100—5-3-98.

Revenue (1898) Department.

MISCELLANEOUS SERIES.

D

G.O., No. 2503

DATED 14th June

[Despatch Abstract.]

Recording G.O. Financial ordering that the Govt. of India be informed that this Govt. considers that the officers specified in the Appendix to these Proc. should be added to the list of offices &c in para. 5 of Govt. of India Resolution No. 2422 dr. of 31st. May 1897.

BACK PAPERS.

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

FURTHER PAPERS.

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

Revenue 1898 Department

Current No 2411.

Government {1898} of Madras.

Fcn 23 364/97

FINANCIAL.

GOVT OF MADRAS
13 JUN 98
REVENUE DEPARTMENT

Recd. 9 June
Regd. 11 " } 1898.

Enclosures

Spare copies

G.O., No. 480, 26th May 1898.

MAY.

C.P. mis
communicated
to the Heads of Depts
under the Revenue
Secretariat.

Lit

~~To the Heads of Depts~~ Why? Nothing can be done till final orders are received

Exchange Compensation Allowance.

Ordering that the Government of India be informed that this Government considers that the officers specified in the appendix to these proceedings should be added to the list of offices, services or departments in paragraph 5 of Government of India Resolution, No. 2422 Ex., dated 31st May 1897.

Ex. mino. 2503/14-6-98

Recorded

GOVERNMENT OF MADRAS.

FINANCIAL DEPARTMENT.

READ—again the following papers:—

G.O., No. 491, Financial, dated 24th June 1897.

ABSTRACT.—Communicating, with remarks, to the departments of the Secretariat resolution of the Government of India issuing new rules for the grant of exchange compensation allowance; and directing republication of the resolution in the *Fort St. George Gazette*.

G.O., R. No. 56, Legislative, dated 12th July 1897.
" " 459, Political, " 12th July 1897.
" " 69, Legislative, " 14th September 1897.

READ—also the following papers:—

From A. G. BOURNE, Esq., D.Sc., F.R.S., Acting Superintendent, Government Museum, to the Secretary to Government, Local and Municipal Department, dated Madras, 26th July 1897, No. 526.

In reply to G.O., R. No. 272, Educational, dated 15th July 1897, I have the honour to state that the only officer connected with the museum entitled to exchange compensation allowance is the Superintendent who is appointed in England.

Endorsement, No. 1816, Educational, dated 31st August 1897.

From J. A. JONES, Esq., MEM. INST. C.E., F.R.S.E., Sanitary Engineer to Government, to the Secretary to Government, Local and Municipal Department, dated Fort St. George, 1st September 1897, No. 1448.

With reference to G.O., No. 1543 L., dated 13th August 1897, I have the honour to state that the office of Sanitary Engineer to Government is the only one in this department which should be included in the list of offices to which exchange compensation allowance is admissible under paragraph 5 (1) of the resolution of the Government of India, No. 2422-Ex., dated 31st May 1897, as I consider that it is an office for which European qualifications are indispensable and it belongs to the class of appointments defined in paragraph 7 (2) of the said resolution.

Endt. No. 947, Local and Municipal.

Transferred to the Financial Department, with reference to paragraph 1 of G.O., No. 491, Financial, dated 24th June 1897.

8th September 1897. (Signed) G. S. FORBES,
Secretary to Government.

From Commander H. A. STREET, R.I.M., Presidency Port Officer, Madras, to the Secretary to Government, Marine Department, dated Chepâk, 22nd September 1897, No. 1713—347-G:—

With reference to G.O., No. 620, Marine, dated 13th July 1897, I have the honour to state that the recipients of the following offices in the Madras Port department are eligible for exchange compensation allowance, viz.:—

The Presidency Port Officer.
Agent for Government Consignments and Personal Assistant to Presidency Port Officer.
Deputy Conservator of the Port of Madras.
Port Officers at out-ports.
Harbour-masters at Madras.
Port Diver at Madras.

It is necessary for the proper performance of the duties appertaining to the above posts that each appointment should be held by a person with European training and experience and possessed of qualifications not found in any native of this country.

Endorsement—No. 595-E., dated 24th September 1897.

Transferred to the Financial Department, with reference to the order in that department, No. 491, dated 24th June 1897.

(Signed) D. McNEIL CAMPBELL, Col., R.E.,
Secretary to Government.

G.O., No. 80, Ecclesiastical, dated 28th October 1897.

Read—the following paper:—

From the Senior Chaplain, Church of Scotland, No. 84-A, dated 7th August 1897.

With reference to G.O., R. No. 78, dated 14th July 1897, I have the honour to state that there are no persons in the Ecclesiastical Department of Church of Scotland entitled to exchange compensation, except the Chaplains.

From the Venerable the Archdeacon of Madras in charge of the Diocese, No. 1676, dated 9th August 1897.

From the Venerable the Archdeacon of Madras in charge of the Diocese, No. 1679, dated 23rd August 1897.

I have the honour to acknowledge the receipt of your Ecclesiastical Department, R. No. 94, dated 16th August 1897, referring to Ecclesiastical Department, R. No. 78, dated 14th July 1897, regarding compensation allowance.

2. I have the honour to state that it seems to me clear that Chaplains on the Ecclesiastical establishment come under Rule 3 of the rules published in G.O., No. 491, Financial, dated 24th June 1897, inasmuch as they should be considered as "officers appointed in England."

3. These appointments run in the following form: "Her Majesty has been pleased to appoint." The fact that at times, especially of late, men who have been a short time in India in non-Government services have been appointed, does not seem to me to invalidate their claim to come under Rule 3.

4. But if it be held that, although appointed in England by Her Majesty, these Chaplains who happen to be at the time of their appointment in India come under Rule 5 of rules printed in G.O., No. 491, Financial, dated 24th June 1897, then I submit, for the consideration of Government, that they come under Rule 5 (1) (*a*), for it seems to me that European qualifications should be held to be indispensable for appointments to chaplaincies.

5. Chaplains are appointed for Government servants in India, firstly, I believe, for Military servants of Government, and, secondly, for Civil servants especially for those Civil servants appointed from Home. If Chaplains were appointed without European qualifications, they would not, I venture to think, be acceptable to those for whom they are appointed, nor would they work to the satisfaction of Government.

6. There is, however, one Ecclesiastical officer who is not a Chaplain and not appointed in England, and so does not come under Rule 3, but to whom, I venture to submit, compensation allowance should be granted—the Registrar of the Diocese. He comes, I think, under Rule 5 (1) (*a*). This officer should, I think, always be a solicitor, as he is the legal adviser of the Bishop and Archdeacon. He has to do with Chaplains and other European Clergymen with reference to many matters relating to Ecclesiastical law, and he could not I think be either acceptable to these officers, nor could he do his work acceptably to Government unless he had European qualifications

7. The present holder of the office draws compensation allowance under G.O., No. 662, Financial, dated 31st August 1894, recording a letter from the Deputy Secretary to the Government of India, Finance and Commerce Department, No. 4193-Ex., dated 18th August 1894.

Order—No. 80, Ecclesiastical, dated 28th October 1897.

Recorded with the remark that, in the opinion of Government, the Revd. Mr. E. Bull is obviously entitled along with all other Chaplains (except statutory natives) to the privilege of exchange compensation allowance. In accordance, therefore, with No. 4 of the rules regarding the grant of exchange compensation allowance published with the Government of India Resolution, No. 2422-Ex., dated 31st May 1897, His Excellency the Governor in Council is hereby pleased to certify that the Revd. E. Bull is eligible for the allowance on the ground that European qualifications are essential for a Chaplain.

2. The Government does not consider that for the post of Registrar of the Diocese European qualifications are absolutely necessary. As to the particular case of Mr. Rowlandson, it is observed that Rule XIII applies.

(True Extract.)

(Signed) A. T. ARUNDEL,
Chief Secretary.

To the Financial Department.
„ Venerable the Archdeacon of Madras.
„ Accountant-General.

G.O., No. 1426, Public, dated 1st November 1897.

Order—No. 1426, Public, dated 1st November 1897.

The following are the offices under *Public* for which the Government considers European qualifications are indispensable:—

(1) *The Superintendent, Archæological Survey.*—The nature of the work requires that the holder of this office should have received a European training.

(2) *The British Consular Agent, Pondicherry.*—The office is one which clearly requires European qualifications, more especially as the officer filling it has to deal with a European Government.

(3) *The Government Astronomer.*—A training in Europe is necessary.

(4) The Private Secretary to His Excellency the Governor should always be an officer with European qualifications.

(5) The Government considers that for the reason set forth in Mr. Hill's office-note of the 28th August last, it is essential that the posts of Superintendent, Government Press, Deputy Superintendent and Assistant Superintendent should be filled by Europeans with a training in Europe.

2. The case of the Government Epigraphist is a doubtful one, but as the abolition of his appointment is now under consideration by the Government of India, the Government considers it unnecessary at present to come to any decision on it.

(True Extract.)

(Signed) A. T. ARUNDEL,
Chief Secretary.

To the Financial Department.

Enclosure.

Office-note from the Superintendent, Government Press, to the Chief Secretary to Government, dated Madras, 28th August 1897, No. 3820.

As desired in G.O., No. 812, Public, dated 24th July 1897, the Superintendent, Government Press, submits the following proposals for the favourable consideration of Government.

2. The Superintendent presumes that the present holders of the offices of Superintendent and Deputy Superintendent * will be permitted to continue to draw the exchange compensation allowance under paragraph 3 of Government of India Resolution, No. 2422-Ex., dated 31st May 1897, by reason of being "Europeans appointed in England" on agreements in which their salaries were not fixed in sterling, and which do not specifically exclude them from it; also under paragraph 7 (2) by reason of having been appointed as "skilled artizans with European training."

* Mr. Rowland Hill—G.O., No. 676, Public, dated 19th June 1874.
Mr Thomas Fisher—G.O., No. 453, Public, dated 27th May 1889.

3. The Superintendent, however, submits that the *posts* of Superintendent and Deputy Superintendent of the Government Press should be included in the category (*a*) of paragraph 5 (1) of the resolution above quoted for the following reasons:—

(*a*) That to perform the duties of the posts efficiently and economically skilled artizans with European technical training are necessary, and such persons are already included in the offices in which European qualifications are held to be indispensable under paragraph 7 (2).

(*b*) That the posts have always been filled by persons with European training.

When the Gazette Press was developed to undertake more printing than the gazette, Mr. Smith was appointed Superintendent in 1852; he was a European in Government employ and had received a training in printing previous to his coming to India. When it was decided to employ a Deputy Superintendent for bookwork printing, a practical printer (Mr. Morgan) was obtained from England in 1857. When Mr. Morgan was promoted to be Superintendent in 1867, he had no Deputy Superintendent until 1869 when Mr. E. Keys was appointed from England. On Mr. Keys being appointed as Superintendent in 1874, the undersigned was appointed in England and joined in October of that year as Deputy Superintendent. On the undersigned being appointed as Superintendent in 1886, Mr. Brown was appointed from England as Deputy Superintendent in 1887, but owing to ill-health he had to retire the following year, and the present Deputy Superintendent, Mr. Fisher, was appointed in England in 1889. From this it will be seen that Government has from the beginning secured for the management of its printing press a succession of trained European printers to hold the post of Deputy Superintendent, who have been found qualified later on to be promoted to the post of Superintendent, and it is submitted that it will be advisable in the interests of Government in the future to have these appointments filled by trained men from England.

(*c*) That in the present condition of technical and industrial training it is impossible to obtain fully qualified men with only local training; novel methods and machinery are constantly introduced in Europe also.

(*d*) That there may be occasions when it is undesirable as a matter of policy that any but a European should handle confidential papers sent for printing.

4. The Superintendent also submits that the Assistant Superintendent should be placed in the same category as the Superintendent and Deputy Superintendent. There will then be three Europeans on an establishment of 1,214 persons.

5. The post of Assistant Superintendent was created in 1883 and the Head Examiner (Mr. Burns) was appointed; he was not a practical printer, but it was hoped his experience in the press would help him to fill the post with satisfaction. On his retirement in 1892, the Superintendent advised the appointment of a European printer trained in England (Mr. Pritchard) residing in Madras, but his services were not retained on the termination of his five years' agreement. The post is now vacant. The last Assistant Superintendent was allowed to draw exchange compensation allowance.

6. The duties of the Assistant Superintendent are nearly the same as those of the Deputy Superintendent; he should be a good compositor and printer with other qualifications to fit him for the discharge of his duties and to control the workmen. At present it is impossible to obtain Eurasians or Natives possessing all the necessary qualifications owing to the inferior class of men generally seeking employment in printing offices in India, and a trained European Assistant Superintendent is a necessity in such a large press. The same difficulty is evidently experienced in Calcutta, as the Superintendent of Government Printing, India, recently informed me, in reply to an inquiry if a person from his press could be selected to fill the post of Assistant Superintendent here, that he regretted to say that "there was no one on the establishment of his office who could be spared, possessing the qualifications indicated as requisite for the Assistant Superintendentship of your press. All the Assistants here, with the exception of the Deputy Superintendent, have been trained locally, and generally possess no experience beyond their own particular line." A trained European printer with the other qualifications required should be capable of doing the work of the Deputy Superintendent on an emergency, and of succeeding to the vacancy in that post when it arose. On these grounds, I submit and recommend that the post of Assistant Superintendent be included under category (*a*) of paragraph 5 (1) of the resolution.

(Signed) R. HILL,
Superintendent.

From the Hon'ble Mr. C. S. CROLE, Inam Commissioner, to the Secretary to Government, Revenue Department, dated 3rd September 1897, Dis. No. 415.

With reference to G.O., R. No. 1561, dated 17th August 1897, I have the honour to state that I have no proposals to make in this department regarding the subject in question.

Endorsement—R. No. 2151, Revenue, dated 22nd November 1897.

Transferred to the Financial Department.

(Signed) G. STOKES,
Secretary to Government.

From W. M. STANDEN, Esq., Director of the Government Cinchona Plantations, the Nilgiris, to the Secretary to Government, Revenue Department, dated Ootacamund, 25th August 1897, No. 56.

With reference to paragraph 3 of G.O., No. 491, Financial, dated 24th June 1897, communicated to this office under G.O., No. 3504, Revenue, dated 9th July 1897, I have the honour to report as follows.

There are at present only four Europeans in the department as below :—

Director	Mr. W. M. Standen.
Superintendent	Mr. H. V. Ryan.
Dodabetta Estate.	
Superintendent	Mr. E. Collins.
Nedivattam Estate.	
Manager, Head office	Mr. D. Campbell.

All these officers have been appointed in India.

In accordance with the clause under rule 4 of the Government of India Resolution, No. 2422-Ex. of 31st May 1897, the present Superintendents of the Estates and the Manager of the Head office having been born in India of parents habitually resident in the country do not appear eligible for the allowance. The Director, who is at present drawing the allowance, is not a native of India, as defined by rule 4 of the resolution, as his parents are living out of India; but in order to establish his claim to the allowance, it appears from rule 5, that two further qualifications are necessary. The post of the Director of Government Cinchona Plantations is not included in the list of officers in which European qualifications are held to be indispensable, as shown in rule 7, nor is the Cinchona department included in the list of services and departments in which a proportion of Europeans is held to be indispensable.

The office of Director has always been held by a European; and I am of opinion that a proportion of Europeans in the Cinchona department is indispensable, in order that efficient administration of the affairs of the department may be secured.

Endorsement—R. No. 2337, Revenue, dated 15th December 1897.

Transferred to the Financial Department.

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

15th December 1897.

Proceedings of the Board of Revenue (Land Revenue), Mis. No. 3751, dated 6th October 1897, and Separate Revenue, Mis. No. 4624, dated 22nd October 1897.

G.O., No. 6430, Revenue, dated 15th December 1897.

G.O., Mis. No. 6505, Revenue, dated 18th December 1897.

Proceedings of the Board of Revenue (Separate Revenue), Mis. No. 4020, dated 14th September 1897.

Resolution—

The Board begs to submit its reply to G.O., No. 491, Financial, dated 24th June 1897, regarding exchange compensation.

2. The question to be considered is whether the entertainment of a proportion of Europeans in the Salt, Abkári and Customs Department is indispensable, and, if so, what that proportion should be. In dealing with the present constitution of the department, the Board has classed men who have not been permitted to draw compensation allowance owing to their fathers having been in the company's service with Europeans as the distinction is purely a legal one. To save time, it has come to a rough decision on doubtful cases itself.

3. The Board considers that the employment of a very considerable proportion of Europeans absolutely necessary. The work of the Salt Department is not at all congenial to the better-educated class of natives. It entails too much exposure and hard work in the open air; while residence in isolated localities, liability to frequent transfer from one end of the Presidency to the other, compulsory wearing of uniform and general strictness of discipline, all detract from its attraction in their estimation. The consequence is that but few of the native recruits have the makings of really first rate officers in them and even the best of them are apt to be too slack in their ideas of discipline, to allow of their being permitted to remain in charge of the more important circles for long periods. There are, of course, some exceptions, but it is a significant fact that in a department where promotion goes by merit, there are only 2 native inspectors amongst the 43 officers in the first three grades of that class.

4. Eurasians and Europeans who would not be entitled to exchange compensation under the rules are, on the whole, much better suited to the work of the department,

but they vary greatly in quality and really first-class men are comparatively rare amongst them. There is also a considerable difficulty in recruiting men of good education, position and physique belonging to this class. There is far more uncertainty as to how they will turn out than there is with the European, who has had English training and education, and they consequently are hardly eligible for an assistant inspector's appointment to start with, but they object to accepting that of sub-inspector as that is apt to result in their passing several years before they reach the assistant inspector's grade. Though a few of this class are very good, the proportion is nothing like sufficient to make up the high standard of discipline and efficiency which now prevails in the department without a considerable admixture of men who have been brought up in England and for the reason just given it is not likely to increase.

5. The above remarks apply chiefly to circle officers on whom the executive efficiency of the department chiefly depends. This class consists of 81 appointments in all, of which 77 are actually held by confirmed officers at present. Of these 22 are Europeans who draw or should draw compensation allowance, 37 are other Europeans and Eurasians and 18 are natives. There is, however, above it the very important class of Assistant Commissioners and above that again the two Deputy Commissioners, who do not belong to the Indian Civil Service, and one of its most important functions consists in training officers for these superior appointments and enabling Government to select the men whom several years of meritorious work have shown to be best qualified for promotion to the higher administrative duties. Without such training Assistant Commissioners would, of course, be utterly unfit for their work. Experience has shown that the proportion of Europeans not entitled to compensation, Eurasians and natives, who are eventually found fit for these posts is small, and the Board thinks that it must be expected to grow smaller in future as the picked men, which the department drew from other branches of the service at the time of its formation, die out or retire. It is therefore necessary that there should be amongst the inspectors and assistant inspectors a sufficient proportion of Europeans to afford an ample field for the selection of men for the greater number of these superior appointments. The Board thinks that at least 10 Assistant Commissionerships may reasonably be expected to be filled by Europeans and allowing for casualties and failure to reach a sufficiently high standard of efficiency to qualify for an Assistant Commissioner's post 50 would not be too large a number of Europeans to prescribe for the inspectors and assistant inspectors' grades, or 60 in all. The total number of officers now entertained is 180 inspectors and assistant inspectors, 14 Assistant Commissioners and two Deputy Commissioners or 196 altogether, of whom 44 are Europeans entitled to compensation. This is roughly speaking about 1 in 4. Of the 44, however, only 9 are assistant inspectors, and the Board considers that the proportion in this class has been allowed to fall a good deal too low and is insufficient to feed the superior ranks. It therefore recommends that the proportion should be fixed at 2 in every 7. This would leave about 50 inspectors and assistant inspectors' posts for Europeans.

6. The following table shows how the department compares now with twelve years ago in respect of the different classes of officers holding confirmed appointments from assistant inspectors upwards :—

—	1885.			1887.		
	Europeans entitled to compensation.	Other Europeans and Eurasians.	Natives.	Europeans entitled to compensation.	Other Europeans and Eurasians	Natives.
Deputy Commissioners	1	..	..	2	..	..
Assistant „	5	..	1	11	2	1
Inspectors, First Grade	3	2	1	3	5	2
„ Second Grade	8	2	..	6	7	..
„ Third Grade	3	3	1	9	11	..
„ Fourth Grade	6	5	3	4	14	16
Probationary inspectors	7	4	1	..	..	..
Assistant Inspectors, First Grade	5	4	4	1	10	13
„ Second Grade	7	22	7	8	13	20
„ Third Grade	4	11	4	..	11	27
Total ..	44	53	22	44	73	79

Calculated on the proportion now prevailing, there should have been 27 Europeans, 44 Eurasians, &c., and 48 natives in 1885. The proportion of European officers of the first description was very much larger then, but the department had been newly recruited then and it was easier to find first-class Europeans and Eurasians in other services willing to undertake new work than natives. The increase in the proportion of natives has been in the lower grade chiefly and is due to the promotion of deserving sub-inspectors to the rank of assistant inspector and to the introduction of the system of recruiting by competitive examination in Madras. On the whole the proportion of Eurasians and Europeans not entitled to compensation has decreased a little, but natives have replaced the higher class of Europeans in the lower grades to a very great extent. The Board is of the opinion that this change has gone too far and proposes, with the approval of Government, to bring it up to the proportion suggested above as opportunity offers.

7. In making its classification, the Board has (particularly in dealing with the list of 1885) been obliged to make a rough classification of the officers into the three descriptions dealt with. It may not be absolutely accurate, but it is sufficiently so for practical purposes.

8. In this connection, the Board addressed the Commissioner of Customs, Salt, Opium and Abkári at Bombay and the Commissioner of Northern India Salt Revenue, Agra, in order to ascertain the views of these officers on the question as far as it affects their departments. Copies of the replies received are appended for the information of Government. It will be observed that, in the Northern India Salt department, nine-tenths of the officers employed in the superior grades are Europeans and that the Commissioner proposes to fix six-sevenths as the proportion in future. It is not quite clear from the Commissioner's letter that all these are to be entitled to exchange compensation. The pay of the superior grades of the department in question is not known. In Bombay, no definite proportion of Europeans has been fixed, and the Commissioner has recommended that the proportion existing at any one time may be regarded as the indispensable proportion and that all European officers in that department may be regarded as having been appointed to maintain that proportion. Of the officers drawing over Rs. 300 per mensem (gazetted officers) in Bombay and corresponding more or less to the Inspectors and Assistant Commissioners' grades in Madras, 28 out of the 36 appointments are held by Europeans or Eurasians, and 25 of these are now drawing exchange compensation allowance. There are 104 non-gazetted executive officers (of whom 24 draw more than Rs. 200 per mensem), and of this number, 24 draw exchange compensation allowance at present. The proportion of non-domiciled Europeans appears, therefore, to be about two-thirds in the higher grades and one-quarter in the lower. Taking both classes together, the proportion is 49 out of 140, or rather more than one-third.

(True Extract.)

(Signed) EDMUND MILLETT,
Assistant Secretary.

To the Secretary to Government, Revenue Department.

Proceedings of the Board of Revenue (Separate Revenue), Mis. No. 4624, dated 22nd October 1897.

Read—the following Proceedings of the Board of Revenue (Land Revenue), Mis. No. 3751, dated 6th October 1897 :—

Read—again Board's Proceedings, No. 251, dated 22nd July 1897.

Read—also replies from Collectors, &c., to the above.

Resolution—Mis. No. 3751, dated 6th October 1897.

In the Board's Proceedings read again above, all Collectors and Conservators of Forests were requested to submit proposals for completing the lists A and B in paragraphs 7 and 8 of the Government of India's Resolution received with G.O., Mis.

No. 3504, Revenue, dated 9th July 1897, list A showing the offices in which European qualifications are held to be indispensable, and list B, the services and departments in which a proportion of Europeans is held to be indispensable. All Collectors and Conservators of Forests have now submitted their replies.

2. The only Collectors who have offered suggestions on the general questions raised are those of Madras and Coimbatore. The Collector of Madras recommends that the appointments of the Deputy Collectors of Madras and Sea Customs and the Head Appraiser of the Sea Customs Department may be included in list A. The Collector of Coimbatore considers that it would be for the benefit of the public service if it were distinctly laid down that a small proportion of Deputy Collectors should be Europeans. Mr. Bradley thinks that the Deputy Collectors of the Nilgiris and the Wynaad should be reserved for Europeans, and that it would be well to have one or two men among the Deputy Collectors capable of acting as the District Magistrate of Coorg, and in similar appointments.

3. The Collector of Coimbatore also forwards a representation from his Deputy Collector, Mr. J. G. Wood, regarding his claim to exchange compensation allowance. The Collector of Gódávari has submitted a similar representation from Mr. A. C. Woodhouse. Both Mr. Wood and Mr. Woodhouse were employed in the Salt Department when they were appointed Deputy Collectors, and both drew exchange compensation allowance while employed in the Salt Department. The former officer continues to draw the allowance and will continue to do so under Rule XIII of the Government of India rules; the latter ceased to draw it from June 1894 owing to the domicile of his father, a Military officer, having been held to be Indian when Mr. Woodhouse was born. The Accountant-General says that if Government reverse this decision and grant the allowance under the old rules, Mr. Woodhouse will continue to draw it for the limited period mentioned in Rule XIII. Both the officers submit that they are not statutory natives of India, and that they were appointed Deputy Collectors with a view to maintain the proportion of Europeans in that service.

4. As the duties connected with the offices dealt with in the Madras Collector's letter appertain chiefly to the Separate Revenue Department, the Collector's report will be transferred to that department for disposal. The application of Messrs. Wood and Woodhouse will be submitted for the orders of Government. The decision of their claims depends entirely upon the number of Europeans, if any, who are held by Government to be required as Deputy Collectors. On this point, the Board has no information.

5. As regards the forest service, a separate report will be submitted in the Forest branch of the Board's office.

(True Extract.)

(Signed) R. C. C. CARR,
Secretary.

To the Secretary to Government, Revenue Department.
" Collector of Gódávari and Coimbatore.
" Forest section.
" Separate Revenue Department.

Enclosure.

Copy of letter from the Collector of Madras, dated 3rd September 1897, Dis. No. 1920.

In reply to Board's Proceedings, No. 251, dated 22nd July 1897, I have the honour to recommend that the appointments of the Deputy Collectors of Madras and Sea Customs and the Head Appraiser of the Sea Customs department may be included in list A, as I am of opinion that they are officers in which European qualifications are indispensable. It does not appear necessary to hold the same opinion for the second Appraiser's place, though, at present, it is held by a European who draws compensation allowance.

Resolution—Mis. No. 4624, dated 22nd October 1897.

The Madras Collector's letter received with the Board's Proceedings (Land Revenue) read above will be submitted to Government for orders. The Board in this department does not see any reason why the appointments referred to should be included in the list of officers in which European qualifications are held to be indispensable.

(True Extract.)

(Signed) EDMUND MILLETT,
Assistant Secretary.

To the Secretary to Government, Revenue Department.
Copy to the Collector of Madras.

Proceedings of the Board of Revenue (Separate Revenue), Mis. No. 4899, dated 10th November 1897.

Read—the following letter from the Commissioner of Northern India, Salt Revenue, Agra, dated 28th October 1897, No. 4047 :—

In modification of my letter, No. 3217, of 28th August 1897, I have the honour to inform you that I have proposed that three-fourths of the appointments in this department should, in future, be reserved for Europeans, each fourth vacancy being given to a " Native of India of unmixed descent." This is the practice in the Opium department; and I therefore considered that it was, on account of this precedent, more likely to be accepted by the Government of India.

Resolution—Mis. No. 4899, dated 10th November 1897.

Submitted to Government, in continuation of paragraph 8 of Board's Proceedings, Mis. No. 4020, dated 14th September 1897.

(True Copy and Extract.)

(Signed) A. KRISTNASAMI IYENGAR,
Ag. Assistant Secretary.

To the Secretary to Government, Revenue Department.

Order—Mis. No. 6505, Revenue, dated 18th December 1897.

The Board's Proceedings read above will be transferred to the Financial Department with the following remarks :—

(1) The appointments of Deputy and Assistant Commissioners of the Salt, Abkári and Customs Department should be treated as offices in which European qualifications are indispensable.

(2) The above remark is not, however, to be held to debar a " Native of India " from promotion to any of these appointments, if he is found to be fit for it.

(3) The proportion of the appointments of inspectors and assistant inspectors in the same department to be held by non-domiciled Europeans should be two-sevenths as recommended by the Board.

(4) It is unnecessary to include under offices in which European qualifications are indispensable the appointments of the Deputy Collectors of Madras and Sea Customs and the Head Appraiser of the Sea Customs department.

(True Extract.)

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

To the Board of Revenue (Separate Revenue).
" Financial Department.

Endorsement No. 18, Financial, dated 6th January 1898.

No. 15.

OFFICIAL MEMORANDUM.

Read—the following papers:—

Proceedings of the Board of Revenue (Revenue Settlement, Land Records and Agriculture), Mis. No. 7278, dated 7th September 1897.

Resolution—Mis. No. 7278, dated 7th September 1897.

In reply to G.O., No. 3504, dated 9th July 1897, the Board, in the Settlement Department, begs to report that the only offices in this department held by Europeans who are not members of the Indian Civil Service are those of the Deputy Director of Land Records and Agriculture and the Superintendent, Civil Veterinary Department. Mr. Benson, the present incumbent of the former appointment, is an agricultural expert. He was originally brought from England in 1874 as Assistant Superintendent of the Government farm at Saidapet and was subsequently appointed to his present post. He now draws exchange compensation allowance and will be entitled to it under the new rules as his case falls under class (*a*) of paragraph 5 (1) of the Government of India Resolution. The present incumbent of the latter office is Veterinary-Lieutenant W. B. Edwards. He is a member of the Imperial Civil Veterinary Department created under the orders of the Secretary of State with an Inspector-General at its head (*vide* G.O., No. 583, dated 9th June 1892). He also draws exchange compensation allowance. It is presumed that the question of his claim to the allowance under the new rules will be reported on by the Inspector-General.

2. Mr. G. P. Clerk, one of the Deputy Commissioners of Revenue Settlement, who was drawing exchange compensation allowance, died whilst on tour on August 26th, 1897, and the question of his eligibility for the allowance under the new rules does not therefore arise.

3. There are no subordinate or ministerial appointments in this department falling under classes A or B of the Government of India Resolution.

(True Extract.)

(Signed) R. V. SRINIVASIAR,
Secretary.

To the Secretary to Government, Revenue Department.

From H. O'C. CARDOZO, Esq., C.I.E., Superintendent, Madras Survey, to the Secretary to Government, Revenue Department, dated Madras, 8th September 1897, No. 103-G.

[*Reference*—G.O., No. 491, Financial, dated 24th June 1897, calling for proposals regarding exchange compensation allowance.]

I have the honour to report that there are seventeen gazetted appointments in the Madras Survey Department. Of these, thirteen are held by Europeans, three by statutory natives of India and one is vacant.

2. Of the thirteen European officers, eleven were appointed before natives of India were admitted to the gazetted grades.

3. From 1858, when the department was first organized up to 1887, all gazetted appointments were held by officers of the Army or by Europeans appointed in India, who would appear to be entitled (under clause 3 of paragraph 7 of the Resolution of the Government of India, dated 31st May 1897, No. 2422) to exchange compensation allowance.

4. In 1887, the Government resolved (G.O., No. 315, dated 22nd March 1887) to admit natives of India to the gazetted grades and, when filling up vacancies, to appoint a European and native alternately. Under these rules, two European officers have been appointed and they would appear to be entitled to exchange compensation allowance under paragraphs 8 and 10 of the Resolution of Government of India mentioned above.

Paragraph 8 mentions the Survey department as one in which a proportion of Europeans is held to be indispensable.

Paragraph 10 states that admission of European officers by nomination and examination is designed to maintain the indispensable proportion of Europeans. All European officers appointed since 1887 have been so admitted by nomination and examination.

5. I beg, therefore, to submit the following proposals:—

1*st*.—That all European gazetted officers now in the department may be regarded as holding offices in which European qualifications are held to be indispensable [category (*a*)].

2*nd*.—That the Madras Survey department may be classed in category (*b*) as one in which a proportion of Europeans is held to be indispensable.

The grounds for these recommendations are, I submit, sufficiently stated above.

Proceedings of the Board of Revenue (Land Revenue), Forest Mis. No. 1053, dated 12th October 1897.

Read—also the following papers:—

From the Conservator of Forests, Central Circle, dated 19th August 1897, No. 372.

From the Conservator of Forests, Southern Circle, dated 23rd August 1897, No. 847.

From the Conservator of Forests, Northern Circle, dated 22nd September 1897, R.C. No. 391.

From the Conservator of Forests, Northern Circle, dated 4th October 1897, R.C. No. 391.

Abstract.—Submitting to the Board their replies to the Board's Proceedings, No. 251, dated 22nd July 1897, in regard to officers in the Forest Department entitled to exchange compensation allowance under the new rules.

Proceedings of the Board of Revenue (Land Revenue), Mis. No. 3751, dated 6th October 1897.

Abstract.—Submitting to Government a report on the question of amplifying the lists A and B in paragraphs 7 and 8 of the Government of India Resolution received with G.O., Mis. No. 3504, Revenue, dated 9th July 1897, showing the offices in which European qualifications are held to be indispensable and the services and departments in which a proportion of Europeans is held to be indispensable, and stating that, as regards the Forest service, a separate report will be submitted in the Forest branch of the Board's office.

Resolution—Forest Mis. No. 1053, dated 12th October 1897.

In continuation of Board's Proceedings, Mis. No. 3751, dated 6th October 1897, the Board resolves to submit to Government its proposals for completing the lists A and B mentioned in the Government of India Resolution communicated with G.O., Mis. No. 3504, Revenue, dated 9th July 1897, in regard to appointments in the Forest department.

2. The Forest staff is composed of three branches: (1) the Imperial Forest Service, (2) the Provincial Forest Service, and (3) the Subordinate Forest Service. The Board has no recommendations to make for bringing any particular appointments in any of the above three classes under list A.

3. As regards list B, the Board observes that the Government of India has already included the Forest department in this list, so far as the offices therein "are filled by appointment after examination." The Board understands from this that both the Imperial and the Provincial services are included.

4. The Imperial service is now recruited solely from officers appointed in England. The Board considers that such of the European officers as were appointed to the service in former years in India must be held to have been so appointed for maintaining the requisite proportion of Europeans and must be eligible for exchange compensation allowance.

5. In regard to the Provincial branch, it would appear from paragraph 3 of the Government of India Circular No. 18-F., dated 29th July 1891, in G.O., No. 793, Revenue, dated 27th August 1891, that it was constituted mainly to provide for the *gradual* development of indigenous agency. This supports the view that it was at first thought necessary to employ a certain proportion of Europeans in this branch of the service also. The Board is accordingly of opinion that all the European officers now in the Provincial list must be treated as officers appointed for the purpose of maintaining the proportion of Europeans considered necessary. In the case of all new appointments, the Government of India will, of course, decide under rule IV of the new rules whether the officer in question is to receive exchange compensation allowance or not.

6. The appointments in the Subordinate Forest service do not come within the scope of the new rules, as their pay is less than Rs. 200 (*vide* last sentence of paragraph 8 of the Government of India resolution). The only officer in the subordinate service now receiving the allowance is Mr. C. P. Howell, Ranger, first grade. He will continue to draw the allowance for the limited period mentioned in rule XIII.

(True Extract.)

(Signed) R. C. C. CARR,
Secretary.

To the Secretary to Government, Revenue Department.
Copy to Conservators of Forests.

Again G.O., No. 2151 R., Revenue, dated 22nd November 1897.

Again G.O., No. 6505, dated 18th December 1897.

Endorsement of the Financial Department, No. 18, dated 6th January 1898, on G.O., Mis. No. 6430, Revenue, dated 15th December 1897, transferring to the Financial Department with notes in original, (*a*) Proceedings of the Board of Revenue (Land Revenue), No. 3751, dated 6th October 1897, and (*b*) Separate Revenue, Mis. No. 4624, dated 22nd October 1897, and on Endorsement, No. 2337, Revenue, dated 15th December 1897, transferring to Financial Department in original letter from W. M. Standen, Esq., Director of the Government Cinchona Plantations, No. 56, dated 25th August 1897.

Memorandum.

In G.O., No. 3504, Revenue, dated 9th July 1897, all heads of departments under the Revenue Secretariat were requested, with reference to paragraph 1 of G.O., No. 491, Financial, dated 24th June 1897, to submit proposals for completing the lists of offices, services or departments falling within the categories (*a*) and (*b*) mentioned in paragraph 5 (1) of the Government of India Resolution, No. 2422-Ex., dated 31st May 1897, issuing rules for the grant of exchange compensation allowance. The replies from all departments have now been received and will be considered below, it being premised that the cases of individuals will be dealt with separately:—

The Department of Revenue Settlement, Land Records and Agriculture.

2. It is considered that the office of Deputy Director of Agriculture is one in which European qualifications are essential as the incumbent must be a trained agricultural expert. The office of Deputy Director of Land Records is at present in abeyance; if it is reconstituted it will be considered whether the office is one in which European qualifications are indispensable.

As regards the higher grades of the Settlement Department, it is essential, as the work of the Revenue Settlement Department is of the most responsible kind, that there should be a considerable European element in the grades of Deputy Commissioners and Assistant Commissioners. The Director should be instructed to bear this in mind when necessity arises for filling up the vacancy caused by Mr. Clerk's death.

The Land Revenue Department.

3. The administrative advantage of having a few Europeans among the Deputy Collectors has always been acknowledged. They are valuable in hill stations, planting districts, cantonments and ports where there may be a considerable European population or where the powers of a Justice of the Peace may be required. For special enquiries also their services are often most desirable. The expediency of such appointments was fully recognised in the orders on the reconstitution of the Provincial services. It should therefore be laid down that a proportion of Europeans is indispensable in the grades of Deputy Collectors. It is not however either necessary or expedient to lay down any hard and fast rule as to what that proportion should be.

The Forest Department.

4. As pointed out by the Board of Revenue the Imperial Branch of the Upper Controlling staff represents the indispensable European element in the Forest Department. The Board's view that a proportion of Europeans is indispensable in the Lower Controlling staff, which forms the second section of the Provincial Branch, cannot be accepted although Europeans may, in the past, have been appointed to posts now included in this staff.

The Separate Revenue Department.

5. The proposals of the Board in the Separate Revenue Department have been dealt with in G.O., No. 6505, Revenue, dated 18th December 1897.

The Inam Commission.

6. There are no offices under the Commissioner in which European qualifications are essential nor is a proportion of Europeans indispensable in the Commissioner's establishment.

The Survey Department.

7. As pointed by the Superintendent in his letter read above, no natives of India were appointed to the gazetted grades of the department up to 1887, when it was decided to appoint a European and a native of India alternately (G.O., No. 315, Revenue, dated 22nd March 1887). There can be no doubt therefore that those Europeans now holding gazetted posts in the department constitute the indispensable European element in the department. The Superintendent is wrong however in holding that European qualifications are essential in the posts held by these officers. Obviously this is not the case as any of these posts may be held by natives of India.

The Cinchona Department.

8. The post of the Director of the Government Cinchona Plantations requires European qualifications as the duties of the post involve the control and management of extensive plantations and a factory on the hills.

The Curator of the Government Botanical Gardens, the Nilgiris.

9. European qualifications are indispensable in this appointment as the Curator must be trained in European horticulture.

Fort St. George,
20*th January* 1898.

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

To the Financial Department, with all papers and notes in original.

G.O., Mis. No. 218, Judicial, dated 5th February 1898.

Read—again G.O., No. 491, Financial, dated 24th June 1897.

Read—also the following papers:—

From the Inspector-General of Prisons, Madras, dated 11th August 1897, No. 3956.

From the Inspector-General of Police, Madras, dated 14th August 1897, No. 2870.

From the Registrar of the High Court, Madras, dated 28th August 1897, Dis. No. 1456.

From the Commissioner of Police, Madras, dated 3rd September 1897, No. 65.

From the Inspector-General of Police, Madras, dated 27th September 1897, No. 3505.

Order—Mis. No. 218, Judicial, dated 5th February 1898.

The following list of offices, services and departments falling within categories (*a*) and (*b*) mentioned in the Government of India Resolution, No. 2422-Ex., dated 31st May 1897, will be forwarded to the Financial Department with reference to G.O., No. 491, Financial, dated 24th June 1897:—

Police.

The case of the superior offices of this department has been decided by the Government of India in its Resolution, No. 4936-Ex., dated 8th November 1897. With regard to the subordinates, the Government is of opinion that a considerable number of the Inspectors should invariably be Europeans, and would fix 25 per cent. as the proportion desirable. Further, the Government holds that all "European head constables" who are otherwise eligible should receive the allowance, their office being one created because a proportion of Europeans is requisite among head constables.

With regard to the Madras City Police, the two superior offices need no separate consideration as they are included in the cadre of appointments recruited from the Police department and should follow the rule laid down for Superintendents and Assistant Superintendents. The Superintendentship and the charge of the Mounted Police should, in the opinion of Government, be held by Europeans, and their incumbents should therefore be eligible for the allowance. Of the subordinates, all European head constables should be considered entitled, as they are appointed because a proportion of Europeans is requisite in this grade. Of the City Inspectors, and Sub-Inspectors the Government considers that 50 per cent. should be Europeans.

Jail Department.

The Government of India has decided that all appointments of Superintendents of Jails should be reserved for officers of the Indian Medical Service and this rule has been adopted in other Presidencies. It appears therefore that the superior offices in this department fall under sub-section (3) of paragraph 7 of the Government of India resolution, being offices which are usually reserved for military officers. They should accordingly entitle their holders to the allowance.

The Government considers it essential that a proportion of the subordinates in this department (*i.e.*, the Jailors, Assistant Jailors and Chief Warders) should be Europeans, and would fix the proportion at 25 per cent. The allowance should therefore be admissible to holders of these offices up to the prescribed proportion.

High Court.

The Government considers that the offices of Registrar and Deputy Registrar of the High Court are offices in which European qualifications are essential.

Presidency Magistrates.

The Government considers that 25 per cent. of the Presidency Magistrates should be Europeans.

Sub-Judge, the Nilgiris.

The Government considers this office one in which European qualifications are essential.

(True Extract.)

(Signed) A. R. KNAPP,
for *Chief Secretary.*

To the Financial Department.

G.O., No. 278, Financial, dated 16th March 1898.

Read—the following paper:—

Memorandum from the Acting Secretary to Government, Public Works Department, dated 11th January 1898, No. 156-C.

With reference to memorandum, No. 2610, Financial, dated 30th November 1897, the undersigned has the honour to forward, for orders in the Financial Department, the following extracts from this office memorandum, No. 1653-D., dated 12th October 1897:—

"3. The only offices under the control of the Public Works Department falling under the above categories* and not already provided for by the rules are:—

* * * * *

"2) The appointment of Chief Assistant in the Marine Department. It is thought that this appointment is one of those referred to in paragraph 11, 'which in the public interest must at present be held by an European.' The incumbent of this appointment is entrusted with duties of a highly confidential nature and is the repository of secret instructions to be used as a guide for action on the outbreak of hostilities with foreign powers."

* * * * *

"6. As regards individual cases, the following only appear to require notice:—

* * * * *

"(5) Mr. R. Parsons. Chief Assistant, Public Works and Marine Departments, and Secretary, Sanitary Board. Mr. Parsons is not a statutory native, not having been born in India, but in England. His claim is preferred under the circumstances mentioned in paragraph 3 above."

* Categories (*a*) and (*b*) in paragraph 5 (1) of Government of India, Finance and Commerce, Resolution, No. 2422-Ex., dated 31st May 1897.

(Signed) W. B. DEWINTON,
Ag. Secretary to Government.

To the Financial Dpeartment.

Order—No. 278, Financial, dated 16th March 1898.

The Government is not prepared to declare that the office of Chief Assistant in the Marine Department is one in which European qualifications are indispensable.

(True Extract.)

(Signed) A. T. ARUNDEL,
Chief Secretary.

To the Public Works Department.
" Marine Department.
" Accountant-General.

G.O., No. 468, Judicial, dated 17th March 1898.

Read—again the following paper:—

G.O., No. 218, Judicial, dated 5th February 1898.

Order—No. 468, Judicial, dated 17th March 1898.

In continuation of the Government Order read above, the Government considers that one-third of the Judges of the Small Cause Court should be Europeans.

(True Extract.)

(Signed) A. R. KNAPP,
for *Chief Secretary.*

To the Financial Department.

G.O., No. 582, Public, dated 23rd April 1898.

Read—again G.O., No. 247, Public, dated 14th February 1898.

Order—No. 582, Public, dated 23rd April 1898.

In modification of the ruling contained in paragraph 3 of the above proceedings, His Excellency the Governor in Council considers that the post of Assistant Matron Superintendent at the General Hospital is a post for which European qualifications are essential. Miss Dent, the present holder of the appointment, was appointed as a European. From paragraph 5 of her agreement it appears that she is serving under a contract preliminary to employment in the regular service of Government; she is therefore eligible for exchange compensation allowance.

(True Extract.)

(Signed) A. T. ARUNDEL,
Chief Secretary.

To the Financial Department (with notes).

G.O., No. 277, Educational, dated 27th April 1898.

ORDER—No. 480, Financial, dated 26th May 1898.

The Government of India will be informed that His Excellency the Governor in Council considers that the offices specified in the appendix to these proceedings should be added to the list of offices, services or departments falling within the categories (*a*) and (*b*) mentioned in paragraph 5 (1) of Government of India, Finance and Commerce Department resolution, No. 2422-Ex., dated 31st May 1897.

[Here enter letter, No. 481, Financial, dated 26th May 1898.]

(True Extract.)

S. S. Robertson
for *Chief Secretary.*

To all Departments of the Secretariat. (Rep)
„ the Accountant-General.

[Appendix.

Exd. A. Baitt.

LIST OF OFFICES ENTITLING THE HOLDERS, IF APPOINTED IN INDIA AS EUROPEANS, TO THE BENEFIT OF EXCHANGE COMPENSATION ALLOWANCE.

A.—Offices in which European qualifications are held to be indispensable.

Offices.	Remarks.
Department of Revenue Settlement, Land Records and Agriculture.	
Deputy Director of Agriculture	European qualifications are essential as the incumbent must be a trained agricultural expert.
Forest.	
Conservators, Deputy Conservators and Assistant Conservators.	These appointments, which constitute the Imperial Branch of the Upper Controlling Staff, represent the indispensable European element in the Forest Department.
General Administration.	
Private Secretary to His Excellency the Governor.	Should always be an officer with European qualifications.
High Court.	
Registrar Deputy Registrar	European qualifications are essential.
Sub-Judges.	
Sub-Judge, the Nilgiris	This office is one in which European qualifications are essential.
Jail Department.	
Superintendents of Jails	These offices are open to members of the Indian Medical Service, and require European training.
Police.	
Inspector of Steam Boilers	The appointment is one for which European qualifications are indispensable.
Educational.	
Director of Public Instruction	This office is open to members of the Indian Civil Service and is one in which European qualifications are essential.
Appointments in the Graded Educational Service.	This service at present consists of only three European officers who have elected, with reference to paragraph 15 of the Government of India resolution, No. 4-Educational—204-215, dated 23rd July 1896, to continue in the graded list. These appointments will ultimately merge in the Indian Educational Service.
Principal, Law College	European qualifications are indispensable as the appointment is limited to Barristers and belongs to the class of appointments defined in paragraph 7 (1) of the Government of India resolution, No. 2422-Ex., dated 31st May 1897.
Principal, College of Engineering	A European Engineer, Military or Civil, is essential to fill this post.
Principal and Professors, Medical College ..	These appointments, with the exception of the Professorship of Dentistry, are held by officers of the Indian Medical Service and fall under paragraph 7 (2) of the Government of India resolution, No. 2422-Ex., dated 31st May 1897. The Professorship of Dentistry is one in which European qualifications are indispensable.

A.—Offices in which European qualifications are held to be indispensable—*cont.*

MEDICAL.

Matron Superintendent, General Hospital ..	The appointment is one in which European qualifications are considered to be indispensable.
Assistant Matron Superintendent, General Hospital.	Do. do.
Sanitary Engineer to Government	European qualifications are indispensable as the appointment belongs to the class of appointments defined in paragraph 7 (2) of the Government of India resolution, No. 2422-Ex., dated 31st May 1897.

SCIENTIFIC AND OTHER MINOR DEPARTMENTS.

Superintendent, Archæological Survey ..	The nature of the work requires that the holder of the office should have received a European training.
British Consular Agent, Pondicherry ..	The office is one which requires European qualifications, more especially as the officer filling it has to deal with a European Government.
Government Astronomer	A training in Europe is necessary.
Director of Government Cinchona Plantations.	Requires European qualifications as the duties of the post involve the control and management of extensive plantations and of a factory on the hills.
Curator of the Government Botanical Gardens, the Nilgiris.	European qualifications are indispensable in this appointment as the Curator must be trained in European horticulture.

STATIONERY AND PRINTING.

Superintendent, Government Press ..	Should be filled by Europeans with a training in Europe.
Deputy Superintendent, Government Press.	
Assistant „ „ „	

B.—Offices, services and departments in which a proportion of Europeans is held to be indispensable.

SALT, ABKARI AND CUSTOMS DEPARTMENT.

Deputy Commissioners	Should be treated as offices in which European qualifications are indispensable, but a "Native of India" should not be debarred from promotion to any of these appointments if he is found to be fit for it.
Assistant „	
Inspectors and Assistant Inspectors ..	Two-sevenths of these appointments should be held by Europeans.

DEPARTMENT OF REVENUE SETTLEMENT, LAND RECORDS AND AGRICULTURE.

Deputy Commissioners and Assistant Commissioners, Revenue Settlement.	It is essential, as the work of the Revenue Settlement department is of the most responsible kind, that there should be a considerable European element in these grades.

LAND REVENUE DEPARTMENT.

Deputy Collectors and Magistrates	A proportion of Europeans is indispensable for administrative reasons. Such officers are required in hill stations, planting districts, cantonments and ports where there may be a considerable European population or where an officer with the powers of a Justice of the Peace is needed. For special enquiries also their services are often necessary.

SURVEY.

Superintendent, Deputy Superintendents and Assistant Superintendents.	A proportion of Europeans is considered indispensable.

B.—Offices, services and departments in which a proportion of Europeans is held to be indispensable—*cont.*

SMALL CAUSE COURT.

Judges	One-third of the Judges should be Europeans.

PRESIDENCY MAGISTRATES.

Presidency Magistrates	Twenty-five per cent. of these appointments should be held by Europeans.

JAIL DEPARTMENT.

Jailors, Assistant Jailors and Chief Warders.	Twenty-five per cent. of these appointments should be held by Europeans.

POLICE.

Inspectors	Twenty-five per cent. of these appointments should be held by Europeans.
European Head Constables	A proportion of Europeans is requisite.
Superintendent, City Police, Madras ..	Should be held by a European.
Inspectors and Sub-Inspectors of the Madras City Police.	Fifty per cent. of these appointments should be held by Europeans.
Officer in charge, Mounted Branch, City Police, Madras.	Should be a European.

EDUCATIONAL.

Appointments in the Indian Educational Service.	These represent the proportion of appointments in the Superior Educational Service which according to the Government of India should be held by Europeans.
Two Instructors, College of Engineering ..	These appointments belong to the Provincial Educational Service and are held, and should continue to be held, by European officers of the Public Works Department who are lent to the Educational Department for a term of years.

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