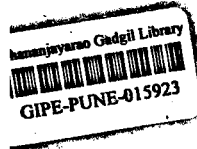


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APPENDIX I.

G. O., dated 27th January 1885, No. 214, Public.

Read—the following papers :—

From A. MACKENZIE, Esq., Secretary to the Government of India, Home Department (Public), to the Chief Secretary to the Government of Madras, dated Simla, 5th September 1884, No. 33-1386.

From Mr. JUSTICE BRANDT, dated 12th January 1885, reporting the result of the final examination of candidates for the Statutory Civil Service.

Order—dated 27th January 1885, No. 214, Public.

The Governor-General in Council having invited the opinion of His Excellency the Governor in Council upon the general question of the best mode of improving the working of the existing rules for the admission of Natives of India to the Statutory Civil Service, and upon certain specific proposals for that purpose, the matured views of this Government were communicated to the Government of India in the Chief Secretary's letter, No. 1332 (Public), dated 18th June 1884.

2. In the letter read above from the Secretary to the Government of India, Home Department (Public), His Excellency the Governor in Council was informed that there would probably be one appointment to the Statutory Civil Service in Madras for that year, and was requested to submit, in due course, the names of three candidates selected for the appointment. It was intimated that as the revision of the Statutory Rules was still under consideration, the Government might, on the present occasion, select its candidates in any manner that appeared desirable, special regard being paid (in the case of candidates whose merits and abilities had not been already proved by employment in the public service), to educational attainments and proficiency; and, in conclusion, it was requested that, in submitting the names of the persons selected, full information might be given as to their qualifications and as to the mode of selection adopted.

3. His Excellency the Governor in Council thereupon resolved, as a temporary measure and pending the final revision of the rules, that the selection should be made in the following manner :—There was to be, in the first place, a preliminary examination of the candidates whose names had already been registered as applicants for admission to the Statutory Civil Service, this examination being of a qualifying character, and to be used as a means of eliminating candidates of inferior educational attainments. The candidates who passed this preliminary test were then to compete together in an examination of a very high order; the names of the five gentlemen most highly distinguished in this final examination were to be certified to Government in alphabetical order.

4. The arrangements for both examinations were made in communication with the Director of Public Instruction, and, in prescribing the preliminary test, it was assumed that the general educational qualifications of the candidates would approximate the standard of the Arts Degree in the Madras University, and that a test in that course was best calculated to gauge the intellectual calibre and mental culture of the candidates. An examination framed with this object was held at Madras under the presidency of Mr. A. T. Arundel, C.S., in the middle of November last. Forty-seven candidates were eligible for admission, of whom fifteen presented themselves for examination, and of these nine were declared by the Examiners to have qualified for admission to the final competition.

5. This competition consisted of an examination of a very high order in English Language, Literature and History, and in general Jurisprudence, with Indian History as an alternative subject for those candidates who had not graduated in Law and did not elect to be examined in it. A paper was also set containing searching questions in Political and Physical Geography, and each candidate was allowed to receive extra marks for proficiency in Chemistry, Botany or Geology. The examination was held in Madras on the 15th December under the presidency of the Hon'ble Mr. Justice Brandt, C.S., and he reported that, in the opinion of the Examiners, in which he

concurrent, the following three candidates, whose names were given in alphabetical order, had so completely distanced the others as to be alone entitled to be placed in the 1st Class:—

Rájagopála Chári, P.
Subba Ráo, T.
Varadha Ráo, T.

6. His Excellency the Governor in Council congratulates these gentlemen on having so greatly distinguished themselves in the competition now concluded, and will have the pleasure of recommending one of them for appointment by the Viceroy and Governor-General in Council to be a Member of the Civil Service of Madras, and will keep all of them in view as persons well deserving employment of a responsible character in the public service.

7. In conclusion, the Government desire to thank the Hon'ble Mr. Justice Brandt and Mr. A. T. Arundel and each of the Examiners for the trouble they have taken in presiding over and in conducting these important examinations.

(True Extract.)

(Signed) E. F. WEBSTER,
Chief Secretary.

To the Hon'ble Mr. Justice Brandt.
" A. T. Arundel, Esq., C.S.
" the Director of Public Instruction.
" M.R.Ry. P. Rájagopála Chári.
" " T. Subba Ráo.
" " T. Varadha Ráo.

G.O., dated 14th October 1884, No. 2239, Public.

Read—the following letter from H. B. GRIGG, Esq., M.A., Director of Public Instruction, to the Chief Secretary to Government, dated Madras, 3rd October 1884, No. 7207:—

In reply to G.O., dated 29th September 1884, No. 2122, I have the honor to submit for consideration a scheme of examination. In drawing up this scheme, I have assumed that no person will be admitted to the examination whose general educational qualifications do not approximate the standard of the Arts Degree in this University. The subjects chosen are all studied by students in their Arts course, and I think a test therein is better calculated than any other test to ascertain the intellectual calibre and general culture of the candidates, which is, I think, the chief end to be attained.

2. The examination in English will extend over two days exclusive of *vidé voce*. It is intended to test a candidate's general knowledge of English literature and of the English language and of his knowledge of the books he has read (*vidé voce*) including the power, so seldom possessed, of translating from the candidate's mother-tongue into English. Considering that, after all, the knowledge to be tested by this examination is the key to all other knowledge and progress in this country, I do not think its importance is over-rated in allowing one-half of the total marks for the whole examination for this subject. I would note, in testing a candidate also in the books he professes to have studied, I am following the rule of the Civil Service Commission; only, in view of the fact that the interval to be allowed for preparing for the examination will, I assume, be short, I have confined the test in such books to the oral examination.

3. The examination in second language calls for no special remarks. It corresponds with the University scheme except in two points—in (a) confining the translation test to translation from English into the second language, and (b) in omitting text-books from the written examination. The latter change is proposed for the same reason as in English, the former because a translation test has been introduced into the English branch. If necessary, however, the second translation might be introduced into this branch also, although I think it hardly necessary to do so.

4. As regards History—English History is now read for the B.A. course, Indian for the Matriculation, so that every senior University student should have a fair knowledge of these subjects. The questions, however, should be such as would test intelligent study of the subjects, and not a mere knowledge of names and dates.

5. The examination might be supplemented by a fourth or optional branch, in which the candidate might elect to be examined in one of the following subjects—the optional branches of the present B.A. course:—

- (a) Logic and Moral Philosophy.
- (b) Mathematics and Natural Philosophy.
- (c) Chemistry and Physics.

I do not, however, advise the extension of the examination for the present at least.

6. I propose a *vidé voce* examination in each branch. No *vidé voce* examination now exists in the Arts examinations of the University, and it is one of the greatest defects, though at present unavoidable, of the system of University examinations.

7. As regards the conduct of the examination, I would entrust it wholly to a Board to assemble at Madras consisting of the following gentlemen :—

Mr. A. T. Arundel, C.S., President.
 Mr. J. A. Davies, C.S.
 Mr. G. H. Stuart, Principal, Kumbakonam College.
 Dr. John Bradshaw, Inspector of Schools, Fourth Division.
 Mr. D. Sinclair, Principal, Church of Scotland Mission High School.

This Board would arrange among themselves for the conduct of the examination in English and History. As regards the examination in a second language, I would suggest the following members, but these Examiners should work in subordination to the Board, but not be members, the Board being responsible for the conduct of the examination :—

Sanskrit—Mr. Arthur Thompson, C.S.
 Latin—Mr. R. B. Michell.
 Arabic, }
 Persian, } Rev. E. Sell, a.d.
 Hindustani, }
 Tamil—Dr. H. Bower, d.d.
 Telugu—Y. Venkataramayya Sastri.
 Malayalam—Mr. L. Garthwaite.
 Canarese—Dr. C. D. Maclean.

Order—dated 14th October 1884, No. 2239, Public.

The scheme proposed by Mr. Grigg is approved as revised below. He will accordingly carry out the arrangements for the examination.

2. The following gentlemen will be appointed to conduct the examination :—

Mr. A. T. Arundel, C.S., President,
 Mr. J. A. Davies, C.S.,
 Mr. G. H. Stuart, Principal, Kumbakonam College,
 Dr. John Bradshaw, Inspector of Schools,
 Mr. D. Sinclair, Principal, Church of Scotland Mission High School,

with whom will be associated the gentlemen named at the end of paragraph 7 for the purpose of the examination in a second language.

3. His Excellency the Governor in Council considers that the examination, which should be held in Madras, should take place in the week beginning 10th November next. Notice of this arrangement will accordingly at once be sent to the candidates whose names are now on the list and who will at the same time be informed of the further examination which it is proposed to hold and at which those successful in the first will have to appear.

4. The final examination will be held early in December, and will embrace the subjects mentioned by Mr. Grigg, together with History and Law. At this examination a Civilian of high rank should preside, and the Director is requested to submit the names of the Examiners who are to constitute the second Board.

(True Extract.)

(Signed) E. F. WEBSTER,
 Chief Secretary.

To the Director of Public Instruction,
 and for communication to the gentlemen named.

Appendix.

SCHEME OF EXAMINATION.

BRANCH I—ENGLISH.

	Hours.	Paper.	Value.
1. English Literature	3	100	50
2. English Language	3	100	40
3. Translation from the Vernacular of the candidate into English	2	40	..
4. Essay	3	80	..
5. Reading aloud and Conversation		40	..
			450

BRANCH II—SECOND LANGUAGE.

(Sanskrit, Arabic, Persian, or a South Indian Vernacular at the option of the Candidate.)

	Hours.	Paper.	Vind voce.
1. Grammar, Structure and Idiom	3	100	30
2. Translation of passages from English into the Second Language	3	70	..
			200

BRANCH III—HISTORY.

	Hours.	Paper.	Vind voce.
1. History of England	3	100	25
2. History of India	3	100	25
			250

The questions to be of a general character and calculated also to test the candidate's knowledge of the geography of the countries concerned.

Candidates failing to obtain one-fourth marks in each branch or one-third on the whole to be rejected.

APPENDIX II.

SPECIAL TEST EXAMINATIONS.

**Lists of Tests.*

I-A.—	Judicial Test.—Civil—Higher Grade.
I-B.—	Do. do. Lower Grade.
II-A.—	Do. Criminal—Higher Grade.
II-B.—	Do. do. Lower Grade.
III-A.—	Revenue Test—General—Higher Grade.
III-B.—	Do. do. Lower Grade.
IV.—	Do. Salt Department.
V.—	Do. Sea Customs.
VI.—	Account Test.
VII-A.—	Translation—Higher Grade.
VII-B.—	Do. Lower Grade.
VIII-A.—	Précis-writing Test—Higher Grade.
VIII-B.—	Do. Lower Grade.

Schedule showing the nature of the Test and the designation of the Offices for which each is prescribed.

I-A.—JUDICIAL TEST—CIVIL—HIGHER GRADE.

Offices.

- | | | |
|-------------------------|--|---------------------|
| 1. Subordinate Judge. | \| | 2. District Munsif. |
| Examination fee—Rs. 10. | | |

Nature of Test.

	Min. Marks.	Max. Marks.
(a) The Indian Evidence Act I of 1872	30	90
(b) Code of Civil Procedure	40	120
(c) The Indian Contract Act IX. of 1872	25	75
(d) Collett's Manual of the Law of Torts and Measure of Damages	25	75
(e) Thompson's Manual of Hindu Law	15	60
(f) Sadagopa Charu's Manual of Muhammadan Law	15	60
(g) Equity, comprising "The Specific Relief Act, 1877," and pages 57—288 of the 6th Edition of Goldsmith's Doctrine and Practice of Equity	15	60
Total . . .	150	540

Remarks.

1. The examination will be conducted in English, unless for special reasons any candidate is permitted, by order of Government, to pass in the Vernacular.*
2. No candidate will be permitted to take up any of the Judicial Tests together with Test III in either grade.
3. The candidates shall be ranked in the order of proficiency as determined by the total marks obtained by each, and shall be arranged in two classes, the first consisting of those who have obtained not less than three-fifths of the aggregate number of marks, the second consisting of those who have obtained not less than two-fifths of the aggregate number of marks.
4. Candidates failing to obtain the minimum marks in each subject and two-fifths of the total marks shall not pass.

Nota.—Test I-A will be held till 1889 for persons employed in the Judicial Department of the British Service.

* By orders of 18th May 1867, Judicial Department, and 10th May 1869, Revenue Department, Government have twice decided that, *except under very special circumstances*, a departure from this rule cannot be permitted, a knowledge of English being deemed essential for the higher offices for which the Special Tests have been prescribed.

I-B.—JUDICIAL TEST—CIVIL—LOWER GRADE.

Offices.

1. Sheristadar in the High Court (Appellate Side), District Courts, Subordinate Judges' Courts.
2. Chief Clerk or Manager, Egmore Police Court.
3. Head Writer in District Courts and Subordinate Judges' Courts.
Examination fee—Rs. 6.

*Nature of Test.**

	Min. Marks.	Max. Marks.
(a) Code of Civil Procedure	30	120
(b) Limitation Act	15	60
(c) Stamp Act	15	60
(d) The Indian Evidence Act I of 1872.	22	90

Remarks.

1. Candidates shall be ranked in the order of proficiency as determined by the total marks obtained by each, and shall be arranged in two classes, the first consisting of those who have obtained not less than one-half of the aggregate number of marks, the second consisting of those who have obtained not less than one-third of the aggregate number of marks.
2. Candidates failing to obtain the minimum marks in each subject and one-third of the total marks shall not pass.
3. *Vide* remarks 1 and 2 under I-A.

II-A.—JUDICIAL TEST—CRIMINAL—HIGHER GRADE.

Offices.

- | | | |
|-------------------------------------|---|---|
| 1. Subordinate Judge. | } | 4. Subordinate Magistrate of the First Class. |
| 2. District Munsif. | | 5. Chief Clerk or Manager, Egmore Police Court. |
| 3. Deputy Collector and Magistrate. | | |
- Examination fee—Rs. 7.

Nature of Test.

	Min. Marks.	Max. Marks.
(a) The Indian Evidence Act I of 1872	30	90
(b) Mayne's Indian Penal Code	40	120
(c) Code of Criminal Procedure	40	120

Remarks.

- Vide* remarks 1, 2, 3 and 4 under I-A.

II-B.—JUDICIAL TEST—CRIMINAL—LOWER GRADE.

Offices.

1. Tahsildar and Second-class Sub-Magistrate; Taluk Sheristadar and Second-class Sub-Magistrate; Second-class Sub-Magistrate and Deputy Tahsildar; Second and Third Class Sub-Magistrates.
2. Sheristadar in the High Court (Appellate Side), District Courts, and Subordinate Judges' Courts.
3. Police Inspector.
4. Head Writer in District Courts and Subordinate Judges' Courts.
Examination fee—Rs. 6.

Nature of Test.

	Min. Marks.	Max. Marks.
(a) The Indian Evidence Act I of 1872	22	90
(b) Indian Penal Code	30	120
(c) Criminal Procedure Code	30	120

Remark

1. The papers set in the examination for this grade will be of an easier description than those set on the same subjects in the examination for the higher grade.

2. The examination will be conducted in English, except in the case of persons continuously in the public service since 1st January 1859, who will be permitted to be examined in a Vernacular.

This exception does not extend to Sheristadars, who must pass in English.

3. *Vide* remark 2 under I-A and remarks 1 and 2 under I-B.

III-A.—REVENUE TEST—GENERAL—HIGHER GRADE.

Offices.

- | | |
|--|---|
| 1. Deputy Collector and Magistrate. | 3. Sheristadar to the Board of Revenue. |
| 2. Uncovenanted Assistant in the Office of the Board of Revenue. | |

Examination fee—Rs. 9.

Nature of Test.

	Min. Marks.	Max. Marks.
(a) Regulations and Acts applicable to the various branches of the Revenue	40	120
(b) Circular Orders of the Board of Revenue	30	90
(c) Rules of the Stamp Department as contained under the chapter relating to stamps in Dr. Macleane's Circular Orders of the Board of Revenue, page 56	15	60
(d) Civil Account Code, Volume I, 4th Edition	20	50

Remarks.

- The examination will be in English.
- This test cannot be taken up with any Judicial Test.
- Questions on the Standing Orders of the Board of Revenue for the Revenue Test, General, will be set from Dr. Macleane's Edition.
- Vide* remarks 3 and 4 under I-A.

III-B.—REVENUE TEST—GENERAL—LOWER GRADE.

Offices.

- | | |
|------------------------------------|---|
| 1. Huzur Sheristadar. | 5. Sub-Collector's Sheristadar and Head Clerk. |
| 2. Second-class Sub-Magistrate. | 6. Head Assistant's Head Clerk. |
| 3. Tahsildar and Deputy Tahsildar. | 7. Abkari Superintendent and Deputy Superintendent, Madras. |
| 4. Tajuk Sheristadar. | |

Examination fee—Rs. 7.

Nature of Test.

	Min. Marks.	Max. Marks.
(a) Regulations and Acts applicable to the various branches of the Revenue	25	100
(b) Circular Orders of the Board of Revenue	20	100
(c) Civil Account Code, Volume I, 4th Edition, Chapters I to VII, XIII, XVII, XXVIII and XXXIX	20	60

Remarks.

1. The Revenue papers set for this grade will be easier than those set for the higher grade, and will refer only to those portions of the Regulations, Circular Orders, &c., a knowledge of which is requisite in the offices abovesamed, to which this test is made applicable.

2. The examination will be conducted in English, except in the case of persons continuously in the public service since 1st January 1859, who will be permitted to be examined in a Vernacular.

3. This test cannot be taken up with any Judicial Test.

4. *Vide* remarks 1 and 2 under I-B.

IV.—REVENUE TEST—SALT DEPARTMENT.

Subjects in which separate papers will be set.	Time allowed for each paper.	PERCENTAGE OF FULL MARKS REQUIRED FOR A PASS.		Remarks.	
		Higher Grade.	Lower Grade.		
<i>Test A.—Criminal Law.</i>					
(i) Indian Penal Code	3	30	25	The grades of this test will correspond with the existing Special Tests II-A and II-B, respectively, but candidates will be allowed to pass on obtaining the lower minimum marks here stated.	
(ii) Indian Evidence Act	3	25	20		
(iii) Criminal Procedure Code	3	30	25		
<i>Test B.—Salt.</i>					
(i) The salt laws and rules passed thereunder having the force of law.	2	50	33	The higher grade examination will include the Salt laws in force throughout India, as well as the Laws and Rules in force in the Madras Presidency. Candidates may pass the several branches of this test at different examinations. There will be no examination according to a lower grade in branches iii, iv, and v of this test.	
(ii) The standing orders of the Board of Revenue relating to Salt, and also those falling under the heads of Government Law suits, Treasury and Finance, Contingencies, Office Routine, Public Servants, and Weights and Measures, with the corresponding appendices, so far as applicable to the Salt Department; the Circular Orders of the Commissioner of Salt Revenue, and the practice of the department in cases not specially provided for by Standing or Circular Orders or by Rules.	3	50	33		
(iii) The Report of the Salt Commission, 1876.	1½	30	...		
(iv) Dr. Ratton's Hand-book of Common Salt.	1	40	...		
(v) The Manufacture and Chemistry of Saltpetre.	½	40	...		
<i>Test C.—Accounts.</i>					
(i) The Financial Codes and the Civil Travelling Allowance Code, so far as they relate to uncovenanted officers employed in the Salt Department; and the Civil Account Code, Chapters 1-6, 10 and 17, 3rd Edition.	2	30	...		The several branches of this test may be passed at separate examinations. There will be no examination according to a lower grade in branch i of this test.
(ii) The method of keeping the accounts and rendering the returns in use and required in the Salt Department.	3	50	25		
<i>Test D.—Engineering.</i>					
(i) Surveying with chain and compass; keeping a field-book; and plotting an ordinary survey of fairly level country to a simple scale.	2	40	25	The several branches of this test may be passed at separate examinations. There will be no examination according to a lower grade in branch ii of this test.	
(ii) The theory and practice of levelling, including the use and adjustments of the dumpy level; also the keeping a field-book and drawing sections to simple scales.	2	40	...		
(iii) The mensuration of planes and solids.	1	50	30		

IV.—REVENUE TEST—SALT DEPARTMENT—continued.

Subjects in which separate papers will be set.	Time allowed for each paper.	PERCENTAGE OF FULL MARKS REQUIRED FOR A PASS.		Remarks.
		Higher Grade.	Lower Grade.	
	HRS.			
<i>Test D.—Engineering—cont.</i>				
(iv) The preparation of plans and estimates for, and the execution of simple construction and repair works of the following descriptions, such as are in ordinary use in the department :— (a) Roads, including small bridges. (b) Offices, peons' lines, &c. (c) Embankments and channels.	3	60	40	
<i>Test E.—Lingustic.</i>				
(i) Ability to converse fluently in a vernacular language spoken in the Madras Presidency, other than Hindustani.	...	40	...	There will be only one grade in this test. It must be passed in two Vernaculars, one of which must be Tamil or Telugu, and the other not Hindustani. The examination in branches i and ii will be entirely <i>visà voce</i> . All branches of this test must be passed simultaneously. The marks allowed will be— Branch i ... 100 " ii ... 50 " iii ... 30 An aggregate of 90 marks must be obtained in order to pass.
(ii) Reading an arzi, badly written in a difficult hand and badly spelt.	...	40	...	
(iii) Writing an order in the Vernacular ...	1	33	...	

2. The examinations in Tests A, B, C, and D will be annual, and will be conducted by the Commissioner for the Uncoovenanted Civil Service Examinations. Three months' notice will be given of the dates fixed for these examinations. Candidates will be required to pay the following fees on each occasion of their appearance for any test or branch of a test :—

RS.

For each test, or branch of a test, according to the higher or only grade ...	7
Do, do, do, lower grade ...	5

3. Candidates for Test D, Higher Grade, will further be required to execute and plot a simple survey, and also to run, and draw the section of, an easy line of levels before a Local Committee, composed of an officer of the Public Works Department and of an Assistant Commissioner or other superior officer of the Salt Department. Two-thirds of full marks must be obtained for a pass in practical surveying and levelling. The time to be allowed for surveying and levelling will be determined by the Local Committee.

4. The text-books to be studied for Test D are—

Notes on Building and Road-making,	} Published by Messrs. Higginbotham and Schoury's Text-book on Estimating. } Co.
Schoury's Text-book on Estimating.	
The Rurki Manual of Surveying.	

5. Officers may present themselves for the Higher Grade Examination in Tests A, B, C, and D without previously passing by the Lower Grade. Should they fail to pass, but obtain the number of marks prescribed for the Lower Grade, they will be declared to have passed by the Lower Grade Examination.

6. The examinations in Test E will be conducted under the orders of the Commissioner of Salt Revenue by a Departmental Committee presided over by the Commissioner himself or by a

Deputy Commissioner, at such places and times of year as may be convenient. No fees will be required for this test. No great grammatical knowledge or accuracy of spelling or elegance of expression will be required of candidates, but the languages must be spoken, read and written fluently and intelligibly.

7. Unless exempted, Inspectors must pass by the Higher Grade Examination in Tests A, B, C, and D, and in two languages by Test E before confirmation in their appointments, within the following periods:—

- Test A, at the first opportunity after two years' service.*
- Tests B and C, at the first opportunity after one year's service.*
- Test D, at the first opportunity after three years' service.*
- Test E in the language of the district in which employed, at the first opportunity after eighteen months' service;* and in a second language, at the first opportunity after two years' service from the date of passing in the first language, provided that not less than twelve months of the interval have been passed in employment in a district of which the second language is a Vernacular.

8. Assistant Inspectors will not, as a rule, be appointed Inspectors until they have passed the examinations prescribed for Inspectors. If for any reason they have been, or may be, previously promoted to be Inspectors, they will be considered to be on probation and to be liable to reduction to be Assistant Inspectors until they have so passed. The time allowed them to pass in each test will be as stated for Inspectors in the preceding paragraph.

9. Assistant Inspectors must pass by the Lower Grade Examination in Tests A, B, C, and D, and in one language by Test E, before promotion to be Assistant Inspectors of the First Grade, or, if they have for any reason been previously promoted, before confirmation in that grade. The time then allowed them to pass in each test will be as above stated. No Assistant Inspector shall be required to present himself for examination in a Vernacular language until he has been continuously employed for twelve months in districts where the same Vernacular is spoken.

10. Inspectors and First Grade Assistant Inspectors who may fail to pass according to the above rules will be liable to reduction as under, until they do pass—

- Inspectors to be First Grade Assistant Inspectors.
- First Grade Assistant Inspectors to Second Grade.

11. Second Grade Assistant Inspectors, failing to qualify according to the prescribed standards within three years from appointment to that grade, will be liable to be removed from the service, or, if they were promoted from inferior rank, to be reduced to that rank.

12. All officers in future appointed to be Sub-Inspectors of the first three grades, or to any other office in the department of a salary of Rs. 50 per mensem or upwards, must pass by the Lower Grade in Tests A, B, and C, and in one Vernacular language other than their own Vernacular by Test E, at the first opportunity after two years' service from the date of such appointment* in the case of Test A, and after one year's service* in the case of other tests. In case of failure to pass, they will be liable to be remanded to the appointments previously held by them.

13. After the lapse of three years from the date of this notification, no officer will be promoted to any appointment in the department of a salary of Rs. 50 per mensem or upwards who has not previously passed the tests prescribed in the preceding paragraph.

14. Officers below the rank of Assistant Inspector may pass the prescribed examinations in the Vernacular. All other officers must pass in English unless specially exempted by orders of Government.

15. Officers employed in the Salt Department will no longer be permitted to present themselves for the Third-class Test prescribed in G.O., 20th March 1879, No. 9C, Educational Department, but they will be allowed to do so for the Second-class and High Proficiency Tests.

16. Persons other than those actually employed in the Salt department may appear for any of the Salt Tests, provided they produce a recommendation from an officer of that department not inferior in rank to an Assistant Commissioner (G.O., No. 543, dated 2nd September 1884).

V.—REVENUE TEST—SEA CUSTOMS DEPARTMENT.

Offices.

1. Superintendent of Sea Customs.
2. Assistant Superintendent of Sea Customs, when the salary of the office amounts to Rs. 50 per mensem or more,

Examination fee—Rs. 4.

* Counting in the case of those already appointed, from the date of the promulgation of these rules.

Nature of Test.

	Min. Marks.	Max. Marks.
Act XII of 1875 (Indian Ports Act).	}	20
Act VIII of 1878 (Sea-Customs Act).		
Act IV of 1881 (An Act to enhance the rate of Port Dues leviable at Madras).		
Act XI of 1882 (Indian Tariff Act).		
Act V of 1883 (Merchants' Shipping Act).		
Madras Act I of 1881.	}	100
Rules under the Sea Customs Act (VIII of 1878) published in the <i>Fort St. George Gazette</i> , dated 11th December 1883, part I, page 820.		
Directions for the use of the tables for ascertaining strength of spirits by L. Casella.		
General minimum		
General minimum		

Remarks.

1. There is no Lower Grade in this examination.
2. The examination will be in English, except in the case of candidates allowed to pass in the Vernacular, by special order of Government.
3. This test may be taken up with Test VIII, but not in conjunction with any other test.
4. Examinations in this test will be held at the same time as the annual examination referred to in General Rule 4, but only when occasion may require, and will be open only to persons qualified under General Rule 4 who may produce certificates from the Collectors of the districts, in which they seek employment, recommending them for examination.
5. Candidates should submit with their applications for admission to the examination, a certificate from the Collector of Sea Customs or other competent officer testifying to their knowledge of the use of hydrometers. When such certificates are granted by Sea Customs Superintendents, they should be countersigned by a Revenue Officer of rank not lower than that of a Deputy Collector.

VI.—ACCOUNT TEST.

Offices.

1. Accountant in the Board's Office.
2. Accountant in the English Department of Collector's Offices drawing salaries of Rs. 50 and upwards.
3. Accountant, Marine Office.*
4. Accountant in the Sea Customs Office.*
5. Accountant in the Stamp Office.*
6. Accountant in the office of Conservator of Forests.*

Examination fee—Rs. 5.

Nature of Test.

	Min. Marks.	Max. Marks.
(a) Book-keeping by single and double entry	30	60
(b) Civil Account Code	30	60
General minimum	60	

Remarks.

1. Chapters 1 to 5, 9, 10, 11, 14, 15 and 17, Volume I, 4th Edition, are prescribed for the post of accountants in all offices other than Collectors, and Volume I of the Code for the post of accountants in the Treasury and Account Departments of Collectors' establishments. Book-keeping forms a part of the test in both cases, but candidates for the full test are not required to pass in book-keeping again if they have once been declared to have passed that test. Under G.O., 29th October 1879, Financial Department, No. 2065, the Account Test will not be applied to candidates for admission into the Accountant-General's office, Madras.
2. Candidates for this test may pass in Translation Test and Précis-writing at the same examination, but in no other test.
3. The examination in this test will be held at the same time as the annual examination referred to in General Rule 4, but only when occasion may require, and will be open only to persons qualified under General Rule 4, who may produce certificates from the heads of the departments, in which they seek employment, recommending them for examination.

* For these offices the test comprises book-keeping only.

VII-A.—TRANSLATION TEST—HIGHER GRADE.

Offices.

1. Translators and Interpreters in the High Court and District Courts.
2. Interpreters in the Court of Small Causes, Madras, Office of the Commissioner of Police, and Police Courts.

Examination fee—Rs. 6.

<i>Nature of Test.</i>	Min. Marks.	Max. Marks.
Ability to translate an ordinary official paper from Vernacular into English	30	60
Ability to translate an ordinary official paper from English into Vernacular	30	60
Total ...	60	120
Ability to translate a paper of greater difficulty from Vernacular into English	40	80
Ability to translate a paper of greater difficulty from English into Vernacular	40	80
Total ...	80	160
Interpretation <i>vis à voce</i> from Vernacular into English	25	50
Interpretation <i>vis à voce</i> from English into Vernacular	25	50
Total ...	50	100

Remarks.

1. Accuracy and rapidity of translation will be required in the Higher Grade.
2. A separate certificate of proficiency will be given for each of the following Vernaculars in which the candidate may pass:—

- | | |
|----------------|---------------|
| 1. Telugu. | 5. Malayalam. |
| 2. Tamil. | 6. Uriya. |
| 3. Hindustani. | 7. Tulu. |
| 4. Kanarese. | |

3. Candidates for the offices of translator and interpreter in the High Court are required to pass in one Vernacular language only, and candidates for the office of translator of a district and Sessions Court are required to pass in the language or languages of the district in which they seek employment as under—

<i>Districts.</i>	<i>Languages.</i>
Ganjam	Telugu and Uriya.
Vizagapatam, Godavari, Kistna, Nellore, Cuddapah, Kurnool	Telugu.
Bellary, Anantapur	Telugu and Kanarese.
Chingleput, North Arcot, Salem	Tamil and Telugu.
Coimbatore	Tamil and Kanarese.
North and South Malabar	Malayalam.
South Arcot, Trichinopoly, Tanjore, Madura, Tinnevely	Tamil.
South Canara	Kanarese and Tulu.

4. In sending in applications for examination, candidates must specify the language or languages in which they desire to obtain certificates.

5. This test cannot be taken up with any other test except Précis-writing.

6. Examinations in this test will be held at the same time as the annual examination, or from time to time as occasion may require. Applications for examination must in all cases be accompanied by certificates from the heads of departments, in which employment is sought, recommending the applicants for examination.

VII-B.—TRANSLATION TEST—LOWER GRADE.

Offices.

1. Subordinate Judge.
2. District Munsif.
3. Deputy Collector and Magistrate.
4. Translators in Offices of Government, Board of Revenue, Office of the Director, of Revenue Settlement, and Collector's Offices.
5. English Record-keeper in Collector's Offices.
6. Sub-Collector's Sheristadar.
7. Head Assistant's Head Clerk.
8. Head Writers, District and Sessions Courts, and Subordinate Judges' Courts.
9. Head Clerks, Small Cause Courts.
10. Head Clerks in Police Courts and Assistant Head Clerk, Egmore Police Court.
11. All the other offices designated under I-B, II-A, II-B, III-A, III-B, and V, and Registrar, Deputy Registrar, Examiner, Record-keeper, or Clerk in the Correspondence Department of any Court other than the High Court, drawing salaries of Rs. 50 and upwards in case the candidate has not passed in the Vernacular language of the district in which he seeks employment in the examination of the Madras or other University.

Examination fee—Rs. 4.

Nature of Test.	Min.	Max.
	Marks.	Marks.
Ability to translate an ordinary official paper from Vernacular into English	30	60
Ability to translate an ordinary official paper from English into Vernacular	30	60
Total	60	120

Remarks.

1. Candidates for this test can pass in one language only at the same examination.
2. Candidates for offices designated under II-B and III-B, who execute their papers in the language of their districts, will not be required to pass this test, as also Bachelors of Arts of the Madras University whose optional language in the B.A. Degree Examination was the Vernacular of the district in which they seek employment.

VIII-A.—PRECIS-WRITING—HIGHER GRADE.

I.—General.

First, Second, and Third Assistants, Registrar, Record-keeper, Head Examiner in the Press Department, Deputy Registrar, Indexer, Examiner, Head Clerk of the Reference Branch, Head Clerk of the Petition Department, and Head Clerk of the Pension Department in the Government Office.

II.—Judicial.

Subordinate Judge.
 District Munsif.
 Sheristadar.
 Manager.
 Record-keeper.
 Examiner of Correspondence.
 Indexer.

} High Court, Appellate Side.

Sheristadar in District and Sessions Courts and Subordinate Judges' Courts.
 Head Writer in District and Sessions Courts and Subordinate Judges' Courts.
 Manager, Record-keeper, and Examiner, Madras Small Cause Court.
 Head Clerks in Small Cause Courts.
 Examiner and Record-keeper in all the Courts.
 Book-keepers and Head Auditor in the Office of the Inspector-General of Police.
 Manager in the Office of the Commissioner of Police.
 Manager, Egmore Police Court, Madras.
 Record-keepers in the Police Courts, Presidency.
 Manager, Government Agency, Visagapatam.

III.—REVENUE.

Head Sheristadar, Uncovenanted Assistants, Registrar, Deputy Registrar, Local Fund Manager, Manager of the Forest Department, First, Second, Third and Fourth Accountants, Record-keeper, Indexer, Head Translator, and Head Accountant in the Local Fund Department in the Office of the Board of Revenue.
 Manager, Indexer, Examiner, and Record-keepers in the Office of the Director of Revenue Settlement.
 Deputy Collector and Magistrate.
 Huzur Sheristadar.

Sub-Collector's Sheristadar.
 Tahsildars.
 Sub-Magistrates.
 Abkari Superintendent, Madras.
 Manager and Accountants drawing salaries of Rs. 80 per mensem and upwards in the Sea Customs Office, Madras.
 Accountant, English Department, Collector's Office.
 English Record-keeper in Collector's Office.
 Accountants in the Stamp Office, Madras, and Forest Conservancy Department drawing salaries of Rs. 80 per mensem and upwards.

IV.—MISCELLANEOUS.

Superintendents and Accountants drawing salaries of Rs. 80 and upwards per mensem in the Accountant-General's Office.
 Manager, Office of the Commissioner for the U. C. S. Examinations.
 Manager, Office of the Director of Public Instruction.
 Manager, Examiner, Deputy Examiner, Record-keeper, and Accountants drawing Rs. 80 and upwards in the Marine Office, Madras.
 Manager and Record-keeper in the Office of the Chepauk Agent and Paymaster of Carnatic Stipends.

All Clerks drawing a salary of Rs. 80 and upwards per mensem.

Examination fee—Rs. 4.

Nature of Test.

	Min. Marks.	Max. Marks.
Writing a précis of a set of official papers	50	100

Remarks.

- This examination will be conducted in English.
- Graduates of an English or Indian University are exempt from this test.
- Accountants in the Accountant-General's Office and in other offices in the Presidency and Provinces, whose salaries do not exceed Rs. 75 per mensem, are exempted from passing this test.

VIII-B.—PRECIS-WRITING—LOWER GRADE.

Offices.

- For list of offices for which this test is prescribed, see under the corresponding heading under VIII-A.

Examination fee—Rs.

Nature of Test.

	Min. Marks.	Max. Marks.
Writing a précis of a set of official papers	50	100

Remarks.

This examination will be in the Vernacular and will be confined to the cases of those persons who, having been continuously in the public service since 1st January 1859, may apply for examination in the Vernacular, and of those who have been permitted by special order of Government to pass I, II, or III in the Vernacular. All persons not coming within these descriptions, must pass the higher test.

GENERAL RULES.

- Candidates will be permitted to take up any or all of Tests I, II, VII-B, and VIII, or Tests III, VII-B, and VIII at the same examination. A separate certificate will be granted for each test successfully passed, and no candidate will be required to pass in the same test twice.
- Candidates will not be permitted to appear for examination in both the lower and the higher standards of any test at the same examination.
- Candidates will not, under any circumstances whatever, be permitted to come up for examination in a part only of the subjects prescribed for a test.
- There will be an annual examination in the tests aforesaid open to all servants who have been continuously in the permanent employ of Government since the 1st January 1859, to graduates and under-graduates of an Indian University, and to men who have passed the late General Test Examination or the Middle School Examination in the First Class, on production of a vaccination certificate and payment of the prescribed fees.

5. Graduates in Law of an Indian University may be appointed to any of the posts specified under I-A, II-A, and II-B without passing those tests; but, if they are candidates for the posts specified under I-B, that test must be passed. The exemption here given extends only to the tests named, and not to any other tests which may be prescribed for the same posts.

6. Persons in public employ on the 1st January 1859, but who may subsequently have resigned their appointments, cannot be admitted to any of the Special Tests unless they have passed either the late General Test or the Middle School Examination in the First Class or the University Entrance Examination, with the Hand-writing Test in the case of those who have matriculated after 1875, or been specially exempted from passing the Middle School Examination by Government.

7. Special exemption from passing the late General Test or the Middle School Examination includes permission to appear for the Special Tests unless such permission is specially withheld.

8. No persons will be permitted to appear for Test III-A, Revenue General, Higher Grade, who have not passed the First in Arts Examination (or who are not graduates of an Indian University) except those now in the service of Government, who will be allowed to appear for examination in the Revenue Test, Higher Grade, up to and including the year 1889.

9. The concession made in the preceding rule is extended to persons in the service of the Pudukótta State, who, when submitting their application for admission to the examination, must produce a certificate from the Sirkele testifying to their service in that State; and also to persons in the service of the Court of Wards, or of District or Municipal Boards. — *Gazette* page 157, 24th February 1886.

The examinations will as far as possible be conducted in the order of time and subjects shown below.

SPECIAL TESTS.

Date.	Hour.	Subject.	Test.
First day.	10 A.M. to 12 noon	Indian Contract Act	I-A.
		Law relating to Sea Customs and Conservancy of Ports.	V.
		Equity	I-A.
		Muhammadan Law	I-A.
Second day.	2½ P.M. to 5 P.M.	Sea Customs Rules, &c.	V.
	10 A.M. to 12 noon.	Law of Torts	I-A.
		Stamp Act	I-B.
	10 A.M. to 1 P.M.	Revenue Law and Regulations	III-A., III-B.
	2 P.M. to 4½ P.M.	Hindu Law	I-A.
	2 P.M. to 3½ P.M.	Limitation Act	I-B.
2 P.M. to 5 P.M.	Circular Orders of the Board of Revenue.	III-A., III-B.	
Third day.	10 A.M. to 1 P.M.	Code of Civil Procedure	I-A., I-B.
	10 A.M. to 12 noon	Civil Account Code	III-A., III-B., VI.
	2 P.M. to 5 P.M.	Indian Evidence Act	I-A., II-A., I-B., II-B., IX.
		Book-keeping	VI.
2 P.M. to 3½ P.M.	Stamp Rules	III-A.	
Fourth day.	10 A.M. to 12½ P.M.	Translation, Higher Grade. First or more difficult paper. English into Vernacular.	VII-A.
		Penal Code	II-A., II-B., IX.
	2 P.M. to 5 P.M.	Code of Criminal Procedure	II-A., II-B., IX.
		Translation, Higher Grade. First or more difficult paper. Vernacular into English.	VII-A.
Fifth day.	10 A.M. to 12 noon.	Translation, Lower Grade. English into Vernacular.	VII-B.
	2 P.M. to 4 P.M.	Translation, Lower Grade. Vernacular into English.	VII-B.
Sixth day.	10 A.M. to 1 P.M.	Precis-writing, Higher and Lower Grades.	VIII-A., VIII-B.

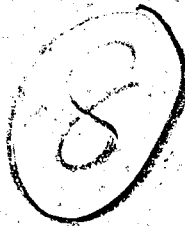
SALT TEST.

Date.	Hour.	Subjects.	Test.	Remarks.
First day.	10 A.M. to 1 P.M. ...	Indian Penal Code ...	A-I (Higher & Lower).	Recess.
	1 P.M. to 2 P.M. ...	.....	.....
	2 P.M. to 5 P.M. ...	Indian Evidence Act ...	A-II (Higher & Lower).	
Second day.	10 A.M. to 1 P.M.	Criminal Procedure Code ...	A-III (Higher & Lower).	Recess.
	1 P.M. to 1½ P.M.	.....	.....
	1½ P.M. to 3½ P.M.	The Salt Law and Rules ...	B-I (Higher & Lower).	
	3½ P.M. to 5 P.M.	The Report of the Salt-Commission.	B-III (Higher).	
Third day.	10 A.M. to 1 P.M.	The Standing Orders of the Board of Revenue.	B-II (Higher & Lower).	Recess.
	1 P.M. to 2 P.M.	Dr. Ratton's Hand Book of Common Salt.	B-IV (Higher).	
	2 P.M. to 2½ P.M.	.....	.....
	2½ P.M. to 3 P.M.	The Manufacture and Chemistry of Saltpetre.	B-V (Higher).	
	3 P.M. to 5 P.M.	The Financial Codes, &c. ...	C-I (Higher).	
Fourth day.	10 A.M. to 1 P.M.	The Method of keeping Accounts, &c.	C-II (Higher & Lower).	Recess.
	1 P.M. to 1½ P.M.	.....	.....
	1½ P.M. to 3 P.M.	Surveying with Chain and Compass, &c.	D-I (Higher & Lower).	
	3 P.M. to 5½ P.M.	The Theory and Practice of Levelling, &c.	D-II (Higher).	
Fifth day.	10 to 11 A.M. ...	Mensuration of Planes and Solids.	D-III (Higher & Lower).	
	11 A.M. to 2 P.M. ...	The preparation of Plans and Estimates, &c.	D-IV (Higher & Lower).	

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PUBLIC WORKS DEPARTMENT.



1 Head of business, i. e., subjects.	2 Budget head under which revenue and expenditure falls.	3 Law, Code of Regulations or rules or instructions of the Government of India under which the business is conducted. Brief explanations of the sections of such law or articles of the Code under which the Government of India have power to regulate or control the action of the Local Government.	4 Memorandum dealing with the method of recruitment, leave, disciplinary control, transfer, dismissal and pension of the service and the control exercised over it by the Government of India.
<p>1. Provision of residential buildings for Government officials. (a) Construction or purchase of buildings for the occupation of Government officials drawing Rs. 501 per mensem and upwards including large house building schemes.</p> <p>(b) Lease of houses intended for the occupation of officers whose average salaries (including local allowances) exceed Rs. 500 per mensem.</p>	<p><i>Expenditure.</i> 45 Civil Works, Provincial.</p> <p><i>Revenue.</i> XXXI Civil Works, Provincial.</p>	<p>Public Works Department Code. Rule 1 A, paragraph 917 of the Public Works Department Code, Volume I. The sanction of the Government of India to the construction or purchase of residences for Government officials drawing Rs. 501 per mensem and upwards is necessary when the rent therefor calculated under the rules in paragraph 919, Public Works Department Code, Volume I, exceeds the salary percentages referred to in rule 1 A, paragraph 917, <i>ibid.</i> Under rule 1 F, paragraph 917 the sanction of the Government of India is necessary to large house building schemes or portions thereof.</p> <p>Public Works Department Code. Rule I, paragraph 916, P. W. D. Code, Vol. I. Under this rule the sanction of the Government of India is necessary to the leasing of houses when the rent payable by Government therefor exceeds 10 per cent. of the average salaries and local allowances, if any, of the classes of officials who will occupy them.</p>	<p>.....</p> <p>.....</p>
<p>2. Additions to or improvements of residential buildings.</p>	<p><i>Expenditure.</i> 45 Civil Works, Provincial.</p> <p><i>Revenue.</i> XXXI Civil Works, Provincial.</p>	<p>Public Works Department Code. Rule II, paragraph 917 of the Public Works Department Code, Volume I. Under this rule the sanction of the Government of India is necessary when the cost of the additions or improvements is in excess of Rs. 200 and the total capital cost is already or will thereby be raised above the permissible limits based on the salary percentages referred to in rule 1 A, paragraph 917, Public Works Department Code, Volume I.</p>	<p>.....</p>
<p>3. Write-off of a portion of the capital cost of a residential building.</p>	<p><i>Expenditure.</i> 45 Civil Works, Provincial.</p> <p><i>Revenue.</i> XXXI Civil Works, Provincial.</p>	<p>Public Works Department Code. Paragraph 919 (g), Public Works Department Code, Volume I. Under this rule the sanction of the Government of India is necessary to the write-off of a portion of the capital cost of a residential building when it is considered to be greatly in excess of its real value, so as to involve the assessment of a rental far above the value of the accommodation provided.</p>	<p>.....</p>
<p>4. Rents of buildings (a) Grant of rent-free quarters to public servants whose salary exceeds Rs. 500 a month and who are not entitled to this concession under any general or special order of the Government of India.</p> <p>(b) Permitting public officers and others to occupy Government buildings rent-free on condition of keeping them in repair.</p>	<p><i>Expenditure.</i> 45 Civil Works, Provincial.</p> <p><i>Revenue.</i> XXXI Civil Works, Provincial.</p>	<p>Public Works Department Code. Rule IV, paragraph 919, P. W. D. Code, Volume I. Under this rule the sanction of the Government of India is necessary to the grant of rent-free quarters to public servants whose salary exceeds Rs. 500 a month and who are not entitled to this concession under any general or special order of the Government of India.</p> <p>Public Works Department Code. Rule XIII, paragraph 919, Public Works Department Code, Volume I. Under this rule the practice of allowing public officers and others to occupy Government buildings rent-free on condition of keeping them in repair is prohibited. It is further laid down that a rent fixed with reference to the value of the property should in all cases be demanded and that repairs should be made by departmental agency.</p>	<p>.....</p> <p>.....</p>

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5 Category under which the subject falls, viz.:-	6	7	8
I. Matters which are of wholly provincial concern. II. Matters which are primarily provincial but in respect of which some statutory restriction on the discretion of the Provincial Government may be necessary. III. Matters provincial in character in point of administration but as to which it is advisable that the right of legislation should be in the hands of Government of India. IV. Matters which are wholly Imperial.	Intra-provincial classification into Reserved and Transferred.	Nature and extent of the relaxation of the control of the Government of India entailed by the classification of each subject.	Remarks.
I. (Matters which are of wholly provincial concern). Do. do. Do. do. Do. do. Do. do. Do. do.			

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<p>Head of business, i. e., subjects.</p> <p>5. Remission of rent on account of water-supply, sanitary and electric installations.</p> <p>6. Local purchase of stores—</p> <p>a) Purchase of articles of foreign manufacture which are not already actually in the country at the time of order from local agents or firms in India.</p> <p>b) Purchase of articles of foreign manufacture which are already in India at the time of order and the price and quality of which are not unfavourable as compared with those at which similar articles could be obtained through the India Office.</p> <p>Establishment and Tools and Plant.</p> <p>Remission of Establishment and Tools and Plant charges on works carried out by the Public Works Department for Local Boards, Municipalities, etc.</p> <p>Project estimates for—</p> <p>Productive Irrigation Works</p>	<p>Budget head under which revenue and expenditure falls.</p> <p>Expenditure— 45 Civil Works— Provincial. Revenue—XXXI, Civil Works— Provincial.</p> <p>The heads of revenue and expenditure will be the same as those of the works for which the stores are required.</p> <p>Do.</p> <p>Expenditure— 45, Civil Works— Provincial. Revenue—XXXI, Civil Works— Provincial.</p> <p>Capital expenditure—Under the head "49, Irrigation Works"; Maintenance and repairs—Under the head "49, Major Works—Working expenses". Revenue— "XXIX, Major Works".</p>	<p>Law, Code of Regulations or rules or instructions of the Government of India under which the business is conducted. Brief explanations of the sections of such law or articles of the Code under which the Government of India have power to regulate or control the action of the Local Government.</p> <p>Public Works Department Code. Paragraph 931 of the Public Works Department Code, Volume I, and letters from the Government of India Nos. 232-B. I. and I. P. W., dated the 22nd June 1917 and 25th April 1918, respectively. Also vide circular letter from the Government of India, No. 2-P. W., dated 2nd September 1918.</p> <p>Under these orders the sanction of the Government of India is necessary to the remission of rent on electric installations except in the cases of officers drawing Rs. 500 and Rs. 100, when the salaries are chargeable to Provincial and Imperial Revenues, respectively. The sanction of that Government is also required to the remission of rent on water-supply and sanitary installations in the cases of residences occupied by officers drawing more than Rs. 500 when the salary is charged wholly or partly to Provincial Revenues and more than Rs. 100 when the salary is charged wholly to Imperial Revenues unless (1) the installations existed prior to the date of the issue of the orders contained in Government of India letter No. 232-B. I., dated the 22nd June 1917, and (2) the installations are newly made, but the occupant is required to live in the particular quarters in the interests of Government.</p> <p>Public Works Department Code. Rules 3 (a) and 5 of Appendix 30, Public Works Department Code, Volume III.</p> <p>Under these rules the sanction of the Government of India is necessary to the local purchase of articles of foreign manufacture which are not already actually in the country at the time of order.</p> <p>Public Works Department Code. Rule 3 (a), Appendix 30, Public Works Department Code, Volume III.</p> <p>Under this rule the power of the Local Government to sanction purchases of the nature in question is limited to Rs. 8,000, vide rule 13, Appendix 30, Public Works Department Code, Volume III.</p> <p>Letter from the Government of India, Finance Department, No. 57-A, dated the 9th February 1918.</p> <p>Under the orders contained in paragraph 9 of the letter above referred to, the power of the Local Government to sanction the remission of Establishment and Tools and Plant charges is restricted to works costing less than Rs. 1,000.</p> <p>No expenditure upon the construction of a productive work can at present be incurred except with the previous sanction of the Government of India. Public Works Code, paragraphs 1899 (c), 1890 and also 1892 seq.</p>	<p>Memorandum dealing with the method of recruitment, leave, disciplinary control, suspension, dismissal and pension of the service and the control exercised over it by the Government of India.</p>

<p style="text-align: center;">5</p> <p style="text-align: center;">Category under which the subject falls, viz. :—</p> <p>I. Matters which are of wholly provincial concern.</p> <p>II. Matters which are primarily provincial but in respect of which some statutory restriction on the discretion of the provincial Government may be necessary.</p> <p>III. Matters provincial in character in point of administration but as to which it is advisable that the right of legislation should be in the hands of Government of India.</p> <p>IV. Matters which are wholly Imperial.</p>	<p style="text-align: center;">6</p> <p style="text-align: center;">Intra-provincial classification into Reserved and Transferred.</p>	<p style="text-align: center;">7</p> <p style="text-align: center;">Nature and extent of the relaxation of the control of the Government of India entailed by the classification of each subject.</p>	<p style="text-align: center;">8</p> <p style="text-align: center;">Remarks</p>
<p>(Matters which are of wholly provincial concern.)</p> <p style="text-align: center;">Do. do.</p> <p style="text-align: center;">Do. do.</p> <p style="text-align: center;">Do. do.</p> <p style="text-align: center;">Do. do.</p>			

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<p>Head of business, i. e., subjects.</p> <p><i>Project estimates for—continued.</i></p> <p>(ii) Protective Irrigation Works ...</p> <p>(iii) Minor Works and Navigation...</p> <p>9. Estimates for additional works which it may be necessary to construct after the closing of the construction estimate of irrigation projects, to be sanctioned against the open capital Account.</p> <p>(i) <i>Productive Works.</i></p> <p>(a) Works which are directly remunerative in themselves.</p> <p>(b) Works which are not directly remunerative in themselves but necessary for the full development of the project.</p> <p>(ii) <i>Protective Works.</i></p> <p>(iii) Classification of Irrigation Minor Works estimated to cost over Rs. 50,000 under the heads "Works for which only Revenue Accounts are kept" or "Works for which neither Capital nor Revenue Accounts are kept."</p> <p>10. Sale or demolition of Irrigation buildings.</p>	<p>Budget head under which revenue and expenditure falls.</p> <p><i>Capital expenditure—</i>Under the head "35, Construction of Protective Irrigation Works".</p> <p><i>Maintenance and repairs—</i>Under the head "42, Major Works—Working expenses".</p> <p><i>Revenue—</i>"XXIX, Major Works".</p> <p><i>Expenditure—</i>Head "43, Minor Works and Navigation".</p> <p><i>Revenue—</i>XXX, Minor Works and Navigation".</p> <p><i>Expenditure—</i>"49, Irrigation Works".</p> <p><i>Revenue—</i>"XXIX, Major Works".</p> <p>.....</p> <p><i>Expenditure—</i>"35, Construction of Protective Works".</p> <p><i>Revenue—</i>"XXIX, Major Works".</p> <p><i>Expenditure—</i>"43, Minor Works and Navigation".</p> <p><i>Expenditure</i> charged to the Imperial Irrigation head "35" or "49".</p>	<p>Law, Code of Regulations or rules or instructions of the Government of India under which the business is conducted. Brief explanations of the sections of such law or articles of the Code under which the Government of India have power to regulate or control the action of the Local Government.</p> <p>No expenditure upon the construction of Protective Irrigation Works can at present be incurred except with the previous sanction of the Government of India. Public Works Code, paragraphs 1959, 1960 and 1961.</p> <p>The sanction of the Government of India is at present required to expenditure on an irrigation project of which the estimate of cost chargeable to general revenues exceeds Rs. 16 lakhs for works alone and Rs. 30 lakhs including provision for establishment, tools and plant. When the estimate has been sanctioned by the Secretary of State or the Government of India, the Local Government can sanction outlay in excess up to 10 per cent. of the original sanctioned amount of estimate and up to 12½ lakhs including establishment, tools and plant. No excess over a revised estimate sanctioned by the Secretary of State or the Government of India can be sanctioned by the Local Government. Rule 10 (18) of annexure to the Government of India, Finance Department, Resolution No. 361-E.A., dated 24th July 1916.</p> <p>(a) The Local Government can sanction up to the limit of Rs. 35,000 for works alone. Public Works Code, paragraph 1919—V (b).</p> <p>(b) The Local Government can sanction up to the limit of Rs. 15,000 for works alone. Public Works Code, paragraph 1919—V (a).</p> <p>The Local Government can sanction up to the limit of Rs. 2 lakhs for works alone or Rs. 2½ lakhs including establishment, tools and plant charges. Public Works Code, paragraphs 1969—IV and 1925.</p> <p>Government of India's sanction is necessary when the outlay is over Rs. 50,000. Public Works Code, paragraph 1967.</p> <p>The powers of sanction of the Local Government are limited to the case of those buildings whose book value does not exceed Rs. 1,000, vide Public Works Code, paragraph 908.</p>	<p>Memorandum dealing with the method of recruitment, leave, disciplinary control, suspension, dismissal and pension of the service and the control exercised over it by the Government of India.</p>

<p style="text-align: center;">5</p> <p style="text-align: center;">Category under which the subject falls, viz. :-</p> <p>I. Matters which are of wholly provincial concern.</p> <p>II. Matters which are primarily provincial but in respect of which some statutory restriction on the discretion of the provincial Government may be necessary.</p> <p>III. Matters provincial in character in point of administration but as to which it is advisable that the right of legislation should be in the hands of Government of India.</p> <p>IV. Matters which are wholly Imperial.</p>	<p style="text-align: center;">6</p> <p style="text-align: center;">Intra-provincial classification into Reserved and Transferred.</p>	<p style="text-align: center;">7</p> <p style="text-align: center;">Nature and extent of the relaxation of the control of the Government of India entailed by the classification of each subject.</p>	<p style="text-align: center;">8</p> <p style="text-align: center;">Remarks.</p>
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11. Grant of powers under the Indian Telegraph Act, 1885 (<i>viz.</i> , XIII of 1885) for the erection of overhead lines.	Section 51 of the Indian Electricity Act, 1910. Under this section the Governor General in Council is alone competent to confer upon any public officer or licensee, for the placing of appliances and apparatus for the transmission of energy, any of the powers which the Telegraph authority possesses under the I. T. Act, 1885, with respect to the placing of telegraph lines and posts for the purposes of a telegraph established or maintained by Government or to be so established or maintained.	
12. Grant of power to make rules under the I. E. Act, 1910.	.....	Section 37 of the I. E. Act, 1910 ... Under this section the power to make rules to regulate the generation, transmission, supply and use of energy solely vests in the Governor-General in Council.	
13. (a) Railways (b) Light and feeder railways.	<p><i>Expenditure.</i></p> <p>38.—State Railways. 40.—Subsidized Companies. 41.—Miscellaneous Railway Expenditure—Imperial. 44.—Construction of Railways—Provincial. (Note.—Provincial expenditure under the last 3 heads is permitted only under the special orders of the Government of India.)</p> <p><i>Revenue.</i></p> <p>XXVI.—State Railways. XXVIII.—Subsidized Companies—Imperial.</p>	<p>(i) Indian Railways Act (ii) Government of India, Department of Commerce and Industry, Resolution No. 8699-8738 dated 11th October 1907. (iii) Railway Board's Circular No. 2029-R. E., dated 1st November 1907. <i>Note.</i>—The Government of Bombay do not exercise any control over Railway matters. They are only consulted by the Government of India (Railway Board) or Railway Administrations on all questions affecting local and commercial interests, such as construction of new Railway lines, overbridges across Railways, Railway terminal arrangements, Railway rates, Railway Board's programme of Railway construction, etc.</p>	
(c) Tramways. (So far as they lie outside Municipal limits and constructed under the Indian Tramways Act, 1886.)	The existing tramways are owned by private companies.	Section 4 of the Indian Tramways Act, 1886.	
14. Administrative approval to Provincial Civil Works estimated to cost over 16 lakhs exclusive of Establishment and Tools and Plant charges.	<p><i>Revenue.</i></p> <p>XXXI.—Civil Works, Provincial.</p> <p><i>Expenditure.</i></p> <p>45.—Civil Works, Provincial.</p>	<p>Paragraphs 648 and 649 of the Public Works Department Code, Volume I, as modified by the Government of India, Public Works Department, Resolution No. 41-A.G., dated 19th January 1918, printed in the preamble of Public Works Department Resolution No. G.W.-9090, dated 23rd February 1918, and Government of India, Finance Department, Resolution No. 361-E.A., dated 24th July 1916, printed as an accompaniment to Financial Department Order No. 2952, dated 11th October 1916. Under the paragraphs quoted above and the orders of the Government of India the local Government can accord administrative approval to Provincial Civil Works up to Rs. 16 lakhs exclusive of Establishment</p>	

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<p>III.—Matters provincial in character in point of administration but as to which it is advisable that the right of legislation should be in the hands of the Government of India.</p> <p>Do. do.</p>			
<p>IV.—Matters which are wholly Imperial ...</p>			<p>In list I showing Provincial subjects attached to Report on Constitutional Reforms it is proposed to give certain powers to the Local Government. In this connection it may be stated that the question of empowering Local Governments to utilize Provincial Funds on feeder lines was taken with the Government of India but the proposal was practically negative by that Government. It was finally intimated that every project for which Government desired to sanction assistance should be referred to the Government of India.</p> <p>The proposal submitted to the Government of India was that any feeder line to be constructed would be a line "little better than a street tramway with light cheap permanent travelling at low speeds, with a maximum of 12 miles an hour"; the length of the line to be 50 miles, costing say Rs. 80,000 a mile and with the Local Government proposed to contribute a limit of total cost to Provincial Revenues of 15 lakhs.</p> <p>It was explained to the Government of India that the object in view was not the construction or purchase of these local lines but the encouragement of private enterprise by contribution of capital cost and that a contribution of one-tenth of the capital would generally be the amount required, so that in a project or projects costing 80 lakhs, that is to say, for a hundred and fifty miles of line, the Local Government share would not exceed five lakhs.</p>
<p>I.—Matters which are of wholly provincial concern.</p>			
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1 Head of business, i. e., subjects.	2 Budget head under which revenue and expenditure falls.	3 Law, Code of Regulations or rules or instructions of the Government of India under which the business is conducted, Brief explanations of the sections of such law or articles of the Code under which the Government of India have power to regulate or control the action of the Local Government.	4 Memorandum dealing with the method of recruitment, leave, disciplinary control, suspension and dismissal of the service and the control exercised over it by the Government of India.
15. Technical sanction to Provincial Civil Works estimated to cost over Rs. 16 lakhs exclusive of Establishment and Tools and Plant charges.	<p><i>Revenue.</i></p> <p>XXXI—Civil Works, Provincial.</p> <p><i>Expenditure.</i></p> <p>45—Civil Works, Provincial.</p>	<p>Paragraph 1925 of the Public Works Department Code, Volume II, as amended by the Government of India, Public Works Department, Resolution No. 41-A.G., dated 19th January 1918, printed in the preamble of Public Works Department Resolution No. C.W.2090, dated 23rd February 1918. Under the paragraph quoted above and the Government of India Orders, this Government can sanction technically works estimated to cost Rs. 16 lakhs exclusive of Establishment and Tools and Plant charges.</p>	.....
16. Proposal for expenditure in excess of Rs. 45,000 on the three buildings at Bombay, Poona and Mahabaleswar occupied by the Head of the Local Government.	<p><i>Revenue.</i></p> <p>XXXI—Civil Works, Provincial.</p> <p><i>Expenditure.</i></p> <p>45—Civil Works, Provincial.</p>	<p>Paragraph 1932 (1) of the Public Works Department Code, Volume II.</p> <p>Under this paragraph as subsequently modified by the recent orders of the Government of India the Local Government can sanction expenditure on the three Government Houses within the limit of Rs. 45,000 in the aggregate.</p>	.....
17. Additions and alterations to Government House, Karachi, or the Commissioner in Sind's residence.	Do.	<p>Paragraph 2 of the letter from the Government of India, Public Works Department, No. 446-C.W.B., dated 19th April 1902, embodied in the preamble of Government Resolution No. C. W.-1185, dated 10th May 1902.</p> <p>Under the above orders this Government can sanction expenditure on additions and alterations to Government House, Karachi, up to a limit of Rs. 1,000.</p>	.....
18. Revisions of Permanent Establishments. (The expenditure in connection with which is wholly Provincial or is charged to a divided head.)	45—Civil Works. 42—Irrigation Major Works. 48—Irrigation—Minor Works and Navigation.	<p>Government of India, Finance Department, Resolution No. 861-E. A., dated the 24th July 1916.</p> <p>Rule 10 (5) of Part III of the Annexure to the Resolution quoted above.</p> <p>Under this rule the sanction of the Government of India is required to revisions of the kind described in column 1, if they involve additional expenditure, exceeding Rs. 50,000 a year. Further, the orders involving either (a) the revision of the rates of substantive pay of any one branch of the public service at a cost of more than Rs. 25,000 a year, or (b) the raising of the average pay of a service of which the maximum pay exceeds Rs. 500 a month, above the average rate approved at the revision last sanctioned by the Secretary of State or the Government of India, must be submitted in draft to the Government of India and if no orders are received from them within three months from the date of their receipt by the Government of India, the scheme may then be brought into effect forthwith.</p>	The details regarding the three main services of the Public Works Department (viz., the ginner, Upper Subordinate and Lower Subordinate Establishments) are given in the accompanying Memorandum prepared by this Department for the Public Services Commission.
19. Revisions of Permanent Establishments. (The expenditure in connection with which is wholly Imperial.)	85—Protective Irrigation Works. 49—Productive Irrigation Works.	<p>Government of India, Finance Department, Resolution No. 861-E. A., dated the 24th July 1916.</p> <p>Rule 13 (2), of Part IV of the Annexure to the Resolution quoted above.</p> <p>The sanction of the Government of India is required at present to revisions of the kind shown in column 1, when the additional expenditure involved exceeds Rs. 6,000 per year.</p>	Do. do.

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<p>Head of business, i. e., subjects.</p>	<p>Budget head under which revenue and expenditure falls.</p>	<p>Law, Code of Regulations or rules or instructions of the Government of India under which the business is conducted. Brief explanations of the sections of such law or articles of the Code under which the Government of India have power to regulate or control the action of the Local Government.</p>	<p>Memorandum dealing with the method of recruitment, leave, disciplinary control, suspension, dismissal and pension of the service and the control exercised over it by the Government of India.</p>
<p>20. Allowances—Deputation. Grant of—to Imperial Engineers at a rate exceeding that ordinarily admissible under Article 81 of the Civil Service Regulations.)</p>	<p>This will be debited to the Budget head to which the expenditure on the work to which the deputation relates, is debitable.</p>	<p>Civil Service Regulations and Government of India, Finance Department, Resolution No. 361 E. A., dated 24th July 1916. Article 81 of the Civil Service Regulations and Rule 10 (5) (b) of Part III of the Annexure to the Resolution quoted above. At present the sanction of the Government of India is necessary to grant an officer of the Imperial service (as defined by Article 29-B of the Civil Service Regulations) deputation allowance exceeding that ordinarily admissible under Article 81 of the Civil Service Regulations.</p>	<p>The details regarding the three main services of the Public Works Department (<i>viz.</i>, the Engineer, Upper Subordinate and Lower Subordinate Establishments) are given in the accompanying memorandum prepared by this Government for the Public Services Commission.</p>
<p>21. Honoraria. Grant of—under Article 72 of the Civil Service Regulations.)</p>	<p>(a) When the honorarium is granted from the General Revenues it is debited to the Budget head to which the expenditure on the work concerned is debitable. (b) In other cases honorarium is paid from a local fund or the revenues of a Native State.</p>	<p>Civil Service Regulations. Article 72 (d) of the Civil Service Regulations. At present the powers of sanction of this Government under this article are limited to Rs. 500.</p>	<p>Do. do.</p>
<p>22. Allowances, permanent Convoys. To officers of the Imperial Engineer service who have a large amount of travelling at or within a short distance from head quarters.)</p>	<p>This will be debited to the Budget head to which the Officer's pay is debitable.</p>	<p>Civil Service Regulations Articles 1074 and 1077 of the Civil Service Regulations. At present local Governments have the power to grant such allowances to officers of the Provincial Engineer service and the sanction of the Government of India is necessary in the case of Imperial Engineer Officers. It may be noted that the Government of India have recently sanctioned the grant of a permanent conveyance allowance of Rs. 50 in the case of Imperial Assistant Engineers employed as Sub-divisional Officers at Poona, Karachi and Bombay. (Vide Government Order No. E.-5242, dated 21st May 1917.)</p>	<p>Do. do.</p>
<p>23. Deputations. Of officers and subordinates, the cost of which is wholly Imperial.)</p>	<p>35—Protective Irrigation Works. 49—Productive Irrigation Works.</p>	<p>Government of India, Finance Department, Resolution No. 361.E.A., dated 24th July 1916. Rule 15, Part IV of the Annexure to the Resolution quoted above. Under this rule, local Governments can sanction deputations in India, for any period, involving expenditure chargeable wholly to Imperial funds, provided the pay and allowances (including deputation allowance) do not exceed Rs. 250 per mensem.</p>	<p>Do. do.</p>
<p>24. Provident Fund. Admission of temporary Engineers under covenant to the benefit of the special contributory Provident Fund on the lines of the State</p>	<p>.....</p>	<p>At present the sanction of the Secretary of State has to be obtained in such cases, through the Government of India.</p>	<p>Do. do.</p>

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25. Leave. (Admission of temporary Engineers under covenant to the benefits of the European Service Leave Rules.)	Civil Service Regulations ... At present the sanction of the Secretary of State has to be obtained through the Government of India.	The details regarding the three main services the Public Works Department (viz., the Engineer, Upper Subordinate and Lower Subordinate Establishments) are given in the accompanying memorandum prepared by the Government for the Public Services Commission.
26. Pensions. (Power to allow temporary service to count towards pension.)	Civil Service Regulations ... Under Article 423 (2) of the Civil Service Regulations this Government has power to allow temporary service not exceeding one year to count towards pension but when the pension does not exceed Rs. 50 per mensem, this Government can allow temporary service to count, without any limit whatsoever, (vide Article 368 of the Civil Service Regulations.)	Do. do.

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II. (Matters which are primarily provincial but in respect of which some statutory restriction on the discretion of the Provincial Government may be necessary.) Do. do.			

GOVERNMENT OF BOMBAY.

**MEMORANDUM ON THE PUBLIC WORKS
DEPARTMENT**

PREPARED FOR THE
ROYAL COMMISSION ON THE PUBLIC SERVICES IN INDIA,
1913.

9

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PART I.

The Establishment of the Public Works Department, excluding Railways, consists of four classes:—

The Engineer Establishment,
The Upper Subordinate Establishment,
The Lower Subordinate Establishment, and
The Clerical Establishment.

Note.—The Accounts Establishment is under the Accountant General and is not subject to the orders of the Local Government. It is, therefore, not dealt with in this note.

It is proposed to deal with each of these four classes separately.

(A) *Engineer Establishment.*

2. Precise information is not available as to the history and constitution of the Department prior to the year 1858. There was no separate appointment of Secretary to Government in the Public Works Department, the charge of that Department being held by the Secretary to Government, General and Ecclesiastical Departments. In that year, the maximum strength sanctioned by the Government of India for the Bombay Presidency, was:—

	Rs.
1 Chief Engineer at the Presidency	... 2,250
1 Chief Engineer in Sind	... 1,400
3 Superintending Engineers in charge Northern, Central and Southern Circles (now called Divisions)	... 1,200
1 Superintendent of Canals in Sind	... 1,000
1 Civil Architect at the Presidency	... 1,000
1 Garrison and Dockyard Engineer	... 700
1 Executive Engineer at Aden	... 600
29 Executive Engineers	{ 8—1st Class ... 900
	{ 9—2nd Class ... 750
	{ 10—3rd Class ... 600
	{ 2—4th Class ... 500
30 Assistant Engineers including Probationary Second Class, First Class, and Special Assistants	... 100—500
68 Total.	

The number of Executive Charges appears to have been 27 inclusive of six under the Sind Canal Department which were to be constituted as required.

3. In 1860 the Government of India brought to the notice of the Secretary of State for India, in the case of the Administrations of Bengal, North-Western Provinces, and the Punjab, the great inconvenience arising from the interposition of an unprofessional Secretary between the Lieutenant-Governor and the professional chief of the Public Works Department and suggested that the office of the Chief Engineer and that of the departmental Secretary to the Local Government should be united in the person of the same individual, who would be able in the one capacity to dispose, as before, of a great mass of detail without further reference while, in the other, he would be ready to assist with his technical knowledge and experience in the consideration of the more important questions which it would be incumbent upon him to submit to the head of the Government. The Secretary of State sanctioned the proposal and the Government of India forwarded copies of the correspondence to the Government of Bombay for information. The Government of Bombay, after full consideration, decided to adopt a similar measure in the Bombay Secretariat. The Chief Engineer at the Presidency was accordingly made the Secretary to Government, Public Works Department, and the charge of that Department

transferred to him. The Educational Department was transferred to the Secretary in charge of the Political and Judicial Departments, the Ecclesiastical Department to the Secretary in charge of the Military Department and the remaining duties of the General Department were transferred to the Secretary in charge of the Revenue and Financial Departments. It was thus found possible to reduce the number of Civilian Secretaries (which was formerly three) by one. A portion of the saving, effected by this reduction and the reduction in the office establishment, was devoted to the creation of a post of Under Secretary on Rs. 1,250 to assist the remaining two Civilian Secretaries whose work had been increased by the transfer of the abovementioned work. From 1860 to 1886, the date of the last Public Service Commission, various changes took place in the strength of the Department which for the present purpose it is unnecessary to detail.

4. The first important change in the constitution of the Bombay Public Works Department was the reduction and re-organization of the Department carried out in 1888-1889. Before the re-organization, the Superior establishment in the Bombay Public Works Department with the rates of pay then prevailing was as follows:—

	Rs.
1 Chief Engineer, 1st Class, and Secretary .	2,500
1 Chief Engineer, 2nd or 3rd Class, Chief Engineer for Irrigation, and Joint Secretary ...	1,900
1 Superintending Engineer, 1st Class, and Superintending Engineer of a Division ...	1,600
1 Do. do. ...	1,600
1 Superintending Engineer, 2nd Class, and Superintending Engineer of a Division ...	1,350
1 Superintending Engineer, 3rd Class, and Superintending Engineer of a Division ...	1,100
1 Under Secretary ...	950
1 Assistant Secretary ...	600
8	Total ... 11,600

The re-organization modified this scale as under:—

	Rs.
1 Chief Engineer, 1st Class, and Superintending Engineer of a Division ...	2,500
1 Chief Engineer, 2nd Class or 3rd Class, and Superintending Engineer of a Division.	1,900
1 Superintending Engineer, 1st Class, and Superintending Engineer of a Division ...	1,600
1 Superintending Engineer, 2nd Class, and Superintending Engineer of a Division ...	1,350
1 Under Secretary ...	1,200
1 Secretary ...	1,700
6	Total ... 10,250

The principal feature of the re-organization was the amalgamation of the Irrigation and General Branches of the Department and the abolition of the appointments of Chief Engineer to Government, Chief Engineer for Irrigation and Joint Secretary to Government and the Assistant Secretary, the Chief and Superintending Engineers of Divisions being held in all matters of professional detail to be the advisers of Government on questions arising within their respective Divisions. The administrative portion of the duties attached to the posts thus abolished was entrusted to the Secretary and the Under Secretary, the former of whom was to be selected from the Engineer establishment, with special reference to his qualifications and irrespective of the permanent rank he held.

5. Four years later, however, *i.e.*, in 1892, the above system was modified. The officer who was appointed Secretary to Government in that year, being the Senior Chief Engineer on the list, was given the powers of Chief Engineer to Government, and the Second Chief Engineer and the three Superintending Engineers those of Superintending Engineers of Divisions. That is to say, the post of Chief Engineer to Government was resuscitated. Those of Chief Engineer for Irrigation and Joint Secretary to Government and his Assistant were not however revived.

6. The important changes which have taken place since 1892 affecting the whole of India have been detailed and briefly described by the Government of India in paragraphs 1—9 of their printed Memorandum, and in this note only features specially relating to the Bombay Public Works Department are dealt with.

7. The first of these changes was the creation of a Provincial Service of Engineers in 1892, as a result of the recommendations of the Public Service Commission of 1886 "with a view to securing economy by increasing the number of Engineers recruited in India and paying them at lower rates than those paid formerly." The scheme was sanctioned in 1892 but came into operation in 1896, the first appointment being made in the Bombay Public Works Department in that year from amongst the candidates who passed out of the Poona College of Science (now College of Engineering) in December 1895. The main features of this scheme have been described by the Government of India in their Memorandum but a few further remarks will be found in paragraphs 13 and 14 below.

8. The next change of importance was made in 1893 when the rates of salary of Imperial Executive and Assistant Engineers and the rate of promotion for officers of both services were improved. The details recited by the Government of India need not be amplified here as further modifications were made in 1908 and subsequently.

9. In 1899, the administrative appointments of Chief and Superintending Engineers of Railway and Civil Works Branches, which were formerly on one list for purposes of promotion, were placed on two separate lists. The pay of Superintending Engineers, 3rd and 2nd Classes, was raised from Rs. 1,100 and Rs. 1,350 to Rs. 1,250 and Rs. 1,400, respectively.

10. In 1903, the post of Chief Engineer and Joint Secretary to Government was revived and an additional post of Superintending Engineer, to hold charge of a Division vacated by the transfer to the Secretariat of the Chief Engineer formerly in charge, was sanctioned, together with an additional post of Executive Engineer as Second Under Secretary (for Irrigation). This was done on the ground of the work—Irrigation and Roads and Buildings—being too much for one officer to deal with.

11. In 1905, the rates of pay of both Chief and Superintending Engineers were revised and the post of Chief Engineer, 3rd Class, was abolished for the reasons given in Appendix IV to the Government of India Memorandum. The present rates are as follows:—

Chief Engineer, 1st Class	...	Rs. 2,750 + Rs. 250 as Secretary to Government, Bombay, Public Works Department.
Chief Engineer, 2nd Class	...	Rs. 2,500 + Rs. 250 as Joint Secretary to Government, Bombay, Public Works Department.
Superintending Engineer, 1st Class	...	Rs. 2,000.
Superintending Engineer, 2nd Class	...	„ 1,750.
Superintending Engineer, 3rd Class	...	„ 1,500.

12. A third post of Chief Engineer, 2nd Class, has been sanctioned for the Bombay Public Works Department substantively *pro tempore* for a period of three

years for the supervision of certain works in Sind and the officer holding it is styled Chief Engineer in Sind, having, in addition, direct charge of the office of the Secretary, Indus River Commission. A reference has been made* to the Government of India requesting them to obtain the sanction of the Secretary of State to this additional post being permanently added to the Bombay List. When the post of Chief Engineer was sanctioned substantively *pro tempore*, one of the posts of Superintending Engineers, 2nd Class, was ordered to be held in abeyance, and this Government has now informed the Government of India that when the additional post of Chief Engineer, 2nd Class, is sanctioned permanently for Bombay, this Government has no objection to the post of Superintending Engineer, 2nd Class, held in abeyance being permanently reduced.

13. In 1908, an important change in constitution was inaugurated by the separation of the cadres of Imperial and Provincial Engineers. This step had been the subject of discussion since 1901 when the Government of India addressed the Local Governments pointing out that, owing to certain practical difficulties during the initial stages in the maintenance of two separate lists, effect had not yet been given in the Public Works Department to the recommendations in this direction of the Public Service Commission, which had been adopted in most of the other Departments. The general features of the scheme then propounded were approved by this Government. Final orders for reconstruction on this basis were not issued till 1908. These orders are contained in Government of India Resolution No. 675—694, dated 24th April 1908 (Appendix V to the Government of India Memorandum). The former graded system of promotion based upon a time-limit scale and cadre number ordered in 1893 (paragraph 8 above) was superseded in favour of an incremental scale of pay, Provincial and Imperial. Officers were ordered to be shown on separate lists instead of on one list as before and the rates of pay were improved, option being left to the Provincial Service Officers to continue upon the old conditions if they so preferred.

14. The members of the Provincial Service were not satisfied with the alterations ordered. They contended—

(1) That the orders by which they ceased to be graded in their proper order of seniority on the same list as that of their Imperial contemporaries were opposed to the definite and specific declarations of Government under which they were induced to enter service.

(2) That the new orders affected their periodical promotions to different classes in a manner detrimental to their future prospects, and, in particular, prevented their appointment as Executive Engineers after 8 years' service, *i.e.*, side by side, with their Imperial confrères as was also guaranteed by the above declarations.

(3) That the new scale of pay did not give them two-thirds of the salary (as increased by the new orders) of Imperial Engineers, which was, they urged, a contravention of the distinct understanding subsisting when they entered Government service.

These contentions were supported by the Government of Bombay, who considered that the abolition of Cooper's Hill College and other important changes in the situation rendered necessary a revision of the views expressed by His Excellency Lord Northcote's Government in 1902. As the result of a comprehensive re-examination of the case, the Government of India were pleased, with the sanction of the Secretary of State, to modify their previous orders in a sense favourable to the main contentions of the Provincial Engineers. The members of the two branches of the service were ordered to be borne on a combined list as before, and the period of promotion to the rank of Executive Engineer was made the same for both, *viz.*, after 10 years as Assistant Engineer instead of 8 years and 15 years, respectively; but for the Imperial Officers in service on 31st March 1911 the period of 8 years is to be retained. Similarly Provincial Officers in service on the same date are to be promoted after the same period. These final orders took effect from April 1st, 1911.

* The Government of India have since telegraphed to the effect that the Secretary of State has sanctioned the permanent retention of this additional appointment of Chief Engineer, Second Class.

15. The case of the Royal Engineer Officers of the Public Works Department has been explained by the Government of India in paragraph 6 of their printed Memorandum. No special remarks are necessary; particularly as there are very few officers (4) of that class now employed on the Bombay Establishment.

16. Up to the end of 1907, there was a separate regularly constituted department of the Bombay Secretariat (paid for from Imperial Funds) for the control and supervision of the working of the Railways which were placed by the Government of India under the control of the Bombay Government. This railway system comprised about one-third of the entire railway system of the Indian Empire and extended to Ferozpur, Delhi and Cawnpore on the north, Jubbulpore, Nagpur and Raichur on the east and south-east, and Mysore on the south.

The Department was abolished with effect from the 1st January 1908, the date on which the Railway Board took over in their own hands the executive control of all the Indian Railways. And the Bombay Government (like other Local Governments) were left to make their own arrangements for the disposal of such general work, concerning the Presidency, as would have to be disposed of by them. This Government decided that this railway work should thenceforward be dealt with in the Public Works Department, Secretariat, and, as the scale of the ministerial establishment of that Department had not been framed to cope with this additional work, they resolved to retain as an addition to the staff of the Public Works Department, Secretariat, the ministerial officer who held the post of Assistant Secretary to Government in the late Railway Department and certain clerks (also of the latter Department), the scale being as under:—

	Average cost per mensum.		
	Rs.	a.	p.
1 Assistant Secretary to Government, Rs. 450—25—600 ...	560	0	0
1 Superintendent on Rs. 160—8—200 ...	190	0	0
1 Assistant Superintendent on Rs. 110— 10—160 ...	147	0	0
1 Clerk, 1st Grade, Rs. 75—5—100 ...	93	12	0
2 Clerks, 2nd Grade, Rs. 55—3—70 each.	132	8	0
2 Clerks, 3rd Grade, Rs. 40—2—50 each.	95	0	0
1 Clerk, 4th Grade ...	30	0	0
1 Draftsman, Rs. 65—5—90 ...	83	12	0
Total	1,332	0	0

The Government of India were at first averse from sanctioning the additional post of Assistant Secretary on the Bombay Public Works Department Establishment, but, on this Government strongly pointing out that it was not for Railway work alone that the second Assistant Secretary was required, but that a portion of the work of the Public Works Department proper was also proposed to be transferred to him in addition to railway work, the Government of India were pleased to sanction it on the condition that the cost on its account was borne by the Government of Bombay as a Provincial charge. The rest of the establishment was sanctioned by the Financial Department as an addition to Public Works Department, *vide* that Department Government Resolution, No. 2508, dated 26th July 1910. By the transfer of the railway work, the number of branches in the Public Works Department, Secretariat, has been raised from four to five and the Second Assistant Secretary looks after two of them (*viz.*, the Irrigation and Railway Branches).

17. The Engineer Establishment is recruited from the following sources:—

- (1) Selected candidates appointed in England by the Secretary of State.
- (2) Officers of the Corps of Royal Engineers on the Indian Establishment.
- (3) Passed students of the Indian Civil Engineering Colleges, and
- (4) Promoted Upper Subordinates.

The candidates of the first named class were, up till 1907, selected from the Cooper's Hill College. They are now appointed by the Secretary of State, with the advice of a Committee of Selection, from amongst applicants in possession of certain specified University degrees or other approximately equivalent qualifications. Ten per cent. of the appointments thus made are reserved for duly qualified natives of India, but only one such appointment has as yet been made on the Bombay establishment. A candidate who has not had sufficient practical experience may be required to undergo, after arrival in India, a year's probation in charge of works, his final appointment being made dependent upon the result of such probation. A report is to be submitted to the Government of India on such officers at the end of the year. The rules will be found in Appendix VIII to the Government of India's printed memorandum. The usual rate of recruitment from England for Bombay is two per year, though this rate has been increased at times to meet heavy pressure of work. Two Royal Engineer officers were appointed in 1909. Appointments from that Corps are seldom made now-a-days. The rate of recruitment from the Poona College of Engineering is one candidate per year, and, from the Upper Subordinate class, one every alternate year, or $1\frac{1}{2}$ per year on an average.

18. Up till 1891, two appointments, one as Assistant Engineer, and the other as Apprentice Engineer—were allowed for this Presidency from the Poona College. In 1891 the Government of India at the request of the Government of Bombay agreed to take the Apprentices on to their list (*vide* Government Resolution No. 180—E.-829, dated 19th May 1891) and since then only one appointment is made from the Poona College. In 1892, as stated above, the Provincial Engineer service was established and it took effect from the year 1896. Under the rules governing this service, the appointment from the Poona College abovementioned has been continued but on somewhat less favourable terms, the student eligible being appointed as an Apprentice Engineer in the first instance and promoted to the Assistant Engineer, 3rd grade, after one year of approved service instead of being appointed as Assistant Engineer at once. Under the pre-existing arrangement, the candidate for appointment as Assistant Engineer was required to have passed (First in the First Class) the L.C.E examination of the Bombay University and the candidate next to him in order of merit was appointed an Apprentice. The present practice is to make an appointment (as Apprentice Engineer) by selection from among graduates in the First Class. Men promoted from the Upper Subordinate class are appointed Assistant Engineers at once.

19. The recruits from England and those from the Poona College are borne on the same list and their positions are determined according to the dates on which they reach the rank of Assistant Engineer. The appointments of the former take effect from 1st October and that of the latter is made between February and March. The order of seniority, therefore, of these officers is fixed as follows:—

- Recruit from England of, say, October 1912, then
- Poona College Recruit of March 1912, then
- Recruit from Upper Subordinate Class, if appointed later than March 1913, and then
- Recruit from England of 1913.

20. The following orders regarding a practical course of training for the recruits from the College of Engineering (Poona) have been issued by the Government of Bombay:—

“After a passed student is appointed Apprentice Engineer he must be placed on some large Engineering work to undergo a year's course of practical work under an Executive Engineer. During the period of apprenticeship he will be required to maintain a note-book fully illustrated with neat sketches showing all details connected with the work, including manufacture of materials. He should record, from actual measurement, what quantities of fuel and lime-stone or kankar are required for 100 cubic feet of lime, and when these vary try to explain the cause, what quantity of different classes of work a brick-layer or stone-mason can lay in a day, and what assistance he requires, what quantities of lime, sand or *sarkhi*

and stone or brick are required per 100 cubic feet of masonry, etc., etc. He should also record the difficulties encountered and how they have been overcome. The note-book should be submitted every month to the Principal, College of Engineering, Poona, through the Executive Engineer and the Superintending Engineer who will pass it on without delay, making such remarks as may be called for. It should be returned by the Principal direct to the Apprentice, his remarks being communicated to the Superintending Engineer. If at any time during the period of apprenticeship, it appears to the Principal that the Apprentice is not receiving sufficient attention or not obtaining sufficiently varied experience, he should draw the attention of the Superintending Engineer to the fact and make suggestions. Towards the end of the 12 months the Executive Engineer should report to the Superintending Engineer through the Principal his general opinion on the manner in which the Apprentice Engineer had used his opportunities of acquiring practical knowledge. When passing on the report, the Principal in consideration of the manner in which the note-book has been maintained should report to the Superintending Engineer whether the Apprentice had done creditably. The Superintending Engineer should submit the reports to Government with his own observations."

21. The course for the final examination in Engineering in the Poona College has been made more comprehensive. The old degree of Licentiate of Civil Engineering has been converted into Bachelor of Engineering.

22. The following table shows how the rates of pay for the various classes and grades of Engineer Officers were revised from time to time since the date of the last Commission :—

	1886.	1893.	1899.	1905.	1908.	1911.
1	2	3	4	5	6	7
Chief Engineer, 1st Class ...	2,500	2,500	2,500	2,750‡	2,750	2,750
Do. 2nd Class ...	2,000	2,000	2,000	2,500‡	2,500	2,500
Do. 3rd Class ...	1,800	1,800	1,800	Abolished.	Do.	Do.
Superintending Engineer, 1st Class.	1,600	1,600	1,600	2,000	2,000	2,000
Superintending Engineer, 2nd Class.	1,350	1,050	1,050	1,050	1,600	1,600
Superintending Engineer, 3rd Class.	1,100	1,350	1,400	1,750	1,750	1,750
Executive Engineer, 1st Grade.	950	900	900	900	1,400	1,400
Executive Engineer, 2nd Grade.	800	1,100	1,350	1,500	1,500	1,500
Executive Engineer, 3rd Grade.	700	750	750	750	1,200	1,200
Executive Engineer, 4th Grade.	600	Abolished.	Abolished.	Abolished.	708-50-1,250	800-50-1,250
Assistant Engineer, 1st Grade.	500	650	650	650	(biennial)	
Assistant Engineer, 2nd Grade.	350*	850	850	850	650-50-900	535-35-850‡
Assistant Engineer, 3rd Grade.	250	550	550	550		
Assistant Engineer, 3rd Grade (old).†	100	700	700	700		
Apprentice	100‡	475	475	475		
		Abolished.	Abolished.	Abolished.		
			
		550	550	550	380-40-660	330-40-708
		400	400	400	700-50-750	
		450	450	450	250-50-550	250-25-475
		350	350	350	(biennial)	
		250	250	250	with one additional year on Rs. 550	
		100	100	100	Nil.	Nil.
		100‡	100‡	100‡	100	100‡

Note—Black figures show the rates for Provincial Engineer Service. This service was introduced in 1892 but was given effect to from 1895 (i.e., for appointments made in 1896 (vide Government of India Resolution No. 3112-G., dated 19th July 1895 (Appendix I to Government of India printed memorandum).

* Can draw Rs. 400 after 3 years' service if recommended for the increase of Rs. 50.

† Was given to the Poona College recruits (before the introduction of the Provincial Engineer service) who were appointed to the Imperial List. They had to remain in that grade until they passed the Professional examination when they were promoted to Assistant Engineer, 3rd Grade proper on Rs. 850 per mensem.

‡ Draw a local allowance of Rs. 250 in addition if the officers are holding the posts of Secretary to Government and Joint Secretary to Government.

§ Apprentice Engineers may, after six months' satisfactory service, receive Rs. 150 a month.

¶ A special increment of Rs. 50 may be granted by the Local Government to a deserving Executive Engineer, who, after completion of 5 years' service on the maximum pay of Rs. 850, is not promoted to administrative rank.

It will be seen that there has been a substantial improvement in the rates of pay since 1886. The rates of pay of members of the Provincial Engineer

service are generally two-thirds of those of Imperial officers and a corresponding improvement has been effected in their case also.

(B) Upper Subordinate Establishment.

23. The first important departure affecting this class of establishment since the last Public Service Commission relates to the rules for the promotion of European and Indian Subordinates. This question was under the consideration of the Government of Bombay at a much earlier date, *viz.*, in 1865, when orders were passed with the object of securing the interests of the latter. This question also attracted the notice of the last Public Service Commission of 1886-1887, *vide* the latter portion of paragraph 10 at page 125 of the Report. Attention is here called to the complaints made by witnesses respecting the inequality of pay and rank and the unequal chances of promotion in the case of military men and civilians respectively, entering the Upper Subordinate Establishment with similar technical qualifications, and it is remarked that the complaints appeared to deserve consideration. The system of promotion according to the rule of proportion fixed in 1865 continued till 1909-1910 with further special rules. The demands of the Indian subordinates then formulated were that Europeans should be appointed to the same grades as themselves; that they might, if Government saw fit, be given extra allowances, but that they should not gain in seniority as well as in emoluments. After careful consideration the Government of Bombay issued a Resolution fixing, in the case of European subordinates, a time limit qualification for their promotion upto and including the rank of Sub-Engineer, 3rd Grade.

24. In 1893, rules regarding the promotions of Overseers from Rs. 60 to Rs. 100 were made.

25. The Military Works Establishment which was originally combined with the Public Works Department establishment was separated in 1888, leaving only a very few Military Subordinates on the latter establishment.

26. The rates of pay for the members of this class of establishment are as follows :—

Sub-Engineer, 1st Grade	...	400	with two increments of Rs. 50 each after 5 years' exceptionally meritorious service for each increment.
Sub-Engineer, 2nd Grade	...	300	
Sub-Engineer, 3rd Grade	...	250	
Supervisor, 1st Grade	...	200	
Supervisor, 2nd Grade	...	150	
Overseer, 1st Grade	...	100	
Overseer, 2nd Grade	...	80	
Overseer, 3rd Grade	...	60	

These rates have not been revised for a number of years and were in force on the date of the last Commission.

27. At present a scheme for the revision of the scale of pay of the Upper Subordinate Establishment is under consideration. In 1910 the members of the Upper Subordinate Establishment submitted memorials praying that their designations, scales of pay, travelling allowance and promotions might be as follows :—

Designations.	Starting pay of grade.	Biennial increment.	Maximum pay of grade.	Total period in grade.	Daily travelling allowance.	Remarks.
1	2	3	4	5	6	7
Assistant Deputy Engineer, 2nd Grade.	Rs. 100	Rs. 25	Rs. 150	Years. 6	Rs. 2	The maximum pay is to be drawn in the 20th year, and Deputy Engineers of both the first and second grades to hold the rank of gazetted officers.
Assistant Deputy Engineer, 1st Grade.	180	30	300	10	2	
Deputy Engineer, 2nd Grade.	340	40	500	10	3	
Deputy Engineer, 1st Grade.	550	50	600	2	4	

The Government of Bombay submitted the memorials to the Government of India and stated that no action need be taken in regard to the Memorialists' request for a change in the designation and in the rates of travelling allowance. In regard to promotion, this Government recommended a system of biennial increments* up to and including Supervisor, 1st Grade. No increase was considered necessary in the sanctioned rates of pay. The Government of India have informed the Government of Bombay that under the authority recently conferred the latter can deal with the memorials *suo motu* and have made certain suggestions. This question is still under the consideration of Government.

28. The main sources of recruitment of this class of establishment are the Poona College of Engineering, the Engineering Class attached to the Dayaram Jethamal Sind College, Karachi, and the Thomason College at Roorkee. The rate of recruitment is three students from the College of Engineering, Poona, one from the Engineering Class at the Dayaram Jethamal Sind College, Karachi, if qualified by the necessary percentage of marks, and one Military student from the Thomason College. The last-mentioned rate is to be reduced to 1 every second year from 1915. In addition to these, as vacancies permit, appointments are made to the Upper Subordinate Establishment from amongst temporary men in the Department by promoting deserving permanent Lower Subordinates, or by appointment of outsiders, if qualified.

29. The three students to be appointed from the Poona College of Engineering, under the guarantee given to that College, are graduates standing in order of merit next below the candidate selected for the post of Apprentice Engineer. They are to be on probation for one year and are not to be confirmed in their appointments till they have satisfactorily passed through their probationary course and have been recommended by their superiors.

30. The appointment from the Engineering Class in Sind is allotted to the student securing the highest number of marks in the final examination subject to a minimum of 60 per cent. He also is kept on probation for one year and confirmed at the end of that period if favourably reported on by his superiors.

31. As members of the Upper Subordinate Establishment are now for the most part graduates from the Poona College, they also participate in the improvement in training referred to in paragraph 21 above.

(C).—*Lower Subordinate Establishment.*

32. The Public Service Commission, 1886, do not appear to have passed remarks on this class of establishment. The establishment is divided into 3 grades, but the numerical strength of each grade has not been prescribed. The Local Government have been authorised to fix the money grant necessary for the purpose of maintaining the total number required and variations are permissible subject to this limitation. In 1887 a grant of Rs. 7,000 per mensem was considered sufficient, the numerical strength then maintained within this grant being as follows:—

	Grades.		
	1st.	2nd.	3rd.
On the 31st March 1887	...	137	(83 + 42 + 12)
On the 30th June 1887	...	139	(83 + 41 + 15)
On 30th September 1887	...	138	(82 + 41 + 15)
On 31st December 1887	...	137	(81 + 41 + 15)

The grant was subsequently raised to Rs. 8,000 and now it is Rs. 15,360. It was considered desirable that all men on the temporary establishment who were needed practically permanently for normal requirements should be permanently employed, temporary men being engaged for purely temporary work. The increase in the number of permanent men thus entailed necessitated a corresponding increase in the monthly grant, but this increase was counterbalanced to a certain extent by the saving on the temporary establishment.

* Rs. 60—10 (biennial)—100. Rs. 100—90 (biennial)—200. At present an Overseer on Rs. 60 takes 3 years to reach Rs. 90 and 5 years more to attain Rs. 100. Promotion above Rs. 100 depends on vacancies.

33. The following table shows the scale of pay of the Lower Subordinate Establishment as it stood on the date of the last Commission:—

Sub-Overseer—	
Third Grade	Rs. 25—5 (quinquennial) 35.
Second „	Rs. 35—5 (do.) 45.
First „	Rs. 50—10 (do.) 70.

Later on, a special increment of Rs. 10 a month was allowed to Sub-Overseers, 1st Grade, after not less than twenty years' service in the Department of which fifteen years must be in the 1st Grade, and a second special increment of Rs. 10 after a further service of five years.

34. In 1902, the scale of pay of the 3rd Grade was raised to Rs. 30—5 (quinquennial)—35. There has been no change since then.

35. In 1907-1908, the members of the Lower Subordinate Establishment submitted memorials praying for an increase in their pay and travelling allowance. Their prayers were—

(1) That the pay of the 3rd Grade might be Rs. 35 rising to Rs. 45 by an annual increment of Rs. 2 instead of Rs. 30 to 35 by a quinquennial increment of Rs. 5.

(2) That the pay of the 2nd Grade might be Rs. 45 to 55 by an annual increment of Rs. 2 instead of Rs. 35 to 45 by a quinquennial increment of Rs. 5.

(3) That the pay of the 1st Grade might be Rs. 60 to 90 by an annual increment of Rs. 3 instead of Rs. 70 to 90 by a quinquennial increment of Rs. 5.

(4) That the special increments of Rs. 10 referred to in note 2 to paragraph 14 of the Public Works Department Code under Lower Subordinate Establishment might remain unaffected.

(5) That the rate of travelling allowance might be raised from Rs. 15 to Rs. 25 per mensem.

(The Government of Bombay in submitting the memorials to the Government of India recommended sanction to the increase in travelling allowance, but in regard to pay proposed the following scale:

3rd Grade	... 35—1—45 (annual).
2nd Grade	... 45—2—65 (annual).
1st Grade	... 65—2—85 (annual).

The Government of India have increased the travelling allowance to Rs. 20 but have left it to the Government of Bombay to dispose of the other details under the enhanced financial powers recently conferred. As the total cost of the revision exceeds Rs. 25,000, the Accountant General has advised that the final proposals should be submitted for the formal approval of the Government of India. The case is still under the consideration of Government.

36. In the year 1908 powers of appointment, promotion, transfer and dismissal in regard to this class of establishment were transferred to the Chief and Superintending Engineers of Divisions, the necessary grants being placed at their disposal.

37. The main sources of recruitment of this class of establishment are the Sub-Overseers' class attached to the Poona College of Engineering and the Engineering Class attached to the Dayaram Jethamal Sind College, Karachi. The rate of recruitment is three men from the former and three (or four, if the appointment above mentioned to the Upper Subordinate establishment is not made) from the latter. Appointments are sometimes made from amongst temporary employes such as Inspectors, etc.

Note.—Three appointments as Sub-Overseers have been guaranteed to the first three students in order of merit who pass a competitive examination introduced in 1905 for the purpose of recruiting Lower subordinates for Sind. It has however been decided to withdraw this guarantee from after 1915.

38. According to the guarantee given to the Sub-Overseers' class at the Poona College of Engineering, the three students are appointed as follows:—

Those getting 65 per cent. of marks are appointed 1st grade Sub-Overseers.

Those getting 50 per cent., 2nd grade.

Those getting 40 per cent., 3rd grade.

They are kept on probation for one year before confirmation. The three men from Sind Engineering Class are those who stand next below the candidate selected for the Overseer's appointment (two as 1st grade and one as 2nd grade). They too are to be on probation for a year.

(D) *Clerical Establishment.*

39. The Public Service Commission of 1886 do not appear to have touched on this class of establishment. The only important changes in its constitution ordered since the last Commission were the revision of the rates of pay for Head Clerks in each Executive office ordered in 1904 raising their pay from Rs. 50 per mensem to Rs. 60—5 (triennial)—80 and that of the remaining portion of the clerical establishment ordered in 1910.

40. The reason underlying the revision was that it was considered desirable that all clerks who were required for ordinary work of a permanent nature should be on the permanent establishment, temporary employes being engaged only when absolutely necessary for genuinely extra work of a temporary nature and paid off immediately the work was finished. A committee of experienced officers was accordingly appointed to consider the scale of clerical establishment for the office of each Executive Engineer with due regard to the above object, and on receipt of their report a revised scale of strength and pay was fixed for each office. The scale fixed for offices in Sind was, however, further revised in 1912.

41. The next change was that the clerical establishments in Sind and in the Southern Division, according to the revised scale, were allowed to be borne on one consolidated list for the purpose of promotion. The Chief Engineer in Sind and the Superintending Engineer, Southern Division, represented that it was in the interests of the men concerned to be so placed. The Superintending Engineers of other Divisions did not desire to have this change introduced into their Divisions.

42. There are two other classes of establishment which are not exactly part of the clerical establishment proper but can most conveniently be dealt with in this part of the note. The first is the class of draftsmen and the other that of temporary storekeepers in each office. The former are now on the permanent graded scale, with the exception of those temporary men who were unwilling to change their temporary appointments on a higher rate of pay for permanent appointments on a somewhat lower rate. The case of the storekeepers is under consideration.

H. V. R. KEMBALL,
Secretary to Government,
P. W. Department.

PART II.

Comparative statement showing the cadre numbers, grades, etc., of the Engineer Establishment (Imperial and Provincial) of the Bombay Public Works Department.

1	2	As in January 1897.						As on 1st April 1912.						15
		Grades.	Number.			Pay.		Grades.	Number.			Pay.		
			Sanctioned.	Actuals.		Imperial.	Provincial.		Sanctioned.	Actuals.		Imperial.	Provincial.	
				Euro-peans.	Indians.					Total.	Euro-peans.				Indians.	Total.
3	4	5	6	7	8	9	10	11	12	13	14			
Cadre of the Department, i.e., number of posts and pay of various grades.	Chief Engineer, 1st Class .	1	1	...	1	Rs. 2,500		1	1	...	1	Rs. 2,750†	Rs. 2,750	* An additional post of Chief Engineer, 2nd Class, has been sanctioned substantially pro tem. for 8 years from 5th January 1910 and as a set off one of the three posts of Superintending Engineer, 2nd Class, has been held in abeyance. The Government of India have been addressed to make the additional post of Chief Engineer a permanent addition, the Superintending Engineers' scale being reduced by 1 in the 2nd Class permanently, but see footnote at page 4. † Plus Rs. 250 per mensem for holding the posts of Secretary and Joint Secretary to Government. ‡ Includes Mr. Belvadi who although Sanitary Engineer is not yet promoted permanently to the class of Superintending Engineer. § A special increment of Rs. 50 may be granted by the local Government to a deserving Executive Engineer, who after completion of 5 years' service on the maximum pay of Rs. 850 is not promoted
	Chief Engineer, 2nd Class.	1	1	...	1	2,000		1*	1	...	1	2,600†	2,500	
	Chief Engineer, 3rd Class .	...	...	...	...	1,800		...	...	...	...	Abolished.	Abolished.
	Superintending Engineer, 1st Class.	2	2	...	2	1,600		2	2	...	2	2,000	1,600	
	Superintending Engineer, 2nd Class.	1	1	...	1	1,350		9*	9	...	9	1,750	1,400	
	Superintending Engineer, 3rd Class.	1	1	...	1	1,100		2	1	1	2	1,500	1,500	
	Executive Engineer, 1st Grade.	12	12	...	12	950								
	Executive Engineer, 2nd Grade.	13	13	...	13	800	N&T							
	Executive Engineer, 3rd Grade.	14	11	3	14	700		4‡	25	12	37	800-50-1,250	535-35-850§	
	Executive Engineer, 4th Grade.	7	6	1	7	600								
	Assistant Engineer, 1st Grade.	30	25	11	36	500								
	Assistant Engineer, 2nd Grade.		4	1	5	350		4‡	38	22	60	380-40-700 700-50-750	250-25-475	
	Assistant Engineer, 3rd Grade.	9	...	...	...	250							
	Apprentices	...	...	1	1	100		1	...	1	1	.....	For 6 months Rs. 100. For 6 months Rs. 150.
Total ...	97	77	17	94			100	71	36	107				

PART II—Comparative Statement—continued.

	As in January 1887.	As on 1st April 1912.
European and non-European element, i. e., proportion of the two classes.	77 Europeans : 17 Indians out of 94 ... or 1 (E.) to 22 (I.) ...	71 Europeans : 36 Indians out of 107. or 1 (E.) to 5 (I.)
Aggregate pay of Europeans and Indians.	E. Rs. 57,150 I. 8,650 = 65,800 ...	E. Rs. 58,785 I. 23,560 = 82,345.
Method of recruitment for various grades.	For promotion from the rank of Apprentice Engineer to Assistant Engineer, 3rd Grade, one year's probation was required. For promotion from Assistant Engineer, 3rd Grade, to Assistant Engineer, 2nd Grade, an officer was required to pass Professional Examination prescribed in paragraph 9, Chapter II of the Public Works Department Code, Volume I (5th Edition). For promotion to Assistant Engineer, 1st Grade, an officer was required to pass a colloquial examination in Hindustani or in the language of the District in which he might be employed, and for promotion to Executive Engineer, 4th Grade, an examination, according to a test similar to the Lower Standard, in Marathi, Gujarathi, Kanarese and Sindhi. This was known as the Departmental Standard Examination (vide Public Works Department Code I, II, 9 and 14). No officer could be promoted to Ex. rank until he had proved his fitness to hold charge of a District. Promotion beyond Executive Engineer was by selection. Officers appointed from the Cooper's Hill College became liable to these examination tests for promotion to Assistant Engineer, 1st Grade, and Executive Engineer, 4th Grade.	An Apprentice has to remain on a year's probation as before. The Colloquial Examination has since been abolished, and the Departmental Standard substituted by the Lower Standard. The Professional Examination remains unchanged except slightly in regard to subjects. The last two examinations have to be passed within two and three years respectively of joining the appointment. An officer of under 12 years' service transferred to a District the vernacular current in which is different from the one in which he has already passed an examination is required to pass an examination in the former within two years of such transfer. Local Governments have now full discretion in dealing with questions regarding these examinations. The condition as to fitness to hold charge of a District for promotion to Executive Engineer remains unchanged.

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Mr. J. S. ...
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DEPARTMENTAL COMMITTEE ON THE PUBLIC VETERINARY SERVICES.

REPORT

S172

OF THE

S172

DEPARTMENTAL COMMITTEE

APPOINTED BY THE

PRESIDENT OF THE BOARD OF AGRICULTURE AND FISHERIES



TO INQUIRE INTO THE

REQUIREMENTS OF THE PUBLIC SERVICES WITH REGARD TO OFFICERS POSSESSING VETERINARY QUALIFICATIONS.

Presented to Parliament by Command of His Majesty.



LONDON :

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NOTE.—The Minutes of Evidence taken before the Committee, together with Appendices and Index, will be published in a separate volume.

MINUTES APPOINTING THE COMMITTEE.

I.

I hereby appoint a Committee to inquire into the requirements of the public services with regard to the employment of officers possessing veterinary qualifications and to consider whether any further measures can with advantage be adopted for the selection and training of students with a view to such employment.

The Committee will be constituted as follows:—

SIR ALFRED HOPKINSON, K.C. (*Chairman*);
SIR THOMAS H. ELLIOTT, K.C.B.;
SIR THOMAS W. HOLDERNESS, K.C.S.I.;
MR. H. J. READ, C.M.G.;
MAJOR G. F. MACMUNN, D.S.O.

And I hereby appoint Sir Alfred Hopkinson to be Chairman of the Committee, and Mr. H. L. French, of the Board of Agriculture and Fisheries, to be its Secretary.

(Signed) WALTER RUNCIMAN,
President of the Board of Agriculture
and Fisheries.

30th August 1912.

II.

I hereby appoint Mr. Francis C. Drake to be a member of the Departmental Committee on the Public Veterinary Services appointed by my Minute of the 30th August 1912, *vice* Sir T. W. Holderness, K.C.S.I., resigned.

(Signed) WALTER RUNCIMAN,
President of the Board of Agriculture
and Fisheries.

25th October 1912.

REPORT.

TO THE PRESIDENT OF THE BOARD OF AGRICULTURE AND FISHERIES.

SIR,

THE Committee appointed by your Minute of the 30th August 1912, to inquire into the requirements of the public services with regard to the employment of officers possessing veterinary qualifications, beg to submit the following report :—

INTRODUCTORY.

1. At an early stage of our inquiry Sir Thomas W. Holderness, K.C.S.I., who had become Permanent Under-Secretary of State for India since the date of the Minute above referred to, found it necessary to resign his appointment as a Member of the Committee, and you accepted his resignation and appointed, in his place, Mr. Francis C. Drake, who had succeeded him as Secretary of the Revenue and Statistics Department of the India Office.

2. We have sat on six days for the purpose of hearing evidence and have examined 21 witnesses. Out of this number five, of whom three were members of the veterinary profession, gave evidence on behalf of the four Government Departments represented on the Committee, viz., the Colonial Office, India Office, War Office, and the Board of Agriculture and Fisheries; six of the witnesses held appointments in the five institutions engaged in the provision of veterinary education in the United Kingdom; one witness attended as the representative of the examining and diploma-granting body, the Royal College of Veterinary Surgeons; three witnesses were members of the profession not connected either with the teaching institutions or with the Government services; five witnesses were professors in British Universities; and the veterinary inspector of the Commonwealth of Australia in London also gave evidence. The 21 witnesses included 14 members of the veterinary profession.

In addition to verbal evidence, we received a number of written statements some of which we think it would be useful to publish. They will be found in the appendix to the Minutes of Evidence. A letter was addressed to the Universities in the United Kingdom inquiring whether they desired to appoint representatives to attend before us; seven Universities decided to nominate representatives, and of these one was unfortunately unable to attend owing to ill-health, another sent a written statement in lieu of verbal evidence and representatives of the other five gave evidence before us. The Colonial Office, on our behalf, sent a letter to each of the Self-Governing Dominions inquiring if there were in this country any officers who could give us information as to the requirements of those countries in regard to veterinary services. Verbal evidence, as stated above, was received from a representative of Australia, and written statements were received regarding Canada, South Africa, and New Zealand. We regret that Dr. Arnold Theiler, C.M.G., the distinguished Director of Veterinary Research in the Union of South Africa, was unable to appear before us, and we desire to express to him our indebtedness for the valuable memorandum which he sent on the subject of our inquiry.

3. In order that the rest of this report may be generally understood, it may be desirable to state that the indispensable license to practise as a veterinary surgeon within the United Kingdom is the Diploma of Membership of the Royal College of Veterinary Surgeons. The Royal College is not a teaching institution, but it recognises the following institutions for the purpose of training students to sit for its examinations :—

Royal Veterinary College, Camden Town, London, N.W.
 Royal (Dick) Veterinary College, Edinburgh.
 Royal Veterinary College of Ireland, Dublin.
 Veterinary College, Glasgow.
 Veterinary School of the University of Liverpool.

The Diploma of Membership is awarded only after attendance for four years at one of the above-named institutions, and success at the examinations conducted by the Royal College.

The primary object of each of the teaching institutions is the preparation of students for the profession. In addition, courses for those who have qualified, lasting for about two months are provided at the Royal Veterinary College in London, and a

course for the Diploma in Veterinary Hygiene is held at the University School at Liverpool. In London and in Edinburgh some students prolong their studies by a year in order to obtain a B.Sc. Degree in Veterinary Science. A course in Veterinary State Medicine lasting for six months and open only to those who have already obtained the diploma of the Royal College is provided in the University of Manchester, and a University diploma in Veterinary State Medicine is awarded after examination. Qualified veterinary surgeons also from time to time study in pathological and other laboratories in order to extend their knowledge of any branch of veterinary science in which they are specialising. It should also be stated that the Royal Veterinary College, Camden Town, has been selected as one of the research institutions for animal pathology under a scheme for the promotion of agricultural research for the purposes of which the Treasury have recently sanctioned a block grant from the Development Fund to the Board of Agriculture and Fisheries; the other institution for this purpose being the veterinary laboratory of the Board itself.

THE REQUIREMENTS OF THE PUBLIC SERVICES AND HOW THEY ARE MET AT PRESENT.

4. *Army Veterinary Service.*—We deal with the Army Veterinary Service first, as more veterinary surgeons are employed in this branch of the public service than in any other, and also because there appear to be no difficulties in obtaining suitable recruits. The total number of officers in the Army Veterinary Service is about 170; candidates for these appointments are nominated, after an interview, to sit for a competitive examination conducted by members of the Service, and, according to the number of existing vacancies, those who obtain the best places as a result of the examination are appointed. Major-General R. Pringle, C.B., D.S.O., the Director-General of the Army Veterinary Services, informed the Committee that during the last 10 years no difficulty had been experienced in finding a sufficient number of suitable candidates for the examination, and that the type of man who joined the Service was thoroughly satisfactory (Q. 372-4, 386-8). This evidence was explained and supplemented by the heads of the teaching institutions, who, almost without exception, stated that most of their best students who aim at obtaining Government appointments try first for the Army.

We are, therefore, satisfied that the requirements of the Army Service are adequately met at the present time, and that it is unnecessary for us to make any recommendations on the subject. There are, however, from the point of view of this inquiry, two important respects in which the Army Service differs from the other branches of the public veterinary services. In the first place, the duties of officers in this Service are almost entirely confined to work in connection with one class of animal, viz., horses and mules; and, secondly, and this is an important consideration, the first two years of the young officer's service, during which period he receives full pay, are devoted to the improvement of his education and to training him for his future work (Q. 394-5).

Although, as already stated, we think it unnecessary to make any recommendations with regard to the Army Veterinary Service, it must not be overlooked that the measures which we suggest later with regard to the other branches of the Government Veterinary Services will, if adopted, also affect this Service; in other words, the existence of these 170 Army appointments must not be lost sight of when considering the requirements of the other Services, for it is certain that many of the best students turned out by the Veterinary Colleges will continue to seek appointments as Army Veterinary Surgeons.

5. *Indian Civil Veterinary Department.*—Detailed information with regard to the number of officers in the Indian Civil Veterinary Department, their salaries and the qualifications required, is given in a memorandum furnished to the Committee by the India Office and printed in the Appendix to the Minutes of Evidence. The present position may be summarised as follows:—The Officers of the Department perform or supervise all official veterinary work in India, other than that of the Army. Their principal duties are concerned with (a) educational work in veterinary colleges; (b) horse and mule breeding; and (c) cattle disease and cattle breeding. In addition, there is a veterinary research station for which officers are specially selected. The number of veterinary posts in the Department, other than those of a subordinate character held by natives, is at present 32, and as vacancies occur appointments are made by the Secretary of State. The usual method employed for obtaining candidates for these appointments is, when a vacancy occurs, to ask the heads of the Veterinary

Colleges in the United Kingdom for information regarding likely candidates, and to keep in touch, through a representative of the India Office, with the Veterinary Colleges. The number of vacancies that occur, however, is very small, the total number in the last five years, 1908-12, being only six. Candidates must have a thorough knowledge of their profession as general practitioners, and preference is given to those who have made bacteriology a special study; any candidate who has not attended one of the courses provided for men who have already qualified, is required, if selected, to attend such a course at his own expense before he is appointed. The candidates selected have not in any case been found unwilling to comply with this requirement. After appointment, officers are encouraged to acquire additional scientific training and knowledge, and facilities are given under the Study Leave rules for this purpose. Many veterinary officers have taken advantage of these facilities, and in recent years two officers were placed on deputation for two years each in order that they might have the opportunity of advanced study in laboratories in this country and on the Continent and in America.

Owing to the small number of appointments that have had to be made in recent years no very great difficulty has been experienced in securing properly qualified men for the vacancies that have occurred, but Lieutenant-Colonel Queripel, late Inspector-General of the Department, who advises the India Office in regard to the selection of veterinary officers, stated in a memorandum¹⁹ which he sent to the Committee, that, in comparison with 10 years ago, there was at the present time a great difficulty in obtaining suitable candidates, and that if a larger number had been required it might have been impossible to secure men with the necessary qualifications.

6. *Colonial Veterinary Services.*—Under this head are included two distinct classes of appointments:—(a) in the Crown Colonies and Protectorates, and (b) in the self-governing Dominions. The requirements of each need to be considered separately.

Veterinary appointments in the Crown Colonies and Protectorates, of which there are about 40 at present, are filled by the Colonial Office. A list of such appointments, showing the salary attached to each, is given in the Appendix to the Minutes of Evidence. These appointments do not form one service, like the Army or Indian Veterinary services. An officer is appointed to a post in a colony and he has no claim to promotion to superior posts outside the colony to which he has been appointed. The Colonial Office, in filling one of the more highly paid posts in one colony, would, however, in practice, consider the qualifications and experience of officers serving in other colonies at lower salaries. With a view to the improvement of their veterinary departments the Secretary of State, in February 1907, addressed a circular despatch to each of the Crown Colonies and Protectorates, outlining a scheme for the recruitment of the services. This scheme received general approval, and since that date the method adopted for recruiting this service has been as follows:—The Colonial Office keeps a list of the names of the most promising men who have applied for appointments, and particulars of vacancies, as they occur, are sent to the men on this list. Before his name is added to the list, an applicant is interviewed by a representative of the Colonial Office and also by the Chief Veterinary Officer of the Board of Agriculture and Fisheries, who has had colonial experience. Preference is given to candidates who have taken a post-graduate course, and, before appointment, candidates are required, when time permits, to pass a qualifying examination held twice yearly by the Civil Service Commissioners. This examination, which is partly professional and partly administrative, is the same as that for veterinary appointments in the Board of Agriculture and Fisheries.

In recent years there has been great difficulty in securing men of the standard required to fill these appointments. Mr. Batterbee, who gave evidence before us on behalf of the Colonial Office, stated that at times a long interval, amounting in some cases to a year, has elapsed between the occurrence of a vacancy and the selection of a suitable man to fill it (Q. 450). Such delays obviously cause serious inconvenience and loss in the colony, where, perhaps, only one veterinary officer is employed, and must tend to the appointment of men possessing lower qualifications than are desired. The work to be undertaken in some of the Crown Colonies and Protectorates is of an exceptionally difficult character; diseases, unknown in this country, have to be studied, and, if possible, suppressed; and precautions have to be taken, so far as possible, to prevent the introduction of other diseases non-existent in the colony. Such work as this, especially when, as is often the case, it has to be undertaken alone

* Minutes of Evidence, Appendix II, 1.

without any professional advice or assistance available, requires men of initiative and sound scientific training, and the Colonial Office has experienced great difficulty in securing such men.

7. The veterinary appointments in the self-governing Dominions are, of course, made by the Dominion Governments themselves. Many of the posts have been filled by the appointment of students trained in the veterinary colleges of the United Kingdom and, although in some cases local veterinary teaching institutions have been established, it is probable that a larger number of such appointments would be made if suitable men were available. The requirements of the Dominions differ considerably. Reference to the instructive memorandum received from Dr. Theiler, Director of Veterinary Research in South Africa, which is printed in the Appendix to the Minutes of Evidence, will show what a large and highly organised veterinary service exists in the Union of South Africa. Men possessed of high scientific training, in addition to their veterinary qualifications, are required for research work at the admirably equipped Government veterinary laboratory near Pretoria. In addition, well-qualified veterinary officers are required for executive and advisory work. The supply of men available in this country for both classes of work is inadequate, and throughout Dr. Theiler's memorandum it will be seen that the greatest difficulty is found in securing good men.

From the latest report issued by the Canadian Department of Agriculture, it appears that the chief officer of the Health of Animals and Live Stock Branches of the Department is the Veterinary Director-General and Live Stock Commissioner, under whom are employed large veterinary and non-professional staffs. The veterinary staff may be grouped as follows:—Three chief inspectors (one for meat inspection), four officers in charge of different provinces, three superintendents of animals' quarantine stations, five veterinary pathologists, and about 130 veterinary inspectors. In addition there are, under the provisions of the Meat and Canned Foods Act, about 80 veterinary inspectors stationed at abattoirs and other establishments under inspection. The majority of the veterinary officers employed in the Department have received their education in the United States of America. The principal veterinary work undertaken is in connection with (a) the quarantine of animals, especially the precaution against the introduction of disease by the importation of animals entering the country both by boat from Europe and elsewhere and by rail across the international border; (b) the control of diseases already existing in Canada; and (c) meat inspection. Connected with the Health of Animals Branch is a biological laboratory for the conduct of investigations into the nature and causes of animal diseases.

In Australia and New Zealand the principal work required from the public veterinary service is in connection with meat inspection and the quarantine of live stock on importation. For this work also the supply of well-trained veterinary surgeons is insufficient, largely, no doubt, because there is not adequate provision in the United Kingdom for them to obtain special instruction in meat inspection.

8. *Board of Agriculture and Fisheries.*—The Veterinary Department of the Board of Agriculture and Fisheries consists at present of 36 veterinary officers and 106 local veterinary inspectors. The local inspectors are private practitioners to whom an annual retaining fee is paid in addition to a fee in connection with each outbreak or reported outbreak of disease visited on behalf of the Board; their duties closely resemble those of veterinary inspectors employed by local authorities and these two classes of officers are dealt with together in a later paragraph. The work of the Veterinary Department of the Board formerly consisted almost entirely of diagnosing and reporting upon the various diseases of animals which are the subject of legislation in Great Britain, but in recent years a considerable amount of attention has been given to research and experimental investigations. Mr. (*now*, Sir) Stewart Stockman, the Chief Veterinary Officer of the Board, pointed out, in his evidence before us, the necessity of research being undertaken into the nature of a disease before the adoption of administrative methods with a view to its suppression or control. He said that it had often occurred that after administrative methods had been applied with a view to control a disease about which it was thought that everything was known, problems had arisen as to its pathology and epizootiology which demanded investigation (Q. 1003, 1015). The necessity for making provision for the conduct of research in animal pathology in the veterinary laboratory of the Board of Agriculture and Fisheries has recently been recognised by the Development Commissioners and the Treasury, who have agreed to the payment of a considerable annual grant from the Development Fund for the purpose.

Sir Stewart Stockman showed that for the requirements of the Board two types of officers are needed—first, veterinary surgeons specially trained in epizootiology are required for the important work of diagnosing infectious diseases and devising preventive measures, and, secondly, men similarly trained with an additional training and aptitude for research work are required for advanced investigation and research. The method adopted for the recruitment of the Veterinary Department is as follows:—applicants for posts are interviewed and the names of the most promising ones are noted; when a vacancy occurs the most suitable men are informed and the best candidate available is appointed. On appointment he is given special training in the Board's laboratory for about a month, and is then sent to serve under an experienced officer for about the same length of time. After a probationary period of two years, officers are required to sit for written and practical examinations in advanced pathology and epizootiology, the retention of their services by the Board being conditional on the examinations being passed. Special facilities are given to officers to attend courses of study at Veterinary Colleges. The Chief Veterinary Officer keeps in touch with the heads of the Veterinary Colleges and endeavours to secure for the Department the services of promising students after they have qualified, but he informed the Committee that the supply at present available of both the types of men required is inadequate, and that the Board are obliged occasionally to appoint officers who do not possess all the qualifications that the work demands (Q. 992-3). The veterinary staff of the Board has increased considerably in recent years, and still further increase will no doubt be required; in addition to the staff employed in administrative work the staff engaged in research will need to be supplemented to enable the veterinary laboratory to undertake the duties assigned to it under the scheme for the promotion of agricultural research which has been previously referred to, but it appears to be exceedingly difficult at the present time to find a sufficient number of men, who have received the training necessary to fit them to undertake research in animal pathology.

9. *Local Veterinary Officers.*—Under this head are grouped three classes of officers. The first two classes of appointments are filled, as a rule, by veterinary surgeons engaged in private practice in the locality. First, there are the local veterinary inspectors of the Board of Agriculture and Fisheries, referred to above, who are employed, as required, in connection with outbreaks of swine-fever, and, occasionally, of other diseases.

The second class consists of the veterinary inspectors appointed by local authorities under the Diseases of Animals Act, 1894, which provides that "every local authority shall keep appointed at all times at least one veterinary inspector, and shall appoint and at all times keep appointed so many other veterinary inspectors as the Board of Agriculture, having regard to the extent and circumstances of the district of the local authority, direct." The number of local authorities in Great Britain under the Diseases of Animals Acts at the present time is 329. The Departmental Committee appointed by the Board of Agriculture and Fisheries to inquire into the circumstances of the recent outbreaks of Foot-and-Mouth Disease* considered the question of the qualifications which should be possessed by veterinary inspectors of local authorities, and expressed the opinion that, "in view of the progress of veterinary science in its application to the control and eradication of contagious diseases, the subjects grouped under epizootiology can now only be adequately taught in post-graduate courses of a practical kind." The Committee stated that in expressing this view they had "no desire to minimise the valuable services which the veterinary profession have rendered in the suppression of contagious diseases of animals, and in this connection they recognise to the full the fact that the remuneration offered to veterinary inspectors by local authorities is insufficient to attract the services of specially qualified men. The Committee therefore strongly recommend that the appointment of all veterinary inspectors of local authorities should be in accordance with uniform rules relating to qualifications to be laid down by the Board of Agriculture and Fisheries." We concur in the opinion that inspectors employed in connection with the Diseases of Animals Acts should be required after they have qualified to attend such practical courses as above suggested.

The third class included under this head comprises a comparatively small number of officers possessing veterinary qualifications, employed by local authorities under the Public Health Acts. Witnesses of experience expressed the opinion that the number of veterinary officers employed by sanitary authorities in Great Britain should be greatly increased, and that it was extremely desirable that meat inspection and

* [Cd. 6222], 1912. Messrs. Wyman & Sons, Ltd., Fetter Lane, London, E.C. Price 1½d.

similar work should be undertaken by men possessed of veterinary qualifications (Q.1387-93, 1573). We agree with this opinion and with the view expressed by many professional witnesses that in order to fit a veterinary surgeon to undertake such work he should, after qualifying, gain practical experience of the work under the direction of a veterinary officer (Q. 1180-4, 1394-7, 1509-11, 1681-90).

10. *Veterinary Colleges.*—The staff of the veterinary teaching institutions does not strictly come within the scope of our inquiry, but the type of man required for these posts is, to some extent, the same as that required for the public services, and their existence is, therefore, of importance from our point of view.

We have received evidence that considerable difficulty is experienced in filling vacancies which occur on the staff of the Colleges and the supply of suitable men is so small that the Principal of the Royal Veterinary College of Dublin stated that he had in the past been obliged to select one of his best students and train him specially in order to fill such a vacancy (Q. 339-342). This shortage of highly qualified teachers of veterinary science is a serious matter for the public services. In this connection it is necessary to refer again to the scheme recently approved by the Development Commissioners for the promotion of agricultural research. A part of this scheme provides for the award each year of twelve research scholarships, each of the annual value of 150*l.*, and available for a period of three years. One of the subjects for which these research scholarships are offered is animal pathology, and we understand that in each of the two years during which the scholarships have been available there have been fewer applicants for scholarships in this subject than in any other of the ten subjects into which agricultural science has been divided.

11. *General.*—The demand for the public services of highly trained veterinary officers, both for administrative and research work, will almost certainly increase, and it is therefore necessary in considering the requirements of the public veterinary services not to have regard merely to the number of existing appointments. The Departmental Committee whose report is referred to above (paragraph 9) recommended that every local authority or group of local authorities under the Diseases of Animals Acts should have at their disposal the services of a chief veterinary officer with special qualifications in veterinary science and practice, who should not be engaged in private practice. A staff of specially qualified veterinary surgeons will also be required for the purposes of an official testing station which the Government has decided to establish in connection with the export of live stock. It is probable that in the near future the State will endeavour to control some diseases which are not at present scheduled, and for this work a larger number of veterinary officers will be required for administrative work. In the colonies also, increased attention is being given to those epidemics of tropical disease which have proved so destructive of animal life. The duties undertaken by the Veterinary Department in India may also be expected to expand.

12. From the foregoing paragraphs it will be seen that there is at present an inadequate supply of suitable candidates for civil veterinary appointments at home, in the colonies, and in India. This shortage may be accounted for partly by the reduction in the total number of students who have attended the colleges in recent years. During the past 10 years the demand for veterinary practitioners in urban districts has been reduced owing to the substitution of mechanical for animal transport. The average number of men entering the profession in the last five years, viz., 1907-11, was only 85, compared with an average of 140 during the five years 1892-96.* A large number of veterinary students attend college with the fixed object of eventually engaging in private practice; of the remainder, a small percentage only possess the special qualifications desirable in officers of the public services. The total number of students has during the last 15 years been reduced, as shown above, by 40 per cent., but no steps have been taken during this period to train a larger number of candidates eligible and suitable for public employment. The problem, therefore, which this Committee has had to attempt to solve may be stated as follows:—How can the number of young veterinary surgeons fitted for, and desirous of, appointments in the Government Services best be increased without causing an undue increase in the number of veterinary practitioners? We have been informed on

* Minutes of Evidence, Appendix I. 5.

good authority that the number of persons entering the profession at the present time is probably sufficient to meet the requirements of the country when regard is had to the existing register (Q. 520-523); and it has been necessary for us, therefore, in considering the requirements of the public services to be careful not to recommend any steps which would cause an undue increase in the size of the profession. •

Mr. Share-Jones, the Secretary of the Veterinary Board of the University of Liverpool, urged on the Committee the desirability of increasing the number of institutions providing veterinary education in the United Kingdom, as he was of opinion that a large number of potential students are deterred from entering the profession by reason of the distance at which the existing colleges are situated from their homes, and the cost of maintenance consequent on residence away from home for four years. He further stated that, in his opinion, the proposed additional institutions could with the greatest efficiency and economy be established as part of one or two of the modern universities, on lines similar to those of the Department at Liverpool (Q. 1292-1300). All the other witnesses who referred to the subject stated that the number of colleges was, in their opinion, sufficient and deprecated any increase, and some expressed a decided opinion that the number of existing colleges should be reduced in view of the limited requirements of the country.

13. We have been impressed by the fact that, hitherto, no specific provision has been made for the education of veterinary officers who are to be employed in research and administrative work at home and abroad beyond that required for the ordinary veterinary practitioner. At the present time the course of study pursued by all students is practically the same until they qualify; with rare exceptions no students continue their general education beyond the secondary school stage; they then proceed at the age of 17 or 18 to one of the veterinary colleges and pursue for at least four years the specific course of study required to enable them to qualify as veterinary surgeons. In some of the colleges short courses of study are provided for men who have qualified. The course for the diploma of membership of the Royal College of Veterinary Surgeons has been designed primarily for the education of private practitioners, and the further training necessary to fit men for Government employment has been obtained, if at all, at the end of the four years' veterinary course. The above remarks are not intended as a criticism of veterinary education generally. The standard of the qualifying examinations has from time to time been raised and the length of the course of study increased, and the evidence which we received goes to show that in order to qualify as a veterinary surgeon a student has to attain a knowledge of veterinary science which is quite sufficient for the purposes of private practice.

14. Many witnesses suggested that in order to increase the number of well qualified candidates for veterinary posts in the Government service the scales of salary authorised for these posts should be raised. We fully recognise the importance of offering adequate salaries and prospects of advancement in order to secure suitable men, but we believe that this alone is not sufficient. The most important steps which in our opinion must be taken in order to improve both in quality and quantity the candidates for Government veterinary appointments are (1) to encourage a larger number of young men who have continued their general and scientific education beyond secondary school age to enter the veterinary profession; (2) to provide for men who have qualified as veterinary surgeons increased facilities to extend their knowledge, more especially in the direction of specialisation in one branch of veterinary science; and (3) to improve the system of notifying vacancies. Each of these proposals needs to be discussed separately.

COURSE OF STUDY BEFORE QUALIFICATION.

15. The first year's course at a veterinary college is devoted almost wholly to elementary science, and this is the only instruction in pure science which the majority of veterinary surgeons receive after leaving school. Professor Sheridan Delépine, the Director of the Public Health Laboratory of the University of Manchester, in which courses in Veterinary State Medicine for qualified veterinary surgeons have been conducted during the last eight years, stated that a large number of veterinary students have spent the first three months of that course, which lasts only six months, in making themselves familiar with elementary scientific methods (Q. 1557). This cannot be regarded as satisfactory, and it is highly desirable that veterinary officers who

(and, if possible, those who are to engage in administrative work also) should obtain a thorough grounding in general science before they commence the course for the veterinary diploma.

At present, for all practical purposes, no channel exists between the university and the veterinary college, and the evidence shows that few university graduates are to be found at the colleges. (Q. 242, 556-7, 716, 1249, 1611, 1640.) The Royal College of Veterinary Surgeons prescribes a four years' course for every student without regard to any qualifications he may possess when he enters the veterinary college. The representatives of the veterinary colleges who attended before us were of opinion that, if the regulations permitted, it would be quite possible in the case of a student possessing a suitable science degree to reduce the course to three years by exempting him from attendance at classes in subjects which he had already taken for his degree. This would be a great improvement on the present position, and the statement made by Mr. Garnett, the Chairman of the Parliamentary Committee of the Royal College of Veterinary Surgeons, who attended before us as the representative of that College, that he himself would be agreeable to such exemption, suggests that there is good reason to consider that the Council of the College would give this proposal their favourable consideration (Q. 1167-72). Other members of the Council who appeared before us also expressed their personal concurrence in the suggestion. It was generally agreed that a student possessing a suitable degree would have a knowledge of the pure science subjects which form nearly the whole of the first year's course at a veterinary college far in excess of that required for the veterinary diploma, and we are of opinion that the question of recognising university courses of a shorter duration than that required for a degree as qualifying for exemption, is also worthy of the serious consideration of the Royal College.

16. We do not, however, think that this step, important though it be, will alone achieve the object we have in view. It would take at least six years for a university graduate to qualify as a veterinary surgeon counting from the time he enters the university, and most men will be deterred by the cost of so long and so expensive an education. So far as we are aware, there are no scholarships of any description available for men who desire to enter a veterinary college. But we are convinced that, from the point of view of the requirements of the State, men with a university training would prove of the greatest possible value, and that good men would avail themselves of inducements offered to enter the veterinary profession. We, therefore, recommend that the State should institute for a period of five years a certain number of scholarships tenable at approved veterinary colleges for three years and of sufficient value to attract men of sound scientific training. By the end of five years the scholars selected in the first year would have been qualified as veterinary surgeons for two years, and information would be available respecting them, so that it would be possible to form some estimate of the success of the scheme. It would not be advisable to make the offer of the scholarships for a shorter period than five years, as one of the objects we have in view is that some young men desiring to become veterinary surgeons, and knowing of the existence of these State scholarships, may be induced to go from the secondary school to the university instead of direct to a veterinary college.

In order to secure men of sufficiently high scientific training it will be necessary to restrict the scholarships to candidates who have obtained their degree in subjects cognate to their future work. We consider, however, that the possession of a degree would not be sufficient in itself, and that nomination would be necessary to ensure suitable personal qualifications; some witnesses have laid stress on the necessity of the men selected having a knowledge of and interest in country and animal life. The intention of the candidates as to their future careers would also have to be considered. The selection of scholars should be made by a Committee composed of representatives of the Government Departments concerned with such expert assistance as may be deemed necessary. The Committee might, if they thought desirable, institute a competitive examination, and all the scholarships would not be awarded unless a sufficient number of suitable men applied. The value of the scholarship should be sufficient to cover the cost of the fees and residence while attending a veterinary college. After careful consideration and having regard to present and future requirements we consider that 12 scholarships could profitably be offered each year, each scholarship to be of the annual value of 80*l.* and tenable for three years.

It would be extremely undesirable that anything in the nature of a promise of future employment in the public services should be made to the successful scholar. On

the other hand, we think that it might be advisable to issue with the forms of nomination a statement of the number of Government appointments requiring veterinary qualifications and the conditions of service, so that the student during his college course may endeavour to qualify himself for such posts.

17. In view of the fact that these scholarships would not be awarded for the benefit of any one branch of the public service, and that they would result in advantage to veterinary education generally, we are of opinion that any money that may be provided for this purpose should be administered by the Board of Agriculture and Fisheries, whose duty it would be to keep in close touch with the other Government Departments concerned and to ascertain their requirements. State recognition and the entry of a number of graduates into the veterinary colleges would no doubt have the effect of further increasing the estimation in which the veterinary profession is deservedly held.

COURSE OF STUDY AFTER QUALIFICATION.

18. It was generally agreed among the professional witnesses that the course for the qualifying diploma was not of itself sufficient training for future officers in the Government services. It was also agreed that the courses at present provided for men after they have qualified, while of great value so far as they go, are not sufficient. These courses last for about two months only, and the evidence of most witnesses led to the conclusion that students in order to fit themselves to undertake official work at home and in the colonies could with great advantage spend a year in post-graduate work and study. The heads of the teaching institutions were practically unanimous in stating that many students who have shown the ability and the desire to continue their education after obtaining their diploma would be prevented from taking such a course owing to lack of means; their parents have, in many cases, made a considerable sacrifice to enable them to enter the profession and they naturally expect their sons to begin to earn their own living immediately after they qualify. With the exception of the recently instituted Research Scholarships in Agricultural Science, of which not more than one, or occasionally two, a year can reasonably be expected to be awarded for animal pathology, there are no scholarships available for the benefit of students such as we have mentioned. All the members of the profession questioned on the subject testified that the institution of a number of scholarships available for men who have qualified would be attended with great benefit.

19. For the reasons above stated it is, in our opinion, essential that the State should provide scholarships for men who have already qualified, to enable them to continue their studies with a view to enter the public services. Each scholarship should be tenable for at least twelve months at an approved institution, or institutions, either at home or abroad, where special facilities for such studies exist. It is essential that opportunity should be given for advanced study to be carried on in the laboratories of universities and other institutions which afford adequate opportunities for study and research of the kind required, and the choice should not necessarily be confined to institutions in the United Kingdom. (Q. 285, 628, 979, 1077-80, 1115, 1176-8, 1414-21, 1531-2, 1600-4, 1657-65.)

The method of awarding these scholarships should, in our opinion, be as follows:—Candidates should be nominated by the Principals of the Veterinary Colleges as showing promise of marked capacity for advanced study or research; the candidates themselves should be asked, among other questions, to state (1) what special branch of study they desired to pursue, (2) what institutions they would wish to work at, and (3) what occupation they proposed to take up at the end of the period for which the scholarship, if awarded, would be tenable. The applications would be considered by a Selection Committee comprising representatives of the Government Departments concerned, with such expert assistance as might be required. The most likely candidates would be interviewed, and arrangements made for obtaining from their nominators or referees any additional information required. To prevent any misconception, it may be desirable to state that in our opinion these advanced scholarships should be open to any qualified veterinary surgeon. Men who had held one of the scholarships the institution of which we recommend earlier in this report would naturally be eligible for nomination. It would probably be desirable that the number of these scholarships offered should vary from time to time, and the number to be awarded each year should be settled by the Selection Committee, having regard to the supply of suitable candidates and the vacancies likely to occur.

The amount of the scholarships remains to be considered. We think that the best course would be that the Selection Committee, when recommending the award of a scholarship, should state at what institution or institutions it should be tenable, and what sum would be required to cover the cost of fees and maintenance. We think, however, that the annual value of a scholarship should not be less than 100*l.* and should not exceed 150*l.*

20. We have considered the question whether the successful candidates for these scholarships should be required, before the award of the scholarship, to enter into a contract to join at the termination of the year the branch of the public service for which his year's course of study has been designed specially to fit him. We are of opinion that, as a rule, such a contract should not be required. The selection for Government appointments should not be restricted to men who hold or have held scholarships. It would be unwise, as well as unfair, to exclude from competition those who, without such aid, may have acquired the requisite qualifications. Further, it may be advisable that in the case of certain appointments requiring qualifications of an exceptional kind—*e.g.*, in relation to tropical diseases—selection should precede special training, in order that the training may be directed into the particular course desired. In such cases it may be left to the Department concerned to decide the course of studies and to provide such financial assistance as is considered necessary.

NOTIFICATION OF VACANCIES.

21. In view of the comparatively small number of vacancies which occur annually, we have considered whether any substantial improvement could be effected by the adoption of a system by which the veterinary appointments in the different Government services could be "pooled." We have come to the conclusion that the requirements of the Departments vary so considerably that little advantage would be derived from such a system and that it would be exceedingly difficult to work. We are, however, of opinion that improvements could be made in the existing arrangements for notifying vacancies as they occur. No doubt this subject in its broad aspect is receiving the attention of the Royal Commission on the Civil Service which is now sitting. From the evidence we have received, it appears that students at the Veterinary Colleges have an opportunity of obtaining information regarding the various public and Government appointments which exist, but we think that further steps should be taken to inform the authorities of the colleges and of universities of any vacancies when they occur. The Government Departments, as a rule, keep lists of the names of the most promising men who have applied for an appointment, but we think that suitable candidates who would not, perhaps, apply to have their names added to these lists, would be glad to enter for a definite vacancy to which their attention had been called. We, therefore, recommend that, whenever such a course can possibly be adopted, particulars of Government veterinary appointments as they become vacant should be sent by the Department concerned to the heads of each of the veterinary colleges and also to universities and other institutions, with information as to the latest date on which applications will be received, and a statement that the vacancy will not be filled before that date. It is desirable that the nature of these appointments should be more generally known as an interesting and important branch of the State service.

OTHER RECOMMENDATIONS.

22. In the course of our inquiry we have had to consider a number of questions which affect, not only the public veterinary services, but the veterinary profession and veterinary education generally. Many of these do not come within the scope of our inquiry, but there are one or two points which it seems to us important to notice.

23. The Royal College of Veterinary Surgeons was constituted by Royal Charter in 1841, and its powers therein defined have been confirmed and extended by Supplementary Charters and by Acts of Parliament. The body corporate is constituted of the members of the College, all of whom must have passed the required examinations. It is not only the representative, but the disciplinary and diploma-granting body of the profession. In 1895 the College decided to extend the course of study for the diploma of membership from three to four years. There seems to be no ground for doubt that the standard of veterinary education was considerably raised by this action, but the number of candidates entering for the yearly examinations fell immediately the change came into operation and has not since risen. The

effect on the finances of the College, so we were informed, has been disastrous (Q. 1200). The reduction in the receipts from examination fees was the more so by reason of the fact that the cost of conducting the examinations was increased in 1902 owing to the recognition of two additional veterinary colleges. Under the Acts and Charters the College must conduct examinations annually in England, Scotland and Ireland, and, as a matter of fact, it holds examinations twice each year at each of the five affiliated centres. The lack of funds seriously hampers the work of the College. With a view to improve its financial position the College is seeking provision in a Bill now before Parliament to charge an annual fee of one guinea on each of its members and fellows. This Bill, we understand, has the support of the great majority of the profession, but so far little progress has been made with its consideration. We are of opinion that the College is performing work of great national importance, and that its efforts to maintain a high standard of veterinary education in this country are worthy of every encouragement.

24. The majority of the veterinary colleges are entirely self-contained so far as their teaching staff is concerned, that is, they not only provide the staff for the special veterinary subjects, but they also employ teachers for the preliminary science subjects which have to be studied in the first year. On the other hand, the veterinary school at Liverpool utilises the services of the general university staff for practically all the subjects taken in the first year. We think that it would probably be desirable on educational grounds that similar arrangements should be adopted at the other centres, and that the general scientific subjects studied during the first year should be taken at a university or college where such instruction could be afforded. Similar arrangements exist in some universities in connection with the Degree and Diploma Courses in Agriculture and appear to work satisfactorily. The Government grants now present paid to the veterinary colleges are very small, and these colleges are probably more dependent on receipts from students' fees than any other class of educational institution of the same grade. We think that the time has come when increased financial assistance should be given by the Government to institutions devoted to veterinary teaching, the efficiency of which is of great importance to the State.

SUMMARY OF PRINCIPAL CONCLUSIONS AND RECOMMENDATIONS.

25. In the course of our inquiry we have arrived at the following conclusions:—

- (a) That the requirements of the Army Veterinary Service are adequately met at the present time. (Section 4.)
- (b) That the number of suitable candidates for appointments in the other public veterinary services is inadequate. (Sections 8-14.)
- (c) That a largely increased number of veterinary officers possessing special qualifications will be required for the public services. (Section 11.)

26. With a view to increase the number of highly-qualified veterinary surgeons available for employment in the public services, we recommend that—

- (a) Students possessing a suitable science degree should be granted exemption from one of the four years at present required for veterinary qualification and that the requisite adjustment should be made in the course at the veterinary colleges. (Section 15.)
- (b) Twelve scholarships should be offered each year of the annual value of 80*l.* each tenable at a veterinary college for three years, with a view to encourage a number of men who have received a good scientific education to enter the veterinary profession. (Section 16.)
- (c) Scholarships of an annual value of not less than 100*l.* and not exceeding 150*l.* should be offered each year to enable qualified veterinary surgeons to undertake advanced study and laboratory work at suitable institutions. (Section 19.)
- (d) The method of notifying vacancies in the public veterinary services should be improved as above suggested. (Section 21.)
- (e) Increased State aid should be given to institutions devoted to veterinary education. (Section 24.)

We believe that the adoption of these recommendations would lead to the more general recognition of the veterinary services concerned as constituting an essential part of the Government administration.

In conclusion, we desire to express our appreciation of the assistance rendered to us by our Secretary, Mr. H. L. French, both in the preparation of this Report and throughout the inquiry. He has discharged the various duties entrusted to him with tact, assiduity, and ability, and we are much indebted to him for his services.

We have the honour to be,

Sir,

Your obedient Servants,

(Signed) ALFRED HOPKINSON (*Chairman*).

T. H. ELLIOTT.

H. J. READ.

G. F. MacMUNN.

FRANCIS C. DRAKE.

H. L. FRENCH (*Secretary*).

7th January 1913.
