registrations.	Number of appeals.	Number of officers on 1st January 1895.	Number of registrations.	Number of appeals.
Madras	2	5,250	1	3	7,503	1
Ganjám	10	4,016	4	12	13,872	2
Vizagapatam	14	8,099	31	14	11,065	10
Gódávari	18	21,552	23	22	46,169	39
Kistna	16	10,110	6	18	29,348	23
Nellore	14	7,674	4	18	17,552	13
Cuddapah	13	8,984	10	13	17,262	7
Kurnool	11	4,636	2	14	11,926	..
Bellary and Anantapur	21	6,535	1	21	22,404	5
Chingleput	10	13,999	8	12	27,523	11
North Arcot	15	20,301	16	22	52,274	33
South Arcot	15	20,163	17	26	61,222	45
Tanjore	18	42,778	70	31	72,104	94
Tinnevelly	21	51,229	15	31	86,380	24
Madura	19	32,269	12	31	78,985	26
Trichinopoly	8	16,192	9	14	39,949	18
Salem	16	16,507	7	23	38,190	17
Coimbatore	16	25,950	8	25	53,162	28
South Canara	10	12,492	7	15	21,027	12
Tellicherry	13	37,767	10	16	55,045	16
Calicut	24	60,919	23	29	93,831	17
Nilgiris	3	959	..	3	2,243	..
Total ..	(a) 307	435,381	284	(b) 413	859,036	441

(a) Fifty-eight in charge of Revenue officers; (b) Fourteen in charge of Revenue officers.

[G. / 25.]
600—8-3-95.

Judicial Department.

C. No. 3318/95

FOR ORDERS.

The Registration Dept is one of our most important Depts, + shd be placed on a permanent footing. So long as the officials are paid in part by Commission and the grades are so ill arranged that there are 139 in the lowest grade of Sub Registrars whilst there are only 70 in the grade next above it + only 10 in the first grade there can be no finality, + the men must be so discontented that we cannot expect the proper amount of work from them. As the G of I have stands: the staff shd be organized in such a way as to offer sufficient prospects of promotion. In no other way can zealous efficient + contented men be attracted to the Dept. The proposals now before us entail an increase of R 45,000, but they have been carefully thought out. The increase of R 45,000 is warranted by the growing utility of the Dept as detailed in para 19

This current contains proposals for the reorganization of the Registration Department. The matter has been under discussion for some months and the Hon. Mr. Bliss has on more than one occasion had personal conferences with the Inspector General on the subject. — The first proposals received were noted on at length in the office, and the current now under disposal represents those proposals as modified in accordance with the views of the Hon'ble Mr. Bliss.

The papers are now circulated to the Hon'ble members as the subject is of considerable importance.

The scheme is set out clearly in the J.G.'s letter and it will suffice to state here that the main features are as follows:—

(i) The abolition of the system of part payment by commission fees.

(ii) The regrading of District Registrars as follows.

Grade.	Present scale. no.	Pay Rs		Proposed scale. no.	Pay Rs
I	1	500 +	Commission not exceeding Rs 1200 per annum	1	500
II	1	300 +	Commission not exceeding Rs 600 per annum	2	400
III	3	250	"	4	350
IV	4	200	"	6	300
V	6	175	"	6	250
VI	6	150	"	3	200
VII	1	100	"	1	150
	22			23 *	

(iii) The regrading of Sub Registrars as follows.

Grade	Present Scale No.	Pay Rs		Proposed Scale No.	Pay Rs
I (a)	10	90	plus Commission not exceeding Rs 600 per annum	20	150
(b)	10	75			
II	20	60		30	125
III	30	50		50	100
IV	37	45		60	90
V	60	40		70	80
VI	70	35		60	70
VII	139	30		50	60
VIII	1	25		37	50
	377			377	

(i) The substitution of 35 probationary Registrars on Rs 15, Rs 20 + Rs 20 for 35 on Rs 15, + Rs 20 plus commission fees when in charge of offices

of the I.G's letter, by the material aids w^h it gives to our Revenues, & by the obvious fact, ever dinned into the ears of I.G.S, that it did not pay Govt as a revenue-making Dept^t, & that its purpose shd be availed of to make it easier & not for the Public to Register I think these proposals shd be adopted.

FOR ORDERS.

As for "Economy" I agree with the C.S. that the growth of Commission in offices w^h do not now pay the maximum will not counterbalance this increase and could to a very great extent, but I am sure that the further expansion of the operations of this Dept^t will do so. This expansion will be especially

* including a new personal assistant to the I.G. of Regn.

& thereon in the Northern Districts when the Tamil Nadu Bill becomes Law.

IG 29/7

The new scales submitted by the I.G. seem to me to be suitable - and certainly do not err on the side of extravagance, and if the I.G. can produce a feeling of contentment and satisfaction in the Dept^t at an increased outlay of 45,000 Rs. a year, he is to be sincerely congratulated.

I should merely like to ask one question. I see that in the 1st grade of District Registrars - in wh. there is only one post - the present remuneration (supposing the occupant gets the max^m commission) is 650 per mensem. It is now proposed to fix 600 here at 500. Is this enough for the chief

* This wd when in charge of offices
The I.G. takes the number of D. Sub. Regrs on such charge at 30.

[G/25.]
600—8-3-25.

DEPARTMENT.

C. No.

FOR ORDERS.

prise of the profession?

W
Secy

It would no doubt be pleasant to give more Dnarry of these offices. But what we have to consider, in practice, is whether we are going enough to enable the I.G. to obtain suitable recruits in competition with the Revenue Dept^t - District Registrars compare in offl status with Dy Colrs. Dy Colrs have 1 appt only on Rs 600, 5 on 600, 11 on Rs 500 and so on. That is, they are better paid. But considering the nature (1) of the work and (2) the probable occupants of the appts, I think that the Dt Regrs can hardly expect to be equally paid - They have no travelling Establt to look after, no responsibility & lead all their lives through life an educated native loves, viz^t, a life of routine. Imagine most of them would far rather be Dt Regrs on lower pay than Dy Colrs on higher - In fact if I remember right, when R Subramania Ayer, the Dt Regr of Ranjore, was offered the Dy Collectorship, he refused

the estimated additional cost is Rs 45,000 per annum, the surplus of the Regn Department being as a rule some three lakhs in recent years.

D
19.4.25

The increase in cost of the dept on consequence of the IG's proposals is Rs 45,000 p.a. and the sanction of the S of S will be required. The IG's views as to the scheme being eventually more economical than that at present existing seem to the latter sanguine for saying that the whole of the Offices and the maximum Commission - only some 180 out of 377 appointments now show the difference between what the Establt would then cost and what it cost now would be Rs 45,000. So that the cost of the proposed scheme as is

Reorganization of the Registration Dept

FOR ORDERS.

Sir W. Rose & H.E. the Gov.

equal to the cost of the present rule
saying that the very improbable contingency
of every Office being able to pay full
commission existed. I do not see
where any saving economy comes
in.
The proposed changes seem very desirable
and are no doubt very much needed
The men in the lower Grades have but
low pay among a few of them have
anything to look forward to.

HD
25/7/95

it unless he was given Rs 100
p.m. increase of pay. I dont
therefore consider it necessary in the
interests of the public service that
Dt Regrs more highly than is now
proposed – On the other hand, any
proposal to better their condition
will probably lead India to oppose
the scheme more strenuously than
they are likely almost sure to do.

WS
6/8/95

25/7 30/7 2/8

[G 25]
600—23-7-95.

DEPARTMENT.

C. No.

FOR ORDERS.

I think Rs 500 is enough
to secure our chief object –
contentment

DF
5/8

As my hon. colleagues are both satisfied
as to the sufficiency of the amount proposed
for the Dt Registrar of the 1st Class, I will
raise no objection: it being understood
that the present incumbent will continue
to draw his 600 Rs. as at present, until
he retires.

W
12 Aug

This argument wd only apply if
Hari Row were to be transferred
from Madras. But that is not
in the least likely
WS

Submitted to H.E. for personal
of H.E. the Gov.r remark & for
orders as to whether the D.G.'s
Scheme should be modified so as
to increase the pay of the first-
grade District Registrars

D
2-8-95

His objection appears to be that one
though of the 1st Class must be
headed he would get on the present
maximum 600. But saying that
he did not get 600 – the D.G. thinks
that it is not necessary that he
should – the class of all the Dt
Registrars would get nothing for
the abolition of commission except
of salaries. Should the attention of the
D.G. be called to this?
HD
3/8/95

Pay of the first grade
District Registrar

FOR ORDERS.

A.Sn. & Sn. W. Grae

Resubmitted to H.E.
the Governor for
perusal of Ministers remarks
&
H.S. 5/8/95.
9/8/95.

C.5/8 C.P.S.
8/8 12/8

Judicial Dept.

C.No.3818.

ORDER.

The Inspector General's proposals meet with the approval of Govt and the Government of India will accordingly be addressed.

3. The necessary form ~~of~~ al proposition statement should be submitted through the Accountant General without delay.

(From order)
D
20-8-95.
H.S.
31/8/95

To

The Inspector General of
Registration.

Letter
To

The Secretary to the Govt. of
India,
Home Dept.

Sir,

In transmitting herewith a copy of the Proceedings of Govt. of this date, I am directed to request that the Rt. Hon. the Secretary of State may be moved to sanction the re-organization of the Madras Registration

Dept.

Dept. in the manner indicated in the following paragraphs of this letter.

2. The scheme for which sanction is solicited may conveniently be divided into four heads, viz,

(1) The abolition of the system of paying Dt. Registrars and Sub-Registrars commission fees.

(2) The regrading of Dt. Registrars ~~so to improve their prospects~~.

(3) The regrading of Sub-Registrars

(4) Revision of the present Establishment of probationary Sub-Registrars.

3. The abolition of the system of paying Dt. Registrars and Sub-Registrars commission fees.

The inconveniences of the system have long been recognized by Govt. and the present scheme is the outcome of proposals which were made by the I.G. of Regn. some years ago. The Govt. was then disposed to doubt whether the total abolition of commission fees was desirable and requested the I.G. to endeavour to devise some scheme which would either reduce the amount of commission or the proportion it bears to the fixed pay or which would diminish the inconveniences brought to notice in some other way.

way. The reasons which render the system of payment by commission objectionable are set out at some length in the 4th and 5th paras: of the letter containing the I.G's proposals which is read in the accompanying draft (~~encl~~ order ~~enclosed herein~~. They are —

firstly, that it is only to a limited extent that the system ensures payment in proportion to the actual work performed inasmuch as the average value of ~~the~~ registered documents and the average fee collected thereon vary widely in different localities,

secondly, nearly half the registration offices in the Presidency already yield the maximum commission and in respect of these offices there is no longer any reason for the continuance of the commission system.

thirdly, that the advance of registration now depends much more on the circumstances of particular tracts of country than on the exertions of individual officers, as was the case when the Dept. was in its infancy; at the same time the frequent inspection and close scrutiny to which the work of Sub-Registrars is now subject ensures the performance of their duties.

fourthly

fourthly, in the case of the great majority of officers commission fees form by far the larger portion of their emoluments and as a consequence they are unable to take leave except on allowances which are altogether inadequate.

fifthly, the system makes it extremely difficult to regulate promotions and postings of officers upon proper principles ; thus when vacancies occur, it is now necessary to take into account the claims of senior officers to be posted to stations which yield higher commission and this involves a number of moves on the occasion of each vacancy in order to adjust the emoluments drawn by the officers moved ~~in the shape of commission~~ with reference to the length of their services.

On the other hand the only advantage which accrues from the commission system consists in the impetus which it is supposed to give to the work of ~~such~~ Sub. registrars in consequence of their pay being in part dependent upon results. This advantage was no doubt considerable many years ago when the operations of the Dept. were in the incipient stage ~~were conducted~~, when the people of the country

country were less ready to complain of vexatious delays and annoyances in the registration of documents and Sub-Registrars were drawn from less educated classes than at present. Circumstances have, however, altered and there can now in the opinion of ~~His Excellency the Governor in Council~~ His Govt be no question that the objections to the system of part payment by commission altogether outweigh the advantages which accrue from it. As the I.G. remarks, a reduction in the amount of commission or in the proportion which it bears to permanent pay would only lessen the evils of the system and would not remove them. For this reason H.E. the Governor in Council has therefore after much consideration arrived at the conclusion that the time has come for its entire abolition.

4. The regrading of Dt. Registrars ~~as to improve their prospects~~.

The following table shows the nature of the proposed revision of the grades of Dt. Registrars.

H.E Table A.

The present scale of pay was fixed in 1882, since when several officers have received and taken no promotion owing to the

disproportion,

revised rates, it is proposed to allow such increases to be drawn only by annual increments of Rs.25 per mensem, a measure which will effect a considerable saving in expenditure during the first two or three years after the revision. It will be seen that the revised scale provides for special local allowances to two officers who are not now in receipt thereof. One of these, the Registrar of Madras, is ~~now~~ at present drawing inclusive of ~~allowances~~ commission Rs.600 per mensem as substantive pay and should continue to receive this salary until his retirement from the Dept. ~~It will only be after that that until which~~ date the local allowance ~~proposed will not be drawn~~. His successor in that office will however undoubtedly receive some compensation on account of the higher cost of living in the Presidency town and it is for this purpose that the local allowance is proposed. The same reason applies to the proposal to grant a similar allowance to the Registrar who is to be attached as a Special Assistant in the I.G.'s office. This however is a new appointment; the necessity for which is to be found in the general increase

of

Pay of the first grade
District Registrar

FOR ORDERS.

H.M. & Mr. W. Grae

Resubmitted to H.E.
the Governor for
perusal of Ministers' remarks

9/8/95.

C.5/8 C.P.C.
8/8 13/8

Judicial Dept.

C.No.3818.

ORDER.

The Inspector General's proposals meet with the approval of Govt. and the Government of India will accordingly be addressed.

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From orders
20.8.95
31/8/95

To
The Inspector General of
Registration.

Letter
To
The Secretary to the Govt. of
India,
Home Dept.

Sir,

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Dept. in the manner indicated in the following paragraphs of this letter.

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(1) The abolition of the system of paying Dt. Registrars and Sub-Registrars commission fees.

(2) The regrading of Dt. Registrars ~~so as to improve their prospects~~

(3) The regrading of Sub-Registrars

(4) Revision of the present Establishment of probationary Sub-Registrars.

8. The abolition of the system of paying Dt. Registrars and Sub-Registrars commission fees.

The inconveniences of the system have long been recognized by Govt. and the present scheme is the outcome of proposals which were made by the I.G. of Regn. some years ago. The Govt. was then disposed to doubt whether the total abolition of commission fees was desirable and requested the I.G. to endeavour to devise some scheme which would either reduce the amount of commission or the proportion it bears to the fixed pay or which would diminish the inconveniences brought to notice in some other way. The reasons which render the system of payment by commission objectionable are set out at some length in the 4th and 5th paras: of the letter containing the I.G's proposals which is read in the accompanying Govt. order ~~enclosed herein~~. They are firstly, that it is only to a limited extent that the system ensures payment in proportion to the actual work performed inasmuch as the average value of the registered document and the average fee collected thereon vary widely in different localities, secondly, nearly half the registration offices in the Presidency already yield the maximum commission and in respect of these offices there is no longer any reason for the continuance of the commission system. thirdly, that the advance of registration now depends much more on the circumstances of particular tracts of country than on the exertions of individual officers, as was the case when the Dept. was in its infancy, at the same time the frequent inspection and close scrutiny to which the work of Sub-registrars is now subject ensures the performance of their duties.

fourthly

fourthly, in the case of great majority of officers commission fees form by far the larger portion of their emoluments and as a consequence they are unable to take leave except on allowances which are altogether inadequate.

fifthly, the system makes it extremely difficult to regulate promotions and postings of officers upon proper principles ; thus when vacancies occur, it is now necessary to take into account the claims of senior officers to be posted to stations which yield higher commission and this involves a number of moves on the occasion of each vacancy in order to adjust the emoluments drawn by the officers moved ~~in the shape of commission~~ with reference to the length of their services.

On the other hand the only advantage which accrues from the commission system consists in the impetus which it is supposed to give to the work of ~~such~~ Sub. registrars in consequence of their pay being in part dependant upon results. This advantage was no doubt considerable many years ago when the operations of the Dept. were in the incipient stage ~~course~~ ~~course~~, but the people of the country

country were less ready to complain of vexatious delays and annoyances in the registration of documents and Sub-Registrars were drawn from less educated classes than at present. Circumstances have, however, altered and there can now in the opinion of ~~His Excellency the Governor in Council~~ His Govt be no question that the objections to the system of part payment by commission altogether outweigh the advantages which accrue from it. As the I.G. remarks, a reduction in the amount of commission or in the proportion which it bears to permanent pay would only lessen the evils of the system and would not remove them. For this reason H.E. the Governor in Council has therefore after much consideration arrived at the conclusion that the time has come for its entire abolition.

4. The regrading of Dt. Registrars ~~as to improve their prospects~~

The following table shows the nature of the proposed revision of the grades of Dt. Registrars.

H.E Table A.

The present scale of pay was fixed in 1882, since when several officers have received no promotion owing to the ~~have taken~~ disproportion

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disproportionate number of appointments in the lower grades. On the other hand the ~~duties~~ work of all officers have considerably ~~doubled~~ increased, for since 1882, the number of registrations has ~~increased~~ more than doubled from 485381 to 859036, while the number of registration offices has risen from 307 to 418 including offices held by ex-officio Sub-Registrars. During the same period the number of appeals disposed of by Registrars has advanced from ~~307~~ 284 to 441. These officers ~~are~~ as a class are reported to have done their work excellently and the Govt. attaches much importance to ~~the necessity of~~ removing the undoubted grievances in respect of promotion and leave allowances from which they are at present suffering. There no longer remains any object in retaining the commission system ~~in the case of this class of officers~~, inasmuch as 19 out (total number) of the 23 already draw the maximum commission. In order to meet an objection which may be raised, viz., that individual officers would receive too sudden and too large an increase of pay upon the introduction of the revised

A.

Present scale				Proposed scale			
Grade	Salary	No. of officers	Cost per mensem	Grade	Salary	No. of officers	Cost per month.
	Rs		Rs		Rs		Rs
I	500 . . .	1	500	I	500 . . .	1	500
II	300 . . .	1†	300	II	400 . . .	2	800
III	250 . . .	3†	750	III	350 . . .	4	1400
IV	200 . . .	4†	800	IV	300 . . .	6	1800
V	175 . . .	6†	1050	V	250 . . .	6	1500
VI	150 . . .	6†	900	VI	200 . . .	3	600
VII	100 . . .	1†	100	VII	150 . . .	1	150
		22	4400			23	6750.
Local allowance to Registrar of Nilgiris			25	Local Allowance to the Registrar of Madras			100
			4425 or 53100 per anum.	— do — doing duty as Assistant in the I.G. office			50
Add commission for a full year			1400*	— do — Registrar of Nilgiris			25
			6710*				6925 or 83100 per annum.

*Registrar of Madras in receipt of commission at the rate of 20 p.c. subject to Rs 1200 per annum.

†These officers draw Commission at 20 p.c. subject to a maximum of Rs 600 per annum.

revised rates, it is proposed to allow such increases to be drawn only by annual increments of Rs.25 per mensem, a measure which will effect a considerable saving in expenditure during the first two or three years after the revision. It will be seen that the revised scale provides for special local allowances to two officers who are not now in receipt thereof. One of these, the Registrar, Madras, is at present drawing inclusive commission Rs.600 per mensem as substantive pay and should continue to receive this salary until his retirement from the Dept. ~~It will only be after that date that until which~~ the local allowance proposed will not be drawn. His successor in that office will however, undoubtedly receive some compensation on account of higher cost of living in the Presidency town and it is for this purpose that the local allowance is proposed. The same reason applies to the proposal to grant a similar allowance to the Registrar who is to be attached as a Special Assistant in the I.G.'s office. This however is a new appointment; the necessity for which is to be found in the general increase

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of ~~work~~ backlog in the I.G's office and the ~~neces-~~ Remarkable sity of providing for the despatch of work during the absence of the I.G. on tour. At present when that officer is away from his head quarters as he generally is for nearly 8 months in the year, the central office is ~~under the~~ in charge of a manager who as a ministerial officer cannot issue orders even on the merest routine paper. As a consequence it is necessary to despatch all papers received to the I.G.'s camp together with the requisite references. This ~~necessarily~~ involves extra expenditure and avoidable delay.

5. The regrading of Sub-Registrars

The following table shows the changes proposed:—

Present scale				Proposed scale.			
Grade	Salary	No. of officers	Cost per mensem.	Grade	Salary	No. of officers	Cost per mensem.
	Rs		Rs		Rs		
I(a)	90 . . .	10 *	900	I	150 . . .	20	3 000
I(b)	75 . . .	10 *	750	II	125 . . .	30	3750
II	60 . . .	20 *	1200	III	100 . . .	50	5000
III	50 . . .	30 *	1500	IV	90 . . .	60	5400
IV	45 . . .	37 *	1665	V	80 . . .	70	5600
V	40 . . .	60 *	2400	VI	70 . . .	60	4200
VI	35 . . .	70 *	2450	VII	60 . . .	50	3000
VII	30 . . .	139 *	4170	VIII	50	37	1850
VIII	25 . . .	1 *	25				
		377	15060			377	31800
Local allowance to Sub. Registrars of Vayittiri & Manantoddy			30	Local allowances to Sub-Registrars of Vayittiri and Manantoddy			60
			15090 or 181080 per annum.	Coorg & Rodachanal			318600 or 3,82,320

* Note These officers draw commission at the rate of Rs. 20 per cent subject to a maximum of Rs. 600 per annum

Add Commission for a full year - Rs 1-84,100
Total Rs 362,180

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A glance at the present scale will suffice to show the great defects in it. The number of officers in the higher grades is very small, while the lower grades are overcrowded to such an extent as to render the prospects of promotion excessively remote. At the same time the leave allowances which are admissible to officers in this grade being calculated on their permanent pay exclusive of ~~the~~ commission are so inadequate as practically to debar them from ~~ever~~ taking leave unless absolutely compelled to do so by ill-health. The objections to the commission system have already been set out at length and it is only necessary here to justify the proposed scale of permanent pay in lieu of the present scale plus commission.

6. The total extra cost ~~of the~~ will be some Rs. 39000 per annum distributed ~~over~~ among 377 officers. The average increase of pay is thus comparatively trifling. Individual officers who are in charge of lucrative offices will actually lose by the introduction of the scheme; but the number of such officers is trifling ~~so that only some 30 or 50~~ and their loss will be compensated by the increased leave allowances

allowances which will be admissible to them and by the improvement in their prospects of promotion to higher grades. On the other hand certain officers would receive unduly large increments immediately after the introduction of the revised rates of pay; but, as in the case of Dt. Registrars, it is proposed to remove this objection by laying down that increases of pay shall be drawn by annual increments not exceeding Rs.10 per mensem, an arrangement which will effect a considerable saving. ~~The salary which it is proposed to assign to the lowest grade, is in the opinion of H.E. the Governor in Council by no means excessive.~~ Sub-Registrars, who are now as a rule graduates, and are not permanently appointed until after serving for a considerable period on probation, and it is essential that they should receive salaries sufficient to secure the continued and willing services of intelligent and trustworthy young men. There is unquestionably general discontent in the Dept. at present; "officers are losing heart" as the I.G. remarks "at finding that their emoluments and prospects of advancement are

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Sub-registrars in the three higher grades are practically all in receipt of the maximum commission; & many of them have had no promotion for years, & cannot by any hope for it at present & have no prospects of further advancement. If the scheme now proposed is sanctioned officers in the first grade will only receive an addition of Rs. 10 or Rs. 25 of their pay, & those in the second grade Rs. 25, while those in the third grade will draw Rs. 25 extra pay, & the remaining two will receive no increase. ~~Officers in lower grades will receive on the average~~. In the lower grades the increase of pay will be less considerable & in many cases there will actually be a loss, compensation for which is true, by the improved prospects.

"in no way commensurate with the ever "increasing work they are called upon to "perform." The proposed scale of pay will tend to remove the just causes for dissatisfaction which now exist, by improving the prospects, and leave allowances of all officers and the present pay of the great majority of them. It is especially desirable to secure a superior class of Sub-Registrars as it is frequently found convenient to be able to employ them in connection with the general administration of the country. Thus some Sub-Registrars are placed in charge of Dy. Tahsildars' treasuries, when those officers are away from their headquarters; others are Chairmen or members of Local Boards and Union Panchayats; others again are Special Sub-Magistrates. Any measure therefore which tends to advance the status of Sub-Registrars serves also in a degree to improve the general administration.

6. It is to be noted that the I.G. proposes that promotion to the first two grades in the revised scale should be made less on considerations of seniority than of special fitness and actual work done. This is an arrangement which commends

itself

itself to Govt. Another remark which this portion of the scheme calls for is the proposal to grant local allowances to the Sub-Registrars of Coonoor and Kodaikanal. These offices are situated in hill stations where the cost of living is considerably higher than in the plains, and for this reason it is desirable that some compensation in the shape of a local allowance should be granted to them. Finally it is to be observed that in view to prevent a recurrence in the present block of promotion, the I.G. recommends that new appointments should be added to the several grades in a fixed ratio in lieu of the present practice of making all new appointments in the last grade.

12. Revision of the present establishment of probationary Sub-Registrars.

The following table shows the alteration proposed

Scale	No. of officers	Pay	Cost per mensem	Cost per annum
		Rs		
Present Scale —	22	20	440	5280.
Proposed scale —	30	20	600	
	5	15	75	
			975	11700
Total increase				6420*

*. Note The commission now drawn by probationary Sub-Regrs is not shown in the table

The necessity for the proposed increase in the number of probationary Sub-Registrars is due partly to the increase in the number of registration offices and partly to the fact that if the proposals which have now been sketched contained in the foregoing paras are sanctioned, Sub-Registrars will generally will take leave more frequently than at present. Even now it is often found necessary to place mere clerks in charge of Sub-Offices, and this is an arrangement which it is desirable to avoid as much as possible. Probationary Sub-Registrars when in charge of offices now draw commission at the rate of 20 per cent of the collections subject to a maximum of Rs. 50. It is proposed to substitute for this a fixed charge allowance of Rs. 10 per mensem and the I.G. anticipates that 80 probationary Sub-Registrars will as a rule be in charge of offices throughout the year.

13. Another minor change which it is contemplated to introduce in connection with the abolition of the commission system is the substitution of a fixed allowance of Rs. 7 per mensem for the present method of remunerating ex-officio Sub-Registrars by payment of commission.

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there are now 14 such officers who ordinarily draw a total commission amounting to some Rs.1000 per annum. The proposed change will increase their allowances by about Rs. 175 per annum.

8. 13. The total cost of the revised scale proposed in this letter for the whole dept. amounts to Rs.478396 as against Rs.465,560- the present charge as shown below.

	Present scale Rs.	Proposed scale Rs.
Registrars	63100	83100
Sub-Registrars	3,82180	3,82320
Prob. --Do--	5380	11700
Ex-officio -Do-	1000	1176
Total	465560	478396

The net increase is thus some Rs.48000 per annum, to which must be added additional leave allowances which are estimated at another Rs.2000. The total extra expenditure involved is thus some Rs.45000. It is to be remembered that the whole of this extra expenditure will not be incurred at once in consequence of the proposal to grant increase of pay to Dt. and Sub-Registrars by annual increments. This arrangement, it is calculated, will effect a saving in the entire cost of the scheme of Rs.18384 in the first

~~year~~, Rs.4753 in the second ~~year~~, and Rs.900 in the third year after its introduction . A further set-off against the increase in expenditure is to be found in the fact that the abolition of the commission system will put a stop to the growth in the amount of commission which is due to increased registration in offices which do not at present pay the maximum commission. It is impossible exactly to forecast the saving which would arise from this ~~course~~ case; but statistics of the past 4 years show that there has been an annual increase in the commission earned by such offices of some Rs.3600. Assuming that this rate of increase ~~would be~~ will continue, there would be a saving of Rs.3600 in the first year ~~of~~ Rs.7200 in the second year, ~~and of~~ Rs.10800 in the third year and so on. It is thus conceivable that* the proposed arrangements ~~would~~ might ultimately ~~be~~ prove more economical than those at present in ~~force~~ although there must necessarily be an immediate addition to expenditure . The large surplus which the Madras Registration Dept. annually yields, justifies the greater expenditure when it can be shown

as

* with the further expansion of the operations of the Dept.

as in the present case, that ~~the~~ the officers whom it is proposed to remunerate on a more liberal scale are in real need of an improvement in ~~their~~ prospects and H.E. the Governor in Council has therefore no hesitation in ~~forwarding~~ supporting the ~~G. of I.'s proposals. They have been in full support the scheme which the I.G. has proposed. This scheme was~~ elaborated by that officer in personal communication with Government and ~~their~~ its details have been the subject of the fullest discussion. It is to be observed ~~The Govt. of India has not adopted one or previous occasion (vide resolution of the Govt. of India, Home Dept.,~~ that the main outlines of the scheme are in accordance with the policy laid down in the G. of I. Resolution (Public) dated 8th March 1894, No. 13-438-50, in which great ~~expressed its public~~ stress was laid on the importance ~~of the~~ that care should be taken of assigning competent salaries to assign to Registration officers ~~competent salaries and to organize the~~ keep officers and upon the necessity of staff of the Dept. in such a way as to offer sufficient prospects of promotion and advancement. ~~"In no other way" it has been said "can zealous, efficient" "and contented men be attracted to the" "Dept."~~ H.E. the Governor in Council therefore trusts that ~~is in full accord with this opinion~~ and is confident that for this reason the Govt. of India will be able to forward the ~~scheme now under consideration~~ proposals to the Secretary of State with its full support.

14. In conclusion, I am to enclose statements showing the financial effect of the whole scheme, & the

& comparing the operations of the Department in the two years 1892-93 & 1893-94. Formal proposals statements with the matter will be submitted as early date

& 20 Dec 94

31/8/95

& 2 G. 95

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A.—Statement showing the financial effect of the proposed scheme.

Designation.	Present scale. Number in the grade.	Monthly pay.	Total pay.	Designation.	Proposed scale. Number in the grade.	Monthly pay.	Total pay.	Difference in cost between the present and proposed scales.	Remarks.
District Registrars.		Rs.	Rs.	*District Registrars.*		Rs.	Rs.	Rs.	
I Grade	1	500	500	I Grade	1	500	500		* Amount of commission drawn in 1893–94 .. 1,91,513
II ,, ...	1	300	300	II ,, ...	2	400	800		Deduct commission for fourteen *ex-officio* Sub-Registrars 1,000
III ,, ...	3	250	750	III ,, ...	4	350	1,400		
IV ,, ...	4	200	800	IV ,, ...	6	300	1,800		1,90,513
V ,, ...	6	175	1,050	V ,, ...	6	250	1,500		Deduct commission drawn for District Registrars 14,000
VI ,, ...	6	150	900	VI ,, ...	3	200	600		1,76,513
VII ,, ...	1	100	100	VII ,, ...	1	150	150		Add estimated commission for newly-opened offices for which commission was either not drawn or drawn only for a portion of the year. 4,600
Local allowance to the Registrar of Nilgiris	..	25	25	Local allowance to the Registrar of Madras	..	100	100		Total commission for Special Sub-Registrars. 1,81,113
Total monthly pay ..	22	..	4,425	Local allowance to the Registrar of Nilgiris	..	25	25		
Total annual pay ..	..	..	53,100	Local allowance to the officer who does duty as Assistant in the Inspector-General's office.	..	50	50		
Total commission drawn for the officers in 1893–94 ..	..	..	14,000	Total monthly pay ..	23	..	6,925		
Grand Total ..	..	..	67,100	Total annual cost ..	..	..	83,100	+ 16,000	
Sub-Registrars.				*Sub-Registrars.*					
I (*a*) Grade	10	90	900	I Grade	20	150	3,000		
I (*b*) ,, ...	10	75	750	II ,, ...	30	125	3,750		
II ,, ...	20	60	1,200	III ,, ...	50	100	5,000		
III ,, ...	30	50	1,500	IV ,, ...	60	90	5,400		
IV ,, ...	37	45	1,665	V ,, ...	70	80	5,600		
V ,, ...	60	40	2,400	VI ,, ...	60	70	4,200		
VI ,, ...	70	35	2,450	VII ,, ...	50	60	3,000		
VII ,, ...	122	30	4,170	VIII ,, ...	37	..	1,850		
VIII ,, ...				Local allowance to the Sub-Registrar of Vittiri and					

	Number of months for which commission was not drawn in 1893–94.	Approximate amount of commission.
		Rs.
(1) Valavanur, opened 1st April 1893	1	40
(2) Vadakkuviravanallur, opened 1st April 1893	1	50
(3) Kalligudi, opened 1st April 1893	1	50
(4) Kiddangal, opened 1st April 1893	1	
.. .. opened		

ns and Appeals in the several districts
cy.

	1893–94.		
er of ls.	Number of offices on 1st January 1895.	Number of registrations.	Number of appeals.
1	3	7,503	1
4	12	13,872	2
31	14	11,065	10
23	22	46,169	39
6	18	29,348	23
4	18	17,552	13
10	13	17,262	7
2	14	11,926	..
1	21	22,404	5
8	12	27,523	11
16	22	52,274	33
17	26	61,222	45
70	31	72,104	94
5	31	86,380	24
12	31	78,985	26
9	14	39,949	18
7	23	38,190	17
8	25	53,162	28
7	15	21,027	12
10	16	55,045	16
23	29	93,831	17
	3	2,243	..
284	† 413	8,59,036	441

14 in charge of Revenue Officers.

ORDER—dated 20th September 1895, No. 1971, Judicial.

The Inspector-General's proposals meet with the approval of Government, and the Government of India will accordingly be addressed.

2. The necessary formal proposition statement should be submitted through the Accountant-General without delay.

(True Extract.)

Chief Secretary.

To the Inspector-General of Registration.

20 TH SEPTEMBER 1895, No. 1972, JUDICIAL.

JUDICIAL DEPARTMENT.

LETTER—from

THE CHIEF SECRETARY TO THE GOVERNMENT OF FORT ST. GEORGE,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA, HOME DEPARTMENT.

Pros 5/10/95 Letter to Fort St. George Despd 5/10/95

SIR,

In transmitting herewith a copy of the Proceedings of Government of this date, I am directed to request that the Right Honourable the Secretary of State may be moved to sanction the re-organization of the Madras Registration Department in the manner indicated in the following paragraphs of this letter.

2. The scheme for which sanction is solicited may conveniently be divided into four heads, viz.—

(1) The abolition of the system of paying District Registrars and Sub-Registrars commission fees.

(2) The regrading of District Registrars.

(3) The regrading of Sub-Registrars.

(4) Revision of the present establishment of Probationary Sub-Registrars.

3. *The abolition of the system of paying District Registrars and Sub-Registrars commission fees.*—The inconveniences of the system have long been recognized by Government, and the present scheme is the outcome of proposals which were made by the Inspector-General of Registration some years ago. The Government was then disposed to doubt whether the total abolition of commission fees was desirable, and requested the Inspector-General to endeavour to devise some scheme which would either reduce the amount of commission or the proportion it bears to the fixed pay, or which would diminish in some other way the inconveniences brought to notice. The reasons which render the system of payment by commission objectionable are set out at some length in the fourth and fifth paragraphs of the letter containing the Inspector-General's proposals, which is read in the accompanying order of Government. They are—

Firstly.—That it is only to a limited extent that the system ensures payment in proportion to the actual work performed, inasmuch as the average value of registered documents and the average fee collected thereon vary widely in different localities.

Secondly.—That nearly half the registration offices in the Presidency already yield the maximum commission and in respect of these offices there is no longer any reason for the continuance of the commission system.

Thirdly.—That the advance of registration now depends much more on the circumstances of particular tracts of country than, as was the case when the department was in its infancy, on the exertions of individual officers; at the same time the frequent inspection and close scrutiny to which the work of Sub-Registrars is now subject ensure the performance of their duties.

Fourthly.—That, in the case of the great majority of officers, commission fees form by far the larger portion of their emoluments, and, as a consequence, they are unable to take leave except on allowances which are altogether inadequate.

Fifthly.—That the system makes it extremely difficult to regulate promotions and postings of officers upon proper principles; thus when vacancies occur, it is now necessary to take into account the claims of senior officers to be posted to stations which yield higher commission, and this involves a number of moves on the occasion of each vacancy in order to adjust the emoluments drawn by the officers moved with reference to the length of their services.

On the other hand, the only advantage which accrues from the commission system consists in the impetus which it is supposed to give to the work of Sub-Registrars in consequence of their pay being in part dependent upon results. This advantage was no doubt considerable many years ago when the operations of the department were in the incipient stage, the people of the country were less ready to complain of vexatious delays and annoyances in the registration of documents, and Sub-Registrars were drawn from less educated classes than at present. Circumstances have, however, altered, and there can now, in the opinion of this Government, be no question that the objections to the system of part-payment by commission altogether outweigh the advantages which accrue from it. As the Inspector-General remarks, a reduction in the amount of commission or in the proportion which it bears to permanent pay would only lessen the evils of the system and would not remove them. For this reason, therefore, His Excellency the Governor in Council has, after much consideration, arrived at the conclusion that the time has come for its entire abolition.

4. *The regrading of District Registrars.*—The following table shows the nature of the proposed revision of the grades of District Registrars :—

Present scale.				Proposed scale.			
Grade.	Salary.	Number of officers.	Cost per mensem.	Grade.	Salary.	Number of officers.	Cost per mensem.
	Rs.		Rs.		Rs.		Rs.
I	500	1*	500	I	500	1	500
II	300	1†	300	II	400	2	800
III	250	3†	750	III	350	4	1,400
IV	200	4†	800	IV	300	6	1,800
V	175	6†	1,050	V	250	6	1,500
VI	150	6†	900	VI	200	3	600
VII	100	1†	100	VII	150	1	150
Total ..	..	22	4,400	Total ..	..	23	6,750
Local allowance to Registrar of Nilgiris ..			25	Local allowance to the Registrar of Madras.			100
			4,425 or 53,100 per annum.	Local allowance to the Registrar of Madras doing duty as Assistant in the Inspector-General's Office			50
Add commission for a full year			14,000	Local allowance to the Registrar of Nilgiris.			25
Grand Total ..			67,100	Grand Total ..			6,925 or 83,100 per annum.

* Registrar of Madras in receipt of commission at the rate of 20 per cent. subject to Rs. 1,200 per annum.
† These officers draw commission at 20 per cent. subject to a maximum of Rs. 600 per annum.

The present scale of pay was fixed in 1882, and since then several officers have received no promotion whatever owing to the disproportionate number of appointments in the lower grades. On the other hand, the work of all officers has considerably increased, for, since 1882, the number of registrations has progressed from 435,381 to 859,036, while the number of registration offices has risen from 307 to 413 including offices held by *ex-officio* Sub-Registrars. During the same period the number of appeals disposed of by Registrars has advanced from 284 to 441. These officers as a class are reported to have done their work excellently, and the Government attaches much importance to removing the undoubted grievances in respect of promotion and leave allowances from which they are at present suffering. There no longer remains any object in retaining the commission system, inasmuch as 19 out of the total number of 22 already draw the maximum commission. In order to meet an objection which may be raised, viz., that individual officers would, upon the introduction of the revised rates, receive too sudden and too large an increase of pay, it is proposed

to allow such increases to be drawn only by annual increments of Rs. 25 per mensem—a measure which will effect a considerable saving in expenditure during the first two or three years after the revision. It will be seen that the revised scale provides for special local allowances to two officers who are not now in receipt thereof. One of these, the Registrar of Madras, is at present drawing, inclusive of commission, Rs. 600 per mensem as substantive pay and should continue to receive this salary until his retirement from the department. His successor in office should, however, undoubtedly receive some compensation on account of the higher cost of living in the Presidency town, and it is for this purpose that the local allowance is proposed. The same reason applies to the proposal to grant a similar allowance to the Registrar, who is to be attached as a Special Assistant in the Inspector-General's Office. This, however, is a new appointment; the necessity for it is to be found in the general increase of business in the Inspector-General's Office and the desirability of providing for the despatch of work during the absence of the Inspector-General on tour. At present when that officer is away from his head-quarters, as he generally is for nearly eight months in the year, the central office is in charge of a manager who, as a ministerial officer, cannot issue orders even on the merest routine paper. As a consequence, it is necessary to despatch all papers received to the Inspector-General's camp, together with the requisite references. This involves extra expenditure and avoidable delay.

5. *The regrading of Sub-Registrars.*—The following table shows the changes proposed:—

Present scale.				Proposed scale.			
Grade.	Salary.	Number of officers.	Cost per mensem.	Grade.	Salary.	Number of officers.	Cost per mensem.
	Rs.		Rs.		Rs.		Rs.
I (*a*)	90	10 *	900	I	150	20	3,000
I (*b*)	75	10 *	750	II	125	30	3,750
II	60	20 *	1,200	III	100	50	5,000
III	50	30 *	1,500	IV	90	60	5,400
IV	45	37 *	1,665	V	80	70	5,600
V	40	60 *	2,400	VI	70	60	4,200
VI	35	70 *	2,450	VII	60	50	3,000
VII	30	139 *	4,170	VIII	50	37	1,850
VIII	25	1 *	25				
Total ..	..	377	15,060	Total ..	..	377	31,800
Local allowance to Sub-Registrars of Vayittiri and Manantoddy			30	Local allowances to Sub-Registrars of Vayittiri and Manantoddy, Coonoor and Kodaikánal			60
			15,090 or 1,81,080 per annum.	Grand Total ..			3,18,600 or 3,82,320 per annum.
Add commission for a full year			1,81,100				
Grand Total ..			3,62,180				

* These officers draw commission at the rate of Rs. 20 per cent. subject to a maximum of Rs. 600 *per annum*.

A glance at the present scale will suffice to show the great defects in it. The number of officers in the higher grades is very small, while the lower grades are overcrowded to such an extent as to render the prospects of promotion excessively remote. At the same time the leave allowances, which are admissible to officers in this grade being calculated on their permanent pay exclusive of commission, are so inadequate as practically to debar them from taking leave unless absolutely compelled to do so by ill-health. The objections to the commission system have already been set out at length, and it is only necessary here to justify the proposed scale of permanent pay in lieu of the present scale *plus* commission.

6. The total extra cost will be some Rs. 20,000 per annum distributed among 377 officers. The average increase of pay is thus comparatively trifling. Individual officers who are in charge of lucrative offices will actually lose by the introduction of the scheme; but the number of such officers is trifling, and their losses will be compensated by the increased leave allowances which will be admissible to them and

by the improvement in their prospects of promotion to higher grades. On the other hand, certain officers would receive unduly large increments immediately after the introduction of the revised rates of pay; but as in the case of District Registrars, it is proposed to remove this objection by laying down that increases of pay shall be drawn by annual increments not exceeding Rs. 10 per mensem—an arrangement which will effect a considerable saving.

7. Sub-Registrars in the three higher grades are practically all in receipt of the maximum commission; many of them have had no promotion for years and have no prospects of further advancements. If the scheme now proposed is sanctioned, officers in the first grade will only receive an addition of Rs. 10 or Rs. 25 *per mensem* to their pay, and those in the second grade Rs. 15, while of those in the third grade, ten will draw Rs. 25 extra pay and the remaining twenty will receive no increase. In the lower grades the average increase of pay will be less considerable, and in many cases there will actually be a loss.

8. Sub-Registrars who are now, as a rule, graduates are not permanently appointed until after serving for a considerable period on probation, and it is essential that they should receive salaries sufficient to secure the continued and willing services of intelligent and trustworthy young men. There is unquestionably general discontent in the department at present; "officers are losing heart," as the Inspector-General remarks, "at finding that their emoluments and prospects of advancement are in no way commensurate with the ever increasing work they are called upon to perform." The proposed scale of pay will tend to remove the just causes for dissatisfaction which now exist by improving the prospects and leave allowances of all officers and the present pay of the great majority of them.

9. It is especially desirable to secure a superior class of Sub-Registrars, as it is frequently found convenient to employ them in connection with the general administration of the country. Thus some Sub-Registrars are placed in charge of Deputy Tahsildars' treasuries when those officers are away from their head-quarters; others are Chairmen or members of Local Boards and Union Panchayats; others again are Special Magistrates. Any measure, therefore, which tends to advance the status of Sub-Registrars serves also in a degree to improve the general administration.

10. It is to be noted that the Inspector-General proposes that promotion to the first two grades in the revised scale should be made less on considerations of seniority than of special fitness and actual work done. This is an arrangement which commends itself to Government.

Another remark, which this portion of the scheme calls for, is the proposal to grant local allowances to the Sub-Registrars of Coonoor and Kodaikánal. These two officers are employed at hill stations, where the cost of living is considerably higher than in the plains, and for this reason it is desirable that some compensation in the shape of a local allowance should be granted to them.

Finally it is to be observed that, in view to prevent a recurrence in the existing block of promotion, the Inspector-General recommends that new appointments should be added to the several grades in a fixed ratio in lieu of the present practice of making all new appointments in the last grade.

11. *Revision of the present establishment of probationary Sub-Registrars.*—The following table shows the alterations proposed:—

Scale.	Number of officers.	Pay.	Cost per mensem.	Cost per annum.
		Rs.		
Present scale	22	20	440	5,280
Proposed scale	30	30	900	
	5	15	75	
			975	11,700
Total increase ..	..	..	..	†6,420

† The commission now drawn by probationary Sub-Registrars is not shown in this table.

The necessity for the proposed
Registrars is due partly to the advan
to the fact that, if the proposals whi
Registrars generally will take leave n
is often found necessary to place mere
which it is desirable to avoid as m
when in charge of offices now draw
collections subject to a maximum of
fixed charge allowance of Rs. 10 per
that thirty probationary Sub-Registrar
out the year.

12. Another minor change, whic
with the abolition of the commission
of Rs. 7 per mensem for the present m
by payment of commission. There ar
a total commission amounting to some
will increase their allowances by about

13. The total cost of the revise
department amounts to Rs. 4,78,296 a
shown below : —

Registrars	
Sub-Registrars	
Probationary Sub-Registrars ..	
Ex-officio Sub-Registrars ..	

The net increase is thus some Rs. 4
additional leave allowances which are
extra expenditure involved is thus som
in consequence of the proposal to grant
by annual increments, the whole of thi
once. This arrangement, it is calculate
scheme of Rs. 13,284 in the first, Rs. 4
year after its introduction. A further
to be found in the fact that the abolitio
the growth in the amount of commiss
offices which do not at present pay
exactly to forecast the saving which
of the past four years show that there
earned by such offices of some Rs. 3,6
continue, there would be a saving of
second year, Rs. 10,800 in the third y
with the further expansion of the operat
ments might ultimately prove more econ
there must necessarily be an immediate
which the Madras Registration Departm
ture when it can be shown, as in the pre
to remunerate on a more liberal scale are
and His Excellency the Governor in Co
ing the Inspector-General's proposals.
personal communication with Governm
of the fullest discussion. It is to b
scheme are in accordance with the poli
Home Department Resolution (Public),
which great stress was laid on the im

Registration officers and upon the nec
in such a way as to offer sufficient p
Excellency the Governor in Council,
will be able to forward these proposal
14. In conclusion, I am to enclos
whole scheme, and comparing the op
1882–83 and 1893–94. Formal prop
date.

OOTACAMUND,
th September 1895.

Total annual pay ..	..	..	15,090	Total monthly cost ..	..	60	60	
Estimated commission to the officers for one full year ..	..	..	1,81,080	Total annual cost ..	377	..	31,860	
Grand Total ..	..	..	*1,81,100		..	..	3,82,320	+ 20,140
Probationary Sub-Registrars.	22	20	440	Probationary Sub-Registrars ..	{ 30	20		
				Charge allowance to thirty Sub-Registrars	{ 5	15	600	
					30	10	75	
				Total monthly cost ..	..	..	300	
				Total annual cost ..	..	..	975	
Total annual pay ..	22	..	5,280		..	..	11,700	+ 6,420
Commission paid to Revenue officers in charge of fourteen offices for one year ..	..	..	1,000	Charge allowance for Revenue officers in charge of fourteen officers	14	7	98	
				Total annual cost ..	..	..	1,176	+ 176
Total cost ..	..	..	4,35,560	Total cost ..	..	..	4,78,296	+ 42,736
				Increased leave allowance ..	..	..	..	2,000
								45,000 in round figures.

(6) Lakshmínárayanasamudram, opened 1st July 1893 ..	4	200
(7) Tiruppúr, opened 1st July 1893.	4	120
(8) Mánámadurai, opened 1st February 1894	11	120
(9) Thangachchiammapatti, opened 1st February 1894	11	550
(10) Kulalmannam, opened 1st February 1894	11	360
(11) Manamelkudi, opened 1st April 1894	11	550
(12) Pullambadi, opened 1st April 1894	12	600
(13) Uppiliyapuram, opened 1st April 1894	12	450
(14) Pákala, opened 1st October 1894	12	450
(15) Kamudi, opened 1st October 1894	12	300
(16) Buchchireddipalayam, opened 1st January 1895	12	450
	12	200
		4,530 or 4,600 in round figures.

(estimate)

B.—Statement showing the number of Offices, Re
of the Madras

Districts.	1882-83.	
	Number of offices.	Number of registrations.
Madras	2	5,
Ganjám	10	4,0
Vizagapatam	14	8,0
Gódávari	18	21,55
Kistna	16	10,110
Nellore	14	7,674
Cuddapah	13	8,984
Kurnool	11	4,636
Bellary and Anantapur	21	6,535
Chingleput	10	13,999
North Arcot	15	20,301
South Arcot	15	20,163
Tanjore	18	42,778
Tinnevelly	21	51,229
Madura	19	39,269
Trichinopoly	8	16,192
Salem	16	16,507
Coimbatore	16	25,950
South Canara	10	12,492
Tellicherry	13	37,767
Calicut	24	60,919
Nilgiris	3	959
Total ..	* 307	4,35,381

* 58 in charge of Revenue Officers.

[Draft from orders for approval]

DESPATCH

Submitted for H.M. direct, the draft herewith prepared by Mr. Mist.

with necessary References to the Botanist. Sent back for ordering

Resubmitted as ordered

copying
ined
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} 191

G.O., No. , DATED

CURRENT No.

ENCLOSURES TO C. No.

ORDER OF GOVERNMENT.

LETTER OF GOVERNMENT.

TELEGRAM WITH DITTO.

ENCL. NOT FILED UP, BEING MEANT FOR DESPATCH ORIGINAL.

A	A	A	A	A	A	A	

Copy in full.
Not to be copied.
Copy abstract only.
Heading only.

Registration Department,

Fern Hill ~~Madras~~, 11th July 1895.

Dear Sir

Herewith I return my note prepared in connection with the reorganisation of the staff of Revenue & Inspections. & its enclosures.

I have now submitted officially to Govt the revised proposals as finally settled.

Article 468 of the Civil Service Regulations is probably what we were in search of the other day in connection with the question

I fully personal allowances to persons whose ~~Salaries~~ Emoluments are reduced when Establishments are revised. I have quoted the article in my revised report

Yours sincerely

Thomas Raffles

The Hon^ble H. W. Bliss. C.I.E

do do do

My dear Dawkins

Herewith I send Statements prepared by Shinivasa Raghaviengar in connection with his revised scheme for the reorganization of the Regr Dept - He sent them to me with the proposals in which I approve. He afterwards came & discussed with me & the proposals in which I approve. He didn't want the note & statements back. So I asked him to send them to me when he sent me with a list of the papers he put into the file together with his letter & the info they contain they be preserved - This he has done. So will you have them disposed of accordingly.

As I have seen his proposals you need not send them to me before drafting an item - Make out as good a case as you can

Yrs

11/7/95

UNDER SECRY
12 JUL 95
PUBLIC ETC DEPT

Registration Department,

Ootacamund, Madras, 11th July 1895.

UNDER SECRETARY * PUBLIC & TO DEPTS * 11 JUL 95

My dear Mr. Dumergue

The Hon'ble Mr. Blair has gone over my revised proposals for the reorganisation of the staff of Registration & Inspections and approved of the draft report which I showed you when I last saw you. I have now sent my revised scheme officially

No. 3319/95

The Hon'ble Member desired ~~to~~ me to tell you that the scheme may be regarded

as settled so far as he is concerned & that the note for circulation may be prepared.

Yours sincerely

Shunmara Raghavayya

P.S. I have sent the statements prepared for ascertaining the no of men who would gain or lose under the revised scheme to the Honorable Member with a note &c. explaining in detail the financial position of the department &c. He said the note will be sent to

the Agric for record

Ls.