

Judicial (1895) Department.

ORDINARY MS.

G.O., No. 884.

Dated 30th Apr 1895.

INDEXED.

[Despatch Abstract.]

PROBATIONARY POLICE INSPECTORS.

Accepting the proposal of the Inspector-General of Police regarding the issue of notice to--before they are removed from the Police Department for general inefficiency.

met:

BACK PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
	128/9		19/11/95				

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
	Ans. 1896/97		1455 7-10-97				
	Cuo 2419/97						

just (1895) DEPARTMENT.

CURRENT No. 1695

FROM

M. Haumick Esq. J.C.S.

INSPECTOR-GENERAL

OF POLICE.

1154/89 orig. to

Sp. 12, 9.1.95 mis
128 19.1.95
1154 189 orig. to
369/95 mis

For orders.

As to whether the Sg's proposal in para. 5 may be accepted.

11/11/95
28/4/95

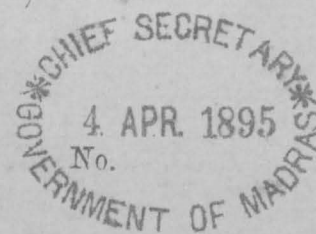
No. 1939

Dated

Received

3d
H

April 1895



SUBJECT.

Yes - we need not lay down any absolute rule, if the Sg. will deal with the matter in the manner proposed so as to prevent the hardship & which I have drawn his attention

RS

25/4/95

C. min

Order 30 April 1895. No. 884

The proposal made in para. 5 of the Sg.'s letter is accepted.

(from orders)

26.4.95

DESPATCHED

6 MAY 95

IN M.S.

The Sg. Sheet 859

29/4/95

Submitting report with reference to the proposal of Government that Probationary Inspectors drawn from other departments should be given six months' notice before they are removed from the Police Department for general inefficiency.

6/4
US 9/4.

8-6-74 1035

11/11/95
9/4
Cuo

C 24/4
R 26/4
Cuo 5/3/5

DEPARTMENT.

No. 1939

CURRENT No. 1695

CHIEF OFFICE OF THE INSPECTOR-GENERAL OF POLICE,
Madras, 3^d April 1895.

FROM

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

INSPECTOR-GENERAL OF POLICE,

TO

THE Chief Secretary
to Government
Fort St. George.

SIR,

Enclosures.

With reference to G.O., 19 January 1895, No. 129, in which I am asked to give my opinion on a proposal of Government that in case of Probationary Inspectors drawn from other departments six months' notice should be given before they are removed from the Police Department for general inefficiency, I have the honor to say that I have considered this question and beg to report as follows—

2. Colonel Porteous having in view the peculiar qualification required for a Police Inspector and the length of time required to enable Superintendents to see whether the men appointed were efficient, thought no longer the men were under probation, the better and he seldom confirmed any probationary Inspector before his full two years were up. I hold very much

of the system as it has been worked hitherto, has been in allowing men to go on as probationary Inspectors who were doing very bad work without warning them that they would probably not in the end be confirmed.

3. The difficulty in the matter is that in our large districts a Superintendent cannot supervise an Inspector's work as closely as could be wished. Any body, who has inspected a district will know that unless a Superintendent actually visits an Inspector's division, goes round with him, sees his men, examines his station records and is present in the division some time, he cannot accurately gauge his Inspector's work. This is the difficulty - a probationary Inspector is put in charge of a division at the end of five months probation, and it is his work in the division that is the point to be examined. He will submit good reports, appear to have everything in order and yet may be found on personal inspection to be very incompetent. This necessitates a personal inspection of the division by the Superintendent before the Probationary Inspector can be reported upon, and in a large district a Superintendent cannot sometime arrange for such an inspection just at the time required. In this way, a Probationary Inspector has sometime been allowed to go on beyond his two years without warning.

I have, however, now drawn the special attention of all Superintendents to the matter and I will insist on the monthly (for first five months) and quarterly reports on Probationary

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Inspectors being carefully drawn up. By this means I hope to be able to warn unsatisfactory men long before their two years are over that their position is hazardous and that they may have to go. I will also in such cases, when necessary, give men the six months' notice suggested by Government. I do not see much objection in granting six months' leave without pay, which virtually amounts to dismissal, but when a Probationary Inspector wishes that course to be taken I see no objection to it. What I wish to prevent is what has happened I find in one case, a probationary Inspector being allowed to go on for two years without any notice that his work was unsatisfactory and then being suddenly discharged. This, I think, can be prevented with care though it is as I have shown difficult to judge of work except after too personal inspections and these personal inspections cannot often be made except at long intervals.

5. If the Government will let the matter stand with no absolute rule as regards notice, I will undertake to grant the notice in every possible case and I will take care also that in future the earliest possible intimation is given to every probationary Inspector whose work is reported to be unsatisfactory and such as to make it likely that his services will

Not be permanently retained.

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

Mimmell
Inspector General of Police.

mk

When given for copying _____
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When examined _____
When signed _____

189

READ AGAIN G.O., No.
189

DATE

CURRENT No.

ENCLOSURES TO G. No.

ORDER OF GOVERNMENT A A A A A A A

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

PAPERS NOT FILED UP, BEING MEANT FOR DESPATCH
IN ORIGINAL.

N.B.—

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