

Revenue (1899) Department.

MISCELLANEOUS SERIES.

G.O., No. 1398-99

Confidential No: 47-48

DATED 18.th April 1899

[Despatch Abstract.]

BACK PAPERS.

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

FURTHER PAPERS.

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

Government {1899} of Madras. REVENUE.

CONFIDENTIAL.

(MISCELLANEOUS.)

Recd.

Enclosures

Regd.

1899.

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G.O., Mis. No. 1398 (Confdl. No. 47), 18th April 1899.

APRIL.

Appointment of probationers.

Ordering that the Government of India be addressed on the subject of a scheme for the nomination to higher offices of the public service of educated natives of India of good birth.

CONFIDENTIAL.

GOVERNMENT OF MADRAS.

REVENUE DEPARTMENT.

READ—again the following Official Memorandum No. 219, dated 22nd September 1898:—

The Government has under consideration the introduction of a scheme for encouraging educated young men of good birth, natives of the country, to enter the public service. Direct nominations to Deputy Collectorates are not in all cases either advisable in the public interests or fair to qualified subordinate officers already in the service. His Excellency the Governor in Council considers therefore that opportunities should be given to young men of the class who may aspire to employment in the more responsible posts in the public service of entering it under somewhat different conditions from those who join the ordinary clerical line. It is accordingly suggested that candidates of this class should, in the first instance, be attached to Collectors' offices in order that they may be trained in all branches of revenue and magisterial work, the circuit office included. While under training they might be given a salary of, say, Rs. 75 *per mensem*. Their number would be fixed at a maximum of, say, six. They would not be borne permanently on the staff of any particular district, but be posted by the Board of Revenue to serve under selected Collectors, specially chosen as being in the Board's judgment best suited to superintend the probation. The selection of the probationers under the scheme would rest with His Excellency the Governor in Council whose selection would be notified to the Board of Revenue.

If the probation were satisfactory and the candidate qualified himself by passing the necessary examinations, and was considered fitted for such a post by his general good conduct and character, the Board would then arrange to appoint him to a vacant sub-magistracy or deputy tahsildari.

2. The Board of Revenue is requested to report on the scheme, the general lines of which are indicated above.

(Signed) G. S. FORBES,
Secretary to Government.

To the Board of Revenue (Land Revenue).

READ—the following Proceedings of the Board of Revenue (Land Revenue), Mis. No. 3647 (Confid. No. 135), dated 19th December 1898.

Read—Official Memorandum from the Secretary to Government, Revenue Department, No. 219, dated 22nd September 1898.

Resolution—Mis. No. 3647 (Confid. No. 135), dated 19th December 1898.

In replying to the reference read above the Board must premise that the scheme propounded by Government has not been set out in sufficient detail to enable it to pronounce a decided opinion.

2. It is in the first place not clear whether the main object of the proposal is to improve the *personnel* of the Provincial Service or merely to recruit Deputy Tahsildars and Tahsildars of a superior stamp. From the fact, however, that the number of appointments suggested is tentatively placed at six, the Board presumes that it is the latter class of public servants which the Government desires to improve; for an examination of the Civil Lists for the last five years shows that the average annual number of vacancies among Deputy Collectors, due to deaths, retirements and dismissal, is but slightly over six; the Government reference clearly contemplates a continuance of the practice of promoting qualified subordinate officers to the post of Deputy Collector, while the rules approved in G.O., No. 325, Public, dated 11th May 1894, provide for the direct selection of Probationary Deputy Collectors at open competitive examinations. The number of vacancies annually available is thus required to satisfy the legitimate claims of deserving officers already in the public service, and to provide appointments for the exceptionally well educated young men who compete for the Provincial Service.

3. If the intention of Government has been correctly apprehended, the Board must next discuss the question whether the existing system of recruiting Deputy Tahsildars and Tahsildars calls for reform, and if so, whether the scheme propounded by Government constitutes the most suitable method of reform and is at the same time calculated to afford "encouragement to educated young men of good birth desirous of entering the public service."

4. With regard to the first point, the Board has before it no evidence that reform is needed. The existing orders vest the nomination of Tahsildars and Deputy Tahsildars in the hands of Collectors, subject however to the general approval of the Board. The Collector is the individual who is most keenly interested in seeing that his district is well officered; and in those rare cases where this consideration is not of itself sufficient to secure that the best men available are appointed to these responsible posts, the requirements of the public service and Special Test notifications effectually prevent the selection of uneducated men, and the general control exercised by the Board of Revenue affords an additional safeguard against the appointment of incompetent or undesirable persons. Theoretically, the rules appear admirably qualified to meet the needs of the case, and the Board has no information which tends to show that their practical working has brought any serious defects to light. There is nothing in them to prevent a District Collector from nominating an educated young man of good birth to a sub-magistracy, and the Board believes that most Collectors are fully alive to the necessity of reserving a certain proportion of the more highly paid posts in their gift for the purpose of attracting men of exceptional ability, educational attainments, or social position who would be unwilling to enter the public service unless their initial appointments carried high emoluments.

5. So far as the Board's experience goes, the number of men of *exceptionally* good birth who would be disposed to enter the public service, if given direct appointments, is small, and the great majority of them could not be considered at all qualified for employment as Deputy Collectors, while nearly all would be too proud to start their public career in any less dignified position.

6. Natives of less high descent have already ample opportunities to enter the public service if educationally qualified, and require no additional inducement or encouragement to take up this career in life. As to their fitness, the Collector to whom they apply for employment has better information, or better means of obtaining information, than will normally be at the disposal of His Excellency the Governor in Council, except through the channel of the Collector himself; and, as the responsible administrator of the district, he has a closer interest in selecting the best men available. In the circumstances, and until the need for reform is clearly proved, the Board would

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If the probation were satisfactory and the candidate qualified himself by passing the necessary examinations, and was considered fitted for such a post by his general good conduct and character, the Board would then arrange to appoint him to a vacant sub-magistracy or deputy tahsildari.

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3. If the intention of Government has been correctly apprehended, the Board must next discuss the question whether the existing system of recruiting Deputy Tahsildars and Tahsildars calls for reform, and if so, whether the scheme propounded by Government constitutes the most suitable method of reform and is at the same time calculated to afford "encouragement to educated young men of good birth desirous of entering the public service."

4. With regard to the first point, the Board has before it no evidence that reform is needed. The existing orders vest the nomination of Tahsildars and Deputy Tahsildars in the hands of Collectors, subject however to the general approval of the Board. The Collector is the individual who is most keenly interested in seeing that his district is well officered; and in those rare cases where this consideration is not of itself sufficient to secure that the best men available are appointed to these responsible posts, the requirements of the public service and Special Test notifications effectually prevent the selection of uneducated men, and the general control exercised by the Board of Revenue affords an additional safeguard against the appointment of incompetent or undesirable persons. Theoretically, the rules appear admirably qualified to meet the needs of the case, and the Board has no information which tends to show that their practical working has brought any serious defects to light. There is nothing in them to prevent a District Collector from nominating an educated young man of good birth to a sub-magistracy, and the Board believes that most Collectors are fully alive to the necessity of reserving a certain proportion of the more highly paid posts in their gift for the purpose of attracting men of exceptional ability, educational attainments, or social position who would be unwilling to enter the public service unless their initial appointments carried high emoluments.

5. So far as the Board's experience goes, the number of men of *exceptionally* good birth who would be disposed to enter the public service, if given direct appointments, is small, and the great majority of them could not be considered at all qualified for employment as Deputy Collectors, while nearly all would be too proud to start their public career in any less dignified position.

6. Natives of less high descent have already ample opportunities to enter the public service if educationally qualified, and require no additional inducement or encouragement to take up this career in life. As to their fitness, the Collector to whom they apply for employment has better information, or better means of obtaining information, than will normally be at the disposal of His Excellency the Governor in Council, except through the channel of the Collector himself; and, as the responsible administrator of the district, he has a closer interest in selecting the best men available. In the circumstances, and until the need for reform is clearly proved, the Board would

much prefer to leave the selection of Deputy Tahsildars and Tahsildars in the hands of the District Collector, and would deprecate the idea of vesting in His Excellency the Governor in Council the nomination to even a small proportion of such posts. Such a measure would diminish a Collector's sense of responsibility and might seriously hamper his administration, while the Government office would no doubt be overwhelmed with applications from candidates, of whom the great mass would be utterly unfit and so conscious of their unfitness that they would never dream of applying to an officer with the local experience and knowledge of a Collector.

7. If, on the other hand, the Board has misapprehended the intention of Government and it is proposed to make probationary appointments to lead up to Deputy Collectorships after a short period of trial, such a measure will absorb nearly all the available vacancies in the Provincial Service and prove a source of heart-burning and discontent throughout the deserving class of Tahsildars from whose ranks have come many Deputy Collectors who could not be equalled—much less surpassed—in efficiency by nominees under the new system now proposed. The record of the Statutory Civil Service shows that direct nominations to posts of responsibility are dangerous experiments, and any extension of the system should be undertaken with extreme caution and only where the circumstances compel such a step. Such circumstances do not, in the Board's opinion, exist in the present case; but should His Excellency the Governor in Council hold a different view, and be persuaded that political considerations necessitate that His Excellency in Council should himself make direct appointments of natives of good birth and education, the Board would consider such appointments far less open to objection if coupled with the condition that each nominee should undergo as sound and wide a training and testing as possible prior to his confirmation as a Deputy Collector. Some such training is already undergone by the probationers selected at competitive examinations and no one will gainsay the advantages to be derived from it.

(True Extract.)

(Signed)

LIONEL DAVIDSON,
Ag. Secretary.

To the Secretary to Government, Revenue Department.

READ—again the following Official Memorandum No. 43 (Confdl. No. 20), dated 13th February 1899:—

The Government has now under its consideration a scheme according to which selected young men would be allowed to enter the higher grades of the public service under somewhat different conditions from those who join the ordinary clerical line. It is proposed that such men should in the first instance be attached to Collectors' offices with the object of being trained in "Revenue" and "Magisterial" work, being allowed while under training a salary of Rs. 75 *per mensem*, and that their number (*i.e.*, of those under training at one and the same time) should be fixed at a maximum of, say, six.

The Accountant-General is requested to be good enough to report whether there would be any account objection to the scheme being introduced if the Government approved of it. It will be seen that the scheme involves the creation of a temporary additional appointment on Rs. 75 in each of six Collectors' offices.

(By order.)

(Signed)

N. E. MARJORIBANKS,
Ag. Under Secretary to Government.

To the Accountant-General.

READ—the following Official Memorandum from the Accountant-General, No. 74, dated 16th February 1899:—

The scheme described in Official Memorandum No. 43 (Confdl. No. 20), dated 13th February 1899, from the Revenue Department, would require the previous sanction of the Government of India under article 283, paragraph 4, clause (5).

(Signed) T. HESKETH BIGGS,
Accountant-General.

FORT ST. GEORGE,
16th February 1899.

To the Secretary to Government, Revenue Department.

ORDER—Mis. No. 1398 (Confdl. No. 47), Revenue, 18th April 1899.

The following letter will be despatched to the Government of India.

(True Extract.)

(Signed) G. S. FORBES,
Secretary to Government.

Encl. C. M. Thumbarwady.

10 Copies.

1899.

HOME DEPARTMENT.

CONFIDENTIAL.

From

The Government of Fort St. George.

Recd.

Regd.

Enclosures

1899:

Spare copies

Letter, No. 1399 (Confdl. No. 48), 18th April 1899.

APRIL.

ADDRESSING the Government of India on the subject of a scheme for the nomination to higher offices of the public service of educated natives of India of good birth.

CONFIDENTIAL.

REVENUE DEPARTMENT.

From

THE HON'BLE MR. G. S. FORBES, I.C.S.,
Secretary to the Government of Madras,
Revenue Department,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
HOME DEPARTMENT.

Dated Ootacamund, 18th April 1899.

SIR,

I am directed to address you on the subject of a scheme for the nomination to the higher offices of the public service of educated young men, natives of the country, possessed of special claims on the ground of birth or otherwise.

2. Under the existing practice the only mode reserved to His Excellency the Governor in Council of satisfying aspirants of this class has been by direct nomination to the Provincial Service in the grade of Deputy Collector and Magistrate. There are, however, many obvious objections to nominating an untried young man direct to so highly responsible a post. The nomination is no doubt on probation, usually for two years; but this probation does not always prove a satisfactory or efficient test, while if the probation is terminated, the disappointment is keenly felt by the nominee. The appointments made in this way have accordingly been few. At the same time His Excellency in Council is anxious to open up for persons of the class in view an access to higher office other than the usual clerical avenue.

3. The proposal of His Excellency in Council is that aspirants of the class indicated should in the first instance be attached to Collectors' offices as "probationers" in order that they may receive a thorough training in revenue and magisterial duties. They would not be borne permanently on the staff of any particular district, but be posted where they would be most likely to acquire a knowledge of these duties under selected Collectors designated by Government. They would receive while under training a salary of Rs. 75 *per mensem*. For the present the Government would limit the number of such probationers to three.

If the probation is satisfactory and the candidate qualifies himself by passing the prescribed examinations, and is also considered fitted for such an office by his conduct and character, he would then, it is proposed, be appointed ordinarily to the post of Sub-Magistrate or Deputy Tahsildar. From this rank it will be for the candidate to advance himself in the ordinary way by merit and industry. The Government will not acknowledge any claim to secure for him further special promotion to the Provincial Service than what he can achieve by his own abilities and character.

4. The cost of the scheme will, it is calculated, be Rs. 2,700 *per annum*. No special provision on this account has been made in the budget of 1899-1900, but no difficulty is anticipated in meeting the cost from the general provision for charges of District Administration under 3-A. Land Revenue.

5. I am to commend the scheme to the favourable consideration of the Government of India.

I have the honour to be,

Sir,

Your most obedient servant,

(Signed) G. S. FORBES,
Secretary to Government.

Exd. C. M. Thambusawmy.

10 Copies.

CONFIDENTIAL.

REVENUE DEPARTMENT.

DEMI-OFFICIALS AND NOTES CONNECTED WITH G.O., MIS. Nos. 1398,
1399 (CONFDL. Nos. 47, 48), REVENUE, DATED 18TH APRIL 1899.

[SUBJECT.—*Nomination to higher offices of the public service of educated natives of India of good birth.*]

LOCAL AND MUNICIPAL DEPARTMENT.

Demi-official from H. A. SIM, Esq., Private Secretary to His Excellency the Governor,
to H. TREMENHEERE, Esq., Secretary, Local and Municipal Department,
dated Ootacamund, 16th May 1898.

“Muhammad Munir, who, I think, is in your office, has for some time been an applicant for a Deputy Collectorate. He came to see His Excellency to-day and said that as he found it difficult to get a Deputy Collectorate direct from his present post, he wished to be transferred to some up-country appointment in which he could learn revenue and magisterial work, and so fit himself for a Deputy Collectorate eventually.

“The man is a B.A. and a member of the Carnatic family and, according to Romilly, has done very good work as Secretary to the Anjuman. His Excellency, therefore, would like to do what he can for him, and wishes me to mention his request to you and to ask you to say if some up-country appointment such as he wishes for can be obtained for him.”

Will the Revenue Secretary kindly note what the prospect of this may be?

H. TREMENHEERE.
25-5-98.

REVENUE DEPARTMENT.

To Under Secretary—

It is understood that Muhammad Munir, B.A., who is a clerk on Rs. 50 in the Local and Municipal Secretariat, has passed the Criminal (Higher), the Précis (Higher), and the Translation test and knows Tamil, though he has not passed any examination in it. He has yet to pass the Revenue (Higher), and the Account test (Higher), to qualify himself for appointment as Deputy Collector. It would appear that he wishes to be transferred to some mofussil appointment in which he could learn revenue and magisterial work to fit himself for a Deputy Collectorate eventually. If his request is to be complied with he will have to be appointed as a Tahsildar, Deputy Tahsildar or Stationary Sub-Magistrate. Collectors are now competent to fill up the appointments of Tahsildar, Deputy Tahsildar and Sub-Magistrate in their districts, a reference being made to the Board in the case of persons who are not fully qualified—*vide* paragraph 2 (3) of G.O., No. 282, Revenue, dated 18th May 1898. Muhammad Munir is not qualified for these appointments as he has not passed the Revenue and Account tests. If it is thought that some concession should be shown to him, a demi-official may be sent to the Secretary to the Board of Revenue (Land Revenue) suggesting that he may be appointed at least as a Stationary Sub-Magistrate as a special case.

C.R.
8-6-98.

Secretary—

He gets a pay of Rs. 50 only. There seems to be no reason why the people should be subjected to his experiments as a Sub-Magistrate. A clerkship in a Divisional office or an appointment as Revenue Inspector would be the best training for him. The Board might be able to recommend him for some such appointment.

N. E. MARJORIBANKS.
11-6-98.

Does he agree to this?

G. S. FORBES.
14-6-98.

To Muhammad Munir Sahib—

Will you please say whether you will be willing to take a clerkship in a Divisional office or a Revenue Inspector's place in the mofussil?

C.R.
16-6-98.

Reply of Muhammad Munir Sahib, dated 20th June 1898.

"With reference to the above note the undersigned most respectfully begs to submit the following for the kind perusal of Government, as he considers that a short history of his case will now help a great deal in securing him the appointment which he desires.

"From the genealogical table printed on the first page of the accompanying book it will be seen that the undersigned is lineally descended from His late Highness Nawab Muhammad Ali Khan Walajah of the Carnatic, and that he is one degree nearer to this Nawab than the present Prince of Arcot, Sir Muhammad Munawar Khan Bahadur, K.C.I.E. By marriage he is related to Ghulam Muhammad Hasan Ali Khan Bahadur, late a member of the Legislative Council, and to the Hon'ble Ghulam Muhammad Sahib Bahadur, the present member, who is his own brother-in-law.

"Ever since 1801, when the Government of the Carnatic passed into the hands of the East India Company, the Government has been graciously pleased to support the Carnatic family by awarding large pensions to its members, who enjoy them up to the present time, and with a view to enable them to get into public service the Government has also been pleased to exempt, from time to time, several of its members from the examination rules and has appointed some of them (*e.g.*, the late Abdul Ghani Khan Bahadur) to posts of honour and responsibility.

"It is most respectfully submitted that the undersigned is the first and the only graduate of the Carnatic family, he having taken his B.A. degree in the year 1889. He has also passed the Criminal (Higher), the Précis-writing and the Translation (Higher) tests, and has completed his course for the B.L. degree examination.

"As soon as he took his degree in 1889, he represented his case to Colonel T. O. Underwood, the then Political officer in charge of the Carnatic family, and requested him to lay his case before Government. But this officer thought it undesirable to move Government in the matter so soon and advised him to join the Secretariat where the undersigned would attract the notice of Government and at the same time gain office experience. With these objects in view the undersigned joined the Local and Municipal Secretariat where he still continues.

"As he found that the Government was pleased to appoint as Statutory Civilians and Deputy Collectors several members of respectable native families, he again requested the Carnatic Political officer (Colonel H. S. Stewart) to represent his case to Government. This officer was accordingly pleased to address Government on this subject in his letter No. 65, dated 17th February 1897, a perusal of which is most

respectfully requested. On this letter the Government in its Order No. 1997, Revenue, dated 13th April 1897, was pleased to endorse as follows:—

"The petitioner* will be informed that her son's application for the post of Deputy Collector has been registered and will be considered later on."

* The mother of the undersigned.

"In the interview which His Excellency the Governor was pleased to accord him on the 16th May last he again represented his case to His Excellency and requested His Excellency to order his transfer to some mofussil station, where he could learn revenue and magisterial work.

"In these circumstances he most respectfully requests that the Government will be kindly pleased either to give him the place of a Tahsildar, where he can gain revenue and magisterial experience, or to appoint him as a probationer for Deputy Collector's post, without any remuneration, for such period as the Government may deem fit.

"In conclusion, the undersigned most respectfully submits that as the pay of the appointments which are now offered him is less than what he gets in the Secretariat, and in view of the special circumstances of his case, he very much regrets that he cannot make up his mind to accept them."

To Under Secretary—

Please see Muhammad Munir's reply above.

C.R.
20-6-98.

Demi-official from H. A. SIM, Esq., Private Secretary to His Excellency the Governor, to the Hon'ble Mr. G. S. FORBES, Revenue Secretary, dated Ootacamund, 25th June 1898.

"As you know, His Excellency receives a good many applications from men of birth and education, who wish to be made Deputy Collectors straight off. Considering how few vacancies there are in the Deputy Collectors' list, and considering also the claims of Sarishtadars and Tahsildars to rise to that grade, His Excellency thinks that, although an occasional vacancy might be given to some men of exceptional birth, the majority will have to be told to begin lower down. Would it be possible to work out a scheme for putting such men in as Sub-Magistrates, or Deputy Tahsildars, or Tahsildars? I am referring, of course, not to the ordinary B.A. who is willing to begin as a clerk, but to men of some birth, who have some claim to begin higher up and to get, so to speak, a commission at once without having to pass through the ranks. Presumably, the actual appointment would have to be arranged through the Board; and perhaps it would be sufficient for His Excellency, in cases in which he wanted to put a man into one of these posts, to send his name down to the Board and leave it to them to find a suitable vacancy.

Here, for instance, is an application † of this sort from Muhammad Munir whom, I think, you already know. He seems to be a deserving Muhammadan, and His

Excellency, as such, would like to help him. From your knowledge of him, do you think it would do to send him out as a Tahsildar, or as a Deputy Tahsildar, or as a Stationary Sub-Magistrate?"

Secretary—

The man must, I would submit, have some proper training before he is put into a position of independent authority and responsibility. As Probationary Deputy Collector he could, of course, do no harm; but, so many Deputy Collectorships have of late been given to outsiders that it would, I submit, be unfair to those who have worked well in the subordinate ranks if another man is put over their heads.

Since writing the above, the demi-official, dated 25th June 1898, has come in from the Private Secretary to His Excellency the Governor. The Private Secretary to His Excellency the Governor suggests that some scheme should be devised for putting

in deserving young men of good birth as Sub-Magistrates or Tahsildars or Deputy Tahsildars without requiring them to pass through the mill of clerk's work. The Private Secretary to His Excellency the Governor suggests that, perhaps, it would be sufficient for His Excellency in cases in which he wanted to put a man into one of these posts, to send his name down to the Board and leave it to them to find a suitable vacancy.

It is submitted that, as pointed out above, the appointment of Tahsildars, Deputy Tahsildars and Sub-Magistrates is now in the hands of Collectors. It would therefore be necessary to send the deserving applicant's name to the Collector of some suitable district. Muhammad Munir's name might be sent to the Collector of Kurnool (Muhammadan district) for consideration on the occurrence of a vacancy among the Sub-Magistrates of that district. He would perhaps do less harm at first as a Sub-Magistrate than as a Tahsildar or Deputy Tahsildar.

N.E.M.
30-6-98.

To the Honourable Member—

The Under Secretary has pointed out the difficulty about making any direct appointments through the Board to Tahsildars or Deputy Tahsildars. As suggested the applicant's name may be sent down to the Collectors of Kurnool, Bellary, North Arcot, Cuddapah and Chingleput, with the recommendation that he may be posted to an early vacancy as Deputy Tahsildar or Sub-Magistrate. I would not put him higher at first.

His Excellency desires to provide only for special cases.

G.S.F.
2-7-98.

I cannot see why the applicant should be exempted from passing Revenue and Account tests. As a graduate he should not be incapable of qualifying. Government want men who *can* pass the tests and not those who cannot.

A. T. A. [RUNDEL].
5-7-98.

To the Honourable Member—

The file is respectfully re-submitted. The question does not concern at present the qualifications of Munir, but the general scheme proposed in the Private Secretary's demi-official as the main subject, and secondarily Munir's appointment.

Then how could he "be posted to an early vacancy" as suggested in the Secretary's note above?

A.T.A.

It is not proposed to exempt Munir from passing the necessary examinations.

They did not. The case of the present applicant thrusts the general question aside.

A.T.A.

I fear the notes did not make sufficiently clear the real points at issue on the file.

G.S.F.
7-7-98.

As regards the general question, viz., the supersession of the Collector's right of nomination or appointment in special cases to the post of Deputy Tahsildar or Sub-Magistrate I think it should be a *sine qua non* that the applicant should have fully qualified by education and by passing the necessary departmental examinations. It is not good for the general administration of the country, and it is hard on individual Collectors responsible for their districts, that men who have not passed all the qualifying examinations, but have been exempted from passing, and are therefore presumably inferior in education or mental calibre, should be appointed to responsible duties for which qualified men are available.

Yes.

H. W. [INTERBOTHAM].
13-1-99.

But if this preliminary condition be satisfied it would undoubtedly be an advantage to the general administration if young men of good family could be selected to take part in it.

I see no objection to sending the name of such a suitable qualified applicant to the Board with the request that he may be tried in an *acting* appointment on the occurrence of a suitable vacancy in any Collectorate the Board may choose.

The name of His Excellency's nominee might be sent to the Revenue Secretary, who, after ascertaining that the applicant had properly qualified, might inform the Member in charge of Revenue and take orders to communicate demi-officially with the Board.

If the applicant was not in Government service or had no experience in a mofussil office such as appeared necessary, he might be required to serve for six months as a magisterial clerk in some vacancy to be found by the Board, satisfactory service in that capacity being required as a preliminary.

Such cases should be altogether exceptional as ordinarily speaking experience as Revenue Inspector, Taluk Head Accountant, etc., is invaluable to the Deputy Tahsildar. If, however, the educational and other qualifications are insisted on, the cases will, in the nature of things, continue to be exceptional.

I concur.

H.W.
13-1-99.

I would not allow the post of Tahsildar to be filled in this way; it is too responsible a post and the risk would be too great.

I should like the Hon'ble Sir H. Bliss to see this note.

A.T.A.
8-7-98.

To the Hon'ble Sir H. Bliss—

G.S.F.
9-7-98.

I agree generally with the above. I would, however, suggest that, if it be held worth while, as certainly it is, to make a special effort to get young men of good birth into training for higher appointments without requiring them to pass through the mill of all the lower grades, the best thing to do would be to spend a little money and to provide for the employment of such men as probationers (or whatever it may be thought fit to call them) in Collectors' offices, where they could get a proper training in one branch after another, the circuit office included. The only risk about such a plan would be the risk of the loss of a few hundred rupees in each case. After such a training for a year or so, the acting appointment as a Sub-Magistrate would be much more likely to be a success.

H. W. B. [LISS].
11-7-98.

To His Excellency the Governor.

G.S.F.
12-7-98.

I gladly concur with Hon'ble Members. The suggestion made by the Hon'ble Sir H. Bliss at A in his note of 11th July 1898 seems to me an excellent one. I should be glad if the office would elaborate the suggestion. I suppose that about half a dozen probationary appointments, on, say, Rs. 75 per month, would suffice. These appointments would not be borne on the staff of any particular district. On the Governor in Council appointing a man to the grade, the Revenue Secretary would tell the Board of it, and the Board would post the man to whatever Collector they thought would train him best. After watching his work for the term of probation (say one year), the Board would take steps to see the man provided for, by giving him a vacant Sub-Magistrateship or Deputy Tahsildarship. Such a scheme would not cost much, and I think it might be found to work most usefully.

Muhammad Munir's case may stand over for the present.

A. E. H. [AVELOCK].
18-7-98.

Is the Financial Department prepared to provide the money for the scheme, and if so, from what date? When the scheme is brought into operation it will, it may be presumed, be some time before all the probationary appointments are filled.

G.S.F.
19-7-98.

To the Financial Department u.o.

FINANCIAL DEPARTMENT.

To Chief Secretary—

Submitted that in the present uncertainty of famine and plague expenditure, it is not possible for the Financial Department to say when funds can be provided for the scheme dealt with in the Revenue Department note. This scheme has apparently to be elaborated and the papers do not show what it will cost approximately. It is suggested that the Revenue Department might ask the Board whether it can point to any savings in its budget from which to meet the amount required.

C.M.S.
22-7-98.

G. STOKES.
23-7-98.

To the Revenue Department u.o.

REVENUE DEPARTMENT.

To Under Secretary—

As per orders received in person, a draft O.M. to the Board of Revenue is submitted for approval.

P.N.M.
2-8-98.

To Secretary.

N.E.M.
3-8-98.

I will take this to Council on the first opportunity.

G.S.F.
10-8-98.

To the Hon'ble Member—

To H.E. the Governor—

The draft is intended to give effect to the instructions conveyed at the last Council meeting.

G.S.F.
19-9-98.

A.T.A.
20-9-98.

A.E.H.
21-9-98.

* No. 219, dated 22nd September 1898.

Issue the O.M. *

G.S.F.
22-9-98.

Board's Proceedings (Land Revenue), Mis. No. 3647, dated 19th December 1898.

To Secretary—

This is the Board's reply to official memorandum No. 219, dated 22nd September 1898, suggesting a scheme for recruiting young men of good birth, natives of the country, in the public service.

The official memorandum seems, I submit, to clearly indicate the object of the Government. That object is to encourage men of good birth to enter the public service. If such men are appointed directly to Deputy Collectorates, the public interests suffer and hardship is inflicted on those in the subordinate grades of Tahsildars, who look forward to promotion to Deputy Collectorates as their just reward. If, on the other hand, these men are to be left to enter the public service as most do as clerks on about Rs. 15 or Rs. 25, they will not do so. Hence the proposed special preliminary clerical training on a fair pay.

The Government has, it is submitted, no intention of forcing these men in as Deputy Collectors ultimately, and so the arguments in paragraphs 2 and 7 of the Board's Proceedings may be set on one side.

The Government however does expect that District Collectors will be able to appoint these men after a sufficient period of special clerical training to be Deputy Tahsildars or Sub-Magistrates. The statements of the Board in paragraphs 5 and 6 are chiefly matters of opinion. It may be said, it is submitted, with equal force that men of good birth will be more readily induced to enter the service at the invitation of His Excellency the Governor in Council than at that of a Collector, and that the period of clerical training will enable a Collector to shroff out any incompetent person.

N.E.M.
7-1-99.

Hon'ble Member and circulate—

The Board misapprehends somewhat the object of Government. The primary intention of Government is not to improve the Deputy Tahsildar and Tahsildar class; but to find for natives of good birth (or possessed of special claims), who aspire to the higher administrative appointments open to them, a training and probationary ground on which Government will be able to test their qualifications and aptitude for higher office before finally selecting them for such office.

2 The scheme also contemplates the placing of such aspirants on their initial promotion in a lower office than that of Deputy Collector. At present it is often embarrassing to His Excellency in Council to provide for these men with a Deputy Collectorate, even probationary—which in default of any such scheme as that in view is what they usually claim. It may also in the result be unfair to the public, since it is not always easy to refuse to confirm a man after a two years' probation, which has not been wholly satisfactory. Moreover, a Deputy Collector requires ordinarily more thorough official training and testing than such a probation affords, and the want of such training must in time be felt.

3 With regard then to the Board's objection in paragraphs 4, etc., of their Proceedings, that the present system of nomination by Collectors satisfies all requirements, the answer is that there is no intention of displacing that system generally. What is contemplated is to graft an exception upon the system so as to provide under the immediate orders of Government for those exceptional cases in which certain individuals have a direct claim upon it for higher public employment. It would be the duty of the Board and the Collectors to find posts for such men as Deputy Tahsildars (or Tahsildars?) — as His Excellency may direct — on the termination of their probation.

4 The criticism which it would be useful for the Board to furnish would be as to the numbers to which the annual nominations should be restricted with reference to the total number of vacancies that annually occur among (Tahsildars and) Deputy Tahsildars. It is not proposed to interfere generally with the existing system which gives a wider selection to Collectors. I assume that the Government would reserve only a fraction of the total vacancies to be supplied under the scheme; and therefore we should have a computation of the average number of vacancies a year.

With regard to paragraph 7 of the Board's Proceedings in which the Board deal with the assumption that Government proposes by the scheme to make these appointments as *leading up to Deputy Collectors*—no doubt that is the ultimate object: but I assume that *no* guarantee would be given to that effect, for one great advantage of the scheme would be to filter out men who though perhaps good enough for the lower office are not proved fitted for the higher. By securing a Deputy Tahsildari or Tahsildari so early in their service, nominees would be given under the scheme so tremendous a pull that it would be unnecessary to hold out any more definite promise or guarantee than what their own merit and industry should secure.

G.S.F.
10-1-99.

P.S.—If the proposal to abolish open competition for Deputy Collectorships is accepted and a scheme of competition among nominated candidates is substituted, men selected under the foregoing scheme and appointed to Tahsildaris might be included among the nominated candidates.

G.S.F.

According to the official memorandum the first requirement is to establish six new posts on Rs. 75 a month— $75 \times 12 = 900 \times 6 = 5,400$ a year.

I don't know whether this increase of establishment is within the competence of the Local Government, or whether it is financially practicable at present?

I don't think the Collectors who have to provide for the probationers will relish the scheme, and I should fear, with the Board, that such a block to promotion will occasion much heart-burning and discontent among duly qualified subordinates who are slowly working their way up from the bottom of the ladder.

I don't think the morale of the public service would be improved, as I should expect to find that a lad who began on probation on Rs. 75 would soon be utterly discontent in the post of Deputy Tahsildar on Rs. 100. In such case he will not remain honest.

I can't say that I think the scheme will work for good, but I am content to let the experiment be tried if it be thought advisable.

H. W.^[INTERBOTHAM].
23-1-99.

To the Hon'ble Mr. Arundel.
To H.E. the Governor.

G.S.F.

Secretary—

Please refer to Financial with regard to the financial question. How can the half dozen posts be provided and paid for?

A. T. A.^[RUNDEL].
25-1-99.

To the Financial Department u.o.

G.S.F.
26-1-99.

FINANCIAL DEPARTMENT.

To Chief Secretary—

The present proposals involve the creation of six new appointments on Rs. 75 *per mensem*, i.e., at a cost of Rs. 5,400 *per annum*. The papers are referred to the Financial Department in view to its being considered how the cost of the new appointments can be provided and paid for. It is to be noted that schemes already sanctioned are still awaiting better times and although provisions have been made for some new schemes in the budget for the ensuing year, it is doubtful whether the Government of India will retain them. In

view of the cost of the present scheme (Rs. 5,400 *per annum*) there appears to be no objection, however, to its being elaborated and settled in view to its introduction, if possible, during 1899-1900.

As it involves the creation of a new class or grade of officers, the sanction of the Government of India will be necessary under article 283, paragraph 4, clause (5) of the Civil Account Code. It cannot therefore be included in next year's budget, unless India's sanction is obtained before the estimates are finally closed; and if not included in the estimates, its introduction in 1899-1900, even if sanctioned, cannot be effected unless savings are forthcoming during the year.

C.M.S.
4-2-99.

Shortly put, I think the first thing to be done is to get the scheme exactly elaborated and sanctioned by India. It can then be considered whether this or some of the many other schemes which are waiting should be taken up.

G.S.
4-2-99.

To the Revenue Department u.o.

REVENUE DEPARTMENT.

To Secretary—

It is submitted that the view taken in the Financial Department is wrong as regards the need for India's sanction. It is not necessary to regard the scheme as one for the creation of any new class or grade of officers. It is merely proposed to add additional posts on Rs. 75 each, subject to a maximum of six such posts to the existing clerical establishments in Collectors' offices. The matter seems to be one, it is submitted, entirely within the power of the Local Government.

N.E.M.
6-2-99.

I think the Financial Department is right about the need for India's sanction.

Now return to Hon'ble Mr. Arundel.

G.S.F.
6-2-99.

Ask the Accountant-General and make sure.

A. T. A.^[RUNDEL].
8-2-99.

To Under Secretary—

A draft O.M.* is submitted below. All that the Accountant-General might desire to know in order to arrive at a correct decision has been inserted in it.

* O.M. No. 43 (Confid. No. 20), dated 13th February 1899.

P.N.M.
11-2-99.

To Secretary.

N.E.M.
13-2-99.

Issue.

G.S.F.
13-2-99.

From the Accountant-General, O.M. No. 74, dated 16th February 1899.

To Under Secretary—

The Accountant-General's reply is herewith submitted. That officer says (as the Financial Department did) that India's sanction is necessary under article 283, paragraph 4, clause (5) of the Civil Account Code, Vol. I.

P.N.M.
18-2-99.

To Secretary—

Submitted.

The Accountant-General gives no reasons.

To the Hon'ble Mr. Arundel.

N.E.M.
18-2-99.

G.S.F.
18-2-99.

I suppose so.

A. E. H[AVELOCK].
8-3-99.

As the Accountant-General has the right to press for a reference to the Government of India whenever in his view it is required, we must of course make it before the scheme, if approved, can be tried.

A. T. A[RUNDEL].
20-2-99.

My honourable colleague and the Board make out a very strong case against the proposal under consideration, and I am quite ready to abandon it unless His Excellency after perusal of the papers still wishes the experiment to be made. In that case I am ready to assent to it subject to the condition I laid stress on in my first note, namely, that "it should be a *sine qua non* that the applicant should have fully qualified by education and by passing the necessary departmental examinations." No one should be exempted from passing. These restrictions should, I think, be clearly laid out in the order. It is the only way in which the scheme can be saved from failure, for there will otherwise be a flood of candidates who being of inferior education will seek to be exempted from the tests prescribed, and who if admitted would by their inferiority discredit this modified and limited system of nomination.

Application will have to be made to India for sanction to the proposed expenditure and this had better be postponed until our financial position makes refusal unlikely.

A. T. A[RUNDEL].
3-3-99.

To H.E. the Governor.

I am in accord with the Hon'ble Mr. Arundel. The scheme should be tried, subject to the condition as to passing examinations, which Mr. Arundel lays stress upon.

I would suggest that we should start with *three* appointments instead of *six*. The men chosen should, I think, be given to understand that they would be appointed—

- (1) as Sub-Magistrates or Tahsildars,
- (2) as clerks, or
- (3) relegated to private life,—

according to their performances and conduct while under training. We should ask India to sanction at once. The cost for three men, namely, Rs. 3,000 *per annum*, is small, and times are distinctly improving.

A. E. H[AVELOCK].
8-3-99.

To Under Secretary—

A draft G.O. and letter are submitted.

All questions connected with the recruitment of the general public service are dealt with in the Home Department of the Government of India.

The proposed scheme deals with the recruitment of officers properly of the Revenue Department and the letter may perhaps be sent to the Revenue and Agricultural Department of the India Secretariat.

Yes.

N.E.M.

P.N.M.
17-3-99.

Secretary—

Financial may be asked to accept the draft as it is doubtful whether the letter should not go from our Financial Department to the Finance and Commerce Department of the Government of India. We are addressing India only because the Accountant-General holds a reference to be necessary under the Financial rule quoted.

N.E.M.
18-3-99.

Hon'ble Member and circulate—

I have re-written the draft to India.

We write to *Home Department* as it may be considered as touching the recruitment of the Provincial Civil Service.

G.S.F.
28-3-99.

H. M. W[INTERBOTHAM].
1-4-99.

A. T. A[RUNDEL].
3-4-99.

A. E. H[AVELOCK].
8-4-99.

Issued.

G.S.F.
18-4-99.

*Amir
Handwritten*

*D.O. from ...
Private ...
Rank ...
Sey ...*



SECRETARY TO GOVERNMENT
GOVERNMENT HOUSE,
17. MAY. 1898
LOCAL & MUNICIPAL DEPARTMENT
16 in ...
1898

My dear Treumaine,

Muhammad Ali
sir who, I think, is in your office,
has for some time been an appli-
cant for a Deputy Collectorate.
He came to see his Excellency & say-
ing that as he found it dif-
ficult to get a Deputy Collectorate
direct from his present post, he
wished to be transferred to some
up-country appointment in which
he could learn Revenue & magis-
terial work, & so fit himself
for a Dy. Coll^y. eventually.

The man is a B.A. & a member
of the Carnatic family & according
to Romilly, has done very good

work as Secretary to the An-
Juman. His Excellency, there-
fore, would like to do what
he can for him, & wishes me
to mention his request to
you & to ask you to say if
some 'up-country' appointment
such as he wishes for, can be
obtained for him.

Yours obediently,
L. A. M.

With the Res. Secy. kindly
note what the prospects
of this may be?

H. T.
75 5-98.

28
Read D.O. from the Private Secretary
to H.E. the Governor of 16 May 1898
(D.O. No 79)

Note.

It is understood that ~~Mukham~~
mad Memir, B.A. who is a clerk
on Rs 50 in the Local & Municipal
Secretariat has passed the
Criminal Higher, the Precis Higher
& the Translation test and
knows Danish though he has not
passed any examination in it.
He has yet to pass the Revenue
Higher & the Account test, Higher
to qualify himself for appoint-
ment as Dy Collector. It would
appear that he wishes to be
transferred to some more useful
appointment in which he can
learn Revenue & Magisterial
work to fit himself for Dy
Collectorate eventually. If his
request is to be complied
with he will have to be appointed
as a Dabir, Dy Dabir or Stationary
Sub-Magistrate. Collectors are
now competent to fill up the

of respectable
native families he again

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to H.E. the Governor of 16 May 1896
(D.O. No 79)

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Collectorate eventually. If his
request is to be complied
with he will have to be appointed
as a Dabir, Dy Dabir or Stationary
Magistrate. Collectors are
now competent to fill up

2
 appointments of Subr, Dy Subr
 & sub-magistrate in their District,
 a reference being made to the
 Board in the case of persons
 who are not fully qualified.
 vide para 2(3) of p. no 282 Rev
 8/18 May 1898. Muhammad
 Munir is not qualified for
 these appointments as he has
 not passed the Revenue & Account
 tests. If it is thought that
 some concession should be shown
 to him a D.O. may be sent
 to the Secretary to the Board of
 Revenue (A.R.) suggesting
 that he may be appointed
 at least as a stationary sub-
 magistrate as a special case.

vide para 233 of Part IB
 of the Fort St. George Gazette
 26 April 1898.

By R. S. S. Secy
 He gets a pay of Rs. 50
 There seems to be no reason
 why the people should be
 subjected to his superintendence
 as a sub-magistrate. A clerkship
 in a Dist. Office or an appt.
 as Revenue Inspector wd be the
 best training for him. The Bd.
 might be able to recommend
 him for some such appt.

11. VI. 98

Please see his reply below

Does he agree
 to this?
 5/11/98

20/6/98

3 P
 Note for Mr Muhammad Munir

Will you please say whether
 you will be willing to take
 a clerkship in a Divisional Office
 or a Revenue Inspector's place in
 the Madras.

L.R.
 16/6/98

With reference to the above
 note the undersigned most respect-
 fully begs to submit the following
 for the kind perusal of Govern-
 ment, as he considers that a
 short history of his case will now
 help a great deal in securing the
 the appointment which he desires.

From the genealogical table
 printed on the first page of the
 accompanying book it will be seen
 that the undersigned is lineally
 descended from His late Highness
 Nawab Muhammad Ali Khan
 Walajah of the Carnatic and
 that he is one degree nearer to His
 Nawab than the present Prince
 of Arcot, Sir Muhammad

Manawar Khan Bahadur
K. C. I. E. By marriage he is
related to Gulam Muhammad
Hasan Ali Khan Bahadur, late
a member of the Legislative Council,
and to the Hon'ble Gulam Muham-
mad Sahib Bahadur, the present
member, who is his own brother
in law.

Ever since 1801, when the Govern-
ment of the Carnatic passed
into the hands of the East India
Company, the Government has
been graciously pleased to support
the Carnatic family by awarding
large pensions to its members,
who enjoy them upto the present
time, and with a view to enable
them to get into public service.

The Government has also been
forced to exempt, from time to
time, several of its members from
subjection rules and has
as a result some of them (e.g. the
late Rev. L. Jani Khan Bahadur) to posts
bestowed and responsibility.
The undersigned
has the honor to

at the undersigned

the only

graduate of the Carnatic family,
he having taken his B.A. degree in
the year 1889. He has also
passed the Criminal higher,
the precis writing and the
translation higher tests and
has completed his course for the
B.L. degree examination.

As soon as he took his degree
in 1889, he represented his case
to Col J. C. Underwood, the
then Political officer in charge
of the Carnatic family and
requested him to lay his case
before Government. But this
officer thought it undesirable
to move Government in the matter
so soon and advised him to
join the Secretariat where the
undersigned would attach the
notice to the Government and as
the same gain office
highly e. With these objects in
view the undersigned joined
Local and Rural C. S. Office
where he still continues.

As he found that the Govern-
ment was pleased to appoint
as statutory civils and deputy collectors
several members of respectable
native families he again

Ali Khan
Hasan Ali
Bahadur
P. S. D. P. S.
Bahadur

Manawar Khan Bahadur
K. C. I. E. By marriage he is
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pleased to exempt, from time to
time, several of its members from
subjection rules and has
as a result some of them (e.g. the
Rev. & Jani Khan Bdr.) to posts
of trust and responsibility.
The undersigned
is most respectfully
at the undersigned
the only

the
the
he seen
isally
Highness
Ali Khan
atic and
nearer to the
present Prince
hammad

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he having taken his B.A. degree
in the year 1889. He has also
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officer thought it undesirable
to move Government in the matter
so soon and advised him to
join the Secretariat where the
undersigned would attach the
notice of Government and at
the same time gain office
experience. With these objects in
view the undersigned joined
the Local and Municipal Secretariat
where he still continues.

As he found that the Govern-
ment was pleased to appoint
as statutory civilians and deputy collectors
several members of respectable
native families he again

requested the Carnatic Political
officer (Col H.S. Stewart) to
represent his case to Govern-
ment. This officer was accordingly
pleased to address Government
on this subject in his letter no 65
dated 17th February 1897, a
perusal of which is most
respectfully requested. On this
letter the Government in its
order no 1997 R dated 13th April
1897 was pleased to endorse
as follows:—

"The petitioner will be
informed that his son's application
for the post of deputy Collector
has been registered and will
be considered later on."

In the interview
with His Excellency the Governor
was pleased to accord him on
the 16th May last he again
represented his case to His
Excellency and requested His
Excellency to order his transfer
to some mofussil station, where
he could learn revenue and
magisterial work.

In these circumstances
most respectfully requests

In go. no 1997 R 13.4.97
A

The mother of the undersigned

that the Government will be
kindly pleased either to give him
the place of a Tahsildar, where
he can gain revenue and
magisterial experience or to
appoint him as a probationer
for deputy Collector's post, without
any remuneration, for such
period as the Government
may deem fit.

In conclusion the under-
signed most respectfully sub-
mits that as the pay of the
appointments which are now
offered him is less than what
he gets in the Secretariat and
in view of the special circumstances
of his case he very much regrets
that he cannot make up his
mind to accept them.

M. S. S. S.

20th June 1898

TESTIMONIALS &c.,

OF

MUHAMMAD MUNIR SAHIB, B.A.,

The first and the only graduate of the Family of the

LATE NAWABS OF THE CARNATIC.

H. H. NAWA

Prince Amir
(2ND SON)

H. H. Na
Azim-ud-D

H. H. Prince Azi

H. H. Prince
Muazud Dowlah.

Prince Muhammad
Munawar Khan Bahadur,
(PRESENT PRINCE OF ARCOT.)

rability of pushing his interests in the service, as the most practical way of giving expression to the solicitude it feels for the betterment of the circumstances of scions of a family one time regnant in these parts.

PETER MARITZBURG-NATAL,

19th March 1897.

MY DEAR SIR,

I have received your letter of 9th January forwarded from England.

* * * * *

Energy, capacity and honesty must sooner or later meet with due recognition, and as you have all of these qualities I feel sure that in time your turn will come

Your Sincerely,
(Signed.) R. T. LAWLEY MAJOR.

PAY MASTER, CARNATIC STIPEND'S OFFICE.

Madras 2nd April 1897.

DEAR MR. GROSE,

Muhammad Munir B.A., has asked me to give him a note of introduction to you. He has been, I believe, recommended to Government for an appointment in the gazetted list.

Mr. Muhammad Munir is the first and so far the only member of the Carnatic Family to take the de-

H. H. NAWA

Prince Amir
(2ND SON)

H. H. Na
Azim-ud-D

H. H. Prince Az

H. H. Prince
Muazud Dowlah.

Prince Muhammad
Munawar Khan Bahadur,
(PRESENT PRINCE OF ARCOT.)

The Madras Club, December 1894.

MY DEAR MUNIR SAHIB,

I am highly delighted in giving you a letter saying how useful you have been to the Anjuman of Madras and I do not know what we should have done without your daily services. You did this in addition to your work in the Government Secretariat and engrossing law studies. I should say you were a born administrator and ought to be promoted in the Government service. Amongst other accomplishments you are the only B.A. of the Carnatic family, and considering that we owe so much to your ancestors, it would be a good and graceful act for Government to do something for you, especially as you deserve it so well. Hoping to see you get on and some day in the Provincial service.

I am, Yours Sincerely,
(Signed) T. O. UNDERWOOD.
Examiner in Hindustani,
late President of the Anjuman.

Madras Presidency College.

Muhammad Munir Sahib was a student * * *. His conduct was excellent throughout. Scarcely a student was so well behaved as he. I may venture to add that his excellence of character is satisfactory evidence of his nobility and high birth.

(Signed) SHAMS-UL-ULAMA H. M. LUTHFULLAH,
Teacher of Arabic &c. languages, Presidency College.

GOVERNMENT HOUSE.

O. H. A. C. C. C.
25th June 1898.

As you know,
receives a good many
men of birth &
wish to be made
straight off. Con-
sidering the
vacancies there
in list, & consi-
dering the
claims of Sheris-
dars to rise to
Excellency thinks
occasional
be given to some
of birth, the ma-
to be told to begin
and it be possible

MY DEAR SIR,

Royapett House, April 1894.

Allow me to introduce to you Muhammad Munir Sahib, B.A., *the only Graduate of the Carnatic family*. I have known him for a long time and can safely say he is one of the most trustworthy of the Muhammadan Gentlemen among the Carnatic stipendiaries I know. He is well thought of by the Chief Secretary the Hon'ble Mr. Price. He is Honorary Secretary in charge of the Anjuman i-Mufeed-i ahli-Islam, and most indefatigable in his labours for that institution, daily giving his time to it although for a good part of the day he has his work in the Secretariat. I should think in your work as Paymaster, Carnatic Stipends, he would be a most useful gentleman for you to know. I hope some day he may get his deserts in the shape of a good appointment under Government *for which his good family, his attainments and industry fully entitle him*.

I am &c,

(Signed) T. O. UNDERWOOD.

To LT. COL. QUIN.

Chief Secretariat, 10th April 1894.

Muhammad Munir B.A. has been employed as a clerk in the L. and M. Department of the Chief Secretariat for the last 5 years and during this period he has been very regular in his attendance and zealous in the discharge of his duties. For the

**Prince Muhammad
Munawar Khan Bahadur,**
(PRESENT PRINCE OF ARCOT.)

last two years he was employed in drafting reviews of the Municipal budgets and annual reports and he has done this work satisfactorily. He was also a careful accountant.

(Signed) J. F. PRICE.

Chief Secretary.

GOVERNMENT HOUSE, MADRAS.

20th December 1895.

MY DEAR FARIDOONJI,

I wish to introduce to you a young Muhammadan, a member of the Carnatic Family, by name Muhammad Munir and should be very glad if you could find it possible to do anything for him. I wish not only to introduce him but to recommend him *most highly*: as I know him well and consider him in every way a most excellent young man. He is at present a clerk in our Secretariat, where they all speak very well of him; but his prospects of promotion are poor, and he wishes if possible to get an opening under your Government.

I shall be only too glad to afford you any further information about him or find out anything you may wish to know.

Yours Sincerely,

(Signed) R. T. LAWLEY, MAJOR.

GOVERNMENT HOUSE.
13th March 1896.

MY DEAR SIR,

I cannot leave Madras without putting on record how much I appreciate the valuable services you have rendered to the Anjuman, and how praiseworthy I consider it that you should have given so much of the time, that you could ill afford to spare, to assist the most helpless portion of your co-religionists. By your industry, ability and desire to get on you are setting an excellent example to the other members of your Carnatic Family, and I hope that in time many of them will follow in your steps.

It is a subject of much regret to me that I have been able to do so little for you personally; but from the high opinion that I know is entertained of you by your superiors in the Secretariat I feel sure that it rests only with yourself to justify this high opinion, and that a useful and honorable career is open before you. I wish you every possible success and you must please remember that I shall at all times be interested in hearing of your welfare.

Yours Sincerely,
(Signed) R. T. LAWLEY MAJOR,
Military Secretary.

To

MUHAMMAD MUNIR SAHIB, B.A.,

Prince Muhammad
Munawar Khan Bahadur,
(PRESENT PRINCE OF ARCOT.)

Extract from the Muhammanadan Advocate of India
for the Month of August 1896.

* * * * *

The ancestor of this family, Nawab Walajah was a trusty ally of the Hon'ble John Company, and it was through his faithfulness and staunch adherence that British India has become what it is now. We are thankful that the British Government has ever shown sympathy for, and kindness to, the scions of this family. The family of Tippu is dispersed to the four corners of the compass; the scions of the Royal families of Delhi and Oudh are, perhaps, earning a beggar's dole in the bazaars of Delhi; Theebaw is a prisoner; but an ally is ever an ally! The family of Muhammad Ali is receiving the consideration and help that it can reasonably expect. But being men accustomed to a feather-bed existence, the members of this family did not note the signs in the heavens. The Government, too, simply gave away the stipends and did not play the role of *Mabáp*. One would have expected that the scions of this family would have qualified for, and filled high administrative posts, so as to retain a semblance of their former greatness; but, alas! they are found no where! They have degenerated physically and mentally, the question, therefore, of their education is of paramount importance. Their stipends have been cut down, till they have reached the vanishing point. What are their future generations to do? Col. Underwood, no doubt, provided

an Anjuman work shop for them, but manual labor they disdain. There is still blue-blood in their veins and some wind in their heads. We should therefore be grateful to Col Stewart for inducing the Government to devise some means to reserve them from the slough of Despond. We are ourselves averse to compulsion of any sort being resorted to under any circumstances—whether it be compulsion exercised on the first Muhammadan lady in South India or on the poorest Khandani lad. The force of gentle 'suasion' should be brought to bear upon them in getting their children educated, and to encourage them, Khandani gentlemen, if qualified, should obtain preferment. *One of them, Mr. Muhammad Munir Sahib graduated long ago, and, we believe has passed some of the tests and has done good service in connection with the Anjuman-i-Mufid. Now what stands in his way of rising to a Deputy collector's post? Col. Stewart should raise his powerful voice on his behalf and on behalf of such other men as he may discover.* *

Extract from the Muhammadan Advocate of India
for the Month of January 1897.

* * * * *

Mr. Muhammad Munir B.A., holds a clerkship in the Government office. All other considerations apart, his being a member of the Carnatic Family—a family which the Government has taken under its wing, should have suggested to Government the desi-

**Prince Muhammad
Munawar Khan Bahadur,**
(PRESENT PRINCE OF ARCOT.)

rability of pushing his interests in the service, as the most practical way of giving expression to the solicitude it feels for the betterment of the circumstances of scions of a family one time regnant in these parts.

PETER MARITZBURG-NATAL,

19th March 1897.

MY DEAR SIR,

I have received your letter of 9th January forwarded from England.

* * * * *

Energy, capacity and honesty must sooner or later meet with due recognition, and as you have all of these qualities I feel sure that in time your turn will come.

Your Sincerely,
(Signed.) R. T. LAWLEY MAJOR.

PAY MASTER, CARNATIC STIPEND'S OFFICE.

Madras 2nd April 1897.

DEAR MR. GROSE,

Muhammad Munir B.A., has asked me to give him a note of introduction to you. He has been, I believe, recommended to Government for an appointment in the gazetted list.

Mr. Muhammad Munir is the first and so far the only member of the Carnatic Family to take the de-

gree of B.A., in the university. He is the Secretary of the Anjuman of which society I am at present the officiating Vice President. I have seen a good deal of him the last three years and have formed a very high opinion of him. I earnestly hope that Government will provide him with an appointment in the graded list. Well connected, highly educated and very gentlemanly in manner, he has every qualification for the post for which he is a candidate. He has for sometime passed done all the administrative work of the Anjuman and done it very well Col. Underwood had, I know, a very high opinion of him, so had Col Stewart.

I am,
Yours Sincerely,
(Signed) E. MARSDEN.

SHERMAN'S GARDENS

2nd April 1897.

MY DEAR MR. GROSE,

Permit me to introduce to you Muhammad Munir Sahib B.A. a very respectable member of the Carnatic Family who has distinguished himself by becoming the only individual of his family who is a Bachelor of Arts. He served with me for years as Honorary Secretary of the Anjuman when I was Vice President of that institution and he was very loyal to his duties. I understand his case is before Government *i.e.* the petition of his mother praying for the advancement

**Prince Muhammad
Munawar Khan Bahadur,**
(PRESENT PRINCE OF ARCOT.)

of her son. I think this young man merits reward, if it is only to encourage educated class of the Muhammadan Community to rouse themselves and see the good results of self help.

If you can see your way to forward his interests I shall be very glad.

With apologies for troubling

I remain,

Yours Sincerely,

(Signed) H. S. STEWART.

○ To

The Hon'ble Mr. J. Grose C. I. E.



THE COMMERCIAL PRESS, MOUNT ROAD, MADRAS.

Prince Muhammad
Munawar Khan Bahadur,
(PRESENT PRINCE OF ARCOT.)

20 from the ~~Private Secy to H.E.~~
Private Secy to H.E.
Revenue Secy & ~~22~~

21



GOVERNMENT HOUSE
O. de launay
25th June 1898.

My dear Forbes,

As you know,
His Excellency receives a good many
applications from men of birth &
education, who wish to be made
Deputy Collectors Straight off. Con-
sidering how few vacancies there
are in the Dy. Collr. list, & consi-
dering also the claims of Sheris-
tadars & Tahsildars to rise to
that grade, His Excellency thinks
that, although an occasional
vacancy might be given to some
men of exceptional birth, the ma-
jority will have to be told to begin
lower down. Would it be possible

to work out a Scheme for putting such men in as Sub-Magistrates, or Deputy Tahsildars, or Tahsildars? I am referring, of course, not to the ordinary B.A. who is willing to begin as a clerk, but to men of some birth, who have some claim to begin higher up & to get, so to speak, a Commission at once without having to pass through the ranks. Presumably, the actual appointment would have to be arranged through the Board; & perhaps, it would be sufficient for His Excellency,

68.
in cases in which he wanted to put a man in to one of these posts, to send his name down to the Board & leave it to them to find a suitable vacancy.

Here, for instance, is an application of this sort from Mahomed Munir whom, I think, you already know. He seems to be a deserving Mohomedan, & His Excellency, as such, would like to help him. From your knowledge of him, do you think it would do to send him out as a Tahsildar, or as a Deputy Tahsildar, or
as

Prince Muhammad
Munawar Khan Bahadur,
(PRESENT PRINCE OF ARCOT.)

as a Stationary Sub. & District?

James Smith,

to my

The Arcotman
11th June 1898



not the
prints

My dear Sir,

Soon after the interview which
His Excellency was pleased to
accord me through your kind
mess, he appears to have asked
me to write to the Revenue
Secretary to arrange for me. As I
have on a former occasion —
represented to you ~~that~~ the Revenue
Secretariat is full of Hindus and
naturally the office note prepared
by them will not be in my favour.
As this is a fair opportunity for me to
get an appointment in the Provincial

Prince Muhammad
Munawar Khan Bahadur,
(PRESENT PRINCE OF ARCOT.)

Service I request you to be good enough to speak to the Revenue Secretary and His Excellency on my behalf. I enclose a note stating what I desire and hope you will kindly arrange to send it to His Excellency when my papers are placed on his table which will be in the course of a day or two after this letter reaches you.

My brother in law the Hon'ble Suban Muhammad Sahib Bdr is up there for the meeting of the Legislative Council and very likely

68.
he may also speak to you about me.

Begging to be excused for the trouble,

I remain

Yours very Sincerely
William

Prince Muhammad
Munawar Khan Bahadur,
(PRESENT PRINCE OF ARCOT.)

3

20th July 1944 7P
 House Sea Transport Bureau
 Dept. of Transport
 London

Secy

The matter must be
 admitted that some proper
 training before he is
 put into a position of
 independent authority
 & responsibility. As
 Mr. D. G. can he would
 of course, do us harm
 but, so many D. G. Col-
 lisions have of late
 been given to outsiders
 that it would be unfair
 to those who
 have worked well in
 the subordinate ranks
 if another man is
 put over their heads.

Wm

Since writing the
 above the D.O. ⁸²⁵⁻⁸⁸ ~~flipped~~ B
 has come in from the P.S.G.
 The P.S.G. suggests that
 some scheme should be
 devised for putting
 in deserving young
 men of good birth as
 Submarine or Tahiti
 or D. G. Tahiti without

\$
P.S.G.
look
thing
only
as
Tahiro
thout

3

See

The man must have
submit have some proper
training before he is
put into a position of
independent authority
& responsibility. As
Moby D. can he could
of course, do no harm
but, so many D. G. Coler-
ships have of late
been given to outsiders
that it would submit
be unfair to those who
have worked well in
the subordinate ranks
if another man is
put over their heads.

Since writing the
above the D.O. ^{25/1/48} 'flipped'
has come in from the post.
The P.S.G. suggests that first
some scheme should
be devised for put
in deserving &
men of good type
submasters or
D. G. Tahiro will submit

4

requiring them to pass
 their own mill of
 clerk's work. The P.S.
 suggests that, perhaps,
 it wd be sufficient
 for H.E. to send in
 cases in which he
 wanted to put a man
 in to one of these
 posts, to send his
 name down to the
 Board & leave it to
 them to find a suitable
 vacancy.

It is submitted
 that, as pointed out
 above, the appt of
 Talukdars & Submagistrates is now
 in the hands of Collectors. para 2(3) G.O. 282 Rev
 & P.S. 188
 & wd therefore be
 necessary to send
 deserving applicants
 to the Collectors
 to find suitable districts
 vacant & send
 them to the Collector of Kurnool (Mohammedan Dist)
 for consideration in the
 case of a vacancy.

5

8P

among the Submagistrates
 of that district. He
 wd perhaps do less
 harm at first as a
 submagistrate than as
 a Talukdar or Dy. Talukdar.

the
 30.6.88

H.E.

I cannot see why the
 applicant should be
 exempted from passing
 Rev. & Accounts tests.
 An applicant he should
 not be incapable of
 qualifying. Govt want
 men who can pass
 the tests & not those
 who cannot.

MA

5.7.98

H.E. has pointed out
 the difficulty about making
 any direct appts thro the
 Board to Talukdar or Dy Talukdar.
 As suggested the applicants
 name may be sent down
 to the Collectors of Kurnool
 Bellary, N. Arcot, Cuddalore
 & Chingleput with the
 recommendation that
 he may be posted to an
 early vacancy as Dy Talukdar
 or Submagistrate. I wd like
 put him higher at first.

H.E. desires to provide
 only for special cases

2/7/88

To the Collector/Secy
 a draft order is submitted

10/11/88
 6.11.28

4
requiring them to pass
then the mill of
clerk's work. The P.S.
suggests that, perhaps,
it wd be sufficient
for A.S. to send in
cases in which he
wanted to put a man
in to one of these
posts, to send his
name down to the
Board & leave it to
them to find a suitable
vacancy.

It is submitted
that, as pointed out
above, the appt of
Talukdar or Talukdar
& Submagistrate is now
in the hands of Collectors. para 2(3) G.O. 282 Rev
& R.S.
It wd therefore be
necessary to send
deserving applicants
on to the Collector
of suitable district.
unsuccessful persons
ought to be sent
Collector of Kurnool (Mohammedan Dist)
to be taken on the
of a vacancy

5
I cannot see why the
applicant should be
exempted from passing
Rev. & Accounts tests.
As a graduate he should
not be incapable of
qualifying. Govt want
men who can pass
the tests & not those
who cannot.

MA

5.7.98

80
among the Submagistrates
of that District. He
wd perhaps do less
harm at first as a
Submagistrate than as
a Talukdar or Dy. Taluk.

the
30.6.98

H.M.

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the difficulty about making
any direct appt to the
Board to Talukdar or Dy. Taluk.
As suggested the applicant's
name may be sent down
to the Collectors of Kurnool
Bellary, N. Arcot, Cuddalore
& Chingleput with the
recommendation that
he may be posted to an
early vacancy as Dy. Taluk
or Submagistrate. I wd not
put him higher at first.

H.E. desires to provide
only for special cases

F.R. 2/7/98

To the Collector Secy
a draft order is submitted

10/11/98
6.11.98

Hm.

The file is respectfully
resubmitted. The question
does not concern ~~the~~ at present the
qualifications of Munir, but
the general scheme as ~~the~~
~~was~~ prepared in the D.S. Co.
do as the main subject.
Secondarily Munir's app't.

It is not prepared to
exempt Munir from
passing the necessary
exams.

I fear the notes did
not make sufficiently
clear the real points
at issue on the file

S.P. 7/7/8

Then how could he be posted
to an early vacancy as
suggested in the Secy's note
overleaf?

They did not. The case of the
present applicant thrusts
the ^{general question} ~~present question~~ aside.

As regards the general question
viz. a supersession of the Secy's
right of nomination or app't
in special cases to the post
of Dy. Secy, Sub or Sub Dy. Secy. I think
it should be a sine qua non
that the applicant should have
fully qualified by education &
by passing the necessary departmental
exams. It is not good
for the general administration

of a vacancy

of the country, and it is hard
on individual collectors responsi-
ble for their districts, that men
who have not passed all the
qualifying exams, but have
been exempted from passing,
have therefore presumably inferior
in education or mental caliber,
should be ~~appointed~~ ^{appointed}
to responsible duties for which
qualified men are available.

But if this preliminary
condition be satisfied it
would undoubtedly be an advantage
to the general administration
if young men of good
family could be selected
to take part in it.

I see no objection to
sending the name of
such a suitable qualified
applicant to the Board with
the request that he may
be tried in an acting
app't ~~at~~ on the occurrence

of a suitable vacancy
collector: the Bd may choose.

The name of this Exer's
nominee might be sent
to the Rev. Secy. who after
ascertaining that the applicant
had properly qualified might
inform the Member in charge
of Rev. & take orders to communicate
do. with the Board.

If the applicant was not
in Govt. service or had no
experience in a magisterial
office such as appeared
necessary, he might be required
to serve for six months as
magisterial
a clerk in some vacancy
to be found by the Board,
satisfactory service in that
capacity being required
as a preliminary.

Such cases should ~~not~~
~~be~~ be altogether exceptional
as ordinarily speaking
~~the~~ experience of an officer
as Rev. Inspector, Table H?
Acct. &c. is invaluable
to the Dy. Tahs. If

however the educational
other qualifications
are insisted on, the
cases will in the nature
of things continue to be
exceptional.

I did not allow the post
of Tahs. to be filled in this
way - it is too responsible
a post & the risk wd be
too great.

I should like the Hon.
Li H. Miss to see this
note.

Atg 7. 98

The Hon Li H. Miss

8/7
9/7/98

^{generally} Agree with the above -
^{however} I would suggest that, if
it be held worth while, as
certainly it is, to make a special
effort to get young men of good birth
into training for higher appts without
requiring them to pass through the
mill of the lower grades, the best
thing to do wd be to send a little
money in aid to provide for the employ-
ment of probationers

9 108

I cannot
108
13-1-99

(or whatever it may be thought fit
to call them) in Colver's office, where
they could get paper training in
one branch after another, the circuit
office included. The only risk about
such a plan wd be the risk of the
loss of a few hundred rupees in
each case. After such a training for
a year or so, the acting appts as a
sub magr would be much more
likely to be successful.

RS

11/7/98

To H.E. the Governor
S.H. 1/7/98

I gladly concur with Hon. Members. The suggestion
made by the Hon. Sir H. Bliss as to in this
note of 11/7/98, seems to me very excellent
one. I should be glad if the Office would elaborate
the suggestion. I suppose that about half
a dozen part-timely appts, on say, Rs. 75 per
month would suffice. These appts. would not be
bound on the staff of any particular district.
On the G. in C. appointing a man to the grade,
the Res. Sec. would tell the Board of it,
and the Board would put the name to
whatever Collector they thought would train
him best. After watching his work for the
first term

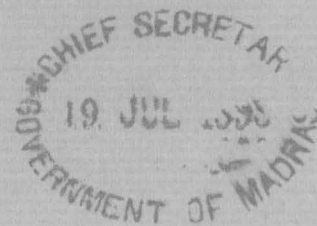
Term
Term of probation (say one year), the Bd. would
take steps to see that more benefited
from, by giving him a vacant Sub. Magr.
- Under which as Deputy Tahsildar work.
Such a scheme would not cost much, and I
think it might be found to work most
usefully.

A.S.H.

18.7.98

Mohammed Ali's case may stand over
for the present

A.S.H.



To the Financial Dept
prepared to provide the
money for the scheme,
or if so from what date.

When the scheme is brought
into operation it will, it
may be presumed, be some
time before ^{all} the whole of
probationary appts are
filled.

S.H.

To Fin Dept

9/7/98

20 12P
NOTE FOR THE CHIEF SECRETARY.

Submitted that in the present uncertainty of famine and plague expenditure, it ~~is~~ not possible for the Financial Dept. to say when ~~it~~ funds can be provided ~~for~~ for the scheme dealt with in the Revenue Dept. note. This scheme has apparently to be elaborated and the papers do not show what it will cost approximately. It is suggested that the Revenue Dept. might ask the Board whether it can point to any savings in its budget from which to meet the amount required.

Cms
22.7.98

11/12/98

To

The Revenue Dept. n.o.

To the Under Secy

As per orders received in person, a draft am. to the Board of Rev. is submitted for approval.

On 18.2.19
22.9.98

Wmm
2.11.98

Please find

11/12/98

Fair copy submitted

Wmm
3.11.98

11/12/98

I will take this to forward
on the first opportunity

S.H.

10/8/98

Please find the ~~draft~~ rough
draft below

S.H. 16/8/98

Fair copy submitted

19.10.98

19.10.98

H.H.

The draft is intended to
give effect to the instructions
conveyed at the last formal
meeting

S.H. 19/8/98

Confidential

H.H.
H.E.

~~Receipt~~

Sept 22/98

NA 20.9.98

ASH
21.9.98

Revenue Department.

OFFICIAL MEMORANDUM.

No 219 of 22. IX. 98

The Government has under consideration the introduction of a scheme for encouraging educated young men of good birth, natives of the country, to enter the public service. Direct nominations to Deputy Collectorate are not in all cases either advisable in the public interests or fair to qualified subordinate officers already in the service. His Excellency in Council considers therefore that opportunities should be given to young men of the class who may aspire to employment in the more responsible posts in the public service ~~of~~ entering it under some what different conditions from those who join the ordinary clerical line. It is accordingly suggested that candidates of this class should, in the first instance, be attached to Collectors' Offices in order that they may be trained in all branches of Revenue and Magisterial work, the circuit office included. While under training they might be given a salary of, say, Rs. 75 per mensem. Their

number would be fixed at a maximum of, say, six. They would not be borne permanently on the staff of any particular district but be posted by the Board of Revenue to serve under selected Collectors, specially chosen as being in the Board's judgment best suited to superintend the probation. The selection of the probationers under the scheme would rest with His Excellency the Governor in Council whose selection would be notified to the Board of Revenue.

If the probation were satisfactory and the candidate qualified himself by passing the necessary examinations and was considered fitted for such a post by his general good conduct and character, the Board would then arrange to appoint him to a vacant Submagistracy or Deputy Tahsildari.

2 The Board of Revenue is requested to report on the scheme, the general lines of which are indicated above.

(Intld.) G.S.F.

16/9/98.

To the Board of Revenue, Land Revenue.

REVENUE

Local & Munl. (1897) Department.

CURRENT No. 25

confd no. 1

From

The Board of Revenue,
Land Revenue, Madras.

Order

No. 3647 Misc.
Conf. No. 135

Dated 19th December 1898.

Received 1st Jan 1899

Registered 2nd do

Enclosures

Spare copies

SUBJECT

Submitting remarks on scheme
propounded by Government for recruitment
of Tahsildars or Deputy Tahsildars
or Collectors

BACK PAPERS.

G.O.	No.	Department	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.



Proceedings of the Board of Revenue

(Land Revenue).

No. 5647 Misc., dated 19th December '98
(Conf. No. 135)

Read Official Memorandum from Secretary to Government,
Revenue Department, No. 219, dated 22nd September 1898.

-----:0:-----

Resolution.

In replying to the reference made above the Board must premise that the scheme propounded by Government has not been set out in sufficient detail to enable it to pronounce a decided opinion.

2. It is in the first place not clear whether the main object of the proposal is to improve the personal of the Provincial Service or merely to recruit Deputy Tahsildars and Tahsildars of a superior stamp. From the fact however that the number of appointments suggested is tentatively placed at 50 the Board presumes that it is the latter class of public servants which the Government desires to improve; for an examination of the Civil Lists for the last five years shows that the average annual number of vacancies among Deputy Collectors, due to deaths, retirements and dismissals, but slightly over six; the Government therefore clearly contemplates a continuance of the practice of promoting qualified subordinate officers to the post of Deputy Collector, while the rules approved in Government Order No. 585 Pub. dated 11th May 1894 provide for the direct selection of Probationary Deputy Collectors as open

competitive examinations. The number of vacancies annually available is thus required to satisfy the legitimate claims of deserving officers already in the public service, and to provide appointments for the exceptionally well educated young men who compete for the Provincial Service.

3. If the intention of Government has been correctly apprehended, the Board must next discuss the question whether the existing system of recruiting Deputy Tahsildars and Tahsildars calls for reform, and if so, whether the scheme propounded by Government constitutes the most suitable method of reform and is at the same time calculated to afford "encouragement to educated young men of good birth desirous of entering the public service".

4. With regard to the first point the Board has before it no evidence that reform is needed. The existing orders vest the nomination of Tahsildars and Deputy Tahsildars in the hands of Collectors, subject however to the general approval of the Board. The Collector is the individual who is most keenly interested in seeing that his district is well-officered; and in those rare cases where this consideration is not of itself sufficient to secure that the best men available are appointed to these responsible posts, the requirements of the Public Service and Special Test Notifications effectually prevent the selection of uneducated men, and the general control exercised by the Board of Revenue affords an additional safe guard against the appointment of incompetent or undesirable persons. Theoretically the rules appear admirably qualified to meet the needs of the case, and the Board has no information which tends to show that their practical working has brought any serious defects to light. There is nothing in them to prevent a District Collector from nominating an educated young man of good birth to a Submagistracy, and the Board believes that most Collectors are fully alive to the necessity of reserving a certain proportion of the more highly paid posts in their gift for the purpose of attracting men of exceptional ability, educational attainments, or social position who would be unwilling to enter the public service unless their initial appointments carried high emoluments.

5. So far as the Board's experience goes, the number of men of exceptionally good birth who would be disposed to enter the public service if given direct appointments, is small, and the great majority of them could not be considered at all qualified for employment.

Deputy Collectors, while nearly all would be too proud to start their public career in any less dignified position.

6. Natives of high descent have already ample opportunities to enter the public service if educationally qualified and require no additional inducement or encouragement to take up this career in life. As to their fitness, the Collector to whom they apply for employment has better information, or better means of obtaining information, than will normally be at the disposal of His Excellency the Governor in Council, except through the channel of the Collector himself; and as the ^{responsible} administrator of the district he has a closer interest in selecting the best men available. In the circumstances, and until the need for reform is clearly proved, the Board would much prefer to leave the selection of Deputy Tahsildars and Tahsildars in the hands of the District Collector, and would deprecate the idea of vesting in His Excellency the Governor in Council the nomination to even a small proportion of such posts. Such a measure would diminish a Collector's sense of responsibility, and might seriously hamper his administration, while the Government office would no doubt be overwhelmed with applications from candidates, of whom the great mass would be utterly unfit and so conscious of their unfitness that they would never dream of applying to an officer with the local experience and knowledge of a Collector.

7. If on the other hand the Board has misapprehended the intention of Government and it is proposed to make probationary appointments to lead up to Deputy Collectorships after a short period of trial, such a measure will absorb nearly all the available vacancies in the Provincial Service and prove a source of heart-burning and discontent throughout the deserving class of Tahsildars from whose ranks have come many Deputy Collectors who could not be equalled much less surpassed in efficiency by nominees under the new system now proposed. The record of the Statutory Civil Service shows that direct nominations to posts of responsibility are dangerous experiments, and any extension of the system should be undertaken with extreme caution and only where the circumstances

compel such a step. Such circumstances do not, in the Board's opinion, exist in the present case; but, should His Excellency the Governor in Council hold a different view, and be persuaded that political considerations necessitate that His Excellency in Council should himself make direct appointments of natives of good birth and education, the Board would consider such appointments far less open to objection if coupled with the condition that each nominee should undergo as sound and wide a training and testing as possible prior to his confirmation as a Deputy Collector. Some such training is already undergone by the Probationers selected at competitive examinations and no one will gainsay the advantages to be derived from it.

(True Extract)

Loiel Davidson
Ag. Secretary.

To

The Secretary to Government, Revenue Department.

M. R. H.

For a

Confidential

Rev. Secy

Draft On.

Rev. Secy
On. no 43

Conf. no 20

dy 13. 2 88

Sept 14/7/88

The Govt. has now under its consideration a scheme according to which selected young men would be allowed to enter the higher grades of the public service under some what different conditions from those who join the ordinary clerical line. It is proposed that such men should in the first instance be attached to Collectors' offices with the object of being trained in all branches of 'Rev.' and 'mag.' work, ^{being allowed} while under training ~~they might be given~~ a salary of Rs 75 per mensem, and that their numbers (i.e. of those under training at one and the same time) should be fixed at a maximum of, say, six.

The Act. General is requested to be good enough to report whether there

there would be any ^{act.} objection
to the scheme being ~~given~~ introduced
effect if the Govt approved
of it. It will be seen that the
Scheme involves the
creation of ~~one~~ a Camp, and
appt on Rs 75 in each
of six Collectors' Offices

MU
13/2/89

8/2 13/2/89

To

The Acct General

MM
11.2.99

$\frac{0}{18}$ 4,000-18-10-98.

Revenue (1899) Department.

CURRENT No. 1214
Copy no 29

From The Acct General
Madras

Order

O.M. No. 74

Dated 16th

Received 17th

Registered 17th

} Feb 9 1899

Enclosures

Spare copies.

SUBJECT.

Reporting that the new
Scheme proposed for the
recruitment of Rev: Officers
would require the sanction
of the Govt of India

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be sent

Priority
oyment

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

Confidential

Official Memorandum

1274

69

The scheme described in
Official Memorandum dated
5th February 1899 from the Revenue
Department, would require the
previous sanction of the Govern-
ment of India under Article 283
para 4, Clause (5)

For St George
Secy Genl office
16 February 1899

W. H. T. J.
Accountant General

To.

The Revenue Secretary to the
Govt of Madras.

N.B.—
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Not to
be used

B.P. 3647 Misc & 19 Dec 90

See

This is the Bd's reply to G.O. No. 219 & 12 Sep 88 suggesting a scheme for recruiting young men of good birth native of this country in the public service.

The O.M. Decrees that I submit to clearly indicate the object of the Govt. That object is to encourage men of good birth to enter the public service. If such men are appointed directly to Dy Collectorate the public interests suffer & hardship is inflicted on those in the subordinate grades of Talukdars who look forward to promotion to Dy Collectorate as the just reward. If, on the other hand, these men are left to enter the public service as

N.B. -
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be

not do as clerks on about Rs 15-
or Rs 35, they will not do so.
Hence the proposed special
preliminary clerical training
on a fair pay.

The Govt has, it is
submitted no intention
of forcing these men in
as Deputy Collectors ultimately
so the arguments in
paras 2 & 7 of the N.P.
may be set on one side.

The Govt however does
expect that District Collectors
will be able to appoint
these men after a sufficient
period of special clerical
training to be Dy. Tahsildars
or Submagistrates. The

statements of the Bd in
paras 5 & 6 are chiefly ~~based on~~
Mutton of opinion. It may be
said, it is expected, with
equal force, that men of good
birth will be more readily in-
duced to enter the service

at the invitation of H.B. ind. ind.
than at that of a collector & that
period of clerical training will
enable a collector to select out
a competent person. 1-1-08

H.M. & Co.

3

H.M.

The Board misapprehends
somewhat the object of Govt.
The primary intention of Govt. is
not to improve the Dy. Tahs. or
Tahs. class; but to find for
natives of good birth (or possessed
of special claims) who aspire to
the higher admin^{ive} app^{ts} open
to them ~~after a period of~~ a
training & probationary ground
on which Govt. will be able to
test their qualifications & aptitude
for higher office before finally
selecting them for such office.

The scheme also contemplates
the placing of such aspirants
on ^{initial} promotion
in a lower office than that of
Dy. Collector. At present it is often
embarrassing to H.B. ind. to provide
for these men with a Dy. Coll^{ate}
even ^{or} probationary - which in
default of any such scheme as
that in view is what they
usually claim. It may also in
the result be unfair to the
public, since it is not always
easy to refuse to conform a
man after a two years probate

With regard then to the Board's objection in paras^{re} 4, of their Rep^t, that the present system of nomination by collectors satisfies all requirements, the answer is that there is no intention of displacing that system generally. What is contemplated is to ~~disrupt~~^{graft} an exception upon the system ~~as~~ ^{now} to provide under the ~~direct~~^{immediate} orders of Govt for those exceptional cases in which certain individuals have a direct claim upon it for higher public employt. It will be the duty of the Bd. & the collectors to find posts for such men as D^r Tahro or Tahro (?) — as H. S. may direct — on the termination of their probation.

2nd ~~member~~ useful in the Board
furnish wd be as to the

With regard to para 7 of
the B.P. in which the Navy
deal with the assumption the
Govt. proposes by the scheme to
make these appts as leading
up to D.P. of all rates. No doubt
that is the ultimate object: but
~~the advantage~~ I assume that
no guarantee wd be given to
that effect, for one great advantage
of the scheme wd be to filter
out men who though perhaps
good enough for the lower offices

N.B.—
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are not proved fitted for the
higher. By securing a Dpt Tahsi
or Tahsi so early in their service, nominees
w^d be given ~~necessaries~~ under the
scheme so tremendous a pull
that it w^d be unnecessary to
hold out any more definite
promise or guarantee than what
their own merit & industry sh^d
secure

J.H. 10-1-9

P.S. If the proposal to abolish
open competition for Dpt Tahships
is ~~accepted~~ + a scheme of
competition among nominated
candidates is substituted, men
selected under the proposed scheme
appt^d to Tahships might be included
among the nominated candidates

J.H.

7
16P
According to the O.M.
the first requirement is
to establish six new
posts on Rs 75 a month :-
 $75 \times 12 = 900 \times 6 = 5,400$
a year -

I don't know whether this
increase of establishment is
within the competence of the
Local Govt., or whether it is
financially practicable at
present?

I don't think the Collectors who
have to provide for the
provisioners will relish the
scheme, & I should fear, with
the Board, that such a block
to promotion will occasion much
heart burning & discontent
among duly qualified subordinates
who are slowly working their way
up from the bottom of the
ladder -

I don't think the morale of the
public service would be
improved, as I sh^d expect to
find that a lad who began
on probation on Rs 75 would
soon be utterly discontented in
the post of Deputy Tah^{si} on
Rs 100 - In such case he will
not remain honest -

I can't say that I think the
scheme will work for good, but
I am content to let the
experiment be tried if it

be thought advisable -

H.W.
23-1-88

The Hon. W. A. Arnold
Rd. the Governor Secy.

Please refer to Fin! with regard
to the financial question. How
can the half dozen posts be
provided & paid for?

M.A.
25.1.99.

Finl Dept
8/1/99

17P
Finl. Dept.

Rev. C. W. 25.

Note

The present proposals
involve the creation of six
new appointments on Rs 75
per mensem ^{or} at a cost Rs 54.00
per annum. The papers are
referred to the Financial
Dept in view to its being
considered how the cost
of the new appointments
can be provided and
paid for. ^{It is to be noted} ~~by the present~~
~~status quo the proposed~~
~~schemes are not~~
~~sanctioned~~ ~~that~~
~~provisions have~~ ^{some} been made for ~~the~~ ^{new}
schemes in the budget
for the year is now
is done, within 11
yrs

Vide G.O. No. 123 Finl.
of 19- January 199.

N.B. -
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be sent

be thought advisable -

H.W.
23-1-99

The Hon. Mr. Arundel
Rd. the Governor Secy.

Thanking you Sir with regard
to the financial question. How
can the half dozen posts be
provided & paid for?

M.A.
25.1.99.

Finl Dept no
8/16/99

17th Finl. Dept.

Rev. L. No. 25.

Note

The present proposals
involve the creation of six
new appointments on Rs 75
per month, at a cost Rs 52.00
per annum. The papers are
referred to the Financial
Dept in view to its being
considered how the cost
of the new appointments
can be provided and
paid for. It is to be noted
that the proposals
submitted by the Government
are in accordance with the
provisions already sanctioned
and although some
provisions have been made for
the collection of
for the year one
is done within the
year

Vide L.O. No. 123 Finl.
8/19 January 1999.

N.B.
A copy
Not to

Govt of India will retain them. There appears to be no objection, however, to the ~~present scheme~~ ^{is} being elaborated and settled in view to its introduction, if possible, during 1899-1900.

In view of the cost of the present scheme (Rs 5400 per annum)

As the ~~proposition~~ involves the creation of a new class or grade of officers the sanction of the Govt. of India will be necessary under art 283-4 (5) of the Civil 'Account Code'. It cannot therefore be included in next year's budget, unless its sanction is obtained before the estimates are finally closed, which is included in the estimates, its introduction in 1899-1900, even if sanctioned, cannot be effected unless savings are forthcoming during the year.

With the best wishes of the Govt. of India

and sanctioned by India

18P
then he considered whether there was any other scheme which was waiting to be taken up.

4/2/98

R. D. M. S.

4/2/98

Rev Dept

Secy

It is submitted that the view taken in the Finl Dept is wrong as regards the need for India's sanction. It is not necessary to regard the ~~proposition~~ as one for the creation of any new class or grade of officer. It is merely proposed to add 2 posts on Rs 750 & submit to a maximum of 9 ^{posts} to the existing establishments in collection districts. The matter is to be one which is within the power of the

PAPER

N.B. -

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be

In view of the cost of
the present scheme (Rs 54.00
per annum)

if possible, during 1899-1900.

As and Sanctum by Indrie

J. J.
4/27/8.

R. D. W. S.

Thy.

Rev Sept

Levy

Car subject to a m. r.
 (such party)
 to the saint

at esbts in Green
The material
seems to be one
entirely within
power of me to

~~Handy~~
I think the Finl. Dpt is
right about the need for
India's sanction
how return to H.S.
W. Arundel

To Under Secy
A draft Com.
is submitted below. All that
Chief might desire to know
in order to arrive at a correct
decision has been inserted in
it.

Secy
11/2/99
18/2/99
M
etc.

To Under Secy
The Act General
is herewith submitted
1. Officer says (as the Finl
did) that India's sanc-
is necessary under art.
4(5) of the Civil Act vol I

Secy
Submitted
P.S. given no reasons
18/2/99

ask the Act Genl to
make sure.
MT
8.2.99

Com. no 43
Comp. no 26
dy 13.2.99

As the A.G. has the right
to press for a ref. to the
Govt of India whenever in
his view it is required, we
must of course make
it before the scheme can
be tried. MT 20.2.99
C.W. 12/11/99

The Hon. Mr. Arundel
8/2

My Hon. colleague and the
Bd. make out a very strong
case against the proposal
under consideration, and
I am quite ready to abandon
it unless H.S. after perusal
of the papers still wishes
the experiment to be
made. In that case
I am ready to assent
to it subject to the
criticism I laid stress
in my first note, namely
that "it should be a
sine qua non that the
applicant should have
fully qualified by education
by passing the necessary
departmental exams."
We should be exempted
from passing these
exams should I think

N.B. -
A = Oop.
Not a

of India. We are addressing
India ^{only}, because the CW
holds a ref. to 6th
under the First.

be clearly laid out in the
order. It is the only way
in which the scheme can
be saved from failure, for
there will be otherwise be a
flood of candidates who
being of inferior education
will seek to be exempted
from the tests &
and who if
by their im-
discredit this
limited system
in Application
is made
to the
and

I would suggest that we should start with
three subjects in mind. The main
chances should, I think, be given to
understand that they would be appointed
to the service.

* copied practically
from the am. drawn
up by the Secy

To Under Secy 507
A draft G.O. and
letter are submitted.

All questions
connected with the re-
cruitment of the general
public service are dealt
with in the Home Dept.
letter out of India
to the Secy of India
the proposed
deals with the
of officers &
the rest
Letter to the Secy of 18.4.99
confd no 48

For the
at 10.4.99
19/4/99

At 3.4.99.
19.4.99

To The Secy to the Govt of India,
Home Dept

Sir
I am directed to address
you on the subject of a
scheme for the nomination
to the higher offices of the
public service of educated
young men, natives of the
country, possessed of
special claims on the
birth or otherwise

PAPER

A Copy
Not to

FOR ORDERS.

Hm & Pore

Read again am. no 2
22. 11. 1904
B.P. Lab. no 3647
dy 19. 12. 98 (en
again am. 4. 13
also Comm. 77
acc. General ing
(Cus. 121) & dent
Order misc no 139
Confot no 48 of R.
the 1st of R.
Letter will be
to the Court of
the 2nd

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8.499

for the
ad copy 17/11/04
repts 19/4/04

AM
3.4.99
2.54
8.499

Letter no 1399 dy 18. 4. 99
Confot no 48

To The Secy to the Govt of India
Home Dept

Sir
I am directed to address
you on the subject of a
scheme for the nomination
to the higher offices of the
public service of educa-
young men, natives of
country, possessed
special claims on
birth & education

PAPER

S.E.
A Copy
Not to
any abt

W. Taht. From this rank
will be for the candidate to
advance himself in the ordinary
by merit & industry. He
will not acknowledge any
aim to secure for him further
special promotion than what
is achieved by his
abilities & character.

The cost of the scheme
is £2700 per annum.
No special provision in this
has been made in the
budget of the 1898/1900, but
no difficulty is anticipated
in meeting the cost from the
general provision for charges
of 8th Admt. under 3A Land Rev.

I am to commend the
scheme to the favorable con-
sideration of the Govt. of India.

8/28/3/9

MS-99
1-4-99
254
8499

G.
500-20-4-08

Revenue
Public

1900
(189)

Department.

CS no. 558/22.2.00.

Transmitted to the
Revenue Department.

Adhuapp
Under Secretary

D. O. No.

1367
105

From the Private Secy
to H. S. the

Encl.
20/2/00
D. O.

11/2/00

Levy

Rev Dept

The proposal referred to
that in our letter to India
No 1388 of 18 April 98 - below
No reply to this letter
has yet been received.

Dated 12 200

Received

Registered

Enclosures

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To
1/9. the present

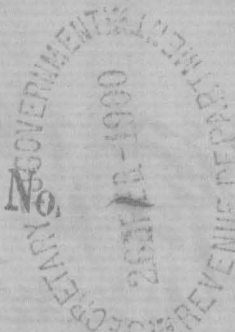
11/2/00

returned
to Secy's
functions with
many thanks
11/2/00
11/2/00

SUBJECT.

Inquiring into Shaks
stage the proposal
to appoint attachés &
collectors has come.

Lodged



W. Tab. From this rank
 will be for the candidate to
 advance himself in the ordinary
 way by merit & industry. The
 Govt. will not acknowledge any
 claim to secure for him further
 special promotion ^{to the Govt. service} than what
 he achieves by his
 abilities & character.

The cost of the scheme
 is ^{estimated} £2700 per annum.
 A special provision in this
 has been made in the
 budget of the 1898/1900, but
 no difficulty is anticipated
 in meeting the cost from the
 general provision for charges
 of S^r. Admt. under 3A Land Rev.

5. I am to commend the
 scheme to the favorable con-
 sideration of the Govt. of India.

8/7/93/9

MS-89
 1-4-99
 254
 3499

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190

READ AGAIN G.O., No. 1, DATED

Current No.

ENCLOSURES TO G. O. No.

ORDER OF GOVERNMENT A A A A A A A

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

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 IN ORIGINAL.

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W. Tait. From this rank
will be for the candidate to
advance himself in the ordinary
way by merit & industry. The
Govt. will not acknowledge any
claim to secure for him further
special promotion ^{to the Prov. Service} than what
is achieved by his
abilities & character.

The cost of the scheme
is £2700 per annum.
No special provision in this
it has been made in the
budget of the 1898/1900, but
no difficulty is anticipated
in meeting the cost from the
general provision for charges
of the Admt. under 3A Land Rev.

I am to commend the
scheme to the favorable con-
sideration of the Govt. of India.

8/28/3/9

MS-89
1-4
8499

G.
500-20-4-98

Revenue
Public

1900
(189)

Department.

CS no. 558/22.2.00.

Transferred to the
Revenue Department.

Adhuapp
Under Secretary

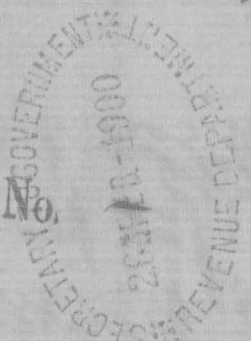
D. O. No.

1367
105

En 21.2.00
D. O.

W. Tait

From the Private Secy
to H. S. the



Rev Dept

Secy

The proposal referred to
is that in our letter to India
No 1388 of 18 April 98 - below
No reply to this letter
has yet been received.

Dated 17 200

Received

Registered

Enclosures

Spare copies.

To
10/9. The Governor

11/8/3/00

SUBJECT.

Inquiring as to what
stage the proposal
to appoint Attachés &
Collectors has come.

Lodged

returned
in Secy's
instructions with
many thanks
W. Tait
Mar 9.00

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

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READ AGAIN G.O., No.
1

Do no 105 of 1900



GOVERNMENT HOUSE.

Madras 15th Feb 1900

My dear Stokes
Can you tell his
Excellency what stage our
proposal to appoint Attachés
to Collectors, has reached?
Is it still with the Govt of
India?
Yours truly
H. A. Baker

SECRETARY
FEB 15 1900
GOVERNMENT OF
MADRAS

PAPER

N.B.—
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Nb/R.A.

12-1-15

14-1-15

21-1-15

8-2-15

28-10-15

15-1-55-1-55

CONFIDENTIAL.

Government (1899) of Madras.
REVENUE.

CONFIDENTIAL.

(MISCELLANEOUS.)

Recd.

Regd.

} 1899.

Enclosures

Spare copies

G.O., Mis. No. 1398 (Confdl. No. 47), 18th April 1899.

APRIL.

Appointment of probationers.

Ordering that the Government of India be addressed on the subject of a scheme for the nomination to higher offices of the public service of educated natives of India of good birth.

CONFIDENTIAL.

GOVERNMENT OF MADRAS.

REVENUE DEPARTMENT.

READ—again the following Official Memorandum No. 219, dated 22nd September 1898:—

The Government has under consideration the introduction of a scheme for encouraging educated young men of good birth, natives of the country, to enter the public service. Direct nominations to Deputy Collectorates are not in all cases either advisable in the public interests or fair to qualified subordinate officers already in the service. His Excellency the Governor in Council considers therefore that opportunities should be given to young men of the class who may aspire to employment in the more responsible posts in the public service of entering it under somewhat different conditions from those who join the ordinary clerical line. It is accordingly suggested that candidates of this class should, in the first instance, be attached to Collectors' offices in order that they may be trained in all branches of revenue and magisterial work, the circuit office included. While under training they might be given a salary of, say, Rs. 75 *per mensem*. Their number would be fixed at a maximum of, say, six. They would not be borne permanently on the staff of any particular district, but be posted by the Board of Revenue to serve under selected Collectors, specially chosen as being in the Board's judgment best suited to superintend the probation. The selection of the probationers under the scheme would rest with His Excellency the Governor in Council whose selection would be notified to the Board of Revenue.

If the probation were satisfactory and the candidate qualified himself by passing the necessary examinations, and was considered fitted for such a post by his general good conduct and character, the Board would then arrange to appoint him to a vacant sub-magistracy or deputy tahsildari.

2. The Board of Revenue is requested to report on the scheme, the general lines of which are indicated above.

(Signed) G. S. FORBES,
Secretary to Government.

To the Board of Revenue (Land Revenue).

READ—the following Proceedings of the Board of Revenue (Land Revenue), Mis. No. 3647 (Confdl. No. 135), dated 19th December 1898.

Read—Official Memorandum from the Secretary to Government, Revenue Department, No. 219, dated 22nd September 1898.

Resolution—Mis. No. 3647 (Confdl. No. 135), dated 19th December 1898.

In replying to the reference read above the Board must premise that the scheme propounded by Government has not been set out in sufficient detail to enable it to pronounce a decided opinion.

2. It is in the first place not clear whether the main object of the proposal is to improve the *personnel* of the Provincial Service or merely to recruit Deputy Tahsildars and Tahsildars of a superior stamp. From the fact, however, that the number of appointments suggested is tentatively placed at six, the Board presumes that it is the latter class of public servants which the Government desires to improve; for an examination of the Civil Lists for the last five years shows that the average annual number of vacancies among Deputy Collectors, due to deaths, retirements and dismissal, is but slightly over six; the Government reference clearly contemplates a continuance of the practice of promoting qualified subordinate officers to the post of Deputy Collector, while the rules approved in G.O., No. 325, Public, dated 11th May 1894, provide for the direct selection of Probationary Deputy Collectors at open competitive examinations. The number of vacancies annually available is thus required to satisfy the legitimate claims of deserving officers already in the public service, and to provide appointments for the exceptionally well educated young men who compete for the Provincial Service.

3. If the intention of Government has been correctly apprehended, the Board must next discuss the question whether the existing system of recruiting Deputy Tahsildars and Tahsildars calls for reform, and if so, whether the scheme propounded by Government constitutes the most suitable method of reform and is at the same time calculated to afford "encouragement to educated young men of good birth desirous of entering the public service."

4. With regard to the first point, the Board has before it no evidence that reform is needed. The existing orders vest the nomination of Tahsildars and Deputy Tahsildars in the hands of Collectors, subject however to the general approval of the Board. The Collector is the individual who is most keenly interested in seeing that his district is well officered; and in those rare cases where this consideration is not of itself sufficient to secure that the best men available are appointed to these responsible posts, the requirements of the public service and Special Test notifications effectually prevent the selection of uneducated men, and the general control exercised by the Board of Revenue affords an additional safeguard against the appointment of incompetent or undesirable persons. Theoretically, the rules appear admirably qualified to meet the needs of the case, and the Board has no information which tends to show that their practical working has brought any serious defects to light. There is nothing in them to prevent a District Collector from nominating an educated young man of good birth to a sub-magistracy, and the Board believes that most Collectors are fully alive to the necessity of reserving a certain proportion of the more highly paid posts in their gift for the purpose of attracting men of exceptional ability, educational attainments, or social position who would be unwilling to enter the public service unless their initial appointments carried high emoluments.

5. So far as the Board's experience goes, the number of men of *exceptionally* good birth who would be disposed to enter the public service, if given direct appointments, is small, and the great majority of them could not be considered at all qualified for employment as Deputy Collectors, while nearly all would be too proud to start their public career in any less dignified position.

6. Natives of less high descent have already ample opportunities to enter the public service if educationally qualified, and require no additional inducement or encouragement to take up this career in life. As to their fitness, the Collector to whom they apply for employment has better information, or better means of obtaining information, than will normally be at the disposal of His Excellency the Governor in Council, except through the channel of the Collector himself; and, as the responsible administrator of the district, he has a closer interest in selecting the best men available. In the circumstances, and until the need for reform is clearly proved, the Board would

much prefer to leave the selection of Deputy Tahsildars and Tahsildars in the hands of the District Collector, and would deprecate the idea of vesting in His Excellency the Governor in Council the nomination to even a small proportion of such posts. Such a measure would diminish a Collector's sense of responsibility and might seriously hamper his administration, while the Government office would no doubt be overwhelmed with applications from candidates, of whom the great mass would be utterly unfit and so conscious of their unfitness that they would never dream of applying to an officer with the local experience and knowledge of a Collector.

7. If, on the other hand, the Board has misapprehended the intention of Government and it is proposed to make probationary appointments to lead up to Deputy Collectorships after a short period of trial, such a measure will absorb nearly all the available vacancies in the Provincial Service and prove a source of heart-burning and discontent throughout the deserving class of Tahsildars from whose ranks have come many Deputy Collectors who could not be equalled—much less surpassed—in efficiency by nominees under the new system now proposed. The record of the Statutory Civil Service shows that direct nominations to posts of responsibility are dangerous experiments, and any extension of the system should be undertaken with extreme caution and only where the circumstances compel such a step. Such circumstances do not, in the Board's opinion, exist in the present case; but should His Excellency the Governor in Council hold a different view, and be persuaded that political considerations necessitate that His Excellency in Council should himself make direct appointments of natives of good birth and education, the Board would consider such appointments far less open to objection if coupled with the condition that each nominee should undergo as sound and wide a training and testing as possible prior to his confirmation as a Deputy Collector. Some such training is already undergone by the probationers selected at competitive examinations and no one will gainsay the advantages to be derived from it.

(True Extract.)

(Signed)

LIONEL DAVIDSON,
Ag. Secretary.

To the Secretary to Government, Revenue Department.

READ—again the following Official Memorandum No. 43 (Confdl. No. 20), dated 13th February 1899:—

The Government has now under its consideration a scheme according to which selected young men would be allowed to enter the higher grades of the public service under somewhat different conditions from those who join the ordinary clerical line. It is proposed that such men should in the first instance be attached to Collectors' offices with the object of being trained in "Revenue" and "Magisterial" work, being allowed while under training a salary of Rs. 75 *per mensem*, and that their number (*i.e.*, of those under training at one and the same time) should be fixed at a maximum of, say, six.

The Accountant-General is requested to be good enough to report whether there would be any account objection to the scheme being introduced if the Government approved of it. It will be seen that the scheme involves the creation of a temporary additional appointment on Rs. 75 in each of six Collectors' offices.

(By order.)

(Signed)

N. E. MARJORIBANKS,
Ag. Under Secretary to Government.

To the Accountant-General.

READ—the following Official Memorandum from the Accountant-General, No. 74, dated 16th February 1899:—

The scheme described in Official Memorandum No. 43 (Confdl. No. 20), dated 13th February 1899, from the Revenue Department, would require the previous sanction of the Government of India under article 283, paragraph 4, clause (5).

FORT ST. GEORGE,
16th February 1899.

(Signed)

T. HESKETH BIGGS,
Accountant-General.

To the Secretary to Government, Revenue Department.

ORDER—Mis. No. 1398 (Confdl. No. 47), Revenue, 18th April 1899.

The following letter will be despatched to the Government of India.

(True Extract.)

(Signed)

G. S. FORBES,
Secretary to Government.

Encl. C. M. Thambuswamy.

10 Copies.

1899.

HOME DEPARTMENT.

CONFIDENTIAL.

From

The Government of Fort St. George.

Recd.

Regd.

} 1899.

Enclosures

Spare copies

Letter, No. 1399 (Confdl. No. 48), 18th April 1899.

APRIL.

ADDRESSING the Government of India on the subject of a scheme for the nomination to higher offices of the public service of educated natives of India of good birth.

CONFIDENTIAL.

REVENUE DEPARTMENT.

From

THE HON'BLE MR. G. S. FORBES, I.C.S.,
Secretary to the Government of Madras,
Revenue Department,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
HOME DEPARTMENT.

Dated Ootacamund, 18th April 1899.

SIR,

I am directed to address you on the subject of a scheme for the nomination to the higher offices of the public service of educated young men, natives of the country, possessed of special claims on the ground of birth or otherwise.

2. Under the existing practice the only mode reserved to His Excellency the Governor in Council of satisfying aspirants of this class has been by direct nomination to the Provincial Service in the grade of Deputy Collector and Magistrate. There are, however, many obvious objections to nominating an untried young man direct to so highly responsible a post. The nomination is no doubt on probation, usually for two years; but this probation does not always prove a satisfactory or efficient test, while if the probation is terminated, the disappointment is keenly felt by the nominee. The appointments made in this way have accordingly been few. At the same time His Excellency in Council is anxious to open up for persons of the class in view an access to higher office other than the usual clerical avenue.

3. The proposal of His Excellency in Council is that aspirants of the class indicated should in the first instance be attached to Collectors' offices as "probationers" in order that they may receive a thorough training in revenue and magisterial duties. They would not be borne permanently on the staff of any particular district, but be posted where they would be most likely to acquire a knowledge of these duties under selected Collectors designated by Government. They would receive while under training a salary of Rs. 75 *per mensem*. For the present the Government would limit the number of such probationers to three.

If the probation is satisfactory and the candidate qualifies himself by passing the prescribed examinations, and is also considered fitted for such an office by his conduct and character, he would then, it is proposed, be appointed ordinarily to the post of Sub-Magistrate or Deputy Tahsildar. From this rank it will be for the candidate to advance himself in the ordinary way by merit and industry. The Government will not acknowledge any claim to secure for him further special promotion to the Provincial Service than what he can achieve by his own abilities and character.

4. The cost of the scheme will, it is calculated, be Rs. 2,700 *per annum*. No special provision on this account has been made in the budget of 1899-1900, but no difficulty is anticipated in meeting the cost from the general provision for charges of District Administration under 3-A. Land Revenue.

5. I am to commend the scheme to the favourable consideration of the Government of India.

I have the honour to be,

Sir,

Your most obedient servant,

(Signed) G. S. FORBES,
Secretary to Government.

Exd. C. M. Thambusawany.

10 Copies.

CONFIDENTIAL.

REVENUE DEPARTMENT.

DEMI-OFFICIALS AND NOTES CONNECTED WITH G.O., MIS. Nos. 1398, 1399 (CONFDL. Nos. 47, 48), REVENUE, DATED 18TH APRIL 1899.

[SUBJECT.—*Nomination to higher offices of the public service of educated natives of India of good birth.*]

LOCAL AND MUNICIPAL DEPARTMENT.

Demi-official from H. A. SIM, Esq., Private Secretary to His Excellency the Governor, to H. TREMENHEERE, Esq., Secretary, Local and Municipal Department, dated Ootacamund, 16th May 1898.

“Muhammad Munir, who, I think, is in your office, has for some time been an applicant for a Deputy Collectorate. He came to see His Excellency to-day and said that as he found it difficult to get a Deputy Collectorate direct from his present post, he wished to be transferred to some up-country appointment in which he could learn revenue and magisterial work, and so fit himself for a Deputy Collectorate eventually.

“The man is a B.A. and a member of the Carnatic family and, according to Romilly, has done very good work as Secretary to the Anjuman. His Excellency, therefore, would like to do what he can for him, and wishes me to mention his request to you and to ask you to say if some up-country appointment such as he wishes for can be obtained for him.”

Will the Revenue Secretary kindly note what the prospect of this may be?

H. TREMENHEERE.
25-5-98.

REVENUE DEPARTMENT.

To Under Secretary—

It is understood that Muhammad Munir, B.A., who is a clerk on Rs. 50 in the Local and Municipal Secretariat, has passed the Criminal (Higher), the Précis (Higher), and the Translation test and knows Tamil, though he has not passed any examination in it. He has yet to pass the Revenue (Higher), and the Account test (Higher), to qualify himself for appointment as Deputy Collector. It would appear that he wishes to be transferred to some mofussil appointment in which he could learn revenue and magisterial work to fit himself for a Deputy Collectorate eventually. If his request is to be complied with he will have to be appointed as a Tahsildar, Deputy Tahsildar or Stationary Sub-Magistrate. Collectors are now competent to fill up the appointments of Tahsildar, Deputy Tahsildar and Sub-Magistrate in their districts, a reference being made to the Board in the case of persons who are not fully qualified—*vide* paragraph 2 (3) of G.O., No. 282, Revenue, dated 18th May 1898. Muhammad Munir is not qualified for these appointments as he has not passed the Revenue and Account tests. If it is thought that some concession should be shown to him, a demi-official may be sent to the Secretary to the Board of Revenue (Land Revenue) suggesting that he may be appointed at least as a Stationary Sub-Magistrate as a special case.

C.R.
8-6-98.

Secretary—

2

He gets a pay of Rs. 50 only. There seems to be no reason why the people should be subjected to his experiments as a Sub-Magistrate. A clerkship in a Divisional office or an appointment as Revenue Inspector would be the best training for him. The Board might be able to recommend him for some such appointment.

N. E. MAJORIBANKS.
11-6-98.

Does he agree to this?

To Muhammad Munir Sahib—

Will you please say whether you will be willing to take a clerkship in a Divisional office or a Revenue Inspector's place in the mofussil?

C.R.
16-6-98.

G. S. FORBES.
14-6-98.

Reply of Muhammad Munir Sahib, dated 20th June 1898.

"With reference to the above note the undersigned most respectfully begs to submit the following for the kind perusal of Government, as he considers that a short history of his case will now help a great deal in securing him the appointment which he desires.

"From the genealogical table printed on the first page of the accompanying book it will be seen that the undersigned is lineally descended from His late Highness Nawab Muhammad Ali Khan Walajah of the Carnatic, and that he is one degree nearer to this Nawab than the present Prince of Arcot, Sir Muhammad Munawar Khan Bahadur, K.C.I.E. By marriage he is related to Ghulam Muhammad Hasan Ali Khan Bahadur, late a member of the Legislative Council, and to the Hon'ble Ghulam Muhammad Sahib Bahadur, the present member, who is his own brother-in-law.

"Ever since 1801, when the Government of the Carnatic passed into the hands of the East India Company, the Government has been graciously pleased to support the Carnatic family by awarding large pensions to its members, who enjoy them up to the present time, and with a view to enable them to get into public service the Government has also been pleased to exempt, from time to time, several of its members from the examination rules and has appointed some of them (e.g., the late Abdul Ghani Khan Bahadur) to posts of honour and responsibility.

"It is most respectfully submitted that the undersigned is the first and the only graduate of the Carnatic family, he having taken his B.A. degree in the year 1889. He has also passed the Criminal (Higher), the Précis-writing and the Translation (Higher) tests, and has completed his course for the B.L. degree examination.

"As soon as he took his degree in 1889, he represented his case to Colonel T. O. Underwood, the then Political officer in charge of the Carnatic family, and requested him to lay his case before Government. But this officer thought it undesirable to move Government in the matter so soon and advised him to join the Secretariat where the undersigned would attract the notice of Government and at the same time gain office experience. With these objects in view the undersigned joined the Local and Municipal Secretariat where he still continues.

"As he found that the Government was pleased to appoint as Statutory Civilians and Deputy Collectors several members of respectable native families, he again requested the Carnatic Political officer (Colonel H. S. Stewart) to represent his case to Government. This officer was accordingly pleased to address Government on this subject in his letter No. 65, dated 17th February 1897, a perusal of which is most

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respectfully requested. On this letter the Government in its Order No. 1997, Revenue, dated 13th April 1897, was pleased to endorse as follows:—

"The petitioner* will be informed that her son's application for the post of Deputy Collector has been registered and will be considered later on."

* The mother of the undersigned.

"In the interview which His Excellency the Governor was pleased to accord him on the 16th May last he again represented his case to His Excellency and requested His Excellency to order his transfer to some mofussil station, where he could learn revenue and magisterial work.

"In these circumstances he most respectfully requests that the Government will be kindly pleased either to give him the place of a Tahsildar, where he can gain revenue and magisterial experience, or to appoint him as a probationer for Deputy Collector's post, without any remuneration, for such period as the Government may deem fit.

"In conclusion, the undersigned most respectfully submits that as the pay of the appointments which are now offered him is less than what he gets in the Secretariat, and in view of the special circumstances of his case, he very much regrets that he cannot make up his mind to accept them."

To Under Secretary—

Please see Muhammad Munir's reply above.

C.R.
20-6-98.

Demi-official from H. A. SIM, Esq., Private Secretary to His Excellency the Governor, to the Hon'ble Mr. G. S. FORBES, Revenue Secretary, dated Ootacamund, 25th June 1898.

"As you know, His Excellency receives a good many applications from men of birth and education, who wish to be made Deputy Collectors straight off. Considering how few vacancies there are in the Deputy Collectors' list, and considering also the claims of Sarishtadars and Tahsildars to rise to that grade, His Excellency thinks that, although an occasional vacancy might be given to some men of exceptional birth, the majority will have to be told to begin lower down. Would it be possible to work out a scheme for putting such men in as Sub-Magistrates, or Deputy Tahsildars, or Tahsildars? I am referring, of course, not to the ordinary B.A. who is willing to begin as a clerk, but to men of some birth, who have some claim to begin higher up and to get, so to speak, a commission at once without having to pass through the ranks. Presumably, the actual appointment would have to be arranged through the Board; and perhaps it would be sufficient for His Excellency, in cases in which he wanted to put a man into one of these posts, to send his name down to the Board and leave it to them to find a suitable vacancy.

Here, for instance, is an application † of this sort from Muhammad Munir whom, I think, you already know. He seems to be a deserving Muhammadan, and His

Excellency, as such, would like to help him. From your knowledge of him, do you think it would do to send him out as a Tahsildar, or as a Deputy Tahsildar, or as a Stationary Sub-Magistrate?"

† Not printed.

Secretary—

The man must, I would submit, have some proper training before he is put into a position of independent authority and responsibility. As Probationary Deputy Collector he could, of course, do no harm; but, so many Deputy Collectorships have of late been given to outsiders that it would, I submit, be unfair to those who have worked well in the subordinate ranks if another man is put over their heads.

Since writing the above, the demi-official, dated 25th June 1898, has come in from the Private Secretary to His Excellency the Governor. The Private Secretary to His Excellency the Governor suggests that some scheme should be devised for putting

in deserving young men of good birth as Sub-Magistrates or Tahsildars or Deputy Tahsildars without requiring them to pass through the mill of clerk's work. The Private Secretary to His Excellency the Governor suggests that, perhaps, it would be sufficient for His Excellency in cases in which he wanted to put a man into one of these posts, to send his name down to the Board and leave it to them to find a suitable vacancy.

It is submitted that, as pointed out above, the appointment of Tahsildars, Deputy Tahsildars and Sub-Magistrates is now in the hands of Collectors. It would therefore be necessary to send the deserving applicant's name to the Collector of some suitable district. Muhammad Munir's name might be sent to the Collector of Kurnool (Muhammadan district) for consideration on the occurrence of a vacancy among the Sub-Magistrates of that district. He would perhaps do less harm at first as a Sub-Magistrate than as a Tahsildar or Deputy Tahsildar.

N.E.M.
30-6-98.

To the Honourable Member—

The Under Secretary has pointed out the difficulty about making any direct appointments through the Board to Tahsildars or Deputy Tahsildars. As suggested the applicant's name may be sent down to the Collectors of Kurnool, Bellary, North Arcot, Cuddapah and Chingleput, with the recommendation that he may be posted to an early vacancy as Deputy Tahsildar or Sub-Magistrate. I would not put him higher at first.

His Excellency desires to provide only for special cases.

G.S.F.
2-7-98.

I cannot see why the applicant should be exempted from passing Revenue and Account tests. As a graduate he should not be incapable of qualifying. Government want men who *can* pass the tests and not those who cannot.

A. T. A[RUDEL].
5-7-98.

To the Honourable Member—

The file is respectfully re-submitted. The question does not concern at present the qualifications of Munir, but the general scheme proposed in the Private Secretary's demi-official as the main subject, and secondarily Munir's appointment.

Then how could he "be posted to an early vacancy" as suggested in the Secretary's note above?

A.T.A.

It is not proposed to exempt Munir from passing the necessary examinations.

They did not. The case of the present applicant thrusts the general question aside.

A.T.A.

I fear the notes did not make sufficiently clear the real points at issue on the file.

G.S.F.
7-7-98.

As regards the general question, viz., the supersession of the Collector's right of nomination or appointment in special cases to the post of Deputy Tahsildar or Sub-Magistrate I think it should be a *sine qua non* that the applicant should have fully qualified by education and by passing the necessary departmental examinations. It is not good for the general administration of the country, and it is hard on individual Collectors responsible for their districts, that men who have not passed all the qualifying examinations, but have been exempted from passing, and are therefore presumably inferior in education or mental calibre, should be appointed to responsible duties for which qualified men are available.

Yes.

H. W[INTERBOTHAM].
13-1-99.

But if this preliminary condition be satisfied it would undoubtedly be an advantage to the general administration if young men of good family could be selected to take part in it.

I see no objection to sending the name of such a suitable qualified applicant to the Board with the request that he may be tried in an *acting* appointment on the occurrence of a suitable vacancy in any Collectorate the Board may choose.

The name of His Excellency's nominee might be sent to the Revenue Secretary, who, after ascertaining that the applicant had properly qualified, might inform the Member in charge of Revenue and take orders to communicate demi-officially with the Board.

If the applicant was not in Government service or had no experience in a mofussil office such as appeared necessary, he might be required to serve for six months as a magisterial clerk in some vacancy to be found by the Board, satisfactory service in that capacity being required as a preliminary.

Such cases should be altogether exceptional as ordinarily speaking experience as Revenue Inspector, Taluk Head Accountant, etc., is invaluable to the Deputy Tahsildar. If, however, the educational and other qualifications are insisted on, the cases will, in the nature of things, continue to be exceptional.

I concur.

H.W.
13-1-99.

I would not allow the post of Tahsildar to be filled in this way; it is too responsible a post and the risk would be too great.

I should like the Hon'ble Sir H. Bliss to see this note.

A.T.A.
8-7-98.

To the Hon'ble Sir H. Bliss—

G.S.F.
9-7-98.

I agree generally with the above. I would, however, suggest that, if it be held worth while, as certainly it is, to make a special effort to get young men of good birth into training for higher appointments without requiring them to pass through the mill of all the lower grades, the best thing to do would be to spend a little money and to provide for the employment of such men as probationers (or whatever it may be thought fit to call them) in Collectors' offices, where they could get a proper training in one branch after another, the circuit office included. The only risk about such a plan would be the risk of the loss of a few hundred rupees in each case. After such a training for a year or so, the acting appointment as a Sub-Magistrate would be much more likely to be a success.

H. W. B[LISS].
11-7-98.

To His Excellency the Governor.

G.S.F.
12-7-98.

I gladly concur with Hon'ble Members. The suggestion made by the Hon'ble Sir H. Bliss at A in his note of 11th July 1898 seems to me an excellent one. I should be glad if the office would elaborate the suggestion. I suppose that about half a dozen probationary appointments, on, say, Rs. 75 per month, would suffice. These appointments would not be borne on the staff of any particular district. On the Governor in Council appointing a man to the grade, the Revenue Secretary would tell the Board of it, and the Board would post the man to whatever Collector they thought would train him best. After watching his work for the term of probation (say one year), the Board would take steps to see the man provided for, by giving him a vacant Sub-Magistrateship or Deputy Tahsildarship. Such a scheme would not cost much, and I think it might be found to work most usefully.

Muhammad Munir's case may stand over for the present.

A. E. H[AVELOCK].
18-7-98.

Is the Financial Department prepared to provide the money for the scheme, and if so, from what date? When the scheme is brought into operation it will, it may be presumed, be some time before all the probationary appointments are filled.

G.S.F.
19-7-98.

To the Financial Department u.o.

FINANCIAL DEPARTMENT.

To Chief Secretary—

Submitted that in the present uncertainty of famine and plague expenditure, it is not possible for the Financial Department to say when funds can be provided for the scheme dealt with in the Revenue Department note. This scheme has apparently to be elaborated and the papers do not show what it will cost approximately. It is suggested that the Revenue Department might ask the Board whether it can point to any savings in its budget from which to meet the amount required.

C.M.S.
22-7-98.

G. STOKES.
23-7-98.

To the Revenue Department u.o.

REVENUE DEPARTMENT.

To Under Secretary—

As per orders received in person, a draft O.M. to the Board of Revenue is submitted for approval.

P.N.M.
2-8-98.

To Secretary.

N.E.M.
3-8-98.

I will take this to Council on the first opportunity.

G.S.F.
10-8-98.

To the Hon'ble Member—

To H.E. the Governor—

The draft is intended to give effect to the instructions conveyed at the last Council meeting.

G.S.F.
19-9-98.

A.T.A.
20-9-98.

A.E.H.
21-9-98.

* No. 219, dated 22nd September 1898: Issue the O.M. *

G.S.F.
22-9-98.

Board's Proceedings (Land Revenue), Mis. No. 3647, dated 19th December 1898.

To Secretary—

This is the Board's reply to official memorandum No. 219, dated 22nd September 1898, suggesting a scheme for recruiting young men of good birth, natives of the country, in the public service.

The official memorandum seems, I submit, to clearly indicate the object of the Government. That object is to encourage men of good birth to enter the public service. If such men are appointed directly to Deputy Collectorates, the public interests suffer and hardship is inflicted on those in the subordinate grades of Tahsildars, who look forward to promotion to Deputy Collectorates as their just reward. If, on the other hand, these men are to be left to enter the public service as most do as clerks on about Rs. 15 or Rs. 25, they will not do so. Hence the proposed special preliminary clerical training on a fair pay.

The Government has, it is submitted, no intention of forcing these men in as Deputy Collectors ultimately, and so the arguments in paragraphs 2 and 7 of the Board's Proceedings may be set on one side.

The Government however does expect that District Collectors will be able to appoint these men after a sufficient period of special clerical training to be Deputy Tahsildars or Sub-Magistrates. The statements of the Board in paragraphs 5 and 6 are chiefly matters of opinion. It may be said, it is submitted, with equal force that men of good birth will be more readily induced to enter the service at the invitation of His Excellency the Governor in Council than at that of a Collector, and that the period of clerical training will enable a Collector to shroff out any incompetent person.

N.E.M.
7-1-99.

Hon'ble Member and circulate—

The Board misapprehends somewhat the object of Government. The primary intention of Government is not to improve the Deputy Tahsildar and Tahsildar class; but to find for natives of good birth (or possessed of special claims), who aspire to the higher administrative appointments open to them, a training and probationary ground on which Government will be able to test their qualifications and aptitude for higher office before finally selecting them for such office.

The scheme also contemplates the placing of such aspirants on their initial promotion in a lower office than that of Deputy Collector. At present it is often embarrassing to His Excellency in Council to provide for these men with a Deputy Collectorate, even probationary—which in default of any such scheme as that in view is what they usually claim. It may also in the result be unfair to the public, since it is not always easy to refuse to confirm a man after a two years' probation, which has not been wholly satisfactory. Moreover, a Deputy Collector requires ordinarily more thorough official training and testing than such a probation affords, and the want of such training must in time be felt.

With regard then to the Board's objection in paragraphs 4, etc., of their Proceedings, that the present system of nomination by Collectors satisfies all requirements, the answer is that there is no intention of displacing that system generally. What is contemplated is to graft an exception upon the system so as to provide under the immediate orders of Government for those exceptional cases in which certain individuals have a direct claim upon it for higher public employment. It would be the duty of the Board and the Collectors to find posts for such men as Deputy Tahsildars (or Tahsildars?)—as His Excellency may direct—on the termination of their probation.

The criticism which it would be useful for the Board to furnish would be as to the numbers to which the annual nominations should be restricted with reference to the total number of vacancies that annually occur among (Tahsildars and) Deputy Tahsildars. It is not proposed to interfere generally with the existing system which gives a wider selection to Collectors. I assume that the Government would reserve only a fraction of the total vacancies to be supplied under the scheme; and therefore we should have a computation of the average number of vacancies a year.

With regard to paragraph 7 of the Board's Proceedings in which the Board deal with the assumption that Government proposes by the scheme to make these appointments as *leading up to Deputy Collectorates*—no doubt that is the ultimate object: but I assume that no guarantee would be given to that effect, for one great advantage of the scheme would be to filter out men who though perhaps good enough for the lower office are not proved fitted for the higher. By securing a Deputy Tahsildari or Tahsildari so early in their service, nominees would be given under the scheme so tremendous a pull that it would be unnecessary to hold out any more definite promise or guarantee than what their own merit and industry should secure.

G.S.F.
10-1-99.

P.S.—If the proposal to abolish open competition for Deputy Collectorships is accepted and a scheme of competition among nominated candidates is substituted, men selected under the foregoing scheme and appointed to Tahsildaris might be included among the nominated candidates.

G.S.F.

According to the official memorandum the first requirement is to establish six new posts on Rs. 75 a month— $75 \times 12 = 900 \times 6 = 5,400$ a year.

I don't know whether this increase of establishment is within the competence of the Local Government, or whether it is financially practicable at present?

I don't think the Collectors who have to provide for the probationers will relish the scheme, and I should fear, with the Board, that such a block to promotion will occasion much heart-burning and discontent among duly qualified subordinates who are slowly working their way up from the bottom of the ladder.

I don't think the morale of the public service would be improved, as I should expect to find that a lad who began on probation on Rs. 75 would soon be utterly discontent in the post of Deputy Tahsildar on Rs. 100. In such case he will not remain honest.

I can't say that I think the scheme will work for good, but I am content to let the experiment be tried if it be thought advisable.

H. W[INTERBOTHAM].
23-1-99.

To the Hon'ble Mr. Arundel,
To H.E. the Governor.

G.S.F.

Secretary—

Please refer to Financial with regard to the financial question. How can the half dozen posts be provided and paid for?

A. T. A[RUNDEL].
25-1-99.

To the Financial Department u.o.

G.S.F.
26-1-99.

FINANCIAL DEPARTMENT.

To Chief Secretary—

The present proposals involve the creation of six new appointments on Rs. 75 *per mensem*, i.e., at a cost of Rs. 5,400 *per annum*. The papers are referred to the Financial Department in view to its being considered how the cost of the new appointments can be provided and paid for. It is to be noted that schemes already sanctioned are still awaiting better times and although provisions have been made for some new schemes in the budget for the ensuing year, it is doubtful whether the Government of India will retain them. In

view of the cost of the present scheme (Rs. 5,400 *per annum*) there appears to be no objection, however, to its being elaborated and settled in view to its introduction, if possible, during 1899-1900.

As it involves the creation of a new class or grade of officers, the sanction of the Government of India will be necessary under article 283, paragraph 4, clause (5) of the Civil Account Code. It cannot therefore be included in next year's budget, unless India's sanction is obtained before the estimates are finally closed; and if not included in the estimates, its introduction in 1899-1900, even if sanctioned, cannot be effected unless savings are forthcoming during the year.

C.M.S.
4-2-99.

Shortly put, I think the first thing to be done is to get the scheme exactly elaborated and sanctioned by India. It can then be considered whether this or some of the many other schemes which are waiting should be taken up.

G.S.
4-2-99.

To the Revenue Department u.o.

REVENUE DEPARTMENT.

To Secretary—

It is submitted that the view taken in the Financial Department is wrong as regards the need for India's sanction. It is not necessary to regard the scheme as one for the creation of any new class or grade of officers. It is merely proposed to add additional posts on Rs. 75 each, subject to a maximum of six such posts to the existing clerical establishments in Collectors' offices. The matter seems to be one, it is submitted, entirely within the power of the Local Government.

N.E.M.
6-2-99.

I think the Financial Department is right about the need for India's sanction.

Now return to Hon'ble Mr. Arundel.

G.S.F.
6-2-99.

Ask the Accountant-General and make sure.

A. T. A[RUNDEL].
8-2-99.

To Under Secretary—

A draft O.M.* is submitted below. All that the Accountant-General might desire to know in order to arrive at a correct decision has been inserted in it.

P.N.M.
11-2-99.

To Secretary.

N.E.M.
13-2-99.

Issue.

G.S.F.
13-2-99.

From the Accountant-General, O.M. No. 74, dated 16th February 1899.

To Under Secretary—

The Accountant-General's reply is herewith submitted. That officer says (as the Financial Department did) that India's sanction is necessary under article 283, paragraph 4, clause (5) of the Civil Account Code, Vol. I.

P.N.M.
18-2-99.

To Secretary—

Submitted.

The Accountant-General gives no reasons.

To the Hon'ble Mr. Arundel.

N.E.M.
18-2-99.

G.S.F.
18-2-99.

I suppose so.

A. E. H[AVELOCK].
8-3-99.

As the Accountant-General has the right to press for a reference to the Government of India whenever in his view it is required, we must of course make it before the scheme, if approved, can be tried.

A. T. A[RUNDEL].
20-2-99.

My honourable colleague and the Board make out a very strong case against the proposal under consideration, and I am quite ready to abandon it unless His Excellency after perusal of the papers still wishes the experiment to be made. In that case I am ready to assent to it subject to the condition I laid stress on in my first note, namely, that "it should be a *sine qua non* that the applicant should have fully qualified by education and by passing the necessary departmental examinations." No one should be exempted from passing. These restrictions should, I think, be clearly laid out in the order. It is the only way in which the scheme can be saved from failure, for there will otherwise be a flood of candidates who being of inferior education will seek to be exempted from the tests prescribed, and who if admitted would by their inferiority discredit this modified and limited system of nomination.

Application will have to be made to India for sanction to the proposed expenditure and this had better be postponed until our financial position makes refusal unlikely.

A. T. A[RUNDEL].
3-3-99.

To H.E. the Governor.

G.S.F.
6-3-99.

I am in accord with the Hon'ble Mr. Arundel. The scheme should be tried, subject to the condition as to passing examinations, which Mr. Arundel lays stress upon.

I would suggest that we should start with *three* appointments instead of *six*. The men chosen should, I think, be given to understand that they would be appointed—

- (1) as Sub-Magistrates or Tahsildars,
- (2) as clerks, or
- (3) relegated to private life,—

according to their performances and conduct while under training. We should ask India to sanction at once. The cost for three men, namely, Rs. 3,000 *per annum*, is small, and times are distinctly improving.

A. E. H[AVELOCK].
8-3-99.

To Under Secretary—

A draft G.O. and letter are submitted.

All questions connected with the recruitment of the general public service are dealt with in the Home Department of the Government of India.

The proposed scheme deals with the recruitment of officers properly of the Revenue Department and the letter may perhaps be sent to the Revenue and Agricultural Department of the India Secretariat.

Yes.

N.E.M.

P.N.M.
17-3-99.

Secretary—

Finance may be asked to accept the draft as it is doubtful whether the letter should not go from our Financial Department to the Finance and Commerce Department of the Government of India. We are addressing India only because the Accountant-General holds a reference to be necessary under the Financial rule quoted.

N.E.M.
18-3-99.

Hon'ble Member and circulate—

I have re-written the draft to India.

We write to *Home Department* as it may be considered as touching the recruitment of the Provincial Civil Service.

G.S.F.
28-3-99.

H. M. W[INTERBOTHAM].
1-4-99.

A. T. A[RUNDEL].
3-4-99.

A. E. H[AVELOCK].
8-4-99.

Issue.

G.S.F.
18-4-99.

22

Government (1899) of Madras.
REVENUE.

CONFIDENTIAL.

(MISCELLANEOUS.)

Recd.

Regd.

} 1899.
Enclosures
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G.O., Mis. No. 1398 (Confdl. No. 47), 18th April 1899.

APRIL.

Appointment of probationers.

Ordering that the Government of India be addressed on the subject of a scheme for the nomination to higher offices of the public service of educated natives of India of good birth.

14-11-13
DUTY RECORD

CONFIDENTIAL.

GOVERNMENT OF MADRAS.

REVENUE DEPARTMENT.

READ—again the following Official Memorandum No. 219, dated 22nd September 1898:—

The Government has under consideration the introduction of a scheme for encouraging educated young men of good birth, natives of the country, to enter the public service. Direct nominations to Deputy Collectorates are not in all cases either advisable in the public interests or fair to qualified subordinate officers already in the service. His Excellency the Governor in Council considers therefore that opportunities should be given to young men of the class who may aspire to employment in the more responsible posts in the public service of entering it under somewhat different conditions from those who join the ordinary clerical line. It is accordingly suggested that candidates of this class should, in the first instance, be attached to Collectors' offices in order that they may be trained in all branches of revenue and magisterial work, the circuit office included. While under training they might be given a salary of, say, Rs. 75 *per mensem*. Their number would be fixed at a maximum of, say, six. They would not be borne permanently on the staff of any particular district, but be posted by the Board of Revenue to serve under selected Collectors, specially chosen as being in the Board's judgment best suited to superintend the probation. The selection of the probationers under the scheme would rest with His Excellency the Governor in Council whose selection would be notified to the Board of Revenue.

If the probation were satisfactory and the candidate qualified himself by passing the necessary examinations, and was considered fitted for such a post by his general good conduct and character, the Board would then arrange to appoint him to a vacant sub-magistracy or deputy tahsildari.

2. The Board of Revenue is requested to report on the scheme, the general lines of which are indicated above.

(Signed) G. S. FORBES,
Secretary to Government.

To the Board of Revenue (Land Revenue).

READ—the following Proceedings of the Board of Revenue (Land Revenue), Mis. No. 3647 (Confdl. No. 135), dated 19th December 1898.

Read—Official Memorandum from the Secretary to Government, Revenue Department, No. 219, dated 22nd September 1898.

Resolution—Mis. No. 3647 (Confdl. No. 135), dated 19th December 1898.

In replying to the reference read above the Board must premise that the scheme propounded by Government has not been set out in sufficient detail to enable it to pronounce a decided opinion.

2. It is in the first place not clear whether the main object of the proposal is to improve the *personnel* of the Provincial Service or merely to recruit Deputy Tahsildars and Tahsildars of a superior stamp. From the fact, however, that the number of appointments suggested is tentatively placed at six, the Board presumes that it is the latter class of public servants which the Government desires to improve; for an examination of the Civil Lists for the last five years shows that the average annual number of vacancies among Deputy Collectors, due to deaths, retirements and dismissal, is but slightly over six; the Government reference clearly contemplates a continuance of the practice of promoting qualified subordinate officers to the post of Deputy Collector, while the rules approved in G.O., No. 325, Public, dated 11th May 1894, provide for the direct selection of Probationary Deputy Collectors at open competitive examinations. The number of vacancies annually available is thus required to satisfy the legitimate claims of deserving officers already in the public service, and to provide appointments for the exceptionally well educated young men who compete for the Provincial Service.

3. If the intention of Government has been correctly apprehended, the Board must next discuss the question whether the existing system of recruiting Deputy Tahsildars and Tahsildars calls for reform, and if so, whether the scheme propounded by Government constitutes the most suitable method of reform and is at the same time calculated to afford "encouragement to educated young men of good birth desirous of entering the public service."

4. With regard to the first point, the Board has before it no evidence that reform is needed. The existing orders vest the nomination of Tahsildars and Deputy Tahsildars in the hands of Collectors, subject however to the general approval of the Board. The Collector is the individual who is most keenly interested in seeing that his district is well officered; and in those rare cases where this consideration is not of itself sufficient to secure that the best men available are appointed to these responsible posts, the requirements of the public service and Special Test notifications effectually prevent the selection of uneducated men, and the general control exercised by the Board of Revenue affords an additional safeguard against the appointment of incompetent or undesirable persons. Theoretically, the rules appear admirably qualified to meet the needs of the case, and the Board has no information which tends to show that their practical working has brought any serious defects to light. There is nothing in them to prevent a District Collector from nominating an educated young man of good birth to a sub-magistracy, and the Board believes that most Collectors are fully alive to the necessity of reserving a certain proportion of the more highly paid posts in their gift for the purpose of attracting men of exceptional ability, educational attainments, or social position who would be unwilling to enter the public service unless their initial appointments carried high emoluments.

5. So far as the Board's experience goes, the number of men of *exceptionally* good birth who would be disposed to enter the public service, if given direct appointments, is small, and the great majority of them could not be considered at all qualified for employment as Deputy Collectors, while nearly all would be too proud to start their public career in any less dignified position.

6. Natives of less high descent have already ample opportunities to enter the public service if educationally qualified, and require no additional inducement or encouragement to take up this career in life. As to their fitness, the Collector to whom they apply for employment has better information, or better means of obtaining information, than will normally be at the disposal of His Excellency the Governor in Council, except through the channel of the Collector himself; and, as the responsible administrator of the district, he has a closer interest in selecting the best men available. In the circumstances, and until the need for reform is clearly proved, the Board would

much prefer to leave the selection of Deputy Tahsildars and Tahsildars in the hands of the District Collector, and would deprecate the idea of vesting in His Excellency the Governor in Council the nomination to even a small proportion of such posts. Such a measure would diminish a Collector's sense of responsibility and might seriously hamper his administration, while the Government office would no doubt be overwhelmed with applications from candidates, of whom the great mass would be utterly unfit and so conscious of their unfitness that they would never dream of applying to an officer with the local experience and knowledge of a Collector.

7. If, on the other hand, the Board has misapprehended the intention of Government and it is proposed to make probationary appointments to lead up to Deputy Collectorships after a short period of trial, such a measure will absorb nearly all the available vacancies in the Provincial Service and prove a source of heart-burning and discontent throughout the deserving class of Tahsildars from whose ranks have come many Deputy Collectors who could not be equalled—much less surpassed—in efficiency by nominees under the new system now proposed. The record of the Statutory Civil Service shows that direct nominations to posts of responsibility are dangerous experiments, and any extension of the system should be undertaken with extreme caution and only where the circumstances compel such a step. Such circumstances do not, in the Board's opinion, exist in the present case; but should His Excellency the Governor in Council hold a different view, and be persuaded that political considerations necessitate that His Excellency in Council should himself make direct appointments of natives of good birth and education, the Board would consider such appointments far less open to objection if coupled with the condition that each nominee should undergo as sound and wide a training and testing as possible prior to his confirmation as a Deputy Collector. Some such training is already undergone by the probationers selected at competitive examinations and no one will gainsay the advantages to be derived from it.

(True Extract.)

(Signed) LIONEL DAVIDSON,
Ag. Secretary.

To the Secretary to Government, Revenue Department.

READ—again the following Official Memorandum No. 43 (Confdl. No. 20), dated 13th February 1899:—

The Government has now under its consideration a scheme according to which selected young men would be allowed to enter the higher grades of the public service under somewhat different conditions from those who join the ordinary clerical line. It is proposed that such men should in the first instance be attached to Collectors' offices with the object of being trained in "Revenue" and "Magisterial" work, being allowed while under training a salary of Rs. 75 *per mensem*, and that their number (*i.e.*, of those under training at one and the same time) should be fixed at a maximum of, say, six.

The Accountant-General is requested to be good enough to report whether there would be any account objection to the scheme being introduced if the Government approved of it. It will be seen that the scheme involves the creation of a temporary additional appointment on Rs. 75 in each of six Collectors' offices.

(By order.)

(Signed) N. E. MARJORIBANKS,
Ag. Under Secretary to Government.

To the Accountant-General.

READ—the following Official Memorandum from the Accountant-General, No. 74, dated 16th February 1899:—

The scheme described in Official Memorandum No. 43 (Confdl. No. 20), dated 13th February 1899, from the Revenue Department, would require the previous sanction of the Government of India under article 283, paragraph 4, clause (5).

FORT ST. GEORGE,
16th February 1899.

(Signed) T. HESKETH BIGGS,
Accountant-General.

To the Secretary to Government, Revenue Department.

ORDER—Mis. No. 1398 (Confdl. No. 47), Revenue, 18th April 1899.

The following letter will be despatched to the Government of India.

(True Extract.)

(Signed) G. S. FORBES,
Secretary to Government.

Exd. C. M. Thambuswamy.

10 C. pies.

1899.

HOME DEPARTMENT.

CONFIDENTIAL.

From

The Government of Fort St. George.

Recd.

Regd.

} 1899.

Enclosures

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Letter, No. 1399 (Confdl. No. 48), 18th April 1899.

APRIL.

ADDRESSING the Government of India on the subject of a scheme for the nomination to higher offices of the public service of educated natives of India of good birth.

CONFIDENTIAL.

REVENUE DEPARTMENT.

From

THE HON'BLE MR. G. S. FORBES, I.C.S.,
Secretary to the Government of Madras,
Revenue Department,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
HOME DEPARTMENT.

Dated Ootacamund, 18th April 1899.

SIR,

I am directed to address you on the subject of a scheme for the nomination to the higher offices of the public service of educated young men, natives of the country, possessed of special claims on the ground of birth or otherwise.

2. Under the existing practice the only mode reserved to His Excellency the Governor in Council of satisfying aspirants of this class has been by direct nomination to the Provincial Service in the grade of Deputy Collector and Magistrate. There are, however, many obvious objections to nominating an untried young man direct to so highly responsible a post. The nomination is no doubt on probation, usually for two years; but this probation does not always prove a satisfactory or efficient test, while if the probation is terminated, the disappointment is keenly felt by the nominee. The appointments made in this way have accordingly been few. At the same time His Excellency in Council is anxious to open up for persons of the class in view an access to higher office other than the usual clerical avenue.

3. The proposal of His Excellency in Council is that aspirants of the class indicated should in the first instance be attached to Collectors' offices as "probationers" in order that they may receive a thorough training in revenue and magisterial duties. They would not be borne permanently on the staff of any particular district, but be posted where they would be most likely to acquire a knowledge of these duties under selected Collectors designated by Government. They would receive while under training a salary of Rs. 75 *per mensem*. For the present the Government would limit the number of such probationers to three.

If the probation is satisfactory and the candidate qualifies himself by passing the prescribed examinations, and is also considered fitted for such an office by his conduct and character, he would then, it is proposed, be appointed ordinarily to the post of Sub-Magistrate or Deputy Tahsildar. From this rank it will be for the candidate to advance himself in the ordinary way by merit and industry. The Government will not acknowledge any claim to secure for him further special promotion to the Provincial Service than what he can achieve by his own abilities and character.

4. The cost of the scheme will, it is calculated, be Rs. 2,700 *per annum*. No special provision on this account has been made in the budget of 1899-1900, but no difficulty is anticipated in meeting the cost from the general provision for charges of District Administration under 3-A. Land Revenue.

5. I am to commend the scheme to the favourable consideration of the Government of India.

I have the honour to be,

Sir,

Your most obedient servant,

(Signed) G. S. FORBES,
Secretary to Government.

Exd. C. M. Thembuswamy.

10 Copies.

CONFIDENTIAL.

REVENUE DEPARTMENT.

DEMI-OFFICIALS AND NOTES CONNECTED WITH G.O., MIS. Nos. 1398, 1399 (CONFDL. Nos. 47, 48), REVENUE, DATED 18TH APRIL 1899.

[SUBJECT.—*Nomination to higher offices of the public service of educated natives of India of good birth.*]

LOCAL AND MUNICIPAL DEPARTMENT.

Demi-official from H. A. SIM, Esq., Private Secretary to His Excellency the Governor, to H. TREMENHEERE, Esq., Secretary, Local and Municipal Department, dated Ootacamund, 16th May 1898.

“Muhammad Munir, who, I think, is in your office, has for some time been an applicant for a Deputy Collectorate. He came to see His Excellency to-day and said that as he found it difficult to get a Deputy Collectorate direct from his present post, he wished to be transferred to some up-country appointment in which he could learn revenue and magisterial work, and so fit himself for a Deputy Collectorate eventually.

“The man is a B.A. and a member of the Carnatic family and, according to Romilly, has done very good work as Secretary to the Anjuman. His Excellency, therefore, would like to do what he can for him, and wishes me to mention his request to you and to ask you to say if some up-country appointment such as he wishes for can be obtained for him.”

Will the Revenue Secretary kindly note what the prospect of this may be?

H. TREMENHEERE.
25-5-98.

REVENUE DEPARTMENT.

To Under Secretary—

It is understood that Muhammad Munir, B.A., who is a clerk on Rs. 50 in the Local and Municipal Secretariat, has passed the Criminal (Higher), the Précis (Higher), and the Translation test and knows Tamil, though he has not passed any examination in it. He has yet to pass the Revenue (Higher), and the Account test (Higher), to qualify himself for appointment as Deputy Collector. It would appear that he wishes to be transferred to some mofussil appointment in which he could learn revenue and magisterial work to fit himself for a Deputy Collectorate eventually. If his request is to be complied with he will have to be appointed as a Tahsildar, Deputy Tahsildar or Stationary Sub-Magistrate. Collectors are now competent to fill up the appointments of Tahsildar, Deputy Tahsildar and Sub-Magistrate in their districts, a reference being made to the Board in the case of persons who are not fully qualified—*vide* paragraph 2 (3) of G.O., No. 282, Revenue, dated 18th May 1898. Muhammad Munir is not qualified for these appointments as he has not passed the Revenue and Account tests. If it is thought that some concession should be shown to him, a demi-official may be sent to the Secretary to the Board of Revenue (Land Revenue) suggesting that he may be appointed at least as a Stationary Sub-Magistrate as a special case.

C.R.
8-6-98.

Secretary—

He gets a pay of Rs. 50 only. There seems to be no reason why the people should be subjected to his experiments as a Sub-Magistrate. A clerkship in a Divisional office or an appointment as Revenue Inspector would be the best training for him. The Board might be able to recommend him for some such appointment.

N. E. MARJORIBANKS.
11-6-98.

Does he agree to this?

G. S. FORBES.
14-6-98.

To Muhammad Munir Sahib—

Will you please say whether you will be willing to take a clerkship in a Divisional office or a Revenue Inspector's place in the mofussil?

C.R.
16-6-98.

Reply of Muhammad Munir Sahib, dated 20th June 1898.

"With reference to the above note the undersigned most respectfully begs to submit the following for the kind perusal of Government, as he considers that a short history of his case will now help a great deal in securing him the appointment which he desires.

"From the genealogical table printed on the first page of the accompanying book it will be seen that the undersigned is lineally descended from His late Highness Nawab Muhammad Ali Khan Walajah of the Carnatic, and that he is one degree nearer to this Nawab than the present Prince of Arcot, Sir Muhammad Munawar Khan Bahadur, K.C.I.E. By marriage he is related to Ghulam Muhammad Hasan Ali Khan Bahadur, late a member of the Legislative Council, and to the Hon'ble Ghulam Muhammad Sahib Bahadur, the present member, who is his own brother-in-law.

"Ever since 1801, when the Government of the Carnatic passed into the hands of the East India Company, the Government has been graciously pleased to support the Carnatic family by awarding large pensions to its members, who enjoy them up to the present time, and with a view to enable them to get into public service the Government has also been pleased to exempt, from time to time, several of its members from the examination rules and has appointed some of them (*e.g.*, the late Abdul Ghani Khan Bahadur) to posts of honour and responsibility.

"It is most respectfully submitted that the undersigned is the first and the only graduate of the Carnatic family, he having taken his B.A. degree in the year 1889. He has also passed the Criminal (Higher), the Précis-writing and the Translation (Higher) tests, and has completed his course for the B.L. degree examination.

"As soon as he took his degree in 1889, he represented his case to Colonel T. O. Underwood, the then Political officer in charge of the Carnatic family, and requested him to lay his case before Government. But this officer thought it undesirable to move Government in the matter so soon and advised him to join the Secretariat where the undersigned would attract the notice of Government and at the same time gain office experience. With these objects in view the undersigned joined the Local and Municipal Secretariat where he still continues.

"As he found that the Government was pleased to appoint as Statutory Civilians and Deputy Collectors several members of respectable native families, he again requested the Carnatic Political officer (Colonel H. S. Stewart) to represent his case to Government. This officer was accordingly pleased to address Government on this subject in his letter No. 65, dated 17th February 1897, a perusal of which is most

respectfully requested. On this letter the Government in its Order No. 1997, Revenue, dated 13th April 1897, was pleased to endorse as follows:—

"The petitioner* will be informed that her son's application for the post of Deputy Collector has been registered and will be considered later on."

* The mother of the undersigned.

"In the interview which His Excellency the Governor was pleased to accord him on the 16th May last he again represented his case to His Excellency and requested His Excellency to order his transfer to some mofussil station, where he could learn revenue and magisterial work.

"In these circumstances he most respectfully requests that the Government will be kindly pleased either to give him the place of a Tahsildar, where he can gain revenue and magisterial experience, or to appoint him as a probationer for Deputy Collector's post, without any remuneration, for such period as the Government may deem fit.

"In conclusion, the undersigned most respectfully submits that as the pay of the appointments which are now offered him is less than what he gets in the Secretariat, and in view of the special circumstances of his case, he very much regrets that he cannot make up his mind to accept them."

To Under Secretary—

Please see Muhammad Munir's reply above.

C.R.
20-6-98.

Demi-official from H. A. SIM, Esq., Private Secretary to His Excellency the Governor, to the Hon'ble Mr. G. S. FORBES, Revenue Secretary, dated Ootacamund, 25th June 1898.

"As you know, His Excellency receives a good many applications from men of birth and education, who wish to be made Deputy Collectors straight off. Considering how few vacancies there are in the Deputy Collectors' list, and considering also the claims of Sarishtadars and Tahsildars to rise to that grade, His Excellency thinks that, although an occasional vacancy might be given to some men of exceptional birth, the majority will have to be told to begin lower down. Would it be possible to work out a scheme for putting such men in as Sub-Magistrates, or Deputy Tahsildars, or Tahsildars? I am referring, of course, not to the ordinary B.A. who is willing to begin as a clerk, but to men of some birth, who have some claim to begin higher up and to get, so to speak, a commission at once without having to pass through the ranks. Presumably, the actual appointment would have to be arranged through the Board; and perhaps it would be sufficient for His Excellency, in cases in which he wanted to put a man into one of these posts, to send his name down to the Board and leave it to them to find a suitable vacancy.

Here, for instance, is an application † of this sort from Muhammad Munir whom, I think, you already know. He seems to be a deserving Muhammadan, and His

Excellency, as such, would like to help him. From your knowledge of him, do you think it would do to send him out as a Tahsildar, or as a Deputy Tahsildar, or as a Stationary Sub-Magistrate?"

Secretary—

The man must, I would submit, have some proper training before he is put into a position of independent authority and responsibility. As Probationary Deputy Collector he could, of course, do no harm; but, so many Deputy Collectorships have of late been given to outsiders that it would, I submit, be unfair to those who have worked well in the subordinate ranks if another man is put over their heads.

Since writing the above, the demi-official, dated 25th June 1898, has come in from the Private Secretary to His Excellency the Governor. The Private Secretary to His Excellency the Governor suggests that some scheme should be devised for putting

in deserving young men of good birth as Sub-Magistrates or Tahsildars or Deputy Tahsildars without requiring them to pass through the mill of clerk's work. The Private Secretary to His Excellency the Governor suggests that, perhaps, it would be sufficient for His Excellency in cases in which he wanted to put a man into one of these posts, to send his name down to the Board and leave it to them to find a suitable vacancy.

It is submitted that, as pointed out above, the appointment of Tahsildars, Deputy Tahsildars and Sub-Magistrates is now in the hands of Collectors. It would therefore be necessary to send the deserving applicant's name to the Collector of some suitable district. Muhammad Munir's name might be sent to the Collector of Kurnool (Muhammadan district) for consideration on the occurrence of a vacancy among the Sub-Magistrates of that district. He would perhaps do less harm at first as a Sub-Magistrate than as a Tahsildar or Deputy Tahsildar.

N.E.M.
30-6-98.

To the Honourable Member—

The Under Secretary has pointed out the difficulty about making any direct appointments through the Board to Tahsildars or Deputy Tahsildars. As suggested the applicant's name may be sent down to the Collectors of Kurnool, Bellary, North Arcot, Cuddapah and Chingleput, with the recommendation that he may be posted to an early vacancy as Deputy Tahsildar or Sub-Magistrate. I would not put him higher at first.

His Excellency desires to provide only for special cases.

G.S.F.
2-7-98.

I cannot see why the applicant should be exempted from passing Revenue and Account tests. As a graduate he should not be incapable of qualifying. Government want men who can pass the tests and not those who cannot.

A. T. A. [RUNDEL].
5-7-98.

To the Honourable Member—

The file is respectfully re-submitted. The question does not concern at present the qualifications of Munir, but the general scheme proposed in the Private Secretary's demi-official as the main subject, and secondarily Munir's appointment.

Then how could he "be posted to an early vacancy" as suggested in the Secretary's note above?

It is not proposed to exempt Munir from passing the necessary examinations.

A.T.A.

They did not. The case of the present applicant thrusts the general question aside.

A.T.A.

I fear the notes did not make sufficiently clear the real points at issue on the file.

G.S.F.
7-7-98.

As regards the general question, viz., the supersession of the Collector's right of nomination or appointment in special cases to the post of Deputy Tahsildar or Sub-Magistrate. I think it should be a *sine qua non* that the applicant should have fully qualified by education and by passing the necessary departmental examinations. It is not good for the general administration of the country, and it is hard on individual Collectors responsible for their districts, that men who have not passed all the qualifying examinations, but have been exempted from passing, and are therefore presumably inferior in education or mental calibre, should be appointed to responsible duties for which qualified men are available.

Yes.

H. W. [INTERBOTHAM].
13-1-99.

But if this preliminary condition be satisfied it would undoubtedly be an advantage to the general administration if young men of good family could be selected to take part in it.

I see no objection to sending the name of such a suitable qualified applicant to the Board with the request that he may be tried in an *acting* appointment on the occurrence of a suitable vacancy in any Collectorate the Board may choose.

The name of His Excellency's nominee might be sent to the Revenue Secretary, who, after ascertaining that the applicant had properly qualified, might inform the Member in charge of Revenue and take orders to communicate demi-officially with the Board.

If the applicant was not in Government service or had no experience in a mofussil office such as appeared necessary, he might be required to serve for six months as a magisterial clerk in some vacancy to be found by the Board, satisfactory service in that capacity being required as a preliminary.

Such cases should be altogether exceptional as ordinarily speaking experience as Revenue Inspector, Taluk Head Accountant, etc., is invaluable to the Deputy Tahsildar. If, however, the educational and other qualifications are insisted on, the cases will, in the nature of things, continue to be exceptional.

I concur.

H.W.
13-1-99.

I would not allow the post of Tahsildar to be filled in this way; it is too responsible a post and the risk would be too great.

I should like the Hon'ble Sir H. Bliss to see this note.

A.T.A.
8-7-98.

To the Hon'ble Sir H. Bliss—

G.S.F.
9-7-98.

I agree generally with the above. I would, however, suggest that, if it be held worth while, as certainly it is, to make a special effort to get young men of good birth into training for higher appointments without requiring them to pass through the mill of all the lower grades, the best thing to do would be to spend a little money and to provide for the employment of such men as probationers (or whatever it may be thought fit to call them) in Collectors' offices, where they could get a proper training in one branch after another, the circuit office included. The only risk about such a plan would be the risk of the loss of a few hundred rupees in each case. After such a training for a year or so, the acting appointment as a Sub-Magistrate would be much more likely to be a success.

H. W. B. [LISS].
11-7-98.

To His Excellency the Governor.

G.S.F.
12-7-98.

I gladly concur with Hon'ble Members. The suggestion made by the Hon'ble Sir H. Bliss at A in his note of 11th July 1898 seems to me an excellent one. I should be glad if the office would elaborate the suggestion. I suppose that about half a dozen probationary appointments, on, say, Rs. 75 per month, would suffice. These appointments would not be borne on the staff of any particular district. On the Governor in Council appointing a man to the grade, the Revenue Secretary would tell the Board of it, and the Board would post the man to whatever Collector they thought would train him best. After watching his work for the term of probation (say one year), the Board would take steps to see the man provided for, by giving him a vacant Sub-Magistrateship or Deputy Tahsildarship. Such a scheme would not cost much, and I think it might be found to work most usefully.

Muhammad Munir's case may stand over for the present.

A. E. H. [AVELOCK].
18-7-98.

Is the Financial Department prepared to provide the money for the scheme, and if so, from what date? When the scheme is brought into operation it will, it may be presumed, be some time before all the probationary appointments are filled.

G.S.F.
19-7-98.

To the Financial Department u.o.

FINANCIAL DEPARTMENT.

To Chief Secretary—

Submitted that in the present uncertainty of famine and plague expenditure, it is not possible for the Financial Department to say when funds can be provided for the scheme dealt with in the Revenue Department note. This scheme has apparently to be elaborated and the papers do not show what it will cost approximately. It is suggested that the Revenue Department might ask the Board whether it can point to any savings in its budget from which to meet the amount required.

C.M.S.
22-7-98.

To the Revenue Department u.o.

G. STOKES.
23-7-98.

REVENUE DEPARTMENT.

To Under Secretary—

As per orders received in person, a draft O.M. to the Board of Revenue is submitted for approval.

P.N.M.
2-8-98.

To Secretary.

I will take this to Council on the first opportunity.

N.E.M.
3-8-98.

To the Hon'ble Member—

To H.E. the Governor—

The draft is intended to give effect to the instructions conveyed at the last Council meeting.

G.S.F.
10-8-98.

G.S.F.
19-9-98.

A.T.A.
20-9-98.

A.E.H.
21-9-98.

G.S.F.
22-9-98.

Issue the O.M. *

* No. 219, dated 22nd September 1898.

Board's Proceedings (Land Revenue), Mis. No. 3647, dated 19th December 1898.

To Secretary—

This is the Board's reply to official memorandum No. 219, dated 22nd September 1898, suggesting a scheme for recruiting young men of good birth, natives of the country, in the public service.

The official memorandum seems, I submit, to clearly indicate the object of the Government. That object is to encourage men of good birth to enter the public service. If such men are appointed directly to Deputy Collectorates, the public interests suffer and hardship is inflicted on those in the subordinate grades of Tahsildars, who look forward to promotion to Deputy Collectorates as their just reward. If, on the other hand, these men are to be left to enter the public service as most do as clerks on about Rs. 15 or Rs. 25, they will not do so. Hence the proposed special preliminary clerical training on a fair pay.

The Government has, it is submitted, no intention of forcing these men in as Deputy Collectors ultimately, and so the arguments in paragraphs 2 and 7 of the Board's Proceedings may be set on one side.

The Government however does expect that District Collectors will be able to appoint these men after a sufficient period of special clerical training to be Deputy Tahsildars or Sub-Magistrates. The statements of the Board in paragraphs 5 and 6 are chiefly matters of opinion. It may be said, it is submitted, with equal force that men of good birth will be more readily induced to enter the service at the invitation of His Excellency the Governor in Council than at that of a Collector, and that the period of clerical training will enable a Collector to shroff out any incompetent person.

N.E.M.
7-1-99.

Hon'ble Member and circulate—

The Board misapprehends somewhat the object of Government. The *primary* intention of Government is not to improve the Deputy Tahsildar and Tahsildar class; but to find for natives of good birth (or possessed of special claims), who aspire to the higher administrative appointments open to them, a training and probationary ground on which Government will be able to test their qualifications and aptitude for higher office before finally selecting them for such office.

The scheme also contemplates the placing of such aspirants on their initial promotion in a lower office than that of Deputy Collector. At present it is often embarrassing to His Excellency in Council to provide for these men with a Deputy Collectorate, even probationary—which in default of any such scheme as that in view is what they usually claim. It may also in the result be unfair to the public, since it is not always easy to refuse to confirm a man after a two years' probation, which has not been wholly satisfactory. Moreover, a Deputy Collector requires ordinarily more thorough official training and testing than such a probation affords, and the want of such training must in time be felt.

With regard then to the Board's objection in paragraphs 4, etc., of their Proceedings, that the present system of nomination by Collectors satisfies all requirements, the answer is that there is no intention of displacing that system generally. What is contemplated is to graft an exception upon the system so as to provide under the immediate orders of Government for those exceptional cases in which certain individuals have a direct claim upon it for higher public employment. It would be the duty of the Board and the Collectors to find posts for such men as Deputy Tahsildars (or Tahsildars?)—as His Excellency may direct—on the termination of their probation.

The criticism which it would be useful for the Board to furnish would be as to the numbers to which the annual nominations should be restricted with reference to the total number of vacancies that annually occur among (Tahsildars and) Deputy Tahsildars. It is not proposed to interfere *generally* with the existing system which gives a wider selection to Collectors. I assume that the Government would reserve only a *fraction* of the total vacancies to be supplied under the scheme; and therefore we should have a computation of the average number of vacancies a year.

With regard to paragraph 7 of the Board's Proceedings in which the Board deal with the assumption that Government proposes by the scheme to make these appointments as *leading up to Deputy Collectorates*—no doubt that is the ultimate object: but I assume that no guarantee would be given to that effect, for one great advantage of the scheme would be to filter out men who though perhaps good enough for the lower office are not proved fitted for the higher. By securing a Deputy Tahsildari or Tahsildari so early in their service, nominees would be given under the scheme so tremendous a pull that it would be unnecessary to hold out any more definite promise or guarantee than what their own merit and industry should secure.

G.S.F.
10-1-99.

P.S.—If the proposal to abolish open competition for Deputy Collectorships is accepted and a scheme of competition among nominated candidates is substituted, men selected under the foregoing scheme and appointed to Tahsildaris might be included among the nominated candidates.

G.S.F.

According to the official memorandum the first requirement is to establish six new posts on Rs. 75 a month— $75 \times 12 = 900 \times 6 = 5,400$ a year.

I don't know whether this increase of establishment is within the competence of the Local Government, or whether it is financially practicable at present?

I don't think the Collectors who have to provide for the probationers will relish the scheme, and I should fear, with the Board, that such a block to promotion will occasion much heart-burning and discontent among duly qualified subordinates who are slowly working their way up from the bottom of the ladder.

I don't think the morale of the public service would be improved, as I should expect to find that a lad who began on probation on Rs. 75 would soon be utterly discontent in the post of Deputy Tahsildar on Rs. 100. In such case he will not remain honest.

I can't say that I think the scheme will work for good, but I am content to let the experiment be tried if it be thought advisable.

H. W[INTERBOTHAM].
23-1-99.

To the Hon'ble Mr. Arundel.
To H.E. the Governor.

G.S.F.

Secretary—

Please refer to Financial with regard to the financial question. How can the half dozen posts be provided and paid for?

A. T. A[RUNDEL].
25-1-99.

To the Financial Department u.o.

G.S.F.
26-1-99.

FINANCIAL DEPARTMENT.

To Chief Secretary—

The present proposals involve the creation of six new appointments on Rs. 75 *per mensem*, i.e., at a cost of Rs. 5,400 *per annum*. The papers are referred to the Financial Department in view to its being considered how the cost of the new appointments can be provided and paid for. It is to be noted that schemes already sanctioned are still awaiting better times and although provisions have been made for some new schemes in the budget for the ensuing year, it is doubtful whether the Government of India will retain them. In

Vide G.O., No. 123, Financial, dated 19th January 1899.

view of the cost of the present scheme (Rs. 5,400 *per annum*) there appears to be no objection, however, to its being elaborated and settled in view to its introduction, if possible, during 1899-1900.

As it involves the creation of a new class or grade of officers, the sanction of the Government of India will be necessary under article 283, paragraph 4, clause (5) of the Civil Account Code. It cannot therefore be included in next year's budget, unless India's sanction is obtained before the estimates are finally closed; and if not included in the estimates, its introduction in 1899-1900, even if sanctioned, cannot be effected unless savings are forthcoming during the year.

C.M.S.
4-2-99.

Shortly put, I think the first thing to be done is to get the scheme exactly elaborated and sanctioned by India. It can then be considered whether this or some of the many other schemes which are waiting should be taken up.

G.S.
4-2-99.

To the Revenue Department u.o.

REVENUE DEPARTMENT.

To Secretary—

It is submitted that the view taken in the Financial Department is wrong as regards the need for India's sanction. It is not necessary to regard the scheme as one for the creation of any new class or grade of officers. It is merely proposed to add additional posts on Rs. 75 each, subject to a maximum of six such posts to the existing clerical establishments in Collectors' offices. The matter seems to be one, it is submitted, entirely within the power of the Local Government.

N.E.M.
6-2-99.

I think the Financial Department is right about the need for India's sanction.

Now return to Hon'ble Mr. Arundel.

G.S.F.
6-2-99.

Ask the Accountant-General and make sure.

A. T. A[RUNDEL].
8-2-99.

To Under Secretary—

A draft O.M.* is submitted below. All that the Accountant-General might desire to know in order to arrive at a correct decision has been inserted in it.

P.N.M.
11-2-99.

To Secretary.

N.E.M.
13-2-99.

Issue.

G.S.F.
13-2-99.

From the Accountant-General, O.M. No. 74, dated 16th February 1899.

To Under Secretary—

The Accountant-General's reply is herewith submitted. That officer says (as the Financial Department did) that India's sanction is necessary under article 283, paragraph 4, clause (5) of the Civil Account Code, Vol. I.

P.N.M.
18-2-99.

To Secretary—

Submitted.

The Accountant-General gives no reasons.

To the Hon'ble Mr. Arundel.

N.E.M.
18-2-99.

G.S.F.
18-2-99.

I suppose so.

A. E. H[AVELOCK].
8-3-99.

As the Accountant-General has the right to press for a reference to the Government of India whenever in his view it is required, we must of course make it before the scheme, if approved, can be tried.

A. T. A[RUNDEL].
20-2-99.

My honourable colleague and the Board make out a very strong case against the proposal under consideration, and I am quite ready to abandon it unless His Excellency after perusal of the papers still wishes the experiment to be made. In that case I am ready to assent to it subject to the condition I laid stress on in my first note, namely, that "it should be a *sine qua non* that the applicant should have fully qualified by education and by passing the necessary departmental examinations." No one should be exempted from passing. These restrictions should, I think, be clearly laid out in the order. It is the only way in which the scheme can be saved from failure, for there will otherwise be a flood of candidates who being of inferior education will seek to be exempted from the tests prescribed, and who if admitted would by their inferiority discredit this modified and limited system of nomination.

Application will have to be made to India for sanction to the proposed expenditure and this had better be postponed until our financial position makes refusal unlikely.

A. T. A[RUNDEL].
3-3-99.

To H.E. the Governor.

G.S.F.
6-3-99.

I am in accord with the Hon'ble Mr. Arundel. The scheme should be tried, subject to the condition as to passing examinations, which Mr. Arundel lays stress upon.

I would suggest that we should start with *three* appointments instead of *six*. The men chosen should, I think, be given to understand that they would be appointed—

- (1) as Sub-Magistrates or Tahsildars,
- (2) as clerks, or
- (3) relegated to private life,—

according to their performances and conduct while under training. We should ask India to sanction at once. The cost for three men, namely, Rs. 3,000 *per annum*, is small, and times are distinctly improving.

A. E. H[AVELOCK].
8-3-99.

To Under Secretary—

A draft G.O. and letter are submitted.

All questions connected with the recruitment of the general public service are dealt with in the Home Department of the Government of India.

The proposed scheme deals with the recruitment of officers properly of the Revenue Department and the letter may perhaps be sent to the Revenue and Agricultural Department of the India Secretariat.

Yes.

N.E.M.

P.N.M.
17-3-99.

Secretary—

Financial may be asked to accept the draft as it is doubtful whether the letter should not go from our Financial Department to the Finance and Commerce Department of the Government of India. We are addressing India only because the Accountant-General holds a reference to be necessary under the Financial rule quoted.

N.E.M.
18-3-99.

Hon'ble Member and circulate—

I have re-written the draft to India.

We write to *Home Department* as it may be considered as touching the recruitment of the Provincial Civil Service.

G.S.F.
28-3-99.

H. M. W[INTERBOTHAM].
1-4-99.

A. T. A[RUNDEL].
3-4-99.

A. E. H[AVELOCK].
8-4-99.

Issue.

G.S.F.
18-4-99.

16-12-13 ✓
9-2-14 ✓
9-12-14 ✓
16-3-16 ✓
27-10-16 ✓
25-10-17

Government {1899} of Madras.
REVENUE.

CONFIDENTIAL.

(MISCELLANEOUS.)

Recd.

Regd.

} 1899.
Enclosures
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G.O., Mis. No. 1398 (Confdl. No. 47), 18th April 1899.

APRIL.

Appointment of probationers.

Ordering that the Government of India be addressed on the subject of a scheme for the nomination to higher offices of the public service of educated natives of India of good birth.

CONFIDENTIAL.

GOVERNMENT OF MADRAS.

REVENUE DEPARTMENT.

READ—again the following Official Memorandum No. 219, dated 22nd September 1898:—

The Government has under consideration the introduction of a scheme for encouraging educated young men of good birth, natives of the country, to enter the public service. Direct nominations to Deputy Collectorates are not in all cases either advisable in the public interests or fair to qualified subordinate officers already in the service. His Excellency the Governor in Council considers therefore that opportunities should be given to young men of the class who may aspire to employment in the more responsible posts in the public service of entering it under somewhat different conditions from those who join the ordinary clerical line. It is accordingly suggested that candidates of this class should, in the first instance, be attached to Collectors' offices in order that they may be trained in all branches of revenue and magisterial work, the circuit office included. While under training they might be given a salary of, say, Rs. 75 *per mensem*. Their number would be fixed at a maximum of, say, six. They would not be borne permanently on the staff of any particular district, but be posted by the Board of Revenue to serve under selected Collectors, specially chosen as being in the Board's judgment best suited to superintend the probation. The selection of the probationers under the scheme would rest with His Excellency the Governor in Council whose selection would be notified to the Board of Revenue.

If the probation were satisfactory and the candidate qualified himself by passing the necessary examinations, and was considered fitted for such a post by his general good conduct and character, the Board would then arrange to appoint him to a vacant sub-magistracy or deputy tahsildari.

2. The Board of Revenue is requested to report on the scheme, the general lines of which are indicated above.

(Signed) G. S. FORBES,
Secretary to Government.

To the Board of Revenue (Land Revenue).

READ—the following Proceedings of the Board of Revenue (Land Revenue), Mis. No. 3647 (Confdl. No. 135), dated 19th December 1898.

Read—Official Memorandum from the Secretary to Government, Revenue Department, No. 219, dated 22nd September 1898.

Resolution—Mis. No. 3647 (Confdl. No. 135), dated 19th December 1898.

In replying to the reference read above the Board must premise that the scheme propounded by Government has not been set out in sufficient detail to enable it to pronounce a decided opinion.

2. It is in the first place not clear whether the main object of the proposal is to improve the *personnel* of the Provincial Service or merely to recruit Deputy Tahsildars and Tahsildars of a superior stamp. From the fact, however, that the number of appointments suggested is tentatively placed at six, the Board presumes that it is the latter class of public servants which the Government desires to improve; for an examination of the Civil Lists for the last five years shows that the average annual number of vacancies among Deputy Collectors, due to deaths, retirements and dismissal, is but slightly over six; the Government reference clearly contemplates a continuance of the practice of promoting qualified subordinate officers to the post of Deputy Collector, while the rules approved in G.O., No. 325, Public, dated 11th May 1894, provide for the direct selection of Probationary Deputy Collectors at open competitive examinations. The number of vacancies annually available is thus required to satisfy the legitimate claims of deserving officers already in the public service, and to provide appointments for the exceptionally well educated young men who compete for the Provincial Service.

3. If the intention of Government has been correctly apprehended, the Board must next discuss the question whether the existing system of recruiting Deputy Tahsildars and Tahsildars calls for reform, and if so, whether the scheme propounded by Government constitutes the most suitable method of reform and is at the same time calculated to afford "encouragement to educated young men of good birth desirous of entering the public service."

4. With regard to the first point, the Board has before it no evidence that reform is needed. The existing orders vest the nomination of Tahsildars and Deputy Tahsildars in the hands of Collectors, subject however to the general approval of the Board. The Collector is the individual who is most keenly interested in seeing that his district is well officered; and in those rare cases where this consideration is not of itself sufficient to secure that the best men available are appointed to these responsible posts, the requirements of the public service and Special Test notifications effectually prevent the selection of uneducated men, and the general control exercised by the Board of Revenue affords an additional safeguard against the appointment of incompetent or undesirable persons. Theoretically, the rules appear admirably qualified to meet the needs of the case, and the Board has no information which tends to show that their practical working has brought any serious defects to light. There is nothing in them to prevent a District Collector from nominating an educated young man of good birth to a sub-magistracy, and the Board believes that most Collectors are fully alive to the necessity of reserving a certain proportion of the more highly paid posts in their gift for the purpose of attracting men of exceptional ability, educational attainments, or social position who would be unwilling to enter the public service unless their initial appointments carried high emoluments.

5. So far as the Board's experience goes, the number of men of *exceptionally* good birth who would be disposed to enter the public service, if given direct appointments, is small, and the great majority of them could not be considered at all qualified for employment as Deputy Collectors, while nearly all would be too proud to start their public career in any less dignified position.

6. Natives of less high descent have already ample opportunities to enter the public service if educationally qualified, and require no additional inducement or encouragement to take up this career in life. As to their fitness, the Collector to whom they apply for employment has better information, or better means of obtaining information, than will normally be at the disposal of His Excellency the Governor in Council, except through the channel of the Collector himself; and, as the responsible administrator of the district, he has a closer interest in selecting the best men available. In the circumstances, and until the need for reform is clearly proved, the Board would

much prefer to leave the selection of Deputy Tahsildars and Tahsildars in the hands of the District Collector, and would deprecate the idea of vesting in His Excellency the Governor in Council the nomination to even a small proportion of such posts. Such a measure would diminish a Collector's sense of responsibility and might seriously hamper his administration, while the Government office would no doubt be overwhelmed with applications from candidates, of whom the great mass would be utterly unfit and so conscious of their unfitness that they would never dream of applying to an officer with the local experience and knowledge of a Collector.

7. If, on the other hand, the Board has misapprehended the intention of Government and it is proposed to make probationary appointments to lead up to Deputy Collectorships after a short period of trial, such a measure will absorb nearly all the available vacancies in the Provincial Service and prove a source of heart-burning and discontent throughout the deserving class of Tahsildars from whose ranks have come many Deputy Collectors who could not be equalled—much less surpassed—in efficiency by nominees under the new system now proposed. The record of the Statutory Civil Service shows that direct nominations to posts of responsibility are dangerous experiments, and any extension of the system should be undertaken with extreme caution and only where the circumstances compel such a step. Such circumstances do not, in the Board's opinion, exist in the present case; but should His Excellency the Governor in Council hold a different view, and be persuaded that political considerations necessitate that His Excellency in Council should himself make direct appointments of natives of good birth and education, the Board would consider such appointments far less open to objection if coupled with the condition that each nominee should undergo as sound and wide a training and testing as possible prior to his confirmation as a Deputy Collector. Some such training is already undergone by the probationers selected at competitive examinations and no one will gainsay the advantages to be derived from it.

(True Extract.)

(Signed) LIONEL DAVIDSON,
Ag. Secretary.

To the Secretary to Government, Revenue Department.

READ—again the following Official Memorandum No. 43 (Confdl. No. 20), dated 13th February 1899:—

The Government has now under its consideration a scheme according to which selected young men would be allowed to enter the higher grades of the public service under somewhat different conditions from those who join the ordinary clerical line. It is proposed that such men should in the first instance be attached to Collectors' offices with the object of being trained in "Revenue" and "Magisterial" work, being allowed while under training a salary of Rs. 75 *per mensem*, and that their number (*i.e.*, of those under training at one and the same time) should be fixed at a maximum of, say, six.

The Accountant-General is requested to be good enough to report whether there would be any account objection to the scheme being introduced if the Government approved of it. It will be seen that the scheme involves the creation of a temporary additional appointment on Rs. 75 in each of six Collectors' offices.

(By order.)

(Signed) N. E. MARJORIBANKS,
Ag. Under Secretary to Government.

To the Accountant-General.

READ—the following Official Memorandum from the Accountant-General, No. 74, dated 16th February 1899:—

The scheme described in Official Memorandum No. 43 (Confdl. No. 20), dated 13th February 1899, from the Revenue Department, would require the previous sanction of the Government of India under article 283, paragraph 4, clause (5).

FORT ST. GEORGE,
16th February 1899.

(Signed) T. HESKETH BIGGS,
Accountant-General.

To the Secretary to Government, Revenue Department.

ORDER—Mis. No. 1398 (Confdl. No. 47), Revenue, 18th April 1899.

The following letter will be despatched to the Government of India.

(True Extract.)

(Signed) G. S. FORBES,
Secretary to Government.

Krd. C. M. Thambuswamy.

10 Copies.

1899.

HOME DEPARTMENT.

CONFIDENTIAL.

From

The Government of Fort St. George.

Recd.

Enclosures

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1899.

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Letter, No. 1399 (Confdl. No. 48), 18th April 1899.

APRIL.

ADDRESSING the Government of India on the subject of a scheme for the nomination to higher offices of the public service of educated natives of India of good birth.

CONFIDENTIAL.

REVENUE DEPARTMENT.

From

THE HON'BLE MR. G. S. FORBES, I.C.S.,
Secretary to the Government of Madras,
Revenue Department,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
HOME DEPARTMENT.

Dated Ootacamund, 18th April 1899.

SIR,

I am directed to address you on the subject of a scheme for the nomination to the higher offices of the public service of educated young men, natives of the country, possessed of special claims on the ground of birth or otherwise.

2. Under the existing practice the only mode reserved to His Excellency the Governor in Council of satisfying aspirants of this class has been by direct nomination to the Provincial Service in the grade of Deputy Collector and Magistrate. There are, however, many obvious objections to nominating an untried young man direct to so highly responsible a post. The nomination is no doubt on probation, usually for two years; but this probation does not always prove a satisfactory or efficient test, while if the probation is terminated, the disappointment is keenly felt by the nominee. The appointments made in this way have accordingly been few. At the same time His Excellency in Council is anxious to open up for persons of the class in view an access to higher office other than the usual clerical avenue.

3. The proposal of His Excellency in Council is that aspirants of the class indicated should in the first instance be attached to Collectors' offices as "probationers" in order that they may receive a thorough training in revenue and magisterial duties. They would not be borne permanently on the staff of any particular district, but be posted where they would be most likely to acquire a knowledge of these duties under selected Collectors designated by Government. They would receive while under training a salary of Rs. 75 *per mensem*. For the present the Government would limit the number of such probationers to three.

If the probation is satisfactory and the candidate qualifies himself by passing the prescribed examinations, and is also considered fitted for such an office by his conduct and character, he would then, it is proposed, be appointed ordinarily to the post of Sub-Magistrate or Deputy Tahsildar. From this rank it will be for the candidate to advance himself in the ordinary way by merit and industry. The Government will not acknowledge any claim to secure for him further special promotion to the Provincial Service than what he can achieve by his own abilities and character.

4. The cost of the scheme will, it is calculated, be Rs. 2,700 *per annum*. No special provision on this account has been made in the budget of 1899-1900, but no difficulty is anticipated in meeting the cost from the general provision for charges of District Administration under 3-A. Land Revenue.

5. I am to commend the scheme to the favourable consideration of the Government of India.

I have the honour to be,

Sir,

Your most obedient servant,

(Signed) G. S. FORBES,
Secretary to Government.

Exd. C. M. Thambayawany.

10 Copies.

CONFIDENTIAL.

REVENUE DEPARTMENT.

DEMI-OFFICIALS AND NOTES CONNECTED WITH G.O., MIS. Nos. 1398, 1399 (CONFDL. Nos. 47, 48), REVENUE, DATED 18TH APRIL 1899.

[SUBJECT.—*Nomination to higher offices of the public service of educated natives of India of good birth.*]

LOCAL AND MUNICIPAL DEPARTMENT.

Demi-official from H. A. SIM, Esq., Private Secretary to His Excellency the Governor, to H. TREMENHEERE, Esq., Secretary, Local and Municipal Department, dated Ootacamund, 16th May 1898.

“Muhammad Munir, who, I think, is in your office, has for some time been an applicant for a Deputy Collectorate. He came to see His Excellency to-day and said that as he found it difficult to get a Deputy Collectorate direct from his present post, he wished to be transferred to some up-country appointment in which he could learn revenue and magisterial work, and so fit himself for a Deputy Collectorate eventually.

“The man is a B.A. and a member of the Carnatic family and, according to Romilly, has done very good work as Secretary to the Anjuman. His Excellency, therefore, would like to do what he can for him, and wishes me to mention his request to you and to ask you to say if some up-country appointment such as he wishes for can be obtained for him.”

Will the Revenue Secretary kindly note what the prospect of this may be?

H. TREMENHEERE.
25-5-98.

REVENUE DEPARTMENT.

To Under Secretary—

It is understood that Muhammad Munir, B.A., who is a clerk on Rs. 50 in the Local and Municipal Secretariat, has passed the Criminal (Higher), the Précis (Higher), and the Translation test and knows Tamil, though he has not passed any examination in it. He has yet to pass the Revenue (Higher), and the Account test (Higher), to qualify himself for appointment as Deputy Collector. It would appear that he wishes to be transferred to some mofussil appointment in which he could learn revenue and magisterial work to fit himself for a Deputy Collectorate eventually. If his request is to be complied with he will have to be appointed as a Tahsildar, Deputy Tahsildar or Stationary Sub-Magistrate. Collectors are now competent to fill up the appointments of Tahsildar, Deputy Tahsildar and Sub-Magistrate in their districts, a reference being made to the Board in the case of persons who are not fully qualified—*vide* paragraph 2 (3) of G.O., No. 282, Revenue, dated 18th May 1898. Muhammad Munir is not qualified for these appointments as he has not passed the Revenue and Account tests. If it is thought that some concession should be shown to him, a demi-official may be sent to the Secretary to the Board of Revenue (Land Revenue) suggesting that he may be appointed at least as a Stationary Sub-Magistrate as a special case.

C.R.
8-6-98.

Secretary—

He gets a pay of Rs. 50 only. There seems to be no reason why the people should be subjected to his experiments as a Sub-Magistrate. A clerkship in a Divisional office or an appointment as Revenue Inspector would be the best training for him. The Board might be able to recommend him for some such appointment.

N. E. MARJORIBANKS.
11-6-98.

Does he agree to this?

G. S. FORBES.
14-6-98.

To Muhammad Munir Sahib—

Will you please say whether you will be willing to take a clerkship in a Divisional office or a Revenue Inspector's place in the mofussil?

C.R.
16-6-98.

Reply of Muhammad Munir Sahib, dated 20th June 1898.

"With reference to the above note the undersigned most respectfully begs to submit the following for the kind perusal of Government, as he considers that a short history of his case will now help a great deal in securing him the appointment which he desires.

"From the genealogical table printed on the first page of the accompanying book it will be seen that the undersigned is lineally descended from His late Highness Nawab Muhammad Ali Khan Walajah of the Carnatic, and that he is one degree nearer to this Nawab than the present Prince of Arcot, Sir Muhammad Munawar Khan Bahadur, K.C.I.E. By marriage he is related to Ghulam Muhammad Hasan Ali Khan Bahadur, late a member of the Legislative Council, and to the Hon'ble Ghulam Muhammad Sahib Bahadur, the present member, who is his own brother-in-law.

"Ever since 1801, when the Government of the Carnatic passed into the hands of the East India Company, the Government has been graciously pleased to support the Carnatic family by awarding large pensions to its members, who enjoy them up to the present time, and with a view to enable them to get into public service the Government has also been pleased to exempt, from time to time, several of its members from the examination rules and has appointed some of them (*e.g.*, the late Abdul Ghani Khan Bahadur) to posts of honour and responsibility.

"It is most respectfully submitted that the undersigned is the first and the only graduate of the Carnatic family, he having taken his B.A. degree in the year 1889. He has also passed the Criminal (Higher), the Précis-writing and the Translation (Higher) tests, and has completed his course for the B.L. degree examination.

"As soon as he took his degree in 1889, he represented his case to Colonel T. O. Underwood, the then Political officer in charge of the Carnatic family, and requested him to lay his case before Government. But this officer thought it undesirable to move Government in the matter so soon and advised him to join the Secretariat where the undersigned would attract the notice of Government and at the same time gain office experience. With these objects in view the undersigned joined the Local and Municipal Secretariat where he still continues.

"As he found that the Government was pleased to appoint as Statutory Civilians and Deputy Collectors several members of respectable native families, he again requested the Carnatic Political officer (Colonel H. S. Stewart) to represent his case to Government. This officer was accordingly pleased to address Government on this subject in his letter No. 65, dated 17th February 1897, a perusal of which is most

respectfully requested. On this letter the Government in its Order No. 1997, Revenue, dated 13th April 1897, was pleased to endorse as follows:—

"The petitioner * will be informed that her son's application for the post of Deputy Collector has been registered and will be considered later on."

* The mother of the undersigned.

"In the interview which His Excellency the Governor was pleased to accord him on the 16th May last he again represented his case to His Excellency and requested His Excellency to order his transfer to some mofussil station, where he could learn revenue and magisterial work.

"In these circumstances he most respectfully requests that the Government will be kindly pleased either to give him the place of a Tahsildar, where he can gain revenue and magisterial experience, or to appoint him as a probationer for Deputy Collector's post, without any remuneration, for such period as the Government may deem fit.

"In conclusion, the undersigned most respectfully submits that as the pay of the appointments which are now offered him is less than what he gets in the Secretariat, and in view of the special circumstances of his case, he very much regrets that he cannot make up his mind to accept them."

To Under Secretary—

Please see Muhammad Munir's reply above.

C.R.
20-6-98.

Demi-official from H. A. SIM, Esq., Private Secretary to His Excellency the Governor, to the Hon'ble Mr. G. S. FORBES, Revenue Secretary, dated Ootacamund, 25th June 1898.

"As you know, His Excellency receives a good many applications from men of birth and education, who wish to be made Deputy Collectors straight off. Considering how few vacancies there are in the Deputy Collectors' list, and considering also the claims of Sarishtadars and Tahsildars to rise to that grade, His Excellency thinks that, although an occasional vacancy might be given to some men of exceptional birth, the majority will have to be told to begin lower down. Would it be possible to work out a scheme for putting such men in as Sub-Magistrates, or Deputy Tahsildars, or Tahsildars? I am referring, of course, not to the ordinary B.A. who is willing to begin as a clerk, but to men of some birth, who have some claim to begin higher up and to get, so to speak, a commission at once without having to pass through the ranks. Presumably, the actual appointment would have to be arranged through the Board; and perhaps it would be sufficient for His Excellency, in cases in which he wanted to put a man into one of these posts, to send his name down to the Board and leave it to them to find a suitable vacancy.

Here, for instance, is an application † of this sort from Muhammad Munir whom, I think, you already know. He seems to

† Not printed.

be a deserving Muhammadan, and His Excellency, as such, would like to help him. From your knowledge of him, do you think it would do to send him out as a Tahsildar, or as a Deputy Tahsildar, or as a Stationary Sub-Magistrate?"

Secretary—

The man must, I would submit, have some proper training before he is put into a position of independent authority and responsibility. As Probationary Deputy Collector he could, of course, do no harm; but, so many Deputy Collectorships have of late been given to outsiders that it would, I submit, be unfair to those who have worked well in the subordinate ranks if another man is put over their heads.

Since writing the above, the demi-official, dated 25th June 1898, has come in from the Private Secretary to His Excellency the Governor. The Private Secretary to His Excellency the Governor suggests that some scheme should be devised for putting

in deserving young men of good birth as Sub-Magistrates or Tahsildars or Deputy Tahsildars without requiring them to pass through the mill of clerk's work. The Private Secretary to His Excellency the Governor suggests that, perhaps, it would be sufficient for His Excellency in cases in which he wanted to put a man into one of these posts, to send his name down to the Board and leave it to them to find a suitable vacancy.

It is submitted that, as pointed out above, the appointment of Tahsildars, Deputy Tahsildars and Sub-Magistrates is now in the hands of Collectors. It would therefore be necessary to send the deserving applicant's name to the Collector of some suitable district. Muhammad Munir's name might be sent to the Collector of Kurnool (Muhammadan district) for consideration on the occurrence of a vacancy among the Sub-Magistrates of that district. He would perhaps do less harm at first as a Sub-Magistrate than as a Tahsildar or Deputy Tahsildar.

N.E.M.
30-6-98.

To the Honourable Member—

The Under Secretary has pointed out the difficulty about making any direct appointments through the Board to Tahsildaris or Deputy Tahsildaris. As suggested the applicant's name may be sent down to the Collectors of Kurnool, Bellary, North Arcot, Cuddapah and Chingleput, with the recommendation that he may be posted to an early vacancy as Deputy Tahsildar or Sub-Magistrate. I would not put him higher at first.

His Excellency desires to provide only for special cases.

G.S.F.
2-7-98.

I cannot see why the applicant should be exempted from passing Revenue and Account tests. As a graduate he should not be incapable of qualifying. Government want men who *can* pass the tests and not those who cannot.

A. T. A[RUNDEL].
5-7-98.

To the Honourable Member—

The file is respectfully re-submitted. The question does not concern at present the qualifications of Munir, but the general scheme proposed in the Private Secretary's demi-official as the main subject, and secondarily Munir's appointment.

Then how could he "be posted to an early vacancy" as suggested in the Secretary's note above?

It is not proposed to exempt Munir from passing the necessary examinations.

A.T.A.

They did not. The case of the present applicant thrusts the general question aside.

I fear the notes did not make sufficiently clear the real points at issue on the file.

A.T.A.

G.S.F.
7-7-98.

As regards the general question, viz., the supersession of the Collector's right of nomination or appointment in special cases to the post of Deputy Tahsildar

Yes.

H. W[INTERBOTHAM].
13-1-99.

or Sub-Magistrate I think it should be a *sine qua non* that the applicant should have fully qualified by education and by passing the necessary departmental

examinations. It is not good for the general administration of the country, and it is hard on individual Collectors responsible for their districts, that men who have not passed all the qualifying examinations, but have been exempted from passing, and are therefore presumably inferior in education or mental calibre, should be appointed to responsible duties for which qualified men are available.

But if this preliminary condition be satisfied it would undoubtedly be an advantage to the general administration if young men of good family could be selected to take part in it.

I see no objection to sending the name of such a suitable qualified applicant to the Board with the request that he may be tried in an *acting* appointment on the occurrence of a suitable vacancy in any Collectorate the Board may choose.

The name of His Excellency's nominee might be sent to the Revenue Secretary, who, after ascertaining that the applicant had properly qualified, might inform the Member in charge of Revenue and take orders to communicate demi-officially with the Board.

If the applicant was not in Government service or had no experience in a mofussil office such as appeared necessary, he might be required to serve for six months as a magisterial clerk in some vacancy to be found by the Board, satisfactory service in that capacity being required as a preliminary.

Such cases should be altogether exceptional as ordinarily speaking experience as Revenue Inspector, Taluk Head Accountant, etc., is invaluable to the Deputy Tahsildar. If, however, the educational and other qualifications are insisted on, the cases will, in the nature of things, continue to be exceptional.

I concur.

H.W.
13-1-99.

I would not allow the post of Tahsildar to be filled in this way; it is too responsible a post and the risk would be too great.

I should like the Hon'ble Sir H. Bliss to see this note.

A.T.A.
8-7-98.

To the Hon'ble Sir H. Bliss—

G.S.F.
9-7-98.

I agree generally with the above. I would, however, suggest that, if it be held worth while, as certainly it is, to make a special effort to get young men of good birth into training for higher appointments without requiring them to pass through the mill of all the lower grades, the best thing to do would be to spend a little money and to provide for the employment of such men as probationers (or whatever it may be thought fit to call them) in Collectors' offices, where they could get a proper training in one branch after another, the circuit office included. The only risk about such a plan would be the risk of the loss of a few hundred rupees in each case. After such a training for a year or so, the acting appointment as a Sub-Magistrate would be much more likely to be a success.

H. W. B[LISS].
11-7-98.

To His Excellency the Governor.

G.S.F.
12-7-98.

I gladly concur with Hon'ble Members. The suggestion made by the Hon'ble Sir H. Bliss at A in his note of 11th July 1898 seems to me an excellent one. I should be glad if the office would elaborate the suggestion. I suppose that about half a dozen probationary appointments, on, say, Rs. 75 per month, would suffice. These appointments would not be borne on the staff of any particular district. On the Governor in Council appointing a man to the grade, the Revenue Secretary would tell the Board of it, and the Board would post the man to whatever Collector they thought would train him best. After watching his work for the term of probation (say one year), the Board would take steps to see the man provided for, by giving him a vacant Sub-Magistrateship or Deputy Tahsildarship. Such a scheme would not cost much, and I think it might be found to work most usefully.

Muhammad Munir's case may stand over for the present.

A. E. H[AVELOCK].
18-7-98.

Is the Financial Department prepared to provide the money for the scheme, and if so, from what date? When the scheme is brought into operation it will, it may be presumed, be some time before all the probationary appointments are filled.

To the Financial Department u.o.

G.S.F.
19-7-98.

FINANCIAL DEPARTMENT.

To Chief Secretary—

Submitted that in the present uncertainty of famine and plague expenditure, it is not possible for the Financial Department to say when funds can be provided for the scheme dealt with in the Revenue Department note. This scheme has apparently to be elaborated and the papers do not show what it will cost approximately. It is suggested that the Revenue Department might ask the Board whether it can point to any savings in its budget from which to meet the amount required.

C.M.S.
22-7-98.

To the Revenue Department u.o.

G. STOKES.
23-7-98.

REVENUE DEPARTMENT.

To Under Secretary—

As per orders received in person, a draft O.M. to the Board of Revenue is submitted for approval.

P.N.M.
2-8-98.

To Secretary.

I will take this to Council on the first opportunity.

N.E.M.
3-8-98.

To the Hon'ble Member—

To H.E. the Governor—

The draft is intended to give effect to the instructions conveyed at the last Council meeting.

G.S.F.
10-8-98.

G.S.F.
19-9-98.

A.T.A.
20-9-98.

A.E.H.
21-9-98.

G.S.F.
22-9-98.

Issue the O.M. *

* No. 219, dated 22nd September 1898.

Board's Proceedings (Land Revenue), Mis. No. 3647, dated 19th December 1898.

To Secretary—

This is the Board's reply to official memorandum No. 219, dated 22nd September 1898, suggesting a scheme for recruiting young men of good birth, natives of the country, in the public service.

The official memorandum seems, I submit, to clearly indicate the object of the Government. That object is to encourage men of good birth to enter the public service. If such men are appointed directly to Deputy Collectorates, the public interests suffer and hardship is inflicted on those in the subordinate grades of Tahsildars, who look forward to promotion to Deputy Collectorates as their just reward. If, on the other hand, these men are to be left to enter the public service as most do as clerks on about Rs. 15 or Rs. 25, they will not do so. Hence the proposed special preliminary clerical training on a fair pay.

The Government has, it is submitted, no intention of forcing these men in as Deputy Collectors ultimately, and so the arguments in paragraphs 2 and 7 of the Board's Proceedings may be set on one side.

The Government however does expect that District Collectors will be able to appoint these men after a sufficient period of special clerical training to be Deputy Tahsildars or Sub-Magistrates. The statements of the Board in paragraphs 5 and 6 are chiefly matters of opinion. It may be said, it is submitted, with equal force that men of good birth will be more readily induced to enter the service at the invitation of His Excellency the Governor in Council than at that of a Collector, and that the period of clerical training will enable a Collector to shroff out any incompetent person.

N.E.M.
7-1-99.

Hon'ble Member and circulate—

The Board misapprehends somewhat the object of Government. The primary intention of Government is not to improve the Deputy Tahsildar and Tahsildar class; but to find for natives of good birth (or possessed of special claims), who aspire to the higher administrative appointments open to them, a training and probationary ground on which Government will be able to test their qualifications and aptitude for higher office before finally selecting them for such office.

The scheme also contemplates the placing of such aspirants on their initial promotion in a lower office than that of Deputy Collector. At present it is often embarrassing to His Excellency in Council to provide for these men with a Deputy Collectorate, even probationary—which in default of any such scheme as that in view is what they usually claim. It may also in the result be unfair to the public, since it is not always easy to refuse to confirm a man after a two years' probation, which has not been wholly satisfactory. Moreover, a Deputy Collector requires ordinarily more thorough official training and testing than such a probation affords, and the want of such training must in time be felt.

With regard then to the Board's objection in paragraphs 4, etc., of their Proceedings, that the present system of nomination by Collectors satisfies all requirements, the answer is that there is no intention of displacing that system generally. What is contemplated is to graft an exception upon the system so as to provide under the immediate orders of Government for those exceptional cases in which certain individuals have a direct claim upon it for higher public employment. It would be the duty of the Board and the Collectors to find posts for such men as Deputy Tahsildars (or Tahsildars?)—as His Excellency may direct—on the termination of their probation.

The criticism which it would be useful for the Board to furnish would be as to the numbers to which the annual nominations should be restricted with reference to the total number of vacancies that annually occur among (Tahsildars and) Deputy Tahsildars. It is not proposed to interfere generally with the existing system which gives a wider selection to Collectors. I assume that the Government would reserve only a fraction of the total vacancies to be supplied under the scheme; and therefore we should have a computation of the average number of vacancies a year.

With regard to paragraph 7 of the Board's Proceedings in which the Board deal with the assumption that Government proposes by the scheme to make these appointments as *leading up to Deputy Collectorates*—no doubt that is the ultimate object: but I assume that no guarantee would be given to that effect, for one great advantage of the scheme would be to filter out men who though perhaps good enough for the lower office are not proved fitted for the higher. By securing a Deputy Tahsildari or Tahsildari so early in their service, nominees would be given under the scheme so tremendous a pull that it would be unnecessary to hold out any more definite promise or guarantee than what their own merit and industry should secure.

G.S.F.
10-1-99.

P.S.—If the proposal to abolish open competition for Deputy Collectorships is accepted and a scheme of competition among nominated candidates is substituted, men selected under the foregoing scheme and appointed to Tahsildaris might be included among the nominated candidates.

G.S.F.

According to the official memorandum the first requirement is to establish six new posts on Rs. 75 a month— $75 \times 12 = 900 \times 6 = 5,400$ a year.

I don't know whether this increase of establishment is within the competence of the Local Government, or whether it is financially practicable at present?

I don't think the Collectors who have to provide for the probationers will relish the scheme, and I should fear, with the Board, that such a block to promotion will occasion much heart-burning and discontent among duly qualified subordinates who are slowly working their way up from the bottom of the ladder.

I don't think the morale of the public service would be improved, as I should expect to find that a lad who began on probation on Rs. 75 would soon be utterly discontent in the post of Deputy Tahsildar on Rs. 100. In such case he will not remain honest.

I can't say that I think the scheme will work for good, but I am content to let the experiment be tried if it be thought advisable.

H. W. [INTERBOTHAM].
23-1-99.

To the Hon'ble Mr. Arundel.
To H.E. the Governor.

G.S.F.

Secretary—

Please refer to Financial with regard to the financial question. How can the half dozen posts be provided and paid for?

A. T. A. [RUNDEL].
25-1-99.

To the Financial Department u.o.

G.S.F.
26-1-99.

FINANCIAL DEPARTMENT.

To Chief Secretary—

The present proposals involve the creation of six new appointments on Rs. 75 *per mensem*, i.e., at a cost of Rs. 5,400 *per annum*. The papers are referred to the Financial Department in view to its being considered how the cost of the new appointments can be provided and paid for. It is to be noted that schemes already sanctioned are still awaiting better times and although provisions have been made for some new schemes in the budget for the ensuing year, it is doubtful whether the Government of India will retain them. In

view of the cost of the present scheme (Rs. 5,400 *per annum*) there appears to be no objection, however, to its being elaborated and settled in view to its introduction, if possible, during 1899-1900.

As it involves the creation of a new class or grade of officers, the sanction of the Government of India will be necessary under article 283, paragraph 4, clause (5) of the Civil Account Code. It cannot therefore be included in next year's budget, unless India's sanction is obtained before the estimates are finally closed; and if not included in the estimates, its introduction in 1899-1900, even if sanctioned, cannot be effected unless savings are forthcoming during the year.

C.M.S.
4-2-99.

Shortly put, I think the first thing to be done is to get the scheme exactly elaborated and sanctioned by India. It can then be considered whether this or some of the many other schemes which are waiting should be taken up.

G.S.
4-2-99.

To the Revenue Department u.o.

REVENUE DEPARTMENT.

To Secretary—

It is submitted that the view taken in the Financial Department is wrong as regards the need for India's sanction. It is not necessary to regard the scheme as one for the creation of any new class or grade of officers. It is merely proposed to add additional posts on Rs. 75 each, subject to a maximum of six such posts to the existing clerical establishments in Collectors' offices. The matter seems to be one, it is submitted, entirely within the power of the Local Government.

N.E.M.
6-2-99.

I think the Financial Department is right about the need for India's sanction.

Now return to Hon'ble Mr. Arundel.

G.S.F.
6-2-99.

Ask the Accountant-General and make sure.

A. T. A. [RUNDEL].
8-2-99.

To Under Secretary—

A draft O.M.* is submitted below. All that the Accountant-General might desire to know in order to arrive at a correct

* O.M. No. 43 (Confdl. No. 20), dated 13th February 1899. decision has been inserted in it.

P.N.M.
11-2-99.

To Secretary.

N.E.M.
13-2-99.

Issue.

G.S.F.
13-2-99.

From the Accountant-General, O.M. No. 74, dated 16th February 1899.

To Under Secretary—

The Accountant-General's reply is herewith submitted. That officer says (as the Financial Department did) that India's sanction is necessary under article 283, paragraph 4, clause (5) of the Civil Account Code, Vol. I.

P.N.M.
18-2-99.

To Secretary—

Submitted.

The Accountant-General gives no reasons.

To the Hon'ble Mr. Arundel.

N.E.M.
18-2-99.

G.S.F.
18-2-99.

I suppose so.

A. E. H[AVELOCK].
8-3-99.

As the Accountant-General has the right to press for a reference to the Government of India whenever in his view it is required, we must of course make it before the scheme, if approved, can be tried.

A. T. A[RUNDEL].
20-2-99.

My honourable colleague and the Board make out a very strong case against the proposal under consideration, and I am quite ready to abandon it unless His Excellency after perusal of the papers still wishes the experiment to be made. In that case I am ready to assent to it subject to the condition I laid stress on in my first note, namely, that "it should be a *sine qua non* that the applicant should have fully qualified by education and by passing the necessary departmental examinations." No one should be exempted from passing. These restrictions should, I think, be clearly laid out in the order. It is the only way in which the scheme can be saved from failure, for there will otherwise be a flood of candidates who being of inferior education will seek to be exempted from the tests prescribed, and who if admitted would by their inferiority discredit this modified and limited system of nomination.

Application will have to be made to India for sanction to the proposed expenditure and this had better be postponed until our financial position makes refusal unlikely.

A. T. A[RUNDEL].
3-3-99.

To H.E. the Governor.

G.S.F.
6-3-99.

I am in accord with the Hon'ble Mr. Arundel. The scheme should be tried, subject to the condition as to passing examinations, which Mr. Arundel lays stress upon.

I would suggest that we should start with *three* appointments instead of *six*. The men chosen should, I think, be given to understand that they would be appointed—

(1) as Sub-Magistrates or Tahsildars,

(2) as clerks, or

(3) relegated to private life,—

according to their performances and conduct while under training. We should ask India to sanction at once. The cost for three men, namely, Rs. 3,000 *per annum*, is small, and times are distinctly improving.

A. E. H[AVELOCK].
8-3-99.

To Under Secretary—

A draft G.O. and letter are submitted.

All questions connected with the recruitment of the general public service are dealt with in the Home Department of the Government of India.

The proposed scheme deals with the recruitment of officers properly of the Revenue Department and the letter may perhaps be sent to the Revenue and

Yes.

N.E.M.

Agricultural Department of the India Secretariat.

P.N.M.
17-3-99.

Secretary—

Financial may be asked to accept the draft as it is doubtful whether the letter should not go from our Financial Department to the Finance and Commerce Department of the Government of India. We are addressing India only because the Accountant-General holds a reference to be necessary under the Financial rule quoted.

N.E.M.
18-3-99.

Hon'ble Member and circulate—

I have re-written the draft to India.

We write to *Home Department* as it may be considered as touching the recruitment of the Provincial Civil Service.

G.S.F.
28-3-99.

H. M. W[INTERBOTHAM].
1-4-99.

A. T. A[RUNDEL].
3-4-99.

A. E. H[AVELOCK].
8-4-99.

Issuc.

G.S.F.
18-4-99.

8-11-10 ✓
30-5-11 ✓
12-12-12 ✓
24-7-15 ✓

Government {1899} of Madras.
REVENUE.

CONFIDENTIAL.

(MISCELLANEOUS.)

Recd.

Regd.

} Enclosures
1899.
Spare copies

G.O., Mis. No. 1398 (Confdl. No. 47), 18th April 1899.

APRIL.

Appointment of probationers.

Ordering that the Government of India be addressed on the subject of a scheme for the nomination to higher offices of the public service of educated natives of India, of good birth.

COPIES RECORD

CONFIDENTIAL.

GOVERNMENT OF MADRAS.

REVENUE DEPARTMENT.

READ—again the following Official Memorandum No. 219, dated 22nd September 1898:—

The Government has under consideration the introduction of a scheme for encouraging educated young men of good birth, natives of the country, to enter the public service. Direct nominations to Deputy Collectorates are not in all cases either advisable in the public interests or fair to qualified subordinate officers already in the service. His Excellency the Governor in Council considers therefore that opportunities should be given to young men of the class who may aspire to employment in the more responsible posts in the public service of entering it under somewhat different conditions from those who join the ordinary clerical line. It is accordingly suggested that candidates of this class should, in the first instance, be attached to Collectors' offices in order that they may be trained in all branches of revenue and magisterial work, the circuit office included. While under training they might be given a salary of, say, Rs. 75 *per mensem*. Their number would be fixed at a maximum of, say, six. They would not be borne permanently on the staff of any particular district, but be posted by the Board of Revenue to serve under selected Collectors, specially chosen as being in the Board's judgment best suited to superintend the probation. The selection of the probationers under the scheme would rest with His Excellency the Governor in Council whose selection would be notified to the Board of Revenue.

If the probation were satisfactory and the candidate qualified himself by passing the necessary examinations, and was considered fitted for such a post by his general good conduct and character, the Board would then arrange to appoint him to a vacant sub-magistracy or deputy tahsildari.

2. The Board of Revenue is requested to report on the scheme, the general lines of which are indicated above.

(Signed) G. S. FORBES,
Secretary to Government.

To the Board of Revenue (Land Revenue).

READ—the following Proceedings of the Board of Revenue (Land Revenue), Mis. No. 3647 (Confdl. No. 135), dated 19th December 1898.

Read—Official Memorandum from the Secretary to Government, Revenue Department, No. 219, dated 22nd September 1898.

Resolution—Mis. No. 3647 (Confdl. No. 135), dated 19th December 1898.

In replying to the reference read above the Board must premise that the scheme propounded by Government has not been set out in sufficient detail to enable it to pronounce a decided opinion.

2. It is in the first place not clear whether the main object of the proposal is to improve the *personnel* of the Provincial Service or merely to recruit Deputy Tahsildars and Tahsildars of a superior stamp. From the fact, however, that the number of appointments suggested is tentatively placed at six, the Board presumes that it is the latter class of public servants which the Government desires to improve; for an examination of the Civil Lists for the last five years shows that the average annual number of vacancies among Deputy Collectors, due to deaths, retirements and dismissal, is but slightly over six; the Government reference clearly contemplates a continuance of the practice of promoting qualified subordinate officers to the post of Deputy Collector, while the rules approved in G.O., No. 325, Public, dated 11th May 1894, provide for the direct selection of Probationary Deputy Collectors at open competitive examinations. The number of vacancies annually available is thus required to satisfy the legitimate claims of deserving officers already in the public service, and to provide appointments for the exceptionally well educated young men who compete for the Provincial Service.

3. If the intention of Government has been correctly apprehended, the Board must next discuss the question whether the existing system of recruiting Deputy Tahsildars and Tahsildars calls for reform, and if so, whether the scheme propounded by Government constitutes the most suitable method of reform and is at the same time calculated to afford "encouragement to educated young men of good birth desirous of entering the public service."

4. With regard to the first point, the Board has before it no evidence that reform is needed. The existing orders vest the nomination of Tahsildars and Deputy Tahsildars in the hands of Collectors, subject however to the general approval of the Board. The Collector is the individual who is most keenly interested in seeing that his district is well officered; and in those rare cases where this consideration is not of itself sufficient to secure that the best men available are appointed to these responsible posts, the requirements of the public service and Special Test notifications effectually prevent the selection of uneducated men, and the general control exercised by the Board of Revenue affords an additional safeguard against the appointment of incompetent or undesirable persons. Theoretically, the rules appear admirably qualified to meet the needs of the case, and the Board has no information which tends to show that their practical working has brought any serious defects to light. There is nothing in them to prevent a District Collector from nominating an educated young man of good birth to a sub-magistracy, and the Board believes that most Collectors are fully alive to the necessity of reserving a certain proportion of the more highly paid posts in their gift for the purpose of attracting men of exceptional ability, educational attainments, or social position who would be unwilling to enter the public service unless their initial appointments carried high emoluments.

5. So far as the Board's experience goes, the number of men of *exceptionally* good birth who would be disposed to enter the public service, if given direct appointments, is small, and the great majority of them could not be considered at all qualified for employment as Deputy Collectors, while nearly all would be too proud to start their public career in any less dignified position.

6. Natives of less high descent have already ample opportunities to enter the public service if educationally qualified, and require no additional inducement or encouragement to take up this career in life. As to their fitness, the Collector to whom they apply for employment has better information, or better means of obtaining information, than will normally be at the disposal of His Excellency the Governor in Council, except through the channel of the Collector himself; and, as the responsible administrator of the district, he has a closer interest in selecting the best men available. In the circumstances, and until the need for reform is clearly proved, the Board would

much prefer to leave the selection of Deputy Tahsildars and Tahsildars in the hands of the District Collector, and would deprecate the idea of vesting in His Excellency the Governor in Council the nomination to even a small proportion of such posts. Such a measure would diminish a Collector's sense of responsibility and might seriously hamper his administration, while the Government office would no doubt be overwhelmed with applications from candidates, of whom the great mass would be utterly unfit and so conscious of their unfitness that they would never dream of applying to an officer with the local experience and knowledge of a Collector.

7. If, on the other hand, the Board has misapprehended the intention of Government and it is proposed to make probationary appointments to lead up to Deputy Collectorships after a short period of trial, such a measure will absorb nearly all the available vacancies in the Provincial Service and prove a source of heart-burning and discontent throughout the deserving class of Tahsildars from whose ranks have come many Deputy Collectors who could not be equalled—much less surpassed—in efficiency by nominees under the new system now proposed. The record of the Statutory Civil Service shows that direct nominations to posts of responsibility are dangerous experiments, and any extension of the system should be undertaken with extreme caution and only where the circumstances compel such a step. Such circumstances do not, in the Board's opinion, exist in the present case; but should His Excellency the Governor in Council hold a different view, and be persuaded that political considerations necessitate that His Excellency in Council should himself make direct appointments of natives of good birth and education, the Board would consider such appointments far less open to objection if coupled with the condition that each nominee should undergo as sound and wide a training and testing as possible prior to his confirmation as a Deputy Collector. Some such training is already undergone by the probationers selected at competitive examinations and no one will gainsay the advantages to be derived from it.

(True Extract.)

(Signed) LIONEL DAVIDSON,
Ag. Secretary.

To the Secretary to Government, Revenue Department.

READ—again the following Official Memorandum No. 43 (Confdl. No. 20), dated 13th February 1899:—

The Government has now under its consideration a scheme according to which selected young men would be allowed to enter the higher grades of the public service under somewhat different conditions from those who join the ordinary clerical line. It is proposed that such men should in the first instance be attached to Collectors' offices with the object of being trained in "Revenue" and "Magisterial" work, being allowed while under training a salary of Rs. 75 *per mensem*, and that their number (*i.e.*, of those under training at one and the same time) should be fixed at a maximum of, say, six.

The Accountant-General is requested to be good enough to report whether there would be any account objection to the scheme being introduced if the Government approved of it. It will be seen that the scheme involves the creation of a temporary additional appointment on Rs. 75 in each of six Collectors' offices.

(By order.)

(Signed) N. E. MARJORIBANKS,
Ag. Under Secretary to Government.

To the Accountant-General.

READ—the following Official Memorandum from the Accountant-General, No. 74, dated 16th February 1899:—

The scheme described in Official Memorandum No. 43 (Confdl. No. 20), dated 13th February 1899, from the Revenue Department, would require the previous sanction of the Government of India under article 283, paragraph 4, clause (5).

FORT ST. GEORGE,
16th February 1899.

(Signed) T. HESKETH BIGGS,
Accountant-General.

To the Secretary to Government, Revenue Department.

ORDER—Mis. No. 1398 (Confdl. No. 47), Revenue, 18th April 1899.

The following letter will be despatched to the Government of India.

(True Extract.)

(Signed) G. S. FORBES,
Secretary to Government.

Ed. C. M. Thambuswamy.

10 Copies.

CONFIDENTIAL.

REVENUE DEPARTMENT.

DEMI-OFFICIALS AND NOTES CONNECTED WITH G.O., MIS. Nos. 1398, 1399 (CONFDL. Nos. 47, 48), REVENUE, DATED 18TH APRIL 1899.

[SUBJECT.—*Nomination to higher offices of the public service of educated natives of India of good birth.*]

LOCAL AND MUNICIPAL DEPARTMENT.

Demi-official from H. A. SIM, Esq., Private Secretary to His Excellency the Governor, to H. TREMENHEERE, Esq., Secretary, Local and Municipal Department, dated Ootacamund, 16th May 1898.

"Muhammad Munir, who, I think, is in your office, has for some time been an applicant for a Deputy Collectorate. He came to see His Excellency to-day and said that as he found it difficult to get a Deputy Collectorate direct from his present post, he wished to be transferred to some up-country appointment in which he could learn revenue and magisterial work, and so fit himself for a Deputy Collectorate eventually.

"The man is a B.A. and a member of the Carnatic family and, according to Romilly, has done very good work as Secretary to the Anjuman. His Excellency, therefore, would like to do what he can for him, and wishes me to mention his request to you and to ask you to say if some up-country appointment such as he wishes for can be obtained for him."

Will the Revenue Secretary kindly note what the prospect of this may be?

H. TREMENHEERE.
25-5-98.

REVENUE DEPARTMENT.

To Under Secretary—

It is understood that Muhammad Munir, B.A., who is a clerk on Rs. 50 in the Local and Municipal Secretariat, has passed the Criminal (Higher), the Précis (Higher), and the Translation test and knows Tamil, though he has not passed any examination in it. He has yet to pass the Revenue (Higher), and the Account test (Higher), to qualify himself for appointment as Deputy Collector. It would appear that he wishes to be transferred to some mofussil appointment in which he could learn revenue and magisterial work to fit himself for a Deputy Collectorate eventually. If his request is to be complied with he will have to be appointed as a Tahsildar, Deputy Tahsildar or Stationary Sub-Magistrate. Collectors are now competent to fill up the appointments of Tahsildar, Deputy Tahsildar and Sub-Magistrate in their districts, a reference being made to the Board in the case of persons who are not fully qualified—*vide* paragraph 2 (3) of G.O., No. 282, Revenue, dated 18th May 1898. Muhammad Munir is not qualified for these appointments as he has not passed the Revenue and Account tests. If it is thought that some concession should be shown to him, a demi-official may be sent to the Secretary to the Board of Revenue (Land Revenue) suggesting that he may be appointed at least as a Stationary Sub-Magistrate as a special case.

C.R.
8-6-98.

Secretary—

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He gets a pay of Rs. 50 only. There seems to be no reason why the people should be subjected to his experiments as a Sub-Magistrate. A clerkship in a Divisional office or an appointment as Revenue Inspector would be the best training for him. The Board might be able to recommend him for some such appointment.

N. E. MARJORIBANKS.
11-6-98.

Does he agree to this?

To Muhammad Munir Sahib—

Will you please say whether you will be willing to take a clerkship in a Divisional office or a Revenue Inspector's place in the mofussil?

C.R.
16-6-98.

G. S. FORBES.
14-6-98.

Reply of Muhammad Munir Sahib, dated 20th June 1898.

"With reference to the above note the undersigned most respectfully begs to submit the following for the kind perusal of Government, as he considers that a short history of his case will now help a great deal in securing him the appointment which he desires.

"From the genealogical table printed on the first page of the accompanying book it will be seen that the undersigned is lineally descended from His late Highness Nawab Muhammad Ali Khan Walajah of the Carnatic, and that he is one degree nearer to this Nawab than the present Prince of Arcot, Sir Muhammad Munawar Khan Bahadur, K.C.I.E. By marriage he is related to Ghulam Muhammad Hasan Ali Khan Bahadur, late a member of the Legislative Council, and to the Hon'ble Ghulam Muhammad Sahib Bahadur, the present member, who is his own brother-in-law.

"Ever since 1801, when the Government of the Carnatic passed into the hands of the East India Company, the Government has been graciously pleased to support the Carnatic family by awarding large pensions to its members, who enjoy them up to the present time, and with a view to enable them to get into public service the Government has also been pleased to exempt, from time to time, several of its members from the examination rules and has appointed some of them (*e.g.*, the late Abdul Ghani Khan Bahadur) to posts of honour and responsibility.

"It is most respectfully submitted that the undersigned is the first and the only graduate of the Carnatic family, he having taken his B.A. degree in the year 1889. He has also passed the Criminal (Higher), the Précis-writing and the Translation (Higher) tests, and has completed his course for the B.L. degree examination.

"As soon as he took his degree in 1889, he represented his case to Colonel T. O. Underwood, the then Political officer in charge of the Carnatic family, and requested him to lay his case before Government. But this officer thought it undesirable to move Government in the matter so soon and advised him to join the Secretariat where the undersigned would attract the notice of Government and at the same time gain office experience. With these objects in view the undersigned joined the Local and Municipal Secretariat where he still continues.

"As he found that the Government was pleased to appoint as Statutory Civilians and Deputy Collectors several members of respectable native families, he again requested the Carnatic Political officer (Colonel H. S. Stewart) to represent his case to Government. This officer was accordingly pleased to address Government on this subject in his letter No. 65, dated 17th February 1897, a perusal of which is most

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respectfully requested. On this letter the Government in its Order No. 1997, Revenue, dated 13th April 1897, was pleased to endorse as follows:—

"The petitioner * will be informed that her son's application for the post of Deputy Collector has been registered and will be considered later on."

* The mother of the undersigned.

"In the interview which His Excellency the Governor was pleased to accord him on the 16th May last he again represented his case to His Excellency and requested His Excellency to order his transfer to some mofussil station, where he could learn revenue and magisterial work.

"In these circumstances he most respectfully requests that the Government will be kindly pleased either to give him the place of a Tahsildar, where he can gain revenue and magisterial experience, or to appoint him as a probationer for Deputy Collector's post, without any remuneration, for such period as the Government may deem fit.

"In conclusion, the undersigned most respectfully submits that as the pay of the appointments which are now offered him is less than what he gets in the Secretariat, and in view of the special circumstances of his case, he very much regrets that he cannot make up his mind to accept them."

To Under Secretary—

Please see Muhammad Munir's reply above.

C.R.
20-6-98.

Demi-official from H. A. SIM, Esq., Private Secretary to His Excellency the Governor, to the Hon'ble Mr. G. S. FORBES, Revenue Secretary, dated Ootacamund, 25th June 1898.

"As you know, His Excellency receives a good many applications from men of birth and education, who wish to be made Deputy Collectors straight off. Considering how few vacancies there are in the Deputy Collectors' list, and considering also the claims of Sarishtadars and Tahsildars to rise to that grade, His Excellency thinks that, although an occasional vacancy might be given to some men of exceptional birth, the majority will have to be told to begin lower down. Would it be possible to work out a scheme for putting such men in as Sub-Magistrates, or Deputy Tahsildars, or Tahsildars? I am referring, of course, not to the ordinary B.A. who is willing to begin as a clerk, but to men of some birth, who have some claim to begin higher up and to get, so to speak, a commission at once without having to pass through the ranks. Presumably, the actual appointment would have to be arranged through the Board; and perhaps it would be sufficient for His Excellency, in cases in which he wanted to put a man into one of these posts, to send his name down to the Board and leave it to them to find a suitable vacancy.

Here, for instance, is an application † of this sort from Muhammad Munir whom, I think, you already know. He seems to be a deserving Muhammadan, and His

Excellency, as such, would like to help him. From your knowledge of him, do you think it would do to send him out as a Tahsildar, or as a Deputy Tahsildar, or as a Stationary Sub-Magistrate?"

Secretary—

The man must, I would submit, have some proper training before he is put into a position of independent authority and responsibility. As Probationary Deputy Collector he could, of course, do no harm; but, so many Deputy Collectorships have of late been given to outsiders that it would, I submit, be unfair to those who have worked well in the subordinate ranks if another man is put over their heads.

Since writing the above, the demi-official, dated 25th June 1898, has come in from the Private Secretary to His Excellency the Governor. The Private Secretary to His Excellency the Governor suggests that some scheme should be devised for putting

in deserving young men of good birth as Sub-Magistrates or Tahsildars or Deputy Tahsildars without requiring them to pass through the mill of clerk's work. The Private Secretary to His Excellency the Governor suggests that, perhaps, it would be sufficient for His Excellency in cases in which he wanted to put a man into one of these posts, to send his name down to the Board and leave it to them to find a suitable vacancy.

It is submitted that, as pointed out above, the appointment of Tahsildars, Deputy Tahsildars and Sub-Magistrates is now in the hands of Collectors. It would therefore be necessary to send the deserving applicant's name to the Collector of some suitable district. Muhammad Munir's name might be sent to the Collector of Kurnool (Muhammadan district) for consideration on the occurrence of a vacancy among the Sub-Magistrates of that district. He would perhaps do less harm at first as a Sub-Magistrate than as a Tahsildar or Deputy Tahsildar.

To the Honourable Member—

N.E.M.
30-6-98.

The Under Secretary has pointed out the difficulty about making any direct appointments through the Board to Tahsildars or Deputy Tahsildars. As suggested the applicant's name may be sent down to the Collectors of Kurnool, Bellary, North Arcot, Cuddapah and Chingleput, with the recommendation that he may be posted to an early vacancy as Deputy Tahsildar or Sub-Magistrate. I would not put him higher at first.

His Excellency desires to provide only for special cases.

G.S.F.
2-7-98.

I cannot see why the applicant should be exempted from passing Revenue and Account tests. As a graduate he should not be incapable of qualifying. Government want men who *can* pass the tests and not those who cannot.

A. T. A. [RUNDEL].
5-7-98.

To the Honourable Member—

The file is respectfully re-submitted. The question does not concern at present the qualifications of Munir, but the general scheme proposed in the Private Secretary's demi-official as the main subject, and secondarily Munir's appointment.

Then how could he "be posted to an early vacancy" as suggested in the Secretary's note above?

A.T.A.

It is not proposed to exempt Munir from passing the necessary examinations.

They did not. The case of the present applicant thrusts the general question aside.

A.T.A.

I fear the notes did not make sufficiently clear the real points at issue on the file.

G.S.F.
7-7-98.

As regards the general question, viz., the supersession of the Collector's right of nomination or appointment in special cases to the post of Deputy Tahsildar or Sub-Magistrate I think it should be a *sine qua non* that the applicant should have fully qualified by education and by passing the necessary departmental examinations. It is not good for the general administration of the country, and it is hard on individual Collectors responsible for their districts, that men who have not passed all the qualifying examinations, but have been exempted from passing, and are therefore presumably inferior in education or mental calibre, should be appointed to responsible duties for which qualified men are available.

Yes.
H. W. [INTERBOTHAM].
13-1-99.

But if this preliminary condition be satisfied it would undoubtedly be an advantage to the general administration if young men of good family could be selected to take part in it.

I see no objection to sending the name of such a suitable qualified applicant to the Board with the request that he may be tried in an *acting* appointment on the occurrence of a suitable vacancy in any Collectorate the Board may choose.

The name of His Excellency's nominee might be sent to the Revenue Secretary, who, after ascertaining that the applicant had properly qualified, might inform the Member in charge of Revenue and take orders to communicate demi-officially with the Board.

If the applicant was not in Government service or had no experience in a mofussil office such as appeared necessary, he might be required to serve for six months as a magisterial clerk in some vacancy to be found by the Board, satisfactory service in that capacity being required as a preliminary.

Such cases should be altogether exceptional as ordinarily speaking experience as Revenue Inspector, Taluk Head Accountant, etc., is invaluable to the Deputy Tahsildar. If, however, the educational and other qualifications are insisted on, the cases will, in the nature of things, continue to be exceptional.

I concur.

H.W.
13-1-99.

I would not allow the post of Tahsildar to be filled in this way; it is too responsible a post and the risk would be too great.

I should like the Hon'ble Sir H. Bliss to see this note.

A.T.A.
8-7-98.

To the Hon'ble Sir H. Bliss—

G.S.F.
9-7-98.

I agree generally with the above. I would, however, suggest that, if it be held worth while, as certainly it is, to make a special effort to get young men of good birth into training for higher appointments without requiring them to pass through the mill of all the lower grades, the best thing to do would be to spend a little money and to provide for the employment of such men as probationers (or whatever it may be thought fit to call them) in Collectors' offices, where they could get a proper training in one branch after another, the circuit office included. The only risk about such a plan would be the risk of the loss of a few hundred rupees in each case. After such a training for a year or so, the acting appointment as a Sub-Magistrate would be much more likely to be a success.

H. W. B. [LISS].
11-7-98.

To His Excellency the Governor.

G.S.F.
12-7-98.

I gladly concur with Hon'ble Members. The suggestion made by the Hon'ble Sir H. Bliss at A in his note of 11th July 1898 seems to me an excellent one. I should be glad if the office would elaborate the suggestion. I suppose that about half a dozen probationary appointments, on, say, Rs. 75 per month, would suffice. These appointments would not be borne on the staff of any particular district. On the Governor in Council appointing a man to the grade, the Revenue Secretary would tell the Board of it, and the Board would post the man to whatever Collector they thought would train him best. After watching his work for the term of probation (say one year), the Board would take steps to see the man provided for, by giving him a vacant Sub-Magistrateship or Deputy Tahsildarship. Such a scheme would not cost much, and I think it might be found to work most usefully.

Muhammad Munir's case may stand over for the present.

A. E. H. [AVELOCK].
18-7-98.

Is the Financial Department prepared to provide the money for the scheme, and if so, from what date? When the scheme is brought into operation it will, it may be presumed, be some time before all the probationary appointments are filled.

G.S.F.
19-7-98.

To the Financial Department u.o.

FINANCIAL DEPARTMENT.

To Chief Secretary—

Submitted that in the present uncertainty of famine and plague expenditure, it is not possible for the Financial Department to say when funds can be provided for the scheme dealt with in the Revenue Department note. This scheme has apparently to be elaborated and the papers do not show what it will cost approximately. It is suggested that the Revenue Department might ask the Board whether it can point to any savings in its budget from which to meet the amount required.

C.M.S.
22-7-98.

G. STOKES.
23-7-98.

To the Revenue Department u.o.

REVENUE DEPARTMENT.

To Under Secretary—

As per orders received in person, a draft O.M. to the Board of Revenue is submitted for approval.

P.N.M.
2-8-98.

To Secretary.

N.E.M.
8-8-98.

I will take this to Council on the first opportunity.

G.S.F.
10-8-98.

To the Hon'ble Member—

To H.E. the Governor—

The draft is intended to give effect to the instructions conveyed at the last Council meeting.

G.S.F.
19-9-98.

A.T.A.
20-9-98.

A.E.H.
21-9-98.

* No. 219, dated 22nd September 1898.

Issue the O.M. *

G.S.F.
22-9-98.

Board's Proceedings (Land Revenue), Mis. No. 3647, dated 19th December 1898.

To Secretary—

This is the Board's reply to official memorandum No. 219, dated 22nd September 1898, suggesting a scheme for recruiting young men of good birth, natives of the country, in the public service.

The official memorandum seems, I submit, to clearly indicate the object of the Government. That object is to encourage men of good birth to enter the public service. If such men are appointed directly to Deputy Collectorates, the public interests suffer and hardship is inflicted on those in the subordinate grades of Tahsildars, who look forward to promotion to Deputy Collectorates as their just reward. If, on the other hand, these men are to be left to enter the public service as most do as clerks on about Rs. 15 or Rs. 25, they will not do so. Hence the proposed special preliminary clerical training on a fair pay.

The Government has, it is submitted, no intention of forcing these men in as Deputy Collectors ultimately, and so the arguments in paragraphs 2 and 7 of the Board's Proceedings may be set on one side.

The Government however does expect that District Collectors will be able to appoint these men after a sufficient period of special clerical training to be Deputy Tahsildars or Sub-Magistrates. The statements of the Board in paragraphs 5 and 6 are chiefly matters of opinion. It may be said, it is submitted, with equal force that men of good birth will be more readily induced to enter the service at the invitation of His Excellency the Governor in Council than at that of a Collector, and that the period of clerical training will enable a Collector to shroff out any incompetent person.

N.E.M.
7-1-99.

Hon'ble Member and circulate—

The Board misapprehends somewhat the object of Government. The primary intention of Government is not to improve the Deputy Tahsildar and Tahsildar class; but to find for natives of good birth (or possessed of special claims), who aspire to the higher administrative appointments open to them, a training and probationary ground on which Government will be able to test their qualifications and aptitude for higher office before finally selecting them for such office.

The scheme also contemplates the placing of such aspirants on their initial promotion in a lower office than that of Deputy Collector. At present it is often embarrassing to His Excellency in Council to provide for these men with a Deputy Collectorate, even probationary—which in default of any such scheme as that in view is what they usually claim. It may also in the result be unfair to the public, since it is not always easy to refuse to confirm a man after a two years' probation, which has not been wholly satisfactory. Moreover, a Deputy Collector requires ordinarily more thorough official training and testing than such a probation affords, and the want of such training must in time be felt.

With regard then to the Board's objection in paragraphs 4, etc., of their Proceedings, that the present system of nomination by Collectors satisfies all requirements, the answer is that there is no intention of displacing that system generally. What is contemplated is to graft an exception upon the system so as to provide under the immediate orders of Government for those exceptional cases in which certain individuals have a direct claim upon it for higher public employment. It would be the duty of the Board and the Collectors to find posts for such men as Deputy Tahsildars (or Tahsildars?) — as His Excellency may direct — on the termination of their probation.

The criticism which it would be useful for the Board to furnish would be as to the numbers to which the annual nominations should be restricted with reference to the total number of vacancies that annually occur among (Tahsildars and) Deputy Tahsildars. It is not proposed to interfere generally with the existing system which gives a wider selection to Collectors. I assume that the Government would reserve only a fraction of the total vacancies to be supplied under the scheme; and therefore we should have a computation of the average number of vacancies a year.

With regard to paragraph 7 of the Board's Proceedings in which the Board deal with the assumption that Government proposes by the scheme to make these appointments as *leading up to Deputy Collectorates*—no doubt that is the ultimate object: but I assume that *no* guarantee would be given to that effect, for one great advantage of the scheme would be to filter out men who though perhaps good enough for the lower office are not proved fitted for the higher. By securing a Deputy Tahsildari or Tahsildari so early in their service, nominees would be given under the scheme so tremendous a pull that it would be unnecessary to hold out any more definite promise or guarantee than what their own merit and industry should secure.

G.S.F.
10-1-99.

P.S.—If the proposal to abolish open competition for Deputy Collectorships is accepted and a scheme of competition among nominated candidates is substituted, men selected under the foregoing scheme and appointed to Tahsildaris might be included among the nominated candidates.

G.S.F.

According to the official memorandum the first requirement is to establish six new posts on Rs. 75 a month— $75 \times 12 = 900 \times 6 = 5,400$ a year.

I don't know whether this increase of establishment is within the competence of the Local Government, or whether it is financially practicable at present?

I don't think the Collectors who have to provide for the probationers will relish the scheme, and I should fear, with the Board, that such a block to promotion will occasion much heart-burning and discontent among duly qualified subordinates who are slowly working their way up from the bottom of the ladder.

I don't think the morale of the public service would be improved, as I should expect to find that a lad who began on probation on Rs. 75 would soon be utterly discontent in the post of Deputy Tahsildar on Rs. 100. In such case he will not remain honest.

I can't say that I think the scheme will work for good, but I am content to let the experiment be tried if it be thought advisable.

H. W. [INTERBOTHAM].
23-1-99.

To the Hon'ble Mr. Arundel,
To H.E. the Governor.

G.S.F.

Secretary—

Please refer to Financial with regard to the financial question. How can the half dozen posts be provided and paid for?

A. T. A. [RUNDEL].
25-1-99.

To the Financial Department u.o.

G.S.F.
26-1-99.

FINANCIAL DEPARTMENT.

To Chief Secretary—

The present proposals involve the creation of six new appointments on Rs. 75 *per mensem*, i.e., at a cost of Rs. 5,400 *per annum*. The papers are referred to the Financial Department in view to its being considered how the cost of the new appointments can be provided and paid for. It is to be noted that schemes already sanctioned are still awaiting better times and although provisions have been made for some new schemes in the budget for the ensuing year, it is doubtful whether the Government of India will retain them. In

view of the cost of the present scheme (Rs. 5,400 *per annum*) there appears to be no objection, however, to its being elaborated and settled in view to its introduction, if possible, during 1899-1900.

As it involves the creation of a new class or grade of officers, the sanction of the Government of India will be necessary under article 283, paragraph 4, clause (5) of the Civil Account Code. It cannot therefore be included in next year's budget, unless India's sanction is obtained before the estimates are finally closed; and if not included in the estimates, its introduction in 1899-1900, even if sanctioned, cannot be effected unless savings are forthcoming during the year.

C.M.S.
4-2-99.

Shortly put, I think the first thing to be done is to get the scheme exactly elaborated and sanctioned by India. It can then be considered whether this or some of the many other schemes which are waiting should be taken up.

G.S.
4-2-99.

To the Revenue Department u.o.

REVENUE DEPARTMENT.

To Secretary—

It is submitted that the view taken in the Financial Department is wrong as regards the need for India's sanction. It is not necessary to regard the scheme as one for the creation of any new class or grade of officers. It is merely proposed to add additional posts on Rs. 75 each, subject to a maximum of six such posts to the existing clerical establishments in Collectors' offices. The matter seems to be one, it is submitted, entirely within the power of the Local Government.

N.E.M.
6-2-99.

I think the Financial Department is right about the need for India's sanction.

Now return to Hon'ble Mr. Arundel.

G.S.F.
6-2-99.

Ask the Accountant-General and make sure.

A. T. A. [RUNDEL].
8-2-99.

To Under Secretary—

A draft O.M.* is submitted below. All that the Accountant-General might desire to know in order to arrive at a correct decision has been inserted in it.

* O.M. No. 43 (Confdl. No. 20), dated 13th February 1899.

P.N.M.
11-2-99.

To Secretary.

N.E.M.
13-2-99.

Issue.

G.S.F.
13-2-99.

From the Accountant-General, O.M. No. 74, dated 16th February 1899.

To Under Secretary—

The Accountant-General's reply is herewith submitted. That officer says (as the Financial Department did) that India's sanction is necessary under article 283, paragraph 4, clause (5) of the Civil Account Code, Vol. I.

P.N.M.
18-2-99.

To Secretary—

Submitted.

The Accountant-General gives no reasons.

To the Hon'ble Mr. Arundel.

N.E.M.
18-2-99.

G.S.F.
18-2-99.

I suppose so.

A. E. H[AVELOCK].
8-3-99.

As the Accountant-General has the right to press for a reference to the Government of India whenever in his view it is required, we must of course make it before the scheme, if approved, can be tried.

A. T. A[RUNDEL].
20-2-99.

My honourable colleague and the Board make out a very strong case against the proposal under consideration, and I am quite ready to abandon it unless His Excellency after perusal of the papers still wishes the experiment to be made. In that case I am ready to assent to it subject to the condition I laid stress on in my first note, namely, that "it should be a *sine qua non* that the applicant should have fully qualified by education and by passing the necessary departmental examinations." No one should be exempted from passing. These restrictions should, I think, be clearly laid out in the order. It is the only way in which the scheme can be saved from failure, for there will otherwise be a flood of candidates who being of inferior education will seek to be exempted from the tests prescribed, and who if admitted would by their inferiority discredit this modified and limited system of nomination.

Application will have to be made to India for sanction to the proposed expenditure and this had better be postponed until our financial position makes refusal unlikely.

A. T. A[RUNDEL].
3-3-99.

To H.E. the Governor.

G.S.F.
6-3-99.

I am in accord with the Hon'ble Mr. Arundel. The scheme should be tried, subject to the condition as to passing examinations, which Mr. Arundel lays stress upon.

I would suggest that we should start with *three* appointments instead of *six*. The men chosen should, I think, be given to understand that they would be appointed—

- (1) as Sub-Magistrates or Tahsildars,
- (2) as clerks, or
- (3) relegated to private life,—

according to their performances and conduct while under training. We should ask India to sanction at once. The cost for three men, namely, Rs. 3,000 *per annum*, is small, and times are distinctly improving.

A. E. H[AVELOCK].
8-3-99.

To Under Secretary—

A draft G.O. and letter are submitted.

All questions connected with the recruitment of the general public service are dealt with in the Home Department of the Government of India.

The proposed scheme deals with the recruitment of officers properly of the Revenue Department and the letter may perhaps be sent to the Revenue and

Yes.

N.E.M.

Agricultural Department of the India Secretariat.

P.N.M.
17-3-99.

Secretary—

Financial may be asked to accept the draft as it is doubtful whether the letter should not go from our Financial Department to the Finance and Commerce Department of the Government of India. We are addressing India only because the Accountant-General holds a reference to be necessary under the Financial rule quoted.

N.E.M.
18-3-99.

Hon'ble Member and circulate—

I have re-written the draft to India.

We write to *Home Department* as it may be considered as touching the recruitment of the Provincial Civil Service.

G.S.F.
28-3-99.

H. M. W[INTERBOTHAM].
1-4-99.

A. T. A[RUNDEL].
3-4-99.

A. E. H[AVELOCK].
8-4-99.

Issue.

G.S.F.
18-4-99.

CON

& Munl. (1898) Department.

CURRENT No. *114*



Order

From *The Private Secretary to*
H. E. the Governor.
(Through the Local & Municipal Dept.)

No.

Dated *16-5-1898*

Received *17-5-1898*

Registered

Enclosures

Spare copies.

SUBJECT.

*Requesting whether, for Muhammad Munir As-
sult, 2nd Dept. some up country
appointment, in which he could learn
Revenue and Magisterial work, can
be obtained for him as His Excellency
would like to do what he can.*

*Has passed criminal cases
Arabic & Urdu translation
known as the Serial*

17/5/98

BACK

G.O.	No.	Department.

FURTHER PAPERS.

G.O.	No.	Department.	Date.



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Secretary to the Government of Madras

1897

Note for the kind perusal of His Excellency the Governor

The circumstances of the case are clearly stated in the letter of the Paymaster - Carnatic Stipends no 65 dated 17th February 1897. Vide G.O. 1997 Revenue dated 13th April 1897.

It is respectfully submitted that Mr. Muhammad Munir Sahib B.A. is the first and the only graduate of the Carnatic Family, having taken his B.A. degree in 1889. He has passed several special test examinations, has completed the course for the degree of Bachelor of Laws and has gained official experience, having been in the Local and Municipal Secretariat.

To Under Secretary

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Secretariat since 1889.

As the application on his behalf for the post of Deputy Collector has been registered in the Government order above referred to, with the remark that it will be considered later on, he now requests that until his appointment as Deputy Collector he may be given the post of a Tahsildar in which appointment he can acquire both revenue and Magisterial experience, as was done in the case of Md. Safdar Husain Sahib, the present Revenue officer of the Madras Municipality, or he may be sent up to some Collector for training. For this act of kindness he shall ever pray.

Mr. Munroe

Madras }
11.th June 98 }

CONFIDENTIAL.

To Under Secy.

Proof for approval.

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REVENUE DEPARTMENT.

DEMI-OFFICIALS AND NOTES CONNECTED WITH G.O., MIS. Nos. 1398, 1399 (CONFDL. Nos. 47, 48), REVENUE, DATED 18TH APRIL 1899.

[SUBJECT.—Nomination to higher offices of the public service of educated natives of India of good birth.]

LOCAL AND MUNICIPAL DEPARTMENT.

Demi-official from H. A. SIM, Esq., Private Secretary to His Excellency the Governor, to H. TREMENHEERE, Esq., Secretary, Local and Municipal Department, dated Ootacamund, 16th May 1898.

"Muhammad Munir, who, I think, is in your office, has for some time been an applicant for a Deputy Collectorate. He came to see His Excellency to-day and said that as he found it difficult to get a Deputy Collectorate direct from his present post, he wished to be transferred to some up-country appointment in which he could learn revenue and magisterial work, and so fit himself for a Deputy Collectorate eventually.

"The man is a B.A. and a member of the Carnatic family and, according to Romilly, has done very good work as Secretary to the Anjuman. His Excellency, therefore, would like to do what he can for him, and wishes me to mention his request to you and to ask you to say if some up-country appointment such as he wishes for can be obtained for him."

Will the Revenue Secretary kindly note what the prospect of this may be?

H. TREMENHEERE.
25-5-98.

REVENUE DEPARTMENT.

To Under Secretary—

It is understood that Muhammad Munir, B.A., who is a clerk on Rs. 50 in the Local and Municipal Secretariat, has passed the Criminal (Higher), the Précis (Higher), and the Translation test and knows Tamil, though he has not passed any examination in it. He has yet to pass the Revenue (Higher), and the Account test (Higher), to qualify himself for appointment as Deputy Collector. It would appear that he wishes to be transferred to some mofussil appointment in which he could learn revenue and magisterial work to fit himself for a Deputy Collectorate eventually. If his request is to be complied with he will have to be appointed as a Tahsildar, Deputy Tahsildar or Stationary Sub-Magistrate. Collectors are now competent to fill up the appointments of Tahsildar, Deputy Tahsildar and Sub-Magistrate in their districts, a reference being made to the Board in the case of persons who are not fully qualified—vide paragraph 2 (3) of G.O., No. 282, Revenue, dated 18th May 1898. Muhammad Munir is not qualified for these appointments as he has not passed the Revenue and Account tests. If it is thought that some concession should be shown to him, a demi-official may be sent to the Secretary to the Board of Revenue (Land Revenue) suggesting that he may be appointed at least as a Stationary Sub-Magistrate as a special case.

C.R.
8-6-98.

Secretary—

He gets a pay of Rs. 50 only. There seems to be no reason why the people should be subjected to his experiments as a Sub-Magistrate. A clerkship in Divisional office or an appointment as Revenue Inspector would be the best training for him. The Board might be able to recommend him for some such appointment.

N. E. MARJORIBANKS.
11-6-98.

Does he agree to this?

G. S. FORBES.
14-6-98.

To Muhammad Munir Sahib—

Will you please say whether you will be willing to take a clerkship in a Divisional office or a Revenue Inspector's place in the mofussil?

C.R.
16-6-98.

Reply of Muhammad Munir Sahib, dated 20th June 1898.

"With reference to the above note the undersigned most respectfully begs to submit the following for the kind perusal of Government, as he considers that a short history of his case will now help a great deal in securing him the appointment which he desires.

"From the genealogical table printed on the first page of the accompanying book it will be seen that the undersigned is lineally descended from His late Highness Nawab Muhammad Ali Khan Walajah of the Carnatic, and that he is one degree nearer to this Nawab than the present Prince of Arcot, Sir Muhammad Munawar Khan Bahadur, K.C.I.E. By marriage he is related to Ghulam Muhammad Hasan Ali Khan Bahadur, late a member of the Legislative Council, and to the Hon'ble Ghulam Muhammad Sahib Bahadur, the present member, who is his own brother-in-law.

"Ever since 1801, when the Government of the Carnatic passed into the hands of the East India Company, the Government has been graciously pleased to support the Carnatic family by awarding large pensions to its members, who enjoy them up to the present time, and with a view to enable them to get into public service the Government has also been pleased to exempt, from time to time, several of its members from the examination rules and has appointed some of them (e.g., the late Abdul Ghani Khan Bahadur) to posts of honour and responsibility.

"It is most respectfully submitted that the undersigned is the first and the only graduate of the Carnatic family, he having taken his B.A. degree in the year 1889. He has also passed the Criminal (Higher), the Précis-writing and the Translation (Higher) tests, and has completed his course for the B.L. degree examination.

"As soon as he took his degree in 1889, he represented his case to Colonel T. O. Underwood, the then Political officer in charge of the Carnatic family, and requested him to lay his case before Government. But this officer thought it undesirable to move Government in the matter so soon and advised him to join the Secretariat where the undersigned would attract the notice of Government and at the same time gain office experience. With these objects in view the undersigned joined the Local and Municipal Secretariat where he still continues.

"As he found that the Government was pleased to appoint as Statutory Civilians and Deputy Collectors several members of respectable native families, he again requested the Carnatic Political officer (Colonel H. S. Stewart) to represent his case to Government. This officer was accordingly pleased to address Government on this subject in his letter No. 65, dated 17th February 1897, a perusal of which is most respectfully

requested. On this letter the Government in its Order No. 1997, Revenue, dated 13th April 1897, was pleased to endorse as follows:—

“The petitioner * will be informed that her son's application for the post of Deputy Collector has been registered and will be considered later on.”

* The mother of the undersigned.

“In the interview which His Excellency the Governor was pleased to accord him on the 16th May last he again represented his case to His Excellency and requested His Excellency to order his transfer to some mofussil station, where he could learn revenue and magisterial work.

“In these circumstances he most respectfully requests that the Government will be kindly pleased either to give him the place of a Tahsildar, where he can gain revenue and magisterial experience, or to appoint him as a probationer for Deputy Collector's post, without any remuneration, for such period as the Government may deem fit.

“In conclusion, the undersigned most respectfully submits that as the pay of the appointments which are now offered him is less than what he gets in the Secretariat, and in view of the special circumstances of his case, he very much regrets that he cannot make up his mind to accept them.”

To Under Secretary—

Please see Muhammad Munir's reply above.

C.R.

20-6-98.

Demi-official from H. A. SIM, Esq., Private Secretary to His Excellency the Governor, to the Hon'ble Mr. G. S. FORBES, Revenue Secretary, dated Ootacamund, 25th June 1898.

“As you know, His Excellency receives a good many applications from men of birth and education, who wish to be made Deputy Collectors straight off. Considering how few vacancies there are in the Deputy Collectors' list, and considering also the claims of Sarishtadars and Tahsildars to rise to that grade, His Excellency thinks that, although an occasional vacancy might be given to some men of exceptional birth, the majority will have to be told to begin lower down. Would it be possible to work out a scheme for putting such men in as Sub-Magistrates, or Deputy Tahsildars, or Tahsildars? I am referring, of course, not to the ordinary B.A. who is willing to begin as a clerk, but to men of some birth, who have some claim to begin higher up and to get, so to speak, a commission at once without having to pass through the ranks. Presumably, the actual appointment would have to be arranged through the Board; and perhaps it would be sufficient for His Excellency, in cases in which he wanted to put a man into one of these posts, to send his name down to the Board and leave it to them to find a suitable vacancy.

Here, for instance, is an application * of this sort from Muhammad Munir whom, I think, you already know. He seems to

* Not printed.

be a deserving Muhammadan, and His Excellency, as such, would like to help him. From your knowledge of him, do you think it would do to send him out as a Tahsildar, or as a Deputy Tahsildar, or as a Stationary Sub-Magistrate?”

Secretary—

The man must, I would submit, have some proper training before he is put into a position of independent authority and responsibility. As Probationary Deputy Collector he could, of course, do no harm; but, so many Deputy Collectorships have of late been given to outsiders that it would, I submit, be unfair to those who have worked well in the subordinate ranks if another man is put over their heads.

Since writing the above, the demi-official, dated 25th June 1898, has come in from the Private Secretary to His Excellency the Governor. The Private Secretary to His Excellency the Governor suggests that some scheme should be devised for putting

in deserving young men of good birth as Sub-Magistrates or Tahsildars or Deputy Tahsildars without requiring them to pass through the mill of clerk's work. The Private Secretary to His Excellency the Governor suggests that, perhaps, it would be sufficient for His Excellency in cases in which he wanted to put a man into one of these posts, to send his name down to the Board and leave it to them to find a suitable vacancy.

It is submitted that, as pointed out above, the appointment of Tahsildars, Deputy Tahsildars and Sub-Magistrates is now in the hands of Collectors. It would therefore be necessary to send the deserving applicant's name to the Collector of some suitable district. Muhammad Munir's name might be sent to the Collector of Kurnool (Muhammadan district) for consideration on the occurrence of a vacancy among the Sub-Magistrates of that district. He would perhaps do less harm at first as a Sub-Magistrate than as a Tahsildar or Deputy Tahsildar.

N.E.M.
30-6-98.

To the Honourable Member—

The Under Secretary has pointed out the difficulty about making any direct appointments through the Board to Tahsildaris or Deputy Tahsildaris. As suggested the applicant's name may be sent down to the Collectors of Kurnool, Bellary, North Arcot, Cuddapah and Chingleput, with the recommendation that he may be posted to an early vacancy as Deputy Tahsildar or Sub-Magistrate. I would not put him higher at first.

His Excellency desires to provide only for special cases.

G.S.F.
2-7-98.

I cannot see why the applicant should be exempted from passing Revenue and Account tests. As a graduate he should not be incapable of qualifying. Government want men who *can* pass the tests and not those who cannot.

A. T. A. [RUNDEL].
5-7-98.

To the Honourable Member—

The file is respectfully re-submitted. The question does not concern at present the qualifications of Munir, but the general scheme proposed in the Private Secretary's demi-official as the main subject, and secondarily Munir's appointment.

Then how could he "be posted to an early vacancy" as suggested in the Secretary's note above?

It is not proposed to exempt Munir from passing the necessary examinations.

A.T.A.

They did not. The case of the present applicant thrusts the general question aside.

I fear the notes did not make sufficiently clear the real points at issue on the file.

A.T.A.

G.S.F.
7-7-98.

As regards the general question, viz., the supersession of the Collector's right of nomination or appointment in special cases to the post of Deputy Tahsildar

Yes.

H. W. [INTERBOTHAM].
13-1-99.

or Sub-Magistrate I think it should be a *sine qua non* that the applicant should have fully qualified by education and by passing the necessary departmental

examinations. It is not good for the general administration of the country, and it is hard on individual Collectors responsible for their districts, that men who have not passed all the qualifying examinations, but have been exempted from passing, and are therefore presumably inferior in education or mental calibre, should be appointed to responsible duties for which qualified men are available.

But if this preliminary condition be satisfied it would undoubtedly be an advantage to the general administration if young men of good family could be selected to take part in it.

I see no objection to sending the name of such a suitable qualified applicant to the Board with the request that he may be tried in an *acting* appointment on the occurrence of a suitable vacancy in any Collectorate the Board may choose.

The name of His Excellency's nominee might be sent to the Revenue Secretary, who, after ascertaining that the applicant had properly qualified, might inform the Member in charge of Revenue and take orders to communicate demi-officially with the Board.

If the applicant was not in Government service or had no experience in a mofussil office such as appeared necessary, he might be required to serve for six months as a magisterial clerk in some vacancy to be found by the Board, satisfactory service in that capacity being required as a preliminary.

Such cases should be altogether exceptional as ordinarily speaking experience as Revenue Inspector, Taluk Head Accountant, etc., is invaluable to the Deputy Tahsildar. If, however, the educational and other qualifications are insisted on, the cases will, in the nature of things, continue to be exceptional.

I concur.

H.W.
13.1-99.

I would not allow the post of Tahsildar to be filled in this way; it is too responsible a post and the risk would be too great.

I should like the Hon'ble Sir H. Bliss to see this note.

A.T.A.
8-7-98.

To the Hon'ble Sir H. Bliss—

G.S.F.
9-7-98.

I agree generally with the above. I would, however, suggest that, if it be held worth while, as certainly it is, to make a special effort to get young men of good birth into training for higher appointments without requiring them to pass through the mill of all the lower grades, the best thing to do would be to spend a little money and to provide for the employment of such men as probationers (or whatever it may be thought fit to call them) in Collectors' offices, where they could get a proper training in one branch after another, the circuit office included. The only risk about such a plan would be the risk of the loss of a few hundred rupees in each case. After such a training for a year or so, the acting appointment as a Sub-Magistrate would be much more likely to be a success.

H. W. B[LISS].
11-7-98.

To His Excellency the Governor.

G.S.F.
12-7-98.

I gladly concur with Hon'ble Members. The suggestion made by the Hon'ble Sir H. Bliss at A in his note of 11th July 1898 seems to me an excellent one. I should be glad if the office would elaborate the suggestion. I suppose that about half a dozen probationary appointments, on, say, Rs. 75 per month, would suffice. These appointments would not be borne on the staff of any particular district. On the Governor in Council appointing a man to the grade, the Revenue Secretary would tell the Board of it, and the Board would post the man to whatever Collector they thought would train him best. After watching his work for the term of probation (say one year), the Board would take steps to see the man provided for, by giving him a vacant Sub-Magistrateship or Deputy Tahsildarship. Such a scheme would not cost much, and I think it might be found to work most usefully.

Muhammad Munir's case may stand over for the present.

A. E. H[AVELOCK].
18-7-98.

Is the Financial Department prepared to provide the money for the scheme, and if so, from what date? When the scheme is brought into operation it will, it may be presumed, be some time before all the probationary appointments are filled.

G.S.F.
19-7-98.

To the Financial Department u.o.

FINANCIAL DEPARTMENT.

To Chief Secretary—

Submitted that in the present uncertainty of famine and plague expenditure, it is not possible for the Financial Department to say when funds can be provided for the scheme dealt with in the Revenue Department note. This scheme has apparently to be elaborated and the papers do not show what it will cost approximately. It is suggested that the Revenue Department might ask the Board whether it can point to any savings in its budget from which to meet the amount required.

C.M.S.
22-7-98.

G. STOKES.
23-7-98.

To the Revenue Department u.o.

REVENUE DEPARTMENT.

To Under Secretary—

As per orders received in person, a draft O.M. to the Board of Revenue is submitted for approval.

P.N.M.
2-8-98.

Please fair.

N.E.M.
3-8-98.

To Under Secretary—

P.N.M.
3-8-98.

Fair copy submitted.

To Secretary.

N.E.M.
3-8-98.

I will take this to Council on the first opportunity.

Office—

G.S.F.
10-8-98.

Please fair the rough draft below.

G.S.F.
16-8-98.

To Under Secretary—

P.N.M.
19-9-98.

Fair copy submitted.

7
Secretary.

N.E.M.
19-9-98.

To the Hon'ble Member—

To H.E. the Governor—

The draft is intended to give effect to the instructions conveyed at the last Council meeting.

G.S.F.
19-9-98.

A.T.A.
20-9-98.

A.E.H.
21-9-98.

* No. 219, dated 22nd September 1898.

Issue the O.M. *

G.S.F.
22-9-98.

Board's Proceedings (Land Revenue) Mis. No. 3647, dated 19th December 1898.

To Secretary—

This is the Board's reply to official memorandum No. 219, dated 22nd September 1898, suggesting a scheme for recruiting young men of good birth, natives of the country, in the public service.

The official memorandum seems, I submit, to clearly indicate the object of the Government. That object is to encourage men of good birth to enter the public service. If such men are appointed directly to Deputy Collectorate, the public interests suffer and hardship is inflicted on those in the subordinate grades of Tahsildars, who look forward to promotion to Deputy Collectorate as their just reward. If, on the other hand, these men are to be left to enter the public service as most do as clerks on about Rs. 15 or Rs. 25, they will not do so. Hence the proposed special preliminary clerical training on a fair pay.

The Government has, it is submitted, no intention of forcing these men in as Deputy Collectors ultimately, and so the arguments in paragraphs 2 and 7 of the Board's Proceedings may be set on one side.

The Government however does expect that District Collectors will be able to appoint these men after a sufficient period of special clerical training to be Deputy Tahsildars or Sub-Magistrates. The statements of the Board in paragraphs 5 and 6 are chiefly matters of opinion. It may be said, it is submitted, with equal force that men of good birth will be more readily induced to enter the service at the invitation of His Excellency the Governor in Council than at that of a Collector, and that the period of clerical training will enable a Collector to shroff out any incompetent person.

N.E.M.
7-1-99.

Hon'ble Member and circulate—

The Board misapprehends somewhat the object of Government. The primary intention of Government is not to improve the Deputy Tahsildar and Tahsildar class; but to find for natives of good birth (or possessed of special claims), who aspire to the higher administrative appointments open to them, a training and probationary ground on which Government will be able to test their qualifications and aptitude for higher office before finally selecting them for such office.

The scheme also contemplates the placing of such aspirants on their initial promotion in a lower office than that of Deputy Collector. At present it is often embarrassing to His Excellency in Council to provide for these men with a Deputy Collectorate, even probationary—which in default of any such scheme as that in view is what they usually claim. It may also in the result be unfair to the public, since it is not always easy to refuse to confirm a man after a two years' probation, which has not been wholly satisfactory. Moreover, a Deputy Collector requires ordinarily

more thorough official training and testing than such a probation affords, and the want of such training must in time be felt.

With regard then to the Board's objection in paragraphs 4, etc., of their Proceedings, that the present system of nomination by Collectors satisfies all requirements, the answer is that there is no intention of displacing that system generally. What is contemplated is to graft an exception upon the system so as to provide under the immediate orders of Government for those exceptional cases in which certain individuals have a direct claim upon it for higher public employment. It would be the duty of the Board and the Collectors to find posts for such men as Deputy Tahsildars (or Tahsildars?) — as His Excellency may direct — on the termination of their probation.

The criticism which it would be useful for the Board to furnish would be as to the numbers to which the annual nominations should be restricted with reference to the total number of vacancies that annually occur among (Tahsildars and) Deputy Tahsildars. It is not proposed to interfere *generally* with the existing system which gives a wider selection to Collectors. I assume that the Government would reserve only a *fraction* of the total vacancies to be supplied under the scheme; and therefore we should have a computation of the average number of vacancies a year.

With regard to paragraph 7 of the Board's Proceedings in which the Board deal with the assumption that Government proposes by the scheme to make these appointments as *leading up to Deputy Collectorates*—no doubt that is the ultimate object: but I assume that no guarantee would be given to that effect, for one great advantage of the scheme would be to filter out men who though perhaps good enough for the lower office are not proved fitted for the higher. By securing a Deputy Tahsildari or Tahsildari so early in their service, nominees would be given under the scheme so tremendous a pull that it would be unnecessary to hold out any more definite promise or guarantee than what their own merit and industry should secure.

G.S.F.
10-1-99.

P.S.—If the proposal to abolish open competition for Deputy Collectorships is accepted and a scheme of competition among nominated candidates is substituted, men selected under the foregoing scheme and appointed to Tahsildaris might be included among the nominated candidates.

G.S.F.

According to the official memorandum the first requirement is to establish six new posts on Rs. 75 a month— $75 \times 12 = 900 \times 6 = 5,400$ a year.

I don't know whether this increase of establishment is within the competence of the Local Government, or whether it is financially practicable at present?

I don't think the Collectors who have to provide for the probationers will relish the scheme, and I should fear, with the Board, that such a block to promotion will occasion much heart-burning and discontent among duly qualified subordinates who are slowly working their way up from the bottom of the ladder.

I don't think the morale of the public service would be improved, as I should expect to find that a lad who began on probation on Rs. 75 would soon be utterly discontent in the post of Deputy Tahsildar on Rs. 100. In such case he will not remain honest.

I can't say that I think the scheme will work for good, but I am content to let the experiment be tried if it be thought advisable.

H. W[INTERBOTHAM].
23-1-99.

To the Hon'ble Mr. Arundel.
To H.E. the Governor.

G.S.F.

Secretary—

Please refer to Financial with regard to the financial question. How can the half dozen posts be provided and paid for?

A. T. A[RUNDEL].
25-1-99.

To the Financial Department u.o.

G.S.F.
26-1-99.

FINANCIAL DEPARTMENT.

To Chief Secretary—

The present proposals involve the creation of six new appointments on Rs. 75 *per mensem*, i.e., at a cost of Rs. 5,400 *per annum*. The papers are referred to the Financial Department in view to its being considered how the cost of the new appointments can be provided and paid for. It is to be noted that schemes already sanctioned are still awaiting better times and although provisions have been made for some new schemes in the budget for the ensuing year, it is doubtful whether the Government of India will retain them. In view of the cost of the present scheme (Rs. 5,400 *per annum*) there appears to be no objection, however, to its being elaborated and settled in view to its introduction, if possible, during 1899-1900.

As it involves the creation of a new class or grade of officers, the sanction of the Government of India will be necessary under article 283, paragraph 4, clause (5) of the Civil Account Code. It cannot therefore be included in next year's budget, unless India's sanction is obtained before the estimates are finally closed; and if not included in the estimates, its introduction in 1899-1900, even if sanctioned, cannot be effected unless savings are forthcoming during the year.

C. M. SCHMIDT
4-2-99.

Shortly put, I think the first thing to be done is to get the scheme exactly elaborated and sanctioned by India. It can then be considered whether this or some of the many other schemes which are waiting should be taken up.

G.S.
4-2-99.

To the Revenue Department u.o.

REVENUE DEPARTMENT.

To Secretary—

It is submitted that the view taken in the Financial Department is wrong as regards the need for India's sanction. It is not necessary to regard the scheme as one for the creation of any new class or grade of officers. It is merely proposed to add additional posts on Rs. 75 each, subject to a maximum of six such posts to the existing clerical establishments in Collectors' offices. The matter seems to be one, it is submitted, entirely within the power of the Local Government.

N.E.M.
6-2-99.

I think the Financial Department is right about the need for India's sanction. Now return to Hon'ble Mr. Arundel.

G.S.F.
6-2-99.

Ask the Accountant-General and make sure.

A. T. A[RUNDEL].
8-2-99.

To Under Secretary—

A draft O.M.* is submitted below. All that the Accountant-General might desire to know in order to arrive at a correct decision has been inserted in it.

P.N.M.
11-2-99.

To Secretary.

Issue.

N.E.M.
13-2-99.

G.S.F.
13-2-99.

From the Accountant-General, O.M. No. 74, dated 16th February 1899.

To Under Secretary—

The Accountant-General's reply is herewith submitted. That officer says (as the Financial Department did) that India's sanction is necessary under article 283, paragraph 4, clause (5) of the Civil Account Code, Vol. I.

P.N.M.
18-2-99.

To Secretary—

Submitted.

The Accountant-General gives no reasons.

To the Hon'ble Mr. Arundel.

N.E.M.
18-2-99.

G.S.F.
18-2-99.

I suppose so.

A. E. H[AVELOCK].
8-3-99.

As the Accountant-General has the right to press for a reference to the Government of India whenever in his view it is required, we must of course make it before the scheme, if approved, can be tried.

A. T. A[RUNDEL].
20-2-99.

My honourable colleague and the Board make out a very strong case against the proposal under consideration, and I am quite ready to abandon it unless His Excellency after perusal of the papers still wishes the experiment to be made. In that case I am ready to assent to it subject to the condition I laid stress on in my first note, namely, that "it should be a *sine qua non* that the applicant should have fully qualified by education and by passing the necessary departmental examinations." No one should be exempted from passing. These restrictions should, I think, be clearly laid out in the order. It is the only way in which the scheme can be saved from failure, for there will otherwise be a flood of candidates who being of inferior education will seek to be exempted from the tests prescribed, and who if admitted would by their inferiority discredit this modified and limited system of nomination.

Application will have to be made to India for sanction to the proposed expenditure and this had better be postponed until our financial position makes refusal unlikely.

To H.E. the Governor.

A. T. A[RUNDEL].
3-3-99.

G.S.F.
6-3-99.

I am in accord with the Hon'ble Mr. Arundel. The scheme should be tried, subject to the condition as to passing examinations, which Mr. Arundel lays stress upon.

I would suggest that we should start with *three* appointments instead of *six*. The men chosen should, I think, be given to understand that they would be appointed—

- (1) as Sub-Magistrates or Tahsildars,
- (2) as clerks, or
- (3) relegated to private life,—

according to their performances and conduct while under training. We should ask India to sanction at once. The cost for three men, namely, Rs. 3,000 *per annum*, is small, and times are distinctly improving.

A. E. H[AVELOCK].
8-3-99.

To Under Secretary—

A draft G.O. and letter are submitted.

All questions connected with the recruitment of the general public service are dealt with in the Home Department of the Government of India.

The proposed scheme deals with the recruitment of officers properly of the Revenue Department and the letter may perhaps be sent to the Revenue and Agricultural Department of the India Secretariat.

Yes.

N.E.M.

P.N.M.

17-3-99.

Secretary—

Financial may be asked to accept the draft as it is doubtful whether the letter should not go from our Financial Department to the Finance and Commerce Department of the Government of India. We are addressing India only because the Accountant-General holds a reference to be necessary under the Financial rule quoted.

N.E.M.
18-3-99.

Hon'ble Member and circulate—

I have re-written the draft to India.

We write to *Home Department* as it may be considered as touching the recruitment of the Provincial Civil Service.

G.S.F.
28-3-99.

H. M. W[INTERBOTHAM].
1-4-99.

A. T. A[RUNDEL].
3-4-99.

A. E. H[AVELOCK].
8-4-99.

Issue.

G.S.F.
18-4-99.

1899.

HOME DEPARTMENT.

CONFIDENTIAL.

From

The Government of Fort St. George.

Recd.

Regd.

} 1899.

Enclosures

Spare copies

Letter, No. 1399 (Confdl. No. 48), 18th April 1899.

APRIL.

ADDRESSING the Government of India on the subject of a scheme for the nomination to higher offices of the public service of educated natives of India of good birth.

CONFIDENTIAL.

REVENUE DEPARTMENT.

From

THE HON'BLE MR. G. S. FORBES, I.C.S.,
Secretary to the Government of Madras,
Revenue Department,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
HOME DEPARTMENT.

Dated Ootacamund, 18th April 1899.

SIR,

I am directed to address you on the subject of a scheme for the nomination to the higher offices of the public service of educated young men, natives of the country, possessed of special claims on the ground of birth or otherwise.

2. Under the existing practice the only mode reserved to His Excellency the Governor in Council of satisfying aspirants of this class has been by direct nomination to the Provincial Service in the grade of Deputy Collector and Magistrate. There are, however, many obvious objections to nominating an untried young man direct to so highly responsible a post. The nomination is no doubt on probation, usually for two years; but this probation does not always prove a satisfactory or efficient test, while if the probation is terminated, the disappointment is keenly felt by the nominee. The appointments made in this way have accordingly been few. At the same time His Excellency in Council is anxious to open up for persons of the class in view an access to higher office other than the usual clerical avenue.

3. The proposal of His Excellency in Council is that aspirants of the class indicated should in the first instance be attached to Collectors' offices as "probationers" in order that they may receive a thorough training in revenue and magisterial duties. They would not be borne permanently on the staff of any particular district, but be posted where they would be most likely to acquire a knowledge of these duties under selected Collectors designated by Government. They would receive while under training a salary of Rs. 75 *per mensem*. For the present the Government would limit the number of such probationers to three.

If the probation is satisfactory and the candidate qualifies himself by passing the prescribed examinations, and is also considered fitted for such an office by his conduct and character, he would then, it is proposed, be appointed ordinarily to the post of Sub-Magistrate or Deputy Tahsildar. From this rank it will be for the candidate to advance himself in the ordinary way by merit and industry. The Government will not acknowledge any claim to secure for him further special promotion to the Provincial Service than what he can achieve by his own abilities and character.

4. The cost of the scheme will, it is calculated, be Rs. 2,700 *per annum*. No special provision on this account has been made in the budget of 1899-1900, but no difficulty is anticipated in meeting the cost from the general provision for charges of District Administration under 3-A. Land Revenue.

5. I am to commend the scheme to the favourable consideration of the Government of India.

I have the honour to be,

Sir,

Your most obedient servant,

(Signed) G. S. FORBES,
Secretary to Government.

Exd. C. M. Thembuswamy.

10 Copies.