

6/8

94.

[7]

ORDINARY, MS.

Public DÉPARTEMENT.

G. O. DATED 31 July / 88

No. 755 A

Confidential 94 / 1888.

When given for copying

[Despatch Abstract.]

Public Service Board
Regarding the opening of
some 1st charges & a
membership of the Board
to be Provincial.

F O



Telegraph Master

READ AGAIN ORDER OF GOVERNMENT, dated
188, No. MISCELLANEOUS.

ENCLOSURES.

CURRENT No.

STATEMENT WITH DITTO.

ORDER OF GOVERNMENT.

STATEMENT WITH DITTO.

PAPERS NOT FILED UP, BEING MEANT FOR DESPATCH
IN ORIGINAL (not paged).

N.B.—

- A = Copy in full.
- B = Not to be copied.
- P = Copy abstract only.
- Q = Copy heading only.

at 7.73, I do not think they should
omit in regard to the Board of Revenue.
But it will be years before natives fit to
fill the excluded appointments will be
available — I could not name a single
native now whom I would like to see in charge
of a district — and I consider it of the greatest
importance that some security should be
given against persons being put on local
Govts to fill the appointments, no longer reserved
with provincial men. The Com. min. in
have slipped in one recommendation which
means not only persons but compulsions.
I refer to that at 7.72 regarding recruitment
of the Covenanted service. Local Govts are now
allowed no voice in this matter, and it
is evident that although the Com. Guard
then votes against being supposed to recom-
mend that imperial civil servants are
to be appointed to the reserved posts, ^{still reserved} ~~to the reserved posts~~ ^{to the reserved posts}
this recommendation about recruitment
will have exactly that effect. They desire
to remove a bar to the appointment of
provincial civil servants to certain offices
but they propose to create a bar to any other
getting them. I fully sympathize with the
former but I protest against the latter. As
a restriction in the scale of recruitment should
be made until the practicability of uti-
lizing provincial men for appointments
now reserved has been demonstrated in fact
is ascertained by the Local Govts con-
d.

Recalculation a letter I received yester-
day from Sir Charles Elliott, with enclosure.
I was going to propose that I should answer
it to the effect that the Home Dep. circular
since this Govt only a few days for the consid-
eration of this important report, and plainly
said that opinions were desired only
on specified minor points, indicating
that the Govt of India did not want any
on major points on which their minds
were made up; and that this Govt acted
accordingly. The telegram shows that the
Govt of India have now realized this as they
now invite us to telegraph opinions on their
points. I want to say
nothing on this, certainly not

FOR ORDERS.

The native judge of the H. C. is in nearly
every respect equal, if not superior, to his
colleagues: I do not deny that he fails
just where natives are weakest.

I do not see how we can possibly
expect the Imperial service to
be kept up to full strength
while at the same time provision
is made for admitting provincials
to some of the reserved appointments.
When statutory members were admitted
to the Civil Service a corresponding diminution
in the numbers recruited in England
Recommendation of
Pub. Serv. Comm.

accidentally occurred. The utmost
we can do for is that the reduction
be made gradually.
Perhaps the following summer might
be sent. 40. 31 July 1888 No. 7554.

Your telegraph 18th. Public Service Commi-
Most important proposal is opening
some District Charges and one member
Revenue Board to Provincials.
This Govt. has no objection to this at
proper time and as competent men
available but strongly deprecates
any pressure or compulsion as by too
great or too sudden restriction of Imperial
recruitment. Essential that reduction
of recruitment be introduced very gradually
and that local Govts left to decide when such
appointments can safely be given to
provincials. As telegraphic reply
demanded other minor points not
considered.

Public DEPARTMENT.

C No. 2499

From The Govt of India

Dated

188

FOR ORDERS.

(1)

I do not in the least object to -
on the contrary I approve of -
all the recommendations in para 77
except that relating to the Rev.
Board. As pointed out by the dissenting
the Board is now composed of a number
of independent Commissioners who
rarely consult one another. I do only
consent to one of these appointments being
thrown open to the Prov^d Service on
the distinct understanding that no
pressure will be put on this point to
make such appointments until it can fit
in with the whole I think the dissentients
have the best of the argument.

I don't know that there are any
other points on which the P. & T. Telegraph
our views.

P. P. Hutchins
21 July

(3)

I approve of the modification of the
Schedule, and I shewed my mind on
of the membership of the Board of Revenue
being excluded from the revised list.
The Board have hardly any final au-
thority; all their orders of the least importance
come under the review of Govt; and if the
arguments of the dissentient members of
the Commission are not to prevail against
the exclusion of members of Districts, to which
the Board have no authority.

Para 77 of the Report para 16
of Chap I refer to the same
matter in the exclusion
of certain appointments from the
Schedule attached to the
Schedule of 1861. It will be
advised that an influential
minority of the Commission were
opposed to a seat on the Board
of Revenue being taken out of
the Schedule.

J. P. Price
21 July
W. S. Meyer
20 July

It seems to me that Hon. Mr. Hooper's answer
to Sir Charles Elliott in the manner proposed,
adding that the new reference is equally
urgent as it demands a reply by wire.

I do not think there is any difference
of opinion. The proposal of the P. & T. is
to eventually put two Districts under
Provincial rule, and to give them 7 Judges.
It is quite true that we could not now
name 2 natives fit to be Collectors or 7
fit to be D. & S. Judges, but we have
already found 1 and I might be able to name
another fit for the Courts & surely in 10 or 12
years we could find others.

Deferred Message

Ordinary

Urgent

First 5 words

8 Annas

1 Rupee

2 Rupees

Each additional word.

1 Anna

2 Annas

4 Annas

A group of 3, or less
figures, is reckoned
as one word.

The address (including name of Sender, and name and residence of Addressee) is transmitted free.

Charge for delivery within a distance of 5 miles.

Whether that any remarks
that might be made on any of the
recommendations of the Pub. Service
Commission affecting Madras, may be
telegraphed.

RATES OF CHARGE

RATES OF CHARGE FOR INLAND TELEGRAMS.

The address (including name of Sender, and name and residence of Addressee) is transmitted free.

	First 8 words.	Each additional word.	
Deferred Message	... 8 Annas	... 1 Anna.	A group of 3, or less figures, is reckoned as one word.
Ordinary "	... 1 Rupee	... 2 Annas.	
Urgent "	... 2 Rupees	... 4 Annas.	

No charge for delivery within a distance of 5 miles.

print off

20/11/03

requesting that any remarks that may be made on any of the recommendations of the Pub. Service Commission affecting Madras may be telegraphed.

already found / I might be able to name

INDIAN TELEGRAPH

From Cotacamund (Station) To Madras (Station)

Words 60/13 Day 18 Hour 15 Minute 19

Time of day 5.40 PM

Official Instructions: Home

RECD. FROM L. N. SENT TO L. N.
 AT Hrs. Mts., By AT Hrs.
 Date COTACAMUND 18-7-88

L. N. Crapp

P. 111's, CPGISF-SP No. 4,000-Rgt No. 151-10-1-85-10,00,000

Madras
 Your 570 of 5th June para
 2 Public Service Commission
 it was not intended
 to restrict expressions of
 opinion on any of the
 recommendations of the Commi-
 -sion affecting Madras if
 Madras Government desires
 to offer any remarks on para
 2 of report and recommenda-
 tion 16 in Chapter 10 or on
 any other points please
 telegraph them -

* affecting

RATES OF CHARGE FOR INLAND TELEGRAMS.

The address (including name of Sender, and name and residence of Addressee) is transmitted free.

	First 8 words.	Each additional word.
Deferred Message	8 Annas	1 Anna
Ordinary	1 Rupee	2 Annas
Urgent	2 Rupees	4 Annas

A group of 3, or less figures, is reckoned as one word.

No charge for delivery within a distance of 5 miles.

31st July 1888
 88-8-11
 88-8-11
 88-8-11

RECD. FROM L. N. SENT TO L. N.
 AT Hrs. Mts., By AT Hrs.

SUBJECT

Requesting that any remarks that may be made on any of the recommendations of the Pub. Service Commission affecting Madras may be telegraphed.

...an end to prevail against
 exclusion of handwriting of Nishit, to which
 already found / I might be able to name
 another fit for the Courts & surely in 10 or 12
 ...to find off

INDIAN TELEGRAPH.

F C

INDIAN TELEGRAPH.



OOTACAMUND.

July 27th 1888.

My Dear Rees.

Please see and lay before
H.E. The Governor the accompanying papers
tied with red tape.

They are a Telegram from the Govt. of India
and a Do from Sir C. Elliot to Mr.

Notes with enclosure.

If H.E. approves of the telegram drafted
on the back of the Note for orders might
I ask you to save time to kindly send
it on direct. You can recover the cost
from us on your return.

READ FROM

At	Hrs.	Mts., Br	At	Hrs.	Mts., Br	L. N.
----	------	----------	----	------	----------	-------

Date

Telegraph Master.

CURRENT No. 2499

SUBJECT.
Requesting that any remarks
that maybe made on any of the
recommendations of the Pub. Service
Commission affecting Madras may be
telegraphed.

INDIAN TELEGRAPH.

FC

INDIAN TELEGRAPH.



OOTACAMUND.

July 27th 1888.

My Dear Rees.

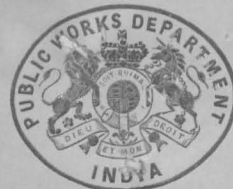
Please see and lay before
 112 The Governor the accompanying papers
 tied with red tape -
 They are a Telegram from the Govt of India
 and a DO from Sir C. Elliott to Mr.
 Stokes with enclosure.
 If 112 approves of the telegram drafted
 on the back of the Note for Orders might
 I ask you to save time to kindly send
 it or direct. You can recover the cost
 from us on your return -

READ FROM

At Hrs. Mts., By At Hrs. Mts., By

Date

Telegraph Master.



Public DEPT

Simla
 July 15

My dear Sir

I have had to send you for your
 private perusal, a copy of a series
 opinions of local facts on the part
 of the Pub. Service Commission, which
 made for my own purposes but
 possibly be interesting & useful
 I am afraid it will prove a painful
 painful conviction that the
 & thereby have not anticipated
 a
 recommendation of the Pub. Service
 Commission affecting Madras may be
 telegraphed.

FC

Class

To

Sta

in as sure of the letter

have some object have in

it to be in support whether you

just might get think fit to supplement

the letter it has sent in - & above all to record

its opinion on what seems to me to be the

most vitally important of all the proposed

of the Council - i.e. the admission of native

to the post of District Officer & District

Magistrate of the alteration of the schedule

(see Recommendation 16). I feel that this

is a very risky step to take, on the

READ FROM

AT

Date

AT

Hrs.

A. M.

Mts., Br

Telegraph Master.

CURRENT No.

2499

[9]

Public

DEPT

advise of such a course as
without knowing the views of
you who will have to carry it out.
their first with view of the Province.

& I am sure that the opinion of your first
even at this late hour, would be very helpful.

Yours very truly

A. S. M. S.

of the
Commission affecting Madras may be
telegraphed.

FC

Class

To

From

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Telegraph Master.

CURRENT No. 2499

[9]

Public

DEPT

Telegram

From

G of I
House

No.

Dated 18/7

Received 19/7 } 88

Enclosures

SUBJECT

Requesting that any remarks
that may be made on any of the
recommendations of the Pub. Service
Commission affecting heads may be
telegraphed.

mission are not to prevail against
the exclusion of headship of District, to which
such a...

already found / I might be able to name
another fit for the Comtee & surely in 10 or 12
... expect to find others

H.E. Stokes Esq.

Private

PRÉCIS OF OPINIONS OF LOCAL GOVERNMENTS ON
RECOMMENDATIONS OF PUBLIC SERVICE COM-
MISSION, OMITTING THE SPECIAL DEPART-
MENTS.

RECOMMENDATION.

1. *No departure from principle of Section 87, Act 3 and 4 Will. IV., Cap. 85.*

CENTRAL PROVINCES.—The despatch of 1839, interpreting Section 87 of 3 and 4 Will. IV., Cap. 85, showed that the intention was to remove any disqualification on account of race, but not to make any change as to the posts to be filled by the Covenanted Civil Service, or the mode of filling them by recruitment in England. Its effect was merely to make Natives of India eligible to enter Haileybury, and to hold any Uncovenanted appointment.

ASSAM.—This Act does not prevent the reservation of certain posts for Englishmen, nor of certain Provincial posts for Natives of the Province.

4. *Minimum and maximum age of Native candidates to be 19 and 23 years.*

CENTRAL PROVINCES—Is in favour of raising the age for all candidates.

NORTH-WESTERN PROVINCES—Opposes any alteration of the age at which Natives of India may be admitted to the competitive examination for the Indian Civil Service, if based on grounds peculiar to Natives. The only grounds on which the limits of age should be altered are grounds peculiar to English candidates; the requirements of Natives should be entirely secondary. What we have to consider is the most suitable age for English candidates: if that age should not be most suitable for Native candidates, this is no sufficient ground for change. The competitive system, established in 1853, is intended to govern the selection of English candidates: the Act of 1870 is intended to supplement it, by providing for the selection of Indian candidates; and this Act should be exhausted before the Act 21 and 22 Vic., Cap. 106, Section 32, is altered on their account. There are grave objections to giving to Natives increased facility for entrance into the Imperial Service in two ways—first, by increasing the maximum age; and second, by excluding many appointments from the Schedule.

6. *Marks given for Arabic and Sanscrit to be reconsidered.*

NORTH-WESTERN PROVINCES—For the same reason opposes any change in the marks for Arabic and Sanscrit.

Abolition of Statutory Civil Service.

10.

Agreed to by CENTRAL PROVINCES, BENGAL, NORTH-WESTERN PROVINCES, and BOMBAY. PUNJAB also agrees, but thinks the system never had a fair chance.

Reduction of Covenanted Civil Service to a corps d'élite, &c.

11.

Agreed to by CENTRAL PROVINCES.

ASSAM.—Unsafe to reduce the European element in this Province.

Adoption of the term "Imperial Service."

12.

Agreed to by CENTRAL PROVINCES, NORTH-WESTERN PROVINCES, and PUNJAB.

Members of the Imperial Civil Service to serve wherever Government may see fit, &c.

13.

Agreed to by PUNJAB.

The proposed Schedule, Appendix N.

16.

CENTRAL PROVINCES—Objects to the proposed amendment of the Schedule. Commission has lost sight of the principle that chief administrative offices must be reserved for men of English education and training. The two Services should not overlap, and the distinction between them should be one of classes of appointments. No Native should be admitted to certain classes of posts for which European qualities are required. All judicial offices might be open to Natives, though European officers are required wherever race-antagonism is strong. All executive offices should be reserved for Europeans. If any Natives are appointed to be Deputy Commissioners of districts, it should be done under Act 24 and 25 Vic., Cap. 54. Above all, no Provincial servant can be fit to be a Commissioner. A maximum number of Natives, or a minimum number of Europeans, might be laid down for the Imperial Service. The Schedule should consist of the following:—Chief Commissioner, high Political Officers, Secretary and Junior Secretary (except in Military, Marine, and Public Works Departments), Judicial Commissioner, all Commissioners, Officers in charge of Districts, and Assistant Collectors in sufficient number to be trained for filling superior grades.

ASSAM.—No Deputy Commissioner or Judge in Assam should be a Native. The number of European Assistant Commissioners should not be decreased, but two

posts might be added, to be filled by Natives, two posts among Extra Assistants being reduced.

BENGAL.—The Board of Revenue and all Commissionerships should be retained in the Schedule. Does not oppose the giving a certain number of Judgeships and Districts to Provincial men, but observes that it weakens the argument that such posts can only be filled properly by Imperial men. Final and exact proposals regarding the appointments to be excluded from the Schedule will be submitted afterwards.

NORTH-WESTERN PROVINCES.—The Board of Revenue should be retained, but the Financial Secretary to Government might be Provincial.

BERAR.—Already Natives are more largely employed than the Public Service Commission would propose. No need to constitute an Imperial or Provincial Service here.

COORG.—Too small a Province for separate Services. The First and Second Assistants might be Provincial; but the First Assistant should be English.

BURMA—Opposes the allotment of a certain number of high appointments to the Provincial Service. If men of the inferior Service are good enough to hold such posts, why have an Imperial Service at all? No Burmese fit for high executive or judicial duties—not even for a subdivisional charge. The Commission's proposals would lead to the influx of a large number of young Englishmen who had failed in the English competitive examination and had come to Burma to qualify for the Provincial posts. Even in other parts of India would not make Natives Magistrates and Collectors of Districts, nor Commissioners.

PUNJAB.—The proposed Schedule would not work, unless Military and Uncovenanted now in the Commission are reckoned as members of the Imperial Service. Although Military men are one-fourth of the Commission, they do not hold one-fourth of each grade of appointments. The scheme of the Commission could be applied by filling up from the Provincial Service the places of the eight Uncovenanted men now in the Commission, and by appointing officiating vacancies at the bottom. The Financial Commissioner, Commissioners, and one Under-Secretary should be Imperial.

Abolition of Statutory Civil Service.

10.

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PUNJAB.—The proposed Schedule would not work, unless Military and Uncovenanted now in the Commission are reckoned as members of the Imperial Service. Although Military men are one-fourth of the Commission, they do not hold one-fourth of each grade of appointments. The scheme of the Commission could be applied by filling up from the Provincial Service the places of the eight Uncovenanted men now in the Commission, and by appointing officiating vacancies at the bottom. The Financial Commissioner, Commissioners, and one Under-Secretary should be Imperial.

BOMBAY.—The two Under-Secretaries should be Imperial. RECOMMENDATION.

Recruitment for Imperial Service to be gradually reduced. 17.

BENGAL.—Recruitment might be based on the changes as now,— $\frac{1}{3}$ of the excluded appointments being deducted in the first five years, another $\frac{1}{3}$ in the next five years, and so on.

PUNJAB agrees; but as Imperial Service is increased, Provincial Service must be strengthened.

Secretary of State to be able to alter the Schedule. 18.

PUNJAB approves; but would substitute six months for ninety days.

Alteration of Section 3, Act. 24 & 25 Vic., Cap. 54, to enlarge the grounds for special appointments. 19.

PUNJAB approves.

Regard should be paid to the claims of Civilians who entered the Service before 1870. 21.

CENTRAL PROVINCES.—Claims of all now in the Service should be respected, not only those appointed since 1870.

BENGAL.—Reasonable claims of all in the Service should be respected. Those enlisted after 1870 have a claim, though not so strong a claim.

PUNJAB.—Claims should be respected of all who joined before 1879, or better still, 1881, when the first Statutory Civilian was appointed, and the Government of India laid down the existing rules regarding recruitment in the Province.

BOMBAY.—Claims of all in the Service should be considered.

Judicial and Executive Appointments excluded from the Schedule to be gradually amalgamated with higher appointments of present Uncovenanted Service. 22.

BENGAL.—Such amalgamation difficult. Uncertain, if Commission meant that certain Districts and Judgeships should be given to Provincial men, or that any Districts or Judgeships amounting to one-tenth and one-third of the whole should be given: believe they meant the former. Accepts the principle that all Districts and Judgeships should be open to both Services and a certain proportion given,

RECOMMENDATION. in due time, to the Provincial Service; but it will take 25 years to work up to the full proportion laid down. It would be impossible to fill up each vacancy that occurs in Districts and Judgeships with Provincial men till the ratio of one-tenth and one-third is reached—enough to give to Provincial Service, say, every fifth Judicial and every twelfth District vacancy. Besides which, the Statutes will go up in their turn. Will submit a definite scheme afterwards.

PUNJAB.—Great dissatisfaction would be caused if a large portion of the vacancies caused by the death or retirement of Military or Civil officers were at once filled up from the Provincial Service. A beginning might be made by promoting from the Provincial Service to places vacated by the eight Uncovenanted officers now in the Commission, and to officiating vacancies when qualified officers of the Imperial Service are not available.

23. *Creation of Provincial Service; to be locally recruited for each Province.*

CENTRAL PROVINCES agrees. Appointments to be open to all subjects of the Crown *bona fide* resident in India.

NORTH-WESTERN PROVINCES agrees.

PUNJAB agrees.

25. *Lower limit of Provincial Service.*

CENTRAL PROVINCES.—Below Extra Assistants and above Tahsildars.

BENGAL.—Below Deputy Magistrates and Collectors or Munsifs; above Tahsildars and Sub-Deputy Collectors.

MADRAS.—Should include District Munsifs, Presidency Magistrates, and Small Cause Court Judges. Does not see how Judicial and Executive branches can be bound together in a single Service, or graded together.

PUNJAB.—Tahsildars and Munsifs below the line.

BOMBAY.—The line should be drawn between gazetted and ungazetted officers, *i.e.*, those appointed by the Government and by the Head of a Department.

28. } *Recruitment of Provincial Service by open or nominated competition: qualifications of age, education, character, and physique: qualification of residence in the Province.*
30. }
38. }

CENTRAL PROVINCES.—Competition would flood the Service with Mahratta Brahmins, to the exclusion of other

classes. Recruitment should be by nomination, after careful selection of candidates—mainly from best men of Subordinate Service. Occasionally an outsider is appointed direct, especially a Mahomedan. High English qualification necessary. No foreigners should be admitted.

ASSAM.—Recruitment mainly from Subordinate Service; the balance by competition among a sufficient number of carefully selected nominees. If possible, no foreigners to the Province should be admitted. This cannot be enforced in Assam at present, but should be elsewhere.

BURMA.—Competitive examination is a very bad method of selecting Natives, and deprives the Government of the power involved in the disposal of the appointments in the Service—a power which we cannot afford to give up.

BENGAL.—Would recruit the Executive Service thus:—two-thirds by open competition, one-third by promotion from Subordinate Service and by nomination. The Judicial Service to be recruited, as now, by nomination by the High Court from among University Law Degrees and Pleaders. The educational and other qualifications of Section 30 are sufficient, but residence in the Province not sufficient. Care must be taken to prevent Bengalis from ousting Beharis and Uriyas. Will submit further proposals on this subject. Some infusion of Europeans in the Provincial Service absolutely necessary, for Frontier, Tea, and Indigo districts, and for Calcutta; or administration will break down.

NORTH-WESTERN PROVINCES.—Would not recruit by competition at all; only by promotion from the Subordinate Service and by nomination by Government. University Degree not required. Age-limit (25 years) not applicable, except to first appointments. Limit of residence only required in case competition is adopted, when it should be residence for 30 years.

PUNJAB.—No open competition. Even limited competition among nominees would be useless, unless certain literary classes were wholly excluded. Recruitment should be by promotion from Subordinate Service; and according to the existing system, which is—in the Executive Service, three-fourths by selection and one-fourth by competition among nominated and selected candidates; in the Judicial, half by selection and half by nominated competition. The qualifications of Section 30 are good, and agree mainly with

RECOMMENDATION.

RECOMMENDATION.

those in existence. The age-limit might be raised to 27 in the cases of candidates who have been in Government service for two years or more. Provincial Service not to be open to all natural-born servants of the Crown, but should be recruited only from among Statutory Natives, including domiciled Europeans. Three years' residence generally a good rule, but there may be exceptions. The selected list will be made up almost exclusively from Natives of the Province.

MADRAS.—Competition should not be introduced here but lower down, for entry into the Subordinate Service. Educated young men should be appointed to be superior Clerks, Deputy Tahsildars, or Taluk Sheristadars. Thus an effective term of probation would be imposed, and the result would be an improvement in the Tahsildar class. The Provincial Service should be recruited from the Subordinate Service by selection, based on personal knowledge of character and ability. Munsifs should be selected, as now, by High Court from Pleaders, Sheristadars of District Courts, &c. Untried men should not be appointed to be Deputy Collectors, even on probation. Agrees in Sections 30 and 38, if recruitment is to be by competition; otherwise not required.

BOMBAY.—Opposed to open competition, which tends to throw all appointments into the hands of a single caste, is not adapted to the principle of representation, and destroys the political and educational advantages of the power of patronage. Have adopted a system of nomination by selection from the best results of various types of educational production, fenced in by various tests of qualifications. After nomination, the candidate is subjected to departmental tests, and should undergo a special course of training; and this should be followed, when he is actually appointed to Government service, by a term of probation. Limit of age (25 years) not required by this system, nor conditions as to residence, which would mainly affect candidates from Native States.

37.

Provincial Service to be open to others than Natives of India.

CENTRAL PROVINCES agrees (see 23).

BENGAL agrees (see also under 28).

PUNJAB agrees. A certain proportion of the Provincial Service should be of European descent, who have their homes in the Punjab or in India.

Pay of Provincial Service.

BENGAL.—Difficult to work two scales of pay for one class of similar appointments. The Statutory Civilians have a claim to get two-thirds of the pay of the Imperial Service. Proposes to adopt General Strachey's scheme,—a substantive grade-scale of pay for period of service, varying for the two Services, plus staff pay for particular appointments, to be received by either Service alike.

NORTH-WESTERN PROVINCES agrees in Commission's proposal.

PUNJAB.—The pay of the Provincial Service should bear a definite relation to that of the Imperial Service. The two-third rule is a good rule, subject to the condition that no one should lose pay by promotion.

Creation of Provincial Service to be effected with due consideration of all existing rights.

PUNJAB.—This implies the continuance of the existing system of promotion by selection from the Subordinate Service.

Absorption of Statutory Civilians into Provincial Service.

CENTRAL PROVINCES and MADRAS agree.

BENGAL.—They will belong to the Provincial Service, but have a claim to *pari passu* promotion, along with their contemporaries of the Civil Service.

NORTH-WESTERN PROVINCES.—They will be treated as Provincial men specially selected for the posts they hold. They have no claim to any appointment except what they actually hold; but in future will be eligible for all the posts excluded from the Schedule.

PUNJAB.—They should be placed in their fair position in the Provincial lists, and officiating promotion should be given them to unscheduled posts.

BOMBAY agrees. They have no claim except to the posts they hold.

Promotion should go by selection, not seniority; and men definitely passed over should be compulsorily retired.

NORTH-WESTERN PROVINCES strongly agrees.

PUNJAB agrees: but what promotion is referred to in 47?—not that to Commissioner? which should always be given by selection.

RECOMMENDATION.

39. }
41. }

43.

44.

{ 46.
47.

RECOMMENDATION. *Creation of Board of Examiners.*

48.

CENTRAL PROVINCES.—Not wanted. No means of meeting it.

BENGAL.—No objection. Will consider details.

PUNJAB.—Not wanted. Committee for examination of Assistants and Extra Assistants already exists. Materials for creating another Board do not exist, nor work for them if created.

MADRAS agrees, if recruitment is to be by competition.

BOMBAY.—Not wanted.

13th July, 1888.

C. A. E.

Y 10249/88

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ORDINARY, MS.

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[Despatch Abstract.]

Pondicherry farmers' request
to expedite registering of
labours presented by
the recruiting agency of Madras
& Kanikal.

Despatch