

Government of Madras

REVENUE (SPECIAL) (WAR) DEPARTMENT

G.O. No. 254, 4th June 1919

Employment of demobilized or retired sepoys

Extending the operation of the orders in G.O. No. 1358, Revenue, dated 8th April 1918, for a period of one year after the declaration of peace in order to cover the time of demobilization and laying down as a permanent measure that, in filling vacancies on I's 15 and below, preference should always be given to men who have served in the army, provided that they are qualified by character and education.



BACK PAPERS.

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

FURTHER PAPERS.

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READ—the following paper:—

G.O. No. 1358, Revenue, dated 8th April 1918.

ABSTRACT.—Directing that, in applying the limit of age prescribed for admission into Government service, heads of departments shall exclude from a candidate's age any period during which he was serving in the combatant ranks of the army, that all appointments in the Government service on pay not exceeding Rs. 15 per mensem should from now onwards and for the period of the war only be filled up temporarily so that men returning from the war may have a chance of getting such appointments and that men who now enrol as combatants may register their applications for the branch of the Government service to which they would like to be appointed on return.

Order—No. 254, Revenue (Special) (War), dated 4th June 1919.

In G.O. No. 1358, Revenue, dated the 8th April 1918, the Government directed, with a view to ensuring employment in Government service to as many returned soldiers as possible, that the limit of age for admission to Government service should exclude periods served in the army, that appointments on Rs. 15 and under should only be filled up temporarily for the period of the war and that men enlisting should be entitled to put in applications for appointments to be given them on their return.

2. The Government are now pleased to extend the operation of these orders for a period of one year after the declaration of peace in order to cover the time of demobilization. This will not, however, prevent the permanent appointment of demobilized or retired non-commissioned officers and sepoys. The Government are further pleased to lay down as a permanent measure that, in filling vacancies of the above description, preference should always be given to men who have served in the army, provided that they are qualified by character and education.

3. In the case of the senior posts of the above description, it has been suggested that retired non-commissioned officers of good character and sufficient education are particularly suited for such posts as that of duffadar, as their military training enables them to maintain discipline among peons especially among men who have been sepoys. The Government do not wish to lay down any hard and fast rule in this connexion but commend the suggestion for consideration. At the same time, they do not wish deserving men of long service to be unfairly treated and will not object to permanent vacancies being filled up by promotions of men now in service, where the appointing officers think that demobilized or retired non-commissioned officers or sepoys cannot be appointed without unfairness to them.

NP

4. In order to ensure that full effect is given to these orders, they would suggest that officers who have appointments to fill should place themselves in communication with the District Soldiers' Committees who will recommend the names of discharged Indian soldiers who are suitable for these appointments.

(True extract)

A. Y. G. CAMPBELL,
Acting Secretary to Government.

To all Collectors.

„ all heads of departments under Revenue (Special).

„ the other departments of the Secretariat for communication to heads of departments under them.

Copy to the General Officer Commanding, 9th Division (with C.L.).

REVENUE (SPECIAL) (WAR) DEPARTMENT.

NOTES CONNECTED WITH G.O. No. 254, REVENUE (SPECIAL) (WAR), DATED 4TH JUNE 1919

[SUBJECT.—*Provision of employment for discharged soldiers.*]

Previous papers :

G.O. 2362, Public,	4th November	1884	G.O. 26, Rev. (Spl.) (War),	22nd January	1919
„ 1054 „	2nd May	1885	„ 80 „	21st February	„
„ 593 „	8th June	1896	„ 106 „	13th March	„
„ 1358, Revenue,	8th April	1918	„ 137 „	28th „	„

District Soldiers' Committees have been asked separately to take such steps as may be necessary and feasible for helping discharged soldiers to secure suitable civil employment.

2. In paragraph 1 (b) of G.O. No. 1358, Revenue, dated 8th April 1918, it has been directed that all appointments in the Government service on pay not exceeding Rs. 15 per mensem 'from now onwards and for the period of the war' should only be filled up temporarily. It is for consideration whether any modification is necessary in the term 'for the period of the war' above referred to, in view of the circumstance that complete demobilization is not likely to be effected until a few months after the war, and some reasonable time and facilities will have to be afforded to Indian personnel of the overseas forces to put in applications for civil employment after their return to India. It would perhaps be suitable if it is directed that the appointments of the class referred to should *not* be filled up permanently except by ex-army men, during the period of the war and for a period of six months after the termination of the war. If this suggestion is approved, the departments of the Secretariat may be requested to be so good as to state whether they agree to orders as at A above being issued.

C.P.K.—19-4-19.

The order may run 'for six months after the declaration of peace' so as to be quite definite.

2. I submit that it would also be a good thing to lay down as a permanent measure that in filling vacancies of this description preference should be given to men who have served in the army provided that they are qualified by character and education to fill the posts which are vacant. To give sepoys a good chance of places as peons, etc., on retirement seems an obvious way of increasing (1) the attractions of the army, (2) the character of the peons (since a pensioned sepoy would be better off than the average peon).

S. WADSWORTH—23-4-19.

Other departments u.o. for remarks.

A. Y. G. CAMPBELL—29-4-19.

PUBLIC (POLITICAL) AND (ECCLESIASTICAL) DEPARTMENT.

Submitted that Revenue (Special) (War) may be informed that the Political and Ecclesiastical Departments have no objection to the issue of an order as proposed.

V.P.E.M.—6-5-19.

E. M. GAWNE—9-5-19.

REVENUE DEPARTMENT.

The proposal of the Revenue (Special) Department may, it is submitted, be accepted.

S.J.A.—7-5-19.	S.K.—8-5-19.
S.K.—7-5-19.	K.C.V.—8-5-19.
S.R.—7-5-19.	W.A.K.—8-5-19.
A.S.R.—8-5-19.	

V. PONNAYYA—8-5-19.
F. J. NOBBS—9-5-19.

Yes.

A. F. G. MOSCARDI—10-5-19.

PUBLIC WORKS DEPARTMENT (RAILWAYS).

This section which deals with 'Railways' forms part of the Public Works Secretariat (General Branch). So far as the appointment of peons suggested in the above note is concerned no separate remarks are called for in Public Works Department (Railways).

2. As establishments employed on railways are entirely under the control of the Railway Administrations and as the Local Government do not interfere in the internal administration of railways it seems unnecessary to address the Railway Companies on the subject. With these remarks the case may be returned to Revenue (Special) (War) Department.

J.R.—7-5-19.
S.G.—9-5-19.

C. DOVE WILSON—9-5-19.

HOME (JUDICIAL) DEPARTMENT.

Submitted that the proposal in the foregoing notes may be agreed to in this department, and the case returned to Revenue (Special) u.o.

C.V.V.—5-5-19.
M.V.V.—7-5-19.

C. RAMANUJA ACHARIYAR—9-5-19.
R. RAMACHANDRA RAO—9-5-19.

PUBLIC DEPARTMENT.

Submitted that Public may agree to the suggestions of Under Secretary, Revenue (Special) Department.

T.M.R.—7-5-19.
A.H.—8-5-19.

E. M. GAWNE—9-5-19.

The truth of the matter is that discharged sepoy is often (more often than not) very bad peon. As soldiers they have been subject to a clearly defined routine undeviatingly carried out. As peons their whole duties cannot be definitely marked out and the discipline cannot be so strict or complete. The result is that as peons they more often than not swank about and idle and cannot be trusted to use their intelligence. Too big for their boots, in short. Everybody is keen enough to get a good discharged sepoy from such a regiment, say, as the Pioneers or Sappers and Miners but the ordinary 'Narcotic' is a hopeless creature as a peon.

N. E. MARJORIBANKS—11-5-19.

FINANCIAL (PENSION) DEPARTMENT.

Revenue (Special) (War) Department may be informed that this department has no remarks to offer. There are no offices under the administrative control of the Pension Department.

A.S.M.—9-5-19.
S.S.—9-5-19.

E. M. GAWNE—12-5-19.

HOME (JUDICIAL) DEPARTMENT.

The modification suggested in paragraph (1) of the Under Secretary's note may be agreed to in this department and the case returned to Revenue (Special).

K.V.N.—10-5-19.
S.A.—10-5-19.
P.S.R.—10-5-19.
C.V.V.—10-5-19.

C. H. BROWN—12-5-19.

HOME (EDUCATION) DEPARTMENT.

Submitted that this department may agree to the proposals of the Revenue (Special) Department.

S.K.—8-5-19.
N.K.—11-5-19.

C. RAMANUJA ACHARIYAR—12-5-19.
R. RAMACHANDRA RAO—13-5-19.

FINANCIAL DEPARTMENT.

Financial may, it is submitted, agree to the issue of orders on the lines set out in the Revenue (Special) Under Secretary's note supra. With this remark the file may be returned to Revenue (Special).

P.K.—13-5-19.
C.V.R.—14-5-19.

E.M.G.—15-5-19.

HOME (MISCELLANEOUS) DEPARTMENT.

Submitted that this department may agree to the proposal of Revenue (Special) to modify paragraph 1 (b) of G.O. No. 1358, Revenue, dated 8th April 1918, by substituting the words 'for six months after the declaration of peace' for 'from now onwards and for the period of the war; as well as to their proposal to lay down as a permanent measure that in filling up vacancies by discharged soldiers preference should be given to men who have served in the army provided they possess the requisite qualifications of character and education. With these remarks the papers may be returned to the Revenue (Special) Department u.o.

R.D.M.—9-5-19.
P.D.R.—13-5-19.

C.R.—14-5-19.

(Secretary has agreed to this proposal in other sections.)

R.R.—15-5-19.

PUBLIC WORKS DEPARTMENT (IRRIGATION).

Submitted that this department may accept the proposal of the Under Secretary, Revenue (Special) Department, to give preference to qualified men who have served in the army in filling up posts that are vacant and the file returned to that department through Public Works Department (General).

R.V.—12-5-19.

N.S.—12-5-19.

P.V.S.—12-5-19.

F. E. MORGAN—15-5-19.

LOCAL AND MUNICIPAL (LOCAL) DEPARTMENT.

Submitted that the proposals for the modifications of the terms of paragraph 1 (b) of G.O. No. 1358, Revenue, dated 8th April 1918, and for the issue of orders as at B on page 1 supra may be accepted.

B.A.—8-5-19.

K. V. VISWANATHA AYYAR—8-5-19.

Can we thus limit the discretion of local bodies?

H. G. STOKES—10-5-19.

Submitted that presidents of district boards and chairmen of municipal councils, with whom the power of filling up the appointments of the nature in question rests, can only be *advised* to follow any rules which the Government [in the Revenue (Special)] may lay down in this regard. They cannot be *forced* to obey them—cf. paragraph 2 of G.O. No. 604 L., dated 6th May 1918.

M.V.S.—11-5-19.

We may do so.

H.G.S.—12-5-19.

LOCAL AND MUNICIPAL (MEDICAL) DEPARTMENT.

Submitted that this department need not object to the proposed amendments to paragraph 1 (b) of G.O. No. 1358, Revenue, dated 8th April 1918. With these remarks the file may be returned to Revenue (Special) (War).

P.P.P.—14-5-19.

V.S.—14-5-19.

L. A. CAMMIADE—17-5-19.

PUBLIC WORKS DEPARTMENT.

Submitted.

2. There seems to be no objection to the above proposals. They may be accepted and the file returned to the Revenue (Special) Department u.o.

P.V.S.—24-5-19.

M.A.P.—26-5-19.

G. D. PLUMMER—28-5-19.

P. HAWKINS—1-6-19.

REVENUE (SPECIAL) (WAR) DEPARTMENT.

The departments of the Secretariat agree to the issue of orders as suggested in the Under Secretary's note, dated 23rd April 1919. Attention is, however, invited to the Chief Secretary's note, dated 11th May 1919, supra.

2. A draft order is submitted for approval.

V.K.C.—19-5-19.

C.K.—20-5-19.

The Chief Secretary's generalizations may have a basis of truth but they can be paralleled by what was said of the British soldier twenty years ago. The obvious remedy is to improve the status of the sepoy as has been done for the British soldier and that is what we are now trying to do. If a sepoy peon is found unsatisfactory he can be got rid of. In any case with a discharged sepoy one has a record of service and an opportunity of estimating his character, which is not the case with the ordinary Muhammadan idler who is usually recruited as a peon. May the draft issue?

S. WADSWORTH—22-5-19.

I am inclined to agree with the Chief Secretary that the ex-sepoy often makes a bad peon—that has been my experience in certain cases. The remedy is, I think, to have an ex-non-commissioned officer as duffadar. I tried that in Kistna district with very good results. Draft submitted for approval.

L.D.—24-5-19.

A. Y. G. CAMPBELL—23-5-19.

I would say twelve months.

L. D[AVIDSON]—24-5-19.

A I confess I don't quite like the draft. Practically it decrees an extension of the former concession for a year after the declaration of peace in order to cover the period of demobilization, and I think it would run better in that form.

2. To make it effective I would suggest that heads of offices in which vacancies have arisen since 8th April 1918 should send lists of them to the Employment Bureau so that the latter may take action in consultation with the heads of offices as fast as suitable men become available.

B 3. I invite attention in this connexion to the fact that the original order was carelessly drafted. It was never the intention, as I ascertained by demi-official, to bar the promotion of a petty officer on, say, Rs. 12 to a vacancy on Rs. 15 which he had earned by years of service and put an ex-army man over his head. These papers might be looked up and the draft amended.

C 4. Subject to the above, I am all in favour of bringing in the ex-army man wherever possible. We owe it to him, it is good policy to reward him, his pension enables him to live better and he brings a sense of discipline into the office. I fully agree, however, that he is much better with a good non-commissioned officer over him.

5. If the Hon'ble Mr. Davidson has no objection the draft might be revised as above before further circulation.

C. G. T[ODHUNTER]—26-5-19.

If the suggestion in paragraph 2 of the Hon'ble Mr. Todhunter's note is accepted the following sentence may be inserted before the sentence in paragraph 1 beginning "District Soldiers' Committees": "All heads of offices in which such vacancies have arisen since the receipt of G.O. No. 1358, Revenue, dated 8th April 1918, will send lists of the vacant appointments to the Secretary to the Employment Bureau, Bank of Madras Buildings, Mount Road, Madras, so that the latter may take action in consultation with the heads of offices as fast as suitable men become available." At the same time I may point out that I do not think that many Europeans and Anglo-Indians will accept appointments on Rs. 15 per mensem and less and I doubt whether it is worth while giving so much work to heads of offices and to the Secretary of the Bureau. Perhaps the Hon'ble Mr. Todhunter is under the impression that the Employment Bureau deals with Indian soldiers as well as with Europeans and Anglo-Indians. The question of finding employment for discharged Indian soldiers is dealt with by the Madras Soldiers' Board and the District Soldiers' Committees, not by the Employment Bureau.

2. If the suggestion in paragraph 3 of the Hon'ble Mr. Todhunter's note is accepted the following clause may be inserted as paragraph 4 of the Government Order: "This order will not debar the permanent promotion of men already in the permanent service of the Government." At the same time I should like to point out that this means that practically only posts in the lowest grade such as peons' posts on Rs. 7 will be available for offer to discharged soldiers. The order as it stands prevents the permanent promotion, until the expiry of one year, of men in permanent service on less than Rs. 15 unless they are ex-army men and gives the men who have served in this war a chance of getting into the Government service on higher grades than the lowest. I should prefer to leave the order as it stands so as to enable a retired non-commissioned officer to be appointed as a duffadar after short training as a peon. Men already in service who are not ex-soldiers can be appointed *sub. pro tem.* until the expiry of one year after the declaration of peace and can then be confirmed in the higher appointment if no ex-army man has been appointed to the post meantime.

A. Y. G. CAMPBELL—27-5-19.

A in Mr. Todhunter's note above.—I am ready to agree to modifications in form, but am not quite clear what is desired. Is it merely a reference to demobilization, e.g.—

"As it is necessary also to cover the period of demobilization, the Government now direct that this rule shall continue in force until the expiry of 12 months after the declaration of peace".

By itself the phraseology would bar the permanent appointment of soldiers, which hardly seems necessary: a proviso is required, e.g.,

"But shall not be held to bar the permanent appointment of ex-soldiers with war service".

Perhaps the Hon'ble Mr. Todhunter will indicate exactly what form of wording he has in view.

2. **B** in Mr. Todhunter's note above.—As the Secretary points out, the Labour and Employment Bureau does not really come in. Hence the reference to "District Soldiers' Committees," who are concerned (paragraph 1 of draft, last sentence).

3. **C** in Mr. Todhunter's note above.—The papers referred have not been looked up, but I incline to agreement with the view taken by the Secretary that in this respect there is no need to change the draft.

[Failing agreement I suggest oral discussion (with Secretary present) to save further noting.]

L. D[AVIDSON]—28-5-19.

I have suggested the amendments in the draft that seem to me desirable. With reference to **B** above, 'Employment Bureau' was, of course, a mistake for Soldiers' Committees. My point was that the initiative should come from the officer who has the vacancy. With reference to **C**, I may say that what I pointed out in the demi-official referred to was that in the Salt Department vacancies were arising among the senior men who were petty officers, a post for which a considerable amount of training was required. It seemed to me out of the question that men who had been waiting for promotion to a petty officer's post at the end of their service should be made to retire as peons, while ex-sepoys who knew nothing of the duties were put over their heads as petty officers. The Government accepted this view and permitted me to interpret the order accordingly. I have suggested a form of words that, I hope, will secure the maximum amount of employment to ex-sepoys without unfairness to men now in service.

C. G. T[ODHUNTER]—28-5-19.

The Hon'ble Mr. Todhunter's draft is submitted to the Honourable Member. I

L.D.—30-5-19. I have suggested in pencil one or two slight alterations which are not likely to be objected to by the Hon'ble Mr. Todhunter.

2. The second clause of paragraph 2 will debar the permanent appointment of retired non-commissioned officers and ex-sepoys unless they were in the army during the present war. I am inclined to think that it is unnecessary to debar other ex-army men from permanent appointment now.

3. Paragraph 4 of the Hon'ble Mr. Todhunter's draft is practically the same as the last sentence of paragraph 1 of the original draft except that it substitutes the word 'should' for the word 'may' and on the other hand makes it clear that the instruction is a suggestion.

A. Y. G. CAMPBELL—29-5-19.

I am quite content with the final draft as now amended in manuscripts.

L. D[AVIDSON]—30-5-19.

P. R[AJAGOPALA ACHARIYAR]—2-6-19.

W[ILLINGDON]—3-6-19.

Issue Hon'ble Mr. Todhunter's draft as amended.

A.Y.G.C.—4-6-19.

[G.O. No. 254, Revenue (Special) (War), dated 4th June 1919.]

[G.]
5
10,000-17-12-0

READ

Employment of demobilized or retired sepoy.

Extending the operation of the orders in G.O. No.

1358 Rev D 8-4-18 for a period of one year after the declaration of peace in order to cover the time of demobilization and laying down as a permanent measure that in filling vacancies on Rs 15 and below, preference should always be given to men who have served in the army, provided that they are qualified by character and education.

again G.O. No. 1358, dated 8-4-1918.

Abstract. Directing that in applying the limit of age prescribed for admission into Govt. service, Heads of Depts. shall exclude from a candidate's age any period during which he was serving in the combatant ranks of the army, that all appointments in the Govt. service on pay not exceeding Rs 15 p.m. should from now onwards and for the period of the war only be filled up temporarily so that men returning from the war may have a chance of getting such appointments and that men who now exist as combatants may register their applications for the branch of the Govt. service to which they would like to be appointed on return.

ORDER No. 257, dated 4-6-1909.

Press.

In G.O. No. 1358, Revenue, dated the 8th April 1918, the Government directed, with a view to ensuring employment in Government service to as many returned soldiers as possible, that the limit of age for admission to Government service should exclude periods served in the army, that appointments on Rs. 15 and under should only be filled up temporarily for the period of the war and that men enlisting should be entitled to put in applications for appointments to be given them on their return.

2. The Government are now pleased to extend the operation of the orders for a period of one year after the declaration of peace in order to cover the time of demobilisation. This will

not, however, prevent the permanent appointment of ~~men who have returned from the war~~ The Government are further pleased to lay down as a permanent measure that in filling vacancies of the above description, preference should always be given to men who have served in the army, provided that they are qualified by character and education for the posts. ³ In the case of the senior posts of the above description, it has been suggested that retired non-commissioned officers of good character and sufficient education are particularly suited for such posts as ^{but 1} duffadars, as their military training enables them to maintain discipline among peons especially among men who ^{ranked} were sepoy. The Government do not wish to lay down any hard and fast rule in this connection but commend the suggestion for consideration. At the same time, they do not wish deserving men of long service to be unfairly treated and will not object to permanent vacancies being filled up by promotion of men now in service, where the appointing officers think that ~~ex-sepoy~~ cannot be appointed without unfairness to ~~men now in service~~.

4. In order to ensure that full effect is given to these orders, they would suggest that officers who have appointments to fill should place themselves in communication with the District Soldiers' Committees who will

demobilized or
retired n.c.o.s and
sepoy.

demobilized or
retired n.c.o.s and
sepoy

recommend the names of discharged Indian soldiers who are suitable for these appointments.

8
28.5.17

To

- ✓ All Collectors.
- ✓ All heads of depts. under Rev. (Spl).
- ✓ The other depts. of the Sect.
- ✓ for communication to Heads of Depts. under them.
- ✓ Copy to the G.O.C. (IXth division) with C.L.

Not for E.T.

REVENUE (SPECIAL) (WAR) DEPARTMENT

G.O. No. 254, 4th June 1919

Employment of demobilized or retired sepoys

Extending the operation of the orders in G.O. No. 1358, Revenue, dated 8th April 1918, for a period of one year after the declaration of peace in order to cover the time of demobilization and laying down as a permanent measure that, in filling vacancies on Rs. 15 and below, preference should always be given to men who have served in the army, provided that they are qualified by character and education.

READ—the following paper:—

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ABSTRACT.—Directing that, in applying the limit of age prescribed for admission into Government service, heads of departments shall exclude from a candidate's age any period during which he was serving in the combatant ranks of the army, that all appointments in the Government service on pay not exceeding Rs. 15 per mensem should from now onwards and for the period of the war only be filled up temporarily so that men returning from the war may have a chance of getting such appointments and that men who now enrol as combatants may register their applications for the branch of the Government service to which they would like to be appointed on return.

Order—No. 254, Revenue (Special) (War), dated 4th June 1919.

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2. The Government are now pleased to extend the operation of these orders for a period of one year after the declaration of peace in order to cover the time of demobilization. This will not, however, prevent the permanent appointment of demobilized or retired non-commissioned officers and sepoys. The Government are further pleased to lay down as a permanent measure that, in filling vacancies of the above description, preference should always be given to men who have served in the army, provided that they are qualified by character and education.

3. In the case of the senior posts of the above description, it has been suggested that retired non-commissioned officers of good character and sufficient education are particularly suited for such posts as that of duffadar, as their military training enables them to maintain discipline among peons especially among men who have been sepoys. The Government do not wish to lay down any hard and fast rule in this connexion but commend the suggestion for consideration. At the same time, they do not wish deserving men of long service to be unfairly treated and will not object to permanent vacancies being filled up by promotions of men now in service, where the appointing officers think that demobilized or retired non-commissioned officers or sepoys cannot be appointed without unfairness to them.

4. In order to ensure that full effect is given to these orders, they would suggest that officers who have appointments to fill should place themselves in communication with the District Soldiers' Committees who will recommend the names of discharged Indian soldiers who are suitable for these appointments.

(True extract)

A. Y. G. CAMPBELL,
Acting Secretary to Government.

To all Collectors.
" all heads of departments under Revenue (Special).
" the other departments of the Secretariat for communication to heads of departments under them.
Copy to the General Officer Commanding, 9th Division (with C.L.)



Rev (Cpl) Dept

Pen

Please strike off

[Handwritten signature]
Superintendent

10.6.19

10
D.G. for approval
Bdly 11/6/19

REVENUE (SPECIAL) (WAR) DEPARTMENT.
NOTES CONNECTED WITH G.O. No. 254, REVENUE (SPECIAL) (WAR),
DATED 4TH JUNE 1919

[SUBJECT.—Provision of employment for discharged soldiers.]

		Previous papers:			
G.O. 2362, Public,	4th November 1884	G.O. 26, Rev. (Spl.) (War),	22nd January 1919		
" 1054 "	2nd May 1885	" 80 "	21st February "		
" 593 "	8th June 1896	" 106 "	13th March "		
" 1358, Revenue,	8th April 1918	" 137 "	28th "		

District Soldiers' Committees have been asked separately to take such steps as may be necessary and feasible for helping discharged soldiers to secure suitable civil employment.

2. In paragraph 1 (b) of G.O. No. 1358, Revenue, dated 8th April 1918, it has been directed that all appointments in the Government service on pay not exceeding Rs. 15 per mensem 'from now onwards and for the period of the war' should only be filled up temporarily. It is for consideration whether any modification is necessary in the term 'for the period of the war' above referred to, in view of the circumstance that complete demobilization is not likely to be effected until a few months after the war, and some reasonable time and facilities will have to be afforded to Indian personnel of the overseas forces to put in applications for civil employment after their return to India. It would perhaps be suitable if it is directed that the appointments

of the class referred to should not be filled up permanently except by ex-army men, during the period of the war and for a period of six months after the termination of the war. If this suggestion is approved, the departments of the Secretariat may be requested to be so good as to state whether they agree to orders as at A above being issued.

C.P.K.—19-4-19.

The order may run 'for six months after the declaration of peace' so as to be quite definite.

2.-I submit that it would also be a good thing to lay down as a permanent measure that in filling vacancies of this description preference should be given to men who have served in the army provided that they are qualified by character and education to fill the posts which are vacant. To give sepoys a good chance of places as peons, etc., on retirement seems an obvious way of increasing (1) the attractions of the army, (2) the character of the peons (since a pensioned sepoy would be better off than the average peon).

S. WADSWORTH—23-4-19.

Other departments u.o. for remarks.

A. Y. G. CAMPBELL—29-4-19.

PUBLIC (POLITICAL) AND (ECCLESIASTICAL) DEPARTMENT.

Submitted that Revenue (Special) (War) may be informed that the Political and Ecclesiastical Departments have no objection to the issue of an order as proposed.

V.P.E.M.—6-5-19.

E. M. GAWNE—9-5-19.



13/6/19
L. P. 1919

REVENUE (SPECIAL) (WAR) DEPARTMENT.
G.O. No. 254, dated 4th June 1919

Employment of demobilized or retired soldiers
In the order of the Government dated 4th April 1918, it was directed that the limit of age for admission to Government service should be 35 years, and that the limit of age for admission to Government service should be 35 years, and that the limit of age for admission to Government service should be 35 years.

G.O. No. 1358, Revenue, dated 8th April 1918

Abstract.—In the order of the Government dated 8th April 1918, it was directed that the limit of age for admission to Government service should be 35 years, and that the limit of age for admission to Government service should be 35 years, and that the limit of age for admission to Government service should be 35 years.

Order—No. 254, Revenue (Special) (War), dated 4th June 1919

In G.O. No. 1358, Revenue, dated 8th April 1918, the Government directed that the limit of age for admission to Government service should be 35 years, and that the limit of age for admission to Government service should be 35 years, and that the limit of age for admission to Government service should be 35 years.

2. The Government are now pleased to extend the operation of these orders for a period of one year after the declaration of peace in order to cover the time of demobilization. This will not, however, prevent the permanent appointment of demobilized or retired non-commissioned officers and sepoys. The Government are further pleased to lay down as a permanent measure that, in filling vacancies of the above description, preference should always be given to men who have served in the army, provided that they are qualified by character and education.

3. In the case of the senior posts of the above description, it has been suggested that retired non-commissioned officers of good character and sufficient education are particularly suited for such posts as that of butcher, as their military training enables them to maintain discipline among peons especially among men who have been sepoys. The Government do not wish to lay down any hard and fast rule in this regard. At the same time, they do not wish to recommend the suggestion for consideration. At the same time, they do not wish to recommend the suggestion for consideration. At the same time, they do not wish to recommend the suggestion for consideration.

4. In order to ensure that full effect is given to these orders, they would suggest that officers who have appointments to fill should place themselves in communication with the District Soldiers' Committees who will recommend the names of discharged Indian soldiers who are suitable for these appointments.

(Type extract)

A. Y. G. CAMPBELL

Acting Secretary to Government

Copy to the Government Office, Comptroller, the Division (with G.O.)
The other departments of the Government are requested to be so good as to state whether they agree to orders as at A above being issued.

C. Chamberlain

REVENUE DEPARTMENT.

The proposal of the Revenue (Special) Department may, it is submitted, be accepted.

S.J.A.—7-5-19.
S.K.—7-5-19.
S.R.—7-5-19.
A.S.R.—8-5-19.

S.K.—8-5-19.
K.C.V.—8-5-19.
W.A.K.—8-5-19.

V. PONNAYYA—8-5-19.
F. J. NOBES—9-5-19.

Yes.

A. F. G. MOSCARDI—10-5-19.

PUBLIC WORKS DEPARTMENT (RAILWAYS).

This section which deals with 'Railways' forms part of the Public Works Secretariat (General Branch). So far as the appointment of peons suggested in the above note is concerned no separate remarks are called for in Public Works Department (Railways).

2. As establishments employed on railways are entirely under the control of the Railway Administrations and as the Local Government do not interfere in the internal administration of railways it seems unnecessary to address the Railway Companies on the subject. With these remarks the case may be returned to Revenue (Special) (War) Department.

J.R.—7-5-19.
S.G.—9-5-19.

C. DOVE WILSON—9-5-19.

HOME (JUDICIAL) DEPARTMENT.

Submitted that the proposal in the foregoing notes may be agreed to in this department, and the case returned to Revenue (Special) u.o.

C.V.V.—5-5-19.
M.V.V.—7-5-19.

C. RAMANUJA ACHARIYAR—9-5-19.
R. RAMACHANDRA RAO—9-5-19.

PUBLIC DEPARTMENT.

Submitted that Public may agree to the suggestions of Under Secretary, Revenue (Special) Department.

T.M.R.—7-5-19.
A.H.—8-5-19.

E. M. GAWNE—9-5-19.

The truth of the matter is that discharged sepoys are often (more often than not) very bad peons. As soldiers they have been subject to a clearly defined routine undeviatingly carried out. As peons their whole duties cannot be definitely marked out and the discipline cannot be so strict or complete. The result is that as peons they more often than not ~~stamp~~ about and idle and cannot be trusted to use their intelligence. Too big for their boots, in short. Everybody is keen enough to get a good discharged sepoy from such a regiment, say, as the Pioneers or Sappers and Miners but the ordinary 'North Arcot' is a hopeless creature as a peon.

N. E. MARJORIBANKS—11-5-19.

Swarna

narcotic

stair

Qf

X

NOTES TO G.O. No. 254, REVENUE (SPECIAL) (WAR), 4TH JUNE 1919. 3

FINANCIAL (PENSION) DEPARTMENT.

Revenue (Special) (War) Department may be informed that this department has no remarks to offer. There are no offices under the administrative control of the Pension Department.

A.S.M.—9-5-19.

S.S.—9-5-19.

E. M. GAWNE—12-5-19.

HOME (JUDICIAL) DEPARTMENT.

The modification suggested in paragraph (1) of the Under Secretary's note may be agreed to in this department and the case returned to Revenue (Special).

K.V.N.—10-5-19.

S.A.—10-5-19.

P.S.R.—10-5-19.

C.V.V.—10-5-19.

C. H. BROWN—12-5-19.

HOME (EDUCATION) DEPARTMENT.

Submitted that this department may agree to the proposals of the Revenue (Special) Department.

S.K.—8-5-19.

N.K.—11-5-19.

C. RAMANUJA ACHARIYAR—12-5-19.

R. RAMACHANDRA RAO—13-5-19.

FINANCIAL DEPARTMENT.

Financial may, it is submitted, agree to the issue of orders on the lines set out in the Revenue (Special) Under Secretary's note supra. With this remark the file may be returned to Revenue (Special).

P.K.—13-5-19.

C.V.R.—14-5-19.

E.M.G.—15-5-19.

HOME (MISCELLANEOUS) DEPARTMENT.

Submitted that this department may agree to the proposal of Revenue (Special) to modify paragraph 1 (b) of G.O. No. 1358, Revenue, dated 8th April 1918, by substituting the words 'for six months after the declaration of peace' for 'from now onwards and for the period of the war'; as well as to their proposal to lay down as a permanent measure that in filling up vacancies by discharged soldiers preference should be given to men who have served in the army provided they possess the requisite qualifications of character and education. With these remarks the papers may be returned to the Revenue (Special) Department u.o.

R.D.M.—9-5-19.

P.D.R.—13-5-19.

C.R.—14-5-19.

(Secretary has agreed to this proposal in other sections).

R.R.—15-5-19.

PUBLIC WORKS DEPARTMENT (IRRIGATION).

Submitted that this department may accept the proposal of the Under Secretary, Revenue (Special) Department, to give preference to qualified men who have served in the army in filling up posts that are vacant and the file returned to that department through Public Works Department (General).

R.V.—12-5-19.

N.S.—12-5-19.

P.V.S.—12-5-19.

F. E. MORGAN—15-5-19.

4 NOTES TO G.O. No. 254, REVENUE (SPECIAL) (WAR), 4TH JUNE 1919

LOCAL AND MUNICIPAL (LOCAL) DEPARTMENT.

Submitted that the proposals for the modifications of the terms of paragraph 1 (b) of G.O. No. 1358, Revenue, dated 8th April 1918, and for the issue of orders as at B on page 2 supra may be accepted.
B.A.—8-5-19.

K.V.V.—8-5-19.

Can we thus limit the discretion of local bodies?

H. G. STOKES—10-5-19.

Submitted that presidents of district boards and chairmen of municipal councils, with whom the power of filling up the appointments of the nature in question rests, can only be *advised* to follow any rules which the Government [in the Revenue (Special)] may lay down in this regard. They cannot be *forced* to obey them—c.f. paragraph 2 of G.O. No. 604 L., dated 6th May 1918.

M.V.S.—11-5-19.

We may do so.

H.G.S.—12-5-18.

LOCAL AND MUNICIPAL (MEDICAL) DEPARTMENT.

Submitted that this department need not object to the proposed amendments to paragraph 1 (b) of G.O. No. 1358, Revenue, dated 8th April 1918. With these remarks the file may be returned to Revenue (Special) (War).

P.P.P.—14-5-19.

V.S.—14-5-19.

L. A. CAMMIAD—17-5-19.

PUBLIC WORKS DEPARTMENT.

Submitted.

Z. There seems to be no objection to the above proposals. They may be accepted and the file returned to the Revenue (Special) Department u.o.

P.V.S.—24-5-19.

M.A.P.—26-5-19.

G. D. PLUMMER—28-5-19.

P. HAWKINS—1-6-19.

REVENUE (SPECIAL) (WAR) DEPARTMENT.

The departments of the Secretariat agree to the issue of orders as suggested in the Under Secretary's note, dated 23rd April 1919. Attention is, however, invited to the Chief Secretary's note, dated 11th May 1919, supra.

2. A draft order is submitted for approval.

V.K.C.—19-5-19.

C.K.—20-5-19.

The Chief Secretary's generalizations may have a basis of truth but they can be paralleled by what was said of the British soldier twenty years ago. The obvious remedy is to improve the status of the sepoy as has been done for the British soldier and that is what we are now trying to do. If a sepoy peon is found unsatisfactory he can be got rid of. In any case with a discharged sepoy one has a record of service and an opportunity of estimating his character, which is not the case with the ordinary Muhammadan idler who is usually recruited as a peon. May the draft issue?

S. WADSWORTH—22-5-19.

I am inclined to agree with the Chief Secretary that the ex-sepoy often makes a bad peon—that has been my experience in certain cases. The remedy is, I think, to have an ex-non-commissioned officer as duffadar. I tried that in Kistna district with very good results. Draft submitted for approval.

A. Y. G. CAMPBELL—23-5-19.

I would say twelve months.

L. D[AVIDSON]—24-5-19.

A I confess I don't quite like the draft. Practically it decrees an extension of the former concession for a year after the declaration of peace in order to cover the period of demobilization, and I think it would run better in that form.

2. To make it effective I would suggest that heads of offices in which vacancies have arisen since 8th April 1918 should send lists of them to the Employment Bureau so that the latter may take action in consultation with the heads of offices as fast as suitable men become available.

3. I invite attention in this connexion to the fact that the original order was carelessly drafted. It was never the intention, as I ascertained by demi-official, to bar the promotion of a petty officer on, say, Rs. 12 to a vacancy on Rs. 15 which he had earned by years of service and put an ex-army man over his head. These papers might be looked up and the draft amended.

4. Subject to the above, I am all in favour of bringing in the ex-army man wherever possible. We owe it to him, it is good policy to reward him, his pension enables him to live better and he brings a sense of discipline into the office. I fully agree, however, that he is much better with a good non-commissioned officer over him.

5. If the Hon'ble Mr. Davidson has no objection the draft might be revised as above before further circulation.

C. G. T[ODHUNTER]—26-5-19.

If the suggestion in paragraph 2 of the Hon'ble Mr. Todhunter's note is accepted the following sentence may be inserted before the sentence in paragraph 1 beginning "District Soldiers' Committees": "All heads of offices in which such vacancies have arisen since the receipt of G.O. No. 1358, Revenue, dated 8th April 1918, will send lists of the vacant appointments to the Secretary to the Employment Bureau, Bank of Madras Buildings, Mount Road, Madras, so that the latter may take action in consultation with the heads of offices as fast as suitable men become available." At the same time I may point out that I do not think that many Europeans and Anglo-Indians will accept appointments on Rs. 15 per mensem and less and I doubt whether it is worth while giving so much work to heads of offices and to the Secretary of the Bureau. Perhaps the Hon'ble Mr. Todhunter is under the impression that the Employment Bureau deals with Indian soldiers as well as with Europeans and Anglo-Indians. The question of finding employment for discharged Indian soldiers is dealt with by the Madras Soldiers' Board and the District Soldiers' Committees, not by the Employment Bureau.

2. If the suggestion in paragraph 3 of the Hon'ble Mr. Todhunter's note is accepted the following clause may be inserted as paragraph 4 of the Government Order: "This order will not debar the permanent promotion of men already in the permanent service of the Government." At the same time I should like to point out that this means that practically only posts in the lowest grade such as peons' posts on Rs. 7 will be available for offer to discharged soldiers. The order as it stands prevents the permanent promotion, until the expiry of one year, of men in permanent service on less than Rs. 15 unless they are ex-army men and gives the men who have served in this war a chance of getting into the Government service on higher grades than the lowest. I should prefer to leave the order as it stands so as to enable a retired non-commissioned officer to be appointed as a duffadar after short training as a peon. Men already in service who are not ex-soldiers can be appointed sub. pro-tem. until the expiry of one year after the declaration of peace and can then be confirmed in the higher appointment if no ex-army man has been appointed to the post meantime.

A. Y. G. CAMPBELL—27-5-19.

A in Mr. Todhunter's note above.—I am ready to agree to modifications in form, but am not quite clear what is desired. Is it merely a reference to demobilization, e.g.—

"As it is necessary also to cover the period of demobilization, the Government now direct that this rule shall continue in force until the expiry of 12 months after the declaration of peace".

By itself the phraseology would bar the permanent appointment of soldiers, which hardly seems necessary, a proviso is required e.g.,

"But shall not be held to bar the permanent appointment of ex-soldiers with war service".

Perhaps the Hon'ble Mr. Todhunter will indicate exactly what form of working he has in view.

2. **B** in Mr. Todhunter's note above.—As the Secretary points out, the Labour and Employment Bureau does not really come in. Hence the reference to "District Soldiers' Committees," who are concerned (paragraph 1 of draft, last sentence).

3. **C** in Mr. Todhunter's note above.—The papers referred have not been looked up, but I incline to agreement with the view taken by the Secretary that in this respect there is no need to change the draft.

[Failing agreement I suggest oral discussion (with Secretary present) to save further noting.]

L. D[AVIDSON]—28-5-19.

I have suggested the amendments in the draft that seem to me desirable. With reference to **B** above, 'Employment Bureau' was, of course, a mistake for Soldiers' Committees. My point was that the initiative should come from the officer who has the vacancy. With reference to **C**, I may say that what I pointed out in the demi-official referred to was that in the Salt Department vacancies were arising among the senior men who were petty officers, a post for which a considerable amount of training was required. It seemed to me out of the question that men who had been waiting for promotion to a petty officer's post at the end of their service should be made to retire as peons, while ex-sepoys who knew nothing of the duties were put over their heads as petty officers. The Government accepted this view and permitted me to interpret the order accordingly. I have suggested a form of words that, I hope, will secure the maximum amount of employment to ex-sepoys without unfairness to men now in service.

C. G. T[ODHUNTER]—28-5-19.

The Hon'ble Mr. Todhunter's draft is submitted to the Honourable Member. I

L.D.—30-5-19. | have suggested in pencil one or two slight alterations which are not likely to be

objected to by the Hon'ble Mr. Todhunter.

2. The second clause of paragraph 2 will debar the permanent appointment of

See Amendments to paragraphs 2 and 3 which the Hon'ble Mr. Todhunter accepts.

L.D.—30-5-19.

retired non-commissioned officers and ex-sepoys unless they were in the army during the present war. I am inclined to think that it is unnecessary to debar other ex-army men from permanent appointment now.

3. Paragraph 4 of the Hon'ble Mr. Todhunter's draft is practically the same as the last sentence of paragraph 1 of the original draft except that it substitutes the word 'should' for the word 'may' and on the other hand makes it clear that the instruction is a suggestion.

A. Y. G. CAMPBELL—29-5-19.

I am quite content with the final draft as now amended in manuscripts.

L. D[AVIDSON]—30-5-19.

A.Y.G.C.—30-5-19.

P. R[AJAGOPALA ACHARIYAR]—2-6-19.

W[ELLINGTON]—3-6-19.

Issue Hon'ble Mr. Todhunter's draft as amended.

A.Y.G.C.—4-6-19.

[G.O. No. 254, Revenue (Special) (War), dated 4th June 1919.]

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