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BACK PAPERS.

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GOVERNMENT OF INDIA.
DEPARTMENT OF FINANCE AND COMMERCE.

Enclosure to Despatch No. 239 of 1887.

RECRUITMENT OF THE CIVIL SERVICES.

THE Civil Services have for the past five years been recruited upon a systematic plan, which was formulated in 1881-82. Several questions have recently arisen regarding that recruitment, and those questions and the change in the conditions of one or two of the Services render it desirable to examine and to restate the principles which were originally laid down. In the papers of 1881-82 the Government of India communicated to Local Governments only the Rules they had framed, and left them ignorant of the principles upon which they were framed. The consequence is that Local Governments have for these five years been working in the dark; and when they find the state of the Service to differ from what they expect, or what is exactly adapted to their needs, they have not the means of finding exactly where the fault lies, or how the remedy is to be found.

2. The object of this paper is, therefore, first to explain the principles and calculations upon which the system of recruitment rests, and then to examine by aid of them the state of the Services in the four principal Provinces of Bengal, North-Western Provinces, Madras, and Bombay. The examination of the rest can be made, and the examination of those four can be carried further, by persons who have the requisite knowledge of local facts.

SECTION I.—PRINCIPLES OF RECRUITMENT.

3. The present recruitment for the Civil Service is based on a Note by Sir T. Hope, dated 16th November 1881, which laid down the following as the number of “charges” or “offices” to be filled by the Service :

Table A.

Province.	Total number of charges, (a)	Deduct 1 for Military.	Net.	Strength of Service required (Civilians).	Military.
India ...	31	...	31	45·00	...
Central Provinces ...	10	...	10	55·75	...
Burma ...	45	11·25	33·75	15·48	15·16
Assam ...	32	8	24	32·27	10·76
Bengal ...	164	...	164	224·94	...
North-Western Provinces ...	155	...	155	214·18	...
Punjab ...	97	24·25	72·75	100·49	33·50
Madras ...	113	...	113	156·48	...
Bombay ...	99	...	99	135·94	...
Sind ...	21	5·25	15·75	21·27	7·09
Total ...	797	48·75	748·25	1,031·80	66·51

(a) See column 1 in para. 18 of Sir T. Hope's Note. Deduct column 2 from column 1b.

4. The manner in which the required strength of the Service is ascertained is as follows :

Taking a Service regularly recruited and administered under the conditions of leave and retirement applicable to the Civil Service, the following is the distribution at any time of 10,000 men :

Table B.

[The tables in the original are worked out to a Service of 23,176 men. The following table shows the same figures worked out to a service of 10,000 men.]

Year of service.	NUMBER IN SERVICE.		NUMBER ON DUTY.		Year of service.	NUMBER IN SERVICE.		NUMBER ON DUTY.	
	Number.	Progressive.	Number.	Progressive.		Number.	Progressive.	Number.	Progressive.
Over 35 ...	27	27	21	21	18th ...	319	3,568	241	2,738
35th ...	57	81	46	67	17th ...	325	3,993	251	2,949
34th ...	68	152	55	122	16th ...	331	4,221	256	3,215
33rd ...	80	232	64	186	15th ...	338	4,562	260	3,505
32nd ...	94	326	75	261	14th ...	344	4,906	265	3,770
31st ...	109	435	88	349	13th ...	350	5,256	270	4,040
30th ...	126	561	101	450	12th ...	356	5,612	275	4,315
29th ...	145	706	116	566	11th ...	363	5,975	249	4,561
28th ...	163	872	134	700	10th ...	370	6,315	254	4,818
27th ...	190	1,062	144	844	9th ...	378	6,723	260	5,078
26th ...	219	1,281	165	1,009	8th ...	383	7,109	314	5,422
25th ...	248	1,529	188	1,197	7th ...	393	7,502	352	5,774
24th ...	259	1,788	196	1,393	6th ...	400	7,902	358	6,132
23rd ...	270	2,058	204	1,597	5th ...	407	8,309	365	6,497
22nd ...	281	2,339	212	1,809	4th ...	414	8,723	371	6,868
21st ...	293	2,632	221	2,030	3rd ...	420	9,143	376	7,244
20th ...	305	2,937	231	2,261	2nd ...	426	9,569	381	7,625
19th ...	312	3,249	236	2,497	1st ...	431	10,000	387	8,012

By the data on which the calculations are based, the figure 275 against the 12th year should be 245. But we have followed the original tables, as the point is not of any importance.

5. Now the men of the first two years of service are considered to be only in training, and therefore we get the whole 10,000 men of the Service distributed thus:

	Total in service.	Total on duty.
First two years ...	857	768
Remainder ...	9,143	7,244
Total ...	10,000	8,012

And of these obviously only the 7,244 are actually available for the offices to be filled by the Service. That is, for every 7,244 offices there must be a Service of 10,000 men. Suppose we reduce all the above figures proportionately, so that we get 100 in the place of the 7,244, they would stand thus:

	Total in service.	Total on duty.
First two years ...	11.84	10.59
Remainder ...	126.20	100.00
Total ...	138.04	110.59

6. Accordingly, for every 100 appointments we require a margin of 10.59 men in training, and a further margin to bring up the whole to 138.04 for absences. The figures given in Sir T. Hope's Note already quoted are (see paras. 23 and 24):

Appointments to be filled ...	100
Margin for training ...	10.59
Margin for absentees ...	27.39
Giving a total of ...	137.97

differing from the figures above given only in the second decimal places—the calculations of course being the same.

7. If these figures are applied to the number of appointments shown in Table A, we get the following:

Table C.

	Number of charges.	Margin of 3s per cent.	Total Service as now reckoned.	Compare Service as shown in Table A.
Central Provinces ...	40	15.2	55.2	55.75
Burma ...	33.75	12.82	46.57	45.48
Assam ...	24	9.12	33.12	32.27
Bengal ...	164	62.32	226.32	224.94
North-Western Provinces ...	155	58.90	213.90	214.18
Punjab ...	72.75	27.5	100.25	100.49
Madras ...	113	42.94	155.94	156.48
Bombay ...	99	37.62	136.62	135.94
Sind ...	15.75	6.00	21.75	21.27
Total ...	717.25	272.42	989.67	986.80

The 31 appointments under India were to be filled up by taking men from the local Services, which, as will be hereafter seen, were to be overrecruited so as to provide a margin for the purpose.

8. The small differences between the last two columns arise merely because the calculation is here made in a different way, the present object being to reach a standard strength for comparison with existing facts, and not merely (as was mainly the case with Sir T. Hope) to deduce a proper rate for the recruitment of the Service.

9. The following therefore is a complete statement of the Service of each Province as it was then deemed to be desirable to constitute it:

Table D.

	Central Provinces.	Burma.	Assam.	Bengal.	North-Western Provinces.	Punjab.	Madras.	Bombay.	Sind.
NUMBER OF ACTUAL CHARGES TO BE PROVIDED FOR.									
Executive:									
Administrative ...	7	8	3	21	21	13	11	10	2
Headships of Districts, &c. ...	18	19	12	45	49	32	27	20	5
Subdivisional Charges ...	7	8	13	45	48	14	38	31	9
Judicial:									
High Courts and Judicial Commissioners ...	1	1	6	6	4	2	2	4	1
District and Special Judges, &c. ...	1	3	2	30	22	3	21	14	3
Assistant Judges and the like ...	2	...	...	...	3	15	...	7	...
General ...	4	6	2	17	8	13	14	13	1
Total ...	40	45	32	164	155	97	113	99	21
Add 10 per cent. margin for officers of first and second year's service.	4.2	4.7	3.4	17.2	16.3	10.2	11.9	10.4	2.2
Total officers on duty required ...	44.2	49.7	35.4	181.2	171.3	107.2	124.9	109.4	23.2
Further margin for officers on leave (about one-quarter) of above.	11.8	11.3	7.6	43.8	42.7	26.8	31.7	26.6	4.8
Total Service ...	56	61	43	225	214	134	156	136	28

10. The above includes both officers of the Covenanted Civil Service and officers of the various "Commissions." It was intended to continue non-Civilian recruitment in the cases of Burma, Assam, Punjab, and Sind to the extent of one-quarter of the whole requirements, but in the other cases to recruit Civilians only. Ultimately, therefore, the local Services would stand as follows:

	C. P.	B.	A.	B.	N. W.	P.	M.	B.	S.
Civilians ...	56	45.7	32.3	225	214	100.5	156	136	21
Non-Civilians ...	...	15.3	10.7	...	...	33.5	...	...	7
Total ...	56	61	43	225	214	134	156	136	28

And of the former class, five out of every six would be recruited by competition in England, and one would be a "Statutory Native Civil Servant."

11. The required recruitment was determined to be 4·31 per cent. of the required full strength* (it is obvious from the table in paragraph 2 that the first year of service has always to be supplied with 431 new men, in order to keep up a strength of 10,000), and this ratio was deemed to be applicable to the non-Civilian element as well as to the Civilian. But as the local Services had to be recruited not only with reference to their own full strength, but also so as to enable them to spare men for the appointments under the Government of India (number of appointments 31, or, including men on leave, 45), the ratio of recruitment was fixed somewhat higher than 4·31 per cent.

12. It should be noted regarding the scheme of recruitment thus laid down that it was not an attempt to remedy *per saltum* the actual state of the Services, either as regards their being too full, or too scanty, or irregularly recruited. Defects of that kind were allowed to work themselves off in course of time. A new and regularly recruited Service would gradually be substituted at the bottom of the existing one, and would, after say 35 years, have completely taken its place. There was no attempt to meet past deficiencies or irregularities by counterbalancing irregularities in future. This was accepted as a definite principle, and therefore, when complaints are now made by Local Governments that the state of the Service does not in every respect fit the work it has to do, the question must be examined whether the complaints do not arise from former irregularities, before the assumption is made that there is anything wrong in the present conditions of recruitment.

SECTION II.—EXAMINATION OF EXISTING COMPLEMENTS.

13. The ratio of recruitment laid down in 1881-82 accordingly aimed at producing a Service of a certain number of persons; and that certain number of persons was the number which was considered requisite for manning the then existing number of appointments. We ought to examine the state of each Province separately, in order to see (1) how far the result as regards the intended number of the Service has been attained; (2) whether any change in the number of appointments has meantime taken place which would render the number, aimed at in 1882, now inappropriate. This last point is one in which the Local Government has necessarily more knowledge than the Government of India.

BENGAL.

14. The Service under the Government of Bengal was meant to consist of 225 persons. The annexed statistics (Table E) show that the number available for the Service in that Government had, on July 1st of each of the past seven years, been 233, 226, 227, 225, 222, 214, 219. The shortness in the last two years is mainly due to the increase from 15 to 21 of officers transferred to the Government of India.

15. The number of appointments is a total of 164, of which 45 (those marked as Subdivisional Charges) are appointments under Rs. 1,000 a month, being the joint magistracies and similar appointments.

Thus there were in 1882 119 appointments which were of the standing of District Officer (Judicial or Executive) and 45 others; or, comparing it with the whole Service of 225 persons, there were—

	Per cent.
Superior appointments	52·8
Inferior appointments	20·0
Training and leave	27·2
	100

Referring to the tables of normal Service, we see that the 52·8 per cent. superior appointments would (if the Service were normal) be filled substantively by the officers of the 13th year and upwards (as they contain 52·56 per cent. of all the

* *Note.*—This is not strictly correct. We require to have 431 men living in the first year of service. The number of recruits required is 431 *plus* half a year's casualties.

men on service), but would, so far as officiating goes, reach down as far as the 8th year of service (as the men on duty over that year are only 50·78 of the whole Service).

16. From the list of appointments given in Pro., January 1883, No. 7, &c., it will be seen that the Bengal Government added five to its actual list, so that it is really recruiting for five more than it then possessed. We have no information as to whether it has really added five to its list of 1881. But, unless it has made much greater additions than this, its existing Service is very accurately adapted to its requirements.

NORTH-WESTERN PROVINCES.

17. The local Service was meant to be 214; the annexed statements (Table F) shew that for the last seven years it has been (on 1st July) 244, 237, 219, 219, 224, 219, 209, so that it is a little more numerous than intended. Looking at the list of appointments, it is found that 48 + 3 may be reckoned as of lower grade than a District Judge or District Magistrate, and we have thus 104 superior and 51 inferior appointments, giving the following percentages:

Superior appointments	...	...	...	...	48·6
Inferior appointments	...	...	...	...	23·8
Margin	...	...	...	...	27·6
					100

18. From this reckoning, as in the case of Bengal, we see that if the Service were normally filled, the superior appointments would come down substantively to men of the 11th year of service (who, with those above them, are 49·06 per cent. of the whole Service), and officiatingly would come down to the 10th year of service.

19. It is believed they do not really come down nearly so far, because by reason of excessive recruitment about 1861 to 1863 a man must be much more than fourteen years' service before he is among the senior 48·6 per cent. of the whole.

MADRAS.

20. The Madras Service was intended to comprise 156 men. The actual number on duty on July 1st of the last seven years has been 159, 157, 155, 156, 148, 148, 151. Thus it has been a little lower than intended; but, as will presently be seen, the number of appointments was pitched a little too high, and thus the Service was really sufficient. The 113 appointments for which the Service is intended include—

Government and Board	...	...	...	11
Principal District appointments—				
Collector-ships	...	...	...	20
Commissioner	...	...	...	1
For new Districts	...	...	...	6
Sub-Collectors and the like	...	...	...	38
High Court Judgeships	...	...	...	2
District Judges	...	...	...	21
Miscellaneous	...	...	...	14
Total				113

But as only one of the new districts was created, the real scale is as follows:

vs :

			Superior.	Middle.	Inferior.
Government and Board	...	...	11	...	...
Heads of Districts	...	...	22	...	...
Sub-Collectors	...	...	...	15	...
Other Subdivisional Charges	...	...	...	...	24
High Court Judgeships	...	...	2	...	...
District Judges	...	...	21	...	...
Miscellaneous	...	...	10	...	4
			66	15	28
			109		
Total	...				

21. The Sub-Collectors we are obliged to class between the superior and inferior appointments. They draw Rs. 1,166½, and in this respect, as also in respect of the importance of their charges, they compare almost with superior appointments in Northern India.

22. Taking percentages, as before, of the appointments thus available for the 156 (or say rather 150 men, as the Service has really been worked upon that basis), we get—

				Per cent.
Superior appointments	...	...	...	44
Sub-Collectors	...	...	...	10
Inferior	...	...	...	19
Margin	...	...	...	27
Total				100

And thus we see that the Service normally recruited will be filled up as follows :

		Substantive.	Officiating.
Superior	...	Down to middle of 15th year.	Down to 12th year and a little of 11th.
Sub-Collectors	...	Down to middle of 12th year.	Down to 8th year.
Inferior	...	Down to 10th year	Down to middle of 5th year.

BOMBAY AND SIND.

23. The Bombay Service was fixed at 136 men, *plus* 28 for Sind, or 164 in all. The annexed statistics (Table H) shew that for July 1st it has in the past seven years stood as follows : 153, 165, 167, 167, 164, 165, 163 ; so that it has held very closely to its intended number.

24. Of the Bombay appointments, the 31 Sub-divisional Charges, 5 of the Assistant Judgeships, and 4 of the Miscellaneous appointments must be reckoned as "inferior" appointments, taking Rs. 1,000 a month as the standard ; and of the Sind appointments, only eight can be considered superior. We thus have altogether 67 superior and 53 inferior appointments. In this, however, no reckoning is taken of the Political appointments in Bombay, some of which are certainly "superior," and therefore to the extent to which Bombay gives its Political appointments to members of the Civil Service, their position is better than shewn from these figures. The result is therefore—

					Per cent.
Superior	...	...	...	...	40·8
Inferior	...	...	...	...	32·3
Margin	...	...	...	...	26·9
					100

25. Applying these percentages to the table of normal Service, we see that the 40·8 per cent. of officers who substantively hold superior offices will include some of the 16th year of service ; and the 40·8 per cent. of officers officiating in such appointments will include one or two of the 12th year of service. The 32·3 per cent. below that who hold the inferior appointments will, so far as substantive service goes, come down to the 7th year, and, so far as officiating goes, come down to the 3rd year.

26. In comparing this with other Provinces, it is well to note that the inferior appointments in Bombay appear to be as a rule worth less, and the superior ones worth more, than in other Provinces.

SECTION III.—IRREGULARITIES OF RECRUITMENT.

27. The next task is to examine the details of these several Services in order to see how far they depart from the standard of a regularly recruited Service. In the first four columns of Table K it is shewn how the number of men allotted to each Service would be distributed, if the Service had been regularly recruited in the past, by annual additions at the same rate as they are now made. This may be called the arrangement of a normally recruited Service.

and the figures are of course obtained directly from Table B. (The Madras Service is taken at 150 men instead of 156.) They shew the consecutive number of the men who would be found in each year of the supposed normally recruited Service. Thus in the Bengal List the twelfth year of service would be occupied by No. 119 to No. 126 of the Provincial List, and in the North-West List that year would be occupied by No. 113 to No. 120—that is, the numbers in the several columns indicate the places in its Provincial List that ought to be occupied by the last man of each year of service.

28. In the next four columns is stated the actual arrangement of the Services in question, including both Civilians and officers of the several "Commissions," as they stand according to the Civil Lists of April 1st, 1887. Men transferred to other Governments are, of course, omitted from this reckoning; and in the final four columns we shew the difference between the normal and the actual facts. The figures there given shew the number of places by which the last man of each year of service falls behind (*minus* sign) or is in advance of (*plus* sign) the place he would occupy in a normally arranged Service.

29. The result is to shew that in Bengal and the North-Western Provinces, by reason of overrecruitment in 1861-62 and 1862-63, all men of the years 1862-63 to 1878-79 are in Bengal about 20 and in the North-Western Provinces about 30 places behind what they would normally occupy. This was remedied by short recruitment after those years. During the last five years the men recruited for the North-Western Provinces have fallen pretty accurately into the position which in a normally recruited Service they would fill and the same might have been said of Bengal, but that the recent withdrawal (para. 14) of an unusually large number of men has temporarily given the last five years' recruits about seven places of advantage. Still the recruitment of the last five years has been quite regular.

30. In Madras there was a considerable overrecruitment about 1863-64 and 1864-65, which affected 40 men of the ten years of service beginning with these years. Since then, *i.e.*, since 1873-74, the recruitment has been singularly regular, the men being regularly three or four places below their assigned positions. In fact, if we had made the comparison with the authorized figure of a Service of 156, instead of with our own corrected figure of 150, they would have been shewn either in or slightly above their normally assigned places.

31. In the Bombay Service there was serious overrecruitment about 1868, and the men of eight or nine years after that are over 20 places behind their "normal" status—a very large number in a Service of 162 places. This has been to a large extent remedied, but the men of the last seven or eight years are still five or six places behind. The recent recruitment has been perfectly regular, so that the juniors have always remained at this exact amount of disadvantage. This disadvantage, it must be remembered, is a disadvantage as compared with the standard arrived at in the Rules of recruitment. It has been pointed out that the Bombay Service is not recruited for the Political appointments under that Government; and as the Bombay Government has actually given some Political and other appointments to its Civil Service, it has made up to the juniors the disadvantage of five or six places shewn in the comparison.

SECTION IV.—EXPECTATION OF SALARY.

32. In section II of this Note we have divided the appointments in the Services roughly into superior and inferior; but there is a method of measuring expectation of salary which is much more accurate. "Expectation of salary" is necessarily a very different thing from expectation of substantive status. The substantive status can be reckoned by simply going down the figures in the first four columns of Table K, and assigning to each person in order one of the sanctioned substantive appointments which make up the list in Table D. To find the salary that a man on duty may expect at each year of service is a somewhat more complicated business. We propose to solve the question for one of the Services—say the Madras Service.

33. Going down the list of officers present on duty on April 1st, 1887, we find the salaries they draw are as follows :

	Rs.		Rs.		Rs.
1	... 2,333	5	... 2,333	9	... 2,333
2	... 5,120	6	... 3,500	10	... 2,333
3	... 3,750	7	... 2,800	11	... 2,333
4	... 3,000	8	... 5,120	12	... 3,750

and so on.

Taking them in groups of four so as to eliminate irregularities, they stand as follows :

(These figures are salaries only, i.e., pay *plus* acting allowance. Travelling allowance and tentage are not reckoned. Statutory Natives' salaries are increased to the full amount.)

No. of salary.	Average.	No. of salary.	Average.
1 to 4	... 3,551	65 to 68	... 1,017
5 to 8	... 3,138	69 to 72	... 984
9 to 12	... 2,657	73 to 76	... 1,050
13 to 16	... 2,531	77 to 80	... 914
17 to 20	... 2,687	81 to 84	... 904
21 to 24	... 2,333	85 to 88	... 811
25 to 28	... 2,687	89 to 92	... 722
29 to 32	... 2,483	93 to 96	... 832
33 to 36	... 2,375	97 to 100	... 693
37 to 40	... 2,354	101 to 104	... 574
41 to 44	... 2,275	105 to 108	... 579
45 to 48	... 2,052	109 to 112	... 433
49 to 52	... 1,913	113 to 116	... 410
53 to 56	... 1,855	117 to 120	... 385
57 to 60	... 1,325	121 to 122	... 385
61 to 64	... 1,167		

34. Every quarter's list will no doubt shew slight variations in these figures; but they will not be great, and for present purposes it is not necessary to go beyond one list, though it would be more accurate to take an average of the four quarters of any given year.

35. The above then may be taken as the 122 salaries available in the Service of the Government of Madras to men on duty; and assuming the Service to consist altogether (as above taken) of 150 men, we calculate the number on duty from Table B, and set it forth in the second column of Table L.

The total comes to 120, and all we have to do now is to allot the above salaries (or rather the first 120 of them), beginning at the top and going on to the end of the list, and to bring out the average salary for each year.

36. The appointments of the Madras Service are therefore such that, taking a normal Service of 150 men, each person may, if the recruiting is regular, expect each year of his service the salary shewn in the last column. A person can easily find from the distribution Table K how far he is in advance of or behind his proper place, and to what extent accordingly his expectation exceeds or falls short of the normal.

37. We have not carried out this calculation for the Service of other Governments; it is obviously a mere matter of arithmetical calculation based upon the actual salaries shewn by the quarterly lists to be drawn by the Service (including the "Commissions") under each Government concerned.

June 10th, 1887.

Table E.
BENGAL.

1	2	3		4		5			
On 1st July.	Total number of Covenanted Members.	Number of Members of the Commissions and of Non-Regulation Provinces who are not Covenanted Civil Servants.		Number included in column 2 whose services are placed at disposal of the Government of India or other Governments.		Number included in column 3 whose services are placed at disposal of the Government of India or other Governments.			
						Government of India.		Other Governments.	
Year.	As borne on the Gradation List.	Native Statutory Service.	Non-Regulation Provinces.	Government of India. <i>A</i>	Other Governments.	From Commission.	From Non-Regulation List.	From Commission.	From Non-Regulation List. <i>B</i>
1881	247	4	12	12	17	...	...	...	1
1882	242	5	11	8	23	...	...	...	1
1883	245	6	11	9	25	...	...	...	1
1884	248	6	11	12	27	...	...	...	1
1885	246	8	11	15	27	...	...	...	1
1886	244	10	9	21	28	...	...	...	...
1887	248	11	8	15	32	...	...	...	1

A includes Members of His Excellency's Council, Secretaries and Under-Secretaries to the Government of India, and Officers on Special Duty; Accountants-General and Enrolled Officers of the Financial Department, being Covenanted Civilians attached to the Province; the Post Master General, Bengal; the Consul-General, Baghdad, and Resident, Kashmir (Mr. Plowden was Resident, Kashmir, on 1st July 1886 (officiating)).

A excludes Lieutenant-Governors and Chief Commissioners.

B From 1881 to 7th January 1886 Lieutenant-Colonel Money was shown in the Non-Regulation List as Manager, Durbhunga Raj. His name does not appear in Non-Regulation List of 1st July 1886.

Table F.
NORTH-WESTERN PROVINCES AND OUDH.

1	2	3	4	5		6	
On 1st July.	Total number of Covenanted Members, excluding Statutory Civilians.	Total Statutory Civilians.	Number of Members of Commissions of the Non-Regulation Provinces who are not Covenanted Civil Servants (European or Native).	Number included in column 2 whose services are placed at disposal of the Government of India or of other Governments.		Number included in column 4 whose services are placed at disposal of the Government of India or of other Governments.	
Year.			<i>B</i>	Government of India. <i>A</i>	Other Governments.	Government of India.	Other Governments.
1881	...	214	3	53	15	10	1
1882	...	211	4	48	18	8	...
1883	...	209	4	37	20	10	1
1884	...	206	5	34	15	10	1
1885	...	208	6	34	14	9	1
1886	...	206	7	33	14	12	1
1887	...	202	10	27	15	14	1

A excludes Chief Commissioners and includes officers placed at disposal of Mysore, Berar, and Ajmere.

B Officers in the Oudh, Kanton, and Jhansi Commissions of grades down to Assistant Commissioners.

Table G.

MADRAS.

1	2	3	4	5		6		Remarks.
On 1st July.	Total number of Covenanted Civil Servants (excluding Statutory Civilian).	Total number of Statutory Civilian.	Number of Members of the Commissions of Non-Regulation Provinces who are not Covenanted Civil Servants (European or Native).	Number included in column 2 whose services are placed at the disposal of the Government of India or of other Governments.		Number included in column 4 whose services are placed at the disposal of the Government of India or of other Governments.		
Year.				Government of India. A	Other Governments.	Government of India.	Other Governments.	
1881 ...	159	2	...	2	...	...	...	* Includes Post Master General, Madras, and officers placed at disposal of Government of India for employment in Coorg.
1882 ...	157	3	...	3	...	...	...	
1883 ...	155	4	...	4	1	...	...	
1884 ...	154	5	...	3	...	...	...	
1885 ...	146	6	...	4	...	...	...	
1886 ...	146	7	...	5	...	...	...	
1887 ...	149	8	...	3	3	...	...	

Table H.

BOMBAY.

1	2	3	4	5		6		Remarks.
On 1st July.	Total number of Covenanted Civil Servants (excluding Statutory Civilians).	Total number of Statutory Civilians.	Number of Members of the Commissions of Non-Regulation Provinces who are not Covenanted Civil Servants.	Number included in column 2 whose services are placed at the disposal of the Government of India or other Governments.		Number included in column 4 whose services are placed at the disposal of the Government of India or of other Governments.		
Year.				Government of India.	Other Governments.	Government of India.	Other Governments.	
1881 ...	144	2	17	8*	1	Nil	1 (T)	* Includes Mr. Baues, deputed to Simla on Census Duty. (T) Mr. Steele, who was serving under the Transvaal Government.
1882 ...	151	4	17	7	Nil	Nil	Nil	
1883 ...	154	5	17	9	Nil	Nil	Nil	
1884 ...	154	6	17	10	Nil	Nil	Nil	
1885 ...	153	6	14	9	Nil	Nil	Nil	
1886 ...	153	7	14	9	Nil	Nil	Nil	
1887 ...	153	7	14	7	3	...	1	

Table K.

IRREGULARITIES OF RECRUITMENT.

Year of service.	NORMALLY RECRUITED SERVICE.				SERVICE AS IT ACTUALLY STANDS.				DIFFERENCE + BETTER — WORSE.				Year of arrival.
	Bengal.	North-Western Provinces.	Madras.	Bombay.	Bengal.	North-Western Provinces.	Madras.	Bombay.	Bengal.	North-Western Provinces.	Madras.	Bombay.	
Over ... 35	6	6	4	4	0	1	...	...	...	...	...	...	...
35th	18	17	12	13	0	1	...	1	...	+ 7	...	+ 3	...
34th	33	31	22	24	1	1	1	1	+ 23	+ 21	+ 12	+ 14	...
33rd	51	49	34	37	1	4	2	3	+ 41	+ 39	+ 14	+ 7	...
32nd	73	70	48	52	5	6	5	4	+ 23	+ 1	— 2	+ 12	...
31st	98	93	65	70	13	12	5	11	— 32	— 27	+ 15	— 4	1856-57
30th	127	121	84	91	18	16	10	13	— 53	— 39	— 16	— 39	1857-58
29th	160	152	107	116	22	18	10	14	— 6	— 28	+ 7	— 24	1858-59
28th	197	187	131	141	22	22	10	15	— 27	— 33	+ 31	— 9	1859-60
27th	240	228	160	172	26	27	12	17	— 2	— 42	+ 4	+ 2	1860-61
26th	290	276	194	209	44	44	13	18	— 13	— 164	+ 64	+ 29	1861-62
25th	345	328	230	249	55	56	24	21	— 205	— 232	— 1	+ 39	1862-63
24th	403	383	268	290	69	68	40	28	— 287	— 297	— 132	+ 1	1863-64
23rd	463	440	309	334	74	70	52	36	— 277	— 26	— 211	— 26	1864-65
22nd	525	499	350	378	80	80	55	45	— 275	— 301	— 20	— 72	1865-66
21st	590	560	393	425	80	86	55	45	— 21	— 30	— 157	— 25	1866-67
20th	658	625	438	474	89	93	60	55	— 232	— 305	— 162	— 76	1867-68
19th	728	692	486	525	96	105	65	67	— 232	— 358	— 164	— 145	1868-69
18th	799	759	533	576	104	107	69	81	— 241	— 311	— 157	— 234	1869-70
17th	872	829	581	628	110	113	72	91	— 228	— 301	— 139	— 282	1870-71
16th	947	900	632	683	115	125	74	94	— 203	— 35	— 108	— 257	1871-72
15th	1024	973	683	738	123	133	76	99	— 206	— 357	— 77	— 252	1872-73
14th	1102	1047	735	794	133	139	80	103	— 228	— 343	— 65	— 236	1873-74
13th	1182	1123	788	852	141	144	82	106	— 228	— 317	— 32	— 208	1874-75
12th	1263	1200	842	909	148	147	88	106	— 217	— 27	— 38	— 151	1875-76
11th	1345	1278	897	969	154	154	93	113	— 195	— 262	— 33	— 161	1876-77
10th	1429	1358	953	1030	161	160	99	116	— 181	— 242	— 37	— 13	1877-78
9th	1514	1439	1009	1090	167	165	103	120	— 156	— 211	— 21	— 11	1878-79
8th	1600	1520	1067	1153	169	172	110	125	— 9	— 20	— 33	— 97	1879-80
7th	1688	1604	1125	1216	173	176	117	127	— 42	— 156	— 45	— 54	1880-81
6th	1778	1689	1185	1280	177	179	122	133	+ 8	— 101	— 35	— 5	1881-82
5th	1870	1777	1246	1346	182	182	127	141	+ 5	— 43	— 24	— 64	1882-83
4th	1963	1865	1307	1412	188	187	132	148	+ 83	— 5	— 13	— 68	1883-84
3rd	2057	1954	1368	1478	197	193	136	154	+ 79	+ 24	+ 8	— 62	1884-85
2nd	2153	2047	1435	1560	207	202	143	161	+ 83	+ 27	+ 5	— 6	1885-86
1st	225	2140	1500	1620	218	214	151	168	+ 7	0	— 1	— 6	1886-87

Table L.

EXPECTATION OF SALARY, MADRAS SERVICE.

Year of service.	Number on duty.	Distribution of Salaries.				Average.
Over 35	·3	4 salaries of 3,551				3,551
35th	·7					3,551
34th	·9					3,551
33rd	1					3,551
32nd	1·1					3,551
31st	1·3	1·3 salaries of 3,438	...	...	...	3,438
30th	1·5	1·5 salaries of 3,438	...	...	...	3,438
29th	1·7	1·2 salaries of 3,438; ·5 salaries of 2,687	...	...	...	3,217
28th	2·0	2·0 salaries of 2,687	...	...	...	2,687
27th	2·2	1·5 salaries of 2,687; ·7 salaries of 2,531	...	...	...	2,638
26th	2·5	2·5 salaries of 2,531	...	...	...	2,531
25th	2·7	·8 salary of 2,531; 1·9 salaries of 2,687	...	...	...	2,641
24th	2·9	2·1 salaries of 2,687; ·8 salaries of 2,333	...	...	...	2,586
23rd	3·1	3·1 salaries of 2,333	...	...	...	2,333
22nd	3·2	·1 salary of 2,333; 3·1 salaries of 2,687	...	...	...	2,676
21st	3·3	·9 salary of 2,687; 2·4 salaries of 2,483	...	...	...	2,539
20th	3·4	1·8 salary of 2,483; 1·8 salary of 2,375	...	...	...	2,426
19th	3·5	2·2 salaries of 2,375; 1·3 salary of 2,354	...	...	...	2,367
18th	3·6	2·7 salaries of 2,354; ·9 salary of 2,275	...	...	...	2,334
17th	3·7	3·1 salaries of 2,275; ·6 salary of 2,052	...	...	...	2,239
16th	3·8	3·4 salaries of 2,052; ·4 salary of 1,943	...	...	...	2,040
15th	3·9	3·6 salaries of 1,943; ·3 salary of 1,855	...	...	...	1,935
14th	4·0	3·7 salaries of 1,855; ·3 salary of 1,325	...	...	...	1,815
13th	4·1	3·7 salaries of 1,325; ·4 salary of 1,167	...	...	...	1,310
12th	4·2	3·6 salaries of 1,167; ·6 salary of 1,017	...	...	...	1,145
11th	3·7	3·4 salaries of 1,017; ·3 salary of 984	...	...	...	1,015
10th	3·8	3·7 salaries of 984; ·1 salary of 1,050	...	...	...	986
9th	3·9	3·9 salaries of 1,050	...	...	...	1,050
8th	5·1	4·0 salaries of 914; 1·1 salary of 904	...	...	...	912
7th	5·3	2·9 salaries of 904; 2·4 salaries of 811	...	...	...	862
6th	5·4	1·6 salaries of 811; 3·8 salaries of 722	...	...	...	749
5th	5·5	·2 salaries of 722; 4·0 salaries of 832; 1·3 of 693	...	...	...	796
4th	5·6	2·7 salaries of 693; 2·9 salaries of 574	...	...	...	630
3rd	5·6	1·1 salaries of 574; 4 salaries of 579; ·5 of 433	...	...	...	565
2nd	5·7	3·5 salaries of 433; 2·2 salaries of 410	...	...	...	424
1st	5·8	1·8 salaries of 410; 4 salaries of 385	...	...	...	393
Total ...	120·0					

GOVERNMENT OF INDIA.
DEPARTMENT OF FINANCE AND COMMERCE.

Enclosure to Despatch No. 239 of 1887.

RECRUITMENT OF THE CIVIL SERVICES.

THE Civil Services have for the past five years been recruited upon a systematic plan, which was formulated in 1881-82. Several questions have recently arisen regarding that recruitment, and those questions and the change in the conditions of one or two of the Services render it desirable to examine and to restate the principles which were originally laid down. In the papers of 1881-82 the Government of India communicated to Local Governments only the Rules they had framed, and left them ignorant of the principles upon which they were framed. The consequence is that Local Governments have for these five years been working in the dark; and when they find the state of the Service to differ from what they expect, or what is exactly adapted to their needs, they have not the means of finding exactly where the fault lies, or how the remedy is to be found.

2. The object of this paper is, therefore, first to explain the principles and calculations upon which the system of recruitment rests, and then to examine by aid of them the state of the Services in the four principal Provinces of Bengal, North-Western Provinces, Madras, and Bombay. The examination of the rest can be made, and the examination of those four can be carried further, by persons who have the requisite knowledge of local facts.

SECTION I.—PRINCIPLES OF RECRUITMENT.

3. The present recruitment for the Civil Service is based on a Note by Sir T. Hope, dated 16th November 1881, which laid down the following as the number of "charges" or "offices" to be filled by the Service:

Table A.

Provinces.	Total number of charges. (a)	Deduct 1 for Military.	Net.	Strength of Service required (Civilians).	Military.
India ...	31	...	31	45.00	...
Central Provinces...	40	...	40	55.75	...
Burma ...	45	11.25	33.75	45.48	15.16
Assam ...	32	8	24	32.27	10.76
Bengal ...	164	...	164	224.94	...
North-Western Provinces	155	...	155	214.18	...
Punjab ...	97	21.25	72.75	100.49	33.50
Madras ...	113	...	113	156.18	...
Bombay ...	99	...	99	135.94	...
Sind ...	21	5.25	15.75	21.27	7.9
Total	797	48.75	748.25	1,031.80	66.51

(a) See statement in para. 18 of Sir T. Hope's Note. Deduct column 2 from column 16.

4. The manner in which the required strength of the Service is ascertained is as follows:

Taking a Service regularly recruited and administered under the conditions of leave and retirement applicable to the Civil Service, the following is the distribution at any time of 10,000 men:

And of the former class, five out of every six would be recruited by competition in England, and one would be a "Statutory Native Civil Servant."

11. The required recruitment was determined to be 4.31 per cent. of the required full strength* (it is obvious from the table in paragraph 2 that the first year of service has always to be supplied with 131 new men, in order to keep up a strength of 10,000), and this ratio was deemed to be applicable to the non-Civilian element as well as to the Civilian. But as the local Services had to be recruited not only with reference to their own full strength, but also so as to enable them to spare men for the appointments under the Government of India (number of appointments 31, or, including men on leave, 45), the ratio of recruitment was fixed somewhat higher than 4.31 per cent.

12. It should be noted regarding the scheme of recruitment thus laid down that it was not an attempt to remedy *per saltum* the actual state of the Services, either as regards their being too full, or too scanty, or irregularly recruited. Defects of that kind were allowed to work themselves off in course of time. A new and regularly recruited Service would gradually be substituted at the bottom of the existing one, and would, after say 35 years, have completely taken its place. There was no attempt to meet past deficiencies or irregularities by counterbalancing irregularities in future. This was accepted as a definite principle, and therefore, when complaints are now made by Local Governments that the state of the Service does not in every respect fit the work it has to do, the question must be examined whether the complaints do not arise from former irregularities, before the assumption is made that there is anything wrong in the present conditions of recruitment.

SECTION II.—EXAMINATION OF EXISTING COMPLEMENTS.

13. The ratio of recruitment laid down in 1881-82 accordingly aimed at producing a Service of a certain number of persons; and that certain number of persons was the number which was considered requisite for manning the then existing number of appointments. We ought to examine the state of each Province separately, in order to see (1) how far the result as regards the intended number of the Service has been attained; (2) whether any change in the number of appointments has meantime taken place which would render the number, aimed at in 1882, now inappropriate. This last point is one in which the Local Government has necessarily more knowledge than the Government of India.

BENGAL.

14. The Service under the Government of Bengal was meant to consist of 225 persons. The annexed statistics (Table E) show that the number available for the Service in that Government had, on July 1st of each of the past seven years, been 233, 226, 227, 225, 222, 214, 219. The shortness in the last two years is mainly due to the increase from 15 to 21 of officers transferred to the Government of India.

15. The number of appointments is a total of 164, of which 45 (those marked as Subdivisional Charges) are appointments under Rs. 1,000 a month, being the joint magistracies and similar appointments.

Thus there were in 1882 119 appointments which were of the standing of District Officer (Judicial or Executive) and 45 others; or, comparing it with the whole Service of 225 persons, there were—

	Superior appointments	Inferior appointments	Training and leave	Per cent.
...	...	...	...	52.8
...	...	...	...	20.0
...	...	...	...	27.2
				100

Referring to the tables of normal Service, we see that the 52.8 per cent. superior appointments would (if the Service were normal) be filled substantively by the officers of the 13th year and upwards (as they contain 52.33 per cent. of all the

* Note.—This is not strictly correct. We require to have 131 men living in the first year of service. The number of recruits required is 131 *plus* half a year's casualties.

men on service), but would, so far as officiating goes, reach down as far as the 8th year of service (as the men on duty over that year are only 50·78 of the whole Service).

16. From the list of appointments given in Pro., January 1883, No. 7, &c., it will be seen that the Bengal Government added five to its actual list, so that it is really recruiting for five more than it then possessed. We have no information as to whether it has really added five to its list of 1881. But, unless it has made much greater additions than this, its existing Service is very accurately adapted to its requirements.

NORTH-WESTERN PROVINCES.

17. The local Service was meant to be 214; the annexed statements (Table F) shew that for the last seven years it has been (on 1st July) 244, 237, 219, 219, 224, 219, 209, so that it is a little more numerous than intended. Looking at the list of appointments, it is found that 48 + 3 may be reckoned as of lower grade than a District Judge or District Magistrate, and we have thus 104 superior and 51 inferior appointments, giving the following percentages:

Superior appointments	...	...	...	...	48·6
Inferior appointments	...	...	...	...	23·8
Margin	...	...	...	...	27·6
					100

18. From this reckoning, as in the case of Bengal, we see that if the Service were normally filled, the superior appointments would come down substantively to men of the 14th year of service (who, with those above them, are 49·06 per cent. of the whole Service), and officiatingly would come down to the 10th year of service.

19. It is believed they do not really come down nearly so far, because by reason of excessive recruitment about 1861 to 1863 a man must be much more than fourteen years' service before he is among the senior 48·6 per cent. of the whole.

MADRAS.

20. The Madras Service was intended to comprise 156 men. The actual number on duty on July 1st of the last seven years has been 159, 157, 155, 156, 148, 148, 151. Thus it has been a little lower than intended; but, as will presently be seen, the number of appointments was pitched a little too high, and thus the Service was really sufficient. The 113 appointments for which the Service is intended include--

Government and Board	...	...	...	11
Principal District appointments--				
Collector-ships	...	...	...	20
Commissioner	...	...	...	1
For new Districts	...	...	...	6
Sub-Collectors and the like	...	...	...	38
High Court Judgeships	...	...	...	2
District Judges	...	...	...	21
Miscellaneous	...	...	...	14
Total				113

But as only one of the new districts was created, the real scale is as follows:

			Superior.	Middle.	Inferior.
Government and Board	...	...	11	...	...
Heads of Districts	...	...	22	...	...
Sub-Collectors	...	...	...	15	...
Other Subdivisional Charges	...	...	...	...	24
High Court Judgeships	...	...	2	...	...
District Judges	...	...	21	...	...
Miscellaneous	...	...	10	...	4
			66	15	28
Total			109		

21. The Sub-Collectors we are obliged to class between the superior and inferior appointments. They draw Rs. 1,166 $\frac{2}{3}$, and in this respect, as also in respect of the importance of their charges, they compare almost with superior appointments in Northern India.

22. Taking percentages, as before, of the appointments thus available for the 156 (or say rather 150 men, as the Service has really been worked upon that basis), we get—

					Per cent.
Superior appointments	...	...	...	...	44
Sub-Collectors	...	...	...	...	10
Inferior	...	...	...	...	19
Margin	...	...	...	...	27
Total				...	100

And thus we see that the Service normally recruited will be filled up as follows:

		Substantive.	Officiating.
Superior	...	Down to middle of 15th year.	Down to 12th year and a little of 11th.
Sub-Collectors	...	Down to middle of 12th year.	Down to 8th year.
Inferior	...	Down to 10th year	Down to middle of 5th year.

BOMBAY AND SIND.

23. The Bombay Service was fixed at 136 men, *plus* 28 for Sind, or 164 in all. The annexed statistics (Table H) shew that for July 1st it has in the past seven years stood as follows: 153, 165, 167, 167, 164, 165, 163; so that it has held very closely to its intended number.

24. Of the Bombay appointments, the 31 Subdivisional Charges, 5 of the Assistant Judgeships, and 4 of the Miscellaneous appointments must be reckoned as "inferior" appointments, taking Rs. 1,000 a month as the standard; and of the Sind appointments, only eight can be considered superior. We thus have altogether 67 superior and 53 inferior appointments. In this, however, no reckoning is taken of the Political appointments in Bombay, some of which are certainly "superior," and therefore to the extent to which Bombay gives its Political appointments to members of the Civil Service, their position is better than shewn from these figures. The result is therefore—

					Per cent.
Superior	...	...	...	...	40.8
Inferior	...	...	...	...	32.3
Margin	...	...	...	...	26.9
					100

25. Applying these percentages to the table of normal Service, we see that the 40.8 per cent. of officers who substantively hold superior offices will include some of the 16th year of service; and the 40.8 per cent. of officers officiating in such appointments will include one or two of the 12th year of service. The 32.3 per cent. below that who hold the inferior appointments will, so far as substantive service goes, come down to the 7th year, and, so far as officiating goes, come down to the 3rd year.

26. In comparing this with other Provinces, it is well to note that the inferior appointments in Bombay appear to be as a rule worth less, and the superior ones worth more, than in other Provinces.

SECTION III.—IRREGULARITIES OF RECRUITMENT.

27. The next task is to examine the details of these several Services in order to see how far they depart from the standard of a regularly recruited Service. In the first four columns of Table K it is shewn how the number of men allotted to each Service would be distributed, if the Service had been regularly recruited in the past, by annual additions at the same rate as they are now made. This may be called the arrangement of a normally recruited Service.

and the figures are of course obtained directly from Table B. (The Madras Service is taken at 150 men instead of 156.) They shew the consecutive number of the men who would be found in each year of the supposed normally recruited Service. Thus in the Bengal List the twelfth year of service would be occupied by No. 119 to No. 126 of the Provincial List, and in the North-West List that year would be occupied by No. 113 to No. 120—that is, the numbers in the several columns indicate the places in its Provincial List that ought to be occupied by the last man of each year of service.

28. In the next four columns is stated the actual arrangement of the Services in question, including both Civilians and officers of the several "Commissions," as they stand according to the Civil Lists of April 1st, 1887. Men transferred to other Governments are, of course, omitted from this reckoning; and in the final four columns we shew the difference between the normal and the actual facts. The figures there given shew the number of places by which the last man of each year of service falls behind (*minus* sign) or is in advance of (*plus* sign) the place he would occupy in a normally arranged Service.

29. The result is to shew that in Bengal and the North-Western Provinces, by reason of overrecruitment in 1861-62 and 1862-63, all men of the years 1862-63 to 1878-79 are in Bengal about 20 and in the North-Western Provinces about 30 places behind what they would normally occupy. This was remedied by short recruitment after those years. During the last five years the men recruited for the North-Western Provinces have fallen pretty accurately into the position which in a normally recruited Service they would fill and the same might have been said of Bengal, but that the recent withdrawal (para. 14) of an unusually large number of men has temporarily given the last five years' recruits about seven places of advantage. Still the recruitment of the last five years has been quite regular.

30. In Madras there was a considerable overrecruitment about 1863-64 and 1864-65, which affected the men of the ten years of service beginning with these years. Since then, *i.e.*, since 1873-74, the recruitment has been singularly regular, the men being regularly three or four places below their assigned positions. In fact, if we had made the comparison with the authorized figure of a Service of 156, instead of with our own corrected figure of 150, they would have been shewn either in or slightly above their normally assigned places.

31. In the Bombay Service there was serious overrecruitment about 1868, and the men of eight or nine years after that are over 20 places behind their "normal" status—a very large number in a Service of 162 places. This has been to a large extent remedied, but the men of the last seven or eight years are still five or six places behind. The recent recruitment has been perfectly regular, so that the juniors have always remained at this exact amount of disadvantage. This disadvantage, it must be remembered, is a disadvantage as compared with the standard arrived at in the Rules of recruitment. It has been pointed out that the Bombay Service is not recruited for the Political appointments under that Government; and as the Bombay Government has actually given some Political and other appointments to its Civil Service, it has made up to the juniors the disadvantage of five or six places shewn in the comparison.

SECTION IV.—EXPECTATION OF SALARY.

32. In section II of this Note we have divided the appointments in the Services roughly into superior and inferior; but there is a method of measuring expectation of salary which is much more accurate. "Expectation of salary" is necessarily a very different thing from expectation of substantive status. The substantive status can be reckoned by simply going down the figures in the first four columns of Table K, and assigning to each person in order one of the sanctioned substantive appointments which make up the list in Table D. To find the salary that a man on duty may expect at each year of service is a somewhat more complicated business. We propose to solve the question for one of the Services—say the Madras Service.

33. Going down the list of officers present on duty on April 1st, 1887, we find the salaries they draw are as follows :

	Rs.		Rs.		Rs.
1	... 2,333	5	... 2,333	9	... 2,333
2	... 5,120	6	... 3,500	10	... 2,333
3	... 3,750	7	... 2,800	11	... 2,333
4	... 3,000	8	... 5,120	12	... 3,750

and so on.

Taking them in groups of four so as to eliminate irregularities, they stand as follows :

(These figures are salaries only, *i.e.*, pay *plus* acting allowance. Travelling allowance and tentage are not reckoned. Statutory Natives' salaries are increased to the full amount.)

No. of salary.	Average.	No. of salary.	Average.
1 to 4	... 3,551	65 to 68	... 1,017
5 to 8	... 3,438	69 to 72	... 984
9 to 12	... 2,657	73 to 76	... 1,050
13 to 16	... 2,531	77 to 80	... 914
17 to 20	... 2,687	81 to 84	... 904
21 to 24	... 2,333	85 to 88	... 811
25 to 28	... 2,687	89 to 92	... 722
29 to 32	... 2,483	93 to 96	... 832
33 to 36	... 2,375	97 to 100	... 693
37 to 40	... 2,354	101 to 104	... 574
41 to 44	... 2,275	105 to 108	... 579
45 to 48	... 2,052	109 to 112	... 433
49 to 52	... 1,913	113 to 116	... 410
53 to 56	... 1,855	117 to 120	... 385
57 to 60	... 1,325	121 to 122	... 385
61 to 64	... 1,167		

34. Every quarter's list will no doubt shew slight variations in these figures ; but they will not be great, and for present purposes it is not necessary to go beyond one list, though it would be more accurate to take an average of the four quarters of any given year.

35. The above then may be taken as the 122 salaries available in the Service of the Government of Madras to men on duty ; and assuming the Service to consist altogether (as above taken) of 150 men, we calculate the number on duty from Table B, and set it forth in the second column of Table L.

The total comes to 120, and all we have to do now is to allot the above salaries (or rather the first 120 of them), beginning at the top and going on to the end of the list, and to bring out the average salary for each year.

36. The appointments of the Madras Service are therefore such that, taking a normal Service of 150 men, each person may, if the recruiting is regular, expect each year of his service the salary shewn in the last column. A person can easily find from the distribution Table K how far he is in advance of or behind his proper place, and to what extent accordingly his expectation exceeds or falls short of the normal.

37. We have not carried out this calculation for the Service of other Governments ; it is obviously a mere matter of arithmetical calculation based upon the actual salaries shewn by the quarterly lists to be drawn by the Service (including the "Commissions") under each Government concerned.

June 10th, 1887.

Table E.
BENGAL.

1	2	3	4	5
On 1st July.	Total number of Covenanted Members.	Number of Members of the Commissions and of Non-Regulation Provinces who are not Covenanted Civil Servants.	Number included in column 2 whose services are placed at disposal of the Government of India or other Governments.	Number included in column 3 whose services are placed at disposal of the Government of India or other Governments.
				Government of India. Other Governments.
Year.	As borne on the Gradation List.	Native Statutory Service. Non-Regulation Provinces.	Government of India. A Other Governments.	From Commission. From Non-Regulation List. From Commission. From Non-Regulation List. B
1881	217	4 12	12 17	 1
1882	242	5 11	8 23	 1
1883	245	6 11	9 25	 1
1884	248	6 11	12 27	 1
1885	246	8 11	15 27	 1
1886	244	10 9	21 28	
1887	248	11 8	15 32	 1

A includes Members of His Excellency's Council, Secretaries and Under-Secretaries to the Government of India, and Officers on Special Duty; Accountant-General and Enrolled Officers of the Financial Department, being Covenanted Civilians attached to the Province; the Post Master General, Bengal; the Consul-General, Baghdad, and Resident, Kashmir [Mr. Plowden was Resident, Kashmir, on 1st July 1886 (officiating)].

A excludes Lieutenant-Governors and Chief Commissioners.

B From 1881 to 7th January 1886 Lieutenant-Colonel Money was shown in the Non-Regulation List as Manager, Durbhunga Raj. His name does not appear in Non-Regulation List of 1st July 1886.

Table F.
NORTH-WESTERN PROVINCES AND OUDH.

1	2	3	4	5	6
On 1st July.	Total number of Covenanted Members, excluding Statutory Civilians.	Total Statutory Civilians.	Number of Members of Commissions of the Non-Regulation Provinces who are not Covenanted Civil Servants (European or Native). B	Number included in column 2 whose services are placed at disposal of the Government of India or of other Governments.	Number included in column 3 whose services are placed at disposal of the Government of India or of other Governments.
Year.				Government of India. A Other Governments.	Government of India. Other Governments.
1881	...	214	3 53	15 10	1 ...
1882	...	211	4 48	18 8	
1883	...	209	4 37	20 10	1 ...
1884	...	206	5 34	15 10	1 ...
1885	...	208	6 34	14 9	1 ...
1886	...	206	7 33	14 12	1 ...
1887	...	202	10 27	15 14	... 1

A excludes Chief Commissioners and includes officers placed at disposal of Mysore, Berar, and Ajmere.

B Officers in the Oudh, Kumaon, and Jhansi Commissions of grades down to Assistant Commissioners.

Table G.

MADRAS.

1	2	3	4	5		6		Remarks.
On 1st July.	Total number of Covenanted Civil Servants (excluding Statutory Civilians).	Total number of Statutory Civilians.	Number of Members of the Commissions of Non-Regulation Provinces who are not Covenanted Civil Servants (European or Native).	Number included in column 2 whose services are placed at the disposal of the Government of India or of other Governments.		Number included in column 4 whose services are placed at the disposal of the Government of India or of other Governments.		
Year.				Government of India. A	Other Governments.	Government of India.	Other Governments.	
1881	...	159	2	...	2	...	...	A includes Post Master General, Madras, and officers placed at disposal of Government of India for employment in Coorg.
1882	...	157	3	...	3	...	...	
1883	...	155	4	...	4	1	...	
1884	...	154	5	...	3	...	...	
1885	...	146	6	...	4	...	...	
1886	...	146	7	...	5	...	...	
1887	...	149	8	...	3	3	...	

Table H.

BOMBAY.

1	2	3	4	5		6		Remarks.
On 1st July.	Total number of Covenanted Civil Servants (excluding Statutory Civilians).	Total number of Statutory Civilians.	Number of Members of the Commissions of Non-Regulation Provinces who are not Covenanted Civil Servants.	Number included in column 2 whose services are placed at the disposal of the Government of India or other Governments.		Number included in column 4 whose services are placed at the disposal of the Government of India or of other Governments.		
Year.				Government of India.	Other Governments.	Government of India.	Other Governments.	
1881 ...	144	2	17	8*	1	Nil	1 (T)	* Includes Mr. Baines, deputed to Simla on Census Duty. (T) Mr. Steele, who was serving under the Transvaal Government.
1882 ...	151	4	17	7	Nil	Nil	Nil	
1883 ...	154	5	17	9	Nil	Nil	Nil	
1884 ...	154	6	17	10	Nil	Nil	Nil	
1885 ...	153	6	14	9	Nil	Nil	Nil	
1886 ...	153	7	14	9	Nil	Nil	Nil	
1887 ...	153	7	14	7	3	...	1	

Table K.

IRREGULARITIES OF RECRUITMENT.

Year of service.	NORMALLY RECRUITED SERVICE.				SERVICE AS IT ACTUAL- LY STANDS.				DIFFERENCE + BETTER — WORSE.				Year of arrival.
	Bengal.	North-Western Provinces.	Madras.	Bombay.	Bengal.	North-Western Provinces.	Madras.	Bombay.	Bengal.	North-Western Provinces.	Madras.	Bombay.	
Over ... 35	6	6	4	4	0	1	...	...	...	...	...	...	...
35th	1.8	1.7	1.2	1.3	0	1	...	1	...	+ .7	...	+ .3	...
34th	3.3	3.1	2.2	2.4	1	1	1	1	+ 2.3	+ 2.1	+ 1.2	+ 1.4	...
33rd	5.1	4.9	3.4	3.7	1	4	2	3	+ 4.1	+ .9	+ 1.4	+ .7	...
32nd	7.3	7.0	4.8	5.2	5	6	5	4	+ 2.3	+ 1	— .2	+ 1.2	...
31st	9.8	9.3	6.5	7.0	13	12	5	11	— 3.2	— 2.7	+ 1.5	— 4	1856-57
30th	12.7	12.1	8.4	9.1	18	16	10	13	— 5.3	— 3.9	— 1.6	— 3.9	1857-58
29th	16.0	15.2	10.7	11.6	22	18	10	14	— 6	— 2.8	+ .7	— 2.4	1858-59
28th	19.7	18.7	13.1	14.1	22	22	10	15	— 2.7	— 3.3	+ 3.1	— .9	1859-60
27th	24.0	22.8	16.0	17.2	26	27	12	17	— 2	— 4.2	+ 4	+ .2	1860-61
26th	29.0	27.6	19.4	20.9	44	44	13	18	—13	—16.4	+ 6.4	+ 2.9	1861-62
25th	34.5	32.8	23.0	24.9	55	56	24	21	—20.5	—23.2	— 1	+ 3.9	1862-63
24th	40.3	38.3	26.8	29.0	69	68	40	28	—28.7	—29.7	—13.2	+ 1	1863-64
23rd	46.3	44.0	30.9	33.4	74	70	52	36	—27.7	—26	—21.1	— 2.6	1864-65
22nd	52.5	49.9	35.0	37.8	80	80	55	45	—27.5	—30.1	—20	— 7.2	1865-66
21st	59.0	56.0	39.3	42.5	80	86	55	45	—21	—30	—15.7	— 2.5	1866-67
20th	65.8	62.5	43.8	47.4	89	93	60	55	—23.2	—30.5	—16.2	— 7.6	1867-68
19th	72.8	69.2	48.6	52.5	96	105	65	67	—23.2	—35.8	—16.4	—14.5	1868-69
18th	79.9	75.9	53.3	57.6	104	107	69	81	—24.1	—31.1	—15.7	—23.4	1869-70
17th	87.2	82.9	58.1	62.8	110	113	72	91	—22.8	—30.1	—13.9	—28.2	1870-71
16th	94.7	90.0	63.2	68.3	115	125	74	94	—20.3	—35	—10.8	—25.7	1871-72
15th	102.4	97.3	68.3	73.8	123	133	76	99	—20.6	—35.7	— 7.7	—25.2	1872-73
14th	110.2	104.7	73.5	79.4	133	139	80	103	—22.8	—34.3	— 6.5	—23.6	1873-74
13th	118.2	112.3	78.8	85.2	141	144	82	106	—22.8	—31.7	— 3.2	—20.8	1874-75
12th	126.3	120.0	84.2	90.9	148	147	88	106	—21.7	—27	— 3.8	—15.1	1875-76
11th	134.5	127.8	89.7	96.9	154	154	93	113	—19.5	—26.2	— 3.3	—16.1	1876-77
10th	142.9	135.8	95.3	103.0	161	160	99	116	—18.1	—24.2	— 3.7	—13	1877-78
9th	151.4	143.9	100.9	109.0	167	165	103	120	—15.6	—21.1	— 2.1	—11	1878-79
8th	160.0	152.0	106.7	115.3	169	172	110	125	— 9	—20	— 3.3	— 9.7	1879-80
7th	168.8	160.4	112.5	121.6	173	176	117	127	— 4.2	—15.6	— 4.5	— 5.4	1880-81
6th	177.8	168.9	118.5	128.0	177	179	122	133	+ .8	—10.1	— 3.5	— 5	1881-82
5th	187.0	177.7	124.6	134.6	182	182	127	141	+ 5	— 4.3	— 2.4	— 6.4	1882-83
4th	196.3	186.5	130.7	141.2	188	187	132	148	+ 8.3	— .5	— 1.3	— 6.8	1883-84
3rd	205.7	195.4	136.8	147.8	197	193	136	154	+ 7.9	+ 2.4	+ .8	— 6.2	1884-85
2nd	215.3	204.7	143.5	156.0	207	202	143	161	+ 8.3	+ 2.7	+ .5	— 6	1885-86
1st	225	214.0	150.0	162.0	218	214	151	168	+ 7	0	— 1	— 6	1886-87

Table L.

EXPECTATION OF SALARY, MADRAS SERVICE.

Year of service.	Number on duty.	Distribution of Salaries.	Average.
Over 35	·3	4 salaries of 3,551	3,551
35th	·7		3,551
34th	·9		3,551
33rd	1		3,551
32nd	1·1		3,551
31st	1·3	1·3 salaries of 3,438	3,438
30th	1·5	1·5 salaries of 3,438	3,438
29th	1·7	1·2 salaries of 3,438; ·5 salaries of 2,687	3,217
28th	2·0	2·0 salaries of 2,687	2,687
27th	2·2	1·5 salaries of 2,687; ·7 salaries of 2,531	2,638
26th	2·5	2·5 salaries of 2,531	2,531
25th	2·7	·8 salary of 2,531; 1·9 salaries of 2,687	2,641
24th	2·9	2·1 salaries of 2,687; ·8 salaries of 2,333	2,586
23rd	3·1	3·1 salaries of 2,333	2,333
22nd	3·2	·1 salary of 2,333; 3·1 salaries of 2,687	2,676
21st	3·3	·9 salary of 2,687; 2·4 salaries of 2,483	2,539
20th	3·4	1·8 salary of 2,483; 1·8 salary of 2,375	2,426
19th	3·5	2·2 salaries of 2,375; 1·3 salary of 2,354	2,367
18th	3·6	2·7 salaries of 2,354; ·9 salary of 2,275	2,334
17th	3·7	3·1 salaries of 2,275; ·6 salary of 2,052	2,239
16th	3·8	3·4 salaries of 2,052; ·4 salary of 1,943	2,040
15th	3·9	3·6 salaries of 1,943; ·3 salary of 1,855	1,935
14th	4·0	3·7 salaries of 1,855; ·3 salary of 1,325	1,815
13th	4·1	3·7 salaries of 1,325; ·4 salary of 1,167	1,310
12th	4·2	3·6 salaries of 1,167; ·6 salary of 1,017	1,145
11th	3·7	3·4 salaries of 1,017; ·3 salary of 984	1,015
10th	3·8	3·7 salaries of 984; ·1 salary of 1,050	986
9th	3·9	3·9 salaries of 1,050	1,050
8th	5·1	4·0 salaries of 914; 1·1 salary of 904	912
7th	5·3	2·9 salaries of 904; 2·4 salaries of 811	862
6th	5·4	1·6 salaries of 811; 3·8 salaries of 722	749
5th	5·5	·2 salaries of 722; 4·0 salaries of 832; 1·3 of 693	796
4th	5·6	2·7 salaries of 693; 2·9 salaries of 574	630
3rd	5·6	1·1 salaries of 574; 4 salaries of 579; ·5 of 433	565
2nd	5·7	3·5 salaries of 433; 2·2 salaries of 410	424
1st	5·8	1·8 salaries of 410; 4 salaries of 385	393
Total ...	120·0		

No. 269 OF 1887.

GOVERNMENT OF INDIA.
DEPARTMENT OF FINANCE AND COMMERCE.

SALARIES, ESTABLISHMENTS, &c.
Covenanted and Uncovenanted Civil Service.

To

THE RIGHT HONOURABLE VISCOUNT CROSS, G.C.B.,
Her Majesty's Secretary of State for India.

Simla, the 4th October 1887.

MY LORD,

WE have the honour to acknowledge receipt of your Public Despatch No. 62, dated 5th May 1887, in which Your Lordship, having come to the conclusion that the quinquennial scheme of recruitment for the Civil Service cannot be relied on, desires us to revert to the plan of indenting for a number of recruits varying each year according to the estimates made from time to time of the requirements of the Service. While Your Lordship has been writing to us in this sense, we have on our part been examining the results of the first five years of the working of the quinquennial scheme, and have found that in point of fact it has very accurately realised all our expectations with regard to its operation. We hope, therefore, to be able, by an explanation of its working, to satisfy Your Lordship that, in abandoning it, we run great risk of renewing and perpetuating the numerous inconveniences arising from irregular recruitment, which have, during the past ten years, so often been the subject of correspondence between Your Lordship and ourselves; and that five years' adherence to it has already resulted in a considerable advance in the process of extrication from the difficulties which ten years ago beset our relations to the Civil Services.

2. The main difference between the annual and the quinquennial system is that the latter proceeds upon the settlement of a standard strength for the Civil Service of each province, and is carefully calculated so as to maintain that standard strength. A standard of this kind is fixed for every other service in India; and the same reasons which render a standard desirable generally apply with full force to the particular case of the Civil Service. It is mainly in the minor appointments, the work of which is done sometimes by covenanted and sometimes by uncovenanted officers, that Local Governments are apt to find temporary necessity for increasing their staff. In these appointments, Covenanted Civilians are an unnecessarily expensive agency, quite independently of the further necessity of providing a correspondingly increased number of higher appointments to which the increased staff may look forward; and a system which has the effect of recruiting the Civil Service with reference to the necessities calculated upon these minor appointments is, we hold, based on a wrong principle. An annual system of recruitment is practically based on this principle, because it proceeds upon an annual survey of existing, and frequently only temporary, necessities; and it will inevitably lead in the future, as it has led in the past, to an increase of the Civil Services for the purpose of filling these minor appointments.

3. These considerations lead to the conclusion that the strength of the Civil Service should be fixed with reference to number and value of the higher administrative appointments; while the number of Civilians available for minor appointments should be determined by a consideration of the margin necessary for the training of Civilians for these higher appointments, and not by the necessities which from year to year arise for providing men for a class of work which,

so far as the Civil Service is concerned, can be regarded only as a preparatory stage for future more important duties.

4. Under the quinquennial system the strength of each of the Provincial Civil Services has been fixed with reference to the whole series of appointments which the Civil Service has to fill; and this arrangement enables us to state with precision what would be the prospects as to position and salary of each Civil Servant on the list, if the Civil Service were maintained at the standard strength. The rule of annual recruitment observed up till 1881 has caused the greatest irregularities in the distribution of men over the various years of service; a few officers are in advance, a large number are greatly in arrear of what would be their proper position and salary in a normally recruited service such as we have now described. It is from this irregularity that all past troubles have arisen. Our object is, therefore, to get rid of these irregularities by gradually substituting a service of normal strength and arrangement for the existing irregularly recruited and irregularly arranged services. It is obvious that this can be done only by regulating the recruitment with reference to the standard strength and arrangement of the service as a whole, and not with reference to the temporary necessities of filling minor appointments. So long as we adhere to this plan, we have an absolute assurance that for each recruit we obtain, we provide, not only a minor appointment during his earlier years of service, but definite prospects up to the day of his retirement.

5. The standard service of any province is of course not fixed for all time; a quinquennial system implies that it is subject to re-examination and resettlement every five years. The first period is now past, and it may be necessary for us, as a result of our present re-examination, to make some alteration in the fixed standards, and to change to a corresponding extent the rate of annual recruitment. But we are strongly opposed to the entire abandonment of any standard, and the regulation of recruitment by necessities of the moment without any definite assurance that in the future the higher appointments of each service will meet the expectations which we hold out to candidates for the Indian Civil Service.

6. It appears from Your Lordship's Despatch that two different circumstances have led to the present system of recruitment being brought into question. The first, the correspondence arising in connexion with the present irregularities and deficiencies in the numbers of the services; and the second, the exigencies of the services in connexion with Burma.

7. As regards the first of these, the state of matters is entirely due to the system of annual recruiting to which Your Lordship desires us to revert. There have been no irregularities, nor are there the prospect of any, in connexion with the recruitment of the past five years. We knew that it was impossible by any present system of recruitment to correct the errors of the past; and the object that we set before ourselves in 1881-82 was not to smooth down past irregularities of recruitment, but, allowing them gradually to work themselves off, to carefully substitute in their place a service free from the same defects. An examination of the statistics attached to this letter shews that in this we have so far been quite successful.

8. With respect to Burma, Your Lordship correctly remarks that such exigencies cannot be foreseen with any degree of certainty. It is certainly conceivable that an unsystematized method of recruitment may find the service in such a condition that it could easily spare men for a new province; but it could only do so after it had first produced difficulties like those that forced themselves on our consideration in 1876. It is far more easy to provide for the deficiencies of a service than to get rid of its redundancies; and even had we to contemplate the possibility of providing at some unforeseen time an administrative service for a new province, we should still consider it better to regulate the existing services on a systematic plan suited to their requirements, and to leave the case to be provided for, when it arises, at the cost of some temporary inconvenience than to revert to the arrangements which prevailed before 1880.

9. Even in the case of Upper Burma, we may mention that we have had a striking exemplification of the necessity of the organised method of recruitment which we now pursue. A scheme for creating an administrative service was laid before us, which was based on existing necessities, and no doubt adequately met

them; but an examination of its details in the light of our fixed principles of a standard service showed that it involved the creation of a service of which the members would not obtain a salary of Rs. 1,000 until they were in their 17th year of service; and that, however convenient might be its adoption, so far as present requirements were concerned, it would certainly provide for our successors the most serious difficulties in the future.

10. We have met the demands of Burma for the present by calling on other provinces to supply such men as they could spare. This no doubt involves them, as just stated, in a certain temporary inconvenience, the removal of which we are now proceeding to consider in communication with them. But we have very little doubt that, warned by the experience of the past, they will prefer meeting the difficulty by the adoption of a systematic method of recruitment, calculated to place their services on a proper footing after a limited number of years, to laying up for themselves, by a sudden addition made to their numbers in a single year, a store of troubles for the future.

11. We enclose, for Your Lordship's information, a detailed examination of the effects of the recruitment of the last five years under the quinquennial system. We trust it will satisfy Your Lordship that the plan is not only based on sure principles, but has been proved by five years of experience; and that it justifies our strong recommendation that we be not compelled to revert to the system in force from 1860 to 1880, from the effects of which we have not yet fully recovered.

We have the honour to be,

MY LORD,

Your Lordship's most obedient, humble Servants,

(Signed) DUFFERIN.

„ F. S. ROBERTS.

„ T. C. HOPE.

„ G. CHESNEY.

„ A. R. SCOBLE.

„ J. B. PEILE.

„ J. WESTLAND.

No.

COPY forwarded to the Home Department for information, in continuation of endorsement No. 3080, dated 10th June 1887.

By order,

C. J. WEIR,

Offg. Under-Secy. to the Govt. of India.

Schedule of Papers.

Note on recruitment of the Civil Service, dated 10th June
1887.

Copy.

GOVERNMENT OF INDIA.
DEPARTMENT OF FINANCE AND
COMMERCE.

SALARIES, ESTABLISHMENTS, &c.
Covenanted and Uncovenanted Civil Service.

FROM

THE GOVERNMENT OF INDIA,

To

THE SECY. OF STATE FOR INDIA.

NO. 269.

Dated Simla, the 4th October 1887.

Received

In reply to Secretary of State's Despatch No. 62 (Public), dated 5th May 1887, offers observations on the annual and quinquennial systems of recruitment of the Covenanted Civil Service.

No. 269 OF 1887.

GOVERNMENT OF INDIA.
DEPARTMENT OF FINANCE AND COMMERCE.

SALARIES, ESTABLISHMENTS, &c.
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3. These considerations lead to the conclusion that the strength of the Civil Service should be fixed with reference to number and value of the higher administrative appointments; while the number of Civilians available for minor appointments should be determined by a consideration of the margin necessary for the training of Civilians for these higher appointments, and not by the necessities which from year to year arise for providing men for a class of work which,

so far as the Civil Service is concerned, can be regarded only as a preparatory stage for future more important duties.

4. Under the quinquennial system the strength of each of the Provincial Civil Services has been fixed with reference to the whole series of appointments which the Civil Service has to fill; and this arrangement enables us to state with precision what would be the prospects as to position and salary of each Civil Servant on the list, if the Civil Service were maintained at the standard strength. The rule of annual recruitment observed up till 1881 has caused the greatest irregularities in the distribution of men over the various years of service; a few officers are in advance, a large number are greatly in arrear of what would be their proper position and salary in a normally recruited service such as we have now described. It is from this irregularity that all past troubles have arisen. Our object is, therefore, to get rid of these irregularities by gradually substituting a service of normal strength and arrangement for the existing irregularly recruited and irregularly arranged services. It is obvious that this can be done only by regulating the recruitment with reference to the standard strength and arrangement of the service as a whole, and not with reference to the temporary necessities of filling minor appointments. So long as we adhere to this plan, we have an absolute assurance that for each recruit we obtain, we provide, not only a minor appointment during his earlier years of service, but definite prospects up to the day of his retirement.

5. The standard service of any province is of course not fixed for all time; a quinquennial system implies that it is subject to re-examination and resettlement every five years. The first period is now past, and it may be necessary for us, as a result of our present re-examination, to make some alteration in the fixed standards, and to change to a corresponding extent the rate of annual recruitment. But we are strongly opposed to the entire abandonment of any standard, and the regulation of recruitment by necessities of the moment without any definite assurance that in the future the higher appointments of each service will meet the expectations which we hold out to candidates for the Indian Civil Service.

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7. As regards the first of these, the state of matters is entirely due to the system of annual recruiting to which Your Lordship desires us to revert. There have been no irregularities, nor are there the prospect of any, in connexion with the recruitment of the past five years. We knew that it was impossible by any present system of recruitment to correct the errors of the past; and the object that we set before ourselves in 1881-82 was not to smooth down past irregularities of recruitment, but, allowing them gradually to work themselves off, to care-fully substitute in their place a service free from the same defects. An examination of the statistics attached to this letter shews that in this we have so far been quite successful.

8. With respect to Burma, Your Lordship correctly remarks that such exigencies cannot be foreseen with any degree of certainty. It is certainly conceivable that an unsystematized method of recruitment may find the service in such a condition that it could easily spare men for a new province; but it could only do so after it had first produced difficulties like those that forced themselves on our consideration in 1876. It is far more easy to provide for the deficiencies of a service than to get rid of its redundancies; and even had we to contemplate the possibility of providing at some unforeseen time an administrative service for a new province, we should still consider it better to regulate the existing services on a systematic plan suited to their requirements, and to leave the case to be provided for, when it arises, at the cost of some temporary inconvenience than to revert to the arrangements which prevailed before 1880.

9. Even in the case of Upper Burma, we may mention that we have had a striking exemplification of the necessity of the organised method of recruitment which we now pursue. A scheme for creating an administrative service was laid before us, which was based on existing necessities, and no doubt adequately met

them; but an examination of its details in the light of our fixed principles of a standard service showed that it involved the creation of a service of which the members would not obtain a salary of Rs. 1,000 until they were in their 17th year of service; and that, however convenient might be its adoption, so far as present requirements were concerned, it would certainly provide for our successors the most serious difficulties in the future.

10. We have met the demands of Burma for the present by calling on other provinces to supply such men as they could spare. This no doubt involves them, as just stated, in a certain temporary inconvenience, the removal of which we are now proceeding to consider in communication with them. But we have very little doubt that, warned by the experience of the past, they will prefer meeting the difficulty by the adoption of a systematic method of recruitment, calculated to place their services on a proper footing after a limited number of years, to laying up for themselves, by a sudden addition made to their numbers in a single year, a store of troubles for the future.

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By order,

C. J. WEIR,

Offg. Under-Secy. to the Govt. of India.

Schedule of Papers.

Note on recruitment of the Civil Service, dated 10th June
1887.

Copy.

GOVERNMENT OF INDIA.
DEPARTMENT OF FINANCE AND
COMMERCE.

SALARIES, ESTABLISHMENTS, &c.
Covenanted and Uncovenanted Civil Service.

FROM
THE GOVERNMENT OF INDIA,

To
THE SECY. OF STATE FOR INDIA.

No. 269.

Dated Simla, the 4th October 1887.

Received

In reply to Secretary of State's Despatch No. 62 (Public), dated 5th May 1887, offers observations on the annual and quinquennial systems of recruitment of the Covenanted Civil Service.

No. 269 OF 1887.

GOVERNMENT OF INDIA.
DEPARTMENT OF FINANCE AND COMMERCE.

SALARIES, ESTABLISHMENTS, &c.
Covenanted and Uncovenanted Civil Service.

To
THE RIGHT HONOURABLE VISCOUNT CROSS, G.C.B.,
Her Majesty's Secretary of State for India.

Simla, the 4th October 1887.

MY LORD,

WE have the honour to acknowledge receipt of your Public Despatch No. 62, dated 5th May 1887, in which Your Lordship, having come to the conclusion that the quinquennial scheme of recruitment for the Civil Service cannot be relied on, desires us to revert to the plan of indenting for a number of recruits varying each year according to the estimates made from time to time of the requirements of the Service. While Your Lordship has been writing to us in this sense, we have on our part been examining the results of the first five years of the working of the quinquennial scheme, and have found that in point of fact it has very accurately realised all our expectations with regard to its operation. We hope, therefore, to be able, by an explanation of its working, to satisfy Your Lordship that, in abandoning it, we run great risk of renewing and perpetuating the numerous inconveniences arising from irregular recruitment, which have, during the past ten years, so often been the subject of correspondence between Your Lordship and ourselves; and that five years' adherence to it has already resulted in a considerable advance in the process of extrication from the difficulties which ten years ago beset our relations to the Civil Services.

2. The main difference between the annual and the quinquennial system is that the latter proceeds upon the settlement of a standard strength for the Civil Service of each province, and is carefully calculated so as to maintain that standard strength. A standard of this kind is fixed for every other service in India; and the same reasons which render a standard desirable generally apply with full force to the particular case of the Civil Service. It is mainly in the minor appointments, the work of which is done sometimes by covenanted and sometimes by uncovenanted officers, that Local Governments are apt to find temporary necessity for increasing their staff. In these appointments, Covenanted Civilians are an unnecessarily expensive agency, quite independently of the further necessity of providing a correspondingly increased number of higher appointments to which the increased staff may look forward; and a system which has the effect of recruiting the Civil Service with reference to the necessities calculated upon these minor appointments is, we hold, based on a wrong principle. An annual system of recruitment is practically based on this principle, because it proceeds upon an annual survey of existing, and frequently only temporary, necessities; and it will inevitably lead in the future, as it has led in the past, to an increase of the Civil Services for the purpose of filling these minor appointments.

3. These considerations lead to the conclusion that the strength of the Civil Service should be fixed with reference to number and value of the higher administrative appointments; while the number of Civilians available for minor appointments should be determined by a consideration of the margin necessary for the training of Civilians for these higher appointments, and not by the necessities which from year to year arise for providing men for a class of work which,

so far as the Civil Service is concerned, can be regarded only as a preparatory stage for future more important duties.

4. Under the quinquennial system the strength of each of the Provincial Civil Services has been fixed with reference to the whole series of appointments which the Civil Service has to fill; and this arrangement enables us to state with precision what would be the prospects as to position and salary of each Civil Servant on the list, if the Civil Service were maintained at the standard strength. The rule of annual recruitment observed up till 1881 has caused the greatest irregularities in the distribution of men over the various years of service; a few officers are in advance, a large number are greatly in arrear of what would be their proper position and salary in a normally recruited service such as we have now described. It is from this irregularity that all past troubles have arisen. Our object is, therefore, to get rid of these irregularities by gradually substituting a service of normal strength and arrangement for the existing irregularly recruited and irregularly arranged services. It is obvious that this can be done only by regulating the recruitment with reference to the standard strength and arrangement of the service as a whole, and not with reference to the temporary necessities of filling minor appointments. So long as we adhere to this plan, we have an absolute assurance that for each recruit we obtain, we provide, not only a minor appointment during his earlier years of service, but definite prospects up to the day of his retirement.

5. The standard service of any province is of course not fixed for all time; a quinquennial system implies that it is subject to re-examination and resettlement every five years. The first period is now past, and it may be necessary for us, as a result of our present re-examination, to make some alteration in the fixed standards, and to change to a corresponding extent the rate of annual recruitment. But we are strongly opposed to the entire abandonment of any standard, and the regulation of recruitment by necessities of the moment without any definite assurance that in the future the higher appointments of each service will meet the expectations which we hold out to candidates for the Indian Civil Service.

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In reply to Secretary of State's Despatch No. 62 (Public), dated 5th May 1887, offers observations on the annual and quinquennial systems of recruitment of the Covenanted Civil Service.

GOVERNMENT OF INDIA.
DEPARTMENT OF FINANCE AND COMMERCE.

Enclosure to Despatch No. 269 of 1887.

RECRUITMENT OF THE CIVIL SERVICES.

THE Civil Services have for the past five years been recruited upon a systematic plan, which was formulated in 1881-82. Several questions have recently arisen regarding that recruitment, and those questions and the change in the conditions of one or two of the Services render it desirable to examine and to restate the principles which were originally laid down. In the papers of 1881-82 the Government of India communicated to Local Governments only the Rules they had framed, and left them ignorant of the principles upon which they were framed. The consequence is that Local Governments have for these five years been working in the dark; and when they find the state of the Service to differ from what they expect, or what is exactly adapted to their needs, they have not the means of finding exactly where the fault lies, or how the remedy is to be found.

2. The object of this paper is, therefore, first to explain the principles and calculations upon which the system of recruitment rests, and then to examine by aid of them the state of the Services in the four principal Provinces of Bengal, North-Western Provinces, Madras, and Bombay. The examination of the rest can be made, and the examination of those four can be carried further, by persons who have the requisite knowledge of local facts.

SECTION I.—PRINCIPLES OF RECRUITMENT.

3. The present recruitment for the Civil Service is based on a Note by Sir T. Hope, dated 16th November 1881, which laid down the following as the number of "charges" or "offices" to be filled by the Service:

Table A.

Province.	Total number of charges. (a)	Deduct 1 for Military.	Net.	Strength of Service required (Civilians).	Military.
India ...	31	...	31	45.00	...
Central Provinces...	40	...	40	55.75	...
Burma ...	45	11.25	33.75	45.48	15.16
Assam ...	32	8	24	32.27	10.76
Bengal ...	164	...	164	224.94	...
North-Western Provinces	155	...	155	214.18	...
Punjab ...	97	21.25	72.75	100.49	33.50
Madras ...	113	...	113	156.48	...
Bombay ...	99	...	99	135.94	...
Sind ...	21	5.25	15.75	21.27	7.09
Total ...	797	48.75	748.25	1,031.80	66.51

(a) See statement in para. 18 of Sir T. Hope's Note. Deduct column 2 from column 16.

4. The manner in which the required strength of the Service is ascertained is as follows:

Taking a Service regularly recruited and administered under the conditions of leave and retirement applicable to the Civil Service, the following is the distribution at any time of 10,000 men:

Table B.

[The tables in the original are worked out to a Service of 23,176 men. The following table shows the same figures worked out to a service of 10,000 men.]

Year of service.	NUMBER IN SERVICE.		NUMBER ON DUTY.		Year of service.	NUMBER IN SERVICE.		NUMBER ON DUTY.	
	Number.	Progressive.	Number.	Progressive.		Number.	Progressive.	Number.	Progressive.
Over 35 ...	27	27	21	21	18th ...	319	3,568	241	2,738
35th ...	57	84	46	67	17th ...	225	3,993	251	2,949
34th ...	68	152	55	122	16th ...	324	4,224	256	3,215
33rd ...	80	232	64	186	15th ...	338	4,562	260	3,505
32nd ...	94	326	75	261	14th ...	314	1,906	265	3,779
31st ...	109	435	88	349	13th ...	350	5,256	270	4,040
30th ...	126	561	101	450	12th ...	356	5,612	275	4,315
29th ...	145	706	116	566	11th ...	363	5,975	249	4,564
28th ...	163	872	134	709	10th ...	370	6,315	254	4,818
27th ...	190	1,062	144	844	9th ...	378	6,723	260	5,078
26th ...	219	1,281	165	1,009	8th ...	384	7,169	311	5,422
25th ...	248	1,529	188	1,197	7th ...	393	7,502	352	5,774
24th ...	259	1,788	196	1,393	6th ...	400	7,902	358	6,132
23rd ...	270	2,058	204	1,597	5th ...	407	8,309	345	6,497
22nd ...	281	2,339	212	1,809	4th ...	414	8,723	371	6,863
21st ...	293	2,632	221	2,030	3rd ...	420	9,143	376	7,244
20th ...	305	2,937	231	2,244	2nd ...	423	9,539	381	7,625
19th ...	312	3,249	246	2,497	1st ...	431	10,000	387	8,012

By the data on which the calculations are based, the figure 275 against the 12th year should be 245. But we have followed the original tables, as the point is not of any importance.

5. Now the men of the first two years of service are considered to be only in training, and therefore we get the whole 10,000 men of the Service distributed thus:

		Total in service.	Total on duty.
First two years	...	857	768
Remainder	...	9,143	7,244
Total	...	10,000	8,012

And of these obviously only the 7,244 are actually available for the offices to be filled by the Service. That is, for every 7,244 offices there must be a Service of 10,000 men. Suppose we reduce all the above figures proportionately, so that we get 100 in the place of the 7,244, they would stand thus:

		Total in service.	Total on duty.
First two years	...	11.84	10.59
Remainder	...	126.20	100.00
Total	...	138.04	110.59

6. Accordingly, for every 100 appointments we require a margin of 10.59 men in training, and a further margin to bring up the whole to 138.04 for absences. The figures given in Sir T. Hope's Note already quoted are (see paras. 23 and 24):

Appointments to be filled	...	100
Margin for training	...	10.59
Margin for absences	...	27.39
Giving a total of	...	137.97

differing from the figures above given only in the second decimal places—the calculations of course being the same.

7. If these figures are applied to the number of appointments shown in Table A, we get the following:

Table C.

	Number of charges.	Margin of 3s per cent.	Total Service as now reckoned	Compare Service as shown in Table A.
Central Provinces	40	15.2	55.2	55.75
Burma	23.75	12.82	46.57	45.48
Assam	24	9.12	33.12	32.27
Bengal	164	62.52	226.52	224.94
North-Western Provinces	155	58.90	213.90	214.18
Punjab	72.75	27.5	100.25	100.49
Madras	113	42.94	155.94	156.48
Bombay	99	37.62	136.62	135.94
Sind	15.75	6.00	21.75	21.27
Total	717.25	272.42	989.67	986.80

The 31 appointments under India were to be filled up by taking men from the local Services, which, as will be hereafter seen, were to be overrecruited so as to provide a margin for the purpose.

8. The small differences between the last two columns arise merely because the calculation is here made in a different way, the present object being to reach a standard strength for comparison with existing facts, and not merely (as was mainly the case with Sir T. Hope) to deduce a proper rate for the recruitment of the Service.

9. The following therefore is a complete statement of the Service of each Province as it was then deemed to be desirable to constitute it:

Table D.

	Central Provinces.	Burma.	Assam.	Bengal.	North-Western Provinces.	Punjab.	Madras.	Bombay.	Sind.
NUMBER OF ACTUAL CHARGES TO BE PROVIDED FOR.									
Executive:									
Administrative	7	8	3	21	21	18	11	15	2
Headships of Districts, &c.	18	19	12	45	49	32	27	29	5
Subdivisional Charges	7	8	13	45	48	14	33	31	9
Judicial:									
High Courts and Judicial Commissioners	1	1	...	6	4	2	2	4	1
District and Special Judges, &c.	1	3	2	30	22	3	21	14	3
Assistant Judges and the like	2	...	...	...	3	15	...	7	...
General	4	6	2	17	8	13	14	13	1
Total	40	45	32	164	155	97	113	99	21
Add 10½ per cent. margin for officers of first and second year's service.	4.2	4.7	3.4	17.2	16.3	10.2	11.9	10.4	2.2
Total officers on duty required	44.2	49.7	35.4	181.2	171.3	107.2	124.9	109.4	23.2
Further margin for officers on leave (about one-quarter) of above.	11.8	11.3	7.6	43.8	42.7	26.8	31.7	26.6	4.8
Total Service	56	61	43	225	214	134	156	136	28

10. The above includes both officers of the Covenanted Civil Service and officers of the various "Commissions." It was intended to continue non-Civilian recruitment in the cases of Burma, Assam, Punjab, and Sind to the extent of one-quarter of the whole requirements, but in the other cases to recruit Civilians only. Ultimately, therefore, the local Services would stand as follows:

	C. P.	B.	A.	B.	N. W.	P.	M.	B.	S.
Civilians	56	45.7	32.3	225	214	100.5	156	136	21
Non-Civilians	...	15.3	10.7	...	...	33.5	...	...	7
Total	56	61	43	225	214	134	156	136	28

And of the former class, five out of every six would be recruited by competition in England, and one would be a "Statutory Native Civil Servant."

11. The required recruitment was determined to be 4·31 per cent. of the required full strength* (it is obvious from the table in paragraph 2 that the first year of service has always to be supplied with 431 new men, in order to keep up a strength of 10,000), and this ratio was deemed to be applicable to the non-Civilian element as well as to the Civilian. But as the local Services had to be recruited not only with reference to their own full strength, but also so as to enable them to spare men for the appointments under the Government of India (number of appointments 31, or, including men on leave, 45), the ratio of recruitment was fixed somewhat higher than 4·31 per cent.

12. It should be noted regarding the scheme of recruitment thus laid down that it was not an attempt to remedy *per saltum* the actual state of the Services, either as regards their being too full, or too scanty, or irregularly recruited. Defects of that kind were allowed to work themselves off in course of time. A new and regularly recruited Service would gradually be substituted at the bottom of the existing one, and would, after say 35 years, have completely taken its place. There was no attempt to meet past deficiencies or irregularities by counterbalancing irregularities in future. This was accepted as a definite principle, and therefore, when complaints are now made by Local Governments that the state of the Service does not in every respect fit the work it has to do, the question must be examined whether the complaints do not arise from former irregularities, before the assumption is made that there is anything wrong in the present conditions of recruitment.

SECTION II.—EXAMINATION OF EXISTING COMPLEMENTS.

13. The ratio of recruitment laid down in 1881-82 accordingly aimed at producing a Service of a certain number of persons; and that certain number of persons was the number which was considered requisite for manning the then existing number of appointments. We ought to examine the state of each Province separately, in order to see (1) how far the result as regards the intended number of the Service has been attained; (2) whether any change in the number of appointments has meantime taken place which would render the number, aimed at in 1882, now inappropriate. This last point is one in which the Local Government has necessarily more knowledge than the Government of India.

BENGAL.

14. The Service under the Government of Bengal was meant to consist of 225 persons. The annexed statistics (Table E) show that the number available for the Service in that Government had, on July 1st of each of the past seven years, been 233, 226, 227, 225, 222, 214, 219. The shortness in the last two years is mainly due to the increase from 15 to 21 of officers transferred to the Government of India.

15. The number of appointments is a total of 164, of which 45 (those marked as Subdivisional Charges) are appointments under Rs. 1,000 a month, being the joint magistracies and similar appointments.

Thus there were in 1882 119 appointments which were of the standing of District Officer (Judicial or Executive) and 15 others; or, comparing it with the whole Service of 225 persons, there were—

	Per cent.
Superior appointments	52·8
Inferior appointments	20·0
Training and leave	27·2
	100

Referring to the tables of normal Service, we see that the 52·8 per cent. superior appointments would (if the Service were normal) be filled substantively by the officers of the 13th year and upwards (as they contain 52·56 per cent. of all the

* Note.—This is not strictly correct. We require to have 431 men living in the first year of service. The number of recruits required is 431 plus half a year's casualties.

men on service), but would, so far as officiating goes, reach down as far as the 8th year of service (as the men on duty over that year are only 50·78 of the whole Service).

16. From the list of appointments given in Pro., January 1883, No. 7, &c., it will be seen that the Bengal Government added five to its actual list, so that it is really recruiting for five more than it then possessed. We have no information as to whether it has really added five to its list of 1881. But, unless it has made much greater additions than this, its existing Service is very accurately adapted to its requirements.

NORTH-WESTERN PROVINCES.

17. The local Service was meant to be 214; the annexed statements (Table F) show that for the last seven years it has been (on 1st July) 244, 237, 219, 219, 224, 219, 209, so that it is a little more numerous than intended. Looking at the list of appointments, it is found that 48 + 3 may be reckoned as of lower grade than a District Judge or District Magistrate, and we have thus 104 superior and 51 inferior appointments, giving the following percentages:

Superior appointments	...	...	...	...	48·6
Inferior appointments	...	...	...	...	23·8
Margin	...	...	...	...	27·6
					100

18. From this reckoning, as in the case of Bengal, we see that if the Service were normally filled, the superior appointments would come down substantively to men of the 11th year of service (who, with those above them, are 49·06 per cent. of the whole Service), and officiatingly would come down to the 10th year of service.

19. It is believed they do not really come down nearly so far, because by reason of excessive recruitment about 1861 to 1863 a man must be much more than fourteen years' service before he is among the senior 48·6 per cent. of the whole.

MADRAS.

20. The Madras Service was intended to comprise 156 men. The actual number on duty on July 1st of the last seven years has been 159, 157, 155, 156, 148, 148, 151. Thus it has been a little lower than intended; but, as will presently be seen, the number of appointments was pitched a little too high, and thus the Service was really sufficient. The 113 appointments for which the Service is intended include—

Government and Board	...	...	...	11
Principal District appointments—				
Collector-ships	...	...	20	27
Commissioner	...	...	1	
For new Districts	...	...	6	
Sub-Collectors and the like	...	...	...	38
High Court Judgeships	...	...	...	2
District Judges	...	...	...	21
Miscellaneous	...	...	...	14
			Total	113

But as only one of the new districts was created, the real scale is as follows:

	Superior.	Middle.	Inferior.
Government and Board	11	...	...
Heads of Districts	22	...	...
Sub-Collectors	...	15	...
Other Subdivisional Charges	...	...	24
High Court Judgeships	2	...	...
District Judges	21	...	...
Miscellaneous	10	...	4
	66	15	28
Total	...	109	...

21. The Sub-Collectors we are obliged to class between the superior and inferior appointments. They draw Rs. 1,166²/₃, and in this respect, as also in respect of the importance of their charges, they compare almost with superior appointments in Northern India.

22. Taking percentages, as before, of the appointments thus available for the 156 (or say rather 150 men, as the Service has really been worked upon that basis), we get—

	Per cent.
Superior appointments	44
Sub-Collectors	10
Inferior	19
Margin	27
Total	100

And thus we see that the Service normally recruited will be filled up as follows:

	Substantive.	Officiating.
Superior	Down to middle of 15th year.	Down to 12th year and a little of 11th.
Sub-Collectors	Down to middle of 12th year.	Down to 8th year.
Inferior	Down to 10th year	Down to middle of 5th year.

BOMBAY AND SIND.

23. The Bombay Service was fixed at 136 men, *plus* 28 for Sind, or 164 in all. The annexed statistics (Table II) shew that for July 1st it has in the past seven years stood as follows: 153, 165, 167, 167, 164, 165, 163; so that it has held very closely to its intended number.

24. Of the Bombay appointments, the 31 Subdivisional Charges, 5 of the Assistant Judgeships, and 4 of the Miscellaneous appointments must be reckoned as "inferior" appointments, taking Rs. 1,000 a month as the standard; and of the Sind appointments, only eight can be considered superior. We thus have altogether 67 superior and 53 inferior appointments. In this, however, no reckoning is taken of the Political appointments in Bombay, some of which are certainly "superior," and therefore to the extent to which Bombay gives its Political appointments to members of the Civil Service, their position is better than shewn from these figures. The result is therefore—

	Per cent.
Superior	40.8
Inferior	32.3
Margin	26.9
Total	100

25. Applying these percentages to the table of normal Service, we see that the 40.8 per cent. of officers who substantively hold superior offices will include some of the 16th year of service; and the 40.8 per cent. of officers officiating in such appointments will include one or two of the 12th year of service. The 32.3 per cent. below that who hold the inferior appointments will, so far as substantive service goes, come down to the 7th year, and, so far as officiating goes, come down to the 3rd year.

26. In comparing this with other Provinces, it is well to note that the inferior appointments in Bombay appear to be as a rule worth less, and the superior ones worth more, than in other Provinces.

SECTION III.—IRREGULARITIES OF RECRUITMENT.

27. The next task is to examine the details of these several Services in order to see how far they depart from the standard of a regularly recruited Service. In the first four columns of Table K it is shewn how the number of men allotted to each Service would be distributed, if the Service had been regularly recruited in the past, by annual additions at the same rate as they are now made. This may be called the arrangement of a normally recruited Service,

and the figures are of course obtained directly from Table B. (The Madras Service is taken at 150 men instead of 156.) They shew the consecutive number of the men who would be found in each year of the supposed normally recruited Service. Thus in the Bengal List the twelfth year of service would be occupied by No. 119 to No. 126 of the Provincial List, and in the North-West List that year would be occupied by No. 113 to No. 120—that is, the numbers in the several columns indicate the places in its Provincial List that ought to be occupied by the last man of each year of service.

28. In the next four columns is stated the actual arrangement of the Services in question, including both Civilians and officers of the several "Commissions," as they stand according to the Civil Lists of April 1st, 1887. Men transferred to other Governments are, of course, omitted from this reckoning; and in the final four columns we shew the difference between the normal and the actual facts. The figures there given shew the number of places by which the last man of each year of service falls behind (*minus* sign) or is in advance of (*plus* sign) the place he would occupy in a normally arranged Service.

29. The result is to shew that in Bengal and the North-Western Provinces, by reason of overrecruitment in 1861-62 and 1862-63, all men of the years 1862-63 to 1878-79 are in Bengal about 20 and in the North-Western Provinces about 30 places behind what they would normally occupy. This was remedied by short recruitment after those years. During the last five years the men recruited for the North-Western Provinces have fallen pretty accurately into the position which in a normally recruited Service they would fill, and the same might have been said of Bengal, but that the recent withdrawal (para. 14) of an unusually large number of men has temporarily given the last five years' recruits about seven places of advantage. Still the recruitment of the last five years has been quite regular.

30. In Madras there was a considerable overrecruitment about 1863-64 and 1864-65, which affected the men of the ten years of service beginning with these years. Since then, *i.e.*, since 1873-74, the recruitment has been singularly regular, the men being regularly three or four places below their assigned positions. In fact, if we had made the comparison with the authorized figure of a Service of 156, instead of with our own corrected figure of 150, they would have been shewn either in or slightly above their normally assigned places.

31. In the Bombay Service there was serious overrecruitment about 1868, and the men of eight or nine years after that are over 20 places behind their "normal" status—a very large number in a Service of 162 places. This has been to a large extent remedied, but the men of the last seven or eight years are still five or six places behind. The recent recruitment has been perfectly regular, so that the juniors have always remained at this exact amount of disadvantage. This disadvantage, it must be remembered, is a disadvantage as compared with the standard arrived at in the Rules of recruitment. It has been pointed out that the Bombay Service is not recruited for the Political appointments under that Government; and as the Bombay Government has actually given some Political and other appointments to its Civil Service, it has made up to the juniors the disadvantage of five or six places shewn in the comparison.

SECTION IV.—EXPECTATION OF SALARY.

32. In section II of this Note we have divided the appointments in the Services roughly into superior and inferior; but there is a method of measuring expectation of salary which is much more accurate. "Expectation of salary" is necessarily a very different thing from expectation of substantive status. The substantive status can be reckoned by simply going down the figures in the first four columns of Table K, and assigning to each person in order one of the sanctioned substantive appointments which make up the list in Table D. To find the salary that a man on duty may expect at each year of service is a somewhat more complicated business. We propose to solve the question for one of the Services—say the Madras Service.

33. Going down the list of officers present on duty on April 1st, 1887, we find the salaries they draw are as follows :

	Rs.		Rs.		Rs.
1	... 2,333	5	... 2,333	9	... 2,333
2	... 5,120	6	... 3,500	10	... 2,333
3	... 3,750	7	... 2,800	11	... 2,333
4	... 3,000	8	... 5,120	12	... 3,750

and so on.

Taking them in groups of four so as to eliminate irregularities, they stand as follows :

(These figures are salaries only, *i.e.*, pay *plus* acting allowance. Travelling allowance and tentage are not reckoned. Statutory Natives' salaries are increased to the full amount.)

No. of salary.	Average.	No. of salary.	Average.
1 to 4	... 3,551	65 to 68	... 1,017
5 to 8	... 3,138	69 to 72	... 984
9 to 12	... 2,687	73 to 76	... 1,050
13 to 16	... 2,531	77 to 80	... 914
17 to 20	... 2,687	81 to 84	... 904
21 to 24	... 2,333	85 to 88	... 811
25 to 28	... 2,687	89 to 92	... 722
29 to 32	... 2,483	93 to 96	... 832
33 to 36	... 2,375	97 to 100	... 693
37 to 40	... 2,354	101 to 104	... 574
41 to 44	... 2,275	105 to 108	... 579
45 to 48	... 2,052	109 to 112	... 433
49 to 52	... 1,913	113 to 116	... 410
53 to 56	... 1,855	117 to 120	... 385
57 to 60	... 1,325	121 to 122	... 385
61 to 64	... 1,167		

34. Every quarter's list will no doubt shew slight variations in these figures ; but they will not be great, and for present purposes it is not necessary to go beyond one list, though it would be more accurate to take an average of the four quarters of any given year.

35. The above then may be taken as the 122 salaries available in the Service of the Government of Madras to men on duty ; and assuming the Service to consist altogether (as above taken) of 150 men, we calculate the number on duty from Table B, and set it forth in the second column of Table L.

The total comes to 120, and all we have to do now is to allot the above salaries (or rather the first 120 of them), beginning at the top and going on to the end of the list, and to bring out the average salary for each year.

36. The appointments of the Madras Service are therefore such that, taking a normal Service of 150 men, each person may, if the recruiting is regular, expect each year of his service the salary shewn in the last column. A person can easily find from the distribution Table K how far he is in advance of or behind his proper place, and to what extent accordingly his expectation exceeds or falls short of the normal.

37. We have not carried out this calculation for the Service of other Governments ; it is obviously a mere matter of arithmetical calculation based upon the actual salaries shewn by the quarterly lists to be drawn by the Service (including the "Commissions") under each Government concerned.

June 10th, 1887.

Table E.
BENGAL.

1	2	3	4	5
On 1st July.	Total number of Covenanted Members.	Number of Members of the Commissions and of Non-Regulation Provinces who are not Covenanted Civil Servants.	Number included in column 2 whose services are placed at disposal of the Government of India or other Governments.	Number included in column 3 whose services are placed at disposal of the Government of India or other Governments.
				Government of India. Other Governments.
Year.	As borne on the Gradation List.	Native Statutory Service.	Non-Regulation Provinces.	Government of India. A Other Governments.
1881	217	4	12	12 17 ... 1
1882	212	5	11	8 23 ... 1
1883	215	6	11	9 25 ... 1
1884	218	6	11	12 27 ... 1
1885	216	8	11	15 27 ...
1886	214	10	9	21 28 ... 1
1887	218	11	8	15 32 ...

A includes Members of His Excellency's Council, Secretaries and Under-Secretaries to the Government of India, and Officers on Special Duty ; Accountants-General and Enrolled officers of the Financial Department, being Covenanted Civil Servants attached to the Province; the Post Master General, Bengal; the Consul-General, Baghdad, and Resident, Kashmir [Mr. Plowden was Resident, Kashmir, on 1st July 1886 (officialing)].

B excludes Lieutenant-Governors and Chief Commissioners.

C From 1881 to 7th January 1886 Lieutenant-Colonel Money was shewn in the Non-Regulation List as Manager, Durbhunga Raj. His name does not appear in Non-Regulation List of 1st July 1886.

Table F.
NORTH-WESTERN PROVINCES AND OUDH.

NORTH-WESTERN PROVINCE

1	2	3	4	5		6	
On 1st July.	Total number of Covenanted Members, excluding Statutory Civil Servants.	Total Statutory Civil Servants.	Number of Members of Commissions of the Non-Regulation Provinces who are not Covenanted Civil Servants (European or Native).	Number included in column 2 whose services are placed at disposal of the Government of India or of other Governments.		Number included in column 4 whose services are placed at disposal of the Government of India or of other Governments.	
Year.			B	Government of India. A	Other Governments.	Government of India.	Other Governments.
1881	214	3	53	15	10	1	...
1882	211	4	48	18	8	...	...
1883	209	4	37	20	10	1	...
1884	206	5	34	15	10	1	...
1885	208	6	34	14	9	1	...
1886	206	7	33	14	12	1	...
1887	202	10	27	15	14	...	...

Districts of Mysore, Barar, and Aimer

A excludes Chief Commissioners and includes officers placed at disposal of Mysore, Berar, and Ajmere.

B Officers in the Oudh, Kumaon, and Jhansi Commissions of grades down to Assistant Commissioners.

Table G.

MADRAS.

1	2	3	4	5	6	7	8	9
On 1st July.	Total number of Government Civil Servants (excluding Statutory Civilian).	Total number of Statutory Civilian.	Number of Members of the Commission of Non-Regulation Provinces who are not Government Civil Servants (European or Native).	Number included in column 2 whose services are placed at the disposal of the Government of India or of other Governments.	Number included in column 4 whose services are placed at the disposal of the Government of India or of other Governments.	Government of India.	Other Governments.	Remarks.
Year.								
1881	159	2	...	2	...	...	...	Includes Post Master General, Madras, and others placed at disposal of Government of India for employment in Coorg.
1882	157	3	...	3	...	...	...	
1883	155	4	...	4	1	...	...	
1884	154	5	...	3	...	...	...	
1885	146	6	...	4	...	...	...	
1886	146	7	...	5	...	...	...	
1887	149	8	...	3	3	...	...	

Table H.

BOMBAY.

1	2	3	4	5	6	7	8	9
On 1st July.	Total number of Government Civil Servants (excluding Statutory Civilian).	Total number of Statutory Civilian.	Number of Members of the Commission of Non-Regulation Provinces who are not Government Civil Servants.	Number included in column 2 whose services are placed at the disposal of the Government of India or of other Governments.	Number included in column 4 whose services are placed at the disposal of the Government of India or of other Governments.	Government of India.	Other Governments.	Remarks.
Year.								
1881	144	2	17	8*	1	Nil	Nil	Includes Mr. Bence, appointed to Simla on Census Duty.
1882	151	4	17	7	Nil	Nil	Nil	
1883	154	5	17	9	Nil	Nil	Nil	
1884	154	6	17	10	Nil	Nil	Nil	Mr. Steele, who was serving under the Travancore Government.
1885	153	6	14	9	Nil	Nil	Nil	
1886	153	7	11	9	Nil	Nil	Nil	
1887	153	7	14	7	3	...	...	

Table K.

IRREGULARITIES OF RECRUITMENT.

Year of service.	NORMALLY RECRUITED SERVICE.				SERVICE AS IT ACTUALLY STANDS.				DIFFERENCE + BETTER — WORSE.				Year of arrival.
	Bengal.	North-Western Provinces.	Madras.	Bombay.	Bengal.	North-Western Provinces.	Madras.	Bombay.	Bengal.	North-Western Provinces.	Madras.	Bombay.	
Over ... 35	6	6	4	4	0	1	...	...	...	...	...	...	...
35th	18	17	12	13	0	1	...	1	...	+ 7	...	+ 3	...
34th	33	31	22	24	1	1	1	1	+ 23	+ 21	+ 12	+ 14	...
33rd	51	49	34	37	1	4	2	3	+ 41	+ 9	+ 14	+ 7	...
32nd	73	70	48	52	5	6	5	4	+ 23	+ 1	— 2	+ 12	...
31st	98	93	65	70	13	12	5	11	— 32	— 27	+ 15	— 4	1856-57
30th	127	121	84	91	18	16	10	13	— 53	— 39	— 16	— 39	1857-58
29th	160	152	107	116	22	18	10	14	— 6	— 28	+ 7	— 24	1858-59
28th	197	187	131	141	22	22	10	15	— 27	— 33	+ 31	— 9	1859-60
27th	240	228	160	172	26	27	12	17	— 2	— 42	+ 4	+ 2	1860-61
26th	290	276	194	209	44	41	13	18	— 13	— 164	+ 64	+ 29	1861-62
25th	345	328	230	249	55	56	24	21	— 205	— 232	— 1	+ 39	1862-63
24th	403	383	268	290	69	68	40	28	— 287	— 297	— 132	+ 1	1863-64
23rd	463	440	309	334	74	70	52	36	— 277	— 26	— 211	— 26	1864-65
22nd	525	499	350	378	80	80	55	45	— 275	— 301	— 20	— 72	1865-66
21st	590	560	393	425	80	86	55	45	— 21	— 30	— 157	— 25	1866-67
20th	658	625	438	474	89	93	60	55	— 232	— 305	— 162	— 76	1867-68
19th	728	692	486	525	96	105	65	67	— 232	— 358	— 164	— 145	1868-69
18th	799	759	533	576	104	107	69	81	— 241	— 311	— 157	— 234	1869-70
17th	872	829	581	628	110	113	72	91	— 228	— 301	— 139	— 282	1870-71
16th	947	900	632	683	115	125	74	94	— 203	— 35	— 108	— 257	1871-72
15th	1024	973	683	738	123	133	76	99	— 206	— 357	— 77	— 252	1872-73
14th	1102	1047	735	794	133	139	80	103	— 228	— 343	— 65	— 236	1873-74
13th	1182	1123	788	852	141	144	82	106	— 228	— 317	— 32	— 208	1874-75
12th	1263	1200	842	909	148	147	88	106	— 217	— 27	— 38	— 151	1875-76
11th	1345	1278	897	969	154	154	93	113	— 195	— 262	— 33	— 161	1876-77
10th	1429	1358	953	1030	161	160	99	116	— 181	— 242	— 37	— 13	1877-78
9th	1514	1439	1009	1090	167	165	103	120	— 156	— 211	— 21	— 11	1878-79
8th	1600	1520	1067	1153	169	172	110	125	— 9	— 20	— 33	— 97	1879-80
7th	1688	1604	1125	1216	173	176	117	127	— 42	— 153	— 45	— 54	1880-81
6th	1778	1689	1185	1280	177	179	122	133	+ 8	— 101	— 35	— 5	1881-82
5th	1870	1777	1246	1346	182	182	127	141	+ 5	— 43	— 24	— 64	1882-83
4th	1963	1865	1307	1412	188	187	132	148	+ 83	— 5	— 13	— 62	1883-84
3rd	2057	1954	1358	1478	197	193	136	154	+ 79	+ 24	+ 8	— 62	1884-85
2nd	2153	2047	1435	1530	207	202	143	161	+ 83	+ 27	+ 5	— 6	1885-86
1st	225	2140	1500	1620	218	214	151	168	+ 7	0	— 1	— 6	1886-87

Table L.

EXPECTATION OF SALARY, MADRAS SERVICE.

Year of service.	Number on duty.	Distribution of Salaries.	Average.
Over 35	3		
35th	7		3,551
34th	9	4 salaries of 3,551	3,551
33rd	1		3,551
32nd	1-1		3,551
31st	1-3	1-3 salaries of 3,138	3,138
30th	1-5	1-5 salaries of 3,138	3,138
29th	1-7	1-2 salaries of 3,138; 5 salaries of 2,687	3,217
28th	2-0	2-0 salaries of 2,687	2,687
27th	2-2	1-5 salaries of 2,687; 7 salaries of 2,531	2,638
26th	2-5	2-5 salaries of 2,531	2,531
25th	2-7	8 salary of 2,531; 1-9 salaries of 2,687	2,641
24th	2-9	2-1 salaries of 2,687; 8 salaries of 2,333	2,586
23rd	3-1	3-1 salaries of 2,333	2,333
22nd	3-2	1 salary of 2,333; 3-1 salaries of 2,687	2,676
21st	3-3	9 salary of 2,687; 2-1 salaries of 2,483	2,539
20th	3-4	1-8 salary of 2,483; 1-8 salary of 2,375	2,426
19th	3-5	2-2 salaries of 2,375; 1-3 salary of 2,354	2,367
18th	3-6	2-7 salaries of 2,354; 9 salary of 2,275	2,334
17th	3-7	3-1 salaries of 2,275; 6 salary of 2,052	2,239
16th	3-8	3-4 salaries of 2,052; 4 salary of 1,943	2,040
15th	3-9	3-6 salaries of 1,943; 3 salary of 1,855	1,935
14th	4-0	3-7 salaries of 1,855; 3 salary of 1,325	1,815
13th	4-1	3-7 salaries of 1,325; 4 salary of 1,167	1,310
12th	4-2	3-6 salaries of 1,167; 6 salary of 1,017	1,145
11th	3-7	3-4 salaries of 1,017; 3 salary of 984	1,015
10th	3-8	3-7 salaries of 984; 1 salary of 1,050	986
9th	3-9	3-9 salaries of 1,050	1,050
8th	5-1	4-0 salaries of 914; 1-1 salary of 904	912
7th	5-3	2-9 salaries of 904; 2-4 salaries of 811	862
6th	5-4	1-6 salaries of 811; 3-8 salaries of 722	749
5th	5-5	2 salaries of 722; 4-0 salaries of 832; 1-3 of 693	796
4th	5-6	2-7 salaries of 693; 2-9 salaries of 574	630
3rd	5-6	1-1 salaries of 574; 4 salaries of 579; 5 of 433	565
2nd	5-7	3-5 salaries of 433; 2-2 salaries of 410	424
1st	5-8	1-8 salaries of 410; 4 salaries of 385	393
Total	120 0		

No. 269 OF 1887.

GOVERNMENT OF INDIA.

DEPARTMENT OF FINANCE AND COMMERCE.

SALARIES, ESTABLISHMENTS, &c.
Covenanted and Uncovenanted Civil Service.

To

THE RIGHT HONOURABLE VISCOUNT CROSS, G.C.B.,

*Her Majesty's Secretary of State for India.**Simla, the 4th October 1887.*

MY LORD,

WE have the honour to acknowledge receipt of your Public Despatch No. 62, dated 5th May 1887, in which Your Lordship, having come to the conclusion that the quinquennial scheme of recruitment for the Civil Service cannot be relied on, desires us to revert to the plan of indenting for a number of recruits varying each year according to the estimates made from time to time of the requirements of the Service. While Your Lordship has been writing to us in this sense, we have on our part been examining the results of the first five years of the working of the quinquennial scheme, and have found that in point of fact it has very accurately realised all our expectations with regard to its operation. We hope, therefore, to be able, by an explanation of its working, to satisfy Your Lordship that, in abandoning it, we run great risk of renewing and perpetuating the numerous inconveniences arising from irregular recruitment, which have, during the past ten years, so often been the subject of correspondence between Your Lordship and ourselves; and that five years' adherence to it has already resulted in a considerable advance in the process of extrication from the difficulties which ten years ago beset our relations to the Civil Services.

2. The main difference between the annual and the quinquennial system is that the latter proceeds upon the settlement of a standard strength for the Civil Service of each province, and is carefully calculated so as to maintain that standard strength. A standard of this kind is fixed for every other service in India; and the same reasons which render a standard desirable generally apply with full force to the particular case of the Civil Service. It is mainly in the minor appointments, the work of which is done sometimes by covenanted and sometimes by uncovenanted officers, that Local Governments are apt to find temporary necessity for increasing their staff. In these appointments, Covenanted Civilians are an unnecessarily expensive agency, quite independently of the further necessity of providing a correspondingly increased number of higher appointments to which the increased staff may look forward; and a system which has the effect of recruiting the Civil Service with reference to the necessities calculated upon these minor appointments is, we hold, based on a wrong principle. An annual system of recruitment is practically based on this principle, because it proceeds upon an annual survey of existing, and frequently only temporary, necessities; and it will inevitably lead in the future, as it has led in the past, to an increase of the Civil Services for the purpose of filling these minor appointments.

3. These considerations lead to the conclusion that the strength of the Civil Service should be fixed with reference to number and value of the higher administrative appointments; while the number of Civilians available for minor appointments should be determined by a consideration of the margin necessary for the training of Civilians for these higher appointments, and not by the necessities which from year to year arise for providing men for a class of work which,

so far as the Civil Service is concerned, can be regarded only as a preparatory stage for future more important duties.

4. Under the quinquennial system the strength of each of the Provincial Civil Services has been fixed with reference to the whole series of appointments which the Civil Service has to fill; and this arrangement enables us to state with precision what would be the prospects as to position and salary of each Civil Servant on the list, if the Civil Service were maintained at the standard strength. The rule of annual recruitment observed up till 1881 has caused the greatest irregularities in the distribution of men over the various years of service; a few officers are in advance, a large number are greatly in arrear of what would be their proper position and salary in a normally recruited service such as we have now described. It is from this irregularity that all past troubles have arisen. Our object is, therefore, to get rid of these irregularities by gradually substituting a service of normal strength and arrangement for the existing irregularly recruited and irregularly arranged services. It is obvious that this can be done only by regulating the recruitment with reference to the standard strength and arrangement of the service as a whole, and not with reference to the temporary necessities of filling minor appointments. So long as we adhere to this plan, we have an absolute assurance that for each recruit we obtain, we provide, not only a minor appointment during his earlier years of service, but definite prospects up to the day of his retirement.

5. The standard service of any province is of course not fixed for all time; a quinquennial system implies that it is subject to re-examination and resettlement every five years. The first period is now past, and it may be necessary for us, as a result of our present re-examination, to make some alteration in the fixed standards, and to change to a corresponding extent the rate of annual recruitment. But we are strongly opposed to the entire abandonment of any standard, and the regulation of recruitment by necessities of the moment without any definite assurance that in the future the higher appointments of each service will meet the expectations which we hold out to candidates for the Indian Civil Service.

6. It appears from Your Lordship's Despatch that two different circumstances have led to the present system of recruitment being brought into question. The first, the correspondence arising in connexion with the present irregularities and deficiencies in the numbers of the services; and the second, the exigencies of the services in connexion with Burma.

7. As regards the first of these, the state of matters is entirely due to the system of annual recruiting to which Your Lordship desires us to revert. There have been no irregularities, nor are there the prospect of any, in connexion with the recruitment of the past five years. We knew that it was impossible by any present system of recruitment to correct the errors of the past; and the object that we set before ourselves in 1881-82 was not to smooth down past irregularities of recruitment, but, allowing them gradually to work themselves off, to carefully substitute in their place a service free from the same defects. An examination of the statistics attached to this letter shews that in this we have so far been quite successful.

8. With respect to Burma, Your Lordship correctly remarks that such exigencies cannot be foreseen with any degree of certainty. It is certainly conceivable that an unsystematized method of recruitment may find the service in such a condition that it could easily spare men for a new province; but it could only do so after it had first produced difficulties like those that forced themselves on our consideration in 1876. It is far more easy to provide for the deficiencies of a service than to get rid of its redundancies; and even had we to contemplate the possibility of providing at some unforeseen time an administrative service for a new province, we should still consider it better to regulate the existing services on a systematic plan suited to their requirements, and to leave the case to be provided for, when it arises, at the cost of some temporary inconvenience than to revert to the arrangements which prevailed before 1880.

9. Even in the case of Upper Burma, we may mention that we have had a striking exemplification of the necessity of the organised method of recruitment which we now pursue. A scheme for creating an administrative service was laid before us, which was based on existing necessities, and no doubt adequately met

them; but an examination of its details in the light of our fixed principles of a standard service showed that it involved the creation of a service of which the members would not obtain a salary of Rs. 1,000 until they were in their 17th year of service; and that, however convenient might be its adoption, so far as present requirements were concerned, it would certainly provide for our successors the most serious difficulties in the future.

10. We have met the demands of Burma for the present by calling on other provinces to supply such men as they could spare. This no doubt involves them, as just stated, in a certain temporary inconvenience, the removal of which we are now proceeding to consider in communication with them. But we have very little doubt that, warned by the experience of the past, they will prefer meeting the difficulty by the adoption of a systematic method of recruitment, calculated to place their services on a proper footing after a limited number of years, to laying up for themselves, by a sudden addition made to their numbers in a single year, a store of troubles for the future.

11. We enclose, for Your Lordship's information, a detailed examination of the effects of the recruitment of the last five years under the quinquennial system. We trust it will satisfy Your Lordship that the plan is not only based on sure principles, but has been proved by five years of experience; and that it justifies our strong recommendation that we be not compelled to revert to the system in force from 1860 to 1880, from the effects of which we have not yet fully recovered.

We have the honour to be,

MY LORD,

Your Lordship's most obedient, humble Servants,

(Signed) DUFFERIN.

„ F. S. ROBERTS.

„ T. C. HOPE.

„ G. CHESNEY.

„ A. R. SCOBLE.

„ J. B. PEILE.

„ J. WESTLAND.

No.

COPY forwarded to the Home Department for information, in continuation of endorsement No. 3080, dated 10th June 1887.

By order,

C. J. WEIR,

Offg. Under-Secy. to the Govt. of India.

Schedule of Papers.

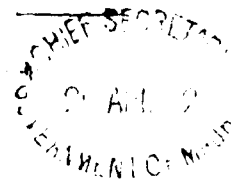
Note on recruitment of the Civil Service, dated 10th June
1887.

ORDINARY, PRINTED.

Copy.

GOVERNMENT OF INDIA.
DEPARTMENT OF FINANCE AND
COMMERCE.

SALARIES, ESTABLISHMENTS, &c.
Covenanted and Uncovenanted Civil Service.



FROM

THE GOVERNMENT OF INDIA,

TO

THE SECY. OF STATE FOR INDIA.

No. 269.

Dated Simla, the 4th October 1887.

Received



Simla the 20th April 1892.

Dear Sir,

With reference to your semi-official letter of the 7th instant, I am desired to send you 6 copies of the Despatch from the Government of India to Her Majesty's Secretary of State No. 269 dated the 4th October 1887 with enclosures.

*Yours truly,
P. Melitus*

*The Honble J. F. Price
Chief Secy. to the Govt of Madras.*

In reply to Secretary of State's Despatch No. 62 (Public), dated 5th May 1887, offers observations on the annual and quinquennial systems of recruitment of the Covenanted Civil Service.

ORDINARY, PRINTED.

Public DEPARTMENT.
G.O., DATED 2 Dec 4-92
No. 286

INDEXED:

First copy sent to Press. 2 Dec 4-92
Returned for signature. 7-5-92
Despatched in print. 7-5-92

[Despatch - Abstract.]

General Civil Hospitals
Expenditure
Improve the position
under that the post
accepts the proposal
to increase the strength
of — to ten per
cent. existing esti-
blishment & ap-
proving of the sug-
gestion for their
promotion.

29/4.
11-6-06.
2-5-04

5/12/04
8/11/05
7-7-08
2-5-04
4-1-11
7-3-11
26-9-11
2-11-13
28-10-14
19/11/14
22-5-15
16-9-15

18-3-93/RH/S-1
27/11/RH/93

REPAID AGAIN ORDER OF GOVERNMENT, DATED
18 No.

OTHER PAPER No.

1402

of 1893

ENCLOSURE

CURRENT No.

STATEMENT WITH DIFTO.

ORDER, No. of GOVERNMENT: A.

TITLE OF GOVERNMENT

114-11052 } - a

APPROXIMATE OUT OF FILE FOR SEARCH IN ORIGINAL
(not paged).

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Letter only.
Order complete with Letter or Enclosure

A = Print in full.
B = Not to be printed.
P = Print abstract only.
Q = Print heading only.
R = Print, but not for public's volume.

28TH APRIL 1892, No. 286, 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.

SIR,

In reply to your letter of the 26th March, No. 190, I am directed to state that this Government accepts the proposal to increase the strength of Senior Civil Hospital Assistants to (10) ten per cent. of the existing establishment, and approves the suggestion that promotion to the Senior class should depend strictly upon selection from hospital assistants possessing English qualifications.

2. I am to add that it is presumed that the term "English qualifications" means education in English and according to English methods, and not qualifications obtained in England.

I have the honour to be,

Sir,

Your most obedient servant,

FORT ST. GEORGE,
28th April 1892.

Chief Secretary.

Copy to the Surgeon-General.

Exd. A. Raitt.

[Appendix.

APPENDIX.

From W. F. DEFABECK, Esq., M.D., S.M.G., Surgeon-General, to the Chief Secretary to Government, dated Madras, 13th April 1892, No. 319.

With reference to the letter from the Government of India referred to me for remarks under your endorsement, No. 651, of the 8th April 1892, herewith returned, I have the honour to state that the increase in the number of appointments in the Senior Hospital Assistant class suggested by the Government of India is very desirable and calculated to render the service popular.

2. I agree with the Government of India that the promotion of Hospital Assistants to the Senior class should depend strictly upon selection. Such selection should, as recommended in my letter, No. 547 A., of 29th September 1891, be made from amongst men of the first grade and depend on the official reports of their good conduct and ability. As regards the remark that only officers with English qualifications should be eligible for the step, I may state that in this Presidency all Government Hospital Assistants pass their Medical examinations in the English language and therefore possess the necessary English qualifications required by the Government of India.

3. With reference to paragraph 4 of the Government of India letter, I have the honour to state that, as that Government see no objection to hospital assistants utilising for purposes of study any furlough that may be due to them, the necessity for the recommendation in paragraph 10 of my letter, No. O-56, of 4th July 1891, no longer exists.

Regr. No.

HOME 1892 DEPT.

[]

*From the Government of
Fort St. George.*

Issued

Recd.

Encl.

Letter, 23th April 1892, No. 236.

APRIL.

Senior Civil Hospital Assistants.

Informing the Government of India that this Government accepts the proposal to increase the strength of — to ten per cent. of existing establishment, and approving the suggestion for their promotion.

No. 1/

FROM

J. P. HEWETT, Esq., C.I.E.,

Offg. Secretary to the Government of India.

TO

THE CHIEF SECRETARY TO THE GOVERNMENT OF MADRAS.

66 APR 74

Home Department.
Medical.

Calcutta, the 26th March 1892.

SIR,

I AM directed to acknowledge the receipt of your letter No. 1009 (Public), dated the 30th November last, recommending a proposal made by the Surgeon-General with the Government of Madras for the formation of a class of Senior Civil Hospital Assistants on a salary of Rs80 a month, the number of appointments being fixed at 5 per cent. of the total strength of the existing establishment.

2. In reply I am to say that the Government of India concur in the view of the Madras Government as to the advisability of improving the prospects of Civil Hospital Assistants. As, however, it is necessary that the status of this class of officers should be the same in all Provinces, they have decided to consult other Local Governments and Administrations before arriving at a definite decision in the matter. In circulating the scheme for opinion the Government of India are suggesting that the number of appointments in the senior class should be fixed at 10 per cent. (and not 5 per cent.) of the strength of the existing establishment, as this is the proportion borne by the strength of the senior class of Military Hospital Assistants to the rest of the establishment. I am to enquire if the Governor in Council sees any objection to this modification of his proposals.

3. The Government of India are of opinion that the promotion of Hospital Assistants to the senior class should depend strictly upon selection; and they think it desirable that only officers with English qualifications should be eligible for the step. I am to invite the expression of the opinion of the Madras Government on this point.

4. With reference to the suggestion made in paragraph 4 of your letter that selected first grade Hospital Assistants should be allowed half pay while on furlough for the purpose of studying for the Departmental Examination for promotion to the senior grade in the event of its being introduced, I am to say that the Governor General in Council sees no reason for modifying the orders contained in Home Department letter No. 349, dated the 15th June

(For the Secy to Govt)

23 April

No. 5940 & 1052

From The Govt. of India & the Surg. Genl.

Dated 26/4/92 & 13/4/ 1892.

FOR ORDERS.

Replies to paras: 2 & 3
of India's letter are re-
quired.

20/3. The G. I. suggests that
the number of apps in the
Senior Class of M.A. should

be 10 per cent. & not 5

24/4

The S. G. acquiesces
This will make the extra cost of the
scheme Rs 800 instead of Rs 400 p.m.
The will however not be the charge
falling upon ~~Government~~ ^{Govt} funds
as there will no doubt be some very
small amount of funds.

The Govt of India is of opinion that
promotion to the Senior class should
be by selection. There has the support
of the S. G.

24/4

25/4/92

What the G. I. means by "English
Qualifications" is not clear; but
qualifications obtained in England.
We cannot expect these from the present
state. The education in English and
according to English methods is meant
is to be secured that all the best
of the

23 April

Senior Civil Engineer
Resident

Hon. Mr. [unclear] C.E.D.
Hon. Mr. [unclear] C.E.D.

1

Publ 206-20-492

C. 23/4
R. 26/4

the 2. 40 letter to be
printed in an
appendix to the letter
to the Public.

Public Dept
Currents 940 and 1052.

Letter. A 206
21 April 92
The Secy to the G. of Ind.
Home Dept. 6 July 91

Sir,
In reply to your letter
of the 26th March, No. 190,
I am directed to state that
this Govt accepts the pro-
posal to increase the
strength of Senior Civil
Hospital Assistants to
100 per cent of the
existing establishment,
and approves the sugges-
tion that promotion to
the Senior class should
depend strictly upon
selection from hospital
assistants possessing
English qualifications.
I am to add that
English qualifications
in this connection means educa-
tion in English & accord-
ing to English methods
and not qualifications
obtained in England.

Perhaps it is safer
to add para 2.

Yours orders!

July 10 1892
21 July 92
20 B.
22 July

80.
CURRENT N 149.

[9]

40. 21/12/87

N
M.

From
The Govt. of India,

Home Dept.

Order 20 April 92

Recorded

C.S.
28/4

28/4

Note. Copy taken for
C.I. Keep them apart
with these 8/9.

Chain the
with those
the 1887 or
shall lose sight
these 8/9

No.

Dated 20
Received 26 } April 92

Enclosures 6 of the Despatch with 2.

SUBJECT.

wards 6 copies of the Despatch to
State No 2699 4-10-87 with anal.
ment of Civil Services

W.D.

ORDINARY,

214
G.O., Dated *2d*
No. *285*

IND

Go 285-

28-4-92

When given,

[Despatch Abstract.]

*Copies for
Indian Dept. etc.
regarding to an
- usual & given
system of record
ment of the Govt.
wanted Civil Ser-
vice -*

Done

28/4/92

5/1/10

H.M.

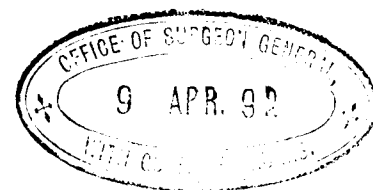
Disc.

7/4/10

Referred to the Surge
General for early removal

Inducted
Chief Secretary

J.B.
5/4.



2.6/4

Sept.

[Signature]

The Govt. of India,
Home Dept.

No. 190

Dated 26th March 1892

Recd. 4th April 1892

Regd.

7 cc

Re: formation of a class of
Senior Hospital Assistants on Rs 80
a month.