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[Despatch Abstract.]

Indian Civil Service. Addressing the Govt of
India on the subject of the future recruit-
ment of the —.

Letter Abstract

Indian Civil Service Submitting remarks on
the proposals for the future recruitment
of the —.

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G.O., &c., Nos. 1220, 1221, 14th November 1896.

NOVEMBER.

Indian Civil Service.

Addressing the Government of India on the subject of the future recruitment of the —.

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

READ—the following paper :—

From H. J. S. COTTON, Esq., C.S.I., Officiating Secretary to the Government of India, Home Department (Establishment), to the Chief Secretary to the Government of Madras, dated Simla, the 8th September 1896, No. 6-Establishments—680.

I am directed to address you on the subject of the future recruitment of the Indian Civil Service, the numbers to be recruited in 1897 and the four following years having now to be determined.

2. The main object of the existence of this service is to officer the principal civil appointments in India. To determine the annual recruitment required to constitute a service which shall fulfil this object, two things are necessary :

First, to settle the total strength of the service to be recruited for ; and, second, to settle the *rate* of recruitment required to maintain a service at any given strength.

3. As to the second of these objects, the statistics collected before 1882 showed the annual rate of depletion in a service which has been recruited with a fair approach to regularity to be 4.31 per cent. of the total strength required ; that rate was adopted in 1882 as the normal annual rate of recruitment, and it has since been maintained, subsequent examinations of the subject having established the substantial accuracy of the data of the earlier calculations.

4. As to the first, it has been recognised that the strength of the service must vary from time to time, and that the actual recruitment must make allowance for differences between the actual strength and distribution by years of the service from time to time and the normal strength and distribution, that is to say, it must take into account, not only the calculated average, but the occasional necessity of making up deficient numbers or of absorbing excess numbers. It was therefore arranged that the question should be examined periodically and that the annual recruitment should be fixed in advance for quinquennial periods. To settle the total strength it is necessary to decide—

- (a) the number of appointments, whether superior or inferior, which it is desirable to fill by members of the Indian Civil Service present on duty ;
- (b) the average number of members absent on leave ; and
- (c) the number of newly-joined recruits who are taken as merely learning their work and are not yet reckoned as fit to be placed in charge of any of the appointments, even the inferior ones, included in (a).

5. Of these points, (b) and (c) were, like the annual *rate* of recruitment, determined in 1882, the percentages adopted being 27.39 and 10.58 of the total number of appointments in (a).

6. It is with reference to point (a) that the Government of India think that the principles hitherto followed require reconsideration. While the two principles which will be presently * stated were not altogether lost sight of in 1882, other considerations were allowed to override them to some extent ; and both in 1882, when the question of recruitment was first fully

* See paragraph 8.

treated in a systematic way, and in 1890, when the figures settled in 1882 were revised for another quinquennial period, the method actually followed in settling the number of appointments to be held by Indian Civilians was to ascertain in consultation with Local Governments the number of superior and inferior appointments, and to take the total number in both classes as the basis for determining the strength of the service.

7. This system, added to the effects of the irregular and latterly very short recruitment before the scheme of 1882 began to produce its effect, has led to difficulties, especially in Bengal and the Panjab, where the supply of officers properly qualified to hold charge of districts is at present inadequate—a result most inconvenient to the administration. The occurrence of these difficulties has led to a re-examination of the question of recruitment with a view to the adoption for the future of a more satisfactory system.

8. The Government of India are of opinion that in settling the number of appointments to be held by Civilians—and consequently the total strength of the service—there are two principles which should be carefully kept in view —

- (a) that the members of the service should have sufficient training in subordinate, or inferior, appointments before they are called upon to discharge the duties of higher ones ;
- (b) that they should throughout the whole period of their service have sufficient salaries and sufficiently responsible duties.

To secure these two objects, the Government of India consider that the recruitment for the Civil Service ought to be so regulated as to ensure that an officer should, after learning his work as a recruit during the first two years of his service, occupy for a fixed period of qualifying service subordinate or inferior appointments for which Civilians are required, and should thereafter find himself occupying with practical permanency a superior appointment. The point at which the line should be drawn between inferior and superior appointments and the length of a period of service to be required before a superior appointment should be reached are matters on which the opinions of Local Governments are desired. The two questions are necessarily mutually related, and the Government of India, as at present advised, think that a superior appointment may be taken as one to which a substantive pay in excess of Rs. 1,000 is attached, and that the period of qualifying service after which a Civilian should expect to be in practically permanent tenure of such an office may be fixed at nine years from the commencement of service. In Northern India an appointment of this value may be regarded as practically equal to the charge of a district ; in Madras and Bombay, however, where a Collectorship is ordinarily a much more important appointment than in Northern India, no such clear line of division exists. It may be explained that the tenure of a superior appointment to be held after nine years is intended to include officiating tenure, though not officiating tenure of a casual and temporary character.

The principle, therefore, which the Government of India are inclined to adopt is that recruitment, to be proper and adequate, should be so arranged that an officer, after he has completed nine years of service, should find himself officiating with practical permanency in at least the lowest of the superior appointments as above defined.

9. To give effect to the scheme described in the preceding paragraph, the change required from past practice is that in settling the strength of the service the number of inferior cadre appointments shall be disregarded, and that the number of superior appointments only shall be taken as the basis of the calculations. The number of Civilians available to fill inferior appointments will then become a fixed percentage on the number of superior appointments. At this point the question of recruitment becomes mixed up with considerations of an entirely different character, for it has to be considered whether the number of inferior appointments for which Civilians will in this way be made available is insufficient, sufficient or excessive in view of the administrative needs of the several provinces. On this point the opinions of the Local Governments are desired. They will, no doubt, bear in mind that any

increase of inferior appointments beyond the percentage fixed as above involves the diminution of the standard of salary to be expected by the members of the Civil Service, and any decrease involves the shortening of the time during which they qualify by inferior service for superior duties. In either case, questions are involved which bear upon the general efficiency of the service.

10. The Government of India also consider that it will be convenient to make a minor change in the practice of the past. The great bulk of the appointments for which Indian Civilians are required are included on the several provincial lists. There are, however, a few which are held directly under the Government of India. Of the appointments in each province, after deduction of the number reserved for Military Officers, one-sixth were formerly reserved for Statutory Civilians, and now a fixed number has been specifically allotted to the Provincial Service. It has hitherto been the practice, for the purpose of settling the recruitment, to distribute, more or less arbitrarily, among the several provinces the appointments under the Government of India and to increase the recruitment for the provinces accordingly. The recruitment for each province was also reduced by one-sixth, as that proportion was to be provided for by the recruitment in India for the Statutory Service: the allotment of a certain number of appointments to the Provincial Service (which has taken the place of the Statutory Civil Service) would have necessitated an alteration in this one-sixth reduction had the old system continued, as the number of "listed" appointments is not in every province exactly one-sixth. It is now proposed to base the recruitment for each province on the total number of appointments in the province including those allotted to the Provincial Service but without any addition on account of the appointments under the Government of India, it being assumed that the inclusion and the omission will approximately balance each other. As the number of superior appointments under the Government of India is 43, while the "listed" superior appointments in Bengal, the North-Western Provinces and Oudh, the Panjab, the Central Provinces, Madras and Bombay is * 40, it will be seen that, the principles explained in this letter being accepted, the assumption is practically correct; and that the provincial services, if they are recruited with reference to the total number of superior appointments, including "listed" ones, which have to be provided for, will be able to spare the men required for appointments under the Government of India, because they will have the consequent deficiencies in their own services filled up from the Provincial Service.

11. The following table, which is based on the accepted results of a careful examination of service statistics, shows the average distribution of a regularly recruited service in a form suited for working out the figures of recruitment on the system above described:—

	On duty.	On leave.	Total.
Men of over nine years' service holding superior cadre appointments, i.e., appointments of over Rs. 1,000 pay	100	31.7	131.7
Men from the third to the ninth year of service inclusive, holding inferior cadre appointments	50.3	7.7	58
Men of the first and second years of service reckoned as "in training"	15.9	1.8	17.7
Total of service	166.2	41.2	207.4

Thus a service of the total strength of 207.4 is required to supply officers to fill 100 superior appointments. The ascertained rate of recruitment being 4.31 per cent., the annual recruitment for a service of 207.4 men will be 8.95 men. The strength of service for each province will bear the same proportion to 207.4 as the number of superior appointments bears to 100, and the normal annual recruitment the same proportion to 8.95 as the strength bears to 207.4.

12. Accordingly, to settle the normal recruitment for each province for 1897 and the following four years on the system now laid down, all that is necessary is to ascertain the number of superior appointments in each.

The appointments which would be classed as superior under the classification suggested in paragraph 8 in the principal provinces in India are enumerated in the annexed Lists A to F. I am directed to request that those lists may be carefully examined and any corrections which may be required intimated in your reply to this letter. The Government of India recognize that the Local Governments may find occasion to deviate in particular instances from the strict application of the principle regarding the classification of appointments which has been stated in paragraph 8.

13. The number of superior and inferior cadre appointments and the total strength of the service in each province, if the superior appointments are taken as in the appended lists and an addition of 4 per cent. is made to them, will be—

	Bengal- Assam.	North- Western Provinces.	Panjab.	Central Provinces.	Madras.	Bombay.
1. Number of appointments on pay in excess of Rs. 1,000	131	104	79	33	78	67
2. Add 4 per cent. for temporary appointments and deputations	5	4	3	1	3	3
3. Total number of appointments to be filled by men on duty of over nine years' service	136	108	82	34	81	70
4. Add inferior appointments at the ratio of 50.3 to 100	68	54	41	17	41	35
5. Total number of appointments	204	162	123	51	122	105
6. Total strength of service required, namely, 207.4 for each 100 in line 3	(a) 282	(a) 224	(a) 170	(a) 71	168	(a) 145

(a) Including non-Civilian members of "Commission."

The figures in this table include military and other officers who have been admitted to fill some of the appointments on practically the same conditions as the Civil Servants and on the same promotion list with them. In the Bengal and North-Western Provinces lists they are a gradually vanishing quantity. In the Panjab and Assam the military officers are to continue to form one-fourth of the whole; and a deduction from the recruitment for the total strength is necessary on this account in those two provinces to arrive at the recruitment of members of the Civil Service.

14. The annual recruitment for the total strength shown in the table in the preceding paragraph at 4.31 per cent. will be—

	Bengal- Assam.	North- Western Provinces.	Panjab.	Central Provinces.	Madras.	Bombay.
Indian Civil Service	11.71	9.65	5.50	3.06	7.24	6.25
Military men	4.4	..	1.83	..	..	..
Total	12.15	9.65	7.33	3.06	7.24	6.25

But it must be remembered that these figures show the recruitment required to keep up to its proper standard a service which has already reached that standard; and in their application to the actual recruitment of each year, or each quinquennial period, a further recruitment has to be made to make up for deficiencies in the actual numbers of the service; and, on the other hand, the normal recruitment has to be diminished if the numbers in the actual service are excessive. Great variations from year to year are obviously to be avoided; and the avoidance of them is the main object of the quinquennial examination.

15. With reference to the second principle—(b)—enunciated in paragraph 8 above, the prospects of salary which are offered by a service recruited according to the scheme now suggested are examined in detail in Appendix I, the figures of which will, it is hoped, be found useful in the discussion and in the future testing of the condition of the service.

16. In order that Local Governments may be able to compare the results aimed at in the scheme of recruitment suggested in this letter with the results produced by a system of recruitment based on the total number of superior and inferior appointments, taken together—the system hitherto followed—the figures showing the respective results are stated side by side and discussed in Appendix II.

17. Each Local Government should consider what the actual administrative needs of the province are in regard to the manning of inferior appointments by Indian Civilians, and should inform the Government of India whether the provision made for those appointments, shown in line 4 of the table in paragraph 13, is insufficient, sufficient or excessive when judged by the test of administrative requirements. And if it is thought that administrative needs, if considered alone, would lead to the provision of smaller or larger numbers for those appointments, the Local Governments should state their opinions whether the administrative inconvenience will be so great that it should be remedied at the cost of disturbing the rate of promotion to secure which the numbers now proposed have been calculated.

18. It will be remembered that if, in view of administrative considerations, the number of inferior appointments to be recruited for is fixed at a higher proportion than 50·3 for every 100 superior appointments, then the members of the service, when the distribution of service has approached its normal condition, will not reach the superior appointments at the beginning of the tenth year of service: and if it is fixed at a lower proportion they will reach them sooner, and therefore presumably before they are qualified for them.

19. It may be found possible to meet difficulties caused by the administrative need for junior officers in any province or provinces being greater or less than the numbers proposed in this letter by inter-provincial transfers of officers at a certain stage of service. In any province which requires, for administrative reasons, an exceptionally large number of European officers in subordinate posts, promotion to a superior appointment will necessarily be retarded if the recruitment of Civilians for the province be arranged upon the basis of the posts, superior and inferior, which are to be held by Europeans; but a certain proportion of the officers required may be supplied by temporary transfer from an adjacent province. As an example of what is suggested, let it be supposed that recruitment based on the number of superior posts will result in giving the Panjab a larger, and the Central Provinces a less, number of junior Civilians than these provinces administratively require. In that case the administrative difficulties might be met without disturbing the rate of promotion considered desirable by the adoption of the following arrangement. All young Civilians belonging to the Panjab should join there in the first instance, but after the completion of two years of training a certain proportion of them might be lent, as required, to the Central Provinces for a term of four or five years. The administrative needs of the latter province would thus be met, while the officers would gain experience in a part of India sufficiently resembling their own province to qualify them to take up superior appointments on their return. This suggestion is made with a view of meeting a difficulty which may possibly be felt by the two Governments concerned when they come to consider the proposals set out in the present letter. They are requested to give their opinion on the proposal if they find the difficulty actually arise.

20. It may be well to summarise here the points upon which the opinions of Local Governments are specially desired. They are—

- (1) the suitability of the system of recruitment above described;
- (2) the limits proposed for the period of qualification for a superior appointment.

In the figures given in this letter, the line has been drawn at the completion of the ninth year of service, and in the opinion of the Government of India an officer of this standing, who has had a thorough training in subordinate appointments, ought to be well qualified to succeed in the charge of a district in Upper India or to corresponding superior appointments in the Madras and Bombay Governments. An expression of the opinion of Local Governments upon the point is, however, invited.

- (3) The appointments which the Local Governments consider should be classed as superior—i.e., appointments which a man may expect to reach in practically permanent tenure (officiating or substantive) at the stage of his service when he is fully qualified for important administrative work—and what should be classed as inferior—i.e., appointments which should be held by younger men during the period in which they are qualifying for the higher appointments.

The lists appended—A to F—have as already explained been drawn up on the hypothesis that the division between superior and inferior appointments should be fixed in accordance with the substantive pay, over Rs. 1,000 or not over Rs. 1,000, and the figures in this letter are based upon these lists. But in this respect, the Local Governments may think fit to make variations in detail. For example, there are certain appointments, such as Under-Secretaryships, carrying a pay in excess of Rs. 1,000, which should, in the opinion of the Government of India, be ranked as inferior, and, on the other hand, there are certain district officers employed in hill districts on pay not exceeding Rs. 1,000 the importance of whose charges may require that they should be classed as superior. Inferior appointments have not been individually enumerated in the lists, and it is for Local Governments, on administrative grounds, to consider for what appointments they think it necessary to have members of the Indian Civil Service. The lists forwarded should therefore be carefully examined, and any modifications that may be thought necessary or desirable should be proposed for the consideration of the Government of India.

21. When the strength of the service in each province has been settled after receipt of the replies to this letter, a further question will remain for consideration before the actual figures of recruitment to be proposed to the Secretary of State for the next five years can be fixed. The officers now composing the Indian Civil Service have joined it in the last 30 or 35 years, and the recruitment during that period has not followed the lines now proposed. In the earlier years, soon after the mutiny, there was excessive recruitment; subsequently, the excessive strength of the service so caused having been discovered and promotion having been seriously blocked, the pendulum swung the other way and the numbers recruited from year to year were much below those required to maintain the service even at the strength then considered desirable. Since the scheme of 1882 came into operation, an endeavour has been made to adapt the annual recruitment to the strength decided after careful enquiry to be necessary, but the strength then settled was not the same as that now proposed. The strength to be recruited for was further considered and altered in 1890, and in that year it was decided to make for five years an addition to the normal recruitment in order to redress gradually the short recruitment of earlier years.

These circumstances have the necessary result of causing the strength and the distribution by years of the service to differ, more or less, from the normal strength and distribution now proposed. It will accordingly be necessary to undertake a careful examination of the actual strength and distribution of the services in each province, to make a comparison with what it is now proposed to establish as the normal strength and distribution, and to decide how far that comparison renders it desirable to alter the normal recruitment for each province during the next five years. It is considered convenient to postpone this examination till the receipt of the views of the Local Governments on the proposals in this letter has enabled the Government of India to fix the normal strength of the service for each province. But I am directed to request that Local Governments, in replying to the main proposals of this letter, will add any remarks they may desire to make on the existing conditions of the services, and will state whether they consider that any (and, if any, what) departure is required during the next five years from the normal recruitment which may be adopted.

22. I am to ask that the reply to this letter may be expedited as much as possible, as it is advisable to address the Secretary of State on the question without unnecessary delay.

ENCLOSURES.

LIST E.

MADRAS.

Superior Appointments in order of pay.

No.	Name.	Pay per mensem.
		RS. A. P.
2	Members of Council	
1	Member, Board of Revenue	5,120 0 0
1	Chief Secretary	3,750 0 0
2	High Court Judges	3,750 0 0
1	Member, Board of Revenue	3,750 0 0
1	Secretary	3,500 0 0
2	Members, Board of Revenue	3,125 0 0
1	Resident, Travancore	3,000 0 0
3	Collectors	2,800 0 0
1	Inspector-General of Police	2,500 0 0
20	District and Sessions Judges	2,500 0 0
16	Collectors	2,333 5 4
1	Director of Public Instruction	2,333 5 4
1	Collector, Nilgiris	2,000—2,250
1	Inspector-General of Prisons	2,000 0 0
2	Collectors	1,833 5 4
1	Secretary to Commissioner of Land Revenue	1,800 0 0
1	Registrar, High Court	1,500—1,800
1	Secretary to Commissioner, Salt and Abkari Revenue	1,450—1,800
1	Private Secretary	1,500 0 0
3	Deputy Commissioners of Salt and Abkari Revenue	1,500 0 0
2	Principal Assistants to the Collectors, &c., &c.	1,200—1,400
13	Sub-Collectors and Joint Magistrates	1,166 ² / ₃ 0 0
78		1,166 ² / ₃ 0 0
		

The above 78 appointments are, for purposes of paragraph 15 of the letter, divided in ten groups containing respectively—8, 8, 7, 8, 8, 8, 7, 8, 8, 8.

LIST G.

"Listed" Superior Appointments.

	Bengal.	North-Western Provinces.	Panjab.	Madras.	Bombay.	Central Provinces.
Heads of Districts	4	2	2	2	2	1
District and Divisional Judges	6	4	4	4	2	..
Settlement Collectors	..	..	2	..	..	..
Sub-Collectors	..	..	..	2	..	..
Secretary, Board of Revenue	1	..	..	..	..	..
Talukdari Settlement Officer	..	..	..	..	1	..
Registrar, High Court	..	..	..	..	1	..
Total	11	6	8	8	6	1

Superior Appointments under the Government of India filed from the Services of the Provinces.

Members of Council	3
Home Department—	
Secretary and Deputy Secretary	2
Finance Department—	
Secretary and Deputy Secretary	16
Comptroller-General	
4 Accountants-General	
3 Enrolled List	
Director-General, Post Office	
4 Postmasters-General	20
Commissioner, Northern India Salt Revenue	
Foreign Department—	
Secretary and Deputy Secretary	20
15 Political Officers	
Commissioner, Judicial Commissioner and Deputy Commissioner, Berar	1
Legislative Department—	
Secretary or Deputy Secretary	1
Revenue and Agricultural Department—	
Secretary	1
Total	43

APPENDIX I.

(See paragraph 15).

The prospects in the matter of emoluments of the members of the service in the several provinces are compared in the following figures. For purposes of comparison the superior appointments in each provincial list in Lists A to F have been divided into ten equal groups (or as nearly equal as the number will allow): the upper tenth of the number being so many appointments at an average of so many rupees pay; the second tenth, similarly, so many appointments at an average of so many rupees pay; and so on.

Number of group.	Bengal-Assam.	North-Western Provinces.	Panjab.	Central Provinces.	Madras.	Bombay.
I	(131) *	(104) *	(79) *	(35) *	(78) *	(67) *
II	4,013	3,942	3,854	3,278	3,983	4,141
III	2,840	2,879	2,625	2,500	2,612	3,161
IV	2,500	2,450	2,250	1,979	2,333	2,383
V	2,346	2,250	2,194	1,833	2,333	2,325
VI	2,137	2,250	1,800	1,822	2,333	2,325
VII	1,990	1,864	1,800	1,790	2,333	2,195
VIII	1,815	1,833	1,560	1,667	2,190	1,800
IX	1,778	1,830	1,500	1,333	1,581	1,800
X	1,583	1,667	1,456	1,333	1,187	1,667
X	1,405	1,130	1,196	1,289	1,167	1,371

* Total number of appointments on a substantive pay of Rs. 1,000 and over.

N.B.—The figures of the Central Provinces do not take account of certain enhancements recently proposed by the Chief Commissioner.

These figures, it will be noted, shew, not the salaries to be expected by each group of officers, but the substantive pays of the appointments the officers of each group may expect to be holding. So far as the appointments are held only in officiating tenure (which will be the case especially at the bottom of each list), the actual salaries will fall short of the tabular figure.

Of the members of the service who are of over nine complete years' standing and who are on duty and not on leave, the upper tenth of them will be, on the average, holding or officiating in the appointments of the highest group; the next tenth, those of the next group, and so on.

No distinction is made in this grouping between the Executive and Judicial branches of the service, the prospects of each service being taken as including both sets of appointments. Similarly, Assam is conjoined with Bengal, because, leaving out of consideration the military officers in the Commission, both sets of appointments are at present officered by one service.

ORDER—No. 1220, Public, dated 14th November 1896.

The Government of India will be addressed.

(True Extract.)

A. T. ARUNDEL,
Ag. Chief Secretary.

LETTER—to the Secretary to the Government of India, Home Department, No. 1221, Public, dated Fort St. George, 14th November 1896.

I am directed to acknowledge the receipt of your letter, No. 6, Establishments—680, dated 8th September 1896, on the subject of the future recruitment of the Indian Civil Service.

2. In this communication you intimate that after a re-examination of the question of recruitment with a view to the adoption for the future of a more satisfactory method, His Excellency the Governor-General in Council is in favour of a revised scheme for settling the number of appointments which it is desired to fill by members of the Indian Civil Service present on duty. Under this scheme the *cadre* is arrived at by taking the number of appointments on pay in excess of Rs. 1,000 (termed "superior appointments"), and adding to this number 4 per cent. for temporary appointments and deputations, and a percentage (50.3) to cover "inferior appointments". The total strength of the service required in each province is based on the assumption that a strength of 207.4 is required to supply officers to fill 100 superior appointments. It is also proposed, in calculating the *cadre* requirements of the various Presidencies, not to make any additions on account of appointments under the Government of India, but instead of this to base the recruitment for each province on the total number of appointments in the province including those allotted to the Provincial Civil Service which have hitherto been excluded, it being assumed that the inclusion and the omission will practically balance each other.

3. The opinion of His Excellency the Governor in Council is invited as to the suitability of the proposed scheme and he is desired to consider—

- (i) the point at which the line should be drawn between "inferior" and "superior" appointments, and
- (ii) the length of the period of service to be required before "superior" appointments are reached.

As to (i), the Government of India is of opinion that a "superior appointment" should be taken as one to which a substantive pay in excess of Rs. 1,000 is attached, and lists of the "superior appointments" in each province drawn up on this hypothesis are forwarded with your letter. With reference to (ii), the Government of India has arrived at the conclusion that the period of qualifying service after which a Civilian should expect to be in practically permanent tenure of a "superior appointment" should be fixed at nine years from the commencement of his service. In Appendix I to your letter the prospects of officers in a service recruited under the new scheme are worked out and it is calculated that in the Madras Presidency the charge of a district will be reached before the completion of seventeen years' service and that at the end of twenty-five years an officer will be at the head of the list of Collector-Judges.

4. You also request that—

- (iii) the list referred to above may be carefully examined and any corrections, which may be required, intimated to the Government of India, and that—

- (iv) His Excellency the Governor in Council will consider whether the number of inferior appointments for which Indian Civilians will, under the proposed scheme of recruitment, be made available, is insufficient, sufficient or excessive in view of the administrative needs of the Presidency.

5. In reply, I am to state that His Excellency the Governor in Council, after a careful consideration of the proposed scheme of recruitment, has no objections to offer to it and is of opinion that it will suit the circumstances of this Presidency. He also agrees with the Government of India both as to the point at which the line should be drawn between inferior and superior appointments and as to the period of service to be required before a superior appointment is reached. In this Presidency, therefore, the lowest superior appointment would be that of Sub-Collector. I am to add that His Excellency the Governor in Council is in favour of the suggestion made in paragraph 20 of your letter that Under Secretaryships, though carrying a pay in excess of Rs. 1,000, should be ranked as inferior appointments.

6. With reference to the list of superior appointments appended to your letter, I am to offer the following remarks:—

(a) The two second-grade Collector-Judge appointments on Rs. 1,800 are both treated as Collectorships. These second-grade appointments are held by the two junior officers, whether Collectors or Judges. The classification does not, however, affect the result.

(b) The pay of the Secretary to the Commissioner of Salt and Abkari Revenue is incorrectly stated to be Rs. 1,500 instead of Rs. 1,500—1,800.

(c) Three Deputy Commissioners of Salt and Abkari Revenue have been included. The present *cadre* contains two Deputy Commissioners of Salt and Abkari Revenue and one Deputy Commissioner of Revenue Settlement, but the latter post does not appear in the list. It will suffice if one Deputy Commissioner of Salt and Abkari Revenue and one Deputy Commissioner of Revenue Settlement (with pay to be fixed at Rs. 1,200) are included.

(d) The post of Secretary to Government on Rs. 2,500 recently sanctioned in accordance with the proposals in Mr. Price's letter, No. 202, Public, dated 8th February 1896, should be added to the list.

The list corrected with reference to the above remarks is printed as an appendix to this letter and it will be seen that the total number of superior appointments remains at the figure 78 fixed by the Government of India.

7. As regards (iv)—the number of "inferior appointments"—I am to state that this Government is of opinion that the provision made by the Government of India for this Presidency is not excessive. The Indian Civil Service in Madras is at present undermanned and has been so for many years, and the greatest difficulty is experienced in finding officers to fill vacancies during the furlough season.

8. In the concluding portion of your letter it is stated that after the normal strength of the service for each province has been fixed, it will be necessary to undertake a careful examination of the actual strength and distribution in order to decide whether any alteration is required in the normal rate of recruitment during the next five years. This examination the Government of India intends to postpone until replies have been received to the present letter, but it invites remarks on the existing conditions of the service and observations as to whether during the next quinquennium any departure from the normal recruitment should be adopted. In regard to this point I am to observe that it is calculated, that on the 1st January next, the Indian Civil Service in this Presidency will be eleven below the strength of 168 fixed in paragraph 13 of your letter, and in order to bring it up to proper strength and to maintain it at that strength, His Excellency the Governor in Council calculates that a recruitment of 10 for each of the next two years and of 9 for each of the following three years will be necessary.

9. I am to take this opportunity of referring to a matter which is intimately connected with the prospects of Indian Civilians serving in this Presidency. Under the scheme now under consideration, the Government will supply eight officers for service under the Government of India in superior appointments. At present nine officers are so employed excluding two employed out of the Presidency but not directly under the Government of India. Nearly all of them hold "superior appointments" as now defined, but only one of them is filling a post equal, or superior, to a

Collectorate in this Presidency. I am to urge upon His Excellency the Governor-General in Council the claims of members of the Indian Civil Service in this Presidency to a fair share, not only of the appointments under the Government of India, but also of the better paid amongst those appointments, and, in doing so, to state that the latter of these objects is not at present attained.

A. T. ARUNDEL,
Ag. Chief Secretary.

APPENDIX.

LIST E.—MADRAS.

Superior Appointments in order of pay.

No.	Name.	Pay per mensem.		
		RS.	A.	P.
2	Members of Council			
2	High Court Judges	5,120	0	0
1	Chief Secretary	3,750	0	0
1	Member, Board of Revenue	3,750	0	0
1	Member, Board of Revenue	3,750	0	0
1	Secretary, Revenue Department	3,500	0	0
2	Members, Board of Revenue	3,125	0	0
1	Resident, Travancore	3,000	0	0
1	Secretary, Local and Municipal Department	2,800	0	0
3	Collectors	2,500	0	0
1	Inspector-General of Police	2,500	0	0
20	District and Sessions Judges	2,500	0	0
16	Collectors	2,333	5	4
1	Director of Public Instruction	2,333	5	4
1	Collector, Nilgiris	2,000—2,250		
1	Inspector-General of Prisons	2,000	0	0
2	Collectors	1,833	5	4
1	Secretary to Commissioner of Land Revenue	1,800	0	0
1	Secretary to Commissioner of Salt and Abkari Revenue	1,500—1,800		
1	Registrar, High Court	1,500—1,800		
1	Private Secretary	1,450—1,800		
1	Deputy Commissioner of Salt and Abkari Revenue	1,500	0	0
1	Deputy Commissioner of Revenue Settlement	1,200—1,400		
2	Principal Assistants to the Collectors, &c., &c.	1,200	0	0
13	Sub-Collectors and Joint Magistrates	1,166 $\frac{2}{3}$	0	0
78		1,166 $\frac{2}{3}$	0	0

NOTES CONNECTED WITH G.O., Nos. 1220, 1221, PUBLIC, DATED 14TH NOVEMBER 1896.

FOR ORDERS.

In connection with the subject of the strength and recruitment of the Indian Civil Service in this Presidency, attention is solicited to the printed note of October 1891 which contains a précis of the correspondence up to June of that year. The further correspondence on the general subject is contained in the following Government Orders:—

No. 507, Public, dated 25th July 1892.
" 279 " " 6th April 1893.
" 160 " " 27th Feb. "

It will be seen from the second of these papers that the cadre posts in this Presidency are now 117 in number and that the strength of service required to man these posts had been fixed at 161. From the Government of India letter on page 1 of G.O., No. 160, Public, dated 27th February 1893, it will be seen that during the quinquennial period 1890—95 10 extra recruits over and above the normal rate of recruitment (7) have been added to bring the service in this Presidency up to its requisite strength.

Paragraph 5.

Paragraph 3.

No exception need, I think, be taken to this new method of calculation, especially as it leads to an increase in the rate of recruitment for which the Government of Madras has strenuously contended.

(Intld.) A.T.A.

* No reasons are assigned for this figure.

(Intld.) A.T.A.

At the present time there are twelve Civilians, including Messrs. Michael and Slight, employed under India against five

2. In its present communication the Government of India, whilst adhering to the percentages of 27·39 and 10·58 of the cadre for absentees on leave and for officers under training, respectively, and of 4·31 of the total strength as the normal rate of recruitment (for the present), forwards, for the opinion of this Government, a new scheme for settling the number of appointments which it is desired to fill by members of the Indian Civil Service at present on duty, that is to say, for calculating the cadre. This system is briefly to take the number of appointments on pay in excess of Rs. 1,000 (termed "superior appointments"), to add to this 4 * per cent. for temporary appointments and deputations, and to the total strength thus arrived at to again add a percentage (50·3) to cover "inferior appointments" (paragraph 13 of letter). It is also proposed, in calculating the cadre requirements of the various Presidencies, not to make any addition on account of appointments under the Government of India, but instead of this to base the recruitment for each province on the total number of appointments in the province including

I think I would retain the Director of Public Instruction. The Hon'ble Mr. Grose tells me that by the latest ruling of the Secretary of State the appointment is one to which Government may appoint a Civilian if it chooses, and I should think that, for the benefit of education, it often would choose.

(Intld.) H.W.B.

I think the Director should not be retained on the list. He is not part of our "cadre" now.

(Intld.) J.G.

The Hon'ble Mr. Grose is, I think, mistaken in his belief that the office of Director of Public Instruction is not on the "cadre." I should leave it in the cadre. The post of Inspector-General of Prisons when vacated by Mr. Cardew will cease to be held by a Civilian. The retention of the Director of Public Instructionship will then be neutralized.

(Intld.) A.E.H.
24-10-96.

(g) The Inspector-General of Prisons is retained in the list in spite of the ruling as regards the filling up of this appointment in paragraph 7 of the Government of India resolution on page 5 of G.O., No. 110, Judicial, dated 18th January 1893.

The post should be omitted now.

(Intld.) A.T.A.

I would retain the post. We have only just written to India to protest against the order to employ doctors in the jails and have not yet had a reply.

(Intld.) H.W.B.

It is in the "cadre" now. When a member of the Indian Civil Service does not hold that appointment, a member of the Indian Civil Service will probably hold another appointment which is not now in the list; so we had better take the "cadre" as it stands at present.

(Intld.) J.G.

(Intld.) A.E.H.

It should continue to be excluded.

(Intld.) A.T.A.

Yes.

(Intld.) H.W.B.

(") J.G.

(h) The Secretary to the Commissioner of Revenue Settlement has been excluded in spite of the remarks in paragraph 3 of India's letter on page 4 of G.O., No. 721, Public, dated 30th August 1895, where it was pointed out that the effect of the orders of the Secretary of State of 1886 was really to add this post to the cadre posts held by members of the Indian Civil Service.

Should be inserted. I should not say anything about the omission of any other appointment from the cadre on this account. Let us wait until that is forced on us.

(Intld.) H.W.B.

(") J.G.

(") A.E.H.

The despatch of the Secretary of State sanctioning the new appointment will soon be received and will set this point at rest.

(Intld.) A.T.A.

The number of superior appointments according to list E is 78, adding the Special Settlement-officer and the Additional Secretary and deducting two Deputy Commissioners of Salt and Abkari and the Director of Public Instruction we get 77 as the right number.

(Intld.) J.G.

If the Director of Public Instructionship be included as proposed above, the number would be 78, and India's figures may be adopted throughout.

(Intld.) A.E.H.
24-10-96.

6. In Appendix I to the letter the prospects of officers in a service recruited under the new scheme are worked out. The Government of India calculates (any attempt at criticising the calculations would end, as all past attempts have, in the Government of India adhering to the position taken up by it) that in Madras the headship of a district will be reached before the completion of seventeen years' service and that at the end of twenty-five years an officer will be at the head of the Collector-Judge list. This is practically the present state of the service.

(Intld.) H.W.B.

Yes.

(Intld.) J.G.

I think so—see separate note.

(Intld.) H.W.B.

7. If His Excellency the Governor and the Honourable Members consider that the system of recruitment proposed by the Government of India is a suitable one, their orders are solicited as to whether the division line between the superior and inferior appointments should be fixed at permanent Sub-Collectors. The fixing of

The division seems to me to be fixed suitably. Sub-Collectors are hardly "superior" now, but their position should be improved and they should be made so.

(Intld.) J.G.

(") A.E.H.

* I do not see any reason why this division should not be accepted. An arbitrary line must be taken somewhere if the principle is accepted at all.

(Intld.) A.T.A.

the division * line at Rs. 1,000 would, of course, necessitate the inclusion in the "superior appointments" of the Senior Under Secretaryship in the Secretariat to which post a salary of Rs. 1,050 is attached; but it will be seen from paragraph 20 (page 6) of the letter that the Government of India is in favour of excluding Under Secretaryships, although carrying a pay in excess of Rs. 1,000, from the list of "superior appointments."

I approve of this.

(Intld.) H.W.B.

(") J.G.

(") A.E.H.

* 8. As regards the second point, the period of qualifying service after which a Civilian should expect to be in practically permanent tenure of a superior appointment, orders are solicited as to whether nine years should be accepted. The practical effect of such a proposal as applied to the existing staff of the Indian Civil Service in this Presidency would be to carry the Acting Sub-Collectors down to 96, Mr. A. T. Forbes. A reference to the Civil List will show that several officers junior to Mr. Forbes are at present occupying Acting Sub-Collectorates. All of these officers, however, got their acting appointments this year if short acting tenures are excepted. It is difficult to say how long their tenures of their present appointments will last; but it is certain that Mr. Forbes will not be ousted.

9. As regards the number of inferior appointments, it will be seen from paragraph 13 of the letter that this has been fixed for this Presidency at 41. Taking the excluded appointments referred to in paragraph 5 (a) *supra*, which total is 31, this provision appears to be a very liberal one. The considerable increase has been noticed by the Government of India in the concluding paragraph of Appendix II to its letter. It is to be observed that the new scheme for recruitment works up in the case of Madras to a total strength of service of 168† and a reference to the past correspondence leads to the conclusion that the Government of India has for some reason or another (probably owing to the change in the Home Secretary) developed more liberal ideas as to the requirements

As was contended for by this Government before.

(Intld.) A.T.A.

† I don't quite make out how India arrives at 168¹. The figure should be checked. I make it 161 (163-966). But if we strike out two Deputy Commissioners of Salt and Abkari Revenue and the proportionate (1) "inferior" appointment, and the allowance for leave and for "learning boys" on the above three, say one, India's figure will come down to 164.² We have 150 and are constantly at our wits' end for men to fill *cadre* posts, have to refuse leave, and so on. If we had 164 we could find men within the *cadre* for our proposed new Sub Judges' Courts and could also just scrape through the hot weather without putting Deputy Collectors into *cadre* posts. I think we should thankfully accept 164 if we can get so many. This is an increase of fourteen. It would never do to make it all at once. Our calculated recruitment is 7.24 per annum. I think we might ask for ten per annum for the next five years.

(Intld.) H.W.B.

$2.074 \times 81 = 167.994$.

¹ The figure is correct (81×2.074) = 167.994.
² Maximum. Seven recruits are due this year. There will be one retirement. Strength on 1st January 1897 will be about 157.
(Intld.) C.M.S.

If the superior appointments are taken to be 77 then the total strength of the service will be $2.074 \times 80 = 166$ nearly. Deducting 37.97 per cent. for absentees and raw recruits we get 103 of the 166 available for appointments. 80 of these are superior ($77 + 4$ per cent. on 77). So 23 will be inferior; but as the Hon'ble Mr. Bliss says we have only a strength of 150¹ now, so this will be an improvement.

(Intld.) J.G.

* The provision does not seem to be excessive. If in the course of the next quinquennium it is found to be slightly too liberal a correction can very easily be applied. At present the service is undermanned.

(Intld.) A.T.A.

* Ten per annum for the next five years can't do any harm.

(Intld.) H.W.B.

I don't think it is too liberal.

(Intld.) J.G.

† Yes.

(Intld.) H.W.B.

‡ I would be careful to avoid too rapid a recruitment. I dread the block in promotion which may arise. It should be remembered that it is unlikely that the number of men employed by the Government of India will increase; whereas, we shall obtain relief by the extension of the Provincial Service. I would suggest nine for one year and eight for four years.

(Intld.) A.E.H.
24-10-96.

§ But I would certainly not maintain this position, which seems to me preposterous.

(Intld.) H.W.B.
(") J.G.

I think the proportion of one-third natives would be unworkable.

(Intld.) A.E.H.
24-10-96.

of the Presidency in this respect. There can be no doubt that in the months of April to July, difficulty is felt by this Government in filling posts rendered vacant by the grant of leave. It has also to be remembered that the provision * in the old *cadre* of six officers for the Government of India and other Governments is not really sufficient. At present there are twelve officers serving outside the Presidency (including Messrs. Michael and Slight) and His Excellency the Governor and Hon'ble Members will doubtless remember that great difficulties have been experienced in finding officers when they have been asked for. The Deputy Registrarship of the High Court is an appointment which is generally filled by a member of the Indian Civil Service and this should really be added to the inferior posts.† Taking all these points into consideration, the provision does not, it is submitted, appear to be excessive. At all events it seems advisable, if the general method of recruitment ‡ is accepted by this Government, that the number of inferior appointments fixed by the Government of India should be given a trial for five years before any remarks are made as to its excessiveness. From paragraph 9 of this Government's letter No. 733, Public, dated 7th September 1893, it will be seen that the Government as then constituted considered that it would suffice if two-thirds of the posts in the *cadre* of the Civil Service of this Presidency were officered by European Civilians. If this position § is to be maintained the provision made by the Government of India would appear to be excessive.

10. In connection with this question attention is solicited to the correspondence regarding the creation of six Sub-Judgeships which was suggested to the Government of India last January—*vide* its reply in G.O., No. 1174, dated 14th July 1896.

¹ Statutory and transferred posts?

(Intld.) C.M.S.

They are to be left out of account.

(Intld.) J.G.

11. In the second clause of paragraph 21 of the letter the Government of India states that after the normal strength of the service for each province has been fixed, it will be necessary to undertake the careful examination of the actual strength and distribution of the service in each province in order to decide whether any alteration is required in the normal rate of recruitment for the next five years. This examination it intends to postpone until replies have been received to the present letter, but it invites remarks on the existing conditions of the service in this Presidency and observations as to whether during the next five years any departure from the normal recruitment should be adopted. It will be seen from the précis of correspondence contained in the note of October 1891, that this Government has always contended for a service of 160 * strong on the 1st July. This service at present exists, for the last Civil List shows that there are—

Indian Civilians	150
Statutory Civilians	5
Posts transferred to the Provincial Civil Service (three Head Assistants, one Passed Assistantship and one Secretary to the Commissioner of Revenue Settlement)	5
Total	160

It would appear therefore that no extra recruitment is required, if the normal rate is not placed too low. Everything depends on what this normal rate is to be, and it would be safer for Government not to commit itself to any definite pronouncement on this point until after India has gone through its calculations.

(Intld.) A.T.A.
8-10-96.

(Intld.) C.M.S.
24-9-96.

See above.

(Intld.) H.W.B.

* Our service is below strength now and we should get sixteen more men, say in the next five years. The normal recruitment for a service of 166 is $\frac{4.31}{100} \times 166 = 7.15$, so we ought to get 9.55 men a year, say nine men for the first three years and ten men a year for the next two.

(Intld.) J.G.

* But what we are now offered is 168¹ exclusive of statutories and provincial service men, or 164 as I calculate above. This would give us what I may call ease in the administration, but would not be really too many, allowing for the proposed Civilian Sub-Judges, who are much needed.

(Intld.) H.W.B.
9-10-96.

A note should be prepared in the Revenue Department as to the reduction which has been effected in the position of Sub-Collectors. They were in a much stronger position and had much more responsibility when I came out.

(Intld.) J.G.
10-10-96.

Yes.

(Intld.) A.E.H.
24-10-96.

The first thing that occurs to one to ask, in looking at this paper, is, why should our Sub-Collectorates be classed as

¹ Please see footnote on page 6. The service will be about 157 strong on 1st January 1897, or 11 below strength of 168 and 9 below strength of 166.

² Maximum strength.

³ $7.15 \times 5 = 35.75$. $35.75 + 9 = 44.75$, say, 45 = 9 per annum, or if Madras strength is retained $7.24 \times 5 = 36.2 + 11 = 47.2 = 9.44$.

(Intld.) C.M.S.

superior appointments? Sub-Collectors draw over Rs. 1,000 a month, it is true. But that sum is merely an arbitrary one fixed by India for the purpose of drawing a line, and open, I imagine, to argument. On the other hand, the position of Sub-Collectors is in no way a superior one. They get more pay than Head Assistants and have in some, perhaps in most, cases heavier divisions to administer; but under recent orders, which I consider a great mistake and should be glad to see reconsidered, their official position is in no way better than that of Head Assistants, if even of Deputy Collectors on general duty. One's first impulse, therefore, is to say that Sub-Collectorates are not superior appointments and that the line of demarcation between superior and inferior appointments should be drawn above, instead of below, them. If this were done, however, practical difficulties of an insuperable kind would supervene. The number of our superior appointments would at once be reduced from 78 (see List E) to 63 and the consequent proportionate reduction in the number of inferior appointments which would follow, according to the proposals made by India, would reduce the whole service to so small a number that it would be impossible to provide for the administration of the districts without constantly employing a much larger number of Deputy Collectors on general duty than are now so employed. Another result would be that, with the number of inferior appointments largely reduced, men would run through them so quickly that in five or six years they would be acting as Collectors. This was Sir M. E. Grant Duff's idea. He thought that the number of divisional charges in the hands of Civilians should be largely reduced and that fewer men should be brought out to the Indian Civil Service, but at a considerably advanced age, so that at the age of twenty-nine or thirty men might find themselves in the charge of districts. His reason was that it was necessary to increase the attractions of the service, which have been greatly lessened of late years by the fall in exchange, the abolition of the old Civil Funds, &c., in order to get better men into it. The idea is rather a fascinating one, but I am afraid it could not be worked under the present system of open competition for appointments in the service. The age of competitors has been raised, but not sufficiently for the purpose in view; and,

A note should be prepared as I have stated above.

(Intld.) J.G.
(") A.E.H.

If the number of superior appointments is reduced from 78 to 63, the total strength of the services will be 65.5 or say $66 \times 2.047 = 135$, and men will become Collectors and Judges in nine years!

(Intld.) J.G.

Even better men would require larger training before they were fit to be Collectors.

(Intld.) J.G.

(Intld.) J.G.

at all events for the present, it would not be desirable to increase the number of natives holding divisional charges. We must abstain, therefore, I think, from proposing any other line of division between superior and inferior appointments than that suggested by India, if we decide on accepting the system of recruitment now advocated by it. This is that, the necessary number of superior appointments having been ascertained, the number of inferior appointments should bear a certain fixed proportion thereto. The principle seems to me a good one, though it will not, I think, work exactly as India supposes. One year with another, one junior officer will, I should think, be permanently acting Sub-Collectors considerably before they are of nine years' service; but, as far as this Presidency is concerned, this is a fault on the right side. Their position would be improved if the 43 appointments under India direct were more evenly distributed among the grades of the service. We might, I think, draw attention to the very small proportion of the superior appointments under the Government of India ordinarily held by Madras Civilians. We are supposed, according to India's figures, to supply eight officers for service under the Government of India in superior appointments. At present, we are supplying ten, not counting two officers employed out of the Presidency, but not directly under the Government of India. Nearly or quite all held superior appointments, as now defined; but only one of them has an appointment equal, or superior, to a Madras Collectorate! The Government of India has a knack of affording Madras officers a share of employment under it, by taking them as juniors, keeping them a few years and then sending them back. It very rarely allows any of them to rise to anything better than a Collectorate. I believe I am right in saying that no Madras officer has ever risen to be Secretary to the Government of India. I think this opportunity might be taken to urge on the Government of India the claims of Madras officers, not only to so many appointments under it but also to a fair share of the better paid among those appointments.

(Intld.) J.G.
10-10-96.

I am not quite sure that it would be discreet to say this. There is an obvious retort.

A.E.H.
24-10-96

(Intld.) H.W.B.

Re-circulated as His Excellency the Governor and Hon'ble Members are not agreed on certain points.

I. As regards the schedule of superior appointments (list E to India's letter).

(1) *Settlement Officer*.—The Hon'ble Mr. Bliss, C.I.E., would exclude this appointment from the lists. His Excellency the Governor and the Hon'ble Mr. Grose would retain it.

Settlement Officer.—I do not insist on his exclusion.

(Intld.) H.W.B.
27-10-96.

Director of Public Instruction.—I think we must retain him. It seems to me highly probable that the Educational Department may at any time fail to furnish a man fit for an appointment of such importance.

(Intld.) H.W.B.
27-10-96.

I will not object to his retention.

(Intld.) J.G.

Inspector-General of Prisons.—I think I would retain this appointment provisionally, until we get a reply from India to our last letter on the inadvisability of employing Doctors in jails. No doubt it does seem probable that the next Inspector-General may not be a Civilian, but one can never be sure; and in any case it is safer to have one more appointment in the cadre than one less.

(Intld.) H.W.B.
27-10-96.

I agree with the Hon'ble Mr. Bliss about this.

(Intld.) J.G.

I will not press my opinion.

(Intld.) A.E.H.
29-10-96.

As to the rate of recruitment, I still think we shall want ten men per annum for the next five years. If we get them we shall at the end of five years still be short-handed. The Hon'ble Mr. Grose's calculation is based on an arithmetical error $4.31 \times \frac{16}{100} = 7.15$, not 6.15. 7.15 per annum would be equal to eight in one year and seven per annum for the other four years of the quinquennium, total 36. Under His Excellency's proposal therefore we should gain only five men in the five years. This would not suffice.

(Intld.) H.W.B.
27-10-96.

II. The rate of recruitment during the next five years. His Excellency the Governor considers that nine officers in one year and eight for four years, or a total of 41 should suffice. The Hon'ble Mr. Bliss, C.I.E., is of opinion that a recruitment of ten per annum, or 50 officers for the quinquennium, is required. The Hon'ble Mr. Grose, C.I.E., would have nine officers in the first three years and ten officers for the next two, or a total of 47 for the quinquennial period.

Public (189) Department.

12

The ordinary rate of recruitment for a service of 166 is 7.15. Our strength now is 150. It is calculated by the office that it will be 157 early next year. So we have to get nine men besides the 7.15 a year. If we are to get these nine men in five years (and I think we should in spite of the difficulties which will arise about promotion, &c.), we should get 8.75 men a year for five years, or, say, nine men a year for the first four years.

(Intld.) J.G.

I accept the Hon'ble Mr. Grose's compromise.

(Intld.) A.E.H.
29-10-96.

III. The Hon'ble Mr. Bliss, C.I.E., and the Hon'ble Mr. Grose, C.I.E., are in favour of urging upon the Government of India the claims of Madras officers to a fair share of the better paid appointments under that Government. His Excellency the Governor is of opinion that it would not be quite discreet to say this (page 10 of the notes).

(Intld.) A.T.A.
26-10-96.

(Intld.) C.M.S.
26-10-96.

I think this will be a favourable opportunity for mentioning the matter. We are not asking for anything.

(Intld.) J.G.
28-10-96.

I still think it would be indiscreet to say this.

(Intld.) A.E.H.
29-10-96.

Order

From the Govt. of India
Home

No. 6 Custals
680

Dated 8 "
Received 15-1 } Sept. 96
Registered 15-1
Enclosures — nil
Spare copies. —

SUBJECT.

Regarding the future recruitment of the Indian Civil Service.

G.O.	No.	Department.	Date.
	467	Pub	27-6-94
	732A-3	Pub	7-9-93
	279		6-4-93
	507		25-7-92
Note re	Strength and recruitment of		
Unit	Source	25-10-91	
60	1000-1	10-6-91	
		28-6-90	
		28-6-88	

G.O.	No.	Department.	Date.

Superior appointments in order of pay.
[The Assam appointments are shown in italics.]

Number of appointments.	Designation.	Pay of each.
		Rs.
1	Lieutenant-Governor	8,333½
1	Chief Commissioner	4,166½
2	Members, Board of Revenue	4,000
6	High Court Judges	3,750
1	Chief Secretary	3,333½
9	Commissioners	2,916½
1	Opium Agent	2,833½
1	Legal Remembrancer	2,833½
1	Chairman, Calcutta	2,833½
2	Secretaries	2,750
1	Judicial Commissioner	2,500
1	Secretary, Board of Revenue	2,500
1	Judge and Commissioner	2,500
1	Inspector General of Police	2,500
15	District Judges, 1st grade	2,500
15	Magistrates and Collectors, 1st grade	2,250
1	Political Agent, Manipur	2,033½
1	Secretary to Chief Commissioner	2,000
1	District and Sessions Judge	2,000
15	District Judges, 2nd grade	2,000
1	Collector of Customs	2,000
1	Superintendent and Political Officer, Lushai Hills	1,866½
2	Deputy Commissioners, 1st grade	1,833½
1	Inspector-General, Police	1,833½
3	Deputy Commissioners, 1st grade	1,833½
1	Junior Secretary, Board of Revenue	1,800
16	Magistrates and Collectors, 2nd grade	1,800
1	Director of Agriculture	1,750
1	Registrar, High Court	1,700
5	Deputy Commissioners, 2nd grade	1,666½

BENGAL AND ASSAM—*contd.**Superior appointments in order of pay.*

Number of appointments.	Designation.	Pay of each.
		Rs.
2	Deputy Commissioners, 2nd grade ...	1,666½
1	Director, Land Records ...	1,583½
9	Magistrates and Collectors, 3rd grade ...	1,500
1	Inspector General of Registration ...	1,500
3	Settlement Officers ...	1,500
2	Deputy Commissioners, 3rd grade ...	1,333½
3	Deputy Commissioners, 3rd grade ...	1,333½
1	Settlement Officer ...	1,100
131		

The above 131 appointments are, for purposes of paragraph 15 of the letter, divided in ten groups containing respectively:—13, 13, 13, 13, 13, 14, 13, 13, 13 and 13.

LIST B.

NORTH-WESTERN PROVINCES AND OUDH.

Superior appointments in order of pay.

Number of appointments.	Designation.	Pay of each.
		Rs.
1	Lieutenant-Governor ...	8,333½
3	High Court Judges ...	3,750
1	Judicial Commissioner ...	3,500
2	Members, Board of Revenue ...	3,500
1	2nd Judicial Commissioner ...	3,333½
1	Chief Secretary ...	3,000
2	District Judges, 1st grade ...	3,000
8	Commissioners ...	2,916½
1	Opium Agent ...	2,833½
8	District Judges, 2nd grade ...	2,500
1	Inspector General of Police ...	2,500
1	Judicial Secretary ...	2,250
22	Magistrates and Collectors, 1st grade ...	2,250
1	Legal Remembrancer ...	2,000
1	Commissioner, Kumaun ...	2,000
13	District Judges, 3rd grade ...	1,833½
1	Financial Secretary ...	1,833½
11	Magistrates and Collectors, 2nd grade ...	1,833½
4	Deputy Commissioners, 1st grade ...	1,833½
1	Director Land Records ...	1,800
3	District Judges, 4th grade ...	1,666½
10	Deputy Commissioners, 2nd grade ...	1,666½
1	Registrar, High Court ...	1,600
1	Settlement Officer, 2nd grade ...	1,500
4	Settlement Officers, 3rd grade ...	1,250
1	Deputy Commissioner, Naini Tal ...	1,200
104		

The above 104 appointments are, for purposes of paragraph 15 of the letter, divided in ten groups containing respectively:—10, 11, 10, 11, 10, 11, 10, 11, 10 and 10.

Two Secretaryships in the Board of Revenue and the Excise Commissionership are held by officers in the grades of Magistrates and Collectors.

The appointment of Director of Public Instruction, which is held by a non-civilian officer, has been omitted from this appendix.

4
LIST C.
PUNJAB.

Superior appointments in order of pay.

Number of appointments.	Designation.	Pay of each.
		Rs.
1	Lieutenant-Governor	8,333½
3	Judges, Chief Court	3,500
1	Financial Commissioner	3,500
1	Second Financial Commissioner	3,000
6	Commissioners	2,750
3	Divisional Judges	2,500
1	Chief Secretary	2,500
5	Divisional Judges	2,250
10	Deputy Commissioners, 1st grade	2,250
5	Divisional Judges, 3rd grade	1,800
1	Revenue Secretary	1,800
10	Deputy Commissioners, 2nd grade	1,800
1	Director, Land Records	1,750
1	Government Advocate	1,733½
1	Junior Secretary	1,500
5	District Judges, 1st grade	1,500
11	Deputy Commissioners, 3rd grade	1,500
1	Commissioner of Excise	1,500
1	Political Officer, Khyber	1,500(a)
1	Settlement Collector, 1st grade	1,500
1	„ „ 2nd grade	1,400
1	Registrar, Chief Court	1,250
2	Settlement Collectors, 3rd grade	1,233½
1	Secretary to Financial Commissioner	1,200
4	District Judges, 2nd grade	1,200
1	Political Officer, Kurram	1,100
79		

The above 79 appointments are, for purposes of paragraph 15 of the letter, divided in ten groups containing respectively:—8, 8, 8, 8, 7, 8, 8, 8, 8, 8.

(a) Includes Rs. 200 Special and Rs. 400 Political allowances.

5
LIST D.
CENTRAL PROVINCES.

Superior appointments in order of pay.

Number.	Designation.	Pay.
		Rs.
1	Chief Commissioner	4,166½
1	Judicial Commissioner	3,166½
4	Commissioners	2,500
1	Divisional Judge, 1st class	2,250
1	Chief Secretary	2,000
2	Divisional Judges, 2nd class	1,833½
5	Deputy Commissioners, 1st class(a)	1,833½
1	Inspector General of Police and Jails	1,800
1	Commissioner of Settlements	1,800
6	Deputy Commissioners, 2nd class(a)	1,666½
9	Do. do. 3rd class(a)	1,333½
1	Commissioner of Excise... ..	1,200
33		

(a) The appointments of Secretary and Political Agent are included in the classes of Deputy Commissioners.

The above 33 appointments are, for the purposes of paragraph 15 of the letter, divided in ten groups, containing respectively:—3, 3, 4, 3, 3, 4, 3, 3, 4, 3.

6
LIST E.
MADRAS.

Superior Appointments in order of pay.

No.	Name.	Pay per mensem.
		Rs. A. P.
✓ 2	Members of Council ...	5,120 0 0
✓ 1	Member, Board of Revenue ...	3,750 0 0
✓ 1	Chief Secretary ...	3,750 0 0
✓ 2	High Court Judges ...	3,750 0 0
✓ 1	Member, Board of Revenue ...	3,500 0 0
✓ 1	Secretary ...	3,125 0 0
✓ 2	Members, Board of Revenue ...	3,000 0 0
✓ 1	Resident, Travancore ...	2,800 0 0
✓ 3	Collectors ...	2,500 0 0
✓ 1	Inspector-General of Police ...	2,500 0 0
✓ 20	District and Sessions Judges ...	2,333 5 4
✓ 16	Collectors ...	2,333 5 4
✓ 1	Director of Public Instruction ...	2,000—2,250
✓ 1	Collector, Nilgiris ...	2,000 0 0
✓ 1	Inspector-General of Prisons ...	1,833 5 4
✓ 2	Collectors ...	1,800 0 0
✓ 1	Secretary to Commissioner of Land Revenue ...	1,500—1,800
✓ 1	Registrar, High Court ...	1,450—1,800
✓ 1	Secretary to Commissioner, Salt and Abkari Revenue ...	1,500 0 0
✓ 1	Private Secretary ...	1,500 0 0
✓ 3	Deputy Commissioners of Salt and abkari Revenue ...	1,200—1,400
✓ 2	Principal Assistants, to the Collectors, etc., etc. ...	1,166 2/3 0 0
✓ 13	Sub-Collectors and Joint Magistrates ...	1,166 2/3 0 0
78		

The above 78 appointments are, for purposes of paragraph 15 of the letter, divided in ten groups containing respectively :—8, 8, 7, 8, 8, 8, 7, 8, 8, 8.

7
LIST F.
BOMBAY.

Superior Appointments in order of pay.

No.	Name.	Pay per mensem.
		Rs.
2	Members of Council ...	5,120
1	Chief Secretary ...	3,750
1	Commissioner in Sind ...	3,750
3	High Court Judges ...	3,750
(a) 3	Commissioners ...	3,500
1	Secretary ...	3,125
(b) 2	Commissioners ...	3,000
1	Judicial Commissioner, Sind ...	2,500
1	Secretary ...	2,500
1	Political Agent, Kathiawar ...	2,500
8	District and Sessions Judges ...	2,325
12	Senior Collectors ...	2,325
1	Legal Remembrancer ...	2,000—2,500
1	Director, Land Records ...	2,325
1	Special Judge, D. A. R. Act ...	2,000
5	District and Sessions Judges ...	1,800
11	Junior Collectors ...	1,800
1	Inspector General of Police ...	1,700
1	Registrar, High Court ...	1,700
3	District and Sessions Judges ...	1,600
1	Private Secretary ...	1,500
1	Deputy Commissioner, Thar and Parkar ...	1,500
1	Political Agent, Cutch ...	1,500
2	Political Agents, Mahikanta and Palanpur... ..	1,400
1	Deputy Commissioner, N. S. Frontier ...	1,200
1	Talukdari Settlement Officer ...	1,100
67		

The above 67 appointments are, for purposes of paragraph 15 of the letter, divided in ten groups containing respectively :—7, 7, 6, 7, 7, 6, 7, 7, 6 and 7.

(a) Includes Commissioner of Customs.
(b) " Municipal Commissioner.

LIST G.

"LISTED" SUPERIOR APPOINTMENTS.

	Bengal.	North-Western Provinces.	Punjab.	Madras.	Bombay.	Central Provinces.
Heads of Districts ...	4	2	2	2	2	...
District and Divisional Judges ...	6	4	4	4	2	...
Settlement Collectors ...	...	...	2	...	...	...
Sub-Collectors ...	...	...	...	2	...	...
Secretary, Board of Revenue ...	1	...	...	...	...	...
Taluqdari Settlement Officer ...	...	...	...	...	1	...
Registrar, High Court ...	...	...	...	...	1	...
	—	—	—	—	—	—
	11	6	8	8	6	1
	—	—	—	—	—	—

SUPERIOR APPOINTMENTS UNDER THE GOVERNMENT OF INDIA, FILLED FROM THE
SERVICES OF THE PROVINCES.

Members of Council ...	...	...	...	...	...	3
Home Department—						
Secretary and Deputy Secretary ...	...	...	...	...	...	2
Finance Department—						
Secretary and Deputy Secretary ...	...	...	...	...	...	16
Comptroller-General ...	...	...	...	...	...	
4 Accountants-General ...	...	...	...	...	...	
3 Enrolled List ...	...	...	...	...	...	
Director-General, Post Office ...	...	...	...	...	...	
4 Postmasters-General ...	...	...	...	...	...	20
Commissioner, Northern India Salt Revenue ...	...	...	...	...	...	
Foreign Department—						
Secretary and Deputy Secretary ...	...	...	...	...	...	20
15 Political Officers ...	...	...	...	...	...	
Commissioner, Judicial Commissioner and Deputy Commissioner, Berar	...	...	...	...	...	
Legislative Department—						
Secretary or Deputy Secretary ...	...	...	...	...	...	1
Revenue and Agricultural Department—						
Secretary ...	...	...	...	...	...	1
						—
						43
						—

FROM CIRCULATION
WITH REMARKS.

39
267.96

I. G. of Min, an opp. generally of
late years not held
by a civilian

S.P.P. , an apt. prohibit, if
I am not mistaken we
have been told and I don't
figure should always be
selected.

3 Dr. C. S. P. & A. R. Whence we have never had more than one civilian at a time in this office & it is extremely doubtful if we ought to have any.

The pay of the Secy & the Com. of S. H.
R. is wrongly stated.

It seems to me exceedingly doubtful
whether the sub-collectors should
be classed as superior offts -
does not, in practice, matter what
standing of the man is who holds
these offts substantively - The man

* Cont no. 5/4096

1881. and
 I. G. J.
 came along to see the monument
 the carving of the S. C. and a.
 C. P. and a. and some more part
 of the monument
 I. G. J.
 finished with the
 and
 C.

House in Lower Cape
 Bay - 2 - 100 ft
 100 ft - 100 ft
 100 ft - 100 ft
 100 ft - 100 ft
 100 ft - 100 ft
 100 ft - 100 ft

For plans see remarks
page 10. Plan . . .

24

ALL

29. 11. 20

2

12/3/1906
CB Recruitment

yes.

Leave blank
all
12/3/1906

NOTE FOR THE Chief Secy.

The file is submitted before
Cir 6 H.R. 41

(2) The note called for by Hon. Gen
Mr. Stoe at foot of page 9 may
be obtained, it is submitted, after
the present question is settled. vide
Hon. Mr. Bliss's separate note.

(3) This appears to have error
- calculated the recruitment rate
please see pencil note. These will
be rubbed out before printing.

MS
12/3/1906

Question is as to the standing of
the men who hold them actually.
I make out that at present there
are 4 men of under 5 years' service
acting as sub or P. H. Clerk; and I
don't think they should not be.
The app. of Sub (Mr. has plate been
so (unwisely I think) reduced in im-
portance that it is now but little
more important than a H. R. Clerkship.

MS
8/10/96

As the pages of the Government of India letter, the lists and the appendices have each been given a different set of paging, the pages of the current have been renumbered in blue pencil. References in this note are to the blue pencil pages.

2. The number of posts in the cadre of the Indian Civil Service in this Presidency, as at the end of the year 1891, was 117. The number of posts in the cadre of the Indian Civil Service in this Presidency, as at the end of the year 1892, was 117. The number of posts in the cadre of the Indian Civil Service in this Presidency, as at the end of the year 1893, was 117.

1000 1000

Public Department

G.O. 3015.

43

FOR ORDERS

In connection with the subject of the strength and recruitment of the Indian Civil Service in this Presidency, attention is solicited to the printed note of October 1891 which contains a precis of the correspondence up to June of that year. The further correspondence on the general subject is contained in the following G.O's.:-

No. 507, Public, dated 25th July 1892.

" 379, Public, dated 6th April 1893.

" 160, Public, dated 27th February 1893.

It will be seen from the second of these papers that the cadre posts in this Presidency are now 117 in number and that the strength of service required to man these posts had been fixed at 161. From the Government of India letter on page 1 of G.O. No. 160, Public, dated 27th February 1893, it will be seen that during the quinquennial period 1890-95 ten extra recruits over and above the normal rate of recruitment (7) have been added to bring the service in this Presidency up to its requisite strength.

3. In its present communication the Government of India, whilst adhering to the percentages of 27.39 and 10.58 of the cadre for absentees on leave and for officers under training, respectively, and of 4.31 of the total strength as the normal rate of recruitment, forwards for the

Classed Assistants
As Assistant Postmaster in
Tamil Nadu and Cochin 1

not an appt usually held by
a civilian
If to 31 37.5% for absence
in leave + 10.5% for privilege - paid
amount to total value 42.7

(b) The provision of two "reserve"

posts is also omitted, but as regards
this it is to be remembered that 4 per
cent is added to the number of superior
appointments for temporary appointments
and deputations (Vide paragraph 12 of the
current).

Enough, I should say
NO

(c) The six posts under the Govern-
ment of India are excluded but this is
explained in paragraph 10 of the current.

They make the number 8
NO

(d) The two second grade Collector-
Judge appointments are both treated as
Collectorships. This is not quite cor-
rect as they are held by the junior of-
ficers whether Collectors or Judges.
The classification makes no difference
in the end, however.

(e) The pay of the Secretary to
the Commissioner of Salt and Abkari
Revenue has been incorrectly stated at
Rs. 1,500 instead of Rs. 1,500 - Rs. 1,800

not that the title of D. P. is in the cadre?
should leave it in the cadre. The post of P. Q. P.
when vacated by Mr. C. S. will come the
held by a civilian. The situation of the
which will then be centralized.
NO

(f) Three Deputy Commissioners of
Salt and Abkari Revenue have been in-
cluded. The present cadre contains two
Deputy Commissioners of Salt and Abkari
Revenue and one Deputy Commissioner of
Revenue Settlement. The latter post
does not appear in the Government of
India list.

Thought to be reduced
to one, as contrivous now
stand. Certainly reduce to
one. I am not sure
that one is not too many
The present cadre contains one
I would be added - Mr. Parsons however
holds a special post.
I think Mr. Parsons holds a special post.
Dinagpur, however, when filled, may not be
But it is part of the cadre now
+ S. D. is part of the cadre now
might the Director of P. Q. P. be
retained on the list?

(g) The Inspector General of
Prisons is retained in the list in spite
of the ruling as regards the filling up

I have been told that he is retained
in the list. He is not part of our cadre
now
I think, however, that he is retained in the list.

Let retain the post
post. We have only one post. It should be
first. Then to India to be filled now.
post of post the order to be filled now.
Simply doctor in the field share
at least a reply NO

is in the cadre now. When a member of
the I.C.S. does not hold that appointment
It should continue to be excluded (h)

Yes NO

a member of the I.C.S. will probably
hold another appointment at the same
time now in the list. It is
better to take the cadre as it stands
at present

It is wanted. I do not say anything
about the omission of the mission of any
other appt from the cadre on this account. But
as we wait until that is decided, we wait

The despatch of the 7th
sanctioning the new appt
will soon be received and
will set the project at rest

The number of superior appointments
according to list E is 78 adding
the Special Post office + the Assistant
Dec. & deducting 2 Deputy Commrs
of Salt & Abkari & two Directors of
P. S. we get 77 as the right number

If the D. P. is included as proposed above
the number would be 78, and this is the
number of the cadre

of this appointment in paragraph 7 of the
Government of India resolution on page
5 of G.O. No. 110, Judicial, dated 18th
January 1906.

(h) The Secretary to the Commissioner of
Revenue Settlement has been excluded in
spite of the remarks in paragraph 3 of
India's letter on page 4 of G.O. No. 721,
Public, dated 20th August 1905, where it
was pointed out that the effect of the
orders of the Secretary of State of 1886
was really to add this post to the cadre
posts held by members of the Indian
Civil Service.

(i) The post of the Additional Secre-
tary has been omitted. On this point at-
tention is solicited to paragraph 8 of
this Government's letter No. 202, Public,
dated 8th February 1906 where His Excel-
lency the Governor in Council expressed
his willingness to withdraw from the
cadre of the Indian Civil Service one
of the higher miscellaneous appointments
for which recruitment is at present made,
if such a step were necessary in order
to provide for the officering of the new
appointment from the ranks of the Indian
Civil Service.

6. In appendix I (page 17) to the
letter the prospects of officers in a
service recruited under the new scheme
are worked out. The Government of India
calculates (any attempt at criticizing
the calculations would end, as all past at-
tempts have, in the Government of India
adhering to the position taken up by it)
that in Madras the headship of a district
will

3. As regards the second point, the period of qualifying service after which a Civilian should expect to be in practically permanent tenure of a superior appointment, orders are solicited as to whether nine years should be accepted. The practical effect of such a proposal as applied to the existing

Quite reasonable *John B.*
Jr.

So 23 will be inferior; but as the 4th
 Nov. 13th we have only a strength of 150
 men, so this will be an improvement.

existing staff of the Indian Civil Service in this Presidency would be to carry the Acting Sub-Collectors down to 96, Mr. A. T. Forbes. A reference to the Civil list will show that several officers junior to Mr. Forbes are at present occupying Ag. Sub-Collectorates. All of these officers, however, are their acting appointments this year. It is difficult to say how long their tenures of their present appointments will last; but it is certain that Mr. Forbes will not be "busted".

9. As regards the number of inferior appointments, it will be seen from paragraph 12 of the current that this has been fixed ^{for} ~~in~~ this Presidency at 41. Taking the excluded appointments referred to in paragraph ^{5(a)} ~~2~~ supra which total 31, this provision appears to be a very liberal one. The considerable increase has been noticed by the Government of India in the concluding paragraph of appendix 2 to its letter (page 19 of the current). It is to be observed that ² ~~this~~ new scheme for recruitment works up in the case of Madras to a total strength of service of 168 and a reference to the past correspondence leads to the conclusion that the Government of India has for some reason or another (probably owing to the change in the Home Secretary) developed more liberal ideas as to the requirements of the Presidency in this respect. There can be no doubt that in the months of April to July, difficulty is felt by this Government in filling posts rendered vacant by the grant of leave. It has

also

also to be remembered that the provision in the old cadre of six officers for the Government of India and other Governments is not really sufficient. At present there are ten officers serving (including Messrs Michael & Light) outside the Presidency and His Excellency the Governor and the Honourable members will doubtless remember that great difficulties have been experienced in finding officers when they have been asked for. The Deputy Registrar of the High Court is an appointment which is generally filled by a member of the Indian Civil Service and this should really be added to the inferior posts. Taking all these points into consideration, the provision does not, it is submitted, appear to be excessive. At all events it seems advisable, if the general method of recruitment is accepted by this Government, that the number of inferior appointments fixed by the Government of India should be given a trial for five years before any remarks are made as to its excessiveness.

10. In connection with this question attention is solicited to the correspondence regarding the creation of six Sub-Judgeships which was suggested to the Government of India last January, vide its reply in G.O. No. 1174, dated 14th July 1896.

11. In the second clause of para 21 of the current the G. of I. states that after the normal strength of the service for each province has been fixed it will be necessary to undertake

The provision does not seem to be excessive. It is the course the next generation will take. A conclusion can very easily be applied. At present the service is unimpaired.

10 p. a. for next 5 years cannot do anything
 I don't think it is too liberal

It would be useful to send to India a recruitment. I used the stock in connection which may arise. It would be useful to send to India a recruitment. I used the stock in connection which may arise. It would be useful to send to India a recruitment. I used the stock in connection which may arise.

But I would certainly maintain this position, which seems to be the proper one.

It is the proposition of 1/3 Native would be unworkable

Our service is below strength for the next 5 years. The normal recruitment for 5 years is 166 men, any in the next 5 years.

But what we are now offered is 168 exclusive of Statutory & Provincial Service men, or 164 as I calculate above. This would give us what I may call a reserve in the future, but would not be really too many, allowing for the proposed Civilian Sub-Judges, who are much needed.

A service of 166 is $\frac{4.31}{100} 166 = 6.15$ so we ought to get 7.55 men a year, any 9 men for the first year, 10 men a year for the next two years.

15+5
 16+9
 17+12
 18+15
 19+18
 20+21
 21+24
 22+27
 23+30
 24+33
 25+36
 26+39
 27+42
 28+45
 29+48
 30+51
 31+54
 32+57
 33+60
 34+63
 35+66
 36+69
 37+72
 38+75
 39+78
 40+81
 41+84
 42+87
 43+90
 44+93
 45+96
 46+99
 47+102
 48+105
 49+108
 50+111
 51+114
 52+117
 53+120
 54+123
 55+126
 56+129
 57+132
 58+135
 59+138
 60+141
 61+144
 62+147
 63+150
 64+153
 65+156
 66+159
 67+162
 68+165
 69+168
 70+171
 71+174
 72+177
 73+180
 74+183
 75+186
 76+189
 77+192
 78+195
 79+198
 80+201
 81+204
 82+207
 83+210
 84+213
 85+216
 86+219
 87+222
 88+225
 89+228
 90+231
 91+234
 92+237
 93+240
 94+243
 95+246
 96+249
 97+252
 98+255
 99+258
 100+261

A note should be prepared in the Rev. Secy as to the reduction it has been offered in the position of Sub-Judges. It is in a much stronger position & has much more responsibility than I came out.

undertake the careful examination of the actual strength and distribution of the service in each province in order to decide whether an alteration is required in the normal rate of recruitment for the next five years. This examination it intends to postpone until reply has been received to the present letter, but it invites remarks on the existing conditions of the service in this Pres. and observations as to whether during the next five years any departure from the normal recruitment should be adopted. It will be seen from the proceeds of correspondence flagged that this Govt. has always contended for service of 160 strong on the 1st July. This service at present exists, for the last Civil List shows that there are

Indian Civilians	160
Statutory Civilians	
Posts transferred to the Provincial Civil Service (3 lead Assts. on Past Asst. ship and one Secy. to the Comr. of Rev. Secy.)	

It would appear therefore that no extra recruitment is required, if the normal rate is not placed too low. Everything depends on what this normal rate is to be and it would be safer for Govt. not to commit itself to any definite proposition on this point until after India has gone through its calculations.

The first thing that occurs to one to ask in looking at this paper, is 'Why should our Subordinate be claimed as Superior app'ts? Sub. draw over Rs 1000 a month, it is true. But that sum is merely an arbitrary one fixed by India for the purpose of drawing a line, and for, I imagine, to argument. On the other hand, the position of Sub. is in no way a superior one - they get more pay than Head Asstts and have in some, perhaps in most, cases duties down to administration, but under constant orders, which I consider a great disadvantage and should be glad to see remedied, their app't position is in no way better than that of H. Asstts, if even of D. Asstts in general duty. The first impulse, therefore, is to say that Sub. are not Superior app'ts & that the line of demarcation between Superior & inferior app'ts should be drawn a little higher, instead of below, than it is. If this were done, however, practical difficulties of an insuperable kind would supervene. The number of our Superior app'ts would be reduced from 78 (see line E) to 63 and the consequent disproportionate reduction in the number of inferior appointments which would follow, according to the proposals made by India, would reduce the whole service to so small a number that it would be impossible to provide for the administration of the districts without ^{constantly} employing a much larger number of D. Asstts in general duty than are now employed. Another result would be that, with the number of inferior app'ts largely reduced, men would run through them so rapidly that in 5 or 6 years they would be as old as the D. Asstts. This was Sir H. E. Smith's idea. He thought that the number of civil changes in the hands of Civilians should be largely reduced and that for every man who

A note had been prepared
as I had - enclosed with me

As the number of
men is reduced from 78 to 63
the whole service, 65.5 or 66 x 234,
= 135, men will be required
Collection & the paper in 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100

Considerably advanced age,
so that at the age of 29 or 30
men might find themselves in
the charge of districts. His reason
was that it was necessary to
increase the attractions of the ser-
vice, ~~as it has been greatly lessened~~
~~which~~ which have been greatly lessened
of late years by the falling exchange
the abolition of the old civil funds
&c, in order to get better men into it.
The idea is rather a fascinating one,
but I am afraid it could not be worked
under a system of open com-
petition for appointments in the service. The
age of competition has been raised, but
not sufficiently for the purpose in view,
and at all events further treatment, it
would not be desirable to increase
the number of stations holding dist.
charges. We must obtain, therefore
I think, from proposing any other line
of division between superior & inferior
appts than that suggested by India,
I have decided on accepting the sys-
tem of recruitment now advocated
by it. This is that the ^{necessary} number
of superior appts having been
ascertained, the number of inferior
appts should bear a certain fixed
proportion thereto. The principle
seems to me a good one, though it
will not, I think, work exactly
as India supposes. One year with
another, one junior officer will,
should think, be permanently acting
Sub-Collector before he has
acquired years' service; but, as far
as this Pres^y is concerned, this is
a fault on the ~~other~~ side. Their
position would be improved if the
43 appts under India direct were
more evenly distributed among the
grades of the service. We might, I
think, draw all ~~the~~ of the very
small proportion of the superior ap-
pointments under the S. of P. & assign
held by Madras Civilian. We are
supposed, according to India's
figures, to supply 8 officers per session
in under the S. of P. in superior appts.
At present, we are supplying ~~eight~~ ^{eight} ~~the~~
not counting two officers employed out

other men would require
a more liberal
treatment

I am not quite sure that it would
be a good idea

of the Presidency, but not di-
rectly under the S. of P. - being
quite all held superior appts, as has
defined; but only one of them has
an appt. of ~~or~~ superior to
a Madras Collectorate! Chief of!
has a knack of offering Ma-
dras officers a share of employ-
ment under ~~the~~ it, by taking them
as juniors, keeping them a few years
& then sending them back. However
rarely allows any of them to rise
to anything better than a Collectorate.
I believe I am right in saying
that no Madras officer has
ever risen to the S. of P.
I think this opportunity might be
taken to urge on the S. of P. the
claims of Madras officers, and
only to so many appts under it
but also to a fair share of the better
paid among those appts.

of the Indian Civil Service

FOR ORDERS.

Settlement Officer. I doubt his inclusion in his exclusion.
J.P.D. I think we must retain him. It seems to me highly probable that the Educl. Dept. may at any time fail to furnish a man fit for an appt. of such importance.
J.G. of Prisons. I think I would retain this appt. provisionally, until we get a reply from India to our last letter on the inadvisability of employing doctors in jails - No doubt it does seem probable that the next J.G. may not be a civilian, but one can never be sure; and in any case it is safer to have one were appt. in the cadre than none.
As to the rate of recruitment, I still think we shall want 10 men p.a. for the next 5 years. If we get time we shall at the end of 5 years still be short-handed. The Hon. Mr. P. S. calculation is based on an arithmetical error. $4.31 \times \frac{166}{100} = 7.15$ not 6.15 - 7.15 p.a. would be equal to 8 in one year and 7 p.a. for the other 4 years of the quinquennium, total 36 under H.P.'s proposal i.e. we should gain only 5 men in the 5 years. This is not sufficient -

27/10/07

Re-circulated as His Excellency and Hon'ble Members are not agreed on certain points.

1. As regards the schedule of superior appointments (List E to India's letter on page 14 of the current),

(1) Settlement Officer. The Hon'ble Mr. Bliss, C.I.E., would exclude this appointment from the list; Mr. the Governor and the Hon'ble Mr. Grose would retain it.

(2) Director of Public Instruction. Mr. the Governor and the Hon'ble Mr. Bliss, C.I.E., would retain this appointment. The Hon'ble Mr. Grose, C.I.E., is against its retention.

(3) J.G. of Prisons. The Hon'ble Mr. Bliss, C.I.E. and the Hon'ble Mr. Grose, C.I.E., would retain this appointment. Mr. the Governor is of opinion that it should be omitted.

2. The rate of recruitment during during the next five years. Mr. the Governor considers that nine officers in one year and 3 for four years, or a total of

4
 of Madras. The Commission, in its report, is of opinion that a recruitment of 1000 men, 250 of whom are for the Madras Regiment, is required. The Indian Mr. [Name], [Name], [Name], have since returned in the first three years and 1000 men for the next three years a total of 3000 men for the whole period.

The Indian Mr. [Name], [Name], and the Indian Mr. [Name], [Name], are in favour of urging upon the Govt. of India the claims of Madras soldiers to a fair share for the better paid appointments under that Govt. The Government is of opinion that it would be quite discreet to say this paragraph of the notes.

CS
 26-7-96

MA 26/11/96

FOR ORDERS.

H. M.

No. , PUBLIC, NOVEMBER 1896.

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

ORDER—No. 224 Public, dated 14 November 1896.

The Government of India will be addressed.

[Here enter letter, No. , Public, dated November 1896].

(True Extract.)

MA 9.11
 Ag. Chief Secretary.

No. 1224 PUBLIC, NOVEMBER 1896.
PUBLIC DEPARTMENT.

LETTER—from

THE CHIEF SECRETARY

THE GOVERNMENT OF
FORT ST. GEORGE,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
HOME DEPARTMENT.

SIR,

I am directed to acknowledge the receipt of your letter, No. 6, Establishments—
680, dated 8th September 1896, on the subject of the future recruitment of the
Indian Civil Service.

2. In the above communication you estimate that, after a re-examination of the
question of recruitment with a view to the adoption for the future of a more satis-
factory method, His Excellency the Governor-General in Council is in favour of a
revised scheme for settling the number of appointments which it is desired to fill by
members of the Indian Civil Service present on duty. This system is briefly to take
the number of appointments on pay in excess of Rs. 1,000 (termed "superior
appointments"), to add to this number 4 per cent. for temporary appointments and
deputations, and to the total strength the deducted to add a percentage (50.3) to
cover "inferior appointments". It is also proposed, in calculating the cadre require-
ments of the various Presidencies, not to make any additions on account of appoint-
ments under the Government of India, but instead of this to base the recruitment for
each province on the total number of appointments in the province including those
allotted to the Provincial Civil Service which have hitherto been excluded, it being
assumed that the inclusion and the omission will practically balance each other.

3. The opinion of His Excellency the Governor in Council is invited as to the
suitability of the proposed scheme and he is desired to consider—

- (i) the point at which the line should be drawn between "inferior" and
"superior" appointments, and
- (ii) the length of the period of service to be required before "superior"
appointments are reached.

(i) As to the first of these questions, the Government of India is of opinion that a
"superior appointment" should be taken to be one to which a substantive pay in excess
of Rs. 1,000 is attached, and lists of the "superior appointments" in each province
drawn up on this hypothesis are forwarded with your letter. With reference to the
second question, the Government of India has arrived at the conclusion that the period
of qualifying service after which a Civilian should expect to be in practically perma-
nent tenure of a "superior appointment" should be fixed at nine years from the
commencement of his service. In appendix I to your letter the prospects of officers
in a service recruited under the new scheme are worked out and it is calculated that
in the Madras Presidency the charge of a district will be reached before the comple-
tion of seventeen years' service and that at the end of twenty-five years an officer
will be at the head of the Collector-Judge.

*The total strength of the service
required in each province is
based on the assumption that a
strength of 2074 is required to
fill supply officers to fill 100
superior appointments.*

Under this scheme the cadre is arrived at by

4. You also request that--

(iii) the list referred to above may be carefully examined, ~~and~~ any corrections, which may be required, ~~being~~ intimated to the Government of India,

and that

(iv) His Excellency the Governor in Council will consider whether the number of inferior appointments for which Indian civilians will, under the proposed scheme of recruitment, be made available, is insufficient, sufficient or excessive in view of the administrative needs of the Presidency.

5. In reply, I am to state that His Excellency the Governor in Council, after a careful consideration of the proposed scheme of recruitment, has no objection to offer to it and is of opinion that it will suit the circumstances of this Presidency. He also agrees with the Government of India ~~in the conclusions that the division line between superior and inferior appointments should be fixed at the post of Sub Collector in this Presidency and that the length of service to be required before a superior appointment is reached should be placed at nine years.~~

6. With reference to the list of superior appointments appended to your letter, I am to offer the following remarks:--

(a) The two second-grade Collector Judge appointments on Rs. 1,500 are both treated as Collectorships. These second-grade appointments are held by the two junior officers, whether Collectors or Judges. The classification does not, however, affect the result.

(b) The pay of the Secretary to the Commissioner of Salt and Abkari Revenue has been incorrectly stated as Rs. 1,500 instead of Rs. 1,500--1,800.

(c) Three Deputy Commissioners of Salt and Abkari Revenue have been included. The present cadre contains two Deputy Commissioners of Salt and Abkari Revenue and one Deputy Commissioner of Revenue Settlement, but the latter post does not appear in the list. It will suffice if one Deputy Commissioner of Salt and Abkari Revenue and one Deputy Commissioner of Revenue Settlement (with pay to be fixed at Rs. 1,800) are included.

(d) The post of Secretary to Government on Rs. 2,500 recently sanctioned in accordance with the proposals in Mr. Price's letter, No. 202, Public, dated 8th February 1896, should be added to the list.

The list corrected with reference to the above remarks is printed as an appendix to this letter, and it will be seen that the total number of superior appointments remains at the figure 78 fixed by the Government of India.

7. As regards (iv)--the number of inferior appointments--I am to state that this Government is of opinion that the provision made by the Government of India for this Presidency is not excessive. The Indian Civil Service in Madras is at present undermanned and has been so for many years, and the greatest difficulty is experienced in finding officers to fill vacancies during the furlough season.

8. In the concluding portion of your letter it is stated that after the normal strength of the service for each province has been fixed, it will be necessary to undertake a careful examination of the actual strength and distribution in order to decide whether any alteration is required in the normal rate of recruitment during the next five years. This examination the Government of India intends to postpone until replies have been received to the present letter, but it invites remarks on the existing conditions of the service and observations as to whether during the next quinquennium any departure from the normal recruitment should be adopted. In regard to this point I am to observe that it is calculated that on the 1st January next, the Indian Civil Service in this Presidency will be eleven below the strength of 168 fixed in paragraph 13 of your letter, and in order to bring it up to proper strength and to maintain it at that strength, His Excellency the Governor in Council calculates that a recruitment of

10 for each of the next two years and 9 for each of the following three years

60% as to the point at which the line should be drawn between superior and inferior appointments and as to the period of service to be required before a superior appointment is reached. In this Presidency therefore, the lowest superior appointment would be that of Sub Collector. I am to add that His Excellency the Governor in Council is in favour of the suggestion made in paragraph 20 of your letter that under existing things, though carrying a pay of Rs. 1,000, should be ranked as inferior appointments.

note Rs 1100 is the pay of a first grade Deputy Commissioner.

note for orders.

In his note on page 14 of the current which the Governor concurs, the Mr. Price bases the recruitment on a service with a total strength of 166. In the proposals in the draft letter provided for a service of 168 as fixed by the Govt. of India. The normal recruitment for such service is 7.24 per annum. To bring up the deficit in strength (11) the total recruitment in five years should be $7.24 \times 5 = 36.20 + 11 = 47.20$ i.e. 10 men for two and quarter years.

65 12

9. I am to take this opportunity of referring to a matter which is intimately connected with the prospects of Indian Civilian serving in this Presidency. Under the scheme now under consideration, the Government will supply eight officers for service under the Government of India in superior appointments. At present nine officers are so employed excluding two employed out of the Presidency but not directly under the Government of India. Early all of them hold "superior appointments" as now defined, but only one of them is filling a post equal, or superior, to a Collectorate in this Presidency. I am to urge upon His Excellency the Governor-General in Council the claims of members of the Indian Civil Service in this Presidency to a fair share, not only of the appointments under the Government of India, but also of the better paid amongst those appointments, and, in doing so, to state that ~~there is a widespread impression in Madras that~~ the latter of these objects is not at present attained.

I have the honour to be,

Sir,

Your most obedient servant,

PORT ST. GEORGE,
November 1896.

Ag. Chief Secretary.

65-
Pages 71 + 73 of Civil List - Mr. Buckley is excluded

(It is not merely an impression,
it is a fact.)
H.A.

LIST E.—MADRAS.

Superior Appointments in order of pay.

No.	Name.	Pay per mensem.		
		RS.	A.	P.
2	Members of Council	5,120	0	0
2	High Court Judges	3,750	0	0
1	Chief Secretary	3,750	0	0
1	Member, Board of Revenue	3,750	0	0
1	Member, Board of Revenue	3,500	0	0
1	Secretary, Revenue Department	3,125	0	0
2	Members, Board of Revenue	3,000	0	0
1	Resident, Travancore	2,800	0	0
1	Secretary, Local and Municipal Department	2,500	0	0
3	Collectors	2,500	0	0
1	Inspector-General of Police	2,500	0	0
20	District and Sessions Judges	2,333	5	4
16	Collectors	2,333	5	4
1	Director of Public Instruction	2,000—2,250		
1	Collector, Nilgiris	2,000	0	0
1	Inspector-General of Prisons	1,833	5	4
2	Collectors	1,800	0	0
1	Secretary to Commissioner of Land Revenue	1,500—1,800		
1	Secretary to Commissioner of Salt and Abkari Revenue	1,500—1,800		
1	Registrar, High Court	1,450—1,800		
1	Private Secretary	1,500	0	0
1	Deputy Commissioner of Salt and Abkari Revenue	1,200—1,400		
1	Deputy Commissioner of Revenue Settlement	1,200	0	0
2	Principal Assistants to the Collectors, &c., &c.	1,166 $\frac{2}{3}$	0	0
13	Sub-Collectors and Joint Magistrates	1,166 $\frac{2}{3}$	0	0
78				

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ENCLOSURES TO C. No.

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