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Revenue Departmen

Minutes of Consultation

12th March 1858

Back nos 103 & 104

Order no 332 of 12th Marc

1858

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Fort Saint George, Revenue Consultation of 12th March 1858.

No. 103. Read the following Extract from the Minutes of Consultation in the Public Department; under date the 4th March 1858, No. 265.

Read the following letters.

From the Acting Register to the Sudr Udalut.

Suggesting certain Rules for the Judicial Department in modification of the Rules dated 22d May last, for the examination of Uncovenanted Servants. (Here enter 21st September 1857, No. 91.)

From the Acting Register to the Sudr Udalut.

Submitting for publication in the Fort Saint George Gazette a Notice discontinuing the examinations which have hitherto been held for the purpose of testing the qualifications of Candidates for the offices of District Moonsiffs and Pleaders. (Here enter 24th September 1857, No. 95.)

From the Acting Secretary to the Board of Revenue.

Submitting for the consideration of Government the views of the Board with regard to the examination tests prescribed for the admission of persons into the Uncovenanted branch of the Civil Service. (Here enter 30th October 1857, No. 3718.)

From the Secretary to the Board of Examiners.

Forwarding for consideration Notification containing certain proposals in modification of that published on the 28th July last respecting the Rules for the Examination of Uncovenanted Public Servants. (Here enter 22nd January 1858, No. 18.)

The Court of Sudr Adawlut and Board of Revenue offer certain observations and propose certain modifications of the Rules published under date 22nd May 1857 for regulating the examination of the Uncovenanted Service.

2. The Right Honorable the Governor in Council deems it unnecessary to follow the Court and Board seriatim through their remarks on the rules of May last. The objections which they have taken to the system of examination as embodied in those rules, as well as those which have been urged in other quarters have reference mainly to the following points:

1st. The adoption of the competitive system of examination in the case of Deputy Collectors.

2nd. The effects of the rules on the prospects of Public Officers now in the Service, whose education has not been such as to qualify them for passing the prescribed tests and whose time is, as a general rule, so fully occupied in the performance of their public duties as to preclude the possibility of their now supplying the deficiencies of their previous education.

3rd. The great number of examinations, amounting to no less than six, and ranging over a period of ten years which, under these rules, a Public Officer *may* be obliged to undergo before he can attain to any of the Offices included in the 1st division.

4th. The alleged inapplicability of certain of the subjects laid down to the duties of certain Offices, the holders of which or Candidates for which will come under the rules.

5th. The omission to make any provision for Court Pleaders being appointed to the Judicial Offices included in the 1st and 2nd of the three divisions into which the Uncovenanted Service has been divided for the purposes of these examinations.

Of these objections the three first seem the principal.

3. With respect to the first or that of rendering the examination of Deputy Collector competitive, it is to be remarked that when the question of examination for the Uncovenanted Service first came under consideration, this Government had recommended to the Government of India

பாதுகாப்பு பிரிவு-1

செப்பனிடுபவர் பெயர்: [illegible]

செப்பனிடுவதற்காக எடுத்துக்-கொள்ளப்பட்ட நாள்: [illegible]/2008 [illegible]/2008

18/8/08 சரிபார்க்கும் முதல் முறிபாள கையொப்பம்

10/9/08 சரிபார்க்கும் 2ம் முறிபாள கையொப்பம்

[illegible] கையொப்பம்

a very large addition to the higher branches of the Uncovenanted Ageny. It had been proposed to entertain 25 Deputy Collectors at salaries of Rupees 600 and Rupees 500 monthly and 35 Assistant Collectors on salaries of 350 and 250. In lieu of this the Supreme Goverenmnt 24th October 1856, have authorized only 18 Uncovenanted Officers in all, who are to be termed, Deputy Collectors but are to receive the allowances which in the original scheme were allotted to Assistant Collectors, 9 being at 350 and 9 at 250 Rupees per mensem. Moreover as a condition even of this reduced grant they have insisted upon the adoption of early steps towards the alteration and revision of the status and salaries of Sheristadars and Naib Sheristadars. The Government have found themselves, for the present at least, unable to conform to that condition, and the appointment of the 18 Deputy Collectors consequently remains in abeyance Further consideration has tended to raise doubts in the mind of the Governor in Council. whether the competitive system of examination would have been the best for regulating the admission to the public service of the higher Uncovenanted Agency even on the large scale originally designed, and it seems to him quite unnecessary to retain it in the examination scheme, now that not a third of the number applied for are to be entertained, and it is doubtful when even their entertainment will take effect. It will therefore be omitted.

18 Deputy Collectors on an aggregate salary of per mensem	5,400
In place of 25 Deputy Collectors and 35 Assistant Deputy Collectors on salaries aggregating per mensem.....	23,750

4. With regard to the second point, although it is not probable that all the examinations, which under the rules it is possible to pass separately, will often be passed by the same individual, still it does appear to Government that the number of examinations incident to the scheme is too great and that the scheme itself might with advantage be simplified, and at the same time opportunity be taken by means of it of attaching to the Degrees of the University a tangible value which they do not possess under the present rules.

5. Under these impressions the Government have been led so far to modify the scheme already promulgated as to determine that for the purpose of these exminations the Uncovenanted Service shall be formed into two divisions, instead of into three, as was before arranged, and that for admission into any appointment included in either of these two divisions, a single examination for each shall suffice. The line of demarkation has been fixed at Rupees 50 per mensem, with the object, as far as possible, of confining the lowest division to those Offices, the duties of which are little more than what may be called mechanical, and for which reading, writing and arithmetic will ordinarily suffice. It is probable that the higher situations included in this division will often be filled by young men who have passed the examination for the higher standard, but it seems desirable to fix the minimum standard with due reference to the qualifications which will be sufficient for the lowest situations included in the division.

6. The standard for this division will be very similar to that laid down for the 3rd division in the existing rules. The alterations are that the distinction between Essentials and Non-Essentials is abolished and some of the Non-Essentials are introduced in the test. That part of the test which relates to character and service is also omitted; the examinations, according to the revised plan being intended merely to ensure the necessary intellectual qualifications for admission into the two branches into which the service is to be divided.

7. The standard for the higher division will be very similar to that laid down for the 2nd division in the existing rules. Here also, with the view of simplifying the rules, the distinction between Essentials and Non-Essentials and the test of character and service will be abolished. If the rules be made prospective, a point which will subsequently be noticed, there is no greater reason for inserting this test in the standard for the higher division than in that for the lower. It is a test moreover which the Government feel it would be exceedingly difficult to determine satisfactorily.

8. It is proposed that, after each examination, lists of the successful Candidates shall be published in the order of merit, and that the marks obtained by each Candidate, in each subject of examination shall be set opposite his name. This will enable heads of offices to select the best of the passed Candidates, and will in some measure answer the ends which competitive examinations are designed to serve.

PUBLIC DEPARTMENT.

No. 265.

Extract from the Minutes of Consultation, under date the 4th March 1858.

Read the following letters.

From the Acting Register to the Sudr Udalut.

Suggesting certain Rules for the Judicial Department in modification of the Rules dated 22nd May last, for the examination of Uncovenanted Servants. (Here enter 21st September 1857, No. 91.)

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The Court of Sudr Adawlut and Board of Revenue offer certain observations and propose certain modifications of the Rules published under date 22nd May 1857 for regulating the examination of the Uncovenanted Service.

2. The Right Honorable the Governor in Council deems it unnecessary to follow the Court and Board seriatim through their remarks on the rules of May last. The objections which they have taken to the system of examination as embodied in those rules, as well as those which have been urged in other quarters have reference mainly to the following points:

1st. The adoption of the competitive system of examination in the case of Deputy Collectors,

2nd. The effects of the rules on the prospects of Public Officers now in the Service, whose education has not been such as to qualify them for passing the prescribed tests and whose time is, as a general rule, so fully occupied in the performance of their public duties as to preclude the possibility of their now supplying the deficiencies of their previous education.

3rd. The great number of examinations, amounting to no less than six, and ranging over a period of ten years which, under these rules, a public Officer *may* be obliged to undergo before he can attain to any of the Offices included in the 1st division.

4th. The alleged inapplicability of certain of the subjects laid down to the duties of certain Offices, the holders of which or Candidates for which will come under the rules.

5th. The omission to make any provision for Court Pleaders being appointed to the Judicial Offices included in the 1st and 2nd of the three divisions into which the Uncovenanted Service has been divided for the purposes of these examinations.

Of these objections the three first seem the principal.

3. With respect to the first or that of rendering the examination of Deputy Collector competitive, it is to be remarked that when the question of examination for the Uncovenanted Service first came under consideration, this Government had recommended to the Government of India a very large addition to the higher branches of the Uncovenanted Agency. It had been proposed to entertain 25 Deputy Collectors at salaries of Rupees 600 and Rupees 500 monthly and 35 Assistant Collectors on salaries of 350 and 250. In lieu of this the Supreme Government,

great importance, with the view of attaching a tangible and easily recognised value to the University Degrees, that they should offer definite privileges to those who obtain them, as regards eligibility to admission into the public service. Under the revised rules it may be expected that the University Degrees will, in a great measure, take the place of the standard laid down for the 1st division under the existing rules.

10. Rule VI supplies the omission in the present rules to provide for the appointment of Pleader to situations in the Judicial Department and thus meets one of the objects referred to by the Sudr Udawlut in the Registrar's letter of 21st September last.

11. The last point to be considered is the objections which have been advanced against the rules of M[illegible]st on the score of the effect which their enforcement will have on the prospects of men now [illegible]e public service. This has been urged both by the Court of Sudr Udawlut and by the Board of Revenue. Since the rules were promulgated the Government have also become aware that the design of applying them to present incumbents even with the concessions in their favor which the rules provide, has created much alarm among the Uncovenanted Service generally. It is asserted and the Government are led to believe with justice that the majority of the public employés, especially those serving in the Provinces are so fully occupied with their official duties, that they have no time to prepare for examinations such as those contemplated by the rules. It has indeed been suggested with a view of meeting this objection that a stated time, say five years, should be given, after which none of the present incumbents shall be promoted unless they had passed the tests, the promotion of such servants taking place intermediately as usual. This however would at best be but a palliative and operate partially, and at the end of the term fixed on, whatever it might be, the difficulty would recur. On mature deliberation the Governor in Council thinks it on the whole best to make the operation of the examination rules altogether prospective.

12. The Government have likewise dispensed with the condition in the present rules which required a certain period to elapse between the passing of the several examinations. It will be open to the Candidate to pass the higher examination as soon after the lower as he may be able, or he may pass by the highest standard at once and be examined only once for all. It is however to be clearly understood that this is in no degree to interfere with the power of Government, or of the controlling Courts or Boards with the sanction of Government to prescribe any period of service in any given grade as a necessary qualification to promotion to a higher one. This is a matter wholly distinct from the examinations the object of which is only to establish the intellectual ability and attainments of the examinees and which affords no criterion of the experience required to ensure the efficient performance of duties in any Office.

13. The first examinations for both divisions will be held in the commencement of the ensuing year 1859, and all appointments during the current year will be made as at present. The examination will be conducted entirely by means of printed papers and the business of the local Committees in the Provinces will be confined to setting the papers, and taking precautions against collusion or unfair proceedings in their execution. This will render any consideration of the proposal submitted by the Board of Examiners under date the 22nd January last, unnecessary. The papers will be sent by the local Committees to the Presidency, where they will be examined, and such Candidates as may be passed, will be classed by examiners to be specially appointed by Government for the duty, and who will be remunerated for it. The Governor in Council is convinced that this duty can only be satisfactorily discharged by such Agency, and that it could not be efficiently performed by the Board of Examiners in addition to the labors which now devolve on its Members both in and out of the Board. The reports of the paid examiners will however be transmitted to Government through the Board and the Board, will in due time advise the Government of the general arrangements which should be made for the local examinations in the Provinces in the beginning of next year, as well as for the superintendence of such examinations by paid Agency at the Presidency.

14. The notice submitted by the Court of Sudr Udawlut with the Acting Registrar's letter of 24th September last, will require to be slightly modified to meet the revised examination rules. It will be open to the Sudr Udalut to publish it with this modification, and to discontinue at once the present examinations for District Moonsiff and Pleader as they have proposed.

15 Referring to the observation made by the Honorable the Court of Directors in their Despatch of 17th December, No. 19 of 1856, para. 34, it will be brought to their notice that the new examination rules will not render necessary any modification of the existing law—Regulation VI, 1816, Section VI—regarding the nomination of District Moonsiffs, as these rules simply substitute one kind of examination for another, the authority in whom vests the right of appointing to District Moonsiffships remaining as before.

(True Extract.)

Chief Secretary.

To the President and Members of the Board of Examiners.
" Judges of the Court of Sudr Udalut.
" President and Members of the Board of Revenue.
" Director of Public Instruction.
" Revenue Department.

Exd. F. Cartledge.

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Fort Saint George, Revenue Consultation of 12th March 1858.

9. It is likewise proposed that Graduates of the University of Madras shall be exempted from these examinations, in so far as the tests laid down are provided for in the University examinations. This does not form a part of the existing rules, but it seems to Government to be of great importance, with the view of attaching a tangible and easily recognised value to the University Degrees, that they should offer definite privileges to those who obtain them, as regards eligibility to admission into the public service. Under the revised rules it may be expected that the University Degrees will, in a great measure, take the place of the standard laid down for the 1st division under the existing rules.

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(True Extract.)

(Signed) T. PYCROFT,
Chief Secretary.

No. 104. ORDER THEREON, No. 332; dated 12th March 1858.

Ordered that the foregoing Extract be recorded.

(Signed) H. FORBES,
Acting Secretary to Government.