

APPENDIX TO THE REPORT
OF
THE COMMISSIONERS.

Volume XIII

MINUTES OF EVIDENCE

Relating to the following Departments —

I POLICE DEPARTMENT, and
II REGISTRATION DEPARTMENT

Taken at Delhi, Calcutta, Madras, Bombay, and London

WITH

APPENDICES.

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



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APPENDIX TO THE REPORT

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APPENDIX I

NARRATIVE prepared by the GOVERNMENT of the UNITED PROVINCES of AGRA and OUDH relating to the REGISTRATION DEPARTMENT

Before the year 1908 the office of the Inspector General of Registration was held in combination with those of the Commissioner of Excise the Commissioner of Stamps the Registrar of Joint Stock Companies and the Registrar General of Births Deaths and Marriages. With the expansion of the Excise department the posts of Inspector General of Registration and of Excise Commissioner were separated and the Deputy Director of Land Records was appointed Inspector General of Registration. The other duties mentioned above which were formerly performed by the Inspector General of Registration were distributed among various officers.

The Inspector General of Registration is a member of the Indian Civil Service. All district judges the subordinate judge at Dehra Dun the sessions and subordinate judges at Banda Mirzapur and Jaunpur and the deputy commissioners of Naini Tal Almora and Garhwal are *ex officio* registrars for the purposes of the Registration Act. The Inspector General of Registration is assisted by two inspectors of registration offices whose appointments were created in 1897 as it was found that registrars had not sufficient time to spare from their duties as district judges to enable them to make tours of inspection with a view to examining the work of sub registrars at outlying offices.

These inspectors are ordinarily selected by the Local Government from amongst the members of the provincial service (executive or judicial branch) or the experienced officers of the Registration department.

So far only one appointment has been made from among sub registrars and such appointments are attended with certain difficulties. Owing to the arduous nature of these duties it is necessary to appoint comparatively young men for a term of not

more than five years. On the expiry of this term it would be impossible to revert them to the post of sub registrars on a pay substantially less than that which they would have been drawing as inspectors and consequently other employment on equal pay must be found for them elsewhere. For such employment they would often be unfitted.

The qualifications prescribed for the post are—

- (1) ability to read or write English with fluency and accuracy
- (2) a thorough acquaintance with both forms of the vernacular script and
- (3) a capacity for active work and for performing journeys on horseback.

Inspectors are appointed in the first instance on probation and are not confirmed unless within six months of their appointment they satisfy the Inspector General of Registration at a written examination as to their proficiency in the law and procedure relating to registration and stamps. As to salary leave and pension these officers are subject to the same rules as other officers of the provincial service with the proviso that the total cost of their combined salaries does not exceed Rs 600 per mensem.

These officers are at the present time both Indians.

Subordinate Registration Staff

Up till the year 1910 the cadre of the subordinate registration staff contained 227 appointments distributed as follows—

<i>Departmental Sub Registrars</i>		Rs
2	departmental sub registrars on	100 each
1	sub registrar	60
2	sub registrars	50 each
2	“	40
185	“	30

APPENDIX I (continued)

With one exception all these officials were remunerated by being given in addition to their pay a percentage of the fees paid to them on the re-registration of documents by the public

This system was found for various reasons to be unsatisfactory and in 1910 sanction was accorded to the revision of the staff and the introduction of a graded system as shown below —

<i>Departmental Sub Registrars</i>		Rs
1	departmental sub registrar on	225
1		200
1		175
1		150
5	sub registrars on	125 each
4		100
15		90
20		80
40		70
50		60
80		50
8	probationary appointments	20

The probationary appointments are at present vacant and are likely to remain so

Of the 218 permanent appointments 113 are at the present moment held by Muhammadans 99 by Hindus two by Europeans one by an Anglo Indian one by an Indian Christian and two are vacant

The number of appointments exceeds the number of registration offices by 16 but the number of probationers is not necessarily 16 nor are all probationers necessarily in the Rs 50 grade. A candidate may be appointed to and pass his period of probation in a higher grade if the circumstances of his case merit such appointment

Sub registrars are selected for appointment from a list of candidates maintained by the Inspector General but his choice is subject to the approval of the Local Government under section 6 of Act III of 1877

The candidates may be—

- (a) men who have never been in Government service
- (b) men who have held temporary posts under Government
- (c) men in permanent Government employment in another branch

For a few of the larger offices a knowledge of English is insisted on as a qualification but for the smaller offices carrying a salary of less than Rs 70 per mensem no particular educational qualifications are demanded. Candidates are however appointed on probation and their confirmation is subject to their passing an examination within two years of their appointment. The examination consists of a paper on the Registration Act and Manual and the Stamp Act and a practical test of the probationers' ability to register a document correctly and to read both forms of the vernacular. Probationers are provided as a leave reserve and as a means of training candidates. Since July 1912 the probationers have been appointed as joint sub registrars at the larger offices it being held that this would be a more effective method of training them than the previous system under which they had no power actually to register documents. Their confirmation as permanent sub registrars depends however as before on their passing the examination above mentioned to the satisfaction of the Inspector General of Registration

APPENDIX II

MEMORANDUM on behalf of the SUB REGISTRARS and the CLERKS of the REGISTRATION DEPARTMENT
UNITED PROVINCES received through the GOVERNMENT of the UNITED PROVINCES
of AGRA and OUDH

(I) **Methods of Recruitment**—Our views on this point are that as registration work should be put in the hands of men of confidence and trust recruitment be made from—

(a) persons who have passed at least the matriculation examination or hold the school leaving certificate and have respectable family connections

(b) persons exempted by Government from educational limitations on account of their highly respectable family connections or rendering especially loyal services to Government

(c) subordinate officials of the Registration Department who have rendered especially meritorious services and who possess the necessary educational qualifications and belong to a respectable family and for whom the registrar of the district holds a high opinion of integrity and good work

2 Nominations to be ordinarily made by the Inspector General of Registration and the district registrars and the nominees to be finally selected by a committee consisting of three members of the Indian Civil Service including the Inspector General

Outsiders whether in Government employment or not should not be taken in the higher grades they should begin from the lowest grade

(II) **System of Probation and Training**—Candidates should be required to undergo a three months course of training under some qualified sub registrar

The appointment should first be made on probation and no person should be confirmed unless he passes the test examination for which three chances be given to every candidate

(IV) **Conditions of Salary**—The present grades are as follows —

	Rs
1 on	225
1	200
1	175
1	150
5	125 each
4	100
15	90
20	80
40	70
50 ,	60
62	50
16	50 as probationers

Formerly sub registrars were remunerated by fixed pay plus commission. The graded system of salary has come into force from 1st April 1910. The sub registrars have not gained anything from the reorganisation but rather have been losers. The salaries have been fixed on the figures of the years when the fee receipts were comparatively low which is apparent from the fact that in some cases personal allowances had to be given to the sub registrars. Again taking the grades as they now stand it will be observed that the numbers in the grades above Rs 125 are only nominal one in Rs 225 one in Rs 200 one in Rs 175 one in Rs 150. The yearly vacancies were 88 and the following figures will show the period which will ordinarily be required for a man to rise from one grade to another —

Two years for completing probationary period
eight years for rising from Rs 50 to Rs 10 six years

APPENDIX II (continued)

from Rs 60 to Rs 70 five years from Rs 70 to Rs 80 five years from Rs 80 to Rs 90 six years from Rs 90 to Rs 100 total 32 years

It will thus take 32 years for a man to rise from Rs 50 to Rs 100 or in other words the service will ordinarily be completed on Rs 100 or even less

Though the work is not so difficult yet the relations with the public are so important and the work so responsible that it should be put in the hands of men of confidence only. In fact the sub registrars are witnesses of the Crown and as such they should be paid in a manner that they can live a decent life of a respectable man in India. To ensure suitable men being secured we propose the following grades of salaries —

Rupees 50 for probationers —							
Numbers	74	60	30	20	10	5	3 1
Rupees	75	100	125	150	175	200	250 300

In proposing these grades we have to some extent followed the Bengal system and do not demand salaries higher than what other officials get for the same work in other provinces. In Bengal the pay of the sub registrars commences from Rs 75. In Madras the prospects are still better and they are promoted to the rank of registrars.

The registration fees have been increased by the Government recently and it is quite fair that a portion of the increase be devoted to the improvement of the Department. According to the views expressed by the Inspector General on many occasions and approved by the Local Government it was observed that the registration receipts are no revenue to the Government. We may however be allowed to say that more than half of the registration receipts have been saved to Government and a still higher saving is expected in future years due to the increase in registration fees.

Early history of the registration department of the province reveals that the pay of the sub registrar of Benares was formerly Rs 800 and that it was afterwards reduced to Rs 400 and finally to Rs 100 plus fee percentage which would have amounted to over Rs 300 according to the present receipts. Benares is not the solitary instance there being many other places such as Lucknow and Allahabad. It has always been the desire and policy of Government to put registration work in the hands of men of respectability. Formerly Qazis who were considered men of high position under the Muhammadan Government were required to do the work and afterwards the work was handed over to Sadrus Sadur. For many decades the work in the province of Agra was entrusted to tahsildars.

We quote the grades of the excise inspectors whose number is 146 as against 203 of the sub registrars. This will show that our demands are not unfair —

Numbers	5	12	15	29	38	12
Rupees	250	200	150	125	75	50

The fate of the muharrirs is really pitiable. Their salary ranges from Rs 12 to Rs 25 but Rs 25 is only a name.

In the whole province there is one post on Rs 25 1 on Rs 20 and two on Rs 18. The bulk of the clerks are employed on Rs 15 and Rs 12 there being 217 on Rs 15 and 94 on Rs 12.

It requires no arguments to prove that Rs 15 or Rs 12 cannot even suffice to meet the ordinary expenses of mere subsistence.

We propose that the pay should range from Rs 20 to Rs 30. The greatest possible hardship is felt in cities and towns where living is growing expensive.

(V) Conditions of Leave—In case of privilege leave it is required under the existing rules that privilege leave cannot be claimed within six months from the time of return to duty. We suggest that in case an employe has some privilege leave to his credit he may be allowed to avail himself of it within six months in special cases proved to the satisfaction of the granting officer.

Under Article 335 Civil Service Regulations the allowances to employes under Rs 100 in case of leave on medical certificate are regulated on the principle that no extra cost is borne by the Government. This is really a general grievance. In fact help is needed in sickness more to those who are poor.

(VI) Conditions of Pension—We recommend that 25 years service be considered as qualifying for good service pension.

(VII) Such Limitations as may exist in the Employment of Non Europeans—No limitations exist as to the employment of non Europeans and none are needed in any grade.

(IX) Other Points—(a) The judicial work being heavy in all the districts the district registrars might well be relieved of some of their duties and be assisted by the headquarter sub registrars who may practically be treated as assistant registrars and exercise such powers as may reasonably be delegated under section 7 of the Registration Act. It will afford a facility to the public if the headquarter sub registrar be given the district jurisdiction of registering documents as in Bengal and some other provinces.

(b) When appointments are sanctioned by Government they may be published in the gazette as was formerly done and shown in the Civil List.

(c) It will be very convenient to the public if the sub registrars be given the power of deciding mutation cases on the revenue side. They may for this purpose be invested with the second class powers of assistant collectors.

(d) The post of the inspectors should be filled in by the deserving sub registrars.

(f) Power should be delegated to the Inspector General to nominate suitable persons from the sub registrars for the post of deputy collectors and tahsildars. It will improve the tone of the department attract better men and keep them working on a far higher standard.

(g) We suggest that no security be taken from the sub registrars as it is rather disgraceful. They are considered men of good position and we believe are worthy of the trust.

(h) Provision be made for one peon in each office. In most of the offices there is no man to clean the office and records, to do the menial and other outdoor work and to deposit money in the local banks and treasuries. One peon for each office is a necessity. Even at present we are obliged to engage the services of a private servant which is undesirable and unsafe. In big central record rooms one servant is specially required for the record room only.

APPENDIX III

APPENDIX III

MEMORANDUM prepared by the GOVERNMENT of the UNITED PROVINCES of AGRA and OUDH relating to the REGISTRATION DEPARTMENT

(Note—The remarks relate to the immediately preceding Memorandum)

I—Method of Recruitment—There is no reason for altering the present system of nomination whereby officers other than district registrars are permitted to recommend candidates and candidates are permitted to submit their applications direct to the Inspector General. No useful purpose will be served by the selection committee suggested. The present method of recruitment will however probably be revised in the near future owing to the enormous number of applications. At present the task of selection is extremely tedious and difficult. It will very shortly become an imperative necessity to appoint the majority of recruits by means of a competitive examination. Appointments will ordinarily be made to the lowest grade but in cases where government servants serving in other departments are transferred into the Registration Department this is not always possible. Such appointments are sometimes given to officials in posts involving severe outdoor work for which they have become unsuited although fully qualified for the sedentary duties of a sub registrar.

II System of Training and Probation—The system of training and probation indicated in the memorandum is already in force.

III Pay—There is no ground for increasing the pay of this department. The present scale was fixed only a few years ago and is ample to attract candidates of the capabilities required for this department.

IV Leave—There is absolutely no reason why sub registrars should have more favourable leave

rules than members of other services. There is nothing in the duties of sub registrars which render it desirable that 25 years should be considered as the qualifying period for pension.

IX General—(a) The Lieutenant Governor is not prepared to agree that any of the duties of district registrars can be delegated to sub registrars as proposed.

(b) His Honour considers that the notification of appointments in the gazette is wholly unnecessary.

(c) Sub registrars are wholly unsuited to carry out the duties of assistant collector.

(d) and (f) This matter has been referred to in the narrative where the difficulties arising from the appointment of sub registrars as inspectors of registration have been pointed out. The Local Government is not in a position to give any guarantee that it will appoint sub registrars to the post of deputy collectors and tahsildars. Considering the low standard of qualifications required of sub registrars on appointment it is extremely unlikely that any of them would be fitted for ultimate appointment to these posts except in very rare cases.

(g) The reason why security is taken from sub registrars is that they are entrusted with a charge of money. The Lieutenant Governor sees no reason to alter the present practice.

(h) This is a matter of detail which will be dealt with by the Local Government.

APPENDIX IV

MEMORANDUM prepared by the INSPECTOR GENERAL of REGISTRATION PUNJAB on the REGISTRATION DEPARTMENT

(I) *Method of recruitment*—The department consists of the following staff—

(1) Inspector General, who is also Director of Land Records and Registrar General of Births Deaths and Marriages. This official is a member of the Indian Civil Service.

(2) Two inspectors of registration offices who are the personal assistants of the Director of Land Records and Inspector General of Registration and are members of the Provincial Civil Service.

(3) A registrar in each district. The Deputy Commissioner is *ex officio* registrar of his district.

(4) One or more sub registrars in each sub division of a district (tahsil). With a few exceptions these are non officials though tahsildars and naib tahsildars are *ex officio* joint sub registrars for the purpose of carrying on the registration work when the sub registrar is on leave or during a temporary vacancy. Non official sub registrars are as far as possible selected from residents of the neighbourhood and must be of good family and character and in easy circumstance. Preference is given to those who have rendered good service to Government. They are appointed by the Local Government on the recommendation of the registrar of the district which is submitted through the Commissioner of the division. The existing system of appointment works well and the only alteration I would suggest is that before appointing a nominee the Local Government should consult the Inspector General of Registration. It is an anomaly that at present the head of the department is not consulted in making

appointments. This state of affairs is not understood or appreciated by the people.

(II) *System of training and probation*.—There are none at present. It is however desirable to avoid the selection of unintelligent and insufficiently educated sub registrars. There are some who cannot write even simple Urdu correctly and who are unable to grasp the intricacies of the registration and stamp manuals. Such are mere tools in the hands of their clerks. Non official sub registrars might be appointed on probation for two years with a view to the rejection of the unfit. This course would not however be necessary if nominating officers recommended only men of suitable intelligence and education.

(III) *Conditions of service*—Non official sub registrars are divided into two classes (1) departmental sub registrars and (2) honorary registrars. The former are Government servants within the meaning of the Civil Service Regulations and subject to the provisions of those regulations their service qualifies for pension with effect from 1st April 1906. The latter are not. No alteration in the existing conditions appears called for.

(IV) *Conditions of salary*—With a few exceptions which need not be specified *ex officio* registration officers perform their duties without remuneration. The pay of non official sub registrars is as follows—

Departmental sub registrars (not being pensioners)
Lahore and Amritsar Rs 120 per mensem and Rs 30 per mensem elsewhere with the exception of five offices for which a special salary has been fixed by

APPENDIX IV (continued)

the Local Government during the tenure of the present incumbents. These cases are exceptions and need not be considered. In addition to this fixed pay departmental sub-registrars (not being pensioners) draw 15 per cent of the fee income. If the departmental sub-registrar is a pensioner he draws no salary but takes such a percentage of the fees as is equal to the fixed salary of the post plus 15 per cent of the fee income.

The remuneration of departmental sub-registrars appears to be sufficient in view of the fact that they are supposed to be persons in easy circumstances and there is not the slightest difficulty in obtaining candidates for vacancies on the existing terms. The fee percentage automatically adjusts the remuneration to the amount of work to be done.

Honorary sub-registrars are generally persons who are too well born or too well to do to care to accept a fixed salary but some posts are honorary because the income is too small to permit of a fixed salary being paid. Honorary sub-registrars receive by way of remuneration 50 per cent of the total fees when these do not exceed Rs 50 per mensem and if they exceed Rs 50 per mensem 50 per cent of the first Rs 50 and 25 per cent of the amount in excess subject to a maximum of Rs 5000 per annum. The system of making posts honorary when the total expenditure is likely to exceed the income is objectionable. Government draws a large profit from registration, and deficiencies in a few offices are counterbalanced by large excesses in others. The post of honorary sub-registrar should in all cases be optional and not compulsory.

Tahsildars and naib-tahsildars who at present get no remuneration for their registration work perform their duties in an exceedingly perfunctory manner. They would probably take more interest in their work if they were remunerated with the 15 per cent of the fee income which at present lapses to Government (vide head V).

(V) Conditions of leave.—Departmental sub-registrars being Government servants within the meaning of the Civil Service Regulations are presumably entitled to the leave and salary permissible under those regulations. They are not however entitled to draw any part of the fee income during their absence on leave. This arrangement should continue and the temporary incumbent if any or the tahsildar and naib-tahsildar if the work is performed by them (vide Head VI) should draw the percentage of the fee income.

(VI) Conditions of pension.—Departmental sub-registrars (other than pensioners) are entitled to pension with effect from April 1st 1906 the date on which the present rules came into force. They are treated as non-gazetted officers and their age of retirement is 55 years (vide Article 459 of the Civil Service Regulations). They are eligible for extensions of service up to 65 years of age.

Departmental sub-registrars who are pensioners and honorary sub-registrars are both frequently appointed after the age of 55 years and ordinarily retain the appointment until they are 65. They are also eligible for extension after the age of 65.

The existing rules are suitable.

(VII) Employment of non-Europeans.—The post of Inspector General of Registration and Registrar General of Births Deaths and Marriages might conveniently be separated from the post of Director of Land Records and held by a member of the Provincial Service either on a consolidated salary or on his grade pay plus an allowance of not less than Rs 200 per mensem. In that case the Director of Land Records would require only one instead of two personal assistants and the only increased cost to Government would be the difference between the grade pay of the extra Assistant Commissioner holding the appointment and the consolidated salary or personal allowance granted to the Inspector General of Registration.

APPENDIX V

SUPPLEMENTARY MEMORANDUM by the DIRECTOR of LAND RECORDS PUNJAB, giving INFORMATION regarding the REGISTRATION DEPARTMENT in the PUNJAB

1 Method of recruitment and probation and whether the regulations are satisfactory.—This is already explained in paragraphs I and II of the memorandum* forwarded with this office letter No 1234 dated 1st April 1913.

2 The rates of pay and allowances in force in 1890 and 1900 and at the present time, and whether the present rates of pay and allowances are satisfactory.—The present rates of pay are specified in paragraph IV of the memorandum referred to above and are considered sufficient. The rates in 1890 and 1900 were as follows—(vide pages 77-9 of the Registration Manual of 1887. Correction slip regarding pay of departmental sub-registrars was issued in 1905 and that abolishing the allowances paid to tahsildars and naib tahsildars in 1889).

The following officers were required to perform their duties as registering officers without remuneration—

- 1) Officers in administrative charge of districts
- (2) Tahsildars and naib tahsildars
- (3) Treasury or sub-treasury officers (whether covenanted or uncovenanted or military) discharging *ex officio* the duties of sub-registrars at the head quarters of a district or sub-division.

The following registering officers were entitled to remuneration for duties as such at the rates hereinafter provided—

Assistant and extra assistant commissioners, cantonment magistrates and other civil officers above the

rank of tahsildar performing registration duties *ex officio* were entitled to receive by way of remuneration the same proportion of fees as at present.

All other registering officers were entitled to receive by way of remuneration a proportion of the fees collected by them according to the following scale—

When the fees collected by any one officer in any one month did not exceed Rs 50—50 per cent of the fees so collected.

When they exceeded Rs 50—50 per cent of the first Rs 50 collected, and 25 per cent of the amount in excess.

3 The number of posts in each grade and the provision, if any, made in the cadre for leave and training.—Please see paragraphs II, IV and V of the memorandum already sent up.

4 What appointments outside the authorised cadre are held temporarily or otherwise of various services.—Inspector General of Registration is also Director of Land Records and Registrar General of Births Deaths and Marriages. This officer is a member of the Indian Civil Service.

Two inspectors of registration offices who are the personal assistants of the Director of Land Records and Inspector General of Registration and are members of the Provincial Civil Service.

5 Whether any addition is required to the present cadre.—No.

* This is the immediately preceding memorandum by the Inspector General of Registration—Joint Secretaries.

APPENDIX VI

APPENDIX VI

MEMORANDUM prepared by the GOVERNMENT of BENGAL relating to the REGISTRATION DEPARTMENT

1 Present Regulations as to Recruitment, Training, and Probation, and whether these Regulations are satisfactory

The Registration Service in the Presidency of Bengal consists of—

- (1) Inspector General of Registration
- (2) One personal assistant to the Inspector General of Registration
- (3) Three inspectors of registration offices
- (4) Registrar of Calcutta
- (5) Sub registrar of Calcutta.
- (6) District sub registrars
- (7) Sub registrars
- (8) Probationers
- (9) *Ex officio* sub registrars

Nos (1) and (2) are at present recruited from the Provincial Executive Service

No (3)—All three inspectorships have lately been thrown open to the registration service and are at present held by men who have been promoted from district sub registrarships

Nos (4) and (5) are recruited from the ranks of district sub registrars (No 6)

No (6)—District sub registrars are usually recruited from the ranks of rural sub registrars the appointments being made by selection

Nos (7) and (8)—The first appointment of a sub registrar is as a probationer. The rules on the subject are contained in Notification No 3776 dated the 1st July 1913 a copy of which is appended. Probationary sub registrars are trained at the headquarters of districts for about six months until they are appointed to act in leave vacancies and placed in temporary charge of offices

No (9)—*Ex officio* sub registrars—They are at present appointed where there is not sufficient work for a whole time registering officer. There are only seven such sub-registrars in the Presidency one of them (at Kurseong) being a member of the Indian Civil Service four belonging to the Provincial Civil Service and Subordinate Civil Service while one is an excise officer and the other a Muhammadan marriage registrar

The system of recruitment is working well but it has recently been proposed to amend the rules in order to give the Inspector General of Registration a voice in the selection of candidates as probationers

The system of training the probationers is not quite satisfactory as their knowledge of law and procedure is not at present tested by any examination. A scheme for having a departmental examination similar to that for the Provincial Civil Service and Subordinate Civil Service is under consideration

2 Rates of Pay and Allowances in force in 1890, 1900, and at present, and whether they are satisfactory

1890	1900	At Present
The post of Inspector General of Registration was held by an officer of the Indian Civil Service—pay Rs 1 500 (3rd grade magistrate's pay)	Inspector General of Registration—Rs 1 250	Inspector General of Registration—Rs 1 250 and Calcutta house allowance
There was no personal assistant	Personal assistant recruited from the Provincial Civil Service—on his grade pay	Personal assistant receives his grade pay in the Provincial Civil Service
Inspectors (2)—pay Rs 700 and Rs 500	Inspectors (3)—Rs 500 Rs 400 and Rs 300 respectively	Inspectors (3)—Rs 500 Rs 400 and Rs 300 respectively
Registrar of Calcutta—pay Rs 600	Registrar of Calcutta—pay Rs 400	Registrar of Calcutta—pay Rs 400
There was no sub registrar of Calcutta	Sub registrar of Calcutta—pay Rs 200	Sub registrar of Calcutta—pay Rs 250
District sub-registrars were then designated special sub registrars and were remunerated partly by fixed salary of Rs 75 and Rs 100 (important districts) and partly by commission on a sliding scale on the number of documents registered	Special sub registrars drew salary of Rs 100 when there were 10 or more offices under them plus commission and Rs 75 when offices less than 10 plus commission	District sub registrars are classified into four grades on Rs 250 Rs 225 Rs 200 and Rs 175 and the rural sub registrars in four grades on Rs 150 Rs 125 Rs 100 and Rs 75. Grade V for leave reserve on Rs 50. Probationers on Rs 20 (just raised to Rs 30)
Rural sub-registrars were paid entirely by commission on a sliding scale	The rates of commission for special sub registrars and rural sub registrars were as noted in the first column	There are also 12 sub registrars paid by commission under the old system. This will be discontinued when these officers retire

APPENDIX VI (continued)

RATES OF PAY AND ALLOWANCES &c—continued

1890	1903	At Present																										
<p>The rates of commission for a special sub registrar were Rs 60 for the first 150 deeds registered by them or any less number Rs 10 for each additional 50 deeds up to 300 and Rs 5 for every 50 deeds above 300. The rates of commission for a rural sub registrar were when the number of registrations does not exceed in a month—</p> <table> <thead> <tr> <th></th> <th>Rs</th> </tr> </thead> <tbody> <tr> <td>Above 60</td> <td>40</td> </tr> <tr> <td>60 and not exceeding</td> <td>80</td> </tr> <tr> <td>80</td> <td>125</td> </tr> <tr> <td>125</td> <td>170</td> </tr> <tr> <td>170</td> <td>200</td> </tr> <tr> <td>200</td> <td>250</td> </tr> <tr> <td>250</td> <td>300</td> </tr> <tr> <td>300</td> <td>350</td> </tr> <tr> <td>350</td> <td>400</td> </tr> <tr> <td>400</td> <td>450</td> </tr> <tr> <td>450</td> <td>500</td> </tr> <tr> <td>500</td> <td>150</td> </tr> </tbody> </table>			Rs	Above 60	40	60 and not exceeding	80	80	125	125	170	170	200	200	250	250	300	300	350	350	400	400	450	450	500	500	150	<p>Considering the qualifications required the rates of salary drawn by rural sub registrars are adequate. The grading of the service is however defective. Previous to 1905 sub registrars were paid by commission on the fees realised and when fixed pay was introduced the grading was arranged roughly on the basis of the commission drawn by different officers. Arrangement of the cadre is now under consideration and also a proposal to increase the pay of district sub registrars.</p>
	Rs																											
Above 60	40																											
60 and not exceeding	80																											
80	125																											
125	170																											
170	200																											
200	250																											
250	300																											
300	350																											
350	400																											
400	450																											
450	500																											
500	150																											
<p><i>Ex officio</i> sub registrars were paid as now by 25 per cent of the fees realised</p>		<p><i>Ex officio</i> sub-registrars are paid by 25 per cent of the fees realised</p>																										

3 Number of posts in each grade, and provision, if any, made in the Cadre for Leave and Training

Inspector General of Registration	1
Personal assistant	1
Inspectors of registration offices	3
Registrar of Calcutta	1
Sub registrar of Calcutta	1
District sub registrars—	
1st grade	3
2nd	7
3rd	7
4th	9
	— 26
Sub-registrars—	
1st grade	38
2nd	95
3rd	95
4th	124
5th	30*
	— 382
Probationers	10†
<i>Ex officio</i>	7

4 What appointments outside the authorised cadre are held temporarily or otherwise by officers of the Registration Service—District sub registrars and sub registrars are often appointed honorary magistrates municipal commissioners and members of the local and district boards. They are also occasionally entrusted with duties connected with co-operative credit societies and are employed on inquiries under the Criminal Procedure Code and other local inquiries and duties of a miscellaneous nature such as payment of chaukidars presiding at elections &c &c. No emoluments are received for such work.

5 Whether any addition is required to the present Cadre—Additions are made to the cadre automatically as new offices are opened. Experience has however shown that the present leave reserve which is fixed at 8 per cent of the total cadre is insufficient and a proposal to raise it to 12 per cent is under consideration.

* 5 per cent of the cadre of district sub registrar and sub registrar for leave reserve

† 4 per cent of cadre for casual leave

ANNEXURE
NOTIFICATION

No 3771—The 15th July 1912—The following revised rules for the appointment of sub registrars in the registration department are published for general information in supersession of those published under General Department Notification No 733 T—G dated the 4th June 1908 at page 1079 of Part I of the *Calcutta Gazette* of the 10th idem and of so much of the rules published by the Government of Eastern Bengal and Assam in Notification No 1728 G dated the 8th May 1907, at pages 593 and 594 of Part II of that Government Gazette of the 11th idem as relate to the appointment of probationers and sub registrars

J H KERR

Secretary to the Government of Bengal

RULES FOR APPOINTMENT IN THE REGISTRATION DEPARTMENT

1 In the Bengal Presidency appointments to the Registration Department will be ordinarily made on the nomination of commissioners of divisions

2 On the occurrence of a vacancy in any division the commissioner of the division will ordinarily be called on by Government to nominate three candidates for the vacancy

3 Ordinarily one of these three nominees will be selected for appointment as probationer but the Governor in Council reserves to himself the right to appoint any other person or to appoint any candidate to any of the grades of sub registrars on special grounds without calling for nominations from commissioners of divisions

4 Candidates must ordinarily fulfil the following conditions—

(a) they must belong to families resident within the division in which the vacancy has occurred

(b) they must not be over 25 years of age

(c)—(i) they must ordinarily have passed the I A or I Sc Examination of the Calcutta University or the corresponding examination of another recognised Indian University or have qualifications declared by Government to be equivalent to passing such examinations, or

APPENDIX VI (continued)

- (u) they must have passed the higher standard or the final examination of the Arabic Department of a recognised Madrasa and have sufficient knowledge of English for the proper performance of the duties of a sub registrar

Commissioners are not precluded from nominating persons who have not these qualifications but who have sufficient knowledge of English to enable them to discharge efficiently the duties of sub

registrar and whose claims appear for particular reasons to deserve special consideration

- (d) They must be able to read with facility documents written in the vernacular language of the division

5 No list of candidates will in future be kept either in the office of the Inspector General of Registration or in the Bengal Secretariat and no notice will be taken of applications for appointment as sub registrar addressed to those offices

APPENDIX VII

I—MEMORANDUM prepared by the GOVERNMENT of BIHAR and ORISSA on the CONDITIONS of SERVICE in the REGISTRATION DEPARTMENT

1 The present regulations as to recruitment, training, and probation, and whether these regulations are satisfactory—The present regulations as to recruitment training and probation are contained in section 6 of the Indian Registration Act 1908 (Act XVI of 1908) and in the rules published with Government Notification No 2229 R dated the 7th March 1913 copies of which are appended hereto The rules have been in force for less than a year but they were fully considered on the basis of experience obtained before the repartition and Government are generally satisfied with their working though prepared to modify them should they prove defective in any detail In the present circumstances of the province Government regard it as essential that nominations should rest with the divisional commissioners and that appointments should remain in the hands of Government

2 The rates of pay and allowances in force in 1890 and 1900, and at the present time, and whether the present rates of pay and allowances are satisfactory—Previous to the 1st October 1905 there was no pay attached to the posts of sub registrars except at district headquarters stations Sub registrars in the mufassil were remunerated by commission on the number of registrations according to the following scale

		Rs
When the number of registrations did not exceed 60 a month		40
Exceeded 60 but did not exceed 80		50
80	125	70
125	170	85
170	200	95
200	250	105
250	300	110
300	350	115
350	400	125
400	450	135
450	500	145
500		150

Sadr sub-registrars drew a pay of Rs 100 a month if the number of subordinate offices was 10 or more or Rs 75 if the number of subordinate offices was less than 10 They also drew commission on the number of registrations at the following rates —

		Rs
When the number of documents did not exceed 150		60
Exceeded 150 but did not exceed 200		70
200	250	80
250	300	90
300	350	95
350	400	100
400	450	105
450	500	110

and so on, Rs 5 being added for every additional 50 documents or less

Figures showing the pay drawn by sub registrars in the calendar years 1890 and 1900 cannot be obtained but a calculation based on the average earnings of two successive years gives the following figures for the districts since transferred to this province —

Rural sub registrars (corresponding to sub registrars) —		Rs	a	p
Years 1889 to 1891—Average pay		94	5	0
Years 1899 to 1901		110	12	0
Special sub registrars (corresponding to district sub registrars)—		Rs	a	p
Years 1889 to 1891—Average pay		166	9	0
Years 1899 to 1901		187	5	0

The rates of pay obtaining in April 1912 when this province was constituted are shown below —

	Rs
Inspector of registration offices	300
District sub registrars	250
	225
	200
	175

Sub registrars—Rs 150 Rs 125 Rs 100 Rs 75 Rs 50 (leave reserve only) and Rs 20 (probationers)

The Government of India have recently accorded provisional sanction to an increase in the pay of the inspector of registration from Rs 300 to Rs 300—20—400 and in that of probationers from Rs 20 to Rs 30 and to the improved grading of district and rural sub registrars Copies of the correspondence are annexed.* The revised scales of pay and grading and the allowances at present enjoyed by members of the registration service are generally adequate in view of the nature of the duties to be performed by them and the educational and social qualifications demanded of them at the time of appointment As indicated in the recent correspondence the Local Government would be prepared to place the leave reserve in the Rs 75 grade Failing this the position of probationers might be improved by allowing them pay of Rs 50 per mensem from the outset

The officers of the registration service draw traveling allowance and daily allowances under the ordinary rules as laid down in the civil service regulations but when required to attend at a private residence for the registration or acceptance of a document district sub registrars and sub registrars of all grades draw mileage rate at annas 4 a mile under Article J of the table of fees (paragraph 104 of the Registration Manual 1912) provided the distance travelled is more than a mile

Several district sub registrars and sub registrars draw personal allowances in addition to their salary

* No 3474 R dated the 26th April 1913 to the Government of India, and No 1472 dated the 16th September 1913 from the Government of India

APPENDIX VII (continued)

The names of these officers and the amount of their personal allowances are noted below —

Maulvi Abdus Samad district sub registrar	Rs 7
per month	
Babu Mathura Prasad district sub registrar	Rs 10
per month	
Babu Binod Behari De sub registrar	Rs 15
per month	
Maulvi Nisar Ali sub registrar	Rs 8
per month	

These allowances were granted to compensate the officers concerned for loss sustained in consequence of changes in the conditions of service

3 The number of posts in each grade and the provision, if any, made in the cadre for leave and training — The number of posts in the different grades as recently sanctioned is shown below —

	Rs	No
Inspection of registration offices	300—20—400	1
District sub registrars—		
Grade I	250	3
II	225	5
III	200	5
IV	175	3
Total	-	16
Sub registrars—		
Grade I	150	12
II	125	29
(includes 2 sub registrars paid, by commission, average income, Rs 125)		
III	100	30
(includes 1 sub registrar paid by commission average income Rs 100)		
IV	75	35
V	50	10
Probationers	30	5

The 5th grade of sub registrars provides a leave reserve. The probationers are attached to offices at district headquarters stations and are there trained in their duties

4 What appointments outside the authorised cadre are held temporarily, or otherwise, by officers of the various services—No officer of the registration department holds any appointment outside the authorised cadre

5 Whether any addition is required to the present cadre—No addition to the present cadre is required in excess of the appointments provisionally sanctioned by the Government of India in their letter No 1472 dated the 16th September 1913

ANNEXURE

The 7th March 1913

No 2229R—The following revised rules for the appointment of sub registrars in the Registration Department Bihar and Orissa, are published for general information in supersession of Rule 19 in Chapter V Part II pages 147-48 of the Bengal Registration Manual 1912 —

Rules for appointment in the Registration Department, Bihar and Orissa

In the province of Bihar and Orissa appointments to the Registration Department will ordinarily be made on the nomination of commissioners of divisions, who should make their selection as far as practicable, from the candidates recommended by district officers

2 On the occurrence of a vacancy in any division the commissioner of the division will be called on by Government to nominate three candidates for the vacancy

3 One of these three nominees will as a rule be selected for appointment but the Lieutenant Governor in Council reserves to himself the right to appoint

any other person or to appoint any candidate to any of the grades of sub registrars on special grounds without calling for nominations from commissioners of divisions

4 Candidates must ordinarily fulfil the following conditions —

(a) They must belong to families resident within the division in which the vacancy has occurred,

(b) They must not be over 25 years of age

(c)—(z) They must have passed the I A or I Sc examination of the Calcutta University or the corresponding examination of another recognised Indian university or have qualifications declared by Government to be equivalent to passing such examinations, or

(zi) They must have passed the higher standard or the final examination of the Arabic department of a recognised madrasah and have sufficient knowledge of English for the proper performance of the duties of a sub registrar

Commissioners are not precluded from nominating persons who have not these educational qualifications but who have sufficient knowledge of English to enable them to discharge efficiently the duties of a sub registrar and whose claims appear for particular reasons to deserve special consideration

(d) They must be able to read with facility documents written in the vernacular language of the division

5 No list of candidates will in future be kept either in the office of the Inspector General of Registration or in the Bihar and Orissa Secretariat and no notice will be taken of applications for appointment as sub registrar addressed to those offices

6 An officer appointed under these rules will be considered to be on probation for two years and will not be confirmed at the end of this period if his work is found to be unsatisfactory or if he fails to pass such examinations as may be prescribed by Government. At the expiry of the probationary period the district registrar will submit a report to the Inspector General on the officer's work and ability

H MCPHERSON,
Secretary to the Government of
Bihar and Orissa

GOVERNMENT OF BIHAR AND ORISSA

REVENUE DEPARTMENT

No 3474R/I R—26

From the HONOURABLE Mr H MCPHERSON ICS SECRETARY to the GOVERNMENT of BIHAR AND ORISSA, to the SECRETARY to the GOVERNMENT of INDIA, HOME DEPARTMENT Dated Ranchi the 26th April 1913

SIR

I AM directed to invite a reference to Mr. Butler's letter No 924 dated the 11th May 1912 in paragraph 2 of which the sanction of the Government of India was communicated to the appointment of one Inspector of Registration Offices for this province on a salary of Rs 300 per mensem. In paragraph 3 directions were given that district sub registrars and rural sub registrars should be taken on to the cadre of the province in which they were serving at the time of the territorial distribution and that proposals should be submitted subsequently to the Government of India for the formation of a graded service

2 In accordance with these instructions the Lieutenant Governor in Council submits the following proposals for the consideration of the Government of

APPENDIX VII (continued)

India The cadre of the service as taken over on 1st April 1912 is shown in the following statement —

Grade	Rate of Monthly Pay	No in Grade	Total Monthly Cost
I—Inspector of Registration Offices	Rs 300	Rs 1	Rs 300
II—District Sub Registrars			
I	250	1	250
II	225	1	225
III	200	3	600
IV	175	11	1 925
Total of District Sub Registrars }	—	16	3 000
III—Rural Sub Registrars			
I	150	10	1 500
II	125	26*	3 250
III	100	32†	3 200
IV	75	39	2 925
V	50	10‡	500
Probationers	20	3	60
Total of Rural Registrars }	—	120	11 435

* Including three officers paid by commission whose average monthly income is about Rs 125 each

† Including one officer paid by commission whose average monthly income is about Rs. 100

‡ These officers form a leave reserve.

3 The Lieutenant Governor in Council is convinced, after careful consideration that the present grading of the service is conducive neither to efficiency nor to the true interests of the public. The prospects of promotion from the lower grades are too small to attract suitable men, and discontent and lack of interest are prevalent amongst the existing staff. The existing arrangements appear to require modification in three directions namely by an improvement of the status of the inspector a redistribution among the grades of both district and rural sub-registrars to secure a reasonable flow of promotion and an amelioration in the conditions of probationary service. The manner in which it is proposed to carry out these changes is explained below

4 The Government of India have already sanctioned one appointment of Inspector of Registration Offices on Rs 300 per mensem. The Lieutenant Governor in Council agrees with the Government of India in thinking that one inspector is sufficient for the needs of the province but he is strongly of opinion that the status of the appointment should be improved. In Bengal there are three inspectorships on Rs 300 on Rs 400 and on Rs 500 respectively. In Bihar and Orissa there will be only one prize appointment for the service which will usually be filled by selection from some senior district sub-registrars. His Honour in Council therefore desires to recommend that it should carry a progressive pay of Rs 300 rising in five years to Rs 400.

5 Next comes the question of the grading and pay of district sub-registrars and rural sub-registrars. Of the 129 sub registry offices in the province three at headquarters stations and four at outlying stations are in charge of officers employed in the general line of administration who perform the work of a sub-registrar in addition to their other duties. The

remaining 122 separate registration offices 18 at head quarters stations and 104 at outlying places are in charge of officers of the department. Of the head quarters posts two which are comparatively unimportant are at present held by rural sub-registrars and district sub-registrars. As no change in this distribution is at present contemplated the actual numbers of district sub-registrars and rural sub-registrars required are respectively 16 and 106. The statement in paragraph 3 above includes 16 district sub-registrars and 107 rural sub-registrars. The reduction from 107 to 106 in the number of the latter is due to the recent abolition of a separate registration office in one of the Santal Parganas sub-divisions. Of the 106 rural sub-registrars four are held by officers who declined to accept the conditions of the graded service introduced in 1905 and are at present paid by commission but in calculating the total strength of the service these officers have been taken into account as they will on retirement be replaced by salaried officers of the corresponding grade.

6 As regards district sub-registrars the Inspector General has pressed very strongly for the abolition of the lowest grade of Rs 175 and for the constitution of a service in three grades on the following rates of pay Rs 200 Rs 250 and Rs 300. At present Mr Ahmad writes there is a uniform rate of increment from the lowest grade of sub-registrar to the highest grade of district sub-registrar which could be justified only if the nature of duties was the same throughout the scale and higher position meant only a longer period of service. As a matter of fact however the duties of a district sub-registrar require administrative capacity the exercise of which is hardly required of sub-registrars in the mufassil offices. Moreover the cost of living is necessarily high in the case of district sub-registrars stationed as they are at district head quarters in the midst of other gazetted officers. While His Honour in Council recognises the force of these arguments he does not consider that they afford sufficient justification for the radical changes proposed by the Inspector General and he is of opinion that the requirements of the case would be met by a redistribution of the present grading on the lines indicated in paragraph 2 of the Resolution No 69-2024-35 recorded in the Home Department on the 15th December 1881 viz that when the initial pay is low the grading should be so arranged that the largest number of posts shall be in the intermediate grades.

On this principle His Honour in Council would arrange the 16 appointments of district sub-registrars thus —

		Monthly cost
		Rs
3 in grade I	on Rs 250	750
5	II	1 125
5	III	1 000
3	IV	525
Total 16		3 400

The monthly cost is Rs 3 400 against Rs 3 000 now incurred.

7 In the case of the rural sub-registrars I am desired to recommend that the 106 posts should be distributed in four grades according to the actuarial scale of 2 5 5 6 which has been adopted by the Government of Bengal.

The distribution will then be as follows —

		Monthly cost
		Rs
12 in grade I	on Rs 150	1 800
29	II	3 625
30	III	3 000
35	IV	2 625
Total 106		11 050

APPENDIX VII (continued)

The distribution above proposed differs very slightly from that now in force and the additional monthly cost is Rs 175 only or Rs 250 if one abolished office be taken into account

3 Lastly in regard to the provision of a leave reserve and a probationer class the attention of the Government of India is invited to paragraphs 4 and 5 of Sir Herbert Risley's letter No 1772 dated the 17th August 1904 to the Government of Bengal in which the principles to be followed in dealing with these classes of appointments were laid down. A total percentage of 12 was prescribed as a reserve for leave vacancies and casualties and it was recommended that the leave reserve should either be added to the last grade or should form a separate grade on Rs 50 a month while probationers should receive a subsistence allowance of Rs 20 a month. The latter of these suggestions was accepted and there are now in this province 10 officers in the leave reserve grade on Rs 50 while three probationers draw an allowance of Rs 20 a month. The combined number (13) falls short of the prescribed percentage of 12 on the total strength of the service and it is therefore proposed that the number of probationers should be increased from three to five which is equivalent to 4 per centum of the total service the percentage suggested by Sir Herbert Risley as a casualty or recruitment rate. In view of the rise in prices of the recommendation of the Ministerial Officers Salaried Commission that Rs 25 per month should be the minimum pay of a ministerial probationer and of the comparatively superior status of rural sub registrars His Honour in Council is of opinion that the registration of probationers should be granted an allowance of Rs 30 instead of Rs 20 as at present. He also recommends that leave reserve be provided in the lowest (fourth) grade of rural sub registrars to which a pay of Rs 75 per month is attached and no longer form a separate grade on Rs 50. The proposed addition to the IVth grade on account of leave reserve will not affect the grading that has been recommended in para-

graph 8 above for the 106 appointments or offices that have to be filled by rural sub registrars. If these recommendations be accepted the prospects of the latest recruits to the service will be materially improved and the service as a whole will be correspondingly strengthened.

The acceptance of the recommendations now made will involve an increase of annual cost amounting to Rs 11,780, or 6 per cent thus —

Item	Present cost	Proposed cost
	Rs	Rs
1 Inspectors	3 600	4 400
2 District sub registrars	36 000	40 800
3 Rural	1,30 500	1 32 600
4 Leave reserve	6 000	9 000 (added to grade IV)
5 Probationers	720	1 800
Total	1 76 820	1,88 600

The Lieutenant Governor in Council considers that the increased efficiency of the department which will result from the proposed changes fully justifies this additional expenditure and he therefore trusts that his present proposals will be favourably considered by the Government of India.

10 The usual proposition statement in duplicate is enclosed herewith. It has been accepted by the Accountant General subject to the remarks in column 5 of the statement in paragraph 2 above.

I have the honour to be

Sir,

Your most obedient Servant

H McPHERSON

Secretary to the Government

APPENDIX VII (continued)

Statement of Proposition for Revision of Establishment

Order sanctioning present establishment Government of Department		Office to which the proposition refers.	Nature of Change											Proposition				Ground of Proposition.	Local Government's Recommendation		
No	Date		Present Scale				Proposed Scale				Permanent		Temporary								
			No	Designation	Pay			Average cost	No	Designation	Pay			Increase per month	Decrease per month	Increase per month	Decrease per month				
					Minimum	Increment	Maximum				Minimum	Increment	Maximum							Amount	Amount
Government of India Home Department No 924	11th May 1912	Offices of Inspector of Registrars and District Sub Registrars	1	Inspector	—	—	—	Rs a p 300 0 0	1	Inspector	Rs a p 300 0 0	Rs a p 20 0 0	Rs a p 400 0 0	Rs a p 366 10 8	Rs a p 66 10 8	Rs a p	—	—	—	—	Grounds of proposition have been stated in the letter proposing the revision of scale of Inspector of Registration District Sub Registrars and Sub Registrars in the Province of Bihar and Orissa
			1	District Sub Registrars on Rs 200	—	—	—	200 0 0	3	District Sub Registrars on Rs 250 each	—	—	—	750 0 0	—	—	—	—	—	—	
			1	District Sub Registrars on Rs 225	—	—	—	225 0 0	5	District Sub Registrars on Rs 220 each	—	—	—	1,125 0 0	—	—	—	—	—	—	
			3	District Sub Registrars on Rs 200 each	—	—	—	600 0 0	5	District Sub Registrars on Rs 200 each	—	—	—	1,000 0 0	—	—	—	—	—	—	
			11	District Sub Registrars on Rs 170 each	—	—	—	1,920 0 0	3	District Sub Registrars on Rs. 175 each	—	—	—	525 0 0	—	—	—	—	—	—	
			16	Total	—	—	—	3,000 0 0	16	Total	—	—	—	3,400 0 0	400 0 0	—	—	—	—	—	
			10	Sub Registrars on Rs 150 each	—	—	—	1,500 0 0	12	Sub Registrars on Rs 100 each	—	—	—	1,800 0 0	—	—	—	—	—	—	
			26	Sub Registrars on Rs 125 each	—	—	—	3,200 0 0	29	Sub Registrars on Rs 125 each	—	—	—	3,625 0 0	—	—	—	—	—	—	
			32	Sub Registrars on Rs 100 each	—	—	—	3,200 0 0	30	Sub Registrars on Rs 100 each	—	—	—	3,000 0 0	—	—	—	—	—	—	
			39	Sub Registrars on Rs 70 each	—	—	—	2,925 0 0	46*	Sub Registrars on Rs 75 each	—	—	—	3,375 0 0	—	—	—	—	—	—	
			107	Total	—	—	—	10,870 0 0	116	Total	—	—	—	11,800 0 0	925 0 0	—	—	—	—	—	
			10	Leave reserve on Rs 50 each	—	—	—	500 0 0	—	—	—	—	—	—	—	500 0 0	—	—	—	—	
			3	Probationers on Rs 20 each	—	—	—	60 0 0	0	Probationers on Rs 30 each	—	—	—	150 0 0	90 0 0	—	—	—	—	—	
137	Grand Total	—	—	—	14,735 0 0	138	Grand Total	—	—	—	15,716 10 8	1,481 10 8	500 0 0	—	—	—	—				
												981 10 8		Net							

* Including 10 posts of leave reserve

APPENDIX VII (continued)

No 1472 dated Simla the 16th September 1913

From C W E COTTON Esq DEPUTY SECRETARY
to the GOVERNMENT of INDIA, HOME
DEPARTMENT to the SECRETARY to the GOVERNMENT
of BIHAR and ORISSA REVENUE DEPARTMENT

I am directed to say that subject to such modification as may hereafter be directed by the Secretary of State to whom the result of the redistribution of the registration establishments in the three newly

constituted provinces will be reported the Government of India sanction the proposals for the registration establishment of the province of Bihar and Orissa contained in your letter No 3474R—1R-26 dated the 26th April 1913 with the exception of that to provide for the leave reserve in the lowest grade of rural sub registrars on Rs 75 a month which has not been suggested in the case of Bengal and for which the Government of India fail to see adequate justification. The leave reserve should as hitherto, constitute a separate grade on Rs 50 a month

APPENDIX VIII

WRITTEN STATEMENT relating to the REGISTRATION DEPARTMENT being the CORPORATE
OPINION of the OFFICERS of the REGISTRATION DEPARTMENT, BIHAR and ORISSA

(Put in by Mr A Ahmad)

The Inspector of Registration Offices the district sub registrars and sub registrars who appended their signatures* below met at Sikandar Manzil to lay down their following wishes to be represented before the Royal Commission through the Inspector General of Registration Bihar and Orissa

Increment of Pay

(a) The pay of the inspector of registration offices to commence from Rs 400 rising to Rs 500

(b) The post of district sub registrars to be classified in three grades, with the following salary —

Grade	Rate of Pay	Number in each Grade
I	Rs 350	3
II	300	5
III	250	8

With a view to increasing the prize posts of the department the sadr sub registrarships of Sambalpur Palamau and Sonthal Parganas to be merged into district sub registrarships. When this is done the numbers in the different grades of district sub registrars should be —

Grade	Rate of Pay	Number in each Grade
I	Rs 350	4
II	300	6
III	250	9

* The statement was signed by 23 officers

(c) The pay of sub registrars should range between Rs 100 and Rs 200 on a time scale as follows —

Rs 100 to Rs 175 in 15 years by annual increments of Rs 5

Rs 200 on completing 20 years approved service

If the time scale of pay cannot for any reason be introduced the service should be divided into five grades as follows —

Grade	Rate of Pay	Number in each Grade
I	Rs 200	15
II	175	22
III	150	30
IV	125	24
V	100	15

The pay of officers who form the leave reserve should be Rs 75 and of probationers Rs 50. The number of leave reserve should be increased to at least 15 so that it may not be necessary to employ probationers to act as sub registrars in independent charge of offices. The period of probation should be ordinarily one year.

2 One officer may be recruited annually from this department in the executive branch of the Provincial Civil Service or in the Excise Department

3 Article 478 of the Civil Service Regulations not to apply to such officers as entered the department before October 1905

4 Past services (before the reorganisation of the department) to be taken into consideration in calculating pension

5 All the officers of this department should be treated as gazetted officers

6 The position of ministerial officers of the department to be improved. The pay of head clerks at sadr should be from Rs 50 to Rs 75 and of junior clerks in sadr offices and of clerks and muharirs in mufassil offices from Rs 25 to Rs 50

APPENDIX IX

MEMORANDUM prepared by the ASSAM ADMINISTRATION on the REGISTRATION DEPARTMENT

1 The present regulations as to recruitment, training and probation, and whether these regulations are satisfactory?—The present regulations as

to recruitment and probation of sub registrars including special sub registrars are to be found in the rules framed under Eastern Bengal and Assam Govern

APPENDIX IX (continued)

ment Notification, No 1728 G dated the 8th May 1907 of which a copy is forwarded herewith. It is unnecessary for me to recapitulate them. Special training is not required for registration work. The rules as to probation and examination (II Nos 10-14) are sufficient safeguard against the retention of the services of unsuitable men.

The present regulations are in my opinion satisfactory. These rules I may add do not of course apply to *ex officio* sub-registrars who are governed by the rules of their own departments. The districts of the Assam Valley Division where registration is light are entirely manned by them while the work in the districts of Sylhet and Cachar is practically all done by the sub-registrars proper.

2 The rates of pay and allowances in force in 1890 and 1900 and at the present time, and whether the present rates of pay and allowances are satisfactory?

3 The number of posts in each grade and the provision, if any, made in the cadre for leave and training.

(a) In 1890 five sub-registrars known as special sub-registrars and stationed at the district headquarters and the four sub-divisional headquarters of the Sylhet district drew pay ranging from Rs 50 to Rs 75 a month plus commission either at 10 per cent or on the Bengal sliding scale. Rural sub-registrars were paid by commission generally at the rate of 50 per cent on all fees on which commission is payable. They had to pay for their own establishment, office accommodation &c. *Ex officio* sub-registrars, most of whom were officers of the Provincial Executive Service, received commission generally at the rate of 25 per cent on the fees realised. They did the work of the Assam Valley.

(b) There was no very material change between 1890 and 1900 though some additional officers were appointed. In 1908 the department was reorganised on the same lines as had been sanctioned for Eastern Bengal. In Sylhet and Cachar sub-registrars were divided into six grades (including one of probationers) remunerated by salary only and were amalgamated with the Eastern Bengal service, the special sub-registrars of the sub-divisional headquarters being converted into ordinary sub-registrars. The remaining special sub-registrars were absorbed into the four grades of the Eastern Bengal service. In the Assam Valley no change was made, the work continuing to be done by *ex officio* sub-registrars.

(c) The present staff which was sanctioned by Assam Administration Memorandum No 2064 G dated the 21st April 1913 is as follows—

Sub Registrars

Grade	Number	Pay
I	2	Rs 150
II	4	125
III	5	100
IV	6	75
V	2	50
Probationer	1	20 (Raised to Rs 30 by the order of the Government of India contained in their letter No 1474 dated the 16th September 1913)
Total	20	

There are also two special sub-registrars on Rs 175-5-250 the pay rising by annual increments of Rs 5. This alteration was made in consequence of the separation of Assam from Eastern Bengal. The chief changes were (1) the substitution of incremental rises of salary for the two special sub-registrars their number not admitting of a graded service (2) the readjustment of the grading of sub-registrars so as to restore the sanctioned proportion of the various grades.

The two sub-registrars in Grade V and the one probationer form a reserve for acting on leave and casualty vacancies. When their services are not required for this purpose they work in the Sadr offices.

The special sub-registrars and sub-registrars are, like sub-deputy collectors, non-gazetted officers and are subject to the uncovenanted leave and pension rules. Government has however delegated to the Inspector General of Registration the power of granting them leave subject to the condition of their being reported to Government before a certain date. Extension of service beyond the age of 55 years is granted by Government in case of special sub-registrars and 60 years in case of sub-registrars. Power of sanctioning extension to sub-registrars up to 60 has been delegated to the Inspector General of Registration.

4 What appointments outside the authorised cadre are held temporarily or otherwise—Outside the regular cadre there are 16 *ex-officio* sub-registrars. These are all, with the exception of one Mauzadar extra assistant commissioners whose registration work forms a part of their ordinary duties. They receive by way of remuneration commission at the rate of 2½ per cent. Deputy commissioners are *ex officio* district registrars; they receive no extra remuneration. The present rates of pay and allowances including those dealt with under (ii) (iii) are in all cases satisfactory.

5 Whether any addition is required to the present cadre—No addition is required to the present cadre.

The 12th September 1913

A. R. EDWARDS
Offg. Inspector General of
Registration Assam

ANNEXURE

The 8th May 1907

No 1728 G—The following rules which the Lieutenant Governor has been pleased to make to regulate the appointment and promotion of sub-registrars are published for general information—

Rules for the Appointment and Promotion of Officers of the Registration Department

I—SPECIAL SUB REGISTRARS

1 Special sub-registrars will ordinarily be recruited by selection from among the most competent of the sub-registrars not necessarily from the higher grades and no sub-registrar can claim to be appointed a special sub-registrar on the ground of seniority or otherwise.

2 Each district registrar shall one month after the publication of these rules submit to the Inspector General the name of the sub-registrar in his district whom he considers best qualified for appointment as special sub-registrar and the Inspector General shall enter the name of the sub-registrar so selected in a register to be opened in his office which will be styled Register of officers selected for appointment as special sub-registrar.

3 Should the Inspector General consider a sub-registrar who has been nominated by a district registrar under Rule (2) to be unfit for appointment as special sub-registrar he shall report the case to Government for orders.

APPENDIX IX (continued)

4 It shall be competent for the district registrar from time to time to request that the name of another sub registrar may be substituted for that of the officer originally nominated from his district if he is of opinion that the latter is inferior in capacity to the new nominee or that he has forfeited his claim to a nomination through neglect of duty or otherwise and the Inspector General shall correct his register accordingly unless he has strong reasons for disagreeing with the district registrar when he shall report the case for the orders of Government

5 The Inspector General shall have the right to enter in the register prescribed in Rule (2) the name of any sub registrar whom he considers fit for appointment as special sub registrar even though he has not been selected by the district registrar

6 Appointment to fill permanent vacancies in the office of special sub registrar will ordinarily be made by Government on the report of the Inspector General by selection from among the sub registrars whose names have been registered as aforesaid

7 The Lieutenant Governor reserves to himself the right to order the entry in the register of the name of any sub registrar who has not been selected by the district registrar or Inspector General or of any other person whose appointment as special sub registrar he considers desirable on public grounds

8 When the nominee of a district registrar has received a permanent appointment as special sub registrar the district registrar concerned will submit a fresh nomination to the Inspector General

9 Leave and other temporary vacancies in the office of special sub registrar will be filled by one of the sub registrars entered in the register of selected candidates prescribed in Rule (2)

10 Promotions to the different grades of special sub registrars will ordinarily be made by seniority with due regard to fitness but the Lieutenant Governor reserves to himself the right to give special promotion to any officer for meritorious service or for other exceptional reasons

11 The Inspector General should as far as possible himself inspect the offices of the sub registrars whose names have been entered in the register of selected candidates and he is empowered to remove from the said register the name of any candidate whom after inspecting his office he considers unfit for the post of special sub registrar

II—SUB REGISTRARS

1 Appointments will ordinarily be made in the first instance to the grade of probationer but the Lieutenant Governor reserves to himself the right to appoint a candidate to any of the grades of sub registrar on special grounds

2 Candidates for appointment as sub registrar must—

- (a) be *bona fide* domiciled residents of the Province of Eastern Bengal and Assam,
- (b) be under 25 years of age,
- (c)— (i) have passed the first arts examination of the Calcutta University (or the corresponding examination of another recognised Indian University) or
- (ii) have read up to the F A standard after having passed the entrance examination of the Calcutta University (or of another recognised Indian University) from the Anglo Persian Department of a madrasah; or
- (iii) be passed students of the Arabic department of a madrasah and have satisfied the district registrar that they have sufficient knowledge of English to enable them to discharge efficiently the duties of sub registrar
- (d) furnish a certificate of good moral character and before appointment (must) furnish a certificate of good health signed by the civil surgeon of his district

(e) if a Government servant be holding an appointment superior to that of a ministerial officer

The Lieutenant Governor reserves to himself the right to relax all or any of the above conditions in special cases

3 Candidates for appointment will in the first place submit their applications in a form to be prescribed by the Inspector General which will be available gratis at the office of the district registrar to the registrar of their district, and such applications will be filed by the district registrar in his office

4 When called upon by the Inspector General to submit nominations for the appointment of probationers the district registrar will consider the applications and after interviewing the candidates with due regard to fitness and family claims and social position and to the due representation of the different communities in the district shall submit to the Inspector General the names of the two candidates whom he considers best qualified for appointment as sub registrar

5 On receipt of the district registrar's nominations the Inspector General having regard to the qualifications of the candidates and to the due representation of different communities in the department shall select one of them and enter his name in the register of candidates for appointment as sub registrar maintained in his office. The district registrar will be informed of the name of the candidate selected for his district

6 In addition to the names of the candidates nominated by district registrars and selected by the Inspector General the names of any candidates specially selected by Government shall be entered in the register of candidates

7 Permanent vacancies in the probationers grade will be filled by the appointment of candidates whose names have been registered as prescribed in Rules (3) and (6) as also will temporary vacancies to which it is not possible to post a sub registrar in grade V or a probationer

8 On the appointment of a registered candidate of a district to a permanent vacancy or in the event of his becoming over age or otherwise ineligible to hold an appointment, the district registrar will be requested by the Inspector General to submit fresh nominations and the procedure will be that laid down in Rules (4) and (5). District registrars are not debarred from renominating candidates who may have failed on a previous recommendation to be selected by the Inspector General provided that they are not over age

9 Sub registrars in grade V and probationers will be appointed to fill leave and other temporary vacancies and when not so employed will be posted to the head quarters of districts where they will work in the office of the special sub registrar

10 All officers will be considered to be on probation for two years after their appointment, and then services may be dispensed with at the end of this period if their work be found to be unsatisfactory. At the expiry of the two years of the probationary period district registrars will submit a report to the Inspector General on the work and ability of officers

11 All officers will be required to pass an examination in the following subjects—

- (a) The Registration Act and Rules and all circulars and circular letters issued by the Inspector General of Registration
- (b) The Stamp Act and Rules
- (c) The Court fees and Bengal Tenancy Acts and the rules thereunder so far as these Acts and Rules affect the procedure in registration offices
- (d) Chapters VI and VII of the Civil Procedure Code

12 The examination will be held half yearly at such time and place as may be appointed

13 There will be one examination paper consisting of 12 questions, set by or by order of the Inspector

APPENDIX IX (continued)

General The maximum marks allotted will be 100 and examinees will be required to obtain 60 marks in order to pass

14 Officers failing to pass the examination within two years of their appointment will be liable to removal from the service or to suppression

15 Promotion to the different grades of sub registrars will ordinarily be by seniority subject to fitness

The Lieutenant Governor reserves to himself the right to grant special promotion to an officer for meritorious service or other exceptional reasons

J E WEBSTER
Secretary to the Government of
Eastern Bengal and Assam

APPENDIX X

MEMORANDUM prepared by the GOVERNMENT of MADRAS relating to the REGISTRATION DEPARTMENT

1 The present regulations as to recruitment, training and probation and whether these regulations are satisfactory

A Inspector General—The appointment is made by the Government and there are no rules as to the recruitment training or probation

B District Registrars—They are recruited by selection from among sub registrars of approved service and competency who have passed (a) the account test and (b) the civil judicial test and who possess a knowledge of at least two vernaculars sufficient to be able to transact official business

Sub registrars of the higher grades with the requisite examination qualifications for the post of district registrar are appointed to offices at head quarters stations which have been amalgamated with the registrar's office and are thus trained in the work of a registrar

C Sub Registrars—They are generally recruited from probationary sub registrars but occasionally from senior clerks of approved service after trial in acting vacancies

Sub registrars appointed after the 1st April 1912 are required to pass the criminal judicial test lower grade within two years of appointment

Officers obtain the requisite training whilst serving as probationary sub registrars and while acting as sub registrars in leave and other vacancies

D Probationary Sub Registrars—They are recruited preferably from graduates. A working knowledge of at least one vernacular is necessary. Under graduate clerks of approved service who are found fit to hold the post of a sub registrar are also sometimes appointed probationary sub registrars

On appointment a probationary sub registrar is attached to a registrar's office where he is required to undergo training in all branches of work. He is also required to pass departmental tests in Acts and rules and in a second vernacular within one year of appointment. If he fails to pass the tests within this time he is liable to have his pay stopped or reduced until he passes them or to be discharged. He is also liable to be discharged if he is found in any way unfit to be entrusted with the duties of a registering officer

The regulations work satisfactorily

2 The rates of pay and allowances in force in 1890 and 1900 and at the present time and whether the present rates of pay and allowances are satisfactory

A Inspector General—The pay was Rs 1250 in 1890 and continues to be the same

B District Registrars

Grade	Rates of pay and allowances		
	1890	1900	At present (from 1st January 1913)
	Rs	Rs	Rs
I	*500	‡500	‡500
II	‡300	400	400
III	‡250	350	350
IV	‡200	300	300
V	‡175	250	250
VI	‡150	200	200
VII	‡100	175	—

* With a commission not exceeding Rs 100

‡ With a commission not exceeding Rs 50

† Note—The Registrar of Madras Chingleput and the personal assistant to the Inspector General of Registration drew and continue to draw a local allowance of Rs 50 each

C Sub Registrars

Grade	*1890	†1900	‡At present
		Rs	Rs
I (a)	Rs 90 + commission at the rate of 20 per cent on the collections subject to a maximum of Rs 600 for a full year	150	150
I (b)	, 75 + Do do		
II	60 + Do do	125	125
III	50 + Do do	100	100
IV	45 + Do do	90	90
V	40 + Do do	80	80
VI	35 + Do do	70	70
VII	30 + Do do	60	60
VIII	, 25 + Do do	50	50

* Local allowance to sub registrars at two stations at Rs 10 per mensem

† Local allowance to sub registrars at four stations at Rs 10 per mensem

‡ Local allowance to sub registrars at two stations at Rs 20 per mensem and to sub registrars at seven other stations at Rs 10 per mensem

APPENDIX X (continued)

D Probationary Sub Registrars

1890	1900	At present
Rs 20 per mensem for graduates and Rs 15 per mensem for under graduates, a commission of 20 per cent of the collections subject to a maximum of Rs 50 per mensem was paid in addition when placed in charge of registration offices	Rs 15 per mensem on first entertainment and Rs 20 on passing the departmental tests an allowance of Rs 10 per mensem in addition when in charge of a registration office	Rs 15 per mensem on first entertainment and Rs 20 on passing the departmental tests a local allowance of Rs 10 per mensem in addition when placed in charge of registration offices

The present rates of pay and allowances are on the whole satisfactory A memorial from probationary sub registrars is under consideration

3 The number of posts in each grade and the provision, if any, made in the cadre for leave and training

B District Registrars

Grade	Number of posts
I	1
II	2
III	4
IV,	4
V	5
VI	4

No separate provision is made for leave and training as the vacancies both permanent and temporary are filled from the grades of sub registrars

C Sub Registrars

Grade	Number of posts
I	23
II	34
III	115
IV	69
V	69
VI	69
VII	57
VIII	65

During periods of pressure temporary sub registrars are appointed to work jointly with the permanent officer

The probationary sub registrars form at present both the leave and training reserve

D Probationary Sub Registrars

There are 60 probationary sub registrars of whom as a rule 36 draw pay at Rs 20 per mensem and the rest at Rs 15 per mensem

No provision is from the nature of the appointment made in the cadre for leave and training

4 What appointments outside the authorised cadre are held temporarily or otherwise

B and C District Registrars and Sub Registrars

No appointments outside the authorised cadre are held temporarily or otherwise

D Probationary Sub Registrars

Probationary sub registrars are appointed when available to temporary joint sub registrarships

5 Whether any addition is required to the present cadre

B District Registrars

No addition is at present required

C and D Sub Registrars and Probationary Sub Registrars

A suggestion has been made to the Government that the existing cadre of probationary sub registrars is not sufficient in number for the leave vacancies and that the cadre of sub registrars itself should be increased so as to afford the leave reserve the probationary sub registrars reduced in number serving as the training reserve But the proposal has not yet come up to Government in a definite form

APPENDIX XI

MEMORANDUM prepared by the GOVERNMENT of BOMBAY relating to the REGISTRATION DEPARTMENT

1 The present regulations as to recruitment, training, and probation, and whether these regulations are satisfactory?

Methods of recruitment—The methods of recruitment for the various grades and the educational or other qualifications required are given below—

(a) The Inspector General of Registration and District Registrars are covenanted or statutory civil servants

(b) The inspectors of registration are recruited by selection from efficient sub registrars or from among the clerical establishment attached to the offices of the Inspector General of Registration or Sub Registrar of Bombay

(c) The sub registrars are appointed from among the clerical staff in the various offices under the control of the Inspector General of Registration or from probationer sub registrars

(d) The probationer sub registrars are selected by the Inspector General of Registration from among applicants of good education and possessing a knowledge of English a few are graduates In making selections regard is had to the desirability of distributing appointments equitably among different races and castes

Note—The local government have recently decided that the recruitment in the case of sub registrars shall be as follows—Of the 18 average annual vacancies of sub registrars about 11 are to be given to probationers three to sub registrars karkuns and four to other sub ordinates of the department

Training—A special course of training is prescribed for probationers who are required to pass the prescribed departmental test after six months training and are then put in independent charge of sub registrars posts generally a small charge in the beginning The subordinate staff get the necessary training in the course of their official duties

APPENDIX XI (continued)

Probation—The probationers or persons selected for sub registrarships from the subordinate staff of the department remain on probation for one year and after their work is approved by the registrar of the district they are confirmed in their appointments

Opinion as to whether the present regulations regarding recruitment, &c, are satisfactory or require modification.—They are satisfactory

Course of training for probationer sub registrars—Every probationer sub registrar on taking up his appointment is required to go through the following course—

Eight days will be devoted to the perusal of the following papers—

Act XVI of 1908

Table of fees

Stamp Act II of 1899

Rules and circulars

The Transfer of Property Act IV of 1882 with amendments

The Dekkhan Agriculturists Relief Act XVII of 1879 (Chapters VIII and VIII A amended up to date and rules under the same)

The probationer will as he proceeds make notes of any doubts or difficulties which suggest themselves to him and will get them solved by the sub registrar in the morning of the day following

2 He should spend a week in taking thumb impressions

The sub registrar to whose office the probationer is attached should pay special attention to the training of the probationer in this branch of his study After training the probationer can like other sub registrars be examined by a gazetted officer and given certificate of proficiency

3 He will spend a week in observing the whole process of registration and examining the registers indexes and correspondence He will be required to read every instrument presented during the week and will furnish the sub registrar to whose office he will be attached with a memorandum stating whether the document is or is not properly stamped naming the article under which it is or should be stamped and adding whether the deed is or is not admissible for registration and, if the latter on what grounds

4 For the next week he should assist the sub registrar in making endorsements of admission and identification &c, on the deeds presented for registra-

tion and prepare receipts to be granted to parties and write the day and cash books

5 The next week will be spent by the probationer in performing the duty of a karkun in the sub registrar's office He will copy and index every document handed over to him by the sub registrar and will at the end of the day make a note of the quantity of work done by him to enable him to judge himself how much work his own karkun should get through in any given time

6 He should prepare the monthly return form and the statements to be submitted to the mamlatdar every month for the preparation of the Record of Rights

7 If during the probation period the sub registrar has an occasion to attend the private residence of a party the probationer should accompany him on one occasion to note the procedure to be followed in such cases

8 The probationer will devote two days to examining Indexes I-A I-B and II of the sub registrar and to preparing memoranda pointing out errors and omissions in them

9 Probationers working in the four Deccan districts where the Dekkhan Agriculturists Relief Act is in force should be occupied for a week in drawing up documents of agriculturists

10 Two days will be spent in drafting copying correspondence directing and stamping letters and observing the mode in which the office records registers &c are arranged

11 The remaining probationary period shall be employed by the probationer in doing any work (which should be changed from time to time) which may be entrusted to him by the sub registrar The sub registrar should also from time to time at his leisure examine him *viva voce* to judge whether he is making satisfactory progress

12 On finishing the course the probationer will have to undergo an examination for which a special paper will be sent by the Inspector General to the district registrar

13 The number of marks to be obtained by registration probationers for passing the Special Registration Departmental Examination shall be 75 per cent or 225 of the total number of marks viz, 300

2 The rates of pay and allowances in force in 1890 and 1900 and on the 1st April 1913, respectively—The annexed table shows the rates of pay and allowances in force in 1890 and 1900 and on the 1st April 1913

Statement showing the Rates of Pay and Allowances in force in the years 1890 1900 and on the 1st of April 1913 respectively in the Registration Department Bombay Presidency

1890				1900				1913			
No	Designation	Pay	Remarks	No	Designation	Pay	Remarks	No	Designation	Pay	Remarks
	<i>Superior Staff</i>	Rs			<i>Superior Staff</i>	Rs			<i>Superior Staff</i>	Rs	
1	Inspector General of Registration Stamps and Jails and Registrar General of Births Deaths and Marriages	2 000		1	Inspector General of Registration Stamps and Jails and Registrar General of Births Deaths and Marriages	2,000		1	Inspector General* of Registration and Registrar General of Births, Deaths and Marriages	2 325 + 250 allowance	
	<i>District Registrars</i>				<i>District Registrars</i>				<i>District Registrars</i>		
26	18 collectors in the Presidency proper 3 collectors in Sind 2 deputy commissioners in Sind 1 political superintendent of Palanpur Deesa 1 first assistant resident, Aden 1 collector of land revenue Bombay	<i>Ex officio</i>		26	18 collectors in the Presidency proper 3 collectors in Sind 2 deputy commissioners in Sind 1 political superintendent of Palanpur, Deesa 1 first assistant resident, Aden 1 collector of land revenue, Bombay	<i>Ex officio</i>		30	19 collectors in the Presidency proper 6 collectors in Sind 1 deputy commissioner in Sind 1 political superintendent of Palanpur, Deesa 1 assistant to the Political Resident, Aden or the officer acting in that capacity, who is resident at the Crater 1 political agent, Kolhapur 1 collector† of land revenue, Bombay	<i>Ex officio</i>	
	<i>Subordinate Staff</i>				<i>Subordinate Staff</i>				<i>Subordinate Staff</i>		
4	Inspectors of registration and stamps— First grade 1 Second „ 1 Third „ 2	250 175 150		5†	Inspectors of registration and stamps— First grade 1 Second „ 1 Third „ 1 Fourth „ 2	225 200 175 150		6‡	Inspectors of registration— First grade 1 Second „ 1 Third „ 1 Fourth „ 3	225 200 175 150	
1	Head assistant in the office of the Inspector General of Registration	150									
	<i>District Inspectors of Village Registration</i>				<i>District Inspectors of Village Registration</i>				<i>District Inspectors of Village Registration</i>		
4	3 district inspectors 1 district inspector	100 85		4	3 district inspectors 1 district inspector	100 85			Abolished		

Statement showing the Rates of Pay and Allowances, &c—continued

1890				1900				1913			
No	Designation	Pay	Remarks	No	Designation	Pay	Remarks	No	Designation	Pay	Remarks
	<i>Sub Registrars</i>				<i>Sub Registrars</i>				<i>Sub Registrars</i>		
1	Sub registrar of Bombay	350		1	Sub registrar of Bombay	350		1	Sub registrar of Bombay	400—20 —500	
108	Sub registrars in the Presidency proper	From Rs 12 to Rs 75	Plus 20 per cent fee commission	179	Sub registrars in the Presidency proper	From Rs 12 to Rs 60	Plus 20 per cent fee commission	231	Joint sub registrar of Bombay	250—20 —350	
30	Sub registrars in Sind	—	Remunerated wholly by fee commission except the sub registrar of Karachi whose salary was fixed at Rs 100 per mensem	41	Sub registrars in Sind	—	Remunerated wholly by fee commission except the sub registrar of Karachi whose salary was fixed at Rs 100 per mensem	42	Sub registrars in the Presidency proper (including 5 posts of clerks in the Bombay Sub Registry Office which are graded with sub registrars in the Marathi Division) (2 of 200 7 of 150, 11 of 125, 20 of 100 23 of 75 30 of 60 62 of 50, and 76 of 40)	From Rs 25 to Rs 150	
1	Sub registrar of Aden	—	Remunerated by fee commission	1	Sub registrar of Aden	—	Remunerated by fee commission	1	Sub registrar of Aden	120	
17	Sub registrars	<i>Ex officio</i>		17	Sub registrars	<i>Ex officio</i>		13	Sub registrars (3) in the Presidency proper and (10) in Sind	<i>Ex officio</i>	
190	Village registrars	From Rs 12 to Rs 18	Plus 20 per cent fee commission	190	Village registrars	From Rs 12 to Rs 18	Plus 20 per cent fee commission	18¶	Village registrars—Abolished	25	
								4**	Probationer sub registrars in the Presidency proper	20	
									Probationer sub registrars in Sind		

* He is also the Settlement Commissioner and Director of Land Records

† Exercises only the powers of a registrar for hearing appeals

‡ This number includes the appointment of head assistant in the office of the Inspector General of Registration, who is graded with the inspectors

¶ He is also a registrar of joint stock companies and registrar under the Indian Life Assurance Companies Act and Provident Insurance Societies Act

¶ These are now reduced to 13

** These are now reduced to 2

APPENDIX XI (continued)

(iii) The Number of Posts in each Grade and the provision, if any, made in the Cadre for Leave and Training—The following table gives the number of posts in each grade —

INSPECTORS OF REGISTRATION		
	Number	Pay
First grade	1	Rs 225
Second grade	1	200
Third grade	1	175
Fourth grade	3	150
Total	6*	

* This includes the appointment of the head assistant in the office of the Inspector General of Registration

SUB REGISTRARS

Presidency Town Sub Registrars

Number	Pay Rs
1	400—20—500
1	250—20—350
Total	2

Mofussil Sub Registrars

Number	Pay Rs
2	200
8	150
11	125
1	120
21	100
1	90
25	75
33	60
70	50
87	40
9	30
7	25
Total	275

} For Sind only

Probationers in the Presidency Proper

Number	Pay Rs
13	25

Probationers in Sind

Number	Pay Rs
2	20

As regards provision for leave there is no grade of "leave reserve sub registrars" in the sub registrars cadre as is the case in Bengal and Bihar and Orissa. The probationer sub registrars who are 15 in number act in leave vacancies whenever available and in their absence district registrars and sub registrars karkuns are appointed to act in leave vacancies of sub registrars. Special training as stated under heading (i) is given to probationer sub registrars who are accordingly qualified to act in leave vacancies of sub registrars. Sub registrars karkuns and district registrars karkuns who get the necessary training in the course of their ordinary duties are not required to be specially trained to be eligible to take up acting vacancies of sub registrars.

4 What appointments outside the authorised cadre are held temporarily, or otherwise, by officers of the various services—The Inspector General of Registration holds in addition to his duties as Inspector General of Registration, charge of the combined post of Registrar General of Births Deaths and Marriages Director of Land Records and Settlement Commissioner.

The district registrars are collectors or deputy commissioners and in some cases political officers.

The superintendents of registration are superintendents of land records in addition.

Sub registrars are in few cases members of municipalities or of district local boards and stamp vendors.

The sub registrar of Bombay is the registrar of Joint stock companies in addition.

The sub registrar of Aden is also clerk to the district registrar of Aden.

APPENDIX XII

MEMORANDUM prepared by the ADMINISTRATION of the CENTRAL PROVINCES and BEAR relating to the REGISTRATION DEPARTMENT

The present regulations as to recruitment, training and probation, and whether these regulations are satisfactory?—At present a member of the Central Provinces and Bear Commission holds the offices of Commissioner of Excise and Inspector General of Registration combined with the charge of several other miscellaneous departments. Proposals have been submitted by the administration for the separation of the office of Inspector General of Registration with the miscellaneous departments from that of Commissioner of Excise and for the new post thus constituted to be held by a member of the Commission.

Inspectors of registration offices are recruited from sub registrars or from the Ministerial establishment in the office of the Inspector General of Registration. Sub registrars are drawn from the Ministerial staff in registration offices. Both inspectors and sub registrars are appointed by the Chief Commissioner in accordance with sections 6 and 8 of the Indian Registration Act.

Inspectors and sub registrars receive no special training but have to depend on the experience they have gained as sub registrars or as Ministerial officers in registration offices.

Remarks—The Chief Commissioner is far from satisfied with the present system of recruitment and training. The general standard of education is very low and the reputation of the department as a whole is not good. The Chief Commissioner considers that the whole of the department must be overhauled. The proposed appointment of a separate Inspector General of Registration is a first step in this direction and the Chief Commissioner is not at present prepared to make definite recommendations as to the system to be followed in making appointments to the lower ranks until the whole subject has been gone into by the new head of the department. But it will probably be advisable to recruit inspectors from the Provincial Civil Service and to make direct appointments of sub registrars so as to secure a better stamp of men.

APPENDIX XII (continued)

2 The rates of pay and allowances in force in 1890 and 1900 and at the present time, and whether the present rates of pay and allowances are satisfactory—The rates of pay and allowances in 1890 1900 and 1913 are shown below—

Pay

	1890			1900			1913		
	Central Provinces	Berar	Total	Central Provinces	Berar	Total	Central Provinces	Berar	Total
Inspectors on—									
Rs 200—10—250	1	—	1	2	—	2	2	1	3
Rs 200	—	—	—	—	—	—	—	1	1
Rs 120—5—150	—	1	1	—	1	1	—	—	—
Total	1	1	2	2	1	3	2	2	4
Salaried sub-registrars on—									
Rs 80*	—	2	2	—	2	2	—	—	—
Rs 75	1	—	1	—	—	—	—	—	—
Rs 70	—	2	2	—	3	3	—	—	—
Rs 60	—	5	5	—	7	7	—	—	—
Rs 50	—	2	2	1	9	10	4	6	10
Rs 45	—	—	—	—	—	—	4	10	14
Rs 40	—	9	9	—	13	13	7	13	20
Rs 35	—	—	—	—	—	—	9	13	22
Rs 30	18	10	28	37	13	50	37	13	50
Rs 25	—	—	—	8	—	8	—	—	—
Total sub registrars	19	30	49	46	47	93	61	55	116

Commission

	1890		1900		1913	
	Central Provinces	Berar	Central Provinces	Berar	Central Provinces	Berar
Ex officio (Tahsildar) sub registrar	Re 0-5-0 per registration	20 per cent on the total income of the office	Re 0-5-0 per registration	20 per cent on the total income of the office	†Re 0-5-0 per registration	20 per cent on the total income of the office
Ex officio (schoolmaster) sub-registrars	—	—	Re 0-8-0 per registration	—	—	—
Special salaried sub registrars	Re 0-5-0 per registration	—	*Re 0-5-0 and Re 0-3-0	—	‡Re 0-5-0 and Re 0-3-0	Re 0-5-0 and Re 0-3-0
Special unsalaried sub-registrars	Re 0-10-0 per registration	—	Re 0-8-0 per registration	—	—	—
Rural sub-registrars	—	§55 per cent	—	§55 per cent	—	—
Ex officio (Tahsil officials) doing the work of registration	—	5 per cent on the total income of the office	—	5 per cent on the total income of the office	Re 0-8-0 per registration	5 per cent on the total income of the office

* Special salaried sub-registrars appointed prior to the issue of Circular letter No 182 dated the 21st February 1888 were paid by commission of Re. 0-5-0 per registration for the first 50 registrations in any month and Re 0-3-0 on every registration over and above 50. Special salaried sub registrars appointed after the date given above were paid by commission of Re 0-3-0 per registration.

† The ex-officio sub-registrar (Tahsildar) Pachmarhi alone is paid by commission. Other ex officio sub registrars (Tahsildars) are not paid by commission.

‡ The special salaried sub-registrar of the Nagpur office is paid commission at the rate of Re 0-5-0 per registration and the rest of the sub-registrars are paid at the rate of Re 0-5-0 per registration.

§ 55 per cent on net receipts up to Rs. 200, 20 per cent on net receipts over Rs. 200 and up to Rs. 400, 10 per cent on net receipts over Rs. 400 and up to Rs. 600 and 5 per cent on net receipts over Rs. 600.

|| 1st Class office, registering 500 documents 3 annas per registration

2nd Class office registering 501-750 " "

3rd Class office, registering 751-1,200 " 3 "

4th Class office, registering over 1,200 " 5 "

APPENDIX XII (concluded)

Remarks—As already stated the Chief Commissioner is not ready to make definite recommendations but it may be said without hesitation that improvement of their pay is essential both for inspectors and sub registrars. Government makes a large income from registration and can afford to offer better pay. The work of the Department offers an unfortunate facility for dishonesty and while such opportunities will from the very nature of the work perhaps continue to exist less advantage will be taken of them if a better class of men can be secured and this can only be done by improving the pay and prospects of the department.

If inspectors are appointed from the Provincial Civil Service the question of their pay will not arise they would draw then grade pay as extra assistant commis-

sioners and would merely be deputed to registration work for two or three years just as they are now deputed to settlement or other work of a special kind all that would be necessary would be to enlarge the Provincial Civil Service cadre to allow for the necessary number of appointments of inspectors of registration.

But the prospects of sub registrars will have to be substantially improved. The men recruited will be of a stamp that would enable them to be appointed as inspectors—whether the latter are separately recruited or temporarily appointed from the Provincial Civil Service as has been suggested. But a career must be provided for them which when they are supervised by a reliable inspecting staff will offer reasonable inducements for them to run straight.

3—Number of posts in each grade and provision for leave and training

Post	Number			Pay per mensem
	Central Provinces	Berar	Total	
Inspectors	2	1	3	Rs 200—10—250
Inspector	—	1	1	200
Total inspectors	2	2	4	—
Salamed sub registrars	4	6	10	50
	4	10	14	45
	7	13	20	40
	9	13	22	35
	37	13	50	30
Total sub registrars	61	55	116	—

There is no provision for leave or training

4 Appointments outside the authorised cadre—No appointments outside the authorised cadre are held temporarily or otherwise by officers of the Registration Department.

5—Additions to the cadre—No addition to the staff of sub registrars is required at present.

There are at present only four inspectors too few in the Chief Commissioner's opinion to exercise the thorough supervision that is called for. But even if this staff be strengthened it will always remain a

small one and not large enough in itself to offer a career to reliable men of good position. This is a strong reason for appointing inspectors from among extra assistant commissioners in the regular line who will have their own career in which service in the Registration Department will be only a temporary item.

The general reorganisation of the Department should as already remarked be one of the first cares of the new Inspector General of Registration.

APPENDIX XIII

APPENDIX XIII

STATEMENT, with details by PROVINCES, of the CIVIL APPOINTMENTS on Rs 200 a Month and over held by EUROPEANS, ANGLO-INDIANS and INDIANS, on the 1st April 1913, in the REGISTRATION DEPARTMENT

TOTAL STATEMENT

Pay	Number of Employés in each Grade or Class.															
	Total	Europeans	Anglo Indians	Hindus (including Sikhs and Parsis)										Muhammadians	Indian Christians	Buddhists
				Brahmans (including Shcnvis)	Kshatriyas	Kaiyathas (including Pishahus)	Baniyas and Vaiyvas	Sudras	Other Hindus (i.e., other than those shown in cols 5 to 9)	Total Hindus (cols 5 to 10)	Sikhs	Parsis	Total Hindus, Sikhs, and Parsis (cols 11 to 14)			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Rs																
200—300	44	—	—	17	1	8	2	3	1	32	—	1	33	9	2	—
300—400	11	—	—	5	—	1	—	—	—	6	—	—	6	3	2	—
400—500	5	—	—	2	—	1	—	—	—	3	—	—	3	1	1	—
500—600	2	—	—	1	—	—	—	—	—	1	—	—	1	1	—	—
1 200—1 400	2	—	1	1	—	—	—	—	—	1	—	—	1	—	—	—
Total	64	—	1	26	1	10	2	3	1	43	—	1	44	14	5	—

DETAILS BY PROVINCES

I.—Madras

Rs																
200—300	9	—	—	5	—	—	—	2	—	7	—	—	7	1	1	—
330—400	8	—	—	5	—	—	—	—	—	5	—	—	5	1	2	—
400—500	2	—	—	2	—	—	—	—	—	2	—	—	2	—	—	—
500—600	1	—	—	1	—	—	—	—	—	1	—	—	1	—	—	—
1 200—1 400	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—
Total	21	—	1	13	—	—	—	2	—	15	—	—	15	2	3	—

II.—Bombay

Rs																
200—300	5	—	—	1	—	1	—	1	—	3	—	1	4	1	—	—
400—500	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—
Total	6	—	—	1	—	1	—	1	—	3	—	1	4	1	1	—

III.—Bengal

Rs.																
200—300	17	—	—	6	1	5	—	—	—	12	—	—	12	5	—	—
300—400	1	—	—	—	—	1	—	—	—	1	—	—	1	—	—	—
400—500	2	—	—	—	—	1	—	—	—	1	—	—	1	1	—	—
500—600	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—
1 200—1 400	1	—	—	1	—	—	—	—	—	1	—	—	1	—	—	—
Total	22	—	—	7	1	7	—	—	—	15	—	—	15	7	—	—

IV.—Bihar and Orissa.

Rs																
200—300	5	—	—	1	—	2	1	—	—	4	—	—	4	1	—	—
300—400	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—
Total	6	—	—	1	—	2	1	—	—	4	—	—	4	2	—	—

APPENDIX XIII (continued)

V—The United Provinces of Agra and Oudh

Pay	Number of Employees in each Grade or Class															
	Total	Europeans	Anglo Indians	Hindus (including Sikhs and Parsis)										Muhammadans	Indian Christians	Buddhists
				Brahmins (including Shenvis)	Kshatriyas	Kayasthas (including Prabhus)	Baniyas and Vaisyas	Su Iras	Other Hindus (i.e., other than those shown in cols 5 to 9)	Total Hindus (cols 5 to 10)	Sikhs	Parsis	Total Hindus, Sikhs, and Parsis (cols 11 to 13)			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Rs 200—300	3	—	—	2	—	—	1	—	—	3	—	—	3	—	—	—
300—400	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—
Total	4	—	—	2	—	—	1	—	—	3	—	—	3	1	—	—

VI—Central Provinces

Rs 200—300	4	—	—	2	—	—	—	—	—	2	—	—	2	1	1	—
---------------	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

VII—Assam

Rs 200—300	1	—	—	—	—	—	—	—	1	1	—	—	1	—	—	—
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APPENDIX XIV

OFFICIALS and NON OFFICIALS who furnished WRITTEN EVIDENCE to the ROYAL COMMISSION in connection with their ENQUIRY into the REGISTRATION DEPARTMENT but who were not orally examined

- | | |
|---|---|
| 1 The sub-registrars and the clerks of the Registration Department United Provinces | 10 M R Ry P Karunakara Menon, Sub Registrar, Madras Presidency |
| 2 M R Ry K M Sudarsanachariyar Avargal B A Registrar of Kristna. | 11 M R Ry M Narayana Rao, Sub-Registrar Madras Presidency |
| 3 M Muhammad Hussain Sahib Bahadur B A Registrar Madras Presidency | 12 Messrs Vasudeo Rajaram Gupta and Chutaman Sakharam Deole Honorary Secretaries, on behalf of the Deccan Sabha Poona |
| 4 M R Ry T Krishnaswami Aiyar Avargal B A Registrar Madras Presidency | 13 Babu Motilal Ghosh, Editor Amrita Bazar Patrika Calcutta |
| 5 M R Ry T S Ramachandra Aiyar Sub Registrar Madras Presidency | 14 The Honourable Rajkumar Gurjanandan Singh of Sheohar D L Muzaffarpur Bihar |
| 6 M R Ry K Maslamani Mudaliyar Sub Registrar Madras Presidency | 15 Nurul Hasan Esq Inspector of Registration Offices Bihar and Orissa |
| 7 M R Ry P Srinivasa Charu Sub Registrar Madras Presidency | 16 Wahid ud din Haider Esq District Sub Registrar, Patna and 43 other Sub Registrars in Bihar and Orissa |
| 8 M R Ry G Srinivasa Rao Sub Registrar Madras Presidency | |
| 9 Muhammad Saiddin Sahib Sub Registrar Madras Presidency | |

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