

(120)

[7]

ORDINARY, MS.

<i>Public</i> DEPARTMENT.	
G. O. DATED	<i>1st June 1887</i>
No.	<i>741</i>

CONFIDENTIAL *120*
1887

When given for copying

[Despatch Abstract.]

Re *reduction in Madras*
Civil Service, &c.

READ AGAIN ORDER OF GOVERNMENT, dated
188 , No. MISCELLANEOUS.

ENCLOSURES.

CURRENT No.

1206

STATEMENT WITH DITTO.

ORDER OF GOVERNMENT.

A A

STATEMENT WITH DITTO.

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

N.B.—

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

I
2/6

Despatched
with Enclosure
Confidential
N: 741 of 1 June/87.
To
The Secy. Pub. Serv.
Comm.

Sir,
With refce to your
letter no. 133 dated 10th
March 1887, I am directed
to furnish you with the
accompanying revised
replies of this Govt. to nos.
232, 233, & 313 of the questions
circd with your letter of 30th
Nov. 1886 no. 19.

(Herewith send the replies
within)

Recd
3/5

M.L.

increase the prospect of being
able to fill satisfactorily any
considerable number of the district
judgeships with natives is not
sufficiently assumed to warrant
reduction of strength or decrease
recruiting for the civil service
at the present time.

Every appointment ^{of outsiders} to posts ^{now}
reserved for covenanted civilians
will doubtless be regarded as
a grievance. But, in the opinion
of the G. in C. the appoint-
ment of half a dozen non-
civilian district judges ~~could~~
not legitimately be regarded
as a grievance by any cove-
nanted men under 12 years
standing. Owing to various
circumstances, chiefly the
acceleration of the rate of
retirement in recent years,
& the fact that the larger
number of men appointed in

of permanent deputy-magistrates to
65, and ~~discharge~~ ^{absorb} the tem-
porary deputy-magistrates, while
ensuring that the magistrates
themselves shall never be ham-
pered with sub-divisional change.

The number ~~now~~ of covenanted
men provided above for em-
ployment ~~of~~ under the Govt. of
India or other Govts. and for mis-
cellaneous appointments is about
as low as it can well be fixed.
No reduction of covenanted strength
is possible under these heads.

A few natives of approved service
in the judicial line may eventu-
ally be appointed district judges,
if the legal obstacles are removed.
One of the Sub-judges has recently
been appointed a Statutory Civilian
with a view of trying this experi-
ment. But the number of natives
fully qualified for the office of
district judge is very ~~few~~ small
~~at~~ and though it will doubtless

1862, 1863 & 1864 are now ^{being}
entitled to pension & will go
very quickly. The men now
under 12 years standing will
enjoy altogether exceptional
rapidly of promotion, ~~the~~
which the abstraction of half
a dozen appointments would
not bring down to the average
or near it.

Q. 233.

The Punjab Answer is
accepted.

Q. 313.

The services referred to are
the Subordinate Executive
& the Subordinate Judicial
services. It is not necessary
to lay down any fixed pro-
portion.

J.L.

The Gov^{ts} of India have been
addressed at length on the
question of the strength &
recruitment of the Civil Service
in letters 13 Sep 1884 No
1033 & 26 Nov 1886 No 1246.

The Public Service Commission
can apply to the Gov^{ts} of India
~~for the necessary information~~
for their papers.

I
2/6

Despatched
with Envelope
Confidential 1/6/87 ✓
N^o. 741 of 1 June/87.
To
The Secy. Pub. Serv.
Com. Mys.

Sir,
With refce to your
letter N^o. 133 dated 10th
March 1887, I am directed
to furnish you with the
accompanying revised
replies of this Govt. to Nos.
232, 233, & 313 of the questions
circd. with your letter of 30th
Nov. 1886 N^o. 19.

(Herewith send the replies
within)

W.S.
3/5

Q. 232.

The estimated strength required
to officer the Madras Civil
Service on its present footing
is 164 in the month of
January of each year, viz.
after the recruits have joined.

~~This is a proposal~~ A scheme
has been submitted under orders
from the Govt. of India & the Secy.
of State for the formation of three
new districts, which would entail
the addition of three more Col-
lectors, and if this scheme is
sanctioned the strength of the
Service required will be 167.

a strength of 164 in the month
of January corresponds to
an of 160 in July, when the
retirements have taken place
when the difficulty of main-

the cadre of appointments
above that of Andaman & Nicobar
is at or near the maximum.

Taking the average of eight
years, the cadre distribution
of the service in India would
be as follows:—

Govt. of India	4 (a)
High Court	3
Administrations	12
Miscellaneous App'ts	9
Collectors	22
District Judges	20
Sub Collectors	15
Head Assistant Collectors	24
Paired Assistants	56
Unpaired Assistants	9
Absentees	37
	<u>160</u>

and assuming the cadre to be
filled, which the actual strength
of the service has not always per-
mitted.

(a) The number now employed outside
the Presidency is 6.

~~The average of the 8 years is 24, 1/2
of the 10 years is 24, 1/2
of the 12 years is 24, 1/2~~

(b) The actual average available was
only 1. 5 are required to provide for
the proper officering of Sub divisions
changes.

No reduction of covenanted
strength can be made in the
district revenue administration.
The present number of Sub divisional
changes (including Teaming)
is 106. Of them, only 39 are
always held by covenanted civi-
lians; 46 are held by permanent
Deputy Collectors who are almost
all natives of India (Statutory);
& the remainder, 21, are the
head quarter division, sometimes
but very rarely in the charge
of a paired assistant, ^{or} ~~but~~
in the charge of the Collector
himself, but usually under
a Deputy Collector temporarily

appointed. Then temporary
Deputy Collectors have always
been statutory natives. Eleven
are employed on the average of
8 years. At the present time
there are 14 on general duty.
It is proposed to raise the staff

of permanent Deputy Masters to
65, and ~~absorb~~ ^{absorb} the tem-
porary Deputy Masters, while
ensuring that the Masters
themselves shall never be ham-
pered with sub divisional change.

The number ~~person~~ of covenanters
men provided above for em-
ployment ~~of~~ under the Govt of
India or other Govts and for mis-
cellaneous appointments is about
as low as it can well be fixed.
No reduction of covenanted strength
is possible under these heads.

A few natives of approved service
in the judicial line may eventu-
ally be appointed district judges,
if the legal obstacles are removed.
One of the Sub judges has recently
been appointed a Statutory Civilian
with a view of trying this experi-
ment. But the number of natives
fully qualified for the office of
district judge is very ~~few~~ small
and though it will doubtless

Public (1887) DEPARTMENT.

From

The Secretary,

Public Service Commission

No.

Dated 10

Received 16

Enclosures

SUBJECT.

Requesting that the reply of the
Honble Secy to Question No 232 regarding
reduction of Govt Civil Service Cadre, may
be amplified.

Q. 233.—Assuming a fixed proportion to be maintained between Europeans and Natives in the Civil Service *cadre*, in what posts or classes of appointments do you consider that Europeans and Natives respectively might be employed with most advantage to the interests of the public service?

A. 233.—On the assumption mentioned, and speaking generally and with reference to the present circumstances of the Punjab, Europeans might be employed with most advantage in executive, and Native in judicial, charges.

Q. 313.—What, in your opinion, is the requisite proportion to be maintained between Europeans and Natives in those services?

A. 313.—The number of Europeans employed in the Commission and in the Uncovenanted Service should not be less than that at present employed; and with reference to the fact that, owing to the orders of the Secretary of State issued in 1879, Europeans who are not statutory 'Natives of India' have not been appointed in recent years, the number is at present abnormally low.

W
Punjab

but up the books
about finding strength
J. C. S.

16 3 1

Replies to Nos. 232, 233, and 313 of the questions put to the Punjab Government by the Public Service Commission.

Q. 232.—To what extent could the prescribed Covenanted Civil Service cadre in your Province be reduced if a corresponding increase were made in the English element of the Uncovenanted Service, or in the Native element, or partly in one and partly in the other?

A. 232. The sanctioned scale of the Punjab Commission is that appended to the Government of India despatch No. 313, dated 5th November 1883, to the Secretary of State for India.

2. Since this scale was sanctioned another Judge has been added to the Chief Court Bench, and the Senior Settlement Officer has been converted into a Director of Settlements and Revenue Records.

3. One of the principles accepted by the Secretary of State in the recent reorganization of the Service is that stated as follows in the papers noted,* viz. :—

“That the Covenanted Civil Service shall be looked upon as a *corps d'élite*, and its number limited to what is necessary to fill the chief administrative appointments of the Government, and such a number of the smaller appointments as will ensure a complete course of training for junior Civilians.”

This number to be sufficient to provide for a due proportion of officers absent on leave of all kinds.

4. The number of “charges,” that is, of posts requiring to be provided for, so that the administration may be duly carried on, was fully discussed in the above mentioned papers, and the proportion of this number which it was considered necessary to fill from the ranks of the ‘Covenanted’ Service (including Military and Uncovenanted Officers of the Commission) was given (under the arrangements then existing) at 104.

5. To determine the actual number of such charges under existing arrangements, the revised scale sanctioned by the Secretary of State must be taken, and the same principles applied to this scale.

6. This scale will be found from the papers mentioned in the first two paragraphs of this answer to be as follows :—

(1.) Administration† ...	...	...	...	15
(2.) Headships of Districts ...	...	...	...	31
(3.) Chief Court ...	...	...	...	3
(4.) Divisional Judges ...	...	...	...	13
(5.) District Judges§ ...	...	...	...	9

The above are definitely fixed. Those which follow have to be determined on averages, as the numbers vary.

* Government of India, Home Department, Resolution No. 68—2024-35, dated 15th December 1881.
Government of India, Financial Department, letter No. 2229, dated 29th December 1881.

† Including, in the Punjab, Military and Uncovenanted Officers of the Commission.

‡ Lieutenant-Governor ...	...	...	...	...	...
Secretaries and Under-Secretaries ...	...	...	...	...	2
Financial Commissioners ...	...	...	...	...	2
Financial Commissioners' Secretaries ...	...	...	...	...	6
Commissioners ...	...	...	...	...	...

§ One held by a Native of India.

(6.) *Government of India.*—An average of 7 was taken by the Government of India in 1881. The actual number was 10. At the present time, including officers permanently transferred, it is 14.* Judging from the demands hitherto made on the ranks of the Punjab Commission for such appointments, it would not be safe to take a lower average than 10.

(7.) *Sub-Divisional Charges.*—The total number of Sub-Divisional charges is 14,† the same as given in the Government of India calculation; but some of these are, in practice, held from time to time by Uncovenanted Officers as well as by officers of the Covenanted Service.

(8.) *Miscellaneous appointments.*—The number assumed as an average by the Government of India in 1881 was 13. The actual number at the present time is 11.‡ There is no reason for taking more than 11, as there were 7 Settlement Officers among the 13 taken by the Government of India, and this number is not likely to be required in future.

7. Our present *cadre* appointments are therefore, on the above calculation, 106.§

8. If to this be added, according to the scale adopted by the Government of India—

	per cent.
(1) For men on leave	27·39
(2) Do. in training	10·58
	37·97

we have a total of 146 for the whole Commission, including officers permanently transferred.

9. Assuming that Natives cannot at present be employed with advantage in classes (1), (2) and (3) of the classes composing the Covenanted Civil Service *cadre* given in the foot-note to paragraph 7 of this Note, (*viz.*, Government

* 1 Agent, Biluchistan.
1 Do. Central India.
1 Do. Hyderabad.
1 Do. Mysore.
2 Commissioners, Burma.
1 Deputy Commissioner, Burma.
1 Major the Hon'ble G. C. Napier.
1 Khyber Officer.
1 Boundary Commission.
1 Under-Secretary, Revenue Department.
3 Assistant Political Officers or Assistant Commissioners in Administrations under the Government of India.

† 1 Registrar.
1 Government Advocate.
1 Income Tax Officer.
1 Superintendent of Kapurthala.
1 Private Secretary.
1 Director of Settlements.
5 Settlement Officers.
—
11

14

† 1. Murree.
2. Dalhousie.
3. Kulu.
4. Kasauli.
5. Mardán.
6. Thal.
7. Rájanpur.
8. Pind Dádan Khan.
9. Attock.
10. Sirsa.
11. Fázilka.
12. Kasúr.
13. Bhakkar.
14. Miánwáli.

§ 1. Government of India	...	...	10
2. Administration	...	...	15
3. Headships of Districts	...	...	31
4. Sub-Divisional Officers	...	...	14
5. Chief Court	...	...	3
6. Divisional Judges	...	...	13
7. District Judges	...	...	9
8. Miscellaneous	...	...	11
			106

of India, Administration and Headships of Districts), the other posts could perhaps ultimately be reduced by the following:—

Sub-Divisional Offices	...	...	...	6
Chief Court	...	...	...	1
Divisional Judges	...	...	...	3
District Judges *	...	...	...	4
Miscellaneous	...	...	...	1
				15

provided such posts could be efficiently officered from the Uncovenanted Service or other effective agency. This will have the effect of giving 20 appointments away from the Covenanted Service.†

10. If these posts were officered from the Uncovenanted Service or the professional classes, inequalities in the promotion of Covenanted Judicial Officers in the *cadre* would not arise. Nor would the general efficiency of the administration be injuriously affected, provided care is taken to give the appointments only to men of proved merit and ability whose practical efficiency is established beyond question, as the work can be done by Natives probably as well as by Europeans, if efficient Natives are forthcoming.

11. At the same time, in the special circumstances of the Punjab, a large staff of European officers is essential for the efficient administration of the country, and the above reduction in the Covenanted *cadre* could only be made if the orders of the Secretary of State of 1879 were cancelled, and the Uncovenanted Service, equally with the Covenanted Service, were thrown open to all qualified subjects of Her Majesty. The Local Government should also watch the effect of the system of recruitment of the Uncovenanted Service, and if that system should result in a continued reduction of European officers in its ranks, the system would have to be altered so as to secure the appointment of a sufficient number of European officers.

12. One question remains to be considered, *viz.*, whether the direct appointments of members of the Uncovenanted Service to the posts proposed for reduction from the Covenanted Civil Service *cadre* would at the present time afford reasonable dissatisfaction to the officers superseded.

13. The power to make such appointments, previous to 1870, was not barred by any Statute, though not expressly reserved. By 33 Vic., cap. 3, section 6, the power was expressly taken, though rules under the Statute were not framed till 1879. There is therefore no legal bar to making the appointments proposed above. The objection to such appointments is based upon the expectation regarding promotion formed by the members of the Commission, on the procedure ordinarily adopted by Government, in regard to such appointments.

14. This expectation is not an unreasonable one, and cannot be disregarded. But here the existing possibilities come to our aid. It is not probable that so many men qualified for these posts could be found at the present time. What is desired is to provide a career, not necessarily to make the appointments at once; and if the appointments to District and Divisional Judgeships were not filled up from outside the Covenanted Service until members of the Covenanted Service who competed before 1870 had received their promotion, and if the intentions of Government were publicly declared, all reasonable ground of dissatisfaction ought to be removed.

* One appointment is now held by a Native.

† Cadre appointments	...	...	106
Leave and training at 37·97 per cent.	...	...	40
			146
Cadre appointments (106-15)	...	91	
Leave and training at 37·97 per cent.	...	35	
			126
Difference	...	...	20

CONFIDENTIAL.]

No. 133.

FROM F. C. DAUKES, Esq., c.s.

Secretary to the Public Service Commission,

TO THE CHIEF SECRETARY TO THE GOVERNMENT OF MADRAS.

Dated Calcutta, the 10th March, 1887.

SIR,

WITH reference to the reply given by the Madras Government to

No. 232* of the questions circulated with my letter

No. 19, dated 30th November 1886, I am directed

by the Public Service Commission to forward a

copy of the reply to this question, which has been

received from the Punjab Government, and to

request that the answer for the Madras Presidency may, with the permission of

His Excellency the Governor in Council, be amplified in the manner adopted in

the case of the Punjab. I am at the same time to request that the answer to the

question may be framed on the assumption that appointments will no longer

be made to the Covenanted grades under the Statutory Rules, or in any other

way except through the channel of the competition in England, save in very

exceptional cases, and that the present system, whereby a proportion of

appointments in the Covenanted Service is practically reserved for Natives of

India by the rules issued under the Statute 33 Vic., Cap. 3, is discontinued.

2. As this question has a particularly important bearing upon the enquiries of the Public Service Commission, it is hoped that the reply thereto may be very carefully prepared.

I have the honour to be,

SIR,

Your most obedient servant,

F. C. Daukes

Secretary to the Public Service Commission.

F C ²		INDIAN TELEGRAPH.		Local No.
Class. <i>SS</i>				
To (Station) <i>Ootacamund</i>		From (Station) <i>Simla</i>		
Weeks.	Day.	Hour.	Minute.	OFFICIAL INSTRUCTION.
<i>28/10</i>	<i>21</i>	<i>17</i>	<i>21</i>	<i>SSd</i>
To (Person) <i>Madras -</i>		From (Person) <i>Secy Public Service Commr</i>		

CHIEF SECRETARY SHIMLA
23 MAY 87
GOVERNMENT OF INDIA

1 No 203 reply to my
2 letter no 133 dated 10th March
3 very urgently required kindly
4 send with least possible delay

Simla

RECD. FROM	L. N.	SENT TO	L. N.
AT	Hrs.	AT	Hrs.
	Mts., Br.		Mts., Br.

Telegraph Master.

NOTE: F C 19 F - No 558 - 12-3-88 - 2,500.0

OOTACAMUND 21-5-87