

Judicial (1895) Department.

ORDINARY PRINTED.

G.O., No 908

Dated 3rd May 1895

INDEXED.

[Despatch Abstract.]

BLACK MARK RULES.

Approving certain suggestions of the Inspector General of Police with reference to the----and, sanctioning a revised rule, No. 4, in the case of the Police Department.

BACK PAPERS.

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Govt. of {1895} Madras. JUDICIAL.

Issued

Recd.

Encl.

G.O., 3rd May 1895, No. 908.

MAY.

Black Mark Rules.

Approving certain suggestions of the Inspector-General of Police with reference to the —, and sanctioning a revised Rule No. 4 in the case of the Police Department.

3RD MAY 1895, No. 908, JUDICIAL.

GOVERNMENT OF MADRAS.

JUDICIAL DEPARTMENT.

READ—again the following paper:—

G.O., dated 16th January 1895, No. 99, Judicial.

ABSTRACT.—Issuing black mark rules for the Police, Jail and Salt and Abkari Departments.

READ—also the following paper:—

From M. HAMMICK, Esq., I.C.S., Inspector-General of Police, to the Chief Secretary to Government, dated 25th April 1895, No. 2430.

With reference to G.O., dated 16th January 1895, No. 99, Judicial, regarding the black mark rules, I have the honour to say that the working of Rule 4 as amended by Government will be very difficult and involves considerable hardship on police constables of the lower grade, and to suggest that it be modified.

2. The rule as it runs now involves the removal of a second-grade constable's name to the bottom of the list when he gets three marks. This does not even cancel the three marks received and with three more he will be dismissed.

3. At present, no gradation lists of second-grade constables are maintained, but the black mark rules as they now stand make the formation of such lists necessary. Take Tinnevely for instance; the orders imply the grading of 564 second-class constables who enlist, not one by one, but in batches. The grading of these men and the maintenance of a graded list will involve an immense deal of additional labour. Moreover, if the grading system is carried out, the punishment following three black marks will become out of all relation to the gravity of the offence. A second-class constable, say, of 14 years' standing in Tinnevely is probably very near his promotion to the first class. He may commit three trivial faults, obtain three black marks, and then, if the gradation list is formed, will go at once to the bottom of 564 men. He will lose thus all chance of promotion and will become perfectly careless. I think the Government will see that, with a class containing so many as five or six hundred names, gradation by seniority and merit becomes impossible, and a gradation list by pure seniority will be of no use. The present rule that in the bottom class of constables six marks means dismissal seems the best possible way of working, and I would ask Government to revert to it. The Rule 4 would then run thus:—

"Three black marks shall entail reduction of class or grade where such reduction is possible, and such reduction shall cancel the black marks. As regards second-class constables where no reduction is possible, the three black marks will stand and the man will be warned that the award of three more will entail dismissal."

4. If the rule is altered as suggested it will be unnecessary to order Superintendents to attempt to form a graded list of second-class constables, and the consequence entailed by the award of the black mark will be not out of proportion to the offence. There will be reduction in the higher grades, and in the last a warning for dismissal to be followed by dismissal if three more black marks are awarded. I shall be obliged by very early orders on the subject.

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3RD MAY 1895, No. 908, JUDICIAL.

ORDER—dated 3rd May 1895, No. 908, Judicial.

The Inspector-General's suggestion is approved and in the case of the Police Department, the following rule will supersede Rule No. 4 as sanctioned in G.O., dated 10th January 1895, No. 99:—

"Three black marks shall entail reduction of class or grade where such reduction is possible, and such reduction shall cancel the black marks. As regards second-class constables where no reduction is possible, the three black marks will stand and the man will be warned that the award of three more will entail dismissal."

(True Extract.)

Chief Secretary.

To the Inspector-General of Police.

Exd. A. Rajt.

No. 1,000-10-94.

CURRENT NO. 2077

DEPARTMENT.

No. 2430

CHIEF OFFICE OF THE INSPECTOR-GENERAL OF POLICE,
Madras, 25th April 1895.

FROM

M. Hammick Esq. J.C.S.

INSPECTOR-GENERAL OF POLICE,

TO

THE Chief Secretary
to Government.
Notacmand.

SIR,

Enclosures.

With reference to G.O., dated 16 January 1895, No. 99, Judicial, regarding the Black mark rules, I have the honor to say that the working of rule 4 as amended by Government will be very difficult and involves considerable hardship on Police constables of the lower grade, and to suggest that it be modified.

2. The rule as it runs now, involves the removal of a 2^d grade constable's name to bottom of the list, when he gets 3 marks. This does not even cancel the three marks received and with three more he will be dismissed.

3. At present no gradation lists of 2^d grade constables are maintained, but the Black mark rules as they now stand, make the formation

formation of such lists necessary. Take
Tinnevely for instance, the orders imply the
grading of 564 2^d class constables who exist
not one by one but in batches. The grading
of these men and the maintenance of a graded
list will involve an immense deal of addition-
al labor. Moreover, if the grading system
is carried out, the punishment following
three black marks will become out of all relation
to the gravity of the offence. A second class constable
say of 14 years standing in Tinnevely is pro-
bably very near his promotion to the 1st class.
He may commit three trivial faults, obtain
three black marks, and then, if the gradation
list is formed, will go at once to the bottom
of 564 men. He will lose thus all chance of
promotion and will become perfectly care-
less. I think the Government will see that with
a class containing so many as five or six
hundred names, gradation by seniority
and merit becomes impossible. and a grad-
ation list by pure seniority will be of no use.
The present rule that in the bottom class of
constables six marks means dismissal
seems the best possible way of working -
and I would ask Government to revert
to it. The rule 4 would then read thus -
"Three black marks shall entail reduction
of

- of class or grade where such reduction is
- possible, and such reduction shall cancel ^{second class}
- the black marks. As regards 2^d class of
- constables where no reduction is possible
- the three black marks will stand and the
- man will be warned that the award of
- three more will entail dismissal."

4. If the rule is altered as suggested it
will be unnecessary to order Superintendents
to attempt to form a graded list of 2^d class
constables and the consequence entailed
by the award of the black mark will be not
out of proportion to the offence. There will
be reduction in the higher grades, and
in the last a warning for dismissal to
be followed by dismissal if three more
black marks are awarded. I shall be
obliged by very early orders on the subject.

I have the honor to be,
Sir,

Your most obedt. servt.,

M. Municki

Inspector General of Police.

M

Mad (1895) DEPARTMENT.

CURRENT NO. 2577

FROM
Mr. Hammick Esq, Sec.
INSPECTOR-GENERAL
OF POLICE,

To

No. 2430

Dated 26/4/95
Received 26/4/95
Refd 27-4-95
Sec: " No.

SUBJECT.

Stating that the working of
Rule 4 as amended by Govern-
ment will be very difficult
and involves considerable
hardship on Police Constables
of the lower grade, and
suggesting that it be modified
as within.

99.16.1.95 sc + of the paper
in the linked file.

[Marked E as to 29.
wants very early
orders.]

Mr. Hammick requests
very early orders.

For orders.

As to whether Mr. Hammick's suggestion
may be approved + the rule modified?
Attention is invited to the notes under cover of 99.
16 Jan. 95 no. 99 original. with linked file (marked
in the red tape)

30-4-95 20
30/4/95

Very well -

It did not occur to me
that I had given his men by
the district - I should have
thought each Insp's division
would have had a separate
graduation list.

CR
1/5/95

(P) of P.O. 99 of 16.1.95
A of C. 2527
Order 3 May 1895, N: 908.

P.S. -
The S. 9.6 suggestion will be
approved + in the case of the Police
Dept the following rule will
supersede rule no. 4 as sanctioned
in Ed. 99.

16-1-95 H.E. the S. 9.6 rule. at
done of para. 3

5/5/95
The S. 9.6 Police (P.O.)
(Lead address copy of P.O. in Mes)

First copy sent to Press.

Returned for signature.

Despatched in print.

READ AGAIN G.O. No.
132

DATED

CURRENT No.

ENCLOSURES TO G. No.

ORDER OF GOVERNMENT

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

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