(1b)

Revenue Department

Minutes of Consultations

19th May 1857

Book No. 11 – 14

Order no 450 dated 14th May 1857

Hyderabad

பாதுகாப்புப் பிரவு-1

செப்பங்குபவர் பெயர் [illegible]

செப்பனிடுவதற்காக எடுத்தக் கொள்ளப்பட்ட நாள் 8/06.

செப்பனிட்டு முடித்த நாள் 10/06

சரிபார்க்கும் முதல் மு. நி. பா. எ. கையொப்பம்

சரிபார்க்கும் 2-ம்-மு. நி. பா. எ. கையொப்பம்

அதிகாரியிடம் ஒப்படைக்கும் உதவியாளர் கையொப்பம்

Fort Saint George, Revenue Consultation of 19th May 1857.

No. 11. Extract from the Proceedings of the Board of Revenue; dated 19th January 1857, No. 221.

Read Extract Minutes of Consultation dated 8th December 1856, Revenue Department, No. 1287.

(Here enter No.)

The above Extract Minutes of Consultation communicates the sanction of the Supreme Government for the appointment of 18 Deputy Collectors in this Presidency, and calls for the opinion of the Board on the condition attached to that sanction, viz., "the adoption of early steps towards the alteration and revision of the status and salaries of Serishtadars and Naib Serishtadars."

2. The Board are fully sensible of the anomalous position of Head Serishtadars in the Provinces, and in their letter dated 22d January 1855, No. 192, the expediency of a change was clearly stated. The present Board concur in the views of their predecessors on this point, and regard the ability to dispense with a class of officers possessing great but undefined power with little personal responsibility as one of the chief advantages to be derived from the employment of Deputy Collectors.

3. In the letter already quoted, the Board while advocating the ultimate reduction of Serishtadars to the grade of Head Accountants and office Managers, limited their immediate recommendation to the abrogation of the existing rule under which the pay of officers of that class increased after certain periods of service, and the entire abolition of the office of Naib and Assistant Serishtadar.

4. These suggestions, however, were based on the supposition that the full number of Uncovenanted Assistants applied for, viz. 60, would be granted, whereas only 18 have now been sanctioned, and these only on the lower scales of salary, so that several of the present Head Serishtadars cannot be transferred to that grade without actual loss of all allowances. It is obvious that measures practicable when each Collector was to have 3 Uncovenanted Assistants cease to be so when only one is allowed.

5. It was also understood that the Covenanted Staff of each District would ordinarily be maintained on the usual footing, viz. a Collector, Head Assistant, and Junior Assistant for the smaller, and the same number with a Sub-Collector for the larger Districts. There would thus, according to the original plan, have been 4 Covenanted and 3 Uncovenanted officers in each important District.

6. The Government are however aware that the number of Covenanted Assistants in several Districts is below the standard, and there are no present means of meeting the deficiency. In the large District of Salem, for instance, there were only two officers until the recent re-transfer of the Sub-Collector. Many other districts have only one Assistant, and in several, officers of low standing and limited experience have of necessity been nominated to officiate as Head Assistant. The 18 Deputy Collectors now granted, if attached to as many Districts, will little more than suffice to supply deficiencies already existing in the Covenanted staff of the Districts, and the Collectors will consequently obtain no new or additional aid in the conduct of their duties, the want of which has been so long felt and admitted. The immediate adoption of the measures suggested by the Board under very different expectations and circumstances, cannot, as matters stand, be adopted. To abolish a Head Serishtadar, in consideration of the appointment of one Uncovenanted Assistant, would be simply to exchange an experienced servant of long standing on a high salary* for one who however well educated, might be quite unacquainted with the District and also with Revenue duties, except from books. Such an alteration would be particularly inopportune at the present moment when surveys and revisions of assessment are proposed, or are in operation, and the necessity of having experienced Native officers in the Districts, is greater than at any former period.

**Varying from 280 to 700 Rupees.*

7. The Board trust that this brief account of the actual state of the question will satisfy the Government that the change in the position of the Serishtadars generally, greatly as it is desired, must be deferred until more efficient assistance is accorded to the District officers.

8. The Board have no hesitation in stating their conviction that if only one Deputy Collector is attached to each Zillah, it will be impracticable to dispense even with the Naib Serishtadars, unless the number of Covenanted officers is raised to the full standard.

9. It appears to them therefore that the Government have only the alternative of declining the Deputy Collectors accompanied with the proviso regarding Serishtadars, or of restricting the proposed arrangement to a few Districts.

10. The prospect of an addition to the number of Deputy Collectors not being very immediate, the Board are favorable to the adoption of the latter course as having this advantage, that while the pressing want of superintendence is met to a certain extent, the original measure will simultaneously be brought into operation and its value practically illustrated though necessarily on a small scale.

For one Deputy Collector each.
Bellary. *Madura.*
Canara. *Rajahmundry.*
Cuddapah. *Salem.*
Tinnevelly. *Tanjore.*
Ganjam. *Trichinopoly.*
For 3 each.
Guntoor. *Nellore.*
For 2.
Chingleput

11. They would suggest that not less than 10 of the 18 Uncovenanted Assistants now sanctioned should be set aside to meet the existing want of aid and allotted to 10 Districts, the remaining 8 being available for Establishments on the new footing in 3 Districts. The Board would propose for the consideration of Government the 13 Zillahs entered in the margin, as those in which the arrangements suggested should be carried out.

12. In the former class of Districts no alteration of establishment would be feasible. The Deputy Collector might be placed over the Treasury and Account Departments, hold Magisterial charge of the Cusbah town and one or more contiguous talooks, manage the District Post, superintend the Press, pay yeomiahs and pensions, and perform other duties of a general nature. The Collector would thus be relieved of many details which now occupy much of his time, and would be able to move about his District more freely than is possible at present. The Board believe that where a single Deputy Collector and Magistrate only is appointed, his employment at the Cusbah in the manner above indicated and as the general Assistant of the Collector, would be found the most advantageous arrangement which could be pursued ; no reduction of establishment would be practicable, because the Deputy Collectors would simply go towards supplying the deficiency of assistance under which the Collectors at present confessedly labour.

13. In the Districts where the Serishtadars on the present footing are to be superseded by Deputy Collectors, one of the latter might be employed in the manner above proposed ; a second in connection with the extra sources of revenue and as an Assistant Magistrate, while the third could hold Revenue and Magisterial charge of several talooks, or both the second and third may have separate Revenue and Magisterial charge of several talooks, so as to relieve the Collector and Magistrate of all or nearly all details, and place that officer as far as practicable in the position of an appellate tribunal, the advantages of which, both as regards the settlement of cases and as affording leisure to the Collector and Magistrate to attend to the general wants of the District, the Board think, are very great.

14. In this event the Board would propose the following alterations.

1. They would discontinue the name of Head Serishtadar, and style the head Ministerial servant of the Collector's office, the Cutcherry Manager, fixing his salary at 200 Rs. per mensem. This functionary will have numerous and onerous duties to perform, and it is necessary that the situation should be held by a person of ability and character, possessing a competent knowledge of accounts and experienced in the management of an office. The Board are not aware what rate of salary is allowed in the other Presidencies to the Head Servant of the Collector's office, but have named what they consider the lowest fitting remuneration in this Presidency, where the Districts are very much larger and the duties heavier than elsewhere. They are satisfied that a lower rate of salary would not secure the services of a competent person.

	Rs.		*Rs.*
Ganjam.....	140.	*Guntoor*.....	140.
Vizagapatam...	140.	*Kurnool*.....	140.
Masulipatam...	120.		

2. The Board would entirely abolish the office of Naib Serishtadar, the pay of which in all but 5 Districts is Rupees 175.

15. Thus in each District if the full complement of Deputy Collectors were allowed, there would sooner or later be a reduction in the pay of Serishtadars of about 250 Rupees, or the salary of a Deputy Collector of the lowest grade. But as the salaries of Head Serishtadars now run as high as Rs. 700, the eventual reduction would be much greater.

In Madras there is no Naib Serishtadar.

16. It may thus at least be fairly advanced that of the 60 Deputy Collectors applied for, the salaries of the whole of the lower grade would ultimately involve no new expense on account of salary, if the requisition of this Government were fully met.

17. But if the full number of Deputy Collectors were at once sanctioned for all Districts, there would be a difficulty in reducing simultaneously the salaries of all Head Serishtadars to Rupees 200, some no doubt would be found competent for the new grade, and others might from age and infirmity be placed on the pension list, there would still however be some receiving higher salaries than that proposed, or those to be drawn by the Deputy Collectors, while others, though meritorious and useful as Head Serishtadars, would not in all respects be fit for the other grade. In regard to the latter, the Board would propose that the rate of increased salary next to that drawn by them at the time of the suggested change being carried out should constitute their maximum pay, the difference between it and 200 Rupees being passed as a personal allowance. These officers, it must be remembered, were appointed with the prospect of ultimately receiving very high allowances, and it seems but just that their reasonable expectations should not be wholly disregarded and disappointed, particularly as their advancement to the new grade would be caused by their want of certain educational attainments and not by any personal demerit. Those Serishtadars who may be appointed to the new grade but may be actually on receipt of higher allowances would of course receive the difference as a personal allowance.

18 The Board have made no mention of Assistant Serishtadars, any saving practicable will of course be effected ; but when so great a change as that in contemplation is brought into operation, it will be necessary thoroughly to revise and remodel the entire office establishments of the Collectors. There are only 4 Assistant Serishtadars at present, one on a salary of 150 Rupees in the very large District of Bellary, 1 in Nellore on 100 Rupees per mensem, and 2 in Vizagapatam on 100 and 80 Rupees monthly. The propriety of dispensing with these officers is under consideration, with reference to Extract Minutes of Consultation 6th January 1857, No. 21, Revenue Department, para. 3.

19. The arrangements proposed in para. 14 might be generally carried out when the full number of Deputy Collectors is appointed.

Ex. Mins. Cons. 15th December 1856, No. 1316.

20. The Board regret that the very moderate sum sought for office establishments for the new class of officers has been still further reduced and are apprehensive that the amount allowed, even with such aid as the Collectors can supply, may not suffice to provide suitable establishments, and that much of the time of the Deputy Collectors may in consequence be taken up with the performance of duties which should devolve on mere office servants. This point however will be more conveniently considered when the allotment of Deputies is decided on.

21. The Board are not aware what measures have been determined in regard to the Examination tests prescribed for the new class of officers ; but they trust that the importance of at first securing the services of a fair proportion of experienced persons will not be overlooked.

22. In para. 15, the Board stated the probable reduction, consequent on supplying the full number of Assistants, as about 250 Rupees in each District, taking the minimum salary of a Head Serishtadar, viz. Rupees 280, as the basis of calculation.

* *A.*

23. The enclosed Statement* shews the actual pay at present of the Head and Naib Serishtadars in this Presidency. The salaries of the former amount in the aggregate to Rupees 7,715, or Rupees 3,515 more than they would receive at 200 Rupees each. This excess added to Rupees 3,305, the pay of the Deputy Serishtadars, gives a total of Rupees 6,820 per mensem as the eventual saving in the cost of present establishments on the appointment of the full complement of 60 Deputy Collectors.

24. The entire amount sanctioned by the Supreme Government for 18 Deputy Collectors, *with* establishments *and* travelling allowances, is only Rupees 7,020 per mensem.

25. The Board trust, if the arrangement now proposed by them is approved and carried out and additional expense thereby avoided, that the Supreme Government will consent to place at the disposal of the Right Honorable the Governor in Council a sum equivalent to that which has now been sanctioned, apparently under the impression of its being an additional charge on the finances of the State, or at least permit all sums saved to be applied from time to time to the employment of more officers of the new class.

(A true Extract.)

(Signed) J. D. SIM, *Acting Secretary.*

A.

Statement shewing the actual pay at present of the Head and Naib Serishtadars in the Madras Presidency.

Districts.	Names of the Head Serishtadars.	Age of Head Serishtadars.	Pay of Head Serishtadars per mensem.	Pay of Naib Serishtadars per mensem.	Pay of Sub-division Serishtadars per mensem.	Pay of Assistant Serishtadars per mensem.		
		Ys.	Rs.	Rs.	Rs.	No	Rs.	
Ganjam.....	Bauvee Dausuppah, Acting Head Serishtadar.....	47	280	140	140	...	.....	
Vizagapatam.	D. Kroostnarow.....	.....	437½	140	.....	1	180	
Rajahmundry	Gootoor Vencatramaniah....	38	280	175	175	1	80	
Masulipatam.	A. Sashiah.....	28	280	120	175	...	.....	
Guntoor.....	Bhavany Coopoorow.....	42	280	140	.....	...	.....	
Nellore.....	Vamoogunty Vencatarow....	66	525	175	175	1	100	
Cuddapah.....	Streenevassarow.....	46	525*	175	175	...	.....	
Bellary.....	Royapah.....	.....	400*	175	175	1	150	* The minimum recommended by the Board in their late Progs.
Kurnool.....	Vencatarow.....	60	280	140	.....	...	.....	
Chingleput...	Shamarow.....	47	280	175	.....	...	.....	
North Arcot.	Tolasinga Chitty.....	47	280	175	175	...	.....	
South Arcot.	M. Runga Charloo.....	60	525	175	200	...	.....	
Tanjore.....	Goondapah.....	54	700	175	175	...	.....	
Trichinopoly.	Babajeerow.....	59	280	175	.....	...	.....	
Madura.....	Ramrow.....	57	525	175	175	...	.....	
Tinnevelly ...	Vencatrow.....	55	280	175	175	...	.....	
Coimbatore...	Appajeerow.....	58	350	175	175	...	.....	
Salem.....	Kistnarow.....	59	280	175	200	...	.....	
Canara.....	Bonifacio Fernandez.....	52	280	175	200	...	.....	
Malabar.....	Paroombay Coonjoo Menon.	53	437½	175	160	...	.....	
Madras.....	Tiruvencata Charloo.....	43	210	.....	.....	...	.....	
			7,715	3,305				

REVENUE BOARD OFFICE,
Fort Saint George,
19th *January* 1857.

(Signed) J. D. SIM,
Acting Secretary.

No. 12. *Minute by the Honorable H. C. MONTGOMERY, Bart.*

1. In my Minute of the 3d June 1855, recorded in the Judicial Consultations of the 14th August following, when considering the system of local administration in force in the Revenue and Magisterial Departments of this Presidency, I made the following observations on the remarks of the Board of Revenue on the offices of Head and Deputy Serishtadar: "I am unable "to concur in the Board's proposition for the prospective abolition of the office of Head "Serishtadar on the immediate discontinuance of that of Deputy Serishtadar. There must be

"in every Collector's office a responsible officer of experience at the head of the Native Account "Department, controlling the whole native establishment; whom the Collector can consult and "look to for advice. This office is the object of ambition to all Native Revenue Servants, and "is generally conferred on men of more than ordinary ability, of high character, long service "and experience. To abolish it would take away from the subordinate Revenue servants a "great incentive to exertion and good conduct."

"Great as may be the advantage to be obtained by employing Uncovenanted Assistants, it "would, I believe, be too dearly purchased at the cost of the proposed abolition of the Serish-"tadars, the only office of distinction to which natives of the Provinces of a particular class "can aspire. It should be borne in mind, that from sickness and other causes the tenure of "office by a Collector is frequently of short duration, and it is obviously expedient that the "frequent changes that unavoidably occur in the head of the European Agency should be "rendered as innocuous as possible by the maintenance in the district of a Native officer fully "acquainted with its condition, its history, and inhabitants, and responsible in some degree for "past management."

And in passing the draft orders on which was founded the application of this Government of the 13th August 1855 to the Government of India for the appointment of 60 Uncovenanted Assistants, I expressed in a marginal note my dissent to those paragraphs, 12 to 15, which advocated the abolition of Serishtadars. It then appeared to me, as it still does, that the destruction of Serishtadars was not necessarily a part of the question of entertaining Uncovenanted Assistants and should not have been mixed up with it.

2. The objects of the appointment of Uncovenanted Assistants were, to strengthen the hands of the Collector in his executive duties, to make up to him for the want of Covenanted assistance which the Government could not command, and to relieve him of much detail which prevented his giving sufficient attention to matters of urgency and importance. After much deliberation and discussion it was declared that to effect these objects, it was necessary to provide each Collector with 3 executive officers in addition to his present establishment on salaries varying from 600 to 250 Rs. per mensem.

3. It was admitted that hereafter when the 3 Assistants in each District had obtained experience, and increased simplicity had been introduced in revenue management and accounts, some reduction of the Serishtadar's office might be effected, though at the same time it was urged that any such reduction should be applied to the augmentation of the salaries of Tahsildars who are now universally allowed to be inadequately remunerated for the duties they are called on to perform. Regardless of all the circumstances attending the propositions of this Government, the Government of India have now met the urgent representations of this Government for additional executive aid by sanctioning the entertainment of 18 Uncovenanted Assistants not on salaries of from Rupees 600 to Rupees 250, but on the reduced scale of Rupees 350 and Rupees 250, and have coupled this sanction with the condition of abolition of the office of Serishtadar. To accept this so called additional assistance on the terms proposed, would, in many instances, be an actual saving of expenditure. It would either take from the old and distinguished Serishtadar the allowances to which under long sanctioned rules he was entitled, and impose on him duties to which he had been unaccustomed, or it would substitute an inexperienced Assistant for an experienced Serishtadar. In neither case would the Collector be better off than he now is. The existing organization of his Cutcherry would be merely disarranged and he would be embarrassed instead of assisted at the very moment when he most requires aid and all the experience and co-operation of the most efficient native functionary in his District, to carry out the revisions of assessment and the intricate investigations into enam tenure now in progress in most Districts.

4. The Board of Revenue in their Proceedings of the 19th January, forcibly point out the impracticability of carrying out any reductions in consequence of the appointment of only one Deputy Collector to each District.

5. In preference to the plan, which in their anxiety to meet the views of the Government of India, they propose, I would suggest that according to the application of this Government of the 7th June 1856, 18 Deputy Collectors be appointed, one to each District, and that the Government of India be informed that it is quite impossible to make any reduction to meet this extra

charge ; that this Government does not approve of the Board's suggestion by which 5 Districts would be left without any accession of executive strength, inasmuch as every Collector requires the assistance asked for, and the plan of Uncovenanted Agency should have general effect. But that this Government desirous of testing the practicability of discontinuing Deputy Serishtadars when the full complement of Uncovenanted Executives is supplied, will be prepared at once to adopt measures for this purpose in the three Districts of Guntoor, Nellore and Chingleput, in the manner suggested by the Board of Revenue, on receiving the authority of the Government of India for the entertainment of two more Deputy Collectors on Rupees 350, and three on 250 Rupees, thus making the entire number 23, instead of the 18 sanctioned and 37 less than the number originally solicited by this Government.

6. In the event of the Government of India refusing to accede to this moderate request and still insisting on the general reduction of the Serishtadar's office on the employment of only one Deputy Collector to each District, it would, in my opinion, be far better for the public service and much more acceptable to the Collectors that none should be entertained, and that the sanction of the Government of India coupled with the condition now imposed should remain in abeyance.

4th March 1857. (Signed) H. C. MONTGOMERY.

No. 13. *Minute by the Honorable WALTER ELLIOT, Esq.,*

I have not had an opportunity of expressing an opinion on the proposed abolition of the office of Head Serishtadar hitherto. Illness and absence prevented me when the question was formerly introduced.

The form on which it is now presented, I understand to be this.

More assistance being urgently required by the overworked Covenanted officers of the Revenue Department, in the mofussil, application was made for 60 Uncovenanted Deputy Collectors coupled with a suggestion that the office of Head Serishtadar might be modified or even abolished. This was followed by a still more urgent requisition for the immediate appointment of 18 of these, to supply the extraordinary deficiency of Covenanted officers at present experienced.

The Supreme Government have sanctioned the appointment of 18 officers on a very reduced scale of salary to that recommended, requiring at the same time the abolition of the office of Head Serishtadar.

The Board of Revenue, while approving the change, show that the office cannot be wholly dispensed with. They propose to place it on an inferior footing and submit a modified scheme for the employment of the 18 Uncovenanted officers.

It appears to me that the Board have strangely overlooked or misconceived the nature of the relative duties of Serishtadars and Deputy Collectors.

The latter are intended to be *administrative* officers, holding separate charges, with a view to relieve the Collector from all matters of detail, and to be employed exactly as the Covenanted Assistants now are.

The Serishtadar is a *ministerial* officer charged with the preparation and custody of all the native accounts in every department, responsible not only for their correctness in point of form, but for the accuracy of their details. He scrutinizes the minutest items at every annual settlement and is responsible that every entry represents a genuine transaction.

He is the depositary of the fiscal history of the district, and is bound to keep the Collector acquainted with every incident of its past or present condition affecting the measures which that officer may be engaged in carrying out.

But he has no direct power or authority. He cannot issue an order in his own name. He can only bring information before the Collector that he may issue such directions as he sees fit.

The Board appear to characterize the office inaccurately when they say, that "such officers possess great and undefined powers with little personal responsibility."

Influence no doubt they must possess, but not power. As to their responsibility it has been clearly and accurately laid down in the Circular Orders of the Board of Revenue.

C. O. 25th August 1828, *22d February* 1836, *12th June* 1851, *24th June* 1852, *12th June* 1854.

An inspection of these will prove that it is neither small nor undefined.

A very moderate acquaintance with the voluminous and minute vernacular accounts of a ryotwar district, suffices to show that no European officer can consult them, as he must do daily, without assistance.

Hence the importance which has always been recognized, of keeping them under the charge of a competent, responsible officer, a man of experience, ability and the highest character for integrity.

To secure this integrity the remuneration of the office has been fixed on a scale to place him above temptation.

It is known how great is the temptation of every village Accountant, of every Tahsildar, of every Salt Superintendent, of every Stampvender, of every custodian of public money, to tamper with the accounts for their private ends.

The main check on such practices is the ability and honesty of the Head Serishtadar.

Therefore the incentives to a dereliction of duty are neither few nor slight.

I cannot see in what way the employment of Uncovenanted Assistants will supersede the necessity of such an office. Their functions are wholly different and distinct. The one cannot supply the absence of the other.

The duties of each Assistant's charge will doubtless be more satisfactorily performed (in proportion to the qualifications of the individual) within his own limited sphere.

But the Collector must still exercise a general and effective superintendence over the whole. The proceedings of all the subordinate officers, whether Covenanted or Uncovenanted, must still be scrutinized, compared and checked by means *of their accounts* in the Sudr Cutcherry.

Again, the Collector is constantly required to furnish information, or to introduce changes requiring the collection and comparison of minute details, derived from all parts of his District.

To check and digest these, to discover mistakes, reconcile inconsistencies, and avoid false inferences, requires skill and ability far beyond the scope of an ordinary Gomashta, a mere man of figures. Yet it is proposed to leave the Collector with no better aid.

The Board propose to replace the Head Serishtadar by a Cutcherry manager on a salary of 200 Rupees per mensem.

In other words to reduce the office to that standard, for the duties must remain the same by whatever name the office is designated.

The only difference will be that they will be performed by an inferior instead of by the ablest servant that can be found.

The Board go on to say "that it is necessary the situation should be held by a person of ability and character, possessing a competent knowledge of accounts and experience in the management of an office;" adding that "they have named the *lowest* fitting remuneration in this Presidency where the Districts are very much *larger* and the duties *heavier* than elsewhere."

In other words, they recognize the importance of the office and assign to it a salary which will effectually prevent any man of ordinary ability from continuing in it.

At present it is the prize of the Native service. The average salary is from 400 to 500 Rs., for few men attain to it, at an age, which enables them to earn the highest rate of salary, 700 Rs.

But under the proposed organization, the ablest men will as a matter of course look first to the office of Deputy Collector.

The position of Tahsildar will also be in many cases preferred to that of a mere Manager. The pay of first class Tahsildars is not inferior to that proposed by the Board ; the chances of acquiring distinction and qualifying for promotion are greater ; and if the situation of Tahsildar is improved, as it ought to be, and as this Government has strongly urged that it should be, there will no longer be room to hesitate between the two appointments.

The office of Manager will in fact be put on a par with that of Head Accountant which already exists in every Collector's Cutcherry, the duties of which are to prepare the accounts in English according to the forms prescribed by the Accountant General, and the salary of which is nearly the same as that recommended by the Board for the Manager.

Admitting however that the Sheristadar is replaced by the Manager, as recommended by the Board, and that a saving is thereby effected, the arrangement cannot possibly stand.

The Head Ministerial officer under whatever name, whether Deputy or Manager, in every important office with which I am acquainted, receives a higher salary than 200 Rupees, and we are told continually that the present scale of remuneration is neither commensurate with the labor nor the responsibility. The Collector's office of a large District yields to none in importance. The difficulty of filling it properly will *compel* attention and lead to an improvement of the pay.

The financial argument of the Board therefore, will not hold good.

Before any change is determined, the opinions of all Collectors should be required. Men in the actual exercise of Collectors' functions will be better able to speak to the effect of dispensing with such an agency.

It is to be remembered that the proceedings of the Board of Revenue represent the opinion of a single officer only. At the time they were penned the 2nd Member was in England, the Acting 3rd was on special duty at Tanjore, and Mr. Parker had not joined.

On a question of such importance, the Government should be in possession of the matured judgment of a full Board.

17*th April* 1857. (Signed) WALTER ELLIOT.

Ordered in consequence that the following letter be despatched.

No. 14. From H. FORBES, Esq., Acting Secretary to the Government of Fort Saint George; to H. RICKETTS, Esq., Commissioner for the revision of Civil Salaries; dated 14th May 1857, No. 450.

From Board, ...	22d January	1855, No.	197.
Ex. Min. Cons.	13th August	,, ,,	949 A.
To Government of India, .. —	13th do	,, ,,	949 B.
To do. do.	7th June	1856, ,,	584
To do. do.	6th Augt.	,, ,,	823.
From do. do.	24th Octr.	,, ,,	1284.
with resolution thereon dated, ..	8th Decr.	,, ,,	1287.
Proceedings of the Government of India, dated ..	14th Nov.	,, ,,	5020.
with resolution thereon dated, ..	15th Decr,	,, ,,	13 6
From Board, ...	19th January	1857, ,,	221.
Minute by the Honorable Sir Henry Montgomery, Bart. dated, ...	4th March	,,	
Minute by the Hon. Mr. Walter Elliot, dated	17th April.	,,	

Proceedings of the Legislative Council of India for November 1856, containing the Honorable Mr. Elliott's speech on the subject, page 631.

Sir,

1. I have the honor, under the orders of the Right Honorable the Governor in Council, to forward to you the papers noted in the margin, having reference to the employment of Uncovenanted Deputy Collectors, and the abolition of the offices of Head and Naib Serishtadars, who are at present the chief ministerial servants on the Establishments of the Collectors of this Presidency, and to request the favor of your giving this Government the advantage of the information which you have collected from different parts of India upon the two questions now at issue.

2. The necessity for having recourse to the employment of Uncovenanted Deputy Collectors in this Presidency, is fully explained in the letter from the Board of Revenue dated 22d January, and in Extract Minutes of Consultation dated 13th August 1855. As regards the proper number of such appointments, the Board considered the question in comparison with the extent, population, and revenue of the several Districts and with the amount of Covenanted Agency, and Uncovenanted of a superior kind in this Presidency, in that of Bombay and in the North West Provinces, and proposed sixty, on salaries specified in the margin. (Paras. 17 to 19). In these recommendations of the Board, this Government fully concurred, and solicited the sanction of the Government of India in their Secretary's letter dated 13th August 1855, No. 949 B, for the creation of these new offices.

Paras. 12 *to* 16.

10 *Deputy. Collrs.*	1*st Class at Rs.*	600 *each*	*Rs.*	6,000
15 *do.*	*do.*	2*d do.*	,,	500	,,	7,500
15 *Assit.*	*do.*	1*st do.*	,,	350	,,	5,250
20 *do.*	*do.*	2*d do.*	,,	250	,,	5,000
Establishment for all these Officers at 60 Rs. per month			,,		,,	3,600
						27,350
						12
						3,28,200
Tentage for 25 Deputy Collectors at 3 Rupees per day for 4 months						9,000
Do. for 35 Assistants at 2 Rupees per day for 4 months						8,400
						3,45,600.

3. This Government again in a communication dated 7th June 1856, urged upon the consideration of the Supreme Government, the pressing necessity which existed for the employment of the proposed Uncovenanted Agency, and with reference to the then position of the finances of the State, solicited the immediate employment of at least 18 Deputy Collectors,* to provide for the deficiency in the Covenanted service. It was then pointed out that this partial employment of the Uncovenanted agency did not entail any additional expenditure on the State, as the saving by vacancies in the Covenanted appointments amounted to Rs. 71,736 a year, while the cost of the 18 Uncovenanted Collectors was shewn to amount to only Rs. 64,800. The matter was again brought before the Government of India in Mr. Bourdillon's letter of the 6th August 1856.

* 9 *at* 350 *Rs. each per mensem*
9 *at* 250 ,, *do. do. do.*

4. In the course of this correspondence, and particularly when application was made for the employment of sixty Uncovenanted Deputy Collectors, the Board observed that the creation of these new offices would both lessen the exclusive influence in the Districts now possessed by the Serishtadars, and also do away, in great part, with the necessity for offices with such powers and influence. They proposed therefore that hereafter, though not immediately, the position of the Serishtadars should be changed, and be brought down so as to correspond more nearly with that which it is nominally, viz. the Head of the record or account Department. The Board also proposed to abolish the appointments of Naib (Deputy) Serishtadar, and Sub-Collector's Serishtadar, on the nomination of the Deputy Collectors. This Government coincided generally in the views of the Board, but did not recommend any immediate action, as they doubted the advisability of changes in the Serishtadar's office, till the new class of servants had become used to their duties, and had been found valuable aids to the Collector.

From Board 27th January 1855, *paras.* 23 *to* 27.

To Government of India dated 13th August 1855, *paras.* 15 *to* 17.

5. The Government of India, after a consideration of these papers, remarked that "the general scheme for the improvement and enlargement of the local administration, Judicial, Revenue and Police, of the Madras Presidency, is so vast, and would be attended with such enormous yet uncertain cost, that the Governor General in Council has been most reluctant to take any step which should imply, even a partial sanction of it, before the like measures contemplated for Bengal could be determined, at least approximately," "the revenue of India" it was said "must not be saddled with a burden on account of Madras, so heavy as to interfere with justice to Bengal; the necessities and claims of which are at least equally great." They however, with reference to the strong grounds on which this Government pressed forward the want of Uncovenanted assistance, sanctioned the modified application for the employment of 18 Uncovenanted Deputy Collectors. I am directed here to remark, that the Supreme Government, in sanctioning on reduced salaries these new appointments, insist upon carrying out the reduction in the status, &c., of the Serishtadars which this Government thought might be feasible after the appointment of the total number of sixty, on the full salaries applied for, so that in effect the Collectors, are with three exceptions, for there are twenty one Districts, each to obtain one Deputy, and to lose three Serishtadars, and will, in the opinion of Government, be left less ably supported than they are at present.

Resolution Home Department dated 24th October 1856, *No.* 1664.

6. The Government requested the Board of Revenue to state at an early date their opinion, whether the order of the Government of India for an immediate abolition of the Serishtadar's office could be complied with, and in their Proceedings of the 19th January last, No. 221, they explain the impracticability of carrying out any reduction in the salary and status of the Serishtadars with the limited assistance authorized, which they observe "will little more than suffice to supply deficiencies already existing in the Covenanted staff of the Districts, and the Collectors will consequently obtain no new additional aid in the conduct of their duties, the want of which has been so long felt and admitted." They however suggest that to some Districts three Uncovenanted Deputy Collectors may be attached, and that in them the title of Head Serishtadar may be discontinued, and the Head Ministerial servant of the Collector's office, may be styled, the Cutcherry manager, his pay being fixed at 200 Rupees per mensem, and the office of Naib Serishtadar being abolished.

Ex. Min. Cons. dated 8th December 1856, *No.* 1287.

7. The subject of doing away with the Serishtadars having thus been prominently brought forward for the consideration of this Government, the Honorable Mr. Walter Elliot and Sir Henry Montgomery, both of whom have had great experience in Ryotwar Districts, as well as in the conduct of the duties of a Madras Collector's office generally, have recorded Minutes deprecating in strong terms the abolition of the office of Serishtadars, these Minutes are forwarded for your perusal.

8. Having thus entered into a short summary of the past correspondence, I am directed by the Right Honorable the Governor in Council to request your opinion on two points. First, as to whether you consider, from the information now laid before you, that the number of sixty Uncovenanted Assistants originally asked for by this Government on the salaries stated, was excessive, as compared with the assistance of a similar kind allowed in other parts of India, the nature of the duties of a Collector in this Presidency being considered; and secondly, as to whether you have found that there are officers under the name of Dufterdars, or under any other name, in other parts of India, similar in position to the Serishtadars in Madras, and in the event of your reply being in the negative, whether from the fact of there being no such officers under a Zemindary or village rented system, you would infer that they were needless in Provinces where the settlement is Ryotwar.

21/7/57

To

Revenue 1857. Department

Dpt to Cons of 19th May.

No 84

Nos 11 to 14.

Extract from the Proceedings of the Board of Revenue

Dated 19th January 1857

Submitting the Board's Opinion on the Condition attached to the sanction of the Supreme Government for the appointment of 18 Deputy Collectors in this Presidency, & the revision of the Statute and Salaries of Serishtadars and Native Serishtadars.

With minutes and a letter to the Commissioners for the Revision of Civil Salaries.

For Orders 80

Revenue Department No 84

Extract from the Proc: of the Bd: of Rev: 19th Jany/57.

This suggestion of the Board appears Some & very good one - I do not however quite understand - whether they in Londn the Chemists in London before & Comptroller - Otherwise Dept Collectors - without examination whether they did become satisfactory managers -

I suppose the Board can good reasons for electing two to districts

Revenue Department.

No. 225

Extract from the Proceedings of the Board of Revenue dated 19th January 1857.

Read Extract Minutes of Consultation dated 8th December 1856, Revenue Department No. 1787.

(Here enter No.)

The above Extract Minutes of Consultation communicates the sanction of the Supreme Government for the appointment of 18 Deputy Collectors in this Presidency, and calls for the opinion of the Board on the condition attached to that sanction, viz. "the adoption of early steps towards the alteration and revision of the Salaries of Serishtadars and Naib Serishtadars."

2. The Board are fully sensible of the anomalous position of Head Serishtadars in the Provinces, and in their letter dated 22d January 1855 No. 192, the expediency of a change was clearly stated

dated. The present Board concur in the views of their predecessors on this point and regard the ability to dispense with a class of Officers possessing great but undefined power with little personal responsibility as one of the chief advantages to be derived from the employment of Deputy Collectors.

3 In the letter already quoted the Board while advocating the ultimate reduction of Serishtadars to the grade of Head Accountants and Office Managers, limited their immediate recommendation to the abrogation of the existing rule under which the pay of Officers of that Class increased after certain periods of service, and the entire abolition of the Office of Taluk and Assistant Serishtadar.

4 These suggestions however were based on the supposition that the full number of Covenanted Assistants applied for, viz 60, would be granted, whereas only 18 have now been sanctioned, and these only on the lower Scales of

Salary,

Salary, so that several of the present Head Serishtadars cannot be transferred to that grade without actual loss of all allowances. It is obvious that measures practicable when each Collector was to have 3 Uncovenanted Assistants could not be so taken as one is allowed.

5 It was also understood that the Covenanted Staff of each District would ordinarily be maintained on the usual footing viz a Collector, Head Assistant and Junior Assistant for the Collector, and the same number would be a Sub Collector for the large Districts. There would then, according to the original plan, have been 3 Covenanted and 3 Uncovenanted Officers in each important District.

6 The Government are however aware that the number of Covenanted Assistants in several Districts is below the Standard, and there are no present means of meeting the deficiency. In the large District of Salem, for instance, there were only two Officers until the recent re-transfer of the Sub Collectorate

many

many other districts have only one assistant, and in several, Officers of low standing and limited experience have of necessity been nominated to officiate as Head Assistant. The 18 Deputy Collectors now granted, if attached to as many Districts, will little more than suffice to supply deficiencies already existing in the Covenanted staff of the Districts, and the Collectors will consequently obtain no new or additional aid in the conduct of their duties. the want of which has been so long felt and admitted. The immediate adoption of the measures suggested by the Board under very different expectations and circumstances cannot, as matters stand, be adopted. To abolish a Head Serishtadar; on consideration of the appointment of one uncovenanted assistant, would be simply to exchange an experienced servant of long standing on a high salary[x] for one who, however well educated, might be quite unacquainted with the District and also with Revenue duties,

except

[x] varying from 280 to 700 Rs.

except from books. Such an alteration would be particularly inopportune at the present moment when Surveys and revisions of Assessment are proposed or are in operation, and the necessity of having experienced Native Officers in the Districts, is greater than at any former period.

7. The Board trust that this brief account of the actual state of the question will satisfy the Government that the change in the position of the Serishtadars generally - greatly as it is desired - must be deferred until more efficient assistance is accorded to the District Officers.

8. The Board have no hesitation in stating their conviction that if only one Deputy Collector is attached to each Tallak, it will be impracticable to dispense even with the Naib Serishtadars - unless the number of Covenanted Officers is raised to the full standard.

9. It appears to them therefore that the Government have only the alternative

alternative of declining the Deputy Collectors accompanied with the proviso regarding Serishtadars, or of restricting the proposed arrangement to a few Districts.

10. The prospect of an addition to the number of Deputy Collectors not being very immediate, the Board are favorable to the adoption of the latter course as having this advantage, that while the pressing want of superintendence is met to a certain extent, the original measure will simultaneously be brought into operation and its value practically illustrated though necessarily on a small scale.

11. They would suggest that not less than 10 of the 18 Tenevenaudel Assistants now sanctioned should be set aside to meet the existing want of aid and allotted to 10 Districts, the remaining 8 being available for Establishments on the new footing in 3 Districts.

The Board would propose for the consideration of Government the 13 Zillahs entered in the margin, as those in which the arrangement

For one Deputy Collector each.
Bellary
Canara
Cuddapah
Tinnevelly
Ganjam.

For 3 each.
Guntoor.

For 2
Chingleput.

Madura
Rajahmundry
Salem
Tanjore
Trichinopoly

Nellore.

arrangement suggested should be carried out.

12. In the former Class of Districts no alteration of Establishment would be feasible. The Deputy Collector might be placed over the Treasury and Account Departments, hold Magisterial charge of the Cutcherry Town and one or more contiguous Talooks, manage the District Post, superintend the Peons pay Vesmials and Pensions, and perform other duties of a general nature. The Collector would thus be relieved of many details which now occupy much of his time, and would be able to move about his District more freely than is possible at present. The Board believe that where a single Deputy Collector and Magistrate only is appointed, his employment at the Cutcherry in the manner above indicated and as the general assistant of the Collector, would be found the most advantageous arrangement which could be pursued. No reduction of Establishment would be practicable, because the Deputy Collectors would simply go towards supplying

supplying the deficiency of assistance under which the Collectors at present confessedly labour.

13. In the Districts where the Serishtadars on the present footing are to be superseded by Deputy Collectors, one of the latter might be employed in the manner above proposed, a second in connection with the Extra Sources of Revenue and as an Assistant Magistrate, while the third could hold Revenue and Magisterial charge of several Talooks, or both the second and third may have separate Revenue and Magisterial charge of several Talooks, so as to relieve the Collector and Magistrate of all or nearly all details, and place that Officer as far as practicable in the position of an appellate tribunal, the advantages of which, both as regards the settlement of cases and as affording leisure to the Collector and Magistrate to attend to the general wants of the District, the Board think, are very great.

14. In this event the Board would

would propose the following alterations.

1. They would discontinue the name of Head Serishtadar, and style the head Ministerial Servant of the Collector's Office, the Cutcherry Manager, fixing his Salary at 200 Rs. per mensem. This functionary will have numerous and onerous duties to perform, and it is necessary that the situation should be held by a person of ability and character, possessing a competent knowledge of accounts and experienced in the management of an Office. The Board are not aware what rate of Salary is allowed in the other Presidencies to the Head Servant of the Collector's Office, but have named what they consider the lowest befitting remuneration in this Presidency, where the Districts are very much larger and the duties heavier than elsewhere. They are satisfied that a lower rate of Salary would not secure the services of a competent person.

2. The Board would entirely abolish the Office of Naib Serishtadar, the pay of which in all but 5 Districts is Rupees 75.

Thus

Ganjam — 100
Vizagapatam 100
Chingleput 120
Canara — 100
Kurnool 100

15. Thus in each District if the full complement of Deputy Collectors were allowed, there would sooner or later be a reduction in the pay of Serishtadars of about 250 Rupees on the salary of a Deputy Collector of the lowest grade. But as the salaries of Head Serishtadars now run as high as Rs 700, the eventual reduction would be much greater.

Incr no Rs

16. It may thus at least be fairly advanced that of the 60 Deputy Collectors applied for, the salaries of the whole of the lower grade would ultimately involve no new expence on account of salary, if the requisition of this Government were fully met.

17. But if the full number of Deputy Collectors were at once sanctioned for all Districts, there would be a difficulty in reducing simultaneously the salaries of all Head Serishtadars to Rupees 200. Some no doubt would be found competent for the new grade, and others might from age and infirmity be placed on the pension list.

there

Page 14

there would still however be some receiving higher salaries than that proposed to be drawn by the Deputy Collectors while others, though meritorious and useful as Head Serishtadars, would not in all respects be fit for the other grade. As regards the latter, the Board would propose that the rate of increased salary next to that drawn by them at the time of the suggested change being carried out should constitute their maximum pay, the difference between it and 700 Rupees being passed as a personal allowance. These Officers, it must be remembered, were appointed with the prospect of ultimately receiving very high allowances, and it seems but just that their reasonable expectations should not be wholly disregarded and disappointed, particularly as their advancement to the new grade would be caused by their want of certain educational attainments and not by any personal demerit. Those Serishtadars who may be appointed to the new grade but may be actually on receipt of higher

allowances

allowances would of course receive the difference as a personal allowance.

18 The Board have made no mention of Assistant Serishtadars. Any saving practicable will of course be effected, but when so great a change as that in contemplation is brought into operation, it will be necessary thoroughly to revise and remodel the entire Office Establishments of the Collectors. There are only 6 Assistant Serishtadars at present, one on a Salary of 150 Rupees in the very large District of Bellary-1 in Nellore on 100 Rupees per mensem, and 2 in Vizagapatam on 100 and 80 Rupees respectively. The propriety of dispensing with these Officers is under consideration with reference to Extract Minutes of Consultation 6 January 1857, No 21, Revenue Department, para 3.

19 The arrangements proposed in para 16 might be generally carried out when the full number of Deputy Collectors is appointed.

20 The Board regret that the very moderate sum sought for Office Establishments

Ex Minutes Con 15 Dec 56. No 136

Establishments for the new Class of Officer has been still further reduced and are apprehensive that the amount allowed, even with such aid as the Collectors can supply, may not suffice to provide suitable Establishments, and that much of the time of the Deputy Collectors may in consequence be taken up with the performance of duties which should devolve on mere Office Servants. This point however will be more conveniently considered when the allotment of Deputies is decided on.

21 The Board are not aware what measures have been determined in regard to the Examination Tests prescribed for the new Class of Officers, but they trust that the importance of at first securing the services of a fair proportion of experienced persons will not be overlooked.

22 In para 15 the Board stated the probable reduction, consequent on supplying the full number of Assistants, as about 250 Rupees on each District- taking the minimum Salary of a Head Serishtadar, viz 280, as the basis of calculation.

The

23. The enclosed Statement shews the actual pay at present of the Head and Nail Serishtadars in this Presidency. The Salaries of the former amount in the aggregate to Rupees 4,715, or Rupees 3,515 more than they would receive at 200 Rupees each. This excess added to Rupees 3305 the pay of the Deputy Serishtadars, gives a total of Rupees 6820 per mensem as the eventual saving in the cost of present Establishments on the appointment of the full complement of 60 Deputy Collectors. A

24. The entire amount sanctioned by the Supreme Government for 18 Deputy Collectors with Establishments and travelling allowances is only Rs. 7020 per mensem.

25. The Board trust, if the arrangement now proposed by them is approved and carried out and additional expence thereby avoided, that the Supreme Government will consent to place at the disposal of the Right Honorable the Governor in Council a sum equivalent

&c

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to that which has now been sanctioned, apparently under the impression of its being an additional charge on the Finances of the State, or at least permit all sums saved to be applied from time to time to the employment of more Officers of the new Class.

(A true Extract)

J. D. Sim
Ag Secretary

To

J. D. Bourdillon Esq.
Secretary to Government,
Revenue Department.

B C 14 Augt 55 N° 13715
" 16 Octr 56 — 37738
" 9 " — 24725
" 13 June " — 26
" 12 Augt " — 849
" 15 July " — 52

Copy &c to Govt
of 20 Novr 1856 N° 241

Revenue 1857 Departt
Dated Cons 19th May.

N° 84

Extract from the
Proceedings of the
Board of Revenue.

Dated 19th
Recd 26th January 1857.

With an Encl.
N° 221
L. R. 4 May 57. D. 450.

Submitting the Board's
opinion on the Conditions
attached to the sanction of
the Supreme Government for
the appointment of 18 Deputy
Collectors in this Presidency,
& of the revision of the Statics
and Salaries of Sen.r & Asst.t Sen.r
and Nail Serishtadars.

Copy per Encl. to Mr.
Ricketts — 4th May 57.

N° 11.

C 23 Jany R 20 April C 21 R 2 May
C 5 [illegible]

A

Statement shewing the actual Pay at present of the Head and Asst. Serishtadars in the Madras Presidency.

Districts	Names of the Head Serishtadars	Age of Head Serishtadar	Pay of Head Serishtadar per mensem	Pay of the Asst. Serishtadar per mensem	Pay of the Assistant Serishtadars per mensem		
		Years.	Rupees	Rs	As	Rs	As
Ganjam	Dawee Dausappah acting Head Serishtadar	47	280	140	140	-	-
Vizagapatam	P. Krooshna row	-	437½	140	-	1	100
						1	80
Rajahmundry	Gootoor Venkatramanah	38	280	175	175	-	-
Masulipatam	N. Sashiah	28	280	170	175	-	-
Guntoor	Bhavany Corpow	42	280	140	-	-	-
Nellore	Vamargurty Venkatarow	66	525	175	175	1	100
Cuddapah	Sreenivassa row	46	525	175	175	-	-
Bellary	Rogapah	-	400*	175	175	1	150
Kurnool	Venkat row	60	280	140	-	-	-
Chingleput	Shama row	47	280	175	-	-	-
North Arcot	Soladinga Chitty	47	280	175	175	-	-
South Arcot	M. Runga Charlu	60	525	175	200	-	-
Tanjore	Gondapah	54	700	175	175	-	-
Trichinopoly	Babajee row	59	280	175	-	-	-
Madura	Ram row	57	525	175	175	-	-
Tinnevelly	Venkat row	55	280	175	175	-	-
Coimbatore	Appajee row	58	350	175	175	-	-
Salem	Krishna row	59	280	175	200	-	-
Canara	Boniface Fernandez	52	280	175	200	-	-
Malabar	Parombay Conjee Menon	53	437½	175	160	-	-
Madras	Tinvencata Charlu	43	210	-	-	-	-
Vizagapatam	10	-	7715	3305		2	6

* The minimum recommended by the Board in their late Proc.s

Rev. Board's Office
Fort St. George
19th January 1857

Sd Lewin
Sec.y to Govt.

Pd Allowance

Copy in a G. L. to Co.
dated 20th November 1857. No 41.

Para 16

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Enclosure
In Extract from the
Proceedings of the
Board of Revenue
To The Secretary
to Government
Rev Depart
Dated 19th January 1857.

No 221

R. 84/57.

Statement shewing
the actual Pay at present
of the Head and Native
Servants in the Madras
Presidency

19?

Mr. D. Sheets
Sheets in Lepto
Comment on
subject of abs=
=letters of Sheets
=Davis —
Page 631.

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Minute

In my minute of the 3d June 1853 re-corded in the Judicial Consultations of the 14th August following when considering the System of Local administration in force in the Revenue and Magisterial Departments of this Province I minded the following observations on the remarks ~~Instructions~~ of the Bd of Revenue for the transaction of the Offices of Head & Dy Sheristadar

"I am unable to concur in the
" Bds proposition for the progress-
" ive abolition of the Office of
" Head Sheristadar or the im-
" mediate discontinuance of
" that of Deputy Sheristadar -
" There must be in every Collector

"
"Office a responsible Office
"of experience at the head of the
"Returns account Establishment
"controlling the whole returns es=
"=tablishment from the Collector
"own counts & book keeping=
"=ing - this office is the object
"of ambition to all Returns Re=
"=venue Accounts and is generally
"conferred on men of more than
"ordinary ability, of high character,
"long service & experience - To a=
"=bolish it would take away from
"the subordinate Revenue Servants
"a great incentive to exertion &
"good conduct -
"Great as may be the advantage
"to be obtained by curtailing me=
"=commercial expenditure, it would,
"I believe, be too dearly purchased
"at the cost of the present abolition
"of the Assistantships, the only Office
"to which Natives of the Provinces of a
"particular class can attain - It

"
"I should be sorry in mind
that from hesitancy and the causes
the tenure of Office by a Collector
is precarious & short duration &
it is obviously expedient that
the permanent changes that may
undoubtedly occur in the head of
the Provincial Agency should be
"=duced as innocuous as pos=
"=sible by the maintenance in
the District of a Native Officer
"fully acquainted with its
"condition, its history, & antece=
"=dents & responsible in some
"degree for their management."

and in shaping the
most orders on which
was founded
the application of this
Govt of the 13th August
1855 to the Govt of
India for the allowance
=ment of 60. Revenue=
=nue Assistants
I explained in a mem=
=orial note my dis=

: rest to Mon Ramaprakash
Ghosaun 12. to 15. which adds
: extra the abolition of Sheristas
: ans - 92 Hindoos than Mussulmans
to one Mussulman, as it stated does,
that the restriction of Thuggee
: ans was not accompanied by a fear
of the Mussulmans question
of entertaining increased
apistants and would not have
been mixed up with it —

The objects of the Amendment
of increasing the Apistants
were to shun the hands
of the Collector in his Magis-
: trial duties, to make up to him
for the want of Commanded
Apistance which the Govt
cannot not commanded of
to relieve him of much de-
: tail which prevented his giving
sufficient attention to matters
of importance and misfortune.
after much deliberation &
discussion it was declared
that to effect these objects it
was necessary to provide

each Collector with 3.
Executive Officers in addi-
: tion to his present establish-
: ment on Salaries varying
from 60 to 250. Rs. pr.
mensem —

It was admitted that Remarks
when the 3. Apistants in each
district had obtained experi-
: ence and increased qualifi-
: cations had been introduced in
Revenue management. Ac-
: counts some reduction of
the Establishments Officers might
be effected, tho' at the same
time it was urged that any
such reductions should be
applied to the augmentation
of the Salaries of deserving
Who were now universally
allowed to be inadequate
remuneration for the duties
they are called on to perform.

Regard to all the cir-
: cumstances attending the
Instructions of this Govt the

Govt of India have now
met the urgent representations
of this Government
for additional executive
aid by sanctioning the entertain=
=ment of 18 Uncovenanted
Assistants on salaries
of from Rs 600 to Rs 250 - but on
the reduced scale of Rs 350
Rs 250 - and have combined
this sanction with the resolu=
=tion of abolition of the
Office of Sheristadar -

To accept this so called ad=
=ditional Assistance on the
terms proposed would in ma=
=ny instances be an actual
saving of expenditure - It
would either take from
the old and distinguished
Sheristadar the allowances
to which under long sanctioned
rules he was entitled and
impose on him duties to
which he had been unac=
=customed, or it would

introduce an inexperien=
=ced Assistant for an
experienced Sheristadar - In
neither case would the Collec=
=tor be better off than he
now is - The existing organ=
=ization of his Cutcherry
would be merely disarranged
and he would be embarrassed
instead of assisted at the
very moment when the work
requires aid and all the
experience and consideration
of the most efficient native
functionary in his District
to carry out the decisions of
a superior Board the in=
=cidents in connection
with Gnana Dessai now
in progress in most District

The Bd of Revenue in their
proceedings of the 19th June
forcibly point out the
inexpediency of carry
=ing out any reductions

in consequence of the ab=
=sentment of one Dy Collector
to each District -

In reference to the Plans
which in this respects to
meet the views of the Govt
of India the Board request that ac=
=cords to the stipulations of
this Govt of the 7th June 1856.
10 Dy Collectors be ap=
=pointed, one to each Dis=
=trict. and that the Govt
of India be informed that
it is quite impossible to
make any reductions to
meet this objection
That this Govt does not
observe of the Bd impression
by which 5 districts would
be left without any supervision
of Customs inasmuch
as every Collector requires
the assistance asked for

and the Plan of Incovenant
= A Agency should have
Surgical effect - Post
That this Govt desirous of
testing the practicability
of discontinuing Dy Resista=
=dars when the full
complement of Incovenant
=ed Executives is established
will be pleased to
to adopt measures for this
purpose the Govt
in the 3. Districts of Guntoor
Nellore & Chingleput in
the manner suggested by
the Bd of Revenue, on re=
=ceiving the authority of
the Govt of India for the
entertainment of two
more Dy Collectors on Rs
350 - & three on 250. Rs
This making the entire
Number 23 - instead

of the 18th section of 37 & 27 Geo 3 then the number originally selected by this Govt —

In the event of the Govt of India wishing to accede to this moderate request of this state it is open to the Financial Secretary of the Straits Settlements to call on the Collector of each District & would in my opinion be far better for the Public Service and much more acceptable to the Collectors that none should be entertained and that the sanction of the Govt of India complied with the conditions now in hand should remain in abeyance —

4/3/57 — Wh Montgomery

Rev 1857 Dep.
Dto Cons: 19th May
No. 666.

Minute by the Hon.
Sir H. C. Montgomery,
Dr.

D/4 March 1857.

R. Ch. 450 - 14 May

Pointing out the necessity for the retention of Sheristadars, suggesting that according to the application of this Govt of the 7th June 1856 18 Dy. Collectors be appointed, one to each District and that the Govt of India be informed that it is quite impossible to make any reduction to meet this extra charge, and observing that if the Govt of India refuse to sanction 5 more Dy. Collectors in addition to 18 as suggested by the Bd of Revenue and still insist on the general reduction of the Sheristadars Offices on the employment of only one Dy. Coll. to each District, it would be far better for the public service and much more acceptable to the Collectors that none should be entertained and that the sanction of the Government of India coupled with the condition now imposed should remain in abeyance.

Copy to the Records.
12 May 57.

No 12.

26 B

I have not had an opportunity of preparing an opinion on the proposed abolition of the Office of Head Sheristadar hitherto. Illness and absence prevented me when the question was formerly introduced.

The form on which it is now presented, I understand to be this:

More assistance being urgently required by the over-worked Covenanted Officers of the Revenue Department, in the Inspection application was made for 60 Uncovenanted Deputy Collectors complied with a suggestion that the Office of Head Sheristadar might be modified or even abolished.

This was followed by a still more urgent requisition

requisition for the immediate appointment of 18 of these, to supply the extraordinary deficiency of Covenanted Officers at present experienced.

The Supreme Government have sanctioned the appointment of 18 officers on a very reduced scale of salary to that recommended, requiring at the same time the abolition of the office of Head Sheristadar.

The Board of Revenue while approving the change proposed, show that the office cannot be wholly dispensed with ~~[illegible]~~ They propose to place it on an inferior footing, and submit a modified scheme for the employment of the 18 Uncovenanted Officers.

It appears to me that the

the Board have strangely overlooked or misconceived the nature of the relative duties of Sheristadars and Deputy Collectors.

The latter are intended to be <u>administrative</u> officers, holding separate charges, with a view to relieve the Collector from all matters of detail and to be employed exactly as the Covenanted Assistant now are.

The Sheristadar is a <u>ministerial</u> officer charged with the preparation and custody of all the Native accounts in every department, responsible not only for their correctness in point of form but for the accuracy of their details. He scrutinizes the minutest items at every annual Settlement and is responsible that every entry

preparatory

represents a genuine transaction.

Thus the depositary of the fiscal history of the district & is bound to keep in Collector as guaranteed with every incident of its past or present ~~history~~ condition affecting the measures which that officer may be engaged in carrying out.

But he has no direct power or authority. He cannot issue an order in his own name. He can only bring information before the Collector that he may issue such directions as he may see fit.

The Board appear to characterize the office inaccurately when they say, that "such officers possess great and undefined powers with little personal responsibility."

Influence no doubt they must possess, but not powers.

As to their responsibility it has been clearly and accurately laid down in the Circular orders of the Board of Revenue.

C. O. 25th Augt 1818; 22d Feby 1836; 12th June 1841; 28th June 1852; 12th June 1854

An inspection of these will show that it is neither small nor undefined.

A very moderate acquaintance with the voluminous and minute vernacular accounts of a Ryotwar district, suffices to show that no European Officer can consult them, as he must do daily, without assistance.

Since the importance of this has always been recognized, of superintending the ~~accounts~~ charge of a competent responsible officer; a man of experience, ability and the highest character for integrity.

To secure this integrity the remuneration of the office has been fixed on a scale to place him above temptation.

It

Known how great is the temptation

It is [illegible] of every Village accountant, of every Talaiar, of every Salt Superintendent, of every Stamp vendor, of every Custodian of public money, to tamper with the accounts for their private ends.

The main check on such practices is the ability and honesty of the Head Shirestadar.

Therefore the incentives to a dereliction of duty are neither few nor slight.

I do not see in what way the employment of Uncovenanted Assistants will supersede the necessity of such an Officer. This latter's functions are wholly different & distinct. The one cannot supply the absence of the other.

The duties of each Assistants' charge will doubtless be more satisfactorily performed (in proportion to the qualifications of the individual) within his own limited sphere.

But the Collector must still exercise a general and effective Superintendence

29b 28 19

superintendence over the whole. The proceedings of all the Subordinate officers whether Covenanted or Uncovenanted must still be scrutinized, compared and checked by means of their accounts in the Sudr Cutcherry [illegible].

Again the Collector is constantly required to furnish information or to introduce changes requiring the collection and Comparison of minute details, derived from all parts of his district.

To check and digest these, to discover mistakes, reconcile inconsistencies, and avoid false inferences, requires skill and ability far beyond the scope of an ordinary Gomashta, a mere man of figures. Yet as proposed to leave the Collector with no better aid.

The

The Board propose to replace the Head Shirastadar by a Kutcherry Manager on a salary of 200 Rs. per mensem.

In other words to reduce the office to that standard, for the duties must remain the same by whatever name the office is designated.

The only difference will be that they will be performed by an inferior instead of by the ablest servant that can be found.

The Board go on to say "that it is necessary the situation should be held by a person of ability and character possessing a competent knowledge of accounts and experience in the management of an office", adding that "they have named the lowest fitting remuneration in this Presidency where the Districts are very much larger and the duties heavier than elsewhere".

In

In other words they recognize the importance of the office and assign to it a salary which will effectually prevent any man of ordinary ability from continuing in it.

At present it is the prize of the Native service. The average salary is from 400 to 500 Rs. for few men attain to it at an age which enables them to earn the highest rate of salary 700 Rs.—

But under the proposed organisation the ablest men will as a matter of course look first to the office of Deputy Collector.

The position of Tahsildar will also be in many cases preferred to that of a mere Manager. The pay of first class Tahsildars is not inferior to that proposed by the Board. The chances of acquiring distinction and qualifying for promotion are great in regard of the situation of Tahsildar is improved

improved as it ought to be and as this Government has strongly urged that it should be, there will no longer be room to hesitate between the two appointments.

The office of Manager will in fact be put on a par with that of Head Accountant which already exists in every Collectors Cutcherry, the duties of which are to prepare the account in English according to the forms prescribed by the Accountant General, and the salary of which is nearly the same as that recommended by the Board, for the Manager.

Admitting however that the Sheristadar is replaced by the Manager as recommended by the Board, the arrangement cannot possibly stand.—

The head ministerial officer under whatever name, Deputy or Manager in every important office with which I am acquainted, receives a higher salary than 200 Rs. and we are told continually that the present scale of emoluments

= tion

310

21

= tion is neither commensurate with the labor nor the responsibility. The Collectors office of a large District yields to none in importance. The difficulty of filling it properly will compel attention & lead to an improvement of the pay.

The financial argument of the Board, therefore, will not hold good.

Before any change is determined, the opinions of all Collectors should be required. Often in the actual exercise of Collectors functions will be better able to speak to the effect of dispensing with such an agency.

It is to be remembered that the proceedings of the Board of Revenue represent the opinion of a single officer only. at the time they were framed the 2nd Member was in England, the acting 3rd was on special duty at Tanjore and Mr Parker had

had not joined.—

On a question of such importance the Government should be in possession of the matured judgment of a full Board.—

17/4/57 Walter Elliot

27th

Rev 1857 Dep
Do to Cons: 19th May
No 607

Minute by the Hon.
Walter Elliot Esqre

D/ 17 April 57.

S. C. No 450 - 14 May

Pointing out the responsibility and the importance of the duties of a Head Sheristadar; suggesting that the opinions of all Collectors should be taken before dispensing with the Office of Head Sheristadar; showing that the Proceedings of the Board of Revenue on the subject in question represent the opinion of a single individual; and observing that on a question of such importance the Government should be in possession of the matured judgment of a full Board.

No 13.

Copy to Mr Ricketts.
14 May 57.

2 Copies Dispr 15

33d Rev Dep

No 450

To

H. Ricketts, Esqre

Commissioner for the revision
of Civil Salaries.

Sir

I have the hono.
-nour by the orders of the
Right Honorable the
Governor in Council,
to forward to you the
papers noted in the
Margin, having reference
to the employment of
Uncovenanted Deputy
Collectors, and the abo=
-lition of the offices
of Head and Assistte.
=ristha dars, who are at
present the Chief=

From Bd 22d Jany. 55 No 192.
To Govt of India 13th Augt. - - 749 B.
To Do - Do - 7th June 56 - 584.
To Do - Do - 6th Augt. - - 823.
From Do - Do - 24th Octr. - - 1384 with
Resolution thereon D/ 8th Decr. - 1287.
Proceedgs of the Govt of India
D/ 14th Novr. 56 - 5020 with
Resolution thereon D/ 15th Decr. 56 - 136.
From Bd 19th Jany. 57 - 221.
Minute by the Hontle Sir Henry
Montgomery Bart D/ 4th March 57.
Minute by the Hontle Mr Walter
Elliot D/ 17th April 57.
Ext. of the Lgr Colonel of India for Nov 55 containing the Opn mr Chaplin stated on the subject of Deputy Col.
Note. It is requested that
these papers may be return=
=ed when done with.

Ministerial Servants
on the Establishments
of the Collectors of this
Presidency, and to re-
-quest the favor of e-
-your giving this Govt.
the advantage of the in-
-formation which you
have collected from
different parts of India
upon the two ques-
-tions now at issue.

2. The necessity
for having recourse
to the employ-
-ment of uncove-
-nanted Deputy
Collectors in this
Presidency is ful-
-ly explained in the
letter

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letter from the Board
of Revenue dated 22nd
January and in Cir: Ltr:
of Cons: dated 13th August 53.
As regards the proper num-
-ber of such appointments
the Board consider the
question in comparis-
-with the extent, popula-
-tion and revenue of the
General
Districts of this Presidency
and with the amount of
Covenanted agency and
uncovenanted of a super-
-ior kind in this Presidency
to that of Bombay and
in the North West Provin-
-ces, and proposed
fifty, on salaries
specified

Paras 12 to 16.

uncovenanted

specified in the mar-
=gin. (Paras 17 & 19). In
these recommendations
of the Board, this Govt.
fully concurred, and de-
=cided the sanction
of the Govt. of India
in their Secretary's let.
=ter dated 13th August 1855,
№ 949 B, for the cre
=ation of these new offi-
=ces.

	Rs
10 Dy Colls 1st Class @ 600 each	6,000
15 Do Do 2d Do — 500 —	7,500
13 Asst Do 1st Do — 350 —	5250
10 Do Do 2d Do — 250 —	3,000
Establishment for all these officers at 68 Rs per month	3,600
	27,350
	12
	328,200
Tentage for 25 Dy Colls @ 3 Rs per day for 4 months.	9,200
Do for 35 Asst do at 2 Rs per day for 4 months	840
	345,600

3. This Govt again in
a communication dated
4th June 1856 urged
upon the consideration
of the Supreme
Govt the pressing neces-
=sity (which existed) for the employ-
=ment of the proposed
uncovenanted agency,
and

and with reference to the then
position of the finances of
the state, solicited the im-
=mediate employment
of at least 18 Dy Colls to
provide for the deficien-
=cy in the Covenanted ser-
=vice. It was then point-
=ed out that this partial
employment of the Uncove-
=nanted agency did not
entail any additional
expenditure on the State,
as the saving by vacancies
in the covenanted appoint-
=ments amounted to Rs
7,7,36 a year, while the
cost of the 18 Uncovenanted
Colls was shewn to amount
to only Rs 64,800. The matter
was again brought before the Govt
of India in Mr Bourdillon's
letter of the 6th of Aug 1856.

4. In the course of this
correspondence, and particu-
=larly when application was made
for the employment of sixty Uncovenanted

5 at 350 Rs each per Annum
4 at 250 — Do Do.

Uncovenanted Dy Collrs the Bd observed that the creation of these new Offices would both lessen the exclusive influence in the Dists now possessed by the Serishtadars, & also do away, in great part, with the necessity for officers with such powers & influence. They proposed therefore that hereafter, though not immediately, the position of the Serishtadars should be changed and he brought down so as to correspond more nearly with that which it is nominally, viz: the Head of the Record or account Dept. The Bd also proposed to abolish the appointments of Peishcars (Dy Collrs) Serishtadar, & the Collrs Serishtadar, on the nomination of the Dy Collectors. This Govt concurred generally in the views of the Bd, but did not recommend any immediate action, as they doubted the advisability of changes in the Serishtadars office, till the new class of servants had become used to their duties & had been found valuable aids to the Collector.

From Bd 27th Jany 1854
Paras 23 to 27.

To Govt of India 13th Augt 1855 Paras 15 to 17.

The

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Resolution Home Department 8/24th October/56 No 1664.

5 The Government of India, after a consideration of these papers, remarked that "the general scheme for the improvement and enlargement of the local administration, Judicial, Revenue and Police, of the Madras Presidency, is so vast, and would be attended with such enormous yet uncertain cost, that the Governor General in Council has been most reluctant to take any step which should imply, even a partial sanction of it, before the like measures contemplated for Bengal could be determined, at least approximately." "the revenue of India" it was said "must

Mad

not be saddled with a
burden on account of
Madras, so heavy as to
interfere with justice to
Bengal; the necessities
and claims of which are
at least equally great.
They however, with re-
-ference to the strong-
grounds on which
this Government pressed
forward the want of ex-
-traordinary assistance,
sanctioned the modified
application for the em-
-ployment of 18 Income-
-mented Deputy Collectors,

Clerk

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link attached to this
grant the condition
that immediate steps
should be adopted
towards the alteration
and revision of the
Salaries and the Sala-
-ries of Sezesthadeers
and Naib Sezesthadeers.
I am directed hereto re-
-mark, that the Supreme
Government ~~on granting~~
in sanctioning
~~the Deputy Collectors~~ on
~~grounds~~ reduced salaries
these new appointments
insisted upon carrying out
the reduction in the Salaries of

F

of the Senior Collectors which this Government thought might be feasible after the appointment of the total number of sixty, on the full salaries applied for, so that in effect the Collectors, will all with three exceptions for are there are twenty one Districts, each to obtain one Deputy, three and to lose those Senior Collectors, and will, in the opinion of Government, be left less ably supported than they are at present.

6. The Government requested the Board of Revenue to state at an early date their opinion whether the order of the Government of India

for

Encl 8 of 8 December No 1287.

37 f

for an immediate abolition of the Sheristadar's office could be complied with, and in their Proceedings of the 19th January last, No. 221. they explain the impracticability of carrying out any reduction in the salary and status of the Sheristadars with the limited assistance authorized, which they observe will little more than suffice to supply deficiencies already existing in the Covenanted staff of the Districts, and the Collectors will consequently obtain no new additional aid in the conduct of their duties, the want of which has been

been so long felt and
admitted: They however
suggest that ~~in these~~ to some
Districts ~~which~~ 3
encumbered Dt Collrs
may be attached to the and But in that the
Tells of Head thereto
duty may be discontin-
ued, and the Hind
Ministerial Servants
of the Collectors Office
may be styled, the
Collectory Manager,
his pay being fixed
at 200 Rs per Annum,
and the office of Head
Serishtadar being
abolished.

7 The subject of doing
away with the Serish-
tadars having thus been
prominently brought
forward for the consi-
deration of this Govt.
the

the Honble Mr Waller
Elliot and Sir Henry
Montgomery, both of
whom have had great
experience in Ryotwar
Districts, as well as
in the conduct of the
duties of a Madras
Collectors' Office —
generally, have recorded
a Minute deprecating
in strong terms the
abolition of the office
of Serishtadar. These
Minutes are forwarded
for your perusal —

8 Having thus
entered into a short
summary of the past
Correspondence, I am
directed by the
Right Honorable
the

the Governor in Council
-cil to request your
opinion on two points.
First, As to whether
you consider, from
the information now
laid before you, that
the number of sixty
Uncovenanted Assist
-ants originally sanctio
-ned by the Government
on the salaries stated,
was excessive, as com
-pared with the Es-
-tablishment of a similar
kind allowed in other
parts of India - the nature
of the duties of a Collector
in this Presidency being
considered - and secondly,
As to whether you
you have found

that

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that there are Officers
under the name of
Dufterdars, or under any
other name, in other
parts of India, similar
in position to the Ser-
-reshtadars in Madras,
and in the event of your
reply being in the ne-
-gative whether from
the fact of there being
no such Officers under
a Zemindary or village
renter, or otherwise, you
would infer that they
were needless in Provin-
-ces where the Settle-
-ment is Ryotwar.

Fort St. George
14th May 1857

Copy in the G. L. A. E.
of 20th November 1857 No 42
Page 16

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Revenue 1857 Sept.
2 W to Cons 19th May.

No 450

To The Commissioner for the
Revision of Civil Salaries.

Dated 14th May 57.

From Do. Do. 3 July 57 Co. No 791
to 25 Aug.

Page 2

Forwarding to H Ricketts
Esqre, certain papers having
reference to the employment
of Uncovenanted Dy Collrs
& the abolition of the Offices
of Head & Kaib Sherista
& ard & requesting his opi-
nion on the subject.

No 11 at 14.

Copy 5th May 57