

Revenue (1898) Department.

MISCELLANEOUS SERIES.

G.O., No. 4357

DATED 7th Nov 1898

[Despatch Abstract.]

Recording B.P. Comd. to all
C. W. orders sanctioning increase of
pay to Karmans in Ryotwari villages.

BACK PAPERS.

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

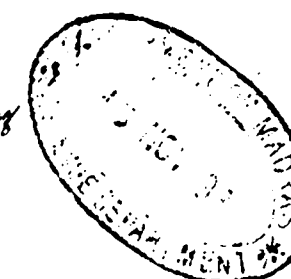
FURTHER PAPERS.

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

Revenue
Financial (189 8) Department.

CURRENT No. 4534

From *Board of Revenue*
(dand Rev.)



Order Min No 43574/76 dtd 18/8

Recorded

3/11/8

Ful Dpt - 24/2
8.11.98

No. 268

Dated 10-10-98.

Received 3 Nov

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Enclosures

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SUBJECT.

communicating to
all collectors order
sanctioning increase
of pay to karnams
in ryotwari villages.

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

REVENUE DEPARTMENT.

1898.

Board of Revenue
(Land Revenue),
MADRAS.

Printed November th.

Proceedings, No. 268, 10th October 1898.

OCTOBER.

Communicating to all Collectors orders sanctioning increase of pay to karnams in ryotwari villages.

PROCEEDINGS OF THE BOARD OF REVENUE
(LAND REVENUE).

Read—again the following Government Order, No. 474, Revenue, dated 18th June 1897:—

Read—the following Proceedings of the Board of Revenue (Land Revenue), No. 403,
dated 26th October 1896 :—

Resolution—No. 403, dated 26th October 1896.

In the concluding paragraph of its resolution on the proposals for the formation of a Land Record Department (Board's Proceedings, No. 354, dated 18th September 1896), the Board intimated its intention of submitting to Government a scheme for improving the position of karnams throughout the Presidency. It was pointed out that the orders of recent years had thrown upon these servants of Government a very considerable increase of work for which, as yet, no increase of pay had been granted, and the Board added that signs were not wanting of a widespread feeling amongst these officials that the scale of remuneration was not commensurate with the services rendered. The Board now submits for the orders of Government its proposals for increasing the pay of village karnams in all districts of the Presidency, except Madras and the Nilgiris.

2. Appendix A shows the number of karnams on the different rates of pay in each district of the Presidency, excluding Madras, while appendix B* shows the establishment of karnams in the twelve districts to which the scale, usually called the Anantapur scale, has already † been applied. The proposals of the Board on the present occasion are intended to be given effect to at once in these twelve districts, as also in Górávari, as shown in Appendix B; while the same principles will be applicable to districts whose village establishments may be revised hereafter.

3. The following statement compares the present and proposed standards of village establishments so far as karuams are concerned :—

Beriz.	Rate of pay of karnams.		Number of karnams in twelve districts.		Cost of karnams.	
	Present.	Proposed.	Present.	Proposed.	Present.	Proposed.
Under Rs. 2,000	Rs. 6	Rs. 8	No. 2,860	No. 6,735	Rs. 17,160	Rs. 53,880
Rupees 2,000 and above	7	10	{ 3,875	{ 973	{ 27,125	{ 9,730
" 4,000 "	8	12	{ 973	{ 162	{ 7,784	{ 1,944
" 8,000 "	10	15	{ 162	{ 60	{ 1,620	{ 900
" 12,000 "	12		{ 49		{ 588	
" 16,000 "	15		{ 11		{ 165	
					54,442	66,454
					12	12
					6,53,304	7,97,448
						Rs. 1,44,144
Additional cost per annum						5,016
Add additional cost in Gódivari as shown in Appendix B						1,49,160
					Total additional cost	

The Board proposes that the pay of the lowest grade⁽⁸⁾ of karnams should, in future, be fixed at Rs. 8 per mensem, and that karnams now drawing Rs. 7 as well as those now drawing Rs. 6 may be placed in this grade. The alternative of giving the karnams on Rs. 7 an increase of Rs. 2 each per mensem, which would mean an additional charge of nearly a lakh of rupees per annum on this item only, does not commend itself to the Board.

4. The increases proposed to the pay of karnams now drawing Rs. 8, 10 and 12, respectively, will entail an additional cost of Rs. 2,417 per mensem, or Rs. 29,004 per annum on the whole. It will be seen that no increase is proposed to the karnams now drawing Rs. 15 each. In other words, the karnams now drawing Rs. 15 will be assimilated to those drawing Rs. 12, just as those drawing Rs. 7 are assimilated to those drawing Rs. 6. The total number of grades of karnams will thus be reduced from six to four.

5. A remark is called for with regard to the district of Górávari. The scale adopted for determining the pay of village officers in this district was as follows:—

Karnam's

Beria							Karnam's pay.
							RS.
Under Rs. 2,000	...	...	...	...	...	...	6
Rupees 2,000 and less than Rs. 5,000	...	...	...	...	...	...	8
" 5,000 "	"	"	7,500	...	...	...	10
" 7,500 "	"	"	10,000	...	...	...	12
" 10,000 "	"	"	15,000	...	...	...	15
" 15,000 and above	...	...	...	...	...	...	20

The following statement compares what a karnam in charge of a village with a given beriz would get in one of the districts at present on the Anantapur scale with what he would get if the village were in Gólavari, and again with what he would get according to the proposed general scale for karnams:—

Beriz of village.		Karnam's pay on		
		Anantapur scale.	Scale pro- posed by the Board.	Gódvári • scale.
RS.		RS.	RS.	RS.
1,500		6	8	6
5,000		8	10	10
8,000		10	12	12
12,000		12	15	15

It will be seen from the above comparison that the principal change required to bring the Górávari scale for karnams into harmony with that proposed by the Board is that karnams in charge of villages with a beriz less than Rs. 2,000 each should get Rs. 8 each instead of Rs. 6 as at present. A few minor points of difference will still remain, e.g., in the case of karnams of villages whose beriz ranges between Rs. 4,000 and Rs. 5,000, but these differences may be set right at the next revision of village establishments in Górávari. The Board does not at present propose to disturb the special rate of pay (Rs. 20 per mensem), drawn by karnams in charge of villages with a beriz of Rs. 15,000 and above: but the question of dispensing with this rate will be considered when the revised scheme for the district is submitted.

6. *The remaining districts.*—Some time must elapse before the increase to karnams' salaries can be given effect to in the districts not shown in Statement B. This period will, however, not exceed a few months in the case of Tanjore and Trichinopoly, for which districts schemes of revision of village establishments are expected from the Collectors at an early date, and also in the case of Tinnevely the scheme for which is under consideration in the Board's office. In Salem, South Canara and Malabar, the Board considers that the introduction of resettlement in the case of Salem, and of settlement in the case of the other two districts, may be awaited before revising the

present village establishments. The Collector of Kistna will be asked to report when the scheme already called for for revising the village establishments in his district may be expected.

7. *Cost of the scheme.*—The cost of the scheme, so far as the thirteen districts shown in statement B are concerned, will be an additional expenditure of Rs. 1,49,160 or in round numbers, one and a half lakhs of rupees per annum. Supposing the present rate of cess, viz., 8 pies in the rupee is maintained, the balance to the credit of the Village Service Fund will suffice, during the next two or three years, to defray this additional cost. When the rate of 9 pies in the rupee is re-imposed, as it must be, after a time, even if no relief were granted to karnams, the annual proceeds of the cess, on the present land revenue, may be estimated at 25 lakhs of rupees per annum; and with a corresponding Government contribution the assets of the fund may be set down at 50 lakhs. The present annual charges of the Village Service Fund amount to 46 lakhs, so that a sum of 4 lakhs of rupees will be available, without enhancing the rate of cess, for carrying out improvements to village establishments. Assuming that the total relief to be ultimately granted to karnams throughout the Presidency will bear the same proportion to the present cost of karnams' establishments that the additional expenditure of one and a half lakhs, now proposed, bears to the cost of karnams in the thirteen districts shown in statement B, the maximum expenditure on account of increase to karnams' salaries will be two and a half lakhs of rupees for the Presidency, a sum which will still be less than the estimated annual balance referred to above.

(True Copy and Extract.)

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

To the Secretary to Government, Revenue Department,

APPENDICES.

OFFICIAL MEMORANDUM No. 18.

The Accountant-General is requested to favour Government with his opinion as to whether the Village Service Fund in this Presidency constitutes an item of "Indian Revenue" within the meaning of article 277 of the Civil Account Code, and, if so, whether revisions of village establishment should not be treated in the same way as those of process service establishments—vide clause (4) of the article.

FORT ST. GEORGE,
29th January 1897.

(Signed) LIONEL DAVIDSON,
Under Secretary to Government.

To the Accountant-General.

Read—the following letter from F. C. HARRISON, Esq., Officiating Accountant-General to the Government of Madras, to the Secretary to Government, Revenue Department, dated Fort St. George, 12th March 1897, No. 842:—

In reply to the official memorandum No. 18, dated 29th January 1897, I have the honour to state that, as the Village Service Fund is in effect derived from Land Revenue, it is in my opinion an item of Indian Revenue. Even if this were not so, article 287 of the Civil Account Code would bring village establishments under the rules and restrictions in article 277, and revisions of such establishments are, in my judgment, liable to the general limitation in clause (4) of that article which is only relaxed when fees or scales are levied under the orders of a Court of Law.

Order—No. 474, Revenue, dated 18th June 1897.

Miscellaneous.

The Board's proposals are approved and will be submitted to the Government of India for sanction.

2. Ordered that the following letter be despatched to the Government of India.

(True Extract.)

(Signed) C. H. B. BURLTON,
for Ag. Secretary to Government.

To the Board of Revenue (Land Revenue).

" the Accountant-General, } with copy of letter to the Government of India.
" the Financial Department, }

Read—again the following Government Order, No. 207, Revenue, dated 15th April 1898:—

Read—the following Proceedings of the Board of Revenue (Land Revenue), No. 429, dated 6th December 1897:—

Read—the following Government Order, Mis. No. 5100, Revenue, dated 29th September 1897:—

Read—the following letter from DENZIL IBBETSON, Esq., c.s.i., Secretary to the Government of India, Department of Revenue and Agriculture (Land Revenue), to the Secretary to the Government of Madras, Revenue Department, dated Simla, the 8th September 1897, No. 2079-246-2:—

I am directed to acknowledge the receipt of your letter, No. 475, dated 18th June 1897, in which you put forward proposals for improving the position of karnams in the Madras Presidency by fixing their scale of pay at—

Basis.							Rate of pay.
							Rs.
Ra. 2,000, but under	Ra. 4,000	...	...	...	...	...	8
" 4,000, "	" 8,000	...	...	...	...	...	10
" 8,000, "	" 12,000	...	...	...	...	...	12
" 12,000, and above	...	...	...	...	...	...	15

2. In view of the importance of the work which the karnams are now required to perform, the Government of India agree with the Governor in Council that it is necessary to increase the pay of these officers.

3. It is observed that the revised scheme will ultimately involve an additional expenditure of more than two and a half lakhs of rupees per annum for twenty districts; but that at present it is proposed to introduce it from 1st July 1897 into thirteen districts only at an extra cost of Rs. 12,430 a month, or Rs. 1,49,160 per annum.

4. The additional cost will be met in equal proportion from the General Revenues and from the Village Service Fund under sections 8 and 9 of Madras Act IV of 1893; but it appears from your letter that for a few years the additional cost can be met from accumulated balances without raising the rate of cess or the amount of contribution payable by Government.

5. As regards the question raised in paragraph 6 of your letter, whether in the matter of establishments paid from the Village Service Fund the powers of sanction of Local Governments are limited to the extent indicated in Chapter 17 of the Civil Account Code, Volume I, I am to remind the Government of Madras of the general principle that the exercise by Local Governments of powers conferred on them by Indian legislation is subject to the statutory control of the Secretary of State and of the Government of India. One of the orders prescribing the measure of this statutory control is the Financial Resolution No. 916-Ex., dated 4th March 1893, a reference to which will show that in the present case the sanction of the Secretary of State is required since the proposals relate to a revision of establishment that involves additional expenditure of more than Rs. 25,000 a year. The Government of India are prepared to recommend the general proposal to His Lordship as soon as the proposition statement required by article 57, note 2, of the Civil Account Code, Volume I, is received. They do not think, however, that the proposal presents great urgency; and under the special circumstances of the present year, they are not prepared to recommend its introduction with earlier effect than the 1st January 1898.

6. I am, however, to observe for consideration of His Excellency in Council that the present practice and apparently the future intention in Madras are that the pay of the karnams should be local and not personal, that is to say, attached to the circle, and not to the individual. I am to say that experience in other provinces has shown that any system which attaches a particular pay to a particular circle is open to very serious objection which has led to its very general abandonment. It follows from such a system that even when hereditary claims do not stand in the way, the pay of a deserving man cannot be raised or that of an inefficient man be reduced without moving him from a circle with which he is intimately acquainted to another of which he knows nothing, and that when a vacancy occurs in a highly paid circle, it is almost inevitably necessary to move men from one circle to another to the great disadvantage of all the circles concerned. Or again if, as is probably the usual case in the Madras Presidency, the heir succeeds, it means that an inexperienced youth is drawing higher pay than an old and proved servant, and that there is no means of rewarding good service. The plan that has, in other provinces, been substituted for pay attached to circles, is to fix the number in and the pay of each grade in each district or sub-division of a district, and to promote or reduce individual karnams from grade to grade according to merit and as vacancies occur.

7. The Government of India fully recognise that there may very possibly be practical difficulties in the way of anything like a sudden revolution in the existing system. But I am to request that the matter may receive careful consideration, and to say that it would be a matter of satisfaction to them to be assured that His Excellency in Council concurs in the advisability of the change and is prepared to introduce it gradually as may be conveniently possible. In that case they would request Her Majesty's Secretary of State to so frame his sanction as to cover either form of graduation of pay.

Order—Mis. No. 5100, Revenue, dated 29th September 1897.

Communicated to the Board of Revenue, with the request that the proposition statement called for in paragraph 5 of the letter may be submitted at an early date. It is also requested to report on the suggestion in paragraph 6.

(True Extract.)

(Signed) F. J. WILSON,
for Ag. Secretary to Government.

To the Board of Revenue (Land Revenue).

Resolution—No. 429, dated 6th December 1897.

The Board resolves to submit to Government the proposition statement called for in Government Order, Mis. No. 5100, dated 29th September 1897, in connection with the scheme for raising the pay of karnams in the thirteen districts referred to in Appendix B to Board's Proceedings, No. 403, Press, dated 26th October 1896, as well as in the district of Tinnevely, where the revision of the village establishments was sanctioned in Government Order, No. 556, Press, dated 12th July 1897. The number of karnams in each grade according to the sanctioned scale is exhibited separately in the proposition statement while the special increases given to karnams in certain localities on account of heaviness of work or unhealthiness of locality are shown in lump. Two other statements are also appended to these proceedings showing, respectively, the details for each district and the principles upon which salaries are assigned to each karnam group in the present and the proposed scales.

2. The revised scheme entails a net additional cost of Rs. 13,254-8-0 per mensem or Rs. 1,59,054 per annum as shown in the margin. The Board recommends that the revised scale may be introduced in the districts referred to with effect from the beginning of the next official year. Provision to this effect has been made in the budget estimate for 1898-99 which has been submitted to Government with Board's Proceedings, No. 424, dated 2nd December 1897.

	Rs.	As.
Ganjām	236	-13
Vizagapatam	608	
Gōdāvari	418	
Nellore	906	
Cuddapah	1,118	
Anantapur	853	
Anantapur (villages transferred from the Bellary district)	14	
Pellary	821	-8
Kurnool	1,073	-11
Chingleput	977	-4
North Arcot	1,413	
South Arcot	1,988	
Madura	752	-3
Tinnevely	915	-30
Coimbatore	1,222	-2
Total	13,314	-59½
or Rs. 13,254½ per mensem.		

* This figure represents the reduction in the special increases consequent on the introduction of the revised scale.

3. The Government of India in paragraphs 6 and 7 of their letter, dated 8th September 1897, suggest that the pay of karnams may be made personal instead of being as at present local. The Board is fully alive to the advantage of a graduation of officials on the principle of personal pay, and has repeatedly advocated the extension of this principle to Tahsildars. The question whether village officers should not also be given the benefit of personal salaries will be carefully considered, but in order that any such scheme may be of practical use, it is necessary that the details should be carefully worked out and tested in the districts. Moreover, such a scheme would not immediately affect the present proposals for increasing the pay of karnams. For whatever principles already govern the pay of existing establishments, the same principles should, in the opinion of the Board, determine the increases to be now given, so that there may be a just proportion in each case between the present pay and the increment to be added to it. On the other hand, the announcement that an increase of pay will depend on good service and not on the charge that a karnam may happen to hold, can be made at any time so as to bind the heirs or successors of present incumbents, but it could not in fairness be made to affect the value of the charges to their present holders.

(True Copy and Extract.)

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

To the Secretary to Government, Revenue Department,
with proposition statement in duplicate.

APPENDIX

Name of district.	Government Orders sanctioning present establishment.	Present			
		Karnams on Rs. 6 per mensem.	Karnams on Rs. 7 per mensem.	Karnams on Rs. 8 per mensem.	Karnams on Rs. 10 per mensem.
1	2	3	4	5	6
1. Ganjam ..	No. 887, dated 8th November 1890, No. 604, dated 4th July 1891, Mis. No. 90, dated 11th January 1895, and No. 588, dated 29th August 1895.	228	122	13	..
2. Vizagapatam ..	No. 320, dated 22nd April 1893, No. 450, dated 25th May 1893, and Mis. No. 4019, dated 19th October 1894.	26	112	33	3
3. Gódvári ..	No. 1097, dated 26th September 1895 ..	269	..	125	..
4. Nellore ..	No. 57, dated 31st January 1895 ..	161	224	..	34
5. Cuddapah ..	No. 734, dated 16th August 1893 ..	297	309	97	9
6. Anantapur ..	No. 719, dated 13th July 1892, No. 1031, dated 27th November 1893, No. 779, dated 7th November 1894, and Mis. No. 4568, dated 14th November 1895.	332	123	28	2
6a. Villages transferred to the Anantapur district from Bellary.	No. 72, dated 24th January 1890, and No. 220, dated 19th April 1895.	7	..	..	..
7. Bellary ..	No. 402, dated 28th May 1897, and No. 805, dated 23rd September 1897.	163	266	86	13
8. Kurnool ..	No. 755, dated 21st December 1896.	317	268	70	8
9. Chingleput ..	No. 733, dated 16th August 1893, No. 16, dated 15th January 1894, No. 690, dated 22nd October 1895, and Mis. No. 3105, dated 3rd August 1896.	219	378	66	10
10. North Arcot ..	No. 315, dated 6th July 1896.	853	516	88	6
11. South Arcot ..	No. 321, dated 12th May 1890, No. 981, dated 16th September 1892, No. 1147, dated 16th November 1892, No. 67, dated 2nd February 1895, No. 729, dated 11th November 1895, and No. 744, dated 14th November 1895.	370	922	161	2
12. Madura ..	No. 52, dated 21st January 1890, No. 96, dated 26th January 1892, No. 225, dated 7th March 1892, No. 718, dated 13th July 1892, and No. 374, dated 25th May 1894.	115	235	101	35
13. Tinnevely ..	No. 556, dated 12th July 1897 ..	37	235	223	65
14. Coimbatore ..	No. 573, dated 13th August 1888, Mis. No. 5652, dated 15th September 1890, No. 1068, dated 10th November 1891, No. 2253, dated 9th June 1894, Mis. No. 4305, dated 7th November 1894, and Board's Proceedings, No. 120, dated 1st May 1890, and No. 405, dated 18th December 1890.	219	407	142	36
Total ..		3,658	4,117	1,233	223

(a) An increase of Rs. 2-8-0 was given to the karnam of Vizagapatam who was drawing only Rs. 5 (vide Government accordingly shown as Rs. 1-8-0. No special increase will now be necessary. (b) The special increase.

	Number of persons.	Present scale.			Proposed scale.		
		Pay according to scale.	Special increase.	Total increase.	Pay according to scale.	Special increase.	Total increase.
(c)	3	Rs. 7	Rs. 1	Rs. 8	Rs. 8	Rs. ..	Rs. ..
	1	7	5	5	8	4	4
	2	8	2	4	10	..	..
	6	..	..	12	..	..	4
(e)	1	7	5	5	8	4	4
	1	7	5	5	8	4	4
	1	6	2	2	8	..	..
	3	..	..	12	..	..	8
(g)	3	7	1	8	8	..	..
	1	7	3	3	8	2	2
	9	8	2	18	10	..	..
	1	8	8	3	10	1	1
	2	8	4	8	10	2	4
	1	10	2	2	12	..	..
	17	..	..	37	..	..	7

DIX I.

establishment.				Proposed establishment.						Remarks.
Karnams on Rs. 12 per mensem.	Karnams on Rs. 15 per mensem.	Total number of karnams.	Total cost per mensem.	Karnams on Rs. 8 per mensem.	Karnams on Rs. 10 per mensem.	Karnams on Rs. 12 per mensem.	Karnams on Rs. 15 per mensem.	Total number of karnams.	Total cost per mensem.	
7	8	9	10	11	12	13	14	15	16	17
..	..	363	Rs. 2,326	350	11	2	..	363	Rs. 2,934	It is only the pay of the karnams on Rs. 6 that is now proposed to be increased (paragraph 5 of Board's Proceedings, No. 403, dated 26th October 1896). The pay of the other karnams is in accordance with the revised scale.
..	..	174	1,234	138	33	3	..	174	1,470	
..	..	209	1,254	209	125	34	21	209	1,672	
14	7	565	4,147	385	97	9	1	565	5,053	
1	..	713	4,823	606	28	2	..	713	5,941	
2	..	487	3,121	455	..	..	..	487	3,974	
..	..	7	42	7	..	..	..	7	56	
7	1	541	3,787	434	86	13	8	541	4,608	
5	..	668	4,478	585	70	8	5	668	5,551	
3	..	676	4,624	597	66	10	3	676	5,601	
1	..	964	6,508	869	83	6	1	964	7,919	Order, Mis. No. 4019, dated 19th October 1894. He is included among Rs. 6 karnams for convenience and the increase is have not been shown separately as they do not affect the present proposals.
..	..	1,455	9,982	1,292	161	2	..	1,455	11,970	
5	..	491	3,553	350	101	35	5	491	4,305	
10	7	577	4,526	272	223	65	17	577	5,441	
7	3	814	5,788	626	142	36	10	814	7,010	
..	..	..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	..	..	
..	..	..	..	..	..	..	..	..	..	
55	18	8,704	60,278	7,175	1,231	225	73	8,704	73,533	

Order, Mis. No. 4019, dated 19th October 1894. He is included among Rs. 6 karnams for convenience and the increase is have not been shown separately as they do not affect the present proposals.

Number of persons.	Present scale.			Proposed scale.		
	Pay according to scale.	Special increase.	Total increase.	Pay according to scale.	Special increase.	Total increase.
1	Rs. 6	Rs. 1	Rs. 7	Rs. 8	Rs. ..	Rs. ..
1	6	4	10	8	2	10
1	7	1	8	8	1	9
1	7	2	9	8	..	8
2	8	2	10	10	2	12
1	8	4	12	10	..	10
7	..	..	16	..	..	5
1	6	1	7	8	2	10
1	6	4	10	8	..	8
2	..	..	5	..	..	2
1	6	4	10	8	2	10

Read—also the following Government Order, No. 513, Revenue, dated 6th September 1898 :—

Read—again Government Order, No. 207, Revenue, dated 15th April 1898 :—

APPENDIX II.

A STATEMENT showing the different scales at present in force.

Government Order sanctioning the scale.	Name of district.	Karnams on Rs. 6.	Karnams on Rs. 7.	Karnams on Rs. 8.	Karnams on Rs. 10.	Karnams on Rs. 12.	Karnams on Rs. 15.
No. 887, dated 8th November 1890.	Beriz.	Under Rs. 2,000	Rs. 2,000 to Rs. 4,000	Rs. 4,000 and above.	..	..	..
No. 320, dated 22nd April 1893.	Vizagapatam ..	Do.	Do.	Rs. 4,000 to Rs. 8,000	Rs. 8,000 to Rs. 12,000	Rs. 12,000 and above.	..
No. 1097, dated 26th September 1885.	Godavari ..	Do.	..	..	..	..	..
No. 57, dated 31st January 1895.	Nellore ..	Do.	Rs. 2,000 to Rs. 4,000	Rs. 4,000 to Rs. 8,000	Rs. 8,000 to Rs. 12,000	Rs. 12,000 to Rs. 16,000	Rs. 16,000 and above.
No. 734, dated 16th August 1893.	Cuddapah ..	Do.	Do.	Do.	Do.	Rs. 12,000 and above.	..
No. 719, dated 13th July 1892.	Anantapur ..	Do.	Do.	Do.	Do.	Do.	..
No. 402, dated 28th May 1897.	Bellary ..	Do.	Do.	Do.	Do.	Rs. 12,000 to Rs. 16,000	Rs. 16,000 and above.
No. 735, dated 21st December 1896.	Kurnool ..	Do.	Do.	Do.	Do.	Rs. 12,000 and above.	..
No. 733, dated 16th August 1893.	Chingleput ..	Do.	Do.	Do.	Do.	Do.	..
No. 313, dated 6th July 1896.	North Arcot ..	Do.	Do.	Do.	Do.	Do.	..
No. 321, dated 12th May 1890.	South Arcot ..	Do.	Do.	Do.	Rs. 8,000 and above.	..	..
No. 52, dated 21st January 1890.	Madura ..	Do.	Do.	Do.	Rs. 8,000 to Rs. 12,000.	Rs. 12,000 and above.	..
No. 556, dated 12th July 1897.	Tinnevely ..	Do.	Do.	Do.	Do.	Rs. 12,000 to Rs. 16,000.	Rs. 16,000 and above.
No. 573, dated 13th August 1888.	Coimbatore ..	Do.	Do.	Do.	Do.	Do.	Do.

Proposed scale.

Beriz—	Rs.
Under Rs. 4,000 ..	8
Rs. 4,000 to Rs. 8,000 ..	10
Rs. 8,000 to Rs. 12,000 ..	12
Rs. 12,000 and above ..	15

Order—No. 207, Revenue, dated 15th April 1898.

Miscellaneous.

The proposition statement submitted by the Board of Revenue is approved and will be transmitted to the Government of India with the request that the sanction of the Secretary of State for India may be obtained to the introduction of the scheme with effect from the 1st April of this year.

(True Extract.)

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

Letter—from the Acting Secretary to the Government of Madras, Revenue Department, to the Secretary to the Government of India, Revenue and Agricultural Department, dated Ootacamund, 15th April 1898, No. 208.

I am directed to acknowledge the receipt of your letter, No. 2079—246-2, dated 8th September 1897, on the subject

Miscellaneous.

of increasing the pay of karnams in this Presidency, and with reference to paragraph 5 thereof, to forward the proposition statement required by article 57, Note 2, of the Civil Account Code, Vol. I. In paragraph 3 of the Honourable Mr. Stokes' letter, No. 475, dated 18th June 1897, it was stated that the scheme would at the commencement be introduced into thirteen districts only and that the cost would be Rs. 12,430 a month, or Rs. 1,49,160 per annum. Since then the village establishments in another district, namely, Tinnevely, have been revised and it is proposed to introduce the scheme into that district also. The result is that the additional expenditure will be raised to Rs. 13,254-8-0 per mensem, or Rs. 1,59,054 per annum, as shown in the proposition statement. I am directed to request that His Excellency the Governor-General in Council will be pleased to obtain the sanction of the Right Honourable the Secretary of State for India for the introduction of the scheme into the fourteen districts with effect as from the 1st April of this year. The necessary provision has been made in the budget estimate of 1898-99.

2. In regard to the proposal made in paragraph 6 of the letter under reply, that the pay of the karnams should be made personal and not local as at present, I am directed to say that His Excellency the Governor in Council has given his best attention to the matter, and that although it is possible to distribute the total pay now sanctioned for each district or division among the karnams within it, with reference to personal claims of long service and efficiency, there are grave administrative objections which render it altogether undesirable to give effect to the proposal in this Presidency. His Excellency the Governor in Council greatly regrets, therefore, that as at present advised he is unable to give the assurance asked for in paragraph 7 of your letter.

3. In the districts of this Presidency, with a few exceptions, the hereditary principle in connection with village offices is still maintained; and although villages and hamlets within a certain limit of distance apart have been grouped under one karnam the principle has nevertheless been carefully observed in the selection for the combined charge of a member of one of the hereditary karnam families of the group—usually the principal village of the group. The karnam, who is generally also a ryot holding ancestral lands in the village, is an officer of the village community, doing duty both for Government and for the community, and anything which would loosen the bond between him and his village or render uncertain the conditions of his tenure would do great harm both to the State and the village by diminishing his influence and could not be regarded by His Excellency in Council as otherwise than a grave misfortune. The villages placed in a karnam's charge are not conventional "circles" determined by a standard scale; and they are not similar in respect of the duties connected with the karnamship in them. Some are very large and rich imposing a vast deal of work on the karnam in executing the orders of Government and entailing great expense in living and in carrying out the social duties and functions which his position in the village requires of him; other villages are small and poor, the living inexpensive and the work comparatively trifling. In fine the pay attached to each karnamship is roughly proportionate to the actual charges which the maintenance of the office imposes upon the holder. It would be contrary to immemorial custom for a karnam to look for promotion or reward beyond the emoluments fixed for his

village; the idea would be novel and strange both to him and the villagers. For derelictions of duty he is liable to departmental punishments; but the incentive which weighs most with him in maintaining an efficient and honest standard of duty and which he considers a sufficing recompense is the prospect of preserving in his family the same office in the same village and handing it on to his children after him; for should he be detected in grave or fraudulent misconduct he puts his hereditary right in jeopardy. The Government also gains much financially by the hereditary attachment of the karnam to his village and his office and the social distinction appertaining to the position, for these considerations go far to enable the Government to secure the willing work of these officials on terms so economical in comparison with the value of the services rendered, services which are every day becoming more extended and more complex.

Another point remains. The average number of karnams in a district is over 500 and in some districts it ranges between 1,000 and 1,400. The regulation of all this promotion and the deciding upon contending claims would add greatly to the work of the already overburdened district officers; but a more serious result would be the innumerable intrigues which the scheme would breed among these village servants themselves, while it would foster rampant corruption in the taluk offices, where it can flourish easily and is most difficult to check.

4. Having regard to all these considerations, His Excellency in Council is convinced that the introduction of a scheme of personal grading which would affect the stability of the karnam's position in his village would not only establish conditions of unrest and discontent, but would in this Presidency be positively prejudicial to the interests both of the public and the administration, while the mischiefs of the scheme would be out of all proportion to the advantages expected from it. In these circumstances His Excellency in Council trusts that the proposal may be allowed to drop.

5. In the few and exceptional districts in which the hereditary principle is not in force, the karnams are not placed on a fixed establishment and their appointment and dismissal are entirely in the hands of the Collector who therefore has ample control over the nomination of men to villages for which they are found to be fitted.

Read—again the following Government Order, Mis. No. 2679, Revenue, dated 24th June 1898:—

Read—again Government Order, No. 207, Revenue, dated 15th April 1898.

Read—also the following letter from E. MACONOCHIE, Esq., I.C.S., Under Secretary to the Government of India, Department of Revenue and Agriculture (Land Revenue), to the Secretary to the Government of Madras, Revenue Department, dated Simla, the 13th June 1898, No. 1148—147-3:—

With reference to your letter, No. 208-R., dated the 15th April last, I am directed to state that the proposals of the Government of Madras for the improvement of the position of karnams in the Madras Presidency have been referred to Her Majesty's Secretary of State for orders.

Order—Mis. No. 2679, Revenue, dated 24th June 1898.

Communicated to the Board of Revenue.

(True Extract.)

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

To the Board of Revenue (Land Revenue),
with copy of Government Order, No. 207, dated 15th April 1898.

Read—also the following endorsement from E. MACONOCHIE, Esq., I.C.S., Under Secretary to the Government of India, Revenue and Agricultural Department (Land Revenue), dated Simla, the 15th August 1898, No. 1645—147-4:—

Copy, with copy of despatch to Secretary of State, No. 159, dated 9th June 1898, forwarded to the Government of Madras for information, in continuation of letter, No. 1148—147-3, dated 13th June 1898.

ENCLOSURES.

Finance Department Resolution No. 3143-Ex., dated 9th August 1898, and enclosure.

Read—Despatch from Her Majesty's Secretary of State for India, No. 125, Revenue, dated the 14th July 1898, received on the 1st August 1898.

Ordered, that a copy be forwarded to the Revenue and Agricultural Department, in continuation of endorsement No. 2504-Ex., dated the 9th June 1898.

Ordered also that a copy, with a copy of the despatch with enclosures to which the above is a reply, be forwarded to the Accountant-General, Madras.

Despatch from Her Majesty's Secretary of State for India, No. 125, Revenue, dated 14th July 1898.

I have considered in Council the proposals made in your Excellency's letter, No. 159 (Finance), dated the 9th June 1898, with accompanying papers, concerning the revision of the village accountant staff in fourteen districts of Madras.

2. In the circumstances stated, I sanction the proposals made by the Madras Government and accepted by your Excellency's Government, involving an additional expenditure of Rs. 1,59,054 a year, rising ultimately to more than 2½ lakhs of rupees, of which one-half will fall upon the general revenues. I have observed from recent annual reports that much attention is being given to the training of village accountants in surveying and in the maintenance of correct village maps and land records, and I trust that the great majority of these useful village officials may soon be brought to a high standard of efficiency.

Despatch from the Government of India, Finance and Commerce Department (Salaries, Establishments, &c.—Land Revenue), to the Right Honourable the Secretary of State for India, dated Simla, the 9th June 1898, No. 159 of 1898.

We have the honour to forward, for your Lordship's consideration and orders, a copy of correspondence with the Government of Madras regarding the proposals submitted by that Government for the improvement of the position of karnams or village accountants in the Madras Presidency.

2. Your Lordship will observe from the papers that the principal object of the proposals is to increase the rate of pay of these village officers, and that the scheme will ultimately involve an additional expenditure of more than two and-a-half lakhs of rupees per annum, although at present it is intended to introduce it into fourteen districts only, at an extra cost of Rs. 1,59,054 per annum.

The additional expenditure will be met in equal proportions from the General Revenues and from the Village Service Fund under sections 8 and 9 of Madras Act IV of 1893, but, as shown in paragraph 5 of the Local Government's letter of the 18th June 1897, the additional cost can for a few years be met from accumulated balances in the Village Service Fund without raising the rate of cess or the amount of the contribution payable by Government.

3. We are of opinion that the proposals of the Government of Madras are very moderate, and are justified by the additional and increasing qualifications required of village accountants, whose duties are specially arduous where, as in Madras, the assessment is a semi-fluctuating one. For some years we pressed upon the Local Government the importance of training these village officers; the Local Government, after some hesitation, accepted our views and have carried them out cordially; and we think that it would be a grave mistake to now refuse to the trained staff an increased pay which, by comparison with that paid for similar duties in other provinces, is still most moderate. We therefore strongly recommend the present proposals.

14 BOARD OF REVENUE (LAND REVENUE), No. 268, 10TH OCTOBER 1898.

for your Lordship's sanction, and we agree that, as suggested by the Government of Madras in their letter of the 15th April 1898, the scheme should be introduced into the fourteen districts mentioned with effect from the 1st April 1898.

4. In paragraph 6 of our Revenue Secretary's letter of the 8th September 1897, which forms an enclosure of this despatch, it was suggested to the Madras Government that the existing hereditary karnam system might be gradually modified and made to conform with the system generally adopted in other provinces of India; but in view of the strong objections urged by the Local Government in their letter of the 15th April 1898 against any change, we have not considered it advisable to press the matter further.

Order—No. 513, Revenue, dated 6th September 1898.

Miscellaneous.

Communicated to the Board of Revenue, in continuation of G.O., No. 2679, Revenue, dated 24th June 1898.

2. It will be noted that the scheme sanctioned by the Secretary of State takes effect from 1st April last.

(True Extract.)

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

To the Board of Revenue (Land Revenue).

„ the Accountant-General, } with copy of G.O., No. 207, Revenue,
Copy to the Financial Department, } dated 15th April 1898.

RESOLUTION—No. 268, dated 10th October 1898.

The correspondence read above, which relates to the revision of the salaries of karnams in the ryotwari tracts of the Madras Presidency, except Madras and the Nilgiris, will be communicated to the Collectors concerned for information and guidance.

2. The revision should be carried out by the substitution, with effect from 1st April last, of the revised scale given below in districts to which the scale, usually called the Anantapur scale, has already been applied:—

Beris.	Rate of pay of karnams.	
	Present.	New.
	RS.	RS.
Under Rs. 2,000	6	8
Rs. 2,000 and above	7	10
„ 4,000	8	12
„ 8,000	10	15
„ 12,000	12	
„ 16,000	15	

Accordingly the scheme will be given effect to at once in respect of karnams of

Ganjām.	Chingleput.
Vizagapatam.	North Arcot.
Nellore.	South Arcot.
Cuddapah.	Madura.
Bellary.	Tinnevely.
Anantapur.	Coimbatore.
✓ Kurnool.	

all grades in the thirteen districts noted in the margin and in respect of the karnams of such villages in Gódvári as at the time of the last revision yielded less than Rs. 2,000 each as beriz. The karnams of the remaining villages in the Gódvári district will continue to draw their present rates of pay which, for the

reasons stated in paragraph 5 of Board's Proceedings, No. 403, dated 26th October 1896, need not be disturbed pending the next general revision of village establishments in the district.

3. No scheme is yet ready for the revision of village establishments in the districts of Trichinopoly, Salem, South Canara and Malabar and the introduction of the new scale into those districts will accordingly be deferred for the present. The scheme for Trichinopoly is, however, long overdue and the Collector will be requested

BOARD OF REVENUE (LAND REVENUE), No. 268, 10TH OCTOBER 1898. 15

to report when it will be submitted. In the district of Salem the resettlement, and in South Canara and Malabar the introduction of settlement, will, as already decided, be awaited before the revision of the present establishments is undertaken. A scheme for the revision of village establishments in Tanjore is now before Government and, when orders are passed, the revised scale will be given effect to as regards the karnams of that district. The same scale will be adopted by the Board in the schemes for the revision of village establishments in the various taluks of the Kistna district which are now being received from the Collector and will be submitted to Government in the order of their receipt.

4. The attention of the Collector of Gódvári as well as of the Collectors of the thirteen districts named in the margin of paragraph 2 above is invited to the statements appended to Board's Proceedings, No. 429, dated 6th December 1897, which were prepared in the Board's office in order to show the financial effect of the application of the new scale of karnams' salaries. It will be seen that the special increases of pay allowed at the last revision in each district have been retained in all cases in which they were found to be in excess of the revised scale, and that in other cases they have been absorbed in the new scale. The proposition statements should be carefully scrutinized by Collectors who are requested to report all errors and omissions at a very early date to the Board.

(True Copies and Extract.)

Acting Secretary.

To Collectors of all districts, except of Madras and the Nilgiris.
Copy to the Secretary to Government, Revenue Department.
" " Settlement Department.

Ed. Md. Pahlwan