

MADRAS RECORD OFFICE.

Government of Madras.

Public **DEPARTMENT.**

G.O. No.	<i>244</i>	Press <i>Mis.</i>
Dated	<i>25-2-1870</i>	

Not to be folded or roughly handled

*Proceedings of the Madras Government, Public Department,
25th February 1870.*

No. 127. Read the following letter from E. C. BAYLEY, Esq., Secretary to the Government of India, Home Department, (Public,) to the Chief Secretary to Government, Fort Saint George, dated Fort William, 19th January 1870, No. 329.

The Governor-General in Council has recently had under consideration the necessity of keeping the number of the Civil Services down to the lowest limits compatible with the supply of qualified officers for the posts which must be filled from that source.

2. I am now to forward extract* from a note on the subject by Mr.

A. M. Monteath, late Under Secretary to the Government of India, and to request that His Excellency the Governor in Council will be good enough to take the matter into consideration as far as it affects the Madras Civil Service, and will cause a report to be submitted to the Government of India showing (a) the number of appointments above the grade of ordinary Assistant Magistrate and Collector which should be held by Covenanted Civilians in the Madras Establishment; (b) the true average rate of vacancies caused by death and retirements or resignations among the members holding such posts; (c) the true average number of absentees; and (d) the number of Assistants which should be maintained on the supposition that Assistants of an average experience of eight years should be available to fill the substantive vacancies in the list of higher posts. The actual state of the case as to the number of Assistants, and the average period of obtaining promotion to a higher grade, should also be stated.

—

Extract paragraphs 30 to 38 from a Note, dated 16th May 1866, by Mr. A. M. MONTEATH, late Under Secretary to the Government of India.

Paragraph 30. At Mr. Grey's request I have made out a revised list of substantive offices for which Civil Servants are required—those in the Punjab, Oudh, and the Central Provinces being calculated at half the total number of such offices. The list will be found appended; the abstract results being shown in Statement I., and details in Statement II. It will be seen that there are 358 substantive offices for which Civil Servants are required. The substantive offices do not include the Assistantships on Rupees 400 to Rupees 500 per mensem; these being regarded as subordinate offices filled only (in accordance with Mr. Grey's view) by Civil Servants, in view to their being trained for the higher substantive offices.

31. My next calculation (see Statement III.) has reference to the number of Assistants required to be in training, so as to admit of vacancies in the above list being filled up by men, who, on the average, have been under training in subordinate positions for eight years; the idea being that a man who has been at work for eight years (and those who come out in future will be qualified for commencing work immediately on arrival, having already passed in the languages ought to be qualified for, and ordinarily to obtain, a substantive appointment of Joint Magistrate in the older provinces, or in the other provinces, an Assistant Commissionership of the grade above that of a subordinate Assistant on Rupees 500. This assumption will probably be regarded as providing for a very moderate and reasonable amount of promotion.

32. To find out the number of Assistants required as above to be in training, I calculated on a table prepared by the Civil Fund Actuary, the yearly decrement (by death and resignation to be expected among those actually holding the substantive offices in question, adding a proportionate figure for those offices in the Punjab, Oudh, and the Central Provinces, which, though now held by Civilians, ought, on the calculation of one-half the establishments being composed of

Civilians, to be so held; having found the yearly number of vacancies to be provided for in the substantive list to be about 17, I calculated on the same table the number of Civil Servants required to enter annually, so as to produce the above number at the end of eight years (allowing for intermediate deaths and withdrawals). The result is a yearly requirement of twenty young Civilians, which will give a total establishment of 143 in subordinate positions qualifying for substantive employment.

33. The total establishment of the Bengal Civil Service will, under the above calculation, stand as follows, (see Statement III.) :—

Holding substantive offices	358
Furlough absentees	49*
Junior Civilians... ..	143
Total...	550

The probable distribution of the 143 Junior Civilians will be as follows :—

Acting in substantive offices for those who are absent on leave, or themselves absent... ..	44†
Available for work as Assistants, (there being under the new arrangement none studying the language) ...	99‡
Total...	143

34. I believe that the above calculation represents, as correctly as can be estimated, the present scale of requirements of the Bengal Civil Service; and if these results be accepted as substantially correct it would seem that steps should be taken for providing against the excess towards which, as appears from the figures given in a preceding paragraph, the establishment is progressing.

35. The number of Assistants (not holding substantive offices) in February last was 211, as follows :—

Years' Service.

0—1	22
1—2	21
2—3	53
3—4	37
4—5	56
5 and upwards	22
Total...	211

* At 8·94 per cent. on the total number (550) that being the percentage deducted from the experience of the last twelve years in respect of furlough absentees.

† At eight per cent. on the total number (550), that being the percentage deducted from the experience of the last twelve years in respect of absences on medical certificate, and six months' private affairs leave.

‡ The proportion in which these Assistants ought to be divided will be nearly as follows, viz. :—

No. of Assistants.		Available for actual work as Assistants.	
Bengal	61	40	
N. W. Provinces	44	31	
Punjab... ..	20	16	
Oudh... ..	9	6	
Central Provinces... ..	9	6	
	143	99	

It is easy to see from the above list that, although the excess supply in recent years has not yet begun to tell injuriously upon promotion, the time is coming when it will do so. Those entered in the above list as from one to two years' service will not, at the calculated rate of promotion, get substantive appointments for nine years, or more hence. They will, in fact, have to pass about eleven years in the service before they can expect to get such promotion. Matters will be still worse in respect of the prospects of those who will come out to the number of thirty (as indented for) in 1867-68, and a like number in 1868-69.

36. It would, therefore, appear advisable to keep future indents somewhat below the normal number (20), stated above to be required annually, so as gradually to work off the excess number.

37. If thereafter (and so long as the number of substantive offices to be filled by Civilians remains at about the figure above indicated, viz., 358) the Establishment of Junior Civilians be maintained by yearly additions at the calculated number of 143, I believe that it will be found amply sufficient for the object in view, viz., to provide a yearly supply of men trained by some eight years' work to fill the higher substantive offices as they become vacant.

38. If a larger supply of officers in the subordinate grades is deemed necessary for the performance of the subordinate work of the districts, then apparently it should be made good by increasing the Uncovenanted Agency so employed, rather than by increasing the Covenanted Agency.

(Signed) A. M. MONTEATH,
Under Secy. to the Govt. of India.

16th May 1866.

I.

Substantive Offices for which Officers of the Covenanted Civil Service are required.
(FOR DETAIL, SEE STATEMENT II.)

	India.	Bengal.	North-Western Provinces.	Punjab.	Oudh.	Central Provinces.
Special offices...	22	15	8	2	3	3
Chief Judicial offices	...	6	4	2	1	1
Chief Revenue offices..	...	4	3	2	1	...
Civil and Sessions Judgeships...	...	90	18	...	...	2
Small Cause Court Judgeships*	...	2	...	4	...	4
Divisional Commissionerships...	...	8	5	12	4	18
District Officers...	...	39	29	32	12	...
Subordinate District Officers above the grade of Assistants	...	...	30	31	15	6
Survey and Settlement offices*	...	4	8	5	6	8
				90	42	42
				Halved as below ;		
	22	144	105	45	21	21
Total ...	...	...	...	...	...	358

* These offices have been estimated, in respect of Bengal and the North-Western Provinces, at the actual number held by Civil Servants on 1st February 1866; and in respect of the other provinces at the actual number held by Civil Servants and Military Officers.

*Proceedings of the Madras Government, Public Department,
25th February 1870.*

II.
DETAILS OF STATEMENT, No. I.
India.

Members of Council...	1	Being the appointments under the Government of India actually held by Civil Servants of the Bengal Establishment on 1st February 1866. (Judges and Registrar of Calcutta High Court have been entered under Bengal.)
Secretaries...	3	
Under Secretaries...	2	
Account Department...	8	
Post Office...	2	
Political...	2	
Mysore Commission...	2	
Private Secretary to Governor-General...	1	
Sanitary Commissioner...	1	
Total...	22	

Bengal.

Special offices...	1	Being the actual number held by Civil Servants on the 1st February 1866.
Lieutenant-Governor...	3	
Secretaries...	2	
Opium Agents...	2	
Customs...	1	
Education...	1	
Police...	1	
Stamps...	1	
Registration...	1	
Legal Remembrancer...	1	
Agent, Governor-General (Moorshedabad)...	1	
Chief Judicial offices...	9	Actual number at present is 10.
Judges of High Court...	8	
Registrar...	1	
Chief Revenue offices...	4	
Members of Board...	2	
Secretaries...	2	
Civil and Sessions Judges...	30	
Small Cause Court Judges*	2	
Commissioners of Divisions...	8	
District Officers...	59	
Subordinate Officers above the rank of Assistant...	33	
Survey Officers*	4	
Total...	144	

North-Western Provinces.

Special offices...	1	Being the actual number held by Civil Servants on 1st February 1866.
Lieutenant-Governor...	3	
Secretaries...	1	
Customs...	1	
Police...	1	
Registration and Excise...	2	
Chief Judicial offices...	4	Actual present number is four Judges and one Registrar.
Judges...	3	
Registrar...	1	
Chief Revenue offices...	3	
Members of Board...	2	
Secretary...	1	
Civil and Sessions Judges...	18	
Commissioners of Divisions...	6	
District Officers...	29	
Subordinate Officers above the rank of Assistant...	29	
Joint Magistrates and Depy. Collectors...	29	
Deputy Superintendent...	1	
Settlement Officers*	8	
Total...	105	

* See note at foot of Statement I.

*Proceedings of the Madras Government, Public Department,
25th February 1870.*

Punjab.

Special offices...	1	2
Lieutenant-Governor...	1	
Secretary...	1	
Chief Judicial offices...	1	2
Judicial Commissioner...	1	
Personal Assistant...	1	
Chief Revenue offices...	1	2
Financial Commissioner...	1	
Personal Assistant...	1	
Small Cause Court Judges*	4	
Commissioners of Divisions...	10	12
Personal Assistants to ditto...	2	
District Officers...	32	
Subordinate Officers above the grade of Assistant...	31	
Asst. Commrs., 1st and 2nd Classes...	5	
Settlement Officers*	5	
Total...	90	

Oudh.

Special offices...	1	3
Chief Commissioner...	2	
Secretaries...	1	
Chief Judicial office (Judicial Commissioner)...	1	
Chief Revenue office (Financial Commissioner)...	1	
Commissioners of Divisions...	4	
District Officers...	12	
Subordinate Officers above the rank of Assistant...	15	
Asst. Commrs., 1st and 2nd Classes...	6	
Settlement Officers*	6	
Total...	42	

Central Provinces.

Special offices...	1	3
Chief Commissioner...	2	
Secretaries...	1	
Chief Judicial office (Judicial Commissioner)...	1	
Small Cause Court Judges*	2	
Commissioners of Divisions...	4	
District Officers...	18	
Subordinate Officers above the rank of Assistant...	6	
Assistant Commissioners, 1st Class...	8	
Settlement Officers*	8	
Total...	42	

The 2nd Class Assistant Commissioners have not been included. The salary of the 2nd Class is Rupees 500, and they cannot, therefore, be regarded as above the rank of Assistants.

III.

Calculation of the total number of Covenanted Civil Servants required for the supply of the substantive offices shown in Statement No. I.

Substantive offices, (as per Statement I.)	358
Furlough absentees	49†
Junior Civilians	143‡
Total	550

* See note at foot of Statement I.

† At 8-94 per cent. on the total number (550), that being the percentage of furlough absentees on the total number of Civil Servants deduced from the statistics of the last twelve years.

‡ The number of Junior Civilians has been calculated by finding the number of vacancies which will occur annually among the officers holding substantive offices, and then finding the total number of Junior Civilians required to supply the above number of annual vacancies on the supposition of the period of preparation for such employment being eight years.

In the above calculation the rates of mortality, withdrawal, and retirement have been taken from a table prepared by an Actuary (Mr. S. Brown) from the actual results of thirteen years (1850-1863).

*Proceedings of the Madras Government, Public Department,
25th February 1870.*

Probable distribution of Junior Civilians.

Acting in substantive offices for those who are absent on leave, or themselves absent	44*
Available for work as Assistants	99
Total ...	143

To supply the annual decrement (by promotion to substantive office, death, and resignation) in the above number of Junior Civilians, an annual supply of twenty men is necessary.

* Being eight per cent. on the total number (550) of Civil Servants, that being the percentage obtained from the statistics of the last twelve years in respect of absences on medical certificate, or six months' private affairs leave; of this, 6½ per cent. is for absences on medical certificate, and 1½ per cent. for absences on six months' private affairs leave.

No. 128. ORDER THEREON, 25th February 1870, No. 244.

The Right Honourable the Governor in Council resolves to request Mr. F. Lushington, Accountant-General, and Mr. J. Grose, Secretary to the Madras Civil Fund, to favour Government by drawing up a joint report of the character indicated in Mr. Bayley's letter, for submission to the Government of India.

(True Extract.)

J. I. MINCHIN,
Acting Chief Secretary.

To the Accountant-General.
,, Secretary to the Madras Civil Fund

No. 127

FROM

E. C. BAYLEY, Esq.,

Secretary to the Govt. of India,

TO

THE SECRETARY TO THE GOVT. OF MADRAS.

Home Dept.

Public.

FORT WILLIAM, the 10th January 1870.

SIR,

THE Governor General in Council has recently had under consideration the necessity of keeping the number of the Civil Services down to the lowest limits compatible with the supply of qualified officers for the posts which must be filled from that source.

2. I am now to forward extract* from a note on the subject by

Paragraphs 30-38 with Tables.

Mr. A. M. Monteath, late Under Secretary to the Government of India, and to request that His Excellency the Governor in Council will be good enough to take the matter into consideration as far as it affects the Madras Civil Service, and will cause a report to be submitted to the Government of India showing (a) the number of appointments above the grade of ordinary Assistant Magistrate and Collector which should be held by Covenanted Civilians in the Madras Establishment; (b) the true average rate of vacancies caused by death and retirements or resignations among the members holding such posts; (c) the true average number of absentees; and (d) the number of Assistants which should be maintained on the supposition that Assistants of an average experience of eight years should be available to fill the substantive vacancies in the list of higher posts. The actual state of the case as to the number of Assistants, and the average period of obtaining promotion to a higher grade, should also be stated.

I have the honor to be,

SIR,

Your most obedient Servant,



Secy. to the Govt. of India.

Govt. of Madras.

PUBLIC.

To

THE ACCOUNTANT-GENERAL.

&c., &c., &c.

Dated February, 25th.

Recd.

Encl.

G. O., 25th February 1870, No. 214.

FEBRUARY.
Nos. 127-128.

Requesting Mr. F. Lushington and Mr. J. Grose to favour Government by drawing up a joint report of the character indicated in the letter from the Government of India, regarding the Civil Service, for submission to that Government.

[illegible]

Extract paragraphs 30 to 38 from a Note dated 16th May 1866 by Mr. A. M. MONTEATH, late Under Secretary to the Government of India.

PARA. 30. AT Mr. Grey's request, I have made out a revised list of substantive offices for which Civil Servants are required,—those in the Punjab, Oudh and the Central Provinces being calculated at half the total number of such offices. The list will be found appended; the abstract results being shown in Statement I., and details in Statement II. It will be seen that there are 358 substantive offices for which Civil Servants are required. The substantive offices do not include the Assistantships on Rupees 400 to Rupees 500 per mensem—these being regarded as subordinate offices filled only (in accordance with Mr. Grey's view) by Civil Servants, in view to their being trained for the higher substantive offices.

31. My next calculation (see Statement III.) has reference to the number of Assistants required to be in training, so as to admit of vacancies in the above list being filled up by men, who, on the average, have been under training in subordinate positions for eight years—the idea being that a man who has been at work for eight years (and those who come out in future will be qualified for commencing work immediately on arrival, having already passed in the languages) ought to be qualified for, and ordinarily to obtain, a substantive appointment of Joint Magistrate in the older provinces, or in the other provinces, an Assistant Commissionership of the grade above that of a subordinate Assistant on Rupees 500. This assumption will probably be regarded as providing for a very moderate and reasonable amount of promotion.

32. To find out the number of Assistants required as above to be in training, I calculated, on a Table prepared by the Civil Fund Actuary, the yearly decrement (by death and resignation) to be expected among those actually holding the substantive offices in question, adding a proportionate figure for those offices in the Punjab, Oudh and the Central Provinces which, though not now held by Civilians, ought, on the calculation of one-half the Establishments being composed of Civilians, to be so held; having found the yearly number of vacancies to be provided for in the substantive list to be about 17, I calculated on the same Table the number of Civil Servants required to enter annually, so as to produce the above number at the end of eight years (allowing for intermediate deaths and withdrawals). The result is a yearly requirement of 20 young Civilians, which will give a total Establishment of 143 in subordinate positions qualifying for substantive employment.

* At 8.94 per cent. on the total number (550), that being the percentage deducted from the experience of the last 12 years in respect of furlough absentees.

Holding substantive offices	358
Furlough absentees, ...	49*
Junior Civilians	143
Total ...	550

The probable distribution of the 143 Junior Civilians will be as follows :—

* At 8 per cent. on the total number (440), that being the percentage deducted from the experience of the last 12 years in respect of absences on medical certificate and six months' private affairs leave.

† The proportion in which these Assistants ought to be divided will be nearly as follows, viz. :—

No. of Assistants.	Available for actual work as Assistants.	Available for work as Assist- ants (there being under the new arrangement none studying the language)
Bengal	61 ... 40	
N. W. Provinces	44 ... 31	
Punjab	20 ... 16	
Oudh	9 ... 6	
Central Provinces	9 ... 6	
	143 ... 99	
		Total ... 148

34. I believe that the above calculation represents, as correctly as can be estimated, the present scale of requirements of the Bengal Civil Service; and if these results be accepted as substantially correct, it would seem that steps should be taken for providing against the excess towards which, as appears from the figures given in a preceding paragraph, the Establishment is progressing.

35. The number of Assistants (not holding substantive offices) in February last was 211 as follows:—

Years' Service.

0—1	...	...	...	...	22
1—2	...	...	...	...	21
2—3	...	...	...	...	53
3—4	...	...	...	...	37
4—5	...	...	...	...	56
5 and upwards	...	...	...	...	22
Total					211

It is easy to see from the above list that, although the excess supply in recent years has not yet begun to tell injuriously upon promotion, the time is coming when it will do so. Those entered in the above list as from one to two years' service will not, at the calculated rate of promotion, get substantive appointments for nine years or more hence. They will, in fact, have to pass about 11 years in the Service before they can expect to get such promotion. Matters will be still worse in respect of the prospects of those who will come out to the number of 30 (as indented for) in 1867-68, and a like number in 1868-69.

36. It would, therefore, appear advisable to keep future Indents somewhat below the normal number (20), stated above to be required annually, so as gradually to work off the excess number.

37. If thereafter (and so long as the number of substantive offices to be filled by Civilians remains at about the figure above indicated, viz., 358) the Establishment of Junior Civilians be maintained by yearly additions at the calculated number of 143, I believe that it will be found amply sufficient for the object in view, viz., to provide a yearly supply of men trained by some eight years' work to fill the higher substantive offices as they become vacant.

38. If a larger supply of officers in the subordinate grades is deemed necessary for the performance of the subordinate work of the districts, then apparently it should be made good by increasing the Uncovenanted Agency so employed, rather than by increasing the Covenanted Agency.

A. M. MONTEATH,
Under Secy. to the Govt. of India.

The 16th May 1866.

I.

Substantive offices for which Officers of the Covenanted Civil Service are required.
(For detail see Statement II.)

	India.	Bengal.	North-Western Provinces.	Punjab.	Oudh.	Central Provinces.
Special offices	22	15	8	2	3	3
Chief Judicial offices	...	9	4	2	1	1
Chief Revenue offices	...	4	3	2	1	...
Civil and Sessions Judgeships	...	30	18	...	...	...
Small Cause Court Judgeships*	...	2	...	4	...	2
Divisional Commissionerships	...	8	5	12	4	4
District Officers	...	39	29	32	12	18
Subordinate District Officers above the grade of Assistants	...	33	30	31	15	6
Survey and Settlement offices*	...	4	8	5	6	6
				90	42	42
				Halved as below:		
	22	144	105	45	21	21
Total	...	...	...	...	...	358

II.

DETAILS OF STATEMENT NO. I.

India.

Members of Council	...	1	Being the appointments under the Government of India, actually held by Civil Servants of the Bengal Establishment on 1st February 1866. (Judges and Registrar of Calcutta High Court have been entered under Bengal.)
Secretaries	...	3	
Under Secretaries	...	2	
Account Department	...	8	
Post Office	...	2	
Political	...	2	
Mysore Commission	...	2	
Private Secretary to Governor General	...	1	
Sanitary Commissioner	...	1	
Total	...	22	

* These offices have been estimated, in respect of Bengal and the North-Western Provinces, at the actual number held by Civil Servants on 1st February 1866; and in respect of the other provinces at the actual number held by Civil Servants and Military Officers.

Bengal.

Special offices	Lieutenant-Governor	..	1	Being the actual number held by Civil Servants on the 1st February 1866.
	Secretaries	..	3	
	Opium Agents	..	2	
	Customs	..	2	
	Education	..	2	
	Police	..	1	
	Stamps	..	1	
	Registration	..	1	
	Legal Remembrancer	..	1	
	Agent, Governor Genl. (Moorshedabad)	..	1	
				15
Chief Judicial offices	Judges of High Court	..	8	Actual number at present is 10.
	Registrar	..	1	
Chief Revenue offices	Members of Board	..	2	4
	Secretaries	..	2	
Civil and Sessions Judges	..	..	30	
Small Cause Court Judges*	..	..	2	
Commissioners of Divisions	..	..	8	
District Officers	Magistrates and Collectors	..	36	39
	Deputy Commissioners	..	3	
Subordinate Officers above the rank of Assistant	Joint Magistrates and Deputy Collectors	..	33	
	..	..	..	
Survey Officers*	..	..	4	
Total				144

North-Western Provinces.

Special offices	Lieutenant-Governor	..	1	Being the actual number held by Civil Servants on 1st February 1836.
	Secretaries	..	3	
	Customs	..	1	
	Police	..	1	
	Registration and Excise	..	2	
				8
Chief Judicial offices	Judges	..	3	Actual present number is 4 Judges and 1 Registrar.
	Registrar	..	1	
Chief Revenue offices	Members of Board	..	2	3
	Secretary	..	1	
Civil and Sessions Judges	..	..	18	
Commissioners of Divisions	..	..	5	
District Officers	Magistrates and Collectors	..	27	29
	Superintendents	..	2	
Subordinate Officers above the rank of Assistant	Joint Magistrates and Deputy Collectors	..	29	30
	Deputy Superintendent	..	1	
Settlement Officers*	..	..	8	
Total				105

Punjab.

Special offices	Lieutenant-Governor	..	1	2
	Secretary	..	1	
Chief Judicial offices	Judicial Commissioner	..	1	2
	Personal Assistant	..	1	
Chief Revenue offices	Financial Commissioner	..	1	2
	Personal Assistant	..	1	
Small Cause Court Judges*	..	..	4	
Commissioners of Divisions	..	..	10	12
Personal Assistants to ditto	..	..	2	
District Officers	..	..	32	
Subordinate Officers above the grade of Assistant	Asst. Commrs., 1st and 2nd Classes	..	31	
	..	..	..	
Settlement Officers*	..	..	5	
Total				90

* See note at foot of Statement I.

Oude.

Special offices	Chief Commissioner	..	1	3
	Secretaries	..	2	
Chief Judicial office (Judicial Commissioner)	..	..	1	
Chief Revenue office (Financial Commissioner)	..	..	1	
Commissioners of Divisions	..	..	4	
District Officers	..	..	12	
Subordinate Officers above the rank of Assistant	Asst. Commrs., 1st and 2nd Classes	..	15	
	..	..	..	
Settlement Officers*	..	..	6	
Total				42

Central Provinces.

Special offices	Chief Commissioner	..	1	3
	Secretaries	..	2	
Chief Judicial office (Judicial Commissioner)	..	..	1	
Small Cause Court Judges*	..	..	2	
Commissioners of Divisions	..	..	4	
District Officers	..	..	18	
Subordinate Officers above the rank of Assistant	Asst. Commrs., 1st Class	..	6	
	..	..	..	
Settlement Officers*	..	..	8	
Total				42

The 2nd Class Assistant Commissioners have not been included. The salary of the 2nd Class is Rs. 500, and they cannot, therefore, be regarded as above the rank of Assistants.

III.

Calculation of the total number of Covenanted Civil Servants required for the supply of the substantive offices shown in Statement No. I.

Substantive offices (as per Statement I.)	..	358
Furlough absentees	..	49†
Junior Civilians	..	143‡
Total		550

Probable distribution of Junior Civilians.

Acting in substantive offices for those who are absent on leave or themselves absent.	..	44§
Available for work as Assistants	..	99¶
Total		143

To supply the annual decrease (by promotion to substantive office, death, and resignation) in the above number of Junior Civilians, an annual supply of 36 men is necessary.

* See note at foot of Statement I.

† At 9.4 per cent. on the total number (550), that being the percentage of furlough absentees on the total number of Civil Servants deduced from the statistics of the last 12 years.

‡ The number of Junior Civilians has been calculated by finding the number of vacancies which will occur annually in the substantive offices, and then finding the total number of Junior Civilians required to supply the number of annual vacancies on the supposition of the period of preparation for such employment being eight years.

§ In the above calculation the rates of mortality, withdrawal and retirement have been taken from a Table prepared by an Actuary (Mr. S. Brown) from the actual results of 13 years (1850-1863).

¶ Being 8 per cent. on the total number (550) of Civil Servants, that being the percentage obtained from the statistics of the last 12 years in respect of absences on medical certificate, or six months' private affairs leave; of this, 6½ per cent. is for absences on medical certificate, and 1½ per cent. for absences on six months' private affairs leave.

Public Department

PROCEEDINGS of the MADRAS GOVERNMENT.

Read the following

Letter from the Secretary to the
Government of India in the Home } N^o 329 dated 19th Jan 1900
Department.

Order thereon, N^o 2644 on 25th Feb/70.

The Right Hon^{ble} the Governor
in Council resolves to request
Mr. F. Luckington, Accountant
General and Mr. J. Goose, Secre-
tary to the Madras Civil Fund
to favour Government by drawing
up a joint report of the
character indicated in Mr.
Bayley's letter, for submission
to the Gov^t of India.

H.C.

To the Accountant General
" Secy, Madras Civil Fund } dated 28/2

in Public to 1234/1900

