probably, some of them, be Barristers and that these men will be twenty-five or twenty-six years of age when they undergo the higher standard examination. Is it wiseto disgust men with the service they have entered and the work they have undertaken by areiterated series of vexatious examinations?

6. If these two cases and the papers on the Codes and Law of Evidence be eliminated, there will remain Revenue, Languages, Accounts and Survey and Settlement. To these subjects the men will devote more attention, and as they are new subjects which do not go over ground already traversed in England, the Assistant Collectors will recognize the necessity of the examination and will take an interest in the subjects. At present the Assistants who prepare for examinations spend too much time on book work in an office full of English-speaking clerks and spend too little time in the field. This tendency may be checked if the subjects mentioned in the present paragraph be the only subjects for examination apart from language.

7. Another matter that appears to us to require reconsideration is the standard of attainment in the vernacular languages. With the great spread of the English language in all public offices, it is becoming more and more difficult for a civil officer to acquire a thorough colloquial knowledge of the vernacular. In the Collector's office in this district, there is no clerk who is ignorant of English, and before very long every gumastah in every taluk cutcherry will be acquainted with that language. Only two or three elderly Taluk Sheristadars now write magisterial judgments in Telugu, and arzies from Tahsildars on important subjects are frequently written in English. All these things—most desirable in themselves—act as a barrier to the young Assistant's acquisition of the vernacular. There is an increasing tendency to rely upon a clerk as interpreter in all Judicial proceedings, and there is no stimulus to lay aside the "mauvaise honte" that prevents a young officer from himself retranslating to a witness the evidence he has been recording.

8. We are entirely in accord with the Board's Standing Order, No. 235, paragraph 2 (Edition 1885), that for Assistant Collectors "the first point of importance is familiarity with the language and people," but we think the present system of examination thrusts it far into the back-ground, and that in its place is put familiarity with laws and codes. We think that every Civilian should, at least as regards one vernacular language, attain the degree of proficiency which the same Standing Order says "can only be acquired by actual practice in the routine of duty," namely, "fluency in conversation, ability to take down evidence, to cross-examine a witness, &c."

9. It would, we think, be too much to expect an Assistant to attain this degree of proficiency before passing his second standard, but it would not be too much to require that he should be able to record evidence in English in his own hand-writing and to retranslate it to the witness in open court. We would suggest that the Collector should be required to certify that his Assistant has, in his presence, in open Court recorded certain depositions in English and retranslated them intelligibly in the vernacular to the witness, and to forward copies of these depositions for the information of the Board of Examiners.

10. In order to ensure further progress in the language up to the proficiency indicated in the Standing Order, we would suggest that no Head Assistant be confirmed in his appointment until his Collector has certified that he has tried a case in the Collector's presence, examining the witnesses and retranslating the evidence, &c., without a clerk or other interpreter being present. In the case of an officer in a special appointment, *e.g.*, the Secretariat, a special test would have been provided by the Board of Examiners in Madras.

11. The two tests now suggested are simple and practical; they would leave little to the idiosyncrasies of different District Boards of Examiners, and they would ensure the attainment of that standard of proficiency which Government originally had in view but is now seldom reached. Without any strong linguistic bent we can affirm from personal experience that the required standard may be reached after two years' residence up-country.

12. If these changes were introduced, we would also recommend that the arzies for translation at each standard should be furnished by the Board of Examiners at Madras and that the Assistant should read them to himself or aloud as he preferred and should record his translation, which would be forwarded for valuation to the Examiners in Madras.

13. To sum up, our suggestions, which we submit after having seen the actual working of the present system in various districts, are, that the two cases and the papers on the Codes and the Law of Evidence should be expunged from the scheme of examination, and that a more rigid conversational test should be required, first for the higher standard and secondly before confirmation in any post above that of Assistant Collector.

From H. LE FANU, Esq., Collector of North Arcot, to the Secretary to the Board of Examiners, Madras, dated Pólúr, 11th April 1891, No. 537.

I have the honour to report with reference to endorsement, No. 67-A, dated 27th January 1891.

2. The suggestions of the Divisional Committee, Kistna, are partly ill-timed. Whatever may have been the case with the officers elected since 1865, who have had two years' training in England, we have now to deal with a position exactly analogous to that of the officers who arrived in the country in, and prior to, 1865, who had only one year's training at home.

3. *Imprimis*, my experience does not tend to show that the examinational safeguards hitherto existing, to ensure that the men who have passed the two standards are really qualified for the public service, can be safely dispensed with. Even amongst the men who have had the two years' training at home there have been exceptions who, in my humble opinion, were utterly unfit to advance to the higher grades of the service. How some of them passed into it is a mystery only equalled by that involved in their having passed the two standards out here. It might be invidious to mention names, but it will hurt no one if I refer to one instance, as the gentleman in question is no longer in the service. I give his name in a confidential cover. Mr. X was absolutely incapable of doing any kind of work properly, and could not even write intelligible English. He was the despair of his District chiefs, both Revenue and Judicial, and at last when his Collector found it hopeless to get intelligible work out of him and sent up a letter of his with other papers to the Board, the latter censured the Collector for allowing such a paper to pass through his office. So far from watering down the tests, they ought to be made more rigidly stringent to prevent failures from being permanently grafted on the service tree. The papers, even to the present day, err sometimes on the side of leniency, *e.g*, when a candidate for the second standard is gravely asked "What are the duties of a Monigar?" In fact, the whole paper of which this question formed one was far too easy to be a test of any kind. I do not deny that we have got wonderfully good bargains under, or perhaps, in spite of, the present system, but we have got bad bargains also, and, in my opinion, there have been sometimes a lamentable want of backbone displayed in letting them through.

4. That the tests in England are perhaps not so strict as desirable I infer from a conversation I recently had with one of the best of our Junior Civilians, who described them as little more than a form.

5. As I have said, we are returning to the system in force in, and prior to, 1865. We may, or may not, get University men, as we did then, and the age will be same. However it may "vex" the new importations to require them to qualify by tests, their seniors were vexed in the same way with a difference—their seniors had to pass *all* the subjects for each standard at the same examination, or they failed in all. Now, Junior Civilians can pass their examinations by instalments. This has been a sufficient "watering" of the tests for all practical purposes. Looking at the Civil List for December 1868, I see that six officers of the year 1863 and three of 1864 had then only passed their first standard, one officer of 1863 had not even done this. In December 1869 I find still four officers of 1863 who had only passed their first standard. In December 1870 I still find one officer of 1863 who only passed his second standard after 7 years in the country. It was, I think, about this time that the tests were "watered," and there were fewer yearly importations, which, coupled with the advantage of the two years' study at home, resulted in the defaulters' list being considerably reduced. No doubt, as a rule, the men appointed since 1865 have brought to the country a considerably greater amount of book knowledge than their seniors did; but now that we revert to the old rule of only one year's study in England, we shall probably have men coming out with the merest smattering of the books. As for the advantage gained by attending the law courts at home, it is more or less a farce. Some candidates may make much of it, others less. In my own case I know, and admit frankly, that it was a farce. As to the Revenue and Magisterial cases, I would retain one of them, but would make it a severer test. The clerk employed to read the depositions to the candidates should be absolutely ignorant of English. With the best of intentions it is impossible to keep a clerk who knows English from helping the candidate. The cases, however, should be the same all over the Presidency so far as the language will allow, *i.e.*, the Tamil case should be the same for all Tamil districts and the Telugu for Telugu districts, &c. However "searching"—and I doubt it—the examination in England may be, the certainty is that we occasionally get weak vessels out here, and with the daily increasing severity of public work of all kinds, these should be rooted out remorselessly. I cannot admit that the "committing to memory of definitions is of no real assistance in practical work." As to the Indian Penal Code, I regard it as absolutely necessary. Some of the men who will come out in 1893 may be Barristers. I don't see that that makes any difference. A Barrister may know no law just as a medico may be ignorant of medicine. That they will be 25 or 26 years of age when they undergo the higher standard examination is no reason why their efficiency should not be tested. Their seniors were often nearer 30 when they passed. The service has certainly not gained in attractions in the last quarter of a century. The pay is less and the work is three-fold what it was then. Human nature is a fixed quantity, and I do not anticipate any influx of admirable Crichtons as a result of the age limit being raised.

6. I would retain, as I have said, one case only, not two, but I would even forego this if the language test was made a reality. The linguistic attainments of the Madras Civil Service as a whole have always been beneath contempt, and are, I think, more contemptible now than

formerly. We have no scholar like Brown, and we have no speaker like Forbes. In other presidencies, owing to the existence of Aryan languages, there are few officers who cannot speak at least one language fluently. Our Dravidian languages are much more difficult, and few master them who are not absolutely compelled to do so, as, *e.g.*, an odd missionary here and there, or perhaps a coffee planter.* In the old days there was not so much furlough, subordinates did not know English, and the relations of all kinds between the civilians and the natives were much closer than now. It was therefore necessary that an officer should know the languages fluently, and he had the opportunity of learning them. Our reward tests are obsolete and utterly useless. I notice with satisfaction that few pass them now. They should be entirely remodelled. For example, the last book of the Panchatantram is useless. Few natives can read it. What is the use of the Kural, or the Krishnantudu, or the minor poets, or Vémana, or the Bhâratam? The language of these books is not the language of every-day life, and while, on the one hand, a man may master them all, he may be a very indifferent scholar for practical purposes, on the other hand, a very excellent linguist might be unable to read them. What percentage of Englishmen could read Piersploughman, or the Venerable Bede, or even Chaucer? And yet we fancy that we get linguists when young men, who might make a much better use of their time, flounder through a few crabbed passages of high Tamil which no ordinary native could understand. The Dravidian languages are not dead languages. Any one can, with decent application, and living in the country, master a European language in a year, can write it and read it as well as speak it fluently. How many of our Civilians could write a letter in a Dravidian language? Except perhaps Messrs. Happell and Brodie I do not know one. Would a clerk in a merchant's office, whose knowledge of French or German was on a par with that of a Civilian's knowledge of Tamil or Telugu, be permitted to conduct foreign correspondence? Certainly not. The whole of the language tests should be entirely remodelled; the text books and papers limited entirely to the modern-spoken language and the written language of the newspapers. Nothing but absolute perfection should be accepted. The language should be spoken and written as an educated man speaks and writes French or German. The rewards should be entirely abolished, and it should be compulsory on every officer to pass for the High Proficiency before being confirmed as a Head Assistant, and for Honors before being confirmed as Sub-Collector. There would be nothing to prevent him being appointed, if he had passed the other tests, to do the work of those offices, but he need not get the pay. I would allow such officers as had passed Honors in one language, however, to pass the High Proficiency test only in the second, and it would be well if all officers were required to pass a *bona fide* Honors test in Hindustani also. For the latter, being an extra, there might be a reward. It is the language of the native gentlemen in this Presidency almost everywhere, and understood all over India. I cannot too strongly insist on the absolute necessity for the language tests being raised in severity, increased in efficiency and made compulsory.

* The known coffee planters—pure Europeans, not even born in the country—who spoke Tamil perfectly—accent and all: but the coffee-planter has to deal with the people without interpreters.

7. If this is done I would accept the proposal in paragraph 3 of the letter under reference. As to paragraph 4 I have no faith in the examination held on first arrival in Madras, and unless I were certain—which I am not—that it is searching as it ought to be, I would not add any other subjects to it. I would not, however, object to the omission of the Codes for the higher standard examination, if I were sure that the one examination left was really severe. As to paragraph 6, I doubt if the examination in accounts is as stringent as it should be. I have made some of my Assistants, with great advantage, work with the auditors on Municipal, Local Fund and Special Fund accounts. I consider a test in audit all important. Some arrangement like that for survey and settlement training should be made to teach young officers audit work, of which many of us remain absolutely ignorant until we take our pensions.

8. I have anticipated paragraphs 7 and 8 in my remarks above. I have only to add that paragraphs 7 and 8 do not go far enough. As to paragraph 9, I cannot endorse it. The Assistant should record the evidence from the beginning in the vernacular, and after a year I would require him to write his judgments in it until he had passed the Honor standard. Mr. Brodie did the former before he was six months in the country. The English Judges in the mixed court at Alexandria write their judgments in French, German or Italian, according to the parties before them. There is no reason why officers should not do so here in Tamil or Telugu. After an officer has been 18 months in the country he should be able to do vernacular work without the assistance of any clerk or translator, and this is the standard on which we should insist. We are, I believe, getting more and more out of touch with the people every day, and no officer should be allowed to advance in the service who is not a good linguist, in the sense in which we speak of a knowledge of continental languages. Paragraph 10 I approve as far as it goes, but it does not go far enough. How is it that thousands of natives can work in English, and not one English officer in the vernacular? I know that Mr. Happell can work with more or less proficiency in Telugu, and I have once disposed of a whole vernacular tappal without assistance, but the former gentleman is an exception, and as to myself I would be sorry to do it again. Paragraph 10 is hard on the Collector. Few Collectors would be hard-hearted enough. I would prefer to see the language test given into the hands of a Board consisting mostly of non-civilians—a few merciless missionaries and educational men not in Government service, with no bowels—and papers done by candidates for this Board should not be signed to eliminate all possibility of favouritism.

9. To sum up on paragraph 13 of memorandum:—

I would dispense with the "Cases" if the language test were no longer the farce that it is.

The Codes and Law of Evidence might be relegated to the 1st Standard only if the Board of Examiners would insist on the papers being really difficult. As it is, the papers are very unequal. Sometimes the paper for 2nd Standard is easier than that for the 1st and neither are severe enough. Audit should be part of the examination.

The language tests should not be "Conversational" only, as proposed, and nothing short of a perfect knowledge of one, and a practically useful knowledge of the other, should be accepted. Just as Mr. Salinger and Professor Oppert speak and write English or Mr. Shipley German, the candidates should speak and write the Dravidian languages.

Hindustani should be encouraged.

Abolish "rewards."

Let candidates who do not pass the language test, but have passed all others, advance in the service so far as being "put in charge" of offices and doing the work, but do not give them the pay.

ORDER—dated 6th April 1893, No. 275, Public.

The papers read above relate to certain changes which it has been proposed to introduce in the scheme of standard examinations of Junior Civilians.

2. His Excellency the Governor in Council considers that no subjects should be eliminated from the lower standard It is essential that Government should be able to employ the officers who have passed this examination in sub-divisional charges. They are, under the present circumstances of the service, required for such duties as fast as they pass the test, which should, therefore, represent a complete equipment for such charge, and ensure the possession of the *minimum* amount of knowledge requisite for it in every branch of the examination. The Government is, however, of opinion that Revenue History, the Penal and Criminal Procedure Codes and the Revenue and Magisterial cases may be omitted from the higher standard. In view of this change, the papers in the Penal and Criminal Procedure Codes in the lower standard should be made much more searching than at present.

3. In regard to the vernaculars, His Excellency the Governor in Council recognises that the examinations require amendment. No change should, however, be made in this respect in the lower standard, but, in view of the reduction of the number of subjects for the higher standard, the test for the first language at the latter examination should be made much more difficult and practical than at present, the selection of the first language being left, as the second language now is, to the candidate. Ability to dispose of vernacular correspondence by vernacular orders and to conduct a case without an interpreter should be the *minimum* to be insisted on. The standard of tests in translation and conversation should be at least as high as is now demanded for the High Proficiency examination; but the language and style required should be those used in good modern writing and speech by natives well educated in the vernaculars, and not those of archaic literature. The test for the second language in the higher standard will remain as at present.

4. His Excellency the Governor in Council approves of the suggestion in paragraph 12 of Mr. Gibson's letter that, in order to secure uniformity and greater stringency, the examinations should, except in the cases of officers attached to the districts of Ganjam, Vizagapatam and South Canara, and until these districts are connected by rail with the Presidency, be conducted at Madras by a central committee. For the language tests, the services of persons thoroughly acquainted with the vernaculars should be procured for the committee.

5. The Government is unable to approve of the proposal to abolish the reward tests. These tests aim at a critical knowledge of the literary language and of the structure and grammar, and there can be no doubt that an officer equipped with such knowledge will use the language as a practical instrument with greater intelligence and facility. It is, moreover, right that Government should encourage a scholarly

cultivation of the vernaculars by its servants, and it is a great advantage to have a certain number of officers in the service with high scholarly attainments in oriental tongues. The expenditure involved is small. The tests as at present applied, however, afford no guarantee of a command of the language for practical intercourse and some addition to them is required in this respect.

6. With reference to the remaining suggestions in the papers read above, His Excellency in Council agrees with Mr. Gibson as to the impracticability of adding the Code of Civil Procedure to the scheme of the examinations, but does not consider that the examination in the codes should be conducted with books or that it would be possible to find time for the training of Junior Civilians in audit work.

7. Mr. Gibson will be requested to draw up, on reverting to the Presidency of the Board of Examiners, a scheme for carrying out the above orders, and to submit revised rules to be substituted for those on pages 14 to 30 of the Civil Service Manual.

(True Extract.)

Ag. Chief Secretary.

To the President, Board of Examiners.
„ Revenue Department.

Exd. A. Raitt.

Govt. of {1893} Madras.

PUBLIC.

Issued

Recd. Encl.

G.O., 6th April 1893, No. 275.

APRIL.

Standard Examinations of Junior Civilians.

Passing orders on papers relating to certain changes proposed to be introduced in the scheme of —.

CURRENT NO.

No. 9.

OFFICE OF THE BOARD OF EXAMINERS,

Madras, 3 January 1893.

From

THE PRESIDENT,

BOARDOF EXAMINERS,

MADRAS,

To

THE HON'BLE THE CHIEF SECRETARY TO GOVERNMENT,

FORT ST. GEORGE.

SIR,

Some time ago the Kistna Divisional Committee× for the Examination of Assistants Collectors addressed to the President of the Board of Examiners the enclosed letter in which they propose certain changes in the examination Rules. This letter was communicated by the President to all Collectors and District Judges with the request that they would favor the Board with an expression of their opinion upon the suggestions made by Messrs. Arundel and Mackenzie.

2. The proposals of the Kistna Committee are summarized at para. 13 of their letter.

I. To withdraw from the list of subjects for examination -

(a) The Revenue and Magisterial cases.
(b) The Indian Penal Code and the Code of Criminal Procedure and
(c) The [illegible] Evidence Act.

× Messrs. Arundel and Mackenzie.

II. To prescribe a more rapid test (mainly conversational) in the vernaculars, first for the Higher Standard and secondly before confirmation in any post above that of Assistant Collector.

3. As was to be expected the opinions of the officers consulted vary considerably, but there is a general consensus of opinion in favor of abolishing that part of the Standard examinations which consist of the Revenue and Magisterial cases and of prescribing a more practical test in the Vernacular languages. Opinions differ as to the expediency of withdrawing from the list of subjects the two Codes and the Evidence Act, while some officers propose to abolish altogether one of the Standard Examinations.

4. A perusal of the correspondence and my own experience convince me that some modification of the existing rules is certainly called for if the efficiency of the Service is to be maintained by means of these examinations. But before making definite proposals for altering the Rules, I beg leave to lay before Government what, in general way, seems to me to be required in this direction of reform.

5. It is an undoubted fact that the Standard examinations have failed completely to ensure the acquisition by the examinees of that conversational knowledge of the vernaculars which is supposed to be one of the principal objects of these examinations, and which is undoubtedly essential to the efficient discharge of his duties by a Revenue officer. Para 10 of the Committee's letter indicates fairly what is the amount of knowledge which ought to be possessed by every Assistant Collector before he should be deemed eligible for permanent promotion. The knowledge of at least one Vernacular, to be insisted upon, should be such as to enable an Assistant to read his Vernacular Tappal without aid, to examine and record (in English) the depositions of native witnesses and to retranslate them and read them over to the deponents. This is certainly not too much to require, and yet it is to be feared that this moderate command over the vernacular is possessed not by many but by the few who pass the Higher Standard as at present applied. Some of the

officers

officers consulted recommend that ability to write, as well as read and speak, the vernaculars should be required, but in practical official life this is not necessary.

6. I am not prepared to advise the complete withdrawal from the list of subjects of the Codes and the Evidence Act. It is true that during the two years training in England a fair knowledge of these laws has hitherto been acquired by Junior Civilians, but henceforth that special training is to be limited to one year as it was in my own time, and judging of the future by the past, I have no hesitation in saying that the knowledge of the Codes which will be acquired in England by Junior Civilians under the new régime will be of a very rudimentary character. I would, therefore, recommend that these subjects be retained, but that examination in them and in Special and Local Laws be mainly with books, and that it be confined to the first (or lower) Standard. Indeed I am inclined to advise that in regard also to Revenue Law and Regulations and Standing Orders there should be but one examination.

7. Should this proposal commend itself

to Government, I would suggest that the subjects for the Second (or Higher) Standard be the Vernaculars, Survey, Settlement and Accounts; these subjects with the exception of one Vernacular being eliminated from the Lower Standard. I would also withdraw altogether the Magisterial and Revenue cases from the subjects of examination.

8. After passing his first examination a Junior Civilian would thus be freed from the necessity of preparing to meet the examiners again in a considerable number of subjects in which under existing rules he is compelled to pass two examinations, and between the first and second examinations he could give ample time to the study of the vernaculars and attain in them the required proficiency.

9. It is suggested by more than one of the Judges consulted that the Code of Civil Procedure should be added to the list of subjects in which Junior Civilians should be examined. The suggestion opens the question of training Civilians for the duties of District Judge, and the advantage of adding the Code alone to the subjects of examination at this stage of a Civilian's service

is

have not at that time passed the Lower Standard.

12. The present plan of holding examinations in the Mofussil at various stations is not altogether satisfactory. It is not possible to ensure uniformity in the allotment of marks by the several local committees, and there is reason to fear that as a rule Local Committees are inclined to be indulgent. Another objection is that the Collector and the Judge, who are ordinarily required to superintend these examinations, are obliged to do so at the expense of other important duties and not unfrequently at considerable public inconvenience. If these officers could be relieved of this work, it would, I think, be an advantage to all concerned. Moreover if the Standard of the vernacular examination is to be raised, it is very desirable that the test should be as uniform as possible and this object cannot be secured if the candidates are examined by different

× Ganjam.
Vizagapatam.
Godavari.
South Canara.

different committees. With four× exceptions all the districts are now connected by rail with Madras, and there would, therefore, be no difficulty in requiring all Assistant Collectors (not attached to the four excepted districts) to appear for their Standard Examinations at the Presidency before a Central Committee. Any slight inconvenience to District administration caused by the absence of these young officers would be more than counterbalanced by the relief afforded to the Collectors and Judges.

I have the honor to be
Sir,
Your most obedient Servant

L. Gibson.
President, Board of Examiners.

PUBLIC DEPARTMENT.

From

THE PRESIDENT,
BOARD OF EXAMINERS,
Madras,

To

THE HONORABLE
THE CHIEF SECY. TO GOVERNMENT,
Fort St. George.

No. 9.

Dated 8
Despd. 9 } January 1893.
Recd.
Regd 10

No.

ENCLOSURES. 2

Subject.

Submitting proposals for certain modifications in the Rules for the examination of Assistants by the Lower and Higher Standards.

No.

OFFICE
OF THE
COLLECTOR & MAGISTRATE,
MASULIPATAM,
KISTNA DISTRICT.
23rd January 1891.

FROM,

A. T. Arundel Esquire, Collector
G. T. Mackenzie Esquire, District Judge
} The Divisional Committee for the Examination of Assistants at Masulipatam

TO,

The Secretary to the Board of Examiners,
Madras.

SIR,

In forwarding the papers of the half yearly Examination of the Assistant Collector at this Station, we have the honor to submit the following general remarks upon the nature of the Examination.

2. These Examinations were instituted at a date when all the Assistant Collectors had come to India directly from Haileybury. Since then, some additions have been made to the scheme of Examination, but none of the obsolete subjects have been expunged.

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cases. Three years ago we had to examine
the acting Head Assistant Magistrate
an officer exercising first Class powers
and appellate powers in his division
and we had gravely to pass an
opinion upon a Magisterial case which
he decided at the Examination under
the rules. A General on active service,
whose officers have daily encounters
with the enemy, might as well be told
to report on the Officers' proficiency
at Kriegspiel. We submit that these two
cases may, with advantage, be
struck out of the scheme of Examination.

4. We pass on to the papers on Law of
Evidence, Penal Code and Criminal
Procedure Code. Many Assistants
on first landing in Madras pass
in the paper on Law of Evidence and
would doubtless pass in the Codes
if it were not for the Magisterial
case forming part of that group.
The Examination which has to be pass
before leaving England is very search

These Codes and the Law of Evidence enter into the daily work of a Magistrate. There is no danger that they will forget the knowledge they have acquired in England; it is certain they will acquire more. We think that it is not necessary to vex men with these papers. If this suggestion be not accepted, we submit that at least it is not necessary to prolong the vexation over years — which might be much better spent, and we would suggest that these papers be struck out of the Higher Standard Examination

5. Our view is that the men know enough of these Codes and the Law of Evidence when they land, that their knowledge is certain to increase in their daily work, that Examinations involve much useless committing to memory of definitions which is of no real assistance in practical work and that these papers cause unnecessary and ill-directed labour. It is to be remembered that the older men who will [illegible] Competitors [illegible]

arrive in 1893, will probably some of them be barristers and that these men will be twenty-five or twenty-six years of age when they undergo the Higher Standard Examination. Is it wise to disgust men with the service they have entered and the work they have undertaken by a reiterated series of vexatious Examinations?

6. If these two cases and the papers on the Codes and Law of Evidence be eliminated there will remain Revenue, Languages Accounts and Survey and Settlement To these subjects the men will devote more attention, and as they are new subjects which do not go over ground already traversed in England, the Assistant Collectors will recognize the necessity of the Examination and will take an interest in the subjects. At present the Assistants who prepare for Examinations spend too much time on book work in an office full of [illegible] clerks and spend too

little time in the field. This tendency may be checked if the subjects mentioned in the present paragraph be the only subjects for Examination apart from language.

6/ Another matter that appears to us to require reconsideration is the standard of attainment in the vernacular languages. With the great spread of the English language in all public offices, it is becoming more and more difficult for a Civil Officer to acquire a thorough colloquial knowledge of the vernacular. In the Collector's Office in this District, there is no clerk who is ignorant of English, and before very long every gumastah in every Taluq Cutcherry will be acquainted with that language. Only two or three elderly Taluq Sheristadars now write magisterial judgments in Telugu, and arzies from Tahsildars on important subjects are frequently written in English. All these things-most desirable in themselves- act as a barrier to the young Assistant's acquisition of the Vernacular. There is an increasing tendency to rely upon a clerk as interpreter in all judicial proceedings, and there is no stimulus to lay aside the "mauvaise honte" that prevents a young officer from himself retranslating to a witness the evidence he has been recording.

7/ We are entirely in accord with the Board's standing order No. 235 para 2 (Edition 1885) that for Assistant Collectors "the first point of importance is familiarity with the language and people"; but we think the present system of Examination thrusts it far into the background, and that in its place is put familiarity with laws and Codes. We think that every civilian should, at least as regards one vernacular language, attain the degree of proficiency which the same standing order says "can only be acquired by actual practice in the routine of duty, namely, "fluency in Conversation, ability to take down evidence, to cross-examine a witness, &c".

8/ As to Law, we think be too much

to expect an Assistant to attain this degree of proficiency before passing his second standard, but it would not be too much to require that he should be able to record evidence in English in his own hand-writing and to retranslate it to the witness in open Court. We would suggest that the Collector should be required to certify that his Assistant has, in his presence, in open Court, recorded certain depositions in English and retranslated them intelligibly in the vernacular to the witness, and to forward copies of these depositions for the information of the Board of Examiners.

9th In order to ensure further progress in the language up to the proficiency indicated in the Standing order, we would suggest that no Head Assistant be confirmed in his appointment until his Collector has certified that he has tried a case in the Collector's presence, examining the witnesses and retranslating the evidence &c, without a clerk or other interpreter being present. In the case of an officer in a special appointment

Comptroller

E.g. the Secretariat, a special test would have been provided by the Board of Examiners in Madras.

10th The two tests now suggested are simple and practical; they would leave little to the idiosyncrasies of different Districts Boards of Examiners, and they would ensure the attainment of that Standard of proficiency which Government originally had in view but is now seldom reached. Without any strong linguistic bent we can affirm from personal experience that the required standard may be reached after two years' residence up country.

12th If these changes were introduced, we would also recommend that the arzies for translation at each Standard should be furnished by the Board of Examiners at Madras and that the Assistant should read them to himself or aloud as he preferred and should record his translation which would

forwarded for valuation to the Examiners in Madras.

13. To sum up:— our suggestions, which we submit after having seen the actual working of the present system in various districts, are, that the two cases and the papers on the Codes and the Law of Evidence should be expunged from the scheme of Examination, and that a more rigid conversational test should be required, first for the Higher Standard, and secondly before confirmation in any post above that of Assistant Collector.

We have the honor to be
Sir
Your most obedient servants

A. J. Arundel
Collector

S. T. MacKenzie
First Judge

No:

Forwarded to all Collectors and District Judges for favor of opinion.—

(Signed) G. Mc Watters
President
Board of Examiners

Office of the Board of Examiners
Madras, 27th January 1891

No. 44.

From
The District Board of Examiners
Vizianagram

To
The Secretary
Board of Examiners
Madras.

Dated 23rd January 1891.
Rec'd. 27th do

Offering observations on the present system of Standard Examination

537
Rep
Jn

North Arcot Collectorate Office
Camp Vellore 11 April 1891

From

A. Le Fanu Esquire
Collector of North Arcot

To

The Secretary to the
Board of Examiners
Madras

Sir,

I have the honor to report with reference to Endorsement No 67 A dated 27th January 1891.

2. The suggestions of the Divisional Committee, Krishna, are partly illtimed. Whatever may have been the case with the Officers selected since 1865 who have had two years training in England we have now to deal with a position exactly analogous to that of the officers who arrived in the Country in and prior to 1865 who had only one year training at home.

2 In primis, my experience does not tend to show that the examination [illegible] to encouraging to [illegible]

that the men who have passed the two Standards are really qualified for the public service, can be safely dispensed with. Even amongst the men who have had the two years training at home there have been exceptions who, in my humble opinion, were utterly unfit to advance to the higher grades of the service. How some of them passed into it, is a mystery only equalled by that involved in their having passed the two standards out here. It might be invidious to mention names but it will hurt no one if I refer to one instance as the Gentleman in question is no longer in the service. I give his name in a Confidential Cover. Mr X was absolutely incapable of doing any kind of work properly and could not even write intelligible English. He was the despair of his District Chiefs, both Revenue & Judicial, and at last, when his Collector found it hopeless to get intelligible work out of him, and sent up a letter of his

latter censured the Collector for allowing such a paper to pass through his office. So far from watering down the tests, they ought to be made more rigidly stringent to prevent failures from being permanently grafted on the service free. The papers, even to the present day, sometimes in the side of leniency, e.g. when a Candidate for the 2d Standard is gravely asked "What are the duties of a Manager?" In fact the whole paper of which this question formed one, was far too easy to be a test of any kind. I do not deny that we have got wonderfully good bargains under or perhaps in spite of, the present system but we have got bad bargains also, and, in my opinion, there have been sometimes a lamentable want of backbone displayed in letting them through.

3 That the tests in England are perhaps not so strict as desirable, differs from a Commer-

tion daccently had with one of the best of our Junior Civilians, who described them as little more than a force.

4 As I have said, we are returning to the system in force in and prior to 1865: we may or may not get university men as we did then, and the age will be same. However it may "vex" the new importations to require them to qualify by tests their seniors were vexed in the same way with a difference:— Their seniors had to pass all the subjects for each Standard at the same Examination, or they failed in all. Now Junior Civilians can pass their Examinations by instalments. This has been a sufficient "watering" of the tests for all practical purposes. Looking at the Civil List for december 1868 I see that the officers of the year 1863 and of 1864 had then only passed their first Standard, one officer of 1863 had not even done this. In

V

december 1869 I find still four officers of 1863 who had only passed their first Standard. In december 1872 I still find one officer of 1863 who only passed his second Standard after 7 years in the Country. It was, I think, about this time that the tests were "watered" and there were fewer years in portions, which Complied with the advantage of the two years Study at home, resulted in the defaulters not being Considerably reduced. So doubt as a rule the men appointed since 1865 have brought to the Country a Considerably greater amount of book knowledge than their seniors did; but, now that we revert to the old rule of only one years Study in England, we shall probably have men Coming out with the merest smattering of the books. As for the advantage gained by attending the law Courts at home it is more or less a fare-

Some Candidates may make
much of it, others less. In my own
case I know and admit frankly
that it was a farce. As to the
Revenue & Magisterial Cases, I
would retain one of them, but would
make it a severer test. The Clerk
employed to read the depositions
to the Candidates should be absolutely
ignorant of English. With the
best of intentions it is impossible
to keep a Clerk who knows English
from helping the Candidate. The
Cases, however, should be the same
all over the Presidency so far
as the language will allow it.
The Tamil Case should be the same
for all Tamil districts & the Telugu
for all Telugu districts. However
"searching" — and I doubt it — the
Examination in England may be,
the certainty is that we occasionally
get weak vessels out here; and
the daily increasing severity
of public work of all kinds, these

should be rooted out. Remorselessly
I cannot admit that the com-
mitting to memory of definitions
is of any real assistance in practical
work". As to the Indian Penal Code
I regard it as absolutely necessary.
Some of the men who will
come out in 1893, may be barristers.
I don't see that that makes
any difference. A barrister may
know no law just as a medico
may be ignorant of medicine.
That they will be 25 or 26 years of
age when they undergo the higher
standard Examination is no reason
why their efficiency should not be
tested. Their seniors were often
under 30 when they passed. The
service has certainly not gained
in attractions in the last quarter
of a Century. The pay is less and
the work is threefold what it was
then. Human nature is a fixed
quantity, and I do not anticipate
any influx of admirable Crichtons
as a result of the age limit being raised

4. — I would actain, as I have said, one case only, not two, but I would even forgo this if the language test was made a reality. The linguistic attainments of the Madras Civil Service as a whole have always been beneath Contempt, and are, I think, more Contemptible now than formerly. We have no scholar like Brown, and we have no speaker like Forbes. In the Presidencies — owing to the existence of Aryan languages, there are few Officers who cannot speak at least one language fluently. Our Dravidian languages are much more difficult, and far master them who are not absolutely Compelled to do so, e.g. an odd missionary here & there or, perhaps, a Coffee planter.* In the old days there was not so much fun longer. Subordinates did not know English, & the relations of all kinds between the Civilians & the natives were much closer than now. It was therefore necessary that an Officer should know the Languages fluently and he had the opportunity of learning them. Our Rewards tests are obsolete and utterly useless. Justice with satisfaction that few pass them now. They should be entirely remodelled. E.g. the last book of the Panchatantram is useless. Few natives can read it. What is the use of the Kural, or the Krishnavatar, or the minor poets, or Ramana, or the Bharatam? The language of these books is not the language of every day life, & while on the one hand, a man may master them all, he may be a very indifferent scholar for practical purposes, on the other hand, a very excellent linguist

* He knows Coffee planters pure & simple, not even born in the Country, who spoke Tamil perfectly — accord. all: but the C.D. has to deal with the people without interpreters.

OFFICER SECRETARIAT

might be unable to read them.
What percentage of Englishmen could read Piers Ploughman — or the Venerable Bede, or even Chaucer? and yet we fancy that we get linguists when Zoroasters, who might make a much better use of their time, flounder through a few crabbed passages of high Tamil, which no ordinary native could understand.
The Dravidian languages are not dead languages. Any one can, with decent application & living in the Country, master a European language in a year, can write it & read it as well as speak it fluently. How many of our Civilians could write a letter in a Dravidian language? Except perhaps Messrs Happell & Brodie I do not know one. I owned a clerk in a merchants office, whose knowledge of French

or German was on a par with that of a Civilians knowledge of Tamil or Telugu, he permitted to conduct foreign correspondence? Certainly not. The whole of the language tests should be entirely remodelled. the text books & papers limited entirely to the modern spoken language & the written language of the newspapers. nothing but absolute perfection should be accepted. The language should be spoken & written as an educated man speaks & writes French or German. The rewards should be entirely abolished, and it should be compulsory on every Officer to pass for the high proficiency before being confirmed as an Asst Assistant, and for Honors before being confirmed as Collector. There would be nothing to prevent him being appointed if he had passed the other tests,

to do the work of those Offices, but he need not get the pay. I would allow such Officers as had passed Honors in one language, however, to pass the High Proficiency test only in the second, & it would be well if all Officers were required to pass a bonafide Honors Test in Hindustani also. For the latter, being an Extra, there might be a reward. It is the language of the Native Gentleman in this Presidency almost every where, & understood all over India. I cannot too strongly insist on the absolute necessity for the Language tests being raised in severity, increased in efficiency, & made Compulsory.

5. If this is done I would accept the proposals in para 3 of the letter under reference. As to para 4 I have no faith in the Examination held on first arrival in Madras,

and unless I were certain it might I am not, that it is at present as it ought to be, I would not add any other subjects to it. I would not, however, object to the omission of the Codes for the Higher Standard Examination, if I were sure that the one Examination left was really Severe. As to para 6, I doubt if the Examination in accounts is as stringent as it should be. I have made some of my Assistants, with great advantage, work with the auditors of the Municipal, Local Fund & Special Fund accounts. I consider a test in audit all important. Some arrangement like that for Survey & Settlement training should be made to teach young Officers audit work, of which many of us remain absolutely ignorant until we take our pensions.

6. I have anticipated paras 7 & 8 in my remarks above.

I have only to add, that para 7 v 8 do not go far enough. As to para 9 I cannot endorse it. No Assistant should record the evidence from the beginning in the Vernacular, and after a year should require him to write his Judgments in it until he had passed the Lower Standard. Mr Brodie did the former before he was 6 months in the Country. The English Judges in the Supreme Court at Alexandria write their Judgments in French, German or Italian, according to the parties before them. There is no reason why Officers should not do so here in Tamil or Telugu. After an Officer has been 18 months in the Country he should be able to do Vernacular work without the assistance of any Clerk or Translator, & this is the Standard on which we

for --

should insist. We are getting more & more out of touch with the people every day, and no Officer should be allowed to advance in the Service who is not a good linguist, in the sense in which we speak of a knowledge of Continental languages. Para 10 I approve as far as it goes, but it does not go far enough. How is it that thousands of natives can work in English, & not one English Officer in the Vernacular? I know that Mr Happell can work with more or less proficiency in Telugu, & I have once disposed of a whole vernacular Appeal without assistance, but the former Gentleman is an exception, and as to myself, I would be sorry to do it again. Para 10 is hard on the Collector. Few Collectors would be hard-hearted enough. I would prefer to see the language

test given into the hands of a Board Consisting mostly of non Civilians, a few merciless missionaries & Educational men not in Govt service, with no bowels, and papers done by Candidates for this Board should not be signed, to eliminate all possibility of favoritism.

7. To sum up on para 13 of Memorandum:—

I would dispense with the "Cases" if the language test were no longer the farce that it is.

The Codes & Law of Evidence might be relegated to the 1st Standard on if the Board of Examiners would mark on the papers being really difficult. As it is, the papers are very unequal. Sometimes the paper for 2nd Standard is easier than that for the 1st & neither are severe enough.

Audit should be part of the Examination.

The language tests should not be "Conversational" only, as proposed, and nothing short of a perfect knowledge of one & a practically useful knowledge of the other should be accepted. Just as Mr Salinger & Professor Offert speak & write English, or Mr Shipley German, the Candidates should speak & write the Dravidian Languages.

Hindustani should be encouraged.

Abolish "rewards."

Let Candidates who do not pass the language test, but have passed all tests, advance in the Service so far as being "put in charge" of Offices & doing the work, but do not give them the pay.

I have the honor to be
Sir
Your most Obedient Servant

H. Stanley
Collector.

AB
10.10

19

From

THE COLLECTOR OF

North Arcot.

To The Secretary to the Board of Examiners Madras

No. of Enclosures. 1

Letter, dated 11 April 18 91
No. 537 of 18 91

SUBJECT.

forwarding opinions as to the observations of the present System of Standard Examinations

1892
Dept.
Enclos. No
To
Subject

Note

The paper has been somewhat delayed owing to a search in the old records for papers regarding the institution of the Honors & High Proficiency Tests.

CS
11.2

Public Department

C.NO. 57 of 1892.

FOR ORDERS.

The above current contains cor-t in propos ls in regard to changes in th Higher & Lower St ndard Ex inations of Civilians which originally emanated from the Kistna divisional Committee (Messrs Arundel and Mackenzie). The President of the Board of Examiners has obtained the opinion of all Collectors & Judges on the proposals &, on the reading, he forwards copy of Mr. Le Fanu's minute which is about to be circulated with the papers to Government.

2. The following is the scheme of the two examinations at present in force.—

		Marks	Limit
Lower Standard			
Division A.	1. Revenue Law.	100	100
	2. Revenue History.	40	35
	3. Decision of Revenue Case	30	30
Division B.	1. Code of Criminal Procedure 80 Penal Code 80	160	100
	2. Decision of Magisterial Case	50	75
Division C.	Law of Evidence	80	80
Division D.	1. Conversation	80	80
	2. Translation 80 Dictation 80 Reading & Explanation of Arabic. 50	210	65

+ vide pp. 14 & 15 of the C.S. Manual.

	Higher Standard	Maximum	Minimum
Division A.	1. Revenue Law, &c.	100	100
	2. Law and Disposal of Waste Lands	40	25
	3. Decision of Revenue Cases	50	35
Division B.	Penal Code 80	160	100
	1. Code of Cri. Procedure 80		
	2. Medical Jurisprudence	80	50
	3. Decision of Magisterial Cases	80	35
Division C.	Law of Evidence	80	50
Division D. Vernacular of the District	Conversation	50	
	Translation 50	110	65
	Dictation 50		
	Reading & Explanation of 50		
	Arzis		
Division E. Any other Vernacular	Conversation	50	15
	Reading Arzis 50	90	45
	Explanation of Arzis 50		
	Dictation or Orders 50		
Division F.	Survey Manual	80	40
Division G.	Principles on which Revenue Settlements are conducted	80	40
Division H.	Civil Account Code	80	50

8. The Kisima Committee proposed

I. To withdraw from the list of subjects

/a/ the Revenue & Magisterial Cases

/b/ the Indian Penal Code and the Code of Cr. Procedure

/c/ the Evidence Act.

II. To prescribe a more rigid test i

I disapprove in the suggestion that the Exam.ns in the Codes should be abolished & restricted to the first standard, or that they should be conducted with books. Exam.ns so conducted are little more than tests in copying. The home teaching of the Codes is abstract useless, & the necessity of a practical & thorough Knowledge of them is as important as Knowledge of a vernacular. I don't think the cases are of frequent occurrence, but they do no harm except that it takes too many marks are assigned to them.

I would not do to confine the Codes Class to the first standard & to thrust the vernaculars to the second. I think that the theory of the present Exam.ns viz. that the two should embrace practically the same subjects, & the higher standard representing a more complete acquaintance with them is correct and suited to the conditions of the service as they are now & have long been. It is essential that Govt. should be able to employ the men who have passed the first standard in sub divisional charge; they are wanted first as fast as they pass. The first standard must therefore represent a complete

standard above

the Vernaculars for the higher [illegible] consideration in any [illegible] of Assistant Collectors.

c. As to [illegible] the Civil Service [illegible] in the end of the Memo and [illegible] Civil Courts, I set it to the following extract from Sec. 29 of the Civil Service [illegible]

"to test the degree which the Assistant "has shown aptitude to deal with complicating arguments and evidence in actual "cases. For this purpose two decided cases "in the final proceedings in each with- "-drawn which the Assistant has never h "seen cases, one from the Collector's and "one from the Magistrate's office, of the "number of cases coming before Assistants "exercising the highest functions of an "Assistant to a Collector and Magistrate "will be given to the Assistant. The "papers will be read over to him by a "native Officer, and the explanation of "any difficult word or phrase may be asked "for and given in the Vernacular, the circumstance being in each case noted. The "Assistant may now refer to all his books "and may take his notes as the case is "read over. At the conclusion of each case "he must write in English a brief but pre- "-cise description of it, and a decision "upon the questions at issue, with a suf- "-ficient statement of the process on "which it is formed."

The object of the Examination in the Codes and the Evidence Act is stated in G.O. 98 to be -

"to test the Assistant's general acquain- "-tance with the leading principles of "the system of ---- Criminal Justice, "and especially with so much of the Law "and Rules of Procedure as it is necessa- "-sary for an officer to know in order "to exercise properly the highest sum- "-ctions of an Assistant to a Magistrate. "For this purpose a set of questions on "Magisterial subjects and on the Law of "Evidence will be furnished by the Board "of Examiners. These questions should be "so framed as not to involve points of "difficulty or rare occurrence, and to "show rather the possession or the w

"or a general and intelligent acquaint
"ance with the subject of examination,
"and the fundamental laws applicable
"thereto, then a knowledge of a string of
"points of detail and dates of orders,
"which may be soon learnt for the occa-
"-sion, and are generally as soon for-
"-gotten again. These questions must be
"all considered with a book."

members of the

6. The points of the Kistna Committee

on these points will be found in para 6 of their letter / pages 5&4 of the proof /.

They look upon the cases as a use-
-less waste of time and trouble and would have them struck out of the scheme, as

date

being superfluous at the present when probationers have to attend courts at home, to take notes of cases, to pass severe examinations in law, and arrive in India well equipped with a practical knowledge of the working of courts. The capacity to understand depositions read by a clerk can, they are of opinion, be tested in the language portion of the examination, and the Assistant's power to deal with conflicting arguments and evidence in actual cases can be, and is, ascertained by Judge and District Magis-
-trate by means of the work which the Assistant Collector does in office.

As regards the Codes and the Evidence Act, many Assistants, on first landing, pass in the latter and would doubtless pass in the Codes were it not for the unessential cases forming part

Equipment for both changes, but also the minimum requisite for it in every branch of the Exam. The scheme of the second standard should be equally extensive, but should demand much more than the minimum. These questions can very fairly answered by the present scheme of Examinations.

As to the remainder I am fully in accord with the proposal to make the test more complete and practical & I think that the standard of ability to dispose of a Tappal and to conduct a case without an interpreter is the minimum to be aimed at.

I think Mr Gibson may be left to draw up, on his return to the Presidency of the Board, the rules necessary to carry this out.

I would not abolish rewards for High Prof.l Honours in Languages. At present it is undoubtedly the case that men who pass these Exam.ns can talk to their Munshies; but that is because the ordinary tests necessary to give a command of the Language for practical intercourse are so bad. The remedy is to make them tests what they should be. The

Present tests aim at a critical knowledge of the literary Language, Idiom & Grammar of it; and then can be no doubt that a man Equipped with such Knowledge will use the Language as a practical instrument with much greater intelligence & facility. Further it is right that Govt should encourage a scholarly cultivation of these Languages by its servants.

I think that to conduct the Standard Exam.ns as far as possible at Numbers would be a valuable reform both in giving uniformity & the necessary Stringency to both tests & in relieving district Officers of a troublesome duty.

I also can about a training in audit work

LLG
20 Feb

/ paras 2 to 5 & 7 of his letter on p.5&6 of proof /.

I agree to a great extent with both the Exam.rs. The Exam.r in the remainder are of course not so much concerned with Prict standing of the purpose of which should be held by a central Committee at Madras composed of persons brought in contact with the remainder

of that group. The Examination in Engl
is something and the Codes and the Law
Evidence enter into the daily work of a
Collector. Assistants are, therefore, li-
-kely to succeed to appreciate acquire-
-ments; and it is likely to increase
with their daily work. Officers will be
the competition in future, mostly some
will be Barristers, and the men coming out
will be 23 or 24 years of age when they
enter the Service at present. If the sug-
-gestion to withdraw the Codes altogether
from both Standards is not accepted, they
should, it is considered by the Kistna Com
-mittee, be at all events struck out of the
higher Standard. The all India Service
Subjects would give Assistants time
to devote to subjects which have not al-
-ready been studied at home. The present
tendency to spend too much time on book-
work in an office full of English spea-
-king clerks and too little time in the
field would be checked.

also

6. Mr. LeM points out that whatever
may have been the case with officers se-
-lected since 1868, who have had two years'
training at home, the position to be dealt
with is exactly analogous to that before
1868 when officers had only one year's
training in England. His experience does
not tend to show that any examinational
safeguards hitherto existing can be

fully discussed with. There has been, in his opinion, sufficient watering of the tests for all practical purposes and though the men appointed since 1855 have doubtless brought to the country a considerably greater amount of book knowledge than their seniors did, the men coming out with only one year's study in England will probably have the merest smattering. The tests in England are, he considers, not so strict as desirable and have been described to him by one of the best of the Junior Civilians as little more than a form. The attendance at law courts at home is more or less a farce. He would retain one of the exams but would make it a severer test. The clerk employed to read the depositions to candidates should be absolutely ignorant of English and the exams should be the same for each language. The Penal Code he regards as absolutely necessary. Some of the men who come out may be Barristers, but "a Barrister may know no law just as a medico may be ignorant of medicine". Their seniors passed the higher standard at 30 years of age so that the argument as to age does not apply. Mr. LeFanu does not anticipate "any influx of admirable Crichtons as a result of the age limit

Lalor agrees with Mr. Gibson that the Vernacular exam. should be a qualifying one, & which the Board will almost exclusively devote to the vernacular - with the exam. in Eng. to any extent they may think fit. He considers that the Penal & Criminal Codes should be left to Law Lectures - as also the Civil & Criminal Procedure Codes. The Vernacular exam. should include Writing from dictation & Composition - & Arithmetic - & Book keeping & a certificate of character to be obtained from the pupil's parents before he obtains his appointment. The Vernacular exam. should be a test of ability to understand & talk with facility & to talk with ease & correctness in the language - & to write a letter & give an opinion on a case submitted from any station - for the three years later -

Mr. Gibson would include in the Vernacular exam. Book keeping & Arithmetic - & Penal Code, Criminal Procedure Code, Civil Procedure Code, Evidence Act & Land Laws - & Accounts & Surveying & Field Astronomy & Practical Surveying & Levelling & Mapping & Land Revenue Law & Practice & Settlement & Survey & Settlement - & Book keeping & Accounts & Treasury Rules & Orders & Forms - & Police Law & Practice & Criminal Procedure & Evidence Act & Penal Code - & Magisterial Powers & Duties - & Municipal Law & Practice & Sanitation - & Vaccination - & Medical Jurisprudence - & Medical Topography - & Epidemics - & Prisons - & Lunatic Asylums - & Dispensaries - & Hospitals - & Dispensing - & Medical Statistics - & Vital Statistics - & Registration - & Sanitary Law & Practice

5

...question of
dairy ... notes ... G.O. dated
16-10-80, No. 869, above, in reply to
a reference from the Govt. of India as
to the advisability of exempting
civilians from examination in the
Indian Codes the opinion was expressed
that "nothing is more calculated to cre-
"-ate a distaste for the study of the Codes
"-cer to aim from the beginning at a
"sound and intelligent acquaintance
"with these indispensable authorities
"than a succession of examinations".
This argument applies with greater
force to the future when the training
at home will cover one year only.

6. The second change proposed relates to the Vernacular tests. The remarks of the Kistna Committee on this point will be found in pars 7 to 10 of their letter [page 4 of the proof]. They point out that with the great spread of the English language the acquisition of a thorough colloquial knowledge of the vernaculars becomes daily more difficult for a civil officer. Every Civilian should, at least as regards one vernacular, attain that degree of proficiency which can

he ought to know his way about the Penal & Criminal Procedure Code - but he should never be allowed to drop his knowledge of the Law of Evidence.

I agree as to the desirability of having the examinations conducted in Madras - except for S. Canara - and the 3 northern districts - till the railway is finished.

I agree with what has been said in favour of additional rewards for proficiency in different languages - ~~but it should be~~ ~~[illegible]~~. It is only a small sum for Govt. to spend - and I consider it a great advantage to have a certain number of officers in the service who have attained the greatest scholarly heights in the Oriental tongues.

I do not think the Assistant would have the time for a proper course of training in Audit-work, & I think he must be satisfied with the present examination in the Civil Account Code.

I think we had better talk this over in Council.

W
5 Mar.

only be acquired by actual practice in the routine of duty - viz. fluency in conversation, ability to take down evidence, to cross-examine witnesses &c, and whilst it would be too much to expect an Assistant to accomplish this before passing his Second Standard, it would not be unreasonable to require that he should be able to record evidence in English in his own handwriting & to translate it to witness's in open court. The Collector should be required to certify that his Assistant has, in his presence, recorded in open court certain depositions in English and retranslated them intelligibly in his vernacular to the witness, a series of test depositions should be framed for the purpose by the Board of ... the head of the Assistant. In order to ... the fact on record, no Assistant should be appointed in the Collectorate until he has been examined to have tried a case in the Collector's presence, examining witnesses and retranslating evidence without the assistance of a clerk or interpreter. A special test of this description would be required for officers in special appointments. The Kistna Committee further suggests that the ... for translation at each standard should be furnished by the Board of

* The present practice is described in § 27 of the C.S. Manual.

Examinership [illegible] and the Assistant's written translation of these should be forwarded for publication to the Examiners in [illegible] ss.

10. [illegible]. LeFanu comments on these proposals in [illegible] 6 - 8 of his letter [para 6-7 of abstract]. The linguistic attainments of the Ladies Civil Service are [illegible] have, he considers, always been somewhat [illegible] owing to which are [illegible] more contemptible now than formerly. The whole of the language tests should be entirely remodelled, text-books & papers being limited entirely to the modern spoken language and the written language of the newspapers. Nothing but absolute perfection should be accepted, the language should be spoken and written as an educated man speaks & writes French or German. The reward tests should be entirely abolished and every officer should be compelled to pass by the High Proficiency test before being confirmed as a Head Assistant and for Honours before being confirmed as a Sub Collector. It would be well if all officers were required to pass a bona-fide honours test in Hindustani also, for this there might be a reward. Mr. LeFanu does not agree with the Kistna Committee's opinion that an Assistant cannot be expected to attain thorough proficiency in the vernaculars before passing the Second Standard. He would require Assistants to record evidence in the vernaculars from the beginning and allow them to write their judgments in it till they had passed the Honors Standard. After an officer has been 10 months in the country it should be insisted on that he does vernacular work without the assistance of any clerk or translator. No officer should be allowed to advance in the service who is not a good linguist.

He approves of the second examination before confirmation as Head Assistant proposed by the Kistna Committee so far as it goes, but it does not, he considers, go far enough. Few Collectors would be sufficiently hard-hearted, and Mr. LeFanu would prefer to see the language test given into the hands of a Board "consisting mostly of non-civilians "- a few merciless missionaries and educational men not in Govt. Service, with no "bowels - and papers done for this Board "should not be signed, to eliminate all "possibility of favouritism".

11. Mr. Gibson reports [para 5 of his letter] that the officers consulted by him are in general in favour of prescribing a more practical test in the vernaculars [illegible]. He is of opinion

himself that the standard examinations have failed completely to ensure the acquisition by the examinees of that conversational knowledge of the verna-cular which is supposed to be one of the principal objects of these examinations & which is undoubtedly essential to the efficient discharge of his duties by a Revenue Officer. The knowledge of at least one verna-cular to be insisted upon should be such as to enable an Assistant to read his vernacular tappal without aid, to [illegible] /in English/ the depositions of native witnesses and to retranslate them and read them over to the deponents. This moderate com-mand over the vernacular is possessed by very few who pass the present Higher Standard.

Mr. Gibson entirely concurs with Mr. LeFanu as regards the useless-ness of rewards and of the tests for which they are granted and writes strongly in para. 10 of his letter [illegible].2 of proof] on the question of the abolition of these.

12. It is submitted that a strong case has been made out for introdu-cing some changes in the vernacular tests.

Note: The old record papers have all not been put up as they are very bulky.

Letter, d/ 9th March /67, No. 255.

G.O. d/ 10th July 1867, No.816.

G.O. d/ 5th May 1870, No. 307.

13. It is doubtful whether the abolition of the rewards tests would not require the sanction of the Govt. of India. It would appear that these examinations existed so far back as 1814 and were included in the general rules laid down by the Govt. of India in 184- for the training of Junior Civilians prior to their employment in the public service.

They were modified from time to time. O. the abolition of the Board of Examiners in 1867, the instructions of the Govt. of India were requested as regards the continuance of the system of rewards.

In reply the Supreme Govt. forwarded "for the information of the Govt. of Madras" a copy of the rules which had recently been brought into force in Bengal. Further rules were transmitted with the letter recorded in G.O. dated 14th August 1867, No. 988. On the lines of these, the Committee for the examination of Assistants framed rules applicable to this Presidency which were, with certain alterations, approved by this Government in G.O. d/ 17th April 1868, No. 480.

With Home Deptt. letter dated 24th March 1870, No. 1615-21, certain amended rules for the encouragement of the study

study of oriental languages among junior members of the Bengal service were forwarded to this Govt. for information. These were partially adopted in this Presidency in G.O. dated 16th June 1870, No. 761.

In G.O. dated 12th August /75, No. 1087, cases in text books prescribed in Bengal for the High Proficiency and honours examinations were adopted in this Presidency.

In G.O. dated 5th Nov. /82, No. 1838, certain modifications in the Madras rules were submitted for the confirmation of the Govt. of India which was accorded in the letter in C.O. dated 22nd December /82. No. 1838.

In G.O's dated 1st May /83, No. 1021, the local Govt. prescribed tests in Arabic - this change was apparently not submitted for the confirmation of the Govt. of India.

14. Mr. LeFanu and Mr. Arundel are both in Madras at present and it is submitted for consideration whether the opportunity might not be taken to form a Committee consisting of these Officers, and of the Translators to Govt., with Mr. Gibson as President, to submit revised rules for the vernacular

vernacular tests

15. Three other suggestions have been made in the present papers.

/i/ One of the Judges consulted by the President of the Board of Examiners has suggested that the Code of Civil Procedure should be added to the list of subjects in which Junior Civilians are examined. This suggestion, Mr. Gibson points out in para 9 of his letter, opens out the question of training civilians for the duties of District Judge and the advantage of adding the Code alone is not very apparent.

/ii/ In para 12 of his letter [page 5 of the proof] Mr. Gibson points out the inconvenience of holding examinations at various stations in the mofussil, and the desirability, if the vernacular standard is raised, of the test being held at one centre

/iii/ Mr. LeFanu considers [para 7 of his letter on page 6 of proof] that the accounts test is not as stringent as it should

and 1st December 1885 No. 2787

The rules at present in force will be found on pages 24 et. seq. of the C.S. Manual.

should be and that all arrangements should be made for the printing of young scholars in their work, as is done in the case of survey.

C.S.
11.2. I am inclined to agree with Mr Le Fanu rather than with the Irish Committee though he gives altogether too firm a bias suggesting for reading the test in the Vernacular language & nothing else. I do not think teaching of the subjects which now form part of the Standard examinations can safely be eliminated. The knowledge of the Scholars coming at home is very limited and now that the point of respect in study in England is the interest to one year it is likely to be still more limited when the Registrial & Reference and the attendance in the Schools at home is, as Mr Le Fanu states, in most cases a farce & is no argument for abolishing this test. I do not think either the Scholars or the Masters can safely be dispensed with nor do I think that it will be advisable to confine examinations in these subjects to the first Standard. There is much force in the argument used in (2) (a) (i) as to the value [illegible]

a succession of examinations I may be wrong in this but the specialty of the Standard examinations has been materially lessened by allowing candidates to pass them by certificates & by Mr Le Fanu points out. I do not think there is any ground for relieving Junior Scholars further by restricting the number of subjects for the higher Standards as proposed by Mr Gibson.

As regards the Vernacular tests, there can be little doubt that they do not secure a sufficient knowledge of the Vernacular languages of the country & steps should be taken. I think it would be very desirable & practical & I agree with Mr Gibson in considering that the knowledge of the Vernacular which the Scholars take up as their principal language should be such as will enable him to read his Vernacular typed without aid, to write correct dictation & to express himself with correctness & to read them in the Vernacular character. So much concerned I think Groups should be limited to the higher Standards.

As regards the Rewards for Proficiency & Honors I am in entire [illegible]

CIVILIANS

HIGHER & LOWER STA

Circulate

study the Native Languages &
though in any of them who have
then do not pursue the study
a few do & others to
for it is not usual for Natives
to enter themselves as witnesses
for of advantage to the Govt to
have them in its employ who
have passed the high Examinations
& Interpreters. Several Civilians
have been Translators to Govt
& have acquired a good knowledge
of the Language. It would
also be required of Civilians
to pass the same tests before confir-
mation as in the Home regiments.
The purpose of the Examination
by the Board should be left
at large (except in the case
of Civilians retained in the 4
Districts not connected with
Madras by rail & steam,
a test one. as at home
further enquiry & testimony
in the transactions. Local
Committees are always ready
to give assistance.
There is no Object in altering the
Code of Civil Procedure to the
Subjects Translation as at
by a small portion of the time
which should be applied for the
[illegible] Civilians
[illegible] to pass the
[illegible] Examinations
[illegible] Civilians
[illegible] two years in the

ORDER—dated th March 1893 No. Publi

The papers read above relate to certain chang[illegible] Civi[illegible]s been proposed to introduce in the scheme of standard examinations o[illegible] that [illegible]ans.

2. His Excellency the Governor in Council conside[illegible]no subjects should be eliminated from the lower standard. It is essential tha[illegible] Government should be able to employ the officers who have passed this examination in sub-divisional charges. They are, under the present circumstances of the service, required for such duties as fast as they pass the test, which should, therefore, represent a complete equipment for such charge, and ensure the possession of the *minimum* amount of knowledge requisite for it in every branch of the examination. The Government is, however, of opinion that Revenue History, the Penal and Criminal Procedure Codes and the Revenue and Magisterial cases may be omitted from the higer standard. In view of this change, the papers in the Penal and Criminal Procedure Codes in the lower standard ~~will~~ be made much more searching than at

3. In regard to the vernaculars, His Excellenc[illegible]ior in Council recognises that the examinations require amendment. [illegible]should, however, be made in this respect in the lower standard, but, in v[illegible]eduction of the number of subjects for the higher standard, the test fo[illegible]nguage at the latter examination ~~will~~ be made much more difficult [illegible]than at present, the selection of the first language being left, as the seco[illegible]now is, to the candidate. ~~The standard of~~ ability to dispose of vernacul[illegible]lence and to conduct a case without an interpreter should be the *mini*[illegible]sisted on. The test should be equal in severity to the present High Profi[illegible]but, so far as Tamil is concerned, only a knowledge of the language as use[illegible]newspapers and spoken in ordinary life should be required, no high Tamil being[illegible]ncluded. The test for the second language in the higher standard will remain as[illegible]t present

4. His Excellency the Governor in Council approves of the[illegible]uggestion in paragraph 12 of Mr. Gibson's letter that, in order t[illegible]ecure uniformity and greater stringency, the examinations should, except in the cas[illegible]of offices attached to the districts of Ganjam, Vizagapatam, ~~Godávari~~ and South Canan[illegible]e held at Madras by a central committee. For the language tests, the services of persons thoroughly acquainted with the vernaculars should be procured for th[illegible]comitee.

5. The Government is unable to approve of the propo[illegible]o abolish the reward tests. These tests aim at a critical knowledge of the liter[illegible] language and of the structure and grammar, and there can be no doubt that a[illegible]ficer equipped with such knowledge will use the language as a practical instrument [illegible]w greater intelligence and facility. It is, moreover, right that Government shouldencourage a scholarly cultivation of the vernaculars by its servants, and it is a gr[illegible]t advantage to have a certain number of officers in the service with high scholarl[illegible]ttainments in oriental tongues. The expenditure involved is small. The [illegible]present applied, however, afford no guarantee of a command of the lang[illegible]ctical intercourse and ~~require revision~~ in this respect.

6. With reference to the remaining suggestio[illegible]papers read above, His Excellency in Council agrees with Mr. Gibson as to [illegible]icability of adding the Code of Civil Procedure to the scheme of the examin[illegible] does not consider that the examination in the codes should be conducted[illegible]s or that it would be possible to find time for the training of Junior Civil[illegible] work.

7. Mr. Gibson will be requested to dr[illegible] to the Presidency of the Board of Examiners, a scheme for carry[illegible]nd to submit revised rules to be substituted for those o[illegible]ivil Service Manual.

(True Extrac[illegible]

Chief Secretary.

To E. Gibson, Esq., I.C.S.
Copy to President, Board of Examiners.

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

READ—the following paper:—

From E. GIBSON, Esq., President, Board of Examiners, Madras, to the Chief Secretary to Government, dated Madras, 3rd January 1893, No. 9.

Some time ago the Kistna Divisional Committee * for the examination of Assistant Collectors addressed to the President of the Board of Examiners the enclosed letter in which they propose certain changes in the Examination rules. This letter was communicated by the President to all Collectors and District Judges with the request that they would favour the Board with an expression of their opinion upon the suggestions made by Messrs. Arundel and Mackenzie.

* Messrs. Arundel and Mackenzie.

2. The proposals of the Kistna Committee are summarized at paragraph 13 of their letter, viz.—

I. To withdraw from the list of subjects for examination—
(*a*) the Revenue and Magisterial cases,
(*b*) the Indian Penal Code and the Code of Criminal Procedure, and
(*c*) the Indian Evidence Act.

II. To prescribe a more rigid test (mainly conversational) in the vernacular, first for the higher standard and secondly before confirmation in any post above that of Assistant Collector.

3. As was to be expected, the opinions of the officers consulted vary considerably, but there is a general consensus of opinion in favour of ab lishing that part of the standard examinations which consist of the Revenue and Magisterial *cases* and of prescribing a more practical test in the vernacular languages. Opinions differ as to the expediency of withdrawing from the list of subjects the two Codes and the Evidence Act, while some officers propose to abolish altogether one of the standard examinations.

4. A perusal of the correspondence and my own experience convince me that some modification of the existing rules is certainly called for if the efficiency of the service is to be maintained by means of these examinations. But before making definite proposals for altering the rules, I beg leave to lay before Government what, in a general way, seems to me to be required in the direction of reform.

5. It is an undoubted fact that the standard examinations have failed completely to ensure the acquisition by the examinees of that conversational knowledge of the vernaculars which is supposed to be one of the principal objects of these examinations, and which is undoubtedly essential to the efficient discharge of his duties by a Revenue officer. Paragraph 10 of the Committee's letter indicates fairly what is the amount of knowledge which ought to be possessed by every Assistant Collector before he should be deemed eligible for permanent promotion. The knowledge of at least one vernacular, to be insisted upon, should be such as to enable an Assistant to read his vernacular tappal without aid, to examine and record (in English) the depositions of native witnesses and to retranslate them and read them over to the deponents. This is certainly not too much to require, and yet it is to be feared that this moderate command over the vernacular is possessed, not by the many, but by the few, who pass

the higher standard as at present applied. Some of the officers consulted recommend that ability to write, as well as read and speak, the vernacular should be required, but in practical official life this is not necessary.

6. I am not prepared to advise the complete withdrawal from the list of subjects of the Codes and the Evidence Act. It is true that during the two years' training in England a fair knowledge of these laws has hitherto been acquired by Junior Civilians, but henceforth that special training is to be limited to one year as it was in my own time, and, judging of the future by the past, I have no hesitation in saying that the knowledge of the Codes which will be acquired in England by Junior Civilians under the new régime will be of a very rudimentary character. I would, therefore, recommend that these subjects be retained, but that examination in them and in Special and Local Laws be mainly *with books*, and that it be confined to the first (or lower) standard. Indeed, I am inclined to advise that in regard also to Revenue Law and Regulations and Standing Orders there should be but one examination.

7. Should this proposal commend itself to Government, I would suggest that the subjects for the second (or higher) standard be the Vernaculars, Survey, Settlement and Accounts; these subjects, with the exception of one vernacular, being eliminated from the lower standard. I would also withdraw altogether the Magisterial and Revenue cases from the subjects of examination.

8. After passing his first examination, a Junior Civilian would thus be freed from the necessity of preparing to meet the examiners again in a considerable number of subjects in which under existing rules he is compelled to pass two examinations, and between the first and second examinations he could give ample time to the study of the vernaculars and attain in them the required proficiency.

9. It is suggested by more than one of the Judges consulted that the Code of Civil Procedure should be added to the list of subjects in which Junior Civilians should be examined. The suggestion opens the question of training Civilians for the duties of District Judge, and the advantage of adding the Code alone to the subjects of examination at this stage of a Civilian's service is not very apparent.

10. The Collector of North Arcot recommends the abolition of all rewards for languages, while he would require all Junior Civilians to qualify according to a modified standard of High Proficiency and Honors. As Mr. LeFanu succeeds me temporarily in the office of President, I forward his letter. I entirely concur with him as regards the uselessness of rewards and of the test for which they are granted. I altogether fail to see what interest Government can have in making of Civilians scholars or philologists. What is wanted is a practical knowledge of the vulgar tongue "as understanded of the people"—not the language of schoolmen. What possible advantage it can be to any one but himself that a Civilian should pass the High Proficiency, *e.g.*, in Sanscrit, I am at a loss to conceive; nevertheless a Brahmin Statutory Civilian is at present reading for the reward granted for the passing of this test. One of the best practical linguists in the service at the present time is Mr. Farmer, Judge of Vizagapatam, and yet this officer, who has passed many of the higher examinations, writes: "I have often regretted that the time I spent in passing the High Proficiency and Honors had not been spent on work which would have been more practically useful to me. It is not very apparent that Government consider that those who pass the impractical examination now prescribed become thereby in any way more eligible for advancement. The reason apparently is that the present examination test is not recognized as a test of practical efficiency." I submit that these remarks are worthy of serious consideration. The annual expenditure upon these rewards may not be large, but if, as I believe, they serve no purpose of practical utility, it would be well to do away with these language examinations and save the money now spent upon them.

11. If Government should be disposed to approve the change herein proposed, the rules will be modified accordingly and submitted for sanction. The new rules for the standard examinations might be introduced at the examination in July next, and should be made applicable to all Assistants who have not at that time passed the lower standard.

12. The present plan of holding examinations in the mofussil at various stations is not altogether satisfactory. It is not possible to ensure uniformity in the allotment of marks by the several local committees, and there is reason to fear that, as a rule, local committees are inclined to be indulgent. Another objection is that the Collector and the Judge, who are ordinarily required to superintend these examinations, are obliged to do so at the expense of other important duties and not unfrequently at considerable public inconvenience. If these officers could be relieved of this work, it would, I think, be an advantage to all concerned. Moreover, if the standard of the vernacular examination is to be raised, it is very desirable that the test should be as uniform as possible, and this object cannot be secured if the candidates are examined by different committees. With four * exceptions all the districts are now connected by rail with Madras, and there would, therefore, be no difficulty in requiring all Assistant Collectors (not attached to the four excepted districts) to appear for their standard examinations at the Presidency before a central committee. Any slight inconvenience to district administration caused by the absence of these young officers would be more than counterbalanced by the relief afforded to the Collectors and Judges.

* Ganjam.	Godávari.
Vizagapatam.	South Canara.

ENCLOSURES.

From A. T. ARUNDEL, Esq., Collector, and G. T. MACKENZIE, Esq., District Judge, the Divisional Committee for the Examination of Assistants at Masulipatam, to the Secretary to the Board of Examiners, Madras, dated Masulipatam, 23rd January 1891.

In forwarding the papers of the half-yearly examination of the Assistant Collector at this station, we have the honour to submit the following general remarks upon the nature of the examination.

2. These examinations were instituted at a date when all the Assistant Collectors had come to India directly from Haileybury. Since then, some additions have been made to the scheme of examination, but none of the obsolete subjects have been expunged.

3. We would take first the Magisterial case and Revenue case. These may have been useful portions of the scheme of examination in the days when men came out to India who had never seen the interior of a court of justice; but they appear to us to be superfluous in the present days when probationers have to attend courts in Britain or Ireland, to take notes of a certain number of cases, to pass severe examinations in law, and arrive in India well equipped with a practical knowledge of the working of courts. With reference to the capacity to understand the depositions read by a clerk, that can be tested in the language portion of the examination. With reference to the Assistant's "power to deal with conflicting arguments and evidence in actual cases," that can be, and is, estimated by Judge and District Magistrate by means of the work which the Assistant Collector does in office, and these two cases at the examination are a useless waste of time and trouble. The present Assistant Collector has been deciding numerous rent suits and magisterial cases. Three years ago we had to examine the Acting Head Assistant Magistrate—an officer exercising first-class powers and appellate powers in his division—and we had gravely to pass an opinion upon a magisterial case which he decided at the examination under the rules. A General on active service, whose officers have daily encounters with the enemy, might as well be told to report on the officers' proficiency at Kriegspiel. We submit that these two cases may, with advantage, be struck out of the scheme of examination.

4. We pass on to the papers on Law of Evidence, Penal Code and Criminal Procedure Code. Many Assistants on first landing in Madras pass in the paper on Law of Evidence and would doubtless pass in the codes if it were not for the magisterial case forming part of that group. The examination which has to be passed before leaving England is very searching. These codes and the Law of Evidence enter into the daily work of a magistrate. There is no danger that they will forget the knowledge they have acquired in England; it is certain they will acquire more. We think that it is not necessary to vex men with these papers. If this suggestion be not accepted, we submit that at least it is not necessary to prolong the vexation over years which might be much better spent, and we would suggest that these papers be struck out of the higher standard examination.

5. Our view is that the men know enough of these codes and the Law of Evidence when they land, that their knowledge is certain to increase in their daily work, that examinations involve much useless committing to memory of definitions which is of no real assistance in practical work, and that these papers cause unnecessary and ill-directed labour. It is to be remembered that the older men who will pass the competition next year and arrive in 1893 will

probably, some of them, be Barristers and that these men will be twenty-five or twenty-six years of age when they undergo the higher standard examination. Is it wiseto disgust men with the service they have entered and the work they have undertaken by areiterated series of vexatious examinations?

6. If these two cases and the papers on the Codes and Law of Evidence be eliminated, there will remain Revenue, Languages, Accounts and Survey and Settlement. To these subjects the men will devote more attention, and as they are new subjects which do not go over ground already traversed in England, the Assistant Collectors will recognize the necessity of the examination and will take an interest in the subjects. At present the Assistants who prepare for examinations spend too much time on book work in an office full of English-speaking clerks and spend too little time in the field. This tendency may be checked if the subjects mentioned in the present paragraph be the only subjects for examination apart from language.

7. Another matter that appears to us to require reconsideration is the standard of attainment in the vernacular languages. With the great spread of the English language in all public offices, it is becoming more and more difficult for a civil officer to acquire a thorough colloquial knowledge of the vernacular. In the Collector's office in this district, there is no clerk who is ignorant of English, and before very long every gumastah in every taluk cutcherry will be acquainted with that language. Only two or three elderly Taluk Sheristadars now write magisterial judgments in Telugu, and arzies from Tahsildars on important subjects are frequently written in English. All these things—most desirable in themselves—act as a barrier to the young Assistant's acquisition of the vernacular. There is an increasing tendency to rely upon a clerk as interpreter in all Judicial proceedings, and there is no stimulus to lay aside the "mauvaise honte" that prevents a young officer from himself retranslating to a witness the evidence he has been recording.

8. We are entirely in accord with the Board's Standing Order, No. 235, paragraph 2 (Edition 1885), that for Assistant Collectors "the first point of importance is familiarity with the language and people," but we think the present system of examination thrusts it far into the back-ground, and that in its place is put familiarity with laws and codes. We think that every Civilian should, at least as regards one vernacular language, attain the degree of proficiency which the same Standing Order says "can only be acquired by actual practice in the routine of duty," namely, "fluency in conversation, ability to take down evidence, to cross-examine a witness, &c."

9. It would, we think, be too much to expect an Assistant to attain this degree of proficiency before passing his second standard, but it would not be too much to require that he should be able to record evidence in English in his own hand-writing and to retranslate it to the witness in open court. We would suggest that the Collector should be required to certify that his Assistant has, in his presence, in open Court recorded certain depositions in English and retranslated them intelligibly in the vernacular to the witness, and to forward copies of these depositions for the information of the Board of Examiners.

10. In order to ensure further progress in the language up to the proficiency indicated in the Standing Order, we would suggest that no Head Assistant be confirmed in his appointment until his Collector has certified that he has tried a case in the Collector's presence, examining the witnesses and retranslating the evidence, &c., without a clerk or other interpreter being present. In the case of an officer in a special appointment, *e.g.*, the Secretariat, a special test would have been provided by the Board of Examiners in Madras.

11. The two tests now suggested are simple and practical; they would leave little to the idiosyncrasies of different District Boards of Examiners, and they would ensure the attainment of that standard of proficiency which Government originally had in view but is now seldom reached. Without any strong linguistic bent we can affirm from personal experience that the required standard may be reached after two years' residence up-country.

12. If these changes were introduced, we would also recommend that the arzies for translation at each standard should be furnished by the Board of Examiners at Madras and that the Assistant should read them to himself or aloud as he preferred and should record his translation, which would be forwarded for valuation to the Examiners in Madras.

13. To sum up, our suggestions, which we submit after having seen the actual working of the present system in various districts, are, that the two cases and the papers on the Codes and the Law of Evidence should be expunged from the scheme of examination, and that a more rigid conversational test should be required, first for the higher standard and secondly before confirmation in any post above that of Assistant Collector.

From H. LE FANU, Esq., Collector of North Arcot, to the Secretary to the Board of Examiners, Madras, dated Pólúr, 11th April 1891, No. 537.

I have the honour to report with reference to endorsement, No. 67-A, dated 27th January 1891.

2. The suggestions of the Divisional Committee, Kistna, are partly ill-timed. Whatever may have been the case with the officers elected since 1865, who have had two years' training in England, we have now to deal with a position exactly analogous to that of the officers who arrived in the country in, and prior to, 1865, who had only one year's training at home.

3. *Imprimis*, my experience does not tend to show that the examinational safeguards hitherto existing, to ensure that the men who have passed the two standards are really qualified for the public service, can be safely dispensed with. Even amongst the men who have had the two years' training at home there have been exceptions who, in my humble opinion, were utterly unfit to advance to the higher grades of the service. How some of them passed into it is a mystery only equalled by that involved in their having passed the two standards out here. It might be invidious to mention names, but it will hurt no one if I refer to one instance, as the gentleman in question is no longer in the service. I give his name in a confidential cover. Mr. X was absolutely incapable of doing any kind of work properly, and could not even write intelligible English. He was the despair of his District chiefs, both Revenue and Judicial, and at last when his Collector found it hopeless to get intelligible work out of him and sent up a letter of his with other papers to the Board, the latter censured the Collector for allowing such a paper to pass through his office. So far from watering down the tests, they ought to be made more rigidly stringent to prevent failures from being permanently grafted on the service tree. The papers, even to the present day, err sometimes on the side of leniency, *e.g.*, when a candidate for the second standard is gravely asked "What are the duties of a Monigar?" In fact, the whole paper of which this question formed one was far too easy to be a test of any kind. I do not deny that we have got wonderfully good bargains under, or perhaps, in spite of, the present system, but we have got bad bargains also, and, in my opinion, there have been sometimes a lamentable want of backbone displayed in letting them through.

4. That the tests in England are perhaps not so strict as desirable I infer from a conversation I recently had with one of the best of our Junior Civilians, who described them as little more than a form.

5. As I have said, we are returning to the system in force in, and prior to, 1865. We may, or may not, get University men, as we did then, and the age will be same. However it may "vex" the new importations to require them to qualify by tests, their seniors were vexed in the same way with a difference—their seniors had to pass *all* the subjects for each standard at the same examination, or they failed in all. Now, Junior Civilians can pass their examinations by instalments. This has been a sufficient "watering" of the tests for all practical purposes. Looking at the Civil List for December 1868, I see that six officers of the year 1863 and three of 1864 had then only passed their first standard, one officer of 1863 had not even done this. In December 1869 I find still four officers of 1863 who had only passed their first standard. In December 1870 I still find one officer of 1863 who only passed his second standard after 7 years in the country. It was, I think, about this time that the tests were "watered," and there were fewer yearly importations, which, coupled with the advantage of the two years' study at home, resulted in the defaulters' list being considerably reduced. No doubt, as a rule, the men appointed since 1865 have brought to the country a considerably greater amount of book knowledge than their seniors did; but now that we revert to the old rule of only one year's study in England, we shall probably have men coming out with the merest smattering of the books. As for the advantage gained by attending the law courts at home, it is more or less a farce. Some candidates may make much of it, others less. In my own case I know, and admit frankly, that it was a farce. As to the Revenue and Magisterial cases, I would retain one of them, but would make it a severer test. The clerk employed to read the depositions to the candidates should be absolutely ignorant of English. With the best of intentions it is impossible to keep a clerk who knows English from helping the candidate. The cases, however, should be the same all over the Presidency so far as the language will allow, *i.e.*, the Tamil case should be the same for all Tamil districts and the Telugu for Telugu districts, &c. However "searching"—and I doubt it—the examination in England may be, the certainty is that we occasionally get weak vessels out here, and with the daily increasing severity of public work of all kinds, these should be rooted out remorselessly. I cannot admit that the "committing to memory of definitions is of no real assistance in practical work." As to the Indian Penal Code, I regard it as absolutely necessary. Some of the men who will come out in 1893 may be Barristers. I don't see that that makes any difference. A Barrister may know no law just as a medico may be ignorant of medicine. That they will be 25 or 26 years of age when they undergo the higher standard examination is no reason why their efficiency should not be tested. Their seniors were often nearer 30 when they passed. The service has certainly not gained in attractions in the last quarter of a century. The pay is less and the work is three-fold what it was then. Human nature is a fixed quantity, and I do not anticipate any influx of admirable Crichtons as a result of the age limit being raised.

6. I would retain, as I have said, one case only, not two, but I would even forego this if the language test was made a reality. The linguistic attainments of the Madras Civil Service as a whole have always been beneath contempt, and are, I think, more contemptible now than

formerly. We have no scholar like Brown, and we have no speaker like Forbes. In other presidencies, owing to the existence of Aryan languages, there are few officers who cannot speak at least one language fluently. Our Dravidian languages are much more difficult, and few master them who are not absolutely compelled to do so, as, *e.g.*, an odd missionary here and there, or perhaps a coffee planter.*

* The known coffee planters—pure Europeans, not even born in the country—who spoke Tamil perfectly—accent and all: but the coffee-planter has to deal with the people without interpreters.

In the old days there was not so much furlough, subordinates did not know English, and the relations of all kinds between the civilians and the natives were much closer than now. It was therefore necessary that an officer should know the languages fluently, and he had the opportunity of learning them. Our reward tests are obsolete and utterly useless. I notice with satisfaction that few pass them now. They should be entirely remodelled. For example, the last book of the Panchatantram is useless. Few natives can read it. What is the use of the Kural, or the Krishnantudu, or the minor poets, or Vémana, or the Bhâratam? The language of these books is not the language of every-day life, and while, on the one hand, a man may master them all, he may be a very indifferent scholar for practical purposes, on the other hand, a very excellent linguist might be unable to read them. What percentage of Englishmen could read Piersploughman, or the Venerable Bede, or even Chaucer? And yet we fancy that we get linguists when young men, who might make a much better use of their time, flounder through a few crabbed passages of high Tamil which no ordinary native could understand. The Dravidian languages are not dead languages. Any one can, with decent application, and living in the country, master a European language in a year, can write it and read it as well as speak it fluently. How many of our Civilians could write a letter in a Dravidian language? Except perhaps Messrs. Happell and Brodie I do not know one. Would a clerk in a merchant's office, whose knowledge of French or German was on a par with that of a Civilian's knowledge of Tamil or Telugu, be permitted to conduct foreign correspondence? Certainly not. The whole of the language tests should be entirely remodelled; the text books and papers limited entirely to the modern-spoken language and the written language of the newspapers. Nothing but absolute perfection should be accepted. The language should be spoken and written as an educated man speaks and writes French or German. The rewards should be entirely abolished, and it should be compulsory on every officer to pass for the High Proficiency before being confirmed as a Head Assistant, and for Honors before being confirmed as Sub-Collector. There would be nothing to prevent him being appointed, if he had passed the other tests, to do the work of those offices, but he need not get the pay. I would allow such officers as had passed Honors in one language, however, to pass the High Proficiency test only in the second, and it would be well if all officers were required to pass a *bona fide* Honors test in Hindustani also. For the latter, being an extra, there might be a reward. It is the language of the native gentlemen in this Presidency almost everywhere, and understood all over India. I cannot too strongly insist on the absolute necessity for the language tests being raised in severity, increased in efficiency and made compulsory.

7. If this is done I would accept the proposal in paragraph 3 of the letter under reference. As to paragraph 4 I have no faith in the examination held on first arrival in Madras, and unless I were certain—which I am not—that it is searching as it ought to be, I would not add any other subjects to it. I would not, however, object to the omission of the Codes for the higher standard examination, if I were sure that the one examination left was really severe. As to paragraph 6, I doubt if the examination in accounts is as stringent as it should be. I have made some of my Assistants, with great advantage, work with the auditors on Municipal, Local Fund and Special Fund accounts. I consider a test in audit all important. Some arrangement like that for survey and settlement training should be made to teach young officers audit work, of which many of us remain absolutely ignorant until we take our pensions.

8. I have anticipated paragraphs 7 and 8 in my remarks above. I have only to add that paragraphs 7 and 8 do not go far enough. As to paragraph 9, I cannot endorse it. The Assistant should record the evidence from the beginning in the vernacular, and after a year I would require him to write his judgments in it until he had passed the Honor standard. Mr. Brodie did the former before he was six months in the country. The English Judges in the mixed court at Alexandria write their judgments in French, German or Italian, according to the parties before them. There is no reason why officers should not do so here in Tamil or Telugu. After an officer has been 18 months in the country he should be able to do vernacular work without the assistance of any clerk or translator, and this is the standard on which we should insist. We are, I believe, getting more and more out of touch with the people every day, and no officer should be allowed to advance in the service who is not a good linguist, in the sense in which we speak of a knowledge of continental languages. Paragraph 10 I approve as far as it goes, but it does not go far enough. How is it that thousands of natives can work in English, and not one English officer in the vernacular? I know that Mr. Happell can work with more or less proficiency in Telugu, and I have once disposed of a whole vernacular tappal without assistance, but the former gentleman is an exception, and as to myself I would be sorry to do it again. Paragraph 10 is hard on the Collector. Few Collectors would be hard-hearted enough. I would prefer to see the language test given into the hands of a Board consisting mostly of non-civilians—a few merciless missionaries and educational men not in Government

service, with no bowels—and papers done by candidates for this Board should not be signed to eliminate all possibility of favouritism.

9. To sum up on paragraph 13 of memorandum:—

I would dispense with the "Cases" if the language test were no longer the farce that it is.

The Codes and Law of Evidence might be relegated to the 1st Standard only if the Board of Examiners would insist on the papers being really difficult. As it is, the papers are very unequal. Sometimes the paper for 2nd Standard is easier than that for the 1st and neither are severe enough. Audit should be part of the examination.

The language tests should not be "Conversational" only, as proposed, and nothing short of a perfect knowledge of one, and a practically useful knowledge of the other, should be accepted. Just as Mr. Salinger and Professor Oppert speak and write English or Mr. Shipley German, the candidates should speak and write the Dravidian languages.

Hindustani should be encouraged.

Abolish "rewards."

Let candidates who do not pass the language test, but have passed all others, advance in the service so far as being "put in charge" of offices and doing the work, but do not give them the pay.

ORDER—dated 6th April 1893, No. 275 Public.

The papers read above relate to certain changes which it has been proposed to introduce in the scheme of standard examinations of Junior Civilians.

2. His Excellency the Governor in Council considers that no subjects should be eliminated from the lower standard It is essential that Government should be able to employ the officers who have passed this examination in sub-divisional charges. They are, under the present circumstances of the service, required for such duties as fast as they pass the test, which should, therefore, represent a complete equipment for such charge, and ensure the possession of the *minimum* amount of knowledge requisite for it in every branch of the examination. The Government is, however, of opinion that Revenue History, the Penal and Criminal Procedure Codes and the Revenue and Magisterial cases may be omitted from the higher standard. In view of this change, the papers in the Penal and Criminal Procedure Codes in the lower standard should be made much more searching than at present.

3. In regard to the vernaculars, His Excellency the Governor in Council recognises that the examinations require amendment. No change should, however, be made in this respect in the lower standard, but, in view of the reduction of the number of subjects for the higher standard, the test for the first language at the latter examination should be made much more difficult and practical than at present, the selection of the first language being left, as the second language now is, to the candidate. Ability to dispose of vernacular correspondence by vernacular orders and to conduct a case without an interpreter should be the *minimum* to be insisted on. The standard of tests of translation and conversation should be at least as high as is now demanded for the High Proficiency examination; but the language and style required should be those used in good modern writing and speech by natives well educated in the vernaculars, and not those of archaic literature. The test for the second language in the higher standard will remain as at present.

4. His Excellency the Governor in Council approves of the suggestion in paragraph 12 of Mr. Gibson's letter that, in order to secure uniformity and greater stringency, the examinations should, except in the cases of officers attached to the districts of Ganjam, Vizagapatam and South Canara, and until these districts are connected by rail with the Presidency, be conducted at Madras by a central committee. For the language tests, the services of persons thoroughly acquainted with the vernaculars should be procured for the committee.

5. The Government is unable to approve of the proposal to abolish the reward tests. These tests aim at a critical knowledge of the literary language and of the structure and grammar, and there can be no doubt that an officer equipped with such knowledge will use the language as a practical instrument with greater intelligence and facility. It is, moreover, right that Government should encourage a scholarly

cultivation of the vernaculars by its servants, and it is a great advantage to have a certain number of officers in the service with high scholarly attainments in oriental tongues. The expenditure involved is small. The tests as at present applied, however, afford no guarantee of a command of the language for practical intercourse and addition is required in this respect.

6. With reference to the remaining suggestions in the papers read above, His Excellency in Council agrees with Mr. Gibson as to the impracticability of adding the Code of Civil Procedure to the scheme of the examinations, but does not consider that the examination in the codes should be conducted with books or that it would be possible to find time for the training of Junior Civilians in audit work.

7. Mr. Gibson will be requested to draw up, on reverting to the Presidency of the Board of Examiners, a scheme for carrying out the above orders, and to submit revised rules to be substituted for those on pages 14 to 30 of the Civil Service Manual.

~~(True Extract.)~~

(From order)

~~Ag. Chief Secretary.~~

To ~~E. Gibson, Esq., I.C.S.~~
To the President, Board of Examiners.
" " Revenue Department.

Exd. A. Raitt.

Govt. of {1893} Madras.

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