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ROYAL COMMISSION ON THE PUBLIC SERVICES IN INDIA.

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APPENDIX  
TO THE  
REPORT  
OF  
THE COMMISSIONERS.

Volume VIII.

MINUTES OF EVIDENCE

RELATING TO THE

INDIAN AND PROVINCIAL CIVIL SERVICES

Taken at Patna from the 24th to the 28th March 1913,

WITH

APPENDICES.

Presented to both Houses of Parliament by Command of His Majesty.



LONDON:  
PUBLISHED BY HIS MAJESTY'S STATIONERY OFFICE.

To be purchased, either directly or through any Bookseller, from  
WYMAN AND SONS, LTD., 29, BREAMS BUILDINGS, FETTER LANE, E.C., and  
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T. FISHER UNWIN, LONDON, W.C.

PRINTED IN INDIA.

1914.

[Cd. 7581.]

Price 4s. 4d.

V2,8.N12t  
E4.8-9  
15935

## CONTENTS.

|  | PAGE      |
|--|-----------|
| LIST OF WITNESSES FROM BIHAR AND ORISSA EXAMINED BEFORE THE ROYAL COMMISSION - - - - - | iii       |
| NOTE - - - - -   | iv        |
| LISTS OF QUESTIONS CIRCULATED TO WITNESSES FOR WRITTEN REPLIES - - - - -               | v—xxxviii |
| MINUTES OF EVIDENCE ( <i>Thirty-seventh to Forty-first Days</i> ) - - - - -            | 1-281     |
| APPENDICES - - - - -   | 282-298   |
| INDEX - - - - -  | 299-321   |

LIST OF WITNESSES.

iii

LIST OF WITNESSES FROM BIHAR AND ORISSA EXAMINED BEFORE THE ROYAL COMMISSION.  
(Thirty-seventh to forty-first days.)

THIRTY-SEVENTH DAY, 24<sup>TH</sup> MARCH 1913.

|  | PAGES. |
|--|--------|
| HAVILLAND LEMERQUE, Esq., C.S.I., C.I.E., I.C.S. (Representing the Local Government) | 1—49   |
| GEORGE RAINY, Esq., I.C.S., Magistrate and Collector, Champaran                      | 49—72  |
| MOULVI ALI AHMAD, B.L., Officiating Additional District and Sessions Judge, Monghyr  | 72—86  |

THIRTY-EIGHTH DAY, 25<sup>TH</sup> MARCH 1913.

|   |         |
|---|---------|
| THE REVEREND ANDREW CAMPBELL, D.D.  | 87—96   |
| MADHU SUDAN DAS, Esq., C.I.E., M.A., B.L.   | 96—105  |
| DOUGLAS HOLMESHEAD KINGSFORD, Esq., I.C.S., Judicial Commissioner, Chota Nagpur             | 105—124 |
| TOWNLET RICHARD BURGATE, Esq., C.I.E., General Secretary, Bihar Planters' Association, 1904 | 124—130 |

THIRTY-NINTH DAY, 26<sup>TH</sup> MARCH 1913.

|   |         |
|---|---------|
| CHARLES E. A. W. OLSHAM, Esq., I.C.S., Commissioner, Patna Division | 131—163 |
| KRISHNA SAHAY, Esq., Vakil  | 164—170 |
| PANDIT RAMA BALLABH MISHRA, M.A., District Officer, Patna           | 170—183 |
| MAZHARUL HAQUE, Esq., Barrister-at-Law                              | 183—196 |

FORTIETH DAY, 27<sup>TH</sup> MARCH 1913.

|  |         |
|--|---------|
| LOUIS JAMES KEESHAW, Esq., C.I.E., I.C.S., Financial and Municipal Secretary | 196—217 |
| SACHCHIDANANDA SINHA, Esq., Barrister-at-Law                                 | 217—233 |
| J. V. JAMESON, Esq., Representative, Bihar Planters' Association             | 234—239 |
| KHAN BARADUR SAJJID FAKHRUD-DIN  | 240—250 |

FORTY-FIRST DAY, 28<sup>TH</sup> MARCH 1913.

|   |         |
|---|---------|
| SYED HASAN IMAM, Esq., Judge, High Court of Judicature, Calcutta                      | 250—262 |
| BASANTA KUMAR MULLICK, Esq., I.C.S., Superintendent and Remembrancer of Legal Affairs | 262—281 |

**NOTE.**

The numbering of the Questions is consecutive throughout. The sub-numbers in brackets correspond with the numbers in the printed sets of Questions marked **A** and **B**, which were issued to official and non-official witnesses respectively, and which will be found on pages v—xxxviii of this volume.

LISTS OF QUESTIONS CIRCULATED TO WITNESSES FOR WRITTEN REPLIES.

A.

QUESTIONS RELATING TO THE INDIAN CIVIL SERVICE.

METHODS OF RECRUITMENT.

(a) General.

1. What is your experience of the working of the present system of recruitment by open competitive examination for the Indian Civil Service? Do you accept it as generally satisfactory in principle?

2. In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?

3. Is the system equally suitable for the admission of "Natives of India" and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?

\*The term "Natives of India" has been defined in section 6 of the Government of India Act, 1870 (33 Vict. c. 5), as including any persons born and domiciled within the Dominions of His Majesty in India of parents habitually resident in India, and not established there for temporary purposes only; and the term has been so used throughout these questions.

4. Further, is any differentiation desirable between other classes of natural-born subjects of His Majesty? If so, what do you propose?

5. Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is, or is not, to the advantage of Indian interests? Please give your reasons.

6. If you do not consider the present system of recruitment by an open competitive examination to be satisfactory in principle, please state what alternative you would propose. Do you recommend a system based on any of the following principles—(a) selection by headmasters of schools approved or otherwise, (b) selection by authorities in Universities approved or otherwise, (c) nomination by head-masters or University authorities and selection under the orders of the Secretary of State, (d) combined nomination and examination, (e) any other method?

7. What is your opinion regarding a system of simultaneous examination in India and in England, open in both cases to all natural-born subjects of His Majesty?

8. Are you in favour of holding this examination simultaneously at any other centre or centres within His Majesty's Dominions?

9. What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service cadre by "Natives of India" recruited by means of a separate examination in India or by means of separate examinations in each province or group of provinces in India? If so, what proportion do you recommend?

10. If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which "Natives of India" would be selected in India for admission to the Indian Civil Service by means of (a) nomination; (b) combined nomination and examination; or (c) any other method? If so, please describe fully what system you would recommend? In particular, do you consider it desirable that whatever the system, all classes and communities should be represented? If so, how would you give effect to this principle?

11. If you are in favour of a system for the part recruitment of the Indian Civil Service by "Natives of India" in India, do you consider that "Natives of India" should still be eligible for appointment in England, or would you restrict that right to other natural-born subjects of His Majesty?

12. Would you regard any system of selection in India which you may recommend for young men who are "Natives of India" as being in lieu of, or as supplementary to, the present system of promoting to listed posts officers of the Provincial Civil Services? If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Services?

13. Do you recommend any separate method of recruitment for the Judicial Branch of the Indian Civil Service? If so, please describe the system that you would propose.

14. Are you satisfied with the present definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33 Vict. c. 5), as including "any person born and domiciled within the Dominions of His Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent; or of mixed European and Indian descent, or of unmixed European descent? If not, please state fully any proposals that you wish to make in regard to this matter.

(b) Age-limits.

15. If the system of recruitment by open competitive examination in England is retained, please state the age-limits that you recommend for candidates at such examination, giving your full reasons. Do you consider that the age-limits should be fixed to admit candidates of the normal school-leaving age in England, or candidates who have completed a University course, or candidates at an intermediate stage of education?

\*The principal changes in the age-limits have been as follows—

| Years.     | Age-limits at open competition. | Period of probation in England. | Age of selected candidates at end of year of arrival in India. |
|------------|---------------------------------|---------------------------------|--|
| 1885-1887  | 18-23 years                     | No probation in England         | 18-23  |
| 1890-1895  | 18-23 years                     | One year's probation            | 19-24  |
| 1896-1897  | 17-21 years on 1st March        | Two years' probation            | 18-24  |
| 1878-1891  | 17-21 years on 1st January      | Two or three years' probation   | 18-24  |
| 1898-1906  | 21-25 years on 1st April        | One year's probation            | 22-26  |
| 1896-1906  | 21-25 years on 1st January      | None                            | 21-25  |
| Since 1906 | 22-26 years on 1st August       | None                            | 22-26  |

## A.—Indian Civil Service.]

METHODS OF RECRUITMENT—*contd.*(b) *Age-limits—conold.*

16. What is your experience of the relative merits of the candidates selected under varying age-limits, particularly under the systems in force from 1873 to 1891 (age-limits 17—19 years, followed by two or three years' probation at an approved University) and since 1891 (age-limits 21—23 or 22—24 years, followed by one year's probation) ?

17. What is your opinion regarding the suitability of the recent recruits to the Indian Civil Service ?

18. What is the most suitable age at which junior civilians should arrive in India ?

19. What age-limits for the open competitive examination in England would best suit candidates who are "Natives of India," and for what reasons ? Do you recommend any differentiation between the age-limits for "Natives of India" and for other natural-born subjects of His Majesty ?

(c) *Subjects of Examination.*

20. On what principle should the subjects for the open competitive examination be fixed ? Do you accept the principle laid down by Lord Macaulay's Committee in 1854, and since followed, that the examination should be of such a nature that no candidate who may fail shall, to whatever calling he may devote himself, have any reason to regret the time and labour which he had spent in preparing himself to be examined, and that the object should be to secure, not specialists in any particular subject that may be useful in a subsequent Indian career, but the ordinary well-educated young man of the period ?

21. Please examine the table in Appendix I to these questions, which shows the various phases of the authorized syllabus of the open competitive examination, and state what changes, if any, are, in your opinion, desirable, differentiating between the cases of candidates (a) of school-leaving age, and (b) of University-leaving age ?

22. Is any differentiation in the subjects for the examination desirable between candidates who are "Natives of India" and other candidates ? If so, please state them and give reasons.

(d) *Statutory Regulations.*

23. Do you consider it necessary that certain posts should be reserved by statute for officers recruited to the Indian Civil Service, and, if so, what posts and for what reasons ? Please state in detail what alterations (if any) you recommend in the Schedule of the Indian Civil Service Act of 1861 (24 and 25 Vict., c. 54). [Attention is invited to the provisions of the Indian Civil Service Act, 1861 (24 and 25 Vict., c. 54), and of the Government of India Act, 1870 (33 Vict., c. 3), reproduced as Appendices II and III to these questions.]

24. Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil Administration ? If so, to what proportion of the posts included in the Indian Civil Service cadre do you consider that "Natives of India" might, under present conditions, properly be admitted ?

25. Do you accept as generally satisfactory in principle the present system under which "Natives of India" are recruited partly through the medium of an open competitive examination in England, and partly by special arrangement in India, in accordance either with rules framed under the provisions of section 6 of the Government of India Act, 1870 (33 Vict., c. 3), or with the provisions of the Indian Civil Service Act, 1861 (24 and 25 Vict., c. 54) ? Do you recommend any alterations in this system, and, if so, what ?

26. Give a list of the "Natives of India" now serving in your province who were recruited to the Indian Civil Service by means of open competition in England, stating in what year they were admitted, in which posts they are now serving, and their present rate of salary.

27. Have the "Natives of India," recruited by means of open competition in England, proved, on the average, as efficient as the European members of the Indian Civil Service of the same standing and recruited in the same manner ? Has it been found possible and expedient to employ them in all branches of the administration, whether on executive or judicial duties ?

28. Do you consider that the old system of appointment of "Statutory Civilians" under the Statute of 1870 should be revived, and, if so, what method of recruitment would you recommend ?

(e) *Mixed Commissions.*

29. What experience have you had of military or other officers who have been specially recruited in India to fill Indian Civil Service posts, and how many such officers are employed in your province ? Please distinguish in your reply between (a) military officers, and (b) others; and give details of the latter.

30. Have such officers proved on the average as efficient as members of the Indian Civil Service filling posts of similar responsibility ? Has it been possible and expedient to employ them in all branches of the Administration, whether on executive or judicial duties ?

31. If the system of recruiting military officers in India has been stopped, or has never existed in your province, would you advise its re-introduction or introduction, as the case may be, and if the system should be introduced or re-introduced, to what extent should it be adopted ?

32. Do you consider that such a system should be restricted to the recruitment of military officers or extended to the recruitment of selected officers from other Indian services ?

(f) *Listed Posts, etc.*

33. Please now refer to the rules, dated 26th August 1910, made in exercise of the powers conferred by section 6 of the Government of India Act, 1870 (33 Vict., c. 3) and reproduced as Appendix IV, and to the statement in Appendix V to these questions, showing the number of offices,

## [A.—Indian Civil Service.

METHODS OF RECRUITMENT—*conold.*(f) *Listed Posts, etc.*—*conold.*

places and appointments, commonly known as listed posts, ordinarily held by members of the Indian Civil Service, to fill which it has been declared that members of the Provincial Civil Service can properly be appointed; and say whether the figures given are correct for your province.

34. Are all the posts thus listed ordinarily and regularly filled by "Natives of India"? If not, please state for the last five years to what extent there has been any failure to work up to the authorized list, and explain the reasons.

35. To what extent also during the last five years have these listed posts been filled—(a) by members of the Provincial Civil Service; (b) by other "Natives of India"? Please give the names and positions of the latter, if any.

36. Has the power to fill one-quarter of the listed posts with "Natives of India" other than members of the Provincial Civil Service or Statutory Civilians been ordinarily and regularly exercised? If not, can you give the reasons for this, and do you think it advisable that the power should be utilized and in what directions?

37. Does the system by which most of the inferior listed posts are merged in the Provincial Civil Service give satisfaction—(a) to the members of the Provincial Civil Service; and (b) to the public interested in this question; and what advantages, if any, does this arrangement possess?

38. Is the class of posts listed suitable? If not, in what directions would you suggest any changes; and why?

39. Have the officers of the Provincial Civil Service, selected to fill listed posts, proved on the average as efficient as members of the Indian Civil Service filling posts of similar responsibility, and has it been found possible and expedient to employ them in all branches of the Administration?

40. Please now turn to the Indian Civil Service Act, 1861 (24 & 25 Vict., c. 54), which will be found in Appendix II to these questions and say how many "Natives of India" have been appointed permanently to posts in your province under its provisions during the last five years, giving names and the nature of the posts so filled.

41. Are there any other ways in which "Natives of India" are appointed to your province to Civil Service posts? If so, please give details of the same.

42. Please add such remarks as you may desire to offer on any points relating to the system of recruitment for Indian Civil Service posts which are not covered by your answers to the foregoing questions.

## SYSTEMS OF TRAINING AND PROBATION.

(a) *Probation.*

43. What is your experience of the results of the existing system under which successful candidates in the open competitive examination are required to undergo a probationer's course of instructions in England? Do you recommend the continuance or abolition of this system?

44. What should be the duration of the probationer's course in England (a) under the present system of the open competitive examination, (b) under any modification of that system recommended by you?

45. Do you consider it desirable that probationers should be required to spend their period of probation in England at an approved University?

46. If so, do you advise the selection of one or more Universities for this purpose and for what reasons?

47. Do you consider that probationers should receive allowances during their period of probation? If so, please give the scale and conditions that you recommend.

48. If you do not advise attendance at an approved University during the period of probation in England, what alternative course of study do you recommend?

49. Would it, in your opinion, be desirable to establish a separate institution in England for this purpose, and, if so, under what conditions?

50. If a probationer's course is continued in England, do you accept the principles laid down by Lord Macaulay's Committee in 1854, that successful candidates in the open competition should be considered as having finished their general education and that their future studies should be such as have a special tendency to fit them for their calling? Does your answer apply equally to candidates who pass the open competitive examination after leaving school and to those who do so after completing a University course?

51. Please examine the statement printed as Appendix VI to these questions, showing the courses of studies prescribed for probationers in 1891 and 1912, and state what alterations (if any) you desire to recommend in the present course (a) under the existing system of the open competitive examination, and (b) under any modification of that system recommended by you.

52. In particular, please state your opinion as to the desirability during the period of probation of (i) compulsory attendance at Law Courts in England and reporting of cases; (ii) the teaching of Indian Law in addition to the general principles of jurisprudence; (iii) the teaching of the grammar and text-books of Indian languages with or without any attempt at colloquial instruction; (iv) the teaching of—(a) Indian Geography, (b) Political Economy, (c) Accounts.

53. Do you consider that the probationer's course of instruction can best be spent in England or in India?

54. What is your opinion of a proposal to start at some suitable place in India a college for the training of probationers of the Indian Civil Service and possibly of other Indian services recruited in England?



## A.—Indian Civil Service.]

SYSTEMS OF TRAINING AND PROBATION—*concl'd.*(a) Probation—*concl'd.*

55. What is your opinion of a proposal that each Provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?

56. In the report of the Treasury Committee appointed to consider the organization of Oriental Studies in London (1909), the view is taken that the preliminary training in Oriental languages and in law required by probationers can be given better in England than in India, because of the difficulties which junior civilians would experience in learning these subjects in India, the lack of good teachers in Indian district head-quarters, the difficulty of even good Indian teachers appreciating the European students' point of view, and the difficulty of arduous study in a tropical climate. Do you consider that these objections could be met by a suitable scheme of instruction in India?

57. If you have recommended the introduction of any scheme of direct recruitment in India for "Natives of India," whether in lieu of, or supplementary to, the system of recruitment in England, please state what system of probation you recommend for such officers.

58. In particular, if a period of probation is recommended for such officers, do you advise that it should be passed in England or in India?

59. Do you consider that any differentiation is necessary during the period of probation between the course of study for probationers who are "Natives of India" and the course prescribed for other natural-born subjects of His Majesty? If so, please state the special arrangements that you recommend?

## (b) Training.

60. Are you satisfied with the present arrangements for the training of junior members of the Indian Civil Service after they have taken up their appointments in India? If not, what change should, in your opinion, be introduced?

61. Is the existing system of departmental examinations suitable, and, if not, what change do you recommend?

62. Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages, and, if not, how could this best be remedied?

63. Do you recommend any changes in the rules for the encouragement of the study of Oriental languages, and, if so, what changes?

64. Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the Judicial Branch. In particular, do you favour a system of granting study leave to Europe, and, if so, what course of study (course for a call to the Bar, reading in barristers' chambers or other), and what conditions do you propose?

65. Do you recommend any special course of study in law in India for officers selected for the Judicial Branch?

66. Do you recommend any special training in subordinate judicial posts for officers selected for the Judicial Branch? If so, please give details.

67. Do you recommend any system for encouraging the higher study of law analogous to the rules for the encouragement of the study of Oriental languages?

68. Is any differentiation desirable in the system of training after appointment in India between members of the Indian Civil Service who are "Natives of India" and other natural-born subjects of His Majesty? If so, please state your proposals.

69. If you have recommended the introduction of any scheme of direct recruitment in India for "Natives of India," whether in lieu of, or supplementary to, the system of recruitment in England, please state what system of training you recommend for such officers.

70. Is any differentiation necessary in regard to the probation and training of members of the Indian Civil Service who are "Natives of India" as between persons of unmixed Indian descent, of mixed European and Indian descent, and of unmixed European descent? If so, please state your proposals.

71. Please add such remarks as you may desire to offer on any points relating to the system of probation and training for the Indian Civil Service which are not covered by your answers to the foregoing questions.

## CONDITIONS OF SERVICE.

72. The present theory underlying the conditions of service in the Indian Civil Service is— (a) that the members of the Service should have sufficient training in subordinate or inferior appointments before they are called upon to discharge the duties of higher ones; and (b) that they should, throughout the whole period of their service, have sufficient salaries and sufficiently responsible duties. To secure these objects the number of posts, called technically "superior" posts, carrying a salary of over Rs. 1,000 *per mensem* is ascertained, and it is endeavoured to recruit only sufficient officers to make it probable that each officer will find himself officiating with practical permanency in at least the lowest of these appointments after the completion of eight years' service. Do you accept this system? If so, do you consider that the period of eight years is suitable, or do you recommend any change? What alteration (if any) would be necessary if the age of recruitment were lowered?

73. It is also part of the existing system that officers of over two but under eight years' completed service should fill with practical permanency in the ordinary course of promotion charges of minor responsibility, called technically "inferior" posts, and should be drawing pay at rates above

[A.—Indian Civil Service.

CONDITIONS OF SERVICE—*concl.*

that of the lowest grade, but not exceeding Rs. 1,000 per mensem. Do you accept this as a suitable arrangement? If not, what alteration would you suggest, and for what reasons?

74. Please show in a tabular statement for the last five years, quarter by quarter, with foot-notes giving the names, the total nett number of officers who have failed to obtain promotion in accordance with the principles set out in the preceding questions, and say whether any inconvenience, and if so what, has been caused thereby to the Administration.

75. Please now see the statement marked AA and the list marked—

|                              |   |
|------------------------------|---|
| <i>Madras = A,</i>           | <i>Burma = F,</i>                       |
| <i>Bombay = B,</i>           | <i>Bihar and Orissa = G,</i>            |
| <i>Bengal = C,</i>           | <i>Central Provinces and Berar = H,</i> |
| <i>United Provinces = D,</i> | <i>Assam = I,</i>                       |
| <i>Punjab = E,</i>           |   |

which have been reproduced in Appendix VII to these questions, and say whether they are correct for your province. If not, please state what amendments are necessary.

76. Is any difficulty experienced by the Administration in working with the number of superior posts shown in the list for your province? Do all the posts entered as superior carry a salary of more than Rs. 1,000 *per mensem*, and are they all such as are ordinarily held by officers in the Indian Civil Service? If not, what changes, if any, do you suggest?

77. Does the number of superior posts shown as held directly under the Government of India correspond with the actual experience of the last five years? If not, please give particulars of the discrepancies, and say whether you consider any change of practice in this respect to be desirable. Attention is invited in this connexion to List J in Appendix VII to these questions.

78. Does the number of superior posts allowed for temporary appointments and deputations correspond with the actual experience of (say) the last five years? If not, please give particulars of the discrepancies and say whether you consider any change of practice in this respect to be desirable?

79. Does the arrangement by which officers, recruited against temporary superior posts, are shown in the lowest grade, work satisfactorily? If not, what change of practice appears to you to be necessary?

80. Does the allowance of 39 per cent. on the number of superior posts give the right number of junior officers for the work of the administration of your province? If not, please state what excess or deficiency in your opinion exists, giving your reasons in detail.

81. Junior officers are considered to be under training during the first two years of their service. Does this approximate to the actual conditions? If not, what alteration is necessary in the percentage of 15·5 allowed for training?

82. Does the leave allowance of 32·7 per cent. for superior posts, 6·7 per cent. for inferior posts, and 6 per cent. for training posts, approximate to the actual conditions? If not, please state what alteration is desirable?

83. Does the annual decremental rate of 4·17 per cent. on the total strength of the service correspond with the actual experience of the last 20 years? If not, please give the actual facts for this period and suggest a suitable figure, with reasons in support of the same.

84. Does the theoretical strength of the service correspond ordinarily with its actual strength? If not, please state the facts and, in particular, offer any remarks which may suggest themselves with regard to the existing discrepancy shown in the statement marked BB which is included in Appendix VII to these questions?

85. Do you consider that the present system of a quinquennial examination of the conditions of service is adequate to regulate the rate of recruitment and flow of promotion? If not, what alterations do you recommend?

86. State the principles on which the annual indent for recruitment to the Indian Civil Service is regulated. Do you consider that accurate results are attained thereby? If not, what alterations do you recommend?

87. Are you satisfied that, under the existing system of promotion, the interests of individual officers and of the Administration are duly reconciled, and have you any suggestions to make regarding it, particularly on the subjects of selection for higher appointments and of the compulsory retirement of inefficient officers?

88. To what extent are the functions of the officers of the Executive and Judicial Branches of the Indian Civil Service differentiated? Is any change desirable, and, if so, in what directions?

89. Have you any other suggestions to make under this head which are not covered by your answers to the above questions and to the questions under the heads relating to salary, leave and pension.

CONDITIONS OF SALARY.

90. Please see the two statements contained in Appendix VIII to these questions showing the various rates of pay drawn by officers holding posts in the Indian Civil Service each, and the grading of each class of post for the different provinces, and say whether they are correct for your province.

91. Please give full information regarding the rates of pay and the number of posts in each of the main grades of the service authorized on the 1st April of each of the following years: 1860, 1870, 1880, 1890, 1900 and 1912.

92. Are the present rates of pay and grading suitable? If not, what alteration do you recommend?

93. If any dissatisfaction is felt, does it relate to the pay or grading of the higher or lower posts or to both?

94. Do you consider it desirable that there should be uniformity of payment for similar kinds of work in all the provinces, and does any dissatisfaction on this score exist in your province, and, if so, what?

A.—Indian Civil Service.]

CONDITIONS OF SALARY—*concl.*

95. Do you consider that the exchange compensation allowance introduced in 1893, eligibility for which depends on nationality or domicile, should be abolished, and, if so, under what conditions? Should such abolition apply to officers already employed or be restricted to future entrants?

96. If abolition is recommended with compensation in the form of increased salaries, what is your opinion regarding the grant of a similar increase of salary to those members of the service who now draw no exchange compensation allowance?

97. How does the system of acting allowances work in the case of officers selected to officiate in appointments involving increased responsibility? Is it productive of any inconvenience and have you any suggestion to make on the subject?

98. How is the system of officiating grade promotions, where there is no change of duties, actually worked? Is the system convenient in the interests both of the Government and of the officers of the service? Have you any recommendations to make for its alteration?

99. What is your opinion regarding the substitution for the existing graded system of promotion of a time-scale of salary? If you are in favour of a time-scale, should it be restricted to the lower grades of the service or not?

100. As an alternative, do you recommend a system by which each main class of appointment would have a separate time-scale?

101. What is your experience of the practical working of time-scales of pay in other Indian services?

102. If you recommend any system of time-scale of pay, please describe it, and state what conditions should be laid down in regard to the grant of increments, promotion to superior grades, charge allowances, and other matters of importance. How do you propose to apply such time-scale in provinces where the scale of pay of the Judicial and Executive Branches of the service is different?

103. If you are in favour of a time-scale of pay, how would you secure that the recruitment of junior officers is restricted to the number likely to be promoted in a reasonable time to posts of independent responsibility, and do you or do you not consider it desirable that all members of the Indian Civil Service should have the prospect of rising to such posts within a fixed time?

104. Turning now to the case of the Statutory Civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rate do you suggest for the various grades of the service?

105. Have you any other proposals to make in regard to the conditions of salary not covered by your answers to the above questions?

CONDITIONS OF LEAVE.

106. Is there any reason to suppose that officers of the Indian Civil Service take more or less leave of any particular kind than they did 5, 10, 15, or 20 years ago? If so, to what is this due?

107. Is all the leave on full pay due to them ordinarily taken by officers of the Indian Civil Service, and, if not, what are the reasons? Is the amount which can be earned in your opinion suitable? If not, what alternative arrangement do you suggest?

108. Is all the furlough due to them ordinarily taken by officers of the Indian Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?

109. Do you consider that the rates of furlough allowances are suitable? If not, what changes do you recommend?

110. Do you recommend any change in the concession, granted in 1893, under which leave allowances expressed in rupees, other than privilege leave allowances, issued at the Home Treasury, or in a colony with a gold standard of currency, are issued in sterling at the privilege rate of exchange of 1s. 6d. the rupee? If so, what change?

111. Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable? Do you recommend any change in the alternative rates fixed in sterling and in rupees, and if so what change?

112. Have you any recommendation to make in regard to special leave, extraordinary leave without allowances, and other forms of leave? Do you consider that the present conditions governing these kinds of leave, and the leave allowances admissible, are suitable?

113. Generally speaking, do any of the present leave rules applicable to the Indian Civil Service cause inconvenience to the Administration, and if so what, and what remedy do you suggest?

114. In particular, are they a contributory cause of excessive transfers of officers of the Indian Civil Service, and, if so, how can this difficulty be met?

115. Do any of the present leave rules press hardly in any way on officers of the Indian Civil Service themselves, and, if so, in what respects? What is, in your opinion, the appropriate remedy?

116. Do the present leave rules applicable to Statutory Civilians, or to officers of the Provincial Civil Services employed in listed posts, cause any inconvenience to the Administration, or press hardly on the officers themselves, and in what respects? In particular, do you consider that separate sets of rules for such officers and for officers of the Indian Civil Service are desirable?

117. Have you any other proposals to make in regard to the conditions of leave not covered by your answers to the above questions?

CONDITIONS OF PENSION.

118. Is the present system of equal annuities to all members of the Indian Civil Service generally accepted as satisfactory by the Government and by the members of the Indian Civil Service?

119. Would a non-contributory system of superannuation pensions, varying in amount with the amount of salary drawn at the time of retirement, be preferable in the interests either of the Government or of the members of the Indian Civil Service?

## [A.—Indian and Provincial Civil Services.

CONDITIONS OF PENSION—*conold.*

120. Assuming the maintenance of the annuity system, do you suggest any modifications in its detailed working, and, if so, what, and for what reasons?

121. In particular, what is your opinion of the arrangement by which members of the Indian Civil Service, who are appointed Judges of High Courts, obtain special pensions of £1,200 a year after 11½ years' actual service as Judges? Do you recommend any change in the present condition?

122. Do you consider that a similar system should be applied to the cases of high executive officers, and, if so, to which? Please state the amount of pension and the conditions which you recommend as suitable.

123. Assuming the substitution of a non-contributory system of superannuation pensions varying in amount with the amount of salary drawn at the time of retirement, please describe the system that you recommend.

124. Do you recommend the introduction of a system of reduced pensions for such officers as may be found to be inefficient, but whom it would be difficult to retire without some provision for their subsistence? If so, what do you suggest?

125. Do you consider the existing pension rules suitable in the interests both of the Government and of the members of the Indian Civil Service? In particular, what is your opinion of the present rules regulating voluntary and compulsory retirement?

126. Do you approve of the present system regulating the pensions of military officers holding Indian Civil Service posts? If not, what do you suggest?

127. Do you approve of the present system regulating the pensions of statutory civilians? If not, what do you suggest?

128. Do you approve of the present system regulating the pensions of officers of the Provincial Civil Services holding listed posts? If not, what do you suggest?

129. Do you accept as satisfactory the regulations of the Indian Family Pension Fund, or have you any suggestions to make either for their abolition or for their alteration? Have you any proposals to make in regard to the present methods of working such regulations?

130. In particular, do you approve of the exclusion from their benefits of "Natives of India," who are members of the Indian Civil Service? If not, under what conditions would you admit them, having regard to the main differences between their social conditions and those of the European members on which the present system is based?

131. Do you recommend that such admission should be optional or compulsory?

132. If you do not approve their admission to the Indian Civil Service Family Pension Fund, do you recommend the formation of a separate Family Pension Fund?

133. Is the existing system under which provision is made for the families of deceased military officers holding Indian Civil Service posts satisfactory? If not, what would you suggest?

134. Have you any criticisms to make on the facilities at present offered—(a) to Statutory Civilians, (b) to members of the Provincial Civil Services holding listed posts, for providing for their families against their decease?

135. Have you any other proposals to make in regard to the conditions of pension not covered by your answers to the above questions?

## GENERAL.

136. Are you satisfied with the existing organization of the Indian Civil Service? If not, please state what alternative organization you consider desirable, and explain fully your views, making any suggestions that appear to you suitable.

137. Have you any other proposals to make in regard to the Indian Civil Service not covered by your answers to the above questions? If so, please explain them.

## QUESTIONS RELATING TO THE PROVINCIAL CIVIL SERVICE.

[Note.—In replies to these questions, it should be clearly specified whether the reply refers to the whole Provincial Civil Service, or to the Executive Branch or to the Judicial Branch.]

## METHODS OF RECRUITMENT.

1. Please refer to Government of India Resolution No. 1046—1058, dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?

2. Please supply a copy of the Rules for the Recruitment of the Provincial Civil Service in force in your province. Are these rules suitable, or have you any recommendations to make for their alteration?

3. Please see the statement showing the constitution of the Provincial Civil Service, reproduced as Appendix B to these questions, and state whether the information is correct for your province. If not, what alterations are required?

4. Please state the different systems of recruitment that have been adopted for the Provincial Civil Service, the periods for which they were in force, and the number of officers recruited year by year in your province under each system since its formation.

5. Please state the number of natural-born subjects of His Majesty other than "Natives of India" recruited in your province in each year.

6. What is your experience of the officers selected by the different methods of recruitment which method has proved the most satisfactory, and what changes, if any, in the present system of recruitment do you recommend? For direct recruitment do you recommend (a) open competition,

## A.—Provincial Civil Service.]

METHODS OF RECRUITMENT.—*conold.*

(b) nomination, (c) combined nomination and examination, or (d) some other method? Please describe fully the system that you recommend.

7. To what extent are non-residents of the Province employed in your Provincial Civil Service? Do you consider that only residents of the Province should ordinarily be recruited?

8. Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?

## SYSTEMS OF TRAINING AND PROBATION.

9. What is the system of training and probation adopted for officers of the Provincial Civil Service? Do you consider it satisfactory, and, if not, what alterations do you recommend?

10. Is the existing system of departmental examinations suitable, and, if not, what changes do you recommend?

## CONDITIONS OF SERVICE.

11. Do you consider that any change should be made in the classes of offices and appointments at present included in your Provincial Civil Service?

12. What is the system on which the strength of the <sup>Executive</sup> Branch of your Provincial Civil Service is fixed? Do you consider it satisfactory, and, if not, what alterations do you recommend?

13. In particular, is the leave reserve adequate, and the system on which it is graded suitable?

14. Is there any reserve for officers under training, and is it adequate?

15. What is the annual rate of recruitment and how is it fixed? Has it worked well in practice and does it secure an even flow of promotion?

16. To what extent is any system of selection for appointments to the higher grades enforced? Is any change of practice required in this respect?

17. Are you satisfied that under the existing system of promotion the interests of individual officers and of the Administration are duly reconciled, and have you any suggestion to make regarding it, particularly on the subjects of selection for higher appointments and of the compulsory retirement of inefficient officers?

18. To what extent are the functions of the officers of the Executive and Judicial Branches of your Provincial Civil Service differentiated? Is any change desirable, and, if so, in what direction?

19. Are you satisfied with the existing arrangements by which certain posts, ordinarily filled by members of the Indian Civil Service, are listed as open to officers of the Provincial Civil Service of proved merit and ability, and is the system followed in making appointments to those posts suitable? If not, what alterations do you suggest?

20. Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service? If not, what change would you suggest?

21. Are you satisfied with the present designation "the Provincial Civil Service"? If not, what would you suggest?

## CONDITIONS OF SALARY.

22. Do you accept as suitable the principle recommended by the Public Service Commission of 1886-87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?

23. Please give full information regarding the rates of pay and the number of posts in each of the main grades of the Provincial Civil Service authorized on the 1st April of each of the following years:—1890, 1900 and 1912. When was the last general reorganization effected, and what improvement of prospects was effected thereby?

24. Are the existing rates of pay and grading in the Provincial Civil Service of your province adequate to secure the desired qualifications in the officers appointed? If not, what alterations do you recommend?

25. Are you satisfied with the present system under which officiating promotions are not made in the Provincial Civil Service? If not, what alteration do you recommend?

26. What is your opinion regarding the substitution of a time-scale of salary for the existing graded system of promotion? If you are in favour of a time-scale, should it be restricted to the lower grades of the service, or not?

27. As an alternative, do you recommend a system by which each main class of appointment would have a separate time-scale?

28. What is your experience of the practical working of time-scales of pay in other Indian services?

29. If you recommend any kind of time-scale of pay, please describe the scheme that you propose and state what conditions should be laid down in regard to the grant of increments, promotion to superior grades, charge allowances and other matters of importance. How do you propose to apply such time-scales in provinces where the scale of pay of the Executive and Judicial Branches of the service is different?

30. Do you approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various appointments?

## CONDITIONS OF LEAVE.

31. Is there any reason to suppose that officers of the Provincial Civil Service take more or less leave of any particular kind than they did 5, 10, 15, or 20 years ago? If so, to what is this due?

## [A.—Provincial Civil Service.

CONDITIONS OF LEAVE—*concl'd.*

32. Is all the leave on full pay due to them ordinarily taken by officers of the Provincial Civil Service, and, if not, what are the reasons? Is the amount which can be earned in your opinion suitable? If not, what alternative arrangement do you suggest?
33. Is all the furlough due to them ordinarily taken by officers of the Provincial Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?
34. Do you consider that the rates of furlough allowances are suitable? If not, what changes do you recommend?
35. Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable?
36. Have you any recommendations to make in regard to special leave, extraordinary leave without allowances, and other forms of leave? Do you consider that the present conditions governing these kinds of leave, and the leave allowances admissible, are suitable?
37. Generally speaking, do any of the present leave rules applicable to the Provincial Civil Service cause inconvenience to the Administration? and if so what, and what remedy do you suggest?
38. In particular, are they a contributory cause of excessive transfers of officers, and, if so, how can this difficulty be met?
39. Do any of the present leave rules press hardly in any way on officers of the Provincial Civil Service, and, if so, in what respects? What is, in your opinion, the appropriate remedy? In particular, do you regard the existing differences between the leave rules for the European and Indian Services as suitable?

## CONDITIONS OF PENSION.

40. Is the present system of superannuation pensions satisfactory in the interests both of the Government and the members of the Provincial Civil Service?
41. Have you any suggestions to make in favour of any modifications in its detailed working, and if so what, and for what reasons?
42. Do you approve of the grant of reduced pensions for such officers as may be found to be inefficient, but whom it may be difficult to retire without some provision for their subsistence? If so, what do you suggest?
43. Do you approve of the present system regulating pensions of officers of the Provincial Civil Service holding listed posts? If not, what do you suggest?
44. Do you consider that the existing rules governing the voluntary and compulsory retirement of members of the Provincial Civil Service are satisfactory? If not, what changes do you recommend?
45. To what extent do members of the Provincial Civil Service subscribe for the benefit of their families to the Government General Provident Fund or to other official or officially-recognized funds? Are any further facilities required, and what arrangements of this kind do you consider to be necessary?

## GENERAL.

46. Are you satisfied with the existing organization of the Provincial Civil Service? If not, please state what alternative organization you consider desirable, and explain fully your views, making any suggestions that appear to you to be suitable.
47. Have you any other proposals to make in regard to the Provincial Civil Service not covered by your answers to the above questions? If so, please explain them.

## A.—Indian Civil Service.]

## APPENDIX I.

| Period of Age-limits, 17—21, <i>i.e.</i> , down to 1877.  |        | Period of Age-limits, 17—19, <i>i.e.</i> , 1858—1891.   |                  |
|---|--------|---|------------------|
| Subjects.   | Marks. | Subjects.   | Marks.           |
| 1. English Composition ...  | 500    | 1. English Composition ...  | 300              |
| 2. History of England, including that of the Laws and Constitution  | 500    | 2. History of England, including a period selected by the candidate.  | 300              |
| 3. English Language and Literature ...  | 500    | 3. English Literature, including books selected by the candidate.   | 300              |
| 4. Language, Literature, and History of Greece.   | 750    | 4. Greek ...  | 600              |
| 5. Language, Literature and History of Rome.  | 750    | 5. Latin ...  | 800              |
| 6. Language, Literature, and History of France.   | 375    | 6. French ...   | 600              |
| 7. Language, Literature, and History of Germany.  | 375    | 7. German ...   | 500              |
| 8. Language, Literature, and History of Italy.  | 375    | 8. Italian ...  | 400              |
| 9. Mathematics (pure and mixed) ...   | 1,250  | 9. Mathematics (pure and mixed) ...   | 1,000            |
| 10. Natural Science—that is (1) Chemistry, including Heat; (2) Electricity and Magnetism; (3) Geology and Mineralogy; (4) Zoology, (5) Botany. The total (1,000) marks may be obtained by adequate proficiency in any two or more of the five branches of Science included under this head. | 1,000  | 10. Natural Science—that is, the Elements of any two of the following Sciences, viz., Chemistry, 500; Electricity and Magnetism, 300; Experimental Laws of Heat and Light, 300; Mechanical Philosophy, with outlines of Astronomy, 300.                       | 800<br>or<br>600 |
| 11. Moral Science—that is, Logic, Mental and Moral Philosophy.  | 500    | 11. Logic ...   | 300              |
| 12. Sanskrit Language and Literature ...  | 500    | 12. Elements of Political Economy ...   | 300              |
| 13. Arabic Language and Literature ...  | 500    | 13. Sanskrit ...  | 500              |
|   |        | 14. Arabic ...  | 500              |
| Period of Age-limits, 21—23, <i>i.e.</i> , 1892—1905.   |        | Period of Age-limits, 22—24, <i>i.e.</i> , 1906 to date.  |                  |
| 1. English Composition ...  | 500    | 1. English Composition ...  | 500              |
| 2. English History ...  | 500    | 2. English History, either or both sections may be taken—<br>Section I., to A.D. 1485 ... 400<br>Section II., A.D. 1485 to 1848 ... 400   |                  |
| 3. English Law, viz., Law of Contract—Criminal Law—Law of Evidence and Law of the Constitution.   | 500    | 3. English Law ...  | 500              |
| 4. English Language and Literature (including special period named by the Commissioners.)   | 500    | 4. English Language and Literature ...<br>Greek, not less than two sub-divisions, of which one must be Translation—<br>5. Translation ... 400<br>6. Prose Composition ... 200<br>7. Verse Composition ... 200<br>8. Literature, etc. ... 300                  | 600              |
| 5. Greek Language and Literature ...  | 750    | 9. Greek History (Ancient, including Constitution).<br>Latin not less than two sub-divisions, of which one must be Translation:—<br>10. Translation ... 400<br>11. Prose Composition ... 200<br>12. Verse Composition ... 200<br>13. Literature, etc. ... 300 | 500              |
| 6. Greek History (Ancient, including Constitution).   | 400    | 14. Roman History (Ancient, including Constitution).  | 500              |
| 7. Latin Language and Literature ...  | 750    | 15. Roman Law ...   | 500              |
| 8. Roman History (Ancient, including Constitution).   | 400    | 16. French, History of the Language and Literature ...  | 200              |
| 9. Roman Law ...  | 500    | 17. French, Translation, Composition and Conversation.  | 400              |
| 10. French Language and Literature ...  | 500    | 18. German, History of the Language and Literature.   | 200              |
| 11. German Language and Literature ...  | 500    | 19. German, Translation, Composition and Conversation.  | 400              |
| 12. General Modern History (period to be selected by Candidates from list in the syllabus issued by the Commissioners, one period at least to include Indian History).  | 500    | 20. Italian, History of the Language and Literature.  | 200              |
| 13. Mathematics (pure and applied) ...  | 900    | 21. Italian, Translation, Composition and Conversation.   | 400              |
| 14. Advanced Mathematical subjects (pure and applied).  | 900    | 22. General Modern History ...  | 500              |
|   |        | 23. Lower Mathematics ...   | 1,200            |
|   |        | 24. Higher Mathematics ...  | 1,200            |

[A.—Indian Civil Service.

APPENDIX I.—concl'd.

| Period of Age-limits, 21—23, i.e., 1893—1905.   |        | Period of Age-limits, 22—24, i.e., 1906 to date.  |                |
|---|--------|---|----------------|
| Subjects.   | Marks. | Subjects.   | Marks.         |
| 15. Natural Science, i.e., any number not exceeding three of the following subjects:—<br>Elementary Chemistry and Elementary Physics ... 600<br>(N.B.—This subject may not be taken up by those who offer either Higher Chemistry or Higher Physics) —<br>Higher Chemistry ... 600<br>Higher Physics ... 600<br>Geology ... 600<br>Botany ... 600<br>Zoology ... 600<br>Animal Physiology ... 600 | 1,800  | 25. Natural Science, i.e., any number not exceeding four of the following or three if both Lower and Higher Mathematics be also taken:—<br>(1) Chemistry ... 800<br>(2) Physics ... 800<br>(3) Geology ... 800<br>(4) Botany ... 800<br>(5) Zoology ... 800<br>(6) Animal Physiology ... 800<br>(7) Geography ... 800 | 2,400 or 1,800 |
| 16. Logic and Mental Philosophy (Ancient and Modern). 400   |        | 26. Logic and Physiology ... 600  |                |
| 17. Moral Philosophy (Ancient and Modern) 400   |        | 27. Moral and Metaphysical Philosophy ... 600   |                |
| 18. Political Economy and Economic History 500  |        | 28. Political Economy and Economic History 600  |                |
| 19. Political Science (including Analytical Jurisprudence, the early History of Institutions and Theory of Legislation). 500  |        | 29. Political Science ... 500   |                |
| 20. Sanskrit Language and Literature ... 500  |        | 31. Sanskrit Language and Literature ... 800  |                |
| 21. Arabic Language and Literature ... 500  |        | 32. Arabic Language and Literature ... 800  |                |

Candidates are at liberty to name any or all of these branches of knowledge. No subjects are obligatory.

Consistently with the limitations specified above Candidates are at liberty to name any of the foregoing subjects, provided that the maximum number of marks that can be obtained from the subjects chosen is limited to 6,000.

APPENDIX II.

THE INDIA CIVIL SERVICE ACT, 1861.

(24 & 25 Vict., Cap. 54.)

An Act to confirm certain Appointments in India, and to amend the Law concerning the Civil Service there.

[1st August 1861.]

WHEREAS by section fifty-six of an Act of the thirty-third year of King George the Third, Chapter fifty-two, it was enacted that all the civil servants of the East India Company in India under the rank or degree of Members of Council should have and be entitled to precedence in the service of the said Company at their respective stations according to their seniority of appointment, and that no such civil servant should be capable of being advanced or promoted to any higher station, rank or degree therein than he should be entitled to according to the length of his service; and by section fifty-seven of the same Act it was enacted that all vacancies happening in any of the offices, places, or employments in the civil line of the Company's service in India (being under the degree of Counsellor) should be from time to time filled up and supplied from amongst the civil servants of the said Company belonging to the presidency wherein such vacancies should respectively happen: And whereas by reason of the exigencies of the public service vacancies in certain offices, places and employments in India have been filled up by the appointment of persons not being civil servants, or not being civil servants belonging to the presidency wherein the vacancies have happened, and otherwise not in accordance with the provisions of the said enactments, and it is expedient that such appointments should be rendered valid, and also that the authorities in India should be empowered to make such appointments in like cases in future:

Be it enacted by the Queen's Most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:—

1. All appointments made by the authorities in India to any such Offices, Places or Employments shall be and be deemed to have been as valid and effectual as if the Act hereinbefore recited or referred to had not been passed—(Rep. 55 & 56 Vict., c. 19).

2. All vacancies happening in any of the offices, places, or employments specified in the Schedule annexed to this Act, and all such offices which may be created hereafter, shall be filled up and supplied, except as hereinafter provided, from amongst the covenanted civil servants of the Crown in India.

3. Where it appears to the authority in India by whom an appointment should be made to any office, place, or employment specified in the said Schedule, that such appointment, under the special circumstances of the case, should be made without regard to the recited qualifications, conditions, and restrictions of the said Act, it shall be lawful for such authority to make such appointment accordingly; provided that no person shall be so appointed who has not resided for at least seven years in India, and that every person previously to his being so appointed to any of the offices in the Revenue and Judicial Departments specified in the said Schedule shall have been

Appointments not in accordance with 33 G. S. Act, 52, valid Vacancies offices to be supplied by covenanted civil servants

Persons not covenanted civil servants may, under special circumstances, be appointed to such offices subject to



**A—Indian Civil Service.]**

examination in the vernacular language of the district in which he is to be employed, where such examination is now required, and shall be subject to all the departmental tests and other qualifications and restrictions which are or may be imposed in the like case on covenanted civil servants.

4. Every such appointment shall be provisional only, and shall forthwith be reported to the Secretary of State in Council of India, together with the special reasons for making the same; and unless the Secretary of State in Council shall approve such appointment, with the concurrence of a majority of Members present at a meeting, and shall within twelve months from the date of such appointment notify such approval to the authority by whom the appointment was made, then such appointment shall be cancelled.

5. All vacancies happening in any other offices, places, or employments than those mentioned in the said Schedule, and all other offices than those so mentioned that may hereafter be created in India may be filled up and supplied without regard to the qualifications, conditions, and restrictions prescribed by the said Act.

6. Provided always that this Act shall not apply to the office of Lieutenant-Governor of any part of Her Majesty's dominions in India, or to any offices for the supply of which provision may be made by any other Act of the present session of Parliament.

7. Section fifty-six of the said Act of the thirty-third year of King George the Third, and so much of the other sections of the said Act and of any other Act now in force as requires seniority as a condition or qualification for the appointment of civil servants to offices, places, or employments, shall be repealed.

**SCHEDULE.**

Secretaries, Junior Secretaries, and Under-Secretaries to the several Governments of India, except the Secretaries, Junior Secretaries, and Under-Secretaries in the Military, Marine and Public Works Departments.

Accountant-General.  
Civil Auditor. (a)

Sub-Treasurer. (b)

**Judicial.**

1. Civil and Sessions Judges, or Chief Judicial Officers of Districts in the Provinces now known as Regulation provinces.  
2. Additional and Assistant Judges in the said Provinces.

3. Magistrates or Chief Magisterial Officers of Districts in the said Provinces.  
4. Joint-Magistrates in the said Provinces.  
5. Assistant Magistrates or Assistant to Magistrates in the said Provinces.

**Revenue.**

1. Members of the Board of Revenue in the Presidencies of Bengal and Madras.  
2. Secretaries to the said Boards of Revenue.  
3. Commissioners of Revenue or Chief Revenue Officers of Divisions in the Provinces now known as Regulation Provinces.  
4. Collectors of Revenue or Chief Revenue Officers of Districts in the said Provinces.

5. Deputy or Subordinate Collectors where combined with the Office of Joint-Magistrate in the said Provinces.  
6. Assistant Collectors or Assistants to Collectors in the said Provinces.  
7. Salt Agents.  
8. Controller of Salt Chowkies.  
9. Commissioners of Customs, Salt and Opium.  
10. Opium Agents.

(a) Now called Comptroller-General.

(b) Now non-existent.

**APPENDIX III.**

**THE GOVERNMENT OF INDIA ACT, 1870.  
(33 Vict., Cap. 3.)**

*An Act to make better provision for making Laws and Regulations for certain parts of India, and for certain other purposes relating thereto.*

[25th March 1870.]

6. Whereas it is expedient that additional facilities should be given for the employment of natives of India, of proved merit and ability, in the civil service of Her Majesty in India:

Be it enacted, that nothing in the Government of India Act, 1858, or in the Indian Civil Service Act, 1861, or in any other Act of Parliament or other law now in force in India, shall restrain the authorities in India by whom appointments are or may be made to offices, places, and employments in the civil service of Her Majesty in India from appointing any native of India to any such office, place or employment, although such native shall not have been admitted to the said civil service of India in manner in section thirty-two of the first-mentioned Act provided, but subject to such rules as may be from time to time prescribed by the Governor-General in Council, and sanctioned by the Secretary of State in Council, with the concurrence of a majority of members present;

and that for the purpose of this Act the words "natives of India" shall include any person born and domiciled within the dominions of Her Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only;

and that it shall be lawful for the Governor-General in Council to define and limit from time to time the qualification of natives of India thus expressed; provided that every resolution made by him for such purpose shall be subject to the sanction of the Secretary of State in Council, and shall remain in force until it has been laid for thirty days before both Houses of Parliament.

Such appointment in each case to be reported to the Secretary of State.  
Certain offices may be filled up without regard to restrictions prescribed by the Act.  
So much of Act not to apply to office of Lieutenant-Governor, etc.  
So much of Act as requires seniority, etc., for appointments repealed.

Power to appoint natives of India to certain offices without certificates from the Civil Service Commissioners.  
21 & 22 Vict., c. 106, 24 & 25 Vict., c. 54.

[A—Indian Civil Service.]

## APPENDIX IV.

*Notification of the Government of India, Home Department (Establishments), No. 1198, dated Simla, the 26th August 1910.*

In exercise of the power conferred by section 6 of the Government of India Act, 1870 (33 Victoria, Chapter 3), and in supersession of the rules published in the Home Department Notification No. 2159 (Public), dated the 2nd November 1892, the Governor-General in Council has been pleased to make the following rules, which have been sanctioned by the Secretary of State in Council with the concurrence of a majority of the members present.

1. The local Government may appoint any member of the provincial civil service subordinate to it, who is a Native of India, and of proved merit and ability, to any of the offices, places, and employments ordinarily held by members of the Civil Service of His Majesty in India, to fill which it has been declared by such local Government (by notification in the official Gazette) that members of such Provincial civil service can properly be appointed.

2. The local Government may at any time appoint any Native of India of proved merit and ability to any of the offices, places, and employments specified by such local Government in any such notification as in Rule 1 is mentioned; provided that not more than one-fourth of the offices, places, and employments so specified shall at any one time be held by Natives of India not members of the Provincial civil service subordinate to the local Government; but this proviso shall not apply to or include any Native of India (not a member of a Provincial service) who has, prior to the making of these rules, been appointed under section 6 of the Government of India Act, 1870 (33 Victoria, Chapter 3), to an office, place, or employment in the Civil Service of India.

3. In addition to appointments made under Rules 1 and 2 the local Government may, whenever the exigencies of the public service render it necessary, appoint to any of the offices, places, or employments ordinarily held by members of the Civil Service of His Majesty in India, for a period not exceeding three months, any Native of India of proved merit and ability; provided that the appointment of any such officer shall not involve his transfer from another district.

4. The local Government may declare any appointment to be made on probation only, and may prescribe the terms on which it is made and the conditions with which the person appointed must comply before he can be confirmed.

5. The local Government may at any time suspend and remove any person appointed by such local Government under these rules.

A. EARLE,

Offg. Secy. to the Govt. of India.

## APPENDIX V.

*Statement showing Posts listed as open to the Provincial Civil Services.*

|   | Madras. | Bombay. | Bengal. | United Provinces. | Punjab. | Barma. | Bihar and Orissa. | Central Provinces (and Berar). | Total. |
|---|---------|---------|---------|-------------------|---------|--------|-------------------|--------------------------------|--------|
| <i>Superior Posts.</i>  |         |         |         |                   |         |        |                   |                                |        |
| Heads of districts ...  | 2       | 2       | 8       | 2                 | 2       | 2      | 5                 | 4                              | 49     |
| District and Divisional Judges.                                       | 4       | 3       |         |                   |         |        |                   |                                |        |
| Settlement Collectors ...   | ...     | ...     | ...     | ...               | 2       | 1      | ...               | ...                            | 3      |
| Sub-Collectors ...  | 2       | ...     | ...     | ...               | ...     | ...    | ...               | ...                            | 2      |
| Secretary, Board of Revenue.  | ...     | ...     | ...     | ...               | 1       | ...    | ...               | ...                            | 1      |
| Talukdari Settlement Officer  | ...     | 1       | ...     | ...               | ...     | ...    | ...               | ...                            | 1      |
| Total ...   | 8       | 6       | 8       | 7                 | 11      | 5      | 5                 | 6                              | 56     |
| <i>Inferior Posts.</i>  |         |         |         |                   |         |        |                   |                                |        |
| Secretary to Board of Revenue.  | 1       | ...     | ...     | 1                 | ...     | ...    | ...               | ...                            | 2      |
| Under-Secretary to Government.  | 1       | ...     | 1       | ...               | 1       | ...    | 1                 | ...                            | 4      |
| Joint Magistrates or Assistant Commissioners or Assistant Collectors. | 5       | 8       | 8       | 7                 | 8       | ...    | ...               | 2                              | 33     |
| Assistant Judges  | ...     | 3       | ...     | ...               | ...     | ...    | ...               | ...                            | 3      |
| Small Cause Court Judges  | ...     | ...     | ...     | 2                 | ...     | ...    | ...               | ...                            | 2      |
| Assistant Settlement Officers   | ...     | ...     | ...     | 2                 | ...     | ...    | ...               | ...                            | 2      |
| Assistant to Director of Land Records.                                | ...     | ...     | ...     | 1                 | ...     | ...    | ...               | ...                            | 1      |
| Total ...   | 7       | 11      | 9       | 13                | 4       | ...    | 1                 | 2                              | 47     |
| GRAND TOTAL SUPERIOR AND INFERIOR.                                    | 15      | 17      | 17      | 20                | 15      | 5      | 6                 | 8                              | 103    |

## A.—Indian Civil Service.]

## APPENDIX VI.

| FINAL EXAMINATION OF 1891 WHEN THE PERIOD OF PROBATION WAS TWO YEARS.   |        | FINAL EXAMINATION OF 1912 WHEN THE PERIOD OF PROBATION WAS ONE YEAR.                     |        |
|---|--------|--|--------|
| Subjects (a).   | Marks. | Subjects.  | Marks. |
| 1. *Classical languages of India—   |        | <i>Compulsory</i> —  |        |
| Sanskrit ... ..   | 500    | 1. The principal Vernacular language of the Province to which the candidate is assigned. | 400    |
| Arabic ... ..   | 400    | 2. Indian History ... ..   | 400    |
| Persian ... ..  | 400    | 3. Indian Penal Code ... ..  | 400    |
| 2. †Vernacular languages of India (excepting Hindustani when taken up by Madras candidates and Gujrati) each. | 400    | 4. Code of Criminal Procedure ... ..   | 200    |
| 3. The History and Geography of India   | 350    | 5. The Indian Evidence Act ... ..  | 200    |
| 4. ‡Law .. ..   | 1,250  | <i>Optional</i> .—(Not more than one of the following subjects.)                         |        |
| 5. Political Economy ... ..   | 350    | 1. §Sanskrit ... ..  | 400    |
|   |        | 2. §Arabic ... ..  | 400    |
|   |        | 3. Persian ... ..  | 400    |
|   |        | 4. Hindustani (for candidates assigned to the Province of Burma only).                   | 400    |
|   |        | 5. Hindu and Muhammadan Law...   | 450    |

(a) In addition to the above, candidates were permitted to take up any one of the following branches of Natural Science, viz., Agricultural chemistry, botany, geology and zoology, for which 350 marks were allowed.

\* One or more of these subjects could be taken.

† One of the languages prescribed for the candidates' Presidency or Province.

‡ The course of reading in law included—

- (1) General Jurisprudence—  
Blackstone's Commentaries.  
Austin's Jurisprudence.  
The Institutes of Justinian.  
Maine's Ancient Law.  
Mackenzie's Studies in Roman Law.  
Benham's Theory of Legislation.
- (2) Law of Evidence—  
The Indian Evidence Act.  
Pitt Taylor's Treatise on the Law of Evidence.

- (3) Law of India—  
The Code of Civil Procedure.  
The Indian Penal Code.  
The Code of Criminal Procedure.  
The Indian Law of Contracts.  
The Intestate and Testamentary Succession Act.  
Hindu Law.  
Muhammadan Law.

20th Report  
His Majesty's  
Civil Service  
Commissioners, pag  
523-5.

Simultaneously, the candidates attended courts and supplied the following detailed reports, with an analysis and notes in each case:—

- First Periodical Examination ... Seven reports of police court cases of a stipendiary Magistrate, embracing cases in which the magistrate exercised final jurisdiction and cases which he committed for trial.  
Four civil cases of a county court in which the parties were represented by counsel.  
One separate report of the whole business, of whatever kind, transacted in a police court during one day.
- Second Periodical Examination ... Five reports of Civil actions in the superior courts of London in which the defendant was represented by counsel.  
Five reports of cases decided in the Central Criminal Court in which the prisoner was represented by counsel.
- Third Periodical Examination ... Three reports of civil cases of importance tried before special juries in the Superior Courts of London.  
Three reports of criminal cases of importance tried before juries in the Central Criminal Court and selected for some special quality such as the gravity of the offence, the nature of the evidence produced, the number of the prisoners, etc.
- Final Examination ... One report of the investigation before a London police magistrate of a grave criminal charge ending in committal.  
One report of the whole business, of whatever kind, transacted in a London police court in one day.  
Two reports of important civil cases tried by a special jury in London.  
One report of a case heard in the Judicial Committee of the Privy Council on appeal from India.

§ These subjects cannot be offered by any candidate who has offered them at the open competition.

## [A.—Indian Civil Service.]

## APPENDIX VII.

## AA.

STATEMENT showing the CADRE and STRENGTH of the INDIAN CIVIL SERVICE for INDIA as a whole and by PRESIDENCIES or PROVINCES, as sanctioned on 1st July 1918, together with the number of posts listed as open to the Provincial Service in accordance with the terms of the rules made under the provisions of Section 6 of the Government of India Act, 1920 (33 Vict., Cap. 3).

|  | Madras. | Bombay. | Bengal. | United<br>Provinces. | Punjab. | Burma.                      | Bihar<br>and<br>Orissa. | Central<br>Provinces. | Assam. | Total.                     |
|--|---------|---------|---------|----------------------|---------|-----------------------------|-------------------------|-----------------------|--------|----------------------------|
| (1) No. of "Superior" posts, i.e., posts carrying a salary of over Rs. 1,000 a month in the Presidency or Province.                      | 87      | 84      | 90      | 111                  | 80      | 83                          | 64                      | 51                    | 23     | 663                        |
| (2) Deduct for posts listed as open to Provincial Service.   | 8       | 6       | 8       | 7                    | 11      | 5                           | 5                       | 6                     | ...    | 56                         |
| (3) Add for posts under the Government of India (a).   | 8       | 8       | 8       | 10                   | 7       | 16                          | 6                       | ...                   | 2      | 58                         |
| (4) Balance number of "Superior" posts.  | 87      | 86      | 90      | 114                  | 76      | 84                          | 54                      | 49                    | 24     | 664                        |
| (5) Add 4 per cent. for temporary posts and for deputation. [N.B.—For such posts additions are made in the lowest grade of assistants.]  | 3       | 3       | 4       | 5                    | 3       | 3                           | 2                       | 2                     | 1      | 26                         |
| (6) Total number of "Superior" posts on which recruitment is based.  | 90      | 89      | 94      | 119                  | 79      | 87                          | 56                      | 51                    | 25     | 690                        |
| (7) Add "Inferior" posts, i.e., posts above the lowest grade of assistants, but below the "Superior" posts, at 89 per cent. of line (6). | 35      | 35      | 37      | 46                   | 31      | 34                          | 22                      | 20                    | 9      | 269                        |
| (8) Add leave reserve at 40 per cent. of line (6).   | 36      | 36½     | 37½     | 47½                  | 32      | 35                          | 22½                     | 20                    | 10     | 275                        |
| (9) Add training reserve at 15·5 of line (6).  | 14      | 13½     | 14½     | 18½                  | 12      | 13                          | 8½                      | 8                     | 4      | 106                        |
| (10) Strength of service required at 194·5 per cent. of line (6).  | 175     | 173     | 183     | 231                  | 154     | 169                         | 109                     | 99                    | 48     | 1,341                      |
| (11) Rate of recruitment at 4·17 per cent. of strength shown in line (10).   | 7·3     | 7·2     | 7·6     | 9·6                  | 6·4     | 5·8 Civil.<br>1·7 Military. | 4·5                     | 4·1                   | 2·0    | 54 Civil.<br>1·7 Military. |

(a) The figures under this line are fixed arbitrarily from time to time for purposes of recruitment, and are not intended to limit or guarantee the number of posts under the Government of India, which may at any time be filled from a particular Province.

## A.—Indian Civil Service.]

APPENDIX VII.—*contd.*

## LIST A.

## MADRAS.

*Superior Posts in Order of Pay.*

| Number.       | Designation.   | Pay of each.    |
|---------------|--|-----------------|
|               |  | Rs.             |
| 2             | Members of Council ... ..  | 5,333½          |
| 2             | High Court Judges ... ..   | 4,000           |
| 1             | Member, Board of Revenue ... ..  | 3,750           |
| 1             | Chief Secretary ... ..   | 3,750           |
| 1             | Member, Board of Revenue ... ..  | 3,500           |
| 1             | Secretary, Revenue Department ... ..   | 3,125           |
| 2             | Members, Board of Revenue ... ..   | 3,000           |
| 2             | District and Sessions Judges, first grade ... ..   | 3,000           |
| 1             | Inspector-General of Police ... ..   | 2,500—100—3,000 |
| 1             | Resident, Travancore ... ..  | 2,800           |
| 7             | District and Sessions Judges, second grade ... ..  | 2,500           |
| 1             | Secretary, Municipal (Local) Department ... ..   | 2,500           |
| (a) 7         | Collectors, first grade ... ..   | 2,500           |
| 7             | District and Sessions Judges, third grade ... ..   | 2,250           |
| (a) 14        | Collectors, second grade ... ..  | 2,250           |
| 6             | District and Sessions Judges, fourth grade ... ..  | 2,000           |
| 1             | Commissioner of Coorg ... ..   | 1,800—2,000     |
| (a) 6         | Collectors, third grade ... ..   | 1,800           |
| 1             | Secretary to Commissioner of Land Revenue ... ..   | 1,500—1,800     |
| 1             | Secretary to Commissioner, Salt and Abkari Revenue ... ..  | 1,500—1,800     |
| 1             | Registrar, High Court ... ..   | 1,500—1,800     |
| 1             | Private Secretary ... ..   | 1,500           |
| (b) 20        | Sub-Collectors and Joint Magistrates, first grade ... ..   | 1,200           |
| Total ... 87  |  |                 |
| Deduct ... —8 | For posts listed as open to the Provincial Service.  |                 |
| Add ... +8    | Do. under the Government of India.   |                 |
| Balance 87    |  |                 |
|               | <i>Inferior posts, i.e., posts above the lowest grade of assistants, but below the "superior" posts in order of pay.</i> |                 |
| 3             | Under-Secretaries ... ..   | 1,000           |
| 16            | Joint Magistrates, second grade ... ..   | 900             |
| 16            | Ditto, third grade ... ..  | 700             |
| Total ... 35  |  |                 |
|               | <i>Reserve posts, i.e., Assistant Collectors.</i>  | 400—500         |
| 3             | Reserve for temporary posts and for deputations.   |                 |
| 36            | Leave reserve.   |                 |
| 14            | Training reserve.  |                 |
| Total ... 53  |  |                 |

(a) Includes Collector of Madras, Director of Agriculture, and Registrar of Co-operative Credit Societies.

(b) Includes Deputy Commissioner of Salt and Abkari, and Director of Land Records.

[A.—Indian Civil Service.

APPENDIX VII.—*contd.*

LIST B.

BOMBAY (INCLUDING SIND).

*Superior Posts in Order of Pay.*

| Number.      | Designation.   | Pay of each.  |
|--------------|--|---|
|              |  | Rs.   |
| 2            | Members of Council ... ..  | 5,833½  |
| 3            | High Court Judges ... ..   | 4,000   |
| 1            | Chief Secretary ... ..   | 3,750   |
| 1            | Commissioner in Sind ... ..  | 3,750   |
| 3            | Commissioners ... ..   | 3,500   |
| 1            | Secretary ... ..   | 3,125   |
| 1            | Commissioner of Customs, Salt, Opium, etc. ... ..  | 3,000   |
| 1            | Municipal Commissioner, Bombay ... ..  | 3,000   |
| 1            | Judicial Commissioner, Sind ... ..   | 3,000   |
| 1            | Inspector-General of Police ... ..   | 2,500—100—3,000   |
| 1            | Additional Judicial Commissioner ... ..  | 2,750   |
| (a) 3        | District and Sessions Judges, first grade ... ..   | 2,500   |
| 1            | Secretary ... ..   | 2,500   |
| 6            | District and Sessions Judges, second grade ... ..  | 2,325   |
| 13           | Senior Collectors ... ..   | 2,325   |
| 1            | Commissioner of Settlement and Director, Land Records ... ..   | Salary of grade <i>plus</i> a local allowance of Rs. 250.   |
| 9            | District and Sessions Judges, third grade ... ..   | 1,800   |
| (b) 15       | Junior Collectors ... ..   | 1,800   |
| 1            | Registrar, High Court ... ..   | 1,700   |
| 1            | Private Secretary ... ..   | 1,500   |
| 1            | Deputy Commissioner, Upper Sind Frontier ... ..  | 1,200   |
|              |  | { Local allowance of Rs. 300.                               |
| 3            | Political appointments ... ..  | .....   |
| 1            | Assistant Remembrancer of Legal Affairs ... ..   | 1,250—50—1,500  |
| 2            | Under-Secretaries ... ..   | 1,250   |
| 1            | Talukdari Settlement Officer ... ..  | 1,100   |
| 1            | Assistant to Commissioner in Sind ... ..   | 1,100   |
|              |  | { Local allowance of Rs. 100.                               |
| 1            | Manager, Sind Encumbered Estates ... ..  | Salary of grade <i>plus</i> special allowance of Rs. 200.   |
| 2            | Superintendents of Land Records ... ..   | { Salary of grade <i>plus</i> special allowance of Rs. 150. |
| 1            | Registrar, Co-operative Credit Societies ... ..  | { special allowance of Rs. 150.                             |
| 5            | Assistant Collectors, first grade ... ..   | 900 (c)   |
| Total ... 84 |  |   |
| Deduct — 6   | For posts listed as open to the Provincial Service.  |   |
| Add + 8      | Do. under the Government of India.   |   |
| Balance 86   |  |   |
|              | <i>Inferior posts, i.e., posts above the lowest grade of assistants, but below the "superior" posts in order of pay.</i> |   |
| 17           | Assistant Collectors, first grade ... ..   | 900   |
| 18           | Ditto, second grade ... ..   | 700   |
| Total ... 35 |  |   |
|              | <i>Reserve posts, i.e., Assistant Collectors.</i>  |   |
| 3            | Reserve for temporary posts and for deputations.   | 400—500   |
| 85½          | Leave reserve.   |   |
| 13½          | Training reserve.  |   |
| Total ... 52 |  |   |

(c) Includes Remembrancer of Legal Affairs.

[A—Indian Civil Service.]

APPENDIX VII.—*contd.*

## LIST C.

## BENGAL.

*Superior Posts in Order of Pay.*

| Number.      | Designation.   | Pay of each.    |
|--------------|--|-----------------|
|              |  | Rs.             |
| 2            | Members of Council ... ..  | 5,333½          |
| 4            | High Court Judges ... ..   | 4,000           |
| 1            | Member, Board of Revenue ... ..  | 3,750           |
| 1            | Chairman, Calcutta Corporation ... ..  | 3,500           |
| 1            | Chief Secretary ... ..   | 3,333½          |
| (a) 3        | District and Sessions Judges, first grade ... ..   | 3,000           |
| 1            | Chairman of the Calcutta Improvement Trust ... ..  | 3,000           |
| 5            | Commissioners ... ..   | 2,916½          |
| 1            | Inspector-General of Police ... ..   | 2,500—100—3,000 |
| 2            | Secretaries ... ..   | 2,750           |
| (a) 13       | District and Sessions Judges, second grade ... ..  | 2,500           |
| (b) 12       | Magistrates and Collectors, first grade ... ..   | 2,250           |
| (a) 14       | District and Sessions Judges, third grade ... ..   | 2,000           |
| (b) 13       | Magistrates and Collectors, second grade ... ..  | 1,800           |
| 1            | Registrar, High Court ... ..   | 1,700           |
| (b) 14       | Magistrates and Collectors, third grade ... ..   | 1,500           |
| 1            | Private Secretary to His Excellency the Governor ... ..  | 1,500           |
| 1            | Deputy Chairman, Calcutta Corporation ... ..   | 1,500           |
| Total ... 90 |  |                 |
| Deduct — 8   | For posts listed as open to the Provincial Service.  |                 |
| Add + 8      | Do. under the Government of India.   |                 |
| Balance 90   |  |                 |
|              | <i>Inferior posts (i.e., posts above the lowest grade of assistants, but below the "superior" posts in order of pay excluding one listed Under-Secretaryship).</i> |                 |
| 2            | Under-Secretaries ... ..   | 1,000           |
| 17           | Joint Magistrates ... ..   | 900             |
| 17           | Ditto ... ..   | 700             |
| Total ... 36 |  |                 |
|              | <i>Reserve posts, i.e., Assistant Magistrates.</i>   | 400—500         |
| 4            | Reserve for temporary appointments and deputations.  |                 |
| 37½          | Leave reserve.   |                 |
| 14½          | Training reserve.  |                 |
| Total ... 56 |  |                 |

(a) Includes Superintendent and Remembrancer of Legal Affairs and three District and Sessions Judges for Assam.  
 (b) Includes Commissioner of Excise, Director of Land Records, Director of Agriculture, two Secretaries to the Board of Revenue, Registrar of Co-operative Credit Societies, three Settlement Officers and four Additional Magistrates for Dacca, Midnapore, Bakarganj and Mynensingh.

[A.—Indian Civil Service.

APPENDIX VII.—contd.

LIST D.

UNITED PROVINCES.

Superior Posts in Order of Pay.

| Number.       | Designation.   | Pay of each.  |
|---------------|--|---|
|               |  | Rs.   |
| 1             | Lieutenant-Governor ... ..   | 8,333½  |
| 3             | High Court Judges ... ..   | 4,000   |
| 1             | Judicial Commissioner ... ..   | 3,500   |
| 2             | Members, Board of Revenue ... ..   | 3,500   |
| 1             | Additional Judicial Commissioner ... ..  | 3,333½  |
| 1             | Chief Secretary ... ..   | 3,000   |
| 2             | District and Sessions Judges, first grade ... ..   | 3,000   |
| 9             | Commissioners ... ..   | 2,916½  |
| 1             | Inspector-General of Police ... ..   | 2,500—100—3,000   |
| 1             | Opium Agent ... ..   | 2,500—100—3,000   |
| 1             | Commissioner, Kumaun ... ..  | 2,500   |
| (a) 7         | District and Sessions Judges, second grade ... ..  | 2,500   |
| (b) 19        | Magistrates and Collectors, first grade ... ..   | 2,250   |
| (a) 6         | District and Sessions Judges, third grade ... ..   | 2,250   |
| 10            | District and Sessions Judges, fourth grade ... ..  | 1,833½  |
| (b) 17        | Magistrates and Collectors, second grade ... ..  | 1,833½  |
| 4             | Deputy Commissioners, first grade ... ..   | 1,833½  |
| 3             | District and Sessions Judges, fifth grade ... ..   | 1,666½  |
| (b) 10        | Deputy Commissioners, second grade ... ..  | 1,666½  |
| 1             | Registrar, High Court ... ..   | 1,600   |
| 4             | Settlement Officers ... ..   | } Salary of grade<br>plus special<br>allowance of<br>Rs. 150. |
| 1             | Deputy Director of Land Records ... ..   |   |
| 1             | Registrar, Co-operative Credit Societies ... ..  |   |
| 1             | Superintendent, Dehra Dun ... ..   | 1,500   |
| 1             | Deputy Commissioner, Naini Tal ... ..  | 1,500   |
| 1             | Assistant Judge ... ..   | 1,100   |
| 2             | Deputy Commissioners of Garhwal and Almora ... ..  | 1,000   |
| Total ... 111 |  |   |
| Deduct — 7    | For posts listed as open to the Provincial Service   |   |
| Add +10       | Do. under the Government of India.   |   |
| Balance 114   |  |   |
|               | <i>Inferior posts, i.e., posts above the lowest grade of assistants, but below the "superior" posts in order of pay.</i> |   |
| 2             | Under-Secretaries ... ..   | 1,000   |
| 1             | Under-Secretary ... ..   | 800   |
| 1             | City Magistrate, Lucknow ... ..  | 1,000   |
| 14            | Joint Magistrates, first grade ... ..  | 1,000   |
| 6             | Assistant Commissioners, first grade ... ..  | 800   |
| 1             | Assistant Judge ... ..   | 800   |
| 20            | Joint Magistrates, second grade ... ..   | 700   |
| 1             | Registrar, Judicial Commissioner's Court ... ..  | Salary of grade.  |
| Total ... 46  |  |   |
|               | <i>Reserve posts, i.e., Assistant Collectors.</i>  | 400—500   |
| 5             | Reserve for temporary posts and for deputations.   |   |
| 47½           | Leave reserve.   |   |
| 18½           | Training reserve.  |   |
| Total ... 71  |  |   |

(a) Includes the Legal Bembrancer.  
 (b) Includes two Secretaries in the Board of Revenue, Judicial and Financial Secretaries to Government, Director of Land Records and Agriculture and Commissioner of Excise.



## A.—Indian Civil Service.]

## APPENDIX VII.—contd.

## LIST E.

## PUNJAB (EXCLUDING THE NORTH-WEST FRONTIER PROVINCE).

*Superior Posts in Order of Pay.*

| Number.      | Designation.  | Pay of each.   |
|--------------|---|--|
|              |   | Rs.  |
| 1            | Lieutenant-Governor   | 8,333½   |
| 1            | Chief Judge, Chief Court  | 4,000  |
| 2            | Judges, Chief Court   | 3,500  |
| 2            | Financial Commissioners   | 3,500  |
| 1            | Chief Secretary   | 3,000  |
| 6            | Commissioners   | 2,750  |
| 2            | Divisional Judges, 1st grade  | 2,750  |
| 3            | Divisional Judges, 2nd grade  | 2,500  |
| 6            | Divisional Judges, 3rd grade  | 2,250  |
| (a) 10       | Deputy Commissioners, 1st grade   | 2,250  |
| 6            | Divisional Judges, 4th grade  | 1,800  |
| (a) 11       | Deputy Commissioners, 2nd grade   | 1,800  |
| 8            | District Judges   | 1,500  |
| (a) 13       | Deputy Commissioners, 3rd grade   | 1,500  |
| 6            | Settlement Officers   | 1,500  |
| 1            | Registrar, Co-operative Credit Societies  | 1,500  |
|              |   | } Salary of grade<br>plus special<br>allowance of<br>Rs. 150.                  |
| 1            | Senior Secretary to Financial Commissioners   | Salary of grade, subject to a minimum of Rs. 1,200 and a maximum of Rs. 1,800. |
| 1            | Junior Secretary to Financial Commissioners   | Salary of grade, subject to a maximum of Rs. 1,500 and a minimum of Rs. 1,000. |
| 1            | Registrar, Chief Court  | 1,250  |
| Total .. 80  |   |  |
| Deduct — 11  | For posts listed as open to the Provincial Service.   |  |
| Add + 7      | Do. under the Government of India.  |  |
| Balance 76   |   |  |
|              | <i>Inferior posts, i.e., posts above the lowest grade of assistants, but below the "superior" posts in order of pay (excluding one Under-Secretaryship listed).</i> |  |
| 2            | Under Secretaries   | 1,000  |
| 14           | Assistant Commissioners, 1st grade  | 900  |
| 15           | Ditto, 2nd grade  | 700  |
| Total ... 31 |   |  |
|              | <i>Reserve posts, i.e., Assistant Commissioners of the lowest grade.</i>  | 400—500  |
| 3            | Reserve for temporary posts and for deputations.  |  |
| 32           | Leave reserve.  |  |
| 12           | Training reserve.   |  |
| Total ... 47 |   |  |

(a) Includes two Secretaries of Government, Director of Land Records, Director of Agriculture and Political Agent in the Pothohar States.

APPENDIX VII.—*contd.*

## LIST F.

## BURMA.

*Superior Posts in Order of Pay.*

| Number.     | Designation.   | Pay of each.   |
|-------------|--|--|
|             |  | Rs.  |
| 1           | Lieutenant-Governor ... ..   | 8,333½   |
| 1           | Chief Judge, Chief Court ... ..  | 4,000  |
| 1           | Judge, Chief Court ... ..  | 3,500  |
| 1           | Judicial Commissioner, Upper Burma ... ..  | 3,500  |
| 1           | Financial Commissioner ... ..  | 3,500  |
| 1           | Chief Secretary to Government ... ..   | 3,000  |
| 8           | Commissioners of Divisions ... ..  | 2,750  |
| 1           | Commissioner of Settlements and Director of Land Records.  | 2,750  |
| 2           | Divisional Judges, 1st grade ... ..  | 2,750  |
| 1           | President, Rangoon Municipality ... ..   | 2,500 (a)  |
| 1           | Director of Agriculture ... ..   | 2,400 (a)  |
| 2           | Divisional Judges, 2nd grade ... ..  | 2,250  |
| (c) 12      | Deputy Commissioner, 1st grade ... ..  | 2,250  |
| 1           | Revenue Secretary to Government ... ..   | 2,250 (b)  |
| 1           | Secretary to Government ... ..   | 2,250 (b)  |
| 2           | Divisional Judges, 3rd grade ... ..  | 1,800  |
| (c) 13      | Deputy Commissioners, 2nd grade ... ..   | 1,800  |
| 8           | District Judges ... ..   | 1,500  |
| (c) 15      | Deputy Commissioners, 3rd grade ... ..   | 1,500  |
| 1           | Deputy Director of Land Records ... ..   | 1,600 (b)  |
| 1           | Secretary to Financial Commissioner ... ..   | 1,500 (b)  |
| 1           | Registrar, Chief Court ... ..  | 1,400 (b)  |
| 6           | Settlement Officers ... ..   | } Salary of grade plus special allowance of Rs. 150. |
| 1           | Registrar, Co-operative Credit Societies ... ..  |  |
| Total ...   | 83   |  |
| Deduct ...  | -5   | For posts listed as open to the Provincial Service.  |
| Add ...     | +6   | For posts under the Government of India.             |
| Balance ... | 84   |  |
|             | <i>Inferior posts, i.e., posts above the lowest grade of assistants, but below the "superior" posts in order of pay.</i> |  |
| 11          | Assistant Commissioners, 1st grade ... ..  | 1,000  |
| 13          | Assistant Commissioners, 2nd grade ... ..  | 700  |
| 10          | Assistant Commissioners, 3rd grade ... ..  | 600  |
| Total ...   | 34   |  |
|             | <i>Reserve posts, i.e., Assistant Commissioners of the 4th grade.</i>  |  |
| 3           | Reserve for temporary posts and for deputations.   | 450—500  |
| 35          | Leave reserve.   |  |
| 13          | Training reserve.  |  |
| Total ...   | 51   |  |

(a) Maximum salary, including a local allowance of Rs. 250 a month.

(b) Maximum salary including a local allowance of Rs. 400, Rs. 300, Rs. 200, Rs. 200 and Rs. 200, respectively.

(c) Includes Superintendent of Shan States, Collector of Rangoon and Commissioner of Excise, the latter officer drawing the salary of grade plus a local allowance of Rs. 250, without a maximum.

(d) Maximum salary including a local allowance of Rs. 150 a month.

## A.—Indian Civil Service.]

APPENDIX VII.—*contd.*

## LIST G.

## BIHAR AND ORISSA.

*Superior Posts in Order of Pay.*

| Number.       | Designation.   | Pay of each.    |
|---------------|--|-----------------|
|               |  | Rs.             |
| 1             | Lieutenant-Governor ... ..   | 8,333½          |
| 2             | Members of Council ... ..  | 5,000           |
| 2             | High Court Judges ... ..   | 4,000           |
| 1             | Member, Board of Revenue ... ..  | 3,500           |
| 1             | Chief Secretary ... ..   | 3,000           |
| (a) 2         | District and Sessions Judges, 1st grade ... ..   | 3,000           |
| 5             | Commissioners ... ..   | 2,916½          |
| 1             | Inspector-General of Police ... ..   | 2,500—100—3,000 |
| (a) 5         | District and Sessions Judges, 2nd grade ... ..   | 2,500           |
| (b) 9         | Magistrates and Collectors, 1st grade ... ..   | 2,250           |
| (a) 5         | District and Sessions Judges, 3rd grade ... ..   | 2,000           |
| (b) 10        | Magistrate and Collectors, 2nd grade ... ..  | 1,800           |
| (b) 10        | Ditto, 3rd grade ... ..  | 1,500           |
| Total ... 54  |  |                 |
| Deduct — 5    | For posts listed as open to the Provincial Service.  |                 |
| Add + 5       | Do. under the Government of India.   |                 |
| Balance... 54 | On which recruitment is based.   |                 |
|               | <i>Inferior posts, i.e., posts above the lowest grade of assistants but below the "superior" posts (including one listed Under-Secretary) in order of pay.</i> |                 |
| 2             | Under-Secretaries ... ..   | 1,000           |
| 10            | Joint Magistrates, 1st grade ... ..  | 900             |
| 10            | Ditto, 2nd grade ... ..  | 700             |
| Total ... 22  |  |                 |
|               | <i>Reserve posts, i.e., Assistant Magistrates.</i>   | 400—500         |
| 2             | Reserve for temporary posts and for deputations.   |                 |
| 22½           | Leave reserve.   |                 |
| 8½            | Training reserve.  |                 |
| Total ... 33  |  |                 |

(a) Includes Superintendent and Remembrancer of Legal Affairs and Judicial Commissioner, Chota Nagpur.

(b) Includes two Secretaries to Government, and Directors of Land Records and Agriculture, Commissioner of Excise, Registrar of Co-operative Credit Societies, two Settlement Officers and Political Officer, Orissa.

## APPENDIX VII.—contd.

## LIST H.

## CENTRAL PROVINCES AND BERAR.

*Superior Posts in Order of Pay.*

| Number.   | Designation.                                    | Pay of each.  |
|---|---|---|
| <i>Central Provinces.</i>   |   | Rs.   |
| 1   | Chief Commissioner ... ..                       | 5,166½  |
| 1   | Financial Commissioner ... ..                   | 3,500   |
| 1   | Judicial Commissioner ... ..                    | 3,500   |
| 1   | Additional Judicial Commissioner ... ..         | 3,000   |
| 1   | Second Additional Judicial Commissioner ... ..  | 2,750   |
| 3   | Commissioners ... ..                            | 2,750   |
| 2   | Ditto ... ..                                    | 2,500   |
| 1   | Senior Divisional Judge ... ..                  | 2,500   |
| (a) 8   | Deputy Commissioners, 1st class ... ..          | 2,250   |
| (a) 12  | Ditto, 2nd class ... ..                         | 1,800   |
| (a) 14  | Ditto, 3rd class ... ..                         | 1,500   |
| 4   | Settlement Officers ... ..                      | } Salary of grade <i>plus</i><br>special allowance<br>of Rs. 150. |
| 1   | Director of Agriculture ... ..                  |   |
| 1   | Registrar, Co-operative Credit Societies ... .. |   |
| Total ...   | 51  |   |
| Deduct  | — 6   | For posts listed as open to the Provincial Service.               |
| Add   | + 4   | Do. under the Government of India.                                |
| Balance ...   | 49  |   |
| <i>Inferior posts, i.e., posts above the lowest grade of assistants, but below the "superior" posts in order of pay.</i>        |   | Rs.   |
| 6   | Assistant Commissioners, 1st grade ... ..       | 900   |
| 13  | Ditto, 2nd grade ... ..                         | 700   |
| Total ...   | 19  |   |
| NOTE.—There is a defect of one post. It has recently been proposed to correct the defect and to grade the 20 posts as follows:— |   |   |
| 10  | Assistant Commissioners, 1st grade ... ..       | 900   |
| 10  | Ditto, 2nd grade ... ..                         | 700   |
| Total ...   | 20  |   |
| <i>Reserve posts, i.e., Assistant Commissioners of the lowest grade.</i>  |   | 400-500   |
| 2   | Reserve for temporary post and for deputations. |   |
| 20  | Leave reserve.                                  |   |
| 8   | Training reserve.                               |   |
| Total ...   | 30  |   |

(a) Includes Chief Secretary, Secretary, Political Agent of Chhattisgarh, Commissioner of Excise, Commissioner of Settlement, three Divisional Judges, Inspector-General of Police, and two District and Sessions Judges, and one Secretary to the Chief Commissioner. The Inspector-General of Police draws a local allowance of Rs. 450, subject to a maximum salary of Rs. 2,500 a month.

## A.—Indian Civil Service.]

APPENDIX VII.—*contd.*

## LIST I.

## ASSAM.

*Superior Posts in Order of Pay.*

| Number.        | Designation.   | Pay of each. |
|----------------|--|--------------|
|                |  | Rs.          |
| 1              | Chief Commissioner ... ..  | 5,166½       |
| 2              | Commissioners ... ..   | 2,750        |
| (a) 6          | Deputy Commissioners, 1st grade ... ..   | 2,250        |
| (a) 7          | Ditto, 2nd grade ... ..  | 1,800        |
| (a) 6          | Ditto, 3rd grade ... ..  | 1,500        |
| Total ... 22   |  |              |
| Deduct ... Nil | For posts listed as open to the Provincial Service.  |              |
| Add ... + 2    | Do. under the Government of India.   |              |
| Balance ... 24 |  |              |
|                | <i>Inferior posts, i.e., posts above the lowest grade of assistants, but below the "superior" posts in order of pay.</i> |              |
| 2              | Under-Secretaries ... ..   | 1,000        |
| 4              | Joint Magistrates, 1st grade ... ..  | 900          |
| 3              | Ditto, 2nd grade ... ..  | 700          |
| Total ... 9    |  |              |
|                | <i>Reserve posts, i.e., Assistant Magistrates.</i>   | 400—500      |
| 1              | Reserve for temporary posts and for deputations.   |              |
| 10             | Leave reserve.   |              |
| 4              | Training reserve.  |              |
| Total 15       |  |              |

(c) Includes Superintendent of Lushai Hills; Commissioner of Excise, Inspector-General of Registration and Registrar of Co-operativ Credit Societies; Director of Land Records and Agriculture; two Secretaries to the Chief Commissioner; Inspector-General of Police; one Settlement Officer, and Political Agent, Manipur.

## LIST J.

*Superior Posts under the Government of India.*

| Number. | Designation.                                    | Pay of each. |
|---------|---|--------------|
|         |   | Rs.          |
| 3       | Members of Council ... ..                       | 6,666½       |
|         | Home Department—                                |              |
| 1       | Secretary ... ..                                | 4,000        |
| 1       | Deputy Secretary ... ..                         | 2,000        |
| 1       | Director, Criminal Intelligence ... ..          | 3,000        |
| 1       | Superintendent of Port Blair ... ..             | 2,500—3,000  |
|         | Finance Department—                             |              |
| 1       | Secretary ... ..                                | 4,000        |
| 1       | Joint Secretary ... ..                          | 3,000        |
| 1       | Deputy Secretary ... ..                         | 2,250        |
| 1       | Comptroller and Auditor-General ... ..          | 3,500—4,000  |
| 3       | Accountants-General ... ..                      | 2,250—2,750  |
| 3       | Officers of the India Finance Department ... .. | 1,100—1,800  |

## [A.—Indian Civil Service.]

APPENDIX VII.—*concl.*LIST J.—*concl.*

| Number.   | Designation.                                     | Pay of each.                                    |
|-----------|--|---|
|           | Foreign Department—                              | Rs.   |
| 1         | Secretary ... ..                                 | 4,000   |
| 1         | Deputy Secretary ... ..                          | 2,250   |
| 28        | Political Officers ... ..                        | 1,100—4,000                                     |
|           | Legislative Department—                          |   |
| 1         | Secretary or Deputy Secretary ... ..             | 3,000—3,500 or<br>2,000                         |
|           | Department of Revenue and Agriculture—           |   |
| 1         | Secretary ... ..                                 | 4,000   |
|           | Department of Commerce and Industry—             |   |
| 1         | Secretary ... ..                                 | 4,000   |
| 1         | Director-General of Posts and Telegraphs ... ..  | 3,000—3,500                                     |
| 4         | Postmasters-General ... ..                       | 1,500—1,750 or<br>1,750—2,000 or<br>2,250—2,500 |
| 1         | Commissioner, Northern India Salt Revenue ... .. | 2,500   |
| 1         | Inspector-General of Excise and Salt ... ..      | 3,000   |
| 3         | Collectors of Customs ... ..                     | 2,050—2,500                                     |
| 2         | Assistant Collectors of Customs ... ..           | 1,150—1,400                                     |
|           | Department of Education—                         |   |
| 1         | Secretary ... ..                                 | 3,000   |
| Total ... | 58   |   |

## BB.

STATEMENT showing for INDIA as a whole and by PRESIDENCIES and PROVINCES the actual strength of the INDIAN CIVIL SERVICE CADRE, as it stood on 1st July 1912, compared with the strength at which it should have stood on the same date in accordance with the sanctioned calculations.

| Provinces.               | Sanctioned strength. | Actual strength on 1st July 1912.                  | Number of officers over (+) or under (-) strength. |
|--------------------------|----------------------|--|--|
| 1                        | 2                    | 3  | 4  |
| Madras ... ..            | 175                  | 173  | - 2  |
| Bombay ... ..            | 173                  | 176 (a)  | + 3  |
| Bengal ... ..            | 183                  | 174 (b)  | - 9  |
| United Provinces ... ..  | 231                  | 237 (c)  | + 6  |
| Punjab ... ..            | 154                  | Civilians 162 (d) ... ..<br>Military 29 (e) ... .. | 191<br>+ 37  |
| Burma ... ..             | 169                  | Civilians 126 ... ..<br>Military 49 ... ..         | 175<br>+ 6   |
| Bihar and Orissa ... ..  | 109                  | 107 (f)  | - 2  |
| Central Provinces ... .. | 99                   | 104 (g)  | + 5  |
| Assam ... ..             | 48                   | Civilians 39 ... ..<br>Military 9 ... ..           | 48<br>...  |
| Total ... ..             | 1,341                | 1,385  | + 44   |

(a) Excluding Sir B. Robertson, who permanently belongs to the Central Provinces, where he has been included, but including Mr. H. C. Miles of the Sand Commission.

(b) Excluding Messrs. Nathan and Hallet, who have been temporarily lent by Bihar and Orissa to Bengal and have been included in the Bihar and Orissa cadre.

(c) Including Sir H. Butler, who has not been numbered in the Civil List, but excluding Messrs. W. Alder and T. K. Johnston, who have been temporarily transferred to, and included in the Bengal cadre.

(d) Including Messrs. O'Dwyer, Lorimer, Barton, Grant, Rennie, Johnston, Glancy, Fipon, Bolton, Fears, Jelf, Howell, Bill, Copeland, Fraser, Fitzpatrick, Latham, serving in the Political Department under the Government of India in the North-West Frontier Province, and Messrs. Bray and Carter, also serving under the Government of India in the Political Department in Baluchistan, and excluding Messrs. Cowan, Mesnair and Jacob, serving in Bengal, where they have been included, and Mr. Gordon, serving in Assam, in which he has also been included.

(e) Including Lieutenant-Colonel Rawlinson, Mr. J. S. Donald, Major Blakeway, Lieutenant-Colonel Sir G. Hooe-Koppel and Captain Keen, serving in the Political Department under the Government of India in the North-West Frontier Province.

(f) Excluding the late Mr. Shettle.

(g) Including Sir B. Robertson, who permanently belongs to the Central Provinces, but has been wrongly omitted from the Civil List, but excluding Messrs. Crawford (serving in Bihar and Orissa, where he has been included), and Liddell (serving in Bengal, in which he has been included), and three Indian members of the Berar Commission who have been treated as holding posts corresponding to three listed posts.

| Nature of posts.  | MADRAS.    |  | BOMBAY.    |   | BENGAL.    |  | UNITED PROVINCES. |  |
|---|------------|--|------------|---|------------|--|-------------------|--|
|   | No.        | Pay.   | No.        | Pay.  | No.        | Pay.   | No.               | Pay.   |
|   |            | Rs.  |            | Rs.   |            | Rs.  |                   | Rs.  |
| Lieutenant-Governors and Chief Commissioners.   | ...        | .....  | ...        | .....   | ...        | .....  | 1                 | 8,333½   |
| Members of Councils...  | 2          | 5,333½   | 2          | 5,333½  | 2          | 5,333½   | ...               | .....  |
| Judges of High or Chief Courts.   | 2          | 4,000  | 3          | 4,000   | 4          | 4,000  | 3                 | 4,000  |
| Boards of Revenue or Financial Commissioners.   | 4          | (1) 3,750<br>(1) 3,500<br>(2) 3,000                                | ...        | .....   | 1          | 3,750  | 2                 | 3,500  |
| Commissioners of Divisions and others of same rank.   | ...        | .....  | 6          | (1) 3,750<br>(3) 3,500<br>(2) 3,000                                       | 5          | 2,216½   | 10                | (9) 2,916½<br>(1) 2,500  |
| Secretaries to Government.  | 3          | (1) 3,750<br>(1) 3,125<br>(1) 2,400                                | 3          | (1) 3,750<br>(1) 3,125<br>(1) 2,500                                       | 3          | (1) 3,333½<br>(2) 2,750  | 1                 | 3,000  |
| Secretaries to Boards of Revenue or Financial Commissioners.  | 2          | 1,500-1,800  | ...        | .....   | ...        | .....  | ...               | .....  |
| Judicial Commissioners  | ...        | .....  | 2          | (1) 3,000<br>(1) 2,750  | ...        | .....  | 2                 | (1) 3,500<br>(1) 3,333½  |
| District and Sessions Judges or Divisional Judges and District Judges.                                      | 22         | (2) 3,000<br>(7) 2,500<br>(7) 2,250<br>(6) 2,000                   | 18         | (3) 2,500<br>(6) 2,325<br>(9) 1,800                                       | 30         | (3) 3,000<br>(13) 2,500<br>(14) 2,000  | 28                | (2) 3,000<br>(7) 2,500<br>(6) 2,250<br>(10) 1,833½<br>(3) 1,666½<br>(19) 2,250<br>(21) 1,833½<br>(10) 1,666½<br>(2) 1,500<br>(2) 1,000 |
| Collectors or Deputy Commissioners.   | 27         | (7) 2,500<br>(14) 2,250<br>(6) 1,500                               | 29         | (13) 2,325<br>(15) 1,800<br>(1) 1,500                                     | 39         | (12) 2,250<br>(13) 1,800<br>(14) 1,500   | 54                | (1) 2,500-3,000<br>(1) 1,800-2,000<br>(1) 1,500-1,800<br>(1) 1,500<br>(2) 1,000  |
| Political Officers  | 1          | 2,800  | 3          | .....   | ...        | .....  | ...               | .....  |
| Miscellaneous posts   | (a) 4      | (1) 2,500-3,000<br>(1) 1,800-2,000<br>(1) 1,500-1,800<br>(1) 1,500 | (b) 6      | (1) 2,500-3,000<br>(1) 1,700<br>(1) 1,500<br>(1) 1,250-1,600<br>(2) 1,100 | (c) 6      | (1) 3,500<br>(1) 3,000<br>(1) 2,500-3,000<br>(1) 1,700<br>(1) 1,500<br>(1) 1,300 | (d) 4             | (2) 2,500-3,000<br>(1) 1,800<br>(1) 1,100  |
| Under-Secretaries to Government.  | 3          | 1,000  | 2          | 1,250   | 2          | 1,100  | 3                 | (2) 1,000<br>(1) 800   |
| Joint Magistrates or Assistant Commissioners, 1st grade.  | 20         | 1,200  | ...        | .....   | ...        | .....  | ...               | .....  |
| Joint Magistrates or Assistant Commissioners, 2nd (1st) grade.  | 16         | 900  | 17         | 900   | 17         | 900  | 22                | (15) (e) 1,000<br>(7) (f) 800  |
| Joint Magistrates or Assistant Commissioners, 3rd (2nd) grade.  | 16         | 700  | 18         | 700   | 17         | 700  | 20                | 700  |
| Joint Magistrates or Assistant Commissioners, 4th (3rd) grade.  | ...        | ...  | ...        | .....   | ...        | .....  | ...               | .....  |
| Assistant Collectors or Commissioners.  | 53         | 400-500  | 57         | 400-500   | 56         | 400-500  | 71                | 400-500  |
| Appointments which do not carry fixed pay and the salary of which depends on the position of their holders. | ...        | .....  | 5          | .....   | ...        | .....  | 7                 | .....  |
| <b>Total</b>  | <b>175</b> | <b>.....</b>   | <b>171</b> | <b>.....</b>  | <b>182</b> | <b>.....</b>   | <b>228</b>        | <b>.....</b>   |

(a) Inspector-General of Police, Commissioner of Coorg, Registrar of High Court and Private Secretary to Governor.  
(b) Inspector-General of Police, Registrar of High Court, Private Secretary to Governor, Assistant Legal Commissioner, Assistant to Commissioner in Sind and Talukdar Settlement Officer.  
(c) Chairman of Calcutta Corporation, Chairman of Calcutta Improvement Trust, Inspector-General of Police, Registrar of High Court, Private Secretary to Governor and Deputy Chairman of Calcutta Corporation.  
(d) Inspector-General of Police, Opium Agent, Registrar of High Court and Assistant Judge.  
(e) Includes City Magistrate of Lucknow.  
(f) Includes an Assistant Judge.

LISTS OF QUESTIONS CIRCULATED TO WITNESSES FOR WRITTEN REPLIES.

xxxii

DIX VIII.

| PUNJAB. |   | BURMA. |  | BIHAR AND ORISSA. |   | CENTRAL PROVINCES AND BEHAR. |   | ASSAM. |   |
|---------|---|--------|--|-------------------|---|------------------------------|---|--------|---|
| No.     | Pay.  | No.    | Pay.   | No.               | Pay.                                      | No.                          | Pay.                                      | No.    | Pay.                                    |
|         | Rs.   |        | Rs.  |                   | Rs.                                       |                              | Rs.                                       |        | Rs.                                     |
| 1       | 8,333½  | 1      | 8,333½   | 1                 | 8,333½                                    | 1                            | 5,166½                                    | 1      | 5,166½                                  |
| 3       | { (1) 3,000<br>(2) 3,600 }  | 2      | { (1) 4,000<br>(2) 3,600 }                           | 2                 | 5,000                                     | 2                            | 4,000                                     | 2      | 4,000                                   |
| 2       | 3,500   | 1      | 3,600  | 1                 | 3,500                                     | 1                            | 3,500                                     | 1      | 3,500                                   |
| 5       | 2,750   | 9      | 2,750  | 5                 | 2,916½                                    | 5                            | { (3) 2,750<br>(3) 3,500 }                | 2      | 2,750                                   |
| 1       | 3,000   | 1      | 3,000  | 1                 | 3,000                                     | 1                            | 3,000                                     | 1      | 3,000                                   |
| 2       | { (1) 1,200-1,800<br>(1) 1,000-1,500 }                            | 1      | 3,500  | 1                 | 3,500                                     | 3                            | { (1) 3,500<br>(1) 3,000<br>(1) 2,750 }   | 1      | 3,500                                   |
| 24      | { (2) 2,750<br>(3) 2,500<br>(4) 2,250<br>(5) 1,800<br>(6) 1,500 } | 14     | { (2) 2,750<br>(2) 2,350<br>(2) 1,800<br>(5) 1,500 } | 13                | { (2) 3,000<br>(5) 2,500<br>(5) 2,000 }   | 1                            | 2,500                                     | (7)    | 2,500                                   |
| 34      | { (8) 2,250<br>(10) 1,800<br>(11) 1,500<br>(13) 1,500 }           | 40     | { (12) 2,250<br>(13) 1,800<br>(15) 1,500 }           | 29                | { (9) 2,250<br>(10) 1,800<br>(10) 1,500 } | 34(5)                        | { (8) 2,250<br>(12) 1,800<br>(14) 1,500 } | 19     | { (6) 2,250<br>(7) 1,800<br>(6) 1,500 } |
| (9) 1   | 1,250   | 1 (A)  | 2,500-3,000  | 1 (A)             | 2,500-3,000                               | 1                            | 2,500                                     | 1      | 2,500                                   |
| 2       | 1,000   | 2      | 1,000  | 2                 | 1,000                                     | 2                            | 1,000                                     | 2      | 1,000                                   |
| 14      | 900   | 11     | 1,000  | 10                | 900                                       | 6                            | 900                                       | 4      | 900                                     |
| 15      | 700   | 13     | 700  | 10                | 700                                       | 13                           | 700                                       | 3      | 700                                     |
| 10      | 600   | 10     | 600  | 10                | 600                                       | 10                           | 600                                       | 10     | 600                                     |
| 47      | 400-500   | 51     | 450-500  | 33                | 400-500                                   | 31                           | 400-500                                   | 15     | 400-500                                 |
| 7       | .....   | 14     | .....  | .....             | .....                                     | 6                            | .....                                     | .....  | .....                                   |
| 158     | .....   | 168    | .....  | 109               | .....                                     | 101                          | .....                                     | 46     | .....                                   |

(g) Registrar of Chief Court.  
 (h) Inspector-General of Police.  
 (i) Includes Divisional Judges except the Senior Divisional Judge.  
 (j) Three District and Sessions Judges are graded with the Bengal cadre.



APPENDIX VIII—concluded.

DD.

| Presidency or Province.      | COLLECTORS OR DEPUTY COMMISSIONERS. |   |              |  |              |  |              | DISTRICT AND SESSIONS JUDGES, INCLUDING DIVISIONAL AND DISTRICT JUDGES. |   |              |  |              |  |              | JOINT MAGISTRATES, ASSISTANT COLLECTORS AND ASSISTANT COMMISSIONERS. |  |              |  |              |  |              |
|------------------------------|-------------------------------------|---|--------------|--|--------------|--|--------------|---|---|--------------|--|--------------|--|--------------|--|--|--------------|--|--------------|--|--------------|
|                              | Total number of appointments.       | Appointments in the grades of Rs. 2,250 and over. |              | Appointments in the grades of Rs. 1,800 and over, but less than Rs. 2,250. |              | Appointments in the grades of Rs. 1,500 and over, but less than Rs. 1,800. |              | Total number of appointments.   | Appointments in the grades of Rs. 2,250 and over. |              | Appointments in the grades of Rs. 1,800 and over, but less than Rs. 2,250. |              | Appointments in the grades of Rs. 1,500 and over, but less than Rs. 1,800. |              | Total number of appointments.  | Appointments in the grades of Rs. 900 and over, but below Rs. 1,500. |              | Appointments in the grades of Rs. 700 and over, but below Rs. 900. |              | Appointments in the grades of Rs. 500 and over, but below Rs. 700. |              |
|                              |                                     | No.   | Per-centage. | No.  | Per-centage. | No.  | Per-centage. |   | No.   | Per-centage. | No.  | Per-centage. | No.  | Per-centage. |  | No.  | Per-centage. | No.  | Per-centage. | No.  | Per-centage. |
| Madras ...                   | 27                                  | 21  | 77.8         | 6  | 22.2         | ...  | ...          | 23  | 16  | 72.7         | 6  | 27.3         | ...  | ...          | 105  | 36   | 34           | 16   | 15.3         | 53   | 50.4         |
| Bombay ...                   | 29                                  | 18  | 62.1         | 11   | 37.9         | 1  | 3.4          | 18  | 9   | 50           | 9  | 50           | ...  | ...          | 92   | 17   | 18.5         | 18   | 19.6         | 57   | 61.9         |
| Bengal ...                   | 39                                  | 12  | 30.8         | 18   | 46.1         | 14   | 35.9         | 30  | 16  | 53.3         | 14   | 46.7         | ...  | ...          | 90   | 17   | 18.8         | 17   | 18.8         | 58   | 62.2         |
| United Provinces ...         | 54                                  | 19  | 35.2         | 31   | 57.4         | 14*  | 25.9         | 28  | 15  | 53.6         | 10   | 35.7         | 3  | 10.7         | 113†   | 15   | 13.3         | 37   | 32.9         | 71   | 62.8         |
| Punjab ...                   | 34                                  | 10  | 29.5         | 11   | 32.3         | 13   | 38.2         | 24  | 10  | 41.7         | 6  | 25           | 8  | 33.3         | 76   | 11   | 18.4         | 15   | 19.8         | 47   | 61.8         |
| Burma ...                    | 40                                  | 12  | 30           | 13   | 32.5         | 15   | 37.5         | 14  | 4   | 28.6         | 2  | 14.3         | 8  | 57.1         | 86   | 11   | 12.9         | 13   | 15.3         | 61   | 71.8         |
| Bihar and Orissa ...         | 29                                  | 9   | 31.0         | 10   | 34.5         | 10   | 34.5         | 12  | 7   | 58.3         | 5  | 41.7         | ...  | ...          | 53   | 10   | 18.9         | 10   | 18.9         | 33   | 62.2         |
| Central Provinces and Berar. | 34                                  | 8   | 23.5         | 12   | 35.3         | 14   | 41.2         | 1   | 1   | 100          | ...  | ...          | ...  | ...          | 60   | 6  | 12           | 13   | 26           | 31   | 62           |
| Assam ...                    | 19                                  | 6   | 31.6         | 7  | 36.8         | 6  | 31.6         | ...   | ...   | ...          | ...  | ...          | ...  | 22           | 4  | 18.1   | 3            | 13.6   | 15           | 68.3   |              |

\* Includes two hill Deputy Commissionerships which carry a pay of Rs. 1,000 each on account of their amenities.  
 † Includes City Magistrate, Lucknow, and an Assistant Judge on Rs. 200.



## A.—Provincial Civil Service.]

IX. No member of the provincial civil service shall be dismissed otherwise than on the result of a judicial or formal departmental inquiry.

4. The Governor-General in Council directs that any change made in the rules from time to time should be forthwith communicated to the Government of India in the Home Department, in order that they may be in a position to exercise effective general control. His Excellency in Council considers it desirable, moreover, that this resolution should be published by the local Governments and Administrations as part of the respective provincial rules.

\* Madras.  
Bombay.  
Bengal.  
United Provinces.

Punjab.  
Birma.  
Eastern Bengal and  
Assam.

† Foreign.  
Revenue and Agriculture.

Public Works,  
Commerce and Industry.

ORDER.—Ordered that a copy of this Resolution be forwarded to the local Governments\* and Departments of the Government of India† noted on the margin and to the Honourable the Chief Commissioner of the Central Provinces for information.

A. EARLE,

*Offy. Secy. to the Govt. of India.*



## B.

## QUESTIONS RELATING TO THE INDIAN AND PROVINCIAL CIVIL SERVICES.

[Note.—In replies to these questions, it should be clearly specified whether the reply refers to the whole Provincial Civil Service, or to the Executive Branch or to the Judicial Branch.]

## INDIAN CIVIL SERVICE.

1. What is your experience of the working of the present system of recruitment by open competitive examination in England for the Indian Civil Service? Do you accept it as generally satisfactory in principle?

2. In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?

3. Is the system equally suitable for the admission of "Natives of India"<sup>\*</sup> and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?

<sup>\*</sup> The term "Natives of India" has been defined in section 6 of the Government of India Act, 1870 (33 Vict., c. 3), as including any person born and domiciled within the Dominions of His Majesty in India, of parents habitually resident in India and not established there for temporary purposes only, and the term is so used throughout these questions.

4. Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interests? Please give your reasons.

5. If you do not consider the present system of recruitment by an open competitive examination to be satisfactory in principle, please state what alternative you would propose.

6. In particular, what would be your opinion regarding a system of simultaneous examinations in India and in England, open in both cases to all natural-born subjects of His Majesty?

7. What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service cadre by Natives of India, recruited by means of a separate examination in India, or by means of separate examinations in each province or group of provinces in India? If you favour such a scheme, what proportion do you recommend?

8. If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which Natives of India would be selected in India for admission to the Indian Civil Service by means of (a) nomination, (b) combined nomination and examination, or (c) any other method? If so, describe fully what system you would recommend. In particular, do you consider it desirable that all classes and communities should be represented in the appointments so made? If so, how would you give effect to this principle?

9. If you are in favour of a system for the part recruitment of the Indian Civil Service by Natives of India in India, do you consider that "Natives of India" should still be eligible for appointment in England?

10. Would you regard any system of selection in India which you may recommend for young men who are "Natives of India," as being in lieu of, or as supplementary to, the present system of promoting to listed posts officers of the Provincial Civil Service? If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Service?

11. Do you recommend any separate method of recruitment for the Judicial Branch of the Indian Civil Service? If so, please describe the system which you would propose.

12. Are you satisfied with the present statutory definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33 Vict., c. 3), as including "any person born and domiciled within the Dominions of His Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent, or of mixed European and Indian descent, or of unmixed European descent? If not, state fully any proposals that you wish to make in regard to this matter.

13. If the system of recruitment by open competitive examination in England is retained, state the age-limits that you recommend for candidates at such examination, giving your reasons.

14. What in your opinion is the most suitable age at which junior civilians recruited in England should commence their official duties in India?

15. What age-limits for the open competitive examination in England would best suit candidates who are Natives of India, and for what reasons? Do you recommend any differentiation between the age-limits for Natives of India, and for other natural-born subjects of His Majesty?

16. What alterations, if any, do you recommend in the authorized syllabus of subjects and marks prescribed for the open competitive examination?

17. Is any differentiation in the subjects for the open competitive examination in England desirable between candidates who are Natives of India and other candidates? If so, state them and give reasons.

18. Do you consider it necessary that certain posts should be reserved by statute for officers recruited to the Indian Civil Service, and, if so, what posts and for what reasons?

19. Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil administration? If so, to what proportion of the posts included in the Indian Civil Service cadre do you consider that Natives of India might under present conditions properly be admitted?

20. Do you accept as generally satisfactory in principle the present system under which Natives of India are recruited for posts in the Indian Civil Service cadre partly through the medium of an open competitive examination in England, and partly by special arrangement in India?

21. Do you consider that the old system of appointment of "Statutory Civilians" under the Statute of 1870 should be revived, and, if so, what method of recruitment would you recommend?

## [B.—Indian and Provincial Civil Services.]

22. If the system of recruiting military officers in India for posts in the Indian Civil Service cadre has been stopped or has never existed in your Province, would you advise its re-introduction or introduction, as the case may be, and if the system should be introduced or re-introduced, to what extent, in your opinion, should it be adopted?

23. Do you consider that such a system should be restricted to the recruitment of military officers, or extended to the recruitment of selected officers from other Indian services?

24. What is your opinion of the system by which certain posts, ordinarily held by members of the Indian Civil Service, are declared to be posts (ordinarily termed listed posts) to which members of the Provincial Civil Service can properly be appointed?

25. Are you satisfied with the present rule which prescribes that Natives of India, other than members of the Provincial Civil Service or Statutory Civilians, may be appointed to one quarter of the listed posts?

26. Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service?

27. Is the class of posts listed suitable? If not, in what directions would you suggest any changes, and why?

28. Please add such remarks as you may desire to offer on any points relating to the system of recruitment for Indian Civil Service posts which are not covered by your answers to the foregoing questions.

29. Do you consider that candidates recruited for the Indian Civil Service by open competitive examination should undergo a period of probation before being admitted to the Service?

30. If so, how long, in your opinion, should this period be, and what course of study should be prescribed for the probationers?

31. Do you consider that any differentiation is necessary between the course of study for probationers who are Natives of India and the course prescribed for other natural-born subjects of His Majesty? If so, please state the special arrangements that you recommend.

32. Do you consider that the probationers' course of instruction could best be spent in England or in India? Is your answer equally applicable to the case of Natives of India and of other natural-born subjects of His Majesty?

33. Do you think it desirable to start, at some suitable place in India, a college for the training of probationers of the Indian Civil Service, and possibly of other Indian Services recruited in England?

34. Do you think it desirable that each provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?

35. Are you satisfied with the present arrangements for the training of junior officers of the Indian Civil Service after they have taken up their appointments in India? If not, what change should, in your opinion, be introduced?

36. Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages, and, if not, how could this best be remedied?

37. Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the Judicial Branch.

38. Do you recommend any special course of study in law in India for officers selected for the Judicial Branch?

39. Do you recommend any special training in subordinate judicial posts in India for officers selected for the Judicial Branch? If so, please give details.

40. Is any differentiation desirable in a system of training after appointment in India between members of the Indian Civil Service who are Natives of India and other natural-born subjects of His Majesty? If so, please state the special arrangements that you recommend.

41. If you have recommended the introduction of any scheme of direct recruitment in India for Natives of India, whether in lieu of, or supplementary to, the system of recruitment in England, please state what system of probation and training you recommend for officers so recruited.

42. Is any differentiation necessary in regard to the probation and training of members of the Indian Civil Service who are Natives of India as between persons of unmixed Indian descent, of mixed European and Indian descent, and of unmixed European descent? If so, please state your proposals.

43. Please add such remarks as you may desire to offer on any points relating to the probation and training of members of the Indian Civil Service which are not covered by your answers to the foregoing questions.

44. Do you consider that the numbers of officers authorized for the various grades of the Indian Civil Service are satisfactory? If not, please state your views.

45. Do you consider that the exchange compensation allowance introduced in 1893, eligibility for which depends on nationality or domicile, should be abolished, and, if so, under what conditions? Should such abolition apply to officers already employed or be restricted to future entrants?

46. If abolition is recommended with compensation in the form of increased salaries, what is your opinion regarding the grant of a similar increase of salary to those members of the service who now draw no exchange compensation allowance?

47. Turning now to the case of the Statutory Civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various grades of the Service?

## [B.—Indian and Provincial Civil Services.

48. Have you any proposals to make in regard to the leave rules applicable to members of the Indian Civil Service?

49. Have you any proposals to make in regard to the leave rules applicable to Statutory Civilians and to members of the Provincial Civil Services holding listed posts? In particular, do you consider that separate sets of rules for such officers and for officers of the Indian Civil Service are desirable?

50. Please add such other remarks as you may desire to offer on any point relating to the conditions of service, salary, leave, and pension in the Indian Civil Service.

## PROVINCIAL CIVIL SERVICE.

51. Please refer to Government of India Resolution No. 1046—1058, dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service and reproduced as Appendix A.\* Are these conditions suitable, or have you any recommendations to make for their alteration?

52. In particular, are the rules for the recruitment of the Provincial Civil Service in force in your Province suitable, or have you any recommendations to make for their alteration?

53. Do you consider that recruitment for a Provincial Civil Service should ordinarily be restricted to residents of the province to which it belongs?

54. Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?

55. Are you satisfied with the existing arrangements for the training and probation of officers appointed to the Provincial Civil Service? If not, please state your objections and what other arrangement you recommend?

56. Do you consider that the numbers of officers authorized for the various grades of your Provincial Civil Service are satisfactory? If not, please state your views.

57. To what extent are the functions of the officers of the Executive and Judicial Branches of your Provincial Civil Service differentiated? Is any change desirable, and, if so, in what direction?

58. Are you satisfied with the present designation "the Provincial Civil Service"? If not, what would you suggest?

59. Do you accept as suitable the principle recommended by the Public Service Commission of 1886-87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?

60. Are the existing rates of pay and grading in the Provincial Civil Service of your Province adequate to secure the desired qualifications in the officers appointed? If not, what alterations do you recommend?

61. Do you approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various appointments?

62. Have you any proposals to make with regard to the leave rules applicable to the Provincial Civil Service? In particular, do you regard the existing differences between the leave rules for the European and Indian Services as suitable?

63. Are you satisfied with the present system of superannuation pensions for officers of the Provincial Civil Service? If not, please say what modifications you would suggest and on what grounds?

64. Are you satisfied with the existing organization of the Provincial Civil Service? If not, please state what alternative organization you consider desirable, and explain fully your views, making any suggestions that appear to you to be suitable.

65. Have you any other proposals to make in regard to the Provincial Civil Service not covered by your answers to the above questions? If so, please explain them.

\* *Vide p. xxiii.*

## LIST OF APPENDICES.

|  | PAGE |
|--|------|
| I.—Memorial of J. M. Clay, Esq., I.C.S.     ..     ...   | 462  |
| II.—Officials, non-officials, and associations in the United Provinces who, at the request of the Royal Commission, furnished written answers to the interrogatories printed on pages v—xl of this volume, but who were not orally examined     ...     ...     ...                | 467  |
| III.—Officials, non-officials, and associations in the United Provinces who furnished written answers to the interrogatories printed on pages v—xl of this volume in response to a notification published in the Gazette, but who were not orally examined     ...     ...     ... | 468  |



## APPENDIX I.

*Memorial referred to in reply to question (47107).*

To—His Excellency the Viceroy and Governor General of India.

This is the dutiful memorial of J. M. CLAY, I.C.S., a Member of His Majesty's Indian Civil Service at present serving in the United Provinces of Agra and Oudh which

RESPECTFULLY SHEWETH,—

THAT it is with great reluctance that your memorialist ventures to bring to your Lordship's attention the unfavourable position in regard both to his present salary and to his future prospects in which he finds himself placed. This is naturally a subject on which he cannot but feel some diffidence in enlarging, nor would he have taken such a course had it not been forced upon him by circumstances.

2. It is a commonplace that the cost of living has increased of late years throughout the world, and that this increase has been very pronounced in India has received recent acknowledgment in the appointment of a commission to consider the rise in prices. When attention is directed particularly to the circumstances of the European in this country, it will be found that there are further special causes which accentuate the phenomenon in his case. Conspicuous among these are the increased number of European residents in India, and the adoption of a European mode of life by the more wealthy Indians without any commensurate increase in the supply of suitable houses, servants, and other similar necessities. In the United Provinces, this rise has already been considerable and still continues. In the western districts of the province and in all the larger towns, prices approximate to those prevailing in the Punjab where they are notoriously high, whilst even in the east the comparatively cheap rates previously current have undergone a remarkable change and are still rising.

That this increased cost of living is a valid ground for raising the salary of European officials in receipt of an income, the amount of which was fixed under other and more favourable conditions, has been recognised by the grant of concessions and revisions of the rate of pay in the case of nearly every Government department other than the Indian Civil Service. Your memorialist would submit that on this general ground alone the members of that Service would be amply justified in claiming the consideration of your Lordship, a fact which he trusts will not be obscured by the number and cogency of the reasons of a more particular nature which it is proposed to adduce.

3. Your memorialist has always understood that the cadre of the Indian Civil Service is constituted on the principle that a majority of its members should be employed in the higher and more responsible posts under the Government, a certain reserve being maintained to fill leave vacancies and provide for the training of junior officers. An officer may, therefore, reasonably expect under ordinary conditions that after completing one-third of his service, that is to say, in or about his ninth year, he will be permanently

in occupation of a *superior* appointment or one of not less responsibility than that of District Magistrate or Sessions Judge. The maintenance of such a standard of promotion is the more desirable now that the large majority of the Civilian officers in this province are men who were recruited under the regulations introduced in 1893 and are several years older when they arrive in India than their predecessors were. This standard of promotion is very far from being maintained. A reference to the first Annexure attached to this memorial will show the net number of officers recorded in the official Civil List of the United Provinces, who, on the first day of the four quarters of the past five years, having completed eight years' service, were not holding a *superior* appointment. By "net number" is meant that the result is obtained by subtracting the number of officers holding a *superior* appointment who had not completed their eighth year of service from the number of officers who had completed their eighth year of service but were not holding a *superior* appointment. It may be added that, in nearly every case, those officers who are shown as holding a *superior* appointment, especially on the 1st of October in each year, before the completion of their eighth year of service, were holding it in a privilege leave vacancy, that is to say, one of but a few weeks' duration. It is shown by the Annexure that on the 1st of January in the years specified, a net number of officers varying from 23 to 30 were in a position which violated the principle mentioned above, and that on the 1st of April the numbers ranged from 10 to 25, whilst even on the 1st of July and the 1st of October in the majority of cases, despite the common occurrence of a number of short-leave vacancies about that time of year, there was still a small net number of officers in this position. The figures quoted above would have been even more striking had it not been for the large number of junior officers on leave during these years.

4. The long continuance of this block in promotion has had other results besides those already described. The most obvious of these is the very long period which now usually elapses before permanent promotion to the various grades of *superior* appointments is obtained. It is unnecessary to enlarge upon this point, but it may be remarked that in the most recent Civil List available, that for the 1st of July 1911, no less than five officers, who were completing their seventeenth year of service, had not risen above the rank of Joint Magistrate of the first grade, the substantive pay of which is only Rs. 1,000, whilst the most junior officer holding permanently a *superior* post—the second man of his year (there being 10 of his contemporaries below him)—was completing his fifteenth year of service.

The fact that substantive is always preceded by officiating promotion for a term of years cannot fairly be cited as a palliative of this abnormal retardation. Against the temporary rise of pay earned in an officiating appointment must be set off the very considerable expenses incident to continual transfers and out of all proportion to the present scale of travelling allowance which are experienced by every officer at this stage of

his service. Even if he officiates continuously it is very seldom, owing to the claims of more senior officers, that he is allowed to remain in the same place. A constant succession of changes, involving as they do on each occasion, the breaking-up of one establishment and the setting up of another, leaves him pecuniarily in a position but a little different to that which he would have occupied had he retained his substantive post. Added to this, he has either to maintain the same position and scale of expenditure as the senior officer whose place he occupies or to incur both for himself and for the Service a loss of prestige. For Indian sentiment associates with every post a certain scale of expenditure irrespective of the actual salary enjoyed by the holder of it.

Another and a very disheartening result of the block in promotion has been the annual reversion to the rank and work of a Joint Magistrate of a number of comparatively senior officers. During the past five years officers of eleven years' standing as a regular thing and officers of twelve years' standing and even more, on a number of occasions have so reverted. It is difficult for these officers, with the best will in the world to do their duty cheerfully, not to feel some resentment at this annual recurrence of a process which removes them, it may be, from the work of administering a district in which they have taken for six or eight months a growing interest and about which they have just obtained a considerable amount of information. The reversion, moreover, imposes upon them the performance of the less responsible and, therefore, the less interesting duties with which they have been familiar for the last ten years. Added to this, the feeling of insecurity inseparable from the anticipation of reversion continues now-a-days for a much longer period than is reasonable.

5. But the most striking proof of the disadvantages under which the majority of officers in the United Provinces are labouring has yet to be mentioned. In a recent resolution of the Government of India (F.D. No. 2485/Est. A., dated the 1st September 1911) the pay of officers serving in the Political Department of that Government was reconstituted upon the basis of a time-scale. It is stated in that resolution that "the time-scale of pay . . . with additional personal allowances for members of the Indian Civil Service . . . has been calculated at a rate which will give them approximately the emoluments which they might expect to draw in the provinces." In other words, the Government of India have published officially the scale of pay which they consider an officer of the Indian Civil Service may reasonably expect to draw during each year of his service, exclusive of the special allowances attached to certain appointments. If it can be shown that the Civilian officers of this province are, as a fact, drawing consistently less than this scale of pay at present, it must be admitted that they have a legitimate ground for complaint. In the second Annexure attached to this memorial an attempt has been made to calculate roughly the average emoluments of all officers of between 8 and 20 years' service in this province on duty during the years 1910 and 1911, omitting local personal, and deputation allowances as was done in calculating the time-scale referred to. The method adopted has been to take the average pay of all officers of a given year on duty, as shown in the

Civil Lists of the 1st January and 1st\* July to add the average pay on the 1st January to that on the 1st of July and then to take the mean of these two averages. To the sum so obtained 6½ per cent. for exchange compensation allowance, which has been disallowed in the case of the time-scale quoted, has been added and the total so arrived at has been compared with the pay for officers of similar standing under the time-scale. This method is admittedly imperfect, but it may be claimed for it that it gives a fairly close approximation to the actual facts. Absolute accuracy would demand the preparation from figures only available in the Accountant-General's office, of a statement showing the actual pay, excluding allowances other than acting allowances, drawn by each officer for each of the years in question. The Annexure shows that in no single instance during the last two years did the average pay of any officer in this province of between eight and twenty years' service, calculated in this way, reach the figure which the Government of India has declared a reasonable one for him to expect. The difference varies from about Rs. 50 to more than Rs. 350 per mensem and the average divergence was Rs. 158 in 1910 and Rs. 180 in 1911 *per mensem*. This represents an average loss in emoluments of over £120 per annum. It seems to your memorialist to be an irresistible conclusion from these figures, assuming their approximate accuracy (and in regard to this he courts the fullest enquiry) that the Civilian officers of this province generally are not receiving the pay which they are entitled to expect, and that it is only when an officer is within a few years of his retirement that, under present conditions, he can hope to receive what the Government of India have publicly announced to be a reasonable reward for the services performed by him.)

6. It may be objected to this argument that although it demonstrates a regrettable state of affairs in the past, it does not establish the permanence of similar conditions and that an unusual number of retirements in years to come may improve the present gloomy situation and make amends for the years in which promotion has been so seriously retarded. Unfortunately, there is little reason for anticipating anything of the kind. It should be pointed out first of all that the present stagnant condition of promotion would have been even worse than it is, had it not been for an abnormal number of casualties by death or invaliding amongst the officers of this province during the last few years. Since the 1st of January 1907 up to the present date there have been 14 deaths, two cases of invaliding, 17 retirements, and two resignations. It has thus happened that fortuitous casualties have accounted for nearly as many officers leaving the Service as voluntary and compulsory retirements, whilst if resignations be added to their number it actually exceeds that of retirements. A recurrence of these conditions is as improbable as it is undesirable.† Further, it is to be observed that there are at present only 28 officers serving in this province who will be

\* The figures for 1st April and 1st October are misleading because a number of promotions usually occur soon after the former and a number of reversions soon after the latter date.

† Note.—During the ten years preceding 1st January, 1907, there were only 12 casualties by death, resignation, and removal—a number 88 per cent. smaller than that recorded in the succeeding five years.

compulsorily retired during the next ten years. Your memorialist does not for a moment suggest that this number is any criterion of the probable number of casualties during the next ten years. He mentions it merely to indicate the small number of senior Civilians now serving in the United Provinces. It is clear from a consideration of the number of recruitments during the past four years as well as from the average number of officers recruited over a term of years in the past that the number of casualties, reckoned as the normal one for the cadre of the United Provinces, is approximately ten annually or about one hundred in ten years. But, it may be pointed out that during the next ten years, reckoning in all officers who have at present fifteen years and upwards of completed service to their credit, only 106 officers could under the rules retire, were everyone of them to take his pension as soon as he became entitled to it. But, this is an impossible hypothesis. A reference to any Civil List will show that there are normally between 20 and 30 officers who continue to serve after completing their twenty-fifth year of service. Making due allowance for this factor it seems extremely improbable that even a normal rate of promotion can be maintained during the next decade, even assuming the most favourable conditions and the maintenance of the existing number of *superior* appointments open to the service.\* But, even if a normal rate of promotion were to be maintained the position of the junior members of the Service would be in ten years' time exactly the same as that of officers with 12 to 15 years' service at the present moment, and this your memorialist has endeavoured to show is far from satisfactory.

7. It also remains for consideration whether the total number of *superior* appointments at present open to members of the Indian Civil Service will remain the same as it is now: for on that factor every calculation as to the probable state of promotion in future years directly depends. There is a tendency abroad at the present day for posts outside the regular line, previously held by officers of the Indian Civil Service to be closed to this Service and given to officers of the special line concerned. An instance of this is the Inspector-Generalship of Police, which is at present held by a member of the Indian Police Service and a precedent having been now created, can no longer be reckoned as a post reserved for the Civil Service. Another appointment, that of Opium Agent, at present held by a member of the Service, is threatened, if not with abolition, at least with a heavy reduction in the emoluments attached to it. But the possibility, which your memorialist regards with the gravest concern, so far as his own prospects are concerned, is the *listing* of a number of *superior* appointments as open to the Provincial Service. In a recent debate in the Imperial Legislative Council, held at Calcutta on the 16th of March last, upon a resolution relating to the more extensive employment of Indians in the more highly-paid offices of the Government, the Secretary to the Government of India in the Home Department made, what your memorialist is convinced will be regarded as a promise,† that within a short time a full sixth of all the *superior* appointments formerly reserved to members of

the Indian Civil Service will be *listed* as open to the Provincial Service. There are at present in this province about 120 *superior* appointments of which seven are *listed*. If a full sixth be *listed*, no less than 13 more of these will be lost to the Service, a result which will retard the flow of promotion in this province, slow as it is at present, by nearly two years in the case of all officers not yet holding a *superior* appointment. Taking the average annual increments allowed in the time-scale mentioned above, this represents a loss in monthly salary of about Rs. 200 per mensem over a long period of their service. While your memorialist has no desire to resist aspirations, which the Government of India consider reasonable, or claims which they recognise as legitimate, he would suggest with all deference for the consideration of your Lordship that it is desirable that some arrangement should be devised by which the possibility of a conflict between the declared policy of the Government and the personal interests and legitimate expectations of its Civilian officers may be avoided.

8. Your memorialist has endeavoured to prove first that the position of the majority of the officers of the Civil Service serving in the United Provinces is more disadvantageous to them than, according to the official pronouncements of the Government of India, they have a right to expect that it should be, and secondly, that there is little prospect of any improvement in it taking place for at least another decade, while there is even a possibility of a marked deterioration. In these circumstances, he hopes that your Lordship will be graciously pleased to take their case into consideration and, if satisfied that they have a just claim, to afford them some measure of relief. He would suggest that by far the most satisfactory means for achieving this end would be the introduction of a time-scale of pay similar to that recently introduced in the case of officers serving in the Political Department. Such a scale would presumably include all those appointments of which the emoluments are less than Rs. 2,500 per mensem and would be without prejudice to those local, personal, and deputation allowances which are at present in existence and attached to certain special appointments. The case of junior Civilians, whose temporary appointment to a *superior* post was demanded by the needs of the public service, could be met by the grant of a suitable charge allowance. The great advantage of this remedy lies in the permanence of the relief afforded. It would reduce very considerably the necessity of transferring officers, whilst the natural disinclination of an officer to his reversion to a post involving less responsible work would not be aggravated, as at present, by a serious reduction in his salary. This method would also be attended by an enormous simplification of work in the Accounts department and would do away with the necessity for the long tables of temporary promotions and reversions which appear every month in the official gazette.

Should, however, this scheme be found for any reason impossible to realize, your memorialist hopes that some temporary relief may be afforded to such officers as may be considered entitled to it, in the shape of personal allowances to bring the pay of officers of a certain standing up to a certain recognised minimum. Such allowances were granted in 1876 to officers of this province, who were suffering from a block in promotion

\* With regard to this point a reference to the third Annexure is solicited.

similar to that which has now for several years been making itself felt. It has been said that the block then was worse than the one from which this generation of officers is suffering. This is certainly true, but in comparing the case of the Civilians of 1876 with that of the contemporaries of your memorialist, two important differences must be borne in mind. First, in 1876 the exchange value of the rupee was fifty per cent. higher than it is now, whilst its purchasing value in India was nearly double that it has since become. Secondly, the block in the seventies, although extremely severe, cleared off very rapidly and gave some of those officers who had suffered most from it, a very rapid run of promotion towards the end of their service. A reference to the fourth Annexure to this memorial will show that such an event is under present conditions unlikely to recur. The Annexure gives the number of officers now on the cadre of the United Provinces for each year of recruitment. It will be seen that there are now 42 officers remaining of those recruited between 1883 and 1889, 64 of those recruited between 1890 and 1896, 59 of those recruited between 1897 and 1903, and 59 of those recruited between 1904 and 1910. These figures do not justify the expectation of any abnormally rapid flow of promotion during the next 20 years.

A third means of accelerating promotion might be found in offering proportional pensions to senior officers desirous of retiring before the completion of their full 25 years of service, although it is improbable that this remedy alone would effect much improvement in the situation.

Whether any one or more of these alternative measures of relief may ultimately commend itself to your Lordship, your memorialist would respectfully suggest that it or they might well be accompanied by certain subsidiary measures. Such are the provisions for payment, in case of transfer, of a sum reasonably approximating to the expenditure which has perforce to be incurred and the grant of a free passage to Europe to an officer proceeding on furlough.

9. Finally, your memorialist wishes to add that his attitude in thus urging his claims upon your Lordship's attention is not wholly a selfish one. It is recognised on all hands that the work of Civilian officers in India tends to grow not only more arduous but increasingly difficult and delicate as years go on, and that more enthusiasm and tact are demanded from them for the efficient performance of their duties than heretofore. This fact was publicly recognised by Lord Morley of Blackburn, in a speech made by him to members of the Civil Service in London in 1908 on the occasion of their annual dinner. It needs no argument to prove that, such being the case, it is of paramount importance that all members of the Civil Service should be in a position in which they are contented and free from pecuniary

anxieties. There have been criticisms, your memorialist hopes without justification, upon the quality of the candidates who present themselves now-a-days for admission to the Indian Civil Service as compared with the quality of those who entered its ranks in the past. It has been said, it may be hoped without truth, that the Indian Civil Service, as a profession, is less popular now than it used to be. Your memorialist believes that now if ever India stands in need of the best men that England can send her and that any lowering of the standard of Civilian officers in this country would be politically deplorable. The existence of discontent in the ranks of the Civil Service, when once generally known, will inevitably affect recruitment in England. It will certainly deal a death-blow to that hereditary sentiment which, although no longer fostered by any preparatory institution such as Haileybury College, has throughout the British dominion in India been so striking and, it is believed, so valuable a factor in the composition of the Civil Service. Apart indeed from sentiment, the Indian Civilian of to-day finds it increasingly difficult to afford his sons an education similar to his own such as will enable them to follow in his steps, even if he be not deterred by the apprehension of pecuniary embarrassment from incurring the responsibility of a family.

10. In conclusion, your memorialist craves pardon for the length of his representation and, as in duty bound, will ever pray for your Lordship's welfare.

ANNEXURE I.

Table showing the number of officers with eight years' service and over who were not holding a superior appointment on the first day of the four quarters of the past five years.

| Year. | Date.       | Number of officers of 8 years' service and over not holding superior appointments. | Number of officers with less than 8 years' service holding such appointments. | Net number of officers not holding superior appointments. |
|-------|-------------|--|---|---|
| 1907  | January 1st | 24   | 1   | 23  |
|       | April 1st   | 14   | 1   | 13  |
|       | July 1st    | 6  | 4   | 2   |
|       | October 1st | 4  | 9   | An excess of 5.   |
| 1908  | January 1st | 23   | ...   | 23  |
|       | April 1st   | 19   | ...   | 19  |
|       | July 1st    | 11   | 2   | 9   |
|       | October 1st | 5  | 7   | An excess of 2.   |
| 1909  | January 1st | 25   | ...   | 25  |
|       | April 1st   | 14   | 1   | 13  |
|       | July 1st    | 5  | 6   | 1   |
|       | October 1st | 5  | 8   | An excess of 1.   |
| 1910  | January 1st | 30   | ...   | 30  |
|       | April 1st   | 25   | ...   | 25  |
|       | July 1st    | 10   | 2   | 8   |
|       | October 1st | 9  | 4   | 5   |
| 1911  | January 1st | 25   | 2   | 23  |
|       | April 1st   | 12   | 3   | 9   |
|       | July 1st    | 6  | 4   | 2   |
|       | October 1st | 7  | 6   | 1   |

Annexure II.  
Table comparing the average pay of officers from their 9th to their 20th year of service with that allowed under the recently-introduced time-scale in the Political Department.

| Year of service. | 1910.                       |                          |                  |                                  |           | 1911.                  |                             |                          |                  |                                  |         |                        |
|------------------|-----------------------------|--------------------------|------------------|----------------------------------|-----------|------------------------|-----------------------------|--------------------------|------------------|----------------------------------|---------|------------------------|
|                  | Average pay on January 1st. | Average pay on July 1st. | Mean of the two. | Exchange compensation allowance. | Total.    | Pay on the time-scale. | Average pay on January 1st. | Average pay on July 1st. | Mean of the two. | Exchange compensation allowance. | Total.  | Pay on the time-scale. |
| 9th              | Rs. 800                     | Rs. 1,089                | Rs. 960          | Rs. 59                           | Rs. 1,009 | Rs. 1,050              | Rs. 781                     | Rs. 1,087                | Rs. 989          | Rs. 69                           | Rs. 988 | Rs. 1,050              |
| 10th             | 800                         | 1,082                    | 891              | 57                               | 948       | 1,150                  | 888                         | 1,139                    | 981              | 61                               | 1,043   | 1,160                  |
| 11th             | 800                         | 1,284                    | 1,047            | 66                               | 1,113     | 1,250                  | 800                         | 1,269                    | 1,038            | 64                               | 1,099   | 1,250                  |
| 12th             | 800                         | 1,396                    | 1,161            | 72                               | 1,233     | 1,500                  | 1,115                       | 1,368                    | 1,261            | 78                               | 1,339   | 1,500                  |
| 13th             | 1,088                       | 1,484                    | 1,291            | 81                               | 1,372     | 1,600                  | 1,087                       | 1,476                    | 1,291            | 76                               | 1,367   | 1,600                  |
| 14th             | 1,312                       | 1,566                    | 1,439            | 81                               | 1,520     | 1,700                  | 1,416                       | 1,476                    | 1,445            | 81                               | 1,526   | 1,700                  |
| 15th             | 1,365                       | 1,595                    | 1,501            | 94                               | 1,595     | 1,800                  | 1,380                       | 1,579                    | 1,484            | 84                               | 1,568   | 1,800                  |
| 16th             | 1,375                       | 1,597                    | 1,487            | 106                              | 1,593     | 1,850                  | 1,371                       | 1,571                    | 1,471            | 104                              | 1,575   | 1,850                  |
| 17th             | 1,375                       | 1,597                    | 1,487            | 106                              | 1,593     | 1,900                  | 1,368                       | 1,571                    | 1,471            | 104                              | 1,575   | 1,900                  |
| 18th             | 1,375                       | 1,597                    | 1,487            | 106                              | 1,593     | 2,050                  | 1,368                       | 1,711                    | 1,539            | 108                              | 1,647   | 2,050                  |
| 19th             | 1,786                       | 2,088                    | 1,937            | 116                              | 2,053     | 2,100                  | 1,838                       | 2,024                    | 1,981            | 122                              | 2,103   | 2,150                  |
| 20th             | 1,916                       | 2,111                    | 2,013            | 131                              | 2,144     | 2,250                  | 1,838                       | 2,024                    | 1,981            | 132                              | 2,113   | 2,250                  |
|                  | 2,111                       | 2,180                    | 2,145            | 134                              | 2,279     | 2,350                  | 1,938                       | 2,260                    | 2,076            | 130                              | 2,206   | 2,350                  |

Note.—In calculating average pay above all allowances other than acting allowances have been excluded. The pay of those officers only who were on duty in the regular list has been returned.

ANNEXURE III.

In this annexure an attempt is made to calculate what will be the probable position of officers now in their 5th to their 9th year of service after intervals of three, six, and nine years. In making the calculation it has been assumed that the number of officers who remain on duty after completing 25 years of service will continue constant at 25 and that there will be one fortuitous casualty per annum by death, resignation or invaliding in the ranks of officers who have served for less than 25 and more than 9 years. On these assumptions it may be anticipated that, during the next three years, there will be (39+3-25=) 17 casualties, during the next 6 years (69+6-25=) 50 casualties, and during the next nine years (98+9-25=) 82 casualties. If now the senior officer in each of the years mentioned be moved up a number of places in the Civil List, corresponding to that of casualties as calculated, it will be found that his position at the end of 3, 6 and 9 years will be as follows:—

A. After 3 years—  
The senior officer now in his 9th year will have reached the place corresponding to that now held by the 8th officer in his 12th year.

|       |       |     |       |     |       |      |
|-------|-------|-----|-------|-----|-------|------|
| Ditto | ditto | 8th | ditto | 4th | ditto | 11th |
| Ditto | ditto | 7th | ditto | 8th | ditto | 10th |
| Ditto | ditto | 6th | ditto | 7th | ditto | 9th  |
| Ditto | ditto | 5th | ditto | 7th | ditto | 8th  |

B. After 6 years—

|       |       |     |       |     |       |      |
|-------|-------|-----|-------|-----|-------|------|
| Ditto | ditto | 9th | ditto | 6th | ditto | 15th |
| Ditto | ditto | 8th | ditto | 1st | ditto | 14th |
| Ditto | ditto | 7th | ditto | 2nd | ditto | 13th |
| Ditto | ditto | 6th | ditto | 9th | ditto | 13th |
| Ditto | ditto | 5th | ditto | 6th | ditto | 12th |

C. After 9 years—

|       |       |     |       |      |       |      |
|-------|-------|-----|-------|------|-------|------|
| Ditto | ditto | 9th | ditto | 5th  | ditto | 18th |
| Ditto | ditto | 8th | ditto | 11th | ditto | 18th |
| Ditto | ditto | 7th | ditto | 8th  | ditto | 17th |
| Ditto | ditto | 6th | ditto | 5th  | ditto | 16th |
| Ditto | ditto | 5th | ditto | 4th  | ditto | 15th |

From this calculation it would appear that at the end of three years the position of all the officers in the years examined may be expected to deteriorate slightly, that after six years their position will probably be in some cases better and in some worse than it is at present, and that after 9 years their position will, on the whole, show a slight improvement. The improvement is, however, at best one of not more than 4 or 5 places and depends entirely on the number of superior appointments being maintained at its present total, whilst the calculation is liable to further falsification by a decrease in the number of casualties or an increase above 25 in that of officers remaining on duty after they have served the full period necessary to earn their pension.

Taking all this into consideration, it does not seem too much to say that the prospects of any substantial acceleration in the present rate of promotion during the next decade are remote.

## ANNEXURE IV.

List showing the number of officers recruited in each year.

| Year of service. | Number of officers. |      | Year of service. | Number of officers. |      |
|------------------|---------------------|------|------------------|---------------------|------|
| 36th             | 1                   |      | 17th             | 10                  | } 30 |
| 35th             | 8                   |      | 18th             | 8                   |      |
| 34th             | 2                   |      | 15th             | 12                  |      |
| 32nd             | 4                   |      | 14th             | 8                   | } 59 |
| 30th             | 1                   |      | 13th             | 11                  |      |
| 29th             | 1                   |      | 12th             | 11                  |      |
| 28th             | 2                   | } 42 | 11th             | 6                   | } 59 |
| 27th             | 8                   |      | 10th             | 7                   |      |
| 26th             | 6                   |      | 9th              | 7                   |      |
| 25th             | 6                   | } 34 | 8th              | 9                   | } 59 |
| 24th             | 6                   |      | 7th              | 7                   |      |
| 23rd             | 4                   |      | 6th              | 7                   |      |
| 22nd             | 15                  |      | 5th              | 6                   | } 59 |
| 21st             | 8                   |      | 4th              | 9                   |      |
| 20th             | 7                   |      | 3rd              | 10                  |      |
| 19th             | 7                   |      | 2nd              | 9                   | } 59 |
| 18th             | 12                  |      | 1st              | 11                  |      |

## APPENDIX II.

**Officials, non-officials, and associations in the United Provinces who, at the request of the Royal Commission, furnished written answers to the interrogatories printed on pages V-XL of this volume, but who were not orally examined.**

## (a)—Officials.

- (1) Sir G. E. Knox, I.C.S., Puisne Judge, High Court.
- (2) S. P. O'Donnell, Esq., I.C.S., Secretary to Government.
- (3) W. Tudball, Esq., I.C.S., Puisne Judge, High Court.
- (4) H. B. C. Hailey, Esq., I.C.S., Director of Land Records and Agriculture.
- (5) H. V. Lovett, Esq., I.C.S., Commissioner, Lucknow.
- (6) P. Wyndham, Esq., C.I.E., I.C.S., Collector, Mirzapur.
- (7) H. G. S. Tyler, Esq., I.C.S., Collector, Cawnpore.
- (8) A. B. Forde, Esq., I.C.S., Deputy Commissioner, Lucknow.
- (9) G. G. Sim, Esq., I.C.S., Chairman, Municipal Board, Cawnpore.
- (10) Khan Bahadur Aziz-ud-din Ahmad, Revenue Member, State Council, Bharatpur.
- (11) Saiyid Hidayat Ali, Officiating Sub-Judge, Gorakhpur.
- (12) Khan Bahadur Saiyid M. Hadi, Deputy Commissioner.
- (13) Maulvi Ghani Muhammad Khan, Deputy Collector.
- (14) Rai Bahadur P. Joshi, District and Sessions Judge, Banda.
- (15) K. Sen, Esq., Officiating District and Sessions Judge, Moradabad.
- (16) M. M. Lal, Esq., Assistant Record Officer.
- (17) Rai Bahadur Pandit M. Hukku, Sub-Judge.
- (18) Syed M. Raza, Munsif.
- (19) Rai Bahadur Pandit Kanhaiya Lal, Additional Judicial Commissioner, Lucknow.
- (20) Pandit G. Sahai, Junior Secretary, Board of Revenue.
- (21) Sir G. H. Richards, Chief Justice, Allahabad.

## (b)—Non-officials.

- (22) Raja Sir Tasadduq Rasul Khan, K.C.S.I., Raja of Jehangirabad.
- (23) Pandit G. N. Misra, Vakil, High Court, Lucknow.
- (24) Raja Raghuraj Singh, Raja of Mankapur.
- (25) Maulvi Nasir-ud-din Hasan, Barrister-at-Law.
- (26) His Highness the Nawab of Rampur, G.C.I.E., G.C.V.O.
- (27) Rai Bahadur Krishna Sah, C.I.E., Honorary Magistrate.
- (28) Muhammad Ishaq Khan, Esq., Honorary Secretary, Muhammadan Anglo-Oriental College, Aligarh.

- (29) Moti Chand, Esq., Landowner.
- (30) Rai Bahadur Lall Baij Nath, Retired District and Sessions Judge.
- (31) Thakur Surj Baksh Singh, Taluqdar.
- (32) J. H. Abbott, Esq., Engineer and Contractor, Cawnpore.
- (33) Pandit Tej Bahadur Sapru, Vakild, High Court.
- (34) Pandit Bishan Narayan Dar, Vakild, High Court.
- (35) Sheikh Mushir Hussain Kidwai, Barrister-at-Law, Gadia.
- (36) Rai Bahadur Pandit Ganga Prasad Varma, Editor, "Advocate."
- (37) Ibn-i-Ahmad, Esq., Vakild, High Court.
- (38) F. X. S. Rikh, Raja of Tajpur.
- (39) Rao Raghu Raj Singh, Zemindar, Bajgashi.
- (40) A. W. Ward, Esq., Professor, Canning College, Lucknow.

## (c)—Associations.

- (41) All-India Moslem League (Syed Wazir Hasan).
- (42) British Indian Association, Oudh.
- (43) Arya Pritinidhi Sabha (Pandit M. M. Seth).
- (44) Anglo-Indian Association, Allahabad (C. T. Robbie, Esq.).

## APPENDIX III.

*Officials, non-officials, and associations in the United Provinces who furnished written answers to the interrogatories printed on pages V—XL of this volume in response to a notification published in the Gazette, but who were not orally examined.*

## (a)—Officials.

- (1) J. R. Pearson, Esq., I.C.S., Collector, Meerut.
- (2) D. Dewar, Esq., I.C.S., Officiating Collector, Pilibhit.
- (3) W. Raw, Esq., I.C.S., Inspector-General of Police.
- (4) E. P. Fawcett, Esq., I.C.S., Officiating Additional Judge, Basti.
- (5) Pandit K. Prasad, Deputy Collector, Ghazipur.
- (6) Maulvi Rafi-ud-din Ahmad, Deputy Collector, Meerut.
- (7) Maulvi M. H. Khan, Minister, Baoni State.
- (8) Maulvi R. K. Aga, Munsif, Benares.
- (9) Pandit P. Behari, Munsif, Basti.
- (10) Lala G. S. Mathur, Munsif.
- (11) Pandit S. B. Misra, Dewan, Chhatarpur State.
- (12) R. Chand, Esq., Deputy Collector, Meerut.
- (13) F. C. Banarji, Esq., Puisne Judge, High Court.
- (14) E. M. D. Chamier, Esq., Judge, High Court.

## (b)—Non-officials.

- (15) Govinda Das, Esq., Benares.
- (16) Syed A. B. Bilgrami.
- (17) Haji Nawab Muhammad Ismail Khan, Agra.
- (18) Syed Habibullah.
- (19) Raja Rampal Singh, C.I.E., Taluqdar.
- (20) J. Simeon, Esq., Vakild, High Court.
- (21) L. V. Joshi, Esq., Oxford and Cambridge Hostel, Allahabad.
- (22) N. G. Nulimsh, Esq., Cawnpore.

## (c)—Associations.

- (23) Bar Association, Bareilly (B. Pershad, Esq.).
- (24) Bar Association, Agra (Pandit G. S. Sharma).
- (25) Kayasth Sadar Sabha.

## INDEX.

## UNITED PROVINCES.

*The Numbers refer to Questions.*

## A.

- Abdul Majid, Nawab Muhammad, evidence of 44,494-638
- Abdullah, *ibn* Yusuf Ali, Khan Bahadur, I.C.S., evidence of 42,603-3,000
- Accountant-General, complete account of leave taken by individuals kept by, and work entailed, Yusuf Ali 42,742, 42,745-7
- Accounts Department, reservation of posts for Anglo-Indians in, Muhammad Ali 47,819
- Acting allowances (see under Pay, I.C.S.).
- Administration:  
Aims and ideals of English administration in India, and Indian point of view in connection with, U.P. Congress Committee 43,188
- Antagonism of class prejudice not appreciable in, particulars, Piggott 47,711-7
- British tone and characteristics desired in, Ledgard, 42,479, 42,489-90, 42,523; Sheo Prasad, 46,195, 46,221, 46,246; Moti Lal Nehru, 46,446; Natthi Mal, 46,665; Piggott, 47,517; Lindsay, 48,271.
- Contentment of people under, necessary for success and efficiency of, Ledgard 42,494
- Continuance on present lines advocated, Burn 44,665
- Disturbance of, would upset vast amount of capital invested in India by Britishers, and confidence in, should be preserved to secure continuance of credit, Ledgard 42,479, 42,524-5, 42,528-9, 42,535-42
- Efficiency first consideration, Ledgard 42,479(1), 42,483, 42,491, 49,597-8
- Efficiency could be maintained by Indians if right class of men obtained, Yusuf Ali 42,873
- European character necessary for, Clay 47,058, 47,072
- European system has become an Indian system by now, though based on Western principles, Saiyid Nabi-ullah 46,937, 46,939-40
- Increase in complexity of, Campbell, 47,356; Lindsay, 48,271; Clay, p. 465.
- Progress of India under British, Malaviya 43,173 in a Stage of transition, and particulars, Ledgard, 42,497-500; Marria, 44,115-7, 44,192-7.
- Successful co-operation of Europeans and Indians essential to, Holland 45,093, 45,138-9
- Top-heavy, and further deterioration in lower ranks would be disastrous to, Muhammad Ali 47,838, 47,857, 47,882-41, 48,000-11
- on Western lines, essential, U.P. Congress Committee 43,189, 43,201
- Age limits (see under Indian Civil Service Examination).
- Age of arrival in India (see under Recruitment, I.C.S.).
- Agriculture:  
Chief occupation of the province, Baillie 42,410
- Director of land records and (see that title).
- Ali, Khan Bahadur Abdullah *ibn* Yusuf, evidence of 42,603-3,000
- Ali, Muhammad, evidence of 47,815-8,137
- Ali, Syed Riza, B.A., LL.B., evidence of 45,280-410
- Aligarh:  
College, belief that literary talents implied weakness in science and mathematics, particulars re, Muhammad Ali 48,064-7
- Law school at, Yusuf Ali 42,960

E (5)2768 2760 7/14 E &amp; S

## Allahabad:

- Law school at, Yusuf Ali 42,960
- University, Vice-Chancellor privileged to nominate two graduates for appointment to Deputy Collectorships, Sundar Lal 43,436, 43,737-9
- All India Muslim League, views of, re simultaneous and separate examinations, U.P. Congress Committee, 43,189; Abdul Majid, 44,600-6; Riza Ali, 45,311-4.
- Allowances (see under Leave and Pay).
- Anglo-Indians and domiciled Europeans, many in public Services, and particulars re ability and position, Baillie, 42,335-8; Burn, 44,990-1.
- Annuities (see Pensions).
- Appointment (see Recruitment).
- Arabic and Sanskrit (see under Syllabus under Indian Civil Service Examination and under Course of Study under Probation).
- Assistant Collectors (see Collectors, Assistant).
- Assistant Government Advocates (see under Government Advocates).
- Assistant Magistrates (see under Magistrates).
- Assistant Sessions Judges (see under Judges, Assistant Sessions).
- B.
- Backward Communities (see under Communities).
- Baillie, Duncan Colvin, C.S.I., I.C.S., evidence of 42,043-478
- Bajpai, Pandit Titla Prasad, evidence of 44,283-493
- Balwant Rajput High School, many former pupils of now in P.C.S., Khushalpal Singh 43,108-10
- Bar, Indian:  
Barristers in mufassal, appear before Subordinate Judges and District Magistrates indiscriminately, Moti Lal Nehru 46,637
- Best men prefer, to Provincial Judicial Service, reasons and remedies suggested, Sundar Lal, 43,444, 43,502, 43,666, 43,741, 43,746-9, 43,754-5; Silla Prasad Bajpai, 44,337; Lindsey, 48,347.
- Best cases sometimes monopolised by higher branches of, Burkitt 46,162-3
- CAPABILITY OF, COMPARISON WITH  
European bar, Yusuf Ali 42,965-6
- I.C.S., Yusuf Ali 42,864, 42,909, 42,913-15, 42,918
- P.C.S., Sri Ram, 45,782-6, 45,796-9; Campbell, 47,476-7.
- Civil work preferred to criminal work by, Moti Lal Nehru 46,634
- EUROPEAN MEMBERS:  
Decrease in, and reasons, Sundar Lal, 43,478-9; Piggott, 47,632-4, 47,673-4, 47,773-4.
- would be Encouraged to practice, if selection for District Judgeship a possibility, Piggott 47,632-3
- Insufficient knowledge of vernaculars a disadvantage in cross-examining, Piggott, 47,771-4
- Number in High Court at Allahabad and in mufassal, Sundar Lal, 43,681a-83; Burkitt, 46,113.
- Exceptions should be made in two years' rule by High Court, in some cases, where appointments as officiating munsifs accepted, Khushalpal Singh 43,152

A



**Bar, Indian—continued.**

- Experience in criminal work, particulars *re. Sundar Lal* - 43,689-91  
 Improvement in, particulars, *Campbell* 47,475, 47,483  
 Incomes earned at, particulars, *Sheo Prasad* - 46,261  
 Lucknow, particulars *re* practice in court of Joint Magistrates and Deputy Magistrates, *Saiyid Nabi-ullah* - 47,050-1  
 Members often ignorant of social conditions of country, outside large towns, particulars *re. Piggott* 47,625, 47,666-72, 47,722  
 Members sometimes accept posts as munsifs, and then return to the Bar and complain of spoilt practice, *Burkitt* - 46,167  
 Progress made by, and strong bench should be maintained to cope with, *Lindsay* 48,436-8, 48,445-8  
 Permeated by British ideals and traditions, *Moti Lal Nehru* - 46,458, 46,548  
 Recruitment from (*see under* Judicial Branch).  
 United Provinces, library, particulars *re* and books necessary for use of members of Bar, *Burkitt* - 46,071-9  
 Value of, to Joint Magistrate, *Burkitt* - 46,065-7
- Baroda, system of class representation in, Muhammad Ali** - 47,815, 48,045-7, 48,076-7, 48,079-80
- Board of Revenue :**  
 Jurisdiction extended over Executive Branch, P.C.S., in Province of Oudh, *Sitla Prasad Bajpai* - 44,374
- MEMBERS :**  
 Inclusion of one among Listed Posts, *Sundar Lal* - 43,416  
 Number of posts, *Burn* - p. 201, 202  
 Reservation of posts as, for Europeans, advocated, *Abdul Majid*, 44,511, 44,559, 44,581; *Moti Lal Nehru*, 46,458.
- PAY :**  
 Amount, *Burn* - p. 201, 202  
 Differentiation between European and Indian members, advocated, *Malaviya* - 43,373-4
- SECRETARIES :**  
 Appointment of Indians of good family to, advocated, *Abdul Majid* - 44,560  
 Inclusion of one among Listed Posts, advocated, *Sundar Lal* - 43,416
- Joint :**  
 First grade of Magistrates and Collectors cannot be attained by, *Burn* - 44,649  
 Listed in Agra and Oudh, *Sri Ram* - 45,582
- Junior :**  
 Post held by Deputy Collector, *Sri Ram* 45,617  
 Salary and yearly increment, suggestion, *Khusalpal Singh* - 43,009
- British Indian Association :**  
 Oudh, particulars *re. Shahid Husain* - 45,464-6  
 Views of, represented in evidence of Shaikh Shahid Husain, *Shahid Husain* - 45,535-9
- Burkitt, William John Dwyer, I.C.S., evidence of** 45,856-46,191
- Burn, Richard, I.C.S., evidence of** - 44,639-45,089

**C.**

- Calcutta, application for reduction of standard on number of Indians failing in examination at, Sundar Lal** - 43,558
- Campbell, John Stratheden, C.S.I., C.I.E., I.C.S., evidence of** - 47,356-493
- Castes, representation of in public Service (*see* Class representation *under* Recruitment).**
- Casualties, I.C.S. :**  
 Abnormal number in United Provinces and particulars, *Clay* - p. 463-4  
 Cases of paralysis and, particulars, *Sundar Lal* 43,781-2  
 Number and particulars of, in recent years, *Burn* 44,649
- Casualties, P.C.S., percentage and decrease, reasons, Burn** - 44,659, p. 210

**Cawnpore, population and employment in factories, statistics, Ledgard** - 42,527

**Chaudhri Maharaj Singh, Rai Bahadur, evidence of** 48,138-270

**Christians, Indian, particulars *re. Saiyid Nabi-ullah*** 46,853-4, 46,979

**City Magistrate (*see under* Magistrates).**

**Clay, Joseph Miles, I.C.S., evidence of** - 47,054-355

**Clerical Service :**

Appointments to Judicial Branch rarely made from, *Burn* - 45,014  
 Promotion to P.C.S. not advocated, *Yusuf Ali* 42,997

**Collectors and District Magistrates :**

- Alteration of title to Deputy Commissioner not advocated, *Marris* 43,884, 44,004-5, 44,127-30  
 Abuses in use of preventive sections of Criminal Procedure Code in actions against landowners and zamindars, not known of, *Marris*, 44,125-6, 44,143-5; *Piggott*, 47,730.  
 Additional, appointment not advocated, and no need for, *Piggott* - 47,639-42  
 more Books of reference needed by, and personal assistant such as shorthand writer advocated for, *Marris* - 43,884  
 should be Consulted with regard to economies in District Establishments, *Muhammad Ali* - 47,857  
 Deputy Collectors officiating as (*see under* Collectors, Deputy).  
 more Desk work and more association with people than formerly, and much harder work done by, *Baillie* - 42,475-8  
 Difference between work of Joint Magistrate and Deputy Collectors depends on, *Burn* - 45,078-83  
 Difference in districts controlled by, causes difference in work, *Yusuf Ali* - 42,768  
 Functions and powers, particulars, *Marris*, 43,883, 44,081-4, 44,089-126, 44,101-18, 44,231; *Burn*, 44,651.  
 Grades and number and percentage of appointments, *Burn* - p. 202  
 Greater part of average Civilian's official life spent as, and position with relation to Government should be strengthened, *Yusuf Ali* - 42,677  
 Head of the police and controller of subordinate magistracy, and grave objections to principle *U.P. Congress Committee* - 43,190  
 Improvements in districts can be largely initiated by, *Muhammad Ali* - 48,074-5
- INTERFERENCE WITH WORK OF DEPUTY COLLECTORS :**  
 None known, *Chaudhri Maharaj Singh* - 48,268  
 Complaints of, and particulars, *Muhammad Ali* 47,876, 48,100-13

**JUNIOR CIVILIANS, TRAINING OF, BY :**

- Advantages of system, *Piggott* - 47,543  
 Collector too busy to spare time for, *Sheo Prasad*, 46,211; *Clay*, 47,089.  
 Importance of, *Campbell* - 47,259  
 Selection of Collector carefully made, *Baillie* 42,386-7

**LISTING OF POSTS AS :**

- not Approved, *Campbell* - 47,356, 47,379  
 Increase desired, *Khusalpal Singh*, 43,009; *Sundar Lal*, 43,416; *Sri Ram*, 45,617; *Sheo Prasad*, 46,221; *Moti Lal Nehru*, 46,458, 46,464, 46,528-30; *Clay*, 47,076; *Chaudhri Maharaj Singh*, 49,144.  
 Present number, *Sundar Lal*, 43,436; *Sitla Prasad Bajpai*, 44,330; *Sri Ram*, 45,583.  
 Selection before the age of 45, advocated and scheme for, *Sitla Prasad Bajpai* - 44,330  
 Madras, percentage in higher grades too large, *Muhammad Ali* - 47,857  
 Magisterial work and powers, and no overwork in connection with, *Piggott* - 47,641  
 Men passed over for Commissionerships, inefficient as, *Yusuf Ali* - 42,826-7  
 Money for general beneficent purposes should be entrusted to, *Marris* - 43,884

**Collectors and District Magistrates—continued:**

- Nomination for post of Government Pleader or Public Prosecutor always made by, *Yusuf Ali* 42,858  
 Number of, *Burn* p. 202  
 Officiating, system of appointment of Deputy Collectors as, abolished, and present arrangements, *Sheo Prasad* 46,434-7  
 One quarter posts as, might be filled by Indians during next 10-15 years, but no suitable men at present, *Burkitt* 45,863, 45,917-21, 45,935-7  
 Overworked, *Sheo Prasad* 46,211

**PAY:**

- Complaint re insufficiency of, from Kumaon and Dehra Dun, *Burn* 44,650  
 Garhwal and Almora, particulars re, *Yusuf Ali*, 42,708-10; *Burn*, 44,649, 44,727-8, 44,888-90; p. 201.  
 Increase advocated, *Burn* 44,650  
 Minimum of Rs. 1,833 advocated, and particulars re expenses, *Marris* 43,885-6  
 Naini Tal, pay, *Burn* p. 201  
 Rates of, and grading, for years 1870, 1880, 1890, 1900, 1912, *Burn* p. 201, 202, 203  
 should vary according to Districts held, *Clay*, 47,330-1; *Lindsay*, 48,274.

**POLICE DUTIES:**

- could be carried on perfectly well by, without judicial functions, *Sundar Lal* 43,672-4  
 Particulars re, and, *Yusuf Ali*, 42,719-20; *Marris*, 43,883, 44,043, 44,089-94, 44,119-20.  
 Power to try criminal cases, but appeal from sentence of, to Sessions Judge permitted, *Burn* 44,651  
 Prosecutions under control of, procedure re, *Sundar Lal* 43,678-83  
 Rent cases tried by, in certain provinces, *Sundar Lal* 43,772  
 Reservation of posts for Europeans, advocated, *Abdul Majid* 44,511, 44,559, 44,561-2  
 Reservation of posts of, for I.C.S., advocated, *Malaviya*, 43,172; *Moti Lal Nehru*, 46,458, 46,528.

**SEPARATION OF EXECUTIVE AND MAGISTERIAL POWERS:**

- Advocated, *U.P. Congress Committee* 43,190  
 not advocated, and reason, *Baillie*, 42,380-1; *Clay*, 47,098; *Piggott*, 47,781-2.  
 Supervision of courts by, satisfactory, and value of experience in connection with Revenue cases and executive control of the Police, *Baillie* 42,093, 42,340-1, 42,443, 42,451

**SUPERVISION OF SUBORDINATE MAGISTRATES:**

- Control over Honorary Magistrates, importance of, and particulars, *Marris* 43,883, 44,095-100  
 undue influence over decision of cases by Subordinate Magistrates:  
 sometimes alleged, and remedy suggested, *Sri Ram*, 45,749-52; *Piggott*, 47,560, 47,677-8.  
 not exercised by, *Baillie*, 42,444, 42,446; *Marris*, 44,121; *Clay*, 47,314-8; *Piggott*, 47,725-30.  
 not generally apprehended, *Moti Lal Nehru* 46,568-74  
 sometimes insist on more thorough inquiry re cases, *Piggott* 47,726

**TOURING BY:**

- Advantages, *Burn* 44,659  
 Particulars of, *Moti Lal Nehru* 46,577-83  
 Transfer of cases, no instances of abuse of power known, *Marris*, 44,122-4; *Piggott*, 47,729.  
 (see also Deputy Commissioner).

**Collectors, Assistant:**

- Advance by Government for purchase of furniture, horses, &c. not usually taken advantage of, but tents supplied, *Baillie* 42,382-5  
 Bombay, first-class officers by travelling allowance rules, *Sheo Prasad* 46,244  
 Honorary, appointment of landholders as, advocated, *Khushalpal Singh* 43,081  
 Number, particulars re grades and percentage of appointments, *Burn* p. 201, 202

**Collectors, Assistant—continued.****PAY:**

- Particulars of, *Burn* p. 201, 202, 44,980  
 Pecuniary difficulties and increase of advocated, *Baillie*, 42,388-9; *Clay*, 47,100, 47,135-44, 47,161-76, 47,257-8, 47,260-4.

**TRAINING:**

- Improvement in, required, and scheme, *Clay* 47,089, 47,181-5  
 Satisfactory as a rule, *Baillie* 42,386

**Collectors, Deputy:**

- Appointments as District and Sessions Judge and Assistant Sessions Judge might be given to, *Yusuf Ali*, 42,999; *Khushalpal Singh*, 43,053, 43,147; *Shahid Husain*, 45,557-9.  
 Better suited for judgeship than members of Indian Bar, *Yusuf Ali* 42,864  
 Best type recruited from Subordinate Service, but average better amongst men recruited direct, *Baillie* 42,270-71  
 Bigger establishment required by, than by munsif, and arrangement and particulars, *Sri Ram* 45,883-4, 45,807-14, 45,826-37  
 Combination of executive and judicial functions satisfactory, *Marris* 43,938  
 Comparison with subordinate judges, *Sheo Prasad* 46,313-30  
 Competition with members of Bar or subordinate service for judicial appointments should not be allowed, *Sitla Prasad Bajpai* 44,316  
 Confidence felt in, by people, *Khushalpal Singh* 43,130  
 not consulted by members of I.C.S. now as formerly, *Muhammad Ali* 48,095-6  
 Creation of grade in listed posts suggested on Rs. 1,000-1,200 to adjust difference in number of listed posts held by Judicial and Executive Branches, *Clay* 47,076  
 Deterioration in status of, but prospects improving, particulars, *Shahid Husain* 45,560-2  
 no distinction between Assistant Collectors and Joint Magistrates and, in distribution of work advocated, *Muhammad Ali* 47,375, 48,110  
 Drudgery work done by at present, and more independence and relief from subordination advocated, *Sri Ram*, 45,617, 45,743-52; *Muhammad Ali*, 47,876, 48,101-13.  
 Duties and functions of, *Burn*, 44,659, 44,792; *Riza Ali*, 45,284; *Sheo Prasad*, 46,226, 46,275, 46,404-8; *Chaudhri Maharaj Singh*, 48,234-5.  
 Equal to Munsifs and Sub-Judges as far as legal attainments go, *Chaudhri Maharaj Singh* 48,234  
 Executive work an advantage in case of appointment of, to judgeship, *Baillie* 42,453  
 Extension of powers in appointments and dismissals, scheme not objected to, *Marris* 44,280-2  
 Extra expenses not of much importance in higher grades, *Sri Ram* 45,848-9  
 Feeling in Service re promotion of inexperienced judicial officers over heads of, *Chaudhri Maharaj Singh* 48,269-70  
 First class, should be invested with powers of Assistant Sessions Judges, and reasons, *Piggott* 47,560, 47,761-3  
 only four, holding other posts and particulars, *Sri Ram* 45,617  
 Grade of Rs. 600 really a listed post, but many members of P.C.S. do not know it, and anomaly of, *Campbell* 47,378, 47,472  
 Grade counts for nothing as regards work of, *Baillie* 42,471  
 Grades, percentage in different, particulars, and inadequate number in higher grades, *Muhammad Ali* 47,357, 47,868  
 Graduates can obtain posts as, at once on entering Executive line, *Malaviya* 43,384-5  
 Honorary, four posts as, and men to be appointed Probationary Deputy Collectors on vacancy, *Sheo Prasad* 46,205

Collectors, Deputy—*continued*.

Importance of position and work of, with regard to masses and tenant classes, and particulars, *Sheo Prasad* - - - - - 46,224  
 Increase and onerous character of work, *Chaudhri Maharaj Singh* - - - - - 48,143

## JUDICIAL WORK :

not Approved, *Campbell* - - - - - 47,485  
 Criminal cases often carelessly tried, *Natthi Mall* - - - - - 46,713, 46,723-31  
 Criminal work well done as a rule, *Piggott* - - - - - 47,800-1  
 done First of all, and preference given to, over executive work, *Sheo Prasad* 46,278, 46,427-8  
 Good work might be done by certain brilliant exceptions, *Saiyid Nabi-ullah* - - - - - 47,029  
 not Known to be hopelessly bad, *Yusuf Ali* 43,000

## KUMAUN :

Civil work done by, particulars, *Burn*, 44,658-9; *Campbell*, 47,466-7; *Piggott*, 47,809-11. 44,658,  
 Civil law prescribed in case of, *Burn* - - - - - 44,659, p. 211  
 work of Subordinate Judges and Munsifs done by, but Subordinate Judges to be appointed, *Campbell* - - - - - 47,466-7  
 Last attempt to appoint District Judge from, particulars, *Sitla Prasad Bajpai* - - - - - 44,455-6

## LEAVE :

Full amount on full pay often not taken, and reason, and leave on half pay only taken for illness or business, *Marris* - - - - - 43,948-9  
 Medical, two years not often taken by, *Sheo Prasad* - - - - - 46,303-4  
 Listed posts scheme would be appreciated by, *Burn* - - - - - 45,018-20  
 do not Live long after retirement, and reason probably hard work, *Sri Ram* - - - - - 45,850-2  
 Number, *Sitla Prasad Bajpai*, 44,320, 44,657; *Burn*, 44,908.  
 Number of those whose service will be up in 10 years, and all could not possibly reach highest grade in that time, *Sheo Prasad* - - - - - 46,219  
 can Officerate for an Indian Civil Service officer only if no I.C.S. officer available on the spot, *Burn* - - - - - 45,084

## OFFICIATING APPOINTMENTS AS COLLECTORS :

Abolished, and particulars *re* present system and arrangements, *Sheo Prasad* - - - - - 46,434-7  
 Recommended, *Marris* - - - - - 44,279  
 only Two at present acting as Deputy Commissioners, and details, *Campbell* - - - - - 47,417-20  
 Overworked, and increase of posts advocated, and scheme, *Khushalpal Singh*, 43,082-3; *Sheo Prasad*, 45,850-2, 46,222, 46,232, 46,277-80, 46,426.

## PAY :

Adequate, *Baillie* - - - - - 42,459  
 Allowance should be made to, when serving as assistant settlement officer, *Sri Ram* - - - - - 45,617  
 Differentiation from Munsifs, particulars and reasons for, *Burn* - - - - - 45,027-36, 45,045-9  
 Inadequate, and increase advocated, and suggestions, *Khushalpal Singh*, 43,156; *Marris*, 43,830, 44,256; *Risa Ali*, 45,276; *Sri Ram*, 45,612, 45,683-5, 45,832-4; *Sheo Prasad*, 46,226, 46,228, 46,275, 46,333-4; *Moti Lal Nehru*, 46,491; *Campbell*, 47,356, 47,392-3.  
 New scale just sanctioned, details of, and disadvantages, *Burn* - - - - - 45,064-8  
 Rates of, statement, *Sheo Prasad* - - - - - 46,205  
 Rates of, and grading, for years 1863, 1870, 1880, 1890, *Burn* - - - - - p. 203  
 Time-scale, scheme for, *Sheo Prasad* - - - - - 46,228, 46,333-4  
 Police recruited for, satisfactory, but not many, and reason, *Baillie* - - - - - 42,461-2  
 Post refused by Opium officers owing to decrease of pay implied by, *Baillie* - - - - - 42,456-8  
 Probation, details, *Burn* - - - - - 44,658, 44,659

Collectors, Deputy—*continued*.

## PROBATIONARY :

Number, *Burn* - - - - - 44,657, 44,658, 44,659  
 Officials from subordinate service selected for appointment as, continue to get same pay, *Sheo Prasad* - - - - - 46,232

## Pay :

Amount and difference from Munsif, *Burn* - - - - - 45,028-34  
 Increase advocated, *Marris*, 43,943; *Sri Ram*, 45,612; *Sheo Prasad*, 46,226.  
 Rates of, and number of posts in 1912, and some added in 1907, *Sheo Prasad* 46,205, 46,225  
 Training of, unsatisfactory, and details, *Khushalpal Singh* - - - - - 43,046

## PROMOTION :

Difficulty *re*, *Burn* - - - - - 45,068  
 Particulars, *Sundar Lal*, 43,436; *Marris*, 44,276-8.  
 Selection should be possible during two stages in career, *Baillie* - - - - - 42,376  
 no Temporary, in connection with leave, *Baillie* - - - - - 42,468  
 Promotion to I.C.S. advocated, *Natthi Mal* - - - - - 46,703

## PROMOTION TO, FROM SUBORDINATE SERVICE :

Alteration in proportion of, *Burn* 44,659, p. 210  
 Average age of tahsildars chosen for post is much lower than maximum, but alteration not advocated specially, *Baillie* - - - - - 42,465-6  
 Better method than competitive examinations, and improvements in arrangements *re*, suggested, *Marris* - - - - - 44,133-40  
 no Inferiority experienced in work of tahsildars and naib-tahsildars, *Baillie* - - - - - 42,419-21  
 One-fourth advocated and reason, *Chaudhri Maharaj Singh* - - - - - 48,189, 48,191-2  
 Pay should not be less than Rs. 250 after passing Departmental examination, *Natthi Mal* 46,692, 46,708-9  
 Power of reversion, *Burn* - - - - - 44,659  
 Tahsildars promoted to, suggestions *re* powers of, *Sheo Prasad* - - - - - 46,211  
 Proportion of posts in higher grades compares unfavourably with other provinces *Sheo Prasad* - - - - - 46,226

Prospects, improvement advocated, *Sheo Prasad*

46,226, 46,275, 46,404-8  
 Recruitment (*see under* Recruitment, P.C.S.).  
 Revision of cadre, scheme, *Burn* - - - - - 44,657  
 Scheme for special class of, subordinate to District and Sessions Judge, and doing only judicial work, not advocated, *Burn* - - - - - 44,659, p. 211  
 Separate lists should be kept of candidates recruited from outside and from subordinate service, *Natthi Mal* - - - - - 46,692, 46,708-9  
 Staff, particulars *re*, *Sheo Prasad* - - - - - 46,222, 46,300

## TRAINING :

Extract from Manual of Government Orders *re*, *Burn* - - - - - 44,658  
 Suggestions for, *Chaudhri Maharaj Singh* 48,142  
 Travelling allowance, inadequate, and first class should be given, *Yusuf Ali*, 42,398; *Sri Ram*, 45,811, 45,813, 45,826, 45,830-4; *Sheo Prasad*, 46,226, 46,232, 46,244, 46,393-4; *Chaudhri Maharaj Singh*, 48,242-50.  
 Used to fill vacancies in inferior posts held by I.C.S. officers, *Burn* - - - - - 44,659  
 Valuable experience obtained by in exercise of magisterial functions, *Chaudhri Maharaj Singh* - - - - - 48,232, 48,235

Colonial Civil Service, combination of examination with Home and Indian Civil Service Examinations (*see* Indian Civil Service Examination).

## Commerce :

Comparison of prospects in, with those in Civil Service, *Ledgard* - - - - - 42,501-17

## EUROPEANS IN :

Assistants imported from England, *Ledgard* 42,554  
 Less pay than members of I.C.S. drawn by, up to 15 or 20 years' service, *Ledgard* - - - - - 42,516-7, 42,561-2  
 Particulars *re* business houses controlled by, *Ledgard* - - - - - 42,544-50  
 Training, particulars *re*, *Ledgard* - - - - - 42,554

## Commerce—continued.

## HEADS OF DEPARTMENTS:

Europeans with the exception of one Parsi,  
*Ledgard* - 42,531  
Salary, particulars, *Ledgard* - 42,515  
Increase in trade in recent years, especially portion  
controlled by Europeans, *Ledgard* - 42,543-6

## INDIANS:

not extensively employed in European firms at  
Cawnpore, *Ledgard* - 42,547  
no organised system of training, but special  
efficiency encouraged, *Ledgard* - 42,551-60

## LEAVE:

Annual vacation given, and particulars, *Ledgard*  
42,520-2, 42,532-4  
Rules, not fixed, but general idea of, and nearly  
always given on full pay and passage one way or  
both ways sometimes paid by firm, *Ledgard*  
42,518-9

Partnerships, larger increment received in, than in  
high posts of I.C.S., and details re promotion to,  
*Ledgard* - 42,562-6

## PAY:

Better than in I.C.S. in higher posts, and par-  
ticulars re, *Ledgard* - 42,501-17  
Increase in, considerable, *Ledgard* - 42,550  
no Time-scale as a rule, but promotion according  
to efficiency, *Ledgard* - 42,513-4  
Tendency for increase in employment of domiciled  
Europeans, but not of Indians, *Ledgard* 42,547

## Commissioners:

Admission of Indians to posts as, not objected to,  
*Sri Ram* - 45,704  
All Executive officers above rank of, should receive  
special pensions after five years' service, *Clay*  
47,112

Functions, *Yusuf Ali*, 42,824-7; *Sundar Lal*, 43,770.  
no Indian ever posted permanently as, and particulars  
re, *Muhammad Ali* - 47,862, 48,114-7

Listing of one post as, recommended, *Sundar Lal*  
43,416

Listing of one post as, recommended by Government  
with certain reservations and endorsed by Secretary  
of State, *Sheo Prasad* - 42,622

Members of P.C.S. should be promoted to posts of,  
*Muhammad Ali* - 47,970

Number, *Burn* - pp. 201, 202, 203

One candidate for Deputy Collectorship recom-  
mended by, details, *Sundar Lal* - 43,436

## PAY:

Amounts, *Burn* - pp. 201, 202, 203  
Difference between that of Collector and, *Marris*  
43,886

Equal, for Europeans and Indians, not advocated,  
*Malaviya* - 43,362

Rates of, and grading, for years 1863, 1870, 1880,  
1890, 1900, 1912, *Burn* - p. 203

Pressure on, owing to cost of living and suggestion  
for increase of salary, *Burn* - 44,650

Promotion to, particulars re, *Yusuf Ali*, 42,824-7;  
*Burkitt*, 46,088-93.

Reservation of all posts for Europeans, advocated,  
*Abdul Majid* - 44,511, 44,559, 44,561

Reservation of posts for I.C.S. advocated, *Malaviya*,  
43,172; *Moti Lal Nehru*, 46,458, 46,627.

Sufficient authority commanded by, without any  
magisterial authority, *Sundar Lal* - 43,685-7

might be Unit of administration if cadre of I.C.S.  
reduced, *Yusuf Ali* - 42,677, 42,725-6, 42,900

Unnecessary in provinces with Boards of Revenue,  
*Moti Lal Nehru* - 46,458

## Commissioners, Assistant:

1st Grade, increase of number, *Burn* - 44,649

Head, recruited from ministerial service, and  
members of P.C.S. should be selected in future,  
and reasons, *Sri Ram* - 45,617

Pay and number, *Burn* - p. 201, 202

Pay, rates of, and grading, for years 1870, 1880,  
1890, 1900, 1912, *Burn* - p. 203

## Commissioners, Deputy:

Amalgamation of 2nd Grade with District Magis-  
trates 2nd Grade advocated, *Burn* - 44,650

## Commissioners, Deputy—continued.

Complaint re insufficiency of pay, when occupying  
post of District Officer, *Burn* - 44,650  
(see also Collectors and District Magistrates.)

## Commissioner of Excise:

Assistant, post held by Deputy Collector, *Sri Ram*  
45,617

Pay, rates and grading, in year 1880; *Burn* - p. 203

Commissioners, Extra Assistant (see Deputy Col-  
lectors).

## Commissioners, Judicial:

## ADDITIONAL:

Appointment from Judicial Branch, P.C.S., *Sitla*  
*Prasad Bajpai* - 44,332

Pay and particulars re appointment, *Burn* p. 201,  
p. 202, 44,882

Consulted in selecting men for judgeships, *Burn*  
44,838

Equal pay for officers of P.C.S. or I.C.S. holding post  
of, advocated, *Burn* - 44,653

Pay and number, *Burn* - p. 201, 202

Pensions, special should be given to, after five years'  
service, *Clay* - 47,112

## REGISTRAR OF COURT OF:

Listing of post advocated, *Sitla Prasad Bajpai*,  
44,301, 44,332; *Sri Ram*, 45,651; *Sheo Prasad*,  
46,321; *Chaudhri Maharaj Singh*, 48,144.

Pay, *Burn* - p. 201

Selection, details and particulars re candidates, *Burn*  
44,644

## Communities:

## BACKWARD:

Many possessed of administrative capacity, and  
reservation of posts for, advocated, *Muhammad*  
*Ali* - 47,819, 47,821, 47,881, 47,885, 47,891,

47,948-57, 48,014-21, 48,032, 48,038, 48,069-73

Special favours in respect of class representation  
would demoralise, and spirit of competition  
better, *Sheo Prasad* - 46,210

Representation in public service (see Class Re-  
presentation under Recruitment).

## Conditions of Service, I.C.S.:

## INFERIOR POSTS:

Difficulties re, and suggestion that number of,  
should correspond to 39 per cent. on number of  
superior posts, *Burn* - 44,649, 44,891

Established more with reference to needs of  
administrators than of administration, *Muham-*  
*mad Ali* - 47,857, 47,932-41, 48,008-8

Number and percentage, particulars re, *Burn*,  
p. 200-1; *Muhammad Ali*, 47,857, 48,037.

System accepted, but limit of Rs. 1,000 should be  
raised to Rs. 1,400 or Rs. 1,500, *Yusuf Ali*  
42,654, 42,663, 42,941

System approved, *Baillie*, 42,091; *Marris*, 48,879;  
*Burn*, 44,649; *Burkitt*, 45,893; *Clay*, 47,037;  
*Piggott*, 47,555.

OFFICERS OF OVER TWO AND BELOW EIGHT YEARS  
SERVICE:

Failure to rise above Rupees 500 grade, particulars  
and increase in during last year, *Burn* 44,714-5

Lists for 1908 to 1912, *Burn* - p. 188-99

OFFICERS OF OVER EIGHT YEARS SERVICE:

Lists for 1908 to 1912, *Burn* - p. 187-200

Particulars re, in year 1913, *Burn* - 44,716-7

Tendency to increase posts below Sessions Judge  
for members of I.C.S. and too many in executive  
branch also, *Yusuf Ali* - 42,677

## QUINQUENNIAL EXAMINATION:

into Prospects and conditions of Indian members,  
suggested, *Muhammad Ali* - 47,862

System suitable, *Marris* - 43,880

System not suitable, *Burn* - 44,649

## "SUPERIOR POSTS":

Appointments, methods of, *Burn*, 44,649; *Lindsay*,  
48,271.

**Conditions of Service, I.C.S.—continued.**

- "SUPERIOR POSTS"—continued.  
 Eight judgeships listed open to P.C.S., and two posts of Magistrate and Collector, for Executive Branch, *Burn* - 44,646, 44,659, 44,670, 44,768-74, 44,858-60, 44,903, 45,021  
 Number, *Burn* - 44,649, p. 200-1  
 Number and percentage and too many posts in higher grades, *Muhammad Ali* 47,857, 47,932-41, 48,005-8, 48,087  
 Pay, not always over Rs. 1,000, examples and grievance re, *Burn* - 44,649, 44,721, 44,727-8, 44,888-90, 44,910  
 Reduction advocated and scheme, *Muhammad Ali* 47,857, 47,933-41, 48,000-11  
 no Scheme connected with, could be introduced immediately, *Burkitt* - 46,002  
 Statement of officers over eight years' service, not holding, on first day of the four quarters of the last five years, *Clay* - p. 465  
 System:  
 Approved, *Baillie*, 42,089, 42,092; *Burn*, 44,649; *Burkitt*, 45,892; *Clay*, 47,096, 47,106.  
 Approved if age limit lowered, *Yusuf Ali*, 42,653, 42,656, 42,939; *Marris*, 43,878, 43,998-9; *Piggott*, 47,554.  
 Broken down, and reasons, *Burkitt*, 45,892, 45,948-50; *Clay*, 47,096, 47,145-6; *Piggott*, 47,557, 47,637.  
 Difficulties for Administration, *Burn* - 44,649  
 Established more with reference to needs of administrators than of administration, *Muhammad Ali* - 47,857, 47,932-41, 48,003-8  
 Temporary, showing of officers recruited against, in lowest grade, works satisfactorily, *Burn* 44,649

Conditions of Service, P.C.S., Quinquennial Examination, no means of knowing whether it takes place, *Muhammad Ali* - 47,857

**Co-operative Credit Societies, Registrar of:**

- ASSISTANT:  
 One post included among Deputy Collectors cadre, *Sheo Prasad* - 46,205  
 Transference to higher grade, *Burn* - 44,657  
 Listing of, advocated, *Sri Ram* - 45,651  
 Pay, *Burn* - p. 201

Cost of Living: increase in, *Baillie*, 42,424-5; *Ledgard*, 42,479; *Khushalpal Singh*, 43,050, 43,074-5; *Malaviya*, 43,230; *Sundar Lal*, 43,432, 43,444, 43,629; *Sitla Prasad Bajpai*, 44,337; *Abdul Majid*, 44,531, 44,535, 44,638; *Burn*, 44,650; *Sri Ram*, 45,611; *Burkitt*, 45,895, 46,123; *Sheo Prasad*, 46,226, 46,240; *Clay*, 47,107, p. 462, 465; *Campbell*, 47,356, 47,368, 47,394, 47,457, 47,462; *Lindsay*, 48,274.

**Council(s):**

- GOVERNOR GENERAL'S EXECUTIVE:  
 Admission of Indians to, by Minto-Morley administration, *Malaviya* - 43,173  
 Appointments on, recently given to Indian lawyers disapproval of, *Muhammad Ali* - 47,862  
 India, admission of Indians referred to, *Malaviya* 43,173

LEGISLATIVE:  
 no Elected members in immediate past, and Indian Law not permeated with Indian opinion owing to, *Yusuf Ali* - 42,876-7  
 National interests not preferred to class interests by, and bulk of population not represented in, particulars and disadvantages, *Baillie* - 42,049, 42,291-6

Court Inspector (see Public Prosecutor).

**Courts:**

- Civil rent cases come up in, *Sundar Lal* - 43,772-4  
 District, barristers connected with, particulars, *Yusuf Ali* - 42,914-7  
 High Court (see that title).  
 Judges (see that title).

**Cramming:**

for I.C.S. Examination objected to, and should be made impossible, *Ledgard*, 42,479; *Holland*, 45,099, 45,101, 45,167, 45,218-20; *Clay*, 47,058, 47,064.

**Cramming—continued.**

would be one Result of simultaneous examinations, *Marris*, 43,823; *Clay*, 47,058.

Crown Prosecutor (see Government Pleader).

**D.**

Decremental Rate (see under Recruitment).

Departmental Examination (see under Training).

Deputy Collectors (see Collectors, Deputy).

Deputy Magistrates (see under Magistrate).

Director of Land Records and Agriculture:

**ASSISTANT:**

- Corresponds approximately to grade of Joint Magistrate, *Clay* - 47,195  
 Listed post as, in Agra and Oudh, *Sri Ram* 45,582  
 Personal, post held by Deputy Collector, *Sri Ram* 45,617  
 Deputy, listing of post advocated, and reasons, *Sheo Prasad*, 46,221; *Chaudhri Maharaj Singh*, 48,144.  
 Inclusion of post among Listed Posts, advocated, *Sundar Lal* - 43,416  
 Pay and particulars re appointments, *Burn* - p. 201, 44,886-7  
 District Boards, secretary for more important, should be added to cadre, *Chaudhri Maharaj Singh* 48,143, 48,170-4

District Judges (see Judges, District and Sessions).

Districts, preferred to Divisions, as unit of administration, *Yusuf Ali* - 42,725

Districts, Hill, officers serving in should get equal pay with those in plains, *Campbell* 47,357, 47,401-7

Divisions, might be made unit of administration, if smaller I.C.S. staff desired, *Yusuf Ali* - 42,725-6

**Domiciled Community:**

in Public services as efficient as others, *Burn* 44,990-1

Reservation of certain posts for, under system of separate examination advocated, scheme, *Muhammad Ali* - 47,819, 48,082-5

**E.****Education in India:**

Central Provinces, transference from jurisdiction of Calcutta University to Allahabad, dissatisfaction re, and difficulties owing to slight difference in standards, *Sundar Lal* - 43,641-2  
 Chiefs' College, particulars re, *Marris* - 44,070, 44,073-8  
 Complete system, without necessity of taking course at English University ideal desired, *Saiyid Nabiullah* - 46,958-60

Development of administrative capacity should be one of foremost aims of, and suggestions, *Holland* 45,093, 45,181-3, 45,186

Effect of Simultaneous Examination (see under Simultaneous Examination).

Increased cost of, *Sitla Prasad Bajpai*, 44,337; *Sheo Prasad*, 46,226.

**MATRICULATION:**

- Particulars re candidates, *Sundar Lal* - 43,556  
 in Punjab regarded as easier by students, *Sundar Lal* - 43,638  
 Nature of, required by Administration, particulars re, *Muhammad Ali* - 48,030-8  
 Progress of, in recent years, *Riza Ali*, 45,332; *Sri Ram*, 45,611, 45,676-9; *Campbell*, 47,356; *Muhammad Ali*, 47,832; *Chaudhri Maharaj Singh*, 48,140.  
 Standard higher in England than in India, *Malaviya* - 43,375  
 Talukdari schools, particulars re, *Marris* - 44,070, 44,076, 44,078

Universities (see that title).

**Educational Department:**

- Gradual loss of control of, by I.C.S., *Yusuf Ali* 42,677  
 Pay, better in proportion to age of officer than in I.C.S., *Clay* - 47,162  
 Schools, Deputy Inspector of, first-class officers by travelling allowance rules, *Sheo Prasad* - 46,244

- Educational Service, provincial travelling allowance, Sheo Prasad** 46,244
- Engineers**
- Apprentice and assistant, first-class officers by travelling allowance rules, *Sheo Prasad* 46,244
- Eurasians (see Anglo-Indians)**
- European Officials:**
- Cases involving European interests fairly judged by *Piggott* 47,716
- Certain districts require European magistrates, reasons and list, *Clay* 47,072
- Comparison with Indians, *Ledgard*, 42,479; U.P. Congress Committee, 43,189; *Sundar Lal*, 43,595-602; *Holland*, 45,093; *Risa Ali*, 45,264; *Campbell*, 47,356.
- no Danger of Indians outnumbering, at present, *Holland*, 45,093, 45,145; *Sri Ram*, 45,569; *Moti Lal Nehru*, 46,446, 46,459.
- EMPLOYMENT OF MINIMUM PROPORTION IN HIGHER POSTS:**
- Advocated, *Baillie*, 42,063; *Ledgard*, 42,479 (6), 42,582-6; *Khushalpal Singh*, 43,006, 43,018, 43,057; *Marris*, 43,840; *Abdul Majid*, 44,512; *Nathhi Mal*, 46,656; *Saiyid Nabi-ullah*, 46,761; *Campbell*, 47,356; *Chaudhri Maharaj Singh*, 48,144.
- not Advocated, *Yusuf Ali*, 42,623, 42,870-3; U.P. Congress Committee, 43,198; *Sitla Prasad Bajpai*, 44,289, 44,359; *Moti Lal Nehru*, 46,459.
- not Advocated, but preponderance desired at present and provided for, *Muhammad Ali* 47,833, 47,907
- Desirable, but no fixed proportion advocated, *Sundar Lal*, 43,396, 43,409, 43,457; *Risa Ali*, 45,263-4; *Sri Ram*, 45,579, 45,624-5, 45,703; *Sheo Prasad*, 46,195, 46,198; 46,221-2; *Clay*, 47,072, 47,107, 47,291-2; *Piggott*, 47,517; *Lindsay*, 48,271, 48,402.
- not Desirable, but fair proportion always anticipated, *Malaviya* 43,173, 43,290, 43,293-8
- Efficiency should be sole consideration, *Shahid Husain* 45,424
- Method of obtaining, particulars, *Saiyid Nabi-ullah* 46,815-9, 46,862, 46,866, 46,980
- not Possible to maintain with any certainty if simultaneous examinations granted, *Piggott* 47,500
- Predominance in higher governing posts necessary, *Burn* 44,639, 44,642
- Preponderance of Europeans not desired in administration, and gradual reduction desired and anticipated, *Malaviya* 43,220, 43,291-8
- Indians of lower classes prefer to take cases before, *Marris* 43,849, 44,151-4, 45,243-7
- Machinery of administration better understood by, than by an Indian, *Nathhi Mal* 46,719
- Manner towards Indians objected to, particulars re, *Saiyid Nabi-ullah*, 46,769, 46,779, 46,840-3, 46,898; *Muhammad Ali*, 47,844.
- Objection to serving under Indians, *Ledgard*, 42,479 (3); *Muhammad Ali*, 47,861, 48,088-91.
- Service would consist of about half, if schemes for recruitment followed, and details re, *Muhammad Ali* 47,905-8, 47,968-9
- Superiority of, over Indians in management of responsible affairs, and preferred by Indians themselves for impartiality in trial of cases, &c., *Ledgard* 42,479 (2), 42,578-81, 42,599-601
- Examinations:**
- FRAUDS AND LEAKAGE OF QUESTIONS IN INDIA:**
- Particulars re, and growth of public opinion would put an end to, *Yusuf Ali* 42,609, 42,750-5, 42,828-35, 42,878-9, 42,894, 42,896-7
- Some, but very few cases, and reasons and particulars, *Sundar Lal* 43,609-24, 43,649-52, 43,692-8
- High court vakil examination, no frauds known in, *Sundar Lal* 43,622, 43,692 (see also Separate examination and Simultaneous examination.)
- Exchange Compensation Allowance (see under Pay).**
- Excise:**
- Commissioner of (see that title).
- INSPECTOR-GENERAL OF:**
- Held by same man as Inspector-Generalship of Registration, *Sundar Lal* 43,792
- Inclusion of post among listed posts might be practicable, *Sundar Lal* 43,793.
- Executive Branch, I.C.S.:**
- Better off than Judicial Branch, particulars, *Sheo Prasad* 46,275, 46,311
- EUROPEANS, MINIMUM OF:**
- Sixty per cent. advocated, *Risa Ali* 45,264
- Two-thirds suggested, *Khushalpal Singh* 43,053, 43,059-60, 43,091
- INDIANS:**
- Appointments withheld from, *Muhammad Ali* 47,862
- Good birth, high caste, &c. particularly important with regard to, *Shahid Husain* 45,521
- Proportion of posts suggested for, *Khushalpal Singh* 43,089-91
- Judicial functions, combination and separation of (see under Judicial Branch).
- Knowledge of people gained by officers in, *Piggott*, 47,625-8, 47-688; *Lindsay*, 48,278.
- Knowledge of people not really gained by officers, and particulars, *Moti Lal Nehru* 46,555-9, 46,577-83, 46,624-5
- Listed posts (see that title).
- Members other than those in Revenue branch available, as Deputy Collectors, *Baillie* 42,454-5
- Officers should only do executive and revenue work, *Saiyid Nabi-ullah* 46,789, 46,886-7, 46,916-20
- Outsiders of ability could not be admitted to, except at period of training, *Baillie* 42,330
- Overworked and increase of cadre needed, *Sundar Lal*, 43,498-500, 43,783; *Piggott*, 47,643.
- PENSIONS:**
- Increase should be received in higher posts, *Baillie* 42,114
- Special, suggestion, *Clay* 47,112
- System of equal annuities, not advocated for High Executive Officers, *Yusuf Ali* 42,672 (see also Pensions, I.C.S.)
- Probation (see Probation, I.C.S.).
- Promotion (see Promotion, I.C.S.).
- RECRUITMENT:**
- Simultaneous examination in England and India, separate from Judicial Branch, advocated, and reasons and scheme, *Khushalpal Singh*, 43,005, 43,057-8, 43,066-8, 43,085-8, 43,121-4; *Malaviya*, 43,158, 43,165, 43,212-4, 43,254-6, 43,289. (see also Recruitment, I.C.S.)
- Reporting of cases by junior Civilian electing for, might be dispensed with, *Yusuf Ali* 42,648, 42,735
- Reservation of certain posts for members of, advocated and particulars, *Moti Lal Nehru* 46,458
- TOURING:**
- Camp touring, particulars re, *Moti Lal Nehru* 46,555-7, 46,577-83, 46,624-5
- Camp work might be set off in Judicial Branch by grant of extra fortnight's holiday and no complaints anticipated, *Burkitt* 46,021-2
- TRAINING IN LAW:**
- Necessary, and inclusion of more subjects advocated, *Baillie*, 42,235-8; *Khushalpal Singh*, 43,035.
- not Necessary, as plenty of selection for Judicial Branch possible outside, *Sundar Lal* 43,401
- Executive Branch, P.C.S.:**
- Appointments on deputation in Native States more often obtained by members of, than by those in Judicial Branch, *Clay* 47,076
- CADERE:**
- Increase advocated, *Chaudhri Maharaj Singh* 48,143, 48,170-8
- Increase, question of, and 18 extra men in probationary grade may have been appointed, *Sheo Prasad* 46,205
- Method of fixing strength of, *Burn*, 44,659; *Sheo Prasad*, 46,214; *Chaudhri Maharaj Singh*, 48,143.

**Executive Branch, P.C.S.—continued.****CADRE—continued.**

Number of posts, comparison of latest Civil List with Appendix B, and particulars *re, Sheo Prasad* - 46,205  
 Number of posts, statements for 1890, 1900, and 1912, *Burn* - p. 217-8  
 Number of posts, table showing, before 1893, in 1893 and in 1912, *Sheo Prasad* - 46,225  
 Comparison of functions with Judicial Branch, *Sheo Prasad*, 46,348-51; *Saiyid Nabi-ullah*, 47,027, 47,029.  
 Division into two groups, scheme, if Judicial and Executive functions not separated, *Risa Ali* 45,264, 45,301-2, 45,371-2  
 Entrance to, more difficult than into Judicial Branch, and higher pay would not necessarily divert candidates, *Sri Ram* - 45,835-7  
 Functions of officers in, in connection with legal matters, *Sundar Lal* - 43,665  
 only Half a dozen successful candidates admitted to, each year, *Malaviya* - 43,388-9  
 Inclusion of subordinate revenue service of tahsildars and naib-tahsildars in, not advocated, *Burn* 44,659  
 Judicial functions, combination and separation (see under Judicial Branch, P.C.S.).  
 Law degrees, possessed by some officers in, *Chaudhri Maharaj Singh* - 48,145, 48,217-9, 48,234

**LEAVE :**

Decrease in amount taken, reasons for, *Burn* 44,661  
 Furlough, small amount taken in recent years, percentage and reason for, *Burn* - 44,661  
 Long, at shorter intervals a necessity, *Sheo Prasad* 46,232, 46,277-80, 46,285-6, 46,402-3  
 Medical, steady rise in amount taken, *Burn* 44,661 (see also Leave, P.C.S.)  
 Men have broken down in Judicial Branch and in, and both as bad, *Sheo Prasad* - 46,329-30  
 Number of graduates in, *Sundar Lal* - 43,436  
 Officers, classes of, and appointments, *Burn* - p. 214  
 Organisation, satisfactory on the whole, *Sheo Prasad* 46,243  
 Oudh, more hard worked than Judicial Branch at present, *Piggott* - 47,802  
 Overwork in, and increase of responsibility during recent years, results of, and particulars *re, Sheo Prasad*, 46,214, 46,222, 46,232, 46,277, 46,285-6, 46,402-3; *Chaudhri Maharaj Singh*, 48,140, 48,143, 48,170-3.

**PAY :**

Comparison with Judicial Branch, *Baillie*, 42,395-6; *Sheo Prasad*, 46,226, 46,275.  
 Increase suggested, *Baillie*, 42,395-6; *Burn*, 45,078; *Sri Ram*, 45,608, 45,612; *Sheo Prasad*, 46,226, 46,275.  
 Last general re-organisation in 1903 and more posts added in 1907, *Sheo Prasad* - 46,225  
 Statements for 1890, 1900, and 1912, *Burn* p. 217-8  
 Table showing, before 1893, in 1893 and in 1912, *Sheo Prasad* - 46,223  
 Time-scale :  
 Advocated, *Sri Ram* - 45,617  
 only Remedy for block in Promotion, and scheme, *Sheo Prasad* - 46,228  
 (see also Pay, P.C.S.)

**PENSIONS :**

Reduced for inefficiency, advocated, *Sheo Prasad* 46,219, 46,239  
 (see also Pensions, P.C.S.)

**PROBATION :**

Number of probationers and arrangements *re* proportion of, according to annual recruitment, *Burn* 44,659, p. 210  
 Rules, principle satisfactory but do not work well, and alterations suggested, *Sheo Prasad* - 46,211  
 System, particulars *re, Silla Prasad Bajpai* 44,322 (see also Probation, P.C.S.)

**PROMOTION :**

to Higher grades :  
 Confidential reports on officers in connection with, *Sheo Prasad* - 46,218, 46,367-72

**Executive Branch, P.C.S.—continued.****PROMOTION—continued.**

to Higher grades—continued.  
 Rule for, selection seldom made, *Sheo Prasad* 46,218, 46,281  
 Testimony of several officers should be necessary for, *Sheo Prasad* - 46,218, 46,372  
 to Listed Posts, scheme, *Silla Prasad Bajpai* 44,411-8, 44,426-8  
 Revision of system required in interests of officers and Administration, *Sheo Prasad* - 46,219  
 by Seniority in lower grades and selection in higher, approval of, *Burn* - 44,657, p. 210  
 Slow, and remedy suggested, *Sri Ram* - 45,617  
 Stopped for misconduct, &c., rule for, should be applied from very beginning and not only from 4th grade, and particulars, *Sheo Prasad* 46,218, 46,282

(see also Promotion, P.C.S.)

Prospects not so good as in Judicial Branch, particulars, and improvements advocated, *Sheo Prasad*, 46,226, 46,274-6; *Chaudhri Maharaj Singh*, 48,145, 48,179-80, 48,216-20, 48,265.

Prospects might be improved, but not under present system of nomination, *Moti Lal Nehru* 46,626, 46,628

Prospects would be much improved if supplementary scheme of selection adopted, *Burn* - 45,076  
 should Rank with grades below Collectors in I.C.S. so far as distribution of work concerned, and suggestion, *Muhammad Ali* - 47,875

**RECRUITMENT :****Class representation :**

Advocated, and especially classes which are politically important, and scheme for, *Khushalpal Singh*, 43,048; *Sheo Prasad*, 46,210.

Table showing distribution, *Sheo Prasad* 46,210  
 Combined nomination and examination, advocated, and schemes, *Sundar Lal*, 43,436, 43,497, 43,522-3, 43,534-7, 43,663, 43,812; *Sheo Prasad*, 46,208, 46,211, 46,265-72, 46,331, 46,363-6.

Comparison with Judicial Branch, *Sheo Prasad* 46,208, 46,319-28, 46,332

**Competitive examination :**

Advocated, and scheme and reasons, *U.P. Congress Committee*, 43,191; *Saiyid Nabi-ullah*, 47,032-3, 47,039, 47,042-3.

Introduced by Sir Antony Macdonnell, particulars *re*, and satisfactory results obtained by, *Sheo Prasad* - 46,206, 46,208, 46,331

Compulsory law degree advocated or vakil's certificate, and reasons, *Malaviya*, 43,387, 43,390; *Sundar Lal*, 43,436, 43,634-6, 43,664-5; *Silla Prasad Bajpai*, 44,316.

Decrement rate, particulars *re*, and arrangements, *Burn* - 44,659

Different systems adopted for, description of, *Sheo Prasad* - 46,206

**Nomination :**

Advocated from well-educated men of good family, and reasons, *Khushalpal Singh* 43,043  
 Employed now, and most of present officers recruited by, and particulars *re, Sheo Prasad* 46,208, 46,208, 46,363-6

Made from among good families chiefly, and dissatisfaction owing to, *Sundar Lal* 43,436, 43,496

from Police, Education, and other departments, not successful always, *Sheo Prasad* 46,208, 46,264

not always Satisfactory, and particulars, *Sheo Prasad* 46,208, 46,263-4, 46,332, 46,363-6

**Promotion from Subordinate Service :**

Confining of, to Executive Subordinate Service, bad results of, *Sheo Prasad* - 46,208, 46,363  
 One-third advocated, graduates if possible, *Sheo Prasad* - 46,208, 46,210, 46,358-9

Training, scheme for, *Sheo Prasad* - 46,211

Recruitment, rate of, *Sheo Prasad* - 46,217

non-Residents of Province seldom appointed to, *Sheo Prasad* - 46,209, 46,273

**Rules :**

Alterations suggested, *Marris*, 43,927; *Sheo Prasad*, 46,204.

**Executive Branch, P.C.S.—continued.****RECRUITMENT—continued.****Rules—continued.**

- not so Satisfactory as those in Judicial Branch, and details, *Sundar Lal* - 43,436  
(see also Recruitment, P.C.S.)  
Request for admission to posts of Assistant Judges, and reasons, *Marris* - 43,963

**RETIREMENT:**

- Compulsory, for inefficiency, advocated from beginning of service, *Sheo Prasad* - 46,218, 46,239  
Extensions after 35 years' or after 30 years' service at age of 55 should not be allowed, *Sheo Prasad* - 46,241, 46,289-95  
(see also Retirement, P.C.S.)

**TRAINING:**

- no Reserve for, *Sheo Prasad* - 46,216  
Rules satisfactory, but do not work well, and alterations suggested, *Sheo Prasad* - 46,211  
on Same lines as in I.C.S. advocated, *Campbell* - 47,359  
Scheme, *Sheo Prasad* - 46,211  
System, particulars re, *Sitla Prasad Bajpai* 44,322  
(see also Training, P.C.S.)  
Transfers, reduction advocated and suggestion for increase of staff, *Burn* - 44,661

**F.**

**Family Pension Fund** (see Indian Services Family Pension Fund).

**Family Pension Fund, Uncovenanted Service, number of officers subscribing to, *Burn*** - 44,662

**Finance Department:**

Recruitment, principle of nomination, previous to competitive examination, recognised, *Muhammad Ali* - 47,819

**Secretaries (see that title).**

University men often prefer, to P.C.S., and details re successful candidates for, *Sundar Lal* 43,502-4

**Forest Department, pay better in proportion to age of officer, than in I.C.S., *Clay*** - 47,162

**Furlough (see under Leave).**

**G.**

**General Provident Fund (see Provident Fund).**

**Government Advocates:**

Assistant, deputing of junior Civilians as, might be useful, *Yusuf Ali* - 42,980  
Junior Civilians could not be appointed as Assistant, *Baillie* - 42,437  
Post should be held by Indian, *Risa Ali* - 45,264

**Government Gardens, travelling allowance drawn by superintendent of, *Sheo Prasad*** - 46,244

**Government of India Act, 1833:**

Class representation finds no place in, *Moti Lal Nehru*, 46,447; *Muhammad Ali*, 47,832.  
Competitive examination rendered nugatory the declaration of, *Malaviya* - 43,157  
Discontent among Indians owing to no adequate attempt being made to redeem pledges contained in, *U.P. Congress Committee*, 43,188; *Muhammad Ali*, 47,832, 47,995-6.  
Equality in eye of law in matter of public services secured to Indians by, *Malaviya*, 43,161; *Muhammad Ali*, 47,832.  
Liberal policy of, particulars, *Sundar Lal* - 43,396  
Present system of examination in England recognised spirit and letter of section 87 in, *Sundar Lal* - 43,397  
Simultaneous examination, logical sequence of, *Sundar Lal* - 43,396

E 22768

**Government of India Act, 1858:**

Act of 1833 confirmed by, *Malaviya* - 43,161  
Class representation finds no place in, *Moti Lal Nehru* - 46,447  
Discontent among Indians owing to no adequate attempt being made to redeem pledges contained in, *U.P. Congress Committee* - 43,188  
Good results of, *Malaviya* - 43,157  
Opinions re, *Malaviya* - 43,161  
no Superiority of European over Indian recognised by, *Muhammad Ali* - 47,832

**Government of India Act, 1870:**

Benefits intended for Indians by, not realised for nearly half a century, *Muhammad Ali* - 47,832  
Failure of, referred to, *Malaviya*, 43,157-8; *U.P. Congress Committee*, 43,189.  
Object of, and comment on rules, *Malaviya* - 43,157  
Particulars re enactment of, *Muhammad Ali* - 47,832  
Promises made to Indians by, not fulfilled, and discontent re, *Muhammad Ali* - 47,832, 47,995-6

**Government Pleader:**

Method of appointment, *Yusuf Ali* - 42,858  
One in each judgeship, *Sundar Lal* - 43,632  
Post declined by most successful legal men, and reasons, *Yusuf Ali* - 42,859-60

**Governor-General, appointment of Indian to post of, desired, and anticipated in future, *Malaviya*** - 43,173

**Governor-General's Council (see under Council).**

**Greeven Committee:**

Flaw in orders passed on Report of with regard to filling of posts of Assistant Sessions Judge, particulars, *Piggott* - 47,549, 47,788  
Work of, *Sitla Prasad Bajpai*, 44,325, 44,327, 44,836, 44,350, 44,405, 44,459-62; *Piggott*, 47,547, 47,549, 47,564, 47,572, 47,579, 47,583, 47,643.

**H.****High Court:**

Bar, comparison with mufassal Bar, *Sundar Lal* - 43,761-4  
Consulted in selecting men for Judgeships, *Burn* - 44,838

Pay, present system approved, *Sundar Lal* - 43,432  
Privilege leave extended to, *Sundar Lal* - 43,780

**REGISTRAR:**

Listing of post as, advocated, *Sitla Prasad Bajpai*, 44,301, 44,332; *Sri Ram*, 45,851; *Sheo Prasad*, 46,221; *Chaudhri Maharaj Singh*, 48,144.  
Pay, *Burn* - p. 201, 202  
Pay, personal, advocated, *Clay* - 47,105

**Hill districts, officers serving in should get equal pay with officers in plains, *Campbell*** - 47,357, 47,401-7

**Hindus:**

Difficulties re entering I.C.S. under present system of I.C.S. examination in England, *Sundar Lal*, 43,396; *Muhammad Ali*, 47,816, 48,051-4.  
Glorious traditions of, *Malaviya* - 43,161  
Percentage in proportion to Muhammadans, *Burn*, 44,657; *Chaudhri Maharaj Singh*, 48,141.  
Proportion of appointments suggested for Muhammadans and, question of, *Abdul Majid*, 44,534, 44,568-71, 44,624; *Burn*, 44,657.  
Relations between Muhammadans and, *Risa Ali*, 45,264; *Moti Lal Nehru*, 46,487; *Muhammad Ali*, 47,819, 47,876.  
Reluctance re availing themselves of furlough, and therefore many more casualties among, than among other classes, *Piggott* - 47,787-92

**REPRESENTATION:**

of Each caste in Judicial Service impracticable, *Sitla Prasad Bajpai* - 44,321  
in Executive Branch, P.C.S., comparison with Muhammadans, *Chaudhri Maharaj Singh* - 48,141, 48,213-5  
in I.C.S., suggestions for, *Saiyid Nabi-ullah*, 46,814, 46,851, 46,854, 46,858-9, 46,861, 46,866, 46,869, 46,979, 46,981  
in P.C.S., particulars, *Sheo Prasad* - 46,210  
Special leave asked for by, in marriage season, *Burn* - 44,655

B



**Hindustani:**

Adequate proficiency should be attained in by all I.C.S. officers, *Clay* - 47,091  
 many Senior members of I.C.S. speak fluently in, *Natthi Mal* - 46,732-6  
 (see also Vernaculars.)

**Holland, Rev. W. E. S.**, evidence of - 45,090-259

**Home Service:**

Combination of examination for, with I.C.S. examination (see under Indian Civil Service Examination).  
 Opening up to Indians, advocated and reasons, *Holland* - 45,091, 45,115

**Honorary Magistrates** (see under Magistrates).

**Housing accommodation**, difficulty in obtaining, *Clay* - p. 462 (para. 2)

**Husain, Shaikh Shahid, B.A., LL.B.**, evidence of - 45,411-562

**I.****Indian Civil Service:**

**ABOLITION OF DISTINCTION BETWEEN P.C.S. AND:**  
 Approved when practicable, *Yusuf Ali*, 42,886;  
*Khushalpal Singh*, 43,139.

not Advocated with different method of recruitment, *Risa Ali* - 45,402

Question of, *Sundar Lal* - 43,507-9

Appointments, increase not large in proportion to strength of service, *Baillie* - 42,430

Calculation of probable position of officers, now in their 5th year, to their 9th year of service after intervals of three, six, or nine years, *Clay* - p. 466

**CADEE:**

Increase of, and correction of tables owing to, *Burn* - 44,649

Methods of estimating satisfactory, *Burn* - 44,649

Sanctioned and actual, comparison between and particulars, *Burn* - 44,649

Strength of, *Burn*, 44,649; *Sri Ram*, 45,583.

Strength satisfactory, *Khushalpal Singh*, 43,039; *Natthi Mal*, 46,674.

Cases of business calling being preferred to, unknown, *Ledgard* - 42,570

Classes of offices and appointments, anomalies, and appointments of senior officers to certain posts would have mitigated difficulties of, *Burn* - 44,729

Closer connection with P.C.S. desired, and particulars re, *Muhammad Ali* - 47,876, 48,010-2

Decrease in value of appointments, *Burn* - 44,650

no Decrease in standards of, at present, *Burkitt* - 46,122

Deterioration of position of members of, in comparison with other Indian Services, particulars re, *Burn*, 44,650; *Clay*, 47,107, 47,158-63, 47,306-7.

no Deterioration among members of, but change of conditions discernible, and reasons for, *Marris* - 43,833, 43,994-5

Differential treatment of Indians in, not advocated, *Ledgard* - 42,479 (6)

Disadvantages to present members if system of selection by merit to listed posts introduced, *Baillie* - 42,148-9, 42,151, 42,429, 42,432

no Dissatisfaction among rank and file of members owing to fact of limited recruitment necessary for highest posts, *Piggott* - 47,747

Dissatisfaction, causes of, *Yusuf Ali* - 42,677

Efficient officers needed, especially at present, and any lowering of standard would be politically deplorable, *Clay* - p. 465

Europeans and Indians equally suitable for, *Malaviya* - 43,224

Europeans (see European officials).

Executive Branch (see that title).

High standard of purity and efficiency maintained in, *Malaviya* - 43,161, 43,224

**Indian Civil Service—continued.**

Improvement of junior officers' position in other Indian Services in comparison with, and reason, *Clay* - 47,107, 47,158-60, 47,306-7

**INDIAN MEMBERS:**

Appointment to provinces other than their own:

no Difficulty experienced, *Malaviya* - 43,268-9  
 not Objected to, *Baillie*, 42,260-2; *Burn*, 44,677-8.

Cases transferred from courts of, to European officers, reasons, *Natthi Mal* - 46,665, 46,698,

46,710-3, 46,720, 46,723-31, 46,744

as Competent as Europeans, *Risa Ali* - 45,264

Discontent re treatment among, particulars, *Muhammad Ali* - 47,862

Efficiency acknowledged in Commission of 1886, *Malaviya* - 43,161

Number in United Provinces, particulars and increase soon to be made, *Clay* - 47,072

Enquiry by Government of India, every five years, into conditions and prospects of, advocated, *Muhammad Ali* - 47,862

Prejudices against, in I.C.S., examples, *U.P. Congress Committee* - 43,189

Recruited by open competition, list of, *Burn* - 44,642

not Regarded favourably by compatriots outside the service, and official status admitted reluctantly, and reasons, *Marris* - 43,979-82,

44,028, 44,155-8

should be on Same footing as Europeans, but are not at present, and dissatisfaction among, *Yusuf Ali* - 42,677

not up to Standard of European members, *Campbell* - 47,356

Treatment not approved, and better opportunities should be given to, and particulars, *Muhammad Ali* - 47,862

Try to keep free from class prejudice and antagonism, &c., but public opinion not inclined to believe this, and particulars re, *Piggott* - 47,711-7

Inferior services, treatment of, *Muhammad Ali* - 47,832, 47,917-23

Judicial Branch (see that title).

Junior Civilians, no general feeling among, that age limit too old, and objection to routine work on part of, unreasonable if it exists, *Clay* - 47,215-9

Members in closer contact with people than members of Bar, and attitude of mind better for Judges, *Yusuf Ali* - 42,867-9

Members should be impressed with value set by Orientals on sympathetic attitude and considerate courtesy, and suggestions, *Holland* - 45,106, 45,157-9

Members do not mix freely enough with people, *Sri Ram* - 45,591-2, 45,709-10

Members not so well off as twenty years ago, *Baillie* - 42,104

Organisation, satisfactory, *Marris* - 43,925

Original idea underlying constitution of, particulars, and inroads not approved, *Yusuf Ali* - 42,622

Passages, Government should pay first passage out to India and last passage home, of all members of, *Campbell* - 47,358

**POPULARITY, DECREASE IN:**

Particulars re, *Marris* - 43,833

Question of, *Clay* - 47,057, p. 465

Reasons for, and remedies suggested, *Ledgard*, 42,479, 42,496; *Holland*, 45,107; *Clay*, 47,106-7, 47,158-62, 47,242-4, 47,281-5, 47,294-300, 47,308; *Campbell*, 47,356, 47,444-5.

Service not chosen by top men in combined examination, and comments of newspapers on, and disadvantages of, *Baillie* - 42,286-90

Pressure of work, question of, and particulars, *Saiyid Nabi-ullah* - 46,924-6

Proportion of members in, with University degrees, statistics, *Malaviya* - 43,275-7, 43,338-43

Question of getting out of touch with educated Indian classes, and something should be done to remedy, *Clay* - 47,277-9, 47,288-9

Suitable class of men attracted to, *Baillie*, 42,334; *Burkitt*, 45,867.

Tendency for posts outside regular line to be closed to officers of, and given to officers of special line concerned, *Clay* - p. 464

**Indian Civil Service—continued.**

Work more onerous and exacting now than formerly, and less outdoor life, *Ledgard*, 42,479; *Clay*, 47,107; *Campbell*, 47,356, 47,445.

(see also Conditions of Service, Listed Posts, Pensions, Recruitment, and Retirement.)

**Indian Civil Service Act of 1861**, suitable provision for admission of Indians outside I.C.S. given by *Marris* - 43,839

**Indian Civil Service Examination:**

Advance of education of Indians under, *Burn* 44,970

Advantages and disadvantages of, and particulars re, *Piggott* 47,494, 47,679

**AGE LIMIT:**

17-19:

Advocated, and reasons, *Ledgard*, 42,479; *Yusuf Ali*, 42,697-8; *Burn*, 44,639, 44,640, 44,645, 44,704-5, 44,708, 44,926, 45,002-5; *Burkitt*, 45,868, 45,870, 45,872; *Campbell*, 47,356, 47,367; *Lindsay*, 48,271, 48,281, 48,364, 48,415, 48,418-21.

not Objected to, if University course taken afterwards, *Clay* 47,125-8

19-21:

Advocated, and reasons, *Baillie*, 42,055, 42,156, 42,158-62; *Marris*, 43,831, 43,835, 43,996-7, 44,037-42.

Advocated if simultaneous examinations held, *Moti Lal Nehru* 46,446, 46,453, 46,507-9, 46,514

19-22, advocated and reasons, *Yusuf Ali*, 42,616, 42,653, 42,691-3; *Piggott*, 47,508, 47,661-5.

21-23; advocated, and reasons, *Risa Ali*, 45,264; *Clay*, 47,064, 47,078, 47,083, 47,117-24, 47,206-7.

21-24 advocated, *Shahid Husain* - 45,418

22 advocated, *Natthi Mal* - 46,650

22-23 advocated, *Holland* - 45,099, 45,245

22-24 (Present limits):

should be Retained for Indians in case of reduction of European age-limit, *Sundar Lal*, 43,699-709; *Saiyid Nabi-ullah*, 46,757, 46,827-32; *Muhammad Ali*, 47,895.

Satisfactory, *Khushalpal Singh*, 43,012; *Sundar Lal*, 43,403; *Sheo Prasad*, 46,197, 46,253;

*Moti Lal Nehru*, 46,453; *Saiyid Nabi-ullah*, 46,755, 46,757, 46,832; *Muhammad Ali*, 47,827, 47,894-5.

most Suitable for Indians and natural-born subjects, *Moti Lal Nehru* - 46,455

University career impracticable under, *Piggott* 47,508

Unsuitable for Indians, *Muhammad Ali* 47,827, 47,829

22-25 advocated, and reason, *Malaviya*, 43,167, 43,169, 43,302-9, 43,313, 43,315; *Sitla Prasad Bajpai*, 44,297, 44,444-8.

23-25 advocated, and reasons, *Sri Ram* 45,565, 45,573, 45,575, 45,639

25:

Advocated for Natives of India, *Abdul Majid* 44,506, 44,508

as Maximum for Natives of India, advocated, *Sri Ram* 45,575, 45,639

Differentiation for Indians:

Advocated, one year higher for Indians, *Risu Ali* 45,264

not Advocated, *Baillie*, 42,059; *Yusuf Ali*, 42,618; *Khushalpal Singh*, 43,014, 43,016;

*Malaviya*, 43,169; *Sundar Lal*, 43,405, 43,708;

*Marris*, 43,835; *Holland*, 45,100; *Shahid Husain*, 45,420; *Sheo Prasad*, 46,197; *Moti Lal Nehru*, 46,455; *Natthi Mal*, 46,852.

not Advocated, but not objected to, if necessary, *Saiyid Nabi-ullah* 46,757, 46,827-32

not Advocated unless present European age reduced, *Sri Ram*, 45,575, 45,647-50; *Piggott*, 47,512, 47,660.

Indians should be allowed to compete in London at an age two or three years higher than Europeans, *Piggott* - 47,512

not Objected to, and Europeans might enter at younger age and add another year's probation, *Muhammad Ali* - 47,829

**Indian Civil Service Examination—continued.****AGE LIMIT—continued.**

Disadvantages of late, *Baillie*, 42,056, 42,157, *Marris*, 43,832-3, 43,995.

Indians can best decide what is most suitable for Natives of India, *Clay* - 47,067

Later:

Advantages to Indians, *Yusuf Ali* - 42,845-6

Civilians do not settle down so well, if they are older, and particulars, *Campbell* 47,356, 47,368

Men more efficient under, and preferred by Indians, *Sundar Lal* - 43,658-9

not Much difference between candidates recruited under different ones, *Marris* - 43,832

only members passing Open competition at later age working in United Provinces, *Sundar Lal* - 43,656-7

Reduction:

Advantageous for English candidate, *Sheo Prasad* - 46,258

Advocated, and reasons, *Yusuf Ali*, 42,604, 42,616-7, 42,777; *Piggott*, 47,498, 47,504, 47,513, 47,807, 47,609, 47,658

*Lindsay*, 48,271-2, 48,279, 48,283.

Advocated if simultaneous examination granted, and reason, *Moti Lal Nehru* - 46,446

Cases of entrants under, and no marked difference from those coming out under higher age-limit, *Yusuf Ali* - 42,787-9

Certain number of Indians would be excluded by, *Ledgard* 42,479 (3) (P)

Compensation for Indians suggested, *Burn*, 44,640, 44,706; *Lindsay*, 48,271.

Disadvantages for Indians, *Malaviya*, 43,309-14; *Sundar Lal*, 43,538, 43,579-87, 43,653-5;

*Burn*, 44,640, 44,706; *Burkitt*, 45,930; *Sheo Prasad*, 46,255, 46,298-9; *Saiyid Nabi-ullah*, 46,828-32; *Piggott*, 47,659; *Lindsay*, 48,271, 48,284-5, 48,416, 48,427.

Effect of, on Indians, and suggestions, and no decrease in numbers anticipated, *Yusuf Ali* 42,836-7, 42,839-45

Indians need not spend two years at University in case of, *Piggott* - 47,663

Introduction of an examination particularly suited to Indian requirements would not remove disadvantages of, *Sundar Lal* 43,581-7

no Alteration recommended with regard to equal suitability of, for Indians, *Clay*, 47,055; *Piggott*, 47,496.

Best system on the whole and continuance advocated, *Baillie*, 42,043, 42,048, 42,134; *Ledgard*, 42,479, 42,591; *Burn*, 44,639, 44,669, 44,672; *Burkitt*, 45,860; *Holland*, 45,092.

British character of, a safeguard to maintenance of British tone in Administration, *Holland* - 45,103

Caste scruples, difficulties re, simultaneous examination would overcome, *Holland* - 45,093, 45,226-32

**CENTRES:**

London should not be the only one, *Malaviya*, 43,158; *U.P. Congress Committee*, 43,189; *Sundar Lal*, 43,396; *Saiyid Nabi-ullah*, 46,746.

no Others besides London advocated, *Yusuf Ali*, 42,610; *Sitla Prasad Bajpai*, 44,290; *Burkitt*, 45,862; *Piggott*, 47,501.

**COMBINATION WITH HOME AND COLONIAL CIVIL SERVICE EXAMINATIONS:**

Advantageous to Indian interests, and reasons, *Baillie*, 42,047, 42,276-7, 42,282-5; *Yusuf Ali*, 42,607; *Sitla Prasad Bajpai*, 44,287; *Holland*, 45,091; *Risa Ali*, 45,262; *Sheo Prasad*, 46,193; *Moti Lal Nehru*, 46,444, 46,592-7; *Clay*, 47,057, 47,233-5, 47,294-8.

not Advantageous to Indian interests, and reasons, *Khushalpal Singh*, 43,004; *Malaviya*, 43,160; *Sundar Lal*, 43,395; *Marris*, 43,821; *Abdul Majid*, 44,497; *Shahid Husain*, 45,414; *Saiyid Nabi-ullah*, 46,748; *Piggott*, 47,498; *Muhammad Ali*, 47,818.

**Indian Civil Service Examination—continued.****COMBINATION WITH HOME AND COLONIAL CIVIL SERVICE EXAMINATIONS—continued.**

Colonies, subjects of, not admitting Indians on equal terms, should be debarred from entering, *Malaviya*, 43,159; *U.P. Congress Committee*, 43,192; *Sitla Prasad Bajpai*, 44,286; *Holland*, 45,091; *Risa Ali*, 45,262; *Sheo Prasad*, 46,194; *Muhammad Ali*, 47,817, 48,005.

not Necessary, *Natthi Mal* - - - - - 46,641

no Objection to, if present age limits maintained, *Burn* - - - - - 44,639

no Decrease in number of candidates, but quality criticised, *Clay* - - - - - 47,284-5

Degree at Indian or British University should be compulsory for all candidates for, *Malaviya*, 43,158, 43,216, 43,236, 43,242, 43,245-7, 43,250, 43,270-87, 43,315; *Muhammad Ali*, 47,827, 47,894, 47,896.

Differences of, in former times, particulars *re*, *Clay* 47,265-7

Differentiation between natural-born subjects, not advocated, *Baillie*, 42,046; *Ledgard*, 42,479; *Yusuf Ali*, 42,606; *Burkitt*, 45,859; *Clay*, 47,056; *Piggott*, 47,497.

Disadvantages to administration under present system, *Holland* - - - - - 45,095

Dissatisfaction of Indians *re*, *Risa Ali* - - - - - 45,263

European candidates should not be allowed to marry before coming out to India, and reasons, *Sheo Prasad* - - - - - 46,197, 46,254, 46,256-7

Europeans recruited by, comparison with Indians, *Shahid Husain* - - - - - 45,507, 45,522-8

Europeans, restriction to advocated, *Marris*, 43,827, 43,841, 43,973-8; *Campbell*, 47,356, 47,364, 47,383-5, 47,432-7.

Examinations for Executive and Judicial Branches should be separate, and reasons, *Malaviya* 43,158, 43,212-4, 43,254, 43,289

GENERAL EDUCATION OF CANDIDATES :

Sufficient without further specializing, *Clay* 47,179-80

not Sufficient, *Malaviya* - - - - - 43,158, 43,235-7, 43,242-7, 43,271-87

Graduates at Allahabad would be almost up to standard of, and details, *Sundar Lal* - - - - - 43,466-9

Indians, handicaps to, *Baillie*, 42,136; *Khushalpal Singh*, 43,003; *Malaviya*, 43,158; *U.P. Congress*, 43,159; *Sundar Lal*, 43,396; *Holland*, 45,093, 45,226-35, 45,241-3; *Risa Ali*, 45,261, 45,280; *Shahid Husain*, 45,412-3; *Sri Ram*, 45,563-6, 45,577, 45,580, 45,621, 45,648; *Muhammad Ali*, 47,516, 47,819, 47,879-80.

Improvement in, in recent years, particulars, *Clay* 47,268-70

INCREASE IN INDIAN ELEMENT :

Candidates with University degrees, 'increase in number of entrants, *Sitla Prasad Bajpai* 44,337

no Limit should be put on those entering by, *Baillie* - - - - - 42,355

Number of Indians successful in, *Burn*, 44,639; *Sri Ram*, 45,680-2.

Indians failing in, particulars *re*, and suggestions, *Muhammad Ali* - - - - - 47,816, 48,055-9

Indians passing, not always satisfactory in regard to good birth, respectability and high caste, particulars, *Shahid Husain* - - - - - 45,506-11

Indians recruited under, not inferior to Europeans, and examples, *U.P. Congress Committee*, 43,189; *Holland*, 45,093.

Indians should be allowed to spend three years in England before appearing at, and after attaining their majority, *Muhammad Ali* - - - - - 47,827, 47,984

Intellectual test should not be only consideration, *Malaviya*, 43,157; *Muhammad Ali*, 47,815-6, 47,891-3.

MEDICAL EXAMINATION IN CONNECTION WITH :

Advocated, and should be more stringent, and particulars, *Yusuf Ali*, 42,685-7; *Piggott*, 47,495, 47,604-6, 47,694, 47,707-10.

**Indian Civil Service Examination—continued.****MEDICAL EXAMINATION IN CONNECTION WITH—continued.**

Physical fitness should be tested before and after, *Ledgard* - - - - - 42,478 (4) (a)

Stiffening of, not advocated, *Marris* - - - - - 44,177-8

many Men recruited by, have leanings towards Judicial Branch, and reasonable facilities for study of law should be given, *Burkitt* - 45,867, 46,082-4

Nomination of candidates by school or University previous to, would not appreciably reduce number of candidates, *Clay* - - - - - 47,054

NOMINATION OR SELECTION :

Advocated in connection with, *Ledgard*, 42,479; *Marris*, 43,818, 43,967-72, 44,170, 44,179-80; *Burn*, 44,639; *Saiyid Nabi-ullah*, 46,746, 46,861, 46,966; *Campbell*, 47,356, 47,365-6, 47,383-4; *Muhammad Ali*, 47,819, 48,322-7.

Objections to, details *re*, *Malaviya*, 43,158; *U.P. Congress Committee*, 43,189.

Opinions respecting, and history of, *Malaviya*, 43,157, 43,320-4; *U.P. Congress Committee*, 43,189.

Present system hard on unsuccessful candidate, and particulars, *Lindsay* - - - - - 43,271

Present system not satisfactory, *Burn* - - - - - 44,639

Question of two chances for Oxford Greats men, not considered of much importance, *Clay* - 47,206-7

Retention advocated and means, and good method of recruiting Europeans, *Muhammad Ali* 47,819, 48,005

Satisfactory in principle, *Baillie*, 42,043, 42,045, 42,135; *Ledgard*, 42,479; *Yusuf Ali*, 42,603, 42,605; *Khushalpal Singh*, 43,001, 43,005, 43,057; *Malaviya*, 43,157, 43,223, 43,320-4; *U.P. Congress Committee*, 43,189; *Sundar Lal*, 43,393, 43,400, 43,454; *Marris*, 43,817; *Sitla Prasad Bajpai*, 44,283-4, 44,288; *Abdul Majid*, 44,494, 44,540; *Risa Ali*, 45,260; *Burkitt*, 45,856, 45,915; *Sheo Prasad*, 46,192; *Moti Lal Nehru*, 46,441, 46,445, 46,448; *Natthi Mal*, 46,638, 46,642, 46,696-7; *Piggott*, 47,494, 47,499, 47,604; *Clay*, 47,504; *Lindsay*, 48,271.

not Satisfactory in principle, and reasons, *Risa Ali*, 45,263; *Shahid Husain*, 45,411, 45,415; *Sri Ram*, 45,563; *Saiyid Nabi-ullah*, 46,745, 46,749; *Muhammad Ali*, 47,815-6, 47,819, 47,879-80.

not Satisfactory as only test for recruitment, *Campbell* - - - - - 47,356

Selection (*see* Nomination or Selection above).

Separate Examination (*see* that title).

Simultaneous Examinations (*see* that title).

Sixty per cent. of appointments vacant should be recruited by, at present, *Muhammad Ali* 47,991-2

Strict justice would require that competitive examinations for I.C.S. should be held in India only, *Moti Lal Nehru* - - - - - 46,446, 46,607

equally Suitable for natives of India, *Yusuf Ali*, 42,605; *Khushalpal Singh*, 43,003; *Malaviya*, 43,159; *Sundar Lal*, 43,393-4; *Holland*, 45,090; *Natthi Mal*, 46,640.

not equally Suitable for Natives of India, *Marris*, 33,819; *Sitla Prasad Bajpai*, 44,285; *Abdul Majid*, 44,496; *Shahid Husain*, 45,413; *Sri Ram*, 45,565; *Burkitt*, 45,858, 45,916; 45,986-7; *Sheo Prasad*, 46,195; *Moti Lal Nehru*, 46,442-3, 46,446; *Saiyid Nabi-ullah*, 46,747; *Muhammad Ali*, 47,816-7, 47,819.

Suitable candidates obtained by, and particulars, *Clay* 47,054

Supplementary system of selection after examination, and training advocated, *Holland* - 45,092, 45,106, 45,118-33, 45,160-2, 45,203-7

SYLLABUS :

Alterations to suit Indian candidates, advocated, *Baillie*, 42,061, 42,231, 42,355, 42,367-70; *Holland*, 45,193-200, 45,210.

Alteration to suit special training for Indian Civil Service candidates, advocated, *Shahid Husain* 45,414-5, 45,421

## Indian Civil Service Examination—continued.

## SYLLABUS—continued.

- Alterations suggested with view to separate examinations for Judicial and Executive Branches, *Malaviya* - 43,157, 43,158, 43,355, 43,279, 43,319
- Corresponding modification if age-limit reduced, advocated, *Marris*, 43,837; *Lindsay*, 48,414-5.
- Differentiation between Indians and Europeans: not Advocated, *Baillie*, 42,061; *Yusuf Ali*, 42,621; *Malaviya*, 43,171; *U.P. Congress Committee*, 43,196; *Sundar Lal*, 43,407, 43,706-9; *Marris*, 43,838; *Holland*, 45,102, 45,194-200; *Shahid Husain*, 45,422; *Sri Ram*, 45,577; *Moti Lal Nehru*, 46,457; *Natthi Mal*, 46,654; *Saiyid Nabi-ullah*, 46,759; *Clay*, 47,070; *Piggott*, 47,515; *Muhammad Ali*, 47,831.
- not Objected to, *Abdul Majid* - 44,510
- Gazetteers, advocated, with special reference to province to which candidate posted, *Natthi Mal* 46,639, 46,672
- Geography, approved, *Yusuf Ali* - 42,620
- History:
- Ancient, compulsory advocated, *Marris* - 43,836
- English, compulsory, advocated and essential, *Marris*, 43,836; *Saiyid Nabi-ullah*, 46,936.
- English and Indian instead of foreign, advocated for Indian students, *Abdul Majid* - 44,509
- Greek and Roman, exclusion advocated, *Malaviya* - 43,170
- Indian:
- Advocated, and suggestions re, *Baillie*, 42,234, 42,367; *Khushalpal Singh*, 43,015; *U.P. Congress Committee*, 43,195; *Sri Ram*, 45,564-5, 45,576-7; *Piggott*, 47,514, 47,686; *Muhammad Ali*, 47,830.
- Compulsory, advocated, *Malaviya*, 43,170; *Moti Lal Nehru*, 46,456, 46,469.
- Islamic, advocated, and marks suggested for, *Muhammad Ali* - 47,830
- Languages and literature:
- Arabic:
- difficult Papers set in, and standard very high in former times, *Yusuf Ali* - 42,797-800 (see also Sanskrit and Arabic below.)
- Eastern classics should have same marks as European classics, reasons and particulars, *Saiyid Nabi-ullah* 46,747, 46,758, 46,931-2, 46,936, 46,941
- English literature, essential, *Saiyid Nabi-ullah* 46,936
- Foreign languages, marks for, should be transferred to English, Sanskrit, Arabic, and Persian languages, *Abdul Majid* - 44,509
- Greek and Latin:
- Exclusion advocated, *Malaviya* 43,158, 43,170
- Study of, by Indians might improve intellectual homogeneity of I.C.S., *Clay* 47,275-6
- Indian, inclusion, with same marks as English language and literature advocated, *Risa Ali* 45,266, 45,329
- Italian and Japanese, approved, *Yusuf Ali* 42,620
- Languages, mode of study of, suggestions, *Yusuf Ali* - 42,887-9
- Latin (see Greek and Latin above).
- Living languages advocated, *Yusuf Ali* 42,620, 42,756
- Marathi, Tamil, Hindi, &c. should be placed on equality with European modern languages, and particulars re suggestions, *Saiyid Nabi-ullah* 46,747, 46,758, 46,873-4, 46,936, 46,941, 46,983-7
- Natives of India might be allowed to offer composition in their own vernacular instead of in English, *Burn* - 44,641
- (Oriental, classical or modern, advocated, *Muhammad Ali* - 47,830

## Indian Civil Service Examination—continued.

## SYLLABUS—continued.

## Languages and literature—continued.

- Persian, advocated and suggestions, *Baillie*, 42,233, 42,367-9; *Yusuf Ali*, 42,762-4, 42,790-6, 42,886-9; *Saiyid Nabi-ullah*, 46,758, 46,873-4; *Shahid Husain*, 45,421; *Sri Ram*, 45,563, 45,565, 45,576-7; *Clay* 47,069, 47,177-8; *Muhammad Ali*, 47,830.
- Portugese, advocated, *Yusuf Ali* - 42,620
- Sanskrit and Arabic:
- should be Marked equally with Latin and Greek, *Khushalpal Singh*, 43,015; *U.P. Congress Committee*, 43,195; *Holland*, 45,101, 45,193-4; *Shahid Husain*, 45,421; *Sri Ram* 45,563, 45,565, 45,576-7; *Moti Lal Nehru* 46,456; *Saiyid Nabi-ullah*, 46,758; *Clay* 47,069, 47,177-8, 47,271-5; *Muhammad Ali*, 47,830.
- Study of, by English members of I.C.S. might improve relations with educated Indian classes, *Clay* - 47,279
- Value of knowledge of, and special encouragement for study should be given, *Malaviya* 43,158, 43,170 (see also Arabic.)
- Sanskrit or Persian should be compulsory, and reasons, *Baillie* - 42,087, 42,326-8
- Spanish, advocated, *Yusuf Ali* - 42,620
- Urdu, advocated, *Yusuf Ali*, 42,759-6; *Saiyid Nabi-ullah*, 46,758, 46,873-4, 46,984. (see also Vernaculars.)
- Law:
- Advocated, and suggestion re marking, *Khushalpal Singh* - 43,015
- not Advocated, *Baillie* - 42,232, 42,237
- Compulsory, advocated, *Sundar Lal*, 43,406, 43,426; *Marris*, 43,836.
- Candidates for Judicial Branch, I.C.S., should be encouraged to study law, *Moti Lal Nehru* 46,560
- Civil, compulsory, advocated, *Natthi Mal* 46,672
- Comparative law and legislation might be useful, *Yusuf Ali* - 42,620
- Criminal, advocated and suggestion re marking, *Khushalpal Singh* - 43,015
- English, compulsory, advocated and particulars, *Malaviya*, 43,170, 43,255; *Sundar Lal*, 43,406, 43,426.
- Hindu and Muhammadan:
- Advocated, and suggestions re, *Abdul Majid*, 44,509; *Muhammad Ali*, 47,830; *Khushalpal Singh*, 43,015.
- Compulsory, advocated, *Malaviya*, 43,170; *Moti Lal Nehru*, 46,456, 46,469; *Natthi Mal*, 46,639, 46,672-3.
- Indian, compulsory, advocated, *Malaviya* 43,170
- Rent Revenue Law, advocated and suggestion re marking, *Khushalpal Singh* - 43,015
- Revenue circulars and law, advocated with special reference to province of candidate, *Natthi Mal* - 46,639, 46,672.
- Roman, not advocated, *Abdul Majid* - 44,509
- Philosophy, particulars re, and suggestions re teaching of, *Holland* - 45,196, 45,199-202
- Philosophy and literature of East generally and India particularly, advocated, *Muhammad Ali* 47,830, 47,849
- Political economy and political science, compulsory, advocated, *Marris* - 43,836
- Present arrangements satisfactory, *Natthi Mal*, 46,653; *Piggott*, 47,514.
- Principles laid down by Lord Macaulay's Committee, 1854, &c.:
- Approved, *Baillie*, 42,060; *Yusuf Ali*, 42,619; *Marris*, 43,836; *Burn*, 44,641; *Burkitt*, 45,377; *Clay*, 47,068; *Piggott*, 47,513; *Muhammad Ali*, 47,830.
- Approved, with reduced age-limit, *Burkitt*, 45,377; *Clay*, 47,068.
- not Approved, *Malaviya* 43,215-6, 43,284-7

**Indian Civil Service Examination—continued.****SYLLABUS—continued.**

- Science, improvement in, *Yusuf Ali* . . . . . 42,620  
 Settlement reports, advocated with special reference to province posted to, *Natthi Mal* . . . . . 46,639, 46,672  
 Statistics and sociology, advocated, *Yusuf Ali* . . . . . 42,620  
 certain Subjects should be made compulsory for candidates for I.O.S., *Moti Lal Nehru* . . . . . 46,444, 46,456  
 Technical subjects, not advocated, *Marris* . . . . . 43,836  
**Vernaculars:**  
 Advocated, inclusion would be quite fair and details *re, Yusuf Ali* . . . . . 42,757-64  
 not Advocated and should be studied afterwards, *Malaviya* . . . . . 43,318  
 Inclusion of some upon level of modern European languages, not objected to, and reasons, *Yusuf Ali* . . . . . 42,761-4  
 (see also Languages above.)  
 University career, importance of, *Marris*, 43,831, 44,037-42, 44,171-2; *Holland*, 45,099, 45,245.

**India Council** (see under Councils).

**Indian languages** (see Oriental languages and Vernaculars).

**Indian National Congress**, simultaneous examinations favoured, *U.P. Congress Committee* . . . . . 43,189

**Indian Services Family Pension Fund:****ADMISSION OF NATIVES OF INDIA:**

- Advocated, *Burn* . . . . . 44,656  
 not Approved, *Marris* . . . . . 48,922-3  
 not Practicable, *Baillie* . . . . . 42,118  
 Compulsory entrance of Indians under stated conditions, advocated, *Yusuf Ali* . . . . . 42,675-6, 42,814-22  
 Full contribution made to, out of furlough allowance, *Clay* . . . . . 47,335-9  
 for Indians, separate, if desired, approved, *Marris*, 43,924; *Burn*, 44,656.  
 Pensions to sons should continue after 21 years of age, *Baillie* . . . . . 42,117  
 System satisfactory, *Marris*, 43,921, 44,235-8; *Campbell*, 47,360.

**Indian students:**

- Branches of knowledge in which Indians are most proficient, *Sundar Lal* . . . . . 43,576-8, 43,644-5  
 only Candidates from higher castes come up for examination, *Natthi Mal* . . . . . 46,718

**IN ENGLAND:**

- British characteristics can be best acquired by, between ages of 16-22, *Moti Lal Nehru* . . . . . 46,446  
 Characters more likely to be formed before two years' training in England in 19th or 20th years, and English training does not form foundation of success of, in I.C.S., *Malaviya* . . . . . 43,161  
 Difficulties and dangers of stay of several years' duration, *Muhammad Ali* . . . . . 47,816, 47,827  
 Early British environment would be strong qualification for entrance into I.C.S., *Ledgard* . . . . . 42,479  
 Early education in England often has effect of causing them to lose touch with their own people, *Sundar Lal* . . . . . 43,654-5  
 Preparation for Indian Civil Service Examination not so expensive for, as for Englishmen, *Holland* . . . . . 45,238-40  
 at Public Schools, large number, and arrangements for supervision of, *Yusuf Ali* . . . . . 42,784-6  
 Scheme *re* sending boys to pass through an English public school, opinion *re, Marris* . . . . . 43,988-90  
 Training in England recommended, *Ledgard* . . . . . 42,479 (6)

**Indians:**

- matters of Administration not of much interest among the masses, *Abdul Majid* . . . . . 44,597  
 Adoption of European mode of life by more wealthy, *Clay* . . . . . p. 462  
 Advance in standards of morality, during recent years, *Campbell* . . . . . 47,356

**Indians—continued.****APPOINTMENTS TO HIGHER POSTS:**

- Admission to certain high posts referred to, *Malaviya* . . . . . 43,173  
 Extensive employment, by natural and not artificial means, advocated, *Yusuf Ali* . . . . . 42,677  
 Fair share of high administrative offices not given, and dissatisfaction *re, Malaviya* . . . . . 43,161  
 Increase in number:  
 Advocated, and reasons, *Baillie*, 42,350; *U.P. Congress Committee*, 43,189; *Sundar Lal*, 43,396, 43,455-6, 43,486-9, 43,540, 43,543; *Burkitt*, 45,861, 45,863-4, 48,916-21, 45,929, 45,934-8, 46,000; *Piggott*, 47,500, 47,516, 47,518, 47,610, 47,682; *Muhammad Ali*, 47,832.  
 not Advocated at present, *Ledgard* . . . . . 42,483  
 Certain in years to come, *Clay* . . . . . 47,107  
 Desire for, reasons for, *Saiyid Nabi-ullah* . . . . . 46,988-91, 46,996  
 Desired by educated classes but not by masses, and not advisable on the whole, and reasons, *Marris* . . . . . 43,849, 44,147, 44,198  
 should not Interfere with vested rights of present members, *Piggott* . . . . . 47,516  
 Probable effect on capital and commerce, *Ledgard* . . . . . 42,540-2  
 should be Regarded as an advantage, *Malaviya* . . . . . 43,161, 43,219, 43,291-2  
 Larger number would bring Government more into touch with people, *Yusuf Ali* . . . . . 42,609  
 Proportion, statistics *re, U.P. Congress Committee* . . . . . 43,189  
 Reservation of proportion of posts in I.C.S.:  
 Advocated if present conditions not improved, *Muhammad Ali* . . . . . 47,862  
 not Advocated, *Ledgard*, 42,479(b); *Clay*, 47,072.  
 Automatic increase every year beginning at 20 per cent., scheme, *Muhammad Ali* 47,821, 47,948-57  
 50 per cent. advocated, *Saiyid Nabi-ullah* . . . . . 46,761, 46,803  
 Fixed proportion not advocated, *Sheo Prasad*, 46,188, 46,231; *Lindsay*, 48,271, 48,402, 48,405-13.  
 Large number not desirable, *Chaudhri Maharaj Singh* . . . . . 48,144  
 One-fourth to one-third advocated, and scheme, *Piggott* . . . . . 47,502, 47,506, 47,518, 47,611-2, 47,682, 47,805-7  
 One-sixth posts advocated, *Khushalpal Singh* . . . . . 43,018  
 One-sixth of posts advocated, if Separate Examination not granted, and suggestions, *Bisa Ali* . . . . . 45,268, 45,294-5  
 Scheme, *Marris* . . . . . 43,819, 43,827, 43,975-6, 43,983-93, 44,029-36, 44,070-8, 44,159-63  
 20 per cent. advocated, and particulars *re, Natthi Mal* . . . . . 46,656, 46,699-700, 46,703-4  
 Closing of higher posts in British Indian Army to, hardship of, *Muhammad Ali* . . . . . 47,819  
 Comparison with Europeans (see under European officials).  
 in Commerce (see that title).
- DEFINITION OF "NATIVES OF INDIA":**  
 Approved, *Yusuf Ali*, 42,615; *Sundar Lal*, 43,402; *Marris*, 43,830; *Sitla Prasad Bujpat*, 44,296; *Abdul Majid*, 44,505; *Holland*, 45,098; *Shahid Husain*, 45,417; *Natthi Mal*, 46,649; *Clay*, 47,063; *Piggott*, 47,507.  
 Approved, but term itself unsatisfactory, and "Indians" preferred, *Moti Lal Nehru* . . . . . 46,452, 46,520-2  
 Modification suggested, *U.P. Congress Committee*, 43,194; *Sri Ram*, 45,572, 45,702.  
 Subjects of Native States should be included, *Khushalpal Singh*, 43,011; *Malaviya*, 43,166; *Muhammad Ali*, 47,826.  
 Dialects of different provinces easily understood by, and example, *Moti Lal Nehru* . . . . . 46,621-2
- EDUCATED CLASSES:**  
 Demand greater share in administration, and concessions made to, but dissatisfaction likely to continue in any case, *Burn* . . . . . 44,992-7  
 Difference between interests of masses and, *Sundar Lal*, 43,541-2; *Marris*, 44,198-202, 44,217-9; *Piggott*, 47,683, 47,713-7.

## Indians—continued.

## EDUCATED CLASSES—continued.

Opinions should not be preferred above those of masses and of the Government, *Burn* 44,983-4 should be more in Touch with I.C.S., and important influence on the country exercised by, and reasons, *Yusuf Ali* - 42,677  
 Wishes of, should be considered in schemes for government of India, *Campbell* - 47,386  
 Expenses in India not so great as Europeans' in spite of social regulations and customs, *Malaviya* 43,364-8  
 Government service formerly preferred by best men, but tendency decreasing, and disadvantage of, *Muhammad Ali* - 47,838, 47,862, 47,871  
 Graduates, average age, *Yusuf Ali* - 42,841

## HEREDITARY OR GOVERNING CLASSES:

Attitude of lower classes and of educated classes towards, *Yusuf Ali* - 42,947-50  
 Education of sons of, particulars re, and effects of, *Abdul Majid* - 44,611-4  
 special Representation in P.C.S. should be given to, political importance of, and particulars re, *Khushalpal Singh* -  
 Reservation of certain number of posts suggested for, and scheme, *Khushalpal Singh* 43,005, 43,043, 43,045, 43,053, 43,063, 43,085, 43,094-100, 43,111-6, 43,135, 43,141-4  
 Improvement in character and capacity during last 50 years, *Malaviya* - 43,161  
 not Lacking in initiative and capacity, *Malaviya*, 43,161; *U.P. Congress Committee*, 43,189.

## LANDOWNERS:

not Adequately represented under present system of recruitment, *Marris* - 44,034-6  
 a Backward class, *Khushalpal Singh* - 43,091  
 not the only Class with a stake in the country, and finance should be considered also, *Khushalpal Singh* - 43,098-100  
 Influence in country, reasons for, and examples, *Khushalpal Singh* - 43,117-20  
 P.C.S. not sufficiently attractive for, *Khushalpal Singh* - 43,142-4  
 Reservation of proportion of posts for, in I.C.S. scheme, *Bisa Ali* - 45,263, 45,369  
 Long leave seldom taken by, *Sheo Prasad* - 46,384  
 Pariahs, representation in I.C.S., particulars and suggestions re, *Saiyid Nabi-ullah* 46,851, 46,863-4, 46,866, 46,869  
 not Possible to secure men absolutely free from class prejudice from among, *Abdul Majid* 44,629-32  
 Prefer to talk to Englishmen in English, as a rule, *Lindsay* - 46,333-4  
 Prepared to forego a great many rights if properly treated by European officers, and particulars re, *Saiyid Nabi-ullah* - 46,779, 46,988-92, 46,996  
 Preponderance of, in administration would not weaken, *Malaviya* 43,220, 43,291  
 Professional classes, Allahabad, value of, in management of public affairs, *Holland* 45,097, 45,149-52, 45,174, 45,186

## SEPARATE CADRE FOR:

Advocated, and schemes for, and advantages of, *Campbell* 47,356-7, 47,359, 47,370-7, 47,379-81, 47,383-4, 47,387, 47,427-8, 47,491  
 not Advocated, *Sheo Prasad* - 46,440  
 Probation in England at approved residential university for two or three years with allowance of 150L, advocated, *Campbell* - 47,356, 47,372, 47,374  
 Training on same lines as in I.C.S. advocated, *Campbell* - 47,359  
 Social distinctions of more importance than in England, and should be treated differently, *Abdul Majid* 44,607-10  
 Training in business, no organised system for, as for Europeans, but special efficiency encouraged, *Ledgard* - 42,551-3, 42,555-60  
 Wanting in administrative capacity, and particulars, *Natthi Mal* - 46,665, 46,698, 46,737-40  
 not Wealthy on the whole, and particulars re, *Bisa Ali* - 45,349-52  
 Inefficient officers, retirement of, on reduced pensions (see under Pensions and Retirement).

Inferior posts (see under Conditions of Service).

## Insufficiency of Staff, I.C.S.:

Executive, increase required, *Piggott*, 47,643; *Sundar Lal*, 43,498-500, 43,783.  
 Judicial officers are overworked, *Sundar Lal* 43,499

## Insufficiency of Staff, P.C.S.:

Executive, increase required, *Piggott*, 47,643; *Khushalpal Singh*, 43,082-8; *Sheo Prasad*, 45,850-2, 46,214, 46,222, 46,232, 46,277-80, 46,285-6, 46,403, 46,426; *Chaudhri Maharaj Singh*, 48,140-3, 48,170-3, 48,238-40.  
 Judicial officers are overworked, *Sitla Prasad Bajpai*, 44,462-6; *Sundar Lal*, 43,499, 43,783; *Sri Ram*, 45,617, 45,662-6, 45,721-2, 45,844-5; *Burkitt*, 45,908, 45,912, 45,967, 46,100-41, 46,178-88; *Saiyid Nabi-ullah*, 46,788, 47,023-6; *Piggott*, 47,783-9, 47,560, 47,733-4; *Lindsay*, 48,274, 48,328-30, 48,458-9.

Insurance Companies, Europeans and Indians trained in England, accepted on same terms by, *Yusuf Ali* 43,820  
 Insurance (see Postal Life Insurance Fund).

## J.

## Jails, Assistant Superintendents:

Bengal, travelling allowance, *Sheo Prasad* - 46,244  
 First-class officers by travelling allowance rules, *Sheo Prasad* - 46,244

## Joint Magistrates (see under Magistrates).

## Judges, Assistant Sessions:

Appointment after eight years standing advocated, *Baillie* - 42,398  
 First-class officers by travelling allowance rules, *Sheo Prasad* - 46,244  
 Four posts as, held by P.C.S. and comparison with number held by I.C.S., *Sri Ram* - 45,617  
 Functions and powers, particulars re, *Burkitt* 45,996  
 Increase of number in recent years, and particulars re position, *Burkitt* - 46,129-31  
 Increase of, advocated and reasons, *Piggott* - 47,560  
 Jurisdiction on Civil side should be same as that of Subordinate Judges, *Moti Lal Nehru* - 46,451, 46,477-8, 46,485, 46,561-2  
 Number and particulars re appointments, *Burkitt* - 46,006-7  
 Pay, particulars, *Burkitt* - 45,966, 46,008-11  
 Pay, suggestions, *Sitla Prasad Bajpai* - 44,337  
 Rates of pay and number of posts, in 1890, 1900, 1904, and 1912, *Sitla Prasad Bajpai*, 44,336; *Burn*, p. 218.  
 Recruitment from Executive Branch, P.C.S., advocated, as well as from Judicial Branch, and reasons and particulars re present system, *Sheo Prasad*, 46,221, 46,326, 46,352, 46,429-30; *Piggott*, 47,560, 47,778-80; *Chaudhri Maharaj Singh*, 48,145, 48,178, 48,236-7.  
 no Regular scheme for giving Civilians civil training before introduction of posts as, *Lindsay* - 48,341  
 Reservation for P.C.S., particulars re, *Piggott* 47,549, 47,738  
 Subordinate Judges should have experience of magisterial work before appointment as, *Clay* 47,094

## Judges, District and Sessions:

Appeals to, transference of second and third class, not advocated, but question of minor importance, *Piggott* - 47,642

## CIVILIAN:

not Fitted by training or mental attitude for judicial functions, and reasons, *U.P. Congress Committee* - 43,190  
 Judicial officers subordinate to, not always inferior in intellect to, and details, *Malaviya* 43,158, 43,260  
 some Satisfactory as, *Malaviya*, 43,353; *Sundar Lal*, 43,560.

## Judges, District and Sessions—continued.

## CIVILIAN—continued.

- Value of experience in executive branch, *Malaviya*, 43,262; *Burn*, 44,639.
- Weakness of recruitment from I.C.S. exaggerated, and improved methods of training would remedy, *Piggott* . . . . . 47,506, 47,625
- Creation of posts in place of assistant judgeships, *Burn* . . . . . 44,649
- more Criminal cases should be tried by, *Piggott* . . . . . 47,560, 47,733-4
- Critical report on pleaders' work before appointment should be made by, *Marris* . . . . . 43,928
- Division into two classes advocated for criminal and civil work, *Sheo Prasad* . . . . . 46,221, 46,416
- FUNCTIONS IN CONNECTION WITH BADMASHI APPEAL:
- District Magistrate better for such cases, and reason, *Marris* . . . . . 44,101-18
- More serious appeals heard by, and could easily undertake work of District Magistrate in this connection, *Sundar Lal* . . . . . 43,684
- Functions not entirely connected with civil work, and particulars *re*, and importance of executive work, *Baillie*, 42,404-9; *Burn*, 45,056; *Piggott*, 47,506, 47,625, 47,775-7.
- Greater part of average judicial civilian's official life spent as, and position with regard to Government should be strengthened, *Yusuf Ali* . . . . . 42,677
- Important part of appellate work on rent and revenue side, not done by, and no experience of any part at all undergone by, *Baillie* . . . . . 42,412-3
- Indian prejudice against, among Indians dying away owing to good work done by, *Piggott* . . . . . 47,518

## LEAVE:

- on Full pay, particulars, *Burkitt* . . . . . 46,151-2
- Vacation, month allowed, but only a fortnight generally taken by, *Burkitt* . . . . . 46,143-5

## LISTED POSTS:

- Appointments advocated, *Lindsay* . . . . . 48,457
- Appointments not approved, *Campbell* . . . . . 47,356, 47,379
- Appointments of men from Judicial Branch, P.C.S., sometimes objected to, and reason, *U.P. Congress Committee* . . . . . 43,190
- all Belong to Judicial Provincial Service, and grievance among Deputy Collectors *re*, but recruits satisfactory, *Campbell* . . . . . 47,422-3
- Five posts listed in Agra and Oudh, and particulars *re* appointments, *Sri Ram* . . . . . 45,583
- Increase of and statement, *Burn* . . . . . 44,660, 44,669
- Members of Executive Branch, P.C.S., should not be appointed as a rule, but Government should reserve power *re* in exceptional cases, *Piggott* . . . . . 47,778-81
- Number of, *Sundar Lal* . . . . . 43,436
- Number, and reduction not advocated in connection with percentage scheme, *Moti Lal Nehru* . . . . . 46,586-91
- One-sixth listed instead of one-third, as recommended, *Muhammad Ali* . . . . . 47,832
- One-third posts as, recommendation for opening up to P.C.S., by Public Service Commission, 1886, *U.P. Congress Committee* . . . . . 43,190
- One-third of posts advocated for, *Sri Ram*, 45,768, 45,781; *Sheo Prasad*, 46,221.
- One-third recruitment from the Bar or, scheme, particulars *re*, *Piggott* . . . . . 47,506, 47,524, 47,579, 47,627, 47,745-6, 47,775-7, 47,782
- Particulars *re* appointments to, *Sitla Prasad Bajpai* . . . . . 44,300, 44,332
- Ten advocated, *Sitla Prasad Bajpai* . . . . . 44,332
- Three more posts listed since statements in Appendices IV and V drawn up, *Sitla Prasad Bajpai*, 44,336; *Clay*, 47,074; *Piggott*, 47,549.
- Tendency for posts to be listed more freely than those of District Magistrates, *Clay* . . . . . 47,076
- Twenty per cent. of posts, advocated for, and reasons, *Moti Lal Nehru* 46,458, 46,541, 46,544-5, 46,584, 46,588-91
- Two members of P.C.S. holding, particulars, *Sri Ram* . . . . . 45,617

## Judges, District and Sessions—continued.

- Men of five years' standing not likely to be appointed as, *Riva Ali* . . . . . 45,399
- Munsifs promoted to, without any criminal experience and work wanting, *Yusuf Ali* . . . . . 42,919-30
- New judgeships established in last ten years, *Baillie* . . . . . 42,431
- Number and percentage of appointments, *Burn* . . . . . 44,649, p. 202
- Number in United Provinces, *Moti Lal Nehru* 46,585
- OFFICIATING:
- Appointment as, after five or six years, or less occasionally, particulars, *Sri Ram* . . . . . 45,595, 45,617, 45,711-2, 45,737-8
- only Capable Assistant Judges should be given position as, *Burkitt* . . . . . 45,909
- Pay:
- Charge allowance of Rs. 200 a month advocated, *Clay* . . . . . 47,105
- Inadequate, and should be increased, *Clay* . . . . . 47,261-4, 47,308-9
- Minimum of Rs. 1,500 advocated, *Burn* . . . . . 44,650, 44,897

## PAY:

- Initial, should be Rs. 1,000 in lowest grade, *Sitla Prasad Bajpai* . . . . . 44,341
- Larger salary than Collectors received by, *Sheo Prasad* . . . . . 46,312
- Officers promoted from P.C.S. should receive Rs. 1,200, as against Rs. 1,666½ for I.C.S. officers, *Piggott* . . . . . 47,588
- Rates of, *Burn* . . . . . 44,649, p. 201, p. 202
- Rates of, and grading, list of number of posts and, for years 1863, 1870, 1880, 1890, 1900, 1912, *Burn* . . . . . p. 203
- in Three lowest grades equal to that of Magistrates and Collectors, but promotion not the same, and suggestion *re* amalgamation of two posts, *Burn* . . . . . 44,650, 44,739
- Percentage in higher grades too large, *Muhammad Ali* . . . . . 47,857

## RECRUITMENT:

- Appointment of officers of few years' standing to posts of, not approved, *Abdul Majid* . . . . . 44,504, 44,555-8
- no Appointment should be made except from Assistant Judges of at least two or three years' standing, *Burkitt* . . . . . 45,909, 45,966
- from the Bar, not approved, and reasons, *Burn* . . . . . 44,659, p. 211, 44,695-7, 44,840-8
- (see also under Recruitment under Judicial Branch, I.C.S.)
- Eight or ten years' civil service necessary before appointment as, *Baillie*, 42,241, 42,398; *Yusuf Ali*, 42,964.
- Indians and Europeans should hold appointments as, *Natthi Mal* . . . . . 46,741
- Indians of good family advocated for, *Abdul Majid* . . . . . 44,560
- Method approved, *Natthi Mal* . . . . . 46,648
- Promotion to, by selection necessary, *Piggott* . . . . . 47,576
- Scheme *re* training as Munsif or Subordinate Judge before appointment as, not objected to, *Baillie* . . . . . 42,243, 42,399-403, 42,433-6
- Thirty-five per cent. from members of I.C.S. advocated, *Moti Lal Nehru* . . . . . 46,458, 46,545
- after Three years' work as Subordinate Judge and further promotion should depend on High Court, *Sundar Lal* . . . . . 43,426, 43,744-5
- Training in original civil work necessary, and scheme for, *Lindsay* . . . . . 48,273, 48,340
- Reports on work of subordinate magistrates made by, *Marris* . . . . . 44,229-30
- Reservation of two-thirds posts as, for members of I.C.S., advocated, *Piggott* . . . . . 47,506

## SUBORDINATE JUDGES APPOINTED AS:

- no Criminal experience and work wanting, *Yusuf Ali* . . . . . 42,919-30
- should have Experience of magisterial work, *Clay* . . . . . 47,094

**Judges, District and Sessions—continued.**

**SUBORDINATE JUDGES APPOINTED AS—continued.**  
 only Four posts secured since 1892, examples,  
*Sitla Prasad Bajpai* . . . 44,330, 44,365  
 Supervision of courts, &c., on same lines as District  
 Magistrate, unknown, *Baillis* . . . 42,443

**Judges, High Court:**

Barrister Judges only exist among, but not con-  
 sidered as pleader or barrister judges in ordinary  
 sense, *Yusuf Ali* . . . 42,972-4  
 Best men at the Bar often refuse posts as, *Yusuf Ali*  
 . . . 42,861

**CIVILIAN:**

Advantages over barristers and pleader judges,  
*Baillis* . . . 42,164-6  
 Annuity an exception to general rule, and dis-  
 appearance would be welcome, *Yusuf Ali* 42,671  
 Pensions, special (*see that title*).  
 Poor men, in many cases, *Sundar Lal* . . . 42,765  
 some Satisfactory, *Malaviya* . . . 43,353  
 Equal pay for Europeans and Indians holding posts  
 as, advocated, *Malaviya* . . . 43,360-1  
 Pay and number of, *Burn* . . . p. 201, 202

**PENSIONS, SPECIAL:**

no Change advocated, *Baillis* . . . 42,113  
 Civilian Judges should not receive less in same  
 position, but not likely to serve so long except in  
 rare cases, *Burkitt* . . . 45,904  
 Civilians should receive, after 6 years' service with  
 minimum of 30 years' service in all, and reasons,  
*Clay* . . . 47,111, 47,344-7  
 Continuance advocated, but arrangement illogical,  
*Marris* . . . 43,914  
 Members should receive after five years' service, *Clay*  
 . . . 47,112  
 Posts reserved for members of I.C.S. and training  
 ground should always be provided for, *Clay* 47,072  
 Recruitment from Bar best for, but appointment of  
 two members of I.C.S. and one of P.C.S. not  
 objected to, *Moti Lal Nehru* . . . 46,458, 46,613-5  
 Ten years' standing qualification for appointment  
 except in certain cases, *Burn* . . . 44,842-3

Judges, pleader, no advantage over ordinary judicial  
 officer, *Baillis* . . . 42,439-41

Judges, Sessions (*see District and Sessions above*).

**Judges, Sessions and Subordinate:**

Experience as Munsif or Subordinate Judge, needed  
 before appointment as, *Clay* . . . 47,094  
 Four posts as, held by I.C.S. and two by P.C.S.,  
*Burkitt* . . . 46,012, 46,012-3, 46,040, 46,042  
 Inclusion of one post at Rs. 1,000 in P.C.S. advocated,  
*Sitla Prasad Bajpai* . . . 44,337  
 Invaluable as training ground for junior Civilians, and  
 particulars *re* powers and work of, *Piggott* 47,547,  
 47,554-9, 47,739; *Lindsay*, 48,340.  
 Number of appointments, *Burn* . . . p. 202  
 Promotion by selection to, advocated, *Piggott* 47,576  
 should be Reserved for I.C.S. as Assistant Sessions  
 Judgeships are reserved for P.C.S. and particulars,  
*Piggott* . . . 47,547, 47,549, 47,738

**Judges, Small Cause Court:**

Belong to different category from Subordinate  
 Judges, Deputy Collectors, &c., *Sri Ram* . . . 45,684  
 Correspond approximately to grade of Joint Magis-  
 trates, *Clay* . . . 47,195  
 Listed posts as, always filled by members of P.C.S.,  
*Sitla Prasad Bajpai* . . . 44,300, 44,332

**PAY:**

Rs. 1,500 advocated, *Moti Lal Nehru* . . . 46,491  
 Alterations suggested, *Sitla Prasad Bajpai* 44,337  
 Increase advocated for each grade, particulars, *Sri*  
*Ram* . . . 45,612  
 Rates of, and number of posts in 1890, 1900, 1904,  
 and 1912, *Burn*, p. 217-8; *Sitla Prasad Bajpai*,  
 44,336.  
 Promotion to, by selection advocated, *Sitla Prasad*  
*Bajpai*, 44,320; *Piggott*, 47,576.

Six posts as, held by members of P.C.S. and com-  
 parison with number held by I.C.S., *Sri Ram*  
 . . . 45,617

Two posts listed in Agra and Oudh, *Sri Ram* 45,583

E 22768

**Judges, Subordinate:**

Appointed to District and Sessions Judgeahips (*see*  
*under Judges, District and Sessions*).

Appointment by promotion from munafs most satis-  
 factory method, *Sitla Prasad Bajpai* 44,318, 44,320  
 Appointment, rules, *Burn* . . . p. 216  
 Confidence felt in, by people, *Khushhalpal Singh*  
 . . . 43,130

Creation of posts in place of Assistant Judgeahips,  
*Burn* . . . 44,649  
 should have some Criminal experience before appoint-  
 ment as Criminal Sessions Judge, *Natthi Mal*  
 . . . 46,743

Criminal Law, no training in received by, and inferior  
 to Deputy Collectors in this respect, *Chaudhri*  
*Maharaj Singh* . . . 48,236-7

Deputy Collectors, comparison with, as to amount of  
 work done, *Sheo Prasad* . . . 46,913-30

District Judges' work could be quite well performed  
 by, but training as Assistant Judge might be an  
 advantage, *Saiyid Nabi-ullah* . . . 47,028

Employment of members of Bar in higher grades  
 of, before raising them to posts of District and  
 Sessions Judge not objected to, *Sheo Prasad*  
 . . . 46,201, 46,335-40

Judgments as court of appeal on decision of ex-  
 perience men holding posts as, passed by junior  
 Civilians, and disadvantages, *Sri Ram* . . . 45,595,  
 45,617

Number of posts, *Burn* . . . 44,649

**PAY:**

Highest grade, amount, *Bisa Ali* . . . 45,276

Maximum . . .  
 Rs. 1,000 instead of Rs. 800 advocated, *Saiyid*  
*Nabi-ullah* . . . 46,791, 46,794  
 Rs. 1,200 advocated, *Moti Lal Nehru* 46,491,  
 46,527

Rates of, and grading, increase suggested, and par-  
 ticulars, *Sitla Prasad Bajpai*, 44,337; *Sri Ram*,  
 45,612, 45,685; *Piggott*, 47,582.

Rates of, and number of posts, statements for  
 1890, 1900, and 1912, *Sitla Prasad Bajpai*, 44,336;  
*Burn*, p. 217-8.

Small, and leave cannot be taken owing to, *Lindsay*  
 . . . 48,274

Powers, should be invested with those of Assistant  
 Sessions Judges, *Burkitt*, 46,136; *Piggott*, 47,560.

Promotion to I.C.S. on attaining position of, advo-  
 cated, and scheme, *Burkitt* . . . 46,133-9, 46,153

Small Cause Court Judgeahips, Sessions, and Subordi-  
 nate Judgeahips and Assistant Sessions Judgeahips  
 graded in with, *Piggott* . . . 47,576

Suits between landlords and tenants, &c. might be  
 transferred to, *Sheo Prasad* . . . 46,220

no Temporary promotion in connection with leave,  
 and hard work entailed by, *Baillis* . . . 42,468

of Two years' standing, should be appointed Assistant  
 Sessions Judges by nomination from High Court  
 of Judicial Commissioner, *Sitla Prasad Bajpai*  
 . . . 44,324, 44,330

**VACATION:**

should be Given occasionally, in hot months, and  
 difficulty *re*, *Lindsay* . . . 48,274, 48,319-24

Particulars *re* and suggestions, *Burkitt* 46,146-9,  
 46,154-60

Work, criminal and civil, particulars *re*, *Baillis*,  
 42,248-51; *Burkitt*, 46,137-9.

**Judicial Branch, I.C.S.:**

Badmaahes, appeals in cases relating to, *Marris*,  
 44,101-18, 44,143-6, 44,232-4; *Moti Lal Nehru*,  
 46,569-74.

**BIFURCATION:**

Admission to Judicial Branch should not be made  
 before 25 years of age, *Sundar Lal* . . . 43,404

Civilians should all be treated alike up to point of,  
*Marris* . . . 43,870

at Commencement of official career immediately  
 after probation, advocated, *Sri Ram* 45,571,  
 45,699-701, 45,731-2

after Eight years' service, advocated, *Burkitt*  
 . . . 46,023-7

Examination in law previous to, advocated, *Sundar*  
*Lal*, 43,426; *Natthi Mal*, 46,648, 46,672; *Lindsay*,  
 48,272, 48,307.

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## Judicial Branch, I.C.S.—continued.

## BIFURCATION—continued.

- after Five or six years, advocated, *Baillie* - 42,167, 42,241-3, 42,398-400, 42,414-5, 42,451-2  
after Four or five years, advocated, *Ledgard*, 42,569;  
*Clay*, 47,186.  
Furlough taken just before, not usually devoted  
to study of law, *Burkitt* - 46,142  
Indication might be made after five years and  
final decision after eight, *Yusuf Ali* - 42,965  
after Seven or ten years advocated, *Muhammad*  
*Ali* - 47,851  
after Six years' service advocated, *Lindsay* - 48,273  
within first Three years of service advocated, *Moti*  
*Lal Nehru* - 46,451, 46,612  
Civilians should not be appointed unless they are  
barristers, *Muhammad Ali* - 47,825  
Civilians should not be entirely excluded from,  
*Yusuf Ali* - 42,951

COMBINATION OF EXECUTIVE AND JUDICIAL  
FUNCTIONS:

- Abuses rare and reasons, *Marris* - 43,883, 44,043,  
44,079-8, 44,269  
Criminal cases should not be tried in Civil Courts,  
and reasons, *Baillie* - 42,230  
Evils resulting from, could be removed by vigilance  
of Local Governments, *Burn* - 44,651, 44,855-7  
Extent, *Yusuf Ali*, 42,658; *Marris*, 43,883; *Burn*,  
44,651; *Riza Ali*, 45,303; *Piggott*, 47,560.  
Frequent applications for transfers of criminal  
cases to High Court an indication of evils of,  
*Malaviya* - 43,266  
Public opinion not against, as a whole, and par-  
ticulars, *Baillie* - 42,252-8  
Revenue cases should be kept out of ordinary law  
courts, reasons and particulars, *Baillie* 42,227-30  
Compulsory transfer to, Indian members sometimes  
threatened with, *Muhammad Ali* - 47,862  
Courts (see that title).  
Criminal cases, special training necessary to give  
decisions upon, *Campbell* - 47,486  
European and Indian element, proportions suggested,  
*Sundar Lal*, 43,409; *Riza Ali*, 45,264; *Sri Ram*,  
45,617; *Burkitt*, 45,863, 45,867, 45,917, 45,934,  
45,988-97.  
Executive branch, comparison with, *Riza Ali*,  
45,264; *Sheo Prasad*, 46,348-51; *Lindsay*, 48,273.

## EXECUTIVE EXPERIENCE:

- Executive officers not fitted for posts of judges,  
*Riza Ali* - 45,264, 45,296, 45,300  
Executive officers well fitted for, *Sheo Prasad*  
46,352  
Inefficient executive officers relegated to, and  
objections to, *Malaviya*, 43,158, 43,348-52;  
*Burn*, 44,639; *Sri Ram*, 45,571; *Lindsay*, 48,273.  
Value of, *Baillie*, 42,244-9, 42,342; *Marris*, 43,829,  
44,203-6; *Burn*, 44,639; *Burkitt*, 46,027-30,  
46,110; *Sheo Prasad*, 46,201; *Piggott*, 47,625-6,  
47,689, 47,718, 47,723-4; *Lindsay*, 48,273.  
no Value, and reasons, *Moti Lal Nehru* 46,554-9,  
46,623-5

## High Court Bench (see Judges, High Court).

- Increase of popularity, and reasons, *Baillie* 42,056,  
42,362-6  
Knowledge of law might be better, *Malaviya*, 43,158,  
43,257-62; *Marris*, 43,829.

## LEAVE:

- Annual Holiday, compulsory, advocated, *Piggott*  
47,692-3, 47,793  
Casual, full pay given on, *Lindsay* - 48,353  
on Full pay, accumulation of three months, harm  
done by, *Piggott* - 47,692  
Furlough, full amount not taken, and reasons,  
*Piggott* - 47,590, 47,737, 47,787-92  
Holidays:  
Number of, in a year, but not usually taken,  
and reasons, *Burkitt* - 46,100-4, 46,178-85  
Work done on, by many officers, *Piggott*  
47,751-4  
Long, seldom taken, and reason, *Lindsay* - 48,274  
Suggestion for improvement in, would make  
service more popular in comparison with  
Executive Branch, *Sundar Lal* - 43,434

## Judicial Branch, I.C.S.—continued.

## Listed Posts (see that title).

- Litigation in India, increase of, *Riza Ali*, 45,264;  
*Lindsay*, 48,273.  
Overwork in, and more appointments should be  
made, *Sundar Lal* - 43,499

## PAY:

- Definite judicial allowance might be given if  
special attractions necessary for, *Clay* - 47,105  
Initial, too low, and details and suggestions,  
*Sundar Lal* - 43,444, 43,784-5  
Lower grades, should \*be same as Executive  
Branch, *Burn* - 44,739-40  
Salaries of higher posts in, compare favourably  
with those of Revenue officers, *Sheo Prasad*  
46,311-2  
(see also Pay, I.C.S.)

## PROBATION:

- Two years suggested, and reasons, *Burn* - 44,639  
Two years advocated, for candidates selected for  
Judicial Branch in India, *Khushalpal Singh*  
43,029-30, 43,030, 43,066  
(see also Probation, I.C.S.)

## PROMOTION:

- Block in, *Burkitt* - 45,989-91  
Inefficient officers should be kept in inferior grade  
of joint magistrates, *Burn* - 44,639 (13)  
(see also Promotion, I.C.S.)

## RECRUITMENT:

- Abuse of, *Malaviya* - 43,158, 43,347-53  
Age-limit, no maximum standard advocated, *Riza*  
*Ali* - 45,398

## from the Bar:

- Advocated, and proportions suggested, *Malaviya*,  
43,158; *U.P. Congress Committee*, 43,190;  
*Silla Prasad Bajpai*, 44,295, 44,298, 44,386-7;  
*Abdul Majid*, 44,504, 44,527, 44,566-7; *Riza*  
*Ali*, 45,264, 45,297-9, 45,386-7, 45,397, 45,400;  
*Shahid Husain*, 45,416, 45,482-5, 45,517-21,  
45,540-53; *Moti Lal Nehru*, 46,458, 46,534-40,  
46,542-53, 46,623; *Natthi Mal*, 46,648;  
*Muhammad Ali*, 47,825, 47,900-1, 47,990.

- Advocated to extent of one-third, *Sundar Lal*,  
43,401, 43,428, 43,476-80, 43,666-71, 43,750-  
60; *Sri Ram*, 45,617, 45,667-9, 45,756-66,  
45,792, 45,823-5, 45,800-6; *Saiyid Nabi-ullah*,  
46,754, 46,820-3.  
not Advocated, *Yusuf Ali*, 42,861-9, 42,909-18;  
*Burn*, 44,659, p. 211, 44,695-7, 44,840-8;  
*Burkitt*, 45,867, 45,939-42; 46,003-4, 46,118-  
21; *Sheo Prasad*, 46,201, 46,259-62, 46,336-  
40; *Moti Lal Nehru*, 46,549-53.

- from Government pleaders and prosecutors, not  
advocated, *Sundar Lal*, 43,481-3; *Piggott*,  
47,631-2.

from Practitioners in District Courts, *Sundar*

- Lal* - 43,670

Preferred to recruitment from P.C.S., *Sri Ram*

- 45,766, 45,793, 45,796-99

## Scheme in connection with P.C.S., and parti-

- culars re, *Piggott* - 47,506, 47,524, 44,579,  
47,627-30, 47,745-6, 47,765-70

## Some members of Bar might be got for, and

- particulars and prospects, *Shahid Husain*,  
45,540-1; *Sri Ram*, 45,759-65; *Burkitt*, 46,118.

## no Difficulty in obtaining recruits, and particulars

- re prospects, &c., *Burn* - 44,899-901

## Direct, from Europeans should be quite satia-

- factory, *Malaviya* - 43,563-9

## from Executive Branch, I.C.S., two-fifths advo-

- cated, *Riza Ali* - 45,386-7

Improvements on present system suggested, *Burn*

- 44,639, 44,693-4, 44,982

from I.C.S., one-third advocated, *Sundar Lal*,

- 43,401, 43,476, 43,560-3; *Sri Ram*, 45,617,  
45,741-2, 45,792, 45,823; *Saiyid Nabi-ullah*,  
46,754.

Law degree should be compulsory, *Khushalpal*

- Singh*, 43,148-50; *Malaviya*, 43,158, 43,216;  
*Sundar Lal*, 43,426, 43,802, 43,804-5.

## on Lines of Indian High Courts under Letters

- Patent from the Crown advocated, and scheme,  
*Sundar Lal* - 43,401, 43,475

## Judicial Branch, I.C.S.—continued.

## RECRUITMENT—continued.

- LL.B. sufficient test for, open competition not advocated, *Saiyid Nabi-ullah* 47,036-7, 47,042-3
- Outsiders with legal training permitted to enter, *Baillie* - 42,330
- Present system satisfactory if proper training arrangements made, *Lindsay* - 48,273
- from P.C.S.:
- Advocated, and proportions suggested, *Malaviya*, 43,158; *U.P. Congress Committee*, 43,190-1; *Risa Ali*, 45,264, 45,384-7; *Piggott*, 47,506, 47,524, 47,579, 47,627-34, 47,745-6; *Muhammad Ali*, 47,901-2.
- Direct appointment of more brilliant members of P.C.S. in certain cases suggested, *Shahid Husain* 45,546-9
- One-third, advocated, *Sundar Lal*, 43,401, 43,476; *Sri Ram*, 45,617, 45,741-2, 45,780; *Saiyid Nabi-ullah*, 46,754, 45,768, 46,820.
- Vested interests of present members should be considered before the introduction of scheme for promotion from P.C.S., *Burkitt* 45,989-93
- Qualifications necessary for, particulars, *Sundar Lal* 43,426, 43,567
- Recruits who join in early years of service should have definite assurance of promotion, *Lindsay* 48,273, 48,313-4
- Scheme for, and knowledge of law would be improved by, *Abdul Majid* 44,504, 44,527, 44,557-8
- Selection and not seniority should be taken most into consideration for, *Lindsay* - 48,273
- Senior Executive Officers should not be brought in, over heads of other officers in, *Lindsay* 48,273, 48,313-4
- Rent work should be transferred to, and reasons, *Saiyid Nabi-ullah* 46,789, 46,885-7, 66,913, 46,916-20, 47,029
- Section 110 cases (see *Badmaashes* above),
- SEPARATE EXAMINATION FOR:
- Advocated, *Moti Lal Nehru*, 46,467; *Natthi Mal*, 46,648.
- not Advocated, *Baillie*, 42,054; *Yusuf Ali*, 42,614; *Marris*, 43,829, 44,148-9; *Burn*, 44,639, 44,693-4, 44,982; *Sri Ram*, 45,571; *Campbell*, 47,356, 47,359; *Lindsay*, 48,273.
- in India and England simultaneously:
- Advocated, and reasons, *Khushalpal Singh* 43,005-6, 43,010, 43,057-8, 43,066-8, 43,122-4; *Malaviya*, 43,158, 43,165, 43,212-4, 43,254-6, 43,289.
- Probation in England for Indian candidates, suggested, and arrangements, *Khushalpal Singh* 43,005, 43,027, 43,029-30, 43,038, 43,066.
- SEPARATION FROM EXECUTIVE BRANCH:
- Advocated, *U.P. Congress Committee*, 43,190-1; *Malaviya*, 43,263-6, 43,354-5; *Sundar Lal*, 43,417, 43,426-8, 43,539, 43,564-5, 43,771-4; *Sitla Prasad Bajpai*, 44,313, 44,457-8; *Risa Ali*, 45,264, 45,301-2, 45,371-2; *Moti Lal Nehru*, 46,467, 46,555, 46,563-7; *Saiyid Nabi-ullah*, 46,914; *Lindsay*, 48,273; 48,311-4.
- not Advocated, *Baillie*, 42,093; *Ledgard*, 42,479, 42,568-9; *Yusuf Ali*, 42,658; *Marris*, 43,883, 44,080-8; *Burn*, 44,651, 44,855-7; *Burkitt*, 45,867; *Clay*, 47,098; *Piggott*, 47,560.
- STUDY LEAVE:
- Advocated, and suggestions, *Khushalpal Singh*, 49,027, 49,036; *Marris*, 48,870; *Moti Lal Nehru*, 46,560-2; *Campbell*, 47,359, 47,479-80; *Muhammad Ali*, 47,850; *Lindsay*, 48,273, 49,343-5.
- not Advocated, and reason, *Yusuf Ali*, 42,647, 42,906-7, 42,955-60; *Burn*, 44,648; *Burkitt*, 45,837, 46,032, 46,141.
- Call to the Bar:
- Advocated, with allowance, *Sitla Prasad Bajpai*, 44,310; *Muhammad Ali*, 47,825, 47,850; *Piggott*, 47,538; 47,547-8.
- not Advocated, *Sundar Lal*, 43,426; *Saiyid Nabi-ullah*, 47,012-3; *Lindsay*, 47,273.
- Regulations re, fairly liberal, *Clay* - 47,280
- Tendency to concentrate subordinate courts at headquarters, *Burn* - 44,761

## Judicial Branch, I.C.S.—continued.

## TRAINING:

- Attachment to High Court, advocated, *Moti Lal Nehru*, 46,473, 46,545-6; *Muhammad Ali*, 47,851.
- Criminal work not so important as civil work, *Saiyid Nabi-ullah* - 46,910-1, 47,045-9
- Legal, special course of study in India:
- Advocated, and suggestions, *Yusuf Ali*, 42,648, 42,739, 42,961, 42,966; *Sitla Prasad Bajpai*, 44,311; *Sri Ram*, 45,593; *Burkitt*, 45,867, 45,885-8, 46,032-40, 46,043, 46,080-1, 46,140; *Natthi Mal*, 46,648, 46,674; *Piggott*, 47,538, 47,547-8, 47,598-9.
- not Advocated, *Marris*, 43,870; *Burn*, 44,648; *Sri Ram*, 45,593-4; *Saiyid Nabi-ullah*, 46,777.
- Appointment as assistant judges in addition to departmental examination, *Burn* - 44,648
- Differentiation between persons of mixed and unmixed descent, not advocated, *Burn* - 44,648
- Recommended for recruits from Executive Branch, P.C.S., only, and suggestion for, *Burn* 44,648
- (see also under Law.)
- no Proper training for, disadvantages, and recruitment on system equivalent to that in subordinate judicial service advocated, *Malaviya* 43,158, 43,257-62
- Scheme outlined in letter from Government of India to Imperial Government in 1911, advocated, *Clay* - 47,062, 47,093, 47,186
- Sitting with Judicial Officers to hear trial of civil cases advocated, *Sundar Lal*, 43,426; *Muhammad Ali*, 47,851.
- in Subordinate offices:
- Advocated, and suggestions, *Baillie*, 42,400; *Khushalpal Singh*, 43,035; *Sundar Lal*, 43,426; *Marris*, 43,872; *Sitla Prasad Bajpai*, 44,312; *Abdul Majid*, 44,528; *Risa Ali*, 45,264, 45,398; *Shahid Husain*, 45,440; *Sri Ram*, 45,595, 45,617, 45,711-2, 45,733-6, 45,777-9; *Moti Lal Nehru*, 46,451, 46,477-8, 46,545-6, 46,561-2; *Saiyid Nabi-ullah*, 46,754, 46,776-7, 46,911-3, 47,007-13; *Clay*, 47,094; *Campbell*, 47,359; *Piggott*, 47,506, 47,549; *Muhammad Ali*, 47,852; *Lindsay*, 48,273, 48,340, 48,342.
- not Advocated, *Yusuf Ali*, 42,649, 42,693, 42,962; *Burn*, 44,648; *Burkitt*, 46,041.
- Transfer of cases, reasons for, *Piggott* - 47,812-4
- Vakils, particulars re works, functions, &c., *Burkitt* 46,114-7
- Work in mufassal district, particulars re disadvantages of, and men should take more holidays, *Piggott* - 47,690-3
- Judicial Branch, P.C.S.:
- Bar often preferred to, *Risa Ali* - 45,264
- Bengalees holding large proportion of posts in, and objection to, *Risa Ali* - 45,275, 45,376
- GRADE:
- Increase of, Advocated, *Sundar Lal*, 43,499, 43,788; *Saiyid Nabi-ullah*, 46,788, 47,023-6.
- Details of, *Sheo Prasad* - 46,205
- Method of fixing strength, *Burn* - 44,649
- COMBINATION OF FUNCTIONS WITH EXECUTIVE BRANCH:
- Abuses of, *Burn* - 44,659
- Distinct from Executive Branch at present, and no necessity for any change, *Natthi Mal* 46,685, 46,714
- Extent, *Sundar Lal*, 43,441; *Marris*, 43,938; *Sitla Prasad Bajpai*, 44,331; *Sri Ram*, 45,609; *Moti Lal Nehru*, 46,488; *Saiyid Nabi-ullah*, 46,789; *Muhammad Ali*, 47,869; *Sheo Prasad*, 46,220, 46,348-51.
- Efficiency of, *Sri Ram* - 45,767
- EXECUTIVE BRANCH:
- Comparison with, *Sheo Prasad* - 46,329-30
- should not Share certain posts with, and reasons, *Sitla Prasad Bajpai* - 44,332, 44,408-9
- Greeven scheme recently sanctioned for, and particulars re objects and works of, *Sheo Prasad Bajpai*, 44,405-7; *Sri Ram*, 45,608; *Burkitt*, 45,976-7, 46,105, 46,189-91; *Piggott*, 47,547, 47,549, 47,564, 47,572, 47,576, 47,579, 47,583, 47,643.

## Judicial Branch, P.C.S.—continued.

Health of members, particulars *re* in relation to special leave, *Sitla Prasad Bajpai* - 44,472-7  
Improvement in quality of men during recent years, *U.P. Congress Committee*, 48,191; *Burkitt*, 45,864, 48,064-6.

## LEAVE :

## Annual vacation :

Advocated in hot weather, but difficulty *re*, *Lindsay* - 48,274, 48,319-24, 48,327, 48,330, 48,351, 48,460-1

Given, and grievance *re*, *Burn*, 44,661; *Piggott*, 47,589, 47,592, 47,650-4; *Lindsay*, 48,321-3.

One month on full pay given, and suggestion for extra fortnight, *Burkitt* - 45,979-83, 46,019-20, 46,159

Compulsory recess, not necessary if leave on full pay given, *Sitla Prasad Bajpai* - 44,472-3

## on Full pay (Privilege) :

not Given, dissatisfaction on account of, and suggestions for improvement, *Sundar Lal*, 43,775-80; *Marris*, 43,954; *Burn*, 44,661, 45,059-63; *Sri Ram*, 45,617, 45,662-6, 45,721-2, 45,844-5; *Burkitt*, 45,977-83, 46,019, 46,154-60, 46,172-7; *Piggott*, 47,589, 47,787; *Lindsay*, 48,274, 48,324, 48,327, 48,350-4.

Privilege given on half pay, and disinclination to take on account of, *Sitla Prasad Bajpai* 44,483 not Usually taken by Provincial judicial officers. *Burn* - 44,659

Officers do not take enough, reasons and had results of, *Sri Ram*, 45,617, 45,662-6, 45,721-2, 45,844-5; *Burkitt*, 45,908, 45,912, 45,967-77, 46,100-4, 46,178-88; *Lindsay*, 48,274, 48,328-30, 48,458-9.

## Public holidays :

Number and particulars *re*, *Piggott* 47,655-7, 47,751-4, 47,794-5

Particulars *re*, and officers do work on, *Lindsay* 48,321-2, 48,462-5

## Reserve :

Arrangements for, and percentage and statement of proportion, *Burn* - 44,659, 44,661

Larger, would be needed if restrictions and leave rules removed, *Lindsay* - 48,325-6

Working of, satisfactory, *Burkitt* - 45,908

Suggestions for improvement in, by combination of leave with vacation, *Sundar Lal* - 43,446

## Listed Posts (see that title).

Litigation, increase of, *Piggott* - 47,583

Muhammadan community not duly represented in, and should be, *Saiyid Nabi-ullah* 46,786, 46,844-6, 46,902-6, 47,014-6

Mukhtars, particulars *re*, *Burkitt* - 46,047-2, 46,057-8, 46,161

Number of graduates in, *Sundar Lal* - 43,436

Number of officers, *Burn* - 44,909

Number of prize posts advocated for, *Burn* 44,639, 44,670, 44,700-3

## ODDH :

Independent court and different laws, particulars, *Piggott* - 47,602-3

## Leave :

Grievance *re* annual vacation, and interests of individual officers clashes with that of administration, particulars *re*, *Piggott* - 47,592, 47,650-4

no Reserve, and methods employed instead of, and scheme, *Piggott* - 47,573, 47,737

Rules not contributory cause of excessive transfers, *Piggott* - 47,593

no Members other than Natives of India in, *Piggott* 47,565

Officers kept distinct from those in United Provinces, *Sitla Prasad Bajpai* - 44,373, 44,375

Recruitment, only made as vacancies occur, and difficulty *re*, *Piggott* - 47,573, 47,575, 47,737

Overwork in, many officers break down through strain, and remedies suggested, *Sundar Lal*, 43,499, 43,783; *Sri Ram*, 45,617, 45,662-66, 45,721-2, 45,844-5; *Burkitt*, 45,908, 45,912, 45,967, 46,100-41, 46,178-88; *Saiyid Nabi-ullah*, 46,788, 47,023, 47,026; *Piggott*, 47,783-9; *Lindsay*, 48,274, 48,328-30, 48,458-9.

## Judicial Branch, P.C.S.—continued.

Particulars *re* cases, and books used in connection with, and rulings in English courts not often referred to, *Burkitt* - 46,071-9

## PAY :

Differentiation from Executive Branch, particulars and reasons for, *Burn*, 45,027-36, 45,045-9; *Sheo Prasad*, 46,226, 46,310.

Inadequate, and increase suggested, *Risa Ali*, 45,276, 45,388-94; *Sri Ram*, 45,612; *Saiyid Nabi-ullah*, 46,791; *Piggott*, 47,582, 47,584, 47,798-9.

Initial, Rs. 200 advocated, *Lindsay* - 48,466

Lowest grade worse paid than that in Executive Branch, but no reason for, and minimum of Rs. 250 for both services recommended, *Baillie* 42,395-7

Rates of, and number of posts, statements for 1890, 1900, and 1912, *Burn* - p. 217-8

Time scale advocated, *Sri Ram* - 45,617

Probation, present system satisfactory, and particulars, *Sitla Prasad Bajpai*, 44,322; *Burn*, 44,657.

## PROMOTION :

Grade reversions and, among munsifs and Subordinate Judges made by the High Court and Judicial Commissioners, and arrangements, *Burn* - 44,659, p. 210-1

Inadequate percentage of men in higher grades, and improvements suggested, *Saiyid Nabi-ullah*, 46,788; *Muhammad Ali*, 47,868.

to I.C.S., not advocated, *Burn* 44,659, 44,768-9, 45,021

Officiating not advocated, and reasons, *Burn* 45,038-44

by Seniority below Rs. 500 per mensem grade only, and approval of, *Burn* - 44,659, p. 210

very Slow, and dissatisfaction *re*, and time-scale advocated as remedy, *Sri Ram* - 45,617

Stages of, particulars, *Burn* - 44,659, p. 210

Uneven owing to lack of uniformity in recruitment, *Sitla Prasad Bajpai* - 44,328

(see also Promotion, P.C.S.)

Prospects better than Executive Branch, P.C.S., and system not approved, *Sheo Prasad*, 46,226, 46,310; *Chaudhri Maharaj Singh*, 48,145, 48,179-80, 48,216-20, 48,265.

## RECRUITMENT :

no Anglo-Indians recruited in Agra and Oudh, and reasons, *Sitla Prasad Bajpai* - 44,319

Age limit, particulars *re*, and reduction of, might procure better men for, *Sri Ram* - 45,815-22

from the Bar :

Abolition of listed posts might affect, *Campbell* 47,482

Advocated, *Sitla Prasad Bajpai*, 44,316, 44,382-7; *Muhammad Ali*, 47,863.

not Advocated, and reasons, *Burn* - 44,657, 44,695-9, 44,840-6

Arrangements for, in probationary grade, *Burn* 44,659, p. 210

Solely, and particulars, *Sundar Lal* 43,743, 43,814-6

Best men not obtained under present system, *Piggott* - 47,546

Best men would be obtained by, if those standing first in I.L.B. examination accepted appointments, *Sri Ram* - 45,787-8

Better facilities for, than for Executive Branch, *Malaviya*, 43,386; *Sheo Prasad*, 46,208, 46,332; *Chaudhri Maharaj Singh*, 48,264-6.

Better men attracted by, than to Executive Branch, *Burn* - 45,046

Cadre, strength of (see Strength of Service).

Class representation :

Advocated, *Khushalpal Singh*, 43,043; *Piggott*, 47,568.

Allowed for, as far as possible, but paucity of candidates among certain classes, *Burkitt* 45,907

Comparison of system with Executive Branch, I.C.S., *re* age-limits, qualifications necessary for, &c., *Sheo Prasad* - 46,319-28

- Judicial Branch, P.C.S.—continued.**  
**RECRUITMENT—continued.**  
 Competitive examination, work of men entering by, satisfactory, *Yusuf Ali* 42,976-7  
 Compulsory degree except in case of barristers, advocated, *Sitla Prasad Bajpai* 44,316  
 Minimum degree of ability ensured by method of, *Burn* 44,659  
 no Need for separate competitive examination for, *Sheo Prasad* 46,208  
 Nomination the best method, *Piggott* 47,566  
 Present system satisfactory, *Khushalpal Singh*, 43,043; *U.P. Congress Committee*, 43,191; *Sundar Lal*, 43,436, 43,444; *Sitla Prasad Bajpai*, 44,320; *Burn*, 44,658; *Burkitt*, 45,906.  
 Promotion from Subordinate Service, restrictions on, suggested, *Sitla Prasad Bajpai* 44,316  
 Qualifications required for, *Malaviya*, 43,158, 43,331-3; *Sitla Prasad Bajpai*, 44,316; *Risa Ali*, 45,264.  
 Restriction to residents, advocated, *Piggott*, 47,567  
**Rules:**  
 Modifications suggested, *Sitla Prasad Bajpai* 44,316  
 Unsatisfactory and remedy suggested, *Piggott* 47,564, 47,644-9, 47,735-7, 47,740-2  
 Suggestions re, *Marris* 43,927, 44,249-52  
 Systems, *Sitla Prasad Bajpai*, 44,318; *Sheo Prasad*, 46,208; *Burn*, p. 216.  
 no Uniformity in, and examples, *Sitla Prasad Bajpai* 44,328  
 at Younger age advocated, and suggestions, *Piggott* 47,755-8  
 Scheme for combined nomination and examination in India might upset prospects of, *Lindsay* 48,438-56  
**SEPARATION FROM EXECUTIVE BRANCH:**  
 Advocated, *Khushalpal Singh*, 43,048, 43,101-7; *Sundar Lal*, 43,441, 43,539, 43,771-4; *Shahid Husain*, 45,455, 45,461, 45,491; *Sri Ram*, 45,609; *Moti Lal Nehru*, 46,488, 46,555; *Natthi Mal*, 46,715-6; *Sayyid Nabi-ullah*, 46,789, 46,885, 46,914; *Muhammad Ali*, 47,869.  
 not Advocated, *Baillie*, 42,127; *Burn*, 44,659, 45,069-71; *Sheo Prasad*, 46,220, 46,348-51; *Natthi Mal*, 46,685, 46,714; *Piggott*, 47,578.  
 Criminal and executive work should be divided and magistrates should not have power re Rent Act; &c., *Sitla Prasad Bajpai* 44,331  
**STRENGTH OF SERVICE:**  
 Classes of officers, and appointments, *Burn*, p. 216; *Sheo Prasad*, 46,205.  
 System for determining, approved, *Sitla Prasad Bajpai* 44,328  
**TRAINING:**  
 Better system desired, *Clay* 47,062  
 Departmental examination, none, and not necessary, *Sitla Prasad Bajpai*, 44,423; *Burn*, 44,658.  
 Reserve, no necessity for, *Burn* 44,659  
 System approved and particulars re, *Sitla Prasad Bajpai* 44,322  
 Valuable experience gained by, and good on the whole, *Sri Ram* 45,789-91  
 Transfers, reduction not possible to any great extent, *Burn* 44,661  
 Work, trying nature of, and details, *Burkitt* 45,971-5, 46,020  
**Judicial Commissioners (see Commissioners, Judicial).**  
**Judicial Department, Under Secretaryship, inclusion in listed posts advocated, Sitla Prasad Bajpai**, 44,301; *Sri Ram*, 45,651, 45,846.

## K.

- Kanungos, particulars re appointments and promotion, Baillie** 42,391-4  
**Kayasthas, majority of lawyers are, Sitla Prasad Bajpai** 44,321  
**Khushalpal Singh, Raja, M.A., LL.B., evidence of** 43,001-156

## L.

- Lal, Dr. Sundar, Rai Bahadur, B.A., LL.B., C.I.E., evidence of** 43,393-316  
**Land Records, Director of Agriculture and (see Director of Land Records and Agriculture).**  
**Law:**  
 Best men from Universities did not always go in for, *Muhammad Ali* 47,838  
 Better training in, necessary, *Baillie* 42,163, 42,220 in Departmental Examination (see under Training, I.C.S.).  
 Difference between Indian and European, *Yusuf Ali*, 42,647; *Burkitt*, 45,887, 46,107.  
**HIGHER STUDY:**  
 Rules for encouragement of, analogous to those for study of Oriental languages, not advocated, *Marris*, 43,878; *Burn*, 44,648; *Burkitt*, 45,890; *Clay*, 47,075; *Piggott*, 47,550.  
 would be Useful, but should be voluntary, and should be in India under Indian conditions, *Yusuf Ali* 42,650, 42,901-5 in I.C.S. Examination (see under I.C.S. Examination).  
**KNOWLEDGE OF, BY MEMBERS OF I.C.S.:**  
 Complaints re, due to shortening of probation in England, *Burkitt* 45,872  
 Executive officers deficient in, particulars, *Risa Ali* 45,264, 45,296, 45,300  
 Improvement necessary, and suggestions, *Moti Lal Nehru*, 46,476; *Natthi Mal*, 46,672.  
 Particulars re, *Burn* 44,648  
 Practical working knowledge possessed by most members, *Yusuf Ali* 42,647, 42,901-2  
 Scheme of instruction in India not advocated, *Burkitt*, 45,883; *Clay*, 47,088.  
 Training (see under Training, Legal, under Judicial Branch, I.C.S., and under Probation, I.C.S.).  
**Leave, I.C.S.:**  
**ALLOWANCES:**  
 Alternative sterling and rupees rate, no change suggested, *Baillie* 42,109  
 Maximum, increase to 1,200% advocated, and reason, *Marris* 43,904  
 Maximum and minimum limits, suitable, *Baillie* 42,109  
 Privilege rate of exchange:  
 no Change advocated, *Baillie*, 42,108; *Marris*, 43,908; *Burn*, 44,655.  
 not Necessary if scale of salaries raised, *Yusuf Ali* 42,670, 42,748-9  
**ANNUAL VACATION:**  
 Compulsory month's holiday, objected to, and reasons, *Burn* 44,945-7, 44,821, 45,022-3  
**COMBINED PRIVILEGE AND SPECIAL:**  
 Inconvenience due to officers of under eight years' service asking for, but no change advocated, *Burn* 44,655  
 Restriction re minimum of six months, should be abolished, and reason, *Yusuf Ali*, 42,669, 42,740, 42,742; *Marris*, 43,905.  
**ON FULL PAY (PRIVILEGE LEAVE):**  
**Accumulation:**  
 of More than three months, not advocated, except in cases of previous refusal, *Burn* 44,655, 44,943-4  
 without Restriction, advocated, and particulars, *Yusuf Ali* 42,669, 42,740, 42,742  
 Decrease in, and reasons, *Burn* 44,655  
 Full amount suitable, *Marris* 43,900  
 Full amount taken, *Burn* 44,655  
 Full amount taken by about 85 per cent. of members of I.C.S., but not by others, *Marris* 43,950  
 Full amount not taken, reasons, *Sheo Prasad* 46,232, 46,286-8, 46,301-2  
 Less taken since introduction of combined leave in 1901, and of shorter duration when taken, *Yusuf Ali* 42,668  
 More taken than formerly, *Marris* 43,899  
 Restriction re, before completion of eight years' service, abolition advocated, *Yusuf Ali* 42,743-4  
 Smaller amount of, should be permitted instead of larger amount, on half pay, *Baillie*, 42,105, 42,179; *Marris*, 43,905, 43,908, 44,239-40.

**Leave, I.C.S.—continued.****FURLOUGH:**

- Allowance:  
 Approved, *Baillie*, 42,107; *Piggott*, 47,591.  
 no Change suggested, *Burn* - 44,655  
 Maximum and minimum, suitable, *Clay* 47,108,  
 47,333-40  
 Should vary according to number of years'  
 service, *Clay* - 47,108  
 Suitable for junior men, but hard on senior  
 members, *Marris* - 43,902  
 Full amount not taken, reasons, *Baillie*, 42,106;  
*Marris*, 43,901; *Burn*, 44,655.  
 Less taken than formerly, and reasons, *Marris*  
 43,899  
 Long, decrease in, *Baillie* - 42,104  
 Percentage taken, *Burn* - 44,655  
 Increase in amount taken since introduction of com-  
 bined leave, *Baillie* - 42,104  
 Leave ledger system, approved, *Yusuf Ali* 42,741-2,  
 42,745-7  
 Less taken than formerly, and reason, *Marris*, 43,899;  
*Burkitt*, 45,901; *Campbell*, 47,358.  
 Listed posts (*see that title*).  
 One-fourth of active service with maximum of six  
 years advocated, *Sheo Prasad* - 46,132  
 Out of India, more frequent, but proportion of  
 furlough actually taken less, and no bad effects  
 from, and particulars *re*, *Burn* - 44,988-9  
 Privilege (*see on Full pay above*).  
 Quinquennial percentages, *Burn* - 44,655

**RESERVE:**

- Adequate number of Europeans should be main-  
 tained for, *Clay* - 47,072  
 Arrangement not satisfactory in regard to short  
 leave, and suggestion, *Sheo Prasad* - 46,215  
 Percentage, *Muhammad Ali*, 48,087; *Burn*, p. 200.

**RULES:**

- Abolition of restriction of three years' interval  
 between two successive periods of furlough,  
 advocated, *Burn* - 44,749-50, 44,948-51  
 no Alterations advocated, *Shahid Husain*, 45,447;  
*Saiyid Nabi-ullah*, 46,782.  
 Difference from P.C.S.:  
 Approved, *Marris*, 43,955; *Sheo Prasad*, 46,232;  
*Natthi Mal*, 46,690; *Muhammad Ali*, 47,873.  
 not Approved, *Shahid Husain*, 45,459; *Saiyid*  
*Nabi-ullah*, 45,459.  
 Fair on the whole but certain inconvenient restric-  
 tions should be abolished, *Marris* - 43,905,  
 43,908, 44,239-40  
 New, introduced in 1901, *Burn* - 44,655  
 Revision under official discussion, *Yusuf Ali* 42,669  
 Simplification advocated, *Lindsay* - 48,274  
 Successful from point of view of Administration  
 and individual officers, *Marris* - 43,906  
 excessive Transfers caused by, *Burn* - 44,655  
 excessive Transfers not caused by, *Marris*, 43,906;  
*Silla Prasad Bajpai*, 44,349.  
 Short leave, tendency to spend in Europe should be  
 checked, and reasons, *Muhammad Ali* - 47,860  
 Special, small but gradual increase in amount taken,  
 and reasons, *Burn* - 44,655  
 Statutory Civilians (*see that title*).

**Leave, P.C.S.:****ALLOWANCES, MAXIMUM AND MINIMUM LIMITS:**

- Believed to be inoperative in case of Deputy Col-  
 lectors, *Marris* - 43,951  
 Suitable, *Burn*, 44,661; *Sheo Prasad*, 46,234.  
 Suitable, except in case of medical leave, and  
 suggestion, *Silla Prasad Bajpai* - 44,346

**ANNUAL VACATION:**

- Compulsory month's holiday on full pay would  
 not be taken by many, and reasons, *Burn*  
 44,822-4  
 Forced on Oudh service against wish of members,  
 and suggestions *re*, *Silla Prasad Bajpai* 44,350,  
 44,391-6, 44,429-33, 44,467-71  
 one month on Full pay should be allowed to  
 judicial officers, *Silla Prasad Bajpai*, 44,350,  
 44,391-6, 44,449-54; *Sri Ram*, 45,617, 45,662-6,  
 45,721-2, 45,844-5.

**Leave, P.C.S.—continued.****ON FULL PAY:**

- Accumulation of, over three months in certain  
 cases, advocated, *Burn* - 44,661  
 Full amount sufficiently liberal, *Burn* - 44,661  
 Greater facilities for, would diminish number of  
 applications for long leave, *Sheo Prasad* 46,232  
 only Leave taken much by Indians, *Silla Prasad*  
*Bajpai* - 44,342  
 Rules, seriously affect judicial branch, *Silla Prasad*  
*Bajpai* - 44,350, 44,390

**FURLOUGH:**

- Allowance suitable, *Marris*, 43,950; *Silla Prasad*  
*Bajpai*, 44,345; *Sheo Prasad*, 46,233.  
 Combination with other kinds of leave, results of,  
*Burn* - 44,661  
 Full amount not taken, but no reduction advocated,  
*Silla Prasad Bajpai*, 44,344; *Burn*, 44,661.  
 Full amount not taken as a rule and commutation  
 to half the amount of leave on full pay suggested,  
*Marris* - 43,949  
 Permission to take, at any time subject to two  
 years' limit, suggested, *Sheo Prasad*, 46,232,  
 46,383-4; *Chaudhri Maharaj Singh*, 48,147.  
 Rarely taken except for ill-health and reasons,  
*Burn* - 44,661  
 Rules, alterations and removal of certain restric-  
 tions advocated, *Sheo Prasad* - 46,232, 46,305,  
 46,378-87  
 Special, in urgent cases, for period not exceeding  
 six months advocated, *Sheo Prasad* - 46,235

**LONG LEAVE:**

- Amount given, particulars, *Sheo Prasad* - 46,324,  
 46,361, 46,376-7  
 should not fall below two-fifths of actual service,  
*Silla Prasad Bajpai* - 44,347, 44,350  
 Seldom taken by members of P.C.S. except for  
 special reasons during last 20 years, and reasons,  
*Sheo Prasad* - 46,232, 46,384

**MEDICAL:**

- Amount given, particulars *re* allowance, *Sheo*  
*Prasad* - 46,361, 46,373-5  
 only Taken by Indians when necessary and reasons,  
*Silla Prasad Bajpai* - 44,342  
 Members of P.C.S. should be encouraged to spend  
 some time in Europe, and reasons, and suggestions  
 for, *Sheo Prasad*, 46,222, 46,232, 46,300, 46,361-2,  
 46,386; *Muhammad Ali*, 47,873, 48,097-9.  
 Officers do not take too little, and become stale at  
 work as sometimes alleged, *Burn* - 44,825  
 One-fifth of active service advocated for, and par-  
 ticulars, *Sheo Prasad* - 46,232  
 Percentage, statement of, and details *re*, *Burn*  
 44,659

- on Private affairs and extraordinary, rarely taken,  
*Burn* - 44,661

**RESERVE:**

- no Allowance made for, in Agra and Oudh, *Silla*  
*Prasad Bajpai* - 44,326  
 None before 1903, particulars, *Sheo Prasad*  
 46,397-8  
 Percentage and particulars *re*, *Burn*, 44,659,  
 44,661; *Sheo Prasad*, 46,214-5, 46,287; *Chaudhri*  
*Maharaj Singh*, 48,143.  
 no Practical reserve for short and privilege leave,  
 complaint *re*, and scheme for improvement, *Sheo*  
*Prasad* - 46,286-8, 46,400-2

**RULES:**

- no Alterations suggested, *Burn*, 44,661, 45,086-9;  
*Saiyid Nabi-ullah*, 46,793.  
 Contributory cause of transfers, *Burn* - 44,661  
 not a Contributory cause of excessive transfers,  
*Marris*, 43,954; *Sheo Prasad*, 46,237; *Piggott*,  
 47,593.  
 Difference from I.C.S. (*see under Rules under*  
*Leave, I.C.S.*).  
 Fear of transfer acts as restriction on leave, and  
 suggestions, *Marris* - 43,954  
 no Inconvenience caused to Administration by,  
*Marris*, 43,952-3; *Silla Prasad Bajpai*, 44,348;  
*Sheo Prasad*, 46,236.  
 Theoretically no inconvenience caused to Adminis-  
 tration by, but practical difficulties, and new  
 scheme to come into force *re*, *Burn* - 44,661

## Leave, P.C.S.—continued.

- Short leave, difficulties re obtaining, and scheme for improvement suggested, *Sheo Prasad* 46,286-8, 46,400-2  
 Statistics of amount taken in 1893-7, 1902, 1903-7, 1908-12, *Burn* 44,661  
 Transfers caused by present system, reasons, *Sheo Prasad* 46,232  
 (see also Executive Branch, P.C.S., and Judicial Branch, P.C.S.)

*Ledgard, H.*, evidence of 42,479-602

## Legal Remembrancer:

- Appointment of Government Pleader or Public Prosecutor made by, *Yusuf Ali* 42,858  
 Consulted by District Magistrate in certain cases for prosecutions, *Sundar Lal* 43,681-3  
 Inclusion among listed posts not advocated, *Sundar Lal* 43,795  
 Listing of post advocated, *Sheo Prasad* 46,221  
 Post may be held by district and sessions judge of any grade but first, *Burn* 44,649  
 Post should be held by Indians, *Risa Ali* 45,264

## Legislative Councils (see under Councils).

## Lieutenant-Governor:

- Pay, *Burn* p. 201, p. 202  
 Pension, special, advocated for, and suggestions re, *Baillie*, 42,114; *Morris*, 43,915; *Burn*, 44,751; *Campbell*, 47,360.  
 Post of, should not be accessible to men holding listed posts, *Baillie* 42,204-5  
 Post should not be open to Indians at present, *Sri Ram* 45,703

*Lindsay, Benjamin, I.C.S.*, evidence of 48,271-468

## Listed Posts:

## ABOLITION:

- Advocated and suggestions, *Moti Lal Nehru*, 46,466, 46,523-5, 46,528; *Campbell*, 47,356, 47,378-9, 47,383-5, 47,388-91, 47,474, 47,482-3.  
 Advocated if separate examination introduced, *Risa Ali* 45,263  
 would Damage prospects of P.C.S., but new scheme opens up another avenue for employment of same class, *Lindsay* 48,271, 48,299-303, 48,439-50  
 without Establishment of separate Indian cadre, not advocated, even if extra money devoted to improvements in P.C.S., *Campbell* 47,425-7

## ADMISSION OF INDIANS OTHER THAN MEMBERS OF P.C.S. OR STATUTORY CIVILIANS TO ONE QUARTER:

- Approved, *Sundar Lal*, 43,414; *Abdul Majid*, 44,516; *Natthi Mal*, 46,662.  
 not Approved, *Sri Ram*, 45,584; *Moti Lal Nehru*, 46,465; *Sayyid Nabi-ullah*, 46,767; *Muhammad Ali*, 47,839.

Power never exercised, and not practicable, and reasons, *Burn* 44,644

Power not used, but should be retained, *Yusuf Ali*, 42,629; *Khushalpal Singh*, 43,024; *Shahid Husain*, 45,429.

Agra and Oudh, list of, and appointments, *Sri Ram* 45,583

All have not yet been opened to Indians, and promised revision of list not yet undertaken, *Muhammad Ali* 47,832

All should be thrown open to P.C.S., *Sri Ram* 45,617, 45,690-1, 45,841-3

no Alteration in system advocated, and great importance attached to, *Sitla Prasad Bajpai*, 44,294, 44,360-1

Appointments from the Bar, would not affect recruitment to Judicial Service at bottom, *Risa Ali* 45,397, 45,400

## APPOINTMENT TO:

- at Earlier age, advocated, and reasons, *Baillie*, 42,144-7; *Yusuf Ali*, 42,626, 42,945-6; *Khushalpal Singh*, 43,023, 43,052, 43,069-72; *Sitla Prasad Bajpai*, 44,363-72, 44,410, 44,478-81; *Burn*, 44,659, 44,671; *Sheo Prasad*, 46,222; *Muhammad Ali*, 47,838, 47,971-5, 48,137.  
 should not Interfere with I.C.S., *Yusuf Ali* 42,624, 42,677, 42,889

## Listed Posts—continued.

## APPOINTMENT TO—continued.

- from Members of P.C.S. and others, particulars re, *Sitla Prasad Bajpai* 44,300, 44,330, 44,332, 44,363, 44,411  
 Method, *Lindsay* 48,271  
 on Occurrence of vacancies only, disadvantage to Indians, *Baillie* 42,150  
 Promotion after, suggestions re, *Baillie* 42,052-3, 42,139-41  
 Qualification for, high standard of, but degree need not be compulsory, *Risa Ali* 45,264, 45,406-9  
 after Ten years' service, not advocated and reasons, *Piggott* 47,622, 47,624, 47,744, 47,746, 47,748-50  
 Test should be stiffer than at present, *Sheo Prasad* 46,196

an Attraction to P.C.S. and removal would be a grievance, *Chaudhri Maharaj Singh* 48,256-7

Best Indians who are in sympathy and contact with people not selected for, *Muhammad Ali* 47,832, 47,917-23

Certain posts should not be open to men holding, *Baillie*, 42,052-3, 42,139-41, 42,204-5; *Chaudhri Maharaj Singh*, 48,144.

Class suitable, *Khushalpal Singh*, 43,026; *Natthi Mal*, 46,664; *Clay*, 47,076.

Class unsuitable, and scheme for improvement, *Muhammad Ali* 47,841

Continuance advocated with any system of recruitment of Indians in India, *Sri Ram* 45,570, 45,637, 45,652-4

Correction of statement in Appendix IV. and Appendix V., *Clay* 47,074

## EXECUTIVE:

no Alteration in present system advocated, *Moti Lal Nehru* 46,450

Increase advocated, and reasons and schemes, *Khushalpal Singh*, 43,005, 43,009, 43,053, 43,063, 43,089, 43,127; *Burn*, 44,639, 44,697-702, 44,775-6, 44,861-5, 45,021, 45,051-8, 45,072-7; *Clay*, 47,076; *Chaudhri Maharaj Singh*, 48,144.  
 Present number should be retained, even with separate examinations and reasons, *Piggott* 47,505, 47,804-6

Higher posts, present system of appointments to, unsatisfactory, *Yusuf Ali* 42,998-4

Increase advocated, and suggestions, *Baillie*, 42,052-3, 42,064, 42,137-8, 42,188-96, 42,320-5, 42,329, 42,352-3; *Khushalpal Singh*, 43,009, 43,026; *Sundar Lal*, 43,413, 43,416, 43,484-9, 43,510, 43,625, 43,787-95; *Sitla Prasad Bajpai*, 44,361-2; *Sri Ram*, 45,583, 45,651-4, 45,693-4, 45,718-20; *Sheo Prasad*, 46,221; *Muhammad Ali*, 47,838, 47,839, 47,863, 47,897-9, 47,908, 47,978-9, 48,005; *Chaudhri Maharaj Singh*, 48,144.

Increase not necessary if scheme for nomination of Indians adopted, *Burn* 44,644

Increase not objected to, *Clay* 47,072

## INFERIOR:

First-class magistrates would not be eligible for, normally, before a considerable number of years, *Clay* 47,201-2

Leave, proportion of vacancies allowed for not realised, and reason for, *Burn* 44,649

## Merging in P.O.S.:

Approved, *Baillie*, 42,069; *Yusuf Ali*, 42,630; *Khushalpal Singh*, 43,025; *Malaviya*, 43,178; *Sundar Lal*, 43,415; *Morris*, 43,846, 43,940, 43,943; *Abdul Majid*, 44,517; *Burn*, 44,644, 44,659, 44,796-8; *Shahid Husain*, 45,430; *Moti Lal Nehru*, 46,466, 46,523-5, 46,528-9; *Natthi Mal*, 46,663; *Piggott*, 47,523-4, 47,580.

not Approved, *Sitla Prasad Bajpai*, 44,333, 44,412-3; *Sheo Prasad*, 46,222, 46,300; *Clay*, 47,074, 47,320-2; *Campbell*, 47,378; *Piggott*, 47,523-4; *Muhammad Ali*, 47,840, 47,976-7, 48,009-10.

Members of P.C.S. should be entitled to quarter of all posts in every class and grade instead of system of, and scheme, *Muhammad Ali* 47,838, 47,841, 47,849, 47,897-9, 47,908, 47,978-9, 47,990, 48,135,

## Listed Posts—continued.

## INFERIOR—continued.

## Merging in P.C.S.—continued.

Restoration of inferior posts would not assist scheme for recruiting I.C.S. from P.C.S., *Burkitt* - 46,000  
 Number and particulars re, *Clay* - 47,193-5, 47,201-2  
 more Status carried by, and better chances in, than such posts as deputy collectors and subordinate judges, but emoluments possibly not greater, *Yusuf Ali* - 42,990-2

## JUDICIAL:

Abolition advocated, *Moti Lal Nehru* - 46,450, 46,458, 46,466, 46,523-5, 46,528  
 Comparison with Executive Branch, *Burn*, 44,639, 44,700-3; *Chaudhri Maharaj Singh*, 48,145, 48,178.  
 Increase of number advocated, *Sri Ram*, 45,617; *Burkitt*, 45,864, 45,909; *Chaudhri Maharaj Singh*, 48,144.  
 Merged in P.C.S., continuance of present system advocated, *Moti Lal Nehru* - 46,450, 46,466, 46,523-5, 46,528-9  
 Number of, *Sundar Lal*, 43,436; *Burn*, 44,649, 44,659, p. 21J, 44,670, 44,768-74, 44,858-60, 44,903, 45,021; *Piggott*, 47,579.  
 Proportions advocated, *Khushalpal Singh*, 43,005, 43,053, 43,063, 43,089, 43,126; *Burn*, 44,639, 44,669-70, 44,700-3, 44,768-74, 44,765, 44,858-60, 44,903, 44,910, 45,021.  
 Promotion, scheme, *Sitla Prasad Bajpai* - 44,419-25  
 Selection for, should be earlier, and reasons, *Burkitt* - 45,864, 45,909, 45,923, 46,133-9  
 Tendency to list more freely than executive, and discount in Executive Branch likely to result from, remedy suggested, *Clay* - 47,076

## LEAVE:

Officers take very little, examples, *Burn* - 44,870

## Rules:

no Complaints re, and differentiation from I.C.S. not objected to, *Marris* - 43,909  
 Differentiation from I.C.S., approved, *Burn* - 44,655  
 Improvement advocated, *Khushalpal Singh* - 43,052  
 Similar to I.C.S. advocated, *Sundar Lal*, 43,433, 43,519-21, 43,630; *Shahid Husain*, 45,448; *Saiyid Nabi-ullah*, 46,783; *Natthi Mal*, 46,678.  
 Similar to I.C.S. not essential, *Muhammad Ali* - 47,861

Members of P.C.S. holding, should be encouraged to visit Europe for about six months after appointment, *Muhammad Ali* - 47,861  
 Members of P.C.S. holding, should have social position as much equal to I.C.S. members as possible, *Khushalpal Singh* - 43,023  
 Number of Indians holding at present, *Clay* - 47,072  
 Number of, *Burn*, 44,644, p. 200-1; *Bina Ali*, 45,268.

## PAY:

some Distinction from I.C.S. should be made, but not so great as at present, *Natthi Mal* - 46,677, 46,689

## Equality with I.C.S.:

Advocated, *Marris*, 43,897; *Abdul Majid*, 44,531, 44,536, 44,636-8; *Burkitt*, 45,900, 45,910; *Saiyid Nabi-ullah*, 46,781, 46,792, 46,847-9; *Sri Ram*, 45,602, 45,613, 45,655-6, 45,692-4, 45,718-20; *Moti Lal Nehru*, 46,483, 46,492; *Muhammad Ali*, 47,859.  
 not Advocated, and no discontent anticipated, *Baillie* - 42,142-3, 42,197-9, 42,424, 42,426, 42,428, 42,449-50

## Two-thirds rule:

Abolition advocated if schemes re listed posts and direct recruitment to P.C.S. adopted, *Burn* - 44,653, 44,902-5  
 Approved, *Baillie*, 42,103; *Yusuf Ali*, 42,667, 42,942, 42,947; *Khushalpal Singh*, 43,052; *Malaviya*, 43,186-7; *Sitla Prasad Bajpai*, 44,341; *Shahid Husain*, 45,446, 45,458; *Sheo Prasad*, 46,281; *Piggott*, 47,588.

## Listed Posts—continued.

## PAY—continued.

## Two-thirds rule—continued.

not Approved, and salaries should be equal to those in I.C.S. in lower grades and three-fourths in higher grades, and reasons for, *Sundar Lal* - 43,432, 43,445, 43,626-9  
 Three-quarters advocated, instead, *Khushalpal Singh*, 43,042; *Marris*, 43,897, 43,947; *Burn*, 44,653, 44,660, 45,903-5, 44,910; *Moti Lal Nehru*, 46,483, 46,492.

## PENSIONS:

Increase advocated, and reasons, *Baillie*, 42,200-3; *Khushalpal Singh*, 43,052.  
 Increased maximum suggested, *Sitla Prasad Bajpai*, 44,352; *Sheo Prasad*, 46,240, 46,388-92; *Chaudhri Maharaj Singh*, 48,140, 48,181-2.  
 Present system approved, and details, *Marris*, 43,920, 43,959; *Burn*, 44,656.  
 Special rules separate from those in P.C.S. advocated for, *Muhammad Ali* - 47,874  
 Promotion to I.C.S. advocated instead of, *Sundar Lal*, 43,493, 43,625; *Holland*, 45,105, 45,153-4, 45,187; *Burkitt*, 45,866, 45,900, 45,910, 45,985-6,005; *Moti Lal Nehru*, 46,528-30.  
 Prospects in I.C.S. less attractive owing to, *Lodgard* - 42,479 (3)  
 Scheme, period before operation of possible, particulars re, *Baillie* - 42,191-5, 42,321-5  
 Scheme for increase of proportion of, *Burn* - 44,639 (9), (12), 44,669-78, 44,697-703, 44,765-76, 44,783-96, 44,858-74, 45,018-9, 45,020-1  
 Scheme for recruitment of Indians in India would involve practically the abrogation of present system of, but power to recruit to should be retained, *Lindsay* - 43,271, 48,299-303, 48,439-50  
 no Scope for alterations, but improvement of prospects for P.C.S. would be welcome if men efficient enough, *Marris* - 43,847  
 Superior posts, extension in listing of, regarded with apprehension, and interests of I.C.S. officers endangered by, *Clay* - p. 464  
 System approved, *Baillie*, 42,128; *Khushalpal Singh*, 43,009, 43,026; *Malaviya*, 43,177; *Sundar Lal*, 43,400, 43,410, 43,413, 43,428, 43,488-9; *Marris*, 43,828, 43,939; *Sri Ram*, 45,583; *Sheo Prasad*, 46,199, 46,221, 46,342; *Natthi Mal*, 46,647, 46,661; *Saiyid Nabi-ullah*, 46,766; *Piggott*, 47,579; *Muhammad Ali*, 47,824.  
 System not approved, *Shahid Husain*, 45,428; *Campbell*, 47,356, 47,378-9, 47,383-5, 47,388-9, 47,474, 47,482-3; *Muhammad Ali*, 47,838.  
 System not so good as separate examination because men obtained under, so much older, *Piggott* 47,503, 47,518, 47,743  
 System not objected to, relatively, *Holland* - 45,104, 45,187  
 System not satisfactory at present, reasons, and improvements suggested, *Burn* - 44,639  
 Training in P.C.S. previous to entering, advocated, *Baillie* - 42,155  
 Lucknow, law schools at, *Yusuf Ali* - 42,960

## M.

## Macaulay, Lord, principles laid down by Committee of 1854:

Approved, *Baillie*, 42,060, 42,077, 42,223; *Yusuf Ali*, 42,619, 42,635; *Marris*, 43,836, 43,857; *Burn*, 44,641; *Burkitt*, 45,877; *Clay*, 47,068, 47,083; *Piggott*, 47,513, 47,533; *Muhammad Ali*, 47,830.  
 Approved with reduced age-limit, *Burkitt*, 45,870; *Clay*, 47,083.  
 not Approved, *Malaviya* - 43,172, 43,215-6, 43,284-7  
 Madras pay and grading most favourable in Service, and equalisation for all Provinces recommended, *Yusuf Ali* - 42,660-1

**Magistrates:****ASSISTANT:**

- Evidence often heard in vernacular by, *Burn* 44,647  
 Ra. 500 advocated for initial pay, *Marris* - 43,885  
 should be sent into camp as soon as possible, and  
 reasons, *Piggott* - 47,537  
 Training of junior civilians in posts of, for  
 Judicial Branch advocated, *Piggott* - 47,506  
 Twenty-four years of age should be maximum for  
 starting work as, *Piggott* - 47,511  
 Work as, enables junior Civilians to come into  
 direct contact with people, and value of ex-  
 perience, *Piggott* 47,625, 47,688, 47,718, 47,723-4  
 Work; particulars, and less case work and more  
 executive work advocated for, *Yusuf Ali* 42,658

**CITY, LUCKNOW:**

- European, required for, and reason, *Clay* - 47,072  
 Pay, *Burn* - p. 201, 202

**DEPUTY:**

- Better judges would be made by than by Munsifs,  
 and suggestions, *Campbell* - 47,487-8  
 Good men among and some entitled to sessions  
 judgeships, *Shahid Husain* - 45,557-9  
 Importance of position and work of, with regard  
 to masses and tenant classes, and particulars,  
*Sheo Prasad* - 46,224  
 Increase of, advocated, and reason, *Piggott* 47,560  
 Influence of Sessions Judges and District Magis-  
 trates upon, *Marris* - 43,883, 44,263-9  
 Revenue work should be entrusted to a few, and  
 remainder should try civil and criminal cases,  
*U.P. Congress Committee* - 43,190  
 Senior, should be invested with powers of Assistant  
 Sessions Judges in most districts, and reason,  
*Piggott* - 47,560

**DISTRICT:**

- Amalgamation of 2nd grade with Deputy Com-  
 missioners 2nd grade advocated, *Burn* - 44,650  
 (see also Collector and District Magistrate.)  
 European, considerable number of, would always be  
 required for certain districts containing European  
 communities, *Clay* - 47,072

**FIRST CLASS:**

- Difficulty of position with regard to District  
 Magistrate and Sessions Judge, and particulars  
 re, *Piggott* - 47,560, 47,675-6  
 not Eligible for inferior listed posts after appoint-  
 ment as, for a considerable number of years,  
*Clay* - 47,201-2  
 Overworked and disadvantages of, in trying cases,  
 and remedy suggested, *Piggott* 47,560, 47,733-4

**HONORARY:**

- Decisions come up for appeal before District  
 Magistrates and advantage of, *Piggott* - 47,641  
 District Judge could supervise, as well as District  
 Magistrate, *Sundar Lal* - 43,675-7  
 some with First-class powers, but litigants do not  
 care to have cases tried by, as a rule, and reason,  
*Yusuf Ali* - 42,722-4  
 Functions and powers of, particulars, *Khushalpal*  
*Singh*, 43,076-81; *Sundar Lal*, 43,675-7; *Marris*,  
 44,095-100; *Chaudhri Maharaj Singh*, 43,186-8.  
 Increase in number of, but doubtful if any real  
 relief in criminal work, and nature of cases  
 usually tried by, *Yusuf Ali* - 42,721  
 quasi-judicial character of, work of, *Satyid Nabi-*  
*ullah* - 46,907-8

**JOINT:**

- European, required for certain districts, reason  
 and list, *Clay* - 47,072  
 Evidence often heard in vernacular by, *Burn* - 44,647  
 Executive experience of no value to, and particu-  
 lars, *Moti Lal Nehru* - 46,554-9  
 First grade:  
 Merged in P.C.S., pay really due to, Ra. 640, but  
 pay given only Ra. 600, particulars, *Clay* - 47,075  
 Pay and number, *Burn* - p. 201, 202  
 Pay, Ra. 1,000 advocated, *Clay* - 47,100  
 Functions, particulars re, *Burn*, 44,639; *Sheo*  
*Prasad*, 46,409.

E 22768

**Magistrates—continued.****JOINT—continued.**

- Grades and number and percentage of appoint-  
 ments, *Burn* - p. 202  
 Instruction of junior Civilians under, suggested,  
*Marris* - 43,866, 44,001-3, 44,045-7  
 should be invested with powers of Assistant  
 Sessions Judges in most districts, *Piggott* 47,560  
 weak Judges made by, under present system, and  
 reason, *Abdul Majid* - 44,504  
 Listing of posts as, advocated and suggestion re  
 promotion, *Sitla Prasad Bajpai* - 44,411-8  
 Merged in P.C.S., dissatisfaction re, and reasons,  
*Burn*, 44,792; *Sheo Prasad*, 46,222; *Clay*, 47,075.  
 Number of listed posts as, *Clay* - 47,194-5  
 Pay:  
 Rate of, and grading, list of posts for years  
 1863, 1870, 1880, 1890, 1900, 1912, *Burn*  
 - p. 203  
 Ra. 800 advocated for initial, *Marris* - 43,885  
 Post of settlement officer held by, owing to bad  
 promotion, *Baillie* - 42,278-81  
 no Powers in excess of 1st-class Magistrate,  
*Chaudhri Maharaj Singh* - 48,177  
 Practical test in vernacular should be made pre-  
 vious to appointment as, *Marris* - 43,868  
 Reversion of senior officers to, reason and dis-  
 advantages, *Clay* - p. 463  
 Second grade:  
 Increase of number, *Burn* - 44,649  
 Pay:  
 really Due to, Ra. 448, but pay actually  
 received, Ra. 400, *Clay* - 47,075  
 Number and, *Burn* - p. 201, 202  
 Ra. 800 advocated, *Clay* - 47,100  
 Separate grade advocated for, and scheme, *Sheo*  
*Prasad*, 46,222, 46,360-2, 46,439; *Chaudhri*  
*Maharaj Singh*, 48,144-5, 48,174-6, 48,205,  
 48,224-6; 48,251-6.  
 Statement D.D. corrected, *Burn* - 44,649  
 Training of junior Civilians in posts of, for  
 Judicial Branch advocated, *Piggott* - 47,566  
 Vacancy between first and second grades of  
 assistant collector for promotion to, advocated,  
*Marris* - 44,014  
 Work, particulars re, and suggestions, *Yusuf Ali*,  
 42,658; *Burkitt*, 46,059-70; *Piggott*, 47,625,  
 47,688, 47,718, 47,723-4.  
 Knowledge of law usually regarded as adequate, *Clay*  
 - 47,093  
 not Ministerial officers, *Baillie* - 43,418-9  
 Officiating, pay, inadequate, and should be increased,  
*Clay* - 47,261-4, 47,308-9  
 sometimes Prejudiced owing to executive training,  
*Malaviya* - 43,261
- SUBORDINATE:**  
 District Superintendent thought to have a hand in  
 decision of cases of, *Sri Ram* - 45,749-52  
 Functions and powers, *U.P. Congress Committee*  
 - 43,190  
 not Influenced by District Magistrates, but recog-  
 nition of good work expected, *Baillie* 42,444-8  
 Position of, not subordinate to executive head of  
 district in judicial capacities, *Marris* 44,080-8,  
 44,229-3  
 Supervision by Collectors (see under Collectors and  
 District Magistrates).  
 Training of junior Civilians under selected, at one  
 centre advocated, and scheme, *Clay* - 47,089,  
 47,181-5  
 should be Under immediate control of Sessions  
 Judges, *Sitla Prasad Bajpai* - 44,813  
 Mahrattas, administrative capacity, and reservation  
 of posts for, advocated, and scheme, *Muhammad Ali*  
 47,819, 48,016, 48,038, 48,082-5  
 Majid, Nawab Muhammad Abdul, evidence of  
 - 44,499-638  
 Mal, Natthi, Rai Bahadur, evidence of - 46,632-744  
 Malaviya, Pandit Madan Mohan, B.A., LL.B., evi-  
 dence of - 43,157-43,392  
 Marris, William Sinclair, I.C.S., evidence of 43,817-  
 44,282  
 Medical Leave (see under Leave).

D



**Military Officers :**

Experience of, and particulars *re*, *Baillie*, 42,067 ; *Marris*, 43,843.

Mixed commissions should be composed of Indian Civil Servants and military civilians only, *Marris* 43,845

under Probation for Political Department, particulars *re* and advantage of, *Burn* - 44,643

**RECRUITMENT FOR POSTS IN I.C.S. :**

not Advocated, *Baillie*, 42,068 ; *Yusuf Ali*, 42,627 ; *Khushalpal Singh*, 43,021 ; *Malaviya*, 43,176 ; *U.S. Congress Committee*, 43,199 ; *Sundar Lal*, 43,412 ; *Marris*, 43,844 ; *Abdul Majid*, 44,514 ; *Burn*, 44,643 ; *Riza Ali*, 45,268 ; *Shahid Husain*, 45,426 ; *Sri Ram*, 45,582 ; *Sheo Prasad*, 46,200 ; *Moti Lal Nehru*, 46,462 ; *Natthi Mal*, 46,659 ; *Saiyid Nabi-ullah*, 46,764 ; *Piggott*, 47,521 ; *Muhammad Ali*, 47,836.

Special training, not advocated, *Ledgard* - 42,601

System of recruitment, not approved for other services, *Yusuf Ali* - 42,628

**Ministerial Service,** promotion from, to P.C.S. (*see under P.C.S.*).

**Moti Lal Nehru**, Pandit, evidence of - 46,441-637

**Muhammad Ali**, evidence of - 47,815-48,137

**Muhammadans :**

Administrative capacity, particulars *re*, *Baillie*, 42,265 ; *Muhammad Ali*, 47,219.

All-India Moslem League (*see that title*).

Chances in competitive examination, simultaneous examination, and university careers, particulars, *Baillie*, 42,265 ; *Sundar Lal*, 43,572-5, 43,724-8.

making Efforts to obtain a University of their own, *Saiyid Nabi-ullah* - 46,959-60

Employment of larger number of Indians in I.C.S. desired by, *Shahid Husain* - 45,470

Exclusion from administration under present system, and improvement necessary, *Muhammad Ali* 47,819, 47,962-5, 48,014

Executive Branch preferred to Judicial Branch by, *Saiyid Nabi-ullah* - 47,017-9

Fewer casualties among, than among Hindus, and reason, *Piggott* - 47,789-92

Graduates, particulars *re* degrees, &c., *Riza Ali* 45,333-7

Process of regeneration began later than Hindus, *Chaudhri Maharaj Singh* - 48,141

Progress in education made by, during recent years, particulars *re*, *Malaviya*, 43,161, 43,218 ; *U.P. Congress Committee*, 43,189 ; *Sundar Lal*, 43,572-5, 43,724-8 ; *Riza Ali*, 45,275, 45,405 ; *Muhammad Ali*, 47,819, 48,028-37 ; *Chaudhri Maharaj Singh*, 48,141, 48,167-9.

Relations with Hindus, *Riza Ali*, 45,264 ; *Moti Lal Nehru*, 46,487 ; *Muhammad Ali*, 47,819, 47,876.

**REPRESENTATION OF, IN PUBLIC SERVICES :**

Due representation in I.C.S. should be given to, *Saiyid Nabi-ullah*, 46,799-800, 46,814, 46,850, 46,866, 46,869, 46,890-901, 46,951-3, 46,955-6, 46,979, 46,982, 46,994-5 ; *Clay*, 47,058.

not Duly represented in Judicial Provincial Service, *Riza Ali*, 45,264, 45,275, 45,304, 45,320-4, 45,307-10 ; *Saiyid Nabi-ullah*, 46,786, 46,844-6, 46,902-6, 47,014-6.

Equal representation with Hindus advocated, and reasons, *Abdul Majid* 44,534, 44,568-71, 44,624

Number in I.C.S. at present, disproportionate, *Saiyid Nabi-ullah* - 46,890-4

Proportion of appointments to be given to Hindus and, question of, and table of percentage, *Burn* 44,657, p. 207-8

Representation in Executive Branch, P.C.S., comparison with Hindus, *Sheo Prasad*, 46,210 ; *Chaudhri Maharaj Singh*, 48,141, 48,213-5.

Sufficient share of State patronage received by, *Chaudhri Maharaj Singh* - 48,167-9

Reservation of posts for, advocated, and schemes, *Riza Ali*, 45,263, 45,287-90, 45,315-9, 45,369-70 ; *Muhammad Ali*, 47,219, 48,082-5.

Separate examinations, effect of, on, *Riza Ali*, 45,813-4 ; *Piggott*, 47,518, 47,635-6.

**Muhammadans—continued.**

Simultaneous examinations advocated by many, *Malaviya*, 43,161, 43,218 ; *U.P. Congress Committee*, 43,189 ; *Riza Ali*, 45,313 ; *Shahid Husain*, 45,470, 45,529-34 ; *Saiyid Nabi-ullah*, 46,799-802.

Simultaneous examinations would retard progress of, *Riza Ali* - 45,263

System of nomination and selection in connection with simultaneous examination advocated by many, particulars *re*, *Saiyid Nabi-ullah* - 46,799-802

Table of proportion of posts held by, in Judicial Branch, P.C.S., and decrease of, *Riza Ali* 45,275, 45,305

glorious Traditions of, *Malaviya* - 43,161

**Mukhtars**, particulars *re*, *Burkitt* - 46,047-61

**Municipal Government**, development of, *Yusuf Ali* 42,677

**Munsifs :****AGE OF APPOINTMENT :**

25-30 at present, *Burn* - 45,009-10

Permanent, 29-30, at present, *Burkitt* - 46,166

Reduction advocated, and suggestions, *Burkitt*, 46,166-70 ; *Lindsay*, 48,428-35.

Appointment, particulars *re*, required, *Burn* - p. 216, 45,006-7

Barristers and pleaders employed as, *Yusuf Ali* 42,917

Better suited for judgeship than members of Indian Bar, *Yusuf Ali* - 42,864

Best man at Bar would not care to become, and only initial salary of Rs. 500 would attract, *Riza Ali* 45,264, 45,389-91, 45,393, 45,395-6

Confidence felt in, by people, *Khushalpal Singh* 43,130

Criminal cases should be tried by, suggestion, *U.P. Congress Committee* - 43,190

"Failures of the Bar elevated to the Bench," question of, *Marris*, 43,927, 44,024-7, 44,248-52 ; *Burn*, 45,047-9 ; *Sri Ram*, 45,617, 45,753-5.

**FIRST GRADE :**

Appointment as Assistant Sessions Jdges over head of Senior Deputy Collectors not approved, and reason, *Yusuf Ali* - 42,999

Honorary appointment of land-holders as, advocated, *Khushalpal Singh* - 43,081

Increase in number recently made owing to previous overwork amongst, *Khushalpal Singh* - 43,084

Judgments as court of appeal on decision of experienced men holding posts as, passed by junior Civilians, and disadvantages, *Sri Ram* 45,595, 45,617

Officiating, pay inadequate, reasons, and initial pay of Rs. 200 advocated, *Riza Ali* - 45,276, 45,392

**PAY :**

Differentiation from Deputy Collectors, and reasons for, *Burn* - 45,027-36, 45,045-9

Equal to that of Deputy Collectors, advocated, and reason, *Silla Prasad Bajpai*, 44,337 ; *Saiyid Nabi-ullah*, 46,791, 46,794.

Increase advocated, *Marris*, 44,257-9 ; *Silla Prasad Bajpai*, 44,337, 44,339 ; *Sri Ram*, 45,612, 45,683-4, 45,821, 45,838-40 ; *Piggott*, 47,582.

**Initial :**

Rs. 175, and increase to Rs. 200 attempted, *Marris* - 48,943

too Low, and increase advocated, *Khushalpal Singh*, 43,155 ; *Malaviya*, 43,371 ; *Sundar Lal*, 43,444, 43,786 ; *Silla Prasad Bajpai*, 44,337, 44,339 ; *Riza Ali*, 45,276, 45,392 ; *Sri Ram*, 45,612 ; *Burkitt*, 46,171 ; *Moti Lal Nehru*, 46,491 ; *Saiyid Nabi-ullah*, 46,791, 46,794 ; *Piggott*, 47,582 ; *Lindsay*, 48,466.

Rates of, and grading, suggestions *re*, *Silla Prasad Bajpai* - 44,330

Rates of, and number of posts, statements for 1890, 1900, and 1912, *Silla Prasad Bajpai*, 44,336 ; *Burn*, p. 217-8.

Small, and leave cannot be taken owing to, *Lindsay* - 48,274

**Munsifs—continued.****PROBATIONARY:**

Appointment after two years at Bar instead of three, advocated, *Piggott* - 47,564, 47,646-9, 47,735-7

Appointment at age of 25 might be possible, and particulars, *Lindsay* - 48,429-35

Grade of, recently introduced, to supply necessary leave reserve, *Burn*, 44,657, 44,659, p. 209-10; *Lindsay*, 48,326.

**Pay:**

Better than probationary Deputy Collector, *Sheo Prasad* - 46,226

Initial (see Initial Pay above).

Proposal re grade for, and salary, *Burn* 45,035-6

Three, instead of two, advocated, *Piggott* 47,564, 47,572, 47,759-60

**PROMOTION:**

Good men not attracted from Bar under present system, *Sitla Prasad Bajpai* - 44,330

Periods of, particulars, *Burn* - 44,659, p. 210

System unsatisfactory, and suggestions, *Sitla Prasad Bajpai* - 44,337, 44,339

to Subordinate Judgeship, by selection, and dis- appointment of candidates passed over, *Piggott* 47,576

Qualifications required, *Sunder Lal*, 43,444; *Sitla Prasad Bajpai*, 44,320; *Burn*, p. 216-7; *Sheo Prasad*, 46,208.

**RECRUITMENT:**

from the Bar direct without probation, advocated, *Sri Ram* - 45,617, 45,753-5, 45,258

Enrolment earlier, and appointment after three years instead of five as at present, advocated, *Marris* - 44,249-52

LL.B.'s nominated by Judge, *Saiyid Nabi-ullah* - 47,036

Particulars re, in Agra and in Oudh, *Sitla Prasad Bajpai* - 44,318

Rules, *Burn* - p. 216-7, 44,657, 45,008-12

System approved, *Sitla Prasad Bajpai* - 44,320

System not approved, and schemes, *Saiyid Nabi-ullah*, 46,786, 46,844, 46,904-6, 47,020-2; *Piggott*, 47,564, 47,644-9, 47,735-7, 47,740-2.

Three years' practice at the Bar before appoint- ment:

Approved, and reasons, *Khushalpal Singh*, 43,151; *Burn*, 44,657, 44,759.

Approved, with exceptions in cases of very brilliant men, *Khushalpal Singh* - 43,153-4

of little practical use, and removal of restriction not objected to, *Lindsay* - 48,346, 48,348-9, 48,435

Necessary, *Sunder Lal*, 43,444; *Sheo Prasad*, 46,208.

Reduction to 18 months advocated, *Riza Ali* - 45,264

do not require such a large establishment as Deputy Collectors, and arrangements, *Sri Ram* 45,683-4, 45,807-14, 45,826-37

Suits between landlords and tenants, &c. might be transferred to, *Sheo Prasad* - 46,220

Small pension advocated for, if finally passed over in selection for subordinate judgeships, *Piggott* 47,596

Training, suggestion re, *Piggott* - 47,569, 47,740

Two extra posts created in 1884 and another in 1886, but no real improvement by, *Sitla Prasad Bajpai* - 44,336

**VACATION:**

Same as subordinate judges, *Burkitt* - 46,150

in hot months, should be given to occasionally, and difficulty re, *Lindsay* - 48,274, 48,319-24

**N.**

Nabi-ullah, Saiyid, evidence of - 46,745-47,053

Naib-Tahsildars (see Tahsildars, Naib).

Natives of India (see Indians).

Native States' subjects, admission to I.C.S. (see under Natives of India, Definition, under Indians).

Natthi Mal, Rai Bahadur, evidence of - 46,638-744

Nasul Officer, Lucknow, post held by Deputy Collector, *Sri Ram* - 45,617

Nehru, Pandit Moti Lal, evidence of - 46,441-637

Nomination (see under Recruitment).

**Northern India Salt Revenue Department:**

Reservation of posts for Anglo-Indians in, *Muhammad Ali* - 47,819

Superintendent, travelling allowance drawn by, *Sheo Prasad* - 46,244

**O.**

Open Competition in England (see Indian Civil Service Examination).

**Opium Agents:**

Assistant, travelling allowance drawn by, *Sheo Prasad* - 46,244

Pay, *Burn* - p. 201, 202

Opium Department, reservation of posts for Anglo-Indians in, *Muhammad Ali* - 47,819

Opium Officers, post of deputy collector refused by, and reasons, *Baillie* - 42,456-8

**Oriental Languages:**

Inclusion in every University curriculum, advocated, *Riza Ali* - 45,341-2

Instruction in, not given better in England than in India, *Muhammad Ali* - 47,849

Lower and Higher Standard and Proficiency test in Eastern languages, Indian examiners should be appointed, *Muhammad Ali* - 47,849

Preliminary instruction in England advocated, *Baillie*, 42,082; *Burn*, 44,645; *Burkitt*, 45,883; *Piggott*, 47,539.

**RULES FOR ENCOURAGEMENT OF STUDY:**

Book proficiency no good, and alteration in, would not improve matter, *Yusuf Ali* 42,646, 42,852-3

no Change advocated and efficacy in attracting men with no particular inclination for, doubtful, *Clay* - 47,092

Particulars re, and suggestions, *Burn* 44,645, 44,647, 44,709

**SCHEME FOR INSTRUCTION IN INDIA:**

Advocated, *Yusuf Ali* 42,641, 42,803-6, 42,968-71

not Advocated, *Burkitt*, 45,883; *Clay*, 47,088.

Study of, by members of I.C.S., particulars, and vernaculars of more practical use, *Marris* - 43,869

(see also Vernaculars and under Syllabus under Indian Civil Service Examination.)

Oudh Judicial Service (see under Judicial Branch, P.C.S.).

Overwork (see Insufficiency of Staff).

**P.**

Parsis, some high positions held by, with European business firms at Cawnpore, *Leadgard* - 42,549

Partition Officer, one in all districts should be added to cadre of P.C.S., *Chaudhri Maharaj Singh* - 48,143

Pay, I.C.S.:

**ACTING ALLOWANCES:**

Abolition would necessitate revision of salaries, *Burn* - 44,650

Continuation advocated, *Baillie* - 42,096

should Depend on character of work done by officiating officer, *Muhammad Ali* - 47,857

no Inconvenience caused by, and particulars re system, *Burn* - 44,650

Special should be given in certain heavy districts, *Lindsay* - 48,274

Suitable charge allowance should be given, *Clay* - p. 464

System satisfactory, *Marris* - 43,890

Compensation allowances, advocated as remedy for block in promotion, *Burn* - 44,649-50, 44,652

Compensatory allowances for higher cost of living in certain towns and districts, advocated, *Clay*, 47,105; *Campbell*, 47,399; *Lindsay*, 48,274.

Decrease in value of emoluments and evils resulting from, *Yusuf Ali*, 42,677; *Campbell*, 47,356-7, 47,445, 47,457.

Differentiation from P.C.S. inevitable, *Muhammad Ali* - 48,011-2

## Pay, I.C.S.—continued.

not Equal to chances of remuneration in commercial calling, and particulars, *Ledgard* 42,479 (3) (a).  
42,501-17

## EUROPEAN OFFICERS :

Emoluments of, a serious burden on Indian revenues and details, *U.P. Congress Committee* 43,189  
should Receive 25 per cent. more than "Natives of India," and reasons, *Malaviya* - 43,187  
43,344-6, 43,360-9, 43,392

## EXCHANGE COMPENSATION ALLOWANCE :

Abolition with compensation by increased salaries for all members of I.C.S. advocated, *Baillie*, 42,094-5; *Yusuf Ali*, 42,662-3; *Sundar Lal*, 43,430-1; *Burn*, 44,650; *Shahid Husain*, 45,444-5; *Moti Lal Nehru*, 46,481-2; *Natthi Mal*, 46,675-6.  
Abolition for future entrants advocated, but vested interests of present members should not be interfered with, *Malaviya*, 43,184; *U.P. Congress Committee*, 43,204; *Marris*, 43,888-9; *Sri Ram*, 45,600-1; *Saiyid Nabi-ullah*, 46,780; *Muhammad Ali*, 47,858.  
Abolition not advocated, but reduction to 5 per cent. not objected to if time scale introduced, *Clay* - - - - - 47,102, 47,105  
Indians do not require, as a rule, but some have special claims and should obtain, *Clay* 47,102,  
47,841-3  
not Necessary, *Abdul Majid* - - - - - 44,530  
Retention advocated, *Khushhalpal Singh* - 43,040  
Inadequate and increase advocated, *Ledgard*, 42,479; *Burn*, 44,650, 44,893-6, 44,898, 44,969; *Holland*, 45,107; *Shahid Husain*, 45,457, 45,496-500; *Sri Ram*, 45,612; *Burkitt*, 45,895, 46,122-7; *Moti Lal Nehru*, 46,491, 46,526-30; *Clay*, 47,107, 47,281, 47,308; *Campbell*, 47,356, 47,458-9, p. 462, 464-5; *Lindsay*, 48,274.  
Increase not advocated, and present pay adequate, *Khushhalpal Singh* - - - - - 43,041, 43,073  
Increase not advocated, and scheme for slight reductions, *Malaviya* 43,185, 43,187, 43,225-34, 43,238-41, 43,288, 43,329-30, 43,369, 43,392.  
Indian recruits should get two-thirds of pay of English recruits, *Holland* - - - - - 45,107, 45,236, 45,238-40, 45,259

INITIAL:  
Inadequate, and improvement advocated, *Clay*, 47,100, 47,135-44, 47,161-76, 47,257-64, 47,308-11; *Burn*, 44,650, 44,894-6, 44,969.  
Listed posts (see that title).

RATES OF, AND GRADING :  
Calculation by month and not by year advocated, and reason, *Clay* - - - - - 47,100  
Dissatisfaction chiefly among lower and middle posts and particulars, *Marris*, 43,886, 44,131-2; *Burn*, 44,650, 44,893-6, 44,969; *Burkitt*, 45,896, 46,125-7; *Campbell*, 47,760-2; *Lindsay*, 48,274, 48,404.  
Dissatisfaction owing to inequality, *Yusuf Ali* 42,660  
Dissatisfaction re, but increase not advocated, *Burn* 44,660  
no Information available regarding number of posts and, in year 1860, *Burn* - - - - - 44,650  
List of number of posts and, for years 1863, 1870, 1880, 1890, 1900, 1912, *Burn* - - - - - p. 203  
Regrading suggested, and creation of larger number of appointments on higher grades, *Baillie* 42,180  
Revision of present scale of salary required, *Shahid Husain* - - - - - 45,457, 45,496-500, 45,544  
Suitable on the whole, *Burn* - - - - - 44,650  
not Suitable, and suggestions for increase, *Marris* 43,885

Recruits from P.C.S. should have two-thirds of pay drawn by men recruited in England, if simultaneous examination introduced, *Holland* 45,107, 45,236, 45,238-40, 45,259  
Reduction by one-third if simultaneous examination granted, and scheme, *U.P. Congress Committee* 43,205

## Pay, I.C.S.—continued.

Statutory Civilians (see that title).

## TIME-SCALE :

Advocated, and schemes, *Baillie*, 42,097-9, 42,100-1, 42,177-8, 42,348-9, 42,467; *Clay*, 47,103, 47,105-6, 47,108, 47,147-8, 47,293, 47,325, 47,327; *Campbell*, 47,357, 47,394-400, 47,492-3; *Muhammad Ali*, 47,857; *Lindsay*, 48,274, 48,404, p. 464.  
not Advocated, *Yusuf Ali*, 42,665, 42,666, 42,711-3; 42,765-8, 42,807-13; *Marris*, 43,892, 43,894-5, 44,006, 44,010-6, 44,055; *Burn*, 44,650, 44,652, 44,741, 44,745-7, 44,799-806, 44,985-6.

## for Each main class of appointment :

not Advocated, *Marris*, 43,893, 43,895, 44,006, 44,210; *Sitla Prasad Bajpai*, 44,340; *Burn*, 44,743, 44,985-6; *Clay*, 47,104, 47,150, 47,154-7, 47,326; *Piggott*, 47,387.

## Exclusion of special posts from not advocated,

*Campbell* - - - - - 47,398-9

not Objected to, but difficulties re, and suggestions, *Burkitt* - - - - - 45,898, 45,960, 45,961-5

Officiating allowances should be given under, *Clay* 47,105

Present officers of over 15 years' service should have option of refusing, *Clay* - - - - - 47,105

would Prevent excessive recruitment and preserve superior posts system, particulars, *Clay* 47,106

Promotion by selection impracticable under, *Baillie* 42,100

Provision of number of prize posts outside, and stipulation that increment should be earned would prevent reduction in stimulus to work, *Clay* - - - - - 47,103, 47,105, 47,150-1, 47,153

Recruitment of junior Civilians, no difficulty re with introduction of, *Baillie* - - - - - 42,102

Recruitment of junior Civilians under, method suggested, *Burkitt* - - - - - 45,899

Scheme for, on lines of Police Department, and modifications required owing to possible block in promotion, *Clay* - 47,105, 47,149-54, 41,325, 47,327-9

## TRAVELLING ALLOWANCE :

Inadequate and increase advocated, *Baillie*, 42,442; 43,898, 44,021, 44,253; *Burn*, 44,828-9, *Marris*, 45,050; *Piggott*, 47,796-7; *Lindsay*, 48,467-8, p. 462.

Particulars re amount, *Marris* - - - - - 44,048-50

Uniformity in all provinces, advocated, *Yusuf Ali*, 42,661; *Marris*, 43,887; *Burkitt*, 45,897; *Clay*, 47,101.

(see also under Executive Branch, I.C.S., and Judicial Branch, I.C.S.)

## Pay, P.C.S. :

## ADJUSTMENT ON PRINCIPLE RECOMMENDED BY PUBLIC SERVICE COMMISSION OF 1886-7 :

Principle accepted, *Sundar Lal*, 43,443; *Marris*, 43,942; *Burn*, 44,660; *Sitla Prasad Bajpai*, 44,335; *Moti Lal Nehru*, 46,490; *Natthi Mal*, 46,687; *Piggott*, 47,582.

Principle not accepted, *Sri Ram* - - - - - 45,611

Principle approved, but desired qualifications should be very high and suggestions, *Sheo Prasad* 46,224

Principle approved, but has not been followed, and particulars, *Muhammad Ali* - - - - - 47,871

Alteration in scale of, preferred to grant of officiating promotion, *Burn* - - - - - 45,041-4

Contingent expenses should be paid by Government, *Khushhalpal Singh* - - - - - 43,053

Inadequate and increase advocated, *Baillie*, 42,180; *Yusuf Ali*, 42,942-3, 42,995; *Khushhalpal Singh*, 43,050-1; *U.P. Congress Committee*, 43,191;

*Marris*, 44,255-60; *Abdul Majid*, 44,535, 44,572-3, 44,633-5; *Sri Ram*, 45,611; *Sheo Prasad*, 46,226;

*Piggott*, 47,798-9; *Muhammad Ali*, 47,863, 47,868, 47,872; *Chaudhri Maharaj Singh*, 48,145.

Initial, increase advocated, *Baillie*, 42,423; *Malaviya*, 43,370, 43,372, 43,391; *Muhammad Ali*, 47,872.

## RATES OF, AND GRADING :

Adequate for recruits from outside, *Natthi Mal* 46,688

Comparison with other services, *Sheo Prasad* 46,226

## Pay, P.C.S.—continued.

## RATES OF, AND GRADING—continued.

Higher posts, increase advocated, *U.P. Congress Committee* - 43,191  
 Inadequate in Executive Branch, and suggestions, *Marris* - 43,943, 44,255-9  
 Number of posts and, table *re*, *Chaudhri Maharaj Singh* - 48,145  
 Reorganisation, details *re* last, *Sundar Lal*, 43,444, 43,796-7; *Sitla Prasad Bajpat*, 44,336.  
 Revision required, *U.P. Congress Committee* 43,191  
 Schemes tried for reorganisation of, *Chaudhri Maharaj Singh* - 48,145  
 Scheme, *Khushalpal Singh* - 43,047  
 Recruits from Subordinate Service should not have initial pay less than Rs. 250, *Natthi Mal* 46,686.  
 46,692, 46,708-9

## TIME-SCALE:

Advocated, *Sri Ram*, 45,617, 45,842; *Sheo Prasad*, 46,219, 46,227.  
 Advocated for certain grades, *Sitla Prasad*, 44,339; *Campbell*, 47,357; *Muhammad Ali*, 47,872.  
 not Advocated, and reasons, *Baillie*, 42,129, 42,181-7, 42,374, 42,376; *Marris*, 43,945-6, 44,262; *Burn*, 44,660; *Piggott*, 47,586.  
 not Objected to and should be restricted to lower grades, *Burkitt* - 45,910  
 same Scale of pay in both branches, advocated in case of, *Sheo Prasad* - 46,228, 46,275, 46,333-4  
 for two or three different groups of appointments would not be objected to, *Baillie* - 42,377

## TRAVELLING ALLOWANCES:

Salary exceeding Rs. 400 should be considered first class, *Khushalpal Singh* - 43,053

## on Transfer:

Concessions not asked for specially, but would be very welcome, *Sheo Prasad* - 46,395-6  
 Increase advocated, *Marris*, 44,253-4; *Lindsay*, 48,467-8.

(see also Executive Branch, P.C.S., and Judicial Branch, P.C.S., and particular posts.)

## Pensions, I.C.S.:

## 4 PER CENT DEDUCTION FROM PAY:

Abolition of system advocated, and reasons, *Lindsay* - 48,274  
 Accounts for difference between pensions given to P.C.S. officers, *Sri Ram* - 45,673-5, 45,794-30  
 nearly Half amount given, paid for by individual Civilians, *Campbell* - 47,360, 47,410-1, 47,455-6  
 not Liked by some members of I.C.S., *Burn* 44,752-3

Scheme for giving full pension of 1,000l. or 800l. and treating 4 per cent. deduction as a provident fund, approved, *Campbell*, 47,455-6; *Lindsay*, 48,274, 48,315-8, 48,357, 48,359-61.

System generally approved, *Burn*, 44,656, 44,753-4; *Burkitt*, 45,902, 46,164-5; *Clay*, 47,109; *Piggott*, 47,764.

Withdrawal and allocation to another fund not advocated, and reasons, *Burn* - 44,754-7

## EQUAL ANNUITIES TO ALL MEMBERS OF I.C.S.:

Generally satisfactory but not fair in certain cases, *Baillie* - 42,110, 42,112, 42,214-7  
 Regulation according to pay received on retirement, advocated and suggestions, *Lindsay* 48,274, 48,316-7, 48,357

System satisfactory, *Yusuf Ali*, 42,671; *Marris*, 43,911, 43,913.

System not satisfactory, *Campbell*, 47,360, 47,408; *Lindsay*, 48,274.

System unfair, and suggestions for improvement by regulation according to length of service, *Baillie* - 42,414-7

Full amount might have to be reduced if 4 per cent. contribution given as full pay, *Lindsay* 48,318, 48,359-61

Importance attached to, by young Civilians entering service, *Lindsay*, 48,360; *Clay*, 47,238-40, 47,281.  
 Listed posts (see that title).

Non-contributory system varying with amount of salary drawn at retirement, not advocated, *Baillie*, 42,111; *Marris*, 43,912, 43,916; *Burkitt*, 45,903; *Clay*, 47,110.

## Pensions, I.C.S.—continued.

Offer of proportional, to senior officers desirous of retiring before completion of 25 years' service might help to accelerate promotion, *Burn*, 44,731-3; *Clay*, p. 465.

Proportion paid to English and Indians, *U.P. Congress Committee* - 43,189

Reduced, for inefficient officers, advocated, and suggestions, *Baillie*, 42,115; *Yusuf Ali*, 42,657; *Marris*, 43,917; *Burn*, 44,656; *Burkitt*, 45,894, 45,905, 45,951; *Clay*, 47,113; *Campbell*, 47,360; *Chaudhri Maharaj Singh*, 48,148; *Lindsay*, 48,274.

Regarded as reward for service and not as deferred pay, *Lindsay* - 48,274, 48,355-6

would Rise automatically if scale of salaries increased throughout service, particulars *re*, *Yusuf Ali* - 42,671, 42,748-9

## RULES:

Same as those in P.C.S. advocated, *Shahid Husain* 45,460, 45,492-5, 45,554-5

Suitable, *Baillie* - 42,116

Suitable for Government and members of I.C.S. if pay raised to admit of moderate saving, *Marris* - 43,918

Statutory Civilians (see that title).

(see also Executive Branch, I.C.S., and Judicial Branch, I.C.S.)

## Pensions, P.C.S.:

Equal to those in I.C.S., not advocated, *Burn* 44,662

## MAXIMUM:

Rs. 6,000 per annum, advocated, *Sundar Lal* 43,447

Rs. 7,500 per annum advocated, *Sri Ram* 45,615,

45,671-5, 45,723-30

## REDUCED FOR INEFFICIENCY:

Advocated, and suggestions, *Baillie*, 42,130; *Marris*, 43,958; *Sheo Prasad*, 46,239.

not Advocated, *Sitla Prasad Bajpat*, 44,351; *Burn*, 44,662.

Retirement on full, after 25 years' service, not advocated, *Burn* - 44,662

Rules, same as those in I.C.S. advocated, *Shahid Husain* - 45,460, 45,492-5, 45,554-5

System satisfactory, *Marris*, 43,956-7; *Natthi Mal*, 46,691; *Piggott*, 47,595.

System satisfactory, but modifications required in rules respecting, *Sheo Prasad* 46,238, 46,387, 46,431

Uniform pension of Rs. 400 advocated for all officers after 25 years' completed service, particulars, *Muhammad Ali* - 47,874, 48,118-23

(see also under Executive Branch, P.O.S.)

Persian, substitution of English as official language hardship to Indians, *Muhammad Ali* - 47,819

*Piggott*, *Theodore Caro*, I.C.S., evidence of, 47,494-814

Pleaders, particulars *re* functions and work of, *Burkitt*, 46,053-6, 46,108-9, 46,111-2; *Sheo Prasad*, 46,411-5.

## Police:

Anglo-Indians not admitted to, *Baillie* - 42,338-9  
 Department, gradual loss of control of, by I.C.S., and particulars, *Yusuf Ali* - 42,677, 42,719-20

## INSPECTOR-GENERAL OF:

Pay, and should be retained on I.C.S. cadre, *Burn* p. 201, 202

Post held since 1911 by member of Indian Police, *Burn* - 44,643, 44,718-20, 44,883-4

Inspectors, promotion to Deputy Collectors (see under Collectors, Deputy).

Instruction of probationers entirely different from training of I.C.S. probationers, and reasons, *Burn* 44,645

Promotions, temporary, made not with reference to work done but to vacancies in grades, *Baillie* 42,469-71

Prospects better than in P.C.S., and distinction obviously unfair, *Yusuf Ali* - 42,998

Recruitment to Judicial Branch from, not advocated, and reason, *Piggott* - 47,719-20

Superintendents, Assistant, first-class officers by travelling allowance rules, *Sheo Prasad* - 46,244

Political Department, time-scale, table comparing average pay of I.C.S. officers from 8th to 20th years of service with pay allowed under, *Clay* - p. 466

**Postal Life Assurance Fund :**

|  |        |
|--|--------|
| Increase of maximum limit advocated, <i>Sitta Prasad Bajpai</i>  | 44,354 |
| Increase of maximum not objected to, <i>Burn</i>   | 44,662 |
| some Members of P.C.S. belonged to, previous to introduction of General Provident Fund, <i>Sheo Prasad</i> | 46,242 |
| Number of officers subscribing to, <i>Burn</i>   | 44,662 |

**Post Offices, Superintendents, first-class officers by travelling allowance rules and amount drawn by, *Yusuf Ali*, 42,998; *Sheo Prasad*, 46,244.**

**Prasad, Sheo, evidence of** 46,192-440

**Probation, I.C.S.:**

Abolition, difficulty *re*, *Clay* 47,221

**ALLOWANCES :**

|   |                   |
|---|-------------------|
| 100l. per annum suggested, <i>Yusuf Ali</i>   | 42,633            |
| 150l. a year advocated, and suggestions, <i>Burkitt</i> , 45,875; <i>Campbell</i> , 47,356; <i>Lindsay</i> , 48,272, 48,388-91. |                   |
| 150l. for candidates selected in England and 200l. for those in India advocated, <i>Burn</i>                                    | 44,645            |
| 200l. a year advocated, <i>Baillie</i> , 42,075, 42,220; <i>Sitta Prasad Bajpai</i> , 44,305.                                   |                   |
| 200l. at the end of each two years' period, advocated, <i>Marris</i>  | 43,854, 44,069    |
| 200l. and free passage to India advocated, <i>Clay</i>  | 47,081, 47,167-70 |
| 300l. for period of two years advocated, <i>Piggott</i>   | 47,530            |

principle of Approved, *Khushalpal Singh*, 45,028; *U.P. Congress Committee*, 43,200; *Sundar Lal*, 43,418; *Abdul Majid*, 44,519; *Shahid Husain*, 45,433, 45,453; *Sri Ram*, 45,585, 45,607; *Moti Lal Nehru*, 46,468, 46,510; *Natthi Mal*, 46,666; *Saiyid Nabi-ullah*, 46,768, 46,837; *Muhammad Ali*, 47,842.

**COURSE OF STUDY :****Accounts :**

|   |        |
|---|--------|
| Advocated, <i>Piggott</i>   | 47,535 |
| not Advocated, <i>Baillie</i> , 42,078; <i>Burn</i> , 44,645; <i>Clay</i> , 47,085.                       |        |
| should be Optional, <i>Burkitt</i>  | 45,879 |
| Useful, especially if facilities for instruction in Indian system given by India Office, <i>Yusuf Ali</i> | 42,637 |

Census and other reports advocated, *Yusuf Ali* 42,637

Course of 1891 advocated, *Burkitt*, 45,878, 45,887, 46,070; *Moti Lal Nehru*, 46,469; *Campbell*, 47,356; *Piggott*, 47,534, 47,547; *Lindsay*, 48,272. Course should not be overloaded and much should be left to initiative of individual officers, *Clay* 47,085, 47,251-6

Degrees, acquirement of, advocated, *Ledgard* 42,479 (4) (a)

Differentiation between Indians and other natural-born subjects :

Advocated to some extent, *Khushalpal Singh*, 43,029-30; *Muhammad Ali*, 47,844, not Advocated, *Baillie*, 42,083; *Yusuf Ali*, 42,642; *U.P. Congress Committee*, 43,202; *Marris*, 43,865; *Burn*, 44,645; *Shahid Husain*, 45,442; *Sri Ram*, 45,587; *Moti Lal Nehru*, 46,470; *Piggott*, 47,542; *Lindsay*, 48,272.

no Differentiation in case of not attending a university, advocated, *Marris* 43,855

no Differentiation should be made between Indians and Anglo-Indians, *Abdul Majid* 44,521

not Necessary, except for study of vernacular of their own provinces, *Sundar Lal* 43,420

no Objection to, *Abdul Majid* 44,521

Eastern lore, course for European probationers at Indian university advocated, and scheme, *Muhammad Ali* 47,843-4, 47,846-7

Economics advocated, *Lindsay* 48,271

**Ethnology :**

Advocated, *Lindsay* 48,272

might be Good, but should not be compulsory, *Clay* 47,251

Geography, modifications suggested, *Burn* 44,645

Indian creeds, optional study of history and doctrines of, advocated, *Muhammad Ali* 47,843

**Probation, I.C.S.—continued.****COURSE OF STUDY—continued.****Indian Geography :**

Advocated, *Baillie*, 42,078, 42,220; *Yusuf Ali*, 42,637; *Burkitt*, 45,879; *Piggott*, 47,535.

not Advocated, *Clay* 47,085

Indian grammar and text-books, advocated, *Yusuf Ali* 42,637

**Indian history :**

Advocated, *Baillie*, 42,220; *U.P. Congress Committee*, 43,201; *Sundar Lal*, 43,419; *Saiyid Nabi-ullah*, 46,769-70; *Piggott*, 47,686.

Advocated, and should be learnt in India, *Holland* 45,106

Advocated, if not included in Indian Civil Service Examination syllabus, *Moti Lal Nehru* 46,469

Inclusion of certain subjects under advocated, *Burn* 44,645

Indian literature, art, religion, and folk-lore, advocated, and should be learnt in India, *Holland* 45,106

**Languages :**

Advocated, *Lindsay* 48,271

Hindustani, optional for all candidates, advocated, and compulsory for Hindustani-speaking provinces, *Yusuf Ali* 42,636

Indian classical :

Advocated, and particulars, *Baillie*, 42,220; *Marris*, 43,858, 43,877, 44,187-8; *Muhammad Ali*, 47,843.

Compulsory, advocated, *Burn*, 44,967-8; *Lindsay*, 48,272, 48,337.

Test in Persian and Indian history and Hindu philosophy and, advocated, *Muhammad Ali* 47,843

Persian, should depend on selection of province, *Burn* 44,965-6

Persian or Sanskrit, advocated, and standard for, *Marris* 43,858, 44,189-91

Sanskrit, advocated if candidate selected to northern provinces, *Burn* 44,966-7

Vernaculars :

Advocated, *Baillie*, 42,078; *Ledgard*, 42,479; *Abdul Majid*, 44,519, 44,563; *Piggott*, 47,535, 47,686.

Better instruction should be given in, and reasons, *Sheo Prasad* 46,202

Colloquial instruction, compulsory advocated, and particulars *re* present books used for, *Marris*, 43,859; *Lindsay*, 48,272, 48,338-9.

Colloquial part best taught and learnt in India, *Burkitt* 45,879

Compulsory, advocated, *Sitta Prasad Bajpai* 44,307

One year in England sufficient to learn all that need be learnt outside India, *Yusuf Ali* 42,610

of Province to which candidate posted, advocated, *U.P. Congress Committee*, 43,201; *Sundar Lal*, 43,419, 43,426; *Marris*, 43,838, 43,877, 44,187-8; *Sri Ram*, 45,586-7, 45,596, 45,598; *Clay*, 47,085; *Muhammad Ali*, 47,843.

not Sufficient and Indian manners, customs, prejudices, &c. equally important, and instruction should be given in, *Sheo Prasad* 46,202

Suggestions *re* teaching of, *Burn* 44,645, 44,709-10

Text-books advocated, *Burkitt* 45,879

(*see also* Vernaculars and Oriental Languages.)

**Law :**

Advocated, *U.P. Congress Committee*, 43,201; *Lindsay*, 48,271-2, 48,452-3.

Attendance at High Courts in India with reporting of cases advocated, and scheme, *Muhammad Ali* 47,850

Attendance at Law Courts :

Advocated, *Baillie*, 42,078, 42,081, 42,220, 42,246; *Riza Ali*, 42,570; *Sitta Prasad Bajpai*, 44,306; *Burn*, 44,645; *Burkitt*, 45,879; *Moti Lal Nehru*, 46,471; *Clay*, 47,084-5; *Campbell*, 47,356; *Piggott*, 47,535, 47,700-3; *Lindsay*, 48,272.

## Probation, I.C.S.—continued.

## COURSE OF STUDY—continued.

## Law—continued.

## Attendance at Law Courts—continued.

not much importance attached to, *Yusuf Ali* 42,637, 42,753

Civil Procedure, Stamp, Registration Court Fees and Limitation, advocated, *Sundar Lal* 43,419, 43,426

Codes of Civil and Criminal Procedure, advocated, *Sundar Lal*, 43,419, 43,426; *Marris*, 43,858; *Sri Ram*, 45,586.

English Law, advocated, *Muhammad Ali* 47,843

Hindu and Muhammadan Law, advocated, *Sundar Lal*, 43,419, 43,426; *Marris*, 43,858; *Moti Lal Nehru*, 46,469; *Lindsay*, 48,272.

Importance attached to, *Piggott* 47,508, 47,686

Indian constitutions, laws, history, customs, and manners should be taught to Europeans in India, *Saiyid Nabi-ullah* 46,769, 46,770, 46,777, 46,779

Indian Law and Jurisprudence, advocated, *Baillie*, 42,078; *Ledgard*, 42,479; *Yusuf Ali*, 42,637; *Marris*, 43,858, 43,877; *Sitla Prasad Bajpai*, 44,307; *Burn*, 44,645; *Burkitt*, 45,879; *Clay*, 47,085; *Piggott*, 47,535, 47,686; *Lindsay*, 48,272.

Indian Penal Laws, advocated, *Marris*, 43,858; *Sri Ram*, 45,586.

Land tenure in India advocated, *Sundar Lal*, 43,419, 43,426; *Moti Lal Nehru*, 46,469; *Muhammad Ali*, 47,843-4.

Law of evidence, advocated, *Sundar Lal*, 43,419, 43,426; *Sri Ram*, 45,586.

Law of mortgage and transfer on property, advocated, *Moti Lal Nehru* 46,469

Rent and revenue laws advocated, *Moti Lal Nehru* 46,469

Reporting of police and county court cases, advocated, *Marris* 43,859

Special training in law for Indian Civilian, suggested but not best way of recruiting for Judicial Branch, *U.P. Congress Committee* 43,190

Training equivalent to that implied by a call to the Bar, advocated and suggestions, *Baillie* 42,088, 42,238-9

Political Economy:

Advocated, *Baillie*, 42,078; *Piggott*, 47,535.

not Advocated, *Clay* 47,085

not Essential, *Yusuf Ali* 42,637

should be Optional, *Burkitt* 45,879

Special attention should be paid to India in connection with, *Burn* 44,645

Political institutions of England, study of, advocated, *U.P. Congress Committee* 43,201

Present course of study satisfactory, *Yusuf Ali*, 42,636; *Clay*, 47,084.

Principles laid down by Lord Macaulay's Committee, 1854:

Accepted, *Baillie*, 42,077, 42,223; *Yusuf Ali*, 42,635; *Burkitt*, 45,877; *Piggott*, 47,533.

Accepted with age limit of 21-23, *Clay* 47,083

Revenue system, advocated, *Marris*, 43,858, 43,877; *Muhammad Ali*, 47,843-4.

Riding and physical examinations useful for weeding out candidates unfit for Indian administrative life, *Yusuf Ali* 42,608, 42,684

Special preparation not given enough at present, *Lindsay* 48,271

Supervisor of studies for each province advocated, *Muhammad Ali* 47,844

Works on administration should be studied, *Lindsay* 48,272

## DIFFERENTIATION BETWEEN PERSONS OF MIXED AND UNMIXED DESCENT:

not Advocated, *Bisa Ali*, 42,574; *Yusuf Ali*, 42,652; *Sundar Lal*, 43,429; *Marris*, 43,876; *Abdul Majid*, 44,529; *Shahid Husain*, 45,443; *Sri Ram*, 45,588; *Piggott*, 47,553.

Eurasians and Europeans who are natives of India should be on same footing as natural-born subjects, *Moti Lal Nehru* 46,480

Suggestions for Eurasians and Anglo-Indians, *Muhammad Ali* 47,855

## Probation, I.C.S.—continued.

## IN ENGLAND:

Abolition advocated, and reasons, *Yusuf Ali*, 42,631, 42,633, 42,694, 42,696, 42,699, 42,801-2, 42,952; *Malaviya*, 43,158, 43,179.

Advocated for Indians nominated in India under suggested scheme, and arrangements, *Burn* 44,639, 44,830-6, 44,962-4

Advantage for Indian candidates, but not necessary, *Malaviya* 43,332-5

Advocated, *Baillie*, 42,071; *Marris*, 43,850, 43,877; *Sitla Prasad Bajpai*, 44,302-3; *Burkitt*, 45,871; *Natthi Mal*, 46,667; *Clay*, 47,077; *Piggott*, 47,526, 47,541, 47,623.

not Advocated for Europeans, *Muhammad Ali* 47,849

Atmosphere not suited for, but might be created, *Yusuf Ali* 42,850-2

Better than in India, and reasons, *Khushalpal Singh*, 43,031; *U.P. Congress Committee*, 43,203; *Marris*, 43,860-2, 43,864, 43,871; *Burkitt*, 45,880; *Clay*, 47,086; *Piggott*, 47,536.

Course could be studied in, and one year could be spent at University if desired, *Sundar Lal* 43,421 for Indians advocated, *Sitla Prasad Bajpai*, 44,308; *Abdul Majid*, 44,522; *Sri Ram*, 45,588; *Moti Lal Nehru*, 46,471, 46,509-10; *Saiyid Nabi-ullah*, 46,770, 46,934, 46,938, 46,961-5; *Piggott*, 47,526, 47,541, 47,623; *Muhammad Ali*, 47,845.

for Members of proposed Statutory Civil Service, advocated, *Khushalpal Singh* 43,005

at Oriental School or Law Courts in London suggested, *Yusuf Ali* 42,832

Separate institution:

Advocated, and scheme, *Marris* 43,856, 44,062, 44,064-8

not Advocated, *Baillie*, 42,076; 42,160, 42,221; *Yusuf Ali*, 42,634; *Burn*, 44,645; *Burkitt*, 45,876; *Clay*, 47,082; *Piggott*, 47,532; *Lindsay*, 48,272.

too Short and fragmentary, and reasons, *Burn* 44,639, 44,645

under Supplementary selection system, comparison with English probationers, *Burn* 44,960-2

University:

at Approved University:

Advocated, and suggestions, *Baillie*, 42,073-4, 42,076, 42,159-60, 42,221, 42,224-6; *Ledgard*, 42,479; *Marris*, 43,852, 43,853, 44,173; *Burn*, 44,645; *Burkitt*, 45,873-4; *Clay*, 47,079-80; *Campbell*, 47,356; *Piggott*, 47,528-9, 47,536; *Lindsay*, 48,271-2, 48,281.

not Essential, and should be given up or made shorter, *Marris* 43,831, 44,039-42, 44,175

not Necessary or useful from Service point of view, *Yusuf Ali*, 42,631; 42,697, 42,700; *Malaviya*, 43,158.

not Necessary if college training undergone previous to I.C.S. examination, *Sitla Prasad Bajpai* 44,304

not Objected to, *Yusuf Ali* 42,632

Scheme for period at Oxford or Cambridge, with special degree course for I.C.S., approved, and suggestions, *Marris* 44,173-5

Course of study at, after selection, at age of 19, might be also suitable for candidates selected in India, *Burn* 44,957-9

Honours course not necessary, *Burkitt*, 45,943-7, 46,085-7; *Lindsay*, 48,388-90.

in England or India, optional, advocated, and reasons and distinctions need not necessarily rise from, *Sundar Lal* 43,421, 43,588-94

English candidates should go to India, and Indian should spend it in England or India, and particulars, *Malaviya* 43,180, 43,331-7

## IN INDIA:

Advocated as well as in England if time, *Sitla Prasad Bajpai* 44,303

Arrangement of courses of Instruction by Provincial Governments:

Advocated and suggestions, *Khushalpal Singh*, 43,033; *Sundar Lal*, 43,423-4; *Abdul Majid*, 44,524; *Shahid Husain*, 45,437; *Sri Ram*, 45,590; *Moti Lal Nehru*, 46,473; *Natthi Mal*, 46,669; *Muhammad Ali*, 47,846-7.

**Probation, I.C.S.—continued.**  
IN INDIA—continued.

Arrangement of courses of instruction by Provincial Governments—continued.  
not Advocated, *Baillie*, 42,081; *Yusuf Ali*, 42,640; *Malaviya*, 43,182; *Burkitt*, 45,882; *Moti Lal Nehru*, 46,473; *Saiyid Nabi-ullah*, 46,773.  
not Objected to, and suggestions, *Piggott* 47,538  
Arrangements with residential colleges such as Aligarh or Benares advocated *Saiyid Nabi-ullah* 46,772, 46,922  
Better than in England, *Yusuf Ali*, 42,638, 42,694, 42,852, 42,953; *Sundar Lal*, 43,424, 43,589.  
special College:  
Advocated, and suggestions, *Sundar Lal*, 43,422-3, 43,729-33; *Marris*, 43,863; *Holland*, 43,093, 45,166; *Natthi Mal*, 46,668.  
not Advocated, and reasons, *Baillie*, 42,080; *Yusuf Ali*, 42,639; *Khushalpal Singh*, 43,032; *Malaviya*, 43,181; *Abdul Majid*, 44,523; *Burn*, 44,645; *Shahid Husain*, 45,436; *Sri Ram*, 45,589; *Burkitt*, 45,881; *Moti Lal Nehru*, 46,472; *Saiyid Nabi-ullah*, 46,772, 46,921-2; *Clay*, 47,087; *Piggott*, 47,537; *Muhammad Ali*, 47,846.  
for Europeans, advocated, and suggestions, *Abdul Majid*, 44,522-3, 44,525, 44,585-7; *Holland*, 45,106, 45,157-9; *Sri Ram*, 45,588; *Moti Lal Nehru*, 46,471; *Saiyid Nabi-ullah*, 46,769; *Muhammad Ali*, 47,843, 47,845.  
under Senior Magistrate or Judge, advocated, *Malaviya* - - - - - 43,158, 43,181  
Social intercourse with Indians, and instructions re Indian points of view, &c. advocated, *Muhammad Ali* - - - - - 47,843, 47,848, 48,131

**INDIANS:**

Similar to English candidates, advocated, *Marris* 43,875  
Suggestions and advantage for, *Sitla Prasad Bajpai* 44,447-8  
(see also under Recruitment, I.C.S.)  
Inefficient officers should be weeded out during, *Burn* 44,659

**PERIOD:**

One year, advocated, *Yusuf Ali*, 42,616, 42,631, 42,695-6; *Khushalpal Singh*, 43,029, 43,066; *Clay*, 47,078, 47,085, 47,129-33.  
One or two years advocated according to candidate, *Malaviya*, 43,315; *Saiyid Nabi-ullah*, 46,769.  
One or two years advocated, preferably two, and scheme, *Sundar Lal* - - - - - 43,419  
Two years advocated, *Baillie*, 42,072, 42,219; *Ledgard*, 42,479; *U.P. Congress Committee*, 43,201; *Marris*, 43,851, 43,877; *Risa Ali*, 45,264; *Sri Ram*, 45,586, 45,732; *Burkitt*, 45,868, 45,872, 45,883, 45,945; *Moti Lal Nehru*, 46,459, 46,476; *Piggott*, 47,508, 47,526-7, 47,534, 47,608; *Chaudhri Maharaj Singh*, 48,142.  
Two years advocated for Europeans, *Muhammad Ali* - - - - - 47,843, 47,845, 47,849  
Two years compulsory and three years optional if certain degrees taken, advocated, *Campbell* 47,356, 47,367  
Two years impossible with present age limit, *Burkitt* - - - - - 45,872  
Two years for successful candidates in India, suggested, *U.P. Congress Committee* 43,189-90  
Two and a half years advocated, six months in England and two years in India for candidates passing in England, *Shahid Husain* 45,434-5  
Two or three years advocated, *Burn* - - - - - 44,645, 44,707, 44,709  
Three years advocated, *Abdul Majid*, 44,520; *Lindsay*, 48,271-2, 48,281, 48,306, 48,363, 48,452.  
Three years not advocated, and reason, *Burkitt* 45,943-7, 46,085-7  
Three years for candidates selected in India, and reasons and arrangements suggested, *Holland* 45,093, 45,106, 45,155-6, 45,231  
Three years not objected to if university course taken after I.C.S. examination, *Clay* 47,125-8

**Probation, I.C.S.—continued.**  
PERIOD—continued.

Enlargement advocated if simultaneous examination granted, and suggestions, *Moti Lal Nehru* 46,446, 46,509-10  
Present not long enough, *Lindsay* - - - - - 48,271  
Present system not approved, *Marris* - - - - - 43,831, 44,041-2  
not Satisfactory, and probationers should be placed under trained officers for six years, *Natthi Mal* 46,683  
Separate Examination (see that title).  
Simultaneous Examination (see that title).  
(see also Executive Branch, I.C.S., and Judicial Branch, I.C.S.)

**Probation, P.C.S.:**

Arrangements approved, *Baillie*, 42,123; *Sundar Lal*, 43,439; *Marris*, 43,932; *Saiyid Nabi-ullah*, 46,787.  
Arrangements unsatisfactory, and reasons, *Burn* 44,658  
Training College for Deputy Collectors, not advocated, *Burn* - - - - - 44,658  
(see also under Executive Branch, P.C.S.)

**Promotion, I.C.S.:**

Arrangements satisfactory, *Piggott* - - - - - 47,559  
**BLOCK IN:**  
Bad results of, and remedies suggested, *Baillie*, 42,091, 42,170, 42,275, 42,281, 42,431; *Yusuf Ali*, 42,657, 42,704, 42,706; *Burn*, 44,649, 44,652, 44,742, 44,744-6, 44,887, 44,891-2; *Burkitt*, 45,892, 45,903, 45,949, 45,951-2; *Sheo Prasad*, 46,217, 46,219, 46,228, 46,241; *Clay*, 47,096, 47,103, 47,108, 47,158, 47,160-2, 47,242, p. 462, 464-6; *Piggott*, 47,556-7, 47,837; *Campbell*, 47,356-7, 47,396; *Muhammad Ali*, 47,857; *Lindsay*, 48,274, 48,404.

Interchange of officers in I.C.S. between different provinces and between I.C.S. and India Office suggested to remove, *Yusuf Ali* - - - - - 42,714-8  
Optional pensions at end of 15 or 20 years' service, suggested to remove, *Yusuf Ali* - - - - - 42,714  
some Cases of men in I.C.S. not attaining to superior posts or retiring as Joint Magistrates, *Baillie* 42,347

to first grade of Collector, largely by seniority, and particulars, *Marris* - - - - - 44,056-60  
Grade system, unsatisfactory, and suggestions and particulars, *Baillie* - - - - - 42,097, 42,175-6  
Grades of, suitable, *Burkitt*, 45,895; *Clay*, 47,099.  
Independent responsibility for all members within fixed time undesirable, *Baillie* - - - - - 42,102  
Officers promoted from P.C.S. should not be debarred from holding highest posts in service, and particulars, *Muhammad Ali* - - - - - 47,912-6

**OFFICIATING:**

Complicated, and not approved, *Baillie* 42,469-71  
Differentiation from P.C.S., reasons for, *Burn* 44,660  
Expenses and disadvantages of, and remedy suggested, *Clay* - - - - - p. 462-3, 464  
Six weeks' restriction, abolition advocated, *Piggott* 47,898  
System satisfactory, *Yusuf Ali*, 42,664; *Marris*, 43,891.

to Posts of responsibility within reasonable period, advocated, *Marris* - - - - - 43,896  
Preference should be given to officers possessing thorough knowledge of vernacular, *Khushalpal Singh* - - - - - 43,034

Rate far behind what it should be, *Yusuf Ali* 42,655, 42,704, 42,706  
Refunds necessitated by delay in gazetting reversions, *Baillie* - - - - - 42,096, 42,175-6

**SELECTION TO HIGHER POSTS:**

Advocated, *Holland* - - - - - 45,093, 45,103, 45,106  
Beyond Rs. 2,250 grades advocated, *Burkitt* 45,894, 46,088-93  
no Complaint re, except that principle not applied sufficiently, *Marris* - - - - - 43,882, 44,056-60  
Efficiency should be sole qualification for, *Muhammad Ali* - - - - - 47,857  
Merit should be considered more, and system of rigid selection advocated, *Lindsay* - - - - - 48,274  
(see also under Judicial Branch, I.C.S.)

**Promotion, P.C.S.:**

Block in, results of, and remedies suggested, *U.P. Congress Committee*, 43,191; *Sundar Lal*, 43,518, 43,798-800; *Marris*, 44,007-20, 44,051-4, 44,209-10; *Burn*, 44,659, 44,875-81; 45,041-4; *Saiyid Nabi-ullah*, 46,788.

Flow of promotion not equally distributed during period of service, and reasons, *Baillie*, 42,375; *Burn*, 44,649, 44,742.

**GRADES:**

Above Rs. 500 should not exceed one-third of total strength of service, *Muhammad Ali* 47,872  
Addition of Rs. 900 and Rs. 1,000 advocated, and particulars *re*, *Muhammad Ali* 47,863, 47,868, 47,872, 47,944

Many below Rs. 250, but not in subordinate service, *Baillie* 42,371-2

Scheme for fixing of four grades only, *Muhammad Ali* 47,872

**GRADED SYSTEM:**

Intended to work as clumsy time-scale under present system, but has broken down twice, *Clay* 47,103

Preferred to time-scale, reasons, *Baillie* 42,129, 42,181-7, 42,473

List of officers with stopped promotion, *Burn* 44,760

**OFFICIATING:**

Advocated, with acting allowance same as in I.C.S., *Khushalpal Singh*, 43,053; *Sundar Lal*, 43,449; *Marris*, 43,944, 44,261-2; *Sitla Prasad Bajpai*, 44,338; *Sri Ram*, 45,614, 45,686-9; *Sheo Prasad*, 46,227, 46,232, 46,287, 46,432-3; *Muhammad Ali*, 47,873, 47,943; *Chaudhri Maharaj Singh*, 48,146.  
not Advocated, *Baillie*, 42,467, 42,472-3; *Piggott*, 47,585, 47,798-9.

Differentiation from I.C.S., reasons for, *Burn* 44,660  
System of allowing Government to appoint local approved candidate should be revived, *Sheo Prasad* 46,215

Period from lowest to highest grades about 17-28 years' service, *Baillie* 42,373

**SELECTION TO HIGHER GRADES:**

too Late in life at present, *Sitla Prasad Bajpai* 44,330

Power of giving, to grade Rs. 500, complaints against present system, *Sri Ram* 45,603, 45,637, 45,716

Seniority coupled with merit, method of selection for posts above Rs. 400, and approved, *Sitla Prasad Bajpai* 44,329

Suggestions for improvement in, *Sitla Prasad Bajpai* 44,330

more than Ten years often served before reaching Rs. 500 grade, grading should be arranged to give all chance of rising to top before retirement, *Yusuf Ali* 42,995-6

(see also under Executive Branch, P.C.S., and Judicial Branch, P.C.S.)

**Provident Fund:**

most Officers of P.C.S. not subscribing to some Life Insurance scheme previous to introduction of, are joining, *Sheo Prasad* 46,242

**SUBSCRIPTION BY MEMBERS OF P.C.S.:**

Extent of, and particulars, *Marris*, 43,961; *Sitla Prasad Bajpai*, 44,354.

Number of officers subscribing to, and popularity of, but withdrawal of restrictions on deposits not approved, *Burn* 44,662

**Provincial Civil Service:**

Abolition of distinction between I.C.S. and (see under I.C.S.).

Best men not attracted to, at present, *Sundar Lal* 43,501-2, 43,508, 43,784-5, 43,807-9

Closer connection with I.C.S. desired, and particulars, *Muhammad Ali* 47,876, 48,010-1

**DESIGNATION:**

Remarks *re*, *Burn* 44,659

Satisfactory, *Khushalpal Singh*, 43,049; *Marris*, 43,941; *Sitla Prasad Bajpai*, 44,334; *Shahid Husain*, 45,456; *Moti Lal Nehru*, 46,489; *Natthi Mal*, 46,686; *Saiyid Nabi-ullah*, 46,770; *Piggott*, 47,581.

E 22768

**Provincial Civil Service—continued.****DESIGNATION—continued.**

Satisfactory, and change in name only without improvement of prospects, &c. would signify nothing, *Muhammad Ali* 47,870

not Satisfactory, if stigma of inferiority to be always attached to, and suggestions, *Sri Ram* 45,610, 45,658-61, 45,770-2

not Satisfactory, and alteration to names of individual provinces suggested, *Sundar Lal*, 43,442; *Sheo Prasad*, 46,223, 46,283, 46,306-7, 46,358.

Deterioration in character and capabilities of candidates obtained for, *Muhammad Ali* 47,832, 47,871, 48,092-6

Deterioration in prestige of, and particulars, but prospects improving now, *Shahid Husain* 45,501-4, 45,560-2

Difference from I.C.S. should not be insisted upon as regards service as a whole, but difference of work unavoidable, *Sri Ram* 45,658-61

all District posts should be thrown open to, if division made unit of administration, and details, *Yusuf Ali* 42,677

Feeling among members that they are kept back, *Sheo Prasad* 46,438

Improvement and increase of prestige desired for, *Sundar Lal* 43,490, 43,807-9

Increase in cadre always attended by decrease in percentage of posts carrying higher rates of salary *Sheo Prasad*, 46,225; *Chaudhri Maharaj Singh*, 48,145.

Increasing access of members of, to judgeships and collectorships, *Yusuf Ali* 42,677

Indian character of, should be preserved, *Sheo Prasad* 46,203

Many members of, independent and capable officers, *Sri Ram* 45,716-7

Members should have some place in Warrant of Precedence, *Yusuf Ali*, 42,989; *Sundar Lal*, 43,806-9.

Members of same class as members of Bar, and comparison between two, *Sri Ram* 45,782-4, 45,796-9

Offer of appointments in, to three-fourths Indians unsuccessful in selection for I.C.S. scheme, *Marris* 43,819

Officers, insurance in Government funds, percentage, *Burn* 44,662

Organisation satisfactory, *Baillie*, 42,125; *Marris*, 43,962; *Burn*, 44,659; *Piggott*, 47,571, 47,599.

Overwork, bad results of, and remedy suggested, *Sundar Lal*, 43,498-500; *Sitla Prasad Bajpai*, 44,460-6; *Sheo Prasad*, 46,232, 46,400.

a "Pariah Service," particulars *re*, and explanation, *Sri Ram*, 45,658, 45,770-2; *Sheo Prasad*, 46,223; *Muhammad Ali*, 47,824, 47,832, 47,966-8, 48,010, 48,124-9.

Probationers and junior officers should be encouraged to refer difficulties to district officers, and advantages, *Muhammad Ali* 47,867

**PROMOTION TO I.C.S.:**

would not Greatly enhance attraction of Provincial Service, and suggestions, *Sundar Lal* 43,740-2

Improvement in, expected in case of, *Burkitt* 45,864, 45,932, 45,985

(see also under Listed Posts.)

Prospects not so good as Police Department, and unfair in consideration of work done by, *Yusuf Ali* 42,998

Prospects poor and improvement necessary, particulars, *Muhammad Ali*, 47,838, 47,857, 47,969; 48,002, 48,005; *Chaudhri Maharaj Singh*, 48,145.

**REORGANISATION:**

Reason for, *Burn* 45,037

Estimate of cost, and particulars, *Burn* 44,660

Rules governing, compare unfavourably with other services, and distinction should be removed, *Chaudhri Maharaj Singh* 48,151, 48,241-50

Status improving, *Sundar Lal* 43,735

**STRENGTH OF SERVICE:**

Arrangements for, and particulars *re*, *Burn* 44,657, 44,659

E



**Provincial Civil Service—continued.****STRENGTH OF SERVICE—continued.**

- Higher grades, increase in number of posts in, advocated, *Khushalpal Singh*, 43,047; *Sundar Lal*, 43,798-300; *Shahid Husain*, 45,454; *Saiyid Nabi-ullah*, 46,788; *Campbell*, 47,356, 47,392-3; *Muhammad Ali*, 47,857, 47,863, 47,868, 47,943-4.
- Inadequate, but increase to take place soon, *Sheo Prasad* - 46,225-6, 46,402-3
- Increase of cadre sanctioned by Secretary of State and arrangements, *Burn* 44,659, p. 216
- Normal and actual distribution in United Provinces for 1913, *Burn* - p. 235
- Number of officers, *Sitla Prasad Bajpai* - 44,317
- Number of officers authorised for, different grades satisfactory, *Natthi Mal* - 46,684
- Reorganisation of, in past, and inadequacy of, particulars *re, Chaudhri Maharaj Singh* - 43,145
- Revision of cadre made lately, and no change needed at present, *Sundar Lal* 43,440, 43,796-7
- Valuable work done by, *Sri Ram*, 45,769; *Piggott*, 47,599.
- Valuable work done by, but service intended to be, and should remain subordinate, *Campbell* - 47,356, 47,382, 47,389-91, 47,421, 47,424, 47,429-30, 47,439, 47,474
- Views taken by members of, fairer and more independent of class feeling than those of legislative councils, particulars, *Baillie* - 42,291-6
- Public Prosecutor or Court Inspector, prosecutions controlled by, and particulars *re* position of, *Sundar Lal* - 43,678-81, 43,766-9
- Public Service Commission of 1886:
- Adjustment of pay in P.C.S. on principle recommended by (*see* Pay, P.C.S.).
- Appointment, and work done by, particulars, *U.P. Congress Committee* - 43,189-90
- Arguments of, against simultaneous examination examined and refuted, *Malaviya*, 43,161; *U.P. Congress Committee*, 43,189.
- Certain posts recommended to be thrown open to P.C.S. by, particulars, *Chaudhri Maharaj Singh* - 43,144
- Concessions of, and Indian aspirations not satisfied by, *Burn* - 44,992-4
- Efficiency of Indian members of I.C.S. acknowledged by, and particulars, *Malaviya*, 43,161; *U.P. Congress Committee*, 43,189.
- Emoluments of European officers declared to be a serious charge on Indian revenues by, *U.P. Congress Committee* - 43,189
- General principles of recruitment to P.C.S. based on recommendations of, *Chaudhri Maharaj Singh* - 43,138
- Liberal recommendations of, particulars, *Muhammad Ali* - 47,832
- Injustice to Indians done by recommendation for abolition of Statutory Civil Service, *Riza Ali* - 45,368
- Particulars *re, Muhammad Ali* - 47,832
- Result of, practically reversion of policy of Government of India in 1878, *Muhammad Ali* - 47,832
- 35 per cent. of witnesses examined by, in favour of simultaneous examination, *U.P. Congress Committee* - 43,189
- Public Works Department, pay better in proportion to age of officer than in I.C.S., *Clay* - 47,162
- Q.**
- Queen's Proclamation of 1858, promises given in, not fulfilled, *Malaviya* - 43,158
- Quinquennial Examination (*see* under Conditions of Service).
- R.**
- Raja, *Khushalpal Singh*, M.A., LL.B., evidence of - 43,001-156
- Rajputs:
- not Adequately represented in service, and particulars *re, Shahid Husain* - 45,486-90, 45,537
- Administrative capacity and reservation of posts for, advocated, and scheme, *Muhammad Ali* - 47,819, 48,088, 48,082-5

**Rajputs—continued.**

- Executive capacity good, but chances in competitive examination would be poor, *Baillie* 42,265, 42,307-8
- Political importance of, referred to, *Khushalpal Singh* - 43,043

**Rate of Exchange (*see* Exchange Compensation Allowance under Pay).****Recruitment, I.C.S.:****AGE OF ARRIVAL IN INDIA:**

- 20-22, advocated, *Burn* - 44,639, 44,975, 45,002
- 20-23, advocated, *Campbell* - 47,356, 47,369
- 21, advocated, *Burkitt* - 45,869
- 21-24, advocated, *Piggott* - 47,511
- 22, advocated, and reasons, *Lindsay* - 48,271, 48,280, 48,282-3
- 23, advocated as maximum, but 21-22 preferred, and reasons, *Morris* - 43,831, 43,834, 44,038, 44,168
- 23-24, advocated, *Baillie* - 42,055, 42,058
- 23-27, advocated, and particulars, *Muhammad Ali* - 47,827-8
- 24, advocated, *Clay* - 47,064, 47,119
- 24-25, advocated, *Khushalpal Singh*, 43,013; *Malaviya*, 43,168, 43,302-8; *Shahid Husain*, 45,419.
- 24-26, advocated, and particulars *re, Saiyid Nabi-ullah* - 46,756, 46,923
- 26, advocated, *Moti Lal Nehru* - 46,454
- 26-27, advocated, *Sri Ram* - 45,574, 45,639-46
- Indians might start work later than Englishmen if scheme for recruitment in India adopted, but disadvantage in, *Lindsay* - 48,271, 48,295-6, 48,365-82, 48,425-7
- Inequalities in, under present system, *Lindsay* - 48,367

**Present age:**

- too Late, *Burn* - 44,639
- Satisfactory, *Natthi Mal* - 46,651
- as Soon as possible after probation, advocated, *Sundar Lal* - 43,404
- Annual indent, accurate results not attained under present system, and difficulties *re, Morris* - 43,881
- Appointment of outsiders by Governor-General and Local Governments, advocated in special cases, and particulars, *Muhammad Ali* 47,835-7, 47,839, 47,903-4, 47,986-7
- Appointments should depend on examination, except for minimum reserved for Europeans, and no fixed proportion should go to Natives of India, *Khushalpal Singh* - 43,007
- Character and ability should be sole qualifications, and reasons, *Holland* - 45,095, 45,103

**CLASS REPRESENTATION:**

- Advocated, *Khushalpal Singh*, 43,005, 43,112; *Sundar Lal*, 43,396; *Holland*, 45,095; *Riza Ali*, 45,263, 45,353-67; *Shahid Husain*, 45,415; *Burkitt*, 45,864; *Saiyid Nabi-ullah*, 46,798, 46,813, 46,850-72, 46,896-900, 46,950-7, 46,973-82; *Clay*, 47,061.
- Advocated for Indian branch of service in scheme for separate cadre, *Campbell* - 47,356
- not Advocated, *Morris*, 43,826; *Moti Lal Nehru*, 46,448, 46,458, 46,515-7.
- Effect of simultaneous examinations anticipated on, *Malaviya* - 43,161
- Equality of opportunity for all advocated, but efficiency of more importance, *Ledgard*, 42,479 (6); *Yusuf Ali*, 42,612, 42,853-6, 42,872, 42,948; *Malaviya*, 43,163.
- Government provisions for, *Muhammad Ali* 47,819
- not Practicable, *Baillie* - 42,052

**COMPULSORY DEGREE:**

- Advocated except in special cases, *Muhammad Ali* 47,819, 47,827, 47,887, 48,016
- not Advocated, *Riza Ali* - 45,410
- Decremental rate, *Burn* - 44,649, 44,734-8
- Efficiency in not secured by present system of recruitment, *Muhammad Ali* - 47,816
- Errors in calculation of, *Piggott*, 47,557, 47,637; *Clay*, 47,096, 47,106.

**OF INDIANS IN INDIA:**

- not Advocated, *Baillie* - 42,052

Recruitment, I.C.S.—continued.  
OF INDIANS IN INDIA—continued.

## Age limits:

17-19 advocated in connection with scholarship scheme and, *Moti Lal Nehru* 46,446, 46,455, 46,507

might be higher than for candidates recruited by I.C.S. examination in England, and particulars re, and difficulties, *Lindsay* 48,271, 48,295-6, 48,385-82, 48,425-7

B.A. degrees should be one of conditions of, *Lindsay* 48,271, 48,293, 48,297-8

## Combined Nomination and Examination:

Advocated, and schemes, *Sri Ram*, 45,568, 45,581, 45,629-5; *Lindsay*, 48,271-2, 48,286, 48,385, 48,400-1, 48,405-13, 48,417, 48,422-4.

not Advocated, and reasons, *Baillie* 42,152-5, not Objected to, but candidates must be of respectable family, and suggestions for, *Natthi Mal* 46,645, 46,701-2

Scheme for, might damage prospects of P.C.S., *Lindsay* 48,271, 48,299-308, 48,439-50, 48,454-6

Stoppage of examinations owing to excess of Indians not anticipated, and particulars, *Lindsay* 48,408-13

Two years probation in India, followed by training in India, advocated, *Sri Ram* 45,597

in England preferred, *Baillie* 42,070, 42,079

Indians' seniority in service will be regulated by final examination, *Lindsay* 48,376-80, 48,383

Indians should still be eligible for appointment in England, *Yusuf Ali*, 42,613; *Khushalpal Singh*, 43,005, 43,008; *Malaviya*, 43,104; *Sundar Lal*, 43,396-7, 43,399, 43,459; *Burn*, 44,639; *Holland*, 45,096; *Riza Ali*, 45,263; *Sri Ram*, 45,569, 45,636; *Burkitt*, 45,865; *Moti Lal Nehru*, 46,449; *Nabi-ullah*, 46,753; *Piggott*, 47,504; *Muhammad Ali*, 47,823, 47,982; *Lindsay*, 48,271, 48,384.

Indians should not be eligible for appointment in England, *Abdul Majid*, 44,502, 44,544-6; *Campbell*, 47,386.

Nomination, educational, moral, and physical attainments should be more considered, *Burn* 44,639

## Probation:

Law training would be equal, perhaps superior, to that given for P.C.S., *Lindsay* 48,453 should be same as those recruited in England, *Sri Ram* 45,638

Three years at English University advocated, on same lines as English recruits, *Lindsay* 48,271, 48,294, 48,297, 48,386-91, 48,395-6, 48,452-3

Selection from other Services should be made if military officers also recruited, *Saiyid Nabi-ullah* 46,765

Supplementary system of selection from Executive Branch, P.C.S. scheme, and reasons for, *Burn* 44,639 (7), (9)-(12), 44,645, 44,653, 44,669, 44,672-6, 44,679-92, 44,770, 44,773-82, 44,807-20, 44,830-9, 44,862, 44,903-7, 44,911-9, 44,920-40, 44,952-6, 44,960-4, 44,980-1, 45,004, 45,021, 45,051-8, 45,072-7; 45,085

same Training as for other members of service, advocated, *Khushalpal Singh* 43,038

## INDIANS:

Appointments proposed for, *Abdul Majid* 44,560-1

Best type of, not secured under present system, *Holland* 45,241-4

Cannot secure proper share in administration under present conditions of, *Moti Lal Nehru* 46,442

on Different footing from Europeans, not advocated, *Moti Lal Nehru* 46,449

Excessive at present, and suggestions and explanation, *Marris* 43,840, 44,164-7, 44,187

Fixed proportion not advocated, and no limit on number entering service advocated, *Moti Lal Nehru* 46,446, 46,449

Ideal course of education for, suggestions and particulars, *Saiyid Nabi-ullah* 46,927-30, 46,933, 46,941, 46,948-9, 46,953

## Recruitment, I.C.S.—continued.

## INDIANS—continued.

Increase anticipated in near future, when, fitness of, proved, *Campbell* 47,356

Increase advocated, *Abdul Majid*, 44,489-6, 44,498, 44,501, 44,503, 44,512, 44,541-3, 44,574-84, 44,613; *Burn*, 44,639, 44,665; *Sri Ram*, 45,579.

Maximum of one-sixth advocated under present conditions, *Ledgard* 42,586-7

Minimum proportion:

Advocated, and scheme, *Riza Ali* 45,263, 45,283-91, 45,368-70

not Advocated, and reasons, *Holland*, 45,093-4, 45,103, 45,146-7, 45,185, 45,247-8

Number, *Baillie* 42,065

Present system:

Approved, *Baillie*, 42,064; *Khushalpal Singh*, 43,019, 43,129; *Sitla Prasad Bajpai*, 44,298; *Holland*, 45,104; *Natthi Mal*, 46,657; *Clay*, 47,073.

Approved except for open competition by which Indians should not be admitted, suggestions,

*Marris* 43,841, 43,849, 43,973-8, 44,220-3

not Approved, *Malaviya*, 43,173; *Sri Ram*, 45,580; *Moti Lal Nehru*, 46,460; *Saiyid Nabi-ullah*, 46,762; *Piggott*, 47,518, 47,743.

by Promotion from P.C.S. advocated, and scheme and reasons, but change must take place gradually, *Burkitt* 45,864-6, 45,884, 45,900, 45,910, 45,923-9, 45,931-8, 45,985-6005, 46,133-40

Provision should be made for candidates taking up B.A. degree in England to join I.C.S. examination, but must come of respectable families, *Natthi Mal* 46,645

Proportion if posts advocated for, scheme, *Burn* 44,639, 44,653, 44,666-8

Qualifications suggested, *Abdul Majid*, 44,501; *Shahid Husain*, 45,415, 45,471-4, 45,478, 45,506-11, 45,512-14, 45,518-21, 45,526-8, 45,539; *Saiyid Nabi-ullah*, 46,829-30, 46,800; *Lindsay*, 48,271, 48,362.

should be Recruited young, *Piggott* 47,503, 47,518, 47,680-1

on Same lines as European would be best if possible to devise, *Burn* 44,398

Selection by responsible authority advocated, and scheme, *Marris* 43,819, 43,975-6, 43,983-93, 44,029-36, 44,070-2, 44,159-63, 44,196-7, 44,221-2

Selection of outsiders not advocated, and reasons, *Piggott* 47,518

Three different methods advocated, and advantages and reasons for, *Burn* 44,639 (9) (12), 44,764, 45,017

Intellectual capacity not the only standard required for, *Holland*, 45,177, 45,214-7; *Riza Ali*, 45,263.

Intermediate examination not sufficiently high test for, *Lindsay* 48,362

List showing number of officers recruited in each year, *Clay* p. 467

Marriage of successful candidates of Indian Civil Service Examination during early years of service, a disadvantage, and reasons, *Burn* 44,639

Merit should be sole criterion for, and particulars, *Muhammad Ali* 47,822, 47,910-9, 48,002, 48,014

## NOMINATION:

not Advocated, U.P. Congress Committee, 43,189; *Sundar Lal*, 43,398; *Sitla Prasad Bajpai*, 44,292; *Shahid Husain*, 45,515-8; *Moti Lal Nehru*, 46,448, 46,449-500; *Natthi Mal*, 46,645; *Clay*, 47,054, 47,061.

Combined with Competition:

not Advocated, *Yusuf Ali*, 42,608, 42,612; *Sundar Lal*, 43,398; *Sitla Prasad Bajpai*, 44,292; *Holland*, 45,092, 45,117; *Moti Lal Nehru*, 46,448, 46,499-501.

not Advocated, but preferred if I.C.S. recruited in India, and scheme, *Clay* 47,061, 47,319

Experiment in 1879, a failure, reasons, U.P. Congress Committee 43,189

by Headmasters of approved schools advocated, followed by selection by Secretary of State, and, finally, open competition scheme re, *Campbell* 47,356, 47,365-6

**Recruitment, I.C.S.—continued.**

**NOMINATION—continued.**  
 by Headmasters and University authorities and selection under orders of Secretary of State, not advocated, and reasons, *Yusuf Ali* - 42,608  
 and Selection not advocated, *Ledgard*, 42,479 (3), 42,588, 42,590; *Malaviya*, 43,157; *Marris*, 43,822.  
 of Outsiders to Higher Posts increasing, *Yusuf Ali* 42,677  
*Marris* 43,822  
 Theoretically good, but some disadvantages, *Marris* 43,822  
 Physique and character, &c. should be considered, *Campbell*, 47,356, 47,446-7; *Muhammad Ali*, 47,815-6, 47,919, 47,991-3.  
 Power of Government to make direct appointments to any post in exceptional cases, particulars *re* and certain abuses of, objected to in cases of appointing juniors over heads of seniors, and examples, *Sheo Prasad* - 46,344-7  
 from P.C.S. advocated, *Riza Ali* - 45,402  
 from P.C.S., men should be on different plane from those entering by the open competition, *Baillie* 42,212-3, 42,449  
*Burn* - 44,868-9, p. 200

**RECRUITS :**  
 All-round fitness and capacity of recruits in 1908-9, particulars *re*, *Piggott* - 47,510  
 Better men might be obtained than at present, *Campbell* - 47,444  
 British preferred to Indian, and reasons, *Ledgard* 42,479 (2)  
 Majority suitable, and particulars, *Baillie* - 42,057  
 Married, disadvantages of, *Burkitt* - 45,868  
 fewer Public school boys of best type obtained under present system, and particulars, *Campbell* 47,356, 47,440-3  
 Satisfactory recruits obtained under, and particulars *re* individual officers, *Piggott* 47,509-10  
 Representation of provinces in proportion to population suggested, and scheme, *Sundar Lal* 43,460-5  
 Reservation of posts to members of I.C.S., particulars *re*, and necessity for, *Sri Ram* - 45,773-6  
 Restriction to Public School boys not advocated, and reasons, *Ledgard* - 42,571-2

**RESTRICTION TO RESIDENTS :**  
 Appointment of Indians to provinces other than their own, might give them the advantage of detachment, *Lindsay* - 48,403  
 as far as possible advocated, and particulars *re*, *Lindsay* - 48,289-92, 48,393-5  
 no importance attached to, *Yusuf Ali* - 42,893

**SELECTION :**  
 not Advocated, and reasons, *Yusuf Ali*, 42,608; *Sundar Lal*, 43,567; *Burn*, 44,639, 44,976-8.  
 Combined with open competition, advocated, and suggestions, *Marris* 43,818, 43,822, 43,967-72, 44,170  
 Direct, insuperable objections to, and particulars, *Clay* - 47,054  
 before Examination, scheme for, and chances of passes under, *Yusuf Ali* - 42,778  
 with University qualification advocated, and particulars, *Baillie* - 42,159-60, 42,048

**SELECTION FROM OTHER INDIAN SERVICES :**  
 not Advocated, *Khushalpal Singh*, 43,022; *Shahid Husain*, 43,427; *Moti Lal Nehru*, 46,463; *Natthi Mal*, 46,660; *Piggott*, 47,522.  
 no Objection to, if men of tried ability and good standing chosen, *Muhammad Abdul Majid* 44,515  
 Separate cadre (*see under* Indians).  
 Specialisation with reference to agriculture, chemistry, &c. before recruitment not advocated, *Lindsay* - 48,397-8  
 no System, but open competition advocated, *Malaviya* - 43,163, 43,320-4

**PRESENT SYSTEM :**  
 not Enough Indians enter service under, *Piggott* 47,518, 47,743  
 Good enough for recruitment of Sessions Judges, *Natthi Mal* - 46,648

**Recruitment, I.C.S.—continued.**

University training previous to entrance to service advocated, *Shahid Husain* - 45,415  
 (*see also* Executive Branch, I.C.S., and Judicial Branch, I.C.S.)

**Recruitment, P.C.S. :**  
 Alterations and modifications suggested, *Sri Ram* 45,603  
 Approved, *Burn* - 44,657  
 B.A. degree, qualifying examination for, *Burn* 44,780

**CLASS REPRESENTATION :**  
 Advocated, and suggestions for, *Riza Ali*, 45,383; *Shahid Husain*, 45,452; *Sayid Nabi-ullah*, 46,786.  
 Advocated, as far as Practicable, *Holland* 45,108, 45,250  
 Advocated, but not at expense of efficiency, *Khushalpal Singh*, 43,045, 43,097, 43,134-5, 43,138, 45,143; *Sundar Lal*, 43,435, 43,438, 43,522; *Sitla Prasad Bajpai*, 44,321; *Sri Ram*, 45,603-6, 45,713; *Sheo Prasad*, 46,210; *Muhammad Ali*, 47,863, 47,866, 48,048-9; *Chaudhri Maharaj Singh*, 48,140-1, 48,166, 48,211.  
 not Advocated, *Moti Lal Nehru*, 46,487, 46,516-9; *Natthi Mal*, 46,682.  
 All classes more or less represented at present, *Chaudhri Maharaj Singh* - 48,141, 48,164-5  
 All classes not duly represented at present, and details, *Shahid Husain* - 45,452, 45,486-90  
 certain Classes should be represented but would not do well in simultaneous examination, *Baillie* 42,307-19  
 Desirable, but no rules should be made respecting, and no complaints *re*, *Marris* - 43,931  
 no Distinction should be made between I.C.S. and P.C.S. in matter of, *Moti Lal Nehru* 46,516-7  
 Impracticable except among educated classes, *Baillie* - 42,122  
 not Necessary, but communities should be adequately represented, and reasons, *Abdul Majid* 44,534  
 Posting of officers of one community to districts mainly inhabited by another community, not objected to, and example, *Moti Lal Nehru* 46,515  
 Proportion, and statistics *re*, *Sitla Prasad Bajpai* 44,321  
 from Clerical service not advocated, *Yusuf Ali* 42,997  
 Competitive examination (*see* Open Competition below).  
 Compulsory degree advocated, *Sheo Prasad*, 46,267-8; *Chaudhri Maharaj Singh*, 48,140.  
 Conditions, satisfactory, *Baillie*, 42,119; *Sundar Lal*, 43,435; *Shahid Husain*, 45,449; *Piggott*, 47,563.

**EUROPEANS :**  
 should be Admitted only in special cases, *Sheo Prasad* - 46,203  
 Anglo-Indians usually chosen for posts open to, *Burn* - 44,657, p. 208  
 should be Eligible, *Burn* - 44,657  
 Number, *Sheo Prasad* - 46,207  
 not Objected to, if eligible, but should not displace Indians, *Muhammad Abdul Majid* - 44,625-32  
 only One not a "Native of India," known of, and particulars, *Burn* - 44,657, p. 207, 208  
 History of different systems tried for, and methods employed and statements showing number of officers recruited each year, *Burn* - 44,657  
 Improvement in class of men recruited, and increased pay would attract still better, *Muhammad Abdul Majid* - 44,634-5  
 Methods, particulars *re*, and history of, *Chaudhri Maharaj Singh* - 48,140  
 from Ministerial service, rare, *Baillie* - 42,390  
 Moral and physical qualifications of great importance, *Ledgard* - 42,479 (6)

**NOMINATION :**  
 not Approved, and reasons, *Holland*, 45,108, 45,117, 45,168-73; *Muhammad Ali*, 47,864, 47,866.  
 Best method ten years ago, *Marris* - 43,929  
 Best method at present, *Marris* - 44,135  
 Best system, and selection of larger number of men on college and university records anticipated, *Burn* - 44,657, p. 207

## Recruitment, P.C.S.—continued.

## NOMINATION—continued.

- "Character" should be considered, *Chaudhri Maharaj Singh* - 48,228  
 combined with Examination:  
 Advocated for filling one half of vacancies, and reasons, *Chaudhri Maharaj Singh* - 48,143, 48,157-8, 48,259-64  
 Principle recognised in some provinces, *Muhammad Ali* - 47,819  
 Scheme for, with special reference to backward committees, *Muhammad Ali* - 47,863-4  
 by Government alone, advocated, *Ledgard* 42,479 (6), 42,592  
 Intellectual test should not be only consideration, and reason, *Chaudhri Maharaj Singh* - 48,140, 48,227-9  
 One-fourth from graduates advocated, to be selected from land-owning classes as far as possible, *Chaudhri Maharaj Singh* - 48,140, 48,159-63, 48,259-62  
 Open competition preferred to, *Yusuf Ali* - 42,979  
 Present system of, and should begin with *naib-tahsildars* and officers above should go up by promotion, suggestions, *Marris* - 44,135-40  
 Principles underlying, and possible to obtain good men by, *Chaudhri Maharaj Singh* - 48,140  
 Satisfactory choice of candidates not always made under, and particulars, *Chaudhri Maharaj Singh* 48,140, 48,228-9, 48,261-2  
 Scheme for, by local authority, and selection by a central authority afterwards, particulars, *Baillie* 42,120  
 and Selection advocated, and particulars, *Khushalpal Singh* - 43,132-3, 43,136-8  
 Usual method and present system and particulars *re*, *Chaudhri Maharaj Singh* - 48,140

## OPEN COMPETITION:

- Advocated, *Yusuf Ali*, 42,978-9, 42,981, 42,984-5; *U.P. Congress Committee*, 43,191; *Moti Lal Nehru*, 46,484-5.  
 Advocated after nomination, and particulars, *Saiyid Nabi-ullah* - 47,032-3  
 not Advocated, *Baillie*, 42,051, 42,120; *Khushalpal Singh*, 43-131.  
 not Advocated alone, *Chaudhri Maharaj Singh*, 48,263-4; *Ledgard*, 42,594-5.  
 Desired by educated classes, *Chaudhri Maharaj Singh* - 48,262-4  
 Introduced by Sir Antony Macdonnell, experience of, *Baillie*, 42,267-9; *Marris*, 44,133, 44,141-2; *Risa Ali*, 45,263, 45,338-40; *Moti Lal Nehru*, 46,629-33; *Chaudhri Maharaj Singh*, 48,140, 48,155-7.  
 Reintroduction not advocated, *Burn* - 44,758  
 Particulars and number, *Sheo Prasad* - 46,207  
 Particulars *re* candidates and method of selection, *Sundar Lal*, 43,436, 43,536-7, 43,810-1; *Sitla Prasad Bajpai*, 44,320.  
 Particulars *re*, and opinions for deputy collector, *Burn* 44,657, 44,940-2, p. 204, p. 205, p. 215  
 Particulars of different systems adopted for at various times, *Marris* - 43,928

## PRESENT SYSTEM:

- not Satisfactory, *Moti Lal Nehru* - 46,484  
 Suitable, *Marris*, 43,926; *Natthi Mal*, 46,680.

## PROMOTION FROM SUBORDINATE SERVICE:

- no Objection to taking men freely from *tahsildars* service, *Sheo Prasad* - 46,357  
 One-fourth advocated, *Chaudhri Maharaj Singh* 48,140, 48,189, 48,191, 48,258  
 Poor recruits obtained by, but better could hardly be expected, *Chaudhri Maharaj Singh* - 48,140  
 Probationers recruited by, should have practice in judicial work, *Burn* - 44,658  
 Proportion of about one-half at present, *Chaudhri Maharaj Singh* - 48,190  
 Selection at earliest stage possible advocated, and reasons and particulars *re*, *Sheo Prasad* 46,208, 46,354-7  
 Suggestions *re* alterations for, and particulars *re*, *Baillie* - 42,272

## Recruitment, P.C.S.—continued.

## QUALIFICATIONS:

- Competitive Examination or Indian University degree advocated, *Ledgard* - 42,479 (6)  
 Respectable birth and family should be essential qualifications, *Ledgard* - 42,479 (6), 42,530-1, 42,597-8  
 Rates, theoretical and actual, tables of, for United Provinces for years 1883-1912, *Burn* 44,866-7, p. 236

## RECRUITS:

- from the Better classes should be specially encouraged, *Shahid Husain* - 45,450  
 Have not deteriorated in quality under present system, *Piggott* - 47,599  
 are Made third-class magistrate at first, then second and, finally, first, and particulars, *Clay* 47,196, 47,198-200

## RESTRICTION TO RESIDENTS:

- Advocated, *Baillie*, 42,049, 42,121, 42,259-61; *Khushalpal Singh*, 43,044; *Sundar Lal*, 43,437; *Marris*, 43,930; *Sitla Prasad Bajpai*, 44,315-6, 44,376-80, 44,484-9; *Risa Ali*, 45,264, 45,275, 45,376-83; *Shahid Husain*, 45,451; *Sri Ram*, 45,605; *Sheo Prasad*, 46,269; *Moti Lal Nehru*, 46,486; *Natthi Mal*, 46,681; *Nabi-ullah*, 46,785; *Piggott*, 47,567.  
 Advocated with one exception, *Burn* - 44,657  
 Advocated, with exceptions in case of such institutions as Aligarh College, *Muhammad Ali* 47,865, 48,078

- Concession in case of sons of outsiders having served or serving in particular province, and to make up deficiencies, *Sitla Prasad Bajpai* 44,315, 44,379, 44,381

- Principle followed in recruitment now, *Lindsay* 48,394

- Qualification, words quoted, *Burn* 44,657, p. 205, 207

- Reciprocity in matters of, not objected to, *Sitla Prasad Bajpai* - 44,361

- Residents should have preference before candidates from other provinces, *Abdul Majid* - 44,533

- Rules, increase in strictness of, and particulars *re*, *Burn* - 44,657, p. 207

- Rules, *Burn* - p. 215-6, 44,657

- Rules, *Burn* - p. 215-6, 44,657

- Rules, *Burn* - p. 215-6, 44,657

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- Rules, *Burn* - p. 215-6, 44,657

**Recruitment, P.C.S.—continued.**

System different from I.C.S., and complaint re, *Muhammad Ali* - 47,863, 47,942, 47,946, 48,010-1

Touting for testimonials and certificates goes on under present system, and disapproval of, *Sundar Lal*, 43,760-3; *Holland*, 45,108, 45,117.  
(see also under Executive Branch, P.C.S., and Judicial Branch, P.C.S.)

**Registrars:**

of Co-operative Credit Societies (see Co-operative Credit Societies).

of Co-operative banks and joint stock companies, inclusion of, among listed posts, advocated, *Sundar Lal* - 43,416, 43,794

Deputy, few appointed now, *Burn* - 45,013

of High Court (see that title).

of Judicial Commissioners' Court (see under Commissioners, Judicial).

**Registration, Inspector-General of, listing of post advocated, *Sundar Lal*, 43,416, 43,790; *Silla Prasad Bajpai*, 44,301; *Sri Ram*, 45,651.**

**Retirement, I.C.S.:****COMPULSORY:**

Advocated for officers having earned full pension if not selected for posts above Rs. 2,250, and details, *Burkitt* - 45,894, 45,951-3, 46,088-99  
no Alterations suggested, *Burn* - 44,656  
at End of 25 years' service with pension of 1,000, advocated, except in special cases, *Campbell* - 47,360, 47,415-6, 47,452-4

Extension should be granted to men entering by separate examination, *Piggott* - 47,512  
Government should be empowered to retire any officer after he has earned his pension, *Piggott* - 47,559

Right to remain on active service after 25 years' service should not be allowed, *Clay* - 47,114  
Rules satisfactory, *Piggott* - 47,598

**COMPULSORY FOR INEFFICIENCY:**

Advocated, *Yusuf Ali*, 42,657, 42,828-7, 42,881-5; *Burn*, 44,656; *Burkitt*, 45,894, 45,903, 45,951, 45,955-9, 46,094-7; *Clay*, 47,054, 47,113; *Campbell*, 47,360; *Chaudhri Maharaj Singh*, 48,148; *Lindsay*, 48,274.

No cases known of, *Silla Prasad Bajpai* - 44,400

Difficulties re, and questions of minor importance, *Marris* - 43,882

Rules suitable, *Marris* - 43,918  
more Thorough system of, advocated, with compensation if necessary, *Ledgard* 42,479 (3) (c)

**EXTENSIONS OF SERVICE:**

Loss of pension under, with present system, *Campbell* - 47,360, 47,412

Pensions should be increased in proportion to, *Campbell* - 47,360, 47,413-5, 47,450

Percentage of, and average rates of, particulars re, *Burn* - 44,649  
60-62 not too old, *Sri Ram* - 45,645-6

**VOLUNTARY:**

no Alterations suggested, *Burn* - 44,656

After 25 years, allowed, *Campbell*, 47,448-9; *Lindsay*, 48,374.

Rules satisfactory, *Marris*, 43,918; *Piggott*, 47,598.

**Retirement, P.C.S.:****COMPULSORY:**

at 55 years, Recommended and reasons, *Silla Prasad Bajpai* - 44,353

after 55 years of Age with 30 years' service, advocated, *Chaudhri Maharaj Singh* - 48,150, 48,183-5

Rules not satisfactory, and disadvantages of, and promotion blocked by, *Sheo Prasad* - 46,241

**COMPULSORY, FOR INEFFICIENCY:**

Advocated, *Chaudhri Maharaj Singh* - 48,148

not Advocated, *Silla Prasad Bajpai*, 44,330, 44,351, 44,397-9, 44,401-4; *Burn*, 44,659, 44,662.

Compassionate allowances advocated, *Baillie* - 42,126

Less difficulty re than in I.C.S., *Marris* - 43,937

Rules satisfactory, *Marris* - 43,960

**Retirement, P.C.S.—continued.****EXTENSION:**

should not be Allowed after 35 years' service, or at age of 55 after 30 years' service, *Sheo Prasad* - 46,241, 46,290-5

Complaints re frequency of, *Marris* - 43,960

Freely given in recent years, *Burn* - 44,659, p. 210

**RULES:**

Particulars re, *Sheo Prasad* - 46,241, 46,290-4

Suitable, *Burn* - 44,662

**VOLUNTARY:**

Reduction of period from 30 years' service to 25 years' advocated, *Silla Prasad Bajpai*, 44,353; *Sri Ram*, 45,853; *Sheo Prasad*, 46,238, 46,386, 46,431.

Rules satisfactory, *Marris*, 43,960; *Sheo Prasad*, 46,241.

(see also under Executive Branch, P.C.S.)

**Revenue, Board of (see Board of Revenue).****Revenue Cases:**

Particulars, *Baillie*, 42,093, 42,227, 42,340; *Burn*, 44,651; *Riza Ali*, 45,264.

not much Work on, for judges, *Sheo Prasad* - 46,418

**Revenue Department, increase of work in, *Sheo Prasad* - 46,222**

**Revenue Officers, recruitment by competition advocated for, and scheme, U.P. Congress Committee - 43,191**

**Riza Ali, Syed, B.A., LL.B., evidence of - 45,260-410**

**S.**

**Sanskrit (see under Syllabus under I.C.S. Examination, and under Course of Study under Probation).**

**Scholarships for Indians in England:**

not Advocated with reduced age limit, and would not fit in with proposed schemes, *Burn* 44,999-501

Age, 20-22 suggested and younger not advocated, *Sundar Lal* - 43,531-3

Cases, particulars re passes and failures in I.C.S. examination after, *Yusuf Ali* - 42,779-81

**EXTENSION OF SYSTEM:**

Advocated and schemes, *Yusuf Ali*, 42,689-700, 42,727-34; *Silla Prasad Bajpai*, 44,314; *Shahid Husain*, 45,432; *Sheo Prasad*, 46,195, 46,249-52; *Moti Lal Nehru*, 46,446, 46,449, 46,496-8, 46,502-4, 46,608-11; *Clay*, 47,072, 47,302-5.

not Advocated, and would be very small relief, and examples and difficulties, *Sundar Lal* 43,524-30

at 14, advocated for course at English Public School, and scheme, *Yusuf Ali* - 42,729-34, 42,933-7

Method of selection of candidates, and satisfaction given by, *Sundar Lal* - 43,711-6

no Objection to, but waste owing to large number of failures anticipated, *Baillie* 42,356-7, 42,359

Parents of boys obtaining scholarships not likely to object to sending sons to England if under supervision of Secretary of State, *Yusuf Ali* - 42,732

Particulars re successful candidates, *Sundar Lal* - 43,717-23

not so Satisfactory as simultaneous examination, *Malaviya* - 43,161

Scheme for unsuccessful candidates entering P.C.S. or Educational Department not approved, *Baillie* - 42,360

Two given, by rotation to different universities, and held by graduates, *Yusuf Ali* - 42,782-3

**Scientific and Technical Departments, growth outside Indian Civil Service, *Yusuf Ali* - 42,677**

**Secretaries:**

Appointment of Indians of good family to, advocated, *Abdul Majid* - 44,560

Assistant, two posts as, held by Indians, *Sri Ram* - 45,651

CHIEF, pay, *Burn* - p. 201, 202

FINANCIAL:

Correction respecting list referring to, *Burn* - 44,649

Indian should be eligible to hold post of, *Riza Ali* - 45,264

Pay, particulars and suggestions, *Burn* - 44,654

## Secretaries—continued.

Grading with magistrates and judges objected to and special pay should be given, *Clay* 47,101, 47,105

## JUDICIAL:

Correction re list referring to, *Burn* 44,649  
 Indian should be eligible to hold post of, *Riza Ali* 45,264  
 Pay, particulars and suggestions, *Burn* 44,654  
 to Local Government, listing of one post, advocated, *Sundar Lal* 43,416  
 Monopoly of an inner circle of European members of I.C.S., *Muhammad Ali* 47,862  
 Reservation of posts for I.C.S. advocated, *Malaviya* 43,172

## UNDER SECRETARYSHIPS:

Listing of posts advocated, *Khushhalpal Singh*, 43,009; *Sitla Prasad Bajpai*, 44,301; *Sri Ram*, 45,651, 45,846; *Sheo Prasad*, 46,221.  
 Pay and number, *Burn* p. 201, 202  
 one Post in each province listed, but none have been given to Indians, *Muhammad Ali* 47,832  
 Recommended as listed posts by Commission of 1886-7 and suggestion for recruitment, *Chaudhri Maharaj Singh* 48,144  
 (see also Board of Revenue, Finance Department, &c.)

Secretary of State, increasing administrative intervention, *Yusuf Ali* 42,677

Separate Cadre for Indians (see under Indians).

## Separate Examinations:

Advocated, and schemes, *Riza Ali*, 45,263, 45,261, 45,283-91, 45,368-70; *Piggott*, 47,502-3, 47,512, 47,518, 47,532, 47,536, 47,539-40, 47,542, 47,552, 47,612-20, 47,636, 47,680-1, 47,695-7; *Muhammad Ali*, 47,819, 47,821, 47,845, 47,849, 47,881-93, 47,948-57, 47,980-92, 48,005, 48,016-26, 48,081-6.  
 Advocated if simultaneous examination not granted, *Sri Ram* 45,567, 45,568, 45,626-8  
 not Advocated, and reasons, *Baillie*, 42,051, 42,263-6, 42,351, 42,353; *Ledgard*, 42,479; *Yusuf Ali*, 42,611; *Malaviya*, 43,162; *Sundar Lal*, 43,397; *Marris*, 43,825; *Sitla Prasad Bajpai*, 44,291, 44,298; *Abdul Majid*, 44,500; *Holland*, 45,094, 45,195-200; *Sheo Prasad*, 46,196; *Moti Lal Nehru*, 46,447; *Natthi Mal*, 46,644; *Nabi-ullah*, 46,751, 46,753, 46,804; *Clay*, 47,060.

Age limit, 23-25, advocated, at close of university career, but 21-24 might do, *Piggott* 47,503, 47,512, 47,617, 47,660-2

Distinction between P.C.S. and I.C.S. should not be brought in, in case of adoption of, *Riza Ali* 45,401  
 Nomination coupled with, not advocated, *Riza Ali* 45,265

## PROBATION:

Course of study:  
 Differentiation from open competition candidates not advocated, *Piggott* 47,540, 47,542  
 Suggestions for, *Piggott*, 47,539; *Muhammad Ali*, 47,854.

Part should be spent in India, *Muhammad Ali* 47,854

Two years in England at approved University advocated and scheme, *Riza Ali*, 45,263, 45,273, 45,292-3, 45,325-8; *Piggott*, 47,503, 47,532, 47,536, 47,540.

Two years at Oxford or Cambridge advocated, and particulars re, *Muhammad Ali* 47,845, 47,854, 47,985, 48,052-3

## IN EACH PROVINCE:

less Objectionable than for whole of India, but not advocated, *Burkitt* 45,863, 45,922, 46,001  
 for Whole of India preferred, but this preferred to nothing at all, *Piggott* 47,614, 47,695-7

Reservation of certain number of posts for backward communities under, *Muhammad Ali* 47,819, 47,821, 47,881, 47,885, 47,948-57, 48,016-26, 48,081-6

Reservation of 20 per cent. posts for Indians by, increasing automatically every year, and scheme, *Muhammad Ali* 47,821, 47,883-5, 47,948-57, 47,986

Result of, with regard to period of promotion identical with result of proposed extension of listed posts, *Baillie* 42,355, 42,324

## Separate Examinations—continued.

only Small proportion of Indians likely to succeed under, *Muhammad Ali* 47,981  
 Training, same as for candidates entering by open competition advocated, *Piggott* 47,552

Sessions Judge (see Judge, Sessions).

## Settlement Officers:

## ASSISTANT:

Correspond approximately to grade of Joint Magistrates, *Clay* 47,195

Listing of post advocated, and suggestion, *Chaudhri Maharaj Singh* 48,144, 48,221-3, 48,225

Merged in general cadre of Deputy Collectors, and no gain by, and scheme re, *Sheo Prasad* 46,222

Promotion of, recruited from P.C.S. advocated if men sufficiently competent, *Chaudhri Maharaj Singh* 48,144, 48,222

Two posts of, listed in Agra and Oudh, *Sri Ram* 45,582

Charge of district should be held by senior, and difficulties re appointments, *Baillie* 42,170-3

Eight years' service necessary before becoming, *Baillie* 42,230

## LISTING OF ONE POST AS:

Advocated, *Khushhalpal Singh* 43,009  
 might be Practicable, *Sundar Lal* 43,789-90  
 Men of 10 to 12 years' standing desirable as, *Baillie* 42,168-74

Number, particulars re, and pay drawn by, *Burn* p. 201, 44,722-6, 44,886-7

Posts occupied by men of 10 to 12 years' standing who should be occupying superior posts, *Yusuf Ali* 42,705-7

Shahid Husain, Shaikh, B.A., LL.B., evidence of 45,411-52

Sheo Prasad, evidence of 46,192-440

Sikhs, administrative capacity, and reservation of posts for, advocated, and scheme, *Muhammad Ali* 47,819, 48,038, 48,082-5

## Simultaneous Examination:

Advocated and schemes, *Malaviya*, 43,158, 43,161, 43,211-23, 43,242-53, 43,284-7, 43,293, 43,316-9, 43,326-8, 43,392; *U.P. Congress Committee*, 43,189, 43,191; *Sundar Lal*, 43,396, 43,410, 43,455-6, 43,505-14, 43,543-5; *Holland*, 45,093, 45,106, 45,134-7, 45,140-4, 45,148, 45,162-6, 45,175-86, 45,203-25, 45,242-51; *Shahid Husain*, 45,415, 45,467, 45,471-81; *Sri Ram*, 45,565-6, 45,568, 45,622-3, 45,658; *Nabi-ullah*, 46,746-7, 46,749-50, 46,752, 46,797-8, 46,805-19, 46,824-5, 46,851-72, 46,966-82, 46,992-4.

Advocated by Committee appointed by Secretary of State after Proclamation of 1858, *Malaviya*, 43,158; *U.P. Congress Committee*, 43,189.

Advocated for Judicial branch but not for Executive, *Khushhalpal Singh* 43,005-6

Advocated if no other scheme for facilitating admission of Indians to service devised, *Moti Lal Nehru* 46,446, 46,449, 46,495-7, 46,502-6, 46,511-2, 46,532-3, 46,598-602, 46,606-11

not Advocated, and reasons, *Baillie*, 42,049, 42,297-319, 42,351; *Ledgard*, 42,479; *Marris*, 43,822-4, 44,211-6; *Burn*, 44,369, 44,971-4; *Abdul Majid*, 44,499, 45,598-9; *Riza Ali*, 45,263, 45,281-2; *Burkitt*, 45,861, 45,922; *Sheo Prasad*, 46,195, 46,247-8; *Natthi Mal*, 46,643, 46,697; *Clay*, 47,058, 47,286-7; *Piggott*, 47,500-1, 47,620; *Muhammad Ali*, 47,979.

not Advocated at present, and reasons, *Yusuf Ali*, 42,609, 42,688, 42,827-9, 42,838, 42,878-80, 42,982-7; *Sitla Prasad Bajpai*, 44,289, 44,293, 44,358-60.

Class representation, effect of examination on, *Riza Ali*, 45,313, 45,345; *Clay* 47,058.

Common list for all candidates desired, *Malaviya*, 43,328; *Sundar Lal*, 43,545-7.

Cost not of real importance, *Malaviya* 43,217

## RS:

*Yusuf Ali* 42,60  
 vrecy anticipated, *Malaviya*,  
 vrecy Committee 42,100

- Simultaneous Examination—continued.**  
 Effect on education, question of, *Malaviya*, 43,161, 43,248-53; *Sundar Lal*, 43,554, 43,557-9; *Burn*, 44,972; *Holland*, 45,093, 45,140-4, 45,166, 45,175, 45,179-80, 44,192, 45,195-200, 45,208-14, 45,218-21.  
 Establishment of, in India, would necessarily allow establishment in other centres of British Empire also, if adequate demand made for, *Clay* - 47,059  
 Fair system of, not possible, *Clay* - 47,286-7
- INCREASE OF INDIAN ELEMENT:**  
 Anticipated, *Baillie*, 42,049, 42,297, 42,299-306; *Yusuf Ali*, 42,609; *Sundar Lal*, 43,506, 43,605-8 no limit to, *Holland* - 45,145  
 Number of Indians aspiring to enter I.C.S. would be increased, but number coming to Europe would be greatly diminished, *Clay* - 47,058, 47,072  
 Service would be swamped by Indians, *Shahid Husain* - 45,415, 45,469  
 Service would not be "swamped with Indians," *U.P. Congress Committee*, 43,189; *Malaviya*, 43,161, 43,219, 43,325, 43,392; *Sundar Lal*, 43,396, 43,458, 43,511-4.  
 Increase of admission advocated, and local examinations suggested, but not immediately, *Marris* 43,820, 43,824  
 many Indians would fail at first, and great disappointment would result from, *Clay* - 47,058  
 Injustice would not be done to backward communities by, *U.P. Congress Committee* - 43,189  
 Intellectual result bound to be most important factor of, decision, but not the most important feature of recruitment, *Holland* 45,189, 45,214-7  
 Introduction of, would detract from attractiveness of Service to Englishmen, *Holland*, 45,107; *Riza Ali*, 45,263.  
 Nomination and selection should be introduced in connection with, *Khushalpal Singh*, 43,061-2; *Shahid Husain*, 45,415, 45,467-9; *Saiyid Nabi-ullah*, 46,746, 46,749, 46,797-8, 46,806-19, 46,824-6, 46,851-72, 46,966-82.  
 Number of candidates, 30 or 40 anticipated immediately, and large increase later, *Yusuf Ali* 42,895  
 Opinions of statesmen and others *re*, *Sundar Lal* 43,396  
 Oral examination, no difficulty anticipated *re*, and details, *Sundar Lal* - 42,548-52, 43,603-4  
 Preparation of Indians for, difficulties *re*, and suggestions, *Holland* - 45,190-2
- PROBATION:**  
 Appointment into Service would depend upon examination at end of, *Moti Lal Nehru* 46,513  
 Course of study, suggestions, *Saiyid Nabi-ullah* 46,770, 46,936  
 in England:  
 not Essential for all candidates successful in India under, *Holland* - 45,235  
 Indians should be introduced into good English society and learn English point of view, and reasons, *Saiyid Nabi-ullah* - 46,770, 46,935, 46,938, 46,962-5  
 not Necessary, *Malaviya* - 43,161, 43,331-7  
 Three years advocated, *Moti Lal Nehru* 46,446, 46,509-10  
 at University for two years, with State scholarship, advocated, *Sri Ram* - 45,566, 45,623  
 Refusal to grant, construed by some Indians as fear on part of Europeans to meet them on level terms, *Holland* - 45,093, 45,178  
 Scheme for selection of candidates from among successful competitors in England and India, proportion, &c., *Holland* 45,092, 45,162-5, 45,188, 45,203-7, 45,247-51, 45,255
- SYLLABUS:**  
 on Present lines, not advocated, and suggestions, *Holland* - 45,197-200  
 Similar to that of I.C.S. examination advocated, but of lower standard, reasons, and scheme, *Moti Lal Nehru* - 46,446, 46,449, 46,498, 46,505, 46,511-2, 46,600-2  
 could be Worked with an irreducible minimum of Europeans, and plan, *Khushalpal Singh* - 43,6
- Singh, Rai Bahadur Chaudhri Maharaj*, evidence 48,138-2.  
*Singh, Raja Khushalpal, M.A., LL.B.*, evidence of 43,001-156  
*Sitla Prasad Bajpai, Pandit*, evidence of - 44,283-493  
 Small Cause Court Judges (*see* Judges, Small Cause Court).  
*Sri Ram, Rai Bahadur, C.I.E.*, evidence of 45,563-855
- Statutory Civilians:**  
 Delay in appointment of members of P.C.S. to listed posts due to supposed superiority of, and dissatisfaction *re*, *Sitla Prasad Bajpai* 44,300, 44,332  
 Districts held by some, *Campbell* - 47,419  
 Failure of system, causes of, *Yusuf Ali*, 42,612, 42,625; *Abdul Majid*, 44,590-3, 44,616; *Riza Ali*, 45,268; *Clay*, 47,060; *Campbell*, 47,356, 47,438, 47,490.  
 History and particulars *re*, *U.P. Congress Committee*, 43,189; *Riza Ali*, 45,268; *Muhammad Ali*, 47,832.
- LEAVE RULES:**  
 Separate from I.C.S., not advocated, *Natthi Mal* 46,678  
 Similar to I.C.S. rules, advocated, *Shahid Husain* 45,448  
 Number of, in United Provinces, and particulars *re* appointments, *Yusuf Ali*, 42,764; *Sitla Prasad Bajpai*, 44,300; *Burn*, 44,644; *Sri Ram*, 45,583, 45,706-8.
- PAY:**  
 Equal to I.C.S. advocated, *Marris*, 43,897; *Abdul Majid*, 44,531, 44,636-8; *Sri Ram*, 45,602, 45,613; 45,655-6, 45,682-4; *Saiyid Nabi-ullah*, 46,781, 46,792; *Muhammad Ali*, 47,859.  
 Two-thirds Rule:  
 not Approved, and three-fourths advocated if present system retained, *Burn* - 44,653  
 some Distinction should be made, but not so great as at present, *Natthi Mal* - 46,677, 46,689  
 Three-fourths advocated, *Moti Lal Nehru* 46,483, 46,492
- PENSIONS:**  
 no Alterations suggested, *Burn* - 44,656  
 Amount fixed for, *Sheo Prasad* - 46,240  
 Rules suitable, *Marris* - 43,919  
 Promotion at much same time as Europeans under, *Baillie* - 42,144
- REVIVAL:**  
 Advocated, and scheme, *Khushalpal Singh* 43,005, 43,009, 43,020, 43,031, 43,035, 43,042, 43,062-5, 43,085, 43,088-91, 43,114, 43,123, 43,128, 43,141-4  
 Advocated if scheme for nomination of Indians not adopted, and arrangements, *Abdul Majid* 44,513, 44,588-93, 44,617  
 not Advocated, *Baillie*, 42,066, 42,345-6; *Ledgard*, 42,479; *Yusuf Ali*, 42,625; *Malaviya*, 43,175; *Sundar Lal*, 43,411, 43,566; *Marris*, 43,842; *Sitla Prasad Bajpai*, 44,299, 44,434-8; *Burn*, 44,642, 44,979-81; *Riza Ali*, 45,268; *Shahid Husain*, 45,425; *Sri Ram*, 45,581, 45,705-6; *Sheo Prasad*, 46,199, 46,208, 46,341-3; *Moti Lal Nehru*, 46,461; *Natthi Mal*, 46,658; *Saiyid Nabi-ullah*, 46,763; *Piggott*, 47,519; *Muhammad Ali*, 47,835.
- Statutory Regulations (reservation of certain posts for I.C.S.):**  
 Approved for certain posts, *Baillie*, 42,062; *Khushalpal Singh*, 43,017; *Malaviya*, 43,172; *Sundar Lal*, 43,408; *Marris*, 43,839, 44,207-8; *Abdul Majid*, 44,511, 44,559, 44,561-2; *Burn*, 44,642; *Moti Lal Nehru*, 46,458; *Natthi Mal*, 46,655; *Clay*, 47,071; *Muhammad Ali*, 47,832, 47,909-16, 47,958-61, 47,993-9.  
 not Approved, *Riza Ali*, 45,267; *Shahid Husain*, 45,423; *Sri Ram*, 45,578, 45,695-8, 45,773-6; *Saiyid Nabi-ullah*, 46,760, 46,881-4.  
 not Approved, and reasons, but sudden change might impair efficiency of I.C.S., *U.P. Congress Committee* 43,197

**Sub-divisional Officers:**

- European, required for certain districts, list and reason, *Clay* - 47,072  
 Increase in work of, during last few decades, *Sheo Prasad* - 46,232, 46,278, 46,280  
 Overworked, reasons and particulars, *Chaudhri Maharaj Singh* - 48,143, 48,238-40  
 Place in warrant of precedence and right to employ certain clerks at Rs. 30, something might be done re, *Muhammad Ali* - 48,134

**Subordinate Judges (see Judges, Subordinate).****Subordinate Magistrates (see under Magistrates).****Subordinate Service, importance of, and extent of recruitment to P.C.S., *Baillie* - 42,209-11 (see also Tahsildars and Tahsildars, Naib).****Sundar Lal, Dr., Rai Bahadur, B.A., LL.B.; C.I.E., evidence of - 43,393-816.****Superintendent, Dehra Dun:**

- Pay of, *Burn* - p. 201  
 European required as, reason, *Clay* - 47,072

**Superior posts (see under Conditions of Service, I.C.S.).****Symbolism, loved by Indians, and should be used more for purposes of administration, and suggestions, *Marris* - 43,884****T.****Tahsildars:**

- Age-limit, fair chance of rising to top grade not given by, *Baillie* - 42,464-5  
 Characteristics and temptations of, *Marris* - 43,929, 44,270  
 should not be Confirmed as Deputy Collectors until they have passed the departmental examination, and been favourably reported on by District Officer, *Sheo Prasad* - 46,211  
 Few appointed now, *Burn* - 45,013  
 Importance of functions of, and prospects should be improved, *Chaudhri Maharaj Singh* - 48,197-9  
 Number, *Chaudhri Maharaj Singh* - 48,201  
 Officiating promotion given to, by District Officers when Deputy Collectors took short leave, but system done away with in 1903, *Sheo Prasad* - 46,232, 46,287, 46,301-2, 46,397-400  
 Officiating promotion should be given to, during absence on short leave of P.C.S. officers, scheme, *Sheo Prasad* - 46,232, 46,287-8

**PAY:**

- Inadequate in Agra and Oudh, and increase advocated, *Khushalpal Singh* - 43,050  
 Increase advocated, and reasons, *Baillie* - 42,272  
 Particulars re, *Chaudhri Maharaj Singh* - 48,202-4

**PROMOTION:**

- to Deputy Collectorships, *Sundar Lal* - 43,436  
 to Munsifs, particulars re, in Oudh, *Sitla Prasad Bajpai* - 44,318  
 to P.C.S.:  
 Advocated and reasons, and careful selection should be made in, *Burn* - 44,657  
 Difficulties re subsequent recruitment of I.C.S. from P.C.S., and period of delay, *Baillie* - 42,207-9  
 75 per cent. or 80 per cent. recommended if honesty and education could be relied upon, and suggestion, *Marris* - 43,929, 44,272  
 Temporary, means pecuniary loss to, and remedy suggested, *Sheo Prasad* - 46,232  
 Recruitment for P.C.S. should be mainly from among, *Baillie* - 42,120, 42,206  
 Reduction in number promoted to posts of Deputy Collector might have had effect on recruitment to, particulars re, *Chaudhri Maharaj Singh* - 48,198-9  
 Training, best in P.C.S., and details, *Marris* - 43,922  
 Travelling allowances, second class advocated for,

**Tahsildars, Naib:**

- Difficulty re obtaining good recruits as, *Chaudhri Maharaj Singh* - 43,200  
 Direct recruitment of, as field of preliminary recruitment for P.C.S., system a failure, and particulars, *Sheo Prasad* - 46,208  
 Nominated candidates for P.C.S. examination, who have failed to pass, might be selected to fill proportion of vacancies among, *Chaudhri Maharaj Singh* - 48,140, 48,194

**PAY:**

- not Adequate, *Baillie* - 42,422  
 Increase of, would encourage better class of candidates, *Baillie* - 42,272-4  
 Rs. 1 per day advocated, *Khushalpal Singh* - 43,053

**PROMOTION TO P.C.S.:**

- Advocated, and careful selection should be made, *Burn* - 44,657  
 increase Advocated, *Baillie* - 42,120  
 at 21, Advocated and should be a Deputy Collector at 25, *Sheo Prasad* - 46,359  
 Value of training as, and steady flow of promotion advocated for, *Baillie* - 42,422

**Technical Departments, growth outside I.C.S., *Yusuf Ali* - 42,677****Training, I.C.S.:****DEPARTMENTAL EXAMINATION:**

- Abolition:  
 Desired, and reasons, but not possible under present system, *Lindsay* - 43,272, 43,304-5, 43,308  
 Difficulty re, *Clay* - 47,221  
 nearly all Junior Civilians would pass after one year's service if scheme for training adopted, *Clay* - 47,089  
 Accounts, simple examination in should be sufficient, *Lindsay* - 43,272  
 Arrangements suitable, *Ledgard*, 42,479; *Yusuf Ali*, 42,644, 42,954.  
 Burdensome and profitless, and suggestions for improvement, *Marris* - 43,866-7, 43,877  
 Description of, and importance attached to, *Burn* - 44,646

**LAW:**

- Civil law recently introduced into, particulars re, *Clay* - 47,187-92, 47,348-52  
 Civil law, introduction of, not advocated, *Burkitt* - 45,886  
 Details of, *Burn* - 44,648  
 Law and legal principles should have greater prominence in, *Sundar Lal* - 43,426, 43,801-5  
 Raising of standard of law, not advocated unless examination made as stiff as LL.B., *Khushalpal Singh* - 43,149-50  
 Objected to, but necessary, *Piggott* - 47,544  
 Passed during first two years of service, and list of officers, *Burn* - 44,649  
 Recently revised, and no alterations suggested, *Burn* - 44,646  
 Satisfactory, *Baillie*, 42,085; *Clay*, 47,080; *Piggott*, 47,570.  
 Unpopular, but all civilians should be able to get through without undue fatigue, *Clay* - 47,220

**VERNACULARS:**

- Colloquial test in vernacular of province, should be sufficient after three years' probation in England, *Lindsay* - 48,272, 48,306-10  
 advanced Hindustani, additional examination for all members in, after five years' service, advocated, *Moti Lal Nehru* - 46,475  
 Standard should be raised, *Riza Ali*, 42,569; *Khushalpal Singh*, 43,034; *Shahid Husain*, 45,439.  
 Test, stringent one, *Piggott* - 47,545  
 Test stiffened during recent years, *Burn* - 44,647  
 Description of, *Clay* - 47,210-4

**DIFFERENTIATION:**

- not Advocated, *Riza Ali*, 42,572, 42,574; *Yusuf Ali*, 42,651-2; *Khushalpal Singh*, 43,037-8; *Sundar Lal*, 43,427, 43,429; *Marris*, 43,874, 43,876; *Abdul Majid*, 44,529; *Shahid Husain*, 45,441, 45,443; *Sri Ram*, 45,586, 45,598; *Burkitt*, 45,891; *Moti Lal Nehru*, 46,479; *Nabi-ullah*.



Training, I.C.S.—*continued.*DIFFERENTIATION—*continued.*

not Advocated, but Indians should be placed under members of their own community, *Muhammad Ali* - 47,853

Eurasians and Europeans who are Natives of India should be on same footing as natural-born subjects, *Moti Lal Nehru* - 46,480  
in India, practical training and revenue work necessary, *Natthi Mal* - 46,669

Indians, suggestions, and advantages for, *Sitla Prasad Bajpai* - 44,447-8  
Period, long, but no alteration suggested, *Burn* 44,649  
Present system satisfactory, and particulars re, *Burn*, 44,646, 44,711-3; *Burkitt*, 45,885; *Piggott*, 47,538, 47,543.

Probationers should be trained in Province to which they are assigned, *Moti Lal Nehru* - 46,472  
Reserve, percentage, *Burn*, p. 200; *Muhammad Ali*, 48,087.

under Senior Deputy Collector suggested, and results would be excellent, *Muhammad Ali* - 48,132-3  
Special, provided in two cases, and particulars and extension suggested, *Burn* - 44,646

## AFTER TAKING UP APPOINTMENT IN INDIA:

Attachment of Junior Civilians to various senior officers in Executive and Judicial and other outside Government officials, advocated, *Moti Lal Nehru* - 46,473-4, 46,479, 46,545-6

Attachment of young Civilians to Native Regiment for one or two years after appointment, advocated, and reasons, *Ledgard* - 42,479(4)(b), 42,573-6

Course of instruction by Provincial Governments: Advocated to some extent, and scheme, *Sundar Lal* - 43,423-4  
not Advocated, *Moti Lal Nehru* - 46,473

Improvements on present system suggested, and schemes, *Clay*, 47,089, 47,211, 47,222-3; *Muhammad Ali*, 47,848, 47,853.

Junior Civilians usually placed under senior member for about a year after joining, particulars, *Sundar Lal* - 43,419

Junior Civilians should be placed under capable and efficient officers before being posted to any district, *Natthi Mal* - 46,670

Munsifs' work should be compulsory part of, *Saiyid Nabi-ullah* 46,754, 46,776-7, 46,907-13, 47,007-13, 47,044, 47,047-9

Satisfactory on the whole, *Baillie*, 42,084; *Yusuf Ali*, 42,643; *Saiyid Nabi-ullah*, 46,774; *Campbell*, 47,359; *Lindsay*, 48,272.

not Satisfactory, and scheme, *Sundar Lal*, 43,424; *Marris*, 43,866, 43,877, 44,000-3, 44,044-7, 44,169; *Sri Ram*, 45,591-2.

Scheme for, under selected magistrate at one centre, and particulars and advantages of, *Clay* 47,089, 47,131, 47,133, 47,181-5, 47,222-30, 47,248-50, 47,259

Special, not advocated, *Ledgard*, - 42,479 (4) (b) (see also under Executive Branch, I.C.S., and Judicial Branch, I.C.S.)

## Training, P.C.S.:

## DEPARTMENTAL EXAMINATION:

Law would be unnecessary for, if law degree made condition of entrance, *Sundar Lal*- 43,436  
not Practical enough, and suggestions, *Marris* - 43,933

on Same lines as those for I.C.S., *Clay* - 47,197  
Satisfactory on the whole, but rules about exemption require revision, and suggestions, *Sheo Prasad* - 46,212

Suitable, and details, *Baillie*, 42,124; *Burn*, 44,658.  
Recruits from subordinate services do not require much, *Chaudhri Maharaj Singh* - 48,142

## RESERVE:

Method of obtaining, *Sitla Prasad Bajpai* - 44,327

None, except for two probationary Munsifs, *Piggott* 47,574, 47,737

Satisfactory, *Baillie*, 42,123; *Sundar Lal*, 43,439; *Marris*, 43,932; *Shahid Husain*, 45,453; *Sri Ram*, 45,607; *Saiyid Nabi-ullah*, 46,787.

not Satisfactory, and alterations suggested, *Khushalpal Singh*, 43,046; *Natthi Mal*, 46,683.

Suggestions for, *Chaudhri Maharaj Singh* - 48,142 (see also under Executive Branch, P.C.S.)

Training, P.C.S.—*continued.*

## Transfers, I.C.S.:

Excessive, cause of, *Marris* - 43,907

Expenses of, and suggestion re. *Clay* p. 462-3, 465

Frequent transfers not a glaring evil, but might be fewer, *Yusuf Ali* - 42,769

Hardships attending, and Government impeded by, knowledge of, *Marris* - 43,898

Loss on, *Lindsay* - 48,468

## Transfers, P.C.S.:

Expense of, and loss incurred by, and frequency of, owing to leave, *Burn* - 44,661

Expenses of, very heavy, *Marris*, 43,948, 43,954; *Sheo Prasad*, 46,396.

Loss on, *Lindsay* - 48,468

Travelling Allowance (see under Pay).

## U.

Uncovenanted Service, particulars re, *Burn* - 44,657

Uncovenanted Service Family Pension Fund, number of officers subscribing to, *Burn* - 44,662

Under Secretaries (see under Secretaries).

United Provinces, officers serving in certain hill districts should get equal pay with officers serving in plains, and particulars re expenses of, *Campbell* - 47,357, 47,401-7

United Provinces Congress Committee, memorandum relating to Indian and Provincial Civil Services - 43,188-205

Universities:

Age of graduation varies in, *Yusuf Ali* - 42,931-3

Approximate number of B.Sc. and B.A. passes in a year, *Sundar Lal* - 43,645-6

B.A. DEGREE:

Importance of Indian candidate taking, and value of degree taken increases with higher stages, *Holland* - 45,252-4

Lowering of standard to admit Indians to Indian Examination at earlier age would be objected to, *Saiyid Nabi-ullah* - 46,829-30

Reading of greatest value in course, and particulars re, *Burn* - 44,811-2, 44,816-8

Standard pretty much same in all, *Sri Ram* - 45,714-5

Taken between ages of 20 to 22 and should with B.Sc. be taken as minimum qualification for simultaneous examination, *Sundar Lal* 43,472-4

Test of liberal education, and particulars re, *Saiyid Nabi-ullah* - 47,034-5, 47,038, 47,041

Two centres for examination, *Sundar Lal* - 43,696

Course at, desired, before entrance for I.C.S. examination and particulars re, *Clay* - 47,064, 47,069, 47,119-28, 47,134

Efforts to popularise Science degree, and no one allowed to take LL.B. degree before taking B.A. or B.Sc., *Sundar Lal* - 43,634-6

IN ENGLAND:

Course of education for Indians at, after taking B.A. degree, desirable if money no object, *Saiyid Nabi-ullah* - 46,948-9

Education and influences at, valued highly, *Marris* - 44,063

Full course at, not essential, *Lindsay* - 48,271

Indians do not have such good chances in as formerly, *Saiyid Nabi-ullah* - 46,944-7

Probation at (see under Probation).

## HOSTEL SYSTEM:

Importance of, and development, and number of students living under, *Sundar Lal* - 43,061-2, 43,647-8

Particulars re, *Malaviya* - 43,376-80

Importance of taking course at, and three years should be spent at English, and four at Indian, before entrance for Indian Examination, and probation should be sacrificed to, if necessary, *Saiyid Nabi-ullah* - 46,833-7, 46,923, 46,927

Indian languages should be more largely taught in, *Riza Ali* - 45,330, 45,341-2

LL.B. degree, particulars re, *Saiyid Nabi-ullah* - 47,034-5

Men from, do not often go into business, *Ledgard* - 42,510

**Universities—continued.**

- Residential, on model of English universities, desired, *Malaviya* 43,377-8  
 Same standard maintained in all, as far as possible, and details, *Sundar Lal* 43,568-71, 43,639-43  
 Steps taken by, for development of character and physique of Indian students, *Sundar Lal* 43,597-602  
 Study of vernaculars should be strengthened in, *Saiyid Nabi-ullah* 46,932, 46,936, 46,941  
 Training and education in, as good as Indian student would get in England, and sufficient to compete in open competition in India, and details, *Sundar Lal* 43,396, 43,470-1, 43,553, 43,637  
 Upper India Chamber of Commerce:  
 Evidence on behalf of 42,479-602  
 Particulars re members' work, &c., *Ledgard* 42,483-3, 42,526  
 Urdu, political onslaughts on, and disadvantage to Muhammadans, particulars re, *Muhammad Ali* 47,819, 47,962-5

**V.**

- Vakils:** particulars re work and functions of, *Burkitt* 46,114-7

**Vernaculars:**

- Adequate proficiency attained, in, by members of I.C.S., *Sundar Lal*, 43,425; *Campbell*, 47,359  
 Adequate proficiency in, not attained by European members of I.C.S. and P.O.S., and particulars, &c., *Baillie*, 42,089; *Moti Lal Nehru*, 46,475, 46,555-7, 46,581-3, 4, 6, 616-20; *Natthi Mal*, 46,671, 46,728; *Nabi-ullah*, 46,775, 46,997-7006; *Piggott*, 47,545; *Muhammad Ali*, 47,849, 47,924-31, 48,060, 48,130  
 Average period for passing test in, and test too low, suggestions, *Marris* 44,224-8  
 Better training in, desired, *Muhammad Ali* 47,930-1  
 Degrees of Honour and High Proficiency, no value attached to, *Moti Lal Nehru* 46,616  
 Difficulty of pronunciation for Europeans, *Moti Lal Nehru* 46,618

**DETERIORATION:**

- Alleged by educated Indians for most part, *Burn* 44,647  
 Causes of, particulars re, and remedies, *Khus-halpal Singh*, 43,034, 43,145-6; *Sundar Lal*, 43,425; *Marris*, 43,868-9, 44,226-8; *Abdul Majid*, 44,526, 44,563-5; *Risa Ali*, 45,264, 45,269, 45,343-3; *Shahid Husain*, 45,439; *Sri Ram*, 45,592; *Moti Lal Nehru*, 46,475; *Natthi Mal*, 46,671, 46,735; *Nabi-ullah*, 46,775, 46,924; *Piggott*, 47,545; *Muhammad Ali*, 47,849, 48,062.

**Vernaculars—continued.**

- DETERIORATION—continued.**  
 None, *Baillie*, 42,086, 42,474; *Yusuf Ali*, 42,645, 42,701-3; *Campbell*, 47,359  
 None, but period taken in acquiring knowledge longer now, and reason, *Burn* 44,647  
 Efficiency a great advantage to English civilian, and reasons, *Lindsay* 48,335-6  
 Evidence in court taken down in, by young Civilians, but little knowledge of, outside courts, *Sri Ram* 45,592  
 Evidence in law courts recorded in English and, particulars re, *Burn*, 44,849-54; *Risa Ali*, 45,344, 45,373-5  
 Europeans should be trained in, by conversing with superior Indian officers, *Moti Lal Nehru* 46,473  
 French Jesuits good teachers of, *Piggott* 47,705-6  
 Greater proficiency in, necessary, *Malaviya* 43,183  
 Importance of I.C.S. officers attaining adequate proficiency in, *Clay* 47,091  
 Inclusion in every University curriculum advocated, *Risa Ali* 45,331, 45,341-2  
**INSTRUCTION IN:**  
 Better given in England than in India, *Marris* 43,860-2, 43,877  
 Better in India than in England, *Yusuf Ali* 42,616, 42,803-6, 42,968-9  
 Colloquial, not more easily given in England than India, but quite possible to obtain, *Lindsay* 48,388-9  
 Difficulties re obtaining, none heard of, *Yusuf Ali* 42,971  
 Interpretation of, in law courts often necessary in recent years, *Risa Ali* 45,264  
 List of degrees taken by I.C.S. officers, and particulars re, *Burn* 44,647  
 Literature, difficulties re study of, and suggestions, *Burn* 44,647  
 Promotion to higher grades and to charge of district should depend more or less on proficiency in, *Muhammad Ali* 47,849  
 Study of, in Roman characters might facilitate matters, and script could be learnt afterwards, *Marris*, 44,181-6; *Piggott*, 47,704.  
 (see under Syllabus under Indian Civil Service Examination and under Course of Study under Probation, I.C.S.)

**Y.**

- Yusuf Ali, Khan Bahadur Abdullah ibn,** I.C.S., evidence of 42,603-43,000