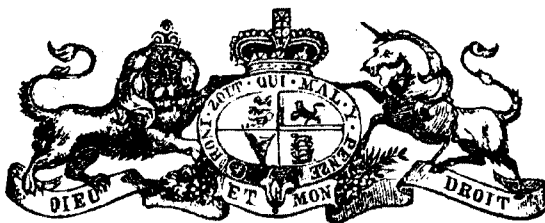


COLLECTION OF PAPERS

RELATING TO

CLASSES OF OFFICES INTO WHICH THE RULE OF TWO-THIRDS
SALARY NOW APPLICABLE TO THE MEMBERS OF THE
STATUTORY CIVIL SERVICE SHOULD BE INTRODUCED.

VOLUME VI.



CALCUTTA:

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1887.

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Classes of offices into which the rule of two-thirds salary now applicable to the members of the
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III		To the Government of Bengal, No. 268, dated 29th June 1880, stating that, if His Honour the Lieutenant-Governor agrees to recruit the local educational staff with natives of India to the extent of one-sixth of the total strength, the Government of India will be prepared to ask Her Majesty's Secretary of State for India to sanction the addition of two Native officers to the fourth class of the Graded Educational Department in Bengal.	Ditto, No. 67	8—10
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XXI	From the Chief Commissioner of Assam, to the Secretary, Finance Committee, No. 6597, dated November 1886, replying to letter No. 40, dated 1st May 1886, asking for an expression of his opinion as to the appointments under that Administration to which the rule regarding two-thirds pay now applicable to Native members of the Civil Service might be applied.	33
XXII	From the Director General of the Post Office of India, to the Secretary, Finance Committee, No. 4658, dated 28th June 1886, replying to letter No. 40, dated 1st May last, calling for an expression of his opinion as to the application to the Postal Department of the rule under which a native of India receives two-thirds of the salary assigned to an appointment when held by a European.	34—35
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XXVI	From the Officiating Master of the Mint, to the Secretary, Finance Committee, No. 483, dated 15th May 1886. In reply to No. 40, dated 1st instant, conveying remarks on the subject of applying to the establishment of the Mint of the rule under which natives of India should receive only two-thirds of the salary assigned to an appointment when held by a European.	39—41
XXVII	From the Assay Master, to the Secretary, Finance Committee, No. 26, dated 1st June 1886. With reference to letter No. 40, dated 19th May last, submitting remarks regarding two appointments in that office held by Europeans.	41
XXVIII	From the Mint Master, to the Secretary, Finance Committee, No. 320, dated 19th May 1886. With reference to circular No. 40, dated 1st May 1886, enumerating the appointments in the Mint to which the rule regarding two-thirds pay might be applied, and adding that a fixed ratio of two-thirds for natives and seven-ninths for Europeans and Eurasians would, in his opinion, be more equitable than classing all as Statutory Natives, and making the two-thirds rule apply all round.	41—44
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XXX	From the Superintendent of Port Blair and the Nicobars, to the Secretary, Finance Committee, No. 233, dated 17th May 1886, observing that as no appointments under that administration are at present held by members of the Civil Service under the Statutory Rules, nor are there likely to be any, an expression of his opinion on various questions set forth in letter No. 40, dated 1st instant, is not required.	43
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XXXIV	From the Surveyor General of India, to the Secretary, Finance Committee, No. 217 S.—S, dated 18th May 1886. In reply to letter No. 40, dated 1st instant, forwarding a scheme for the appointment and pay of Native Surveyors to the Survey of India.	41—46
XXXV	From the Comptroller General, to the Secretary, Finance Committee, No. 335, dated 8th May 1886. In reply to letter No. 40, dated 1st instant, submits his opinion on the subject of applying to the Accounts Branch of the Financial Department the rule under which natives of India should receive only two-thirds salary assigned to an appointment when held by a European.	46
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CIVIL SERVICE SHOULD BE INTRODUCED.

VI.

PUBLIC B PROCEEDINGS, JULY 1880, Nos. 198 & 199.

I.

From the Government of India, to Her Majesty's SECRETARY OF STATE for India,—No. 226, dated No. 198.
Simla, the 20th July 1880.

With reference to Lord Cranbrook's Despatch No. 22 (Public), dated 11th March 1880, we forward a Notification published in the *Gazette of India*, promulgating Rules regarding the Rank, Pay, Pension and Leave of Natives of India appointed to offices in Her Majesty's Civil Service of India, in accordance with the Rules framed under Act 33 Vic., Cap. 3.

2. We need make no detailed remarks upon those Rules, which follow generally the instructions contained in Lord Cranbrook's Despatch. The Leave Rules have been framed on the basis of the Rules in Supplement F to the Civil Leave Code, which seem well suited for Native Civil Servants.

3. With reference to paragraph 9 of Lord Cranbrook's Despatch, we desire to defer the consideration of the question whether pensions should be secured for the families of Native Civil Servants, until we see the scheme which Her Majesty's Government proposes to establish in the case of those of European birth.

No. 1782.

Endorsed by the Department of Finance.

Copy forwarded to the Home Department.

Schedule of Papers.

Notification in the Department of Finance and Commerce, No. 1187, dated
8th June 1880.

Notification by the Government of India, Department of Finance and Commerce,—No. 1187, dated No. 199.
Simla, the 8th June 1880.

Rules regarding the rank and allowances of Natives of India appointed to offices in Her Majesty's Civil Service of India, in accordance with the Rules framed under Act 33 Vic., Cap. 3.

1. (a) A Native Civil Servant is a member of the Covenanted Civil Service in the Presidency to which he belongs, and, ordinarily ranks, in that Service, according to the date of his appointment to an office in the Covenanted Civil Service, his name being entered in the Civil List accordingly.

(b) But if an Officer is appointed to an office in the Covenanted Civil Service upon the ground of his proved merit and ability, or

professional attainments, the Governor General in Council may, upon No. 192, the recommendation of the Local Government, assign to him superior rank in the Service.

2. The pay of an office, when held by a Native Civil Servant, shall be, as nearly as convenient, two-thirds of what it would be if the office were held by a Covenanted Civil Servant appointed in England, less the subscription paid by such a Servant on account of his Annuity.

[NOTE.—Thus the proportion of the pay of a Native Civil Servant to the gross pay of a Covenanted Civil Servant appointed after competitive examination in England, will be, as nearly as convenient, 61 per cent.]

3. The Subsistence Allowance of a Native Civil Servant when out of employ is as follows :—

	Rs.
To an Officer who has rendered not more than eight years' Active Service as defined in Section 1(a) of Part II of Supplement A of the Civil Pension Code	250
To an Officer who has rendered more than eight, but less than twelve years' such Active Service	320
To an Officer who has rendered not less than twelve years' such Active Service	400

4. The rules for the Pension and Leave of a Native Civil Servant are contained in the following additions to the Civil Pension and Leave Codes :—

CIVIL PENSION CODE.

SECTION 2 (j).

Page 2.

Add—

and includes a Native Civil Servant.

(j.) A Native Civil Servant who is a Native of India appointed to an office in the Covenanted Civil Service in accordance with the Rules framed under Section 6, Act 33 Vic., Cap. 3.

SUPPLEMENT A.

Page 115.

After "COVENANTED CIVIL SERVANTS" insert—

PART I.

CIVIL SERVANTS APPOINTED BY THE HONOURABLE EAST INDIA COMPANY, OR AFTER COMPETITIVE EXAMINATION IN ENGLAND BY HER MAJESTY'S SECRETARY OF STATE FOR INDIA.

Page 120.

Insert the following after Section 9 :—

PART II.

NATIVE CIVIL SERVANTS.

Section 1.—In this Part—

(a) "Active Service" means Active Service in the Covenanted Civil Service, and includes—

- (1) Time spent on duty :
- (2) Any period, not exceeding two years, spent on probation in India :

- (3) Privilege Leave of Absence :
 (4) Subsidiary Leave of Absence :
 (5) Time passed in India, out of employ, on Subsistence Allowance.

Section 2.—Except with the special sanction of the Governor General in Council, a Native Civil Servant, who has reached the age of fifty-five years, shall not be appointed, either substantively or officiating, to a new office, or be permitted to retain any office which he has held, either substantively or officiating, for five years.

Section 3.—The pension of a Native Civil Servant shall in no case exceed the following limits, namely—

	Rs.
After an Active Service of not less than 25 years . . .	5,000 a year.
Ditto ditto 30 „ . . .	6,000 „

All the Rules in this Part are subject to these maxima.

Section 4 (a).—On his resignation of the service being accepted after not less than 25 years' Active Service, a Native Civil Servant is entitled to a Retiring Pension of half his Average Salary during the three last years of his Active Service.

(b) A Native Civil Servant who, upon a medical certificate in the form prescribed in Section 63 of the Code, is permitted to resign the service before he has completed 25 years' Active Service, is entitled to Invalid Pension as follows :—

- (1) After an Active Service of less than ten years—
 Gratuity of one month's pay for each year of Active Service ;
- (2) After an Active Service of not less than ten years—
 Pension of Rs. 1,500 a year, plus Rs. 150 for each complete year of Active Service in excess of ten.

Section 5 (a).—A Native Civil Servant removed from the service under Section 2, after an Active Service of less than 25 years, is entitled to a Superannuation Pension.

(b) On reaching the age of 55 years, a Native Civil Servant may retire upon a Superannuation Pension.

(c) The amount of a Superannuation Pension is the same as that of an Invalid Pension.

Section 6 (a).—A Native Civil Servant who filled a pensionable office before his admission to the Covenanted Civil Service, may, at his option, count his whole pensionable service and receive a consolidated pension, made up as follows :—

- (1) That proportion of the pension to which he would have been entitled under Sections 4 and 5, if his whole service had been passed in the Covenanted Civil Service, which his Active Service bears to the whole of his qualifying service.
- (2) That proportion of the pension to which he would have been entitled if his whole service had been in the Uncovenanted Service, which his previous service bears to the whole of his qualifying service.

(b) If such Native Civil Servant is entitled to gratuity only, his gratuity shall be calculated as if his whole service had been passed in the Covenanted Civil Service.

Section 7.—The procedure upon an application for pension and upon the payment of pension is that described in Rule 1 under Section 6 of Part I. of this Supplement and Chapters XVI. and XVII. of the Code respectively.

CIVIL LEAVE CODE.

No. 129

SECTION 2.

*Page 135.**Add to Clause (a).—*

In Supplement C, but not elsewhere, it includes a Native Civil Servant.

Add the following Clause to this Section :—

(aa). A "Native Civil Servant" means a Native of India appointed to an office in the Covenanted Civil Service, in accordance with the Rules framed under Section 6, Act 33 Vic., Cap. 3.

SECTION 3.

*Page 141.**Insert—*

Native Civil Servants—Supplement B. B.

*Page 233.**Add—*

SUPPLEMENT B.B.

NATIVE CIVIL SERVANTS.

Section 1.—In this Supplement—

"Average Salary" means Average Salary for a month, calculated for so much of the three years immediately preceding the day on which a Native Civil Servant gives up office as he has passed on Duty, or on Privilege or Examination Leave. Average Salary in excess of Rs. 1,400 a month is not reckoned.

"Service" means all qualifying service whether rendered in the Covenanted Civil Service or otherwise, and includes periods spent on leave with allowances.

*Section 2.—*During Leave on Medical Certificate in excess of 15 months at one time or of 30 months in all, and during Subsidiary Leave following such excess leave, a Native Civil Servant is entitled to a quarter of his Average Salary. During any other Leave excepting Privilege Leave, Examination Leave or Extraordinary Leave, an Officer is entitled to half his Average Salary :

Provided that the Leave Allowances of an Officer shall in no case exceed his actual salary when he was last before on duty.

*Section 3.—*Leave on Medical Certificate may be granted for three years in all, but not for more than two years at one time.

*Section 4.—*An Officer may take either Leave on Private Affairs or Furlough, as follows, but not both these kinds of Leave :—

(b) Leave on Private Affairs may be taken, first, after not less than six years' service, and, thereafter, at intervals of not less than six years. The duration of Leave on Private Affairs must not exceed six months at one time.

(c) Furlough, not exceeding two years in all, may be taken, first, after not less than ten years' service, and, thereafter, at intervals of not less than eight years. The duration of Furlough must not exceed one year at one time, unless it be taken, for the first time, after not less than eighteen years' service, when it may extend to two years.

Section 5.—Subsidiary Leave, Privilege Leave and Examination No. 199. Leave may be granted to a Native Civil Servant under Chapters VI., VII. and VIII. of the Code.

Section 6.—The Local Government may grant Extraordinary Leave without allowances at its discretion. Subject to the provisions of Section 10, there is no limit to the length or frequency of Leave under this Section; and it may be granted in continuation of any leave with allowances excepting Privilege Leave.

Section 7.—Leave taken by a Native Civil Servant before his appointment to an office in the Covenanted Civil Service, shall, for the propose of calculating the Leave admissible to him under this Supplement, be treated as Leave taken under this Supplement.

Section 8.—Leave on Private Affairs or Furlough may not be granted in continuation of any Leave except Subsidiary Leave; but any Leave granted under these Rules may be retrospectively changed for any other kind or amount of Leave which might at first have been granted. If a Native Civil Servant absent on Privilege Leave, Leave on Private Affairs, or Furlough, takes extension of Leave on Medical Certificate, the whole of his absence must be treated as Leave on Medical Certificate.

1. Extraordinary Leave cannot be changed retrospectively into Leave on Medical Certificate; but Leave on Medical Certificate may be given in continuation of Extraordinary Leave.

Section 9.—A Native Civil Servant who has reached the age of fifty-five years, is not eligible for any Leave, excepting Privilege Leave. Leave, other than Privilege Leave, granted to a Native Civil Servant before his fifty-fifth birthday, cannot extend beyond that date.

Section 10.—If a Native Civil Servant is absent without leave, or remains absent after the end of Leave (excepting Privilege Leave, in which case a week's grace is allowed), he vacates his appointment; and, after five years' continuous absence from duty, whether with or without leave, a Native Civil Servant ceases to belong to the Public Service.

1. A Native Civil Servant who takes Leave other than Privilege Leave or Examination Leave, has no claim to return to the particular appointment from which he took Leave.

Section 12.—The procedure upon Application for Leave is that prescribed in Chapter XIV. of the Code.

SUPPLEMENT B.

RULE XXIV.

Page 232.

After "Servant" add "or a Native Civil Servant."

After "Servants" add "or Native Civil Servants as the case may be."

ACTING ALLOWANCE CODE.

SECTION 2.

Page 266.

Add—

including a Native of India appointed to an office in the Covenanted Civil Service in accordance with the Rules framed under Section 6, Act 33 Vic., Cap. 3.

Add—

Section 9A.—The pay of an office held by a Native Civil Servant is, unless otherwise specially ordered, 64 per cent. of what would be the gross pay of the office if it were held by a Covenanted Civil Servant appointed after competitive examination in England.

EDUCATION PROCEEDINGS, JUNE 1880, Nos 66 & 67.

II.

From H. J. REYNOLDS, Esq., Secretary to the Government of Bengal, to the Secretary to the Government of India, Home, Revenue and Agricultural Department,—No. 313, dated Calcutta, the 29th April 1880. No. 66.

The correspondence forwarded to the Government of Bengal under your endorsement No. 163, dated the 8th July 1878, reviewed the changes which had from time to time been authorized in the strength of the Bengal Educational Department and recognized the necessity for the appointment of two supernumerary officers to the 4th grade of the service to supply temporary vacancies. The present sanctioned strength of the Department (inclusive of one officer employed in the province of Assam) is as follows:—

1	Director.	
2	Officers in Class	I
6	”	II
12	”	III
18	”	IV
38		

2. The present distribution of these 38 officers is shown in the following list:—

Presidency College	8	Sanskrit College	1
Engineering	3	Inspectors	5
Hooghly	3		—
Dacca	3		31
Patna	3	On Leave	7
Kishnaghur	3		—
Berhampore	1		38
Rajshahye	1		—

3. The number of officers on leave is slightly, but only slightly, in excess of the average. During the last three years the average number of officers absent on leave has been six. In 1869 the Department comprised 37 classified officers, besides the Director. In 1880 a greatly increased amount of work has to be done with 31 officers, and the average number on duty has for some time past not exceeded 32.

4. The demand for higher education in Bengal has greatly increased of late, and nearly 2,000 pupils from the province annually present themselves at the Entrance Examination of the Calcutta University. The returns for the last two years are as follow:—

	1878.	1879.
Entrance Examination	1,933	1,996
First Arts Examination	784	909

Simultaneously with this, the candidates for the B. A. degree have decreased during the last two years from 273 to 262—a result which seems to point to the necessity of strengthening the teaching power of the Colleges in which the students go through their academical course.

5. There is abundant evidence to show that the people of Bengal are not only anxious to avail themselves of the benefits of a college education, but are willing to contribute liberally towards the expense of it. During the year 1878-79 the contributions towards education from private sources for the first time exceeded the amount of the Government grant. The Maharajah of Mohurbhunj has lately given a sum of Rs. 20,000 for the permanent endowment of the Ravenshaw College at Cuttack. The people of Rajshahye have raised and paid over to Government a sum of $1\frac{1}{2}$ lakhs of rupees for the establishment of a college at Rampore Beaulah; and the Cuttack and Rajshahye Colleges now teach the full course for the B. A. degree.

6. The acceptance of these endowments by the Government places the Lieutenant-Governor under an obligation to supply the institutions in question, so far as it may be possible to do so, with the staff of officers necessary to make the teaching thoroughly efficient. For a first-class college, teaching up to the B. A. standard, three graded officers are ordinarily considered to be required. But the Lieutenant-Governor has hitherto been unable to appoint any graded officer to Cuttack, or to appoint more than one such officer to Rajshahye.

7. The new Engineering College lately opened at Howrah, to which the Civil Engineering classes of the Presidency College have been transferred, is an institution, the Lieutenant-Governor believes, likely to be of the greatest practical benefit to these provinces. It will not only give instruction to Civil and Mechanical Engineers, but it will train up a body of skilled mechanics, and will thus tend at once to raise the standard of native workmanship, and to open new fields of labour to those youths of the middle classes who have hitherto depended almost exclusively on Government service for their livelihood. Applications for admission to the new college have already been so numerous that it has been necessary to notify that no more can at present be received. The course of study, however, in the institution will require the services of a Professor of Physical Science in addition to the staff formerly employed in the Civil Engineering Department of the Presidency College, and this assistance cannot conveniently be given without an increase in the numbers of the graded service.

8. Under all the circumstances of the case, and with especial reference to the requirements of the Cuttack and Rajshahye Colleges, and of the new Engineering College, the Lieutenant-Governor considers that the increase in the demand for higher education since 1878, when the question of the strength of the Department was discussed by the Government of India in the correspondence referred to above, makes it imperatively necessary that the number of officers in the 4th class of the graded service should be raised from 18 to 20. With this assistance, it will be possible for the Lieutenant-Governor to meet, in a more satisfactory manner than he can at present, the legitimate claims of these provinces to educational advantages for which large sums have been liberally subscribed by the community.

9. Sir Ashley Eden acknowledges with gratitude the readiness with which His Excellency in Council has responded, on former occasions, to applications made by this Government for additions to the number of the Educational Service; and he trusts with some confidence that the present appeal will receive the favourable consideration of the Government of India. It will of course be understood that it is not expected or desired that any additional charge should be imposed on the Imperial revenues. The Lieutenant-Governor is prepared to meet the increased expenditure from the Provincial budget.

10. If the Governor General in Council should be willing to accede to this application, the Lieutenant-Governor would request

that the Secretary of State may be moved to select and send out two graduates—one a mathematician, and the other **qualified** to teach literature—at the earliest convenient date. Application has already been made for a Professor of Science for the Engineering College, and the Lieutenant-Governor has learnt that a gentleman has been selected for the appointment; but this selection will merely supply an existing vacancy, and will make no increase in the number of the fourth class of the graded service. No. 66.

III.

From the Honourable C. GRANT, C.S., Officiating Secretary to the Government of India, Home, Rev. and Agri. Dept., to the Secretary of the Government of Bengal, General Department,—No. 268, dated Simla, the 29th June 1880. No. 67.

I am directed to acknowledge the receipt of your letter No. 313, dated the 29th April last, representing the necessity for increasing the number of officers in the 4th class of the graded Educational Service in Bengal from 18 to 20.

2. It is represented—

- (i) that the demand for higher education in Bengal has of late greatly increased, and that, though the number of pupils who present themselves at the Entrance and First Arts Examination has increased, the candidates for the B. A. degree have decreased, a result which points to the necessity of strengthening the teaching staff of the Colleges in which the students go through their academical course;
- (ii) that the Maharajah of Mohurbhunj has lately given Rs. 20,000 towards the permanent endowment of the Ravenshaw College at Cuttack; that the people of Rajshahye have subscribed $1\frac{1}{2}$ lakhs of rupees for the establishment of a College at Rampore Beaulah; and that the acceptance by the Government of Bengal of these endowments places the Honourable the Lieutenant-Governor under an obligation to supply the institutions in question with the staff of officers necessary to make the teaching thoroughly efficient;
- (iii) that the course of study in the new Engineering College at Howrah, to which the Civil Engineering classes of the Presidency College have been transferred, will require the services of a Professor of Physical Science in addition to the staff formerly employed in the Civil Engineering Department of a Presidency College, and that this assistance cannot be given **without an** increase in the numbers of the graded service.

3. On these grounds the Honourable the Lieutenant-Governor requests that the proposed increase in the number of officers in the Educational Service may be sanctioned, and that Her Majesty's Secretary of State for India may be asked to select and send out two graduates—one a Mathematician and the other qualified to teach literature.

4. In Despatch* No. 225, dated 17th June 1878, to Her Majesty's Secretary of State, the Government of India fully reviewed the then condition of the Bengal Educational Department, and stated the results of a discussion with the Local Government on the question whether natives of India ought not to be more frequently introduced into the Educational Department. Having accepted the view of the Government of Bengal, that it was desirable to maintain a sufficient staff of European Professors for the large central Colleges, the Government of India asked the Secretary of State to sanction

* *Vide* endorsement to Government of Bengal, No. 168, dated 8th July 1878.

the appointment of two additional educational officers for the Bengal staff, and this sanction was accorded in
 • *Fide* endorsement to Government of Bengal, No. 251, dated 1st October 1878. Despatch* No. 13, dated 15th August 1878. No. 67.

5. The Government of Bengal now ask for two additional Professors on behalf of the small outlying Colleges of Cuttack and Rajshahye, at which the number of Undergraduates according to the latest report is—

	Number of Undergraduates.
Cuttack College	36
Rajshahye College	59

Allusion is also made to the requirements of the new Engineering College at Howrah; which however will be shortly met when the gentleman who was been selected for the Professorship of Science joins the appointment.

6. The Governor General in Council is of opinion that, in the present instance, the argument in favour of the employment of Natives of India in the Colleges of the Lower Provinces is much stronger than it was in the former case. The Colleges, for which Professors are required, are not large central institutions; and the subjects of the Professorships, *viz.*, mathematics and literature, are branches of education for which it should not be found difficult to obtain suitable Native candidates. It is understood that already one Native from the Presidency College has gone to England and taken honours as a Wrangler at Cambridge. Another is a Master of Arts of the London University in Classics and English, and is now teaching in the Presidency College at Calcutta; while a third, after passing through the London University, has graduated at the School of Mines in Jermyn Street. In the Bombay Presidency Native Professors are employed in teaching Botany, Anatomy and Physiology, Mathematics and Natural Philosophy, besides oriental languages. And in Bengal Native scholars manage very efficiently large and successful metropolitan schools. It must be admitted that Native Professors have often more difficulty than selected Europeans in commanding obedience, but so long as the Principal of the College belongs to the latter class, and maintains a firm and judicious control over his charge, this difficulty will be very much lessened; and bearing in mind the great importance of the objects aimed at, some slight imperfection in this particular respect may reasonably be condoned.

7. At present the graded Educational Service in Bengal contains four Natives only out of a total of thirty-eight members. It would further appear that none of these officers reached the graded list until they were well advanced in years; and they may therefore not be so competent as the younger and fresher European Professors. If, however, really competent Natives are appointed Professors when in their prime, it may be anticipated that they will soon attain a standard more nearly equal to that of their European colleagues. For many subjects, though not perhaps as yet for physical science and technical subjects, Bengali or East Indian Professors educated in Bengal, and in some cases also in England, should suffice at the smaller and outlying Colleges, and the possibility of some small difference in the quality of the teaching should not be allowed to stand in the way of so desirable a reform.

8. On the whole, the Governor General in Council is strongly of opinion that the time has arrived when a larger number of Native Professors should be employed in Government Colleges in India. On economical grounds, also, His Excellency in Council sees no way of extending the benefits of high European education generally, except by employing a larger amount of Native agency. And more especially at such Colleges as those at Cuttack and Rajshahye, His Excellency

in Council cannot but think that if the Principal of a minor College be a European, the Professors may well be Natives. At the same time there is no necessity to pay young Native Professors in their own country at the rate which is necessary to secure University graduates from England; and I am to suggest that the scale which has been adopted for the Native Civil Service might also be applied to the Educational Service, and that, for the future, Natives appointed to the graded list of the Educational Department should be allowed to rise in the Department with their European colleagues and to receive not more than two-thirds of the pay sanctioned for the European officers. His Excellency in Council considers that this scale of pay will amply suffice.

9. If the Honourable the Lieutenant-Governor accepts these views, and agrees to recruit the local educational staff with Natives of India to the extent of one-sixth of the total strength, the Government of India will be prepared to ask Her Majesty's Secretary of State for India to sanction the addition of two Native officers to the 4th class of the graded Educational Department in Bengal.

EDUCATION PROCEEDINGS, AUGUST 1880, Nos. 28 & 29.

IV.

From A. MACKENZIE, Esq., Secretary to the Government of Bengal, General Department, to the Officiating Secretary to the Government of India, Home Department,—No. 224 T., dated Darjeeling, the 13th July 1880. No. 28.

I am directed to acknowledge the receipt of your letter No. 268 of the 29th June 1880, suggesting that natives of India should be admitted more freely to the graded educational service in Bengal, and in reply I am to submit the following observations and views of the Lieutenant-Governor on the subject.

2. The Lieutenant-Governor has always been anxious and ready to employ natives of India as Professors and Inspectors, whenever he could succeed in finding suitable men; and, as a fact, all that the Government of India now proposes for his consideration has already been done. Out of the 38 officers who form the graded educational service in Bengal, six* (and not four, as stated in paragraph 7 of your letter) are natives of India, and this number is practically the full proportion of one-sixth which

the Government of India desires to see recognized. Indeed, if it is remembered that the officers absent on leave (six or seven in number) will in general be, as they are now, Europeans only, it follows that, of the total number of officers in active service, about one-fifth will, as a rule, be natives.

3. The Government of Bengal has in recent years been steadily acting on the general principles set forth in paragraphs 6, 7, and 8 of your letter. It has not failed to note the careers of those native students who have gone to England from its colleges, and it has always been ready to take advantage of their services when it was possible to do so. Of the three native gentlemen referred to in your paragraph 6, one is a barrister in considerable practice in Calcutta; the second, an East Indian, is, as you have stated, already employed in the Presidency College; and the acquirements of the third being rather geological than physical, he has been appointed, it is understood, to the Geological Department, after his nomination to the Education Department had received the full consent of the Lieutenant-Governor. Other similar cases might be cited. Baboo Prasanna Coomar Ray, D.S.C., who graduated with distinction at the London University, was employed in the Education Department immediately on his return to this country, and shortly afterwards was promoted to the superior

* Baboo Bhudeb Mookerjee, C.I.E.
 " Prasanna Coomar Sarvadhikari.
 " Umesh Chunder Dutt.
 Pundit Mohesh Chunder Nyaratna.
 Rev. Lal Behari Dé.
 Baboo Prasanna Coomar Ray, D. SC.

graded service. Mr. A. C. Dutt, similarly educated in England, has been appointed lecturer at the Hooghly College. Mr. Stephen, an Armenian, who has done well at Cambridge, has lately returned to this country, and the Lieutenant-Governor would have been very glad to secure his services, but it is understood that he prefers the bar. In fact, if competent natives can be obtained, this Government has always shewn the greatest readiness to appoint them to its educational service. The difficulty is that such men, on their return from England, are not often found to be candidates for educational appointments. The Lieutenant-Governor is quite willing to agree that seven members of the graded service shall always be natives of India, and that is a somewhat higher proportion than the one-sixth suggested by the Supreme Government.

4. It is absolutely necessary, however, at present to increase also the strength of the European staff. The distribution of the graded service was shown in the list appended to paragraph 2 of the letter from this office, No. 313 of the 29th April last. Since then Mr. F. T. Dowding, Principal of the Rajshahye College, has been appointed tutor to the Nizam of Hyderabad, and Mr. J. W. McCrindle, Principal of the Patna College, has retired from the service. Mr. McCrindle's place has been filled up by the transfer of the Principal from the Berhampore College, which is now no longer under an officer of the graded service. The vacancy caused by Mr. Dowding's deputation has not been filled up. The outlying colleges of Rajshahye and Cuttack, like that of Berhampore, have now not even one graded officer attached to them, and the chief object of the application of this Government, soliciting the appointment of supernumerary officers, was to arrange that one graded officer, and no more, should be appointed to each of those colleges. This is in full accordance with the principles laid down in your letter under reply, in which indeed it is admitted that the Principal of each small college should be a European. That is, I am to say, quite the Lieutenant-Governor's own view. The natives themselves have incontestably shown that they prefer to have European Principals; and if in any case such an officer is relieved by a native professor, the popularity of the institution affected at once declines. Sir Ashley Eden would always wish to have European officers at the heads of colleges.

5. The necessity of allowing leave to the European members of the graded staff has at present hampered seriously the arrangements of the department. Five further applications are now pending, two of which cannot properly be rejected, but even these it is impossible to grant until officers now absent return to duty. The following observations will show how short-handed the department is:—

- (1)—In 1869, ten graded officers were assigned to the Presidency College. It has now eight, together with Mr. Percival, the East Indian graduate referred to above. The work has largely increased since 1869, and the college is at least one officer short of its proper complement.
- (2)—A Professor of Physical Science is urgently needed for the Engineering College at Howrah, and cannot be supplied from the existing staff.
- (3)—The large classes at Dacca, the most important college in Bengal, next to the Presidency, require a fourth officer to do them justice.
- (4)—The Cuttack and Rajshahye Colleges have no graded officer attached to them.
- (5)—The Behar and Western Circles are combined under the inspection of one graded officer, and the Commissioner has urged the necessity of placing Behar again under a separate Inspector.

It is clear, therefore, that while no college possesses more than its proper strength of officers, there is a present need of six others, in full acceptance of the principles which the Government of India has laid down; and that the additional appointments already asked for will barely suffice to meet the present requirements. No. 28.

6. To sum up, then, the Lieutenant-Governor is willing that seven members of the graded educational service in Bengal should be natives of India, receiving two-thirds of the pay sanctioned for European officers. (This arrangement regarding pay would of course not affect Natives already in the service.) Considering, however, that there are already six Natives on the graded list, he would beg that the Secretary of State may be moved at once to sanction the addition of one extra European officer, and one extra native officer (on the new terms), to the fourth grade of the service, raising the total number of graded officers to 40.

7. Sir Ashley Eden would also request that, in consideration of the pressing need, as explained above, of additional European officers in the department, the Secretary of State may be moved to select and send out, as soon as possible, a graduate from England for appointment to the fourth grade, for the purpose of filling up the vacancy in the Rajshahye College, caused by Mr. Dowding's deputation to Mysore. This officer should be qualified to teach literature. To fill the vacancy caused by Mr. McCrindle's retirement, a Professor of Physical Science has already been asked for; while, for the two new appointments which it is now proposed to create, it has been recommended that a Professor of Literature and a Professor of Mathematics should be appointed. It is desirable that the new native professor should be chosen for proficiency in mathematics or in science, rather than in literature; and if the appointment is left to the Lieutenant-Governor, he will endeavour to arrange this.

V.

From F. C. DAUKES, Esq., Under Secretary to the Government of India, Home Department, to the Secretary to the Government of Bengal,—No. 299, dated Simla, the 27th August 1880. No. 29.

I am directed to acknowledge the receipt of your letter No. 224 T., dated the 13th ultimo, submitting modified proposals for strengthening the graded educational service in Bengal. His Honour the Lieutenant-Governor recommends that the Secretary of State should be moved at once to sanction the addition of one extra European officer and one extra Native officer to the fourth grade of the service, thereby raising the total number of graded officers to forty. Sir Ashley Eden further requests that, in consideration of the pressing need of additional European officers in the Department, the Secretary of State may be moved to select and send out, as soon as possible, a graduate for appointment to the fourth grade for the purpose of filling up the vacancy in the Rajshahye College caused by Mr. Dowding's deputation to Hyderabad.

2. In reply I am directed to say that, from the correspondence which has already passed, it may be gathered that the Bengal graded educational service is somewhat undermanned; and the Governor General in Council is therefore willing to support the Lieutenant-Governor in any measures necessary to place the department on a footing suitable to its present requirements. But before any further steps are taken for this purpose, it would be desirable that the reasons for the proposed increase should be stated in more detail. The grounds on which sanction is now asked to two additional appointments are stated to be—

- (1) that the demand for higher education in Bengal has, of late, greatly increased:

- (2) that the acceptance of endowments for the Cuttack and Rajshahye Colleges has placed His Honour the Lieutenant-Governor under an obligation to supply those institutions with the staff of officers necessary to make the teaching thoroughly efficient: and
- (3) that a Professor of Physical Science is required for the Engineering College at Howrah.

With regard to the 1st ground, the information furnished does not make it clear how the demand for higher education in Bengal can have so largely increased since 1878, when the condition of the Bengal Educational Department was fully reviewed, as to render it necessary again to strengthen the educational staff. As to the 2nd reason, it appears that the Cuttack College was established in 1876, and the Rajshahye College in 1877, and the wants of those Colleges must apparently have been foreseen and considered when the necessity for two additional supernumerary officers was represented.

3. Under these circumstances I am to request that His Honour the Lieutenant-Governor may be moved to favour the Government of India with some more detailed explanation of the reasons for further strengthening the Educational Department by two additional officers after the lapse of so short a period since the last revision.

4. I am further to enquire whether, in recommending the appointment of an officer to fill the vacancy in the Rajshahye College caused by Mr. Dowding's deputation to Hyderabad, His Honour the Lieutenant-Governor has satisfied himself that Mr. Dowding will be permanently removed from the Bengal service.

EDUCATION PROCEEDINGS, JUNE 1881, Nos. 52 to 58.

VI.

From A. MACKENZIE, Esq., Secretary to the Government of Bengal, to the Secretary to the Government of India, Home, Revenue and Agricultural Department,—No. 513, dated Calcutta, the 11th September 1880. No. 52.

I am directed to acknowledge the receipt of your letter No. 299, dated the 27th ultimo, intimating, in view of an application which the Governor General in Council has consented to make to the Secretary of State for the creation of two additional appointments in the fourth class of the Bengal Educational Service, that it would be desirable that the grounds for the proposed increase should be stated in fuller detail; and in reply I am to submit the following observations of the Lieutenant-Governor on the subject.

2. With regard to the alleged increase in the demand for higher education in Bengal, I am to explain that the extent of that demand is chiefly shown by the proportion of successful candidates at the Entrance Examination of each year who prosecute their studies in colleges affiliated to the University. That proportion has risen during the past year from 90 to 96 per cent. of the successful candidates, with the result that, in Government colleges for general instruction, the number of first-year students has risen from 639 in April 1879 to 711 in April 1880. This addition, to classes which were already full, has had the effect in certain colleges of raising the numbers in certain classes beyond the limit for which a single professor is sufficient. This is especially the case in the Presidency and Dacca Colleges, where some of the classes, containing upwards of 50 students, cannot be sub-divided for want of adequate numerical strength in the teaching staff. It is an unquestionable fact that, when a class exceeds 60 students, it should, if possible, be divided into two sections; and it may be observed that every additional class or section of a class so formed practically necessitates the employment of an additional teacher.

3. It is remarked in your letter that the Cuttack College was established in 1876, and the Rajshahye College in 1877, and that the

wants of these colleges must apparently have been foreseen and considered when, in 1878, the necessity for two additional officers was represented. I am to point out, in reply, that in 1878 both these colleges were still on an experimental basis; and that, in the absence of any certainty as to their permanent existence, it would have been premature to make their establishment a ground for soliciting an increase to the number of graded officers. The elevation of the Cuttack College to the first grade was sanctioned experimentally by the Government of India for a period of three years; and it has hitherto been in charge of an ungraded European officer, whose acquirements are not of a character to justify his retention in so responsible a post. But a demand for high education even in a backward province, when once created, cannot easily be checked; and it appears to the Lieutenant-Governor not only that the maintenance of a full college in Orissa must now be accepted as a necessary and most useful part of the educational system of Bengal, but that if the college is to have its due effect as an agent of civilisation and progress, it must be placed under the charge of a thoroughly qualified European Principal.

4. With regard to the Rajshahye College, I am to say that from the beginning it was in contemplation to appoint a graded European officer as Principal; and such an intention is distinctly referred to in the letter from this Government, No. 244, dated the 18th April 1879. It was understood that the creation of an endowment fund from local sources to meet the full cost of the Principal's salary would, when the time for making the application arrived, remove any difficulty that might be raised against the creation of an additional appointment. But up to 1879 the money subscribed for the endowment of the college had not been made over to Government; and it had previously been notified to the subscribers that the permanent establishment of the college would depend upon the admission of a sufficient number of students to its third and fourth-year classes. Both these conditions have at length been satisfied; and the Lieutenant-Governor therefore now feels himself justified in asking for the creation of an additional appointment to meet the admitted requirements of the college.

5. With reference to the deputation of Mr. Dowding to Hyderabad, the Lieutenant-Governor has just observed with regret an announcement of his death in the papers. A permanent vacancy has thus been created in the sanctioned strength of the department.

VII.

From the Government of India, to Her Majesty's SECRETARY OF STATE for India,—No. 404, dated Fort William, the 6th December 1880. No. 53.

In our despatch No. 225 (Financial), dated the 17th June 1878, we fully reviewed the then condition of the Bengal Educational Department, and reported the results of a discussion with the Local Government on the question whether natives of India ought not to be more largely employed in the Educational Department. Having accepted the view of the Government of Bengal that it was desirable to maintain a sufficient staff of European Professors for the large Central Colleges, we asked Lord Cranbrook to sanction the appointment of two additional Educational Officers in Bengal; and their appointments were sanctioned in despatch No. 13 (Educational), dated the 15th August 1878.

2. We have now the honour to forward, for Your Lordship's consideration, a correspondence with the Government of Bengal, relative to the necessity for increasing the number of officers in the 4th class of the Graded Educational Service in Bengal from 18 to 20. It is represented that the desire for higher education in Bengal has of late become more general, and that the addition which has taken place to

the classes in certain Colleges has had the effect of raising those classes beyond the limit which a single Professor can overtake. It is further stated that considerable sums have been contributed towards the permanent endowment of Colleges at Cuttack and Rampore Beaulah, and that, although both these institutions teach up to the B. A. standard, they have now not even one graded officer attached to them. His Honour the Lieutenant-Governor adds that, with the staff of officers at present at his disposal, he cannot meet in a satisfactory manner the legitimate claims of the Lower Provinces to educational advantages, for which large sums have been liberally subscribed.

3. We were at first disposed to doubt whether sufficient reasons had been shown for the proposed increase of two appointments so shortly after the last revision in 1878; but we are now convinced that the Bengal Graded Educational Service is undermanned, and that the additional appointments are really required. We are not prepared to admit, as a general rule, that the acceptance of subscriptions from the public places the Government under an obligation to increase its tutorial staff; but we, nevertheless, think that when, as lately in Bengal, the people evince a decided desire for increased educational advantages, and at the same time prove the reality of such desire by liberal contributions, the Government should not be behindhand in offering such assistance as may be possible.

4. We have taken the opportunity afforded by the present correspondence to press upon the Bengal Government the desirability of employing a larger number of natives of India, to the extent of not less than one-sixth of the total strength of the Graded Service, as Professors in the Colleges of the Lower Provinces. In reply, His Honour the Lieutenant-Governor informs us that it is the practice in Bengal to employ natives of India as Professors and Inspectors in the Educational Department, whenever the services of competent men can be procured, and that the number of Natives actually in the Service at the present time is six. If the proposal to raise the strength of the Service by two additional officers is approved, His Honour is willing to increase the number of Native officers to seven out of a total of 40.

5. If, therefore, Your Lordship should sanction the addition of two appointments to the 4th class of the Bengal Graded Educational Service, we suggest that one of the officers should be a European and the other a native of India. The European officer should be qualified to teach literature; and we beg that, if our proposal is approved, Your Lordship will select and send out a gentleman for this appointment as soon as possible. His Honour the Lieutenant-Governor will select a native of India for the second appointment.

6. With regard to the pay to be granted to natives of India who may in future be appointed to the Graded List of the Educational Department, we consider that the scale adopted for the Native Civil Service might also be applied to the Educational Service, and that, for the future, Natives appointed to the latter Service should rise in the Service with their European colleagues, and receive two-thirds of the pay sanctioned for the European officers. This scale of pay will, in our opinion, suffice, it being extravagant, to pay Native Professors in their own country at the rate which is necessary to secure University

graduates of European birth. We solicit Your Lordship's sanction to this proposal. No. 53.

7. We take this opportunity of asking Your Lordship to select a gentleman to fill the vacancy caused by the death of Mr. Dowding, of the Bengal Educational Service, who was recently appointed* Assistant Tutor to His Highness the Nizam of Hyderabad. In this case also the gentleman who may be selected should be qualified to teach literature. He should be appointed to the 4th class of the Graded Educational Service in Bengal, and instructed to join his appointment with the least possible delay.

* Vide despatch to Secretary of State, No. 60 (Political), dated the 8th June 1880.

LIST OF ENCLOSURES.

No. 54.

From Government of Bengal, No. 313, dated 29th April 1880.
 To Government of Bengal, No. 268, dated 29th June 1880.
 From Government of Bengal, No. 224T., dated 13th July 1880.
 To Government of Bengal, No. 299, dated 27th August 1880.
 From Government of Bengal, No. 513, dated 11th September 1880.

No. 4135.

Endorsed by the Department of Finance and Commerce.

* Original papers returned.

COPY forwarded to the Home Department.*

VIII.

From Her Majesty's SECRETARY OF STATE for India, to His Excellency the Most Honourable the GOVERNOR GENERAL of India in Council,—No. 22 (Public—Educational), dated India Office, London the 24th February 1881.

No. 55.

I have to acknowledge the receipt of the despatch of the President in Council, in the Department of Finance and Commerce, dated the 6th December, No. 404 of 1880, in which you forward for my consideration a correspondence with the Government of Bengal relative to the necessity for increasing the number of officers in the 4th class of the Graded Educational Service in Bengal from 18 to 20, and state your conviction that the Bengal Graded Educational Service is undermanned, and that the additional appointments are necessary.

2. I concur with you in the opinion that when, as lately in Bengal, the people evince a decided desire for increased educational advantages, and at the same time prove the reality of such desire by liberal contributions, the Government should not be behindhand in offering such assistance as may be possible.

3. I accordingly sanction the proposed addition of two appointments to the 4th class of the Bengal Graded Educational Service.

4. With regard to your proposal that one of the additional officers should be a Native, as you state that the Lieutenant-Governor is willing to increase the number of Native officers to seven out of a total of 40, I sanction this proposal also, and I will take the necessary steps for sending out a gentleman as requested in the 5th paragraph of the despatch under reply.

5. The vacancy caused by the death of Mr. Dowding has been filled by the appointment of Mr. Michael Erule Du Sanley Prothero, B.A., of University College, Oxford. Mr. Prothero obtained last year a First

Agreement herewith transmitted.

Class in the School of Modern History, and proposes to leave this country for Calcutta on the 20th of March next by the Messageries Maritimes Company's steamer *Anadyr*. No. 55.

6. I give my entire sanction and approval to the proposal made in the 6th paragraph of the despatch under reply, regarding the pay to be granted to natives of India who may hereafter be appointed to the Graded Educational Service.

Endorsed by the Department of Finance and Commerce,—No. 1430, dated Fort William, the 30th March 1881. No. 56.

Copy forwarded to the Home Department for information and for the issue of further necessary orders, and to the Accountant General, Bengal, with an intimation that the despatch was received by the Government of India on the 19th March 1881.

Endorsed by the Home, Revenue and Agricultural Department,—No. 111, dated Simla, the 13th April 1881. No. 57.

Copy forwarded to the Government of Bengal for information, with reference to the correspondence ending with the letter thence, No. 513, dated the 11th September 1880. The agreement referred to in paragraph 5 of the despatch will follow.

IX.

From F. C. DACKES, Esq., Under Secretary to the Government of India, Home Department, to the Secretary to the Government of Bengal, General Department,—No. 179, dated Simla, the 14th June 1881. No. 58.

In continuation of this office endorsement No. 111, dated the 13th April last, I am directed to forward the agreement mentioned therein which has been entered into with Mr. M. E. Du S. Prothero, lately appointed to the 4th class of the Graded Educational Service in Bengal, to fill the vacancy caused by the death of Mr. Dowding.

EDUCATIONAL PROCEEDINGS, MAY 1882, Nos. 42 to 45.

X.

From the Honourable J. B. PRILE, C.S.I., Acting Chief Secretary to the Government of Bombay, to the Secretary to the Government of India, Home Department,—No. 616, dated Bombay Castle, the 25th April 1882. No. 42.

In remarking on the appointment of Mr. Ramkrishna Gopal Bhandarkar to the 4th grade of the graded list of Educational Officers in this Presidency, the Secretary of State, in a despatch No. 3, dated 9th March 1882, observes:—

“Your Excellency in Council is aware that the scale of pay adopted for the Native Civil Service has been applied to natives of India appointed to the graded list of the Educational Department.”

2. No orders to the above effect have been traced in the records of this Government, and I am to request that, with the permission of His Excellency the Viceroy in Council, you will be so good as to inform this Government whether instructions on this subject have been received by the Government of India, and, if so, to forward a copy of them for the information of His Excellency in Council.

XI.

From A. MACKENZIE, Esq., Secretary to the Government of India, Home Department, to the Secretary to the Government of Bombay,—No. 292, dated Simla, the 16th May 1882. Nos. 43 to 45.

In reply to your letter No. 616, dated the 25th ultimo, I am directed to forward extracts from the correspondence marginally noted, showing the scale of pay

Paragraph 6 from the despatch to the Secretary of State, No. 404, dated 6th December 1880.

Paragraph 6 from the despatch from the Secretary of State, No. 22, dated 24th February 1881.

to be granted to Natives of India who may hereafter be appointed to the graded list of the Educational Department.

Nos. 7—293 to 300.

<p>* Madras N.-W. Provs. and Oudh. Punjab. Central Provinces.</p>	<p>British Burma. Coorg. Assam. Hyderabad.</p>
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Copy, with copy of enclosures, forwarded to other* Local Governments and Administrations

for information and guidance.

XII.

From Her Majesty's SECRETARY OF STATE for India, to His Excellency the Most Honourable the GOVERNOR GENERAL of India in Council,—No. 8 (Public), dated India Office, London, 7th February 1884.

When rules were laid down in 1879, under the Act 33 Vict., cap. 3, section 6, providing additional facilities for the employment of natives of India in the higher offices in that country, one of the objects which it was desired to attain was the economy that would probably result from the appointment of Natives to discharge duties in their own country, on salaries lower than it is found necessary to offer to Europeans, who would for the best part of their lives be separated from their families, and from their native land.

2. With this view it was determined that the salary drawn by a Native member of the Civil Service appointed under the Statutory rules should be two-thirds of the amount assigned to his appointment, if held by a Covenanted Civil Servant.

3. A similar rule has since been prescribed in the case of the graded lists of the Educational Department; and, with the concurrence of Your Excellency, the principle was recently laid down that the salaries of natives of India, when admitted into the Engineer Establishment of the Public Works Department, should be fixed in the same manner.

4. I consider that the time has now arrived when this principle should be extended to other branches of the public service. It is inconsistent that, while Native members of the Civil Service, who will have received their nominations from Your Excellency's Government under the Statutory rules, draw less pay by one-third than Civil Servants appointed from Europe, other Natives, who may have been selected for appointment in the various miscellaneous departments of the State, should receive the full salaries fixed for those offices at rates based on the calculation that they would ordinarily be held by Europeans. In the interests of the natives of India, also, the extension of the principle is desirable, since the Local Governments will find it to their advantage to make a greater use of Native agency, when a saving is thereby obtained.

5. For a large part of the Uncovenanted Service the pay is fixed on the consideration that the employés are usually persons born in India; and it would, therefore, not be right in these cases to make any reduction in the rate of pay on account of an office being filled by a Native. Even in the higher offices, such as Subordinate Judgeships and Deputy Collectorships, to which it is intended that, as a general rule, Natives should be appointed, and the salaries of which have been fixed accordingly, no reduction of pay should of course be made by reason of the post being held by a native of India. But, when a

Native is selected for an office which has been usually filled by a member of the Covenanted Civil Service or of the Staff Corps, or by nomination in England, or otherwise with the specific approval of the Secretary of State, the pay to be drawn by the native of India should be only two-thirds of that assigned to the European.

6. The salary of native Judges of the High Courts has already been specially exempted from this rule, and it will not apply to Native members of the Covenanted Civil Service who obtain their appointments by competition in England.

7. It may be necessary to devise some rule by which a native of India, whether already serving in the higher grades and at present receiving a salary at the higher rate, or hereafter promoted from the subordinate ranks to one of the higher grades, shall be guarded from any reduction of salary by the application of the two-thirds rule, and shall be secured some benefit from promotion.

8. I shall be glad to receive from your Government a detailed schedule of the classes of appointments that will come under the operation of this rule, it being borne in mind that, as stated above, it is intended to apply it to all grades and offices which are usually filled by members of the Covenanted Civil Service or of the Staff Corps, or by nomination from England, or with the specific approval of the Secretary of State. There are, no doubt, other classes or offices which should be included, strictly, within the list mentioned above. I desire that you will distinctly specify such classes or offices as you would add to it.

9. It may also be convenient that the draft of the rules in which you would embody your conclusions on the points to which reference has been made should be submitted for my approval with your reply.

XIII.

From STEPHEN JACOB, Esq., C.S., Secretary, Finance Committee, to the Secretaries to the Governments of Madras, Bombay, Bengal, North-Western Provinces and Oudh, and Punjab; Chief Commissioners of the Central Provinces, Burma and Assam; Director General of Post offices and of Telegraphs; Inspector General of Forests; Commissioner of Northern India; Salt Revenue; Mint Masters, Calcutta and Bombay; Superintendent, Port Blair; Surgeon-General with the Government of India; Surveyor-General, Comptroller General; Secretaries, Finance Department and Public Works Department; D. M. BARHOUB, Esq.,—No. 40, dated Simla, the 1st May 1886.

I am desired to

that the Secretary of State for India in a recent Despatch has called on the Government of India to report what classes of offices there are into which the rule now applicable to native members of the Civil Service under the Statutory rules should be introduced, *viz.*, the rule that where an appointment is held by a native of India, he should receive two-thirds of the salary assigned to the appointment when it is held by a European. This Despatch has been referred by the Government of India for the consideration of the Finance Committee, and I am now desired to request that

will favour the President and Members of that Committee with opinion on the subject.

2. The Departments involved in this enquiry appear to be the following:—

Public Works Department,	Customs,
Finance Department,	Survey,
Forest,	Mint,
Educational,	Police,
Opium,	Post,
Salt,	Telegraphs,
	Medical,

and there may possibly be others which are not included in this list. The question regarding which the Committee desired to be favoured with an opinion is, therefore, whether the two-thirds rule should be applied to such of

these Departments as are

under control
If so, to what appointments in those Departments?

3. There has been much correspondence regarding the appointment of natives of India to these Departments, as the result of which it has been decided that while Europeans are not debarred, duly qualified Natives can be appointed to all of them; and, in the case of the Finance and Opium Departments, it has been further ruled that a fixed proportion of the appointments periodically made should be given to Natives. But the question of the salary which they should receive when appointed has not obtained equal attention. In the Public Works Department the Government of India has assented to, and the Secretary of State has sanctioned, the application of the two-thirds rule; but it has not as yet been actually carried into effect. In the Educational Department, in some cases, the two-thirds rule seems to have been applied to the higher grades, and at the same time a lower scale of pay has been laid down for the grades usually occupied by Natives. In the Post Office Department the two-thirds rule is believed to have been applied to the only Native in high office. In other cases, however, it has hitherto been assumed that Natives admitted to an appointment in these Departments should receive the salary usually attached to the appointment without any abatement.

4. It is necessary, therefore, to consider the case of present as well as prospective holders of appointments. It will be necessary also to make careful enquiries in each Department as to where the line should be drawn, since there must be many posts in which the scale of pay is fixed too low to admit of any reduction, and the rule is only meant to be applied to the higher offices. The relation between the reduced pay of such offices and the scale of pay laid down for administrative offices which are usually filled by Natives (such as the posts of Deputy Collector or Extra Assistant Commissioner, Subordinate Judge, &c.) should also, no doubt, be considered. Some provision should perhaps be made that the two-thirds rule, or any rule causing an abatement in the scale of salary, should not take effect, if it would produce an actual decrease of pay in the case of promotion from a lower grade. And it is perhaps open to question whether the rule should, in all cases, be applied to those Europeans who, being domiciled in India, rank as Statutory Natives, or only to those who are Natives by race and blood.

5. The Committee would further desire to be favoured with opinion as to whether a fixed ratio such as that of two-thirds is desirable, or a fluctuating ratio under which the reduction would be less in the lower grades and larger in the higher, or whether it would be preferable in lieu of any arithmetical ratio to adopt the principle of two alternative scales of pay, one for Europeans and one for Natives (as introduced already in the Educational Department); and, if so, on what basis such alternative scales can be laid down?

6. Lastly I am to enquire whether thinks it possible to introduce in the case of any other Department the rule of the Finance and Opium Departments, under which a fixed number of appointments, or a fixed proportion of the vacancies, should be given annually to Native candidates.

XIV.

From H. E. STOKES, Esq., Secretary to Government, Madras, to the Secretary, Finance Committee,—No. 971 Mis., dated Fort St. George, 24th September 1886.

I am directed to reply to your letter, 1st May 1886, No. 40, on the subject of the extension to certain departments of the rule applicable to Native members of the Civil Service, *viz.*, that when an appointment is held by a native of India, he should receive two-thirds of the salary assigned to the appointment when it is held by a European.

2. The first principle to be observed in dealing with the matter is that, wherever the salary of an appointment has been fixed with the obvious intention that natives of India should occupy it, the rule should not apply. Under this principle, all clerical and ministerial appointments are to be excluded from consideration, as the salaries of these appointments have unquestionably been settled on a scale suitable to Natives alone; and there are also other cases in which the principle applies.

3. Of the departments enumerated in your letter, this Government are not concerned with the Finance, Opium, Mint, Postal, or Telegraph departments. Taking the others *seriatim*, His Excellency the Governor in Council is of opinion that, in the Public Works Department, the rule should be applied to the whole of the Engineer establishments, but not to the subordinates—upper or lower. In the Forest Department, the salaries up to the grade of Sub-Assistant Conservator are not greater than required to attract and pay natives of India. The pay of that of Assistant Conservator is also not too high for Natives of exceptional merit, who are alone likely to attain to that rank, and considering the nature of forest work, which is not congenial to the people of this country, the Governor in Council would not apply the rule to that grade. The higher grades of Deputy Conservator and Conservator may, however, be declared within its scope. In the Educational Department, the rule is already applied to the graded classes, and the Government agree

with the Director of Public Instruction in thinking that it should not extend to any non-graded appointments. The circumstances and arguments affecting the Salt Department in regard to the applicability of the rule are similar to those of the Forest; and the grades of Commissioner and Deputy Commissioner should alone be subject to it. The salaries of the Assistant Commissioners are not higher—the work and necessary qualifications being considered—than those assigned in other revenue and judicial appointments officered by natives of India. In the Customs Department, there are no subordinate appointments which are not remunerated solely on the Native scale. As to Survey and Settlement, which may conveniently be considered together, the rule should apply to natives who may be admitted to the controlling grades, from Assistant Superintendents and Directors upwards. The lower offices are all paid on a Native scale. In the Police, all gazetted appointments may come under the rule. In the Medical Department, the only officers to whom the rule can be applied are the uncovenanted medical officers on Rs. 300 to Rs. 750. The commissioned officers are, of course, outside the rule; the warrant appointments are reserved for Europeans; and the other medical subordinates receive pay on a Native scale.

4. As regards the mode in which existing incumbents should be dealt with in case the rule is applied, the Governor in Council is of opinion that in no case should any one suffer loss of present pay, and that in subsequent promotion, officers now employed should receive half the increase of pay due to each step until brought within the rule.

5. On the question whether the rule should be applied to Europeans who, being domiciled in India, rank as Statutory Natives, the Governor in Council is decidedly of opinion that it should apply. As Statutory Natives, these persons enjoy certain advantages in respect of eligibility to appointments, and cannot claim in addition advantages of pay.

6. His Excellency in Council sees no objection to the uniform ratio of two-thirds being adopted in all cases to which the rule applies, and would prefer it to any fluctuating scale or to alternative rates of pay.

7. Finally, in regard to the inquiry whether it is possible to fix the number of appointments or the proportion of vacancies which in the departments named should be reserved for Native candidates, the Government would not adopt any such policy except in the Survey and Settlement Departments; and in these, they would supply every other vacancy in the Assistant grade from Native sources, so that half the appointments in the controlling grades would eventually be filled by Natives. In the Public Works Departments, one appointment in the Engineering grades is now offered annually to Natives, and this is, in the opinion of His Excellency in Council, sufficient. In the present conditions of recruiting and supply of candidates for employment in the Forest Department, it is not desirable or possible to prescribe any fixed number or proportion of Natives. In the Educational and Salt Departments, they already hold a fair share, and are likely to continue to do so. The Customs and Medical Departments call for no remark in the present connexion. As regards the Police Department, the Government would be glad to see specially-selected Natives appointed to the grade of Assistant Superintendent, but they do not consider that any fixed proportion should at present be laid down.

XV.

From the Chief Secretary to Government, North-Western Provinces and Oudh, to the Secretary, Finance Committee, Simla,—No. 2303—II—526-2, dated Naini Tal, the 11th June 1886.

I am directed to acknowledge receipt of your letter No. 40, dated 1st May 1886, requesting an expression of the Lieutenant-Governor and Chief Commissioner's opinion on the subject of the classes of offices into which the rule, now applicable to Native members of the Civil Service under the Statutory rules, should be introduced; and I am to submit, in reply, the following observations and suggestions.

2. It is understood that the rule to which reference is made in the first paragraph of your letter, is that contained in paragraph 11 of the Pay and Acting Allowance Code. The precise terms of the rule are that the pay or salary of an office held by a Native Civil Servant (that is, an officer appointed under the Statute 33 Vict., cap. 3, section 6) is, unless otherwise specially ordered, 64 per cent. of what would be the gross pay or salary of the office, if it were held by a Covenanted Civil Servant appointed after competitive examination in England. The rule has not been generally applied to Native officers belonging to the class styled in the codes of the Financial Department "uncovenanted officers," who hold office by virtue of their appointment to the uncovenanted service. But the Secretary of State has called upon the Government of India to report to what classes of offices, other than those held by Native Civil Servants, the rule should be generally applied; and this is the main question upon which the Lieutenant-Governor and Chief Commissioner's opinion is required.

3. I am to observe, in the first place, that the essence of the rule above quoted is, that it makes distinction, not between classes of offices, but between classes of officers, allotting, in comparison with the salary paid to a Covenanted Civil Servant, a salary less by one-third to a Native Civil Servant appointed in this country, on account of the difference in his training and in the conditions of his appointment. The Lieutenant-Governor and Chief Commissioner presumes that the rule may, by a logical application of its principle, be interpreted to exempt from the prescribed reduction the salaries of offices in every department of the public service, held by persons, whether Europeans or natives of India, who have been appointed in England upon their technical or professional qualifications, and who have come out to India under some formal covenant, commission, or contract, or after fulfilling certain general or special conditions of appointment.

4. If this interpretation of the rule be correct, it will exempt from the rule's operation the salaries paid in all the higher offices in several of the departments involved in this inquiry, and in one or two others not mentioned in your letter, since these offices (except in so far as appointments have been made to some of them under Statute 33 Vict., cap. III, section 6) are held by officers holding under covenant or contract specially concluded in England. These departments may be enumerated as follows :—

- (a) The Judicial and Revenue services as reserved to the Covenanted Civil Servants of the Crown under Statute 24 and 25 Vict., cap. 54. This class may be taken to include the higher or commissioned posts in the Oudh, Jhānsi and Kumaun Commissions under this Government, to which Commissions, in accordance with the orders of the Secretary of State, no military or uncovenanted officer may for the present be appointed.
- (b) The Upper Engineering service, to which appointment is made after competition and training in England or India.
- (c) The Upper branch of the Forest Department, to which appointment is made after competition and training in England.
- (d) The Upper Educational service, to which appointment of Europeans in Europe is, under the orders of the Secretary of State, made in England.
- (e) The Upper Survey Department (senior branch), in so far as it is in practice nearly altogether reserved for military covenanted officers or scientific specialists appointed in England.
- (f) The Upper Telegraph service, to which appointment is made after competition and training in England.
- (g) The Upper Medical service, to which appointment is made after competition and training in England. This may be taken to include the Upper Jail service, the posts in which (unless filled by Covenanted Civil Servants) are reserved, under the orders of the Government of India, to the Covenanted Medical service.
- (h) The Upper Geological and Scientific service, to which appointment is understood to be made, under the Secretary of State's orders, in England.

5. Most of the offices in the Finance Department are, apparently, not reserved for officers specially appointed and trained in England; and as regards the Mint Department, this Government has not definite information whether any of its posts are reserved for officers appointed in England, under covenant or contract, or by the Secretary of State. As regards class (b) above, your letter mentions that the Government of India has assented to, and the Secretary of State has sanctioned, the application of the two-thirds rule, though it has not yet been carried into effect. This may probably mean that the rule may be applied to Natives appointed in India to the Engineer establishment of the Public Works Department, and that for Europeans and Natives entering the service by competition in England upon the same conditions and agreement as to appointment and service, the scale of salary will continue to be one and the same. On any other interpretation the application of the rule would, in the Lieutenant-Governor's opinion, be difficult to justify, since it would depart materially from the principle upon which the rule is here assumed to have been framed.

6. We have next to consider, in accordance with the remarks at the beginning of paragraph 4 of your letter, the question of drawing, in the list of offices under each department, a line below which the scale of pay is too low to admit of any reduction. In regard to what may be called the subordinate branches of the public services, where the salaries range from Rs. 10 to a maximum of Rs. 250, no reduction appears to be contemplated. The rule, it is said, is only meant to apply to the higher offices; and in determining where the line of exemption should be drawn, the scale of pay laid down, for administrative offices at present usually filled by natives (such as the offices of Deputy Collector, Munsif, and Subordinate Judge), may, as far as these provinces are concerned, be taken as the standard of comparison. In these branches of the public service the salary ranges from Rs. 200 a month for Munsifs and Rs. 250 a month for Deputy Collectors, to Rs. 800 a month for Subordinate Judges and Deputy Collectors. In the case of the Small Cause Court Judgeships, which posts are all open to, and were intended for, Natives as much as Europeans, the salary ranges from Rs. 800 (at Agra and Benares) to Rs. 1,000 (at Lucknow) and Rs. 1,200 (at Allahabad). It may be generally assumed that for most branches of the public service in which the superior Native

officials, beginning comparatively early in life, rise through various grades as their experience and standing increase, a scale in which the lowest grade receives Rs. 200 or Rs. 250 a month, and the highest Rs. 800 or Rs. 1,000 a month, has been found to be in accordance with the public interest and the requirements of the officials. At any rate, this scale has received the sanction of long-continued use and practice; and it would, in the Lieutenant-Governor's opinion, be most inadvisable to make any reduction in it.

7. Turning, then, to other departments in which uncovenanted Europeans, appointed in this country, are largely employed, but to which Natives are, as far as Statutory provisions are concerned, equally eligible, we have first in the list in paragraph 2 of your letter the Finance Department. Here, apparently, with the exception of the salaries of the Controller-General (office reserved by Statute for the Covenanted Civil Service), of five Accountants-General, and of seven Deputy Accountants-General, the pay of the higher offices ranges from Rs. 500 a month to Rs. 1,250. In the Opium Department, exclusive of the post of Opium Agent (reserved by Statute for the Covenanted Civil Service), the salaries of the posts filled by European officers range apparently from Rs. 200 to Rs. 1,000. Similarly, in the Salt Department, exclusive of the office of Commissioner of Salt Revenue (reserved by Statute for the Covenanted Civil Service,) the pay of the posts ranges, it is believed, from Rs. 150 to Rs. 1,200. In these provinces there are no representatives of the Customs and Mint Departments. But in the Police Department, exclusive of the three uppermost offices of Inspector-General of Police and two Deputy Inspectors-General, the salaries at present range from Rs. 200 to Rs. 1,000, and will, when the new sanctioned scale of grades and pay has been fully introduced, not exceed Rs. 800 a month. In the Post Office and Telegraph Departments, exclusive of the Postmaster-Generalship, the offices available to persons appointed in this country seem to carry in no case, in these provinces, a salary higher than Rs. 700 a month; while in the great majority of the grades the salary is much less. In the Medical Department officers of the uncovenanted and subordinate medical classes receive salaries ranging from Rs. 350 to Rs. 700 a month.

8. Two departments differ somewhat in their upper sections from those named in the preceding paragraph, namely, the Educational and Survey Departments. In the former the presence of a certain number of European officers seems indispensable. No European may be appointed in Europe except by the Secretary of State, though apparently the Government of India may appoint in India a European or a native to the department. Rai Durga Pershad, Assistant Inspector of Schools, held till recently a post in the graded educational service of these provinces, and drew a salary of Rs. 750, the full pay of his grade. On the other hand, a class of sub-professors on salaries rising from Rs. 150 to Rs. 375 a month, was created for Natives in 1874; and no native of India, being a professor on full salary and belonging to the upper or graded section of the department, seems ever to have held office in these provinces. There is nothing to prevent natives of India from entering the higher branch of the department, either as Inspector of Schools or Professor. But, excluding the appointment of Director of Public Instruction, the salaries of this branch range in four grades, from Rs. 500 to Rs. 1,500 a month, the sums paid in the 1st grade (Rs. 1,250 to Rs. 1,500) and perhaps in the second (Rs. 1,000 to Rs. 1,250) being the only salaries that exceed the pay allotted to uncovenanted Natives in the middle and upper uncovenanted grades of the Revenue and Judicial Departments.

9. In the Survey Department the junior branch of the service is understood to be filled mostly with Europeans and Eurasians, who receive salaries rising from Rs. 120 to Rs. 500 a month. The senior branch consists chiefly, as already explained, of covenanted officers, members of the junior branch being very rarely promoted from the junior to the senior branch. In these provinces no officer of either branch is at present drawing more than Rs. 1,300 a month. There is apparently no Statutory condition limiting employment in either branch to Europeans appointed in England, and Natives as well as Europeans may be appointed in India. But in the case of neither branch does the salary materially exceed the scale of pay in the superior administrative offices usually held by Natives.

10. The conclusion, therefore, that might be drawn from this method of classifying the offices in the departments under examination, is that in each department most of the superior offices and all the subordinate offices should be exempted from the application of the rule. All the superior offices to which persons are appointed in England under covenant or contract would be exempted; and all the subordinate offices of which the salaries fall within the Native scale of pay. There remain the offices to which persons are or may be appointed in India upon salaries above the Native scale, that is, upon a scale which admits of the reduction of two-thirds in the case of native incumbents. Such offices are very few in the departments under control of this Government: and those here below specified are taken chiefly by way of illustration—

- (1) Director of Public Instruction and five appointments in the two upper grades of the Educational Department.
- (2) Inspector-General of Police and two Deputy Inspectors-General.
- (3) The provincial Postmaster-General.

The salaries of these posts were probably fixed with regard to the expenses and expectations of persons of European blood, associations, and habits, who had been specially enlisted or trained in Europe; and, although they are reached not by direct and immediate appointment, but usually after regular progress through the lower grades of the same or a similar branch of the public service, the amount is, on the whole, higher than the pay given to Native officers in the higher grades of the Revenue and Judicial uncovenanted service.

11. In the Police Department, on the other hand, as well as in some of the departments enumerated in paragraph 7 of this letter, are offices hitherto held nearly, if not altogether, by Europeans; and the salary of these offices was doubtless fixed with a view to obtaining the services of a class of European officers which was considered, by training and character, to be suitable for the employment. There has never been any difficulty experienced in obtaining officers for these appointments, although they hold out very moderate prospects of eventual promotion and emolument. And, as a matter of fact, already pointed out, the pay of these posts approximates very closely to the Native scale in the Revenue and Judicial Departments. The initial salary of the lowest grades is not higher than in the departments just named; while the better-paid posts in the upper grades are not numerous in proportion, and constitute the prizes reached after many years of service. The Lieutenant-Governor is therefore decidedly opposed to the introduction, into this class of appointments, of the two-thirds rule for Native incumbents. It is evident that the work to be done in them is often very important, requiring competent and trustworthy men, for whose services, which have usually gained value by many years of training and experience, the existing salaries, judged either by the duties attached to the offices, or by comparison with the upper uncovenanted offices in the Revenue and Judicial Departments, are not by any means too high. And, further, as it is certain that for a long time to come many Europeans will continue to be appointed to these Departments, it would, on general grounds, be neither expedient nor equitable to make in them a distinction of salary between Indians and Europeans, both being appointed in India.

12. With this reservation, however, the Lieutenant-Governor and Chief Commissioner accepts and would make general the principle underlying the rule in section 11 of the Pay and Acting Allowance Code. As has been explained above, he understands this principle to be to allot a reduced salary to all persons, domiciled in India, who are appointed in India to offices of which the salary has been fixed on a scale intended to enlist persons educated and specially trained in Europe, and appointed from England under special covenant, commission, or contract. He is much in favour of gradually enlarging the avenues in India to such offices; and he is of opinion that this enlargement may be expedited, if it is accompanied by a gradual introduction of a lower scale of salary more in accordance with the circumstances and usages of Natives of this country. It is very difficult to strike a balance among conflicting views and interests, so as to ascertain whether there is any general concurrence of qualified Native opinion upon such subjects, and which way it decidedly runs. But the Lieutenant-Governor is disposed to believe that this principle would be largely acquiesced in, among the educated Native community, upon considerations of necessary economy and good policy, and because it is almost an essential condition of all measures for giving natives of India easier and speedier access to the higher offices. Moreover, it has to be always remembered that this rule already applies to the salary of any of the higher offices when they are held by Native Civil Servants; so that, if the rule is to remain in force at all, some such extension of it seems unavoidable; since among the offices to which appointment might be made in India, are some (for example, the Directorship of Public Instruction) for which, although not among the reserved posts enumerated in the schedule to Statute 24 and 25 Vict., cap. 54, Native Civil Servants are ordinarily eligible. In the case of such offices, it would be scarcely possible to apply the rule to Native Civil Servants, and to exempt residents of India otherwise appointed; nor indeed is this likely to have been contemplated. There will of course be cases in which the services of persons of high merit, reputation, or professional ability can only be secured by the full salary of an office; but it will be remarked that the rule provides for special exceptions.

13. To apply this principle to the Department of Public Works—If it is quite certain that the present high initial rate of pay (Rs. 350 a month) given to officers coming out from the Cooper's Hill Engineering College in England, is necessary, it might be reasonable to decide that the officers [domiciled in India] passing into the department from the Thomason College, Roorkee, should receive a lower scale of pay than the officers from England. At the same time, as a matter of fact, officers appointed from Roorkee now begin their service at a material disadvantage as compared with the Cooper's Hill Engineers; because their first appointments are to lower grades in the same service, those, namely, of apprentice and third grade Assistant Engineers, on Rs. 100 and Rs. 250 a month respectively; and when appointed to the second grade of Assistants, the Roorkee officers take place in the list below the officers appointed in the same season from Cooper's Hill.

These disadvantages at the beginning of the Roorkee officer's career may perhaps be a more convenient form set-off against the expenses and other concomitant conditions of training and selection in England, than the creation of a different scale of salary in the same grade of the service; and, moreover, it would be impossible to subject the Roorkee officer to the double disadvantage.

14. On grounds similar to those advanced above, persons appointed in India to the upper grades of the Forest Department should draw reduced salaries. And here the Lieutenant-Governor takes occasion to repeat his decided opinion that these grades should not, as at present, be virtually closed to residents of India. He holds, on the contrary, that persons of this class should be enabled and encouraged to rise, by training and experience begun in the forest school and continued in the practical duties of the department, from the lower to the upper grades. The same remarks are applicable to the Survey Department, where not only, it is understood, is the employment of Natives in the junior branch not much favoured (Europeans and Eurasians being preferred), but also very little opportunity is given of advancement from the junior to the senior branch. The Lieutenant-Governor cannot but think that the faculty for patient and minute application and laborious calculation which many educated Natives, when trained, possess, would particularly fit them for occupation in the Survey Department. In many of the technical or special branches of the public service, the disinclination to admit to employment pure natives of India, trained in India, is in Sir Alfred Lyall's opinion still unreasonably strong. For, it cannot be seriously argued that the considerations which have induced the Secretary of State and the Government of India to provide by Statute for the admission of natives of India, of proved merit and ability, under certain rules and safeguards, into the highest administrative and judicial offices in the country, are insufficient to prevail for their admission into minor departments, wherever the proper training is available in India. On this subject the Lieutenant-Governor would repeat this belief that the gradual admission of natives of India into all departments is advisable, and will before long become necessary upon very plain grounds of public economy and political expediency.

15. The Lieutenant-Governor's views on the main subject of discussion having been thus explained, it remains to answer a few subsidiary questions asked or indicated in your letter. One of these is the suggestion at the end of its fourth paragraph, whether the rule of reduced salary should in all cases be applied to those Europeans who, being domiciled in India, rank as Statutory Natives, or only to those who are Natives by race and blood. In regard to this point, the Lieutenant-Governor would certainly not make any general distinction whatever among persons, whether of European or mixed extraction resident in India, or Natives by race and pure descent, who might be appointed in India to public offices. It would be manifestly unjust to allow persons of European or mixed descent, resident in India, to claim right of entry into public offices by virtue of their Statutory domicile, and also to claim the European scale of pay by virtue of their descent or social habits and associations. Nor would it be easy to discover and lay down any principle upon which persons appointed in India, whether domiciled or not, should be allowed salaries higher than those included in the Native scale, merely because they are not Natives of the country. For such persons as for Natives the condition of receiving the higher scale of pay should be that they have entered the service of Government under some covenant concluded in England, or have there qualified specially according to some high European standard fixed beforehand.

16. In regard to the question put in your fifth paragraph, the Lieutenant-Governor's opinion has already been indicated in general terms. It is now sufficient to say, shortly, that he is not in favour of an attempt to adjust salaries between persons appointed in Europe and those appointed in India, on a fluctuating ratio or alternative scale. A fixed ratio, such as that of two-thirds already in practice for Native Civil Servants, should be adopted for all offices to which it may be judged advisable to apply the general principle of differentiated salaries that has been explained above.

17. Adverting, finally, to the enquiry in the sixth paragraph of your letter, I am to say that the Lieutenant-Governor thinks that at present it is scarcely desirable to allot in any department a fixed number or proportion of appointments for Native candidates; because difficulty would probably be experienced in adjusting the rule to the primary necessity of finding and selecting, within given times and at specified periods, a definite number of qualified Native candidates. The nomination of candidates for the Statutory Civil Service has not been altogether free from this kind of difficulty; and it would be likely to increase if the proportionate system were extended, until in these provinces the supply shall have become less unequal to the demand. But if in any department it has in practice been found that the claims of Native candidates are not, without the rule of a fixed proportion of appointments, sufficiently kept in view, the Lieutenant-Governor would not make any objection to the rule being there laid down.

18. In conclusion, and briefly summing up the general argument, I am to say that offices as at present filled may be grouped into—

- (1) lower grade offices in which the scale of pay is undoubtedly a Native one (paragraph 6 above);
- (2) upper grade offices in (for example) the Revenue and Judicial Departments, mostly held by natives of India, the salaries of which either were originally fixed, or have by use and practice been accepted as being on the Native scale (paragraph 6 above);
- (3) upper grade offices on superior salaries, held by officers appointed in England, under covenant, commission, or contract, by special selection or after undergoing certain prescribed tests and training (paragraph 4 above);
- (4) upper grade offices now mostly held by Europeans appointed in India, the salaries of which, taken all round, are not higher than the salaries in class (2) (paragraph 7 above);
- (5) certain residuary, not very numerous, offices on a superior scale of pay, now mostly held by Europeans, appointed either in England or in India, but to which natives of India are, as far as Statutory conditions are concerned, equally eligible (paragraph 10 above).

And the Lieutenant-Governor's opinion is that to classes (3) and (5) only can the rule of reduced salary be applied, consistently with equity and expediency, the true and logical principle of application being assumed to consist in a classification of officers, not by distinction of race, but by the conditions and terms of their appointments, into—

- (a) those appointed in India;
- (b) those appointed in England under special conditions of test and training, and of covenant, condition, or contract.

In both of these classes the Lieutenant-Governor thinks that the scale of salaries should be one and the same for Europeans and Natives; but he would facilitate access into offices at present usually filled with officers of the latter class, by officers of the former class, and would gradually extend the number of the offices accessible to these officers. To them, when thus admitted, he would apply the two-thirds rule of reduction in the full salary of the offices.

XVI.

From W. M. Young, Esq., Secretary to Government, Punjab and its Dependencies, to S. Jacob, Esq., C.S., Secretary, Finance Committee,—No. 1496, dated Lahore, the 4th June 1886.

I am directed by the Lieutenant-Governor to reply to your letter No. 40, dated 1st May 1886, in which His Honour is asked to favour the Finance Committee with an expression of his opinion as to the practicability of extending to various departments controlled by the Punjab Government the rule under which a native of India, in the statutory sense of the expression, receives, when holding an appointment in the Civil Service, 64 per cent. (or roughly two-thirds) of the salary assigned to the same appointment when it is held by a Covenanted Civil Servant appointed after competition in England.

2. Sir Charles Aitchison's opinions upon the different questions submitted to him for consideration in your letter are at the disposal of the Committee. But His Honour is not prepared to make the careful enquiries in each department which are suggested in paragraph 4 of your letter under acknowledgment without direct instructions from the Government of India. His reasons for this hesitation are two-fold. In the first place, he believes that such enquiries would be pointless without an indication from the Government of the policy it wishes to be kept in view in making them; and, in the second place, if the policy is that described in your letter, it is in the Lieutenant-Governor's estimation of so very doubtful expediency and so full of possible pitfalls and dangers that no publicity should be given to it without direct orders from the Supreme Government.

3. The principle underlying the communication now under reply appears to the Lieutenant-Governor to be very different from the rule applicable to Statutory Civil Servants on which it professes to be based. Section 11 of Pay and Acting Allowance Code, as His Honour understands it, draws no distinction between Natives and Europeans as such, but simply provides that the pay of the Statutory Civilian is to be 64 per cent. of the pay of "a Covenanted Civil Servant appointed after competitive examination in England." On the one hand, a Native who is appointed by competition in England has the same advantages as his European compeers; on the other hand, a domiciled European appointed in India under the Statutory Rules falls under the reduction equally with those so appointed who are

Natives by race and blood. This distinction is intelligible and justifiable. Two distinct sets of qualification are paid for, the one involving a costly education, the other not; the one subjected to serve the precise tests, the other not; the one secured by comparative merit, the other by patronage. The principle involved in your letter is one of race distinction pure and simple, and Sir Charles Aitchison can conceive few things more undesirable under present circumstances than to invite general discussion upon proposals which, in his opinion, are certain to give rise to controversy and race antagonism.

4. Of the departments mentioned in paragraph 2 of your letter, the Punjab Government is concerned only with the Department Public Works, Forest, Education, Police and Medical. In all these except the Police appointments are of two classes,—(1) those made from England by the Secretary of State under covenant or by commission in the army, and (2) those made by Local Governments in India. As regards the former, the Lieutenant-Governor can see no objection to a general rule that persons appointed in India, either under local rules or with the permission of the Secretary of State in any special case, to appointments usually reserved for officers appointed from England shall draw only 64 per cent. of the pay sanctioned for officers sent out from England by the Secretary of State. This is the arrangement which, notwithstanding some infelicity in its language, the Circular of the Government of India in the Home Department, No. 126 C., dated 31st May 1882, prescribed for the Department of Education; and, if the principle is accepted, each case of an appointment made in India to a post of the first class will adjust itself, and there will be no need for any enquiry of the kind which the Committee has suggested.

With regard to the second class of appointments, *viz.*, those made by Local Governments in India, the proposal to introduce a distinction between the pay of Europeans and Natives cannot, in Sir Charles Aitchison's judgment, be too strongly deprecated. It is, in the Lieutenant-Governor opinion, race distinction of the baldest and most indefensible kind and certain to give rise to most undesirable controversies. It is, moreover, an uncalled for departure from principles which have hitherto worked quite satisfactorily. In the Punjab, for instance, there are Extra Assistant Commissioners of pure Native race and blood, Extra Assistant Commissioners of pure European blood, and Extra Assistant Commissioners of mixed blood. But all are on equal footing; all works side by side and in perfect harmony.

With all due deference, the Lieutenant-Governor would deprecate, not only as unfair in itself, but as inexpedient, any attempt to adjust pay as between holders of appointments simply on the ground of race, and ventures to assert that the principle of absolute equality here advocated is the correct one. The pay of appointments made in India should be fixed at a rate sufficient to secure the qualifications required, and no difference should be made whether the person possessing the qualifications whom it is decided to appoint is of Native or European blood.

5. The arrangements in the Punjab Police Department are special. The appointments involving independent charge are at present filled by Europeans who are appointed by the Local Government; but the Assistant District Superintendents have recently been divided into two classes. The first class has, with respect to qualification for appointment, been left on its former footing. Appointments to the second class are ordinarily reserved for Statutory Natives of India; but the reservation does not bar the promotion to that class of deserving European Inspectors not falling within that category. In this Department it is necessary to have a larger admixture of European officers than usual, and for a long time the cases will be rare of Natives being appointed to posts superior to that of an Assistant District Superintendent. The pay, however, is not excessive with reference to the duties and responsibilities of the appointments, and even if a larger proportion of these appointments were held by Natives than is likely to be the case for many years to come, the Lieutenant-Governor would not advise that any reduction should be made in the rates of pay.

6. The general views of the Lieutenant-Governor being as above stated, His Honour's personal opinion on the questions referred to him by the Committee is as follows:—

I.—In the Department Public Works, Forest, Education and Medical Departments, His Honour would apply the two-thirds rule to persons (whether Natives or domiciled Europeans) appointed in India to posts usually reserved for officers appointed from England by the Secretary of State, and in no other cases.

II.—Sir Charles Aitchison very strongly deprecates any attempt to adopt the same or a similar rule for appointments made in India by Local Governments. He therefore considers that the enquiries suggested in paragraph 4 of your letter are not required, as the questions involved call for no consideration.

III.—In the cases referred to in paragraph I., the reduced pay would most conveniently be fixed at a rate of two-thirds the full pay of the appointments. In all other posts there should be only one scale of pay, and no attempt should be made to have one scale for Natives and a higher scale for Europeans.

IV.—The Lieutenant-Governor would fix no proportion of appointments to be held by Natives. As a matter of fact, Natives are gradually winning for themselves a larger and larger share of appointments made in India. This is as it should be, and Sir Charles Aitchison would do nothing to stereotype a state of things which cannot stand before the expanding education and growing intelligence of the country, or which would give rise hereafter in any class to questions of privilege or to complaints that privileges were invaded. The Government should, His Honour thinks, be left perfectly unhampered in the matter.

XVII.

From STEPHEN JACOB, Esq., C.S., Secretary, Finance Committee, to the Secretary to the Government of the Punjab,—No. 175, dated Simla, the 28th June 1886.

I am desired, in acknowledging the receipt of your No. 1496, dated the 4th June 1886, to explain that my letter was not intended to raise the question of distinction based exclusively upon race. It was written under the instructions of the Government of India, who entrusted to this Committee for enquiry and report the question raised in the Secretary of State's despatch, to what offices in what Departments the rule now applied by Section 11 of the Pay and Acting Allowance Code to Statutory Civil Servants should be extended. As His Honour justly observes, this rule does not create a distinction between Natives and Europeans as such, but between persons appointed in England and Statutory natives as they are called, *i.e.*, (1) Natives of India by blood, (2) Europeans domiciled in India, and (3) their decendants. It was in this sense that the words "Natives of India" were used in my letter; and the question asked at the end of my 4th paragraph as to whether in any appointments a distinction should be drawn between domiciled Europeans and Natives by blood, indicates that the Committee had no intention of suggesting such a distinction generally, although they wished to know if there was any particular case in which any Government thought that such a distinction should be drawn.

2. The Committee are glad to find, however, that your reply covers the greater part of the enquiry entrusted to them by the Government of India, and they hope that the removal of any misconception as to their meaning will enable the Punjab Government to favour them with their views on the points which still require elucidation.

3. His Honour has explained that his Government is only concerned with five Departments—Police, Public Works Department, Education, Forests, and Medical; that he would not apply the rule to natives of India if appointed to the grade of District Superintendent of Police, nor, presumably, to that of Deputy Inspector or Inspector General; but that he would apply it to any native of India appointed in India to such posts in the other four Departments as are usually filled by persons appointed by the Secretary of State in England; that is to say, to Assistant Engineers appointed from Roorkee or any of the Indian Colleges—to Professors or Inspectors in the graded list of the Educational Department whether appointed direct in India or promoted from below—to Assistant Conservators of Forests and to Civil Surgeons. The latter may be left out of the discussion, as it is not proposed to apply the rule to the Uncovenanted Medical Service, while no one who has not entered the Indian Medical Department by competition in England can be appointed to any of the posts reserved for Covenanted Medical Officers. To the graded list in the Educational Department the two-thirds rule has already been applied by the orders of the Supreme Government. The Lieutenant-Governor's proposal amounts, therefore, to the extension of the rule to the Forest and the Public Works Departments.

The Committee would like to be informed whether His Honour would apply the rule to existing incumbents (of whom there appear to be several in the Public Works Department establishment) or not.

4. I am further desired to solicit an expression of the views of the Government of the Punjab on the following points:—

Should the application of the rule to any person promoted from a lower grade be safeguarded by the condition that he should not lose in salary by it?

Should the rule be applied to any of the non-graded posts in the Educational Department of the Punjab, such as are now occupied by Europeans whether appointed in the country or not?

5. Although His Honour has not specially referred to appointments in the Punjab Commission, they conceive from the tenor of his remarks in paragraph 4 that he would recommend the application of the two-thirds rule to the case of any native of India appointed as a special case to such a post as that of a District Judge or Assistant or Deputy Commissioner.

XVIII.

From C. L. TUPPER, Esq., Junior Secretary to the Government of the Punjab, to the Secretary to the Finance Committee,—No. 1977, dated Lahore, the 15th July 1886.

I am desired by the Lieutenant-Governor to acknowledge the receipt of your letter No. 175, dated 25th June 1886, and to reply to the questions contained in paragraphs 3, 4 and 5 of that letter.

2. The Lieutenant-Governor would not apply the two-thirds rule to existing incumbents in the Public Works Department to whom the rule has not been hitherto applied.

3. The second question, whether the application of the rule to any person promoted from a lower-grade should be safeguarded by the condition that he should not lose any salary by it, is practically answered by the reply above given to the first question.

4. As regards the third query, Sir Charles Aitchison thinks the rule should not be applied to any of the non-graded posts in the Educational Department, as the pay of such posts was fixed with reference to the duties to be performed and the fact that the appointments are such as would ordinarily be held by natives of India. The Lieutenant-Governor has already expressed a strong opinion that it is highly inexpedient to draw any distinction between the pay of the Natives and Europeans appointed in India to Office.

5. The Lieutenant-Governor assents to the interpretation of his views regarding the application of the rule to the case of any native of India appointed as a special case to such a post as that of District Judge or Assistant or Deputy Commissioner, contained in the 5th paragraph of your letter. The rule has been applied in the case of Diwan Ram Nath who was recently appointed to the post of District Judge, and is already in force in regard to the Statutory Civilians who have been appointed to the Punjab Commission.

XIX.

From F. C. ANDERSON, Esq., C.S., Officiating Secretary to the Chief Commissioner, Central Provinces, to the Secretary, Finance Committee,—No. 3438-209 dated Nagpur, the 2nd August 1886.

I am directed to acknowledge your letter No. 40, dated 1st May last, regarding the application of the two-thirds rule to Natives holding appointments which are open to Natives as well as to Europeans.

2. The Departments concerned in these Provinces are the Public Works Department, Police, Education, Medical, Forest and Settlement Departments. The heads of these Departments have been consulted on the various questions raised in your letter, and the conclusions arrived at by Mr. Fitzpatrick after considering their opinions are stated below.

3. I am in the first place to mention that several Native gentlemen to whom the Officiating Chief Commissioner has mentioned the subject are all in favour of the two-thirds rule. They quite understand the reasons for it, and are of opinion that, with the growing necessity for economy, it will be a certain means of securing a considerable proportion of the higher appointments for Natives.

4. The Officiating Chief Commissioner thinks that the ruling principle should be that, when the pay of an appointment has been fixed with a view to its being filled ordinarily by Europeans, the two-thirds rule should be applied, and when the pay has been fixed with a view to the appointment being ordinarily filled by Natives or persons who would count as Natives, the two-thirds rule should not be applied. Assuming this principle to be correct, Mr. Fitzpatrick thinks that it might fairly be laid down that the two-thirds rule should not apply to any appointments the pay of which is less than Rs. 250 per mensem, but it could not be laid down that it should apply to all appointments under Government of Rs. 250 and upwards, because the pay of such appointments appears in some cases to have been fixed with a view to their being held chiefly by Natives. It will be convenient to examine the case of each of the above-mentioned Departments separately, in order to ascertain to what extent the two-thirds rule cannot, on the principle here indicated, be fairly applied to appointments of Rs. 250 and upwards.

5. The Public Works Department is divided into Engineer, Upper Subordinate, Lower Subordinate, Office and Petty Establishments, besides Examiners and Accountants. Lower Subordinate and Petty Establishments may be left out of account. As regards the rest, it appears to the Officiating Chief Commissioner that the scale of pay of Engineers and Examiners was fixed primarily for Europeans, while it is stated by the Chief Engineer that the pay of the Upper Subordinate Establishment, Accountants and Office Establishment was fixed primarily for Natives. The two-thirds rule might, Mr. Fitzpatrick thinks, be fairly applied to the Engineer and Examiner Staff excluding Apprentice Engineers. The pay of an Assistant Engineer, 3rd grade, and of an Assistant Examiner, 2nd grade, is Rs. 250, and if the two-thirds rule is applied, as here suggested, a young Native on first entering the Engineer or Examiner Department would draw Rs. 166 per mensem, and as he is promoted to the higher grades, he would obtain a progressive increase of pay at each step. Having regard to the qualifications of the young Natives who enter the Public Works Department, and to the fact that at first starting they hold quite a subordinate position, Mr. Fitzpatrick thinks that Rs. 166 is not an unfair rate of remuneration for a young Native gentlemen to begin with. It would, the Officiating

Chief Commissioner thinks, be hardly fair to apply the two thirds rule to the Upper Subordinate, Accountant and office Establishment, for although their pay rises in the higher grades to much over Rs. 250, it appears that the proportion of appointments in the higher grades is small, and that these grades are only reached by a comparatively few men after long and approved service.

6. In the Police Department the grades of pay are—

	Rs.
District Superintendent, 1st Class	1,000
" 2nd "	800
" 3rd "	700
" 4th "	600
" 5th "	500
Assistant " 1st Grade	300
" 2nd "	250

Mr. Fitzpatrick would not apply the two-thirds rule in this Department to the appointment of Assistant District Superintendent, 1st or 2nd grade, for a Native would not ordinarily be appointed to the Assistant grades until after he had served for some time and gained experience as an Inspector, when some substantial promotion commensurate with his advancement in rank might fairly be looked for. But he would apply it to all classes of District Superintendents, subject to a minimum for a Native appointed to the 5th Class of Rs. 350. Two-thirds of Rs. 500 (the pay of the 5th Class) is Rs. 333; but the Officiating Chief Commissioner thinks that, having regard to the responsibilities of his position, a Native promoted from Assistant District Superintendent, 1st grade, to District Superintendent, 5th Class, should not draw less than Rs. 350. On the other hand, this sum seems sufficient for a Native gentlemen on his being first promoted to the rank of District Superintendent. Mr. Fitzpatrick would, therefore, draw the line at Rs. 350, the two-thirds rule being fully applied in the case of promotion to the 4th and higher classes of District Superintendent.

7. The appointments in the Education Department in the Central Provinces, the pay of which is Rs. 250 or upwards, are—

	Rs.	Rs.
(1). One 1st grade appointment, graded list	1,250	rising to 1,500
(2). Two 3rd " " "	750	" 1,000
(3). One 4th " " "	500	" 750
(4). Principal, Jubbulpore College	500	" 750
(5). Senior Professor "	400	" . . .
(6). Sanscrit Professor "	200	" 250
(7). Principal, Normal School, Jubbulpore	200	" 300
(8). Lady Superintendent, Female Normal School, Jubbulpore	200	" 250

No. (8) may be left out of account. The pay of Nos. 6 and 7 appears to have been fixed in view to their being usually held by Natives, and the Officiating Chief Commissioner would except them from the two-thirds rule. As regards the appointments on pay exceeding Rs. 300, the Officiating Chief Commissioner would apply that rule to them, subject to the same minimum which he has proposed for the Police Department, *viz.* Rs. 350. Thus, if the Sanscrit Professor in the Jubbulpore College, being a Native, were promoted to be Senior Professor, he would draw Rs. 350 instead of two-thirds of Rs. 400 only, and if he were promoted to Principal, he would for the first year draw Rs. 350 instead of two-thirds of Rs. 500 only, but after that the rule would be applied, and in the second year he would draw two-thirds of Rs. 550 = Rs. 366; in the third year two-thirds of Rs. 600 = Rs. 400; and so on.

8. The two-thirds rule cannot well be introduced in the Medical Department in these Provinces, for the Civil Surgeoncies are mostly held by Officers whose pay is regulated by their rank, and the pay of the lower appointments, *i. e.*, the Assistants to the Civil Surgeons of Nagpur and Jubbulpore, and Assistant Surgeons, is below the limit proposed by the Officiating Chief Commissioner of Rs. 250. Assistant Surgeons draw more than Rs. 250 when officiating temporarily, as they occasionally do, as Civil Surgeons, but these temporary promotions would not be worth taking into account, and Mr. Fitzpatrick cannot recommend that natives of the country who are not Army Surgeons should be permanently appointed to any of the Civil Surgeoncies in the Central Provinces.

9. In the Forest Department the pay of appointments in the subordinate establishment (including Sub-Assistant Conservators) is fixed, the Officiating Chief Commissioner understands, with a view to their being ordinarily filled by Natives; while the pay of the appointments in the superior establishments, *i. e.*, Assistant Conservators and Officers of higher rank, is fixed with a view to their being ordinarily held by Europeans. Mr. Fitzpatrick would therefore apply the two-thirds rule only to Natives appointed to the superior establishment, provided that a Native who is promoted from the subordinate to the superior establishment should draw not less than his previous pay *plus* Rs. 50. This would be his minimum

salary on promotion after approved service and for special reasons, under existing orders, to the superior establishment. The pay of Sub-Assistant Conservators differs in different provinces. In the Central Provinces the highest pay now drawn by a man of the Sub-Assistant class is Rs. 200; in some provinces it is Rs. 250, and it is not improbable that it will be raised to Rs. 250 in the Central Provinces. In the case of a Sub-Assistant Conservator on Rs. 200 promoted to be Assistant Conservator, the minimum pay under this proposal would be Rs. 250; in the case of a man on Rs. 250 the minimum pay on promotion would be Rs. 300. If a young Native were appointed to the rank of Assistant Conservator, 3rd grade direct, the two-thirds rule might be applied in his case at once, just as it is proposed by the Officiating Chief Commissioner to apply it in the case of young Natives appointed to be Assistant Engineers. But, under present orders, young Natives are not appointed to the superior (controlling) staff direct.

10. The case of the Settlement Department remains to be considered. Appointments to the Settlement-Department in these Provinces are usually made at present from the ranks of the ordinary staff of Assistant Commissioners and Extra Assistant Commissioners. Assistant Commissioners deputed to Settlement work as Settlement Officers are entitled to higher rates of pay than they would draw in the ordinary line, under a scale sanctioned by the Government of India. The two-thirds rule might be applied to Natives who are taken from the ordinary line and made Settlement Officers, provided that their employment on Settlement work gave them an increase of not less than Rs. 100 on the pay which they would draw if they had continued to serve in the ordinary line. At present there is only one Native in these provinces who is a Settlement Officer. As regards Assistant Settlement Officers, the present rule is that an Assistant Commissioner or Extra Assistant Commissioner appointed to be an Assistant Settlement Officer draws the salary of the grade next above that in which he stood in the line. This rule was laid down in view of the circumstance that the post of Assistant Settlement Officer would ordinarily be held by a Native, and the two-thirds rule cannot well be applied here.

11. A special exception to the two-thirds rule should, Mr. Fitzpatrick thinks, be made in the case of present Native incumbents who have been appointed to or promoted in any Department on precisely the same footing as their European brother officers; but it would in his opinion be impossible to formulate any exception to the general rule laid down in order to meet such cases, and he considers that the only plan would be to reserve to the Government of India a power to deal specially with them. Taking appointments of Rs. 250 and upwards, six such special cases would have to be dealt with in the Public Works Department, if all the six officers concerned were held to be "Natives," but only one of them is a pure Native by blood. Two such cases, both the officers being pure Natives by blood, would have to be dealt with in the Police Department. There would be three or four (if held to be Natives) in the Forest Department; and one (a pure Native by blood) in the Settlement Department.

12. It is observed in paragraph 4 of the letter from the Finance Committee that some provision should perhaps be made that the two-thirds rule, or any rule causing an abatement in the scale of salary, should not take effect if it would produce an actual decrease of pay in the case of promotion from a lower grade. Mr. Fitzpatrick thinks that the suggested qualification of the rule should not merely provide against loss of pay on promotion, but should allow of an increase of pay to the extent indicated above in the case of each department.

13. As regards the question raised at the end of paragraph 4 of your letter, I am to state that, especially as the appointments now under consideration are appointments which can be made independently of the Statute 33, Victoria, Chapter 3, the Officiating Chief Commissioner does not see why we should perplex ourselves by making anything depend on the definition of "Native of India" in that Statute, a definition the legal effect of which is in certain particulars by no means clear, and the extent of ground covered by which it is quite impossible to estimate.

14. The two-thirds rule as applied to "Natives of India" in the narrow sense is, Mr. Fitzpatrick believes, based solely on the consideration that they are at home in this country, and that, owing to this and to their established modes of life, they are as well off on the two-thirds salary as a "European" in the narrow sense would be on the full salary; and assuming this to be so, if the rule is to be extended to persons who are not "Natives of India" in the narrow sense, its extension ought, the Officiating Chief Commissioner considers, to be justifiable by some similar considerations. There are many Eurasians in this country and some few persons of pure European parentage the extension of the rule to whom may well be justified in this way, but, after giving considerable thought to the matter, Mr. Fitzpatrick finds himself utterly unable to suggest any mode of defining them. He could name gentlemen born and educated in India and who would probably be held to be domiciled in India who have risen to high offices, and who, as they advanced in the service, have been repeatedly to England, have made up their minds to settle there on retirement, and who feel the same obligation to send their children to

England for education that any of us do. It would be impossible to subject such persons to the two-thirds rule. On the other hand, there have already been instances (and they are likely to increase in number) of children of purely native extraction being born by what may be called an accident in England, and, if they were to return to India at any early age and settle down according to native ways, the two-thirds rule would be very properly applied to them.

15. The only solution of the difficulty the Officiating Chief Commissioner can find is to leave it to the authority making the appointment or promotion to determine in cases of doubt (subject to the control of the Government of India), whether the appointment or promotion should be offered under the two-thirds rule or at the full salary; or perhaps it might be arranged that in future persons entering any branch of the service in which they would have a chance of being promoted to appointments to which the two-thirds rule would apply, should be classified at starting as persons to whom the two-thirds rule would not apply.

16. The Officiating Chief Commissioner does not mean to say that this system would be altogether satisfactory. A person whose position was doubtful might sometimes feel aggrieved by being placed under the two-thirds rule, but he would have some set-off in the consideration that by being placed under it he could reckon on more rapid promotion. To those clearly falling under the two-thirds rule the way in which such a person was classed would be a matter of comparative indifference. If the person was appointed and the place lost to them it would matter little to them what salary he got. They might feel jealous if he was allowed the full salary, but on the other hand they could not but perceive that the greater the tendency was to rank persons of this sort as entitled to the full salary, the less chance there would be of their being appointed to the higher posts. It may be added that, difficult as it would be to define the distinction between the persons who ought and those who ought not to be made subject to the two-thirds rule, the Officiating Chief Commissioner does not think that the cases in which a doubt would arise in practice would be numerous.

17. As to the matters referred to in paragraph 5 of your letter, Mr. Fitzpatrick thinks that, if the salaries of Europeans are fairly rated, there is no reason why the same proportion between the pay of the European and the Native should not be maintained, whatever the pay of the appointment may be. But whatever is done there should, he thinks, be rules which—given the pay for Europeans—would fix the pay for Natives in all appointments now existing and hereafter to be created by a mere arithmetical operation. It would in Mr. Fitzpatrick's opinion be very undesirable to set about fixing separately the pay a Native would draw in each existing appointment, or to leave the pay of a Native in an appointment to be created hereafter to be fixed *pro re nata*, as by so doing the points for discussion would be immensely multiplied, and a good deal of heart-burning would result.

18. In reference, lastly, to the concluding paragraph of your letter, the Officiating Chief Commissioner thinks that in departments the staff of which is Provincial, like the Police, it would be impossible to introduce and be tied down by a rule that a fixed number of appointments, or fixed proportion of the vacancies, should be given to Native candidates, as, the area of choice being so limited in a single Province, who should at times be forced to appoint unfit men. Possibly where a department is Imperial, like the upper branches of the Forest, Public Works and Medical Departments, a proportion might be fixed for the whole Imperial Service, but the Heads of Departments whom he has consulted are opposed to the adoption of this suggestion.

XX.

From E. S. SYMES, Esq., C.I.E., Secretary to the Chief Commissioner, British Burma, to the Secretary, Finance Committee, Simla.—No. 330—52 A., dated Rangoon the 15th June 1886.

I am directed to acknowledge the receipt of your letter No. 40, dated the 1st May, asking for the Chief Commissioner's opinion as to the appointments under the Burma Administration to which the rule now applicable to Native members of the Civil Service might be applied that where an appointment is held by a Native of India, he should receive two-thirds of the salary assigned to the appointment when it is held by a European.

2. In reply I am to submit that a simple expedient would seem to be to apply the rule in question to all appointments of a value of Rs. 400 or more monthly with provisos (a) that no officer is to lose pay on promotion under the operation of the rule, and (b) that the rule is not to be applied to persons already holding appointments of a value of Rs. 400 until they receive promotion, upon which they would come under the two-thirds rule subject to proviso (a). The appointments of Extra Assistant Commissioners (which are however apparently without the scope of the present enquiry) should be excepted from the rule, inasmuch as the scale of pay was fixed with the knowledge that the more highly paid appointments would ordinarily be held by Natives.

3. In reply to the enquiry made in paragraph 6 of your letter, I am to say that the Chief Commissioner thinks that the time has not yet come in Burma for the introduction of a rule into any department that a fixed number of appointments

or a fixed proportion of vacancies in the (so to speak) commissioned ranks, should be given annually to Native candidates. Below the gazetted ranks the Local Government needs to employ "Natives" almost exclusively some in the grade of Inspectors of Police. In consequence of the recent break-down of so many Burman officials in the presence of emergency, more Europeans (or Eurasians) are now being engaged as Police Inspectors and Myooks.

XXI A.

From U. S. GREENSHIELDS, Esq., Officiating Secretary to the Chief Commissioner of Assam, to the Secretary, Finance Committee,—No. 6597, dated Shillong, the November 1886.

I am directed to acknowledge the receipt of your letter No. 40, dated the 1st May 1886, on the subject of applying to certain classes of offices the rule that where an appointment is held by a native of India he should receive two-thirds of the salary assigned to the appointment, when it is held by a European, and to express the Chief Commissioner's regret that, owing to your letter having been mislaid, it has not received earlier attention.

2. The Chief Commissioner understands that the Finance Committee excludes from consideration the whole of the Departments which in the Assam Civil List, a copy of which accompanies this letter, are called Revenue and Administration, and Judicial, that is to say, all Extra Assistant Commissioners, Sub-Deputy-Collectors, Sub-Judges, and Munsifs. Following the pages of the Civil List, the Departments coming within the scope of your letter are the following:—

3. *Forests.*—This Department has two Sub-Assistant Conservators on Rs. 150 each. There are no Europeans in this grade, and the Chief Commissioner understands that it is a grade which is henceforth to be ordinarily filled by Natives. However this may be, the Chief Commissioner would make no distinction in the pay of the officer filling this post according as he is European or Native. The pay of the next higher grade (3rd grade Assistant Conservator) is Rs. 250. In all appointments of whatever Department of Rs. 250 and upwards, Mr. Ward can see no objection to applying the distinction. He would not, however, apply the two-third rule in every case. He would give a Native third grade Assistant Conservator Rs. 200. Under the two-third rule he would get only Rs. 166, which would practically be no promotion to him. Similarly he would give to the upper grades of the Forest Department the following scales of pay for Natives as compared with Europeans:—

	Native.	European.
Assistant Conservator, 2nd grade	250	350
" " 1st "	300	450
Deputy Conservator, 3rd grade	432	650
" " 2nd grade	532	800 and so on

It will be observed that the above grading applies the two-third rule only to cases where the European draws Rs. 400 and upwards.

4. *Post.*—The Finance Committee will no doubt consult the Director General of Post Offices. Here in Assam there are only two appointments of Rs. 200 and upwards. Those below Rs. 200 might be left the same for both European and Native on the analogy of what has been proposed for the Forest Department. Mr. Ward would suggest Rs. 200 for the Chief Superintendent and Examiner of Postal Accounts if a Native, and Rs. 250 if a European, and to the Deputy Post Master Generalship he would apply the two-third rule.

5. *Telegraph Department.*—Here the grades might be—

	Native.	European.
Sub-Assistant Superintendent, 1st grade	250	335
Assistant Superintendent, 2nd grade	330	375

and to the other appointments which are over Rs. 400 apply the two-third rule.

6. *Police, Education, Survey.*—In these Departments, the Chief Commissioner would apply the same principle as that indicated above, that is to say; appointments of Rs. 150 and under should remain the same for European and Native, to appointments of Rs. 400 and upwards apply the two-third rule, and to appointments between Rs. 150 and Rs. 400 graduate the pay of the Native in some such way as has been indicated above.

7. With reference to your 6th paragraph, I am to say that the Chief Commissioner thinks it unnecessary to give in any Department employed in Assam a fixed number of appointments or a fixed proportion of vacancies annually to Native candidates. He considers that it would be found most inconvenient in practice to adhere to any such fixed number or proportion.

XXII.

From F. R. Hogg, Esq., Director General of the Post Office of India, to the Secretary, Finance Committee,—No. 4658, dated Simla, the 28th June 1886.

I have the honour to acknowledge the receipt of your letter, No. 40, dated 1st May 1886, calling for an expression of my opinion as to the application to the Postal Department of the rule under which a native of India receives two-thirds of the salary assigned to an appointment when held by a European.

2. In reply I beg to give below a list of all the higher appointments in the postal department, *i. e.*, those carrying with them a salary exceeding Rs. 500 per month:—

Designation of Office.	Salary	
	Minimum.	Maximum.
1 Director General, Post Office	3,000	3,000
2 Postmaster Generalships, each	1,750	2,000
4 " " including a Deputy Director Generalship, Post Office, each	1,500	1,750
1 Assistant Director General, Post Office, or Inspector General, Railway Mail Service	1,000	1,400
1 Comptroller, Post Office	800	1,200
1 Assistant Director General, Post Office	750	1,000
1 Deputy Postmaster, General	750	1,000
2 Presidency Postmasters, each	600	1,000
1 Presidency Postmaster	600	900
1 Assistant Director General, Post Office	700	700
8 Deputy Postmasters, General, each	700	700
1 Deputy Comptroller, Post Office	700	700
1 Assistant Comptroller, Post Office	600	600

3. In the case of the Director Generalship, the Deputy Director Generalship and the five Postmaster Generalships the salaries were fixed with the object of securing the services of Covenanted Officers: in the case of the other appointments the pay given was intended to remunerate Uncovenanted members of the postal service, and a low rate of pay was prescribed. I have long felt that, in some instances, this low rate of pay is inadequate, and nothing but the state of the public finances has prevented my proposing an increase. Having regard for instance to the responsibilities involved, a higher salary might be allowed to some at least of the Deputy Postmasters General, while the remuneration given to the Comptroller, Post Office, to his Deputy and to his Assistant bears no proper proportion to the magnitude and importance of the duties which these officers are called upon to discharge.

4. It follows therefore that, in my judgment, what is known as the 3rd rule cannot possibly be extended to any appointment in this Department below the grade of Postmaster General without detriment to the public service.

5. It remains to consider the application of the rule to the seven appointments

* Director General, Post Office. noted on the margin.* It was intended, as already
Deputy Director General, Post Office. explained, that these appointments should usually
Postmaster Generalships. be held by Covenanted officers, and as a matter of fact this intention has nearly always been carried out.

The object of Government is of course to secure the services of the men best fitted to fill such appointments, and as might be expected it is rare that the qualifications of an Uncovenanted officer are held to be superior to those of a picked Covenanted Civilian. In one instance only, *viz.*, in that of Rai Salig Ram Bahadur, has a Native by race and blood obtained a Postmaster Generalship, and in that instance his salary was governed by the two-thirds rule. When domiciled Europeans, attached to the Uncovenanted Service, have got Postmaster Generalships, they have heretofore always drawn the full pay of the appointment. Having regard to the increasing importance of this Department, to the fact that the best men whether Covenanted or Uncovenanted should be selected to fill the higher posts in this Department, and to the rarity of the occasions on which an Uncovenanted officer can hope to establish his superiority, I am of opinion that the full pay of the appointment should always be given to the successful candidate whether Covenanted or Uncovenanted, and that no invidious distinction should be made between domiciled Europeans and Natives by race and blood. The saving effected by the application of the two-thirds rule to these few appointments in the Post Office would be incommensurate with the discontent which such a measure would create.

6. In reference to the question put in the 5th paragraph of your letter there seems to me no necessity for a fluctuating ratio of abatement in salary for natives

of India. The fixed rate of two-thirds would meet all practical purposes, coupled with a provision that the abatement should not be enforced if resulting in an actual loss of salary.

7: Turning now to your last paragraph I would remark that, with very few exceptions, all appointments in the Postal Department are already reserved for natives of India.

XXIII.

From A. J. LEFFOC CAPPEL, Esq., Director General of Telegraphs in India, to the Secretary Finance Committee,—No. 1285, dated Simla, the 9th June 1886.

I have the honor to acknowledge the receipt of your letter No. 40, dated the 1st ultimo, on the subject of the employment of natives of India on a reduced scale of pay in positions which can be equally held by Europeans.

2. In the Telegraph Department all appointments below that of Assistant Superintendent are open to Natives, and while practically all the Subordinate Officers are Statutory Natives, amongst them are included a considerable number of pure Natives. The rates of pay are the same for Natives as for Europeans. For many years, Natives in the signalling establishment were paid at the two-thirds rate, but in 1875 this distinction, which was found to be invidious, was abolished and all were placed on the same footing. But, at the same time, a new class of "local signallers" was introduced, and as Natives as a rule strongly object to leave the province of their birth, they naturally fall within the local class who are paid at two-thirds of the rate of general service signallers; so that practically, exceptions being rare, Native signallers do draw two-thirds of the rates drawn by the bulk of the staff, but not in consequence of any race distinction as a large number of men of European descent are also on the local scale of pay.

3. All appointments to the superior grades of the Department are made by the Secretary of State, from passed students of Cooper's Hill College, and the present rate of recruitment is below the calculated requirements, as the actual strength is still in excess of the latest sanctioned scale.

4. While recognizing very fully the importance of affording to natives of India every practicable opportunity of entering the Public Service, I am strongly impressed with the danger of substituting natives for Europeans in the superior grades of the Telegraph Department. The number is small, and the area of their operations immense, and physical endurance, energy and readiness of resource in emergencies are even more necessary than the purely intellectual qualifications which natives of the country might not unreasonably be expected to acquire. I shall not, I trust, be considered unjust to the latter in affirming that they would fail in these essential qualities; such experience as we have goes to prove this, and I feel sure that no one in the least acquainted with the duties of an Indian Telegraph Officer would be found bold enough to maintain that such duties could be efficiently performed by Native gentlemen of the class who would be found able to qualify intellectually.

5. We have had two Native Assistant Superintendents: one, a Bengali, commenced his career as an Inspector, and exhibiting while young exceptional energy and zeal was advanced to the position of an Assistant Superintendent; but he soon begged to be excused from the active duties of the position, and foregoing voluntarily all further promotion or increase of pay, was employed as a sort of superior clerk in the Office of the Director General in Calcutta. The other, a native of Bombay, was appointed in England by the Secretary of State, but the rough work of a Telegraph Officer was quite unsuited to him, and a month or two after his arrival in the country he left the department for more congenial employment.

6. I am diffident about expressing my opinion on the general question of the employment of Natives on a reduced scale of pay in appointments which can also be held by Europeans, but it is right, perhaps, I should add that to my mind there is an element of political danger in any scheme which proposes to regulate the salaries of public servants by their race and blood. The fact that exotic labour is necessarily more expensive than native labour is an argument, difficult to refute, in favour of the latter; and although natives of India may now gladly accept a lower scale of pay than is given to Europeans for performing the same duties, it will be impossible, if the equal competency of the former be admitted, to logically maintain this distinction; and I cannot but feel that, in the interest of Englishmen who may look to future civil employment under the Government in this country as well as in that of the Government itself, the salaries of all appointments should be fixed without any reference to the race of the incumbents. In other words that the pay of all appointments which Natives can efficiently fill should be fixed at rates which are considered equitable for Natives, and that Europeans, when employed in those positions, should be paid the same.

XXIV.

From the Inspector General of Forests to the Government of India, to the Secretary, Finance Committee,—No. 323, dated Simla, the 17th May 1886.

With reference to your letter No. 40 of 1st instant, I have the honour to reply that the question of admitting natives of India to the higher appointments is one of special importance as regards the Forest Department.

We can count some excellent officers on our controlling staff, who are Statutory Natives of European extraction, but we have not, up to the present time, been successful with regard to Natives by blood admitted in India. On several occasions Natives by race were promoted into the controlling staff, but they have again lost their positions through shortcomings of their own.

2. It must, however, at the same time, be taken into consideration that service in the Forest Department necessitates, as a rule, a technical knowledge which it lay formerly rarely within the reach of a Native by blood to acquire. Superior officers do not usually take that interest in Natives by blood which would induce them to burden themselves with their instruction in technical detail, and such interest can only be the outcome of a more intimate social intercourse.

3. Of late, however, the Dehra Dun Forest School has been established, and a technical knowledge in Forestry can be acquired in India, which, if perfected by continued study, will at some future time no doubt enable sufficiently qualified candidates to come forward for employment in the higher appointments. At present there are, in my opinion, no qualified candidates, being Natives by blood, whose claims need be considered, and for years to come their number will be so small that I would not recommend that the number of appointments, or a proportion of the vacancies, should be at present reserved for them.

This is the less necessary as the Sub-Assistant Conservatorships are at present open to Natives of all classes, whether statutory or by race.

4. As regards the rate of pay, I am of opinion that there should be no distinction made in the emoluments of the Executive staff; but that Natives by blood should draw only $\frac{2}{3}$ of the sanctioned pay if admitted into the controlling staff, provided that they shall not draw less than the amount they drew in the executive staff before being promoted to the controlling staff.

Statutory Natives of European extraction should, in my opinion, draw the full pay of the appointment. Natives of India entering the Department under covenant with the Secretary of State will naturally draw the full pay of the appointment.

XXV.

From A. B. PATTERSON, Esq., C.S., Officiating Commissioner, Northern India Salt Revenue Department, to the Secretary to the Finance Committee,—No. 34C., dated Agra, the 3rd June 1886.

In reply to your No. 40, dated 1st May 1886, I have the honour to give you my opinions on the points indicated.

2. I am not in favour of applying to the Northern India Salt Revenue Department the rule under which natives of India should receive only two-thirds of the salary assigned to an appointment when held by a European.

Only Natives with a peculiar and, at present, unusual combination of qualifications are fitted for employment in the Department in the superior grades. A good education and good knowledge of English are absolutely necessary, and this must be combined with a good physique, active habits, and capability for undergoing outdoor work and more exposure than is required, I believe, in any other branch of Government service. In addition to this the officer must be of a class from whom integrity and a high standard of devotion to duty may be with confidence expected. He must also have the faculty of controlling subordinates which is only found among Natives of a good social class, and which by no means necessarily accompanies education.

The Department is not an attractive one to Native gentlemen, the work being of a kind which is distasteful to them as a rule. The present scale of salaries is certainly not too high for the class of men we want. There are very few applications from young Native gentlemen for employment in the Department, and if the scale of pay were made lower for them than for Europeans, I feel sure that there would be none at all from qualified Native candidates.

To show how little Native gentlemen care for appointments in this Department I may mention that during the year I have held charge I have only had one application of the kind for a nomination.

When it is remembered that I have served for 22 years in districts of the North-Western Provinces and that I have of course numerous friends among Native gentlemen in many districts, it will be easily understood that the Department does not offer many attractions for qualified Natives even on the same scale of pay as that assigned to Europeans.

3. Under these circumstances it is not necessary to answer the question contained in paragraph 5 of your letter.

4. In reply to paragraph 6 of your letter I beg to forward for your information the opinion of Mr. Carey, the permanent head of the Department, on the subject, being extracts from his letter No. 56 C., of 4th August 1884, to the Government of India, in reply to a letter calling for his views of the subject of the employment of Natives in this Department.

I also annex a copy of paragraph 147 of the Administration Report of the Department for 1867-68, in which Mr. Hume discussed the question. His opinion is all the more valuable as his constant and generous advocacy of the claims of Natives to employment is well known. Mr. Batten also concurred in these views, my own opinions are of little value compared with those of the distinguished officers I have named, all of whom have had far more experience in the Department.

I therefore will only say that I do *not* think it possible to introduce a rule under which a fixed number of appointments or a fixed proportion of vacancies should be given annually to Native candidates.

I am strongly in favour of appointing Native gentlemen with the necessary qualifications when possible, and I should consider it right to give such a candidate the preference over a European candidate.

But the interests involved are so great, the responsibility of the Department is so heavy and the possible results to Government from any deterioration in the tone of the officers so disastrous, that I cannot recommend the adoption of any rule which would limit the field from which candidates may be selected.

Extract paragraphs 2, 3 and 5 from Commissioner's letter No. 56 C., dated 4th August 1884, to the Secretary to the Government of India, Department of Finance and Commerce.

Para. 2. The question of the class of officers best fitted for the work of this Department is discussed with admirable force and clearness in paragraph 147 of Mr. Hume's Administration Report for 1867-68, copy of which is annexed to this letter for easy reference. The character of the duties to be performed has not changed since that report was written, and Mr. Hume's remarks in which Mr. G. H. M. Batten afterwards "cordially concurred" are as true now as on the day they were penned.

3. The chief objection to the employment of persons of pure Indian blood in the superior appointments under this Department is that, with very rare exceptions, they are physically unsuited to the work. In every Branch of the Department an immense amount of hard out-door work has to be got through. The trust and responsibility are also very great in the case of all the superior appointments, and only Natives of the highest class could properly be appointed to hold them. The work is almost entirely done in English, so that a high standard of education is essential. But the few Natives qualified in all these points can do much better for themselves, and a career in the Salt Department has no attractions for them. A candidate appointed to officiate as Assistant Inspector on 100 per mensem would be posted either to the Indus Line where his duties would consist in patrolling by day and night or to Sambhar where he would be employed in storing and weighing salt on the edge of the Lake. To the young educated Native gentleman such work is thoroughly uncongenial, he thinks it beneath him, takes no interest in it, and looks about for an opportunity of finding employment for himself elsewhere. Within my experience young Natives of the class I am referring to very seldom are able to maintain proper discipline among their subordinates or to manage the rough Banjaras and coolies they have to deal with.

We require Natives of high character and respectability who have received a good English education and who also have the Englishman's aptitude for out-door work and physical exertion and for enforcing discipline. Such a combination is very rarely met with.

It follows that if it were decided to appoint Natives to vacancies we should have to be contented with men not of the highest class. Such men would not have the qualifications which are necessary; they would be wanting specially in that strict rectitude and sense of duty which are marked characteristics of the present establishment, and the efficiency of the Department would suffer.

In improving the management of the Salt Department, both in Madras and Bombay, one of the first and most important reforms made was the larger employment of Europeans in the more responsible positions.

5. The officers of the Salt Department do not constitute "a highly paid English service," and their duties are severe and unattractive, while any want of efficiency in the discharge of those duties would quickly result in heavy loss of revenue. I am therefore of opinion that the best men whose services can be secured should

be entertained irrespective of race or domicile, and I accordingly recommend that no restrictions be placed on the employment in the Salt Department of persons who are not statutory natives of India.

Extract paragraph 147, on the employment of Natives in the higher posts, from the Annual Administration Report for 1867-68.

Para. 147. The question of more extensively employing Natives in responsible posts is one that has of late justly excited much attention. Having for many years steadily and persistently advocated this, I feel especially bound, as the Head of a Department, not to conceal the fact that my experience in my present position has led me to believe that the views I formerly expressed need some qualifications and reservations. My predecessor, Mr. Money, after many years' trial, had come to the conclusion that, with rare exceptions, the Natives, who could be tempted into our service by the salary we can offer, are unfit for the position of Patrols and Assistant Patrols. I entered the department with somewhat different views, and having before long had abundant proof of the correctness of opinions (to which even my predecessor had reluctantly come), I have taken some pains to discover why it is that the same class of Natives who so far excel Europeans, of the class obtainable, for such posts as Tahseeldars and Subordinate Civil Judges, should be so infinitely inferior to them as Line Officers. There appear to be several causes for this. In the first place, great bodily activity, incessant locomotion, indifference to sun, wind, weather, and his night's rest, not once in a way, but throughout his whole career (until he rises to a Collectorship) is essential to efficiency in the Line Officer. Now this indifference to physical fatigue and exposure, this capacity for great bodily exertion, is scarcely to be met with amongst the educated middle and lower classes of Natives, the men who become our Tahseeldars and Sudder Ameen. We find it in the Native sportsman, the herdsman, who becomes the soldier, and others amongst the lower classes, none of whom could, of course, fill posts such as I refer to; and we find it (but, alas! rarely nowadays) amongst Native gentlemen of family, who are sportsmen. These, however, are few and far between, rarely possess even the moderate educational qualifications we require, and what is most important, will not undertake a service like ours for Rs. 125 a month. Any one who knows them will realize from what I have said that these posts cannot be well suited to the "Ahl-Kulum," the people of the pen, or "writers," whom alone we could appoint to them. Amongst Europeans, on the contrary (young men fond of sport), this restless laborious life has a charm. Numbers, it is true, enter the department to leave before their term of probation expires, but of those who remain, the vast majority do this perpetual knocking about at all hours, and in all weathers, more or less, *con amore*. They can do their patrolling work as well, if not better, gun in hand; the excitement of the sport relieves the constant out-door life of much of its unpleasantness, and they live, on the whole, happy, healthy lives, doing good service to the State, where their Native confreres either break down sick (after innumerable protests about the hardness of their fate), or else simply slur over their work. It is not that there are not Natives who can do all that is required. I have not a better Patrol on the line than Nizamooddeen Khan, but then he is a Native gentleman, an enthusiastic sportsman, as rough and ready as any European; but it is that for the advantages we offer we cannot now obtain Natives like Nizamooddeen Khan, men possessing the requisite qualifications in this way, and at the same time with any decent share of education. On the other hand, we can get fairly educated English youths, many of them sons of gentlemen, who can and will do the work, and who prefer the rough adventurous life, small though the stipend be, to regular office work on better pay. There is another point in which the classes of Natives alone available for our appointments conspicuously fail. They lack the power of commanding respect, and enforcing discipline amongst large bodies of men. An Assistant Patrol may have 100 men under him, amongst whom the strictest discipline must be enforced, and he most probably has never any brother officer within ten miles of him. The late lamented Colonel Fisher, whose knowledge of the language and character of Natives was only equalled by his liking for them, once told me that the youngest Cornet, who could speak the language, would keep better discipline in a detached troop than the oldest Rissaldar. At the time I neither understood, nor believed this, but I find it to be a literal fact on the Line. The youngest European Assistant Patrol,* who can talk the language, will keep up a more healthy tone of discipline and subordination than the oldest Native Patrol, unless this latter, and we have only one such, happens to be a man of Nizamooddeen Khan's stamp—a stamp that I have sought for in vain. Somehow a sort of intimacy and familiarity, subversive of that quasi-military discipline, that in a huge force like ours, must be maintained, grows up invariably between the Native Patrols and a particular set of their subordinates; while there is always another set, who, do what they will, are always in the black books. Travelling along the

* Of course there are exceptions; but these are soon discovered, and do not long remain with us.

Line, the difference in the "set-up" of the force in the beats over which Native and European officers respectively have long presided, is very marked, and altogether in favour of the latter. Departmentally, there is another point; an European officer, if he only talks the language well, and is civil and kindly, can do double as much with the Zamindars and people around him, as any Native (of the kind, we alone meet with as candidates for employment) ever can. This is where line work is concerned, for even in our department there are posts such as the supervision of the Sooltanpore works, where Natives do fully as well as Europeans; in fact, I doubt whether any European could have done as well there as Baboo Kalee Narain Roy has done. Without, therefore, relinquishing my old plea in favour of allowing Natives as large a share as possible in the administration of the country, I think it must be conceded that there are certain classes of posts entailing a certain description of duties, and requiring particular qualifications, for which, owing to differences in the national character, and habits of mind and body, Natives are much less qualified than are Europeans obtainable for the same salaries; just as, owing to these same differences, there are other posts for which Natives are much better qualified.

XXVI.

From Major A. W. BAIRD, B.E., F.R.S., &c., Offg. Master of the Mint, Calcutta, to the Secretary to the Finance Committee,—No. 483, dated the 15th May 1886.

In reply to your No. 40 of the 1st May, regarding the question of two-thirds of the pay of an appointment usually held by an European being given to a Native who may be selected for the post, I think the easiest way of conveying my views on the subject will be by considering each appointment in the Mint separately. I shall confine my remarks to all appointments of Rs. 150 or more, as with the exception of the European Apprentices (who are learning their work and who, as a rule, receive only Rs. 30 per mensem) all appointments which carry less than a maximum salary of Rs. 150 are filled by Natives of India, that is to say, by those who are so by race and blood.

2. The two senior appointments are those of the Head Mechanical Engineer and the First Assistant Mint Master: the salary in each case is fixed at a maximum of Rs. 600 per mensem, but in my opinion this will have to be increased in the future to Rs. 700. It does not seem to me practical to place a native of India in the post of Head Mechanical Engineer, but on the supposition that a Native was appointed he would of course have served his time in a first class Mechanical Workshop in England, and he would necessarily hold a certificate of competency as a Foreman of Works, and he must be able to take his place at the head of a Department in which a number of English Engineers are employed. That being the case, I would recommend that the Native should get the *full pay* of the appointment, and I doubt very much if such a Native would accept the post on the pay which at present appertains to it. With regard to the First Assistant Mint Master, this appointment should certainly be filled by an European as at present: if, however, a native of India was placed in this post not only would he be a very competent man in order to carry on the duties, but he would require to be a Native of position, and Rs. 700 would, I think, be the least pay he would accept: so in this case too the *full pay* of the appointment should be given if a native of India held the post.

3. It seems to me almost unnecessary to discuss the appointment of Head Engineer, as that must be held by an European who is an Artist, as well as Engineer. The Secretary of State has recently agreed to raise the pay of this appointment, but it is uncertain if Count Von Langa, the late Head Engineer (who has gone to England on the completion of his first agreement), will accept the terms and return to India.

4. The maximum pay of the Accountant is at present fixed at Rs. 450, but it was recommended several years ago in a joint report by Mr. Foster of the English Treasury and General Hyde, late Mint Master, that the pay should be raised to Rs. 600. This post is at present held by a native of India, that is to say, according to the definition given in the Financial Code. This post should certainly be held by an European, Anglo-Indian or Eurasian, and not by a Native by race and blood, for reasons which will be hereafter given in discussing the other superior appointments in the Accountant's Office. If, however, it was ruled otherwise, I would give the Native a salary of Rs. 450, for the post is a very responsible one.

5. The next appointment, *viz.*, that of Bullion-keeper, has a maximum pay of Rs. 500; it is held by a Native gentleman, and it is peculiar in so far that the holder has to give security amounting to Rs. 1,50,000. I may safely say that no European who could command this security would accept the appointment on the present salary, and so I need say nothing more on this subject.

6. With regard to the Engineers in the several Operative Departments, there are—

2	in the First grade on Rs. 400 maximum.
2	„ Second „ 300 „
2	„ Third „ 250 „

Probably it will be necessary to appoint another Engineer of the first grade at an early date, that is to say, when certain Departments in the Mint have been completed so as to permit of a coinage of $3\frac{1}{2}$ lakhs of rupees coins daily in ordinary working hours. All of these men should have been trained in a first class workshop, and must be very capable. I am at a loss to see how natives of India in the ordinary acceptation of the term could hold these posts, and if it were tried I have no hesitation in saying it would soon be found necessary to revert to the European or Anglo-Indian element. However, the point is, what pay should be given if a Native held any of these appointments, and I would recommend the following :—

	Pay of a Native, i.e., one who is so by race and blood.	Pay of an European, Anglo-Indian or Eurasian.
	Rs.	Rs.
First Grade	250	400
Second „	175	300
Third „	125	250

I base these figures on the following :—a Native by race and blood would probably live as well according to his ideas on Rs. 100 as an European or Anglo-Indian on Rs. 200, and as regards the education of his children certainly the Native could manage on Rs. 25, where the other would want Rs. 50. Again, a Native on Rs. 175 would probably live in the same way as he would if his salary was Rs. 125 ; whereas the European, by the time he reached the Rs. 300 grade, would probably have to take leave from Calcutta to the Hill or to England and thereby have incurred extra expenses, so I believe the Native on Rs. 175 would really be in a better position than the European or Anglo-Indian on Rs. 300. In the highest grade, however, I would give the Native Rs. 250 against the Europeans Rs. 400, because he would necessarily be getting towards the end of his service, and a Native fit to be a 1st grade Engineer would certainly be deserving of a pension of Rs. 1,500 per annum, *i. e.*, the half pay of an appointment of which the pay was Rs. 250.

7. In the Bullion and Accountant's Offices there are appointments varying from Rs. 150 to Rs. 450, these posts are held by Anglo-Indians or Eurasians, or those who come under the category of natives of India according to the definition in the Financial Code. It would, in my opinion, be a wrong policy to open these appointments to Natives by race and blood. The Bullion Keeper, Deputy Bullion Keeper, Bullion Superintendents, Store-keepers and all the Bullion Keeper's establishment are Natives by race and blood, and if there was collusion between the Bullion Keeper's establishment and the incumbents of the superior appointments in the Bullion and Accountant's Offices, the result would be, speculation which might go on for a considerable time without detection. If, however, Government ruled that Natives in the usual acceptation of the term might hold the posts of 2nd and 3rd Assistants Mint Master, Bullion Clerk, Deputy Accountant and Assistant Accountant, then I would propose the following as a fair scale of pay—

Pay of Natives by race and blood.	Pay of European, Anglo-Indian or Eurasian.
Rs.	Rs.
250	{ 450 } according to the appointment.
200	{ 400 }
175	350
125	300
100	250
	{ 200 } according to the appointment.
	{ 150 }

I would give the Native Rs. 100, for an appointment carrying Rs. 150 to an Anglo-Indian or Eurasian, because a lower rate of pay to the Native would be quite inadequate to him if he held the post of 2nd Assistant Accountant.

8. The appointments of Deputy Bullion Keeper and Bullion Superintendents are held by Natives who are so by race and blood, and it appears to me these posts should not be open to Anglo-Indians or Eurasians, and also that they should be held by men selected from nominees of the Bullion Keeper.

9. With regard to the Melting Department these posts are held by Anglo-Indians or Eurasians, and therefore according to the Financial Code by natives of India, and I would deprecate Natives by blood and race being placed in any of the

superior appointments in this Department. If Government decided otherwise I would arrange the pay as specified in paragraph 7 of this letter.

10. I now come to the *Warder*: I should be very sorry to see a Native appointed to this post. The pay is Rs. 200, and Major Riddell informed me that he would be very glad if he could see his way to increasing the salary of the present incumbent, who is a most deserving man and carries out his duties in a most satisfactory way, but the time was not considered opportune to move in the matter of an increase of pay. If, however, a Native was placed in this appointment, I would give him Rs. 200 so as to secure a very respectable man, and as there would be great risk of loss of Government property from lax supervision, I would suggest that the Native should give substantial security before getting the post.

XXVII.

From Surgeon-Major J. SCULLY, Assay Master, Calcutta Mint, to the Secretary, Finance Committee,—
No. 26, dated Calcutta, the 1st June 1886.

With reference to your letter No. 40, dated 19th May, I have the honour to inform you that there are only two appointments in this office held by Europeans, which in my opinion would in any way come under the scope of the enquiry to which your letter refers; and these appointments are those of Head and Second Assistant in the Assay Office Laboratory. All the other members of the Establishment are Natives on small salaries ranging from Rs. 5 to Rs. 40 per mensem.

2. The pay of Head Assistant is now fixed at Rs. 300 per mensem rising by yearly increments of Rs. 10 to a maximum of Rs. 350; and the second Assistant receives Rs. 150 per mensem rising similarly by yearly increments of Rs. 10 to a maximum of Rs. 200. If Government thought fit, these two appointments might, in the case of future incumbents, be offered to natives of India by race and blood, although I do not believe that the duties of these offices would ever be performed as efficiently by natives of India as by Europeans. Supposing Government were to rule that the experiment should be made, then I am decidedly of opinion that any Native by race and blood so appointed should receive not less than the scale now sanctioned and drawn by the Europeans.

My reason for this view is that Government could not hope to obtain the services of a Native of the stamp required for these posts for less than the pay I have above mentioned; as no Native would be fit for the appointment of assistant in our Laboratory, who had not a good education in English and who was not well grounded practically in inorganic chemistry familiar with the methods of chemical analysis of the metals. I even doubt whether the services of a Native who possessed the qualifications indicated could be *permanently* secured to us at the present rate, when the highest pay he could ever hope to attain would be Rs. 350 per mensem.

I am of opinion that the present rate of pay for our two assistants needs to be revised and enhanced; but this is a matter on which I fear I must not enlarge in addressing the Finance Committee.

XXVIII.

From Colonel J. H. WHITE, R.E., Mint Master, Bombay, to the Secretary, Finance Committee,—
No. 320, dated Bombay, the 19th May 1886.

I have the honour to acknowledge the receipt of your circular No. 40 of the 1st May, and to reply as follows.

2. In this Mint, neglecting the Assay Department which is independent of the Mint, there are the following appointments which have to be considered; but for the information of the Committee I also attach a detailed list showing the whole of the sanctioned permanent establishment:—

	Pay.		By whom hitherto held.
	Rs.	Rs.	
1. Assistant to Mint Master	600	to 800	European or Eurasian.
2. Accountant	400	rising to 600	do. do.
3. 1st class Clerk	150	„ 225	European, Eurasian or Native.
4. Senior 2nd class do.	120	„ 150	do. do. do.
5. Bullion keeper	250		Native.
Do. do. Mechanical	300		do.
6. Foreman	500	to 700	European.
7. { 3 Mechanical Superintendents or Engineers	350	to 450	European or Eurasian.
{ 4 Do. do. do.	250	„ 350	do. do.
{ 1 Do. do. do.	140	„ 200	do. do.
{ 1 Do. do. do.	80	„ 120	do. do.
8. { 1 Melting Superintendent	450	„ 500	do. do.
{ 1 Assistant do.	250	„ 350	do. do.
{ 1 Do. do.	140	„ 200	do. do.
9. <i>Warder</i>	150		European.

These are the only appointments to which, as far as I can see, the two-thirds rule could be applied.

3. As regards appointment No. 1, it is a position of considerable responsibility and has never hitherto been held by a Native; if ever held by a Native, I can see no reason why the two-thirds rule should not apply to it.

Exactly the same remarks apply to No. 2 appointment; I say nothing as to the policy of filling the above posts with Europeans or Natives.

Appointment No. 3 has generally been held by a European or Eurasian, but was given by General Ballard to the present holder as a Native clerk of ability and long service. I do not think the two-thirds or seven-ninths rule should apply to this, as it is an intermediate appointment of importance, generally a stepping stone to the position of Accountant, and, moreover, there would in case of such a reduction be no promotion from the next lower grade of senior 2nd class Clerk.

Appointment No. 4.—Two-thirds rule should not apply to this, as there would then be no promotion for the lower grade of appointments rising from Rs. 80 to 120. The pay would in fact be much reduced.

Appointments No. 5.—These appointments of Bullion-keepers have always hitherto been held by Natives.

Appointment No. 6, Foreman. Appointment No. 7, Mechanical Engineers.—These appointments have hitherto been held by Europeans or Eurasians; if ever held by Natives, not being Europeans or Eurasians, the two-thirds rule might apply to them.

Appointment No. 8, Melting and Assistant Melting Superintendents.—If ever these appointments are held by Natives, not being Europeans or Eurasians, the two-thirds rule should apply to them.

Appointment No. 9.—Advisable that it should be generally held by a European and a pensioner. There is a good deal of work with guards and sentry posting, &c.

4. With reference to your paragraphs 3 and 4 it becomes an important question as to who are to be considered Natives. I should be inclined to make a marked distinction between European domiciled in India (*i. e.*, local Europeans) and Eurasians on the one hand, and Natives by race and blood on the other; it is quite impossible that the former considering their requirements in the way of living, clothing and house rent can support themselves on the same salary as the latter; from their youth up they have been fed, clothed and housed on a different scale from their Native brethren, and would be beaten out of the field by the latter in open competition; but they are a very valuable element in an office where a mixed staff is advisable, and their knowledge of English is generally much superior to that of the Native; it seems to me that it would be hard that the two-thirds rule should apply to them the same as to Natives, whilst at the same time the distinction between them and Europeans would be very strongly marked. I would, therefore, suggest an intermediate scale of salary for such local Europeans and Eurasians of seven-ninth pay of the appointment when held by a European. Such scale not to be applied to present incumbents, or to those who are now in Mint employment.

5. Referring back to the list of appointments given in my paragraph 2, I would suggest as follows against each appointment:—

No. 1. Appointment—Assistant to Mint Master.	{ Is now held by a local European of many years' service; a European is acting for him. Appointment is responsible and pay should not be reduced unless held by a Native.
No. 2. Accountant	{ Pay of present incumbent, a European, should not be reduced, but seven-ninth rule might apply to his successor if a local European or Eurasian, and two-thirds rule if successor be a Native.
Nos. 3, 4 and 5	No alteration feasible.
No. 6. Foreman	{ Now held by a European; seven-ninth rule to apply if held by Statutory Native or Eurasian.
No. 7. Mechanical Superintendents.	{ These posts are now held by Europeans, local Europeans and Eurasians.

Some of them have been many years in the mint, and the seven-ninth rule could only be made applicable to those who may hereafter enter the service of the Mint; and here I must point out to the Committee the difficulty of deciding as to whether a man is to be classed as a local European or not. In some cases the parents are born, educated and live in the country till an advanced age, when they retire to England; the children are sent to England for their education; are they pure Europeans or local Europeans? Or the children are educated in India and at the age of 16 or 17 are sent to England to obtain a good mechanical education; the parents incur a large expense for this object; would it not be just that their children having acquired skill and experience in England should be ranked as Europeans? Rather than classify a European as a Statutory Native on the ground of having been born and his parents having been "domiciled in India," I should be inclined to classify the son of European parents, as a European or local European (on seven-ninth pay),

according as he was educated or not in Europe. It is the place of education that makes the difference in the man, certainly as between India and England, and the man should have this point taken into consideration, when his classification is to be decided on. As regards Eurasians I would class them as local Europeans.

Appointments 8, Melting appointments.—One held by a Eurasian, second by a European, and the third by a local European; the seven-ninth rule might be made applicable to all these posts for future incumbents.

Appointment 9.—Warden's appointment must be held by a European.

6. Your paragraphs Nos. 4 and 5 have to a certain extent been answered by some of the above remarks. I believe that a fixed ratio of two-thirds for Natives and seven-ninths for local Europeans and Eurasians would be a more equitable arrangement than classing all as Statutory Natives, and making the two-thirds rule apply all round; such a rule would perhaps act fairly well in all Government Establishments such as the Mint, Dockyard or other factories; but in a very large *department* like the Financial, Educational or Post Office, where the work of the different posts must be extremely varied and requiring at times great skill and experience, I expect it would be found much more expedient to adopt for many of the higher posts alternative scales of pay for Europeans, local Europeans and Natives keeping the fixed proportion of seven-ninths and two-thirds only for all the lower graded appointments.

7. In reply to your paragraph 6, I cannot speak for other departments, but we endeavour in this Mint to keep up a mixed Establishment of Europeans, Eurasians, Parsees, Hindus and Mussulmen, without adhering to any exact proportion, as it is not always easy to find a suitable man of a certain caste at the time you may require his services.

XXIX.

From Captain GERALD MARTIN, F.R.G.S., F.C.S., &c., Assay Master, Bombay Mint, to the Secretary, Finance Committee,—No. 26, dated Bombay, the 28th May 1886.

In reply to your letter No. 41, of the 19th May, I have the honour to inform you that there are but four posts held by Europeans in the Assay Office, two by Commissioned Officers (*viz.*, the Assay Master and Deputy Assay Master), and two uncovenanted assistants.

2. I do not know exactly whether your questions refer to all four of these appointments or not, but I am certain that, if Government ever decide to appoint a Native to any of these four posts, they should pay him the full salary.

If Government ever decide to alter their present orders regarding the two higher appointments (which I presume they will not), the Native, if he was fit to hold it, would of course be worth the salary.

If the Government ever decide to appoint a Native to one of the two lower appointments, they will want a man with the necessary education and chemical and metallurgical knowledge for the post, and he would have to be a man who would be absolutely above suspicion in a place surrounded by hourly temptations; temptations of a nature peculiarly trying to the native character. I cannot imagine any such Native being obtained on a salary less than the very small one at present drawn by my Assistants; a salary which every Assay Master in turn has applied to have increased for them.

It would be in my opinion very short-sighted policy to pay less. But I do not think it desirable these appointments should be held by Natives at all.

3. I should be glad if you will inform me if the Finance Committee have under their consideration the question of the appointing of Natives to various posts *apart* from simply the question of pay to be drawn, as if not, I think it most important Government should be informed of some particulars regarding the Assay Department of which only those in it have any experience, and which are of vital importance, and which I feel it is my duty to lay before the Government.

XXX.

From Colonel T. CADELL, Superintendent of Port Blair and the Nicobars, to the Secretary, Finance Committee,—No. 233, dated Port Blair, the 17th May 1886.

In reply to your letter No. 40, dated 1st instant, I have the honour to state, for information of the President and Members of the Finance Committee, that no appointments under this administration are at present held by members of the Civil Service under the Statutory Rules, nor are there likely to be any.

2. Under these circumstances it is presumed that an expression of my opinions on the various questions set forth in your letter under reply is not required.

XXXI.

From S. JACOB, Esq., Secretary to the Finance Committee, to the Superintendent of Port Blair and the Nicobars,—No. 109, dated Simla, the 31st May 1886.

In reply to your letter No. 233, dated 17th May, I am directed to point out that my letter No. 40 did not refer to appointments at present held by members of the Civil Service under the Statutory Rules, but was issued with the view of ascertaining whether the rule now in force in respect of the pay of such appointments when held by Natives could be extended to *other* appointments and other *services*, which have hitherto been either by rule or practice reserved for Europeans.

2. The Finance Committee would, therefore, be obliged if you would favour them with your opinion as to whether any of the appointments under your administration hitherto held by Europeans could be filled by Natives, and, if so, whether the two-thirds rate of pay might be applied to Natives holding those appointments. The Committee desire especially to be favoured with your opinion on this point in respect of the appointments of Deputy Superintendent and Assistant Superintendents, 1st, 2nd and 3rd class.

XXXII.

From Colonel T. CADELL, V.C., Superintendent, Port Blair and Nicobars, to the Secretary, Finance Committee, Simla,—No. 401, dated Port Blair, the 18th June 1886.

In reply to paragraph 2 of your letter No. 109, dated 31st ultimo, I have the honour to state, for the information of the Finance Committee, that it would, in my opinion, be most unwise to appoint a Native to the post of Deputy Superintendent or of First, Second, or Third Assistant Superintendent in this Settlement.

A Native might, in my opinion, be appointed to one of the junior grades of Extra Assistant Superintendent, if a really suitable man could be found, but the pay of those grades would probably be found not sufficiently high to induce a Native of position to accept the appointment with all its disadvantages, and the pay is certainly not capable of reduction.

XXXIII.

From B. SIMPSON, Esq., M.D., Surgeon General with the Government of India, to the Secretary, Finance Committee,—No. 1112, dated Simla, the 12th May 1886.

I have the honour to acknowledge the receipt of your letter No. 40, dated 1st instant, enquiring whether the rule that where an appointment is held by a native of India he should receive two-thirds of the salary assigned to the appointment when held by a European is applicable to any of the departments under my control.

2. In reply I would state that the departments under my administration are the Bengal Medical Service, the Uncovenanted Medical Service and the Subordinate Medical Department. The rule could not be applied to the Subordinate Medical Department; in one branch, the Apothecary Class, natives of India are not admitted, and the other branch, the Hospital Assistant Class, is composed entirely of Natives. With reference to Covenanted Medical Officers the rule could not be applied in the case of present incumbents, and although I see no valid reason why it should not be applicable to future admissions into the service, there are doubtless serious difficulties in the way of introducing such a rule as regards this particular class who enter the service by competition in England. If its application be extended to native covenanted civilians I would extend it to the Medical Service also, but not otherwise. As regards the Uncovenanted Medical Service the number of Natives holding such appointments is so small (only two for the whole of the Bengal Presidency) that I do not recommend the application of the two-thirds rule to present incumbents, but there is no objection to its adoption in the future, provided other classes of the Uncovenanted Service are similarly dealt with.

XXXIV.

From Lieutenant G. B. HODGSON, Officiating Personal Assistant to the Surveyor General of India, to the Secretary, Finance Committee,—No. 217 S.—S., dated Simla, the 15th May 1886.

In reply to your No. 40, dated Simla, 1st instant, I am requested to forward a scheme for appointment and pay of Native Surveyors to the Survey of India drawn up by Colonel G. C. DePree, Surveyor General of India, and which has been submitted to and is still under the consideration of the Government of India.

General scheme for selection, appointment and promotion of Native Surveyors of superior education to the existing class of Sub-Surveyors of the Survey of India,—dated Surveyor General's Office, Calcutta, the 21st December 1855.

That the proposed establishment may be called the "Native Junior Division." The nomenclature of "Senior Division" for officers, "Junior Division" for European subordinates, and "Sub-Surveyors" for Natives admitted without regular preliminary test, being retained.

2. That the Native Junior Division be not subjected to the same test as those applied to the European Surveyors on entrance, but that the qualification of some recognized official examination be insisted upon, such as First Art of one of the universities or the highest survey class of Roorkee.

Qualifications.

3. That the following qualifications may be demanded:—

- (1) A College or University certificate of examination showing that it has been successfully passed, and that mathematics of an average standard has formed part of the subjects of the examination.
- (2) A more than ordinarily rigorous medical certificate showing good physique, manly presence and gentleman-like bearing, and hardy nature, and that the candidate belongs to one of the martial classes westward of Benal.
- (3) A fluency in writing and speaking English.
- (4) A knowledge of drawing mechanical, topographical or free hand, with specimens by the candidate.
- (5) Nomination by the head of his college or class, or by well known officials or persons of position.
- (6) Selection by the Surveyor General.

Training.

4. The selected candidate would be posted to a field party at once to learn his work.

He would ordinarily serve five years or until he obtained his first promotion whichever occurred first, with one branch of the Department, and then he would be transferred for a second interval of similar duration to a second branch, and again to a third branch, by which time he will have acquired a wide experience of survey work, and will have shown what he is best fitted for. He will then be transferred to that branch permanently, but still be available for service in any other branch or office.

5. He would perform the functions now performed exclusively by Surveyors of European extraction, and he would be treated in a similar manner and in due time would be eligible to hold charge of detachments employed independently if pronounced competent for such charge, not only as possessing technical knowledge, but power of enforcing obedience in his juniors.

Promotion. 6. The Native Surveyor would be placed in a roll similar to that of the Junior Division, to be called "The List of Officers of the Native Junior Division" of the Survey of India; this may be divided into two similar and corresponding classes called those of "Native Surveyors" and "Native Assistant Surveyors," as well as into a corresponding set of grades.

7. The ratio of Native Surveyors to Surveyors (European) would be one to four.

8. The promotion of the Native Surveyors may be regulated on that of the Surveyors by the following simple rule: The two lists to be kept separate, strict seniority to be maintained, the Native being held to be junior when his appointment and that of an Assistant Surveyor of the other list occurred on the same day. For every three Europeans one Native to be appointed. Thus, of each group of four the Native would occupy the last place. On his European contemporary and next senior obtaining his promotion the Native would, on the next vacancy occurring, receive the fourth step, and would then rise grade by grade and *pari passu*, with his European contemporary.

9. That ordinary promotion may be suspended (1) on unfavourable reports by the Executive Officer on the qualifications, progress, and knowledge of the individual being recorded; (2) or by the recommendation of the Deputy Surveyor General of the Branch; (3) or by order of the Surveyor General. In the first case the Native Surveyor would be transferred to another field party of the same branch, so as to obtain a second opinion, which, if according with the former unfavourable report, would be followed by reduction and supersession.

10. That ordinary promotions may be set aside when a junior of distinguished service requires to be rewarded.

11. The pay of a Native Surveyor may follow that of the Surveyor in the proportion of one-half, **grade by grade**, from the lowest to the highest (*vide* Table of Salaries).

Local and special allowances, trans-frontier, &c.

12. That local, or special allowances, may be calculated in the same proportion of one-half.

13. That travelling allowances may be calculated on the rules of the Travelling Allowance Code; and that the daily rate be grade for grade one-half that of the European Division (*vide* Table of Salaries and Travelling Allowances).

Table of Salaries and Travelling Allowances attaching to the scheme for Native Candidates for Junior Division of the Survey of India.

EXISTING LIST OF EUROPEANS.				PROPOSED LIST: EUROPEAN AND NATIVE.			
				Numbers of Surveyors.		Monthly Salary.	Travelling Allowance, Daily Rate.
Number sanctioned.	Surveyors.	Salary.	Daily Travelling Allowance.	European.	Native.	Native Surveyors.	Native Surveyors.
		Rs.	Rs.			Rs.	Rs.
8	1st grade	500	4	6	2	250	
10	2nd „	400	3	8	2	200	1½
14	3rd „	350	3	11	3	175	1½
18	4th „	300	3	14	4	150	1½
41	Assistant Surveyors, 1st grade	200 to 250	3	30	11	100 to 125	1½
22	„ „ 2nd „	160 to 200	3	16	6	75 to 100	1½
22	„ „ 3rd „	120 to 160	3	16	6	50 to 75	1½
136	101	34

XXXV.

From E. T. ATKINSON, Esq., Officiating Comptroller General, to the Secretary, Finance Committee.—
No. 335, dated Calcutta, the 8th May 1886.

In reply to your No. 40, dated the 1st instant, I have the honour to state that I do not see anything in the constitution or duties of the Accounts Branch of the Financial Department which should exempt the officers serving therein from the operation of the two-thirds rule.

I would, however, exempt the whole of the subordinate service, and the officers of the fifth to seventh classes, in the enrolled list, which would allow of all attaining a substantive pay of Rs. 800 per mensem before the rule can be applied. It is true that this Rs. 800 is the maximum attainable by officers of the class of Deputy Collectors in Bengal, Madras (? 700), Bombay, the North-West Provinces and the Punjab, and also that attainable by Subordinate Judges in Bombay, Madras, and the North-West Provinces (in Bengal the maximum is Rs. 1,000), and it is difficult to formulate the points in which the character of the work performed by officers of the Accounts Department is greater either in responsibility or actual mechanical labour, than that done by Deputy Collectors and Subordinate Judges of the highest grades, yet a difference does exist sufficient to warrant some such distinction. Officers of the Accounts Department on a salary of Rs. 800 per mensem are frequently placed in positions for exercising judgment on claims by or against the State which is practically beyond review, and I think therefore that, in allowing an absolute rise to Rs. 500, the interests of the State are considered.

Beyond that promotion to the higher grades should be made not by years but by merit, and should carry with it the full operation of the two-thirds rule to Natives by blood and race. The few domiciled Europeans likely to be allowed to enter the enrolled list have no differences in their wants and habits from the Europeans, and it is only when this difference exists or can reasonably be insisted on from the bringing up and other antecedents of the person affected that the rule can be applied to other than Natives by blood and race. I do not understand that the other matters referred to in your letter require notice from me.

XXXVI.

*Memorandum by the President of the Eurasian and Anglo-Indian Association of Southern India,—
dated Madras, the — July 1886.*

The Government Services.—Although only two services are recognized, there are three in existence—the Covenanted Service, the Higher Uncovenanted Service, mainly an unauthorized one, and the Uncovenanted Service proper. No real reform and no substantial reduction in expenditure can take place unless the whole three, *as services*, are abolished. Services were suitable in the Company's days, but they have grown into and now constitute a very perceptible evil. In continuing and forming them, the necessities of the administration are almost entirely overlooked, and they have resolved themselves into mere media for providing for persons. Nowhere is it more true that men are not wanted for places, but that places are made for men. The present dead-lock was inevitable. The erroneous principle once started and allowed to go on unchecked is now bearing fruit, and unless full acknowledgment is made, reform, economical and otherwise, had better be given up as hopeless. In a service men are paid not for what they do, but according to the rules laid down for that service. For instance, if a Civilian is assigned the sole task of copying a short letter every day, he has to be paid not as a copyist but as a Civilian. And the case is worse, for the Head of the State has no choice but to appoint a Civilian for work reserved for a Civilian, though he may be in a position to get an outsider and a better man for half price. Again, there seems to be no consciousness of the fact that the high salaries assigned to Civilians, make it necessary to pay the other services more highly than is needed, and further that the extravagance of Government servants, as a whole, is due, a great deal, to the extravagant example of Civilians. The existence of services moreover gives rise to clan-nish feelings which resent reforms and become disturbing if not dangerous elements. Another evil inseparable from services is that the upper ranks become conceited and tyrannical and entirely fail to understand their position as servants of the public.

There is a remedy and it is a possible one because the country is well provided with qualified men, because the remedy can be introduced gradually, without disturbing present occupants and because the State has only to issue orders which must be obeyed. The services exist because the State, so far, has willed that they should do so.

The first portion of the remedy demands, not the discharge of men but the abolition of the Covenanted Civil Service as a service. Not a single young Civilian should be added to it. As vacancies occur, the lower appointments should be filled by persons of proved merit and ability on the spot whether Europeans, non-domiciled or domiciled, Eurasians or Natives, but on lower salaries. It would also be seen that the salaries of the higher appointments are curtailed when they are about to be taken up by men to be newly appointed. The surface of employment of Civilians should be extended, because this will hasten the time when there will be no Civil Service even in name. When no more Civilian claims have to be met, the opportunity will have arrived for bringing out men of established reputation for superior general administrative purposes, provided, of course, there are no men in the country with the whole of the necessary qualifications. This suggestion is not intended to interfere with the bringing out of Specialists. Liberal, but not extravagant, salaries should be fixed for the superior appointments, and they should rise from a minimum to a maximum.

The present system of sending out boys to be trained at the expense of the State had its uses in the Company's days, but it is now an error of the first magnitude. What the country gains nobody can tell, but what the country loses is known far and wide. For instance, when Government can get a ready-made Judge from the Bar, they prefer to pay a boy for fifteen or twenty years to learn to become a Judge, and when they make him one, they pay him twice as much as they ought to do, because a Civilian of so many years' standing must get a certain salary. Another advantage of stopping the importation of boys will be the saving of all the money expended on their Indian examinations. This matter will be gone into hereafter. Further, by the importation of boys the country gets not the administration of persons with English characteristics; but of those whose characters have been formed in a local atmosphere of flattery.

If the suggestions made above are adopted, the Statutory Civilian system will vanish. Its whole history excepting its initiation is discreditable, and the sooner it is sponged out the better.

And here it seems well to deal at once with the subject of assigning salaries according to nationality. Looked at from any point of view there is nothing to recommend the idea, and it ought to be fled from as if it were a pestilence. The real danger to the British Indian Empire is making differences between man and man. In the words of the memorial addressed by the Association to the Secretary of State, the "Government is gradually divorcing itself from the intellect and worth of the country," and the genius capable of turning the tide has still to arise. Every really

educated domiciled European, Eurasian and Native who is discouraged, and the treatment has been very bad, is a serious loss to the State; and in the case of Natives especially, the opportunity should be eagerly seized of attracting to the Government every man of parts who shows himself desirous of identifying himself with it and the present governing class. It ought to be distinctly seen that if his influence is scorned, it is sure to be thrown into the opposite scale. The idea of giving two sets of salaries is essentially erroneous. It can be justified only on the assumption that two kinds of work are to be done, but there is no hint given of that, and the idea stands out as a bare surrender to individual and objectionable sentiment. Better would it be to draw a line of exclusion and accept the odium of it with all consequences. Better say openly—India is held for the sole benefit of European officials. To assign two salaries would be very unwise as an act of State. Indeed, the State would forfeit its position as master and never recover it. It can hardly recover it now. All that the State ought to do is to say:—“It is our pleasure to assign a certain salary for certain work. We recognize no distinction between man and man, and those who seek to become our servants must accept our service on the terms we lay down. As, however, we have to satisfy four nationalities non-domiciled European, domiciled European, Eurasian and Natives, we will assign a certain percentage of appointments to each nationality.” Considering that official position is everything in India, and that it acts as an effectual check on the assumptions of the Hindu social system, very great care must be exercised to see that official position is not monopolized by any class. A refusal too on the part of the State to recognize or sanction any monopoly is without doubt the true way of extinguishing race-hatred and all the difficulties which embarrass Indian administration. Something (the wrath of servants) seems to be dreaded in connexion with the abolition of official monopolies, but there need be no fear whatever. The step is an easy one to take and to enforce, and it has been taken and enforced without the slightest trouble arising, in the case of the Madras Deputy Collectorships. There may have been some ground for giving Statutory Civilians lower pay, but this could not but have been due to the fact that the pay of the Civilian proper was far too high. The point to which attention should be directed is to secure economy by reducing salaries generally, and not by curtailing on the one hand in order to keep up unnecessary expenditure on the other. The misfortune is that those who, from a sense of duty, ought to see economy introduced are the very persons most interested in making it impossible, because economy means the curtailment of the allowances of their friends and relatives. So far there has been some chance of introducing a better state of things because the higher Uncovenanted Service, with its salaries, was, broadly speaking, an illegitimate service, but if the rule of two salaries is introduced, it will only make authorized what has been created in defiance of orders from Secretaries of State and by acts of unblushing jobbery. Thoughtful students of the increase of Indian official expenditure have long been convinced that the Higher Uncovenanted Service, except where specialists are concerned, is an unnecessary service, and that it has been created merely to provide for the children of old officers not retiring in India, which gave adventurers the opportunity of stepping in. The best thing for the country therefore would be to ignore it. To recognize it would be an irretrievable mistake. It does not seem to be known that the revenues are now actually supporting quite a redundant foreign population, for the evil has reached those dimensions, and to give this population privileges is but to commit economic suicide. The Company was wise to prevent the influx of interlopers, and it was wise also to put its stamp on men who came to fill the higher offices. India is the very last country which men not possessing high qualities should be allowed to enter, and if they do enter it, they should not receive special support and protection. They should take their chance like the people of the country as Eurasians and domiciled Europeans have done. If the sons of old officers must be provided for, let the local army absorb them, or let them go to the land, and for the latter purpose, old Indian officers should be encouraged within all reasonable limits to settle. The existing law, dividing the population, as a whole, into natives of India and others, is a very wise one, and should by no means be abandoned. If applied in its integrity, a permanent British Indian Empire will become a reality. Finally, this solemn warning is given. If it is desired to intensify hatred between all races, and to put it beyond the power of reconciliation, then let the measure of two salaries be carried out, for no more exquisitely finished scheme can be devised. It is said that the measure has been recommended for consideration by the Secretary of State. It is just an illustration of the power for mischief on the part of the India Council, which is totally unacquainted with the India of the present day. To use Sir Charles Trevelyan's words:—“To make all in the country stand on a single platform will give India a solidarity which it never has had.”