M.R.O. 1—77,006—8-6-37.

(1) Number of pages 116

(2) Date of repair 18-11-40

(3) Initials of the Referencer

20/11

MADRAS RECORD OFFICE.

Government of Madras.

Judicial DEPARTMENT.

G.O. No. 1037 - 38 Press ~~Mis.~~

Dated 18 - 5 - 1893.

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Judicial C. No 1529 14/1/93 from 69 (Comp

CONFIDENTIAL.

GOVERNMENT OF MADRAS.

JUDICIAL DEPARTMENT.

READ again—

G.O., &c., dated 2nd April 1892, Nos. 658, 659, Judicial.

ABSTRACT.—Directing that the Government of India be addressed in connection with the scheme for recruiting the grade of Assistant Superintendent of Police from England.

G.O., dated 16th May 1892, No. 912, Judicial.

ABSTRACT.—Communicating to the Inspector-General and Commissioner of Police, Madras, endorsement of the Government of India forwarding despatch from the Secretary of State sanctioning, as modified, the scheme for improving the pay and prospects of the superior officers of the police.

READ—also the following papers:—

From P. G. MELITUS, Esq., Officiating Deputy Secretary to the Government of India, Home Department—Police, to the Chief Secretary to the Government of Madras, dated Simla, the 9th November 1892, No. 5 Pol./594.

In continuation of the correspondence ending with your letter, No. 659, dated 2nd April 1892, regarding the recruitment in England of Assistant Superintendents of Police, I am directed to forward a copy of a letter * from the Government of Bengal submitting certain proposals for the appointment of Natives of India to the higher grades of the Police Department, and, with reference to para. 4 thereof, to request that the Governor in Council may be moved to favour the Government of India with an expression of his opinion on the proposal that the scale of pay to be fixed for Natives of India appointed to the superior ranks of the police should be separate from and lower than that admissible to Europeans. In considering this question it must be borne in mind that the recruitment of police officers in England will, as stated in this department's circular, No. 1 Police/765—772, dated 28th December 1891, for the present be only an experimental measure, and that its continuance, and the proportion in which recruits are in future to be obtained from England, will depend on the results of the experiment.

2. In this connection I am to forward, under a confidential cover, a copy of a despatch recently addressed to Her Majesty's Secretary of State with regard to the recruitment of police officers in England.

* No. 113-A.D., dated 25th May 1892.

ENCLOSURES.

From H. J. S. COTTON, Esq., Officiating Chief Secretary to the Government of Bengal, Judicial, Political and Appointment Departments, to the Secretary to the Government of India, Home Department, dated Darjeeling, the 25th May 1892, No. 113-A. D.

In my letter, No. 564-A, dated the 8th February 1892, to your address, the Lieutenant-Governor laid before the Government of India his views regarding the recruitment from England for appointments in the grade of Assistant Superintendent of Police. It was proposed that four

officers should be brought out from England every year. At the same time, with reference to recruitment in India itself, that is to say, the selection of Natives of India for the higher grades of the police, it was said: "Either one officer yearly or one every other year, as the number of actual recruitments might justify, would then be selected in this country under separate rules made for the purpose." The Lieutenant-Governor has now given this question his careful consideration, and directs me to submit the following proposals for the orders of His Excellency the Governor-General in Council.

2. The number of recruits necessary for maintaining the proposed cadre is about 4·5 per annum, and as four of these are to be appointed from England, there would remain one vacancy to be filled up every second year. But as the native recruit will ordinarily not be of the same age as the English recruits, but one who has already been for some years in Government service, a larger number is required, and it will be convenient to decide that the number should be two in every three years. In other words, in every third year no appointment would be made. In nine years six native officers would be appointed: the proportion of appointments would therefore be one Native to six Europeans, and looking to the character of the service this number appears to His Honour to be sufficient at present. It might be possible to increase it later on, but it must be remembered that this is a much larger proportion than has ever before existed in any province, the present actual proportion in Bengal being one in 25 only, and it would not be wise to augment it too rapidly. In the scheme proposed it would take about 24 years before the full complement of native officers will have been incorporated into the police. At the same time it seems clear that a smaller number of appointments than this would fail to comply with the recommendation of the Public Service Commission that there should be "a reasonable proportion of Native officers, regard being had to the efficiency of the service."

3. The question of the method of recruitment is an exceedingly difficult one. The Lieutenant-Governor is, however, clearly of opinion that an examination such as may be appropriate for admission to the Subordinate Executive Service, or to the Opium or Finance Department, would not be suitable for admission into the Police Service. A candidate for employment as an Assistant Superintendent of Police must possess qualifications which cannot be tested by examination. Sir Charles Elliott's suggestions on the subject are as follows:—

I. The selection should ordinarily be made from among Inspectors of Police who have distinguished themselves in that capacity. The Government should, however, have the power of occasionally making direct appointments from among graduates of the University, or Natives who have completed their education in Europe.

II. Subject to the above limitation, there should be no restriction on the choice of Government, provided that, other things being equal, officers already employed as Inspectors of Police should receive a preference.

III. The choice might be among Inspectors of any grade, as it is not desirable to select old officers to be District Assistant Superintendents.

IV. A somewhat severe physical test, especially in riding qualifications, should be insisted on in every case.

The Lieutenant-Governor does not think that it would be advisable to lay down any less elastic rules than these.

4. One point remains, and that is the salary which these officers should draw. It may be assumed that a promoted Inspector would enter the superior service on a salary of Rs. 250; and Mr. Henry, Officiating Inspector-General of Police, has shown that according to the present rate of promotion it would take him ten years to reach the grade of Assistant Superintendent, 1st class, and twenty years to reach that of District Superintendent of Police, fifth grade. The pay of that grade is Rs. 500, and if the two-thirds rule were enforced the District Superintendent of Police would receive Rs. 335-5-4, which would give him an increase of only Rs. 85 a month after a service of 20 years. This does not appear to be sufficient encouragement. At the same time the Lieutenant-Governor thinks that it would be dangerous and undesirable to permit any breach of the principle laid down by the Government of India and accepted by the Public Service Commission, viz., that the scale of pay fixed for Europeans in this country contain the element of compensation for exile, and that if natives of the country are appointed to such posts their salaries should be fixed at a figure which excludes that element. Considering that whatever is fixed for Bengal must be in accordance with what is fixed in other provinces in India, the Lieutenant-Governor does not think it necessary to make any definite suggestions for the settlement of this matter, but merely recommends that a scale of pay be fixed for native officers separate from and lower than that of Europeans, though not necessarily based on the two-thirds proportion.

Despatch from the Government of India, Home Department (Judicial—Police), to the Right Honorable the Secretary of State for India, dated Simla, the 26th October 1892, No. 22.

With reference to para. 5 of your predecessor's despatch, No. 104, dated the 30th September 1891, we have the honour to address your Lordship on the subject of the recruitment of

Assistant Superintendents of Police in England. In para. 13 of our despatch, No. 17 (Public), dated the 25th March 1891, we suggested that the experiment should be tried of selecting recruits for the police from among the candidates who had done well, but had failed to secure appointments, at the examinations for the Indian Civil Service or for Sandhurst. Lord Cross, in approving this suggestion, expressed his opinion that the selection should be from among candidates for admission to the Royal Military Academy at Woolwich and the Royal Military College at Sandhurst, and that unsuccessful candidates for the Civil Service of India should not be included in the field of selection. Before communicating with the Civil Service Commissioners, His Lordship desired to be furnished with a matured scheme on these lines.

2. In December last we addressed a circular to Local Governments* requesting their assistance in working out such a scheme; and we now forward a copy of our letter and of the replies received from Local Governments and Administrations. It was our intention to place before your Lordship a complete scheme of recruitment to be tried as an experiment for the next five years, but we regret that the materials before us are not yet sufficient for the settlement of several of the questions which arise out of the case, and that further correspondence with the Local Governments concerned will be necessary before we can announce the probable number of vacancies for each year of the next five. We are, however, in a position to supply information as to the number to be filled at the next selection, and to place before your Lordship the general outlines of our scheme.

* No. 1—765-772, dated 28th December 1891.

3. We propose that 10 (ten) police recruits should be selected as soon as convenient to come out to India in 1893, and that they should be distributed as follows:—

Madras	3
Bengal	2
North-Western Provinces and Oudh	3
Central Provinces	2

No recruits are required at present for Bombay or the Punjab. The vacancy likely to occur in Bombay this year will be filled locally; and in the Punjab it will be necessary to provide for certain accepted candidates before commencing to indent from England.

In Burma there are a number of candidates who have entered the service as gentlemen-inspectors with the prospect of rising to the superior grades, and, until these are provided for, it is impossible to recruit from England for that province. We think, therefore, that for the next few years Burma must be left out of consideration.

4. The first question for decision relates to the age of the candidates to be selected. We have carefully considered this question, and it seems to us clear that the examination for Woolwich must be altogether excluded from our proposals. The age limits for the examination are 16—18, and the candidates will therefore be too young at the time of their selection. The age limits for Sandhurst are 17—20, but we understand that from next year the maximum age will be reduced to 19. This we consider to be too low a limit to furnish candidates likely to prove useful in the Indian police. It is necessary that our police recruits should be men of more formed character than those sent out for the Army, where a young man is under the supervision of his colonel and other senior officers in the regiment, and has the benefit of their constant influence and advice. Police recruits will be under no such tutelage or moral control; and we are of opinion that any age under 19 would be too early, in the interests of the candidates themselves as well as in those of the Government, for the commencement of their Indian career. We, therefore, propose that the young men selected in England should be not under 19 and not over 21.

5. We are further of opinion that the recruits should not be selected from among the candidates who have "failed" at the Sandhurst examination, as it is undesirable that a stigma of apparent inferiority should be affixed to our police officers by selecting them from those who have failed to pass this test. Our original proposals had reference principally to the examinations for the Indian Civil Service, and, though we ultimately included Sandhurst, we were then under the impression that the standard was more severe than it really is. What we would now propose is that the Civil Service Commissioners should be invited to announce, when they notify the Sandhurst "further" examination, that a simultaneous examination will be held in the same subjects and papers for ten admissions to the Indian police, the candidates for which must be over 19 and under 21. They should be required to have passed the "preliminary" examination for Sandhurst or some other examination accepted by the Civil Service Commissioners as equivalent to it; and these who pass the competitive examination should be subject to the same tests of physical fitness as candidates for military service. It is essential that police recruits should undergo a strict medical examination as to physique and capacity for active outdoor work in the plains of India. Their ability to ride well should also be ascertained before they are finally selected.

The successful candidates may, we think, be allowed to choose their provinces according to their order in passing, but the selection must be subject to our right to make transfers, if necessary.

6. It is not improbable that, under the proposals sketched in the last paragraph, we shall obtain men who have previously failed at the Sandhurst or other examinations; but as they will be shown in a separate list at the examination on the results of which they will be selected, the discredit of failure will not attach to them in their future career in the police. We think it desirable that at the commencement of the experiment the Civil Service Commissioners should be invited to fix some minimum standard of qualifications which will be expected before a candidate can be selected for the police, as we would prefer to fill up locally all vacancies for which really eligible candidates do not come forward in England.

7. The next question for decision is where the selected candidates should spend their term of probation after passing the examination. The authorities consulted are divided on this point. The Governments of Bombay, the North-Western Provinces and Oudh, and Burma advocate a period of probation in England, while those of Madras, Bengal, the Punjab, and the Central Provinces are of opinion that it should be passed in India. We do not at all approve of the suggestions made by some of the Local Governments that the recruits should be trained in the Royal Irish Constabulary or the Metropolitan Police. The former body is, we believe, organised almost entirely as a military force, and experience in it would not be useful in India; the latter is too special in its field of action, and we do not think that the methods which the recruits might learn in it would be of much service to them in this country. In our opinion it would be best that the selected candidates should come out at once and enter upon their study of the vernacular languages in India. A really good colloquial knowledge of the languages spoken here, especially of the rustic dialects, and some ability to read the written character, are a *sine quâ non* for a good police officer, and both can be acquired most easily and rapidly on the spot. Indian law and procedure can also be most suitably studied where they are daily applied in the courts; and the methods of investigation required to be pursued in the preparation of cases for submission to the tribunals are best learnt under the guidance of experienced officers who are themselves masters of the subject. Drill can be taught as well in India as in England. For these reasons it appears to us that it would be a waste of time for a candidate to endeavour to train himself for his special duties in England, and we are not aware of any institution at home where he could receive that guidance and assistance which he can easily obtain here. The main argument on the other side is that the risk of rejection after a period of probation passed in India, and of having to return home as unsuitable for service in the Indian police, might deter good candidates from coming forward. We agree with Sir Charles Elliott that this risk is practically inappreciable.

8. We think that the candidates should be selected at the July examination for admission to Sandhurst, and that, after passing the tests above mentioned, they should be required to start for India not later than October, so as to arrive in this country in November.

9. We propose that on arrival in India the candidates should as probationers receive an initial pay of Rs. 250 a month, which should be raised to Rs 300 when they are reported qualified for service as Assistant Superintendents of Police. At present the rates of pay for probationers and Assistant Superintendents of the lowest grade vary in different provinces. In Madras probationers receive Rs. 200 and Rs. 150, in Bombay Rs. 200 rising to Rs. 250 on passing the lower standard examination, in Bengal Rs. 250, in the North-Western Provinces and Oudh Rs. 200, in the Punjab Rs. 200, and in the Central Provinces Rs. 250. The pay of the lowest grade of Assistant Superintendent is Rs. 350 in Madras, Rs. 300 in Bombay, Rs. 250 in Bengal, Rs. 300 in the North-Western Provinces and Oudh, and Rs. 250 in the Punjab and Central Provinces. We think it important to equalise the initial prospects in all provinces in order to attract good men, and we are of opinion that Rs. 250 is the lowest pay which is suitable for probationers selected in England, while Rs. 300 should be fixed as the pay to which they will rise on emerging from probation. We will address your Lordship hereafter if it should turn out that some slight re-arrangement of the lower grades will be necessitated in some provinces by fixing the initial pay for officers recruited in England at these figures; but meantime we ask your sanction to the rates proposed for the candidates now to be selected. It is obviously essential that all the appointments offered for competition should carry the same salary at starting.

10. The probationers will be required to qualify by passing the necessary departmental examinations within two years of their arrival in India, and during this period they will be placed under the supervision of specially selected District Superintendents, who will be directed to watch over their studies (including Indian criminal law, vernacular languages, and drill with riding), and to employ them on such work as will give them the best insight into their duties. A probationer who does not qualify within the two years, or at the first departmental examination held after the expiry of two years from the date of his arrival in India, should be liable to removal from the service; and if he is removed, the Government, we think, should pay his passage home, unless he obtains other employment in this country. We shall, however, have no objection to empowering Local Governments to allow the probationer a third year for satisfying the necessary tests, provided there is a reasonable certainty that he will make a good police officer. The chief defect of the present system has been that the time of probation has been too readily extended: we are determined that the condition just mentioned shall be rigorously maintained. We propose to declare that seniority in the police will depend on the order in which probationers pass the qualifying examination in India.

11. For the present we think that the ordinary uncovenanted leave and pension rules laid down in the Civil Service Regulations should apply to the candidates recruited in England for the police. The general question of the leave rules applicable to the special departments is under our consideration in connection with the remarks in paras. 10—12 of Lord Cross' despatch of the 30th September 1891. The concession embodied in Article 330 of the Civil Service Regulations applies to District Superintendents and superior officers in the Police Department appointed by the Secretary of State; and, pending the settlement of the general question, we are not prepared to make any special proposals in favour of Assistant Superintendents recruited in England.

12. We wish to add that we are of opinion, in agreement with the Public Service Commission in clause (1) (*b*) of their recommendations at the close of para. 117 of their report, that recruitment in India should be maintained for a certain proportion of the candidates required, to be fixed from time to time as may seem desirable. Although the system of recruitment by patronage hitherto pursued in this country has not, as noticed by the Commission, proved generally satisfactory, there can be no doubt that it has in several cases yielded excellent police officers; and we propose to improve it by prescribing strict educational and other tests to be passed by the candidates nominated by the Local Governments, somewhat on the plan adopted for the recruitment of the Accounts Departments in this country. As stated in the second paragraph of this despatch, we regard recruitment of the Police Department from England as an experimental measure. We are anxious for many reasons to avoid increasing the number of Government servants drawn from Europe and not domiciled in this country, and, where suitable material can be obtained on the spot, we think it best to utilise it.

13. Our Honourable Colleague Sir David Barbour wishes it to be stated that in his opinion a good system of local recruitment in India for all the recruits required could be devised, and would be preferable to recruitment in England. He is therefore opposed to all recruitment in England so long as it has not been shown by actual trial that a sufficient number of men of the proper stamp cannot be obtained in India under a proper system of recruitment. He believes that the number of suitable candidates that can be obtained in India has increased in recent years, and is likely to increase still more rapidly in the future.

No. 1895.

Referred to the Inspector-General of Police for early remarks.

(By Order.)

(Signed) A. BUTTERWORTH,
Acting Under Secretary.

30th November 1892.

From Colonel C. A. PORTEOUS, Inspector-General of Police, to the Chief Secretary to Government, dated Ootacamund, 11th January 1893, No. 68.

With reference to your endorsement, No. 1895, Judicial, dated 30th November 1892, forwarding, for my remarks, the accompanying papers from the Government of India, I have the honour to state that, in my opinion, for the future officering of the higher grades of the police, no arrangements can be better than those proposed by the Government of India in its letter, No. 22, dated 26th October 1892, to the Secretary of State for India.

2. There is not an Inspector (European or Native) in the Madras Police whom I consider qualified to hold the post of Assistant Superintendent—and "having regard to the efficiency of the service," I beg most respectfully, at the same time most strongly, to reiterate the opinion which I expressed before the Public Service Commission in 1887—that none but English *gentlemen* should be appointed to the higher grades of the police. Should, however, natives of India be hereafter unfortunately appointed, I consider that, with reference to their pay, no better scale than the two-thirds one can be fixed.

3. There is one point on which I laid much stress in my former communications and on which I still do the same—which I regret has been entirely omitted by the

Government of India in its letter to the Secretary of State—and that is, the relative rank of officers of police. This may appear a small matter in itself; but in a country like India, where official precedence and social position are accounted of such great importance, superior officers of police should have a recognised position assigned to them. I do not mean to suggest that, as in the medical and veterinary departments, they should be styled Lieutenants, Captains, &c., though a Police Lieutenant or Captain would not seem a more extravagant or anomalous title than a Surgeon or Veterinary Lieutenant or Captain. I merely propose that Assistant Superintendents should rank with Lieutenants of the Army, 3rd, 4th and 5th grade Superintendents with Captains, 1st and 2nd grade Superintendents with Majors.

From C. J. LYALL, Esq., C.I.E., Secretary to the Government of India, Home Department (Police), to the Chief Secretary to the Government of Madras, dated Calcutta, the 28th January 1893, No. 29.

In the despatch marginally noted, a copy of which was sent to the Government of Madras confidentially with the letter from this department, No. 5 Police/594, dated the 9th November 1892, the Government of India forwarded to the Secretary of State the outlines of a scheme for the recruitment of Assistant Superintendents of Police in England. In paras. 2 and 3 of that despatch it was stated that the Governor-General in Council had only been able to furnish information as to the number of police recruits from England required in 1893, and that a complete scheme of recruitment to be tried as an experiment for five years could not be submitted, as the materials were not sufficient for the settlement of several of the questions arising out of the case. I am now directed to address the Government of Madras on the following points in connection with the scheme, and on the question of improving the system of recruitment in India for the superior police service.

No. 22, dated the 26th October 1892.

2. As explained in this department's letter of the 9th November 1892 and the despatch enclosed with it, the recruitment of police officers from England will for the present be regarded as merely an experimental measure. The Governor-General in Council is of opinion that a certain proportion of the vacancies should continue to be filled by recruitment in India; but he is content to leave it to Local Governments to determine the proportion of officers to be recruited in India and England, respectively, for the five years commencing from 1893. I am therefore to request that, with the permission of the Governor in Council, it may be stated what proportion of the number of vacancies in the Madras police occurring annually during the years 1894 to 1897 should, in the opinion of the Madras Government, be filled by recruitment in England.

3. I am next to observe that complete information is not available to the Government of India as to the precise strength and constitution of the police services in the different provinces. So far as the Madras Presidency is concerned, the number of recruits required each year was calculated at three in your letter, No. 659 (Judicial), dated the 2nd April 1892, on the assumption that the strength of the superior grades of the police would in future be 51 in accordance with the proposals contained in your letter, No. 461, dated the 9th March 1891. It seems doubtful if this figure (51) is correct. Hitherto there have been 49 appointments including that of the Inspector-General. Under the new scheme sanctioned by the Secretary of State (*vide* Home Department endorsement, No. 247, dated the 3rd May 1892), an additional Deputy Inspector-General has been provided for, and the total number of appointments in the Madras Police has thus been raised to 50.* There are also 12 Probationers. It appears that the strength

* 1	Inspector-General of Police.
3	Deputy Inspectors-General.
25	District Superintendents.
21	Assistant Superintendents.
Total .. 50	

of the latter class of officers was fixed at 12 in connection with the Finance Committee's note on the Madras Police,* and that they were intended to form a leave reserve at 20 per cent. on the whole number of superior appointments, with a small margin of men in training. The total strength of the service to be recruited for appears therefore to be as follows:—

* *Vide* Madras Government Proceedings, No. 899 (Judicial), dated the 26th April 1887.

Deputy Inspectors-General			3
District Superintendents of Police—			
for charge of districts	22		
as Assistant Inspector-General	1		
for Special Police duties	1		
as Deputy Commissioner of City Police	1		
			25
Assistant Superintendents of Police			21
Probationers			12
			61

I am to inquire if this figure (61) is accepted by the Government of Madras as correctly showing the present strength of the superior police service. I am particularly to request that no new appointments may be proposed in replying to this letter. Should any changes be necessary, the Government of India will be prepared to consider proposals for them separately; the point on which information is desired now is the precise strength of the existing service.

It would be convenient if a list showing the different appointments and grades included in the service and the pay attached to each were forwarded to the Government of India in the form in which the Government of Madras think it might be published in England when the number of vacancies to be offered to competition is announced each year.

4. The strength as given in the last paragraph does not include the appointments of Inspector-General of Police and Commissioner of the City Police. The appointment of Inspector-Generel of Police is one of the "General" appointments included in the cadre of recruitment for the Indian Civil Service for the Madras Presidency, and I am to inquire if the Madras Government desire that this arrangement should be continued or that the appointment should be held to be one for which police officers should be recruited. It is understood that the Commissioner of Police for the City of Madras is almost invariably a police officer, and the Government of India think that this appointment should be included in the list of appointments for which the police is recruited, a note being added, if considered necessary, to the effect that the post is not absolutely reserved for officers of the police and will only be filled by the selection of one of them if a sufficiently capable officer is available. The inclusion of these two posts would raise the strength of the service to be recruited for to 63.

5. The next point for determination is the number of recruits from England who will be required in each of the years 1894 to 1897. An annual recruitment of 4 per cent. on the total strength of the service seems to the Government of India to be a generally suitable rate in the case of the police service, and I am to request that this rate may be taken as the basis for calculating the requirements for these years. The Madras Government will be consulted at the beginning of each year, as in the case of the Civil Service, regarding the number of police recruits required in the year, and will thus have an opportunity of modifying the preliminary estimate now to be made. It will also be possible to make up any deficiency by locally-recruited men. The first set of recruits from England are not expected to arrive in this country earlier than November 1893; but it would evidently be injurious to their prospects if appointments were meanwhile made locally to vacancies in the Madras Police. If the state of the service should render such appointments unavoidable, I am to request that any that are made may, with the permission of the Governor in Council, be reported to the Government of India for their information.

6. I am also to commend to the consideration of the Local Government the question of re-arranging the lower grades of the police service with a view to equalize the initial pay and prospects of police recruits in all provinces. This change is, in the opinion of the Governor-General in Council, essential if a system of recruitment in England is to be tried at all. A re-arrangement of the lower grades of Assistant Superintendents and of the probationer grade will be necessary in order to equalize (1) the pay of recruits while still in the stage of training as probationers, and (2) their pay when first absorbed in the service as Assistant Superintendents after fully passing the departmental tests; after that stage it will not be practicable to hold out any prospect of uniform treatment, and the recruits must be left to take their chance in the ordinary course of promotion. It will be seen from para. 9 of the despatch of 26th October 1892, that the Government of India have proposed that Rs. 250 should be the lowest rate of pay for probationers selected in England, while Rs. 300 should be fixed as the pay to which they will rise on emerging from probation. The Government of India think that, so far as the Madras Presidency is concerned, the following re-arrangement of the lower grades of the police service will be necessitated by fixing the initial pay of officers recruited in England at the above figures:—

PRESENT SCALE.	PROPOSED SCALE.
Assistant Superintendents.	
RS.	RS.
6 on 500	6 on 500
5 „ 450	5 „ 450
5 „ 400	5 „ 400
5 „ 350	5 „ 350
	6 „ 300
21	27
Probationers.	*Probationary Assistant Superintendents.*
RS.	RS.
5 on 200 *	6 on 250
7 „ 150 *	
12	6

* As shown in the Madras Civil List corrected to 1st October 1892.

The existing probationers have been divided between the probationary grade and the lowest grade of substantive Assistant Superintendents, and it has been thought essential that the strength of the probationary grade should be so fixed as to admit of an officer passing out of it into the grade of substantive Assistant Superintendents in about two years. The extra cost involved in the above re-arrangement is Rs. 1,250 per mensem, or if the existing pay of all the probationers be taken at Rs. 200, to which grade those on Rs. 150 will eventually rise, Rs. 10,800 per annum. The present probationers are Inspectors of Police, and the extra expenditure seems to be unavoidable if probationers are in future to be recruited from England. On hearing that the Government of Madras approve of the re-arrangement proposed above, with any modifications which the Governor in Council may consider desirable, the Government of India will apply for the Secretary of State's sanction to it. The cost will be Provincial.

7. It will be noticed from para. 7 of the despatch to the Secretary of State that the Government of India have recommended that the period of probation of the recruits selected in England should be passed in this country. Para. 10 of the despatch contains the general conditions of probation, which, the Government of India think, should be strictly enforced in the case of all recruits whether selected in India or in England, namely,—

(1) that all probationers should be placed under the supervision of specially selected District Superintendents, who will be instructed by the Local Government to watch over their training and studies;

(2) that a probationer who does not qualify by passing the prescribed tests within, or at the first examination held after, two years from the date of his joining the service should be removed from employ;

(3) that the Local Government should have power to relax the last condition by allowing an additional year (but not more) in special cases when the probationer is likely to make a good police officer;

(4) that seniority in the police service should depend on the order in which probationers pass the departmental tests.

The Government of India believe that one of the reasons which have led to the failure of the present system of recruitment for the police is that sufficient attention has not been paid to the training of young officers during their period of probation; and they have carefully considered the best means of removing this defect in the system. There are doubtless in the Madras Presidency District Superintendents who are qualified to supervise the training of young officers and likely to take an interest in the work. I am to suggest that one or two such officers should be selected by the Madras Government, as recruits are appointed, and that in order to ensure the duty of supervision, which is all-important, being well performed, an allowance either of a certain amount for each probationer placed under them, or, say, of Rs. 100 per mensem should be sanctioned for them during the period for which recruits are under their charge. The course of study would have to be prescribed by the Local Government; and the Government of India would prefer that no probationer should be allowed to exercise executive powers as a police officer until he has been a certain period in training and has satisfied certain tests, to be fixed by the Local Government. I am to inquire if this method of training young officers commends itself to the Madras Government.

8. As already observed, the Government of India think it important that recruitment in India for the police of both Europeans and Natives should be continued. A certain number of the vacancies in the superior grades are, and in the opinion of the Government of India should continue to be, filled by the promotion of qualified Inspectors as heretofore; but it also appears desirable that the system of direct recruitment should be continued. The results of such recruitment have been unsatisfactory in most provinces, and I am to invite an expression of the opinion of the Madras Government as to the best means of improving the present system of recruitment by patronage. It has been suggested that strict educational and other tests should be prescribed, and that appointments should be offered for competition among a limited number of candidates nominated by the Local Governments for each vacancy, somewhat on the plan adopted for the recruitment of the Accounts Departments in this country. If this suggestion is approved by the Governor in Council, I am to request that proposals as to the nature of the tests to be prescribed may be submitted for the consideration of the Government of India.

9. I am lastly to bring to the notice of the Madras Government that there are at present a number of "gentlemen inspectors" in Burma awaiting promotion to the superior grades of the Burma Police Service. It is necessary that these officers should be provided for before the new system of obtaining recruits from England can be introduced into that province. If His Excellency the Governor in Council is disposed to appoint any of them to the Madras Police, I am to say that intimation may be given to the Chief Commissioner of Burma, who will forward a list of the officers with complete information as to their qualifications.

10. I am to request that His Excellency the Governor in Council may be moved to favour the Government of India with his opinion and remarks on the points raised in this letter at an early date.

Order—dated 16th February 1893, No. 361, Judicial.

The Government of India's letter will be referred to the Inspector-General c Police for early remarks.

(True Extract.)

(Signed) C. A. GALTON,
Ag. Chief Secretary.

To the Inspector-General of Police.

From Colonel C. A. PORTEOUS, Inspector-General of Police, to the Chie Secretary to Government, dated Madras, 8th March 1893, No. 1231.

With reference to G.O., No. 361, Judicial, dated 16th February 1893, for warding, for my remarks, letter No. 29, Police, dated 28th January 1893, from th Secretary to the Government of India, Home Department, on the subject of recruit ment for the higher grades of police, I have the honour to report as follows:—

2. i. That the strength of the superior grades in the Madras Police wa correctly shown as 51—this number being made up as below:

1 Inspector-General.
3 Deputy Inspectors-General.
1 Commissioner of City Police.
25 District Superintendents including 1 Deputy Commissioner of City Police, and
21 Assistant Superintendents.

51 Total.

ii. That as "Probationers" have hitherto been considered to belong to the subordinate grade of Inspector, they were not included in the number (51) o superior officers shown above. The grade of "Probationer," originally termed "Gentleman Inspector," was introduced by the total abolition * of the grade of Sub-Inspector and by increasing the number of Inspectors in the first and second classes by 12.† The term "Gentleman Inspector" was subsequently altered to "Probationer" by G.O., No. 899, Judicial, dated 26th April 1887, but this did not raise the grade, which still remained a "non-gazetted one."

* G.O., No. 744, 19th March 1885, Judicial.

† Six in each class.

iii. Excluding ‡ the appointments of Inspector-General and of Commissioner of City Police from the number (51) of superior officers given above, the strength becomes 49, to which if 12 Probationers (to be treated hereafter as belonging to the superior grade) be added, the number is 61, as shown in letter of Government of India.

‡ Para. 4 of Government of India letter.

3. I forward, herewith, a list of the different appointments and grades in the Madras Police with pay and travelling allowances attached to each, as called for in last part of para. 3 of letter under reference.

4. By the time an officer has reached the grade of Deputy Inspector-General, he has put in many years of service and has had very great experience of police work in all its phases. I submit, therefore, that such an officer must be, in a great measure, quite as well if not better able to undertake the administration of the department than an officer of the Civil Service, who will be many years his junior in service, and without any experience of police departmental work. On these grounds—long service and experience—as well as because the appointment of Inspector-General of Police is the only prize of value in the department which an intelligent, energetic, and hard-working police officer can look forward to towards the close of a long and most arduous service, I would respectfully suggest that this appointment as well as that of Commissioner of City Police be reserved absolutely for officers of police, provided sufficiently capable officers can be found for them.

5. Four per cent. per annum on the total strength (61) of the service is the rate laid down to be taken as the basis for calculating the number of recruits likely to be required from England in each of the years from 1894 to 1897.

Para. 5 of Government of India letter.

ii. Besides casualties, which cannot be foreseen, all the military officers (9) now in the police must retire and probably 3 or 4 uncovenanted officers will leave on pension between those years. It appears to me, therefore, that to form a leave reserve and to allow of a small margin of men under training, 4 per cent. is too low a rate to fix for the recruits required during this period for this presidency. I would suggest 6 per cent. on the strength of the whole force. My calculation was 3 officers per annum for a force of 51, so that not less than this number would be required for a force of 61 during the period from 1894 to 1897.

1894–97.

iii. At present, with 12 "Probationers," 9 of whom are employed as Acting Assistant Superintendents, there are (3) three Assistant Superintendents' stations without officers—and during the approaching hot weather, owing to the number of officers who have applied for leave and who must have it or break down after a long period of work, I anticipate that there will be several other sub-divisions without officers.

Parvatipur, Vellore, Madanapalle.

6. i. With reference to the question in para. 6 * regarding the re-arrangement of the lower grades of Assistant Superintendents and of the Probationer grade in order to equalize (1) the pay of recruits while in the stage of training as "Probationers" and (2) their pay when first absorbed in the service as Assistant Superintendents after fully passing the departmental tests, I beg to point out that hitherto the number of sub-divisional charges corresponding to the number of Assistant Superintendents has only been 21. It is now proposed to raise the number of the latter to 27. By this, I presume, it is intended that the six (6) additional Assistant Superintendents should hold substantive rank as such and be posted to sub-divisional charges in leave vacancies. I beg to recommend the adoption of the proposal on this subject.

* Government of India letter.

7. i. With reference to the training of Probationers, I would recommend that the first six months of their service be spent in Madras learning riding with the Body-guard, drill with one of the regiments stationed here, while their days should be spent in reading with a munshi and in attending Magistrates' and High Courts. At the end of this period they might be sent upcountry and placed under the supervision of specially selected District Superintendents.

Our best District Superintendents are the officers who work hardest and therefore have the least spare time to devote to the instruction of recruits. Time spent over them will have to be taken from hours of relaxation and amusement. I therefore consider that the proposition to remunerate officers who are entrusted with the training of recruits is a good one, but instead of a monthly allowance of Rs. 100 per mensem or a certain amount for each Probationer, I would suggest an honorarium, say, Rs. 400 for each recruit passed, provided that the Superintendent has given him instruction for at least six (6) months.

8. i. The proposals of the Government of India for the recruitment for the superior grades of the police appear to me, *with one exception*, admirable. I trust that I may be excused for mentioning what I consider the exception, as I feel firmly convinced that it is a serious defect that a portion of the recruiting should still take place in India.

ii. Officers (Europeans) appointed in India will never hold the same position or carry the same weight with their brother officers and men as gentlemen appointed from England. If they have been born, bred and educated in this country, they will prove still more unsuitable, for there is always *a something* wanting in the very best of them, which cannot be had out of England and out of a good English school training.

iii. As regards natives, I have already reported that there are, at present, no Inspectors in the force whom I consider to be qualified for promotion to the superior grade of Assistant Superintendent—and outside the force, I very much

doubt if any better class of natives would offer themselves for the appointments of Assistant Superintendents than now accept employment as Inspectors—and if men of no better position than our present Inspectors are appointed direct to the superior grade, we shall have great heartburning and discontent throughout the force.

I attach an extract from the appendix of the Public Service Commission Report of 1887 on the subject of employment of natives in the superior grades of the police. I consider the arguments contained therein most forcible.

9. i. A remark is made in the letter of the Government of India under reference that the results of direct recruitment to the superior grades in India have been unsatisfactory. I contend simply for the reason that men suitable for such a difficult post, requiring a strong constitution, good physique, tact, intelligence, zeal, industry, strict probity, and the power to command respect and obedience are not or are very rarely to be obtained in this country—this refers chiefly to Europeans and Eurasians.

ii. It is true that the Public Service Commission in 1887 recommended the employment of natives in the higher grades, but with the powerful rider "due regard being always had to the efficiency of the service."

Where experiments have already been made in this direction in North India, although they "have been made cautiously," it is admitted that they "have not been uniformly successful."—*Para. 116 (page 120), Report of the Public Service Commission, 1886-87.*

10. It is true that, as regards *quantity*, the number of candidates for police and other Government service has increased in recent years, and will probably go on increasing more rapidly in the future, but the question is—has the quality of this material improved?

(*a*) Among Europeans—are they not of the same stamp as has been hitherto available—men who have failed in examinations, in business, and other avocations, and have come to relations or friends in India to seek a livelihood?

I am afraid they are.

(*b*) Among Natives has education so improved their moral sense and raised them socially as to qualify them for posts hitherto held by commissioned officers and gentlemen?

I think not.

11. i. Some of the officers of the Madras Police may not be brilliant specimens intellectually, but they bear the highest character for rectitude, integrity, and justice—and this I attribute to their being *English gentlemen;* and if the present high character and tone of the police is to be preserved, I respectfully maintain that it can only be done by continuing to appoint in the future, as has been done in the past, *English gentlemen* to the superior grade.

ii. Under the system of competition and test proposed, we ought to obtain from England officers of better education, greater general intelligence and ability than most of those appointed in the past simply by patronage, and therefore we may look for increased efficiency.

12. Should Government decide to entertain in India officers for the superior grades of the police, I would suggest exactly the same examination in this country as is required in England for recruits for the Indian Police—the Sandhurst further examination. The question papers could be sent out for the examination to take place in India about the same time as it does in England.

ii. Before being permitted to appear for examination the social standing and physical qualifications of the candidate should be fully approved of.

13. There are at present no vacancies in the grade of "Probationer" in the Madras Police, while there are twelve (12) officers of this grade awaiting promotion to the superior grades, so that there is no accommodation in the Madras Police for any of the Gentlemen Inspectors of the Burma Police.

14. If it is considered that I have given my opinion somewhat too plainly and strongly, I trust that I may be pardoned, for I wrote from firm conviction and in the interests of the department to which I have been so long attached. Moreover, personally, I am not likely to have much to do with the new order of things as my long service in India closes next year.

ENCLOSURES.

STATEMENT showing the present number, scale of pay, and travelling allowances of superior appointments in the Madras Police.

Inspector-General—pay Rs. 2,500 per mensem. Commissioner of Police, Madras—pay Rs. 1,500 per mensem.

Deputy Inspectors-General.		Superintendents.		Assistant Superintendents.		Probationers.		*Travelling allowances of officers are as under.*
Sanctioned No. 3.		Sanctioned No. 25.		Sanctioned No. 21.		Sanctioned No. 12.		I. Daily allowance while absent on duty from Head-quarters—
1 1st-grade, pay Rs. 1,400 per mensem.		2 1st-grade, pay Rs. 1,000 per mensem.		6 1st-grade, pay Rs. 600 per mensem.		6 1st-class, pay Rs. 200 per mensem		Per diem.
1 2nd " " 1,300		3 2nd " " 900		6 2nd " " 450		6 2nd " " 150		Rs.
1 3rd " " 1,200		6 3rd " " 800		6 3rd " " 400		12		Dy. Inspectors-General ... 6
3		8 4th " " 700		6 4th " " 350				Superintendents ... 5
		7 5th " " 600		21				Asst. Superintendents ... 4
		25 *						Probationers ... 4
		* Includes the following appointments:						II. If the distance travelled in a day exceeds 20 miles, 8 as. a mile to all officers alike in lieu of daily allowance.
		1 Assistant Inspector-General.						III. All officers named above are entitled to double first-class fare when travelling by rail to cover all expenses of travelling.
		1 Deputy Commissioner of Police, Madras.						
		1 Assistant with Government, Special Branch.						
		3						

(Signed) C. A. PORTEOUS, Colonel,
Inspector-General of Police.

CHIEF OFFICE OF INSPECTOR-GENERAL, MADRAS,
8th March 1893.

EXTRACT from Appendix to the Public Service Commission Report, 1887.

Natives generally are admirable subordinates—useful, intelligent, and efficient under capable and respected European officers. They necessarily fill the majority of all police appointments; but for the superior grades the class of natives qualifying for civil employ is unsuited. They are deficient in the habits of discipline and command essential for the maintenance of an organised force. They are wanting in self-reliance, resource and courage to meet emergencies; they do not possess the strong will, determined energy and persistence indispensable for the constant irksome work of personal inspection over a wide area, without which a police force languishes and falls into confusion, and grave and organised crime cannot be dealt with. They perform this work under stimulus from others, but it is distasteful to their dispositions and habits and if left to themselves they invariably neglect it. When the country is wild and inaccessible, it is difficult to get them to perform it even under pressure and example. In addition there is the grave risk of want of integrity in a post of exceptional temptation and of want of confidence on the part of magistracy and people. As regards the force itself the existence of caste feelings and other influences weaken the confidence of subordinates in the impartiality of such officers. It is essential to efficient police working that the closest relation should exist between the European covenanted magistracy and superior officers of police. This cannot be attained without social equality, which must be wanting were natives to occupy the posts of Superintendent and Assistant Superintendent. Moreover, should necessity arise for keeping the peace between turbulent religious sections at festivals, &c., a native would find it nearly impossible to act impartially and he would be powerless in localities where the non-official European predominated.

There is no department of the public service so fraught and beset with daily and hourly temptation as the police—there is none in which honest, impartial and unoppressive administration more nearly concerns the happiness of the people. The present police organisation succeeded one notorious for its corruption, oppression and inefficiency, which made it a blot on the country and curse to the people.

At what cost of physical and mental labour this department has been brought to its present state of *comparative* purity, those who have worked throughout best know. This could not have been done or maintained except by the good example, zealous work, and strict probity of its officers—but old vicious habits, like noxious weeds, will re-appear on the slightest relaxation of rigid discipline, corruption and torture can only be prevented by that high sense of honour and that absolute hatred of meanness, dishonesty and cruelty which distinguishes the character of an English gentleman.

ORDER—dated 3rd April 1893, No. 680, Judicial.

The following letter will be despatched to the Government of India.

(True Extract.)

C. A. GALTON,
Ag. Chief Secretary.

LETTER—to the Secretary to the Government of India, Home Department, dated Fort St. George, 3rd April 1893, No. 681, Judicial.

I am directed to submit the following remarks upon the various points in connection with the recruitment of the superior ranks of the police which were referred to this Government for consideration in Home Department letters, dated 9th November 1892, No. 5-Pol./594, and 28th January 1893, No. 29,

2. In para. 2 of the last-mentioned letter it is stated that the Government of India is in favour of filling up a proportion of the vacancies by recruitment of Europeans in India. The local Inspector-General of Police has been consulted upon the proposal and expresses himself as averse to it. On this point, His Excellency in Council concurs with the Inspector-General. The plan of recruitment of Europeans in India has been tried and has failed; the quality of the men available for recruitment—mainly men who have failed in other avocations or in examinations in England—is not likely to improve, and this Government cannot see that any advantage is to be gained from the partial retention of an admittedly bad system.

3. In para. 3 of your letter of the 28th January last it is suggested that the strength of the superior grades of the police was incorrectly stated to be 51 in this Government's letter, dated 2nd April 1892, No. 659, Judicial. I am to point out that this figure—51—includes the Inspector-General of Police and the Commissioner of

officers who will almost invariably be police officers. The uld certainly, this Government considers, be reserved for gards the Inspector-Generalship the Government observes is included in the cadre of the Civil Service or not, the cadre ot bear reduction, and that it makes little difference for it whether the strength of the police be taken at 50 or at 51.

to forward a list showing the different appointments in the which this Government thinks that it might be published in seen that the list contains 63 appointments; if, however, it he Inspector-Generalship on the cadre of the Civil Service it ppend a note to the list in order that candidates may receive ointment is not necessarily held by a police officer.

o the number of recruits which will be necessary annually, in proposing 3 *per annum* in its letter dated 2nd April 1892, is Government had in view a service 63 strong, the strength included. This recruitment (3 *per annum*) is only a little *cent.* rate now proposed by the Government of India, and it re because this Government anticipates exceptional demands rate of decrement in the police is likely to prove greater than ice. It will be seen that Colonel Porteous suggests 6 *per cent.* cruitment; the Government is hardly prepared to go so far rtainly no reason that His Excellency in Council is aware of ber of recruits below 3 a year for some time to come.

cement of the lower grades of the police proposed in para. 6 8th January last has the approval of the Governor in Council, esirable to rule that men shall be entitled to the Rs. 300 *per* hey pass their qualifying examination). This will supply a is similar to the plan adopted in the case of Assistants in the urse, if such a rule be made there will at times be more than 00 grade but, however many there are, they can always be

ect of training recruits, this Government concurs with the in thinking that it can best be entrusted to specially selected lents. As regards the remuneration to be given to such Government would prefer to give a lump sum of, say, Rs. 400, l Porteous, for each recruit passed, instead of the allowances rnment of India. The distribution of the bonus should be rnment as it may at times be necessary to divide it among ntendents. His Excellency in Council also considers that a t never to have more than two recruits under training at a y be found that the charge of even one probationer is as much perintendent can undertake without prejudice to his proper

served that the Inspector-General of Police strongly opposes ment of natives for the superior ranks of the police. I am to ency the Governor in Council concurs with the Inspector- ng such a step because he considers that it would be impossible ency natives suited for the position of Assistant Superintendent Police. If, however, it is decided that such an experiment en, I am to say, His Excellency in Council considers that the osts held by Native Police Officers should be only two-thirds opeans.

I am to state, with reference to para. 9 of your letter of the hat the Government regrets that there are no vacancies in the could be filled up by "gentlemen inspectors" from Burma.

C. A. GALTON,
Ag. Chief Secretary.

Gob.. of {1893} Madras.

JUDICIAL.

CONFIDENTIAL.

Issued

Recd. Encl.

G.O., &c., 3rd April 1893,
Nos. 680, 681.

PRIL.

Police.

Ordering that the Government of India be addressed upon the various points referred by it in connection with the recruitment of the superior ranks of the —

CURRENT NO. 4936

2 11

CHIEF SECRETARY'S OFFICE
20 NOV 92

No

FROM

P. G. MELITUS, ESQ.,
Offg. Depy. Secy. to the Govt. of India,

TO

The Secy: to the Govt. of Madras.

Home Department.
Police.

Simla, the 9th November 1892.

SIR,

IN continuation of the correspondence ending with your letter No. 659, dated 2d April 1892, regarding the recruitment in England of Assistant Superintendents of Police, I am directed to forward a copy of a letter* from the Government of Bengal submitting certain proposals for the appointment of Natives of India to the higher grades of the Police Department and with reference to paragraph 4 thereof to request that the Governor in Council may be moved to favour the Government of India with an expression of his opinion on the proposal that the scale of pay to be fixed for Natives of India appointed to the superior ranks of the Police should be separate from and lower than that admissible to Europeans. In considering this question it must be borne in mind that the recruitment of Police officers in England will, as stated in this Department's Circular No. $\frac{1 \text{ Police}}{765-77}$, dated 28th December 1891, for the present be only an experimental measure and that its continuance, and the proportion in which recruits are in future to be obtained from England, will depend on the results of the experiment.

* No. 113-A.D, dated 25th May 1892.

2. In this connection I am to forward under a confidential cover a copy of a Despatch recently addressed to Her Majesty's Secretary of State with regard to the recruitment of Police officers in England.

I have the honour to be,

Sir,

Your most obedient Servant,

P Melitus

Offg. Depy. Secy. to the Govt. of India.

CURRENT No. 4936

[0] Judicial Department.

G.O. 659: 2.4.92 &c
" 460/1: 9-3-93 &c

From The Govt of India
Home Department

No. 58d / 594

Dated 9th } 22/11/92
Received 20th }

Enclosures. one dup S.C. Gt Current adh & one confidential cover.

SUBJECT.

Regarding the recruitment in England of Asst Superintendents of Police.

R 22/11
R 22/11

C. 28/11
R. 29/11

D/ 30th November 1892 No. 1895

Endorsement

Rd 29 Nov

Referred to the Insp. Genl of Police for early remarks.

(Signed) A Butterworth.
Sy. Under Secretary

28 Nov.

To the Insp. Genl. G.O.C. 22/11. with one sealed cover.

73

No. 68

CHIEF OFFICE OF THE INSPECTOR GENERAL OF POLICE,
Egmore Madras, the 11 January 1893.

FROM

Colonel G. C. Porteous
INSPECTOR GENERAL OF POLICE,

To

THE Chief Secretary
to Government
Fort St. George.

With reference to your Endorsement No. 1895, dated 30th November 1892, forwarding, for my remarks, the accompanying papers from the Government of India, I have the honor to state that, in my opinion, for the future officering of the higher grades of the Police, no arrangements can be better than those proposed by the Government of India in its letter No. 22, dated 26th October 1892, to the Secretary of State for India.

2. There is not an Inspector (European or Native) in the Madras Police whom I consider qualified to hold the post of Assistant Superintendent, and having regard to the efficiency

the service," I beg most respectfully, at the same time, to set strongly, to reiterate the opinion which I expressed before the Public Service Commission in 1887 that none but English gentlemen should be appointed to the higher grades of the Police - Should, however, natives of India be hereafter unfortunately appointed, I consider that with reference to their pay, no better scale than the two-thirds one can be fixed.

3. There is one point on which I laid much stress in my former communications and on which I still do the same - which I regret has been entirely omitted by the Government of India in its letter to the Secretary of State - and that is the relative rank of officers of Police - This may appear a small matter in itself, but in a country like India where official precedence and social position are accounted of such great importance, superior officers of the Police should have a recognized position assigned to them - I do not mean to suggest that, as in the Medical and Veterinary Departments they should be styled Lieutenants, Captains &c though a Police Lieutenant or Captain would not seem a more extravagant or anomalous title than a Surgeon or Veterinary Lieutenant or Captain - I merely propose that Assistant Superintendents should rank with Lieutenants of the army, 3rd, 4th and 5th grade Superintendents with Captains, 1st and 2nd grade Superintendents with Majors.

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

Wm. St. Hotland Colonel
Inspector General of Police

CORRESPONDENCE No. 73.

Judl (1892) DEPARTMENT.

No. 7.

FROM

Col. C. A. Porteous

INSPECTOR ( ).

(.CE.

E

No. 68 (12 JAN 93 SECRETARIAT GOVERNMENT OF MADRAS)

Dated 11 } January 1893.

Received 12 Regd. 13.

CM 4936 of 1892

No. Encls noted.

SUBJECT.

Stating that, in his opinion for the future officering of the higher grades of the Police no arrangements can be better than those proposed by the Govt. of India in their letter No. 22 dated 26 October 1892, to the Secretary of State for India.

CORRESPONDENCE No. 73.

E 11

No. 29.

FROM

C. J. LYALL, ESQ., C.I.E.,
Secretary to the Government of India.

TO

THE CHIEF SECRETARY TO THE GOVERNMENT OF MADRAS.

Home Department.
Police.

Calcutta, the 28th January 1893.

SIR,

IN the Despatch marginally noted, a copy of which was sent to the Government of Madras confidentially with the letter from this Department No. 5 Police, 594, dated the 9th November 1892, the Government of India forwarded to the Secretary of State the outlines of a scheme for the recruitment of Assistant Superintendents of Police in England. In paragraphs 2 and 3 of that Despatch it was stated that the Governor General in Council had only been able to furnish information as to the number of Police recruits from England required in 1893, and that a complete scheme of recruitment to be tried as an experiment for five years could not be submitted, as the materials were not sufficient for the settlement of several of the questions arising out of the case. I am now directed to address the Government of Madras on the following points in connection with the scheme, and on the question of improving the system of recruitment in India for the superior Police Service.

No. 22, dated the 26th October 1892.

2. As explained in this Department's letter of the 9th November 1892 and the Despatch enclosed with it, the recruitment of Police officers from England will for the present be regarded as merely an experimental measure. The Governor General in Council is of opinion that a certain proportion of the vacancies should continue to be filled by recruitment in India; but he is content to leave it to Local Governments to determine the proportion of officers to be recruited in India and England, respectively, for the five years commencing from 1893. I am therefore to request that with the permission of the Governor in Council it may be stated what proportion of the number of vacancies in the Madras Police occurring annually during the years 1894 to 1897 should, in the opinion of the Madras Government, be filled by recruitment in England.

3. I am next to observe that complete information is not available to the Government of India as to the precise strength and constitution of the Police Services in the different Provinces. So far as the Madras Presidency is concerned, the number of recruits required each year was calculated at three in your letter No. 659 (Judicial), dated the 2nd April 1892, on the assumption that the strength of the superior grades of the Police would in future be 51 in accordance with the proposals contained in your letter No. 461, dated the 9th March 1891. It seems doubtful if this figure (51) is correct. Hitherto there have been 49 appointments including that of the Inspector-General. Under the new scheme sanctioned by the Secretary of State (*vide* Home Department endorsement No. 247, dated the 3rd May 1892), an additional Deputy Inspector-General has been provided for, and the total number of appointments in the Madras Police has thus been raised to 50.* There are also 12 Probationers. It appears that the strength of

* 1 Inspector-General of Police.
3 Deputy Inspectors-General.
25 District Superintendents.
21 Assistant Superintendents.
TOTAL . 50

the latter class of officers was fixed at 12 in connection with the Finance Committee's note on the Madras Police,* and that they were intended to form a leave reserve at 20 per cent. on the whole number of superior appointments, with a small margin of men in training. The total strength of the Service to be recruited for appears therefore to be as follows:—

* *Vide* Madras Government Proceedings No. 899 (Judicial), dated the 26th April 1887.

Deputy Inspectors-General	...	3
District Superintendents of Police—		
for charge of Districts	22	
as Assistant Inspector-General	1	
for Special Police duties	1	
as Deputy Commissioner of City Police	1	
		25
Assistant Superintendents of Police		21
Probationers		12
		61

I am to enquire if this figure (61) is accepted by the Government of Madras as correctly showing the present strength of the superior Police Service. I am particularly to request that no new appointments may be proposed in replying to this letter. Should any changes be necessary, the Government of India will be prepared to consider proposals for them separately; the point on which information is desired now is the precise strength of the existing Service.

It would be convenient if a list showing the different appointments and grades included in the Service and the pay attached to each were forwarded to the Government of India in the form in which the Government of Madras think it might be published in England when the number of vacancies to be offered to competition is announced each year.

4. The strength as given in the last paragraph does not include the appointments of Inspector-General of Police and Commissioner of the City Police. The appointment of Inspector-General of Police is one of the "General" appointments included in the cadre of recruitment for the Indian Civil Service for the Madras Presidency, and I am to enquire if the Madras Government desire that this arrangement should be continued or that the appointment should be held to be one for which Police officers should be recruited. It is understood that the Commissioner of Police for the City of Madras is almost invariably a Police officer, and the Government of India think that this appointment should be included in the list of appointments for which the Police is recruited, a note being added, if considered necessary, to the effect that the post is not absolutely reserved for officers of the Police and will only be filled by the selection of one of them if a sufficiently capable officer is available. The inclusion of these two posts would raise the strength of the service to be recruited for to 63.

5. The next point for determination is the number of recruits from England who will be required in each of the years 1894 to 1897. An annual recruitment of 4 per cent. on the total strength of the Service seems to the Government of India to be a generally suitable rate in the case of the Police Service, and I am to request that this rate may be taken as the basis for calculating the requirements for these years. The Madras Government will be consulted at the beginning of each year, as in the case of the Civil Service, regarding the number of Police recruits required in the year, and will thus have an opportunity of modifying the preliminary estimate now to be made. It will also be possible to make up any deficiency by locally-recruited men. The first set of recruits from England are not expected to arrive in this country earlier than November 1893; but it would evidently be injurious to their prospects if appointments were meanwhile made locally to vacancies in the Madras Police. If the state of the service should render such appointments unavoidable, I am to request that any that are made may, with the permission of the Governor in Council, be reported to the Government of India for their information.

6. I am also to commend to the consideration of the Local Government the question of re-arranging the lower grades of the Police Service with a view to equalize the initial pay and prospects of Police recruits in all Provinces. This change is, in the opinion of the Governor General in Council,

essential if a system of recruitment in England is to be tried at all. A re-arrangement of the lower grades of Assistant Superintendents and of the Probationer grade will be necessary in order to equalize (1) the pay of recruits while still in the stage of training as Probationers, and (2) their pay when first absorbed in the service as Assistant Superintendents after fully passing the Departmental tests; after that stage it will not be practicable to hold out any prospect of uniform treatment, and the recruits must be left to take their chance in the ordinary course of promotion. It will be seen from paragraph 9 of the Despatch of 26th October 1892 that the Government of India have proposed that R250 should be the lowest rate of pay for Probationers selected in England, while R300 should be fixed as the pay to which they will rise on emerging from probation. The Government of India think that, so far as the Madras Presidency is concerned, the following re-arrangement of the lower grades of the Police Service will be necessitated by fixing the initial pay of officers recruited in England at the above figures:—

Present scale.	*Proposed scale.*
Assistant Superintendents.	
R	R
6 on 500	6 on 500
5 „ 450	5 „ 450
5 „ 400	5 „ 400
5 „ 350	5 „ 350
	6 „ 300
21	27
Probationers.	Probationary Assistant Superintendents.
R	R
5 on 200 *	6 on 250
7 „ 150 *	
	6
12	

* As shown in the Madras Civil List corrected to 1st October 1892.

The existing Probationers have been divided between the Probationary grade and the lowest grade of substantive Assistant Superintendents, and it has been thought essential that the strength of the probationary grade should be so fixed as to admit of an officer passing out of it into the grade of substantive Assistant Superintendents in about two years. The extra cost involved in the above re-arrangement is R1,250 per mensem, or if the existing pay of all the Probationers be taken at R200, to which grade those on R150 will eventually rise, R10,800 per annum. The present Probationers are Inspectors of Police, and the extra expenditure seems to be unavoidable if Probationers are in future to be recruited from England. On hearing that the Government of Madras approve of the re-arrangement proposed above, with any modifications which the Governor in Council may consider desirable, the Government of India will apply for the Secretary of State's sanction to it. The cost will be Provincial.

7. It will be noticed from paragraph 7 of the Despatch to the Secretary of State that the Government of India have recommended that the period of probation of the recruits selected in England should be passed in this country. Paragraph 10 of the Despatch contains the general conditions of probation, which, the Government of India think, should be strictly enforced in the case of all recruits whether selected in India or in England, namely:—

(1) that all Probationers should be placed under the supervision of specially selected District Superintendents, who will be instructed by the Local Government to watch over their training and studies;

(2) that a Probationer who does not qualify by passing the prescribed tests within, or at the first examination held after, two years from the date of his joining the Service should be removed from employ;

(3) that the Local Government should have power to relax the last condition by allowing an additional year (but not more) in special cases when the Probationer is likely to make a good Police officer:

(4) that seniority in the Police Service should depend on the order in which Probationers pass the departmental tests.

The Government of India believe that one of the reasons which have led to the failure of the present system of recruitment for the Police is that sufficient attention has not been paid to the training of young officers during their period of probation; and they have carefully considered the best means of removing this defect in the system. There are doubtless in the Madras Presidency District Superintendents who are qualified to supervise the training of young officers and likely to take an interest in the work. I am to suggest that one or two such officers should be selected by the Madras Government, as recruits are appointed, and that in order to ensure the duty of supervision, which is all-important, being well performed, an allowance either of a certain amount for each Probationer placed under them, or, say, of R100 per mensem should be sanctioned for them during the period for which recruits are under their charge. The course of study would have to be prescribed by the Local Government; and the Government of India would prefer that no Probationer should be allowed to exercise executive powers as a Police officer until he has been a certain period in training and has satisfied certain tests, to be fixed by the Local Government. I am to enquire if this method of training young officers commends itself to the Madras Government.

8. As already observed, the Government of India think it important that recruitment in India for the Police of both Europeans and Natives should be continued. A certain number of the vacancies in the superior grades are, and in the opinion of the Government of India should continue to be, filled by the promotion of qualified Inspectors as heretofore; but it also appears desirable that the system of direct recruitment should be continued. The results of such recruitment have been unsatisfactory in most Provinces, and I am to invite an expression of the opinion of the Madras Government as to the best means of improving the present system of recruitment by patronage. It has been suggested that strict educational and other tests should be prescribed, and that appointments should be offered for competition among a limited number of candidates nominated by the Local Governments for each vacancy, somewhat on the plan adopted for the recruitment of the Accounts Departments in this country. If this suggestion is approved by the Governor in Council, I am to request that proposals as to the nature of the tests to be prescribed may be submitted for the consideration of the Government of India.

9. I am lastly to bring to the notice of the Madras Government that there are at present a number of "Gentlemen Inspectors" in Burma awaiting promotion to the superior grades of the Burma Police Service. It is necessary that these officers should be provided for before the new system of obtaining recruits from England can be introduced into that Province. If His Excellency the Governor in Council is disposed to appoint any of them to the Madras Police, I am to say that intimation may be given to the Chief Commissioner of Burma, who will forward a list of the officers with complete information as to their qualifications.

10. I am to request that His Excellency the Governor in Council may be moved to favour the Government of India with his opinion and remarks on the points raised in this letter at an early date.

I have the honour to be,

SIR,

Your most obedient Servant,

O'Dwyer

Secretary to the Government of India.

[G/9]

Current No. 390

Genl. Department.

559 : 2.4.92
661 : 9.3.91
899 : 26.4.87 S.C.

No 73/93.

From The Govt of India
Home Dept.

No. 29

Dated 28th January
Received 1st Feby } 1893
Enclosures 7 &c.

SUBJECT.

Regarding the scheme for the recruitment of Asst Supts of Police in England.

No 73/93.

Govt 912 : 16.5.92 S.C.
658/9 : 2.4.92 S.C.
460/1 : 9.3.91 "
433 : 28.8.90 "
1307 : 7.8.90 S.C.
1929 : 25.8.87 S.C.
899/900 : 26.4.87 "
3285 : 14.12.86.

Grant Hon 15/2

W 15 Feb.

16.2.93 HH 12/2/93 Rds 9 Feb
Order No 364

The G. of I's letter will be referred to the Lg. of Police for early remarks.

2 PM 17 Feb.
DESPATCHED
17/2/93

To the Lg. of Police

Note

It is taken? that it will be advisable to defer addressing the G. of I. in reply to C. No 4936 until Govt is in a position to reply to C. No 390; the question of recruitment is raised in both of the G. of I's letters.

Agree with the note but the majority whose opinion the Govt represents should decide. I am not in favour of thinking that the police should always be officered by Englishmen but I think the time is not yet for doing anything else

Rds

No. 1231 **CURRENT NO.** 1011.

Chief Office of the Inspector General of Police,

Madras, 8th March 1893.

From

Colonel C. A. Perteus

Inspector General of Police,

To

The Chief Secretary
to Government
Fort St George.

Sir,

Enclosures. two

With reference to G.O. No 361 (Judicial) dated February 16th, 1893, forwarding for my remarks letter, No 29 Police, dated January 28th, 1893 from the Secretary to the Government of India, Home Department, on the subject of recruitment for the higher grades of Police, I have the honor to report as follows:-

1. It that the strength of the superior grades in the Madras Police was correctly shown as 57 this number

leaves

being made up as below—

1 — Inspector General.
3 — Deputy Inspectors General
1 — Commissioner of City Police.
25 — District Superintendents including 1 Deputy Commissioner of City Police.
and 21 — Assistant Superintendents.

---

51 — Total

2. That as "Probationers" have hitherto been considered to belong to the subordinate grade of Inspector, they were not included in the number (51) of superior officers shewn above. The grade of "Probationer" originally termed "Gentleman Inspector," was introduced by the total abolition of the grade of Sub Inspector and by increasing the number of Inspectors in the 1st and 2nd Classes by 12. The term "Gentleman Inspector" was subsequently altered

No 444, dated 19.3.85 J.P.

each class

2

ltered to "Probationer" by G.O. No 899 (Judicial) dated April 26th, 1887. but this did not raise the grade, which still remained a "non-gazetted" one.

"Para 4 of Government of India letter.

3. Excluding the appointments of Inspector General and of Commissioner of City Police from the number (51) of superior officers given above, the strength becomes 49 - to which, if 12 Probationers to be treated hereafter as belonging to the superior grade be added, the number is 61, as shewn in letter of Government of India.

3. I forward herewith a list of the different appointments and grades in the Madras Police with pay and travelling allowances attached to each, as called for in last part of para 3 of letter under reference.

4. By the time an officer has reached

reached the grade of Deputy Inspector
General, he has put in many years
of service and has had very great
experience of Police work in all
its phases; I submit therefore
that such an officer must be,
in a great measure quite as
well, if not better able to under-
take the administration of the
Department than an officer of the
Civil Service, who will be
many years his junior in service,
and without any experience of Police
Departmental work. On these grounds
- long service and experience - as
well as because the appointment
of Inspector General of Police
is the only prize of value in the Depart-
ment; which an intelligent, energetic
and hard working Police officer
can look forward to towards the
close of a long and most arduous
service, I would respectfully
suggest

suggest that this appointment as well as that of Commissioner of City Police, be reserved absolutely for officers of Police - provided sufficiently capable officers can be found for them.

Para 5 Letter of Government of India.

5. 4 per cent per annum on the total strength (61) of the service, is the rate laid down to be taken as the basis for calculating the number of recruits likely to be required from England in each of the years from 1894 to 1897 -

6. Besides casualties which cannot be foreseen, all the 10 military officers (9) now in the Police must retire and probably 3 or 4 uncovenanted officers will leave on pension between three years; it appears to me therefore that, to form a leave reserve and to allow of a small margin of men under training

4

4 per cent is too low a rate to fix
for the recruits required during
this period for this Presidency - I would
suggest 6 per cent on the strength
of the whole force - My calculation
was 3 officers per annum for a
force of 51 - so that not less than
this number would be required for
a force of 61 during the period
from 1894 to 1897 -

11 - At present with 12 Probation-
ers, of whom are employed as
acting Assistant Superintendents,
there are three (3) Assistant Super-
intendents' stations without officers
and during the approaching
hot weather owing to the number
of officers who have applied for
leave and who must have it or
breakdown after a long period of
work, I anticipate that there will be
several other sub divisions with-
out officers -

6.

Government of India
letter

6. i - With reference to the question
in para 6 regarding the re-arrange-
ment of the lower grades of Assistant
Superintendents and of the Probationer
grade in order to equalize (1) the pay
of recruits while in the stage of
training as "Probationers" and (2)
their pay when first employed in
the service as Assistant Superintend-
ents after fully passing the
Departmental tests, I beg to point
out that hitherto the number of sub-
divisional charges corresponding
to the number of Assistant Super-
intendents has only been 21 - It
is now proposed to raise the
number of the latter to 27 - By
this I presume, it is intended
that the six (6) additional Assist.
and Superintendents should
hold substantive and as such
and be posted to sub divisional
charges in lieu vacancies -
I beg to recommend the adop-
tion of the proposal in this
subject -

ii - With reference to the
training of Probationers, I would

recommend

recommend that the first six months of their service be spent in Madras learning riding with the Body Guard, drill with one of the Regiments stationed here, while their days should be spent in reading with a Munshi and in attending Magistrates' and High Courts. At the end of this period they might be sent up country and placed under the supervision of specially selected District Superintendents.

Our best District Superintendents are the officers who work hardest and therefore have the least spare time to devote to the instruction of recruits. Time spent over them will have to be taken from hours of relaxation and amusement. I therefore consider that the proposition to remunerate officers, who are entrusted with the training of recruits is a good one. But instead of a monthly allowance of Rs 100 per mensem or a certain amount for each Probationer, I would suggest an honorarium say Rs 400 for each recruit passed, provided that the Superintendent has given him instruction for at least six (6) months.

&c. &c. The proposals of the Government of India for the recruitment for the superior grades of the Police appear to me, with one exception, admirable. I trust that I may be excused for mentioning what I consider the exception, as I feel firmly convinced that it is a serious defect that a portion of the recruiting should still take place in India.

ii- officers & Europeans so
appointed in India will never
hold the same position or carry
the same weight with their
brother officers and men, as
gentlemen appointed from
England. If they have been
born, bred and educated
in this country, they will prove
still more unavailable; for
there is always a something
marking in the very sheet of them-
which cannot be had out of
England and out of a good
English School training-

iii- As regards natives,
I have already remarked that
there are, at present, no Inspectors
in the Force whom I consider
to be qualified for promotion
to the superior grade of Assist-
ant Superintendent and upwards
&c

the force, I very much doubt if
any better class of natives would
offer themselves for the appointments
of Assistant Superintendents than
now accept employment as Inspectors
and if men of no better position
than our present Inspectors are
appointed direct to the superior
grade, we shall have great
heart burning and discontent
throughout the force-

I attach an extract from the
Appendix of the Public Service
Commission Report of 1887 on
the subject of employment of
natives in the superior grades
of the Police- I consider the
arguments contained therein
most favorable-

9. 1. A remark is made in
the letter of the Government
of India under reference,
that the results of direct
recruitment to the superior
grades in India have been
unsatisfactory- I contend

simply

simply for the reason that men suitable for such a difficult post requiring a strong constitution, good physique, tact, intelligence, zeal, industry, strict probity and the power to command respect and obedience are not (or are very rarely) to be obtained in this country - this refers chiefly to Europeans and Eurasians -

ii. It is true that the Public Service Commission in 1887 recommended the employment of natives in the higher grades but with the powerful rider "due regard being always had to the efficiency of the service" - "Where experiments have already been made in this direction in North India, although they "have been made cautiously", it is admitted that they "have not been uniformly successful

Para

Para 116 (page 120) Report of the Public Service Commission 1886-87.

10. It is true that as regards quantity - the number of candidates for Police and other Government Service has increased in recent years - and will probably go on increasing more rapidly in the future, but the question is - has the quality of this material improved?

(a) Among Europeans - are they not of the same stamp, as have been hitherto available, men who have failed in examinations, in business and other vocations and have come to relations or friends in India to seek a livelihood?

I am afraid they are -

(b) Among Natives - has education so improved their moral sense and raised them

socially

socially as to qualify them for
posts hitherto held by commission-
ed officers and gentlemen!
I think, not.
12. Some of the officers of the
Madras Police may not be
brilliant specimens intellectually.
But they bear the highest
character for rectitude, integrity
and justice. and this I attribute
to their being English gentlemen,
and, if the present high character
and tone of the Police is to be
preserved, I respectfully
maintain that it can only be
done by continuing to appoint
in the future, as has been done
in the past, English gentlemen,
to the superior grade.
13. Under the system of
competition and test proposed
we ought to obtain from
England, officers of better
education

education, greater general
intelligence and ability than
most of those appointed in the
past simply by patronage. and
therefore we may look for increased
efficiency.
14. Should Government
decide to entertain in India
officers for the superior grades
of the Police, I would suggest
exactly the same examination
in this country as is required
in England for recruits for
the Indian Police. the Sandhurst
further examination. the question
papers could be sent out for the
examination to take place in India
about the same time as it does in
England.
15. Before being permitted to
appear for examination the social
standing and physical qualifica-
tions of the candidate should

be

be fully approved of.

13. There are at present no vacancies in the grade of "Probationer" in the Madras Police, while there are twelve (12) officers of this grade awaiting promotion to the superior grades, so that there is no accommodation in the Madras Police for any of the Gentlemen Inspectors of the Burma Police.

14. If it is considered that I have given my opinion somewhat too plainly and strongly, I trust that I may be pardoned for I am free from firm conviction and in the interests of the Department to which I have been so long attached. Moreover personally I am not likely to have much to do with the new order of things as my long

long service in India closes next year.

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

Chas. A. Collett Colonel
Inspector General of Police

Enclosure No 1 of letter No 1231 dated 8th March 1893

Statement shewing the present number, scale of Pay and Travelling allowances of Superior appointments in the Madras Police—

Inspector General— Pay Rs 2500 per mensem

Commissioner of Police, Madras— Pay Rs 1500 per mensem

Dy. Inspectors General.	Superintendents	Assistant Superintendents	Probationers	Travelling allowances.
Sanctioned No 3	Sanctioned No 25	Sanctioned No 21	Sanctioned No 12	
1 1st Grade— Pay Rs 1400 p.m.	2 1st Grade— Pay Rs 1000 p.m.	6 1st Grade— Pay Rs 500 p.m.	6 1st Class— Pay Rs 200 p.m.	Travelling allowances of officers are as under—
1 2nd " " 1300 "	3 2nd " " 900 "	5 2nd " " 450 "	6 2nd " " 150 "	I. Daily allowance while absent on duty from Head Quarters.
1 3rd " " 1200 "	5 3rd " " 800 "	5 3rd " " 400 "	12	Dy. Inspectors General Rs 6 per diem
3	8 4th " " 700 "	5 4th " " 350 "		Superintendents " 5 "
	9 5th " " 600 "	21		Asst. Superintendents " 4 "
	25*			Probationers " 4 "
	* Includes the following appointments			II If the distance travelled in a day exceeds 20 miles 8 as. a mile to all officers alike in lieu of daily allowance—
	1— Assistant Inspector General			III. All officers named above are entitled to Double First Class fare when travelling by rail to cover all expenses of travelling— 11
	1— Dy. Commissioner of Police, Madras.			
	1— Assistant with Government Special Branch—			
	3			

Chief office of Insp'r Gen'l of Madras
Dated 8th March 1893

Lt Col R Cotton Colonel
Inspector General of Police

Enclosure 12 of letter No 231 dated 8th March

27/12

Extract from Appendix to the Public Service Commission Report, 1887—

Natives generally are admirable subordinates, useful, intelligent and efficient under capable and trustworthy European officers. They necessarily fill the majority of all Police appointments but for the superior grades the class of natives qualifying for civil employ is unrecruited. They are deficient in the habits of discipline and command essential for the maintenance of an organised force. They are wanting in self reliance, resource and courage to meet emergencies, they do not possess the strong will, determined energy and perseverance indispensable for the constant irksome work of personal inspection over a wide area, without which a Police force languishes and falls into confusion and grade and organized crime cannot be dealt with. They perform this work under stimulus from other

Dept.

it is distasteful to their disposition and habits, and if left to themselves they invariably neglect it. When the country is wild and inaccessible, it is difficult to get them to perform it even under pressure and example. In addition there is the grave risk of want of integrity in a post of exceptional temptation and of want of confidence on the part of magistracy and people. As regards the force itself the existence of caste feelings and other influences weaken the confidence of subordinates in the impartiality of such officers. It is essential to efficient Police working that the closest relation should exist between the European commanded magistracy and superior officers of Police. This cannot be attained without social equality which must be wanting where natives to occupy the posts of Superintendent and Assistant Superintendent. Moreover, should necessity arise for keeping the peace between turbulent

turbulent religious sections of a population, a native would find it nearly impossible to act impartially and he would be powerless in localities where the non-official European predominated.

There is no department of the Public Service so fraught and beset with daily and hourly temptation as the Police. There is none in which honest, impartial and unoppressive administration more nearly concerns the happiness of the people. The present Police organization succeeded one notorious for its corruption, oppression and inefficiency, which made it a blot on the country and curse to the people.

At what cost of physical and mental labour the Department has been brought to its present state of comparative purity, those who have worked throughout best know. This could not have been done or maintained except by the good example, zeal and work

work and strict frakity of the officers - but old vicious habits, like noxious weeds, will reappear on the slightest relaxation of rigid discipline - Corruption and torture can only be prevented by that high sense of honour and that absolute hatred of meanness, dishonesty and cruelty which distinguishes the character of an English gentleman -

(True Extract)

Wm St. Clair Colonel
Insp Genl of Police
5.3.93

3093
Dept.

ENCLOSURE NO. 1011

Judicial (1893) Department.

I

From

Col. C.A. Porteous

[Inspector General

of Police.

No. 1231

Dated 8th March 1893.

Received 9 MAR 93 CHIEF SECRETARY GOVERNMENT

No. Encl two

Subject.

Submitting his report on the subject of recruitment for the higher grades of Police.

Dor

Judl Department.

C No. 4536 / 9.11.92 from I.G.P.

From 73 / 11.1.93 - I.G. of Police.

Dated 189

FOR ORDERS.

4/ 13 Dec.

I think that as matters are in this Presidency the officering of the Police by Europeans is essential. Maybe I don't think it will always be so, as the inspectorate is improving very much. I would make observations to this effect & that if there is to be a reduced scale of pay the 2/3 rule is an irritation as many.

Mss 21/Jan

Then keep copy & have all kept Confidential

Agree with Col. Porteous that the officering of the Police & inspectorate by ~~recruiting~~ English gentlemen ~~in~~ obtained from the Army in England & the Army in India must be maintained 2/3 proctors on reduced scale of the present salaries.

Mss 25/1/93

I concur. I think it should also be noticed that "English gentlemen from England is considered important". Col. Porteous assures me that "his experience shows that the appointment of English gentlemen

The reference from the Govt. of India is as to the desirability of the proposal that the scale of pay of first appointments of Police officers should be reduced from that admissible to Europeans." The answer that letters of India will be admitted to Rules in this Province but that experience has not as yet shown them suited to requirements. The opinion of the Inspector General of Police on a point of this nature must naturally carry great weight as the letters of India are better judges of natives of India and are to be found competent to act the part of Deputy Superintendents should be looked for chiefly in the ranks of the Police but Col. Porteous states that he is not an Inspector (European or Native) in the Madras Police whose knowledge qualifies him to hold an opinion of this sort and he strongly urges that some English gentlemen should be ap-

pointed to the higher grades.
I venture to think that
Col Porteous is right in the
view of this part of his
case that the strength of character
& courage for posts of this na-
ture [illegible] might be
found in the Native Services
capable of performing such du-
ties as will be required both
on an [illegible] outside the Pce
which it seems better to take
Superintendents recruited in England
or not [illegible].

Cal
14/Jan.

Assistant
Superintendent
of Police

(From orders)

L. DEPARTMENT.

[illegible]

Papers to be read in Proceedings:—

Again G.O., dated	18	; No.
Again G.O., dated	18	; No.
Current No.	of 18 , dated	from
Current No. 9536 — 73	of 1872, dated 9-Nov — 1873 — 11 Jan —	from G. of I. Col. C.A. Porteous.

Order
The following letter will be despd
14/2/93 by the G. of I.

(From orders)
to
To Govt of Police. 31 Jan.

Letter
Dup. of this G/G dated 9 Nov 72 from Col. Porteous' letter to the G. of I. dated 20/1/73 received 24th Jan 1873 & enclosures

5 Feb

Letter from Secy to G. of I. (Mily Dept)

Sir,

I am directed to reply to his Excellency's letter of 9 Nov 72, No 3 Pol/57 &c, wherein the G. of I. invites the opinion of this Govt on a proposal by the Govt of Bengal that the scale of pay for Natives of India appointed to the [illegible] superior ranks of the Police should be separate from & lower than that admissible to Europeans.

2. This proposal involves the suggestion that superior officers of Police should in part be recruited among Natives of India & the G. of I. Police, a copy of whose letter I am instructed to forward expresses the strongest objection to the introduction of such an

12/2/93

C.14/11.

scheme.

3. In the opinion of H.E. in C. it would be impracticable at present to find in this Presidency ~~suitable~~ Natives suited for the position of Asst. Supt. or Supt. of Police & he therefore considers that these officers must continue to be English gentlemen & that they ~~must~~ ought to be recruited in England according to the scheme formulated by the G. of I. in its despatch of 26 Oct 1892 & the Sec. of State.

4. If however Natives are appointed to these posts the Govt. considers that they should receive only two-thirds of the salaries drawn by Europeans.

(From order)

Col 31 Jan. (Telegram)

Vide

Nothing has been said about future recruitment from the Inspectorate but neither H.E. the Govr. nor the Hon. Mr. Garstin seems to favour the idea.

With regard to the Hon. Mr. H.E. Slade's observation that these papers ought to have been kept confidential I submit that they were in a Confidential Cover when they left us.

The Hon. Mr. Slade must be aware that papers are sent to me in Confidential Box & that I return them with the driving papers, not in the Confidential box. I am so particular of having done so, but if I made a mistake, the papers ought to have circulated confidentially

Col
31 Jan.

P. S

(From order)

DEPARTMENT.

No. 390 25.1.93 P. S. of S. I.

From 1011 8.3.93 Pr. D.G. of Police

Dated 189 .

FOR ORDERS.

The letter drafted on C. No. 4936 & 73 has been, under orders, kept back pending receipt of Col. Porteous' remarks on C. No. 390; these have now been received. The suggestions of the G. of I. & Col. Porteous' opinions thereon are briefly set out below:—

(1) The G. of I. thinks that a certain proportion of the vacancies in the superior ranks of the Police should continue to be filled up in India.

Col. P. does not agree; he thinks all should be filled up by recruitment in England. If however it is decided to recruit in India also Col. P. says that the question papers for the Examination should be got out very few & the candidates required to pass in them.

(2) In letter dy. 2 Apr. 1892, No. 659, the Govt. reported that the annual requirements of an superior Police service of 21 strong might be put at 3. The G. of I. suggests that the true strength is 189 & not 210 & that the vacancies will be at the rate of 7 per cent. per annum. In arriving at this figure the G. of I. omitted the D.G. of Police & the Commissioner of Police, Madras, two offices which

Quite agree with Col. Porteous. If recruits other than statutory Natives are to be obtained in this Country, they will come from the same class — well described in para 10(a) of the P.'s letter — which has furnished the present officers. No Europeans should be appointed except men recruited in England.

So do I. strongly with respect to the Europeans but not with respect to natives — his opinion being that the latter should not be appointed to the Police & fitted them to take offices intended to be filled by officers of the Police

Quite agree W. 24 Mar.

The Comm. of Police Madras will always be a police officer & was properly included as such in the I.G. The appt. is included in the cadre of the Civil Service, but the appointments generally are miscellaneous offices from which men may be wanted. Whether this is included or not the cadre of the Civ. Service will not be reduction; and it makes little difference whether the P. Comm. cadre is taken at 50 or 57. The recruitment was pro- posed was intended for 52 & 63. The former being added. Some hitches at present & a little higher than the 7% assumed & until [illegible] specially [illegible] & [illegible] & [illegible] Col. Porteous thinks it will be [illegible]

Quite agree, but there is nothing more to [illegible]

were included in the figure (51) reported by this Govt. Col. P. is strongly of opinion that both these posts should be reserved for Police officers.

Col. P. remains of opinion that 4 p.c. is too low a rate of decrement & suggests 6 per cent. per annum.

(3) The G. of I. wishes a list showing all appointments & their pay & be prepared for publication in England.

Col. P. submits this list

(4) The G. of I. requests that no appointments may be made to the Police until the first batch of recruits arrives from England in Nov.r next.

(5) The G. of I. proposes to re-arrange the grading of the Police. With this object it is proposed to reduce the number of probationers from 12 to 6 raising their pay at the same time to R.250 & to form the remaining 6 probationers into a new 5th grade of Asst. Suptds. on R.300.

I approve of these changes.

(6) The G. of I. suggests that no Probationer should be allowed to perform any executive Police duties & hold any superintendence charge until he has passed through a period of training under a specially selected Superintendent & has also passed his Departmental tests. The G. of I. further suggests that each specially selected Supt.s should receive either a lump allowance for each Probationer or a monthly allowance of R.100 during the period of training

I approve subject to considers that

Training an inducement. If 3 men are wanted annually, & the time of training is two years, there will ordinarily be 6 new men to come. But the rule should be that men should pass in R.300 as soon as they pass, & then might be more than the 6 required Asst Supts. sometimes there would be less. How can be usefully superintended the recruiting throughout the year.

W
29 Mar.

I think Col. P's scheme is the best suited to interest the Supts in the training of the young men. Not more than 2 Supts should have men at a time, as this might interfere with their ordinary work. They are not to be Professors. The apportionment of the bonus might be left to Govt

1661

I should think one trusty policeman would be quite enough to attach to a District Supdt. at a time. I agree with Col. P. as to the bonus.

W
29 Mar.

I have recorded my views already. I do not agree with Col. P. that natives should be entirely excluded. Their terrible losses show honesty, and though terribly cut to pieces in a row, they have plenty of brains & the important element of knowledge of the country & people they ought to be better than Europeans.

1665
18 Mar

I agree with Col: P.
24

So do I. W
29 Mar.

I shall see him.

Gen 18 Mar
24

W
29 Mar

257/57

the best way of compensating the specially selected Supts will be to give them an honorarium of about R 400 for each recruit who passes his tests provided that the training has lasted at least six months.

The advantage of imposing this last condition is questionable but of course if a recruit is under training with A for 3 months & with B for 3 months there would have to be a division of the honorarium.

(7) The G. of I. considers that not only Europeans but also Natives should be recruited in India & the superior grades of the Police.

This is the suggestion which was negatived in the draft on C. No 4936 & 73. Col. P. as already stated is opposed to the recruitment of even Europeans in India & he is still more opposed to the recruitment of Natives.

(8) The G. of I. asks whether any room can be found for certain Gentlemen Inspectors from Burma in the Madras Police.

Col. P. reports that there are no vacancies in the grade of Probationers.

2. This paper is marked urgent as the G. of I. wants an early answer. Col. P's letter have been printed for convenience.

Ch
17 March

E

Recruitment of
Superiors

Mr Baird
(Foreign)

Papers to be read in Proceedings:—

Abstract only { Again G.O., dated 2 Apr. 1892, No. 652-657 L.G.
Again G.O., dated 16 May 1892, No. 912 L.G.

Current No. 4936 of 1892, dated 5 Nov. from S. of I.
— 73 — 93 — 11 Jan. — D.G. Police — —
— 390 — 58 — 25 Jan. S. of I.
Current No. 1011 of 1893, dated 8 Mar. from D.G. Police
C. No. 1537 — — —

Order. 3rd April 93 — No 680.
The following letter will be despatched to the S. of I.
(From Secret)
by
31 Mar.

No 6-81

Upon except the first part of para 8.
Mr 2 Apr.

Letter
To the Secy to the G. of I. (Ind. Dept)
Sir
I am directed to submit the following remarks upon the various points in connection with the recruitment of the superior ranks of the Police which were referred to this Govt for consideration in Home Dept. letters dy 9 Nov. 1892, No $\frac{5 \text{ Pol.}}{594}$, & 25 Jan. 1893, No 29.
2 In para 2 of the last mentioned letter it is stated that the G. of I. is in favour of filling up a number proportion of the vacancies by recruitment of Europeans in India. The local I.G. of Police has been consulted upon the proposal & expresses himself as averse to it. On this point Govt in C. concurs with the I.G. The plan of recruitment of Europeans in India has been tried & has failed; the quality of the men available for recruitment — mainly men who have failed in other occupations & in exam[s]

in England — is not likely to improve & this Govt cannot see that any advantage is to be gained from the partial retention of an admittedly bad system.

3. I para. 3 of your letter of the 25th Inst that it is suggested that the strength of the superior grades of the Police was incorrectly stated I the 51 in this Govt letter of 2 Ap. 1892, No 669, Ld. I am to point out that this figure — 51 — includes the Deputy-Inspt of Police & the Commissioner of Police, Madras, two officers who will almost invariably be Police officers. The Commissionership should certainly this Govt considers, be reserved for Police officers. As regard the Inspectorships the Govt observes that, whether the post is included in the cadre of the Civil Service or not, the cadre of that service will not bear reduction, and that it makes little difference for purposes of recruitment whether the strength of the Police be taken at 50 or at 51. ~~~

4. I am directed to forward a list showing the different appointments in the Police in the form in which this Govt thinks that it might be published in England. It will be seen that the list contains 63 appointments; if, however, it is decided to retain the Inspectorships on the cadre of the Civil Service it would be as well to append a note I the list in order that candidates may receive warning that this appointment is not necessarily held by a Police Offr

1 For strength of probationers see in schedule.

* Note I do not understand I that Exceptional demands refers & therefore do not know whether the work should be put in the present or the past.

Ed.

Put it in the present. [I think the Exceptional demands are those referred to in para 5 (ii) of C 10870]

5. With regard I the number of recruits which will be necessary annually I am I point out that in proposing 3 per annum in it letter dated 2 Ap. 1892, No 669, Ld. this Govt had in view a recruitment service 63 strong. This rate (3 per annum) is only a little higher than the 4 per cent. rate now proposed by the Govt of India & it was fixed at that figure because this Govt anticipated exceptional demands & also because the rate of decrement in the Police is greater than that of the Civil Service. It will be seen that Col. Portens suggests 6 per cent. as a proper rate of recruitment; this Govt is hardly prepared I go so far as this but there is certainly no reason that H.E. in C. is aware of for reducing the number of recruits below 3 a year for some time to come.

6. The re-arrangement of the lower grades of the Police proposed in para. 6 of your letter of the 25th Inst has the approval of this Govt in Council. It seems however desirable I rule that men shall be entitled I the R.300 per mensem immediately they pass their qualifying exam. This will supply a stimulus I work & is similar I the plan adopted in the case of Asst.s in the Civil Service. Of course if such a rule be made there will at times be more than six men in the R.300 grade but however many there are, they can always be usefully employed.

7. With On the subject of training recruits this Govt concurs with

the G. of I. in thinking that it can best be entrusted to specially-selected District Superintendents. As regards the remuneration to be given to each Supt. this Govt. would prefer to give a lump sum of, say, Rs 600, as proposed by Col. Porteous, for each recruit passed instead of the allowances proposed by the Govt. of India. The distribution of the bonus should be left to the Local Govt. as it may at times be necessary to divide it among two or more Supts. H.E. in C. also considers that a Supt. ought never to have more than two recruits under training at a time; it will probably be found that the charge of the probationary recruits is as much as a hard-working Supt. can undertake without prejudice to his proper duties. It will be observed that the I.G. of Police strongly opposes the suggested recruitment of Natives for the superior ranks of the Police. I am to say that H.E. the G. in C. concurs with the I.G. in deprecating such a step because he considers that it would be impossible to find in this Presidency natives suited for the position of Asst. Supt. & Supt. of Police. If, however, it is decided that such ~~appointments~~ an experiment ought to be made then, I am to say, H.E. in C. considers that the salaries attached to posts held by Native Police officers should be only two-thirds of those held by Europeans.

I am to state with reference to your G.O. of the 25th July last that the Govt. regrets that there are no vacancies in the Madras Police which could be filled up by "Gentlemen Inspectors" from Burma.

I am
Sir
Your most obedient
humble Servant
C. Grant
Secretary to Govt.

Recruitment for Police

No. 10.

CHIEF SECRETARY'S GOVERNMENT OF MADRAS 10 APL 93

FROM

C. J. LYALL, ESQ., C.I.E.,
Secretary to the Government of India.

To

The Chief Secy to the Govt of Madras.

Home Department.
Police.

Calcutta, the 1st April 1893.

SIR,

IN continuation of Home Department letter No. 29, dated the 28th January 1893, I am directed to forward, for the information of His Exy. the Governor in Council, the accompanying copy of a Despatch* from Her Majesty's Secretary of State on the provisional scheme for the recruitment of Assistant Superintendents of Police in England submitted to him in October last, together with a copy of the Regulations, dated the 22nd February 1893, as issued, for admission to the Indian Police through a competitive examination in London in June 1893.

* No. 6 (Judicial), dated the 9th February 1893, and enclosure.

2. I am to invite special attention to paragraph 4 of the Despatch, and to request that such steps as His Exy. the Governor in Council may consider necessary may be taken to prevent the creation of new claims on the part of Englishmen in India to appointments under the old system of nomination.

3. I am also to call attention to the remarks in paragraph 5 regarding the desirability of employing Military officers in the Police, and to request that the Government of India may be favoured with an expression of His Exy. in Council's opinion on the point, so far as the Madras Presidency is concerned, in the reply to Home Department letter of 28th January 1893, referred to above, or, if the reply has been despatched, in continuation of it. In connection with this subject I am to invite a reference to the orders contained in Home Department Resolution No. 1/74–86, dated the 20th March 1885.

4. The Government of India are not aware how the figures shown in the margin of paragraph 5 of the Despatch have been arrived at. From the Civil Lists corrected to 1st January 1893, the following figures are obtained:—

Province.	Total strength on 1st January 1893 (including controlling officers and probationers).	Civil.	Military.	Proportion of Military to total strength.
Madras . . .	62	54	8	12·9 per cent.
Bombay . . .	42	40	2	4·7 „
Bengal . . .	103	102	1	·9 „
North-Western Provinces and Oudh.	75	72	3	4 „
Punjab . . .	62	57	5	8·0 „
Central Provinces .	27	26	1	3·7 „
			Average=	5·39 per cent.

If probationers are excluded, the figures in the above table will stand as follows:—

Province.	Total strength (including controlling officers but excluding probationers).	Civil.	Military.	Proportion of Military to total strength.
Madras	50	42	8	16 per cent.
Bombay	32	30	2	6·2 „
Bengal	88	87	1	1·1 „
North-Western Provinces and Oudh.	75	72	3	4 „
Punjab	57	52	5	8·7 „
Central Provinces	27	26	1	3·7 „
			Average=	6·08 per cent.

I have the honour to be,

SIR,

Your most obedient Servant,

Secretary to the Government of India.

2

INDIA OFFICE,
London, the 9th February 1893.

Judicial,
No. 6.

To His Excellency the Most Honourable the Governor General of India in Council.

MY LORD MARQUIS,

I HAVE received and considered in Council your letter in the Home Department, No. 22, of the 26th October last, in which you submit an experimental scheme for the recruitment of Assistant Superintendents of Police.

2. Your Excellency proposes that a competitive examination for ten appointments to the Indian Police should be held simultaneously with, and in the same subjects and papers as, the Sandhurst "Further" Examination to be held in July 1893, the age limits for candidates for admission to the Police being fixed at 19 to 21 years, instead of 17 to 19 years as in the case of candidates for admission to Sandhurst.

3. I agree with Your Excellency in preferring that the officers of the Indian Police to be recruited in England should be selected by means of a competitive examination: but I am of opinion that it will be more convenient to use for this purpose the examination for admission to the Forest Department of your Government, which is usually held in June of each year. This examination, as you are aware, was remodelled in 1890 on the lines of the Sandhurst Examination, the object aimed at equally in both cases being to secure candidates who have received a thoroughly well-grounded liberal education. I have accordingly caused a letter* (of which I enclose a copy) to be sent to the Civil Service Commissioners informing them of my decision, and forwarding, for their observations, a draft of regulations which I propose to issue, and which embody the detailed proposals of your Government.

* 8th February 1893, and enclosure.

4. With regard to the future, I shall be glad to receive, in due course, the completed scheme of recruitment for the next five years, referred to in the second paragraph of your letter. In the meantime I request that you will forthwith issue such instructions to the Local Governments and Administrations as may be necessary to prevent the creation of new claims on the part of Englishmen in India to appointments under the old system of nomination.

5. I approve the proposal, referred to in the 12th paragraph of your letter, to improve, by the imposition of strict educational and other tests, the system of nomination by which the recruitment in India will be carried on. I would, however, suggest for Your Excellency's consideration whether it would not be expedient to employ in the Police a larger number of military officers than have been employed in that branch of the Service in recent years. It appears from the statement in the margin† that the proportion of military officers to civilians in the Provinces named has fallen on the average to slightly over 4·25 per cent.

	Civil.	Military.
† Madras	54	4
Bombay	41	1
Bengal	86	1
North-West Provinces and Oudh.	60	3
Punjab	52	4

I have the honour to be,

MY LORD MARQUIS,

Your Lordship's most obedient, humble Servant,

KIMBERLEY.

2a

No. J. & P. 1862, dated India Office, London, the 8th February 1893.

From—Sir HORACE G. WALPOLE, K.C.B., Assistant Under Secretary of State for India,

To—The Secretary, Civil Service Commission.

I am directed by the Secretary of State for India in Council to inform you that the Government of India have submitted to him an experimental scheme for the recruitment in England of officers for the Police forces of the various Provinces of India.

The object aimed at by the Government of India being to secure candidates of the same class as those who compete for admission to the R. M. College at Sandhurst, but of somewhat more mature age, the Secretary of State is of opinion that the best means of attaining this object will be to invite the Civil Service Commissioners to announce, when they notify the Examination for the Forest Service in India to be held in June 1893, that a simultaneous examination in the same subjects and papers will be held for ten appointments in the Indian Police, the candidates for which must be over 19 and under 21 years of age.

With regard to the subjects of examination, inasmuch as the special reasons which made it desirable that the Forest candidates should possess a knowledge of German, do not exist in the case of candidates for the Police, Lord Kimberley is of opinion that the latter should have an option between German and French as an *obligatory* subject.

A draft of detailed Regulations, which it is proposed to issue, is inclosed, and His Lordship will be glad to be favoured with any observations which the Civil Service Commissioners may have to offer upon the proposal.

Regulations for Admission to the Indian Police Force through a Competitive Examination in London in June 1893.

I. The examination will be simultaneous with, and in the same subjects and papers as, the examination for the Indian Forest Department, which is usually held in June.

II. The number of candidates to be selected will be 10, *viz.*, Madras 3, Bengal 2, North-West Provinces and Oudh 3, Central Provinces 2.

III. Candidates will be selected under the following arrangements:—

(1) They must be natural-born British subjects, and must be above 19 and under 21 years of age on the 1st June 1893. They must be unmarried; and if they marry before reaching India they will forfeit their appointments.

(2) They must send to the Secretary, Public Department, India Office, on or before the 1st May 1893,—

(*a*) Information as to their names and parentage, certificates (or other satisfactory evidence) of the date of their birth, and the written consent of parent or guardian to their candidature.

(*b*) A statement of the places at which they have been educated, accompanied by testimonials of good conduct during the last four years.

(*c*) An intimation of their wishes as to the Province in which they would prefer to serve.

(3) They will be required to appear before a Medical Board at the India Office, and to undergo a strict examination as to their physique and capacity for active out-door work in the plains of India. Any candidate unfavourably reported upon on physical grounds will only be allowed to proceed with the examination upon the distinct understanding that, if successful in the competition, he will be subjected to further inspection, and will forfeit all advantage to which his position on the list would otherwise have entitled him, unless pronounced to be in all respects physically fit for the Indian Police Service.

(4) Those who successfully pass the medical examination will be required to undergo an examination before the Civil Service Commissioners* in the following subjects (Classes I to III), marks being assigned as follows:—

CLASS I.—OBLIGATORY SUBJECTS.

	Marks.	
1. Mathematics (lower), *viz.*, Algebra up to and including the Binomial Theorem; the theory and the use of logarithms; Euclid, Books I to IV and VI; Plane Trigonometry up to and including the solution of Triangles and Mensuration	2,500	In each of these subjects a candidate must obtain not less than one-third of full marks in order to qualify.
2. English composition	1,000	
3. German or French (400 for colloquial)	2,000	

* A fee of 4*l.* is required. Instructions on this point will be issued to candidates the day before the examination.

CLASS II.—OPTIONAL SUBJECTS.

	Marks.	
4. Mathematics (higher), including Analytical Geometry, Conic sections, statics, and dynamics	2,000	A candidate may take any two, but not more than two, of the optional subjects. Under "Optional Subjects" Nos. 9, 10, 11, and 12, the examination will be partly practical.
5. French or German, as the case may be, having reference to the candidate's choice of *obligatory* subjects (400 for colloquial)	2,000	
6. Latin	2,000	
7. Greek	2,000	
8. English History. There will be set: one general paper; one paper limited to a fixed period, which will be from the year 1702 to the year 1760 for the examination of 1893	2,000	
9. Botany, *viz.*, the elementary parts of vegetable morphology, histology, and physiology, and the principles of a natural system of classification as illustrated by the more important British natural orders. Candidates will be required to describe plants in technical language. Questions will not be set on vegetable palæontology or on the geographical distribution of plants	2,000	
10. Chemistry, *viz.*, the elements of Inorganic Chemistry	2,000	
11. Physics. Elementary properties of Electricity, Magnetism, Heat, Light, and Sound	2,000	
12. Physical Geography and Geology, chiefly; economic including the recognition of the more familiar minerals and rocks, and their properties and uses	2,000	

CLASS III.—ADDITIONAL SUBJECTS.

13. Freehand Drawing	500	Either or both of these subjects may be taken in addition to the obligatory and the two optional subjects.
14. Geometrical Drawing	300	

(5) From the competitors who attain the above mentioned minima of marks in obligatory subjects, and satisfy the requisite conditions in other respects, the Secretary of State will select 10 candidates in order of merit.

IV. Selected candidates will be examined by the Civil Service Commissioners as to their ability to ride, and will be required to produce,—

(*a*) A certificate from the Civil Service Commissioners that they are able to ride well and to perform journeys on horseback, or

(*b*) A certificate from the Civil Service Commissioners of minimum proficiency in riding.

In the latter case they will be subjected, on their arrival in India, to such further test in riding as may be prescribed by their Government, and will not be appointed Assistant Superintendents of Police until they shall have passed such tests to the satisfaction of their Government.

V. Selected candidates who have successfully passed the above mentioned tests will be allotted, as probationers, to the various provinces upon a consideration of all the circumstances including their own wishes; but the requirements of the public service will rank before every other consideration. The allotment will also be subject to the right of the Government of India to make transfers, if necessary.

VI. The probationers will be required to start for India not later than October 1893, so as to arrive in the course of November. Failure to embark in time will, in the absence of satisfactory explanation, lead to forfeiture of appointment. Free passages to India will be provided by the India Office.

VII. On arrival in India probationers will receive an initial salary of R250 a month during their period of probation.

VIII. Probationers will be required to qualify by passing the necessary departmental examinations (as well as the riding test, if necessary, see rule IV) within two years of their arrival in India. In the event of failure they will be liable to removal from the Service, in which case they will be furnished with a free passage to England, unless they obtain other employment in India.

IX. Seniority in the Police will depend on the order in which probationers pass the qualifying examinations in India.

X. When probationers have passed the qualifying examinations (as well as the riding test) they will be appointed Assistant Superintendents of Police, and their salary will be raised to R300 a month.

XI. Candidates recruited in England for the Police will be subject, as regards leave, to the rules applicable to Indian Services contained in Chapter XIV of the Civil Service Regulations, and, as regards pension, to Part IV of those Regulations, subject, in either case, to any modifications thereof which may be made hereafter. Service under the age of 20 will not, however, be excluded from reckoning towards pension.

XII. Probationers will be required to sign articles of agreement describing the terms and conditions of their appointment prior to embarkation for India.

INDIA OFFICE,
22nd February 1893.

CURRENT NO. 1617

Judicial

E.

From G.G.I. Simla.

gp 361 : 16.2.93 Mis

gp 361 : 16.2.93 mis
912 : 16.5.92 Sc
6589 : 2.4.92 "
4601 : 9.3.91.
1433 : 23.8.90 mis
1807 : 7.8.90 Sc
1929 : 25.8.87 "
893 : 2.4.85 Mis

Dated 4th
Recd 10th April 1893
Encs one + G.S. copy + Enc.

No 162

Forwarding copy of Despatch of the Secy of State re: the recruitment of asst Supdts of Police in England.

5.10 pm 10/4

Chief Office of Inspector General of Police.

Madras April 4. 1893

4 APL 93 M.C.

My dear Carr

There is one point which I forgot to mention to H. E. yesterday - that is - if any Railway Police Scheme be passed, as it probably will be, at an early date, there (3) more Officers - 2 Superintendents and Assist. Superintendent - will be required for the Police - this will of course necessitate there (3) more appointments

CURRENT NO. 47

To the Department —

The Officers for the Railway
should be taken from our present
list. their places being filled
up at the bottom of the list
by Probationers

Jas Swift
Lieut R. Portland

Kindly communicate the above
to H. S —

An Allotment has made in
this years Annual Budget

47

on account of a Railway Police

5 APL 93
GOVERNMENT OF MADRAS

4. April. 93.

My dear Mr. Sallon

Please see enclosure from Col: Portens - will you please let me know exactly how the matter of Police apportionment stands and what chance there is of this Railway Police Scheme coming into force soon - Apparently 3 new men are coming out from England this year - but I have seen no official notification of

this fact — (5) is there a State
Govt Grant 3 men each
year?

The questions are
important because States
has numerous names in
his appointment register
of applicants for Police
service - and would like to
know whether there is any
prospect of his being able
to offer any appointments
to them. Yours sincerely

R. Peel

6 April

My dear Carr

In returning Col. Patons letter I enclose a note drawn up by Battersby on the position. I think it supplies the information required.

Yr sincerely
Chalton

CHIEF SECRETARY'S OFFICE
QUEENSLAND
10 APR 93

GOVERNMENT HOUSE.
GUINDY.
10. April. 93.

Colonial Secretary
Queensland
15 Apl 1893

I am desired to return the papers sent with Mr Fallon's note of the 6th - His Excy has recorded his remarks on Batters work's note - I am to ask that the letter to India on the subject of Police recruitment which is said to be now in the Press may be amended & recd. by H.M.S. and His Excy.

Yours sincerely
Reeam

ancies in the Madras Police in 1893. 94 and 95.

	Rank and Name of Officer	Appointment	Date of entering the Service	Date on which age of 55 is attained	Date on which entitled to Off. reckonings or Pension	Probable date of Retirement	Remarks
	Col: A.F. Holland, S.C.	Dy Inspr Genl & Range	April 4th 1856	October 26, 1893	Off. reckonings April 4th 1894	October 26th, 1893	On leave in England. not expected to return
	Col. Hemery, Genl: List	Supt 1st Gde	November 16, 1861		Pension & Jas November 16, 1893	November 16, 1895	Do Do.
	Col. A. Porteous, S.C.	Inspr Genl	December 13, 1856	July 27, 1894	Off. reckonings December 13, 1856	July or December } 1894	
	Lt. Col. McGowr, S.C.	Dy Inspr Genl S. Range	July 11th, 1857	April 9th, 1896	Off. reckonings July 11th, 1895	July 11th, 1895	
	Col: Hon. C. Cox S.C.	Comm. of Police	November 20, 1857	February 16, 1896	Off. reckonings November 20, 1895	November 20, 1895	
6.	Col. G. Chrystie S.C	Dy Inspr Genl C. Range	December 12, 1857	September 7th, 1896	Off. reckonings December 12, 1895	December 12, 1895	
7.	Col. C.J.T. Whitlock S.C.	Supt 1st Gde.	February 20, 1858	April 6th, 1895	Off. reckonings February 20, 1896	April 6th 1895	
8.	Col. W.H. Hoskins S.C	Supt 1st "	July 20th, 1858	December 21, 1895	Off. reckonings July 20th, 1896	December 21, 1895	Now proceeding on leave - not expected to return.
9	Col. G.L. Hodgson S.C	Supt. 2nd "	June 23, 1863	November 25, 1903	Pension & Jas June 23 1895	June 23 1895	
10	Mr. E. Stevenson	Supt 2nd "	June 23, 1865	May 12th, 1901	Maximum pension June 23rd, 1895	June 23rd, 1895	
11	Mr. F.E. Thomas, Uncovd.	Supt. 2nd "	August 22, 1865	April 3rd, 1901	Maximum pension August 22, 1895	August 22, 1895	
12	Mr. L.D. Simpson	Dy. Comrs. of Police 2nd Gde.	September 5th, 1865	July 3rd, 1902	Maximum pension September 6th, 1895	September 5, 1895	
13.	Mr. N.J.A. Sullivan Uncovd.	Supt. 3rd Gde	January 28th, 1869	August 12, 1903	Maximum pension January 28, 1899		
	J.E.E.A. Boyd, Uncovd.	Supt. 3rd "	January 28, 1869	August 12, 1903	Maximum pension January 28, 1899		

Madras
April 3rd 1895

Col. [illegible]
Inspector General of Police

CHIEF SECRETARY
13 MAY 93
PRIVATE SECRETARY TO THE GOVERNOR · MADRAS ·

3. May. 93.

My dear Mr Price

His Excellency wishes these papers to be circulated to the members again with reference to his note of May. 2.

Yours sincerely

Reeves

Resubmitted as directed by the Hon'ble the Member and the Hon'ble Secretary

[illegible]
2/5/93

[illegible]

high & suggested 4 per cent as a suitable rate of decrement to adopt. The G. of I. also suggested that Europeans & possibly, Eurasian Natives too should be recruited in India to fill a certain proportion of the vacancies. A letter is now in the Press in which this Govt has informed the G. of I. that 3 recruits must be obtained annually in England, that this Govt objects to any recruitment in this country. The fact that 3 new appointments will be made when the Railway Police Scheme comes into force will not materially affect the question of recruitment; 3 recruits are annually required on a force of 63 & the number will be the same on a force of 66 for all practical purposes.

5. With regard to the question which the S.S. should make any appointments & the Police attention is invited to para 5 of the letter from the G. of I. G. J. — Jan. 1893.

In 5 yrs.

I think that we should be more exact in our statement to India, and tell them, as we can, what our actual requirements will be during the next 3 years. I find that the retirements from the Madras Police will be

in 1893	-	2
- 1894	-	1
- 1895	-	9
Total		12

not reckoning any casualties. So that a percentage - or an annual distribution of those would not only be insufficient - but would bring out the young men for the first two years when there was no room for them.

I think India should be told this & asked to arrange accordingly.

make such arrangements as will enable us to fill the vacancies as they occur. If three young men are sent out (as is proposed in India's letter) in Nov. '93 - one of them will have to wait till Col. Portlow's retirement - which may not be till Dec. '94. i.e. he will be 13 months in the country as Inspector on 200 a month. If 3 come out in Nov. '94 - they will not receive their appointments till April (1) and June (2) 1895. and we shall have to recruit locally in '95 - possibly 9 also if the Railway Police scheme should by that time be ready. I think India sh.d be told this, so I think those who come out should not be brought out under false pretences.

We might also in our letter allude to the necessity which will arise of an additional recruitment of 3 officers, as soon as the scheme for the Railway Police which is now being considered - has received the sanction of the Govt of India & the Sec. of State - possibly before two years are over. This would mean 12 new police officers in 1895.

In 5 yrs.

Note for C.S.

The Railway Police Scheme was sent back to the I.G. of Police for revision by G.O. of 12 July 1892, No 1290. As it has not yet been issued the revised Scheme, when it does come it will have to go to the Govt of I. & Govt of S. for sanction; besides that there is likely to be some correspondence with the S.I. Railway Co about the strength of the force required. The Railway Police Scheme provides for 2 Supts & 1 Asst Supt. No provision has been made for the recruitment of these men but as the Railway Police Scheme is not likely to be introduced for a considerable time to come there is plenty of time to consider the question.

3. In this Govt letter of 2 Sep. 92, No 659, Jud. (para. 5) we informed the G. of I. that at the Exam[n] of 1892 & following years 3 appointments in the Madras Police should be offered. When making this proposal the 3 appointments in the Railway Police were not taken into consideration. No official intimation of the selection of 3 candidates for the Madras Police has yet been received from the India Office but the G. of I. in para. 5 of his letter of last month remarks that the first of recruits from England is not expected to arrive before Nov[r] 1893

4. The Govt of India recently asked (can spare copy of letter perhaps) whether the annual requirements of the service had not been pitched too

I enclose the papers from which I have taken the list of retirements from the Police during the next 3 years.

I understand the Govt that the young men would not be objectors on 200 Rs. a month. So if they are in the country before they are absorbed they will not [illegible] From that as these papers show that we may possibly require 6 more men than were retained from England in 1895 in 1893. 2 and 9 recruits. we shall 94. 1 only have if necessary for 1 94. 9 vacancies.

12 Retirements (of 3 Railway men)

With reference to para 4 of the letter from India, I cannot find out whether the 12 retirements from the Police within the three years 1893-5 were furnished with the I.G.'s letter in Oct. 2 Sep. 92 No 1655, but since the names of 7 officers who will attain the age of 55 or off retiring are not [illegible] 1893. Mail? officers in civil employ must (Govt) it at 55 [illegible] [illegible] [illegible]

as more suggested by the Sec.S. in C. 4283.
I would say that in the event of any shortfall in the supply of recruits the Govt would be glad to await its reports of military officers if they are to be kept. The army in Egypt has furnished excellent material.
With regard to the Railway Police, the recruitment, on 61 men selected, as pointed out by W.O., materially differs from that for 63; and I would not alter the rate already settled. The possible demand might be mentioned to India; but if owing to it, there is shortfall of recruits I would fill it by taking military officers if they are to be had. I don't think C. 4283 need be altered many words for this purpose.
There is no doubt that Col. Fortescue will be glad to get young military officers. Para 5 of letter dated 3 April 1883 will have to be only slightly altered if my views as expressed above are accepted.
We have already agreed that there should not in any circumstances be any departure from India. See para 2 of this letter.

HHS
20/4/93

The figures worked out by the Horse Guards are correct - but may be increased by recruitments of Cols. Fortescue & Gunning (the latter probably) before end of 1895, & by consolidation of Bde, Depôt, & Station Staffs.
Some recruits can also be drawn after 10 in 1893, 9 in 1894 & 95.
The letter has the right suggestions from England - which W.O. officers should be asked to advise on. But I do not think 3rd yrs. pay should be granted [illegible]

xx

* 2 or 6 - by the addition under the form para 5 to the effect that even quite willing recruits are to undergo a course of recruitment provided the local recruits are efficient for the army. As para 6, 7, 8, & 9 explain the application is needed because the Govt are under pressure to provide for their recruitment in the under strength of the Bde. Depôt & Station Staffs. [illegible] 3600 recruits during the [illegible] 3 years [illegible] brought by some slow process into the Bde Depôt & Station Staffs of the units of the army as it is settled now and with our views.
I agree with the [illegible] Secretary of State for War & R.A. Gardiner K.C.I.E. & C.B. E. the Foreign with reference to the [illegible] Straits Settlements.

HHS
21/4/93

Not a recruitment of 3 men per annum with a view of the annual strength of any deficiency from abroad in the army - above the [illegible] a reserve for the Bde found by [illegible] from England.

HHS
21/4/93

Add to para 5 after word explaining how the demand of C.I.E. is to be met with * said the cadre officers by 3 * drawn a 66 [illegible] the recruits total recruitment, at least 3 per annum.

HHS

* Add for annum - & permanently

HHS

had not been given

I understood from Col. Fortescue that these men would be certain to go by 1895.
I think we should lend on our letter to India justifying our proposal for 3 per an. as our requirements for the future. as this is borne out by the figures. W.
10 May

We might mention the possibility of 3 incremental retirements in 1895 as an additional reason for the 3 annual recruits - as possibly necessitating 3 extra recruits about that time.

I think it is important that we should state that it is only by recruitment from the Army that we expect the proposed [illegible] recruitment

HHS
6/5/93

Certainly, if we can get them. This would meet my point completely.
W
10 May

this Epoch 12 vacancies before the end of 1895 include 3 incremental men who may or may not retire. We cannot count on any retirements except those which are compulsory, and none of the incremental retirements are so. The exact number however is not of much importance. What we have to do is to justify the proposed recruitment of 3 per annum for the next few years & in the retirements which are compulsory & probable (which may all be mentioned) we have ample justification for this. I would not raise it however, but have to supplement it if necessary if men can be spared from the army. The military men would be invited by my hon Colleague to put in their claims on the same footing as probationers from England.

HHS
5 May