

29/8/04
20.8.03
26/11/12

ORDINARY, MS.

Pub DEPARTMENT.
G.O., DATED 30th Aug 1894
No. 629-29 A

INDEXED.

When given for copying. 3/9

[Despatch Abstract.]

informing the Govt of
India that the Govt
has no plans to offer
to the best system of
distribution among the
most provinces the
candidates selected at
competitive exam^s
by the Indian Civil
Service.

READ AGAIN ORDER OF GOVERNMENT, DATED
189 , No. , MISCELLANEOUS.

ENCLOSURES.

CURRENT-NO.

STATEMENT WITH DITTO.

ORDER OF GOVERNMENT

A A
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LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

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

N.B.—

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

Posting of Successful
Candidates at
J. CS Competitions

Handwritten
For Officers

mis

Public DEPARTMENT.

C. No. 2219.

CHIEF SECRETARY
17 AUG 1894
GOVERNMENT OF MADRAS

FOR ORDERS.

I have nothing to say.
It must be left to the S. of S.
to put the matter finally
13/8/94

had no has no special requirements
which we can lay on over.

I do not know of anything special
to mention.

16 Aug.

CS
17/8/94

CS.
17/8.

There seems nothing to be said. What is said
to the question of the sorting of candidates who
are natives of India shows pretty clearly what
the Secy of State though he will not lay
down a general rule intended doing.

The Hon'ble Mr. B. C. S. 11/8/94

Order 30 Aug 1894. No. 629.

The following reply will be
despatched

CS.
17.8.

No. 629 A

Letter to the Secy. to the G. of I.

Home Dep.

Sir,

In reply to your letter of the 26th ult.
N. 2. Establishments, I am directed to
state that H. A. the Gov. in Council has
no special remarks to offer as to the
best system of distributing among the
several provinces the candidates selected
the competitive examn. for the Indian
Civil Service. The matter as one who
the opinion of this Govt., can be dealt
with by the Rt. Hon'ble the Secy. of State
this Presidency has to which
& therefore no special request
call for notice

CS.
17.8.

20/8/94

No. 126 (Public), dated India Office, London, the 9th November 1893.

From—The Right Honourable the EARL OF KIMBERLEY, K.G., Her Majesty's
Secretary of State for India,

To—His Excellency the Most Honourable the Governor General of India in
Council.

WITH reference to the correspondence forwarded with my predecessor's
Despatch dated the 4th of June 1891, No. 55, regarding the distribution of the
candidates selected for the Civil Service of India in the year 1892, I have to
inform Your Excellency in Council that the grouping system, then adopted as
an experiment, produced much dissatisfaction among the candidates, as will be
seen from the accompanying copy of a letter from the Civil Service Commis-
sioners, dated the 26th of September 1892.

2. Inasmuch as this system was adopted after much consideration and had
received only one trial, I was unwilling to interfere with it in respect of the
open competition of this year. But, in August last, the Civil Service Commis-
sioners inquired whether I had any objection to the substitution of the rule laid
down in No. V of the Regulations respecting the recent Indian Police Examina-
tion for announcements Nos. 1, 2, 3 and 4 appended to the Civil Service Re-
gulations. You will observe that the system which they suggest is similar to
that which obtains in the army, whereby the cadets are allowed to express a
preference for the regiments to which they seek to be appointed, but the Secre-
tary of State definitely and finally allots them upon a consideration of all the
circumstances, especially the requirements of the public service.

3. After a careful reconsideration of the subject, I have resolved in Council
to accept the suggestion of the Civil Service Commissioners, and the announce-
ments appended to the enclosed copy of the regula-
tions* for the open competition of 1894 show the
change made in this respect. I shall be glad to
receive and consider any observations which your
Government may have to offer to assist me in the allotment of the candidates im-
mediately after their selection.

4. I request to be informed at an early date of the number of candidates to
be selected in the year 1894. You are aware that 56 candidates were chosen at
the recent competition. With reference to your letter No. 18, dated the 17th
of May last, I did not ask the Civil Service Commissioners to make any addi-
tions to that number, because the marks obtained by the highest of the unsuc-
cessful men did not satisfy me that they would be thoroughly qualified. I request
that your Government will frame your next indent on an estimate of the number
of appointments made to the Service during the current year, plus the 56 can-
didates selected for appointment next year.

I have, etc.,

KIMBERLEY.

Dated Civil Service Commission, the 26th September 1892.

From—JOHN HENNELL, Esq.,

To—The Under-Secretary of State for India.

In consequence of remarks made to them by successful candidates, the Civil
Service Commissioners think it desirable to bring under the notice of the Secre-
tary of State in Council the operation of the first of the "Announcements"
appended to the regulations. In each batch of eight candidates, the last three
or four have little or no choice of Provinces open to them, and in the cases of
the 8th, 16th and 24th in order of merit, it would have been a distinct advantage
to them to have done less well in the examination, so as to have taken the 9th,
17th and 25th places instead. The practical result of the rule is (supposing the
Secretary of State not to interfere with the arrangement) that of the first nine
candidates the 9th is free to choose the part of India to which he will go, the 8th

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is compelled to go to that part which the others reject. Number 8 is thus deprived of the privilege of choosing his Province, which would have been allowed him as a reward for his "proficiency" in the examination if the 32nd section of the Statute 21 and 22 Victoria, Cap. 106, had continued to be administered as hitherto.

The "Announcement" as to exchanges between members of the same, or contiguous groups, does not in the present instance alleviate the hardship for the candidates at the bottom of each group, for to judge by the record of preferences, none of those above or below them, who are permitted to exchange with them, would be willing to do so, as they would not profit by it in their own eyes, but the contrary.

Whether the candidates derive any real advantage from being able to exercise choice is a matter, the Commissioners can well understand, which may be open to question; but the candidates themselves think they do, and the fact of a choice being offered supports this belief.

The Commissioners would venture to suggest, for the consideration of the Secretary of State in Council, whether it might not be more in accordance with the letter and spirit of the Act, if they were in future in the first place to report to him the order of the candidates according to their proficiency as shown by the examination, and were afterwards to announce to each of the candidates the name of the Province to which the Secretary of State in Council might be pleased to assign him.

No. 4, dated Calcutta, the 24th January 1894.

From—The Government of India, Home Department,

To—The Right Honourable the EARL OF KIMBERLEY, K. G., Her Majesty's Secretary of State for India.

IN your Despatch No. 126 (Public), dated the 9th November last, you informed us that, acting upon the suggestion of the Civil Service Commissioners, you had decided to abandon the system which had been applied in the years 1892 and 1893 for the distribution of candidates selected at the competitive examination for the Civil Service of India between the several Provinces, and to announce that selected candidates would at the examination of 1894 be allotted upon a consideration of all the circumstances, including their own wishes, it being at the same time understood that the requirements of the Public Service will rank before any other consideration. Your Lordship asks us for any observations which we may have to offer to assist you in the allotment of the candidates immediately after their selection.

2. In our opinion the abandonment of the scheme adopted in 1892 and 1893 was a wise measure, in view of the dissatisfaction caused by its application, and the probable effect of that dissatisfaction if it had been allowed to continue on the popularity of the service in the eyes of intending candidates. As a general rule, we think that the prospect of being able to secure the choice of a favourite Province by a high place in the examination is a useful stimulus to exertion, and is likely to lead to more eligible candidates coming forward than would have been the case if the element of chance had been left so largely to determine the allotment as was the result under the abandoned system. That system aimed at a desirable object, namely, the maintenance of the quality of the service in the less eligible Provinces on a par with that of Provinces which are more favoured. With the reservation now made by Your Lordship that the requirements of the Public Service must rank before every other consideration, we think that no more satisfactory method of allotment can be devised than that in force previous to 1892, by which each selected candidate in order of merit is permitted to choose his Province so long as a choice remains, and we are glad that it has been resumed.

3. There is, however, one class of candidates in regard to whom the reservation announced by Your Lordship, that the requirements of the Public Service must be held to override every other consideration, may in our judgment systematically be applied with special advantage. We refer to selected candidates

who may be natives of India. Among the papers forwarded with our Despatch No. 62, dated the 1st November last, on the subject of the proposal to hold simultaneous examinations in India and England for the Indian Civil Service, will be found (enclosure No. 9) a note by the Chief Commissioner of Burma, in which he expresses a strong opinion that natives of India who have entered the Civil Service by competition in London should not be sent to that Province, and a note (enclosure No. 7) by the Lieutenant-Governor of the Punjab, in the 45th paragraph of which the unsuitability of the Punjab as a field for the employment of Bengali civilians is noticed. We agree in these opinions and think that in this respect no difference can be drawn between the Punjab and the North-Western Provinces and Oudh, or Sind. We have no doubt that if a native of India is allowed to select his Province, he will in most instances choose that of which he is a native; and, subject to the paramount consideration of the maintenance in the service of each Province of an adequate proportion of Europeans, we suggest that the ordinary rule might be that native candidates should be allotted to their Province of origin. It is, however, possible, in view of the preponderance of natives of Bengal among Indians who compete successfully in England, that the application of this rule might result in an undesirable proportion of such natives being admitted to the Civil Service of Lower Bengal. From paragraph 12 of the memorandum which accompanied our Despatch No. 62 of the 1st November 1893, before referred to, it will be seen that the European element in the service of Bengal is already at a very low figure; and the difficulties of administration in that Province are, in our opinion, such that any large reduction in the proportion of European officers in the service might have very serious results. As an illustration in point we may mention that out of twelve candidates selected in 1891 and 1892 who were posted to Bengal (excluding those allotted to Assam) in 1893, no less than four were natives of Lower Bengal, besides one Eurasian from Calcutta. We fear that so large a number of natives of the Province in one year's recruitment may give rise to difficulties hereafter. For this reason we do not think that it could safely be made an invariable rule to post Bengali candidates to their Province of origin. We have already, in paragraph 11 of our Despatch of the 1st November last, above referred to, called Your Lordship's attention to the necessity of closely watching the proportion of natives of India who enter the service by competition at the London examination, and expressed our opinion that it may become necessary at some future time to place a limit on the total proportion of Indians in the service in the manner suggested by Lord Ripon's Government in 1884.

No. 25 (Public), dated India Office, London, the 8th March 1894.

From—The Right Honourable the EARL OF KIMBERLEY, K. G., Her Majesty's Secretary of State for India,

To—His Excellency the Right Honourable the Governor General of India in Council.

I HAVE received and considered in Council the letter of your Government, No. 4 (Public), dated 24th January 1894, conveying, in compliance with my request, observations on the question of the allotment of the candidates immediately after their selection. Your letter intimates the acquiescence of your Government in my announcement that in future candidates selected for the Indian Civil Service "will be allotted to the various Provinces upon a consideration of all the circumstances, including their own wishes; but that the requirements of the public service will rank before every other consideration." You further suggest, as regards Native candidates, that they should ordinarily be allotted to their Province of origin, but with the reservation that this rule cannot be generally acted upon at present in the case of those who have come from Bengal.

2. It appears to me to be an open question whether it will be generally advantageous to the Public Service, or indeed to the officers themselves, that Native Civil servants should be employed in the Provinces to which they belong. It might sometimes be advisable that a native of Bengal should be employed in Madras or Bombay, and *vice versa*. I am, therefore, averse to laying down any general rule on the subject. Your observations will, however, be borne in

mind, and will probably be sufficient to enable me, so far as Native candidates are concerned, to proceed to make a distribution as soon as the names of the successful candidates have been ascertained; but I am not in possession of any suggestion with regard to the other object to which your Government have referred as desirable, namely, the maintenance of the quality of the service in the less eligible Provinces on a par with that of Provinces which are more favoured.

3. On consideration, I think that the allotment should be made as early as convenient after the results of the examination have been declared, and that it will not be possible to await your Government's observations with reference to the candidates actually selected. I therefore request that I may be furnished, not later than next August, with any general remarks which your Excellency in Council may have to offer with regard to the special requirements of particular Provinces, or to any other circumstances which, in your opinion, may render it imperative in the interests of the Public Service not to comply with the candidates' wishes.

4. With regard to the last sentence of the second paragraph of the letter under consideration, I have to observe that the description there given of the new system appears to me to be misleading, inasmuch as it must produce the impression that, subject to rare exceptions, probationers will be allowed to choose their Provinces in order of merit, and that the method of allotment will not materially differ from that which was in force up to 1892. This, however, is not the case; it must be clearly understood that the method of choice by the candidates is abolished, and that, although regard will be had, as far as may be expedient, to their expressed wishes, the Secretary of State reserves to himself an absolute and final power of allotting them with or without reference to their order in the examination.

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- 868 2 26 - 10 - 93
- 170 2 2 - 3 - 93

Public Department

From

The Government of
India

Home Dept. (Establishment)

Simla

No 2 Estab.
385

Dated 26/7 }
Recd. 2/8 } 1894
Regd 2/8 }

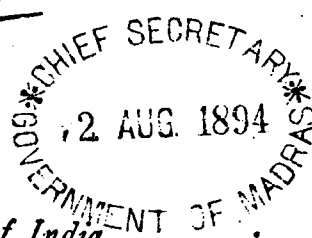
Encl. C. S. C.

Subject

Forwarding copy of the
Correspondence between that Govt.
and the Secretary of State on the
System which should be
adopted for distributing among
the several Provinces the candidates
selected at the Competitive
Examination for the Indian
Civil Service.

22
FROM

2 Estate
No. 385:



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

Offg. Secretary to the Government of India,

TO

The Chief Secy. to the Govt. of Madras.

Home Department
Establishments.

SIR,

Rs.
Simla, the 26 July 1894.

I AM directed to forward a copy of the correspondence marginally noted

1. Despatch from the Secretary of State, No. 126 (Public), dated the 9th November 1893, and enclosure.

2. Despatch to the Secretary of State, No. 4, dated the 24th January 1894.

3. Despatch from the Secretary of State, No. 25 (Public), dated the 8th March 1894.

between the Secretary of State and the Government of India on the subject of the system which should be adopted for distributing among the several Provinces the candidates selected at the competitive examination for the Indian Civil Service.

The Secretary of State has passed orders upon one suggestion regarding the distribution of successful candidates who are natives of India, and no further discussion on that point is required. The Governor General in Council will, however, be glad if you will *move this suggestion to the Governor in Council to* favour the Government of India with an expression of *his* views as to the best system of distributing successful candidates with the object of maintaining the quality of the service in all Provinces on a par.

2. I am to add that the Secretary of State has been informed that the Government of India have no special suggestions to make regarding the posting of candidates selected at the competitive examination to be held next month.

I have the honour to be,

SIR,

Your most obedient Servant,

J. P. Hewett

Offg. Secretary to the Government of India.