~~17/11/83/R1~~

Publi s (Comf

30.7.91

Lr No:- 580

Public
5.6.1888.

8/8/91

Letter

Dated

34/

செப்பனிடுபவர் பெயர்
[illegible]
செப்பனிடுவதற்காக எடுத்துக் கொள்ளப்பட்ட நாள்.
ஜூலை 1991
செப்பனிட்டு முடித்த நாள்
ஜூலை 1991
சரிபார்க்கும் மு.பா.எ. கையொப்பம்.
ஆராய்ச்சி உதவியாளர் கையொப்பம்.

5th June 1888, No. 580, Public.

PUBLIC DEPARTMENT.

Letter—from

The CHIEF SECRETARY to the GOVERNMENT of FORT ST. GEORGE,

To

The SECRETARY to the GOVERNMENT of INDIA,
Home Department (Public.)

Sir,

I am directed to acknowledge receipt of your letter, dated 16th March 1888, No. $\frac{21}{621}$, forwarding for the remarks of this Government the final report submitted to the Government of India by the Public Service Commission, and to state that it would have been replied to sooner but for the fact that the box containing copies of the report was over carried to Bombay, and up to the 14th March only one copy had reached this Government.

2. As His Excellency the Governor-General in Council does not consider it to be necessary or desirable that the opinion of the Government of Madras should be now given on the various important matters of principle with which the Commission has had to deal, the Governor in Council feels himself precluded from offering any remarks upon such subjects, though they affect very materially the matters upon which his opinion has been called for by the Government of India.

3. Under these circumstances the Madras Government consider that the most satisfactory way of meeting the request conveyed in para. 2 of your letter will be to remark *seriatim* on the portions of the report therein mentioned as points upon which their opinion will be considered particularly helpful by the Government of India.

4. *Chapter X, paragraph 25.*—Deputy Collectors are indicated as the lowest grade of Revenue Officers to be included in the new "Provincial Service," and it is proposed that "as regards the Judicial Department the line should be determined, separately, by each local Government for each Province, subject to the sanction of the Government of India." The Madras Government would draw the line so as to include all District Munsiffs, as well as Presidency Magistrates and Small Cause Judges. The Government however do not see how these two branches (Revenue and Judicial) can be bound together in a single service, or how the members of them can possibly be graded together.

5. *Paragraph 28.*—The next question for consideration is whether competition, limited or open, can be introduced as a means of recruiting the "Provincial Service" so far as vacancies therein are not supplied by promotion from the subordinate executive service. To this question His Excellency in Council would reply in the negative. So far as the Judicial Service is concerned, the present system, under which District Munsiffs are selected by the High Court from men who have given proofs of qualification and capacity either as pleaders or as responsible officers of Civil Courts (*e.g.*, District Court Sheristadars), works very satisfactorily and

need not be departed from; and as regards the Revenue Department, the Government are opposed to putting untried men under 25 years of age into Deputy Collector's posts even on probation. Competition only affords a guarantee that a successful candidate is possessed of a certain amount of ability and application, and such a prize as a Deputy Collectorship must always be to the ordinary native official should, in the opinion of His Excellency in Council, only be awarded upon careful selection based on some considerable experience of the candidate's work and proved integrity. Moreovor the claims of the present subordinate executive service are so strong, and the importance of avoiding disappointment of their legitimate expectations so great, that in any case the bulk of the vacancies must for a long time to come be filled by promotion and the places left open for competition would be exceedingly few.

6. The Madras Government have no objection to competition in itself; but they would introduce it lower down. They would throw open to limited competition at least a portion of the appointments in the subordinate service carrying salaries of Rs. 50 and upwards, and as time went on the proportion of places thus filled might be gradually increased, a sufficient term of really effective probation being imposed on the successful candidate in each case. Educated young men would thus begin their service as superior clerks, Deputy Tahsildars, or Taluk Sheristadars, and as those appointments serve as stepping-stones to Tahsildaries the result would be a speedy improvement in the efficiency and tone of the Tahsildar class, a reform on which the Commission lays so much stress in paragraph 82 of its report. From the Tahsildar grade so strengthened, and from other quarters when proved men can be found, the Government should be left to recruit its Deputy Collectors by selection.

7. *Paragraphs 30, 38, 44 and 48.*—If it be decided that the "Provincial Service" shall be directly recruited by competition, the conditions proposed in paragraph 30 seem unobjectionable. Nor have the Madras Government any objection to the Commission's proposals regarding the admission of natives of other provinces (para. 38), the absorption on the "Provincial Service" of the present Statutory Civilians (para. 44); and, if competition is introduced, the establishment of a Board of Examiners on which the non-official community, Native and European, should be represented.

8. *Paragraphs 58, 59 and 61*, which deal with the Educational Department, also command the assent of His Excelleny the Governor in Council. As to the abolition of the graded list, the officers now in the service and included in it cannot be got rid of until they become eligible for pension; but the list can be abolished if—(1) the inspectors are placed on a separate list as proposed by the Director in the papers forwarded with my letter No. 543, dated 29th September 1887, a scheme which the Government will accept and which seems to accord with the views experienced by the Public Service Commission; (2) if definite salaries, with suitable increments, are attached to the principalships of the three more important colleges; and (3) if the remaining officers, who will fill professorships, are allowed incremental salaries rising to Rs. 1,000. It is believed that a scheme of this sort can be devised which will give satisfaction to the bulk of the officers concerned, and which will cost less than the graded list now does.

9. *Paragraphs 75 and 76.*—The Madras Government accept the Commission's proposal that no person should be appointed to the office of Superintendent of a Central Jail "who has not served three years in the Jail Department, or in the "superior grades of the Police Department, or in both combined." At present all the District Jails but four in this Presidency are in charge of the Civil Surgeons, and of these four, two, in the hill tracts of Ganjam and Vizagapatam, are attached to sub-divisional executive appointments. The Superintendents of the remaining two (Tanjore and Palamcottah) are officers of the Jail Department, and it is thought that these two prisons will furnish sufficient training ground for such appointments to Central Jails as will be made from the Department itself. Should

they, however, be found insufficient for this purpose, His Excellency in Council will be prepared to make over two more District Jails to special executive officers on a salary of about Rs. 350 a month. With regard to the employment of natives, I am to point out that a beginning has lately been made in this direction by the appointment of a Mussalman to the charge of the Palamcottah District Jail. But considering the very large powers and responsibilities vested in the Superintendent of a Central Jail, and the great difficulty there is in detecting even gross irregularities, which are generally to the advantage of the whole establishment, it is thought that this is a position which, for the present at any rate, must be kept mainly in European hands.

10. *Paragraphs 86 to 90—Police.*—With reference to paragraph 86, I am to state that His Excellency in Council has tried in vain to find any native now in the force fit for the appointment even of Assistant Superintendent of Police. Paragraph 87 (*c*) will, however, be kept in view, and will provide for the promotion of such men should they be subsequently found. With reference to paragraph 87 (*b*), the Madras Government doubt whether they are likely to get natives better qualified for the higher appointments by any system of mere examination. An Inspectorship is sufficient inducement for eligible men, if such exist, to join the force. With reference to paragraph 87 (*a*), I am to say that His Excellency in Council would be glad to see the force recruited in England from specially active and promising young men who have failed to obtain a place at the Indian Civil Service competition or to secure admission to Sandhurst, but have yet done fairly well in the examinations. In these cases the special examinations in England proposed by the Commission would not be required. The candidates selected should serve as probationers for a year or two, and if they do well they should then be made Assistant Superintendents.

As to paragraph 89, it seems to this Government a wholly wrong principle that the majority of Inspectors should be promoted from the ranks. The Commission has itself condemned this system of recruiting Tahsildars, and the remarks made in paragraph 82 of the report would apply with even greater force to the advancement of officers from the lower grades of the police. Further, an Assistant Superintendent must be trained, and the only possible training he can get is by being entrusted with some or all of the duties of an Inspector. This Government, however, assents to the principle that appointments to the higher grades of the force should generally be made direct and not by promotion from the upper subordinate rank of Inspector.

With reference to paragraph 90, I am to observe that the question of improving the position and emoluments of the Station House Officers has already engaged the attention of this Government, and in this connection, I am to refer you to my letter of the 7th March 1888, No. 576, Judicial, a copy of which is herewith sent.

11. Lastly, I am to state that, although paragraphs 105 and 106 have not been specially referred for the consideration of this Government, His Excellency in Council thinks it will not be inappropriate to express his concurrence with the suggestions therein made.

I have the honor to be,
Sir,
Your most obedient Servant,
H. E. STOKES,
Chief Secretary.

Ootacamund,
5th June 1888.

Regr. No.

PUBL. 1888 DEPT.

[ ]

From the Government of
Fort St. George.

Issued

Recd. *Encl.*

Letter, 5th June 1888, No. 580.

JUNE.

Public Service Commission.

Forwarding the remarks of this Government on the final report submitted to the Government of India by the—

3

No. 2/621

FROM

W. M. YOUNG, Esq.,

Offg. Secretary to the Government of Indi

TO

The Chief Secretary to the Gove

of

GOVERNMENT OF MADRAS
22 MAR 88
Home Department
Public
REVENUE DEPARTMENT

Calcutta, the 16th March 188

SIR,

WITH reference to Home Department Resol No. $\frac{34}{1673-98}$, dated the 4th October 1886, I am directed to forw copy of the final report submitted to the Government of India l Public Service Commission.

2. Before coming to any conclusion on the various questions in this report, the Governor General in Council will await the com-munication of any observations which His Excellency in Council may desire to make regarding them. His Excellency in Council does not consider it necessary or desirable that discussion should be re-opened on the various matters connected with the recruitment, by competition or otherwise, of the Civil Service, on the Statutory Civil Service, or on similar matters of principle with which the Commission have had to deal; but he will be glad to be favoured with the views of the Govt. of Madras as to the extent to which the recommendations of the Public Service Commission can be carried out in the Madras Presidency and would indicate the matters summarized in the paragraphs marginally noted, as some of those on which the opinion of His Excellency in Council will be more parti-cularly helpful to the Government of India in framing its decision. I am to ask that the reply of the Govt. of Madras may be submitted with the least practicable delay.

Chapter X., paragraphs 25, 28, 30, 38, 44, 48, 58, 59, 61, 75, 76, 86 to 90.

I have the honour to be,

SIR,

Your most obedient Servant,

W. M. Young

Offg. Secretary to the Govt. of India.

Public 1888

From,

The Government of India.
Home Dept.
No. 21/641.

Dated 16th March
Reced 23rd Do.

7 spare copies

G.O. 580
5-6-88

Forwarding for observations copy of the final report of the Public Service Commission.

FROM

A. P. MACDONNELL, ESQ., C.S.,
Secretary to the Government of India,

TO

The Chief Secy. to the Govt. of Madras.

CHIEF SECRETA[illegible]
30 APL 88
[illegible]AT OF MADRAS

Home Department.
Public.

Simla, the 20th *April* 188

SIR,

IN continuation of Home Department letter No. 31/521-30, dated the 16th ultimo, I am directed to say that His Excellency the Governor-General in Council is anxious that the views of the Government of India on the report of the Public Service Commission should be placed before the Secretary of State with the least possible delay. I am accordingly to request that His Excellency the Governor in Council will treat the matter as urgent, and favour the Government of India with his opinion on the report at his earliest convenience.

2. His Excellency in Council would be glad to be informed as to the probable date on which a reply to Home Department letter of the 16th March last may be expected.

I have the honour to be,
SIR,
Your most obedient Servant,

A. P. MacDonnell
Secretary to the Government of India.

G. C. Press, Simla.—No. 24 H. D.—17-4-88—363.

7

V E.

[illegible]

[illegible]

[illegible]

[illegible]

Private Secy telephoned 30/
1 PM

CURRENT No. 1627 /86

[9]

Public DEPARTMENT.

From

The Govt of India
Home dept

No. 24/833

Dated 20 } April 86
Received 30 }
Enclosures

SUBJECT

To forward the opinion of this Govt on the Public Service Commission Report with the least possible delay

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8

C Nos. 1192 & 1627.

For orders:—

In these papers the Government of India ask for the remarks of the Madras Government on the Public Service Commission Report. The papers have been delayed for want of copies of the report which have not been received even yet. Only one copy reached the Govt. & that one was up to 15th May in circulation with the members. The terms of the reference preclude discussion on matters of principle and the views of Government are desired only as to the extent to which the recommendations of the Commission can be carried out in this Presidency,

Not with me. I have asked for a copy & been told none was available GLL the matters summarized in 16 paragraphs of the closing chapter being particularly indicated. I submit that this is rather a summary and unusual way of dealing with a matter of such importance.

2. Of the paragraphs to which attention is directed, six relate to the constitution & recruitment of the proposed provincial civil service, three to the Educational Depart. two to Jails, and five to Police.

3. The Provincial service is to be made up of the existing uncovenanted subordinate Revenue & judicial officers, and to be eligible to certain appointments now reserved for

I quite agree: but the best way of dealing with that point is to record clearly the [illegible] we are confined to —

Member of the Board of Revenue	1
Secy. Do.	1
One tenth of Collectorates	2.2
One sixth of Sub Collrs. & Head Assistant ships	6.5
One third of the District Judges	6.7
	17.4

These appointments will, if the recommns. of the P.S.C. are accepted, cease to be reserved for the Imperial Service, but Covenanted Civilians, as we are accustd. to call them, will still be eligible to hold them & it is obvious that others can only be appointed to these offices gradually. For first we have to consider the just expectations of those already in the service, & secondly we have to find fit men, & it stands to reason that we cannot have a native member of the Board till we have some native Collectors of standing to choose from, nor native Collectors who have not served for some considerable period as Divisional Officers. The Statutory Civilians are to be absorbed in equitable positions (§ 104). Each must be considered on his own merits & with reference to his present position in the service, length & nature of experience &c &c. It wd. hardly be equitable to make any of them Collectors at once & practically they must be treated very much as if the Stat. service continued. These remarks apply also to District Judges but if desired I dare say ?

the civil service, as shown in Appendix N. The transferred appointments will be 17.4 in number as shown in the margin. The objection to the appointment of a native to the Board of Revenue, founded on the recent change of its constitution, will not apply so long as two members are retained for the Land Revenue Department. One Secretary is already a native. The difficulty of transferring the other appointments will for a long time to come, be simply the difficulty of finding men fit. It is to be noted however that the Statutory Civilians, of whom there are 9 at present, are to be absorbed in the new civil service, and there will ~~[illegible]~~ to a certain extent enable the new scheme to be completed with, without seeking men outside. Such however will have to be found for District Judgeships.

4. [illegible] whether as indicated the lowest rank of Revenue officers to be included in the new service, and the first question asked is where the line should be drawn in regard to judicial officers. I submit, clearly below District Munsifs. Whether such appointments as Presidency Munsifs Masterships & Judgeships of the Court of Small Causes, Madras, should be included is a question for orders. Without them, the new service will be 2024 strong. It is not very clearly stated how the new service is to be formed together. It cannot be intended that the whole of the men shall be graded together, or that the revenue & judicial men shall be transferred from one line to the other. The rates of pay for the provincial service are apparently to be fixed by the Govt. of India, and ~~[illegible]~~ the questions of amalgamation & grading will doubtless be settled then. The rates for Dy. Collrs. & for judicial officers are pretty much on a par now, & very little change will probably be needed, beyond some improvement (in itself desirable) in the pay of District Munsifs.

5. The next question asked is whether competition, limited or open, can be introduced for recruiting the provincial civil service. So far as

Could name one or two outsiders who are fit. Much will depend on the rate of pay to be allowed (§39). PPH

As likely as not the opinions of the dissentient members as to the removal of Board of Revenue appointments from the list of reserved appointments (para 77) will carry weight.

x X §25

Undoubtedly. I think also Presy. Magistr. & S.C. Judges should be included. Apparently the quasi judicial ~~departments~~ e.g. Jails Police & Regn. are ~~treated~~ separately. PPH

Certainly not PPH

The rates of pay for Depy. Collrs. Sub Judges & Munsifs have only lately been fixed & are quite satisfactory except that I suppose we shall have a few higher paid appts. corresponding with subcollectorships collectorships & Dt. judgeships PPH

Dy. Collrs. Av. pay.	387.
Judicial officers (Sub Judges & Dt. Munsifs)	322

x X. §28.

vacancies in it are not supplied by promotions from the subordinate Executive service, or by the appointment of barristers, pleaders, &c. to judicial Offices. I submit that competition for appointments as District Munsif would be rather absurd, & that it would be impossible to give men so selected the necessary training before they are invested with powers. The present system under which they are selected by the High Court from men who have given some proofs of qualification & capacity at the bar leaves nothing to be

I certainly cannot see my way to even limited competition for the Provincial service, unless it is confined to a mere fraction (wh. may gradually increase) of the appointments. The judicial ministerial servants have strong claims as well as those in the Revenue line & cannot be ignored. The H.Ct. does not select from Pleaders only. There is no need to make any change in the Jud. depᵗ. wh. works very satisfactorily. And even in the Rev. depᵗ. I do not see how we can appoint untried men under 25 to the Depᵗ. Collʳˢ. I have no objection to limited competition for at least a proportion of the 50 Rs. appointments & such proportion might be gradually increased, a suffᵗ. term of really effective probation being imposed in each case.

PPH

It seems to me that for higher appointments selection is & always must be the only proper rule. Even open competition for the Cov.ᵈ Service is most disappointing in many instances see cl. 2 of § 82. As to cl. 3 Sir Charles Turner has written to me about the necessity of making better rules for the selection of Tahsildars. I can suggest no better than this limited competition for the 50 Rs. appts. or some of them wh. will have the effect of getting well educated young men into many of the posts wh. afford the best training for Tahsildars; & such men will not go through the lower ministerial offices in wh. no doubt corrupt habits are too frequently contracted.

PPH

desired. As to the appointments in the revenue line the claims of the present subordinate executive service are so strong, and the ~~neces-~~ importance ~~sity~~ of avoiding disappointment of their legitimate expectations so ~~important~~ great, that the bulk of the vacancies for a long time will have to be given to them anyway and ~~[illegible]~~ the number left for competition will be exceedingly few. I submit that Govt. should say that they do not see their way to the introduction of competition at present but that if it is introduced it should be limited, & there should be separate competitions for the revenue & judicial lines. If it is desired to free competition at start, it would seem better to use it for the recruitment of the Subordinate Executive Service, which should include all appointments above Rs 50. Educated young men could then begin their service as superior clerks, Dy. Tahs. or Taluk Sheristadars and it would not be long before a considerable improvement in the lower grades would become apparent.

6. There seems nothing to object to in the conditions of eligibility to compete for the provincial service (if competition is adopted) as laid down in §30; to the proposed absorption of the present Statutory Civilians, §44;

nor to the constitution of a Board of Examiners as proposed. §48. The rule suggested in §38 is no doubt intended to be as strong a bar against the appointment of other than domiciled Europeans as the orders of the Secretary of State were in force; but if those orders are cancelled as proposed, it will facilitate administration considerably in allowing transfers of men between departments.

I have no objn. to the stipulation for 3 years' residence

I agree with the Chief Secretary's remarks in para 6
CAL

7. Paragraphs 58–61 relating to the Educational Dept. will command assent. ~~As to~~ §61 the only way of carrying out the suggestion is by making no new additions to the graded list & hence weeding off the officers retained as soon as they are eligible

also as to para 7
CAL

lower grades of the Police Force, Col. Porteous is now engaged in framing proposals to this end, and the Govt. of India might be told that the matter is now under consideration. The other issues relating to the Police do not call for remark.

10. There is plenty of matter for discussion in the other recommendations of the Commission but I presume that Govt. will ~~not~~ confine themselves to the topics on which their opinion has been asked.

W.S.
2 May.

Cwi

training he can get is by being entrusted with some or all the duties of an Inspector.

As to 90 we have anticipated the recommendation as mentioned by the Chief Secy. & our proceedings can be sent up.

I am disposed to think that Mr Giggs & Col. Porteous should be shown confidentially the draft of our reply so far as it relates to their departments.

F.P.H.
7 May

I see no objection to Para 87 of the Report but agree with the Hon. Mr Hutchins as to para 87.

Though paras 105 and 108 are not specially indicated for our consideration I think we may express concurrence in the recommendations therein made.

11 May

Confidential

16

D.O.

14

10

(State cause of delay in terms of Chief Secretary's note) –

GOVERNMENT HOUSE

As His Excellency the Viceroy in Council does not consider it to be necessary or desirable that the opinion of the Government of Madras should be now given on the various important matters of principle with which the Commission have had to deal, this Government feels itself precluded from offering remarks upon such subjects though they affect very materially the matters upon which the Government of India await communication from the Government of Madras –

Under these Circumstances the Government of Madras think that

18 May

W.S.
22 May.

lower grades of the Police
Force, Col. Porteous is now
Engaged in framing

C2/5/58

16

Confidential

D.O.

15

the most satisfactory way of meeting the
request of the Government of India
will be to remark seriatim on the
paragraphs mentioned by the Government
of India as those upon which
the opinion of the Government of Madras
will be considered particularly
helpful to The Government of India.

WS
22 May.

Confidential

D.O.

My dear Grigg,

I am directed to forward, for your information & such remarks, if any, as you may have to offer, copy of a para 8 of a draft letter which it is proposed to ~~[illegible]~~ despatch to the Govt. of India with ref.ce to the Pub Serv Commission's report. A copy of the report accompanies this letter. The ~~sections~~ pages referred to in the draft are those of chap X of the report. Early reply is requested. Yours sincerely,

Issue 18 May

Ulo 22 May

Similar confidential D.O. to Col Porteous substituting para 10 of the draft for para 8.

Issue 18 May

Ulo 22 May.

Letter to India

on Pub Service

Commission's Report

(From orders)

Confidential

17 Ootacamund
May 27: 1888

My dear Stokes,

In reply to yr. d.o. 22 inst. I write to say that I entirely agree in the recommendations of the P.S. Commission in regard to this Department, paras 57-60 chapter X; but yet I do not think it necessary, in order to give effect to the suggestion in para 61 that the Govt. should wait until the officers now on the graded list come to pensionable age, altho' I quite agree that no new addition should be made to the graded list.

In my proposals for the reorganisation of the Inspectorate I have already pointed out in the alternative scheme how I would deal with the graded officers employed as Inspectors; and that plan is generally in accord with the recommendations of the Commission. So that if it were now sanctioned by the Secretary of State it would be only necessary to deal with the remaining nine (9) graded officers employed as Principals or Professors.

With these appointments I would deal at once, somewhat on the following lines -

(a) The Principalships of the Presidency the Kumbakonam, and the Rajamundry colleges should be constituted distinct and separate appointments - as follows

- the Presidency College - Salary - R 1000 rising to R 1400 by increments of R 50 p.a. in nine years:
- the Kumbakonam & Rajamundry colleges - Salaries R 800 rising to R 1200 in the same time by increments also of R 50.

(b) The six Professorships (the seventh is to remain held by the Principal of the Presidency College) I would fix, whether held by the present incumbents or not, at R 500 rising to R 1000 in eleven years, subject to the condition that if any Professorship became vacant the salary would be fixed according to the figure necessary to secure a first rate man from home. These six Professorships would be absolutely independent of each other - the holders would be eligible for appointment to a Principalship, but would have no preference whatever in regard to such appointments either on the ground of being in the Public Service or by length of service; their eligibility claims

18 13

would be no greater than that of any outsider; the filling of these appointments being absolutely dependent on the merits of the candidates.

The immediate introduction of this scheme would I think give general satisfaction and would be conducive to the interests of the public service. It is true that the six Professors would lose their claim to promotion to ~~appointments~~ appointments; or rather to classes, carrying salaries of more than Rs 1000, but they would still be eligible for acting or permanent appt. as Principals, whilst the certainty of an annually increasing salary up to the substantial sum of Rs 1000 per mensem would more than compensate them for the loss of the chances of rising to the present 2nd or 1st grade: a privilege which considering the present position in the list of most of the officers concerned would probably never be reached by one half of them. Moreover the arrangements would probably tend to economy in the end, as Professors who feel that they have little prospect of ever rising to Principalships would probably take out for some long time to go to Europe when their term of service draws to an end. I need hardly say that I would allow them to retire at the end of the term without producing a sick certificate.

And not only would it lead to economy in the end, but it would probably involve economy in the present, assuming that the following calculation is approximately correct.

Present

1. 1st Class.	average salary at 2/3 diff.	Rs 1416
1. 2d Class	— . —	1166
3. 3d Classes	— at Rs 916	2748
4 - 4th Classes	— at Rs 666	3330
		Rs 8,660

Proposed.

1 Principalship	1000 - 1400 - at 3/5 diff.	Rs 1,240
2 —	800 - 1200 at —	" 2080
6 Professorships	500 - 1000 at 1/2 diff	" 4500
		7,820

Note. As the Professorships take 11 years to attain max. pay 1/2 diff. appears sufficient: but even if 3/5 is taken the new arrangement would be the most economical.

Messrs Oppert & Wilson are the only two officers who would be likely to be unplaced ~~seriously~~; the class would I believe welcome the change. [illegible] Dr. Oppert — I do not think [illegible] would be admitted [illegible]

CHIEF SECRETARIAT 26 MAY 74 SECRETARIAT MADRAS

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a comment. For quite apart from the special appointments he holds, his position ~~has been~~, as a graded officer, has been very greatly improved since he entered the service: So are Dr. Wilson's also, but he has far stronger claims to consideration than Dr. Oppert, for he has been a much more efficient public servant. I would add that the comments of these officers would not, I believe, give them any ground to contest the propriety of the proposed arrangement. If however the Govt. wished to deal liberally with them, the two Professorships concerned might be allowed a maximum of Rs 1250, during their continuance in the Public Service. Dr. Oppert is now nearly 53; consequently he would not reach the maximum, if, as he should, he retired at 55. Dr. Wilson however has nineteen years to serve.

In conclusion I would press on the Govt. the expediency of not waiting until the existing graded officers retire, because such an arrangement would virtually prevent the introduction of the new system completely for perhaps nearly 30 years; because it would be unnecessarily expensive; and lastly because the lengthened transition would certainly give rise to discontent, if the officers entering had been treated as graded, seemed to possess a better position financially than those officers admitted on the new system: a condition of things, which though groundless, might very possibly arise as the seniors disappear.

Yours sincerely

[illegible] D. Grigg

DEPARTMENT.

Do 129

From

H. B. Grigg Esq

No

Dated 27 }
Received 28 } May 1888
Enclosures

SUBJECT.

Recommendations of Public Service Commission in regard to the Edl dept.

21

20A

~~16~~

Glenview Hotel – Coonoor
May 27. 1888

~~16~~

CHIEF SECRETARY
30 MAY 88
MADRAS

My dear Stokes –

I concur in nearly all that is stated in copy of para 10 of the draft letter which accompanied your demi-official of the 22nd inst. received here yesterday afternoon –

With reference to the recruiting of Officers for the higher grades — As young men who are anxious to enter the Army, but who fail at the "further Examinations" for admission into the Royal Military College, Sandhurst, are likely to make good Police Officers, I would suggest that they also should

21

[ ]   DEPARTMENT.

Do 129

From

17

be considered Eligible for Assistant Superintendents Posts in the Madras Police on the same terms as proposed for the failures at the Indian Civil Service Examinations —

On the principle that it is, as a rule, objectionable to promote to the grade of *Inspector* from the ranks, I think that *Assistant Superintendents* should not be promoted from the rank of *Inspector* — It is true that an Assistant Superintendent must be trained – but he can be entrusted with the duties of an Inspector, for the purpose of *learning* his work, without being designated such –

An Officer enters the Pol. Service with much more status× as an Assistant Superint. than he does as an Inspector. I would therefore suggest that young Officers appointed from England be called "Probationary Assistant Superintendents of Police" – or "Probationers" {for the Police} only – *not* *Inspectors* at all –

Yrs Sincy

Chas. A. Porteous

× both among Officers and men

~~[illegible] No.~~

[9]

DEPARTMENT.

Do 131

From

Colonel Porteous

No.

Dated 29 }
Received 29 } May 1888
Enclosures

SUBJECT

Recommendations of Public Service Commission in regard to the Police dept

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22

~~25~~

Docs. 129 & 131.

Note.

[Extracts from the draft letter relating to the Public Service Commission proposals having been sent as directed to the Director of Public Instruction and the I. G. of Police, the above papers are their replies.

2. Mr. Griffs furnishes a complete scheme ~~[illegible]~~ for getting rid of the graded Educational list, but I submit that it is not necessary to give all the details of it to India at present. I would suggest the following to be substituted for para 8 of the draft.]

Don't print portions enclosed in brackets on this paper
Gb

"Paragraphs 58, 59 & 61,

Para 8 commence to print from here

approved
PEH
[illegible]

which deal with the Education Department also command the assent of H.E. the C. in C.

As to the abolition of the graded list, the officers now in the service & included in it cannot be got rid of until they become eligible for pension; but ~~of~~ the list can be (abolished) (~~got rid of~~) if (1) the Inspectors are placed on a separate list as proposed by the Director in the paper forwarded with my letter No. 573 dated 29 Sep. 1887. — a scheme which the Govt. will accept & which seems to accord with the views expressed by the Public Service Com.n; (2) if definite salaries, with suitable increments, are

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attached to the Principalships of the three more important colleges; and (3) if the remaining officers, who ~~would~~ will fill professorships are allowed incremental salaries rising to Rs 1000. It is believed that a scheme of this sort ~~could~~ can be devised which will give satisfaction to the bulk of the officers concerned, & which will cost less than the graded list now does.

for printing

[illegible] to Col. Pertrons' letter. I submit that the intellectual powers and attainments of the failed civilians are likely to be much higher than those of the failed candidates for Sandhurst, and their other qualifications much the same.

I have added Sandhurst in the draft, as [illegible] candidates from military career will be more [illegible]. I have also made [illegible] two other changes [illegible] will do very well

With reference to his second suggestion, there seems to be little difference from the proposal of Govt., the training in either case consisting ~~of~~ in doing the actual work of an Inspector.

Orders are requested

W.S.
30 May.

Sequel with letter 596/8/6
& Ho. desp. 8/6
& spare copies desp. 7/6.

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Public Dept

19

Ch. 1192 from the Govt. of India Home Dept

LAWRENCE ASYLUM PRESS
29 MAY 88
OOTY BRANCH

Letter No 580 d/ 5 June /88

To The Secy to the Govt. of India Home Dept (Public)

Sir,
I am directed to acknowledge receipt of your letter d/ 16th Mar 1888 No. 21/621, forwarding for the remarks of this Govt. the final report submitted to the Govt. of India by the Pub. Serv. Commission, & to state that it wd have been replied to sooner but for the fact that, up to the 14th May, not only one copy ~~of the~~ received this report had ~~been received~~, ~~and~~ Government ~~has~~ had to circulate ~~among the members~~ of Govt.

The box containing copies of the report was over carried to Bombay and

Recd 31 May

2 As H.E. the G. in C. does not consider it to be necessary or desirable

that the opinions of the Govt. of Madras shd. be now given on the various important matters of principle with which the Commission has had to deal, ~~this Govt.~~ H.E. the G. in C feels ~~itself~~ himself precluded from offering any remarks upon such subjects, though they affect very materially the matters upon which his opinion has been called for by the Govt. of India

3 Under these circumstances the Madras Govt. consider that the most satisfactory way of meeting the request conveyed in para. 2 of your letter will be to remark seriatim on the portions of chapters of the report therein mentioned as points upon which their opinion will be [illegible] considered particularly helpful by the Govt. of India

4 Chap. X ~~sec~~ paragraph 25 Deputy Collrs. are indicated as the lowest grade of Revenue

Govt. however do not see how then two branches (Revenue & judicial) can be bound together in a single service, where the members of them can possibly be graded together.

Officers to be included in the ~~proposed~~ new "Provincial Service", and it is proposed that as regards the judicial department the line shd. be determined separately by each local Govt. for each province, subject to the sanction of the Govt. of India." The Madras Govt. would draw the line so as to include all District Munsiffs, as well as Presidency Magtes. and the Small Cause Judges. The

5 Paragraph Sec 28 The next question for consideration is whether competition, limited or open, can be introduced as a means of recruiting the "Provincial Service" so far as vacancies therein are not supplied by promotion from the subordinate Executive service. To this question H.E. in C would reply in the negative. So far as the judicial service is concerned the present system, under which Dist. Munsiffs are selected

by the High Court from men who have given proof of qualification & capacity either as pleaders or as responsible officers of Civil Courts (e.g. Dist Court Sheristadars), works very satisfactorily & need not be departed from. And as regards the Revenue Dept. the Govt. are opposed to putting untried men under 25 years of age into D. Collrs' posts even on probation. Competition only affords a guarantee that a successful candidate is possessed of a certain amount of ability & application, & such a prize as a Deputy Collectorship must always be to the ordinary Native official shd, in the opinion of H.G. in C. only be awarded upon careful selection based on some considerable experience of the candidate's work and proved integrity. Moreover the claims of the present Subordinate Executive service are so strong, & the importance of avoiding disappointment

of their legitimate expectations so great, that in any case the bulk of the vacancies would for a long time to come be filled by promotion & the places left open for competition would be exceedingly few.

26 The Madras Govt. have no objection to competition in itself; but they would introduce it lower down. They would throw open to limited competition at least a portion of the appointments in the Subordinate service carrying salaries of Rs. 50 & upwards, & as time went on the proportion of places thus filled might be gradually increased, a sufficient term of really effective probation being imposed on the successful candidate in each case. Educated young men wd. thus begin their service as Superior clerks, Deputy Tahsildars, & Taluk Sher-

-sildars, ~~& the result~~ as these appts. serve as stepping-stone to Tahsildaries, the result will be a speedy improvement in the efficiency & tone of the Tahsildars class, a reform on which the Commission lays so much stress in ~~para~~ 82 of its report. From the Tahsildar grade so strengthened, the Govt. shd. be left to recruit the Dy. Collrs by selection

& from other quarters where proved men can be found

3. ~~Qualif books~~ ~~Secs~~ Paragraphs 29, 38, 44, and 8. If it be decided that the "Provincial Service" shall be directly recruited by competition, the conditions proposed in ~~sec~~ paragraph 30 seem unobjectionable. Nor have the Madras Govt. any objection to the Commission's proposals regarding the admission of natives of other Provinces (~~sec~~ para 38), the absorption ~~therein~~ in the Prov. Service of the present Statutory Civilians (~~sec~~ para 44); the establishment of a Board of Examiners on which the non-official community, native & European, shd. be represented

if competition is introduced

Substitute for this the para drafted in C.S.'s note of 30 May

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8. ~~Sections~~ Paragraphs 58, 59 & 61, which deal with the Education Dept. also command the assent of H.E. in C. But I am to observe that the only way of carrying out the suggestion made in the last-mentioned ~~section~~ paragraph will be to make no new addition to the present graded list, & to pension off the officers now on it as soon as they are eligible.

9. ~~Sections~~ Paragraphs 75 & 76. The Madras Govt. accept the Commission's proposal that "no person shall be appd. to the office of Supt. of a Central Jail" who "has not served 3 years in "the Jail Dept., or in the "superior grades of the Police "Dept., or in both combined." At present all the District Jails but four in this Presy. are in charge of the Civil Surgns., & of these four two, in the hill tracts of Ganjam & Vizagm., are attached to sub-divl. executive appts. The Supts. of the remaining two (Tanjore & Palamcottah) are officers of the Jail Dept., & it is thought that

these two prisons will furnish sufft. training ground for such appts. to Central Jails as will be made from the Dept. itself. Shd. they however be found insufft. for this purpose H.E. in C will be prepared to make over two more District Jails to special executive officers on a salary of about Rs 300 a month. With regard to the employment of Natives I am to point out that a beginning has lately been made in this direction by the appt. of a Mussulman to the charge of the [illegible] Dist. Jail. But considering the very large powers & responsibilities vested in the Supt. of a Central Jail, & the great difficulty there is in detecting even gross irregularities, which are generally to the advantage of the whole establishment, it is thought that this is a position which, for the present at any rate, must be kept mainly in European hands

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10 ~~Sections~~ Paragraphs 86 to 90 – Police

With refce. to ~~sec~~ para 86 I am to state that ~~the~~ H.E. in C has tried in vain to find any Native now in the force fit for promotion to the appt. even of Asstt. Supt. of Police. ~~Sec~~ Paragraph 87(c) will however, be kept in view & will provide for the promotion of such men shd. they be subsequently found. With refce. to ~~sec~~ 87(b) the Madras Govt. doubt whether they are likely to get Natives better qualified for the higher appts. by any system of mere examn. An Inspectorship is sufficient inducement for eligible men, if such exist, to join the force. With refce. to para 87(a) I am to say that H.E. in C wd. be glad to see the force recruited in England from specially active & promising young men who have failed to obtain a place at the Indian Civil Service competition, ~~examn.~~ or to secure admission to Sandhurst but have yet done fairly well in the Examns. In these cases the special examns. in England proposed by the Commissn. wd. not be required - the candidates selected should serve as probationers for a year or two & if they do well they shd. then be made assistant Superintendents

As to paragraph 89, it seems to this Govt. an utterly wrong principle that the majority of Inspectors shd. be promoted from the ranks. The Commissn. has itself condemned this system of recruiting Tahsildars & the remarks made in para 82 of the report would apply with even greater force to the advancement of officers from the lower grades of the Police. Further an Asst. Supt. must be trained, and the only possible training he can get is by being entrusted with some or all of the duties of an Inspector.

This Govt. however assents to the principle that appointments to the higher grades of the force shd. generally be made direct & not by promotion from the upper subordinate ranks of Inspector.

With refe. to ~~sec~~ paragraph 90 I am to observe that the question of improving the position and emoluments of the Native Police officers has already engaged the attention of this Govt., & in this connection I am to refer you to my letter of the ~~forward for the information~~ 7th Mar 1888 No. 556 Judicial, ~~of the Govt. of India~~ a copy of which is herewith sent ~~[illegible]~~

8 "Lastly I am to state that although ~~sections~~ paragraphs 105 & 108 have not been specially referred for the consideration of this Govt., H.E. in C thinks it will not be inappropriate to express his concurrence with the suggestions therein made.

22 May

I have the honor to be
Sir,
Your most obdt. servt.

Chief Secretary

Ootacamund,
June 1888

Public Service Com:

Letter to Govt. India

No. 580. 5 June/88

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[7]

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Letter Public Department.
~~G.O.~~, dated 5 June 1888
No. 580
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Confidential.

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Public Service Commission