

Judicial (1895) Department.

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INDEXED.

[Despatch Abstract.]

GOOD CONDUCT STRIPES AND REWARDS TO JAIL WARDERS

Making certain remarks on the draft rules for the grant of -- and head warders, submitted by the Inspector-General of Prisons.

BACK PAPERS.

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Gobt. of {1895} Madras. JUDICIAL.

Issued

Recd.

Encl.

G.O., 9th January 1895, No. 33.

JANUARY.

Good Conduct Stripes and Rewards to Jail Warders.

Making certain remarks on the draft rules for the grant of — and head warders, submitted by the Inspector-General of Prisons.

allowance of Re. 1 should be paid. Although more stripes than three may be due, it will always suffice that three only shall be worn. There is no need to use silver chevrons; cloth will suffice.

3. For draft rule (6) the Government would substitute the following:—

“For each offence for which, otherwise, a black mark or fine or other punishment involving the record of a black mark would be inflicted a red mark will be struck off and any title to fresh marks will be calculated from the date of such offence. When, in consequence of such loss of marks, the number of marks to credit has fallen to three, a stripe will, on each subsequent occasion, be removed. As soon as the number of stripes is reduced below six and three, respectively, the second and first good conduct allowance shall be withdrawn. The punishment of reduction, or suspension for more than—[figure to be suggested by the Inspector-General] months involves the immediate loss of all stripes and therefore of good conduct pay.”

(True Extract.)

Ag. Chief Secretary.

To the Inspector-General of Prisons.

Exd. J. Mosse.

GOVERNMENT OF MADRAS.

JUDICIAL DEPARTMENT.

READ—the following paper:—

From A. G. CARDEW, Esq., M.A., I.C.S., Inspector-General of Prisons, to the Chief Secretary to Government, dated Ootacamund, 20th August 1894, No. 5127.

The rates of pay now prevailing in the warder establishment of jails, viz., Rupees 9, 8 and 7, were recommended in paragraph 63 of my special report on jail administration, dated 20th May 1891. In a note to that paragraph, Colonel Macdonald Smith expressed the opinion that Rs. 8 is the lowest pay for which an efficient warder can be secured, and the Government, in paragraph 11 of G.O., dated 6th November 1891, No. 2286, while appearing to share Colonel Smith's opinion, directed that the rates proposed by me should be given a trial.

2. The present would be a bad time to submit to Government proposals to revise the rates adopted in 1891, and I do not now desire to do so. The Rs. 7 minimum has worked fairly well, except in a few districts, and may continue for the present. But the experience of the last two or three years has shown that, though the minimum pay is perhaps sufficient, the great reduction in the number of head warders which was effected by my proposals of 1891 has seriously affected the prospects of promotion available to well-conducted officers, and has, thereby, weakened the incentives to hard work and honesty.

3. To remedy this defect I am anxious to introduce a system of good conduct stripes somewhat similar to that which is in force in the Police, coupled with the grant of small pecuniary rewards to those who obtain a fixed number of stripes. At present no recognized means exist of rewarding warders who detect offences against jail discipline, prevent escapes by special alertness, or otherwise do conspicuously good service. At the Coimbatore Central Jail, for instance, a case recently occurred in which a warder's firmness in insisting on searching a bundle of fire-wood brought to light a regular traffic in cigars carried on by another warder, who being employed in the garden, had a chatty buried there from which he systematically retailed prohibited articles to prisoners. He was dismissed, but there are no means of rewarding the officer whose good conduct in the face of temptation revealed the offence, except and until a vacancy for promotion occurs, while owing to the reduction in the number of head warders—and also of first-class warders—such vacancies are much less numerous than formerly.

4. I have, accordingly, the honour to submit, for the favorable consideration of Government, a draft set of rules to regulate the grant of good conduct stripes and money rewards to deserving warders and head warders. The award of stripes for special good service will be made only in exceptional circumstances and from this office. It cannot occur often. Putting aside such grants, it will be seen that it will require eight years of uninterrupted good conduct to entitle an officer to a silver chevron and money reward, and there is not likely to be a large number who will thus qualify. Lest, however, the inducement to good conduct thus proposed should prove too powerful, it is suggested that in no case should the number of warders drawing such rewards exceed 20 per cent. of the sanctioned warder force of the jail. The total warder establishment of central and district jails is now 690 (against 986 prior to

1891), and 20 per cent. on this number would amount to 138. No extra cost can be incurred during the next six or eight years, and, even if at the end of that time, a sufficient number of warders had qualified by uninterrupted good service for every good service reward available, the total increased cost could not exceed Rs. 138 a month, or Rs. 1,656 per annum. In practice, it would doubtless be far less.

5. The adoption of this system would, in my opinion, have the best effect on the efficiency of the warder establishment and the result would be achieved at a minimum cost. For the bulk of the men, the reward for good conduct would cost the State nothing beyond a piece of red cloth and at the same time the incentive of a pecuniary reward would be open to all. No immediate charge would be entailed—a result of importance in the present state of the public finances, while the good effects of the system would come into operation at once. It is already possible to reward convicts for good service, and there is a complete system of punishments for warders. It is only the contrivance of some method of rewarding the latter which has been omitted. I therefore hope that the scheme will secure the approval of the Government and, if this is so, I would suggest that good service under it may be allowed to count from the 1st January 1894.

ENCLOSURE.

Rules for the grant of Good Conduct Stripes and Rewards to Jail Warders and Head Warders.

(1) Good conduct stripes will be granted to warders and head warders either for conspicuously good service in particular cases or for continuous and uninterrupted good conduct.

(2) The first category will include cases in which escapes are prevented by special intelligence or alertness, or in which jail offences of a serious nature are detected. For any such conspicuous good service, warders and head warders may be recommended by the Superintendent for a good conduct stripe. Not more than one such stripe shall be granted for each service, and the award shall be made by the Inspector-General.

(3) Warders and head warders shall also be entitled to receive good conduct stripes in accordance with the following scale for uninterrupted good conduct, viz:—

For three years of uninterrupted good conduct 1 stripe.
For every two further years of uninterrupted good conduct .. 1 do.

Such stripes shall be of red cloth and shall be worn on the left arm.

(4) When a warder or head warder is in possession of three good conduct stripes, and becomes entitled by a further period of two years' uninterrupted good conduct—or by a special award for conspicuous good service—to an extra stripe, he shall be given a single silver chevron instead of four stripes, and shall be eligible for a good conduct reward of Re. 1 per mensem in addition to his grade pay. Provided that the number of warders or head warders in possession of such good conduct rewards shall in no case exceed 20 per cent. of the sanctioned warder establishment of the jail.

(5) When stripes are earned in excess of four, the fifth and sixth shall be of red cloth worn with the silver chevron; when a seventh stripe is earned, two silver chevrons shall be granted; and a like procedure will be followed in regard to any larger number of stripes.

(6) For each interruption of good conduct a stripe will be withdrawn, and any title to fresh stripes will be calculated from such interruption. As soon as the number of stripes is reduced below four the good conduct reward shall be withdrawn.

ORDER—dated 9th January 1895, No. 33, Judicial.

Rules to regulate the grant of good conduct allowances in the Police department are now under preparation and, when completed, they will be communicated to the Inspector-General of Prisons for his assistance in the preparation of rules for the Jail department.

2. The rules now submitted for approval do not commend themselves in some respects to Government. In the first place it should be provided that "marks," not "stripes," are earned by good conduct and that the former are convertible into the latter. Further, the good conduct allowance of Re. 1 should become payable immediately on receipt of the third stripe and, when the sixth stripe becomes due, a second

Proposed Grant of Good Conduct Stripes and Rewards to Jail Warders and Head Warders.

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loss of all stripes & the grade off. C pay

Inspector General of Prisons.

OFFICE OF THE INSPECTOR-GENERAL

From

A. G. CARDEW, Esq., M.A., IC. 5

INSPECTOR-GENERAL OF JAILS, Prisons.

To

THE

Honble Mr T. F. Price. S. I.

CHIEF SECRETARY TO GOVERNMENT,

SIR,

Enclosure.

The rates of pay now prevailing in the Warder Establishment of Tails, viz Rs 9, 8, and 7, were recommended in paragraph 63 of my special report on Tail Administration dated 20 May 1891. In a note to that paragraph, Col. Macdonald Smith expressed the opinion that Rs 8 is the lowest pay for which an efficient warder can be secured, and the Government in paragraph 11 of G.O. 6 November 1891, No. 2286, while appearing to share Col. Smith's opinion, directed that the rates proposed by me should be given a trial.

2. The present would be a bad time to submit to Government proposals to revise the rates adopted in 1891, and I do not now desire to do so. The Rs 7 minimum has worked fairly well, except in a few districts, and

"For each offence for which"

that though the minimum ^{three years} has perhaps sufficient, the great reduction in the number of Head Warders which was effected by my proposals of 1891 has seriously affected the prospects of promotion available to well-conducted officers, and has, thereby, weakened the incentives to hard work and honesty.

3. To remedy this defect I am anxious to introduce a system of good conduct stripes somewhat similar to that which is in force in the Police, coupled with the grant of small pecuniary rewards to those who obtain a fixed number of stripes. At present no recognized means exist of rewarding Warders who detect offences against Jail discipline, prevent escapes by special alertness, or otherwise do conspicuously good service. At the Coimbatore Central Jail, for instance, a case recently occurred in which a Warden's firmness in insisting on searching a bundle of firewood brought to light a regular traffic in cigars carried on by another warden, who being employed in the Garden, had a chatty buried there from which he systematically retailed prohibited articles to prisoners. He was dismissed, but there are no means of rewarding

rewards the officer who ^{is} in the face of temptation revealed the offence, except and until a vacancy for promotion occurs, while owing to the reduction in the number of Head Warders - and also of First Class Warders - such vacancies are much less numerous than formerly.

4. I have, accordingly, the honour to submit for the favourable consideration of Government a draft set of rules to regulate the grant of good conduct stripes and money rewards to deserving warders and Head Warders. The award of stripes for special good service will be made only in exceptional circumstances and from this Office. It cannot occur often. Putting aside such grants, it will be seen that it will require 8 years of uninterrupted good conduct to entitle an officer to a silver chevron and money reward, and there is not likely to be a large number who will thus qualify. Lest, however, the inducement to good conduct thus proposed should prove too powerful, it is suggested that in no case should the number of Warders drawing such rewards exceed 20 per cent of

for each offence

warder Force of the Jail.
The total Warder Establishment of Central and District Jails is now 690 (against 986 prior to 1891), and 20 per cent on this number would amount to 138. No extra cost can be incurred during the next 6 or 8 years, and, even if at the end of that time, a sufficient number of Warders had qualified by uninterrupted good service for every good service reward available, the total increased cost could not exceed Rs 138 a month or Rs 1656 per annum. In practice, it would, doubtless, be far less.

5. The adoption of this system would, in my opinion, have the best effect on the efficiency of the Warder Establishment and the result would be achieved at a minimum cost. For the bulk of the men, the reward for good conduct would cost the State nothing beyond a piece of red cloth and at the same time the incentive of a pecuniary reward would be open to all. No immediate charge would be entailed — a result of importance in the present state of the public finances, while the good effects of the system would come into operation at once. It is already possible to reward convicts for good service, and there

complete system of punishment
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for Warders. It is only
some method of rewarding the latter which has been omitted. I, therefore, hope that the scheme will secure the approval of the Government and, if this is so, I would suggest that good service under it may be allowed to count from the 1st January 1894.

I have the honour to be,
Sir,
Your most obedient servant
R. G. Carden
Inspector General of Prisons

"For each offence for which"

Warden for - - -

From
THE INSPECTOR-GENERAL OF JAILS,
Prisons
To
THE CHIEF SECRETARY TO GOVERNMENT.

Am
For orders.

1044 : 3 5 94 papers.
Returned from line
& put up (with 25/10)

Dated 20
Despatched
Received
CHIEF SECRETARY
21 AUG. 1894
GOVERNMENT OF INDIA
No. 5727

ENCLOSURES One
To award for 83-5-94, No. 1044, ind.
Subject.

Submitting, for the approval
of Government, a scheme
for introducing a system
of good conduct stripes
and Rewards to Jail
Warders and Head Warders.

late system of punishment
the contrivance of

From
I.G. Prisons

Dated 20 Aug. 1894,
FOR ORDERS.

I prefer the Police Rules
as 3 stripes carrying f.c.
pay - also as 6 stripes
carrying double f.c. pay -
however previous stripes -
The period in which a man
earns his f.c. pay shd.
be cut down - It is absurd
that a man with 3 stripes
shd. wait 2 years more.
Let him get his f.c. pay
at once.

I doubt the use
of sending Mr. Cardew's
rules to Col. P. - I don't
think they'd help him
much - except perhaps rule
6 which is simple, especially
as altered by me -

Please show draft
BD
5/11/94
X pencil hints only

This current has been lying
over pending disposal of
Col. Porteous' draft food
Conduct Allowance Rules. The
draft orders on those & the
Black mark Rules are enclosed
& the opportunity is taken
to submit C. No. 4163 for
Am's orders.

It will be seen that Mr.
Cardew wishes to introduce
a system of Good Conduct
allowances into the Jail
Dept. & the following differences
between his & the Police Scheme
will be noted: -

- (1) uninterrupted good
conduct & specially
meritorious services are
to be rewarded, not by
red marks convertible into
stripes, but by stripes;
- (2) when 4 stripes are due,
a silver chevron is to
be substituted, & this chevron
will carry the R.I. allowance
with it; whereas, under the
Police rules, the allowance
is due on receipt of the
third stripe;
- (3) the max number of Warders

"For each offence for which"

Warden forced of the
The total 7.1
From

THE INSPECTOR-GENERAL

Prisons;

whereas, in the police,
10 per cent is fixed as
the max proportion;
(4) the Sail Rules make
distinct provision for the
grant of 4th & 6th stripe
& a second silver chevron,
but there is no provision
for the grant of a second
allowance on receipt of
a second silver chevron;
in the Police the earning
of a sixth stripe will
carry with it a second
allowance of R.1.

It is proposed in the draft
G.O. on the Police G.C.A. Rules
to communicate a copy of
Mr. Cardew's simple & sufficient
draft to the S.G. of Police
for his guidance in redrafting
his own rules.

Relatively the Sail scheme
set out in this current will
be much more expensive than
^(but the actual cost is very small)
the Police scheme. Perhaps
it would be as well to provide
in the Sail Rules too for the
grant of a second allowance
of R.1 when the second silver
chevron is earned, ~~but under~~
~~the proportion of 10 per cent~~
~~the allowance of~~
R.2 drawn by men with two
silver chevrons being treated
as 2 allowances (as in the
Police Rules) for the purpose
of calculating the proportion
of allowances payable. The amount
of allowances payable is 20% of
the cost of clothing, which is a
very small sum, and it is not
likely to be a serious burden
on the exchequer. 29 Oct.

11.

Allowance

At the

(For aid in)

With 2 Drafts

For Secy for forwarding

of counterintents to

the Draft G.O. on

to B. for Rules

Papers to be read in Proceedings:—

Again G.O., dated

18, No.

Again G.O., dated

18, No.

Current No.

4163

of 1874, dated

20 Aug

from

S.G. of Prisons.

Current No.

of 18

, dated

from

Order
in

Rules to regulate the grant of
Good Conduct allowances in the
Police Dept. are now under
preparation & when complete
they will be com^d to the S.G. of
Prisons for ~~his~~ assist^e in
the preparation &
for the Sail Dept.

2. The rules now subm^d for
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be paid. There is no need
use silver chevrons; cloth
will suffice.

3. For draft rule (6) the Gov^t
would substitute the following
"For each offence for which

Although more stripes than three may
be due, it will always suffice that
three only shall be worn.

The total ^{number of} marks ^{which} would be inflicted ^{on} a man ^{who} has a red mark will be struck off. When, in consequence of such loss of marks, the number of marks to credit falls to three, a stripe will, on each occasion, be ~~withdrawn~~ removed. As soon as the number of stripes is reduced below ^{3 1/2 and 3} three, ^{the} good conduct allowance shall be withdrawn. The punishment of reduction, or suspension for more than — [figure to be suggested by the I. G.] months involves the immediate loss of all stripes & therefore of Good Conduct pay.

and any ~~title~~ title to fresh marks will be calculated from the date of such offence.

for each mark subsequently lost

respectively,

H.M. (From order)

18th/11/94 (From order)
to the I. G. of Prisons (Q. & A.) 8 Nov.
Note I am not sure whether the above draft of Rule 6 meets H.M.'s views, as the meaning of the Council alterations made by him is not clearly understood. Apparently H.M. intends that withdrawal of red marks shall be a substantive penalty to be imposed in lieu of fine etc. In the Police rules, loss of marks is a mere incident of the infliction of certain penalties, i.e. certain penalties carry loss of a mark with them. It is not quite clear how a man with stripes will be dealt with under revised rule. Such a man will have marks to his credit & will be getting second allowance. As the revised rule stands, it seems that, when he has lost 3 marks, he will lose 1 stripe & presumably, will then lose 1 second allowance. Though this is explicitly stated, but after that it is to be done? The man will remain at 5 stripes & 3 red marks. At what stage are all his stripes & his first allowance to be withdrawn? Each red mark is to carry a

To a very large extent the vengeance of the N.M. system is that N.M.s take the place of petty fines, although they are also involved in the award of more severe punishment. On this analogy the a red mark may be struck off even on another penalty is inflicted - Why not?
WS

It was decided on the other paper that no man was to be put more than 3 stripes & wear.
WS

I can't see where the difficulty is, I must say
WS 11/11/94

stripe with it, it seems natural that the loss of even one mark should involve the loss of a stripe.

11/8/11

As ordered by H. M.,
 (1) the last para. of the
 ✓ draft on C. No. 4215 has
 been struck out.
 (2) the draft on C. No. 5083
 ✓ has been amended &
 recopied.
 (3) an order has been
 ✓ drafted on C. No. 4163.

*h
 8 Nov
 1871/94*

*When you have all these
 in print, better bring them
 all down on a Wednesday
 or Friday morning & let us
 go through them all together,
 before actual issue*

*M
 12/11/94*

For H. C.

15/11

C. 12/11

R. 13/11

11/11/94

29 Oct.

NOVEMBER 1894, No. , JUDICIAL.

GOVERNMENT OF MADRAS.
 JUDICIAL DEPARTMENT.

READ—the following paper:—

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(True Extract.)

S. Gibson
Chief Secretary.

To the Inspector-General of Prisons. 6 Dec 1894

First copy sent to Press.

Returned for signature.

Despatched in print.

READ AGAIN G.O. No.
189

DATED

CURRENT No.

ENCLOSURES TO G. No.

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