

(1) Number of pages 4/10(2) Date of repair 23.11.40(3) Initials of the Referencer J**MADRAS RECORD OFFICE.****Government of Madras.***Judicial* **DEPARTMENT.**G.O. No. 1761Press
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GOVERNMENT OF MADRAS.
JUDICIAL DEPARTMENT.

READ—again the following paper:—

G.O., dated 18th May 1893, Nos. 1037, 1038, Judicial.

ABSTRACT.—Directing that the Government of India be addressed upon the various points referred to by it in connection with the recruitment of the superior ranks of the Police.

READ—also the following paper:—

From C. J. LYALL, Esq., C.B.I., C.I.E., Secretary to the Government of India, Home Department (Police), to the Chief Secretary to the Government of Madras, dated Simla, the 16th June 1894, No. 3 Police—309.

In your letter marginally dated, I am directed to forward, for the information of His Excellency the Governor in Council, and further necessaries, the accompanying copy of a correspondence with the Secretary of State regarding the scheme for the recruitment of Assistant Superintendents of Police in England for the year 1894 to 1897 and other matters connected with the appointment of Police officers.

2. It will be seen that in paragraph 5 of this despatch the Secretary of State approves the rules relating to recruitment in India, which are to be inserted in rule II of the Indian Police Act, 1861, and which, in his opinion, are less than that prescribed for the London examination, namely, 19 years. It is requested that, if His Excellency in Council sees no objection, this minimum may be inserted in the rules in question as they will be added to the Madras Presidency.

The Secretary of State has also sanctioned the recommendation of the Government of India that Natives of India appointed to the superior ranks of the Police service should receive the same rates of pay as Europeans in the service. The reasons which induced the Government of India to make this assimilation were the following:—(1) Inspectors of Police are provided for exceptional merit, and form the majority of Natives in the higher ranks of the Police, and most of them will be officers of long service; (2) only a very small proportion of the body will be pure Natives of India; and (3) there would be difficulty in defining the term "Natives of India" for the purposes of the reduced pay, in view of the rates at which the pay of Police officers has been fixed—reduced rates could not well be given to Europeans and others who are only statutory Natives of India. It is to be said that the Governor-General in Council, while leaving complete discretion to the Government of Madras as regards the class of Natives to be appointed to the Police, desires to express a preference for filling, as far as possible, from among Inspectors such vacancies in the

grades of Assistant Superintendents as it may be found practicable to assign to Natives in the Madras Presidency. This will not only meet the reasonable claims of Natives to these offices, but also tend to raise the status of the class of Inspectors.

4. With reference to the statement contained in paragraph 3 of the despatch to the Secretary of State, dated the 11th October 1893, regarding the proposed grant of the more favorable leave rules to Assistant Superintendents of Police, I am to say that the matter is still under consideration, and requires to be referred again to the Secretary of State, and that his final orders on the question will be communicated to the Government of Madras as soon as received.

5. In conclusion, I am to request that, with the permission of His Excellency in Council, the compilation of rules relating to the Police in India prepared in 1888* may be revised, so far as the Madras Presidency is concerned, in accordance with the scheme now sanctioned by the Secretary of State, and copies of the revised rules be forwarded to this department for transmission to the India Office.

* *Vide* Home Department Circular letter No. 5 - 535-43, dated the 3rd November 1888.

ORDER—dated 17th July 1894, No. 1761, Judicial.

The correspondence will be communicated to the Inspector-General of Police and the Commissioner of Police, Madras.

2. It will be observed that there will, in future, be four methods of recruiting for the post of Assistant Superintendent, viz., (1) by appointment in England, (2) by promotion of deserving public servants who will generally be Police Inspectors, (3) by selection upon the results of a competitive examination held in Madras, and (4) by direct appointment in exceptional cases by the Government of India. The last means the occasional appointment of Military officers is practicable and appointments made in accordance with the second and third methods will not be restricted to Europeans. The Inspector-General will note that only two recruits will be obtained in England in 1895 and each alternate year thereafter unless circumstances render the modification of this estimate necessary and that the requirements of local Governments are to be elicited by means of a system of annual indents.

3. Colonel Porteous will now be requested to report how he proposes to give effect to the orders of the Government of India in regard to (a) the promotion of deserving Police Inspectors and other public servants and (b) the selection of officers on the results of a local competitive examination. He will also give his opinion as to the best method of inducing Military officers to join the Police; will frame a complete set of rules showing clearly the methods of recruiting superior officers of Police and the position and duties of probationers; will report whether he considers it advisable to make any alterations in the examinations which probationers are required to have passed before confirmation, and will carry out the amendment of the compilation referred to in paragraph 5 of the Government of India's letter.

(True Extract.)

Secretary.

To the Inspector-General of Police,
Commissioner of Police, Madras, } with spare copies.
Copy to the Accountant-General.

Gobt. of {1894} Madras.
JUDICIAL.

Issued

Recd.

Encl.

G.O., 17th July 1894, No. 1761.

JULY.

Recruitment of Superior Officers of
Police.

Communicating to the Inspector-General of
Police and the Commissioner of Police, Madras,
with instructions, the final orders of the Govern-
ment of India on the subject of the —.



NO. 321 OF 1893.

GOVERNMENT OF INDIA.

FINANCE AND COMMERCE DEPARTMENT.

SALARIES, etc.

Police.

TO

THE RIGHT HONOURABLE THE EARL OF KIMBERLEY, K.G.,

Her Majesty's Secretary of State for India.

Simla, the 11th October 1893.

MY LORD,

IN continuation of our Despatch No. 22 (Judicial), dated the 26th October 1892, and with reference to your Despatches marginally noted, we have the honour to forward a copy of the correspondence with Local Governments and Administrations entered in the enclosed list regarding (1) the recruitment of Assistant Superintendents of Police in England for the years 1894 to 1897, and (2) the improvement of the system of recruitment and the training of recruits for the Police Departments in India.

In our letters to Local Governments and Administrations, dated the 28th January 1893 (enclosure No. 1), we expressed our opinion that a certain proportion of the vacancies in the Police Departments should continue to be filled by recruitment in England. Subject to this remark, we left it to the Local Governments to determine the proportion of officers to be recruited in India and England respectively, for the five years commencing from 1893. After considering their replies, we propose that the number of candidates to be recruited from England in each of the years 1894 to 1897 should be as follows:—

	Madras,	Bombay,	Bengal and Assam,	North-Western Provinces and Oudh,	Central Provinces,	Total.
1894	3	1	2	1	...	7
1895	2	...	2	2	1	7
1896	3	1	2	1	...	7
1897	2	...	2	2	1	7

In these proposals we have kept in view the principle that a proportion of the vacancies should be filled by recruitment in India. It is not necessary to fix any definite proportion; but we think that room should be left in all provinces for some recruits to be appointed in India. We have therefore modified the estimates made by the Governments of Madras and Bombay, and have excluded the Punjab and Hyderabad as well as Burma altogether from the present scheme. In the Punjab and Burma there are candidates with claims to appointment to the grades of Assistant Superintendents, whom it will probably take some years to provide for, and in Hyderabad no vacancy can be definitely anticipated. On the other hand, the number of recruits to be appointed in England for the Central Provinces, as calculated by the Chief Commissioner, seems to have been fixed too low, and we have accordingly raised it by one recruit in 1897. The net result is an estimate of seven police recruits to be selected annually in England and distributed as shown above. This estimate is, however, subject to modifications

according to the annual indents which will be called for from the Local Governments concerned in January of each year, commencing from 1893. Any modifications in the number or distribution of the recruits to be appointed in England in any year will be communicated to the India Office before the beginning of March.

3. We forward, for Your Lordship's information, and for publication, if you think it desirable, for the information of intending candidates, lists of the posts in each province ordinarily reserved for members of the Police Departments (Appendix I). The lower grades have been shown in these lists in accordance with the re-arrangements proposed in paragraphs 4 and 5 of this despatch, to which Your Lordship's sanction is now requested. We should also suggest that, in the event of Your Lordship accepting the recommendations in regard to the grant of the more favourable leave rules to Assistant Superintendents of Police, 1893, the fact should be announced in publishing these lists. It is important that in publishing these lists it should be clearly explained that the lists only show the existing sanctioned scale, and that this scale is liable to alteration at any time.

4. In paragraph 9 of our Despatch No. 22, dated the 26th October 1892, we intimated that some re-arrangement of the lower grades of the police services would be required with a view to equalise the initial pay and prospects of police recruits in all provinces. This change is, in our opinion, essential to the satisfactory working of an improved system of recruitment carried on partly in India and partly in England. A re-arrangement of the lower grades of Assistant Superintendents and of the probationer grade is 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 into 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 promotion, and the recruits must be left to take their chance in the ordinary course of promotion. Following the proposals in our Despatch of the 26th October 1892, that Rs. 300 should be the lowest rate of pay for police probationers, and that Rs. 400 should be the pay to which they will rise on emerging from probation, we suggested the re-arrangements of the lower grades shown in the second column of the following tables, to the Local Governments concerned. We now request your sanction to these re-arrangements, with the slight modification shown in the third column:—

MADRAS.

Present scale.	Scale proposed to Local Government in letter of January 1893.	Scale now proposed by Government of India (paragraph 5 of Despatch).
Assistant Superintendents.		
R	R	R
6 on 500	6 on 500	6 on 500
5 " 450	5 " 450	5 " 450
5 " 400	5 " 400	5 " 400
5 " 350	5 " 350	5 " 350
21	6 " 300	12 " 250—300 (R250 as Probationers: R300 when confirmed as Assistant Superintendents).
—	27	33
Probationers.		
R	R	R
12 on 200*	6 on 250	—
12	6	—

* The Probationers begin on Rs. 150 and eventually rise to the grade of Rs. 200.

Increase of cost of proposals in the second column = Rs. 10,800 per annum.

BOMBAY.

Present scale.	Scale proposed to Local Government in letter of January 1893.	Scale now proposed by Government of India (paragraph 5 of Despatch).
Assistant Superintendents.		
R	R	R
2 on 400	2 on 400	2 on 400
3 " 300	3 " 350	3 " 350
5	6 " 300	10 " 250—300 (R250 as Probationers: R300 when confirmed as Assistant Superintendents).
—	11	15
Probationers.		
R	R	R
10 on 250*	4 on 250	—
10	4	—
Probationary Assistant Superintendents.		
—	—	—

Increase of cost of proposals in second column = Rs. 5,400 per annum.

NORTH-WESTERN PROVINCES AND OUDH.

Present scale.	Scale proposed to Local Government in letter of January 1893.	Scale now proposed by Government of India (paragraph 5 of Despatch).
Assistant Superintendents.		
R	R	R
8 on 350	8 on 350	8 on 350
12 " 500	12 " 500	16 " 250—300 (R250 as Probationers: R300 when confirmed as Assistant Superintendents).
Probationers.		
Nil	7 on 250	—
—	7	—
Probationary Assistant Superintendents.		
—	—	—

Increase of cost of proposals in second column = Rs. 10,200 per annum.

PUNJAB.

Present scale.	Scale proposed to Local Government in letter of January 1893.	Scale now proposed by Government of India (paragraph 5 of Despatch).
Assistant Superintendents, 1st class.		
R	R	R
5 on 450	5 on 450	5 on 450
8 " 350	8 " 350	8 " 350
9 " 250	9 " 300	14 " 250—300 (R250 as Probationers: R300 when confirmed as Assistant Superintendents).
22	—	27
Probationers.		
R	R	R
3 on 200	5 on 250	—
5	5	—

* Rupees 200 is the pay until the Probationers pass the lower standard examination.

Increase of cost of proposals in second column = R3,400 per annum.

CENTRAL PROVINCES.

Present scale.	Scale proposed to Local Authorities in letter of January 1893.	Scale now proposed by Government of India (paragraph 5 of Despatch).
<i>Assistant Superintendents.</i>		
R	R	R
2 on 300	2 on 350	2 on 350
6 " 250	6 " 300	8 " 250—300 (R250 as Probationers: R300 when confirmed as Assistant Superintendents).
8	8	10

Probationers. *Probationary Assistant Superintendents.*

	R
Nil	2 on 250
	2

Increase of cost of proposals in second column = R 10,800 per annum.

So far as the Bengal and Assam Police service is concerned, a re-arrangement of the lower grades on these lines (as well as of the higher grades) has already been sanctioned in Your Lordship's Despatch No. 9 (Judicial), dated the 23rd February 1893. The total increase of expenditure for all the provinces (excluding Bengal and Assam) involved in the proposals set forth above is R 45,600 per annum, which is payable to Provincial Revenues. It has, however, to be remembered that the whole of this amount is not in reality an increase of expenditure, as the salaries received under existing arrangements by outsiders not in the service of Government officiating as Assistant Superintendents in certain provinces have to be set off against it. Under the new system such persons will not be appointed to officiate.

5. The re-grading proposed in our letters of 28th January last has been generally accepted by the Local Governments; and we have already authorized the Government of the North-Western Provinces and Oudh, at its request, to introduce the new arrangements; the changes, so far as those provinces are concerned, being within our powers of sanction. We now request Your Lordship's sanction to the re-arrangements above set forth in the third column of the tables in the last paragraph. In the re-grading proposed by us to Local Governments the pay of the probationary grade was taken at R 250, and the strength of this grade has been fixed so as to enable an officer to pass out of it into the lowest substantive Assistant Superintendents in about two years. Rule X of the regulations for admission to the Indian Police through a competitive examination, published by Your Lordship, and forwarded with your letter of 9th February 1893, announces, however, that Probationers will be appointed Assistant Superintendents and receive R 300 pay when they pass all their qualifying examinations and the riding test, and are confirmed as Assistant Superintendents. We consider that this rule should be maintained, and that a similar rule should be applied to Police recruits appointed in India, as it would reduce the stimulus to industry at the commencement of the Probationers' service if there were a fixed number of officers in the probationary grade, and Probationers who had been fully qualified for promotion in other respects were debarred from obtaining it. We think, therefore, that it would be best to amalgamate the probationary grade with the lowest grade of Assistant Superintendents, subject to the condition that, so long as the officers are Probationers, they will receive only R 250. This modification may involve some additional expenditure; but such increase will probably be quite insignificant, as it will ordinarily take about two years for a Probationer to pass the Departmental tests. We strongly recommend that the rearrangements of the lower grades in the different Provinces, as now proposed by us, should be sanctioned by Your Lordship.

6. As regards the training of Police recruits after first appointment we are of opinion that the following general conditions of probation, mentioned in paragraph 10 of our Despatch of the 26th October 1892, should be strictly enforced in the case of all Probationers in the Department, whether they are appointed in India or in England:—

- (1) All Probationers should be placed under the supervision of specially selected District Superintendents of Police, who will be instructed by the Local Government to watch over their training and studies.
- (2) 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) 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) Seniority in the Police service should depend on the order in which Probationers pass the Departmental tests.

Subject to these conditions, we have decided to leave the details of the course of study and system of training of young Police officers to be prescribed by the Local Governments under our general control.

As Your Lordship has not approved* the proposal of the Government of the North-Western Provinces and Oudh for granting certain allowances to specially selected Superintendents of Police for the duty of supervising the training of young Police officers in those provinces, we have not considered this question with reference to the other provinces.

7. In paragraph 5 of your Despatch No. 6 (Judicial), dated the 9th February 1893, Your Lordship approved the proposal referred to in the 12th paragraph of our Despatch of 26th October 1892, that steps should be taken 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. After considering the views of the Local Governments, we have come to the conclusion that the best plan would be to adopt for the Police Department a system very similar to that in force for recruiting the Finance Department, which has been found to be very successful in its working. The nominations will be made by, and the examinations held under the orders of, the Local Governments; but we propose to lay down a rule that, when the persons already registered as accepted candidates have been disposed of, no candidate for appointment by recruitment (Native or European) shall be appointed to the Police except under the prescribed system of examination or with the special sanction of the Government of India. As under any examination unless he is specially nominated for it, the Local Governments will be able to regulate by their nominations for each vacancy the class of candidates required. A copy of the rules for the examination for admission to the Police Departments in India, which we propose to issue, is appended to this Despatch (Appendix II): they relate only to the actual examination, and do not provide for other matters, such as the medical and riding test, which will have to be separately arranged for by Local Governments under our general control. These rules would, of course, not apply to Inspectors and other officers already in Government service selected for promotion to the superior Police grades for merit and ability proved to the satisfaction of the Local Governments. Such officers would be appointed, as hitherto, by pure nomination.

8. The recruitment in India for the superior grades of the Police will be from both Europeans and Natives. The Local Governments have at present full discretion to appoint natives of India to the superior grades of the Police: and subject to the rules as to examination described in the preceding paragraph, they will continue to be able to appoint native candidates in such proportion as they think fit. It is, however, probable that the best native material for Police work will be found among Inspectors of exceptional merit and ability. After consulting the Local Governments, we have arrived at the conclusion that natives of India

appointed to the superior ranks of the Police service should receive the same rates of pay as Europeans in that service. The proportion of native officers in the higher grades will probably be small, and most of them will be Inspectors of long service promoted for proved capacity and character.

9. As regards the suggestion made in paragraph 5 of your Despatch of the 9th February last, 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, we invite Your Lordship's attention to the remarks of the Local Governments whom we consulted on the subject. It will be observed that, with the exception of the Government of Madras and the Resident at Hyderabad, the Local Governments are unwilling to employ military officers in the Police. We should be glad to employ military officers as much as possible: but we fear that unless the scale of salaries and prospects were much improved, it would not be practicable to attract efficient military men and to keep them contented throughout their service in the Police Department.

We have the honour to be,

My LORD,

Your Lordship's most obedient, humble Servants,

LANSDOWNE.

G. S. WHITE.

P. P. HUTCHINS.

D. BARBOUR.

A. E. MILLER.

H. BRACKENBURY.

C. B. PRITCHARD.

APPENDIX I.

ists of appointments in India ordinarily reserved for the Police Departments of each Presidency and Province.

N. B.—These lists show only the existing sanctioned scale, which is liable to alteration at any time.

MADRAS PRESIDENCY.

	R	
1 Inspector General of Police*	...	on 2,500 a month.
1 Commissioner of Police*	...	
(Madras City)	...	" 1,500 "
3 Deputy Inspectors General	{	1 " 1,400 "
		1 " 1,300 "
		1 " 1,200 "
25 District Superintendents of Police	{	2 " 1,000 "
		3 " 900 "
		5 " 800 "
		8 " 700 "
		7 " 600 "
33 Assistant Superintendents of Police	{	6 " 500 "
		5 " 450 "
		5 " 400 "
		5 " 350 "
		12 " 250—300—Officers will draw R 250 while they are Probationers; and R 300 after they are confirmed in the service as Assistant Superintendents.

BOMBAY PRESIDENCY.

1 Commissioner of Police (Bombay City)†	on 1,700
1 Deputy Commissioner of Police (Bombay City)	800
23 District Superintendents of Police (including Kathiawar)	3 " 1,000
3 Railway Superintendents	5 " 800
1 Superintendent on special Police duty on R 600	7 " 700
	5 " 600
	7 " 500
15 Assistant Superintendents	2 " 400
	3 " 350
	10 " 250—300—Officers will draw R 350 while they are Probationers; and R 300 after they are confirmed in the service as Assistant Superintendents.

* Note.—The appointments of Inspector General of Police, Madras, and Commissioner of Police, Madras City, are not set apart exclusively for members of the Police Department, and the Government reserves discretion to fill them by the selection of any officers who are considered best fitted for them, whether in the department or outside it.

† Note.—The appointment of Commissioner of Police, Bombay City, is not set apart exclusively for members of the Police Department, and the Government reserves discretion to fill it by the selection of any officer who is considered best fitted for it, whether in the department or outside it.

LOWER BENGAL AND ASSAM.

1 Commissioner of Police (Calcutta) ...	R	on 2,000
2 Deputy Inspectors General ...	"	1,500
	5 "	1,000
	6 "	900
53 District Superintendents of Police ...	7 "	800
	12 "	700
	12 "	600
	13 "	500
37 Assistant Superintendents of Police ...	14 "	400
	23 "	250

—Officers will draw R 250 while they are Probationers; and R 300 after they are confirmed in the service as Assistant Superintendents.

NORTH-WESTERN PROVINCES AND OUDH.

3 Deputy Inspectors General ...	R	on 1,500
	1 "	1,200
	1 "	1,000
	2 "	1,000
50 District Superintendents of Police ...	4 "	900
	5 "	800
	12 "	700
	13 "	600
	14 "	500
24 Assistant Superintendents of Police ...	8 "	350
	16 "	250

—Officers will draw R 250 while they are Probationers; and R 300 after they are confirmed in the service as Assistant Superintendents.

CENTRAL PROVINCES.

18 District Superintendents of Police ...	R	on 1,000
	1 "	800
	3 "	700
	5 "	600
	6 "	500
10 Assistant Superintendents of Police ...	2 "	350
	8 "	250

—Officers will draw R 250 while they are Probationers; and R 300 after they are confirmed in the service as Assistant Superintendents.

APPENDIX II.

Rules for the examination for Admission to the Police Department in India.

- I.—Candidates for admission to the Police Department are selected from time to time according to the requirements of the service, not less than three being nominated by the Local Government or Administration for each expected vacancy.

* Note.—The appointment of Commissioner of Police, Calcutta is not set apart exclusively for members of the Police Department, and the Government reserves discretion to fill it by the selection of any officer who is considered best fitted for it, whether in the department or outside it.

be less than sixteen or more than

- II.—The age of a candidate, when examined, must not exceed twenty-four years.

- III.—The nominated candidates are examined in the subjects described in the schedule attached to these rules, and (subject to the condition hereinafter stated) the candidate who obtains the highest marks is appointed to the first vacancy in the probationary grade of Assistant Superintendents of Police; the candidate who obtains the second place to the second vacancy, if there be more than one vacancy to be filled, and so on. No candidate is admitted to the department who obtains less than 500 marks in all.

- IV.—A candidate is not allowed to compete at the examination for admission to the Police Department more than twice, or to compete for any vacancy unless he has been specially nominated for it.

- V.—The examination is by written questions and answers, the questions being prepared in such manner as the Local Government or Administration from time to time directs. The Local Government or Administration may also prescribe an oral examination in any subject or subjects.

Schedule of Subjects for Examination.

	Marks.
Writing and Composition: Impromptu essay upon some given subject ...	150
Arithmetic (no special Text-book) and Euclid, Books I to IV and VI; also easy Deductions ...	300
Algebra up to and including the Binomial Theorem (Text-book—Todhunter's Algebra) ...	300
Plane Trigonometry up to and including the Solution of Triangles and Mensuration (Text-book—Todhunter's Plane Trigonometry) ...	200
Not more than two of the following languages—	
Latin, Greek, Sanskrit, Arabic, French, German, Persian, or one of the vernacular languages of the Province approved by the Local Government or Administration* ...	200 each.
English History and Literature and Indian History (Elementary) ...	200
Geography: Asia (especially India) and Europe ...	150
TOTAL ...	1,000

* Note.—The vernacular standard will be a high one, involving a thorough knowledge of the language and ability to write and read the written character with facility; and a native candidate will be allowed to take up his own vernacular.

15

Extract, paragraphs 1 and 4 to 7, of Despatch from the Secretary of State, No. 14 (Judicial), dated the 15th March 1894.

1. Having considered in Council your Financial letter, No. 321, of the 11th October last, I approve generally your proposals for the recruitment and training of Assistant Superintendents of Police; and I sanction the rearrangement of the lower grades of the services in the several provinces, and the assimilation of the position in respect of pay of European and Native officers of the Police Department, which you recommend.

4. I forward herewith a revised copy of the Regulations which I have issued for the examination to be held in London in 1894. Your Excellency will observe that rule III has been recast. The object I had in view was to secure that, in accordance with what I understand to be your wishes, candidates should be of precisely the same class as those who compete for admission to Sandhurst. As, however, my attention was subsequently drawn to the fact that the wording of the Sandhurst Regulations for 1894 had been altered in such a manner that they no longer laid down definite qualifications, I found it necessary to address the Military Secretary to His Royal Highness the Commander-in-Chief on the subject. I have caused a copy of his reply, which is enclosed herewith, to be attached to each copy of the Regulations issued, in order to prevent any possible misunderstanding. If an examination is held next year, a precise statement of the qualifications required of candidates will be incorporated in the Regulations.

5. With reference to your proposals relating to recruitment in India, I approve the rules which you propose to issue, subject to the insertion in rule II of the minimum age, which should be not less than that prescribed for the London Examination. It appears to me that the scheme of examination which you have prepared provides a sufficient educational test for candidates to be recruited locally.

6. I observe that your Government reserve to yourselves power to authorise Local Governments to make special appointments otherwise than by the prescribed examination or by promotion from the lower ranks of the service. I presume that you have in view the possibility of opportunities occurring of appointing military officers or other specially qualified persons to the department, and I quite agree that it is desirable that provision should be made for such a contingency.

7. With these remarks I leave it to your Excellency's Government to carry your proposals into effect.

Regulations for Admission to the Indian Police Force through a Competitive Examination in London in June 1894.

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 seven, viz. for Madras three, Bengal two, North-Western Provinces and each one, Bombay one.

III. The qualifications of candidates shall be identical with those required in candidates for admission to the Sandhurst Examination, except in the following respects. They must be above 19 and under 21 years of age on the 1st June 1894. They must be unmarried, and if they marry before reaching India they will forfeit their appointments.

IV. Candidates must send† to the Secretary, Judicial and Public Department, India Office, on or before the 1st May 1894,—

* Candidates may, if qualified, enter for both the Police and the Forest Department. They will, in such case, have to pay the fee due in respect of each examination.
† There is no special form of application.

- (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 or provinces in which they would prefer to serve.

V. Candidates 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.

VI. 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), <i>viz.</i> , 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	

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,—whichever has not been chosen as an obligatory subject (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 1727 to the year 1788 for the examination of 1894 ...	2,000	
9. Botany, <i>viz.</i> , 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 Paleontology or on the geographical distributions of plants ...	2,000	
10. Chemistry, <i>viz.</i> , 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, rocks, and their properties and uses ...	2,000	

* With a view to prevent parents and guardians from incurring the inconvenience and expense of preparing candidates who may be physically unfit for the Police Service, it is suggested that, before any such preparation is begun, candidates be submitted to examination by the medical adviser of the family, or any other qualified medical practitioner, with regard to the following points:—

1. A weak constitution.
2. Defective vision.

3. Impaired hearing.
4. The existence of any congenital defect.

It is to be understood that this private examination is merely suggested to lessen the chances of disappointment, and that it is by no means intended to take the place of, or to influence in any way, the official examination. On the subject of the standard of eyesight required for the Indian Services, a pamphlet has been published under the authority of the Secretary of State in Council, by Messrs. Churchill and Sons, 11, New Burlington Street. † A fee of 2s. is required. Instructions on this point will be issued to candidates the day before the examination. ‡ A reprint of the papers set at the previous examination, with tables of the marks assigned to the candidates, is published by the Civil Service Commissioners, and can be obtained through any bookseller; price 1s.

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	

VII. 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 seven candidates in order of merit.

VIII. 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 tests 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.

IX. 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.

X. The probationers will be required to start for India not later than October 1894, 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.

XI. On arrival in India probationers will receive an initial salary of Rs. 250 a month during their period of probation.

XII. Probationers will be required to qualify by passing the necessary departmental examinations (as well as the riding test, if necessary, *see* rule VIII) within two years of their arrival in India.

XIII. Any probationer who may fail to pass the prescribed examinations within two years, or be found unfit for Police duties, will be liable to removal from the Service. Any probationer so removed from the Service will be furnished with a free passage to England, unless he obtains other employment in India.

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

XV. When probationers have passed the qualifying examinations (as well as the riding test) they will, if otherwise approved, be appointed Assistant Superintendents of Police, and their salary will be raised to Rs. 300 a month.

XVI. 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.

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

INDIA OFFICE;

19th February 1894.

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APPENDIX I

SYLLABUS.

CLASS I.

(OBLIGATORY SUBJECTS.)

Mathematics.—The extent of the examination will be as defined in the Regulations.

English Composition.—An essay to be written on one of several subjects specified by the Civil Service Commissioners on their examination paper.

German.—There will be translations of unseen passages from German into English, and from English into German; the knowledge of pronunciation will be tested by dictation and the *viva voce* examination. The passages for translation will be taken, mainly, from standard authors (Schiller, Lessing, Alexander v. Humboldt, Ranke, etc.), and a few simple questions may be asked on the passages set as to the structure and character of the language, and allusions of obvious and general interest.

French.—The passages for translation will be taken, mainly, from standard authors (Corneille, Madame de Sévigné, Guizot, Taine, etc.), and in other respects the examination will proceed on the same lines as in German.

CLASS II.

(OPTIONAL SUBJECTS.)

Higher Mathematics.—The extent of the examination will be as defined in the Regulations.

French and German.—See under class I.

Latin.—Passages will be set for translation into English selected from the authors usually read in schools. Passages from English authors will be given for translation into Latin prose and verse, but candidates will be allowed, in the place of verse composition, to answer questions of a simple character, which will test whether they possess a fundamental knowledge of the grammar of the language, and such an elementary acquaintance with Roman History, as is required for the intelligent study of the books they have read.

Greek.—Passages will be set for translation into English from the authors usually read in schools, and in other respects the examination will proceed on the same lines as in Latin.

English History.—The General Paper in this subject will test whether the candidates are accurately acquainted with the facts of English History, and also possess an intelligent knowledge of the meaning of the facts. The paper on the fixed period will, of course, require from the candidates more minute knowledge than the General Paper.

Botany, Chemistry, Physics, Physical Geography, and Geology.—The standard of examination in these subjects will be such as may be reasonably expected from the education given at schools possessing appliances for practical instruction, such as a Laboratory, etc. A considerable portion of the marks will be allotted for the proficiency shown in the practical part of the examination.

GENERAL.

Handwriting.—In estimating the papers of candidates, a limited number of marks, namely 100 out of the maximum allotted to each subject, is held to be assignable for handwriting.

APPENDIX II.

Lists of appointments in India ordinarily reserved for the Police Departments of the several provinces.

N.B.—These lists show only the existing sanctioned scale, which is liable to alteration at any time.

MADRAS PRESIDENCY.

	Rs.
1 Inspector-General of Police* ...	on 2,500 a month.
1 Commissioner of Police* (Madras City) ...	1,500 "
3 Deputy Inspectors-General ...	1,400 "
	1,300 "
	1,200 "
	1,000 "
15 District Superintendents of Police ...	900 "
	800 "
	700 "
	600 "
	500 "
33 Assistant Superintendents of Police ...	450 "
	400 "
	350 "
	250—300.

Officers will draw Rs. 250 while they are Probationers, and Rs. 300 after they are confirmed in the Service as Assistant Superintendents.

BOMBAY PRESIDENCY.

	Rs.
1 Commissioner of Police (Bombay City)† ...	on 1,700 a month.
1 Deputy Commissioner of Police (Bombay City) ...	800 "
23 District Superintendents of Police (including Kathiawar) ...	1,000 "
	800 "
3 Railway Superintendents ...	700 "
1 Superintendent on special Police duty on Rs. 600. ...	600 "
	500 "
15 Assistant Superintendents ...	400 "
	350 "
	250—300.

Officers will draw Rs. 250 while they are Probationers, and Rs. 300 after they are confirmed in the Service as Assistant Superintendents.

LOWER BENGAL AND ASSAM.

	Rs.
1 Commissioner of Police (Calcutta)‡ ...	on 2,000 a month.
2 Deputy Inspectors-General ...	1,500 "
	1,000 "
	900 "
55 District Superintendents of Police ...	800 "
	700 "
	600 "
	500 "
37 Assistant Superintendents of Police ...	400 "
	250—300.

Officers will draw Rs. 250 while they are Probationers, and Rs. 300 after they are confirmed in the Service as Assistant Superintendents.

* Note.—The appointments of Inspector-General of Police, Madras, and Commissioner of Police, Madras City, are not set apart exclusively for members of the Police Department, and the Government reserves discretion to fill them by the selection of any officers who are considered best fitted for them, whether in the Department or outside it.

† Note.—The appointment of Commissioner of Police, Bombay City, is not set apart exclusively for members of the Police Department, and the Government reserves discretion to fill it by the selection of any officer who is considered best fitted for it, whether in the Department or outside it.

‡ Note.—The appointment of Commissioner of Police, Calcutta, is not set apart exclusively for members of the Police Department, and the Government reserves discretion to fill it by the selection of any officer who is considered best fitted for it, whether in the Department or outside it.

NORTH-WESTERN PROVINCES AND OUDH.

Rs.

3 Deputy Inspectors-General	1	on 1,500 a month.
	1	" 1,200 "
	1	" 1,000 "
50 District Superintendents of Police	2	" 1,000 "
	4	" 900 "
	5	" 800 "
	12	" 700 "
	13	" 600 "
24 Assistant Superintendents of Police	8	" 350 "
	16	" 250-300 "

Officers will draw Rs. 250 while they are Probationers, and Rs. 300 after they are confirmed in the Service as Assistant Superintendents.

Dated War Office, Pall Mall, the 28th February 1894.

From—COLONEL R. B. LANE, for Military Secretary, Horse Guards, War Office,
To—The Under-Secretary of State, for India.

WITH reference to India Office letter, No. 345-J. & P., dated the 27th instant, I am directed by His Royal Highness the Commander-in-Chief to inform you that none but British born or naturalised British subjects are eligible for admission to the Royal Military College, Sandhurst.

3. Police
No. 309.

FROM

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

TO

THE CHIEF SECRETARY TO THE GOVERNMENT OF MADRAS.

Home Department.
Police.

Simla, the 16 June 1894.

SIR,

WITH reference to your letter marginally noted, I am directed to forward, for the information of His Excellency the Governor in Council and further necessary action, the accompanying copy of a correspondence* with the Secretary of State regarding the scheme for the recruitment of Assistant Superintendents of Police in England for the years 1894 to 1897 and certain other matters connected with the appointment of Police officers.

2. It will be seen that in paragraph 5 of his Despatch the Secretary of State approves the rules relating to recruitment in India proposed by the Government of India, subject to the insertion in Rule II of the minimum age, which should, in his opinion, be not less than that prescribed for the London examination, namely, 19 years. I am to request that, if His Excellency in Council sees no objection, this minimum may be inserted in the rules in question as they will be applied to the Madras Presidency.

3. The Secretary of State has also sanctioned the recommendation of the Government of India that Natives of India appointed to the superior ranks of the Police service should receive the same rates of pay as Europeans in that service. The reasons which induced the Government of India to propose this assimilation of pay were the following:—(1) Inspectors of Police promoted for exceptional merit will form the majority of Natives in the higher grades of the Police, and most of them will be officers of long service; (2) only a very small proportion of the body will be pure Natives of India; and (3) there would be difficulty in defining the term "Natives of India" for the purposes of the reduced pay, for—rates could not well be given to Europeans and others who are only statutory Natives of India. I am to say that the Governor General in Council, while leaving complete discretion to the Government of Madras as regards the class of Natives to be appointed to the Police, desires to express a preference for filling, as far as possible, from among Inspectors such vacancies in the grades of Assistant Superintendents as it may be found practicable to assign to Natives in the Madras Presidency. This will not only meet the reasonable claims of Natives to these offices, but also tend to raise the status of the class of Inspectors.

4. With reference to the statement contained in paragraph 3 of the Despatch to the Secretary of State, dated the 11th October 1893, regarding the proposed grant of the more favourable leave rules to Assistant Superintendents.

of Police, I am to say that the matter is still under consideration, and requires to be referred again to the Secretary of State, and that his final orders on the question will be communicated to the Government of Madras as soon as received.

5. In conclusion, I am to request that, with the permission of His Excellency
* Vide Home Department Circular letter No. 3-535-43, dated the 3rd November 1888. in Council, the compilation of rules relating to the Police in India prepared in 1888* may be revised, so far as the Madras Presidency is concerned, in accordance with the scheme now sanctioned by the Secretary of State, and copies of the revised rules be forwarded to this Department for transmission to the India Office.

I have the honour to be,

SIR,

Your most obedient Servant,



Secretary to the Government of India.

From

The Govt of India,
Home Dept.

8. 3. 1894
309.

14-6-94 - 1444 - km
1-6-94 - 1325 -
25-4-94 - 972 -
24-1-94 - 166 -
9-12-93 - 2588 -
8-12-93 - 2574 -
4-12-93 - 2527 -
21-11-93 - 2420 -
16-5-92 - 912 -
2-4-92 - 6585 -
1150R: 26.11.88
1574: 25.7.88
976: 23.4.88
1725: 5-5-73
1725: 5-4-94
580R: 5-6-88
Public Service Com. Report

Dated 16 June 1894.

Recd 27

Recd 27

Encd 2.

S.C 7

S.C 7 each of Nos 1 & 2 of

the current -

Forwarding for information and for the
necessary action copy of correspondence
with the Secretary of State re the
scheme for the recruitment of
Assistant Superintendents of Police
in England for the years 1894-1897 &
certain other matters connected with
the appointments of Police Officers.

501-20-8-94.

Secy. DEPARTMENT.

No. 3187

27

the G. of I.

Dated 16 June 1894,

FOR ORDERS.

I approve the recommenda-
tions contained herein - I
don't think competition will
do - we shall have to
promote some Insps if the
G. can recommend any

RR

7/7/94

I agree

10/7

Yes - I shall be anxious to see what
the S. G. has to say on the points
referred to him, especially as to the
introduction of the military element, which
considering the semi-military character
of our Police might not be lost sight of.
I am much surprised at the decision to
give native officers the same pay as to
Europeans. In my opinion one of the pre-
jects to be gained by employing native
instead of Europeans is that you get a
cheaper agency - but if this is not to be
allowed, a great advantage is lost, without
much corresponding gain (as far as really
as concerns the police).

11 July

This current relates to the
recruitment of superior officers
of Police & contains the
final orders of the Secretary
of State & the G. of I. on the
subject.

The matter originated with
the Public Service Commission
which recommended

(1) that arrangements should
be made in all Provinces
to obtain a reasonable
proportion of Native
Police Officers;

(2) that the Assistant
Superintendents should
be recruited partly by
competition in England,
partly by competition
in India & partly by the
promotion of Inspectors.

At the end of 1891 the G. of I.
asked local Govts for their
views & certain information
regarding this scheme & their
Govt replied in Judicial
Letter of 2 Dec. 1892, No 659.
The views of the Madras Govt
were briefly as follows:-

(1) appointments should
be made by the Secretary

Supts. & considered that such Supts should receive a bonus of R. 400 for each recruit passed;

(6) that it strongly deprecates the proposal to partially recruit the Asst. Supts. from among natives of India but that, if the G. of I. insisted upon this, the recruits so selected should get only $\frac{2}{3}$ rd of the pay allowed to Europeans.

4. The next letter received from the G. of I. communicated the fact that the Sec. of State had refused to allow any bonus to Supts. intrusted with the training of probationers (vide G.O. 25 April 1894. No 272).

5. There remains the current to consider. This gives cover to a despatch to the S. of I. from the G. of I. & to his reply. From these despatches the following facts are apparent:

- (1) the G. of I. is determined on partial local recruitment & in order to admit of it, has reduced his Govt's estimate of 3 recruits annually to be selected in England to 5 in every two years; every alternate year therefore, there will be one vacancy to be filled locally;
- (2) from 1895 the G. of I. is going to call annually upon local Govts for an indent of their requirements in the

No.

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From

Dated

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FOR ORDERS.

way of recruits from England;

3) the G. of I. ~~is~~ in favor of granting the favorable leave rules to Police officers but final orders on this point have not yet been passed by the S. of I.;

4) instead of having four grades of Asst. Supts. on R 500, R 450, R 400 & R 350 & 12 Probationers on R 200, there will in future be five grades of Asst. Supts., the last absorbing the probationers who will in future draw R 250 so long as they are on probation & R 300 when they have been confirmed, the four grades on R 500, R 450, R 400 & R 350 remain unaltered;

5) the details of the course of study & system of training of young Police officers are to be left to local Govts subject to the general control of the G. of I. & the following principles, viz,

(1) probationers are

be placed in the charge of selected Supts,
 (iii) probation is to last 2, or in special cases, 3 years,
 (iv) failure to pass the prescribed tests within or at the first exam. held after, the probation period to be followed by dismissal,
 (v) seniority is to depend upon the passing of the departmental tests;

16) local recruitment is to continue & is not to be confined to Europeans; there will be two systems, viz, (a) by promotion for merit from the Police Inspectorate or other branch of the public service & (b) by selection upon the results of an examination. The latter method of recruitment needs some explanation. Whenever a vacancy occurs in the superior ranks of the Police, the Local Govt. will nominate not fewer than three candidates who will first have to pass a medical & riding test under rules framed by the Local Govt. & if successful in this will then be subjected to a competitive literary examⁿ which comprises writing & composition, elementary mathematics, one or two languages (including such vernaculars as the Local Govt.

* Apparently, with the special sanction of the G. of I., a person may be nominated to the Police who has not been promoted for merit & who has not passed the examⁿ, there is a remark to this effect in para. 7 of India's despatch.

may approve), English History & Literature, Indian History & Geography; candidates for this competitive examⁿ must be between 19 & 24 years of age;

(7) The G. of I. has reserved to itself power to appoint in special cases persons who have not qualified by examⁿ or long & good service for appointment to the superior grades of the Police; the object of this arrangement is, apparently, to provide for the occasional appointment of military officers whom the G. of I., consulting the Local Govt., considers it expedient to attract if possible to the Police, as to the men selected in accordance with the following points in the prospectus of 1894 I draw notice —

(i) selected candidates are examined in England in riding & the rules do not contemplate their being

subjected to a further course in India if the C.S. Commissioners certify that they ride well;
 (ii) the candidates for 1894 are informed that they are not entitled to the benefits of the favorable leave rules.

6. The letter from the G. of I. which accompanies the Despatches abstracted above is very brief & it is not very clear what steps ought now to be taken by this Govt.

The G. of I. expresses a preference for the plan of recruiting by promotion from the Inspectorate over that of appointing on competition so that the competitive examⁿ for selection of Asst. Supts. is not likely to be often held.

The proper course to take seems to be

- (1) to communicate the correspondence to the S.G. of Police & the Com^r of Police, Madras;
- (2) to draw the attention of the S.G. to the fact that only 2 recruits will come from England in 1895 & each alternate year thereafter, though this estimate is liable to variations;
- (3) to ask the S.G. how to propose to give effect to India's wishes in regard to (a) the promotion of deserving Inspectors & (b) the occasional holding of a competitive Examination;
- (4) to direct the S.G. to frame a complete set of rules for

No.

From

Dated

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FOR ORDERS.

regarding the recruitment of the superior ranks of the Police & the duties of probationers & to ask him whether he considers it necessary to make any alterations in the Department's rules to which Probationers are liable; ~~to direct the S.G. to carry out the amendment of the compilation referred to in para. 5 of India's letter.~~ Assuming that the annual increment in the superior ranks of the Police is 3 & that in any given period of six years 15 recruits are obtained from England, then in every six-year period there will be 3 appointments to be filled locally. Say two of these are filled by promotion & one to whom India gives the preference given then there will be one app^t to be competed for locally in every six-year period. This seems rather absurd & the probability is that the competitive Exam. scheme

