

Public (1899) Department.

ORDINARY PRINTED.

G.O., Nos 1180, 1181

DATED 16 - 10 - 99

INDEXED.

[Despatch Abstract.]

Reduction of official Transfers

Addressing the Govt of India
on the subject of certain changes in the C.S.R.
which has been suggested with a view to the
adoption of measures to reduce the number of
Transfers and changes in Bt and other charges

BACK PAPERS.

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

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
	20095591900		662-3 12-7-00				

Government {1899} of Madras. PUBLIC.

Recd.

Enclosures

Regd.

1899.

Spare copies

G.O., No. 1180, 16th October 1899.

OCTOBER.

Reduction of Official Transfers.

Addressing the Government of India on the subject of certain changes in the Civil Service Regulations which has been suggested with a view to the adoption of measures to reduce the number of transfers and changes in district and other charges.

GOVERNMENT OF MADRAS.

PUBLIC DEPARTMENT.

READ—again the following paper :—

G.O., No. 645, Financial, dated 31st May 1899.

ABSTRACT.—Recording certain papers regarding the difficulties caused to the public service by discontinuity in work due largely to the frequency of leave vacancies, and the measures proposed to minimize these difficulties and wastes.

READ—also the following paper :—

From A. H. L. FRASER, Esq., C.S.I., Officiating Secretary to the Government of India, Home Department (Public), to the Chief Secretary to the Government of Madras, dated Simla, 19th September 1899, No. 2137.

The Government of India have under their consideration the adoption of measures to reduce the number of transfers and changes in district and other charges. Before issuing orders on the whole question they desire to have an expression of the opinion of the Governor in Council on one part of it, which is concerned with suggested changes in the Civil Service Regulations.

2. It is clear that one of the most fruitful causes of transfers and changes has been the necessity for providing for three months' vacancies and the difficulty of doing so in accordance with the provisions of article 119 of the Civil Service Regulations. It seems necessary, therefore, that action should be taken to modify the leave rules so as to meet this difficulty.

3. The Government of India have before them the following suggestions in regard to the modification of the Civil Service Regulations :—

(1) that the accumulation of privilege leave should be allowed as at present, one month a year up to three months (article 282, Civil Service Regulations); but that this accumulated leave should not be reckoned as privilege leave; and that the only effect of accumulation should be to enable an officer to receive full pay for the first three months of a period of not less than six months' furlough or special leave;

(2) that the maximum period of furlough (other than on medical certificate), which may be taken at one time, be reduced from two years to eighteen months (article 340, Civil Service Regulations);

(3) that in article 340 (b) (ii), Civil Service Regulations, the word *four* be substituted for *eight*, so that first furlough may be admissible after four years' active service.

4. The object of these proposals may be very briefly stated. The aim of the first proposal is to limit privilege leave to the amount earned in each year. This will render it possible, in probably all cases, to provide for the short vacancy by arrangement. When, however, privilege leave is accumulated, it will be taken as part of a reasonably long spell of leave, which will reduce the number of short vacancies necessitating transfers or changes.

5. The ground of the second proposal is that a period of two years seems too long. It tends to put a man out of touch with India and with his work. The maximum leave which is reasonably necessary is that which allows absence for two hot seasons. This is provided for in fixing the maximum at $1\frac{1}{2}$ years.

6. The grounds of the third proposal are to compensate junior officers for the loss of their first accumulated privilege leave, which they have been in the habit of utilizing for a visit to England, and also to allow them an opportunity of taking longer leave at a time when it may be very useful to them and when they can perhaps be easily spared.

7. One other proposed modification of the Civil Service Regulations demands consideration. It is suggested that article 120, as it at present stands, is unreasonable, and that there should be substituted for it a rule that, when a privilege leave vacancy occurs, acting allowances shall always be given when the officer appointed to fill it is thereby invested with greater responsibility, but that grade promotion shall not be given at all. When more responsible and important work has to be done, the usual allowances should be granted. But it seems reasonable to rule that an officer whose duties are not changed should not receive officiating promotion in place of a senior officer on privilege leave.

8. I am to invite the expression of the opinion of the Government of Madras on all these proposals. And, as the Government of India desire to settle this question before leaving Simla, I am to request that the reply to this letter be despatched so as to reach this office not later than Saturday, 21st October.

ORDER—No. 1180, Public, dated 16th October 1899.

The Government of India will be addressed.

[Here enter letter, No. 1181, Public, dated 16th October 1899.]

(True Extract.)

G. STOKES,
Chief Secretary.

Government {1899} of Madras.
PUBLIC.

Recd.

Regd.

} 1899.

Enclosures

Spare copies

Letter, No. 1181, 16th October 1899.

OCTOBER.

Reduction of Official Transfers.

Communicating the opinion of this Government on the subject of certain changes in the Civil Service Regulations which has been suggested with a view to the adoption of measures to reduce the number of transfers and changes in district and other charges.

PUBLIC DEPARTMENT.

LETTER—from

THE CHIEF SECRETARY TO THE GOVERNMENT OF
FORT ST. GEORGE,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
HOME DEPARTMENT.

SIR,

I am directed to reply to your letter, No. 2137, Public, dated the 19th September 1899, in which you invite an expression of the opinion of the Governor in Council on certain changes in the Civil Service Regulations which have been suggested with a view to the adoption of measures to reduce the number of transfers and changes in district and other charges.

2. From the terms of your letter it would appear that the proposed alterations in the leave rules are intended to have effect on all departments and officers alike. It is observed, however, that while article 282 of the Civil Service Regulations quoted in paragraph 3 (1) of your letter is of general application, article 340 quoted in clauses (2) and (3) of the same paragraph applies only to officers subject to the European Service leave rules. I am to point out that the proposals would not have the same effect on all classes of officers or even on the different groups of officers in the various classes. As regards the leave rules, officers may be separated into two main divisions—those subject to the European Service leave rules and those subject to the Indian Service rules. In the former class are included Indian Civilians who can count towards pension four years' furlough out of a total service of 25 years, other officers who can count towards pension four years' furlough spent out of India out of a total service of 30 years, and others again who can count two years only of such furlough. Those subject to the Indian Service rules also may be divided into the two divisions last mentioned. Another broad dividing line consists in the distinction between European and Native officers and the considerations affecting one of these classes in the matter of leave are entirely different from those which affect the other. It is clear that these various classes of officers cannot be treated alike in the matter. If the proposals are to be applied to officers subject to the Indian Service leave rules, those officers, whose first furlough comes after the tenth year of service, must either take one month's privilege leave every year or lose up to seven months of it during the first seven years. They would, briefly, have to rely on their one month's privilege leave in the year. It is beyond the means of most such officers to take furlough more than once or twice in their service. The undertaking is for them a serious one, and privilege leave is by a very large number reserved for illness or when rest is necessary. Privilege leave, moreover, to be of benefit must be accompanied by a change and the expenses attendant on this is a heavy item to those who are Europeans and live as gentlemen; it could not possibly become an annual charge.

3. Presuming that the proposals are to be applied to those subject to the European Service leave rules alone, I am to state that the time within which the opinion of this Government is required does not permit of any examination of the effect of the proposals in regard to the less important European departments. The Governor in Council is, therefore, obliged to confine his remarks mainly to the case of the Indian

Civil Service; but I am to urge that this matter demands most careful and deliberate consideration at the hands of the Local and Supreme Governments, and am to deprecate the display of any undue haste in the disposal of a subject which so closely affects the welfare of the administration.

4. Taking then the case of the Indian Civil Service, it is no doubt practicable in certain other parts of India, where district officers are collected at head-quarters, to arrange that the duties of an officer absent on privilege leave should be discharged by another officer at the same station, as required by article 119 of the Civil Service Regulations; but in this Presidency officers whose charges lie at a distance from the head-quarters are required to reside within their charges, in separate stations, and in the centre of large divisions. The size of these divisions and the fact that some districts possess greater facilities than others as regards railway communication, moreover, render promotion within a district and the literal application of article 119 very often not only more expensive to Government, but also more trying to the officer concerned. For example, it is simpler to transfer the Sub-Collector of Coimbatore from Erode to hold charge of the Collectorate of Salem (a journey of two hours by railway) than it is to order the Sub-Collector of the latter district at Hosur to take charge of the Collectorate (a long journey entailing travelling by road). In short, the conditions in Madras are such as to make it impossible to find, except in very minor cases, an officer on the spot in a district to take over charge of the duties of an absent officer. This condition of affairs could only be attained here by a large increase to the *cadre* of the Indian Civil Service or by a corresponding increase in the strength of the Provincial Service. The procedure involved in the latter course,—viz., that of annually placing under Deputy Collectors a large number of divisional charges now held by European officers—would not only be inadvisable since it would inevitably result in diminished efficiency of administration, but it would also involve the illegality of handing over to the Provincial Service numerous non-listed posts in excess of the number to which it is by law entitled. The former course would cost more than the remedy which this Government, as will be seen from later paragraphs of this letter, considers will meet the case.

5. It may be urged that although article 119 cannot be applied in this Presidency as a general rule, it is capable of being worked in the case of privilege leave vacancies of one month. With reference to this point, I am to observe, in addition to the arguments adduced in the preceding paragraph, that Divisional Officers in Madras are scattered over areas of great magnitude and have charges which are not only sufficient, but in some cases too heavy, for a single officer. It is, therefore, often impossible to delegate the duties of one officer to another in addition to his own even for a short vacancy, (1) without overloading that officer and consequently causing work to be badly done or not done at all; (2) without causing serious annoyance and cost to all persons desiring to transact public business in the division left vacant, who would have to travel scores of miles perhaps only to find their cases adjourned for "want of time"; and (3) without entailing the movement of the more subordinate officer from his own head-quarters to that of the more important division, e.g., a Sub-Collector must move to a Collector's head-quarters when he has to take charge of the district.

6. The prevention of the accumulation of privilege leave to be taken *quâ* privilege leave and the consequent restriction of such leave to the amount earned in each year—which is the object of the first proposal in your letter—would, if this object were attained, treble the one month's vacancies and would therefore in this Presidency correspondingly multiply, and not reduce, transfers.

7. The Government of India, however, considers that the occurrence of three months' vacancies is one of the most fruitful causes of transfers and changes, and bases its first proposal on this premise. The condition of affairs in Madras does not, in the opinion of the Governor in Council, justify this view. Transfers are in large number of cases due to the inherent conditions of service and are inevitable whatever the period of the vacancy may be. In this Presidency there are only a few isolated cases in which Sub-Judges have been invested with the powers of Assistant Sessions Judges, and unless the work of District Courts is to be allowed to fall

into arrears, the appointment of Acting District and Sessions Judges and consequent transfers are always necessary, whatever the length of the vacancy. There are also numerous posts, such as those in the Secretariat, the High Court, the Board of Revenue and the offices of heads of departments, in which a separate acting appointment would be required for one month as well as for three. In these cases the restriction of privilege leave to one month, instead of to three, would involve annual, instead of triennial, transfers; and the shorter the period during which an acting incumbent held office the greater would be the dislocation of work. Thus nearly 40 of the posts in the *cadre* of the Indian Civil Service in this Presidency are eliminated from the operations of the beneficial results which the Government of India anticipates will accrue from its proposals, and the enquiry confines itself to the principal divisional charges in districts. In regard to these, excluding the Nilgiris, there are five districts which have no Sub-Collectorates and there is the Madras Collectorate, a most important charge, which has no European Sub-divisional staff. In two of the districts referred to, Trichinopoly and Kurnool, the Collectors are *ex-officio* Political Agents of Native States, and in Trichinopoly the Head Assistantship has been permanently transferred as a listed post to the Provincial Civil Service. If the Collector of any of these districts proceeds on privilege leave for even one month, it is therefore necessary to import an officer of Sub-Collector's standing from another district. There are two districts in which there is no Head Assistantship and in filling the Sub-Collectorate of which a similar difficulty would arise.

8. Apart, however, from these cases, it does not appear that, generally as regards officers occupying posts in the ordinary line, the restriction of the length of privilege leave would have the effect of reducing the number of the frequency of transfers. The strength (or rather weakness) of the Indian Civil Service in this Presidency is such that even in districts which possess the full complement of European Divisional officers, officers holding charge of Sub-Collectorates are, in the large majority of cases, only acting in that appointment itself and are so junior that it would be inexpedient, in the interests of sound administration, to place them in charge of a district. The same difficulty often occurs where the vacancy is a Sub-Collectorate. An examination of the Civil List of this Presidency for the past three years shows that in hardly a single instance has the grant of privilege leave for more than one month resulted in transfers from outside the district which would not have been equally necessary if the privilege leave had been for one month only. The expedient of doubling up two charges cannot be followed, for the reasons already stated, and the limitation of privilege leave to one month, instead of to three, would, therefore, so far from reducing transfers, make them more frequent as already remarked.

9. This Government admits that privilege leave is the chief cause of transfers, and although the provisions of article 119 are incapable of application in this Presidency, it is now always the endeavour to fill short vacancies, as far as possible, with the least expense and with the least dislocation of work and without reference to strict seniority promotion. The Governor in Council considers that so far as this Presidency is concerned, it is in the interests of good administration rather to encourage the accumulation of privilege leave than to put obstacles in its way. He is convinced that the present conditions of service in India demand not only the permission to accumulate, but the permission to combine, privilege leave with other leave, and he is of opinion that any changes in the present system which are required in the interests of the public service with a view to diminishing transfers could be secured in this manner by a graceful concession instead of by a withdrawal of privileges which will be bitterly resented. It is already felt as a hardship that, under existing rules, officers frequently lose their entire accumulations of privilege leave when forced by sudden illness to proceed on long leave. This Government would prefer that instead of aggravating this hardship, an inducement should be held out to officers to accumulate privilege leave, and that they should be permitted to take such leave, as *privilege leave*, in conjunction with furlough, whether ordinary or on medical certificate, and on the condition that both together shall not be less than six months. This system obtains in the Colonies and in Native States, such as Travancore and Cochin, and, it is believed, Mysore. But even this concession would not be an equivalent for the privileges

proposed to be taken away, and the only equitable method of increasing the value of the equivalent and of holding out a sufficient inducement to officers to forego short spells of leave which are the main cause of transfers is, the Governor in Council holds, to allow privilege leave to accumulate for six months, when it might be taken without the compulsory addition of furlough. This would cost the State nothing beyond the salary or half salary due on the portion of the accumulated six months which as a result of the proposed rules will now be forfeited in many instances.

10. While the effect desired can, as shown above, be obtained without inflicting any hardship on the services and without any unfair extra expense to Government, there are various and serious objections to the concession which the Government of India proposes to grant as compensation for the withdrawal of privileges at present enjoyed by officers. In dealing with this concession, it may be remarked that the terms of clause (1) of paragraph 3, as explained in paragraph 4, of your letter are not quite clear and that the following points appear to require elucidation:—

- (1) Will the rule apply to accumulated privilege leave for two months?
- (2) If so, will an officer who has to his credit accumulated privilege leave for two months receive, as the only effect of accumulation, full pay for the first two months of a furlough?
- (3) If an officer has, when he proceeds on furlough, one month's privilege leave to his credit, will he draw full pay for any part of his furlough?
- (4) Will full pay be granted to an officer who has, say, one month and a few days' privilege leave to his credit?

11. The practical effect, however, of the concession in its most liberal interpretation would be that privilege leave could be taken as privilege leave only for one month at a time; that it extends the term of actual residence necessary to qualify for pension by at least a year if privilege leave is accumulated; that except on furlough, an officer would not have any opportunity of visiting England; and that an officer taking less than six months' furlough would take it all on half-pay, entirely forfeiting the benefit of his accumulated privilege leave. The hardship of the effect of such a rule may be instanced by reference to the cases of officers who now obtain privilege leave—say for two months—to recruit at a hill station or for three months to proceed to England for change of climate or in connection with family affairs. Under present conditions they are able to utilize accumulated privilege leave for these occasions: under the proposed rules, they would be compelled to fall back upon special leave on urgent private affairs. If the officer took such leave for two or three months—all the period actually required—he would forfeit privilege leave previously earned; by adopting the alternative of taking six months' leave, he would waste leave which he would probably require at a later period of his service. Moreover, under this system special leave would soon be exhausted and at the end of their service officers called home at a time when they are not eligible for furlough would find themselves under the necessity of taking extraordinary leave without pay. It is clear that the proposed concession as regards accumulation would be availed of voluntarily by very few, if any, officers.

12. The restriction of privilege leave to the amount earned in each year would, as pointed out above, treble the frequency, and therefore the number of applicants, for privilege leave in each year. It may be taken for granted that all officers who applied for the month's leave would do so in the hot weather and it would thus be necessary, if privilege leave is to exist in the future except in name, for Government to leave a large number of districts under-officered; or to refuse a large proportion of officers their one month's privilege leave altogether and leave them to the very questionable benefits of accumulation; or to defer the grant of leave until a period when it would not be required by the officer concerned. The first course would, it is unnecessary to point out, be attended with most undesirable results in the administration of the country. The other two would produce the greatest discontent.

13. The period of one month is in a good many districts of this Presidency almost useless for purposes of rest or change; from many districts it takes several days to journey to and from the hills, and the expense, especially to a married officer, entailed by a move for so short a period would, in many cases, be prohibitive.

14. The proposal of the Government of India would, therefore, whilst depriving the executive branch of the Service of the highly valued privilege of being able to proceed home on three months' accumulated privilege leave or even two and on full pay, offer no real compensation for this deprivation.

15. As regards the proposal in clause (2) of paragraph 3 of your letter, this Government is not aware that any ill has resulted from the fact that furlough can last for two years. A period of at least twenty months is required in order to enable an officer to escape two hot seasons in this Presidency. Moreover, if officers, who would have preferred to remain on furlough for two years, return to duty after eighteen months, the number of transfers will *pro tanto* be increased.

16. Proposal (3) in your letter is doubtless intended as a corollary of proposal (1), but the Governor in Council is opposed to this proposal on other grounds also, as he considers that it is in the interests of junior officers themselves and of the service in general that they should make a long stay in this country before their first furlough. It is in the first eight or ten years when an officer is young, energetic and full of enthusiasm and observing power that he should acquire a knowledge of the vernacular languages and lay a solid foundation for future work and usefulness. To break up that period by a spell of furlough just when he is beginning to comprehend his position, work and duty would be to endanger that very touch with India on which the Government of India rightly lays emphasis. Early furlough would also undoubtedly encourage matrimony at an age when the interests of the individual and of the public service are alike promoted by his remaining free of encumbrances. The result of ruling that first furlough is admissible after four years will be to increase the number of claimants to the furloughs available for the entire service under article 341 of the Civil Service Regulations. In this Presidency 98 officers in the Indian Civil Service are eligible as claimants for such furlough under present rules; this number would be raised to 126. The concession to junior officers would therefore be made at the expense of officers of and above eight years' service. A fact which appears to have escaped notice in this connection is that the leave allowances of a member of the Indian Civil Service of four years' standing on furlough would in some cases exceed the salary he would draw for active duty.

17. Finally, I am to state that the Governor in Council is in entire accord with the views expressed in paragraph 7 of your letter as regards article 120 of the Civil Service Regulations. This rule has in this Presidency caused more vexation and discontent than the value of the money which has thereby been saved to the State.

I have the honour to be,

Sir,

Your most obedient servant,

FORT ST. GEORGE,
16th October 1899.

G. STOKES,
Chief Secretary.

Ed. A. F. Eccleston.

Public (1899) Department.

CURRENT No.

From The Govt of India
(Home)

Order

No. 2137

Dated 19. Sept. 99

Received } 25 " "
Registered }

Enclosures -

Spare copies -

SUBJECT.

Requesting the opinion of
the Govt of Madras on certain
suggestions in regard to the
modification of the leave
rules under the Civil Service
Regulations.

G.O.	No.	Department.	Date.

G.O.	No.	Department.	Date.

CS699
R 20:00

9

Reduction of Transfers

C. No. 241 From the Sup^r. Court, No. 2137, dated 15. 8 1899.

” ” ” , ” , 189 .

" " " , " ,, 189 .

189 .

Mr. C. C. C.

For the CS

See note at the end
of the remarks in B
the H's note.

MA 27.9.55

MS
27-889

The subject dealt with in India's letter was before ~~that~~ *this* Govt. in the early part of this year - please see the papers in G.O. 645, Financial, dated 31st May '99. The Honourable Mr. Nicholson's proposals there were more liberal than India's present scheme.

2. India's first proposal - that in para.3(1) of the letter as explained by para. 4 is not very clear as it stands. The following points require to be made clearer (1) Will the rule apply to accumulated privilege leave for two months. (2) If so, will an officer who has ^{to his credit} accumulated privilege leave for two months ~~be entitled~~ ^{receive} as "the only effect of accumulation" ~~receive~~ full pay for the first three months of a furlough

He is let it be tried himself

(3) If an officer has, when he proceeds on furlough ^{the} month's privilege leave to credit, will he draw full pay for any part of the furlough?

Yes. The month?

Yes.

The uncertainty noted above can be mentioned in our reply.

3. This proposal is based on the assumption that there is always another officer ^{spot} on the ~~sub-presence~~ to take charge of the duties of an officer proceeding on privilege leave for one month. This is of course not the case in this Presidency, for if, say, a Sub Collector went on such ^{p.l.} it would be necessary to transfer another officer to take his place, even if this officer were a Dy. Collector, unless the work of the Sub Collector ^{at} is to run into arrears ~~for a~~ month. If officers are to take their privilege leave for a month in each year and the leave rules are to be so altered as to place a ~~of~~ form of compulsion ^{to be} on them, the number of transfers in this Presidency must be either increased or work must fall into arrears. The ^{effect} ~~effect~~ of India's proposal is fulfilled, would in fact in this Presidency either cause numerous short vacancies which would entail the shifting of an equal or greater number of officers ^{or} and it would bring about a complete disorganization of ^{the} ~~the~~ executive machinery ^{of Govt.}. It would have just the opposite effect to what is intended, in that it would increase the "number of short vacancies necessitating transfers or changes." If it did reduce

these

I agree with U.S. W.D.

I doubt this.

It might in the case of the five districts where there are no Sub Collectors.

these vacancies the reduction would, it is submitted, be carried out at the expense of efficiency of work. In making its first proposal India does not state where the officers on the spot are to be found; it leaves out of consideration the peculiar circumstances of districts such as Malabar (to which ~~must~~ now be added Tinnevely) which require European officers for the principal charges; it overlooks the fact that the Indian Civil Service in this Presidency is not graded and that therefore promotion would, except in long vacancies, be a matter of mere chance.

4. The proposals refer to districts and "other charges" and apparently include the charges of District Courts. In that case, since there is no reserve for Ag. Dt. Judges in this Presidency, it is not clear how the work of ^{the} ~~Courts~~ ^{to be} carried on without a transfer, if a Dt. Judge takes one month's privilege leave (as he apparently can now) in extension of a vacation.

5. It is submitted that the three months privilege leave vacancy is much easier to fill in this Presidency than the one month's vacancy. Three months, moreover, very often suffice for an officer who falls ill and has to go home; under India's system an officer who had taken no privilege leave

He can not do so if the Supreme is closed.

Yes.

At any rate for one who has been over-worked & wants rest & change.

leave for 33 months would, if he fell ill, either have to forego his privilege leave altogether, or if he wished to avail himself of the same, have to ~~undergo~~ ^{pay} a fine of half pay for another three months, ~~although 3 months would~~

~~be ample for his re-instatement in health.~~ One month's privilege leave would be of use to an officer in fanyam or South Borneo.

I do not agree.

[Signature]

It would be of some use.

[Signature]

6. The other proposals made by India hinge on the first, but it is to be noted that while article 232 of the Civil Service Regulations quoted in para. 5 (1) is of general application, that is, applies to officers subject to the European Service Leave Rules as well as those subject to the Indian Service Leave Rules, Article 540, quoted in clauses (2) and (3) of para. 5, applies to officers subject to the European Service leave rules alone. It is not clear from the present letter how far India's proposals ~~would~~ ^{are} to extend; but the officers who fall under these respective rules cannot well be treated alike in this matter. Under the Indian Service Rules - art. 571 - furlough is only due after ten years' service and ~~then~~ ^{only} after periods of ~~six~~ ^{eight} years; so that the proposed change would operate even more hardly on the Indian services than on the European Services. Practically officers under the Indian Service Leave Rules would have to rely on their one month's privilege leave in the year. It is ~~beyond~~ ^{the means} of most such officers to take furlough more than once or twice in ~~a~~ ^{their} service. The undertaking is for them a serious one, and privilege leave is by a very large number reserved for illness or when rest is necessary. It may be said that these officers would be less likely to fall ill if they ~~too~~ ^{had} privilege leave.

NOTE FOR THE CHIEF SECRETARY.

With reference to the proposals of the Govt. of India received yesterday (and noticed in the Madras Mail of Friday last) to modify the leave Rules, I beg respectfully to submit below a note in which I have attempted to show that the Govt. of India's proposals, if carried into effect, will impose very great hardship on officers ^{at present} ~~about~~ in the service. The current will be disposed of officially in another Dept. but I have ventured to submit this note, because the short time allowed by the Govt. of India for the consideration of the subject appears, whether intentionally or not, to preclude any expression of opinion by officers of the Depts. ~~where~~ the proposed new rules will affect. It is to officers of about my standing that the contemplated changes will prove most prejudicial. The question, although it appears to have been treated by the Govt. of India as purely administrative one, is one of very great importance to officers from a personal point of view, and the desirability of bringing to notice the personal side of the matter before orders are finally passed is my excuse for intervening in a subject which does not belong to my Dept.

2. Before discussing the objects

See remarks within.
MA 27 9. 29.

** (Because more junior officers have the advantage of earlier furlough).*

leave regularly once a year and that rest is better if taken once a year; but privilege leave to be of benefit must be accompanied by a change and the expense ~~attendant on~~ this is a heavy item to those in the Indian service who are Europeans ^(or) live at all decently and could not possibly become an annual event. Govt. and not the officer, is moreover the gainer under the present system.

7. It is submitted that what is really required is the more liberal proposal made by the Hon. Mr. Nicholson. viz. to allow ~~privilege~~ leave - whether accumulated or not - to be added to furlough and counted as privilege leave. As stated on page 15 of the Yellow Notes ^{File} attached to G.O. No. 645, ~~Public~~, dated 31st May 1899 - such a step would, so far from costing Govt. anything, result in a saving of expenditure and would effect exactly the object which India has in view (the reduction of transfers), without curtailing the ^{present} ~~privilege~~ leave concessions, which are the fruits of the experience of half a century or more and have not been built up on hurried communications. (The proposal in para. 7 of India's letter would, if carried out, be welcomed by every officer in the service from the highest to the lowest. Article 120 as it at present stands, is ^{it is submitted more than} unreasonable ~~in~~ favours of petty parsimony.

no doubt this proposal is better in officers than Indians.
MA 27 9. 29.

S.N.P

This is the first time before asked for the 30 days rule to be abolished. The paper could be made. Further search is being made.
This I think is a most objectionable rule.

I think if we c. p. but Nicholson's rule is better. It will be found to be better.

to the proposed change it seems well to examine the grounds on which that change is thought necessary. Paragraph 2 of the Govt. of India's letter says that it is clear that one of the most fruitful causes of transfers and changes has been the necessity for providing for three months' vacancies, and the difficulty of doing so in accordance with the provisions of art. 119 C.S.R. Art. 119 C.S.R. states that as a general rule the duties of an officer absent on privilege leave should be discharged by another officer at the same station. It is at once obvious that this art. can in very few cases be applied to leave vacancies among Collectors and Divisional Officers. ^{in this Presidency} This provision of the C.S.R. is doubtless based on the conditions obtaining in other parts of India, where, it is believed, ~~that~~ the District staff is congregated at the Head Quarters. Art. 119, as applied to Madras, must be interpreted as meaning that the duties of an officer absent on privilege leave should, as a general rule, be discharged in addition to his own duties by another officer in the same District.

3. The view of the Govt. of India is that if absences on privilege leave were limited to one month at a time ^{with} it ~~will~~ be generally possible to comply with the provisions of section 119 C.S.R. As far as this Presidency

is concerned, it is submitted, that this view is ~~entirely~~ ^l falacious. In the first place, excluding the Nilgiris, there are 5 Districts (namely Anantapur, Bellary, South Canara, Kurnool and Trichinopoly) in which there is no Sub-Collector. If the Collector of any of these Districts takes privilege leave even for one month it is necessary to import an officer of Sub Collector's standing from another District. The limitation of privilege leave to one month instead of 3 in these cases, so far from reducing transfers, will make them ^{more} ~~very~~ frequent. Again, there are numerous appointments, such as those in the Secretariat, the Board of Revenue, and the offices of Heads of Depts. in which a separate acting appointment would be required as well for one month as for 3. ~~as for 3 months~~ ^{but} ~~it~~ ^{will} be extremely undesirable to double, ^{as a rule,} ~~to~~ even for one month, the duties of Secretaries or Under Secretaries to Govt. or of Members or Secretaries to the Board. In this case, therefore, also the restriction of privilege leave to one month, instead of 3, will mean annual instead of triennial transfers, and the shorter the period during which an acting incumbent holds office, the greater will be the dislocation of work. ~~Another method in which the~~ ~~restriction of privilege leave~~ ~~is not a method of increasing the~~

Apart however from these special cases, it does not appear that in connection with officers occupying ordinary posts the reduction of the length of privilege leave would have any effect in reducing transfers. Where an officer goes on leave, ^{if} ~~or~~ only for a month, someone must do his work. If there are junior officers in the district who can be moved up this course is followed. If there are not it is ordinarily necessary to transfer from elsewhere. The expedient of doubling divisions can seldom be followed with advantage for more than a few days. It ~~seems~~ ^{means} only that the work of the vacant division is not done at all.

I have examined the Civil Lists from the 1st of Jan'y. 1896 with the result ^{*} that it appears that in hardly a single instance has the grant of privilege leave for more than one month resulted in transfers from outside the district which would not have been equally necessary if the privilege leave had been ^{for} ~~less~~ than one month. In almost every instance in which an officer was imported to fill the privilege leave vacancy, the reason was that the other officers serving in the district were too junior to take the place of the officer going on leave. The importation of an officer in these cases was therefore necessary, unless Divisional charges were to be doubled up, and

True W.D. 24/1

If the C.S. desires it, I can have the results of this examination of the lists tabulated, but as the current is marked Very Urgent I have not had time to do so before submitting this note.

the importation for three months instead of for one, instead of increasing, reduced transfers. A further method in which the grant of three months privilege leave reduces instead of increasing transfers is apparent from an examination of Civil List. There are numerous cases in which officers ousted from a superior appointment by the return from furlough of the permanent incumbent have, by taking three months' leave, avoided reversion to a lower grade, with the consequent numerous transfers, and have on return from leave been ready to step into another vacancy which has by that time occurred. A concrete instance of this may be quoted in the case of Mr. Watten, who acted as Collector of Trichinopoly up to the 1st of Feb. 1897, then took privilege leave, and on the 23rd of April 1897 became Collector of Kistna. Had he taken only one month's privilege leave he would have ousted Mr. Grimley from Dindigul, and the latter would have reverted to Ranipet, turning out the officer acting there.

Turning to the remedy proposed by the Govt. of India it is necessary to examine first the privileges which it is proposed to withdraw, and secondly the concessions offered in exchange therefor. Privilege leave in future is to be taken as privilege leave: ~~leave~~ only for one month at a time. It is apparently the intention of the Govt.

This is true, but it would equally apply to Mr. Nicholson's proposal to add accumulated priv. leave to furlough.

MA

This will be a very serious loss ~~however~~ unless it is made up by adding the priv. leave to furlough. The judges have recently had extended privileges & can ^{almost} always go home during the recess

MA

of India that this month should be taken every year. This means that, except on furlough, an officer will have no opportunity of going home. The effect of this change will be best understood by a reference to the cases of individual officers. As an extreme case may be ^{quoted} that of Mr. Castle Stuart who, arriving in India in 1879, took no furlough until he had completed 15 years service. The History of Services does not show exactly how much privilege leave he has taken, ^{it} but is believed that he has been to England at least 4 times during that period. Under the new rules such a thing would be impossible, and Mr. Stuart would have had, in order to be able to visit England ^{4 times}, to have taken at least two years furlough which he did not require, with the result that the date upon which he would complete his active service would have been postponed by a corresponding period. Other cases are those of Mr. Ashe, who recently obtained 3 months leave to take home his wife who was sick, and of Mr. Lyle of the P.W.D. who proposes to apply for three months privilege leave for the same purpose. It is unnecessary to multiply further instances in which the power to go home for a few weeks ^{when} at a time ~~without~~ furlough is not admissible is of the greatest value to officers.

The object of the Govt. of India is apparently to ensure that no period of leave between one month and six months should be taken. An officer taking less than six months furlough will take it all on half pay, forfeiting the benefit of his accumulated privilege leave. The hardship of this proposal may be instanced by a reference to the case of Mr. Booty, who last year obtained two months privilege leave to come to Coonoor where his wife was ill. Under the proposed new rule he would have had to take special leave. *NT* If he had taken it for the two months, which was ~~the~~ *all that* ~~period~~ he required, he would have forfeited the previously earned priv. leave. The alternative was to take leave for six months, and to thus waste leave which he would probably have required urgently at a later period of his service.

Instances are constantly occurring of officers being urgently called home on private business. At present they are able to utilise the accumulated priv. leave for this purpose. If the proposed new rules are passed, they will have to fall back on special leave on urgent private affairs, with the result that this will soon be exhausted, and towards the end of their service officers called home at a time when they are not eligible for furlough will probably find themselves under the necessity

of taking extraordinary leave without pay.

The Govt. of India's view is that priv. leave should be taken each year one month at a time. The trouble and dislocation which would ensue if every Civilian is granted one month in each year can well be imagined. It may safely be predicted that a very large number of officers will be unable to obtain their annual leave. Further, in many cases one month per year will be of practically no value. An officer in Tanjore would possibly be able to spend some 15 days of his month at a hill station, the remaining 15 days being practically spent in travelling.

But perhaps the most important point remains. Under existing conditions a Civilian in the most favourable cases may complete his active service in India with an actual residence of 19 years and 3 months. Under the new rules he must reside 21 years. Taking four periods of three months as the amount of priv. leave which an officer may ordinarily expect to enjoy in his 21 years, the practical result of the proposal is to add one year's residence in India to the service of every Civilian. It is obvious that this proposal cannot but be a source of hardship for officers ~~new~~ *in the* service.

NT

This argument is not a good one to urge. The rules lay down that 21 years actual residence is necessary. That this may be lessened by absence on priv. leave is an indulgence, not a prescriptive right.

NT

No. I doubt whether there are many who go home three times on priv. leave during their first 21 years. I went only twice, & have been once since.

NT

Turning to the concessions which the Govt. of India proposes as a set off against the withdrawal of these privileges, it will be seen that the terms of para. 3 (i) of the letter under consideration are somewhat vague. The letter says that the only effect of accumulation should be to enable an officer to receive full pay for the first three months of a period not less than six months furlough or special leave. Apparently what is intended is as follows:

"The only effect of accumulation should be to enable an officer to receive full pay for such part of a period ^{of} not less than six months furlough etc. as represents the privilege leave standing to his credit." This interpretation proceeds on the assumption that an officer with two months priv. leave to his credit would be allowed full pay for the first two months of his furlough. Whether a similar concession would be granted to an officer with, say, one month and two days to his credit, and why a distinction should be made between one month and 3 days and a period less than a month is not clear. The haste with which the subject has apparently been dealt with may perhaps be the explanation of the obscurity in this paragraph.

Taking however the concession in its most liberal interpretation, it will be seen that it is not one which any officer is likely voluntarily to

avail himself of. Priv. leave taken as priv. leave means ^{the} period of rest spent on full pay. If the leave is taken as part of furlough the pecuniary benefits are obviously at once halved. An officer going on furlough receives $\frac{1}{2}$ half pay to start with. If he takes advantage of the proposed concession, he will receive in addition half pay for the period of his privilege leave, that is to say, under this system privilege leave will practically be reduced to half-pay leave and will count as furlough. The concession is obviously of practically ^{little} value.

Finally attention is invited to the correspondence in G.O. No. 999, Judl., d/the 27th of June 1899, from which it will be seen that concurrently with the proposal to restrict officers in the executive service to one visit to England in about four years, the Govt. of India has made concessions to Dt. Judges which will practically allow those officers to go home every year. A Dt. Judge may now take one month in continuation of his ~~one-month~~ vacation each year. If the Govt. of India's present proposal is finally adopted, the result will, it is submitted, be to drive into the Judicial service officers who would not only prefer but are better fitted for the executive line.

I don't see this. What will happen is this; the amount of furlough on half pay wh. an officer can enjoy under the present rules will be diminished by the amount of accumulated privilege leave wh. he takes on full pay.

MA.

27.9.99

This is an important point. MA.

*MA.
26.9.99*

[illegible]

The first of these is the fact that the
 [REDACTED] of the [REDACTED]
 in the [REDACTED] of the [REDACTED]
 [REDACTED] [REDACTED] [REDACTED] [REDACTED]
 [REDACTED] [REDACTED] [REDACTED] [REDACTED]
 [REDACTED] [REDACTED] [REDACTED] [REDACTED]
 [REDACTED] [REDACTED] [REDACTED] [REDACTED]
 [REDACTED] [REDACTED] [REDACTED] [REDACTED]

[The page contains several lines of extremely faint, illegible handwriting.]

The first of these is the fact that the
 volume of the work is very large and
 the number of pages is very high. It is
 a very large volume and it is very
 difficult to read. The volume is very
 large and it is very difficult to read.
 The volume is very large and it is very
 difficult to read. The volume is very
 large and it is very difficult to read.

officers will ordinarily be able to go home every year for the ~~two~~ recess of two months & occasionally for an extra month, while executive officers will be able to go home only on furlough. If the ~~interests~~ interests of the public service require a change in the present system, it should not be by mere deprivation. The accumulated privilege leave ^{on full pay} should be in addition to the furlough, with the condition that both together shall not be less than six months.

But even this would not be an equivalent for the privilege withdrawn. Thus in my own case I went home in '73 & '76, '90 & '91, '95 & '97, and in two if not three of those cases, the second visit could not have been made.

The only method of increasing the value of the equivalent that I can think of is to allow the privilege leave ^{on full pay} to accumulate up to six months, when it might be taken without the compulsory addition of furlough.

This would cost the State

This was Mr. Nicholson's recommendation. flag C.

nothing but the salary or half salary due on the portion of the accumulated six months that would otherwise have been forfeited. To this extent - in view of the proposals of the Govt of India - I modify the view I expressed on p. 17 of G.O. No 999 of 27 June, 99. flag C.

I do not know that any ill-~~effects~~ has resulted from furlough ^{lasting} for a period of two years. It need to last for three years.

If officers return after 18 months, who would have preferred to remain two years, the number of transfers will pro tanto be increased. Moreover an officer who has had a long furlough at home is usually disposed for a long stay in India before his next furlough. For these reasons I am not in favour of India's

I am also not in favour
of proposal (3). I think
a young officer had
better make a long stay
in this country before his
first furlough. On medical
certif. he can always go
home & this is enough.
This proposal (3) is obviously
intended as a corollary
of (1).

The proposal in para 7
is sound. The rule has
caused more vexation than
the value of the money
saved.

There is still time for
the C.S. to ~~consider~~ ask
the opinion at any rate
of the members of the
board. do.

Jagmohan
MS
27-8-29

MS 27-8-29

I accept fully the views

I have expressed in the past

in the C.S. & in the C.S.

in the C.S. & in the C.S.

in the C.S. & in the C.S.

Yes - It would greatly
encourage matrimony
among young officers, and
it is better for them and the
public service that they should
remain uncumbered till the
age of 30. MS.

Public Dep.

Copy of D.O. to Mr. Davidson
J.C.S. as Ser. to the W.D. of Rev. (L.R.): -

My dear Davidson,

I enclose four copies of
a letter from the Govt. of India, No. 2137
of the 19th September, for the opinion
D.O. of the Members of the Board on
the proposals contained therein. You will
notice that India asks that the reply
from this Govt. may reach Simla not
later than the 21st inst., so that the
matter should be treated as very
urgent.

18
1.7.99.

Public Dept.

Telegram

0121107

To Secy. B^d of Rev (L.R)
- Madras

836. Please wire when
reply to Denis official
reference regarding ^{Indication} official
transfers and leave may
be expected. Jm 11/10/99

When 7/11/099 Cust
10/11/99

Amended & corrected

477

476
D



CHIEF SECRETARY
GOVERNMENT OF MADRAS
9 OCT. 1899

2nd October 1899.

W

My dear Stokes,

Please see my official letter No. 2137, dated 19th ultimo, about ^{certain} suggested modifications in the Civil Service Regulations with a view to reduce the frequency of transfers. It will be a great favour if you will see that the reply of the Local Government is despatched so as to reach me, without fail, by the 21st instant.

Yours sincerely,

A. H. M. S.

To

The Hon'ble Mr. G. Stokes, I.C.S.,
Chief Secy. to the Govt. of Madras.

120

CURRENT No. 1
 INDIAN TELEGRAPHS Monthly Number. 1

Code Class. A.

To *Coatacamund* (Office) From *Madras* (Office) *Mounting*

Words	Day	Hour	Minute	Official Instructions
25	8	16	22	

To *The Chief Secretary* (Person) From *Board of Revenue* (Person)

Govt. Madras

Coatacamund

SECRETARY
 9 OCT. 1899
 GOVERNMENT OF MADRAS

Word Form. Reply regarding official transfer will be despatched Monday or Tuesday -

Loco. from LN. Sent to LN. 40

At Hrs. 315.00

OOTACAMUND 8 10 39

Perigraph Master.

OGP. No. 201 T-17 3 87 - 00 800.

C 10008
R12008

D.O. from Secy. Board
with
Opinions of Members
of the Board

Am. & Co.

For use as a copy and indication
the draft can be a document which it was with
strengthened by some included in the draft & indicate
of the points mentioned which is now almost ready
by the members of the
res. rep. Messrs Shrock
Trickelton.

MA 11-10-88

MA
11-10-88

The New Privilege Leave Rules.

"U. C. S." WRITES TO US:—LORD CURZON'S proposals for the modification of the Privilege Leave Rules of the Civil Service Regulations, set forth in your paper last evening (3rd), demand very careful consideration, especially as they seem to have been framed without any consideration of their probable effect on the bulk of the Civil Service. The Service may be divided into two great classes—the Heavenborn and the Gibeonites. The former have to render 25 years' service for pension, of which four years may be spent on furlough. The latter have to render 30 years' service of which, in a majority of cases only two years may be spent on furlough, although it is true that in the case of a minority, which is, however, larger than the number of the Heaven-born, four years may be spent out of India. The proposals would affect each of these groups of Civil Servants differently; whilst the case of the European and the Native Civilian is also different. To the latter, the right at present possessed of accumulating privilege leave up to three months is particularly valued, whilst it must be remembered that with them, as with those European officers who come under what are known as the Indian Service Furlough Rules, no furlough can at present be taken until after 10 years' active service, and no such furlough counts for pension unless it be taken out of India. To all such officers, and they form the bulk of the Civil Service, the proposals would be utterly distasteful, and could, with justice, only be applied to those who join the Service in the future. Probably no one explained this fact to Lord Curzon and Mr. Dawkins.

Even in the case of European officers who enjoy the more favourable leave rules, as regards furlough, and earn one year's furlough for every four years' active service in India, subject to a limit of six years in all, a very large proportion is permitted to count only two years of this towards service for pension. To these officers, the privilege of accumulating full pay leave for three months is of the greatest possible value. It enables them to run Home on private business or for necessary recreation without having to use up the extremely small amount of furlough that counts for pension. If the proposals in question were carried out, such officers could only get Home four times in 30 years, unless they extended their service beyond that period. Each such visit would be for only six months. The proposed grant of full pay for a portion of these two years would be but a poor compensation for the loss of the privileges at present enjoyed. It seems doubtful also whether the circumstances under which this great class of workers serve were explained to Lord Curzon.

The next great group of officers is that which is allowed to count four years of furlough towards pension, out of a total service of 30 years. In their case, the proposed change of the Rules would not operate so harshly, but it may be said that in a majority of cases officers do not wish to be forced to take a month's holiday each year, nor to incur the expense of a such a trip to the Hills for the very unsatisfactory change which such a trip will permit of. In the early days of a man's service, the expense of such trips would probably not be crushing, but later on, when his family is in England, the holiday would be expensive and unsatisfying. On the other hand, supposing that the annual holiday is foregone, such officers will be obliged to take six months' furlough at least once in three years to avoid sacrificing any of the accumulations, and to spend that period on three-fourths pay. A great many officers cannot possibly afford a run Home if they have to sacrifice any portion of their salaries. It must be remembered that the pay of such officers as those now alluded to averages a good deal less than Rs. 1,000 a month. The additional drawback will also arise under the proposed Rules that such officers, if they are to make reasonably frequent visits to Europe, will eat up their furlough which counts towards pension with-

out making such prolonged visits as are necessary, if the professional man is to keep himself abreast of European progress. A six months' trip to Europe is necessarily much more expensive in proportion to its length

than one of a year or 18 months, whilst it is too short for anything except recreation.

In the case of those officers who have to render only 25 years' service in India, of which three or four years may be spent on furlough, the proposals would operate less harshly, chiefly because such officers are, as a rule, more handsomely paid, and would scarcely feel the expense of the six months' trips forced on them, nor any slight extension of their service if they took a year's leave once in four years. Still, to a large number of such officers, the loss of the present privileges would be absolutely distasteful, and very few of them would value highly a month's holiday on the Hills every year. This brings into consideration the idea that if only such holidays were taken the short vacancy could be filled by an officer on the spot. This seems to be chimerical, unless the Assistant Collector is to become in turn the Forest Officer or the Executive Engineer, and the duties of Superintendent of Police to be doubled on the Assistant Superintendent, and so on. Who would perform the duties of a Tahsildar whilst he has his holiday does not appear. The proposals might work without very much detriment to the members of what is now called the I. C. S., but the Civil Service Regulations apply not only to them, but to the whole body of Civil Servants, and that they would, if carried out, operate most harshly to the remainder of the Service appears probable. This I say though, in my own particular case, I should welcome the new rule, but I doubt whether such a welcome will be accorded to it by the main body of the old Uncovenanted Service.

Revenue Board Office,

(Lord Revenue),

27 October 1899

1899

CHIEF SECRETARY

GOVERNMENT OF MADRAS

My dear Mr. Stokes,

In reply to your semi-official letter of the 1st instant which reached me on the 3rd I enclose copies of the notes recorded by the four Members of the Board, as I gather that Government wishes to be placed in possession of the views of each individual Member. Mr. Nicholson is at Vercoed and it was not until the 7th that Mr. Higgins returned to Madras from a tour during which he was so shortly on the move. Consequently it was not until yesterday evening that all four Members had recorded their views and some slight additions to the original notes have been made to-day.

Each member has read all his colleagues' notes with the exception of Mr. Nicholson, who has not seen what Mr. Higgins wrote, but has perused notes recorded by the other two Members.

Yours sincerely,

Revenue Board Office,

(For Revenue),

9th October 1899.

CHIEF SECRETARY
GOVERNMENT OF MADRAS

My dear Mr. Stokes,

In reply to your semi-official letter of the 1st instant which reached me on the 3rd inst. I enclose copies of the notes recorded by the four Members of the Board, as I gather that Government wishes to be placed in possession of the views of each individual Member. Mr. Nicholson is at Vercaud and it was not until the 7th that Mr. Higgins returned to Madras from a tour during which he was constantly on the move. Consequently it was not until yesterday evening that all four Members had recorded their views and some slight additions to the original notes have been made to-day.

Each member has read all his colleagues' notes with the exception of Mr. Nicholson, who has not seen what Mr. Higgins wrote, but has perused notes recorded by the other two Members.

Yours sincerely,

James D. D. D.

Revenue Board Office,
(Land Revenue),
MADRAS.

189

The considerations affecting the great body of the native Civil Service in the matter of privilege leave are quite different from those which affect Europeans and as the former are not touched upon in the letter of the Government of India, it may be presumed that our opinion is desired with reference to Europeans only.

2. The aim of the first proposal is said to be to limit privilege leave to the amount earned in each year, so as to render it possible in probably all cases, to provide for the short vacancy by arranging that the duties of the absent officer shall be performed by another officer on the spot.

3. In this presidency, however, where officers who have charges outside the immediate neighbourhood of the headquarters of a district are required to reside within their charges, it is impossible so to arrange for the discharge of duties during even a short vacancy and efficient administration is much more seriously dislocated by three separate vacancies in three years, than by one vacancy of three months in one year. It is therefore, so far as this Presidency is concerned, distinctly in the interest of good administration to encourage accumulation of privilege leave, and this effect would certainly not be produced by compelling a man to take his privilege leave as part of a leave of not less than six months whether he wished to take such leave or not. There are many men to whom it is most inconvenient to take even as much as three months on half pay. The proposal that accumulated privilege leave, though carrying privilege leave pay, should be counted as part of the sanctioned period of furlough would not affect the great bulk of the men in the services as very few of them take all the furlough to which they are entitled, but it would affect very seriously two classes of men whose cases call for the most liberal treatment, viz., those who

are compelled by ill-health to take every day of leave admissible, and those who have not been admitted to the benefit of the more favourable pension rules and consequently can count towards pension no more than two years of furlough.

4. For the above reasons it seems to me that the proposal of the Government of India cannot possibly be accepted in its entirety. The main object in view, viz. the reduction of the number of transfers and changes in district and other charges may however be secured to a very large extent by doing away with the rule which compels a man to return to duty after privilege leave before going on furlough. If men were allowed to take furlough in continuation of privilege leave it would lead to its being taken as desired by the Government of India, as part of a reasonably long spell of leave. Some men would probably prefer occasionally to take their two or three months one year, and their furlough the next, but they would I think be comparatively few and it would probably be for some strong reasons which would lead to their regarding the withdrawal of the existing arrangement as a very great hardship.

5. In brief it seems to me that so far as the proposals of the Government of India are in the right direction the object aimed at can to a very large extent be secured by a graceful concession, instead of by the withdrawal of a privilege which would be bitterly resented.

6. The next proposal is to reduce the maximum period of furlough to be taken at one time from two to eighteen months. In practice men do not take two years unless they have good reason for desiring to escape two hot weathers. In Madras this can only be done by leaving in March and returning in November, a period of twenty months. The proposal must therefore be regarded as unsuitable.

7. The third proposal is unnecessary if my views with regard to the first are accepted, but it may be accepted if the first proposal is adopted.

8. Article 120 is no doubt unreasonable, and the only objection I see to the proposed change is that its adoption would put men in a graded service in a much less favourable position than others. It was probably this consideration which led to the present form of Article 120.

S. J. ...
(S. J. ...)
...

Revenue Board Office,
(Land Revenue),
MADRAS.

189

It will be best I think for the Board to condemn these proposals root and branch. We are given no sufficient time to sit down and think how they will affect all branches of the service. I agree with the Secretary, Land Revenue, as to the value of the preamble of the Resolution. With due consideration and the necessary information recorded ahead of changes better arrangements for work might often be made. The "difficulty" stated to exist is not obviated under the conditions of service in Madras. No one in this Presidency should be asked to do his own and another's work so far as my experience goes. On the contrary the Government of India ought to provide better for work

to be done by a reserve of officers.

On (1) all men who have not completed their service are bound to object. It would suit me personally and now. And it would not suit men on side the Covenanted Service at all. I would agree thankfully ~~to~~ a permissive use of three months - or less - privilege leave on full pay being added to other leave- furlough, medical or special -.

On (2) I would say that the length of furlough is entirely a personal equation and no one will stay on furlough longer than he thinks he needs it, unless he be an absolute shirker, who will never be "in touch".

[On (3)] (3) The grounds of this are farfetched. I agree in the advisability of a long spell of first service, if health permit. The only reason of the proposal would seem to ~~be~~ to render the proposed new rules less unpalatable to the younger men and to fit in with the chief proposal. A three months' holiday-and not a six months' or year's furlough-is all that a healthy youngster should be given after four years' service, if he is ~~to~~ used for his own and this country's good.

Revenue Board Office,
(Land Revenue),
MADRAS,

189

I am entirely opposed to the three suggestions of the Government of India

Suggestion (1) 2. This requires men to take either one month's leave annually-if they can get it-or to accumulate it up to 3 months when they will lose it qua privilege leave and will merely obtain full pay for 3 months of enforced furlough, the 3 months not counting towards residence or pension. There are many objections: (1) one month's leave is, in this country almost useless; e.g. the benefit of the hills is only felt after the first month, (2) from many districts it takes several days on the journey to and again from hills where there are health and society such as are especially

2. [The para 2 of Mr. Fraser's letter to Mr. R. S. S. (2nd edition) is a serious criticism on the suggestion of privilege leave, which is not to be taken, but is to be accumulated up to 3 months when it will be lost, and the man will only get full pay for 3 months of enforced furlough, the 3 months not counting towards residence or pension. There are many objections: (1) one month's leave is, in this country almost useless; e.g. the benefit of the hills is only felt after the first month, (2) from many districts it takes several days on the journey to and again from hills where there are health and society such as are especially

especially necessary to a lonely Madras District Officer,
 (3) the expense to a man, especially if married, of a move for so short a period would be often prohibitive, especially to the bulk of the services; (4) if in any year an officer cannot take his month's leave and subsequently becomes debilitated, he cannot get two months' leave to the hills or to sea which might set him up, but only either a useless one month or an enforced furlough of not less than six months; (5) as shown by the Assistant Secretary's Note, the services whose furlough only comes once in 10 years must either take a month's privilege leave every year or lose to 7 months of it during the first 7 years, since they can only take accumulations in the 10th year: this difficulty seems conclusive against the suggestion, since it would breed an intolerable grievance amongst the whole of the Native (and other) services to be deprived of their 3-months' privilege leave; (6) in this Presidency where officers of the same department mostly live in separate stations in the centre of large divisions, it is almost impossible to delegate the duties of one officer to another in addition to his own without

(a) overloading that officer and consequently causing

work to be badly done or omitted;

- (b) causing serious annoyance and cost to all persons in the division under temporary transfer who would have to travel scores of miles perhaps only to find their cases &c adjourned for "want of time";
- (c) causing dislocation of officers whenever, as would be frequent, an officer had to move to the head-quarters of another, e.g., a Sub-Collector to a Collector's head-quarters.

3. It is not clear whether a man may enjoy two months' leave on full pay, when he has only two months' privilege leave at credit when taking furlough: nor is it clear whether, when a man has accumulated for 3 years and is then unable or unwilling to take furlough, he will be allowed to take a month and then re-accumulate if not, he will lose all privilege leave till he can take furlough.

4. It is already felt as a hardship that, under the present rules, men often lose their whole accumulations of privilege leave when forced by sudden sickness to take long leave: the new proposals will aggravate the

hardship

hardship.

5. I strongly adhere to the suggestion which I made to the Madras Government last November from Trivandram, viz. that the proper way to minimize transfers and to amend the above noted grievance is to permit

(a) the taking of any accumulated privilege leave, as such, in conjunction with furlough, sick leave, or special leave;

(b) the allowing accumulation of privilege leave up to (say) 4 months. If these concessions are granted as permissive they will cure much of the transfer difficulty; leave men free to choose and they will probably be found to take privilege leave cum furlough at moderate intervals, to their own content and to the benefit of work.

6. In the Native States of Travancore, Cochin, and -I believe- Mysore, privilege leave can be taken in conjunction with any other leave; in the Straits Settlements the same, and, from instances met on voyages, I believe that privilege leave can be accumulated for considerably more than 3 months. I don't know the Ceylon rules.

7.

Revenue Board Office,
(Land Revenue),
MADRAS.

189-----

7. I contend that it is in this direction that the rules should be amended, and not in that of depriving men of the much valued-but too often lost-accumulation. As pointed out above, para 2(5), while the I.C.S. will be considerably affected, the other services will severely suffer. I do not think that the Government of India can have considered (a) the effect of the suggestion on work among men already in the services; (b) the effect on the recruitment of the services; the depreciation of the rupee tends to deter men from entering; how much more if the leave rules are to be seriously restricted?

Suggestion (2). 8. On this I would say that the present period should be retained. 20 months is the minimum period required in Madras fully to avoid two hot - weathers and a return journey in September.

Suggestion (3). 9. To this suggestion I very strongly object; it is in the first 8 or 10 years, when a man is young;

young, energetic and full of enthusiasm and observing power that he ~~lays~~ ^{has} a solid foundation for future work and usefulness, and to break up that period by a spell of furlough just when after say 4 years, he has begun fully to comprehend his position, work, and duty, would be to destroy or prevent that very "touch" with India which the Government of India desire to preserve.

10. I have nothing to say on the proposal in para 7.

F.A.N. (initials)

(One copy)

Done & dated

7 Dec

1958

Treasury Board Office,
(Land Revenue),
MADRAS.

189-

Four Members Note

I am entirely agreed with other Members as to the desirability of opposing these suggestions as such, and would place the matter before Government such as in para 3 and 4. I think we should emphasize the fact that nearly all District Officers have already more work than they can do justice to, and that to impose upon them, in addition, the duties of another officer for one or more months in each year will inevitably mean that the work of neither officer can be efficiently performed, and that the administration must suffer. Government should consider being urged to obtain the alteration of the rules so as to allow privilege leave (up to 3 or 4 months) to be taken voluntarily on to furlough or other half pay leave. The interval while must

elapse between return from privilege leave and departure on
half pay leave might be extended to a year, if necessary, in
order to induce men to take both continuously and prevent the
transfers and want of touch with new conditions which are --
caused by the present practice of making that interval as --
short as possible.

A. W. B. H. H. H.

Copy 1

Donee Danden
27 Dec 2
1. 10. 58

To (Office)				From (Office)	
Words.	Day.	Hour.	Minute.	Official Instructions.	

To (Person)	From (Person)
-------------	---------------

Transfer of civilians was
 Submitted to the paper
 is the VE. cover sent must last
 night of return of Transfers.
 H.X. 98

Read from	LN.	Sent to	LN.			
At	Hrs.	Mins. by	At	Hrs.	Mins. by	Telegram

Note for the C.A.

That V.E. cover re

Transfer of civilians was
seen & continued to the peak by
the Am: m. Arrived at 11 Am
today who then it to the
other Am. The Am: m.
wrote to them returned it
at 12 o'clock which has
then delivered at South
House. It is now in
South House.

Telephone to Mr
Mansie P.S. office
15/58
11.4.99
CSH

Put in the telephone
asked in the
Mr. X

noted all the
last week
23.4.11

3

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

not mail

Code Class.

INDIAN TELEGRAPHS. Monthly Number.

To (Office)

From (Office)

Words.

Day.

Hour.

Minute.

Official Instructions.

To (Person)

From (Person)

Word Form.

Recd. from

L.N.

Sent to

L.N.

At

Hrs.

Mts. by

At

Hrs.

Mts. by

U. S. P. No. 255 T-12 10 00 - 000000.

Telegraph Master.

Purvis Department.

C. No.

TELEPHONE MESSAGE.

From

The CS.

CHIEF SECRETARIAT,

To

The P.S. to H.E. the Govt.

Dated 12 . X . 1899.

~~May I say~~ Has the
file regarding reduction of
transfer of civilians been passed
by H.E. please?

M
12.X.99

Dec 12/55
12.X.99

CA
Sub. to C.A.

The file is now understood
to be in the CS.
M 12.X.99

Sub.
M
12/X.

Col.

Public Department.

C. No.

TELEPHONE MESSAGE.

From

The Chief Secretary

CHIEF SECRETARIAT,

To

The Private Secretary to H.E. the Governor

Dated 11th October 1899.

Will you please expedite
the ~~early~~ return of that
very urgent file regarding
redemption of transfers of
Cairns which was submitted
for His Excellency's orders
today.

Cms
M.L. 11. x 22

H. x 91 Dep^d
17/28
11.4.99

Public Department.

C. No.

TELEPHONE MESSAGE.

From

The C.S.

CHIEF SECRETARIAT,

To

The P.S. to H.E. the Gov.

Dated 14. 2. 1899.

Will you please expedite
the return of the very recent file re
reduction in the transfers of civilians
sent this morning for H.E.'s orders.
C.S. India wants the
file 14/2/99 up to Simla by
the 21st

Sup'd
17/2/99
14. 2. 99
14/10/99

Press Clerk
File with the original
please.
MR
19-X.

Telegram to Home Simla

NOTE FOR THE

655+ Reply to ~~your~~ letter
re reduction of transfer despatches
today. Will probably reach Simla
22nd. Regret delay of one day
but entirely unavoidable. ~~Some~~
~~communication has been made with~~

end
16-X-08

M. G. W. J.

7 copy
ST-10
16/7

Thurs. July 1st 1894
Linn. & Co. 1894

Insects, mostly
Cynipids, with
many:

2nd. Ash Linn. Co. Linn.

Bl. 1894 cannot apply

1. Linn. Co. Linn.

2. Linn. Co. Linn.

3. Linn. Co. Linn.

4. Linn. Co. Linn.

5. Linn. Co. Linn.

6. Linn. Co. Linn.

7. Linn. Co. Linn.

8. Linn. Co. Linn.

9. Linn. Co. Linn.

10. Linn. Co. Linn.

11. Linn. Co. Linn.

12. Linn. Co. Linn.

13. Linn. Co. Linn.

14. Linn. Co. Linn.

15. Linn. Co. Linn.

16. Linn. Co. Linn.

17. Linn. Co. Linn.

the but admit that
primary law is being
cause of ~~transfers~~. The
law is. the remedy is
to induce accumulation
with other laws.

There will be accumulation
to the ~~remedy~~ or ~~remedy~~
on primary law.

Do not restrict but
make concessions.
But effect ~~by~~ ^{desired} ~~by~~ ^{improvement}
at his expense to ~~but~~ by
allowing accumulation
to the ~~remedy~~.

Objection While the effect
desired can be done
there is ~~attained~~ without
hardship there are also
following serious objections
to Indian proposal.

1. Hardship Can't be done
2. One month no food
3. Loss of accumulation
in the ~~remedy~~ ~~remedy~~ ~~remedy~~
furlough.

Produce this content.
in one month's time
to the ~~remedy~~ ~~remedy~~ ~~remedy~~
to the ~~remedy~~ ~~remedy~~ ~~remedy~~

2nd Indian proposal
1st furlough of his 4 years

3rd Cutting pay for
1st month.

1.

4 p

✓

189

169

.. 189

Heinrich.

addressed.

addressed.

I have suggested a good many verbal amendments in pencil. - The draft requires some further polish I think.

Letter. no. 1181 14-10-19-
PJ Received here
Hon. Sec. General at
8.30 a.m.

Letter
PS

71C

India,
ent.

I am directed to reply to your
2137
letter to ~~Govt~~, Public, dated the 19th
September 1899, in which you invite
an expression of the opinion of the
Governor in Council on certain changes
in the Civil Service Regulations which
have been suggested with a view to
the adoption of measures to reduce
the number of transfers and changes
in district and other charges.

Done
M.H.H.
11
107.107 l.
Recd 3 p.m.
Cut
15 p.m.
He
I have paid printer
for copy
of corrected
proofs

2. From the terms of your letter it would appear that the proposed alterations in the leave rules are intended to have effect on all departments and officers alike. It is observed, however, that while article 332 of the Civil Service Regulations quoted in para. 3(1) of your letter is of general application, article 340 quoted in clauses (2) and (3) of the same para. applies only to officers subject to the European service leave rules. I am to point out that the proposals would ~~have~~ ^{not} the same effect on all classes of officers or even on the different groups of officers in the various classes. As regards the leave rules, officers may be ~~divided~~ ^{separated} into two ~~main divisions~~ ^{main divisions} - those subject to the European Service Leave rules and those subject to the Indian Service rules. In the former class are included Indian Civilians who can count towards pension four years' furlough out of total service of 25 years, other officers who can count towards pension four years' furlough ^{out of a total service of 30 years} spent out of India, and others again who can count two years only of such furlough. ~~The Indian Services also include the two divisions last mentioned.~~ ^{Another} broad dividing line ^{exists} ~~in the distinction between~~ between European and Native officers and the considerations affecting one of these classes in the matter of leave

are entirely different from those which affect the other. It is clear that these various classes of officers cannot ~~be~~ be treated alike in the matter. If the proposals are to be applied to the Indian services, those officers whose furlough ^{first} comes ^{after the tenth of service} ~~once in 10 years~~ must either take one month's privilege leave every year or lose up to 7 months of it during the first seven years. They would, briefly, have to rely on their one month's privilege leave in the year. It is beyond the means of most such officers to take furlough more than once or twice in their service. The undertaking is for them a serious one, and privilege leave is by a very large number reserved for illness or when rest is necessary. Privilege leave, moreover, to be of benefit must be accompanied by a change and the expense attendant on this is a heavy item to those ~~in the Indian services~~ who are Europeans and live ~~at all decently~~; it could not possibly become an annual charge. ^{Presuming} Granting that the proposals are to be applied to ~~the~~ ^{European} services alone, I am to state that the time within which the opinion of this Government is required does not permit of ~~any~~ ^{any} examination of the effect of the proposals in regard to the less important European departments. The Governor in Council is, therefore, obliged to confine his remarks mainly to

Substitute

HA

as gentlemen

ASH

W.S.

3

to be applied to the Indian services

ASH

4.

71.

the case of the Indian Civil Service,
but I am to urge that ~~this matter~~
~~is not a matter of~~ demands

most careful and deliberate considera-
tion at the hands of the local and
supreme Govts, and ~~is deprecate~~

*The display of any undue haste ~~being~~ in
the disposal of a ^{subject} matter
which so closely affects the
welfare of the administration
~~of the Government~~*

8P
 Taking then the case of the Indian Civil Service, it is no doubt practicable in certain other parts of India, where District Officers are ~~collected~~ at headquarters, to arrange that the duties of an officer absent on privilege leave should be discharged by another officer at the same station, as required by article 119 of the Civil Service Regulations; but in this Pro-
 vey

officers whose charges lie outside the immediate neighbourhood of the headquarters are required to reside within their charges, in separate stations, & in the centres of large divisions. The

size of ^{these} divisions ~~is~~ ^{is} ~~in~~ ^{is} ~~the~~ ^{is} ~~proportion~~ ^{proportion} to the facilities that some of them possess greater

facilities than others as regards railway communication. Moreover, promotion within a district and the literal application of article 119 very often not only more expensive to Govt, but also more trying to the officer concerned. For example, it is simpler to transfer the Sub-Collector of Coimbatore from Erode to hold charge of the Collectorate of Salem (a journey of two hours by railway) than it is to order the Sub Collector of the latter district at Hosur to take charge of the Collectorate (a long journey entailing travelling by road).

6 In short, the conditions in Madras
are such as to

make it impossible to find, except
in every minor cases, ^{an} officer on
the spot in a district to take over
charge of the duties of an absent
officer. This condition of affairs
could only be attained ^{here} by a large in-
crease to the cadre of the Indian
Civil Service or by a corresponding
increase in the strength
of the Provincial Civil Service. The
procedure involved in the latter
course, - viz. that of annually placing
a large number of divisional charges
now held by European officers under
Deputy Collectors - would not only be
inadvisable ^{since} it would inevitably
lead result in diminished efficiency
of administration, but it would also
involve the illegality of handing over
to the Provincial Service numerous non-
listed posts in excess of the number
to which it is by law entitled. The
former course would cost more than
the remedy which this Government, as
will be seen from later paragraphs of
this letter, considers will meet the
case.

7
4. It may be urged that 10
although article 119 cannot be
applied in this Province as a
general rule, it is capable of
being worked in the case of
privilege leave vacancies of one
month. With reference to this
point, I am to state, that
in addition to the arguments
adduced in the preceding para,
~~all of which operate against such~~
~~arrangements~~ that in Madras Divisional
Officers are scattered over areas of
great magnitude and have charges
which are not only sufficient,
but in some cases too heavy, for
a single officer. It is, therefore,
often impossible to delegate the duties

of one officer to another in addition
to his own, even for a short vacancy,
without overloading that officer and
consequently causing work to be badly
done or not done at all, ⁽²⁾ without causing serious
annoyance and cost to all persons in

the division ~~under temporary management~~
~~who would have to travel scores of~~
miles perhaps only to find their

cases adjourned for "want of time"; and
⁽³⁾ without entailing the ~~transfer of members~~
~~of the division~~ ^{by the case} ~~one of~~
~~one of the~~ ~~to the head quarters~~
~~of another~~ a Sub Collector to a

Collector's headquarters.

In connection with this point, I am to ~~observe that~~ in this Presidency there are only a few isolated cases in which Sub Judges have been invested with the powers of Assistant Sessions Judges, and unless the work of Lt. Courts is to be allowed to fall into arrears, the appointment of acting Lt. and Sessions Judges and consequent transfers are always necessary, whatever the length of the vacancy. ~~These appointments may therefore be left out of consideration.~~ There are also numerous ~~posts~~ ^{posts} such as those in the Secretariat, the High Court, the Board of Revenue and the offices of heads of departments, in which a separate acting appointment would be required for one month as well as for three. In these cases the restriction of privilege leave to one month, instead of to three, would involve annual, instead of triennial, transfers; and the shorter the period during which an acting incumbent held office the greater would be the ^{Thus} ~~this~~ ^{eliminates} ~~dislocation of work.~~ ^{are eliminated} ~~of the posts in the cadre of the I.C.S. in this Presidency from the operations of the beneficial results which the Govt. of India anticipates will accrue from its proposals, and confides the enquiry to the principal divisional charges in districts.~~ ^{confuses itself}

In regard to these, excluding the Nilgiris, there are five districts

~~districts~~ which have no Sub Collectorates,
and there is the Madras Collectorate, a
most important charge which has no ^{subdivisional} ~~sub-~~
ropean ~~subordinate~~ staff. In two of the
districts referred to, Trichinopoly and
Kurnool, the Collectors are ~~ex-officio~~ ^{Native States}
Political Agents of the ~~Dudumottai and~~
~~Panganavalle States~~ respectively, and in
Trichinopoly the Head Assistantship has
been permanently transferred as a listed
post to the Provincial Civil Service. If
the Collector of any of these districts
proceeds on privilege leave for even
one month, it is ^{therefore} necessary to import an
officer of Sub Collector's standing
from another district. There are two dis-
tricts in which there is no Head Assist-
antship and in filling the Sub Collecto-
rate of which a similar difficulty would
arise. ~~The limitation of privilege leave~~
~~to one month instead of three in such~~
~~cases would, so far from reducing trans-~~
~~fers, make them more frequent.~~

11

14

14/p

Apart, however, from these cases, it does not appear that, ^{generally} as regards officers occupying posts in the ordinary line, the restriction of the length of privilege leave would have ~~the~~ effect ^{of} reducing the number or frequency of transfers. The strength of the Indian Civil Service in this Presy. is such that even in districts which possess the full complement of European Divisional officers, officers holding charge of Sub Collectorates are, in the large majority of cases, acting ~~standing~~ in that appointment itself and so junior that it would be impossible, in the interests of sound administration, to place them in charge of ~~a~~ district. ~~The same argument applies to Sub Collectorates.~~

Handwritten: ~~None of the officers in the Presy. are in charge of a district.~~

A4H

Handwritten: ~~None of the officers in the Presy. are in charge of a district.~~

A4H

A4H

Handwritten: ~~None of the officers in the Presy. are in charge of a district.~~

A4H

An examination of the Civil List of this Presy. ^{for the past three years} ~~from 1st January 1895~~ shows that in hardly a single instance has the grant of privilege leave for more than one month resulted in transfers from outside the District which would not have been equally necessary if the privilege leave had been ~~less~~ ^{the month} ~~than for three months.~~ In almost every instance which has been examined in which an officer was imported to fill a privilege leave vacancy the reason was that the other officers serving in the district were too junior to take the place of the officer going on leave. It would always happen, even under the rule proposed by the Govt.

A4H

2

15p

India that if the junior officers could be moved up this course would be followed, and if no such officers were in the district a transfer from another district would be ordinarily necessary. The expedient of doubling up two charges cannot be followed, for the reasons already stated, for more than a few days. It is clear from the foregoing facts that the limitation of privilege leave to one month, instead of to three, would, so far from reducing transfers, make them more frequent.

(Vide page 2)

8. This Govt. admits that privilege leave is the chief cause of transfers, and although the provisions of article 119 ^{are} incapable of application in this Presidency, it is now always the endeavour to fill short vacancies, as far as possible, with the least expense and with the least dislocation of work and without reference to strict seniority promotion. The Governor in Council considers, however, that ^{so} far as this Presidency is concerned, it is in the ^{gaffe} interests of good administration to encourage the accumulation.

16/12
to put the matter in the way

of privilege leave. He is convinced, ^{the} ~~however~~, that present conditions of service in India demand not only the permission to accumulate, but the permission to combine, privilege leave with other leave, and he is of opinion that any changes in the present system which are required in the interests of the public service, ~~could~~ ^{could} be secured ^{in this manner} by a graceful concession instead of by a withdrawal of privileges which ~~will~~ ^{will} be bitterly resented. It is already felt as a hardship that, under existing rules, officers frequently lose their entire accumulations of privilege leave when forced by sudden illness to proceed on long leave. ~~and~~ This Government ^{has} ~~contends~~ that instead of aggravating this hardship, an inducement should be held out to officers to accumulate privilege leave and that they should be permitted to take such leave, as privilege leave, in conjunction with furlough, whether ordinary or on medical certificate, ^{and on} ~~with~~ the condition that both together shall not be less than six months. This system obtains in the Colonies and in Native States, such as Travancore and Cochin, and, it is believed, Mysore. But even this concession would not be an equivalent for the ~~privileges~~ ~~withdrawn~~, and the only equitable method of increasing the value of the equivalent and of holding out a sufficient inducement to officers to

to be able to do this
in the way

A.44

is convinced
MA

A.44

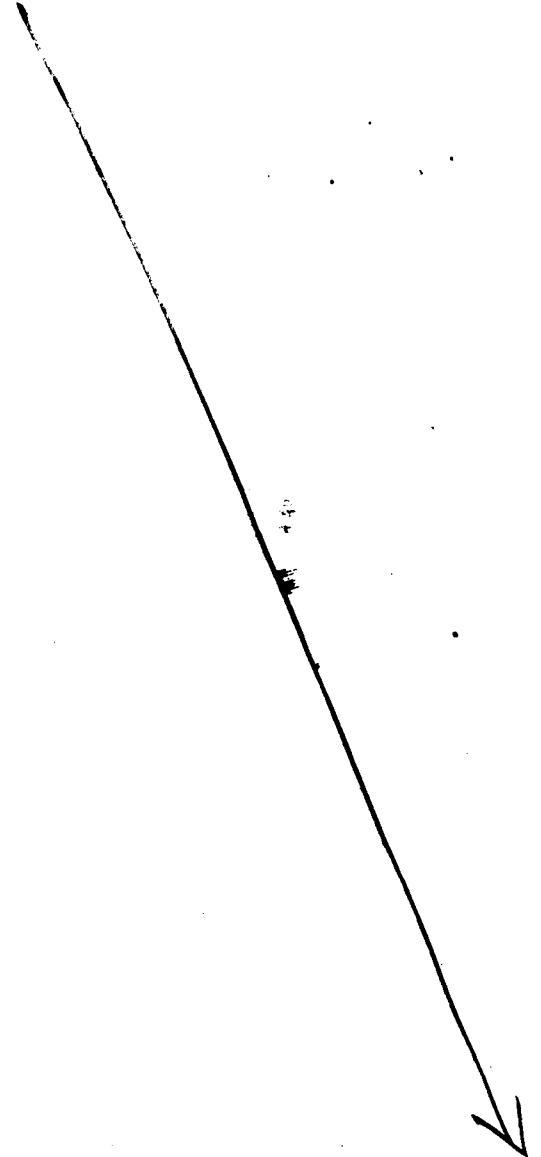
MA

to be able to do this

What is the Council's opinion?

forego short spells of leave is, the
Governor in Council ~~considers~~ ^{holds}, to allow
privilege leave to accumulate for six
months, when it might be taken without
the compulsory addition of furlough.
This would cost the State nothing
beyond the salary or half salary due
on the portion of the accumulated six
~~months that would otherwise have been~~
forfeited. *a saving of money.*

mt



15
10-91 1870

While the effect desired can, as shown above, be obtained without inflicting any hardship on the services and without ^{any undue} extra expense to Govt., there are various and serious objections to the concession which the Govt. of India proposed to grant as compensation for the withdrawal of privileges at present enjoyed by officers. In dealing with this concession, it may be remarked that the terms of clause (1) of paragraph 5, as explained in paragraph 4, of your letter are not quite clear and the following points appear to require elucidation:-

(1) Will the rule apply to accumulated privilege leave for two months?

(2) If so, will an officer who has to his credit accumulated privilege leave for two months receive, as the only effect of accumulation, full pay for the first two months of a furlough?

(3) If an officer has, when he proceeds on furlough, one month's privilege leave to his credit, will he draw full pay for any part of his furlough?

(4) Will full pay be granted to an officer who has, say, one month and a few days privilege leave to his credit?

that it extends the term of actual residence necessary to qualify for permission by at least a year if privilege leave is accumulated

MS 254

I would not make this too far - The State can have no voice in such matter - The health of its officers it must consider MS 254

16 11 194

The practical effect, however, of the concession in its most liberal interpretation would be that privilege leave could be taken as privilege leave only for one month at a time; that the amount of furlough on half pay which an officer can enjoy under existing rules would be diminished by the amount of accumulated privilege leave which he might take on full pay; that except on furlough, an officer would not have any opportunity of visiting England; and that an officer taking less than six months' furlough would take it all on half pay, entirely forfeiting the benefit of the accumulated privilege leave. The hardship of the effect of such a rule may be instanced by reference to cases of officers who now obtain privilege leave - say for two months - to recruit at a hill station or even for three months to proceed to England in connection with family affairs. Instances are also constantly occurring of officers being urgently called home on private business. Under present conditions they are able to utilize accumulated privilege leave for these occasions.

19

20 p

occasions

~~concessions~~; under the proposed rules, they would be compelled to fall back upon special leave on urgent private affairs. If the officer took such leave for two or three months - all the period actually required - he would forfeit privilege leave previously earned; *adapting the* by alternative of taking six months *furlough* leave, *leave* he would waste leave which he would probably require at a later period of his service. Moreover, under this system special leave would soon be exhausted and at the end of their service officers called home at a time when they are not eligible for furlough would find themselves under the necessity of taking extraordinary leave without pay. It is clear that the proposed concession as regards accumulation would be availed of voluntarily by *very* few, if any, officers.

(18/11/1918)

18

21

12

The restriction of privilege leave to the amount earned in each year ~~which is the object of the would, as pointed out above, if this object were attained~~ treble the frequency, and therefore the number of applicants, for privilege leave in each year. It may be taken for granted that all officers who applied for the month's leave would do so in the hot weather and it would thus be necessary, if privilege leave is to exist in the future ~~on a large scale~~, for Govt. to leave a large number of districts undersupplied; or to refuse a large proportion of officers their one month's privilege leave altogether and leave ~~then~~ the very questionable benefits of accumulation; or to defer the grant of leave until a period when it would not be required by the officer concerned. The first course would, it is unnecessary to point out, be attended with most undesirable results in the administration of the country. The other two ~~would~~ would produce the greatest discontent.

12. 13. The period of one month is in ~~this country~~ almost useless for purposes of rest or change; ~~the benefit is derived from a month's residence at a hill station, even where such can be reached within the period;~~ from many districts it takes several days to journey to and from the hills, ~~where~~

a good many districts of this Presidency

MA NO A.H.

I entirely dissent from this - credit efforts!

MA.

NO

Print. You can
hardly say there is "health"
on the hills in the same sense
that "society" may be there.
The Secy. P.W.D. might now be with
pneumonia and flatly deny it!

MS
MS
ASH

many
MS
MS
ASH

19 22/0
in the hot weather there are health
and society such as is especially
necessary to a lonely district offi-
cer; and the expense, especially to a
married officer, entailed by a move
for so short a period would, in a
large majority of cases, be prohibi-
tive.

18 14 The proposal of the Govt. of
India would, therefore, whilst de-
priving the executive branch of the
Service of the highly valued privilege
of being able to proceed home on three
months accumulated privilege leave
or even two and on full pay, offer no
real compensation for this deprivation

A further objection lies in the fact
that this deprivation will be expected
at a time when the Judicial branch of
the service has obtained facility for
obtaining a month's privilege leave
in addition to the recess in certain
cases. The net result of placing it
in the power of Judicial officers to
go home ordinarily every year for the
recess of two months, and occasionally
for an extra month, while executive
officers are restricted to furlough
for such visits, [will] be to drive into
the judicial line officers who
would not only prefer, but are better
fitted for, the executive line.

ASH
may
MS
ASH

At least 20 of at least twenty
months is required in order to
enable an officer to escape two
hot seasons in this Presidency -
Moreover, if

Very truly yours,
Secretary to the Government
Proposed 20/10/11
A.H.

20
23/11
5
As regards the proposal in
clause (2) of ^{para 3 of} your letter, this Government
is not aware that any ill has resulted
~~from~~ from the fact that fur-
lough can last for ~~two years~~ two years
officers return to duty after ^{eighteen} ~~18~~
months who would have preferred to re-
main on furlough for two years, the
number of transfers will pro tanto be
increased ^{and} ~~therefore~~ an officer who has
had a long furlough at home is usually
disposed for a long stay in India be-
fore his next furlough.

15
16
Proposal (3) in your letter is
~~disputed~~ intended as a corollary to
proposal (1) but the Governor in Council
is opposed to this proposal on other
grounds also, as he considers that it
is in the interests of junior officers
themselves and of the service in gene-
ral that they should make a long stay

also heavy expenditure
 in the purchase of
 land for the purpose of
 building up the
 Government of India
 and the public service
 are alike promoted
 by his remaining in
 the country

Not

he should acquire
 a knowledge of the
 vernacular languages
 and
 lay

Early furlough would also
 undoubtedly encourage
 matrimony at an age when
 the interests of the
 individual & of the public
 service are alike promoted
 by his remaining in
 the country

the number of the I.C.S. of
 four years' standing on furlough would
 in many cases exceed the salary
 he would draw for acting duty.

in this country before their first furlough
 It is in the first eight or ten
 years when an officer is ^{young,} ~~energetic~~ energetic
 and full of enthusiasm and ob-
 serving power that he ~~lays~~ ^{lays} a solid
 foundation for future work and use-
 fulness) ~~and~~ ^{To} break up that period
 by a spell of furlough just when he
 is ~~able fully~~ ^{able} to comprehend his posi-
 tion, work and duty would be to ~~destroy~~
 and prevent that very touch with
 India on which the Govt. of India
 rightly lays emphasis. ~~Furlough on~~
~~medical certificate can always be ob-~~
~~tained by such oficers under the~~
~~present rules:~~ The result of ruling
 that first furlough is advisable
 after four years will be to increase
 the number of claimants to the fur-
 loughs available for the entire ~~on~~
~~this~~ service under article 341 of the
 G.S.R. In this Presidency 93 officers
 in the Indian Civil Service are eli-
 gible as claimants for such furlough
 under present rules; this number
 would be raised to 126. The concession
 to junior officers would therefore be
 made at the expense of officers of ~~and~~
 above 3 years service. A fact which
 appears to have escaped notice in
 this connection is that the leave al-
 lowances of a ~~number~~ ^{man} of the I.C.S. of
 four years' standing on furlough ^{low} would
 in ~~many~~ ^{some} cases exceed the salary
 he would draw for acting duty.

As stated above it is under-
 stood that

22

25/10

17

Finally, I am to state that the Governor in Council is in entire accord with the views expressed in para. 7 of your letter as regards article 120 of the C.S.R. This rule has in this Presidency caused more vexation and discontent than the ~~primary~~ ^{primary} value of the amount which has been saved for the coffers of Govt.

The Hon. Mr. Sturges' reference to
Grand services is not quite clear.
They will all be worse off than
they are now.
Ans

Ans.
14-10-99.
(6)

[Signature]

14-10-99

[Faint handwritten notes on the left page]

Note for the Chief Secy

Attention is solicited to the marginal pencil note of the Honble Mr Winterbotham at page 19 of the draft letter to India. The portion bracketed & commencing with "A further objection the executive line" has been omitted in the fair copy. ^{has} the Governor's initials not below the Hon Mr Winterbotham's pencil note and has also initialed the Hon Mr Amundel's correction "will" into "may".

Orders are solicited as to whether the portion bracketed should be omitted.

Wm
18/10/95

Wm. 16/10/95

Copy sent to Press.

NUMBER OF COPIES
REQUIRED.

Order complete.
Letter only. 55
Order complete with Letter.

Not needed for signature.

Despatched in print.

26

READ AGAIN G.O., No.
189

CURRENT No.

*Print as headed
1910*

ENCLOSURES TO C: No.

ORDER OF GOVERNMENT.

LETTER OF GOVERNMENT.

AGREEMENT WITH DITTO.

PAPER NOT FILED UP, BEING MEANT FOR DESTRUCTION
IN ORIGINAL.

N.B. —

- A = Print in full.
- B = Not to be printed.
- P = Print abstract only.
- Q = Print heading only.

4/10/29

24-3-16

11 7-23 ✓

30-10-39 11

28-1-19/82