GOVERNMENT OF MADRAS.

## FINANCIAL DEPARTMENT.

READ—the following paper :—

From S. JACOB, Esq., C.S., Secretary, Finance Committee, to the Chief Secretary to the Government of Madras, dated Simla, 1st May 1886, No. 40.

I am desired to state, for the information of His Excellency the Governor in Council, that the Secretary of State for India in a recent despatch has called on the Government of India to report what classes of offices there are into which the rule now applicable to native members of the Civil Service under the statutory rules should be introduced, viz., the rule that where an appointment is held by a Native of India, he should receive two-thirds of the salary assigned to the appointment when it is held by a European. This despatch has been referred by the Government of India for the consideration of the Finance Committee, and I am now desired to request that His Excellency in Council will favor the President and Members of that committee with his opinion on the subject.

2. The departments involved in this inquiry appear to be the following :—

| | |
|---|---|
| Public Works Department, | Customs, |
| Finance Department, | Survey, |
| Forest, | Mint, |
| Educational, | Police, |
| Opium, | Post, |
| Salt, | Telegraph, |

Medical,

and there may possibly be others which are not included in this list. The question regarding which the committee desire to be favored with an opinion is, therefore, whether the two-thirds rule should be applied to such of these departments as are under the control of His Excellency in Council. If so, to what appointments in those departments ?

3. There has been much correspondence regarding the appointment of Natives of India to these departments, as the result of which it has been decided that, while Europeans are not debarred, duly-qualified natives can be appointed to all of them ; and, in the case of the Finance and Opium Departments, it has been further ruled that a fixed proportion of the appointments periodically made should be given to natives. But the question of the salary which they should receive when appointed has not obtained equal attention. In the Public Works Department, the Government of India has assented to, and the Secretary of State has sanctioned, the application of the two-thirds rule ; but it has not as yet been actually carried into effect. In the Educational Department, in some cases, the two-thirds rule seems to have been applied to the higher grades, and at the same time a lower scale of pay has been laid down for the grades usually occupied by natives. In the Post Office Department, the two-thirds rule is believed to have been applied to the only native in high office. In other cases, however, it has hitherto been assumed that natives admitted to an appointment in these departments should receive the salary usually attached to the appointment without any abatement.

4. It is necessary, therefore, to consider the case of present as well as prospective holders of appointments. It will be necessary also to make careful inquiries in each department as to where the line should be drawn, since there must be many posts in

which the scale of pay is fixed too low to admit of any reduction, and the rule is only meant to be applied to the higher offices. The relation between the reduced pay of such offices and the scale of pay laid down for administrative offices which are usually filled by natives (such as the posts of Deputy Collector or Extra Assistant Commissioner, Subordinate Judge, &c.,) should also, no doubt, be considered. Some provision should perhaps be made that the two-thirds rule, or any rule causing an abatement in the scale of salary, should not take effect, if it would produce an actual decrease of pay in the case of promotion from a lower grade. And it is perhaps open to question whether the rule should in all cases be applied to those Europeans who, being domiciled in India, rank as statutory natives, or only to those who are natives by race and blood.

5. The committee would further desire to be favored with the opinion of His Excellency in Council as to whether a fixed ratio such as that of two-thirds is desirable, or a fluctuating ratio under which the reduction would be less in the lower grades and larger in the higher, or whether it would be preferable, in lieu of any arithmetical ratio, to adopt the principal of two alternative scales of pay, one for Europeans and one for Natives (as introduced already in the Educational Department); and, if so, on what basis such alternative scales can be laid down?

6. Lastly, I am to inquire whether His Excellency in Council thinks it possible to introduce in the case of any other department the rule of the Finance and Opium Departments, under which a fixed number of appointments, or a fixed proportion of the vacancies, should be given annually to native candidates.

---

ORDER—dated 15th May 1886, No. 424, Financial.

Communicated to heads of departments, who will report, at an early date, what appointments should, in their opinion, be subject to reduction of pay when held by Natives of India, and whether the reduction should be a two-thirds rate or some other. In the latter case, the amount of pay to be assigned should be stated when it is not a fixed proportion.

2. Where the proposed revision would reduce the emoluments of present incumbents, or those promoted from a lower grade, the circumstances of each case should be specially reported on.

3. Opinions on the question as affecting those Europeans who, being domiciled in India, rank as statutory natives, are also invited.

4. The Government further desire to receive any suggestions which heads of departments may desire to offer on the questions raised in paragraphs 5 and 6 of the foregoing letter.

(True Extract.)

E. F. WEBSTER,
*Chief Secretary.*

To all Departments of the Secretariat.
,, the Accountant-General.

Exd. A. Raitt.



GOVERNMENT OF MADRAS.

FINANCIAL DEPARTMENT.

READ—the following paper:—

From S. JACOB, Esq., C.S., Secretary, Finance Committee, to the Chief Secretary to the Government of Madras, dated Simla, 1st May 1886, No. 40.

I am desired to state, for the information of His Excellency the Governor in Council, that the Secretary of State for India in a recent despatch has called on the Government of India to report what classes of offices there are into which the rule now applicable to native members of the Civil Service under the statutory rules should be introduced, viz., the rule that where an appointment is held by a Native of India, he should receive two-thirds of the salary assigned to the appointment when it is held by a European. This despatch has been referred by the Government of India for the consideration of the Finance Committee, and I am now desired to request that His Excellency in Council will favor the President and Members of that committee with his opinion on the subject.

2. The departments involved in this inquiry appear to be the following:—

| | |
|---|---|
| Public Works Department, | Customs, |
| Finance Department, | Survey, |
| Forest, | Mint, |
| Educational, | Police, |
| Opium, | Post, |
| Salt, | Telegraph, |
| Medical, | |

and there may possibly be others which are not included in this list. The question regarding which the committee desire to be favored with an opinion is, therefore, whether the two-thirds rule should be applied to such of these departments as are under the control of His Excellency in Council. If so, to what appointments in those departments?

3. There has been much correspondence regarding the appointment of Natives of India to these departments, as the result of which it has been decided that, while Europeans are not debarred, duly-qualified natives can be appointed to all of them; and, in the case of the Finance and Opium Departments, it has been further ruled that a fixed proportion of the appointments periodically made should be given to natives. But the question of the salary which they should receive when appointed has not obtained equal attention. In the Public Works Department, the Government of India has assented to, and the Secretary of State has sanctioned, the application of the two-thirds rule; but it has not as yet been actually carried into effect. In the Educational Department, in some cases, the two-thirds rule seems to have been applied to the higher grades, and at the same time a lower scale of pay has been laid down for the grades usually occupied by natives. In the Post Office Department, the two-thirds rule is believed to have been applied to the only native in high office. In other cases, however, it has hitherto been assumed that natives admitted to an appointment in these departments should receive the salary usually attached to the appointment without any abatement.

4. It is necessary, therefore, to consider the case of present as well as prospective holders of appointments. It will be necessary also to make careful inquiries in each department as to where the line should be drawn, since there must be many posts in

which the scale of pay is fixed too low to admit of any reduction, and the rule is only meant to be applied to the higher offices. The relation between the reduced pay of such offices and the scale of pay laid down for administrative offices which are usually filled by natives (such as the posts of Deputy Collector or Extra Assistant Commissioner, Subordinate Judge, &c.,) should also, no doubt, be considered. Some provision should perhaps be made that the two-thirds rule, or any rule causing an abatement in the scale of salary, should not take effect, if it would produce an actual decrease of pay in the case of promotion from a lower grade. And it is perhaps open to question whether the rule should in all cases be applied to those Europeans who, being domiciled in India, rank as statutory natives, or only to those who are natives by race and blood.

5. The committee would further desire to be favored with the opinion of His Excellency in Council as to whether a fixed ratio such as that of two-thirds is desirable, or a fluctuating ratio under which the reduction would be less in the lower grades and larger in the higher, or whether it would be preferable, in lieu of any arithmetical ratio, to adopt the principal of two alternative scales of pay, one for Europeans and one for Natives (as introduced already in the Educational Department); and, if so, on what basis such alternative scales can be laid down?

6. Lastly, I am to inquire whether His Excellency in Council thinks it possible to introduce in the case of any other department the rule of the Finance and Opium Departments, under which a fixed number of appointments, or a fixed proportion of the vacancies, should be given annually to native candidates.

---

ORDER—dated 15th May 1886, No. 424, Financial.

Communicated to heads of departments, who will report, at an early date, what appointments should, in their opinion, be subject to reduction of pay when held by Natives of India, and whether the reduction should be a two-thirds rate or some other. In the latter case, the amount of pay to be assigned should be stated when it is not a fixed proportion.

2. Where the proposed revision would reduce the emoluments of present incumbents, or those promoted from a lower grade, the circumstances of each case should be specially reported on.

3. Opinions on the question as affecting those Europeans who, being domiciled in India, rank as statutory natives, are also invited.

4. The Government further desire to receive any suggestions which heads of departments may desire to offer on the questions raised in paragraphs 5 and 6 of the foregoing letter.

(True Extract.)

E. F. WEBSTER,
*Chief Secretary.*

To all Departments of the Secretariat.
„ the Accountant-General.

Exd. A. Raitt.

Govt. of {1886} Madras.

FINANCIAL.

*Issued*

*Recd.* *Encl.*

G.O., 15th May 1886, No. 424.

MAY.

## Rates of Pay.

Communicating to all heads of departments, for report, a reference from the Finance Committee regarding the — to be adopted for appointments in certain departments, when they are held by Natives of India.

P. No 1388 W dy 1st June/86

Copies of the G. O. are forwarded to the C. E. for I and all Superintending Engineers, for favor of an immediate expression of opinion on the various points raised.

[Sig^d.] J. S^s W

Govt. of {1886} Madras.

FINANCIAL.

Issued

Recd. Encl.

**G.O., 15th May 1886, No. 424.**

No 1388 W dy 1st June 1886.
B/2 1386 W 7/5/86

**MAY.**

Supg. Engrs.
Ch. Engr. for Info.

**Rates of Pay.**

Communicating to all heads of departments, for report, a reference from the Finance Committee regarding the — to be adopted for appointments in certain departments, when they are held by Natives of India.

Withdrawn



GOVERNMENT OF MADRAS.

FINANCIAL DEPARTMENT.

READ—the following paper :—

From S. JACOB, Esq., C.S., Secretary, Finance Committee, to the Chief Secretary to the Government of Madras, dated Simla, 1st May 1886, No. 40.

I am desired to state, for the information of His Excellency the Governor in Council, that the Secretary of State for India in a recent despatch has called on the Government of India to report what classes of offices there are into which the rule now applicable to native members of the Civil Service under the statutory rules should be introduced, viz., the rule that where an appointment is held by a Native of India, he should receive two-thirds of the salary assigned to the appointment when it is held by a European. This despatch has been referred by the Government of India for the consideration of the Finance Committee, and I am now desired to request that His Excellency in Council will favor the President and Members of that committee with his opinion on the subject.

2. The departments involved in this inquiry appear to be the following :—

| | |
|---|---|
| Public Works Department, | Customs, |
| Finance Department, | Survey, |
| Forest, | Mint, |
| Educational, | Police, |
| Opium, | Post, |
| Salt, | Telegraph, |

Medical,

and there may possibly be others which are not included in this list. The question regarding which the committee desire to be favored with an opinion is, therefore, whether the two-thirds rule should be applied to such of these departments as are under the control of His Excellency in Council. If so, to what appointments in those departments ?

3. There has been much correspondence regarding the appointment of Natives of India to these departments, as the result of which it has been decided that, while Europeans are not debarred, duly-qualified natives can be appointed to all of them ; and, in the case of the Finance and Opium Departments, it has been further ruled that a fixed proportion of the appointments periodically made should be given to natives. But the question of the salary which they should receive when appointed has not obtained equal attention. In the Public Works Department, the Government of India has assented to, and the Secretary of State has sanctioned, the application of the two-thirds rule ; but it has not as yet been actually carried into effect. In the Educational Department, in some cases, the two-thirds rule seems to have been applied to the higher grades, and at the same time a lower scale of pay has been laid down for the grades usually occupied by natives. In the Post Office Department, the two-thirds rule is believed to have been applied to the only native in high office. In other cases, however, it has hitherto been assumed that natives admitted to an appointment in these departments should receive the salary usually attached to the appointment without any abatement.

4. It is necessary, therefore, to consider the case of present as well as prospective holders of appointments. It will be necessary also to make careful inquiries in each department as to where the line should be drawn, since there must be many posts in

which the scale of pay is fixed too low to admit of any reduction, and the rule is only meant to be applied to the higher offices. The relation between the reduced pay of such offices and the scale of pay laid down for administrative offices which are usually filled by natives (such as the posts of Deputy Collector or Extra Assistant Commissioner, Subordinate Judge, &c.,) should also, no doubt, be considered. Some provision should perhaps be made that the two-thirds rule, or any rule causing an abatement in the scale of salary, should not take effect, if it would produce an actual decrease of pay in the case of promotion from a lower grade. And it is perhaps open to question whether the rule should in all cases be applied to those Europeans who, being domiciled in India, rank as statutory natives, or only to those who are natives by race and blood.

5. The committee would further desire to be favored with the opinion of His Excellency in Council as to whether a fixed ratio such as that of two-thirds is desirable, or a fluctuating ratio under which the reduction would be less in the lower grades and larger in the higher, or whether it would be preferable, in lieu of any arithmetical ratio, to adopt the principal of two alternative scales of pay, one for Europeans and one for Natives (as introduced already in the Educational Department); and, if so, on what basis such alternative scales can be laid down?

6. Lastly, I am to inquire whether His Excellency in Council thinks it possible to introduce in the case of any other department the rule of the Finance and Opium Departments, under which a fixed number of appointments, or a fixed proportion of the vacancies, should be given annually to native candidates.

---

ORDER—dated 15th May 1886, No. 424, Financial.

Communicated to heads of departments, who will report, at an early date, what appointments should, in their opinion, be subject to reduction of pay when held by Natives of India, and whether the reduction should be a two-thirds rate or some other. In the latter case, the amount of pay to be assigned should be stated when it is not a fixed proportion.

2. Where the proposed revision would reduce the emoluments of present incumbents, or those promoted from a lower grade, the circumstances of each case should be specially reported on.

3. Opinions on the question as affecting those Europeans who, being domiciled in India, rank as statutory natives, are also invited.

4. The Government further desire to receive any suggestions which heads of departments may desire to offer on the questions raised in paragraphs 5 and 6 of the foregoing letter.

(True Extract.)

E. F. WEBSTER,
*Chief Secretary.*

To all Departments of the Secretariat.
,, the Accountant-General.

Exd. A. Raitt.

Order thereon No. 1388 W dy 1st June/86

Copies of the G.O. are forwarded to the Chief Engr: for Irrigation and all Suptg: Engineers for favor of an immediate expression of opinion on the various points raised.

/True Extract/
Sgd/ J. D. W

Govt. of {1886} Madras.

FINANCIAL.

Issued

Recd. Encl.

G.O., 15th May 1886, No. 424.

MAY.

**Rates of Pay.**

Communicating to all heads of departments, for report, a reference from the Finance Committee regarding the — to be adopted for appointments in certain departments, when they are held by Natives of India.

To
Suptg: Engrs:
Chief Engr: for Irrgn:

with orders



GOVERNMENT OF MADRAS.

FINANCIAL DEPARTMENT.

READ—the following paper:—

From S. JACOB, Esq., C.S., Secretary, Finance Committee, to the Chief Secretary to the Government of Madras, dated Simla, 1st May 1886, No. 40.

I am desired to state, for the information of His Excellency the Governor in Council, that the Secretary of State for India in a recent despatch has called on the Government of India to report what classes of offices there are into which the rule now applicable to native members of the Civil Service under the statutory rules should be introduced, viz., the rule that where an appointment is held by a Native of India, he should receive two-thirds of the salary assigned to the appointment when it is held by a European. This despatch has been referred by the Government of India for the consideration of the Finance Committee, and I am now desired to request that His Excellency in Council will favor the President and Members of that committee with his opinion on the subject.

2. The departments involved in this inquiry appear to be the following:—

| | |
|---|---|
| Public Works Department, | Customs, |
| Finance Department, | Survey, |
| Forest, | Mint, |
| Educational, | Police, |
| Opium, | Post, |
| Salt, | Telegraph, |

Medical,

and there may possibly be others which are not included in this list. The question regarding which the committee desire to be favored with an opinion is, therefore, whether the two-thirds rule should be applied to such of these departments as are under the control of His Excellency in Council. If so, to what appointments in those departments?

3. There has been much correspondence regarding the appointment of Natives of India to these departments, as the result of which it has been decided that, while Europeans are not debarred, duly-qualified natives can be appointed to all of them; and, in the case of the Finance and Opium Departments, it has been further ruled that a fixed proportion of the appointments periodically made should be given to natives. But the question of the salary which they should receive when appointed has not obtained equal attention. In the Public Works Department, the Government of India has assented to, and the Secretary of State has sanctioned, the application of the two-thirds rule; but it has not as yet been actually carried into effect. In the Educational Department, in some cases, the two-thirds rule seems to have been applied to the higher grades, and at the same time a lower scale of pay has been laid down for the grades usually occupied by natives. In the Post Office Department, the two-thirds rule is believed to have been applied to the only native in high office. In other cases, however, it has hitherto been assumed that natives admitted to an appointment in these departments should receive the salary usually attached to the appointment without any abatement.

4. It is necessary, therefore, to consider the case of present as well as prospective holders of appointments. It will be necessary also to make careful inquiries in each department as to where the line should be drawn, since there must be many posts in

which the scale of pay is fixed too low to admit of any reduction, and the rule is only meant to be applied to the higher offices. The relation between the reduced pay of such offices and the scale of pay laid down for administrative offices which are usually filled by natives (such as the posts of Deputy Collector or Extra Assistant Commissioner, Subordinate Judge, &c.,) should also, no doubt, be considered. Some provision should perhaps be made that the two-thirds rule, or any rule causing an abatement in the scale of salary, should not take effect, if it would produce an actual decrease of pay in the case of promotion from a lower grade. And it is perhaps open to question whether the rule should in all cases be applied to those Europeans who, being domiciled in India, rank as statutory natives, or only to those who are natives by race and blood.

5. The committee would further desire to be favored with the opinion of His Excellency in Council as to whether a fixed ratio such as that of two-thirds is desirable, or a fluctuating ratio under which the reduction would be less in the lower grades and larger in the higher, or whether it would be preferable, in lieu of any arithmetical ratio, to adopt the principal of two alternative scales of pay, one for Europeans and one for Natives (as introduced already in the Educational Department); and, if so, on what basis such alternative scales can be laid down?

6. Lastly, I am to inquire whether His Excellency in Council thinks it possible to introduce in the case of any other department the rule of the Finance and Opium Departments, under which a fixed number of appointments, or a fixed proportion of the vacancies, should be given annually to native candidates.

---

ORDER—dated 15th May 1886, No. 424, Financial.

Communicated to heads of departments, who will report, at an early date, what appointments should, in their opinion, be subject to reduction of pay when held by Natives of India, and whether the reduction should be a two-thirds rate or some other. In the latter case, the amount of pay to be assigned should be stated when it is not a fixed proportion.

2. Where the proposed revision would reduce the emoluments of present incumbents, or those promoted from a lower grade, the circumstances of each case should be specially reported on.

3. Opinions on the question as affecting those Europeans who, being domiciled in India, rank as statutory natives, are also invited.

4. The Government further desire to receive any suggestions which heads of departments may desire to offer on the questions raised in paragraphs 5 and 6 of the foregoing letter.

(True Extract.)

E. F. WEBSTER,
*Chief Secretary.*

To all Departments of the Secretariat.
,, the Accountant-General.

Exd. A. Raitt.

which the scale of pay is fixed too low to admit of any reduction, and the rule is only meant to be applied to the higher offices. The relation between the reduced pay of such offices and the scale of pay laid down for administrative offices which are usually filled by natives (such as the posts of Deputy Collector or Extra Assistant Commissioner, Subordinate Judge, &c.,) should also, no doubt, be considered. Some provision should perhaps be made that the two-thirds rule, or any rule causing an abatement in the scale of salary, should not take effect, if it would produce an actual decrease of pay in the case of promotion from a lower grade. And it is perhaps open to question whether the rule should in all cases be applied to those Europeans who, being domiciled in India, rank as statutory natives, or only to those who are natives by race and blood.

5. The committee would further desire to be favored with the opinion of His Excellency in Council as to whether a fixed ratio such as that of two-thirds is desirable, or a fluctuating ratio under which the reduction would be less in the lower grades and larger in the higher, or whether it would be preferable, in lieu of any arithmetical ratio, to adopt the principal of two alternative scales of pay, one for Europeans and one for Natives (as introduced already in the Educational Department); and, if so, on what basis such alternative scales can be laid down?

6. Lastly, I am to inquire whether His Excellency in Council thinks it possible to introduce in the case of any other department the rule of the Finance and Opium Departments, under which a fixed number of appointments, or a fixed proportion of the vacancies, should be given annually to native candidates.

---

Order—dated 15th May 1886, No. 424, Financial.

Communicated to heads of departments, who will report, at an early date, what appointments should, in their opinion, be subject to reduction of pay when held by Natives of India, and whether the reduction should be a two-thirds rate or some other. In the latter case, the amount of pay to be assigned should be stated when it is not a fixed proportion.

2. Where the proposed revision would reduce the emoluments of present incumbents, or those promoted from a lower grade, the circumstances of each case should be specially reported on.

3. Opinions on the question as affecting those Europeans who, being domiciled in India, rank as statutory natives, are also invited.

4. The Government further desire to receive any suggestions which heads of departments may desire to offer on the questions raised in paragraphs 5 and 6 of the foregoing letter.

(True Extract.)

for *Chief Secretary.*

To all Departments of the Secretariat.
„ the Accountant-General.

Exd. A. Raitt.

P.W.C.No. 4119

No. 1388 W. dated 1st June 1886

Copies of the G. O.
are forwarded to
the C. E. for I and
all Supg Engrs for
favor of an immediate
expression of
opinion on the
various points
raised

1.6.86

Supt g: Engrs. √
Chief Engr. for Irrgn:

Govt. of {1886} Madras.

FINANCIAL.

29 S.C

Issued

Recd. 31. 5. 86 Encl.

G.O., 15th May 1886, No. 424.

No. 1388 W. dated 1st June 1886

MAY.

## Rates of Pay.

Communicating to all heads of departments, for report, a reference from the Finance Committee regarding the — to be adopted for appointments in certain departments, when they are held by Natives of India.

Copy to Govt