Revenue (1898) Department.

PRESS SERIES.

G.O., No. 318

DATED 27th May.

[Despatch Abstract.]

Forest Service

Approving the proposals made by the Bd. of Rev., regarding the future recruitment and promotion of officers in the subordinate

BACK PAPERS.

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

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
			CR&L 6404/97				

Revenue (1897) Department.

CURRENT No. 205

Prin. Sharp 27/5 Gaz. Supt.

Forest P.C. 9c

Order (Proc.) No. 318 of 27th May 1898.

From The Secretary to the Commissioners of Land Revenue Board of Revenue

For No. 516

The Govt agrees with the Board of Revenue and approves of the proposals made by it in its Proceedings read above.

27.5.98 / 26.5.98

Dated 26 November 1897

Received 10 Jany/98.

Registered //

Enclosures 2 files

Spare copies

To the Board (L.R.) with reference to letter dated 11/6/98

To the A.G. - Desp. 3.6.98 4c/3

Desp. 14.6.98

Desp. 20.5.98

Desp. 7.5.98

SUBJECT.

Subj with remarks for the acceptance of Govt certain proposals of the Conservator of Forests for the future recruitment & promotion of officers in the subordinate Forest Service &c.

11.1.98

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

Standing
26
4-6-98

REVENUE DEPARTMENT.

1897.

Board of Revenue

(Land Revenue),

MADRAS.

Printed January th 1898.

Proceedings, Forest No. 510, 26th November 1897.

NOVEMBER.

Submitting, with remarks, for the acceptance of Government, certain proposals of the Conservators of Forests for the future recruitment and promotion of officers in the Subordinate Forest Service, and communicating a copy of these Proceedings to the Inspector-General of Forests to the Government of India with reference to his letter to the Board No. 932, dated 29th September 1897.

PROCEEDINGS OF THE BOARD OF REVENUE

(LAND REVENUE).

READ—the following Proceedings of the Board of Revenue (Land Revenue), Forest Mis. No. 747, dated 26th July 1897 :—

Read—the following letter from E. D. M. HOOPER, Esq., Acting Conservator of Forests, Southern Circle, to the Secretary to the Commissioners of Land Revenue, dated Coimbatore, 19th July 1897, Ref. on C. No. 378 :—

Before issuing the attached notice calling for recruits for the service in this circle, I would ask the Board to consider the expediency of so altering it as to make it applicable to the full recruiting of the Presidency staff.

It is obviously opposed to the interest of Government that the circle officers should be bidding against each other for recruiting the staff of Presidency rangers and it is equally certain that the low type ill-educated recruited men in the Northern Circle will do scant justice to the re-organised Provincial service. I am separately addressing a proposal regarding the severance of the classes of forester and deputy ranger but meanwhile I would ask for the early opinion of the Forest Member on the suggestion as to my circle notice.

I would make a further proposal that, if made applicable to the Presidency, the selection of recruits be decided by two Conservators, if not by all three sitting together once a year for the purpose.

ENCLOSURE No. 1.

Notice.

Applications are invited from candidates for admission to the Provincial Forest Department in the Southern Circle of the Madras Presidency.

The Conservator will select from among applicants those he considers in every way most fitted for the service for which purpose he may require candidates to appear before him. The vacancies to which accepted candidates will be appointed will be Probationary Deputy Rangerships carrying a salary of Rs. 30 per mensem and should a probationary service of three years be satisfactorily performed including the passing of the departmental and other tests, the successful men will be further trained at the Imperial Forest College at Government expense.

In view of the superior emoluments now held out to officers in the Provincial service, it is not proposed at present to offer the full pay of a Probationary Deputy Ranger except to full graduates.

(Signed) E. D. M. HOOPER,
Ag. Conservator of Forests, Southern Circle.

Resolution—Forest Mis. No. 747, dated 26th July 1897.

The draft notice submitted with the letter read above should be amended as follows :—

(i) For the words "applications are invited from candidates" in lines 1 and 2, the words "applications are invited from passed candidates who must be natives of India" will be substituted (*vide* Board's Proceedings, Forest Mis. No. 1336, dated 14th September 1895).

(ii) The words "Provincial Forest Department" will be altered into "Subordinate Forest Service" with reference to sections 22 and 19 of the Forest Code.

(iii) For the words "Imperial Forest College," the words "Imperial Forest School, Dehra Dún," will be substituted (*vide* section 30 of the Forest Code).

2. With the above amendments, the draft notice and Mr. Hooper's letter will be circulated to the Conservators, Central and Northern Circles, for remarks.

(True Copy and Extract.)

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

To the Conservator of Forests, Northern Circle, with letter and its enclosure (in original) to be passed on to the Conservator, Central Circle, who is requested to return them with his reply.

" Conservator of Forests, Central Circle.

" Copy to the Conservator of Forests, Southern Circle.

READ—letter from E. D. M. HOOPER, Esq., Acting Conservator of Forests, Southern Circle, dated 28th July 1897, Ref. on C. No. 519.

ABSTRACT.—Submitting, for the information and orders of the Forest Member, a memorandum regarding the future recruiting of the Provincial forest service and the promotion to be given to men of the Protective staff.

Reference on the above, dated 5th August 1897.

Mr. Hooper's letter and memorandum read above will be circulated to the other Conservators for remarks.

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

To the Conservator of Forests, Northern Circle, with letter and memorandum in original to be passed on to the Conservator of Forests, Central Circle, who is requested to return them to the Board.

Copy to the Conservator of Forests, Central Circle.

READ—letter from the Conservator of Forests, Central Circle, dated 19th August 1897, No. 380.

ABSTRACT.—Forwarding to the Board, with remarks, Mr. Hooper's draft notice inviting applications for appointments in the subordinate forest service.

READ—letter from the Conservator of Forests, Central Circle, dated 20th September 1897, No. 604.

ABSTRACT.—Forwarding to the Board his remarks on the subject of the proposals for the recruitment of subordinates to the forest service.

READ—letter from the Inspector-General of Forests to the Government of India, dated 29th September 1897, No. 932.

ABSTRACT.—Forwarding, for communication to the Conservators of the Madras Presidency, copies of a circular addressed by him to the Conservators in the Bengal Presidency regarding the future recruitment and promotion of foresters.

RESOLUTION—Forest No. 510, dated 26th November 1897.

The papers read above contain the Conservators' proposals for the future recruitment and promotion of officers in the subordinate forest service.

2. Mr. Hooper has taken the opportunity of the introduction of the revised permanent scale of the subordinate forest establishment to submit to the Board a draft notice inviting applicants for appointment in the subordinate forest service, and has suggested that the same may be made applicable to the whole Presidency. He has also formulated certain proposals with the object of filling the executive branch of the subordinate Forest service with a better class of officers, who will eventually be fit for promotion to the Provincial ranks of the department. Mr. Hooper's proposals are set forth in the memorandum forwarded with his letter, Ref. on C. No. 519, dated 28th July 1897, read above, and are briefly as follow :—

(1) that the class of Deputy Rangers of the Subordinate Executive Staff should be made independent of the Subordinate Protective Staff consisting of Foresters and Forest Guards;

(2) that the Deputy Rangers' class should be recruited mainly with graduates who will eventually be deputed to the Dehra Dún Forest School to qualify for promotion to the higher grades; that the selection of these graduates should be made by a Committee of Conservators who should meet for the purpose; that the persons selected should be made to serve out the period of apprenticeship required for deputation to Dehra Dún (viz, three years) as probationary Deputy Rangers, third grade, on Rs. 30, and that they should be exempted from passing the Forestry and Departmental tests required for appointment to the Deputy Rangers' class (section 31 of the Forest Code), until they have served one-half of their probationary period or eighteen months;

(3) that, on the other hand, the Foresters' class should, as a rule, be recruited from the class to which forest guards belong; that probationary Foresters appointed under the old organization, who are not fit to be promoted to the class of Deputy Rangers, and men employed as supervisors on the temporary establishment, who will be thrown out by the introduction of the new scale, should also be merged in this class; that the Foresters so appointed should be attached to a single district, from which they should not be transferred except for special reasons, and they should be made to clearly understand that they will not ordinarily rise above the first grade of Foresters on Rs. 25; that the present examination qualifications required for appointment as Foresters should be retained, exemptions being granted in cases where they may be necessary.

3. These proposals were referred to the other Conservators for remarks. Both Messrs. Popert and Peet are in favour of adopting Mr. Hooper's suggestion to separate the classes of Deputy Rangers and Foresters. They allude to the difficulty experienced in getting men with educational qualifications for Foresters' posts on Rs. 15 and 20, and agree with Mr. Hooper in thinking that persons entertained as Foresters should be men of sturdy physique, rather than boys fresh from school who are, of course, unaccustomed to the hardships of a forest life. As regards Deputy Rangers, Messrs. Popert and Peet are of opinion that appointments to the class should not be restricted to graduates, but that matriculates and F.As. should also be admitted. Mr. Popert points out that the raising of the initial pay to Rs. 30, as proposed, will in itself have the desired effect of inducing a better class of men to apply for posts in the Forest Department, and thus in course of time a larger proportion of graduates will be entertained. Mr. Peet further considers that the present proposals should not have the effect of barring the promotion of Foresters already in the service to the class of Deputy Rangers, if they are considered to be deserving of such promotion.

4. The Board has carefully considered the Conservators' proposals and agrees in thinking that it is important to draw a clear line of division between the Deputy Rangers' and the Foresters' grades to be overstepped only in exceptional cases.

Though good Rangers and Deputy Rangers can frequently be obtained by promoting approved men from the lower grades, the number of such men is limited, and save in exceptional cases they are not educationally fitted for eventual promotion to the ranks of Extra Assistant and Extra Deputy Conservator. Moreover, experience has shown that well-educated men with fair prospects elsewhere will not enter the department to work in the forests in the lower grades. In order therefore to obtain men for the higher ranks, it becomes necessary that arrangements should be made to recruit a certain proportion of men from a class superior to that from which the lower grades of the service are recruited; and as the object of enlisting these men is to secure Deputy Rangers who, after a course of practical training in the forests, may be deputed to Dehra Dún, the Board thinks that nothing will be gained by requiring them to pass the Departmental and the Forestry tests prescribed for appointment to the Deputy Rangers' class. The Government of India has already been requested to reduce to six months the period of practical training required previous to deputation to Dehra Dún. This period of six months may be prescribed as the probationary period, and may be extended at the Conservator's option to one year, after which if the probationer is not fit to be sent to Dehra Dún, he should be regarded as unfit for service as a Deputy Ranger.

5. The Board considers that, other things being equal, preference may be given to graduates in making appointments to the Deputy Rangers' class under the scheme set forth above; but at the same time it has to be remembered that in determining fitness for forest service, physical capacity and readiness to endure hardship are as important considerations as intellectual capacity. The Conservators should therefore not be bound to select probationers from the ranks of graduates or even F.As. The departmental tests and the Dehra Dún examination are, the Board considers, sufficient to weed out any men of deficient intellectual capacity, who may happen to be entertained.

6. In regard to the Foresters' class, the Board considers that no bar should be placed on the promotion of men already in service if they are found to be qualified for such promotion; but in the case of future appointments, Foresters should be recruited on the understanding that they will have no claim to promotion to the grade of Deputy Rangers, though occasionally such promotion may be made in the case of men of approved merit.

7. Subject to the above remarks, the Board approves of the Conservators' proposals in regard to the recruitment of Deputy Rangers and Foresters, and submits them for the acceptance of Government. The Board considers that it is unnecessary that the Conservators should meet as a committee to decide appointments to the Deputy Rangers' class. Each Conservator may select candidates for vacancies in his own circle, and may issue his own notice inviting applicants. The notices may be framed as the Conservator chooses, so long as the above general instructions are not contravened. As suggested by Mr. Popert, all applicants may be required to give a declaration to the effect that they have not already applied for service in any other circle of the Forest Department of the Presidency, and they may also be told that in the event of their subsequently applying for a post in another circle, immediate notice of the fact should be given to the Conservator to whom they have previously applied, so that any Conservator who first offers a post to an applicant may inform the other Conservator or Conservators of the fact and so prevent competition. The Conservators' notices may also draw the attention of applicants to the notification in the *Fort St. George Gazette* containing the rules for admission to the Forest School, Dehra Dún.

8. Mr. Peet takes the opportunity of the present reference to request a reconsideration of the question of the grading of Rangers on one general list for the Presidency for purposes of promotion. The Board has already fully discussed the subject in its Proceedings, Forest No. 367, dated 10th August 1896, and is not prepared to re-open the question now.

9. A copy of these Proceedings will be communicated to the Inspector-General of Forests to the Government of India with reference to his letter to the Board No. 932, dated 29th September 1897.

(True Copies and Extract.)

Secretary.

To the Secretary to Government, Revenue Department, with two files of letters in original (to be returned).
" Conservators of Forests.
" the Inspector-General of Forests to the Government of India.

Exd. Md. Fahilvan.

Notes connected with Fo No 318 P 27-5-98

as well as Subject - Subordinate Forest Service

REVENUE DEPARTMENT.

C No. 205 of 98

From the Board of Rev: Land Revenue (For)

No. 510 Dated 26th nov: 1897.

FOR ORDERS.

The Board of Rev: submits for the approval of Govt certain proposals made by the Conservators of Forests for the recruitment and promotion of officers in the subordinate Forest Service.

2 The proposals originated from Mr Hooper who in July last submitted to the Board a memorandum on the subject in which he after pointing out the altered position and prospects of the subordinate forest staff due to the creation of the "Provincial Forest Service" and expressed a doubt as to whether the existing Rangers were "as a class sufficiently educated & trustwor

C 21/9/98 E.H.W.C.S.C.

"trustworthy for the high positions
"they will have to fill" suggested
certain lines on which future
recruitments should be con-
ducted so as to secure a con-
"stant stream of educated young
"men of special fitness for forest
"work who will in the future do
"justice to the largely developed
"Provincial Service." His Hooper's
"proposals are briefly set forth
"in para 2 of the R.P. and are
"as follows:-

(1) that the executive
and protective staffs of the
Forest Dept should be made
"independent of each other
(2) that the class of
Dy Rangers belonging to the
executive staff should be re-
cruited mainly with graduates,
that to avoid competition
among the Conservators, these
graduates should be selected
by a Committee of Conservators
who should meet for the pur-
pose, either the men selected
should be appointed probationary

Deputy

F O R O R D E R S.

But not exclusively. I doubt if graduates, as a class, will produce practical forest officers. We make men who have taken part of the degree equally eligible. The men are however to be selected by the Cons^rs who will take care that Brahmins are not too exclusively chosen. The Cons^rs are however alive to the necessity

of having regard to physical as well as intellectual qualifications in selecting men

This will also modify the proposal that the selection should be by a Committee of Cons^rs. This modification may be approved - see below.

SF

This is also modified by the Govt. letter reference to the proposal to reduce probationary period. The proposal is with the H.C. of D.

SF

Deputy Rangers on Rs 30 must
they pass the D.O.R. examina-
tion and that during the first
half of their three years ap-
prenticeship prior to their de-
putation to Dehra Dun they
should be exempted from
passing the Forestry and
Departmental tests prescribed
in Sec 31 of the Forest Code &
(3) that in the case of the
protective staff, the Foresters
of foresters
class should as a rule be
recruited from that to which
forest guards belong, that the
probationary foresters and
others employed under the old
organization who are not fit
for promotion as Dy Ranger
should also be merged
in this class, that the foresters
should not except for special
reasons be transferred from
one district to another, that
they should be made clearly
to understand that they will
not rise above the first grade

of

2 below
SF

4

Foresters on Rs 250; and that the present examination rules for entrance should be relaxed in their case when necessary.

3. The Board has consulted the other Conservators; Messrs Popert and Peet, on the subject and their while agreeing in Mr Hooper's view that the executive and protective staffs should be separated consider that the appointments of Dep.y Rangers should not be restricted to graduates but that M.A. men and matriculates should also be made eligible. Therefore Mr Popert thinks that the raising of the initial pay to Rs 300 will itself have the desired effect of drawing a better class of men into the Forest Dept. while Mr Peet would place no restrictions on the promotion of Foresters already in the service.

4. Mr Hooper's proposals, subject to the alterations therein

5

therein suggested by Messrs Popert and Peet have the general approval of the Board. The Board would however make the following further modifications therein viz

(1) that the Govt of India having already been requested to reduce to six months the period of practical training required prior to the deputation of an officer to Dehra Dun, six months to be extended to one year at the discretion of the Conservator should be prescribed as the probationary period.

(2) that ordinarily no Forester of approved merit should be promoted to the class of Dy Rangers and

(3) that there need not be any meeting of the Conservators to select candidates for employment in the Dy Rangers grade but that all applicants may be required to declare that

they have not applied for employment in another circle or if they apply subsequently, to notify the fact to the Conservator to whom the prior application or applications had been made.

5. In submitting these proposals for the approval of Govt. the Board and the Conservators would seem to have overlooked the fact that the main principles underlying therein were accepted by Govt and ordered to be acted upon so early as Nov: 1892 (G.O. No. 1859 dy 21st Nov: 1892.): the question was first mooted by the Inspector General of Forests; who in para 10 of his letter on page 4 of the G.O. of Nov 1892 expressed his opinion that there was "no necessity for the strong connecting link, "which we do not find in "any other forest organization, between

"between the executive and "protective staff", the two sets of officers being "entirely different as regards the education "and attainments required from "them". It was under this impression that the new class of Deputy Rangers on Rs 40, 35 and 30 were created and he proposed that the intermediate grade of Rs. 25 between the Deputy Rangers and those below them to be thereafter designated Foresters and grade should be abolished "so as to destroy the connexion between the purely executive and purely clerical establishments". From paras 4 & 5 of the B.P. in the G.O. above quoted as well as from the orders issued at the time it will be seen that both the Board and the Govt. entirely accepted the above proposals of the Inspector General and retained on the list Six

Foresters

7

Rs 25 each
Foresters on Chanliat on the
district understanding that
their appointments should
lapse on the then incumb-
ents being promoted or other-
wise provided for. Mr. Popert
and the Board also in their
suggested that "as the creat-
"ion of the Deputy Rangers'
"class makes the 'Foresters'
"simply a Superior Forest Guard
"employed solely on protective
"duties, the conditions re-
"quiring candidates admitted
"to the Forest Dept under the
"Upper Secondary Examination
"to pass in extra subject of
"Forestry' in the preliminary
"Higher Examinations in Science
"Art and Industries before pro-
"motion to or confirmation in
"the post of Forester should be
"relaxed." and this sugges-
tion was accepted by Govt
and the necessary modifica-
tion made in the Public Ser-
vice notification accordingly

(vide Est.

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N

vide also
para 2 of the letter
to India in G.O.
4843
18.12.94 J

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P

vide Est. G.O. on G.O. Revd 669 of
16th Feb 1893). That the revised
schemes for the reorganization
of the subordinate Forest Staff
subsequently drawn up did not
contemplate any alteration
in the principles adopted in
1892 will be evident from
the fact that in them the
number of Foresters on Rs
25 remained remained the
same (76) while those in the
other grades were disproportionately
large (vide Est on page 11 of
G.O. no 203 dt 12th March 1894 &
page 3 of G.O. no 247 Revd dt 10th
June 1896).

6. It will thus
be seen that the proposals
which the majority of the
Conservators now make are
not new and it is on the
supposition that they are new
that the Board of Rev now
recommends that no bar
should be placed on the pro-
motion of men already in the
Service

service and that for the future also such promotion may occasionally be made in the case of men of approved merit. The effect of accepting the Boards' proposals will, it is submitted, be to leave everything in the state in which it was before 1892 and it is therefore a question for consideration whether the Board should not now be distinctly told that while the fact of a man's being a Forester should not in itself be a disqualification for appointment as Dep.ty Ranger if he is otherwise qualified by examination rules, the executive and protective staffs should, as contemplated in 1892, be permanently separated that the men who were appointed Foresters on Rs 25 subsequent to Nov: 1892 should be considered to have no claim for promotion to the Dr. Rangers Class and that the appointments first

They are doing this S/F

first mentioned should be absorbed into the classes of Foresters proper or Dr Rangers as early as possible. The total number of Foresters sanctioned need not it is submitted be reduced but of the six Foresters on the pay Rs 25 should be reduced to 20. The other proposals of the majority of the conservators and the Board do not call for any special remarks except that it may perhaps be better for the Govt to declare that in the executive service preference should, as suggested by Mr Hooper, be given to graduates provided that they are certified by a medical officer to be fit for such service. Physical ability capacity and power of endurance in the average native not engaged in manual labour are it is submitted almost the same

Not at all S/F

7. Mr Peet has requested a reconsideration of the question of grading Rangers on one general list for purposes of promotion

promotion. The Board states that it sees no reason to reconsider the decision arrived at in its Proc under G.O. no 3881 dy 29th Sept 1896. It is submitted that the Govt may express its concurrence with the Board.

1.3.98

4/3/98.

Sey The principle underlying the Hooper proposals is not new but apparently it has not been given effect to & the manner proposed are inclined to give it effect. Submitted that they may be accepted as modified by the Board.

4/3/98

Hon.

The Board's proposals may be accepted

19/3/98

Please cause draft G.O. (plus) on the docket of the current for approval.

4/3/98

Q

8/2

4/3/98

19.3.98

REVENUE DEPARTMENT.

NOTES CONNECTED WITH G.O., No. 318, REVENUE, DATED 27TH MAY 1898.

[SUBJECT.—*Subordinate Forest Service.*]

From the Board of Revenue (Land Revenue), Forest No. 510, *dated* 26*th November* 1897.

To Under Secretary—

The Board of Revenue submits, for the approval of Government, certain proposals made by the Conservators of Forests for the recruitment and promotion of officers in the subordinate Forest service.

2. The proposals originated from Mr. Hooper who, in July last, submitted to the Board a memorandum on the subject in which he, after pointing out the altered position and prospects of the subordinate Forest staff due to the creation of the "Provincial Forest Service," and expressing a doubt as to whether the existing Rangers were "as a class sufficiently educated and trustworthy for the high positions "they will have to fill," suggested certain lines on which future recruitments should be conducted so as to secure "a constant stream of educated young men of special "fitness for forest work who will in the future do justice to the largely developed Provincial service." Mr. Hooper's proposals are briefly set forth in paragraph 2 of the Board's Proceedings and are as follows:—

G.S.F.

(1) that the executive and protective staffs of the Forest Department should be made independent of each other;

(2) that the class of Deputy Rangers belonging to the executive staff should be recruited mainly with graduates, that, to avoid competition among the Conservators, these graduates should be selected by a committee of Conservators who should meet for the purpose, that the men selected should be appointed probationary Deputy Rangers on Rs. 30 until they pass the Dehra Dun Ranger's examination and that during the first-half of their three years apprenticeship prior to their deputation to Dehra Dun they should be exempted from passing the Forestry and Departmental tests prescribed in section 31 of the Forest Code; and

(3) that in the case of the protective staff, the class of foresters should, as a rule, be recruited from that to which forest guards belong, that the probationary foresters and others employed under the old organization who are not fit for promotion as Deputy Rangers should also be merged in this class, that the foresters should not, except for special reasons, be transferred from one district to

* But not exclusively. I doubt if graduates, *as a class*, will produce *practical* forest officers. I would make men who have taken part of the degree *equally* eligible. The men are however to be *selected* by the Conservators who should therefore take care that Brahmins are not too exclusively chosen. The Conservators are however alive to this. The Board points out the necessity of having regard to physical as well as intellectual qualifications in selecting men.

The Board also modifies the proposal that the selection should be by a *committee* of Conservators. This modification may be approved—see below.

G.S.F.

† This is also modified by the Board with reference to the proposal to reduce probationary period. The proposal is with the Government of India.

G.S.F.

See below.

G.S.F.

another, that they should be made clearly to understand that they will not rise above the first grade of Foresters on Rs. 25, and that the present examination restrictions should be relaxed in their case when necessary.

3. The Board has consulted the other Conservators, Messrs. Popert and Peet on the subject and these, while agreeing in Mr. Hooper's view that the executive and protective staffs should be separated, consider that the appointments of Deputy Rangers should not be restricted to graduates, but that F.A. men and Matriculates should also be made eligible therefor. Mr. Popert thinks that the raising of the initial pay to Rs. 30 will itself have the desired effect of drawing a better class of men into the Forest Department, while Mr. Peet would place no restrictions on the promotion of Foresters already in the service.

4. Mr. Hooper's proposals, subject to the alterations therein suggested by Messrs. Popert and Peet, have the Board's general approval. The Board would, however, make the following further modifications therein, viz.—

(1) that the Government of India having already been requested to reduce to six months the period of practical training required prior to the deputation of an officer to Dehra Dun, six months to be extended to one year at the discretion of the Conservator should be prescribed as the probationary period;

G.S.F.

(2) that occasionally Foresters of approved merit should be promoted to the class of Deputy Rangers; and

G.S.F.

(3) that there need not be any meeting of the Conservators to select candidates for employment in the deputy rangers' grade, but that all applicants may be required to declare that they have not applied for employment in another circle, or if they apply, subsequently, to notify the fact to the Conservator to whom the prior application or applications had been made.

G.S.F.

5. In submitting these proposals for the approval of Government, the Board and the Conservators would seem to have overlooked the fact that the main principles underlying therein were accepted by Government and ordered to be acted upon so early as November 1892 (G.O., No. 1159, dated 21st November 1892). The question was first mooted by the Inspector-General of Forests, who, in paragraph 10 of his letter on page 4 of the Government Order of November 1892, expressed his opinion that there was "no necessity for the strong connecting link, which we do not find in "any other forest organization, between the executive and protective staff," the two sets of officers being "entirely different as regards the education and attainments "required from them." It was under his suggestion that the new class of Deputy Rangers on Rs. 40, 35 and 30 were created and he proposed that the intermediate grade of Rs. 25 between the Deputy Rangers and those below them to be thereafter designated Foresters and Guards should be abolished "so as to destroy the connexion between the executive and protective establishments." From paragraphs 4 and 8 of the Board's Proceedings in the Government Order above quoted as well as from the orders issued at the time, it will be seen that both the Board and the Government virtually accepted the above proposals of the Inspector-General and retained on the list six Foresters on Rs. 25 each on the distinct understanding that their appointments should lapse on the then incumbents being promoted or otherwise provided for. Mr. Popert and the Board at the time suggested that "as "the creation of the Deputy Ranger class makes the 'Forester' simply a superior "Forest guard employed solerly on protective duties, the condition requiring candidates "admitted to the Forest Department under the Upper Secondary examination to pass "in the subject of 'Forestry' in the preliminary higher examinations in Science, Art "and Industries before promotion to or confirmation in the post of Forester should "be relaxed;" and this suggestion was accepted by Government and the necessary modification made in the Public Service Notification accordingly (*vide* Educational Government Order in G.O., No. 669, Revenue, dated 16th February 1893). That

the revised schemes for the recorgnization of the subordinate Forest staff subsequently drawn up did not contemplate any alteration in the principles adopted in November 1892 will be evident from the fact that in them the number of Foresters on Rs. 25 retained remained the same, viz., six, while those in the other grades were disproportionately large (*vide* statement on page 11 of G.O., No. 203, dated 12th March 1894, and page 3 of G.O., No. 247, Revenue, dated 10th June 1896).

Vide also paragraph 2 of the letter to India in G.O., No. 4843, dated 10th December 1894.

6. It will thus be seen that the proposals which the majority of the Conservators now make are not new and it is on the supposition that they are new, that the Board of Revenue now recommends that no bar should be placed on the promotion of men already in the service and that for the future also such promotion may occasionally be made in the case of men of approved merit. The effect of accepting the *Board's* proposals will, it is submitted, be to leave everything in the state in which it had been prior to November 1892 and it is therefore a question for consideration whether the Board should not now be distinctly told that while the fact of a man's being a Forester should not in itself be a disqualification for appointment as Deputy Ranger if he is otherwise qualified by examination rules, the executive and protective staffs should, as contemplated in 1892, be permanently separated, that the men who were appointed Foresters on Rs. 25 subsequent to November 1892 should be considered to have *no claim* for promotion to the Deputy Rangers' class and that the appointments first mentioned should be absorbed into the classes of Foresters proper or Deputy Rangers as early as possible. The total *number* of Foresters sanctioned need not, it is submitted, be reduced, but the pay of the six Foresters on Rs. 25 should be reduced to Rs. 20. The other proposals of the majority of the Conservators and the Board do not call for any special remarks except that it may perhaps be better for the Government to declare that in the executive service preference should, as suggested by Mr. Hooper, be given to graduates, provided that they are certified by a medical officer to be fit for such service.

They are doing this.

G.S.F.

Not at all.

G.S.F.

Physical capacity and power of endurance in the average native not engaged in manual labour are, it is submitted, almost the same.

7. In this connexion Mr. Peet has requested a reconsideration of the question of grading rangers on one general list for purposes of promotion. The Board states that it sees no reason to reconsider the decision arrived at in its Proceedings under G.O., No. 3881, dated 29th September 1896. It is submitted that the Government may express its concurrence with the Board.

G.S.F.

P.N.M.
1–3–98.

To Secretary—

The principle underlying Mr. Hooper's proposals is not new, but apparently it has not been given effect to, and the measures proposed are intended to give it effect. Submitted that they may be accepted as modified by the Board.

N. E. MARJORIBANKS.
4–3–98.

To Honourable Member—
,, *His Excellency the Governor—*

The Board's proposals may be accepted.

G. S. FORBES.
19–3–98.

[This went to the Hon'ble Mr. Grose, but the Honourable Member did not initial it.]

Yes.

A. E. H[AVELOCK].
17-4-98.

Please see draft Government Order put up on the docket of the current for approval.

N.K.
21-5-98.

To Secretary—

N.E.M.
25-5-98.

Issue.

G. STOKES.
27-5-98.

Government {1898} of Madras.

REVENUE.

Recd. } 1898. *Enclosures*

Regd. } *Spare copies*

G.O., No. 318, 27th May 1898.

MAY.

Forest Service.

Approving the proposals made by the Board of Revenue, regarding the future recruitment and promotion of officers in the subordinate —.

GOVERNMENT OF MADRAS.

REVENUE DEPARTMENT.

Read—the following Proceedings of the Board of Revenue (Land Revenue), Forest No. 510, dated 26th November 1897 :—

Read—again the following Proceedings of the Board of Revenue (Land Revenue), Forest Mis. No. 747, dated 26th July 1897 :—

Read—the following letter from E. D. M. HOOPER, Esq., Acting Conservator of Forests, Southern Circle, to the Secretary to the Commissioners of Land Revenue, dated Coimbatore, 19th July 1897, Ref. on C. No. 378 :—

Before issuing the attached notice calling for recruits for the service in this circle, I would ask the Board to consider the expediency of so altering it as to make it applicable to the full recruiting of the Presidency staff.

It is obviously opposed to the interest of Government that the circle officers should be bidding against each other for recruiting the staff of Presidency rangers and it is equally certain that the low type ill-educated recruited men in the Northern Circle will do scant justice to the re-organised Provincial service. I am separately addressing a proposal regarding the severance of the classes of forester and deputy ranger but meanwhile I would ask for the early opinion of the Forest Member on the suggestion as to my circle notice.

I would make a further proposal that, if made applicable to the Presidency, the selection of recruits be decided by two Conservators, if not by all three sitting together once a year for the purpose.

Enclosure No. 1.

Notice.

Applications are invited from candidates for admission to the Provincial Forest Department in the Southern Circle of the Madras Presidency.

The Conservator will select from among applicants those he considers in every way most fitted for the service for which purpose he may require candidates to appear before him. The vacancies to which accepted candidates will be appointed will be Probationary Deputy Rangerships carrying a salary of Rs. 30 per mensem and should a probationary service of three years be satisfactorily performed including the passing of the departmental and other tests, the successful men will be further trained at the Imperial Forest College at Government expense

In view of the superior emoluments now held out to officers in the Provincial service, it is not proposed at present to offer the full pay of a Probationary Deputy Ranger except to full graduates.

(Signed) E. D. M. HOOPER,
Ag. Conservator of Forests, Southern Circle.

Resolution—Forest Mis. No. 747, dated 26th July 1897.

The draft notice submitted with the letter read above should be amended as follows :—

(i) For the words "applications are invited from candidates" in lines 1 and 2, the words "applications are invited from passed candidates who must be natives of India" will be substituted (*vide* Board's Proceedings, Forest Mis. No. 1336, dated 14th September 1895).

(ii) The words "Provincial Forest Department" will be altered into "Subordinate Forest Service" with reference to sections 22 and 19 of the Forest Code.

(iii) For the words "Imperial Forest College," the words "Imperial Forest School, Dehra Dún," will be substituted (*vide* section 30 of the Forest Code).

2. With the above amendments, the draft notice and Mr. Hooper's letter will be circulated to the Conservators, Central and Northern Circles, for remarks.

(True Copy and Extract.)

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

To the Conservator of Forests, Northern Circle, with letter and its enclosure (in original) to be passed on to the Conservator, Central Circle, who is requested to return them with his reply.

" Conservator of Forests, Central Circle.

Copy to the Conservator of Forests, Southern Circle.

Read—also letter from E. D. M. HOOPER, Esq., Acting Conservator of Forests, Southern Circle, dated 28th July 1897, Ref. on C. No. 519.

Abstract.—Submitting, for the information and orders of the Forest Member, a memorandum regarding the future recruiting of the Provincial forest service and the promotion to be given to men of the Protective staff.

Reference on the above, dated 5th August 1897.

Mr. Hooper's letter and memorandum read above will be circulated to the other Conservators for remarks.

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

To the Conservator of Forests, Northern Circle, with letter and memorandum in original to be passed on to the Conservator of Forests, Central Circle, who is requested to return them to the Board.

Copy to the Conservator of Forests, Central Circle.

Read—also letter from the Conservator of Forests, Central Circle, dated 19th August 1897, No. 380.

Abstract.—Forwarding to the Board, with remarks, Mr. Hooper's draft notice inviting applications for appointments in the subordinate forest service.

Read—also letter from the Conservator of Forests, Central Circle, dated 20th September 1897, No. 604.

Abstract.—Forwarding to the Board his remarks on the subject of the proposals for the recruitment of subordinates to the forest service.

Read—also letter from the Inspector-General of Forests to the Government of India, dated 29th September 1897, No. 932.

Abstract.—Forwarding, for communication to the Conservators of the Madras Presidency, copies of a circular addressed by him to the Conservators in the Bengal Presidency regarding the future recruitment and promotion of foresters.

Resolution—Forest No. 510, dated 26th November 1897.

The papers read above contain the Conservators' proposals for the future recruitment and promotion of officers in the subordinate forest service.

2. Mr. Hooper has taken the opportunity of the introduction of the revised permanent scale of the subordinate forest establishment to submit to the Board a draft notice inviting applicants for appointment in the subordinate forest service, and has suggested that the same may be made applicable to the whole Presidency. He has also formulated certain proposals with the object of filling the executive branch of the subordinate Forest service with a better class of officers, who will eventually be fit for promotion to the Provincial ranks of the department. Mr. Hooper's proposals are set forth in the memorandum forwarded with his letter, Ref. on C. No. 519, dated 28th July 1897, read above, and are briefly as follow :—

(1) that the class of Deputy Rangers of the Subordinate Executive Staff should be made independent of the Subordinate Protective Staff consisting of Foresters and Forest Guards;

(2) that the Deputy Rangers' class should be recruited mainly with graduates who will eventually be deputed to the Dehra Dún Forest School to qualify for promotion to the higher grades; that the selection of these graduates should be made by a Committee of Conservators who should meet for the purpose; that the persons selected should be made to serve out the period of apprenticeship required for deputation to Dehra Dún (viz., three years) as probationary Deputy Rangers, third grade, on Rs. 30, and that they should be exempted from passing the Forestry and Departmental tests required for appointment to the Deputy Rangers' class (section 31 of the Forest Code), until they have served one-half of their probationary period or eighteen months;

(3) that, on the other hand, the Foresters' class should, as a rule, be recruited from the class to which forest guards belong; that probationary Foresters appointed under the old organization, who are not fit to be promoted to the class of Deputy Rangers, and men employed as supervisors on the temporary establishment, who will be thrown out by the introduction of the new scale, should also be merged in this class; that the Foresters so appointed should be attached to a single district, from which they should not be transferred except for special reasons, and they should be made to clearly understand that they will not ordinarily rise above the first grade of Foresters on Rs. 25; that the present examination qualifications required for appointment as Foresters should be retained, exemptions being granted in cases where they may be necessary.

3. These proposals were referred to the other Conservators for remarks. Both Messrs. Popert and Peet are in favour of adopting Mr. Hooper's suggestion to separate the classes of Deputy Rangers and Foresters. They allude to the difficulty experienced in getting men with educational qualifications for Foresters' posts on Rs. 15 and 20, and agree with Mr. Hooper in thinking that persons entertained as Foresters should be men of sturdy physique, rather than boys fresh from school who are, of course, unaccustomed to the hardships of a forest life. As regards Deputy Rangers, Messrs. Popert and Peet are of opinion that appointments to the class should not be restricted to graduates, but that matriculates and F.As. should also be admitted. Mr. Popert points out that the raising of the initial pay to Rs. 30, as proposed, will in itself have the desired effect of inducing a better class of men to apply for posts in the Forest Department, and thus in course of time a larger proportion of graduates will be entertained. Mr. Peet further considers that the present proposals should not have the effect of barring the promotion of Foresters already in the service to the class of Deputy Rangers, if they are considered to be deserving of such promotion.

4. The Board has carefully considered the Conservators' proposals and agrees in thinking that it is important to draw a clear line of division between the Deputy Rangers' and the Foresters' grades to be overstepped only in exceptional cases.

Though good Rangers and Deputy Rangers can frequently be obtained by promoting approved men from the lower grades, the number of such men is limited, and save in exceptional cases they are not educationally fitted for eventual promotion to the ranks of Extra Assistant and Extra Deputy Conservator. Moreover, experience has shown that well educated men with fair prospects elsewhere will not enter the department to work in the forests in the lower grades. In order therefore to obtain men for the higher ranks, it becomes necessary that arrangements should be made to recruit a certain proportion of men from a class superior to that from which the lower grades of the service are recruited; and as the object of enlisting these men is to secure Deputy Rangers who, after a course of practical training in the forests, may be deputed to Dehra Dún, the Board thinks that nothing will be gained by requiring them to pass the Departmental and the Forestry tests prescribed for appointment to the Deputy Rangers' class. The Government of India has already been requested to reduce to six months the period of practical training required previous to deputation to Dehra Dún. This period of six months may be prescribed as the probationary period, and may be extended at the Conservator's option to one year, after which if the probationer is not fit to be sent to Dehra Dún, he should be regarded as unfit for service as a Deputy Ranger.

5. The Board considers that, other things being equal, preference may be given to graduates in making appointments to the Deputy Rangers' class under the scheme set forth above; but at the same time it has to be remembered that in determining fitness for forest service, physical capacity and readiness to endure hardship are as important considerations as intellectual capacity. The Conservators should therefore not be bound to select probationers from the ranks of graduates or even F.As. The departmental tests and the Dehra Dún examination are, the Board considers, sufficient to weed out any men of deficient intellectual capacity, who may happen to be entertained.

6. In regard to the Foresters' class, the Board considers that no bar should be placed on the promotion of men already in service if they are found to be qualified for such promotion; but in the case of future appointments, Foresters should be recruited on the understanding that they will have no claim to promotion to the grade of Deputy Rangers, though occasionally such promotion may be made in the case of men of approved merit.

7. Subject to the above remarks, the Board approves of the Conservators' proposals in regard to the recruitment of Deputy Rangers and Foresters, and submits them for the acceptance of Government. The Board considers that it is unnecessary that the Conservators should meet as a committee to decide appointments to the Deputy Rangers' class. Each Conservator may select candidates for vacancies in his own circle, and may issue his own notice inviting applicants. The notices may be framed as the Conservator chooses, so long as the above general instructions are not contravened. As suggested by Mr. Popert, all applicants may be required to give a declaration to the effect that they have not already applied for service in any other circle of the Forest Department of the Presidency, and they may also be told that in the event of their subsequently applying for a post in another circle, immediate notice of the fact should be given to the Conservator to whom they have previously applied, so that any Conservator who first offers a post to an applicant may inform the other Conservator or Conservators of the fact and so prevent competition. The Conservators' notices may also draw the attention of applicants to the notification in the *Fort St. George Gazette* containing the rules for admission to the Forest School, Dehra Dún.

8. Mr. Peet takes the opportunity of the present reference to request a reconsideration of the question of the grading of Rangers on one general list for the Presidency for purposes of promotion. The Board has already fully discussed the subject in its Proceedings, Forest No. 367, dated 10th August 1896, and is not prepared to re-open the question now.

9. A copy of these Proceedings will be communicated to the Inspector-General of Forests to the Government of India with reference to his letter to the Board No. 932, dated 29th September 1897.

(True Copies and Extract.)

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

To the Secretary to Government, Revenue Department, with two files of letters in original (to be returned).
,, Conservators of Forests.
,, the Inspector-General of Forests to the Government of India.

Order—No. 318, Revenue, dated 27th May 1898.

Forest No. 92.

The Government agrees with the Board of Revenue and approves of the proposals made by it in its Proceedings read above.

(True Extract.)

(Signed) G. STOKES,
Secretary to Government.

To the Board of Revenue (Land Revenue), with enclosures.
,, the Accountant-General.

Exd. Shaik Karim.

40 Copies.

First copy sent to Press.

Returned for signature.

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Number of copies required. { Order copy / Letter only / Order copy

Read again G.O., No. dated 189 .

Current No.

Enclosures to C. No.

Heads of Government

Heads of Government.

Statement in ditto.

Cases not filed up, being meant for despatch in original.

N.B.—
A = Print in full.
B = Not to be printed.
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