Scott. II-29—27,004—25-11-25.

1884
Public (~~192~~) Department.

Misc SERIES.

G.O. No. 1331-32
Confidential
DATED 18-6-1884

[Despatch Abstract.]

Civil Service.

BACK PAPERS.

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

FURTHER PAPERS.

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

Public Department.

No. 1530.

[Confidential.]

No.

From

A. MACKENZIE, Esq.,
Secretary to the

To

The Secretary t.

Home Department.
~~Education~~,
Public.

ment of India. Home Dept
ed 30 April 1884. No. 19
7204
ods of improving the working
g Rules for the admission
ndia to the Statutory Service.

Sir,

The Governor General in
the working of the Statutory Rules of
India to offices ordinarily held by m
Service of India. Evidence has been ac
of India that the plan of nomination is
in securing sufficient guarantees of a
under those Rules. Although in most instances the nominations actually made have been fairly satisfactory, there is, it is generally felt, no antecedent guarantee of the fitness of the persons selected. The Government of India are disposed to think that, without altering the Statutory Rules themselves, it may be possible to secure an ampler guarantee for educational fitness in the nominees, and perhaps to provide for them some special training before final appointment.

FOR ORDERS. Annexe
How it may be in Natte

2. Various modes of effecting these objects have been proposed for adoption, to some of which I am to invite the attention of H. E. the Governor G.

3. It has been suggested, for instance, that Local Governments, instead of being called upon, as they now are, to nominate three candidates, from among whom the Government of India chooses one for appointment on probation, should each make out from time to time a list of persons eligible in their opinion for admission to the Statutory Service; and that a competition should be held annually in each Province among the persons so selected for the number of appointments actually allotted to the Province in that year. It would, of course, be necessary to prescribe a certain minimum standard of educational attainment which all candidates, to be successful, should be required to satisfy.

4. Another proposal is, that the Local Governments and Universities should be invited to nominate either concurrently or alternately a certain number of eligible candidates to compete for each appointment. In that case, it would be necessary to stipulate that the candidates nominated by the Universities should belong to families *bonâ fide* resident in the Province for which the nominations were made.

5. A third suggestion which has been made is, that facilities should be offered to successful candidates for proceeding to England in order to complete their education by a course of study under the special arrangements for Indian students now provided at the Home Universities.

BAC2

G.O.	No.	Department.	Date.

FURTH

G.O.	No.	Department.	Date.

put forward, to the effect that arrange-
to England yearly a certain number
y sense), partly selected by the Govern-
f the Local Governments, being men of
ed by Provincial competition open to all
n in either case that the candidates
ation evidenced by examination to enable
l with advantage. Those selected would
one or other of the English Universities
de for Indian students. At the end of a
uired to compete among themselves for
r Statutory Civilians in the recruitment
appointments of this kind but attained
e promised on probation a preferential
nanted Executive, and Judicial Service
s. 200 per mensem.

. & the Govr in Council generally upon
of the existing Rules for the admission
ervice, and especially upon the sugges-

reference to the last clause* of Rule I
the Statutory Rules, to ask for an
pression of opinion on the question of
serving a certain proportion, say one-
xth or one-tenth, of the Statutory
appointments in each year for those who have done good work in the Uncovenanted Service.

I have the honour to be,

SIR,

Your most obedient Servant,

A Mackenzie

Secretary to the Government of India.

upon copies are rqd, please
telegraph how many are to be sent

Govt. C. B. Press, Simla.—No. 65 H. D.—2-5-84.—262.

2

Public DEPARTMENT.

No. 1530.

ment of India. Home Dept
d 30 April 1884. No 19
7204
ode of improving the working
g Rules for the admission
dia to the Statutory Service.

FOR ORDERS. Annexe
How it may be in North

BAC

G.O.	No.	Department.	Date.

FURTH

G.O.	No.	Department.	Date.

appointments in each year for those who
nanted Service.

Public

Cor. 1530

R/ 10th May. 1884.

Cir[d] for orders.—
Twelve spare copies of this
Resolution have been
applied for. by wire

E F W
10/5/84

CHIEF SECRETARY
10 MAY 84
GOVERNMENT OF MADRAS

Public Department.

No. 1530.

From

The Government of India. Home Dept
dated 30 April 1884. No. 19
7204

Best mode of improving the working
of the existing Rules for the admission
of natives of India to the Statutory Service.

FOR ORDERS. Minute

How it may be in North
India I know not but in
the Madras Residency
caste prejudice is so strong
that a long sea-voyage com-
bined with residence in
England means excom-
munication from which
there is (apparently) no
escape — witness the
cases of the late V. Ratnume-
lu Chetty & C. Sabapati
Iyer. Therefore to offer
our educated Natives
only the facilities sug-
gested in paragraph 5
of India's letter would
probably be useless
while obvious objections
exist to anything like a
compulsory residence
in England under pa-
ragraph 6.

It may be said that no hindrance sh.d be put in the way of abolishing caste prejudices. On the other hand adherence to time-honored customs & habits should not, it is thought, act as a disability.

I agree with His Excellency the Governor that the selection of candidates should be made without reference to any University.

The opinion of Govt is sought (paragraph 7) on the best mode of improving the working of the existing Rules. I presume from the distinction drawn in paragraph 6 of the letter between nominees 'of good family' and competitors from among 'all natives of the Province' that the Govt of India are alive to the difficulty of working the original plan[x] which was to attract to the service of Govt young men of good family & social position

paragraph 4 of India's letter

[x] Resolution of the Govt of India 24 Dec 1879 No 59-2324-29 Paragraph 3 (G.O. 30 April 1880 No 626 Public page 7.)

possessed of fair abilities & education to whom the offices open to them in the inferior ranks, or Uncovenanted service, have not proved a sufficient inducement to come forward for employment. Such candidates were to be appointed as a rule while the nomination of persons who had already proved their merit & ability was to be the exception.

Experience here indicates I venture to think that Madras might have been better served if we had been permitted to work the exception rather than the rule. The Govt would have had a much larger field for selection if permitted to pick & choose persons 'either in the Govt service or in the practice of a profession' albeit over 25 years of age.

Either then do away with the distinction altogether and let each local Administration select the best men they can find, or

adopt some arrangement of the kind indicated in Mr Mackenzie's third paragraph which might be worked in this way. Call for candidates (1) of the 'good family' grade under 25 and (2) of the 'proved ability' class over 25. All must be graduates of some university. Each candidate must prove clearly his right to be classed under either (1) or (2) & his claim to be considered a 'Native of India' of the Presidency concerned. Let the (1) candidates compete with each other, & the (2) candidates the same, according to a scheme to be laid down by the Govt of India & let the best (1) candidate be appointed one year & the best (2) candidate the next. Examinations to be annual. marks obtained at one not to count for a second.

Special training after selection & before probationary appointment might include attendance at the High Court & at Law Classes as well as at the Agricultural College.

Some such scheme would render unnecessary

Native Civil Service

FOR ORDERS.

Mr. suggestions contained in paragraphs 8 of Mr. Ilbert's letter of 17/5/84

modification of rules for the admission of Natives into the C.S.

If Hadow way should so modify the rules that they should only admit of public servants of proved ability and integrity in the uncovenanted ranks being promoted from time to time to the covenanted service. As this would be the reward of proved merit it would provoke no jealousy and it would secure the Govt: against the bad bargains which the Statutory back door as at present hung cannot but admit occasionally.

I am firmly convinced that neither an University degree nor the successful competition of youths in an Examination are reliable guarantees for a man's fitness for employment in the highest grades of the service. A young man may score high in mathematics, logic

logic & Sanscrit and
get prove wholly unfit
for an administrative
change. The object in
view is by degrees to admit
the natives to a more respon-
sible share of the adminis-
tration than they have
hitherto enjoyed not only
in view to satisfy a natural
& laudable ambition on
their part but also in the
belief that the administration
itself will benefit by the
intimate knowledge of the
requirements of their country
men which they may be
supposed to possess in a
higher degree than foreigners.

But we shall not come
nearer to this end if by in-
judicious measures the
efficiency of the Civil service
is deteriorated, and
deteriorated it will be
if we admit any but men
who by conduct & capacity
have proved themselves fit
for the more responsible
position.

The objections to the present
system which obliges
us to promote to the Civil
Service young & untried
men

who are debarred by caste consid-
-deration from visiting England

men are that it naturally
excites the jealousy of those
who have won their position
by hard competition and
titles of the able & hard working
men in the uncovenanted
ranks many of whom feel
that they have more adminis-
-trative capacity in their little
finger than the boy graduate
who is put in to rule over
them has in his whole
frame.

In para 1. of India's letter it
is recognized that before the
appointment of natives
to the covenanted Civil Service
some special training
may be requisite - Not
only "some" special training
but a good deal of it is
necessary and I ask where
can a better school be
found than the H. C. S. or
what better guarantee can
a Govt. have of a man's
fitness to rule over peoples
than his approved
& faithful service in the
lower ranks and the
ripe experience he will bring
with him to his new & higher
duties - At para 8. India
suggests that 6 or 10 of the
up-

appointments for each
year might be reserved
for those who have done
good work in the Uncovenanted
Service, i.e in Madras we
should have one appoint-
-ment every 6. or 10.
years rewarding ap-
-proved service in the
Uncovenanted ranks
all the other appointments
going to go the pick from
school & College – Why should
they gain the great prize of
ambition per saltum –
Better far, for themselves
& the country, that they
should first go through
the training of the Uncov-
-enanted Service which,
if this principle is adhered
to, might in course of
time become to a large
extent the recruiting
ground for the higher
grades of the service.
The standard of Educational
attainment requisite for
admission into the superior
grades of the N. C. S has
been considerably raised
of late years and
another term of the screw
was given in this direction
the

2/

6

the other day in passing
orders on Mr. Justices
scheme, so that the
future candidates for
the C.S. would bring
with them, together with
a practical experience
of their duties the advan-
-tages of a finished
Education

I therefore agree with
Mr. L. in approving the sug-
-gestion contained in
para 3 of Sir Richard's letter
with the proviso that there
should be no limit of age
in the selection of persons
considered by the Local
Govt. to be fit for promotion
to the Covenanted Service
and I would suggest
that as a rule Schools
need not be had recourse
the selection should
be made from the Un-
-Covenanted ranks.
By all means let the
persons so selected
compete among them-
-selves for the prize. If
the Examination subjects
are properly chosen we
should in this way
gain an accession of
strength.

strength & the higher
grades of the service
and no one would
have any ground for
complaint

H. E. Sullivan

19/10
15

Modification of rules for the admission of Natives into the C.S.

Best mode of improving the working of the existing rules for the admission of Natives in the Statutory Service. —

The questions raised by the Government of India in the letter from the Secretary in the Home Department is a very important one, and a very difficult one to deal with. —

As I stated on a former occasion, I have always been opposed to the admission of Natives to the Covenanted Civil Service, because I think that they are, at present, morally and socially unfit to sustain the credit of

* 19/720 A dated Simla 30th April 1884.

that Service. Should proper seeing the proportion of Natives it may be considered desirable to employ in Civil capacities, placed by themselves in a "Local Civil Service," from which they could be selected for any positions under the Government of India they might have proved themselves qualified to fill. — If, however, it be determined that there is not to be a "Local Civil Service" then instead of appointing Duly Uncovenanted gentlemen under the Statutory Rules of 1879, and permitting them to be graded with the members of the Covenanted Civil Service, I would only allow

Natives to enter that service in the following ways: —

(1) by open competition in England.

(2) by drafting into it the most successful members of the Uncovenanted Civil Service, and the Bar.

(3) by appointing, as now (and rare) special cases, cadets of the highest families.

The first of these three ways is, in my opinion, the best, and the one by which the largest proportion of Natives should enter the Covenanted Civil Service, but so long as admission can be obtained under the Statutory Rules of 1879, it is unlikely

that many (if any)
Natives will be found
amongst the number of
competitors at home.
Caste prejudice will,
no doubt, stand in the
way of high caste Hindoos
going to England, but this
will gradually have less
influence, and if every
facility is afforded to
successful candidates
in proceeding to England,
as suggested in the
5th paragraph of the letter
from the Government
of India, I think it will
be found that a
sufficient number of
young Native gentlemen
will always be willing to
compete in England for
the Covenanted Civil
Service. - It may,
perhaps, be necessary
to increase the

maximum limit of age
from 19 to 20, and this
I think should be done
in fairness to the Natives
of India. - I can see
no reason why Native
lads should be appointed
absence to the Magistracy
and to hold high official
positions; they should
commence in lower grades,
and rise according to
their merits, unless they
possess sufficient
courage and enterprise
to go to England, and
to undergo the inconvenience
which a residence of
2 or 3 years in that
country would
undoubtedly entail
upon them. In my
opinion Natives would
be infinitely better fitted
to take their places

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2 or 3 years in that
country would
undoubtedly entail
upon them. In my
opinion Natives would
be infinitely better fitted
to take their places

in the Covenanted Civil
Service after having
lived for a time in
England, and considering
the pay and position
that they attain on
entering that Service,
I think they may
reasonably be required
to make some sacrifice
in order to qualify
themselves for the same.
Whether it would not be
desirable to collect all
Candidates (Native and
European) in some sort
of an Indian Civil
Service College, while
completing their two
years training, seems
to me worthy of consideration.
A separate institution,
on the basis of the
Haileybury College would
go far to establish a
feeling of esprit de corps,
which is so desirable

in a body of Officers
like those composing
the Civil Service of India,
and would materially
help to weld together the
heterogeneous elements
which that Service must,
under a system of
recruiting by competition,
be composed.
There is much to be
said in favor of the
second method above
proposed, viz: drafting
some of the most
successful Members of
the Uncovenanted Civil
Service and the Bar
into the Covenanted
Civil Service. The
numbers would probably
be few, and might
conveniently be limited,
but the Uncovenanted
Civil Service, especially
in Upper India, includes

a number of men of very
good family, the sons of
great Indians, who do
not disdain to enter the
Service as Cadets and
Midshipmen, or even in lower
positions, and very
reasonably, for in any
other country such posts
would be thought very
respectable orders for
first appointments.
These men enter the
Service at 17 or 20, and
in 10 or 15 years their
worth is exactly known.
They are not then too
old to become Assistant
Magistrates or Commissioners,
or to have a chance
of rising to high positions
before the end of their
Service. Such men
would be more likely
to do credit to the
Covenanted Civil Service

than the young lads who
are now appointed
under the Statutory Rules
of 1879. - The same
may be said of men
who have distinguished
themselves at the Bar,
and even from the
army I think it quite
possible men might
occasionally be selected,
who would be a credit
to the Covenanted Civil
Service. -

In support of my third
proposal, viz. the
appointment of Cadets
of the highest families,
I would urge the
advisability of being able
to make these appointments
on political grounds. -
Such appointments should
be very rare, and

a number of men of very
good family, the sons of
great Indians, who do
not disdain to enter the
Service as Tehsildars and
Munsiffs, or even in lower
positions, and very
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other country such posts
would be sought very
respectable & desirable
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These men enter the
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proposal, viz. the
appointment of Cadets
of the highest families,
I would urge the
advisability of being able
to make these appointments
on political grounds. -
Such appointments should
be very rare, and

should be limited to
the clearest and most
respectable sons of the
leading families in the
County. — If necessary
more men could be
nominated than there
are appointments and
they could compete
among themselves, but
I think it would be
better, in these cases,
to let local premiums
select - their men without
competitive Examination.

It may be argued
that while I object
to young Natives being
entering the Covenanted
Civil Service, nothing
is said against English
gentlemen coming
young into the Service.
To this I would reply
that in England young

lads are not appointed
at once to high positions,
but that in India a
Civil Service composed
of a certain number of
English gentlemen, is
as much a necessity
for the government of
the Country as an
English army is, and
in order to attract
the best kind of
Englishman to this
Country, it has been
found necessary to
give him a tempting
career between the
ages of 20 and 55. —

Fred Roberts

Ootacamund
6th June 1864.

Minute by H.E. the Commander-in-Chief.

Re-granted preferred petition of Civilians of Coorg.

FW
6/6/84

CHIEF SECRETARY
5 JUN 84
GOVERNMENT OF MADRAS

After perusing the opinions of His Excellency the Commander in Chief and my Honourable Colleagues I am inclined to suppose that we should tell the Government of India:

(1) That we do not think anything will be gained by ~~joining~~ directly connecting the Universities ~~a depôt to train pleaders~~ with the selection of Government servants.

(2) That we think that in this Presidency Statutory Civilians should be supplied in one of two ways.

(a) That the Government should have the right, every second year, to nominate someone who had done during a term of years good work in the Uncovenanted Service, to be a member of the Statutory Civil Service.

(b) That it should have the right, every second year, to hold an examination at which any young man, a native of the Presidency wholly or partly of Asiatic birth, and under 23. might present himself - that the Examination should be prescribed by the Government and should be competitive - that it should be the duty of the examiners to certify to the names of

the young men who had highly distinguished themselves
Such names may be placed in alphabetical order
by the number of not more than twelve; that out
of these twelve the Government should have a right
to select anyone it pleased for submission to the
Government of India as a person fit to be a
Statutory Civilian.

I consider that by this plan we should
have a number of young men of high intellectual
calibre to select from, while we should be able to
take into account character, birth, manner,
appearance, health, and indeed anything we
pleased. It would be right to consider the
claims of the young men who were not selected
in filling up other important appointments.

By the above two methods I think we
could make it certain that we should never
recommend a really inefficient person, which the indirect
~~bad bargain~~.

effect of a rule-devised examination
of the kind proposed could not fail
to be good.

M E Grant Duff

June 10th 1884

Circulate to all Honorable Members.

Boxed Print for Papers &c

We must talk these important papers over in Council.

The suggestion contained in para 3 of the Government of India letter is the one which commends itself most to my mind.

I see no advantage whatsoever to be gained by giving to the Universities any direct right to interfere.

The suggestions in paras 5 and 6 do not seem to me happy. A young man who goes home to England on his own resources, fights his way to the front and beats the products of our own much be-praised Schools at their own weapons, should be welcomed into the Covenanted Civil Service. I deeply regret that so few young men have of late been entering by the door of Canon Row; but the devices mentioned in

in these paragraphs would, I fear, only create a sort of amphibious animal, from whose creation I should expect little.

Raise the limit of age at home for everybody I say; but if that is not to be, raise it for Indian Candidates.

Our opinion however is not asked about that.

The only other points about which we are asked are contained in paras 7 and 8. I should like, as to the first, that we should have the power to put a distinguished, even elderly native administrator, at once into a high place — make him e.g. a Member of the Board of Revenue though I believe we should very rarely exercise it.

As to the second I think we might be allowed to recommend a good man in the Uncovenanted Service like those whom the Madras Government once recommended without success; but I deprecate any hard and fast limit.

When all possible improvements are made I do not anticipate that much good is likely to arise from our Statutory Civilians.

MEW
May 15/84

St Civitatis

form an excellent
Clear element in his
action of this country; but
can be obtained by any
diploma or selection
of natives in this
Country. and should
however but [illegible] only
when a specific answer
to a specific question
be claimed like statistics
Civ selection in one
of his corps

dr

Public Department.

PROCEEDINGS of the MADRAS GOVERNMENT.

READ the following

Letter from the Government of India,
Home Dept, No. 19/720A, dated 30 April 1884
Read Minutes &c by

Order 18 June/84 No. 1331
Ordered that the
following letter be sent.

No 1332
To dated 18 June/84

The Secretary to the
Govt of India - Home Dept.

Sir,

His Excellency the
Governor in Council has
given his careful
attention to the subject
of your confidential
letter No. 19/720A dated the 30th
April

Public Department.

PROCEEDINGS of the MADRAS GOVERNMENT.

READ the following

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No 1332
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Sir,

His Excellency the
Governor in Council has
given his careful
attention to the subject
of your confidential
letter No. 17/720A of the 30th
April

April last, and I am
now directed to forward
copy of Proceedings of
this Govt. No. 1331,† of
this date in which are
recorded minutes by
their Excellencies the
Governor & Commander-
-in-Chief, and the Civilian
Members of Council,
regarding the mode of
appointment of natives
of India to offices
ordinarily held by
members of Her Majesty's
Covenanted Service

† will follow in print

2. I am to remark,
in passing, that this
Government would
be greatly pleased to
see greater facilities
given to young
natives of India for
proceeding to England,
and entering the
service by the channel
of ordinary competition.
They believe that youths
who have been beaten at
their own weapons
English school-boys,
and who have shown
the force of character
required for under-
-taking a journey to
England, would form
a better element in
the administration of
India than can be
obtained by any
system of selection
of young natives in
this country - Under-
-standing, however,
that the Government
of India only wish &

specific

specific answer to the
a specific question,
His Excellency in
Council directs me
to state that he
would like statutory
civilians, selected in
one of two ways, viz,
(a) that the Madras
Government should
have the right, every
second year, to nomi-
nate some one, who,
during a series of
years, had done good
work in the Mufussil
wanted service, to be
a member of the
Statutory Civil
Service; (b) that they
should have the right,
every second year,
to hold an examination,
at

questions whether without
altering the Statutory
Rules themselves it
may be possible to
secure an ampler guarantee
for educational fitness in
the nominees. and
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some special training before
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~~to be recommended~~
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be a statutory civilian.

3. The Government
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plan they would have
a number of young
men of high intellectual
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to select, while they
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take into account
character, birth, p
health, manner, and
appearance.

They would be
able to consider, in
filling up other
important

important appoint-
ments, the claims of
the young men who
had not been selected.

4. In conclusion, I
am to say that H.E
the Governor in Council
is of opinion that
the direct intervention of the
local Universities, as
in the selection of Government Servants
not necessary or
expedient, as, by the
two methods above
mentioned, the Govt.
could ensure them-
= selves against recom-
= mending persons
unfit to occupy the
responsible position of
~~a Civilian~~
a Civilian servant

I have

11/6

specific answer
a specific ques
His Excellency in
Council directs
to state that he
would like statu
civilians, selected
one of two ways
(a) that the Inspr
Government shou
have the right, ev
second year, to n
=minate some one,
during a series o
years, had done g
work in the Univer
=santed service, to
a member of the
Statutory civil
Service; (b) that the
should have the ri
every second yea
to hold an examination,
at

[illegible] to
three [illegible]

for the Pensionary

position

important appoint-
=ments, the claims of
the young men who
had not been selected.

4 In conclusion, I
am to say that H.E
the Governor in Council
is of opinion that
the direct intervention of the
Local Universities in the selection of Government Servants is
not necessary or
expedient, as, by the
two methods above
mentioned, the Govt.
could ensure them-
=selves against recom-
=mending persons
unfit to occupy the
responsible position of
~~Inspector of Civilians~~
a Civilian Servant

F.W.

But, that the institution of
such an examination as proposed
would doubtless have
an excellent effect upon
the graduates of the various

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