

Public (1895) Department.

ORDINARY PRINTED.

G.O., No 1065.

Dated 22-8-88

[Despatch Abstract.]

Grading of Sub & Head Post
Collectors stating that the Govt
Considers that it is neither necessary
nor desirable to give effect to the
proposals of the Board of
Revenue regarding the —

BACK PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
<i>Cuo 799/01 (V-9)</i> <i>Reg. hanger</i>							

Government 1898, of

PUBLIC.

Recd.

Enclosures

1898.

Regd.

Spare copies

G.O., No. 1065, 22nd August 1898.

AUGUST.

Grading of Sub and Head Assistant Collectors.

Stating that the Government considers that it is neither necessary nor desirable to give effect to the proposals of the Board of Revenue regarding the —.

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

READ—again the following paper:—

G.O., No. 1673, Judicial, dated 15th December 1897.

ABSTRACT.—Passing orders on the Proceedings of the Board of Revenue submitting Mr. Meyer's proposals for grading personally, as in other provinces, Sub-Collectors and Head Assistant Collectors in this Presidency, and for making the non-vernacular part of Standard Examinations less difficult than they are at present.

READ—also the following papers:—

From the Board of Revenue (Land Revenue), Madras, dated 3rd May 1898, Ref. No. 497.

From the Board of Revenue (Land Revenue), Madras, dated 7th May 1898, Routine No. 1171.

From the Board of Revenue (Land Revenue), Madras, dated 26th May 1898, Mis. No. 1375.

ORDER—No. 1065, Public, dated 22nd August 1898.

In paragraph 3 of the Government order read above the Government stated that the proposals of the Board of Revenue regarding the grading of Sub and Head Assistant Collectors would be separately dealt with. His Excellency the Governor in Council having considered the matter is of opinion that no change in the existing arrangement is either necessary or desirable. The Government is not convinced that acceptance of the proposal would lead to any increase in the efficiency of the service, while the objection to transfers, on the ground of the personal convenience of officers, to which the Board alludes, can be met by filling short acting vacancies by promotion in the same district, when there is an officer available.

(True Extract.)

G. STOKES,
Chief Secretary.

To the Board of Revenue (Land Revenue).
„ the Revenue Department.
„ the Accountant-General.
„ all Collectors.

Exd. C. M. Thambuswamy.

Government {1898} of Madras.

PUBLIC.

Recd.

Enclosures

1898.

Regd.

Spare copies

G.O., No. 1065, 22nd August 1898.

AUGUST.

Grading of Sub and Head Assistant Collectors.

Stating that the Government considers that it is neither necessary nor desirable to give effect to the proposals of the Board of Revenue regarding the —.

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

READ—again the following paper:—

G.O., No. 1673, Judicial, dated 15th December 1897.

ABSTRACT.—Passing orders on the Proceedings of the Board of Revenue submitting Mr. Meyer's proposals for grading personally, as in other provinces, Sub-Collectors and Head Assistant Collectors in this Presidency, and for making the non-vernacular part of Standard Examinations less difficult than they are at present.

READ—also the following papers:—

From the Board of Revenue (Land Revenue), Madras, dated 3rd May 1898, Ref. No. 497.

From the Board of Revenue (Land Revenue), Madras, dated 7th May 1898, Routine No. 1171.

From the Board of Revenue (Land Revenue), Madras, dated 26th May 1898, Mis. No. 1375.

ORDER—No. 1065, Public, dated 22nd August 1898.

In paragraph 3 of the Government order read above the Government stated that the proposals of the Board of Revenue regarding the grading of Sub and Head Assistant Collectors would be separately dealt with. His Excellency the Governor in Council having considered the matter is of opinion that no change in the existing arrangement is either necessary or desirable. The Government is not convinced that acceptance of the proposal would lead to any increase in the efficiency of the service, while the objection to transfers, on the ground of the personal convenience of officers, to which the Board alludes, can be met by filling short acting vacancies by promotion in the same district, when there is an officer available.

(True Extract.)

for Chief Secretary.

To the Board of Revenue (Land Revenue).
 " the Revenue Department.
 " the Accountant-General.
 " all Collectors.

Exd. C. M. Thambuswamy.

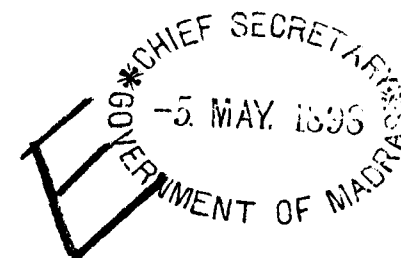
Public (1898)

N.B.—KEEP FILE
INTACT.

CURRENT No. 1556

written Dues for
the telephonic message
the B.R.
No. 55-58 Recd. 9/5/98

Land Revenue
The Board of Revenue



From

Order—Memo No. 1084 of 9th May 1898. Land Revenue
of Revenue
Madras.

The Board is furnished

Ref. No. 497

with a copy of the reply

to its telephonic message of

the 10th March 1898 despatched

Dated 3rd May '98.

on the same day

Received 5.

Registered 5.

Enclosures

Spare copies—

Curd.
9.5.98

M.A. 9.5.98.

Board of Revenue (L.R.) (v)

with copy of reply message

Note for the C.S.

Place all the notes

immediately before this docket

Curd.
9.5.98

See
M.A.

SUBJECT.

Requesting to be informed what action the Board should take in connection with G.O. No. 610 Calling for a Statement showing the area, population and the amount of revenue and criminal work in each Sub-Collector's and Head Assistant's division in this Presidency.

G.O.	No.	Department.	Date.
		<u>1917. 5. 9</u>	

G.O.	No.	Department.	Date.

$$N_0$$

of 1898.

(LAND REVENUE.)

K

Read Memorandum from the Chief Secretary
to Government, Public Department, No 610,
dated 7th March 1898

Reference No. 497 dated 3rd May '98.

H

In its Memorandum No 610 dated 7th March 1898, the Government Called for a Statement showing approximately the Area, population and the Amount of work, revenue and Criminal, in each Sub Collector's and Head Assistant's division in this Presidency. A telephone message was thereupon sent to the Chief Secretary on the 10th Idem pointing out that the Area and population of each division were given in the Statement of Divisional Charges in B.P. 321 dated 28th September 1897, that the Statistics of Revenue work could be gathered from the Quarterly Revenue Business Statements submitted to the Board, but that the details of Criminal work were not

no!

not available in the Board's office
(though the quarterly Magisterial state-
ments submitted to the High Court should
give them). Enquiry was accordingly
made as to whether the Board should
make a reference to the district or
furnish a reply to the memorandum
on the information available in
its office. No reply having as yet
been received to the above message,
the Board begs to be informed what
action it is to take in the matter.

Ld S wamikanan
14 MAY 1898
Asstg. Secretary.

To
The Chief Secretary to Govt
Public Department.

Exd. 8/8

Public (1898) Department

CURRENT No. 1024

N.B.—KEEP FILE
INTACT.

CHIEF SECRETARY
10 MAY 1898
GOVERNMENT OF MADRAS

Order

Ld Sd with reference
to Memo No. 1084 7/5 98

Cms.
mlb
13.5.98

Dated 7th May 1898.

Received 10. " "

Registered 11. " "

Enclosures —

Spare copies —

SUBJECT

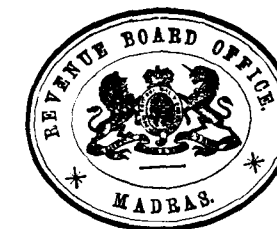
Recording pending receipt of
Government on Board's report
news from Govt P.D. regarding
of work in each Sub-Collector
and Head Assistant's Division

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.



Proceedings of the Board of Revenue (Land Revenue).

No 1171 Routine, dated 7th May 1898.

* P.C. Rmt.

Read the following Memorandum from Government, Public Department dated 4th May 1898.

Memo No 610 dated 7-3-98.

Subject.

Re: amount of work in each
Sub-Collector's and H. & P. Division.

The Board of Revenue, Land Revenue is requested to submit an early reply to the Communication noted in the margin.

Resolution: - Recorded pending receipt of the orders of Government on Board's reference No

Memo 1084
9598

497 dated 3rd May 1898.

(True Extract)

Lonel Davidson

Af. Secretary

To
The Chief Secretary to Govt P.D.

Public
Revenue (1898) Department.

CURRENT No. 1983



4 heads only

From

The Board of Revenues

*Land Revenue
Madras.*

No. 1375 his.

Order.

Dated *26 'May' 98.*

Received *20.6.98*

Registered

Enclosures *1*

Spare copies *4 of Encls.*

SUBJECT.

*Subj: to Govt a Statement
showing the area, population and
the approximate amount of revenue
work in each Sub. Collector's
& Head Assistant's division in
this Pres^dency.*

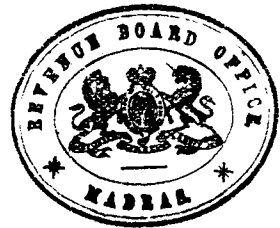
G.O.	No.	Department.	Date.
	1360	Pub.	16.12.97R
	1678	"	17.12.97
	1678	"	15.12.97R
187	321	L.R.	28.9.97R
90	1218	Pub.	14.11.96R
	64	"	24.1.94
	926-7	"	20.11.93
	776	"	17.11.90R
	401	"	4.6.90R

FURTHER PAPERS.
Back

G.O.	No.	Department.	Date.
	496	Pub.	10.5.97R
	1685	"	21.12.97R
	1089A	Fair	6.10.97
	1246	"	26.4.96R
	1048	Rav.	26.4.96R
	1246-7	Pub.	17.11.92R
	Return to the Civil Service	regarding	

Go 1396 Pub 3 17.11.92
Cust.
Report of the Committee
on civil service grievances
Go 1039 Pub 26.7.92R
218 " 2 15.4.92 with
185-A 3 26.3.92R
138 Pub 9.2.92
1752-32 24.12.92
1212 Pub 8.9.92 with
529 " 9.4.90R

Document No 1983



Proceedings of the Board of Revenue
(Land Revenue).

- N 1375 Mis. dated 26 May '98.
- Read again Board Proceedings no 1171 Routine 27-5-98.
- Read also Memorandum from Government Public Department, No 610 dated 7 March '98.
- and reference No 497 dated 3 May 1898.
- Read also Memorandum from Government, Public Department No 1084 dated 9 May '98.

Resolution

A Statement showing as far as information is available the area, population, and the approximate amount of Revenue work in each pub. Collector's and Head Assistant's Division in this Presidency is herewith submitted in print, as directed in Memorandum No 610 Public dated 7 Mar. 1898. The Statistics of Criminal work which are also asked for in the memo have not been furnished in the Statement as the necessary particulars are not available in this office.

(True Extract)

Donald Davidson
of Secretary.

To
The Chief Secy. to Govt
Public Dept with Staff.

note for the Chief Secretary

Mr Meyer's proposal to grade
Sub-Collectors and Head Asst.
Collectors.

H.M.S. have noted that ~~the~~
this proposals of Mr Meyer
can be disposed of at once, without
further reference to the Board.

There appear to be no previous
papers on this subject, and perhaps
the only part of Mr Meyer's
letter which is open to criticism
is para. 7, viz the statement
that 'all things considered, our
Sub-Collectorates and Head-Asst.
-ships are fairly equal to one
another in point of work and
responsibility. Owing to want
of experience I hesitate to
~~repeal any~~ ^{& make} ~~a~~ very definite
off statements on this point, but
from what I have heard there
is scarcely any comparison between
an ordinary East Coast division,
~~which~~ is a district liable to
famine, and divisions like Palghat,
Malaparam, Tellicherry, and
Kandapur. In these places

Public Ref

There are papers on this
subject in yellow paper. ^{and}
5/2/48

revenue work, as known on the East coast, can scarcely be said to exist. Sumatrandi is extremely light. In Canara no remissions on account of seasonal variations are made etc.

again, in the N. districts of Sargam & Vizagapatnam the work is commonly believed to be, at all events in such places as Russelkonda & Jaypore, to be almost nominal.

But Mr Meyer has not considered that the above mentioned places ~~are~~ have a climate which few men can stand for many years together. There are many other stations which would doubtless occur to the P.S. in which partly on account of the climate, and partly on account of their extreme ~~low~~ lowliness, it would be a hardship to be kept for many years consecutively under the present system a man in such a place is supported by the knowledge

that ~~his~~ ^{his} time there is limited, and his transfer only a question of a very few years. In other parts of India ~~the~~ ^{the} and certainly in Bombay, it is the custom for everyone to come into ^{the} ~~the~~ headquarters of the District for 5 months continuously every year. But no such liberty is permitted in Madras. Here a man lives all the year round in his division, except for an occasional District Bd. meeting or Xmas or Easter holidays. To ^{be} kept in Ramnad for, say, 8 or 10 years continuously would be a severe punishment. But under the grading scheme ^{a transfer} ~~transfer~~ might be difficult to obtain. Perhaps this might be got over by fixing, formally, or informally, on a limit to the no. of years during which a man ~~could~~ could be kept in certain specified and notoriously undesirable places. In any case it is an opinion which will probably be thought to be more than counter-balanced

NOTE FOR THE CHIEF SECRETARY.

An incomplete file
seems to have been submitted to
Mr. Couchman when he dealt with
this question. Attention is solicited
to the note printed on yellow paper
in G.O. No. 1218 Public of 14. Nov:
1896.

Cms
14.2.98

To form a clear idea of
how the proposed change
will work I should like to
have a statement made out
showing the area, population,
amount of work, rev. & exp.
in each Sub Colls & H? Asst's
Dion. Such a statement can
be prepared in the office I
suppose, or as to rev. by ref. to
the Rev. Bd.

If H? Asst & Sub Colls were
graded personally, their designation
will have to be changed to ()
Principal, Senior & Junior Asst.

MS 28.2.98.

by the saving to officers
themselves. Frequent transfers
~~have~~ have always been a
~~heavy~~ heavy loss; under the
recent orders which make it
difficult to obtain payment
of rail-charges for horses,
they will be ruinous in the
extreme, especially as Govt. has
recently made it obligatory on
all officers to keep two horses.
On this point attention is
invited to the Proceedings of
the Board of Rev. para. 2.

Para. 3. of Mr
Mayer's letter might be said to
be open to the criticism that
Collectors are almost as much
burdened by ~~expense~~ now as
Sub Collectors and head assistants.

In instance in S. Panna since
the year 1892 the following officers
have acted as Collectors; Brodie, Power,
Dancy, Welsh, Miller, Nicholson,
Pembury. For a month or two another
change is impending. This is to
say, there has been a change
more than once a year. I believe
that all these officers were
new to the District.

To Financial for a note.
Reference to India with be necessary
and the Sd. may be consulted.
MS 3.2.98.

APPENDIX.

STATEMENT showing the area, population and the approximate amount of revenue work in each Sub-Collector's and Head Assistant's Division in this Presidency.

Sub Collector's Division.

Revenue work.													
Districts.	Populations.	Original cases.		Appeal cases.		Other papers.		Total.					
		Number received.	Number disposed of.	Number received.	Number disposed of.	Number received.	Number disposed of.	Number received.	Number disposed of.				
1	3	4	5	6	7	8	9	10	11				
1. Ananapur	599,147	.. 3	.. 51	.. 38	.. 38	6,367.	8,220	9,359	9,309				
2. Arcot, North	823,045	.. 58	.. 57	.. 142	.. 155	9,912	10,069	10,112	10,291				
3. Arcot, South	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..				
4. Bellary	619,099	489	276	108	100	7,697	7,754	8,224	8,130				
5. Canara, South	827,892	57	58	19	15	9,839	9,943	9,935	9,917				
6. Chingleput	502,546	55	55	40	36	8,668	8,604	8,713	8,646				
7. Coimbatore	657,398	48	45	69	11	8,628	8,580	8,735	8,633				
8. Cuddapah	658,650	39	41	47	35	8,108	7,949	8,235	8,036				
9. Giddapah	710,131	431	454	45	83	10,056	10,267	10,142	10,361				
10. Godavari	867,773	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..				
11. Krishna	810,503	616	113	25	20	11,077	11,093	11,553	11,515				
12. Kurnool	1,343	.. ..	.. ..	.. ..	.. ..	7,632	7,692	7,650	7,650				
13. Madras	3,773	.. ..	.. ..	.. ..	.. ..	7,083	7,204	7,703	7,838				
14. Malabar	297	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..				
15. Nellore	486,338	46	423	13	57	11,065	11,073	11,174	11,199				
16. Nilgiris	749,866	98	89	46	43	11,794	11,782	12,699	12,717				
17. Salem	629,748	.. ..	.. ..	.. ..	.. ..	6,597	6,510	6,731	6,689				
18. Tanjore	783,239	.. ..	.. ..	.. ..	.. ..	5,041	5,108	5,109	5,175				
19. Tinnevely	1,855	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..				
20. Trichinopoly	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..				
21. Visagapatnam	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..				

Handwritten notes and signatures.

Statement showing the area, population and the approximate amount of revenue work in each Sub-Collector's and Head Assistant's Division, &c.—cont.

Districts.	Head Assistant's Division.											Remarks.
	Revenue work.											
	Area.	Population.	Original cases.		Appeal cases.		Other papers.		Total.		Number disposed of.	
			Number received.	Number disposed of.	Number received.	Number disposed of.	Number received.	Number disposed of.	Number received.	Number disposed of.		
	12	13	14	15	16	17	18	19	20	21	22	
	Sq. Mls.											
1. Anantapur ..	2,178	296,066	58	56	81	82	7,926	7,889	8,065	8,097		
2. Arcot, North ..	2,599	765,646	1,051	1,235	23	24	11,515	11,577	12,689	12,836		
3. Arcot, South ..	974	499,753	10	10	101	97	8,014	8,042	8,123	8,142		
4. Bellary ..	2,501	373,089	62	65	7	7	8,959	8,995	9,029	9,067		
5. Canara, South ..	1,299	373,985	5	6	98	96	3,892	3,873	3,995	3,974		
6. Chingleput ..	2,034	597,115	31	31	18	18	7,832	7,835	7,881	7,884		
7. Coimbatore ..	1,309	495,485	49	49	17	19	4,750	4,697	4,816	4,765		
8. Cuddapah ..	3,009	240,825	232	251	..	91	8,336	8,273	8,670	8,616		Special Assistant Agent, Do.
9. Ganjam ..	1,710	504,655	14	15	..	..	5,636	5,662	5,650	5,677		
10. Godavari ..	3,097	437,394	1,448	1,894	9	8	4,418	4,354	4,431	4,368		
11. Kistna ..	2,426	248,004	11	10	2	2	11,958	12,054	12,383	12,608		
12. Kurnool ..	2,039	1,066,159	425	549	..	..	8,612	8,633	8,612	8,633		
13. Madras ..	3,784	821,423	3	4	..	..	5,865	5,859	5,868	5,868		Special Assistant Collector, Malabar.
14. Malabar ..	1,774	871,843	926	466	40	24	6,408	6,463	7,434	7,666		
15. Nellore ..	2,200	322,300	26	43	11	14	5,338	5,418	5,425	5,475		
16. Nigiris ..	280	25,897	26	43	11	14	6,113	6,129	6,092	6,095		
17. Salem ..	1,449	336,939	26	40	15	21	9,129	9,122	9,203	9,206		
18. Tanjore ..	1,533	436,255	100	127	31	32	5,813	5,938	6,104	6,155		
19. Tinnevely ..	1,662	512,974	55	55	39	40	9,129	9,122	9,233	9,217		
20. Trichinopoly ..	4,447	536,319	68	64	..	..	2,336	2,357	2,404	2,421		Senior Asst. Collr.
	7,833	496,840	97	7	..	..	1,365	1,365	1,365	1,366		Spl. Asst. Collr.
21. Vimgapattam ..	2,478	656,164	97	54	..	..	5,281	5,281	5,378	5,322		Head Asst. Collr.

Note.—1. The figures shown under "Original cases" and "Appeal cases" against the undermentioned Sub-Collector and Head Assistant are based on the statistics given in the Revenue Business statements for 7 at 8 quarters only; while those appearing against the Sub-Collector of Chingleput are based on the statistics of 5 quarters only.

2. The above statement exhibits for purposes of comparison the statistics of area, population, and revenue work for the former Head Assistant's Divisions in Godavari, Trichinopoly and Tinnevely though they are now in charge of Deputy Collectors.

3. The revenue work of the Sub-Collector of Chingleput is compared with the "number received" by him for the year ending at the end of December 1907 and the number pending on 1st January 1908.

4. The revenue work of the Sub-Collector of Chingleput is compared with the "number received" by him for the year ending at the end of December 1907 and the number pending on 1st January 1908.

Public Dept.

Memorandum No. 610

7-3-98

Rem: Lmt
3/7/98

W 4
7/3/98

The Board of Revenue is requested to furnish Govt. at an early date with a statement ^{in form of approximately} showing the area, population and the amount of work, revenue and criminal (this amount being based on the average of the figures for the ^{last} three years ~~minimum~~), in each Sub-Collector's and Head Assistant's Division in this Presy.

Board of Rev (L.R)

Cms
3.3.98

At 5.3.98.

Note for the C.S.

It is submitted that it will be ~~more~~ safer and ~~more~~ more expeditious to let the Board prepare this statement. There may be changes in Divisions which might slip the office but which the Board ^{would} ~~must~~ be ~~would~~ aware and it seems desirable that the preparation of the statement should be in the hands of one person.

Cms

Code
Class.INDIAN TELEGRAPHS. Monthly
Number.

To

Telephones

From

Mussaff

Words.

Mins.

Hrs.

Mins.

Mins.

Information.

To

(Person)

Chief Secretary

From

(Person)

Secretary

Board of Revenue
Land Revenue

Om Public No 610 of 7. instant Divisional
Charge Statement in Board's Proceedings
321 dated 26 Sept 97 shows area & population
of each Division statistics of revenue work
can be gathered from quarterly revenue
business statement submitted to the
Board. But details of criminal work
cannot be obtained here though the
quarterly magisterial statement submitted
to the High Court should give them. So the Board
reference to Districts or to
information available
Public No 610 of 7. instant
Please reply on information
available

Ct.

17/50

10/3/98

At

Hrs.

Mins. by

At

Hrs.

Mins. by

Telegraph Master.

Ch.

What has become
of the ref. to the B.T.
about grading of Sub. M.
& Head Assts. on
Mr. Meyer's scheme.

Mar. 5. 98

Ref. to the Co.

Ref. to the Co.
No reply has been
received as yet.

Ref. to the Co.

Head has not replied

Ref.

The ref. went on the 8th

March. May a reminder

Mar. 5. 98

and

sent

2/5/98

3/5/98

Ref? to the Wres clerk, office B 5.5.98.

Public Ctr. 1506/98.

The Board of Rev: (L R) says that on 10.3.98 it sent a telephonic message with reference to Public Memo No. 610 & 7.3.98, pointing out that two axa & population of each division was given in the statement of Division Charges with P.L. 221 & 22.9.98.

A The CA does not remember seeing it nor have I come across it in Ref. The CA wants a copy of the message sent as well as enquiries made re: the missing message.

B With the copy of the message please send a copy of the P.L. also refd. above.

Intd. DR.
5.5.98

A incidently the message never to the office

Ref. Give B please

B Put up.

Intd. Cb.
7/5

Intd. Cb.
7/6

Put up

Intd. DRV
7/5

Pto

Telephone with copy
Board's Pass: for
Public Paper, only

blw
7/5-

Note for the CA

Please see the telephone message
at H. The message apparently
seems to have been got now
from the file kept by the
telephone clerk. Mr. W. Bradford
the telephone clerk up the
steps has his address for message
think that the message
must have been sent. But
this can be verified from the
book kept by the
and in which all the messages
sent from the office are
entered. Mr. W. Bradford was
the telephone clerk at that time.

15/9/98

The message bears the telephone
no. and date of
date and apparently was
sent

Cms

7.5.98

It should have been verified
by the Head Clerk, Madras, before
he sent up the paper.

Cms

[Notes connected with G.O., No. 1565, Public, dated 22nd August 1898.]

Subject.—Grading of Sub and Head Assistant Collectors.

PUBLIC DEPARTMENT.

C. No. 1983.

FOR ORDERS.

Mr. Meyer's letter, dated 5th November 1897, No. 33, deals with two subjects—a proposal to grade Sub and Head Assistant Collectors, and the revision of the programme for the examination of Assistants.

The latter subject has been referred to the Board of Revenue for more definite proposals. The former is now submitted for orders.

G.O., No. 1673, Public, dated 15th December 1897.

The papers have been delayed pending the receipt of a statement showing the relative heaviness of Sub-Collectors' and Head Assistants' divisions which has now been obtained (vide note by the Hon'ble Mr. Arundel, dated 28th February 1898).

Mr. Meyer's proposal is based upon the criticism which has been expressed that "Civilian Divisional officers are often lacking . . . in local knowledge of their divisions." Mr. Meyer instances the changes in the Head Assistant's office in Nellore in the year during which he was acting as Collector there. It may be remarked in passing, and as throwing some light on the effect of the grading proposals as compared with the present arrangements, that Mr. Meyer's instance does not go far to support his proposal. He acted as Collector of Nellore on and off between 19th May 1896 and 6th April 1897. It is not clear who was Head Assistant at Nellore in May 1896. No Covenanted officer appears to have been at Gudur. On July 1st, Mr. Thompson took charge and he remained till November 2nd, when he was relieved by Mr. Harris who, it is understood, had, on account of his health, obtained a transfer from Ganjam. Moreover it appears that Mr. Harris went to Gudur because Mr. Thompson was the Junior Acting Head Assistant Collector, the latter officer reverting to Assistant. This change would thus have taken place equally under the grading system. Mr. Harris only remained till February 1897, when he went to Jeypore, for which he was no doubt specially selected. This second move therefore would not have been avoided if the grading system were in force. He was succeeded by Mr. Venugopal

Chetti, who remained till May, when he went to Vellore in the vacancy caused by Mr. Vaughan's transfer to Madanapalle. Mr. Vaughan's transfer was, it is understood, made at his own request on special grounds. Even if the grading system had been in force, an officer would have had to be transferred from some other district to Vellore, there being no one available in the North Arcot district, so that none of these transfers can fairly be attributed to the system which Mr. Meyer criticises.

The benefits of the grading system are set forth by Mr. Meyer in his letter. The Board accepts Mr. Meyer's views and considers that in the interests both of efficiency and of the personal convenience of the officers themselves, the proposal should be carried into effect at once. It remarks that the rules as to the liability of the State for charges incurred by an officer on transfer make transfers expensive, and it adds that the number of travelling allowance claims will be reduced, with a corresponding reduction of routine work in head-quarter offices. The question of grading the junior member of the Civil Service was thoroughly discussed in 1896. The various moves that had been made towards this arrangement was set forth in the notes printed in G.O., No. 1218, Public, dated 14th November 1896, to which attention is invited. The main evil of the grading system, that it tends to "seniority promotion, and consequent lack of interest in work, perfunctory performance of it and disproportion of emoluments to charges" are referred to in these notes (page 20). Eventually it was decided that the grading system was surrounded by so many difficulties that the idea should be dropped. It was pointed out, however, that the power of restricting the number of changes in a division rests to a great extent with His Excellency the Governor.

Turning to the grounds in which the Board support Mr. Meyer's proposal, the advantage of increased local knowledge is to some extent discounted by the disadvantages referred to above. Moreover, as has been mentioned, the grading system is not essential to a lengthened stay in a division. The other argument that it will be welcome to officers themselves, is, it is submitted, open to question. If the reason for desiring to avoid transfers is that the cost of moving falls practically entirely on the officer himself, the remedy would appear to be that more liberal travelling allowances should be given on

(Intld.) A.T.A.

(Intld.) A.T.A.

transfers. Collectors, equally with junior officers, are affected, but the relief which the Board proposes does not touch them. On the other hand both Mr. Meyer and the Board have overlooked the fact that the graded system in other provinces exists along with district arrangements which are quite different to those in this Presidency. In other provinces the whole of the Civilian staff is, with rare exceptions, located at the district head-quarters. The Assistant therefore (whatever his title) will always have the society of at least a few of his fellow men, and a change of scene occasionally is not under those circumstances usually so urgently needed as in the isolated stations of Head Assistants in this Presidency. Whether by accident or design the proportion of desirable stations for Sub-Collectors is far higher than for Head Assistants. Usually therefore the officer now welcomes his transfer on promotion even though it costs him money. In most cases he is gaining the reward by his transfer to a better climate or a bigger station, for the time which he has spent as Head Assistant in solitude or in the heat. This argument is of a purely personal nature, and cannot weigh against the interests of efficiency, but as Mr. Meyer and the Board have advanced the convenience and wishes of the officers concerned as ground for introducing the grading system, this view is respectfully submitted for consideration.

The comparative statement submitted by the Board of the work in the various divisions shows that, as far as Revenue work is concerned, Sub-Collectorate are not heavier than an Head Assistantship's. No details of magisterial work are available. Taken all round there is perhaps no reason to differ from Mr. Meyer's assumption that no great difference exists in the work of the two classes of officers, but this point is merely incidental, and does not supply an argument in favour of grading.

Orders are requested.

(Intld.) A.K.
5-7-98.

Please see annexed note.

(Intld.) G.S.
9-7-98.

NOTE.

The first premise of Mr. Meyer's argument assumes that at present many transfers which are undesirable and avoidable

are made. Of this he gives no proof except what is derived from his own experience, but the note demolishes his argument on this point and shows that the transfers he instances would have occurred under his own system. In another place, however, he says that what he seeks is to avoid the obligation which now exists to transfer an officer on promotion. This is a much smaller matter and a little consideration will show that it is smaller in reality than it seems on first sight.

2. The remedy he proposes is to grade the junior ranks of the service. He explains that this grading is to be personal. But the Secretary of State under great pressure from India on a former occasion would only sanction grading on the principle that it was intended to establish gradations of *offices* not persons. Personal grading means promotion by pure seniority and consequent lack of interest in work. In combination with acting allowances it produces the maximum of worry to officers. I speak from experience on this point, for nearly two years in Cuddapah I never knew from month to month what pay I was to receive. It involves much disproportion between emoluments and charges. Mr. Meyer is by no means correct in saying that there is not a general shuffle in other provinces as well as this.

3. He hopes to eliminate by personal grading one change when a promotion takes place. He thinks it will be possible to keep a senior man in districts where there are no Sub-Collectors like Kurnool, Bellary, &c., to step into the Collectorate when the latter falls vacant, and he concludes from this that there will be a saving in travelling allowance and in allowances on privilege leave arrangements. It is admitted in effect that the grading which he proposes possesses no inherent virtue in the way of preventing transfers. But all this takes no account of the individuality of officers. One man likes Malabar and another hates it. Another wants Chingleput, Salem or Tanjore. They say if one wishes for a golden gown they will get the sleeve at least, and I have no doubt that officers' wishes will in spite of everything produce an amount of change which will go far to nullify Mr. Meyer's anticipations. His reasoning implies that each must on return from furlough or privilege leave, go back to the same place he left. This will give rise to much discontent. Many changes will be necessitated by considerations of health and constitution or an officer may

(Intld.) A.T.A.

get into some scrape or relationship which may necessitate his removal. All these forces are now operating to produce change and will continue as strong as ever under Mr. Meyer's scheme, and I venture to predict that under it change will be just as great as it is now.

4. That the frequent transfers of officers are an evil will be readily admitted. I have given above some causes which lead to transfers, but it may be well to set out some of the principal causes of transfers and what it is necessary to do to minimize them.

5. The principal causes seem to be—

- (1) Privilege leave requirements;
- (2) Furlough leave requirements;
- (3) The request of officers concerned; and
- (4) The exigencies of the service.

As to the first and second, I think that men should be made to time their movements both as to taking leave and as to returning from it, much more with reference to the needs of the work than with regard to any personal wishes in the matter or with regard to the sailing of steamers, &c., and that leave *should be refused* without hesitation when its grant will involve complicated reversions and transfers. We have now a rush of men away in the hot weather and a return in the cold. But I would point out that this need be allowed only within limits.

6. In regard to privilege leave, vacancies should be filled up within the district itself and without regard to the seniority claims of officers in other districts, and the same rule should, as far as possible, be applied to furloughs.

7. As to the third, I think that though Government should make itself acquainted with and do everything in its power to put men into those places which they wish for, it should be distinctly understood that men's wishes can only be taken into account when a fitting opportunity occurs. For example, a vacancy occurs in Hosur Sub-Collectorate and Mr. A, who is in Chicacole and is a Telugu man, wants it, while Mr. B, who is coming out from furlough and is a Tamil man, has probably expressed no desire in the matter. Mr. B should be sent to Hosur notwithstanding Mr. A's wish, though I have known the contrary done.

8. As to the fourth, of course nothing need be said. It applies as much to a graded service as to one like an existing service.

I quite agree with this. It is a principle that privilege leave should be given only when the services of the officer can be spared, and it ought, I think, to be consistently acted upon.

(Intld.) A.T.A.

Yes.

(Intld.) A.E.H.

(Intld.) A.T.A.

(„) A.E.H.

This goes too far.

(Intld.) A.T.A.

9. In conclusion, I think that Mr. Meyer's proposal should be negatived. The grading of the service has been a question which has long been under consideration and has been considerably discussed. It is a change which India desires specially to introduce, mainly with a view to reduction of the emoluments of the service. We may however be perfectly certain that if we once open this question, it will not be closed until the emoluments of the junior portion of the service have been very considerably reduced—a matter which I think much to be deprecated and to be strenuously resisted in the best interests of the administration.

No case for change is really made out or for any movement in this matter.

The tabular statement that has been made out shows that the appointments of Sub-Collector and of Head Assistant cannot be differentiated by the amount of work done.

After considering Mr. Meyer's proposal for some time, I agree with the Chief Secretary that it should be negatived.

I recognize that it would be an advantage if Government had the power of making a Head Assistant into an Acting Sub-Collector without changing his station, but the power would not, as pointed out in the note, prevent all transfers though it might occasionally obviate one or two.

The result would practically be almost invariably promotion to the Sub-Collector's grade by seniority, but that is usually the case now. But the notes at Y² show that if India is addressed on this subject at all the whole controversy re grading the entire service is likely to be revised. This Government was strongly opposed to India on this matter in 1885-86 and I entirely agree with the views then adopted, and should regret to see the subject taken up again.

(Intld.) G.S.
9-7-98.

(Intld.) A.T.A.
1-8-98.

I agree with the Hon'ble Mr. Arundel.

(Intld.) H.W.B.
4-8-98.

I am cordially in accord with Honourable Members.

(Intld.) A.E.H.
14-8-98.

[G.]

500-27-4-38.

C 11.7.98 C.4.8. C.15.98
Rt 3.8.98 R 5.8. 217.8.22

Public

C. No. 1983

SUBJECT.

Grading of Sub and Head Assistant Collectors.

3. HIS EXCELLENCY THE GOVERNOR.

2. THE HON'BLE SIR HENRY BLISS, K.C.I.E.

1. THE HON'BLE MR. GROSE, C.I.E.

FOR ORDERS.

*Truly this is almost entirely
arbitrary question & should
be dealt with by the Hon. Mr.
Arundel first.*

As
11/7/98

Go. 1673
15/14/98

Mr. Meyer's letter dated 5th November 1897, No. 53, deals with subjects, a proposal to grade Sub-Head Assistant Collectors, and the vision of the programme for the examination of Assistants.

The latter subject has been referred to the Board of Rev. for more definite proposals. The former is now submitted for orders. The papers have been delayed pending the receipt of a statement showing the relative heaviness of Sub-Collectors and Head Assistants' divisions which has now been obtained (vide note by the Hon. Mr. Arundel, dated 28th Feb. 1898).

Mr. Meyer's proposal is based upon the criticism which has been expressed that "Civilian Divisional officers are often lacking. . . . in local knowledge of their divisions" Mr. Meyer instances the change

stant's office in Nellore in
during which he was acting as
for there. It may be remarked on
ing, and as throwing some light on
effect of the grading proposals as
pared with the present arrangements,
t Mr. Meyer's instance does not go
to support his proposal. He acted
Collector of Nellore on and off bet-
een 19th May 1896 and 6th April 1897.
It is not clear who was Head Assistant
t Nellore in May 1896. No covenanted
officer appears to have been at Gudur.
In July 1st, Mr. Thompson took charge and
he remained till November 2nd when he
was relieved by Mr. Harris who, it is
understood, had on account of his health
obtained a transfer from Ganjam. More-
over it appears that Mr. Harris went to
Gudur because Mr. Thompson was the Junior
Ag. Head Assistant Collector, the latter
officer reverting to Assistant. This
change would thus have taken place
equally under the grading system. Mr.
Harris only remained till February, 1897
when he went to Jaypore, for which he
was no doubt specially selected. & This
second move therefore would not have
been avoided if the grading system were
in force. He was succeeded by ^{Venugopal} Mr. Chetti,
who remained till May, when he went to
Vellore in the vacancy caused by Mr.
Vaughan's transfer to Madnapalle. Mr.
Vaughan's transfer was, it is understood,
at his own request on special grounds.

system had been in

force an officer would have had
transferred from some other disti-
to Vellore, there being no one av-
able in the ^{N. Amet} district, so that none
these transfers can fairly be attri-
ed to the system which Mr. Meyer cri-
cises.

The benefits of the grading
system are set forth by Mr. Meyer in
his letter. The Board accepts Mr. Meyer's
views and considers that in the inter-
ests ^{both} ~~main~~ of efficiency, and of the
personal convenience of the officers
themselves the proposal should be
carried into effect at once. It re-
marks that the rules as to the liabi-
lity of the state for charges incurred
by an officer on transfer make transfe-
expensive and it adds that the number
of travelling allowance claims all-
will be reduced, with a corresponding
reduction of routine work in ^{H. Quaker} ~~collection~~
offices. The question of grading the
Junior member of the Civil Service was
discussed in 1896. The various moves
that had been made towards this arrange-
ment was set forth in the ⁱⁿ ~~the~~ printed G.O.
No. 1218, Public, dated 14th November
1896 to which attention is invited. The
main evil of the grading system, that
it tends to seniority promotion, and
consequent lack of interest in work,
perfunctory performance of it and dis-
proportion of emoluments to charges
are referred to in these ^{Chari} ~~the~~
ly it was decided ^{with Mr. Mankar}

so surrounded by many difficulties
the idea should be dropped. It was
d^{out} however that the power of
fixing the number of changes in a
station rests to a great extent with
Excellency the Governor.

Turning to the grounds in which
Board support Mr. Meyer's proposal,
advantage of increased local know-
ledge is to some extent discounted by
disadvantages referred to above.
recovery as has been mentioned the grading
system is not essential to a lengthened
stay in a division. The other argument
that it will be welcome to officers
themselves, is it is submitted, open to
question. If the reason for desiring to
avoid transfers is that the cost of moving
falls practically entirely on the officers,
himself the remedy would appear to be
that more liberal travelling allowances
should be given on transfers. Collectors,
equally ^{with} junior officers, are
affected, but the relief which the Board
proposes does not touch them. On the other
hand both Mr. Meyer and the Board have
overlooked the fact that the graded system
in other provinces exists along with ~~the~~
District ~~that~~ arrangements which are quite dif-
ferent to those in this Presidency. In other
provinces the whole of the civilian staff
is, with rare exceptions, located at the
District head quarters. The Assistant
therefore (whatever his title) will always
be the society of at least a few of his
a change of scene occasionally

stations of Head Assistants in the
Presidency. Whether by accident or
design the proportion of desirable
stations for Sub Collectors is far
higher than for Head Assistants. I
^{smaller} ~~notice~~ therefore the officer no
welcomes his transfer on promotion
though it costs him money. In most
cases he is gaining the reward ^{by} a
transfer to a better station, ^{for} the time which he
has spent as Head Assistant in soli-
tude ~~en~~ or in the ^{heat} ~~beats~~. This argument
is of a purely personal nature, and
cannot weigh against the interests of
^{efficiency} ~~efficiency~~, but as Mr. Meyer and the
Board have advanced the convenience &
wishes of the officers concerned as a
^{ground} ~~argument~~ for introducing the grading
system, this view is respectfully sub-
mitted for consideration.

The comparative statement sub-
mitted by the Board of the work in the
various divisions shows that as far as
revenue work is concerned, Sub Collec-
torate are not ~~however~~ heavier than an
Head Assistantships. No details of
Magisterial work are ~~now~~ available
Taken all round there is perhaps no
reason to differ from Mr. Meyer's as-
sumption that no great difference
exists in the work of the two classes
of officers, but this point is merely
incidental, and does not ~~show~~ ^{show}

Cur 1983

MA

Please be answered note.

NOTE

The first premises of Mr. Meyer's argument assumes that at present many transfers which are undesirable and avoidable are made. Of this he gives no proof except what is derived from his own experience, but the note demolishes his argument on this point and shows that the transfers he instances would have occurred under his own system. In another place however he says that what he seeks is to avoid the obligation which now exists to transfer an officer on promotion. This is a much smaller matter and a little consideration will show that it is smaller in reality than it seems on first sight. The remedy he proposes is to grade the junior ranks of the service. He explains that this grading is to be personal. But the Secy. of State under great pressure from India on a former occasion would only sanction grading on the principle that it was intended to establish gradations of offices not persons. Personal grading means promotion by pure seniority and consequent lack of interest in work. In combination with acting allowances it produces the maximum of ~~loss~~

Worry to officers. I speak from experience.

apah I never knew from month to month
pay I was to receive. It involves
a disproportion between emoluments and
charges. Mr. Meyer is by no means cor-
rect in saying that there is not a
general shuffle in other provinces
as well as this.

He hopes to eliminate by
personal grading one change when a pro-
motion takes place. He thinks it will
be possible to keep a senior man in
districts where there are no Sub-Col-
lectors like Kurnool, Bellary etc.
to step into the Collectorate when
the latter falls vacant. and he con-
cludes from this that there will be
a saving in travelling allowance and
in allowances on privilege leave arrange-
ments.

It is admitted in effect
that the grading which he proposes
possesses no inherent virtue in the
way of preventing transfers. But all
this takes no account of the individuality
of officers. One man likes Malabar
and another hates it. Another wants
Chingleput, Salem or Tanjore. They say
if one wishes for a golden gown they
will get sleeves at least, and I have no
doubt that ^{the} ~~this~~ wish will produce in
spite of everything an amount of
change which will go far to nullify
Mr. Meyer's anticipations. His reasoning
implies that each must on return from
furlough or privilege leave go back
to the place he left. This will
tend to Many

I quite agree with this.
It is a principle that
leave should be given
only when the services of
the officer can be spared,
and it ought I think to
be consistently acted upon.

Feb.

Yrs. A. L. H.

of health and constitution or an
accident may get into some ~~proper~~ ^{unhappy} rela-
ship which may necessitate his removal.
All these forces are now operating to
produce change and will continue as
strong as ever under Mr. Meyer's scheme
and I venture to predict that under it
change will be just as great as it is
now.

4. That the frequent transfers
of officers are an evil will be readi-
ly admitted. I have given above some
causes which lead to transfers but it
may be well to set out some of the
principal causes of transfers and what
it is necessary to do to minimize them.

5. The principal causes seem
to be

- (1) Privilege leave requirements
- (2) Furlough
- (3) The request of officers concern-
ed, and
- (4) The exigencies of the service.

As to the first and second I think
that men should be made to time their
movements both as to taking leave and
as to returning from it, much more
with reference to the needs of the
work than with regard to any personal
wishes in the matter or with regard to
the sailing of steamers etc. and that
leave should be refused without hesi-
tation when its grant will involve
complicated reversions and transfers.

We have now a rush of men away in the

as usual with Mr. Meyer

apah I
pay I weather and a return in the cold.
ch dispr I would point out that this need
only
arges. allowed/within limits.

act in. In regard to privilege
general have, vacancies should be filled up
as well within the district itself and without
3. regard to the seniority claims of offi-
persons in other districts and the same
motion rule should as far as possible be applied
be po to furloughs.

distri 7. As to the third I think that
lect, though Govt. should make itself acquaint-
to stud with and do everything in its power
the to put men into those places which they
clud wish for, it should be distinctly under-
a s stood that men's wishes can only be
in a taken into account when a fitting
men opportunity occurs. For example a vacancy
th occurs in Fosur Sub-Collectorate and Mr.
po A who is in Chicacole and is a Telugu
wa man wants it, while Mr. B who is coming
tl out from furlough and is a Tamil man
o has probably expressed no desire in
a the matter. Mr. B should be sent to
or Fosur notwithstanding Mr. A's wish
i though I have known the contrary done.

8. As to the fourth of course
nothing need be said. It applies as much
to a graded service as to one like an
existing service.

9. In conclusion I think that
Mr. Meyer's proposal should be negatived.
The grading of the service has been a
question which has long been under con-
siderably

MA.
9.54

This goes too far MA.

The tabular statement that
had been made out shows
that the appts. of Sub Colls & of
SP. 1st. cannot be differentiated
by the amount of work
done.

After considering Mr. Meyer's
proposal for some time I agree
with the C.S. that it should be
negatived.

Recognizing that it wd be an
advantage if Govt. had the
power of making a Head Asst.
into an Ag. Sub Coll. without
changing his station, but leave out for any reason
the power would not as pointed in this matter.

out in the note, prevent ^{all} transfers.
though it might occasionally obviate one or two.
But the notes at Y3 show that

if India is app addressed on this
subject at all the whole
controversy of re grading the
service is likely to be
revived. This Govt. was strongly
opposed to India on this matter

1885-6
i. 1896 & I entirely agree

with the views then adopted, I agree with the Hon Mr. Arundel
and should regret to see
the subject taken up again.

MA

discussed. It is a change which India
desires specially to introduce, mainly
with a view to reduction of the emolu-
ments of the service. We may however
be perfectly certain that if we
once open this question, it will not
be closed until the emoluments of the
junior portion of the service have
been very considerably reduced, a
matter which I think much to be depre-
cated and to be strenuously resisted
in the best interests of the adminis-
tration.

9/7/98

No case for change is really
made out for any reason.

9/7/98

The result would practically
be almost invariable promotion to
higher grade by seniority, but that is
usually the case now.

4/8/98

Papers to be read in proceedings :—

Again G.O., dated 189 , No. *Printed*
Again G.O., dated ~~189~~ 15/12/ 1897 , No. 1673 (b)
Current No. 1536 of 1898, dated 3/5, from *the Board of Revenue* (g)
" " 1624 " 1898, " 7/5, " (u)
" " 1583 " 1898, " 26/5, " (v)

Public note

ORDER. No 1065, of 22nd August 1898.

Encl. P.S.

In paragraph 3 of the G.O.
read above the Govt.
stated that the proposals
of the Board of Revenue
regarding the grading of
Sub and Head Accounts
Collection should be separately
dealt with. At the same time
Council having considered
the matter is of opinion that
the change in the existing
arrangement is either necessary
or desirable. The main
argument put forward
in favour of the grading
system is that it would
considerably reduce transfers.
The notices addressed by
the Secy in para 3 of
his letter printed in
the G.O. read as follows

NOTE FOR THE CHIEF SECRETARY.

Do you not think that
the order for a quantity which
has been raised so often will
probably be raised again? (it is)
provided with ^{little} extra on yellow paper
to keep the printed file running

Yes. I think it
would perhaps
be well

Mr.
pl

read
20/8/98

Note for the U.S.

As no ~~advisance~~ ^{advice} has
been wanted in this draft, I beg
to submit for Lord's approval
that the y.o. may be commd to
the following officers and the Hpts
to whom the previous y.o. (flag A)
was sent: —

President, Bd of Revenue

- ✓ Dtd of Revenue (d. R.)
- ✓ Revenue Hpts
- ✓ Acct. genl. St.
- All Collectors.

Let it be the
person C. V.

To the Board of Revenue (Land Revenue)
" Revenue Hpts
" Acct. general
All Collectors.

despd
2-9-98

~~This is a~~ ~~for it~~
appears in connection
with all ~~one~~ of the
transfer with ~~it~~ he
refers, ~~and~~ ~~it~~ ~~has~~
taken place ~~and~~ the
padding system ~~was~~
~~recommended~~. The
Sd. is ~~is~~ convinced that
the acceptance of the
proposed ~~method~~ ~~based~~
being ~~more~~ ~~in~~
the efficiency of the service,
while the objection of
the transfer, in the
form of the ~~partial~~
convenience of ~~offices~~, to
which the Board alludes,
can be met by ~~transferring~~
~~the~~ ~~the~~ ~~the~~
falling short ~~of~~
because by ~~provision~~
in the same district,
when there is an
office available.

(from order)

Mr.
18/8/98

AD

I of notes on yellow paper I
suppose ^{that} only the notes flagged B
are to be printed and then
that it is unnecessary to print
those flagged C. A proof
~~of these notes~~ will be submitted
to L.S. for approval.

199
20/8/18

AK
21/8/18

H.S. Madras.

Please see note supra and
send up proof of notes on yellow
paper for L.S.'s approval. The
yno. below is for issue.

199
21/8/18

Memorandum of proof - with
original in L.S. Bureau and
copy in your file 3/10/18
Proof submitted to L.S. for approval.

199
21/8/18

For the H.S., Madras office.

Please send up ~~more~~ copies
of the notes on yellow paper

Memorandum 5
copies 4/10/18

First copy sent to Press.

Returned for signature.

Despatched in print.

RECEIVED

1556

ENCLOSURES TO C. No.

GOVERNMENT

GOVERNMENT

GOVERNMENT WITH DITTO

NOTES NOT FILED UP, BEING MEANT FOR PUBLICATION
IN ORIGINAL.

A.P. -

- A = Print in book
- B = Not to be printed
- P = Print a separate copy
- Q = Print in gallery only

NUMBER OF COPIES
REQUIRED. { Order complete. 220.
Letter only.
Order complete with Letter.

For Public Reference