

NOTE

ON

THE SCALE OF SALARIES RECEIVED BY SUBORDINATE  
EMPLOYEES

THE GOVERNMENT OF INDIA.

BY

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(Revised.)



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# NOTE

ON

## THE SCALE OF SALARIES RECEIVED BY SUBORDINATE EMPLOYÉS OF THE GOVERNMENT OF INDIA.

THE Government of India is now engaged in considering the Report of the Public Service Commission, one of the most important proposals in which is that which relates to the creation of a Provincial Service. On this subject, they say (paragraph 85), that they are strongly of opinion that the "grades of pay in the Provincial Service, and the pay of appointments to be held by its members, together with the general conditions of such service as to leave and retiring annuity, should be fixed on independent grounds, and bear no relative proportion to those of the Imperial Service." By this proposal the whole question of the rates of salaries is opened up; and as I have for some time been engaged in studying this subject, and possess some information, which may be of service if an opportunity has come for the fixation of salaries on a new basis, I have drawn up this Note for the use of His Excellency the Viceroy and the Government of India.

2. The point of view from which this Note is written is that the salaries given by the Government of India are on too expensive a scale. This view can be enforced in two ways:—

- (1) by shewing that the market value of skilled labour is less than what Government pays;
- (2) that in other countries the scale of salaries is fixed at a lower rate than in India.

It is the second line of argument which I have chiefly endeavoured to elaborate; and I only make a few preliminary remarks bearing on the first item.

3. The market value of skilled labour in India is difficult to ascertain, because, in a large number of cases, there is no private employer to compete with Government. Such intellectual gifts as are required for the administrative or judicial work of the State, cannot be taken to any other market or exhibited in any alternative employment. Government has, therefore, had to fix its own standards of salary for such posts on grounds of abstract theory, without having any standard of comparison to use as a check. With regard to mere clerical work, involving only mechanical ability in writing, it would not be difficult, I believe, to shew that Government pays higher rates of salary than merchants and traders do in Calcutta or Bombay; but I have not collected any figures bearing on this point as yet. In the case of menial servants, policemen, peons, sweepers, &c., I do not think that Government pays too much.

4. Two general considerations may be brought forward as bearing on the question of Indian salaries in the abstract. One is, that this is one of the poorest countries in the world,—a country in which the great mass of the population lives extremely cheaply and has very simple wants to satisfy: it would seem, therefore, reasonable that the Government service should be conducted cheaply and at low rates of salary. The other is, that education is spreading rapidly: every year some 2,000 young men are sent out by our Universities to compete for employment,

most of whom desire to enter Government service: it would, therefore, be reasonable to expect that we should find a downward tendency in salaries. But the contrary of both these presumptions is the case. The scale of Indian salaries is, as I shall shew, compared with the duties performed, the highest in the world; and there is a constant tendency in the minds of Government Officers to advocate a still higher scale, the last great instance of which was in the revision of the salaries of the Subordinate Executive and Judicial Service in 1881-82.

5. The chief reasons for the extravagance in Indian salaries are, as I believe, two. The first is, that they are modelled on the standard of Anglo-Indian salaries, and especially on the salaries of the Covenanted Civil Service. It is found necessary to pay large sums to induce men to leave their native country to serve in India, and these sums have formed the standard in relation to which salaries are fixed for men who serve in their native country. The second is, that the standard of living in India is rapidly altering, and the simplicity of life is disappearing. It is not that commodities are dearer, for it is admitted that the purchasing power of silver has altered but little for many years; but that wants are increasing. The original Hindoo life was simple and cheap in the extreme, its one extravagance being the tendency to gather poor relations around one's self, and to incur large expenditure on certain socio-religious occasions. The conquest of the Mahomedans brought in another kind of extravagance in luxurious food and clothing: The English dominion introduced a third class of expenditure on horses and carriages, houses, and charitable subscriptions. These three forms of civilisation overlies each other, and the Hindoo official, resident in towns, has adopted each of them without abandoning the earlier form, and thus the cost of living has much increased. Any one who compares the comfortable position of a village landowner who enjoys ₹1,000 of net rental, with the poverty of a clerk in a Government office on ₹80 per mensem, will see what a difference is made by this alteration in the standard of living. ✓

6. Starting, then, with the assumption that salaries ought to be lower in India than elsewhere, I pass to the main subject of this Note, an exposition of what salaries are given here, and of what is paid in other countries for duties more or less closely corresponding to those on which Government servants are employed in India.

7. I must not omit to mention that when the revision of the salaries of the Subordinate Executive and Judicial Service (resulting in a general increase) took place in 1881, Sir T. C. Hope, who was the moving spirit in this revision, drew up a statement comparing Indian salaries with English; this statement will be found as Appendix E to his Note, and is printed at pages 39—43 of the "Collection of papers relating to the Covenanted and Uncovenanted Civil Services" printed by Government in Calcutta in 1886. In this statement the rupee is taken at 1s. 8d., and the contributions paid by Covenanted Civilians towards pension are deducted from their pay; the tendency of the statement is rather to put forward for comparison the most important posts and those attached to Central Offices in England, though no doubt it was meant to be as fair and complete a comparison as possible. But I contend that such a comparison leads to nothing, unless it is confined to the consideration of the salaries of Englishmen in India; it affords no argument as to the scale at which the salaries of Natives of India should be fixed. England is the richest country in the world, and its scale of salaries is very high.

Other European countries are poorer, and India is the poorest country of all, and just as continental salaries are lower than English, so Indian salaries (for natives of the country) ought to be lower than those of the continent of Europe. It is with these latter therefore, and not with English salaries, that a comparison should be made. Moreover, I do not think it is fair to take the rupee at 1s. 8d., or whatever its exchange value may be. Even for Anglo-Indians this would only be fair in dealing with the fraction of their salary which they save and convert into gold, and for natives of the country who have nothing to do with gold, the purchasing power of silver is unchanged, and it can be exchanged for as many commodities as it could when 10 rupees were worth one sovereign in gold. It seems to me therefore fairest to convert rupee salaries in this Note, for purposes of comparison, at the rate of 10 Rs. = 1£.

8. It may of course be argued that, gold having appreciated in value during the last 15 years, while silver has not, gold salaries are worth more than silver salaries; and that, though 10 rupees buy as many commodities in India now as 1£ bought in Europe 15 years ago, they do not buy as many as 1£ can buy now. To this it can be replied that the appreciation of gold, though true as a statistical fact and as applied to wholesale dealings, is hardly perceived in domestic life, where the prices of many things (such as house-rent, schooling, servants' wages, &c.) depend largely on custom; it is certainly not a fact of sufficient importance to justify a lowering of gold salaries, neither can it be used as an argument for raising, or for keeping up, the scale of silver salaries. But in any case, whatever assumption is made on this subject of the equation of silver and gold, must be held to be liable to these conflicting considerations, and no allowance for exchange can have anything but an ephemeral life: Sir T. Hope's rate of 1s. 8d. is obsolete now, just as my rate of 1s. 5d., if I adopted it, may be obsolete two years hence. It will be understood, then, that in this Note if 10 Rs. or 1 Rx. are taken as equal to 1£, it is not through disregard of what may be said in the other side, but because on the whole this seems to me the equation which is fairest for use in the particular discussion in which I am engaged. And in certain places I shall show that even the fullest allowance for the depreciation of silver in comparison with gold, does not materially affect my argument.

9. The following table is compiled from the "Abstract of Returns of Indian Civil Establishments on 31st March 1886," prepared by the Finance Department, and it shews, at a glance, the number of persons employed by the Government of India, and their salaries, classified in 11 main divisions:—

*India Salaries.*

	EUROPEANS.			EURASIANS.			NATIVES.			TOTAL.		
	No.	Pay.	Average.	No.	Pay.	Average.	No.	Pay.	Average.	No.	Pay.	Average.
Less than Rs. 100	203	20,500	69	961	55,799	58	76,766	1,527,836	20	78,025	1,604,234	20
From Rs. 100 to Rs. 250	729	125,670	172	883	143,581	163	4,556	751,511	165	6,168	1,020,762	165
.. Rs. 250 .. Rs. 500	557	213,570	372	269	96,078	356	1,306	480,252	368	2,162	794,900	367
.. Rs. 500 .. Rs. 1,000	832	610,303	733	67	44,815	669	323	228,254	707	1,222	883,462	723
.. Rs. 1,000 to Rs. 2,000	455	631,786	1,388	10	14,064	1,406	35	44,546	1,272	500	690,396	1,381
.. Rs. 2,000 .. Rs. 3,000	286	698,572	2,443	3	6,870	2,290	1	2,790	790	290	708,232	2,442
.. Rs. 3,000 .. Rs. 4,000	100	327,075	3,277	..	..	..	..	..	..	100	327,675	3,277
.. Rs. 4,000 .. Rs. 5,000	44	190,062	4,456	..	..	..	3	13,500	4,500	47	209,562	4,457
.. Rs. 5,000 .. Rs. 6,000	5	25,000	5,000	..	..	..	1	5,000	5,000	6	30,000	5,000
.. Rs. 6,000 .. Rs. 8,000	13	88,176	6,783	..	..	..	..	..	..	13	88,176	6,783
.. Rs. 8,000 and upwards	6	79,080	13,180	..	..	..	..	..	..	6	79,080	13,180
<b>TOTAL</b>	<b>3,355</b>	<b>3,021,590</b>	<b>906</b>	<b>2,193</b>	<b>361,208</b>	<b>165</b>	<b>82,991</b>	<b>3,863,690</b>	<b>47</b>	<b>88,539</b>	<b>7,246,488</b>	<b>82</b>

10. I do not propose, in the present Note, to say anything about European salaries. I believe there is great room for reduction in this quarter, but this is a subject which could only be handled properly by a strong Commission—probably a Parliamentary Commission—and it would be useless for me to attempt to discuss it here. The question can be put entirely on one side, because I started by accepting the view of the Public Service Commission that Native salaries should be fixed on abstract grounds and not on any ratio or relation to European salaries. I use the word 'Native' here in the technical sense of persons domiciled in India, and in this sense the Eurasians and Natives shewn separately above must be taken together. No doubt some of the Europeans too in the 2nd column, especially those on low rates of pay, are really domiciled Europeans whose posts will be included in the Provincial Service; but I have no means of separating them, and their number is not sufficient to affect the argument.

11. In the following table the numbers of natives of India drawing salaries in each of the specified classes, are compared with the numbers in other countries:—

	Natives of India.	France.	Belgium.	Prussia.	Italy.*	Egypt.	Algeria.	COCHIN-CHINA:		Malta.
								European.	Native.	
Under £100 . . . . .	77,727	30,019	1,635	6	61,801	16,772	3,198	159	6,177	995
From £100 to under £250 . . . . .	5,439	6,635	997	1,529	23,239	3,133	1,025	658	29	123
" £250   " £500 . . . . .	1,575	1,131	275	376	1,366	466	136	230	...	19
" £500   " £1,000 . . . . .	390	228	4	54	28	170	16	67	...	11
" £1,000   " £2,000 . . . . .	45	17	...	17	9	73	2	1	...	2
" £2,000   " £3,000 . . . . .	4	2	...	2	...	18	...	...	...	...
" £3,000   " £4,000 . . . . .	...	...	...	...	...	...	...	...	...	...
" £4,000   " £5,000 . . . . .	3	...	...	...	...	...	...	...	...	...
" £5,000   " £6,000 . . . . .	1	...	...	...	...	...	...	...	...	...
TOTAL . . . . .	85,184	38,032	2,911	1,984	86,424	20,632	4,377	1,115	6,206	1,150

\* Excluding Soldiers, Sailors, &c.

12. These comparative figures are not complete, because in France, Belgium, Prussia, and Algeria, they are based not on the entire Civil lists but on those of certain Departments only, together with lists of selected officials—for the most part those of the highest rank—so that the proportionate number in the lowest rank appears to be much below the reality. In Italy, Egypt, Cochin-China and Malta, I have obtained and abstracted the entire lists of employés. And for these five countries a comparative table can be given shewing the relative number of employés in each of the classes of salaries:—

	Italy.	India.	Egypt.	Cochin-China.	Malta.
Under 100£ . . . . .	71·4	91·25	81·29	·86	86·52
100 to under 250£ . . . . .	27	6·39	15·19	9·4	10·75
250   "   500£ . . . . .	1·56	1·85	2·26	3·64	1·75
500   "   1,000£ . . . . .	·03	·46	·82	·95	·96
1,000 and over . . . . .	·01	·05	·44	·01	·02

In Cochin-China, it will be observed that no native receives above £250 salary, the policy there being to keep all the higher offices in the hands of the French, and these too, as will be noticed, are paid at very moderate rates, only one official receiving as much as £1,000 a year. In Italy no one receives a higher salary than £600 except the 9 Ministers, who each draw 1,000 £. In Egypt alone the scale of salaries appears to be higher than in India, but here it must be remembered that in the Egyptian column every official is included, from the Khedive and the Ministers downwards, and in all other countries the highest officials are included from the ministers downwards, while in the Indian column the salaries shewn are all those of subordinate officials, except the four highest, which are paid to High Court Judges. If due weight is given to this consideration, the table seems to bear out my assertion that the scale of salaries paid to natives of India, not occupying the most important offices in the country, is the highest in the world.

13. The next table shews how salaries are distributed in India in certain selected Departments; and in this and subsequent tables, I have sub-divided the lowest class "under £100" into three—below £25, from 25 and below £50, and from 50 to below £100. The first of these three may be taken broadly as representing in India the class of employes who are not employed in literary work.

## INDIA.

*Number of Government servants in certain selected Departments classified according to salaries.*

	GENERAL ADMINISTRATION AND LAND REVENUE.		FOREST.		STAMPS AND REGISTRATION AND ASSESSED TAXES.		JUDICIAL.		POLICE.		EDUCATION.		MEDICAL.		SURVEY.		PUBLIC WORKS DEPARTMENT.	
	Europeans.	Natives.	Europeans.	Natives.	Europeans.	Natives.	Europeans.	Natives.	Europeans.	Natives.	Europeans.	Natives.	Europeans.	Natives.	Europeans.	Natives.	Europeans.	Natives.
Below £25 . . . . .	2	8,553	...	710	...	954	3	7,567	...	18,466	...	1,129	...	567	1	1,040	29	5,287
From £25 to £50 . . . . .	9	7,582	...	480	...	783	7	4,697	33	3,040	...	1,297	3	749	...	553	68	5,667
From £50 to under £100 . . . . .	34	4,118	2	287	1	222	57	2,089	75	2,545	5	963	8	484	1	178	255	4,046
From £100 to under £250 . . . . .	115	2,536	16	80	2	140	105	1,042	193	767	21	570	44	212	37	76	1,111	1,661
From £250 to under £500 . . . . .	165	880	38	5	1	12	46	475	110	54	32	95	30	59	82	25	530	283
From £500 to under £1,000 . . . . .	324	221	90	2	2	6	67	133	204	3	50	21	137	25	60	5	734	104
From £1,000 to under £2,000 . . . . .	224	14	33	...	2	3	89	25	53	1	47	4	82	2	42	...	249	...
From £2,000 to under £3,000 . . . . .	175	2	...	...	2	...	89	2	6	...	4	...	11	...	1	...	28	...
From £3,000 to under £4,000 . . . . .	56	...	...	...	...	...	33	...	4	...	1	...	2	...	2	...	11	...
From £4,000 to under £5,000 . . . . .	20	...	...	...	...	...	24	3	...	...	...	...	...	...	...	...	...	...
From £5,000 to under £6,000 . . . . .	2	...	...	...	...	...	3	1	...	...	...	...	...	...	...	...	...	...
From £6,000 to under £8,000 . . . . .	9	...	...	...	...	...	4	...	...	...	...	...	...	...	...	...	...	...
From £8,000 and upwards . . . . .	6	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
<b>TOTAL</b> . . . . .	<b>1,141</b>	<b>23,906</b>	<b>179</b>	<b>1,564</b>	<b>10</b>	<b>2,125</b>	<b>527</b>	<b>16,034</b>	<b>678</b>	<b>24,876</b>	<b>160</b>	<b>4,079</b>	<b>317</b>	<b>2,098</b>	<b>226</b>	<b>1,877</b>	<b>3,015</b>	<b>17,048</b>

The table shews that in six Departments out of the nine, native officials are receiv-

ing salaries of £1,000 and over, and the Departments in which the highest salaries are paid are Administration (including Land Revenue) and Judicial. On these Departments we may, for the present, concentrate our attention.

14. In India, the two Departments of Land Revenue and General Administration comprise almost all our Executive officers, the Governors, Lieutenant-Governors or Chief Commissioners, their Secretaries and the Secretariat offices, the Boards of Revenue and Commissioners, Collectors and Magistrates or Deputy Commissioners, Assistants and Deputy Collectors, with their offices. These Departments cannot be exactly matched in any other country, but they correspond most nearly with the Departments of the Interior in Continental Countries, and to some extent they also comprise the duties of the Department of Finance. In the following table the comparison is made between Indian salaries paid to natives in the Land Revenue and General Administration Departments, and those paid in other countries in the Departments which most nearly correspond to these; and the numbers employed in the 7 Provinces of India (omitting Burma) are shewn separately as affording a more equable basis for comparison than the number employed in the whole continent of India.

*Land Revenue and General Administration.*

	Central Provinces.															
	Astani.	Bengal.	N.-W. Provinces.	Punjab.	Bombay.	Madras.	France (Interior and Finance).	Belgium (Finance).	Prussia (Administration of 2 Provinces and Principal Government Officers).	Italy (Interior and Finance).	Egypt (Interior, Finance Administration).	Algeria (Interior and Finance).	Cochin-China (Central and Interior Administration).	Malta (Government Secretary, &c.).		
Under £25	216	58	927	1,154	768	1,516	3,786	...	...	1..	5,669	...	..	...	...	...
£25 and under £50	244	292	1,699	1,413	657	1,354	1,241	19,041	...	...	5,379	...	133	...	9	...
£50 and under £100	193	129	705	606	464	592	834	2,268	1,412	6	14,451	3,124	853	...	10	...
TOTAL UNDER £100	653	479	3,331	2,263	1,889	3,462	5,861	21,309	1,412	6	25,479	3,124	986	2,036	19	...
£100 and under £250	102	63	346	432	323	263	398	3,234	408	786	3,909	1,200	439	166	12	...
£250 and under £500	38	24	189	168	95	97	137	230	94	258	357	127	76	67	4	...
£500 and under £1,000	11	5	77	34	19	23	17	1	1	28	2	43	6	30	1	...
£1,000 and over	1	...	4	...	1	3	1	1	...	2	2	10	1	...	2	...
TOTAL	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

15. It is remarkable to compare the distribution of salaries in such Provinces as Bengal or Bombay with those in France or Prussia or Italy; there are more Native officials on salaries above £500 in those 2 Provinces, though employed only in subordinate posts, than there are in France or Prussia or Italy, though the offices tabulated in those columns include the highest posts in those countries, the Ministers of Departments, and the Préfets or Presidents of Provinces.

16. The true meaning of this table will be better understood by looking at the more important items of which it is composed. The chief posts held by natives of India in the Departments of Land Revenue and Administration are those of Deputy Collector and Magistrate, and of Tahsildar or Mamlatdar or Sub-Deputy Collector as they are called in different Provinces. With these may be compared the Sous-préfets in France and Algeria, the Commissaires of Arrondissements

in Belgium, the Landraths in Prussia, the Sotto-prefetti e Consiglierii in Italy. The Province of Bengal may be selected as an example of India, and its salaries may be contrasted thus:—

BENGAL.—292 Deputy Magistrates and Collectors—		£
7	@	960
9	@	840
19	@	720
39	@	600
64	@	480
58	@	360
46	@	300
104 Sub-Deputy Magistrates and Collectors and Tahsildars—		
24	@	240
23	@	210
31	@	180
26	@	120
FRANCE.—273 Sous-Préfets—		
49	@	280
56	@	240
168	@	180
ALGERIA—		
4	@	320
5	@	280
5	@	240
BELGIUM.—35 Commissaires of Arrondissements @		300, 270, & 220
PRUSSIA.—Land Raths @		180 to 240
ITALY.—Sotto prefetti e Consiglierii 85 @240 85 @ 200, 85 @ 200. Even Prefetti only get £480, 400, and 360.		

There is not a single one of these Chief Magistrates of sub-divisions on the continent of Europe who receives as large a salary as the lowest grade of Deputy Magistrate and Collector in Bengal; only in Algeria, where slightly higher rates are given as compensation for exile from home, does the salary of the highest grade of Sous-préfet exceed that of the lowest grade of Deputy Collector and Magistrate.

17. Even if, in deference to the argument summarised in paragraph 8, I were to take the rupee at the present rate of exchange of 1s. 5d., or roughly 100R=7£, we should have the different grades of Deputy Magistrates and Deputy Collectors reduced to 672£, 588£, 504£, 420£, 336£, 252£, and 210£. Only the two lowest grades of these officials correspond in salary to the Sous-préfets of France, Italy and Belgium and the Landraths of Prussia; the third lowest grade exceeds the highest salary given to officials of this class, and there is nothing in these European countries or in Algeria which can compare with the salaries of the four highest grades.

18. Take again the Department of Justice, in which the comparison can be made more complete and more accurate than in other cases, because I have received fuller information on this than on any other subject. The following table shows how the Judicial salaries of our Indian Provinces stand, as compared with those paid in other countries:—

*Number of Government Employes in the Judicial Department.*

	Central Provinces.	Assam.	Bengal.	North-Western Provinces.	Punjab.	Bombay.	Madras.	France.	Belgium.	Prussia (2 Provinces).	Italy.	Egypt.	Algeria.	Cochin-China.	Malta.
Under £25 . . .	188	29	702	1,003	611	2,395	2,418	...	...	...	1,973	...	...	...	...
£25 to under 50 . . .	101	129	1,809	760	262	768	541	2,075	16	...	10	...	297	40	...
£50 to under 100 . . .	69	42	687	380	268	278	214	4,474	207	...	3,978	932	164	83	...
Total under £100 . . .	358	200	3,288	2,143	1,141	3,441	3,173	6,549	223	...	5,961	932	461	123	46
£100 to under 250 . . .	39	6	275	173	117	185	127	2,325	589	743	4,877	198	236	42	34
£250 ditto 500 . . .	2	8	224	60	16	55	90	781	181	118	363	68	37	35	6
£500 ditto 1,000 . . .	...	1	50	31	6	22	17	145	3	26	10	69	2	17	7
£1,000 and over . . .	...	...	17	3	1	6	4	4	...	1	1	40	...	...	...



The same conclusions as before can be drawn from this table, when it is considered that almost all the native officials in India, except the 4 High Court Judges, are in subordinate posts, while all officials up to the highest are included in the figures for other countries. Bengal alone has three times as many officials on £1,000 and over as France, Belgium, Prussia and Italy joined together.

19. This can be better elucidated by looking at the offices in detail. A full list is given in the tables in Appendix II: it will be sufficient here to select the Province of Bengal as a type, and to compare the judicial posts held by natives with the corresponding posts in other countries. The Subordinate Judges and Munsifs of Bengal are on the same level as the tribunals of First Instance and the Juges de Paix in France, Belgium, and Algeria, or the Courts of First Instance and Landgerichte in Prussia, or the Civil Tribunals and Preture of Italy. These may be compared thus—

*Courts of the lowest grade.*

Bengal.	France.	Algeria.	Belgium.	Prussia (2 Provinces).	Italy.
235 Munsifs— 75 @ £480 70 @ £360 65 @ £300 25 @ £240	2,868. Juges de Paix— 20 @ £320 41 @ £200 8 @ £144 24 @ £140 71 @ £120 211 @ £108 187 @ £96 251 @ £87 2,055 @ £72	94 Juges de Paix— 2 @ £320 7 @ £160 12 @ £140 37 @ £120 19 @ £108 17 (supplementary) @ £80	Juges de Paix— 207 @ £120	About 500 Judges @ from £120 to £300.	605 Pretori @ £100 1,214 „ @ 88

*Courts of the next higher grade.*

Bengal.	France.	Algeria.	Belgium.	Prussia (2 Provinces).	Italy.
49 Subordinate Judges 7 @ £1,200 15 @ £960 27 @ £720	358 Courts of First Instance— 359 Presidents. 1 @ £800 12 @ £400 64 @ £280 282 @ £200 60 Vice-Presidents. 11 @ £400 22 @ £280 18 @ £220 9 @ £160 391 Juges d' Instruction— 22 @ £400 23 @ £260 64 @ £200 282 @ £140 627 Juges— 42 @ £320 66 @ £240 162 @ £160 357 @ £120	16 Courts of First Instance— 16 Presidents— 1 @ 400 5 @ 280 10 @ 240 17 Vice-Presidents. 2 @ 280 15 @ 220 17 Juges d' Instruction, @ 260, 220, and 172. About 80 Judges @ 240, 160, and 150.	26 Courts of First Instance. 26 Presidents— @ 300, 280, and 240. 25 Vice-Presidents @ 260 and 220. 47 Juges d' Instruction, @ 250, 210, and 190. 98 Juges and 56 Substitutes— @ 200, 180, and 160.	16 Landgerichte— 16 Presidents @ £375—495. 23 Directors @ £240—330. 129 Judges @ £120—300.	162 Civil and Commercial Tribunals— 81 Presidents @ 200. 81 Presidents @ 160. 61 Vice Presidents @ 144. 338 Judges @ 140. 678 Do. @ 120. 222 Additional Judges @ 72.

20. In courts of the lowest grades, there are no Judges in France, Algeria, Belgium, Prussia, or Italy who receive as high salaries as those of the 1st or 2nd grade in Bengal; only 20 Judges in France, 2 in Algeria, none in Belgium or Italy, and a small number in Prussia, receive salaries larger than the lowest grade in Bengal. If, as in paragraph 17, the Rupee is taken at the present exchange, the Munsifs' salaries are reduced to 336£, 252£ 210£ and 188£. Even so the lowest grade draws a higher salary than all but two grades in France, and than all grades in Belgium; and no salary in Italy even approaches the lowest salary in Bengal.

In the courts of the second grade, there is only one Judge in France and none in other countries whose pay is equal to that of the lowest grade of Subordinate Judges in Bengal. Nor is this result altered even if the exchange is taken at 7£ = 100R.

21. In the Public Works Department, Executive Engineers receive R950, 800, 700 and 600 per mensem, Assistant Engineers R500, 350, and 250 according to their grades. These posts are partially held by officers appointed from England, but they are also open to Natives of India, who are trained in the Indian Colleges and who serve in their own country. It is needless to say that no such salaries as those enjoyed by the higher grades are to be found in any European country; but, allowing that these rates of pay, though received by Natives of India, were primarily fixed with a view to obtaining the services of Englishmen, the following figures show how the salaries attaching to the lowest grades of office, which are only filled by Natives of this country, and which carry with them but little authority or responsibility, compare with the salaries in some of the countries respecting which information is compiled in the Appendix.

India—	Rx.
Sub-Engineers . . . . .	480, 360 and 300
Supervisors . . . . .	240, 180
Overseers . . . . .	120, 96 and 72
Italy—	£
Inspectors . . . . .	360, 320
Chief Engineers . . . . .	240, 200
Engineers . . . . .	160, 140, and 120
Assistant Engineers . . . . .	80
Egypt—	
Chief Engineers . . . . .	360, 300, and 240
Assistant Engineer . . . . .	180, 144, and 60
Algeria—	
Chief Engineers . . . . .	320, 280, and 240
Engineers . . . . .	182, 140, and 100
Sub-Engineers and Conductors . . . . .	148 to 68

All these are Frenchmen, and receive 25 per cent. in addition to these figures as a "Supplément Colonial," that is, as compensation for service in a foreign country.

	Normal pay.	Supplément Colonial.	TOTAL.
Cochin China—	£	£	£
Engineers . . . . .	136	525	661
Sub-Engineers . . . . .	158	279	437
Conductors . . . . .	100	190	290

Here the "Colonial Supplément" is the bribe given to tempt Frenchmen to this unpopular foreign service: the "Normal pay" indicates the assumed value of the post when occupied by a man serving in his native country.

It is obvious at a glance what a discrepancy exists between the salaries of our subordinate grades in India and the higher grades in other countries. The Italian Chief Engineer (and the reputation of Italian engineering skill is world-wide) gets half the pay of our Sub-Engineer; no Engineer in Italy, Egypt or Algeria gets as much pay as the lowest grade of Sub-Engineer gets in India.

22. The same principle of giving excessively high salaries runs through all other Departments, and it is not necessary to prolong this Note by unduly elaborating an argument already so clear.

23. There is, however, one class of officials to whose salaries I think special exception may be taken as being on too high a scale—I mean the clerks in our offices. The work they do is, as a rule, merely mechanical, and demands less education and intellectual capacity than is expected of clerks in Government offices elsewhere, and yet their salaries are considerably higher. By way of sample I give the figures of the clerks in the offices of the 6 Departments of the Government of India, and those of the Director-General of Railways, the Adjutant-General, and the Quarter-Master-General:

	Per annum.
9 Head clerks: 1 at 800, 2 at 700, 2 at 675, 3 at 575 and	£
1 at 562½; average pay R648½; or . . . . .	778
21 Clerks, 1st grade, average pay . . . . .	570
30 " 2nd " " " . . . . .	342
53 " 3rd " " " . . . . .	288
66 " 4th " " " . . . . .	188

Compare these rates with those in the French Government offices:—

	£	£
<b>Chefs de Bureau, in the Ministry of the Interior and</b>		
Finance receive from . . . . .	280	400
In the Council of State he receives . . . . .		224
<b>Sous-Chefs de Bureau . . . . .</b>	180	240
<b>210 Clerks and Subordinates in the Interior . . . . .</b>	84	161
15 Clerks in the Council of State . . . . .	72	180
140 Higher Clerks, Finance Department . . . . .	140	180
200 Ordinary Clerks, Finance Department . . . . .	76	124
<b>In Belgium—</b>		
Chefs de Bureau get from . . . . .	180	240
Sous-Chefs . . . . .	140	180
First class Clerks . . . . .	140	200
Ordinary Clerks, at . . . . .	£40, 44, 52, 64, 66, 76, 92	
<b>In Prussia, in the Ministry of State—</b>		
The Chef de Bureau gets . . . . .		270
Clerks, Registrars, and Chancery Secretaries . . . . .	90	165
Clerks of the Archives from . . . . .	90	225
<b>In the Finance Ministry—</b>		
3 Chiefs of Bureaux . . . . .	270	300
79 Other Clerks . . . . .	150	270
23 Others . . . . .	90	165

In Italy, the Secretariats of the 9 Departments are organized on a uniform scale, which is as follows:—

	£
Director General . . . . .	360
Directors and heads of Divisions . . . . .	280 & 290
Capì sezione, or Chiefs of Sections . . . . .	200 & 180
Secretaries, Vice-secretaries, Record-keepers . . . . .	£160, 140, 120, down to £60

Even in Egypt, with its high scale of salaries—

The Chef de Bureau's usual rate of pay is from . . . . .	336	384
That of the Sous-Chef from . . . . .	264	312
That of Clerks from . . . . .	48	240

Nowhere in the world are such high rates of salary given as those received in India by the Head Clerks and the Clerks of the 1st grade shewn above.

24. And though the salaries in the offices of the Government of India are higher than anywhere else, similar rates prevail in the Secretariat Offices of Local

Governments, and the charge of excess lies also against the offices of Boards of Revenue, Commissioners, Collectors, and Judges. Thus, in the Bengal Board of Revenue there are 11 clerks at above £240, whose average pay is £415 and 81 below that mark, averaging £75. In the Board's Office in the North-Western Provinces there are 4 above £240, averaging £414, and 107 below it, whose mean pay is about £60. The Madras Board has 4 clerks above £240, whose mean pay is £405; 16 at from £60 to £240, and 26 below £60. Again, Commissioners in the North-Western Provinces employ 11 Head Clerks at an average rate of £360, and 99 ordinary Clerks averaging £85. It is unnecessary to go on multiplying these details, and it is sufficient for my purpose to mention these instances and to compare them with the salaries given on the Continent of Europe. The cases hitherto cited from these countries have been the cases of salaries paid in the chief Government offices; but low as they are, the rates in minor offices and in the country are still lower. Take, for instance, in the French Customs the 623 clerks in the Provinces at from £56 to £76; the excise clerks in Belgium at £40, 44, 52, and 66; the Greffiers or Registrars under the Judges de Paix in France and Belgium at £34 and 60 respectively. When we reflect what is the cost of food, drink, clothing, and lodging, and the standard of comfort among men of this class, it is difficult to understand how it has come about that they should be receiving as low or lower rates of pay than the half-educated, half-clothed, clerks in our offices, living at their own homes in one of the cheapest countries of the world.

25. If I am asked what is the practical outcome of these remarks and criticisms, I admit that I do not expect that salaries can be lowered all round at one blow; but so far as new rates and scales have to be fixed for the Provincial Service, I think they should be fixed at a lower level, and that the principle should be generally accepted that, at least in the higher grades, native salaries have been unduly pushed up by the unfortunate endeavour to work to the standard of European salaries, and that a steady and gradual process of reduction, whenever an opportunity occurs, should now be commenced.

26. Closely akin to the question of salaries is that of pensions, and here I think a considerable reform can and ought to be undertaken at once. ✓

27. The ordinary pension obtainable by Native members of the Government service is a retiring pension of one-half the average salary of the last five years, after 30 years of service or after attaining 55 years of age. The maximum amount is ordinarily Rs. 5,000. To this pension they contribute nothing.

28. Compare this with the rules prevailing in continental countries. In France, a Government servant is ordinarily\* superannuated at 60 (or at 55 if service has been out of Europe) on a pension of  $\frac{1}{6}$  of the average salary of the last six years; but the maximum pension obtainable is £240 a year. Towards this pension he contributes 5 per cent. on his salary, a month's pay on his first appointment, and the increase for one month every time his pay is raised. His widow receives one-third of the pension he receives, or if he is still in the service when he dies, rather more than one-third of the pension he is entitled to at the time of his death.

\* Except in the case of Ministers, *Prefets*, and other superior Executive Officers who come under the law of 1790.

29. In Belgium the ordinary pension is fixed on a similar basis, with superannuation at 65. The contribution from salary towards pension is almost the same as in France, but married men pay  $1\frac{1}{2}$  per cent. extra for 10 years after

their marriage. The maximum pension obtainable is £300 a year. Widows receive 16 per cent. of their husband's pension, or if he died in service, 16 per cent. of his average salary, plus a small sum not exceeding £6 a year for length of service, plus 2 per cent., for each child (the number of children not exceeding five), making a maximum total of a little over 26 per cent.

30. In Prussia similar rules prevail, but the contribution from salary or pension is only 3 per cent., and unmarried men cease to pay this contribution when they take pension. In Italy the contribution varies from 1 to 6 per cent. according to amount of salary, and the maximum pension is £320 obtainable after 40 years of service or after 65 years of age.

31. The suggestion I would make is that, in future appointments of men to pensionable service in the Provincial Branch, the basis on which pensions should be given should be somewhat as follows:—

- (a) Pensions not to exceed R3,000 a year; widows to receive  $\frac{1}{3}$ rd of the pension received or claimable at the time of their husbands' death, with additional grants for children, which may raise the amount to one-half the pension;
- (b) Contributions from salary to be deducted at the rate of 4 or 5 per cent., with an addition in the case of married persons.

(The rates would depend on actuarial calculations, the principle aimed at being that Government should pay half the pension, and the balance should be met by deductions from salary.)

32. The principle involved in proposal (b) is in accordance with the recommendation contained in the report of the Select Parliamentary Committee appointed to enquire into National Provident Insurance, 1887. The following extract is taken from page IX of that report:—

"Your Committee are of opinion that all persons hereafter appointed to the service of the Crown, whether Civil or Military, whose service at present counts toward pension, should contribute towards that pension by a percentage deducted from salaries or pay. The steady and rapid growth of the pension list points to a proximate revision of the entire policy of burdening the public with the provision of pensions, . . . and your Committee recommend that not only in service counting under the present system towards pension, but also in the police and other non-pensioned branches of the Public Service, contribution to a pension fund should be made obligatory."

33. But I would at the same time narrow very considerably the limits of pensionable service. I think we have made a mistake in extending the system of pensions too widely, and treating a pension as a necessary corollary of employment by the Government. There are several classes of appointments in which it is desirable that pension should be given, because of the hold we thus acquire over the officers; these are mostly offices involving important duties and pecuniary responsibilities, and conferring power which might be misused if the only punishment to be dreaded were dismissal. But there are several classes of employment to which these arguments do not apply, in which the power of sudden dismissal is invaluable, and in which it is a positive bar to efficiency if the official looks forward to a pension which makes him independent of the censure and approval of his superior. These are the great mass of clerkships in Government offices, all posts of inferior executive responsibility, and the like: it does not seem necessary that I should attempt, at the present stage of the argument, to draw up a list of such employments; but broadly speaking, I should say that all posts to which men are appointed with little or no previous knowledge of their character and ability, should be non-pensionable. It is hard to estimate the

extent to which the efficiency of the administration suffers at present from the fact that many officials are incompetent or lazy, but have not committed any fault grave enough to justify their dismissal, because that dismissal involves a forfeiture of deferred pay, *i.e.*, of pension.

34. Speaking quite roughly, I should be inclined to say that out of the 85,184 Native and Eurasian Government servants shown in the table in paragraph 9, the 77,727 whose pay is less than ₹1,000 a year should be non-pensionable; and of the rest there would be a large number of clerks drawing as much as ₹2,400 in District Offices and up to ₹9,600 in Government Offices, besides a large number of subordinate officers in the Forest, Opium, Post, Education, Medical, Survey, and Public Works Departments, to whom the same rule should apply, leaving probably not more than 5,000 persons on pensionable service. The pensionable classes should, my opinion, be Sub-Judges and Munsifs, Deputy Collectors, Tahsildars and Sub-Deputy Collectors, in the Forest Department Assistant Conservators and upwards, Sub-Deputy Opium Agents, Assistant and District Superintendents of Police, Assistant Surgeons, Assistant Engineers in the Public Works Department and grades above them, and all officials in the "Provincial Service" of the future who attain to posts hitherto reserved for officers appointed from England. All officials in classes lower than these should be non-pensionable.

35. But though non-pensionable, these men should not be left with no provision made for their old age. It would have the worst possible effect if we were continually to be besieged by applications for relief from superannuated and impoverished Government servants,—only the provision should be made at their own expense, not at that of Government. The provision need not be large, for the fact should be recognised that a native who has no position to keep up can live extremely cheaply; it might perhaps be enough, for all the lower classes of officials, to fix the deduction at such a rate as would supply, after 30 years of service, ₹10 a month to the retired servant. This question has been worked out by Mr. Westland in his actuarial tables prepared for the Postal Department, according to which a subscription of 1 anna a month paid for 30 years, from the age of 22 to 52, would entitle a man to a pension of 8 annas a month, for the rest of his life. At this rate, a deduction of ₹1-4 would be sufficient to secure a pension of ₹10. The deductions thus made should be the official's own property as if he had deposited them in a Savings Bank: a book would be kept for every such contributor, and if he dies, resigns, or is dismissed before the time of his superannuation, the amount shewn in his book would be payable to him or his heirs.

36. The principle here advocated is now being carried out in the State Railway Department. No official is now entertained, nor has been since 1881, in the Management, Traffic, or Locomotive Branches on pensionable service, but they are all compelled to subscribe to a Provident Fund. The compulsory subscription is one anna on every rupee of salary, and the maximum a man may subscribe is double that rate. He receives the same rate of interest on it as in a Government Savings Bank. Government supplements these contributions by a rate on the net earnings of the Railway not exceeding the amount of the contribution paid by the employé during the year. Whatever amount is shewn in any one's Banking account at the time of his retirement, death, or dismissal, is paid to him or his heirs, except that if he is dismissed as a punishment for some fault, the amount added by Government to the deductions from his pay may be refused him.

C. A. ELLIOTT.

20th March 1888.

## APPENDIX I.

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## APPENDIX I.

The notes in this Appendix on France, Belgium, Prussia and Java, are based on information procured for me, as President of the Finance Committee, by the India Office, from the Foreign Office. The other notes are based on Budgets and Civil Lists procured privately, and on the information contained in the Colonial Hand-book.

## FRANCE.\*

In this Note some particulars are given of salaries in the three Departments of the Interior, Justice and Finance, in which the administrative machinery of the State is mainly comprised. France. —

I. MINISTRY OF THE INTERIOR.—The expenditure of the Ministry of the Interior is as follows:—

(a) Department of the Interior . . . . .	£
(b) Préfets and their offices . . . . .	56,146
(c) Police . . . . .	407,240
(d) Prisons . . . . .	532,524
(e) Official Journals . . . . .	202,571
	27,888
TOTAL	<u>1,226,369</u>

## (a) Personnel of the Department—

The Minister . . . . .	£
Under-Secretary of State . . . . .	2,400
The Minister's private office . . . . .	800
Under-Secretary's private office . . . . .	600
4 Directors @ 600 . . . . .	240
29 Chefs de Bureau @ from 280 <i>l</i> to 400 <i>l</i> . . . . .	2,400
41 Sous-Chefs de Bureau @ from 180 <i>l</i> to 240 <i>l</i> . . . . .	10,540
1 Cashier . . . . .	9,030
1 Chef de Service Interieur (Steward) . . . . .	280
210 Clerks and Subordinates @ from 84 <i>l</i> to 160 <i>l</i> . . . . .	280
70 Servants . . . . .	25,390
	4,186
TOTAL	<u>56,146</u>

## (b) Préfets—

87 Préfets (one to each Department).

Préfet of the Seine . . . . .	£	£
Préfet of Police . . . . .	2,000	
11 Préfets of the First Class, at 1,200 <i>l</i> . . . . .	1,600	
31 Préfets of the Second Class, at 960 <i>l</i> . . . . .	15,400	
43 Préfets of the Third Class, at 720 <i>l</i> . . . . .	29,760	
Administrator of Belfort . . . . .	30,960	
	480	
	<u>80,200</u>	

273 Sous-Préfets (one to each arrondissement).

49 of the First Class, at 280 <i>l</i> . . . . .	£
56 of the Second Class, at 240 <i>l</i> . . . . .	13,720
168 of the Third Class, at 180 <i>l</i> . . . . .	13,440
	30,240
	<u>57,400</u>

## Secretaries-General.

1 of the Seine . . . . .	£
1 of Police . . . . .	720
11 of the First Class, at 280 <i>l</i> . . . . .	600
31 of the Second Class at 240 <i>l</i> . . . . .	3,080
44 of the Third Class, at 180 <i>l</i> . . . . .	7,440
	7,920
	<u>19,760</u>

\* Based on a report by M. de Bunsen, dated 20th April 1886, forwarded by the Foreign Office to the India Office.



*Conseillers de Préfecture.*

France.

Department of the Seine—		£
President		600
8 Conseillers, at 400 <i>l.</i>		3,200
4 Commissaires du Gouvernement, 240 <i>l.</i> to 320 <i>l.</i>		1,160
43 Conseillers de Préfecture, First Class, at 160 <i>l.</i>		6,880
113 Second Class, at 120 <i>l.</i>		13,560
107 Third Class, at 80 <i>l.</i>		10,480 ( <i>sic</i> )
		<hr/> 35,880
Inspectors-General 20 at from 240 <i>l.</i> to 400 <i>l.</i>		6,280

A Préfet is appointed to each of the 86 Departments, each of whom is assisted by a Secretary-General and one or more Councillors. The Préfets of the first class are appointed to the most important or most populous Departments: the Department du Nord is the most populous of the 11 first class Departments with 1,603,000 inhabitants, and the least populous is the Alpes Maritimes, with 226,000. A Sous-Préfet is appointed to each arrondissement, of which there are from 3 to 7 in each Department, with an average population of 100,000. Sous-Préfets of the first class are posted to arrondissements having capital towns of the chief importance.

## (c) Police—

Of the salaries of the Police no details are given. The Central Government is not responsible for the pay of the ordinary Police throughout the Departments of France beyond the limits of Paris and certain outlying districts. The Gendarmerie is regarded as a Military force, and is included in the War Budget.

## (d) Prisons—

The Prisons are divided into "Maisons centrales de force et de correction," and "Maisons d'arrêt de Justice et de correction." The following details are given of the salaries under the latter head:—

25 Directors of Penitentiary Districts, 120 <i>l.</i> to 240 <i>l.</i>	£ 4,300
3 Inspectors, 80 <i>l.</i> to 140 <i>l.</i>	330
5 Greffiers Comptables, 72 <i>l.</i> to 140 <i>l.</i>	516
8 Commis aux Ecritures, 60 <i>l.</i> to 96 <i>l.</i>	624
374 Gardiens-en-chef, 40 <i>l.</i> to 80 <i>l.</i>	20,025
367 Catholic almoners (varying)	6,800
11 Pastors and Rabbis	286
373 Medical men	5,360
11 Instituteurs internes, 56 <i>l.</i> to 96 <i>l.</i>	809
53 Instituteurs externes (varying)	723
8 Institutrices externes	96
11 Premiers Gardiens	682
76 Gardiens commis greffiers, 36 <i>l.</i> to 56 <i>l.</i>	3,296
762 Gardiens ordinaires, 36 <i>l.</i> to 56 <i>l.</i>	32,544
117 Surveillantes religieuses	2,976
363 Surveillantes laïques	4,400
	<hr/>
TOTAL	83,806

## II. MINISTRY OF JUSTICE.—This is divided into 8 Sub-heads:—

1. Ministry of Justice	£ 17,200
2. Council of State	41,880
3. Cour de Cassation	88,424
4. Courts of Appeal	245,346
5. Courts of First Instance	448,320
6. Commercial Courts	7,144
7. Police Courts	3,724
8. Juges de Paix	336,248
	<hr/>
TOTAL	1,188,286

(1). The staff of the Ministry of Justice consists of a Minister and an Under-Secretary of State, 2 Directors, and a number of subordinate officials corresponding to those detailed under the Ministry of the Interior. Their salaries are not given. France.

(2). The following is the composition and pay of the Council of State:—

	£
Vice President . . . . .	1,000
5 Presidents of Sections at 720 <i>l.</i> . . . . .	3,600
26 Councillors of State at 640 <i>l.</i> . . . . .	16,640
30 Maîtres des Requêtes at 320 <i>l.</i> . . . . .	9,600
12 Auditors, first class, at 160 <i>l.</i> . . . . .	1,920
19 Auditors, second class, at 80 <i>l.</i> . . . . .	1,520
1 Secretary-General . . . . .	500
1 Secretary of the Department of Contentieux . . . . .	320
4 Secretaries of Sections at 240 <i>l.</i> to 320 <i>l.</i> . . . . .	1,144
1 Chef de Bureau . . . . .	224
4 Sous-Chefs . . . . .	748
1 Librarian and 1 Under Archivist . . . . .	376
2 Redacteurs des procès-verbaux . . . . .	320
15 Clerks at 72 <i>l.</i> to 180 <i>l.</i> . . . . .	1,620
1 Agent de Matériel . . . . .	180
Servants of all kinds . . . . .	1,848
	<hr/>
TOTAL . . . . .	41,880
	<hr/> <hr/>

(3). The Supreme Court of Appeal, or Cour de Cassation, consists of a President at £1,200, 45 Councillors (average pay £720), and other members, 56 in all, receiving altogether £42,400; besides £46,024 for clerks and servants.

(4). Courts of Appeal. There are 26 of these Courts in 4 classes. In the 1st class is the Court of Appeal for Paris; its personnel is as follows:—

	£
First President . . . . .	1,000
9 Présidents de Chambre at 550 <i>l.</i> . . . . .	4,950
62 Councillors at 440 <i>l.</i> . . . . .	27,280
1 Procureur-General . . . . .	1,000
7 Avocats Genereux at 528 <i>l.</i> . . . . .	3,696
11 Substitutes at 440 <i>l.</i> . . . . .	4,840
1 Greffier . . . . .	320
14 Commis assermentés at 200 <i>l.</i> . . . . .	2,800
	<hr/>
TOTAL . . . . .	45,886
	<hr/> <hr/>

There are 7 Courts in the 2nd class, 11 in the 3rd, and 7 in the 4th. They differ in the number of Councillors and other functionaries attached to each; but not in the rate of pay, which is the same in all these Courts, but less than at Paris.

	£
The President's salary is . . . . .	720
That of the Président de Chambre (one to three in each Court) . . . . .	400
"    Councillors (eight to nineteen in do. ) . . . . .	280
"    Procureur Général (one in do. ) . . . . .	720
"    Avocats Généraux (one to three in do. ) . . . . .	320
"    Substitutes (one or two in do. ) . . . . .	240
"    Greffier (one in do. ) . . . . .	168
"    Commis assermentés (two to four in do. ) . . . . .	140

France.

(5). There are 359 Courts of First Instance in 4 classes, dependent on the size of the towns which they serve. The only Court in the 1st class is that of Paris. The rest are divided thus—

Courts of First Instance—

16 of the first class, for towns of over 80,000 inhabitants.

64 of the second class, for towns of over 20,000 and under 80,000 inhabitants.

278 of the third class, for towns of under 20,000 inhabitants.

The following Table gives the salaries paid to the Presidents and other officials of these Courts :—

	£	£
359 Presidents—		
1 Paris, 800 <i>l.</i>	800	
12 First Class, at 400 <i>l.</i>	4,800	
64 Second Class, at 280 <i>l.</i>	17,920	
282 Third Class, at 200 <i>l.</i>	56,400	
	<hr/>	79,920
60 Vice-Presidents—		
11 Paris, at 400 <i>l.</i>	4,400	
22 First Class, at 280 <i>l.</i>	6,160	
18 Second Class, at 220 <i>l.</i>	3,960	
9 Third Class, at 160 <i>l.</i>	1,440	
	<hr/>	15,960
391 Juges d'Instruction—		
22 Paris, at 400 <i>l.</i>	8,800	
23 First Class, at 260 <i>l.</i>	5,980	
64 Second Class, at 200 <i>l.</i>	12,800	
282 Third Class, at 140 <i>l.</i>	39,480	
	<hr/>	67,060
627 Juges—		
42 Paris, at 320 <i>l.</i>	13,440	
66 First Class, at 240 <i>l.</i>	15,840	
162 Second Class, at 160 <i>l.</i>	25,920	
357 Third Class, at 120 <i>l.</i>	42,840	
	<hr/>	98,040
359 Procureurs de la République—		
Distributed and paid like the Presidents . . . . .		79,920
276 Substitutes—		
28 Paris, at 320 <i>l.</i>	8,960	
42 First Class, at 200 <i>l.</i>	8,400	
80 Second Class, at 140 <i>l.</i>	11,200	
126 Third Class, at 112 <i>l.</i>	14,112	
	<hr/>	42,672
359 Greffiers, in three classes, receiving from 48 <i>l.</i> to 240 <i>l.</i>		18,768
492 Commis greffiers, three classes, receiving from 80 <i>l.</i> to 160 <i>l.</i>		45,980
		<hr/>
TOTAL OF SALARIES FOR COURTS OF FIRST INSTANCE		<u>448,320</u>

(6). Commercial Courts. There are 220 Greffiers attached to these Courts, at salaries varying from £32 to £72.

(7). The Greffiers of the Police Court, 117 in number, receive salaries at from £28 to £160. The average pay is £32.

(8). A Juge de Paix is assigned to each canton. There are, on an average, about 9 or 10 cantons to each arrondissement, with an average population of 10,000, but some fall as low as 3,000, and others rise to 10,000.

The following are the salaries of the 2,868 Juges de Paix :—

20 First Class for Paris, at 320*l.*

41 Second Class for 7 of the chief towns, at 200*l.*

- 8 Third Class for certain suburbs of Paris, at 144*l.*  
 24 Fourth Class, for 8 large towns at 140*l.*  
 71 Fifth Class, for towns of about 30,000 inhabitants, at 120*l.*  
 211 Sixth Class for towns of about 20,000, at 108*l.*  
 187 Seventh Class for towns and communes of about 10,000, at 96*l.*  
 251 Eighth Class, for ditto ditto 3,000 at 87*l.*  
 2,055 Ninth " smaller communes at 72*l.*  
 To every Juge de Paix is associated a Greffier at 34*l.*, except the 20 Greffiers for Paris, who receive 40*l.*, and the 20 Paris Judges also have a Secretary at 60*l.*

III. MINISTRY OF FINANCE. The expenditure under this head is divided as follows:—

	£
1. The Ministry of Finance . . . . .	157,316
2. Inspectors . . . . .	20,904
3. Administrations Financières . . . . .	2,673,295
4. Mint . . . . .	8,182
5. Cour des Comptes . . . . .	60,884
	<hr/>
TOTAL	2,920,581

(1). The Central Department at Paris of the Ministry of Finance absorbs 157,316*l.* a year in salaries. The bulk of this sum is accounted for as follows:—

	£
36 Chefs de Bureau, from 280 <i>l.</i> to 400 <i>l.</i> . . . . .	12,240
70 Sous-Chefs de Bureau, from 200 <i>l.</i> to 240 <i>l.</i> . . . . .	15,400
140 Higher Clerks, from 140 <i>l.</i> to 180 <i>l.</i> . . . . .	22,400
200 Ordinary Clerks, from 76 <i>l.</i> to 124 <i>l.</i> . . . . .	20,000
220 Commis Expéditionnaires, from 76 <i>l.</i> to 124 <i>l.</i> . . . . .	22,000
42 Agents de Comptoir, 64 <i>l.</i> to 144 <i>l.</i> . . . . .	3,992

(2). The second sub-head of this Department consists of eighty-three Inspectors of various classes, receiving from 76*l.* to 600*l.* a year (20,904*l.* in all), whose duty it is to inspect and report upon the working of the administrative machinery of finance throughout France. This financial machinery (Sub-head 3) is composed of five principal parts, each represented at Paris by a Central Office, *viz.*—

1.—For Direct Taxes.

	£	£
(a) Central Office—		
Director-General . . . . .	1,000	
2 Administrators, 480 <i>l.</i> and 600 <i>l.</i> . . . . .	1,080	
5 Chefs and 5 Sous-Chefs de Bureau, and 22 Clerks . . . . .	3,976	
	<hr/>	6,056
(b) Agents in the Provinces—		
86 Directors, 280 <i>l.</i> to 400 <i>l.</i> . . . . .	}	
98 Inspectors, 200 <i>l.</i> to 240 <i>l.</i> . . . . .	}	
1,000 Premiers Commis de Direction et Contrôleurs, from 60 <i>l.</i> to 192 <i>l.</i> . . . . .	}	148,240

2.—For "Enregistrement, Domaines et Timbre."

	£
(a) Central Office . . . . .	15,602
(b) Agents in the Provinces—	
87 Directors . . . . .	}
102 Inspectors . . . . .	}
438 Sub-Inspectors, &c. . . . .	}
	<hr/>
	124,268

France.

## 3.—For Customs.

	£	£
(a) Central Office . . . . .		14,652
(b) Agents in the Provinces—		
Stationary Agents—		
24 Directors, 320 <i>l.</i> to 480 <i>l.</i> . . . . .	9,240	
136 Inspectors and Sub-Inspectors, 160 <i>l.</i> to 240 <i>l.</i> . . . . .	26,960	
871 Controllers, 88 <i>l.</i> to 160 <i>l.</i> . . . . .	103,948	
623 Clerks, 56 <i>l.</i> to 76 <i>l.</i> . . . . .	40,476	
66 Receveurs Principaux, 160 <i>l.</i> to 240 <i>l.</i> . . . . .	12,920	
506 Receveurs Particuliers, 56 <i>l.</i> to 160 <i>l.</i> . . . . .	40,140	
	—————	233,684
Agents on out-of-door service—		
212 Captains, 108 <i>l.</i> to 140 <i>l.</i> . . . . .	24,308	
425 Lieutenants and Sub-Lieutenants, 72 <i>l.</i> to 96 <i>l.</i> . . . . .	34,680	
57 Gardes-Magasins, 60 <i>l.</i> to 72 <i>l.</i> . . . . .	3,304	
4,000 Brigadiers, Patrons, &c., 44 <i>l.</i> to 52 <i>l.</i> . . . . .	193,418	
15,041 Seamen and others, 36 <i>l.</i> to 42 <i>l.</i> . . . . .	576,982	
	—————	832,692

## 4.—For Indirect Taxes.

	£
(a) Central Office . . . . .	17,360
(b) Agents in the Provinces . . . . .	1,193,248

## 5.—For State Manufactories (Tobacco, &amp;c.).

(a) Central Office . . . . .	7,528
(b) Agents in the Provinces . . . . .	79,965

Total cost of "Administrations Financières," in salaries . . . . . 2,673,295

The Ministry of Agriculture expends £394,043 in salaries, thus:—

	£
Ministry of Agriculture . . . . .	24,892
Veterinary Colleges . . . . .	16,752
Agricultural Colleges . . . . .	29,662
Breeding Establishments . . . . .	64,129
Drainage, &c. . . . .	12,608
Forests . . . . .	240,720
Forestry Colleges . . . . .	5,280

The salaries paid in connection with other Ministries are:—

Posts and Telegraphs . . . . .	2,657,750
Commerce . . . . .	120,000
Public Works . . . . .	750,000

But no details are given of the rates of salary.

From these figures I have compiled a classified table of salaries, corresponding to the classification used for Indian salaries. Where the salary of the grade lies between maxima and minima which do not correspond to the Indian classification, the average salary has been followed. Thus, where it is said that there are 136 Inspectors and Sub-Inspectors at from £160 to £240, they fall naturally into the second class "from £100 to under £250." But the 871 Controllers at from £88 to £160 do not come entirely within the 1st or the 2nd class, but as their total pay is £103,948, and the average is over £100, they are included in the 2nd class.

	Adminis- tration (Depart- ment of the Interior).	Prisons.	Justice.	Finance.	TOTAL.
Under 100 <i>l.</i>	177	2,161	6,549	21,132	30,019
From 100 <i>l.</i> to under 250 <i>l.</i>	670	406	2,325	3,234	6,635
From 250 <i>l.</i> to under 500 <i>l.</i>	120	...	781	230	1,131
From 500 <i>l.</i> to under 1,000 <i>l.</i>	82	..	145	I	228
From 1,000 <i>l.</i> to under 2,000 <i>l.</i>	12	...	4	I	17
Above 2,000 <i>l.</i>	2	...	...	...	2
<b>TOTAL</b>	...	...	...	...	38,032

### PENSIONS IN FRANCE.

Note drawn up by Mr. Carew, forwarded by Foreign Office, 12th November 1886.

Pensions are granted under two laws—that of 1790 and that of 1853.

The Law of 1790 now applies only to the case of public servants whose functions are not of a permanent character, such as Ministers, Under-Secretaries of State, Chancellors, Prefects, and Sub-Prefects. Pensions are granted to these officials when they have attained 50 years of age and have completed 30 years of service.

The Law of 1853 established, for all other civil servants, a system of pensions based on deductions from salary, which are paid into a "Caisse de retenue." The payments into this Caisse are (1) 5 per cent. on all salaries; (2) one month's pay in the case of each first appointment, or each increase of salary; (3) deductions on account of absence, fines, &c. Pensions are earned on arriving at 60 years of age, after thirty years of service, and the ordinary rate of pension is one-sixtieth of the average salary of the last six years, for each year of service, with a maximum of £240 a year. Two years of service out of Europe count as three years, and after 15 years' service out of Europe, the right to pension is acquired at the age of 55.

The following list shews the maximum pension receivable by civil servants, on different scales of salary:—

Salary.	Maximum pension obtainable.
1,000 francs=40 £ a year and under	. 30£
From 1,000 to 2,400 francs (40 <i>l.</i> to 96 <i>l.</i> )	two-thirds of the average salary, provided it is not less than £30.
2,400 to 3,200 francs (96 <i>l.</i> to 120 <i>l.</i> )	. 64 <i>l.</i>
3,200 " 8,000 " (128 <i>l.</i> " 320 <i>l.</i> )	one-half of the average salary.
8,000 " 9,000 " (320 <i>l.</i> " 360 <i>l.</i> )	. 160 <i>l.</i>
9,000 " 10,500 " (360 <i>l.</i> " 420 <i>l.</i> )	. 180 <i>l.</i>
10,500 " 12,000 " (420 <i>l.</i> " 480 <i>l.</i> )	. 200 <i>l.</i>
above 12,000 " (above 480 <i>l.</i> )	. 240 <i>l.</i>

Pensions are given at varying rates, subject to the above maxima, to officials who are incapacitated by accidents or injuries incurred in the execution of duty, or to those invalided in the ordinary course, or to those whose posts are suppressed before they have completed the required term of service or attained the prescribed age.

The widow of a pensioner who has been married to him six years before his death may receive one-third of his pension. The widow of a civil servant

France.

who has lost his life through an accident or injury incurred in the execution of his duty, is entitled to two-thirds or half of his pension according to the circumstances of the case; if the death is due to ordinary causes, one-fifth is added to his actual period of service in order to calculate what pension he would have been entitled to, and his widow receives one-third of that sum.

The cost of pensions under the Law of 1790 is estimated in the Budget of 1887 at £47,200, and that of pensions under the Law of 1853 at £2,413,600.

Inspectors of Finance in France (M. de Sausces, forwarded by Foreign Office,  
28th October 1886).

This establishment is maintained for the purpose of inspecting the accounts of all Government offices and institutions in which money is received, such as those of Tax Collectors, Custom house and Excise offices, Hospitals, *monts de piété* and other charitable institutions. For this purpose France is divided into 11 districts, to each of which an Inspector-General is allotted, with 4 or 5 Inspectors under him, the Inspector-General being changed every three years. Two Inspectors-General are employed in visiting the State Railway lines and other lines in which the Government has an interest. These officers are independent of the general staff of the Minister of Finance, and report direct to the Minister.

The 13 Inspectors-General receive £600 a year; the four grades of Inspectors receive respectively £360, £240, £160, and £100, and the Assistants £76. The salaries of the whole body amount to £20,880 a year, and their travelling expenses to £10,000.

### BELGIUM.\*

Belgium.

Belgium is divided into 9 Provinces, each under a Governor, and 41 Arrondissements, each under a Commissaire d'arrondissement (corresponding to a Sous-Préfet in France); but 12 of the smaller Arrondissements are grouped together in pairs under 6 Commissaires. The salary of a Minister is £840, of a Governor of a Province £640; the Commissaires are in 3 classes, receiving, respectively, £300, £270, and £220 each. The average population of a Province is 635,000; of an Arrondissement 140,000.

The following figures, taken from the Budgets of the Ministry of Finance and that of Justice, illustrate the scale on which salaries are fixed in Belgium.

The Ministry of Finance is divided into six Branches: the Central Administration, the Treasury and Public Debt, Direct Taxation, Excise and Customs, Registration and Domains, Pensions and Gratuities, and Miscellaneous Expenditure. The salaries given in the first four Branches are extracted from the Budget of 1887:

1. The Central Administration—		£
The Minister		840
The Chief Secretary		420
3 Directors General	@	420 and 480
1 Commissary of the Mint		400
3 First Inspectors General	@	384
5 Inspectors General	@	360 and 380
14 Directors	@	300 to 360
21 Sub-Directors	@	240 to 260
1 Inspector of Assay		260
1 Controller of the Mint		260
2 Assayers	@	200 and 240
22 Chefs de Bureau	@	180 to 240
33 Sous-Chefs de Bureau	@	140 to 180
65 Clerks and employés of all grades	@	from 48 to 116

\* This note is based on a collection of Budgets, Organic Laws, Reglements and Circulars forwarded by the Minister of Foreign Affairs, Belgium, to the Brussels Legation, and received by the India Office from the Foreign Office, 26th April 1886.

2. Administration of the Treasury and Public Debt—		£
32 Agents . . . . .	@ from 120 to	320
11 Sub-Agents . . . . .	@ from 12 to	24

## 3. Administration of Direct Taxation, Customs, and Excise—

## (a) General Supervision—

		£
10 Directors . . . . .	@	320
11 Provincial Inspectors . . . . .	@ 240 and	260
2 Special Controllers . . . . .	@	180
1 Chemical Adviser . . . . .	@ 140 rising to	200
9 First class Clerks . . . . .	@ 140, 160 and	200
77 Second „ „ . . . . .	@ 52, 68, 84 and	124

## (b) Survey—

		£
1 Special Director . . . . .		320
1 Special Inspector . . . . .		260
19 Controllers (3 classes) . . . . .	@ 126, 144, and	200
261 Surveyors (4 classes) . . . . .	@ 52, 68, 86, and	106

## (c) Direct Taxes, Excise, and Accounts—

		£
105 Controllers in 4 classes . . . . .	@ 126, 144, 168, and	200
27 Sub-Controllers . . . . .	@ from 86 to	106
60 Receivers of Customs (7 classes) . . . . .	@ from 84 to	360
144 Verifiers (4 classes) . . . . .	@ 64, 84, 106, and	186
148 Office Clerks (4 classes) . . . . .	@ 52, 64, 76, and	92
592 Excise Clerks (4 classes) . . . . .	@ 40, 44, 52, and	66

## (d) Custom and Marine Search—

50 Controllers, 3 classes . . . . .	@ 126, 144, and	200
44 Lieutenants . . . . .	@ 86 to	106
46 Sub-Lieutenants . . . . .	@	78

4. Registration and Administration of Government Domains, *i.e.*, Canals.

## (a) Registration and Stamps—

		£
9 Directors (one for each Province) . . . . .	@	320
12 Inspectors, in 2 classes . . . . .	@ 260 and	280
40 Verifiers, in 3 classes . . . . .	@ 160, 180, and	200
9 First class Clerks . . . . .	@ 140 to	180
21 Second „ „ . . . . .	@ 68 to	104

## (b) Domains—

		£
Receivers of Canal Dues . . . . .		Max. 220
Collectors . . . . .		84
Lock-keepers . . . . .		60
Canal Guards, &c. . . . .		60
Controllers of Navigation . . . . .	from 128 to	180

All salaries in this Department may be increased by 20 per cent. in the case of officials who have served for 25 years, and are 50 years or more of age, provided the total does not exceed the minimum salary of the next superior grades. And, besides their salaries, several classes of officials who are engaged in the collection of taxes receive a commission on the amount they collect.

## LAW AND JUSTICE.

The Judicial authorities in Belgium are—

- (1) The Juges de Paix.
- (2) The Tribunals of Commerce.
- (3) The Tribunals of First Instance.
- (4) The Courts of Appeal.
- (5) The Supreme Court of Appeal (Cour de Cassation).



Belgium.

(1). There are 207 Juges de Paix, one for each canton. The population of a canton varies from 10,000 to 120,000, and averages 27,000. The Judge has power in certain criminal cases, and can hear civil suits up to 300 francs: there is no appeal from his decision in suits below 100 francs. In 1882 the 207 Judges decided 5,000 criminal and 60,000 civil suits. They have also "une jurisdiction gracieuse," acting as Conciliators in family disputes.

(2). The Tribunals of Commerce are 14 in number. Their authority extends to the decision of civil suits up to 25,000 francs without appeal, and with appeal up to any amount. The Judges are Honorary, and are men in business or who have retired from business. In 1882 they decided 23,000 cases.

(3). There is a Tribunal of First Instance in each of the 26 Judicial circles (arrondissements).

In criminal matters they try the more important cases and also hear appeals from the Juges de Paix.

In civil suits without appeal up to 2,500 francs, and subject to appeal up to any amount; also appeals from Juges de Paix.

Several of the Tribunals have more than one bench, and there are 52 benches in all, each consisting of three Judges. Each bench sits four times a week, for about four hours. In 1882 they decided 31,500 criminal and 10,000 civil cases.

(4). The three Courts of Appeal sit at Brussels, Ghent, and Liege, to hear appeals, both criminal and civil. The three Courts make up 13 benches. Each bench consists of seven Judges, and sits three times a week. In 1882 they heard 1,600 criminal and 1,100 civil appeals.

(5). The Supreme Court, besides ordinary appeals, hears suits and complaints against the action of Government. It comprises two benches, and in 1882 it decided 207 criminal and 57 civil appeals, besides 633 complaints in electoral, fiscal and military matters.

The judicial salaries are as follows:—

<i>Cour de Cassation.</i>		<i>Three Courts of Appeal.</i>	
	£		£
1 First President . . . . .	640	3 First Presidents . . . . .	@ 450
1 Procureur General . . . . .	640	3 Procureurs Generaux . . . . .	@ 450
1 President of a Bench . . . . .	520	3 First Avocats Generaux . . . . .	@ 340
15 Councillors . . . . .	@ 450	10 Second Ditto . . . . .	@ 320
2 Avocats Generaux . . . . .	@ 480	10 Presidents of Benches . . . . .	@ 340
1 Chief Registrar . . . . .	280	75 Councillors . . . . .	@ 300
2 Assistant Registrars . . . . .	@ 180	7 Substituts Procureurs Generaux . . . . .	@ 280
		3 Chief Registrars . . . . .	@ 200
		21 Assistant Ditto . . . . .	@ 160
<i>26 Tribunals of First Instance.</i>		<i>14 Tribunals of Commerce.</i>	
26 Presidents . . . . .	@ 300, 280, & 240	14 Registrars . . . . .	@ 48
26 Procureurs Generaux . . . . .	@ 300, 280, & 240	2 Assistant Ditto . . . . .	@ 40
25 Vice-Presidents . . . . .	@ 260 & 220		
47 Juges d' Instruction . . . . .	@ 250, 210, & 190	<i>207 Judges of the Peace.</i>	
98 Judges . . . . .	@ 200, 180, & 160	207 Judges . . . . .	@ 120
56 Substitute Judges . . . . .	@ 200, 180, & 160	207 Registrars . . . . .	@ 60
26 Registrars . . . . .	@ 128		
104 Assistant Ditto . . . . .	@ 128, 120, & 112		

N.B.—The Registrars, Assistant Registrars, and Judges of the Peace also get fees for certain judicial functions, which rise as high as £400 and fall as low as £8. The average receipt from fees is in the case of—

	£
the Chief Registrar of the Supreme Court . . . . .	160
the three Registrars of the Court of Appeal . . . . .	260
the Registrars of the Tribunals of First Instance and of Commerce . . . . .	200
the Judges of the Peace £56, and their Registrars . . . . .	52

Menial servants receive the following rates of pay—

	£	£
Orderlies	from 56	to 100
Messengers	from 40	to 80
Concierges	from 28	to 56
Fire-lighters	28	to 52
Sweepers (women)	20	to 40

Belgium.

Using the same system of classification of salaries as already described in the Section dealing with France, we get the following results. It will be observed that the numbers of the low-paid classes of servants are not stated, and hence the figures in the first class of the table are small:—

	Finance.	Justice.	TOTAL.
Under £100	1,412	223	1,635
From £100 to under 250	408	589	997
From £250 to under 500	94	181	275
Above £500	1	3	4
	TOTAL		2,911

### PENSIONS.

(Law of July 1844, modified by Law of February 1849, and subsequent Acts.)

Pensions are earned by 30 years of service, and after reaching the age of 65; but in certain active, out-of-door offices, the service need only be for 25 years, and the age 55. Service counts from the age of 21. Officials who are obliged to retire by ill-health, must have served for 10 years to acquire a right to a pension; if absolutely incapacitated, for only 5 years: if forced to retire by injuries or accidents incurred in the course of duty, there is no minimum limit of age or service.

The ordinary rate of pension is one-sixtieth of the average salary received in the last 5 years for each year of service; or one-fiftieth for each year in the case of the special out-of-door employments referred to above. No pension can exceed three-fourths of the average salary of the last 5 years: the maximum pension receivable is 7,500 francs = £300 a year: if the pension does not amount to £7, it may be raised to one-half the average salary.

Every official must contribute to a Widows and Orphans Pension Fund 5 per cent. on his salary (not exceeding a payment of £25 a year), one month's pay of his first appointment, and from one to three times the amount by which his salary is increased on every promotion. Married officials pay an extra amount of 1½ per cent. on salary for the first ten years.

The widow's pension is 16 per cent. of the average salary received during the last 5 years, plus one-twelfth of this amount for each year of service over 10, provided this increase does not exceed £6 a year above the original amount. She also receives 2 per cent. of the average salary for each child under 18 years of age, within a limit of 10 per cent. The children's pensions end with death, or the attainment of 18 years of age. The widow's pension is reduced by half if she remarries. If the mother is dead, a single child receives three-fifths of the pension she would have enjoyed; two children receive four-fifths; three children the whole pension; and for each additional child 2 per cent. on the average salary of the last 5 years is added, within a limit of 10 per cent. The minimum for a widow's pension is fixed at £6; but if the average salary was less than £16, the pension is one-third of that salary.

### PRUSSIA.\*

In Prussia the chief territorial units for administrative purposes are Provinces, Departments (Bezirke), and Districts (Kreise). The following table

Prussia.

\* Taken from a report prepared by Mr. Rennell Rodd, Third Secretary to Her Majesty's Embassy at Berlin, dated 7th May 1886, forwarded by the Foreign Office to the India Office in June 1886.

Prussia.

shews the area and population of each province, and the number of Departments and Districts in each—

PROVINCE.	Area in Square Kilometres.	Population, Census of 1880.	Bezirk Division (Places printed in <i>italics</i> are Residences of the Ober-Präsident).	Kreise.	Of which the following are Town Kreise.
1. East Prussia	36,978	1,933,936	II. <i>Königsburg</i> , Gumbinnen	36	1
2. West Prussia	25,504	1,405,898	II. <i>Danzig</i> , Marienwerder	23	2
3. Brandenburg	39,833	2,266,651	II. <i>Potsdam</i> , Frankfurt	35	4
4. Pomerania	30,108	1,540,034	III. <i>Stettin</i> , Köslin, Stralsund	30	2
5. Posen	28,955	1,703,397	II. <i>Posen</i> , Bromberg	28	2
6. Silesia	40,292	4,007,925	II. <i>Breslau</i> , Liegnitz, Oppeln	64	3
7. Saxony	25,249	2,312,007	III. <i>Magdeburg</i> , Merseburg, Erfurt	43	4
8. Schleswig-Holstein	18,842	1,127,149	I. <i>Schleswig</i>	21	1
9. Hanover	38,425	2,120,168	VI. <i>Hanover</i> , Hildesheim, Lüneburg, Stade, Osnabrück, Aurich	37	1
10. Westphalia	20,195	2,043,442	III. <i>Münster</i> , Minden, Arnsberg	38	4
11. Hesse Nassau	15,682	1,554,376	II. <i>Kassel</i> , Wiesbaden	35	3
12. Rhine Province	26,986	4,074,000	V. <i>Coblenz</i> , Düsseldorf, Cologne, Treves, Aix	69	9
13. Hohenzollern lands	1,143	67,624	I. Sigmaringen	4	...
14. Berlin, City Department.	61	1,122,504	I. Berlin	1	1

The system of administration has been greatly developed in the direction of local self-government by the "Kreis-ordnung" law of 1872, in the six eastern provinces. In the remainder the old system still holds, but is gradually being superseded by the other. The province of Westphalia may be taken as an example of the old, that of East Prussia of the new and reformed system of Government.

Under the old system, the province is governed by a President, who is assisted by a School Board, a Medical Board, a Board of Direction for Provincial Taxes, and a general Commission for the registration, demarcation, consolidation, and sub-division of holdings. Each department (Bezirk) has its President (the President of the province being also President of the department in which he resides), who is assisted by a Vice-President, a body of Councillors (Regierungsräthe), some specially appointed for schools, buildings, and medicine, and some for the board of general administration, and 2 or 3 Directors of Sections of the office, dealing with (a) internal affairs (such as sanitation, poor relief, industrial questions, building regulations, commercial matters, statistics, &c.); (b) ecclesiastical and educational matters, and (c) taxes, domains and forests. Each district (Kreise) again has its district Governor (Landrath), with a physician, a surgeon, a veterinary surgeon, an Inspector of buildings, a Controller, and two or more receivers of taxes; but one of these officials is sufficient for two or more districts where they are small. The note gives the following information as to the salary of officials under this system:

WESTPHALIA:—Population, 2,043,442. Area, 5,245 square miles.		£	£
The Ober-Präsident of the Province			1,050 and a house.
Provincial School Board: 7 members		@	from 210 to 300
Provincial Medical Board: 7		@	from 210 to 300
Board of Direction for Provincial Taxes: Director	£525 and a house, 4 members	@	from 210 to 345
General Commission—			
President			465
7 Members		@	from 210 to 300
3 Departments: Munster, Minden, and Arnsberg—			
President			590
Vice-President			465
2 or 3 Directors		@	345
Departmental Councillors 12, 9 and 13 for the 3 Departments respectively		@	210 to 300
38 Landraths, or District Governors, at from £180 to 240, besides house-rent (about £50 or less) and office allowance (including one clerk £150 to £225).			

Under the reformed system of administration introduced by the "Kreis-ordnung" law of 1872, three objects are specially aimed at—the extension of self-government, the introduction of independent judicial control over the administration in cases where the administration deals with matters of a judicial character, and thirdly, decentralization and employment of private citizens in administrative capacities. These objects are effected by the creation of self-governing bodies in the province and district, by the institution of boards or courts in which administrative officers sit side by side with Judges, and by a reorganization of the administration under which the Commune (*gemeinde*) and the district (*Kreise*) become of greater importance and the department of less importance than under the old régime.

*I. The Provincial Government.*—The Chief President ("Ober-Präsident"), under the new administrative system, is assisted by a Provincial Council ("Provinzial Rath"), which deals with appeals against the decisions of the Departmental Council ("Bezirks Rath"). It consists of the Chief President as Chairman, one high administrative official, and five members selected by the Provincial Committee. These members are appointed for six years, three going out of office every three years.

The members of the Provincial Committee ("Provinzial-Ausschuss"), under the Provincial Director ("Landes-Director"), are elected by the Provincial Diet, and must be not less than seven, but not more than thirteen in number. The appointment of the Director requires Royal confirmation. This Board is the permanent provincial self-governing organ. The Province is looked on in the light of a corporation of districts, of which this is the executive.

The members of the Provincial Diet ("Provinzial-Landtag"), which is convoked by the King, are nominated for six years, in country districts by the District Diet, and in the towns by the Magistracy and Administrative officials.

The Provincial Diet is summoned at least once every two years by the King. It represents the province, fixes the lines on which the Administration should work, draws up the local budget, determines the details of expenditure, the alienation of public property, the raising of provincial loans, and the imposition of certain taxes, and selects the higher provincial officials.

The position of the members of the Diet, the Committee, and the Council are honorary.

Besides these, the President has under him the same four Boards that have been described as belonging to the old system, a School Board, a Medical Board, a Board of Direction of Provincial Taxes, and a general Commission, each consisting of a Director and from 3 to 11 members.

*II. The Departmental Government.*—Deals only with ecclesiastical and educational business, taxation, domains and forests, not with other affairs of internal administration. The "Bezirks Präsident" is assisted by a departmental Council ("Bezirks Rath"), consisting of a high administrative official nominated by the Minister of the Interior, and four members elected by the Provincial Committee; and by a Departmental Committee with a Deputy President and five members.

*III. The Kreise* or District is under a Land-Rath with the same staff as before described, of physician, surgeon, and veterinary surgeon, inspector of buildings, and of dykes, of dunes, of fisheries; burgomasters in towns, a tax-controlling and a tax-receiving office, one for domains, and one for forests. The chief representative organs of the District are the Diet, Kreistag, and the Committee (*Kreis-ausschuss*). The Diet consists of at least 25 members, drawn partly from the village communes, partly from the large landed proprietors. It prepares the district budget and distributes State burdens, &c. The District Committee

Prussia. of six members, is elected by it, and is the chief instrument of self-government: its power extends over poor laws, roads, industries, public health, inspection of buildings; it supervises communal schools, prepares pay-lists, appoints and controls the subordinate district officials, and puts into execution the resolutions of the District Diet.

Each district is divided into official circuits ("Amstbezirke") under a foreman ("Amstvorsteher"), and a Circuit Committee ("Amstsausschuss"), which consists of representatives from the different Communes and Estates.

Each Commune (Gemeinde) forms a corporation, whose authorities are entrusted not only with the charge of the communal property in land and forest, but also with the local administration, except the police. They can impose certain small taxes, such as an income tax, a dog tax, a tax on pedlars, on dancing saloons, and on rent, and indirect taxes on articles of consumption. The principle followed is that of combining autonomy with State control: thus, the Commune appoints its own foresters and fixes their salaries, but they must have qualified for their posts in the State establishments.

The following are instances of the salaries of the principal officers in one of the reformed Provinces:—

East Prussia.—Population 1,933,936. Area 9,605 square miles.

*Provincial officers*—

Ober Präsident,—£1,050, with a house.

Vice Ober Präsident,—£345.

Provincial Councillor,—£210 to £300.

Director of the School Board,—£210 to 300.

Director of the Board of Taxes,—£525.

President of the General Commission,—£465.

27 Members of the four Boards,—£210 to £300.

*Departmental officers* (two Departments)—

2 Bezirks Präsident,—£570, with a house, or house allowance.

8 Ober-Regierungs Räte,—£345.

28 Regierungs Räte,—£180 to £300.

36 Landraths,—£180 to £240.

1 Police President,—£300.

### LAW AND JUSTICE.

The following is a short account of the nature of the Courts of Justice and their staff.

The Courts of First Instance ("Amstgerichte") have both civil and criminal jurisdiction. In civil matters a single Judge ("Richter") hears claims under £15 in value; some of these Courts have as many as 7 or even 10 Judges, but each sits singly. In criminal matters a Judge sits with two "Schöffen" or unpaid Justices of the Peace (laymen) to hear cases punishable with three months' imprisonment or £30 fine.

The Land Courts ("Landgerichte") have both civil and criminal powers. In civil matters a bench of three Judges sits to hear appeals from the Courts of First Instance, or to hear suits of a value higher than those Courts can dispose of. In some cases they are also Commercial Courts, with an unsalaried merchant, appointed by the mercantile community, as assessor. In criminal cases five Judges sit together and can give sentences up to five years' imprisonment.

The higher Land Courts ("Oberlandesgerichte") hear civil appeals from the Land Courts and consist of five Judges. There is one for each Province.

Jury Courts (Schwurgerichte) consist of three Judges and a jury of twelve. They deal with all the graver criminal offences except treason. A majority of two-thirds of the jury is conclusive.

The Imperial Court at Leipzig (Reichsgericht) is the final court of appeal in all civil and criminal matters for the kingdom, and deals with cases of high treason. Fourteen members are appointed by the Emperor, on the nomination of the Federal Council, and consists of a President, 8 Presidents of Sections or Departments, and 62 Councillors. The scale of salaries is shewn by the following figures:—

	£
1 President	1,250
8 Sectional Presidents (Senats Präsidenten), each	700
62 "Reichsgerichtsräthe"	600
1 "Ober-reichsanwält" (Imperial State Attorney General)	700
3 "Reichsanwälte" (Imperial State Attorneys)	600
1 Librarian	250
1 Chief of Bureau	270
10 Upper Secretaries	150 to 270
3 Assistant Secretaries	105 " 135
1 Chancery Director	150 " 270
17 Chancery Secretaries	90 " 165

The higher Land Court (Oberlandesgericht) of East Prussia is at Königsburg and is constituted thus:

	£	£
1 President	700	and a house.
2 Sectional Presidents (Senats Präsidenten)	375	to 495
12 "Oberlandes gerichtsräthe"	240	" 330
1 "Gerichts Schreiber" Law-writer	105	" 210
1 Chief State Attorney (Oberstaatsanwalt)	...	435
1 State Attorney (Staatsanwalt)	...	180

In Westphalia, which is a larger Province, there are 26 Judges and 4 Sectional Presidents, but the salaries are the same.

In East Prussia the higher Land Court has under it 8 Land Courts, and the number of Courts of First Instance under these vary from 4 to 17, being 68 for the whole of East Prussia. In Westphalia there are 8 Land Courts and 108 Courts of First Instance. The Land Court of Allenstein in East Prussia, with 10 Courts of First Instance under it, is thus officered:

#### 8.—LAND COURTS (*Landgerichte*).

##### 1. Allenstein, including 254,311 inhabitants.

	£	£
1 President	375	to 495
2 Directors	240	" 330
7 "Landgerichtsräthe"	} 120	" 300
1 "Landrichter"		
1 "Gerichts Schreiber"	105	" 165
1 State Attorney	240	" 330
3 State Attorneys	120	" 240

Other Land Courts have more or fewer Directors and Councillors according to the amount of work, but the scale of salaries is the same.

Judges of the 68 Courts of First Instance receive from £120 to £300. They number about 200.

In Westphalia the scale differs slightly. There are 8 Landgerichte with the following staff:—

	£	£
8 Presidents	@ 375	to 495
17 Directors	@ 240	" 330
73 Judges	@ 120	" 300
8 Law writers	@ 105	" 165
17 State Attorneys	@ 120	" 330
108 Courts of First Instance with about 300 Judges	@ 120	" 300

Prussia.

## PRINCIPAL GOVERNMENT OFFICES.

The following figures, extracted from the Budget of 1886-87, shew the salaries in the principal offices for Prussia, and for Germany.

## PRUSSIA:

*I.—Ministry of State (Staats Ministerium).*

	£	
President . . . . .	No salary.	
Vice-President . . . . .	1,800	With house allowance 450/ and a house.
Under-Secretary of State . . . . .	750	
3 Senior Clerks . . . . .	375 to 495	
1 Chief of the Bureau . . . . .	270	
7 Dispatching Clerks and Registrars and 1 Head of the Chancery . . . . .	150 to 270	} And certain supplementary allowances for house-rent.
5 Chancery Secretaries . . . . .	90 " 165	
Director of the Literary Bureau . . . . .	210	
Secretary of the Literary Bureau . . . . .	142l. 10s.	

*II.—State Archive Office.* £ £

Director of the State Archives . . . . .	450	
2 Clerks . . . . .	180 to 270	
Director of the Secret State Archives in Berlin (a supplementary Office held by an official in another capacity) . . . . .	150	
7 Archivists, Berlin . . . . .	180 to 300	
22 First-class Clerks of the Archives	} 90 " 225	
14 Second-class Clerks of the Archives in the Provinces . . . . .		
1 Secretary to the Secret Chancery at Berlin . . . . .	90 " 165	
5 Chancery Secretaries for Breslau, Hanover, Marburg, Schleswig, and Wiesbaden . . . . .	82l. 10s. to 112l. 10s.	and supplementary house allowances.

*III.—The Private Cabinet (Civil) (Geheime Civil-Cabinet).*

Councillor of the Private Cabinet (Geheime Cabinets-Räth) . . . . .	750	and official residence.
Senior Clerk (Vortragender-Räth) . . . . .	375 to 494	
Chief of the Bureau . . . . .	270	
2 Secretaries . . . . .	240 and 270	
9 Registrars . . . . .	from 150 to 210	
(The Chief of the Bureau and the two Cabinet Secretaries receive also a supplementary grant of 1,200 marks.)		

*IV.—Ministry of Finance.*

The Minister . . . . .	1,800	Official residence.
Under-Secretary of State . . . . .	750	Ditto.
2 Directors . . . . .	each 750	
21 Senior Clerks . . . . .	} 375 to 495	
1 Inspector-General of Cadastres . . . . .		
1 Assistant to the Cadastre Inspector . . . . .	300	
Chief of the Central Bureau . . . . .	270	
With supplement of . . . . .	70	
Chief of the Bureau for separating the Imperial from the State taxes . . . . .	300	
Chief of Book-keeping Department (Hauptbuchhalterei) . . . . .	300	
2 other Clerks . . . . .	300	
1 Clerk . . . . .	405	
79 subordinate Clerks . . . . .	from 150 to 270	
23 Clerks . . . . .	from 90 to 165	

## V.—Public Works.

Prussia.

	£	
The Minister . . . . .	1,800	Official residence.
1 Director . . . . .	750	
17 Senior Clerks . . . . .	375 to 495	Two of whom receive a supplement of 50%.
Chief of Central Bureau . . . . .	270	Supplement of 60% and a house.
33 Secretaries . . . . .	150 to 270	
28 Clerks . . . . .	90 „ 165	

## VI.—Ministry of Commerce.

The Minister.

The Imperial Chancellor fills the post without additional salary.

Under-Secretary of State . . . . .	750
6 Senior Clerks . . . . .	375 to 495
Chief of Central Bureau . . . . .	270 + 70
14 Clerks or Secretaries . . . . .	150 to 270
7 Chancery Clerks . . . . .	90 to 165

## VII.—Ministry of Justice.

	£	£	
The Minister . . . . .	1,800		and official residence.
Under-Secretary of State . . . . .	750		
1 Director . . . . .	750		
15 Senior Clerks . . . . .	375 to 495		
Chief of Central Bureau . . . . .	270 + 70		
Director of Chancery and 32 Clerks . . . . .	150 to 270		
16 Clerks . . . . .	90 „ 165		One lives in the Ministry.

## IX.—Ministry of the Interior.

The Minister . . . . .	1,800	with official residence.
Under-Secretary of State . . . . .	750	
1 Director . . . . .	750	
12 Senior Clerks . . . . .	375 to 495	
Chief of Central Bureau . . . . .	270 with supplement of 60.	
36 Clerks of various descriptions . . . . .	150 to 270	
Chancery Director . . . . .	150 „ 270	
21 Clerks . . . . .	90 „ 165	
2 Telegraphic Clerks . . . . .	85	

## (a) Statistical Bureau of the Ministry.

Director . . . . .	405 rising to 495 and house.
5 Members . . . . .	210 to 300

With 45% to one as Vice-Director. One working in another Government office has 1,200 marks supplementary salary for work done here.

20 Clerks . . . . .	90 „ 210
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## (b) High Court of Judicial Administration. (Oberverwaltungsgericht.)

President . . . . .	750
2 Sectional Presidents . . . . .	600
13 Councillors (Räthe) . . . . .	375 to 495
Secretaries and Clerks—	
(a) 6 . . . . .	150 „ 270
(b) 6 . . . . .	90 „ 165

## (c) Police at Berlin.

President of Police . . . . .	590 + 180	and house.
1 "Ober Regierungsrath" . . . . .	270 + 90	
2 "Regierungsräthe" . . . . .	210	
Other officials at the Berlin Police Presidency, all under 300% a year.		



Prussia.

*(d) Police Direction in great Provincial Towns and Cities.*

1 President of Police . . . . .	£ 390	} and house.
5 Police Directors . . . . .	300	
Other officials, all under 300l. a year.		

*X.—Ministry of Agriculture, Domains, and Forests.*

The Minister . . . . .	£ 1,800	with official residence.
Under-Secretary of State . . . . .	750	
"Oberlandestallmeister" . . . . .	600	
7 Senior Clerks . . . . .	375 to 495	
1 Inspector of Buildings . . . . .	232l. 10s.	
Chief of Central Bureau . . . . .	330	and house.
Chancery Director and 16 Clerks . . . . .	150 to 270	
9 Junior Clerks . . . . .	90 " 165	

*High Court of Agriculture (Oberlandesculturgericht).*

(For hearing appeals against decisions of the General Commission.)

President . . . . .	£ 570
10 Councillors (Räthe) . . . . .	300 to 390
2 Clerks—	
(a) . . . . .	210
(b) . . . . .	180
3 Junior Clerks . . . . .	90 to 120

*Central Administration of Domains and Forests.*

2 Directors . . . . .	750	
12 Senior Clerks . . . . .	375 to 495	Official residence for three officials
1 "Forstmeister" (Forest Superintendent) . . . . .	300	
1 Technical Assistant . . . . .	255	
30 Clerks and Secretaries . . . . .	210 to 270	
9 Junior Clerks . . . . .	90 " 165	
Of the working Forestry officials—		
An "Oberförstmeister" receives . . . . .	210 to 300	} with free house and fire material.
An "Oberförster" . . . . .	100 " 170	
A "Förstmeister" . . . . .	180 " 300	
A Forester . . . . .	45 " 58½	

*State Railways.*

The Presidents of the various Boards of Direction: Berlin, Brömberg, Frankfort, &c. . . . .	525
Members of the Directing Boards, on an average . . . . .	255

## PRINCIPAL IMPERIAL OFFICES.

The Chancellor of the Empire . . . . .	£ 2,700
(The other offices held by Prince Bismarck are held by him without salary.)	

*I.—Imperial Chancery (Reichskanzlei).*

Head of the Department . . . . .	375 to 495
Senior Assistant (vacant) . . . . .	270 " 300
3 Clerks . . . . .	150 " 270
1 Clerk . . . . .	90 " 175

*II.—Foreign Office.*

(Varying slightly from year to year.)

Secretary of State . . . . .	2,500
Under-Secretary . . . . .	1,000
Senior Clerks—	
2 Directors . . . . .	1,000
16 Senior Clerks . . . . .	375 to 495
9 Assistant Clerks . . . . .	270 " 300

Telegraphic Clerks, Cyphering Clerks, Registering Clerks, &amp;c., all under 300l. a-year.

The above salaries are what appear in the Budget, but supplements to the above are privately distributed, and extra work remunerated.

*III.—Imperial Ministry of Justice.*

	£
Secretary of State . . . . .	1,200
Director . . . . .	750
6 Senior Clerks . . . . .	375 to 495
3 Assistant Clerks . . . . .	270 " 300
3 Dispatching Clerks . . . . .	150 " 270
Registering Clerks, Director, and Secretaries of the Private Chancery, &c., all under 300l.	

*IV.—Imperial Treasury.*

	£
Secretary of State . . . . .	1,000
Director . . . . .	750
8 Senior Clerks . . . . .	375 to 495
Assistant Clerks, Secretaries, &c., all below 300l. a-year.	
13 Plenipotentiary officials to control taxes and customs. (one in each province), each receiving . . . . .	420

*V.—Ministry of the Interior.*

Minister of State . . . . .	1,800
Under-Minister of State . . . . .	1,000
Senior Clerks . . . . .	375 to 495
Sectional Director . . . . .	750
Other officials and Clerks under 300l. a-year.	

*VI.—Imperial Railways Board.*

President . . . . .	750
Senior Clerks . . . . .	375 to 495
Junior Clerks and subordinate officials all under 300l. a-year.	

*VII.—Imperial Post Office.*

(Bavaria and Würtemberg have their own.)

Secretary of State . . . . .	1,200	Official residence.
(With Bureau of 6 Secretaries.)		
3 Sections—		
(a) Postal—	£	
Director . . . . .	750	
6 Senior Clerks . . . . .	375 to 495	
1 Assistant Clerk . . . . .	285	
(b) Telegraphic—		
Director . . . . .	750	
6 Senior Clerks . . . . .	375 to 495	
2 Telegraphic Engineers . . . . .	270	
(c) General Administration—		
Director . . . . .	750	
6 Senior Clerks . . . . .	375 to 495	
2 Assistants . . . . .	570	
Under this Section in different Bureaux and Offices are—		
2 officials . . . . .	300	
3 " . . . . .	270	
1 " . . . . .	225	
2 " . . . . .	210	
102 " . . . . .	150 to 270	
1 " . . . . .	195	
17 " . . . . .	105 to 180	
25 " . . . . .	90 " 165	
2 " . . . . .	97½	
2 " . . . . .	75 to 120	

The Superintendent of the workshop for telegraphic apparatus receives 270l., and the Director of the German Post Office at Constantinople 405l.

Prussia.

The salaries paid in Prussia are classified below on the same system as in the previous Sections. It will be observed that in very few cases have salaries of the lower classes of employés been given—

	Administra- tion of two Provinces.	Justice (in two Pro- vinces).	Principal Government Offices.	TOTAL.
Under £100 . . . . .	...	...	6	6
From £100 to under £250 . . . . .	165	743	621	1,529
From £250 to under £500 . . . . .	49	118	209	376
£500 and under £1,000 . . . . .	6	26	22	54
£1,000 and under £2,000 . . . . .	2	1	14	17
Over £2,000 . . . . .	...	...	2	2
TOTAL . . . . .	...	...	...	1,984

### PENSIONS IN GERMANY:

From a Note by Mr. R. Rodd, 3rd Secretary of Her Majesty's Embassy, Foreign Office, 25th October 1886.

*Reichsbeamten-gesetz, or law relating to officials of the German Empire, passed in 1886, and slightly modified in 1887.*—A Civil Servant, who is incapacitated from work after 10 years' service, receives  $\frac{1}{6}$ ths of his salary, and thereafter an increase of  $\frac{1}{60}$ ths for each year of service, up to  $\frac{4}{5}$ ths which is the maximum. Where salaries are fluctuating, pensions are calculated on the average salary of the last three years. After reaching 65 years, a certificate of incapacity is not required for pension. Service before 21 years of age does not count. Service in Eastern and Central Asia, and in Central and South America, counts double, *i.e.*, one year's service counts as two. And by the law of May 1887, employment in the German protected territories may similarly be counted as double. If an officer dies on service, the salary for the current and for three subsequent months is paid to his widow or children or other near relations.

Pensions for widows and orphans are governed by the law of April 1881 and May 1882. All Civil Servants, active or pensioned, pay 3 per cent. of their salary or pension to a Widows and Orphans Fund; but this deduction is not made from such part of the salary as exceeds £450, or the pension as exceeds £250; and those who are unmarried or have no children under 18 when they retire, are exempt from deductions from their pension.

The widow's pension is one-third of the pension her deceased husband received or would have been entitled to when he died. Each child whose mother is still alive receives one-fifth, and each child whose mother is dead receives one-third of the mother's allowance. Such pensions cease with the mother's re-marriage or on the child's attaining 18 years of age.

### ITALY.

(This information is extracted from the "Annali di Statistica," 1887, officially published by the Statistical Department of the Ministry of Agriculture, Industry, and Commerce, giving the figures as they stood on the 30th June 1886.)

Italy.

The personnel of the Italian Administration is distributed among 9 Departments, each of which has a Minister at its head: these are Foreign Affairs, Interior, Justice, Finance, War, Marine, Public Instruction, Public Works, and Agriculture Industry and Commerce. The salary of each of the 9 Ministers is £1,000; no other official salary reaches this amount.

I.—*Department of Foreign Affairs*.—This is divided into (a) Central Administration, (b) Diplomatic body, (c) Consular body, and (d) Dragomans and Interpreters—

Italy.

(a) Central Administration—		£
1	Minister . . . . .	1,000
1	Secretary General . . . . .	400
2	Directors General . . . . . @	360
2	Directors, Heads of Sections . . . . . @	280
1	" " " " . . . . .	240
4	Heads of Sections . . . . . @	200
3	" " " " . . . . . @	180
6	Secretaries, 1st Class . . . . . @	160
7	" " 2nd " . . . . . @	140
6	" " 3rd " . . . . . @	120
5	Vice-Secretaries, 1st Class . . . . . @	100
3	" " 2nd " . . . . . @	80
2	" " 3rd " . . . . . @	60
1	Director, Head of the Section of Accounts . . . . .	240
1	Head of Section, 2nd Class " . . . . .	180
1	Secretary, Accounts branch, 1st Class . . . . .	160
1	" " 2nd " . . . . .	140
1	" " 3rd " . . . . .	120
1	Vice-Secretary, Accounts branch, 1st Class . . . . .	100
1	" " 2nd " . . . . .	80
2	Chief Record-keepers . . . . . @	160
2	Record-keepers, 1st Class . . . . . @	140
1	" " 2nd " . . . . .	128
3	" " 3rd " . . . . . @	108
38	Orderlies, Couriers, and Ushers, all below . . . . .	100
(b) Diplomatic Body*—		
10	Envoys Extraordinary and Ministers Plenipotentiary, 1st Class. @	600
13	" " " " 2nd " @	360
7	Councillors of Legation . . . . . @	200
14	Secretaries of Legation, 1st Class . . . . . @	160
15	" " 2nd " . . . . . @	120
28	Unpaid Attachés.	
(c) Consular Body*—		
8	Consuls Generals, 1st Class . . . . . @	320
9	" " 2nd " . . . . . @	240
18	Consuls 1st " . . . . . @	180
20	" " 2nd " . . . . . @	160
22	Vice-Consuls 1st " . . . . . @	120
25	" " 2nd " . . . . . @	100
28	" " 3rd " . . . . . @	80
16	Unpaid Candidates.	
(d) Dragomans and Interpreters—		
2	Interpreters, 1st Class . . . . . @	240
4	" " 2nd " . . . . . @	160
12	" " 3rd " . . . . . @	104

II. *Department of the Interior*.—This is subdivided as follows:—(a) Central Administration; (b) Council of State; (c) Administration of the Provinces; (d) Archives of the State; (e) Public Security; (f) Jails; (g) Contagious Diseases—

(a) Central Administration—		£
1	Minister . . . . .	1,000
1	Secretary General . . . . .	400
1	Director General . . . . .	360
7	Directors, Heads of Sections, 1st Class . . . . . @	280
7	" " 2nd " . . . . . @	240
9	Heads of Sections 1st " . . . . . @	200
9	" " 2nd " . . . . . @	180

\* Diplomatic and Consular Agents, when on Foreign Service, receive besides their regular pay a local allowance varying with the post, from £720 to £6,200 for the 1st class, and from £340 to £2,240 for the 2nd class of officials.

Italy.

(a) Central Administration— <i>continued.</i>		£
16	First Secretaries, 1st Class . . . . . @	160
17	" " 2nd " . . . . . @	140
20	Secretaries 1st " . . . . . @	120
15	" " 2nd " . . . . . @	100
5	" " 3rd " . . . . . @	80
1	Director, Head of the Ragioneria . . . . .	240
3	Accountants, Heads of Sections, 1st Class . . . . . @	200
3	" " 2nd " . . . . . @	180
10	Accountants 1st " . . . . . @	160
10	" " 2nd " . . . . . @	140
9	" " 3rd " . . . . . @	120
10	Calculators 1st " . . . . . @	100
6	" " 2nd " . . . . . @	80
7	Record-keepers 1st " . . . . . @	140
6	" " 2nd " . . . . . @	120
5	" " 3rd " . . . . . @	100
1	Chief Orderly . . . . .	160
52	Orderlies, Ushers, &c., all below . . . . .	100
(b) State Council—		
1	President of the Council . . . . .	600
3	Presidents of Sections . . . . . @	480
24	Councillors . . . . . @	360
3	Referendaries, 1st Class . . . . . @	280
3	" " 2nd " . . . . . @	240
1	Secretary of General . . . . .	320
3	Secretaries of Sections . . . . . @	200
2	Sub-Secretaries, 1st Class . . . . . @	160
5	" " 2nd " . . . . . @	140
14	Clerks (applicati) in three Classes . . . . .	from 120 to 80
11	Audience-Ushers and servants . . . . .	from 60 to 44
(c) Administration of the Provinces—		
15	Prefects, 1st Class . . . . . @	480
24	" " 2nd " . . . . . @	400
30	" " 3rd " . . . . . @	360
34	Councillors Delegate, 1st Class . . . . . @	280
35	" " 2nd " . . . . . @	240
85	Sub-prefects and Councillors, 1st Class . . . . . @	200
85	" " 2nd " . . . . . @	180
85	" " 3rd " . . . . . @	160
85	Commissaries . . . . . @	140
175	Secretaries, 1st Class . . . . . @	120
175	" " 2nd " . . . . . @	100
175	" " 3rd " . . . . . @	80
185	Sub-Secretaries . . . . . @	60
100	Accountants, in three classes . . . . .	from 160 to 120
400	Calculators, in three " . . . . .	" 100 to 60
85	Record-keepers, in three Classes . . . . .	" 140 to 100
908	Orderlies and Ushers . . . . .	" 80 to 32
(d) State Archives—		
5	Chief Record-keepers, 1st Class . . . . . @	280
4	" " 2nd " . . . . . @	240
10	First Record-keepers . . . . . @	200 & 180
33	Record-keepers . . . . . @	160, 140 & 120
54	Sub-record-keepers . . . . . @	100, 80, & 60
30	Candidates, unpaid . . . . .	
30	Registrars . . . . . @	120, 100, & 80
68	Custodians and Ushers . . . . .	from 48 to 32
(e) Public Security—		
6	Quæstors, 1st class . . . . . @	280
7	" " 2nd " . . . . . @	240
167	Inspectors . . . . . @	200, 180, 160, & 140
180	Vice-Inspectors . . . . . @	120, 100, & 80
1,282	Delegates . . . . . @	120, 100, 80, & 60
146	Ushers . . . . .	from 48 to 32

Guard of the Public Security—		£	Italy.
Foot—25 Commanders	@	120, 100, & 80	
80 Marshals d'alloggio	@	60	
200 Brigadiers	@	52	
300 Sub-Brigadiers	@	44	
600 Appunlati	@	40	
3,150 Guards	@	36	
150 Recruits	@	30	
Cavalry—3 Commanders	@	120	
7 Marshals	@	60	
24 Brigadiers	@	52	
20 Sub-Brigadiers	@	44	
40 Appuntati	@	40	
455 Guards	@	36	
(f) Jails—			
6 Inspectors of Circles	@	200, 180, & 160	
40 Directors	@	200, 180, & 160	
65 Vice-Directors	@	140 & 120	
20 Secretaries	@	100	
102 Accountants	@	140, 120, & 100	
140 Assistants (applicati)	@	80 & 60	
(g) Contagious Diseases*—			
14 Directors	@	140 and 120	
8 Accountants	@	100	
13 Applicati	@	80 and 60	

III. *Department of Justice*.—Sub-divided thus : (a) Central Administration, (b) Administration of Justice, *i.e.* 5 Supreme Courts, 20 Courts of Appeal, 162 Civil Tribunals and 23 Tribunals of Commerce; 1,819 Preture (13 of which in towns) or Courts of First Instance; and the "Cancellerie and Judicial Secretariats."

(a) Central Administration—	£	
1 Minister		1,000
1 Secretary General		400
1 Director General		360
&c., closely similar to the Office establishment in Departments II and I.		
(b) 5 Courts of Cassation—		
5 First Presidents	@	600
6 Presidents of Sections	@	480
74 Councillors	@	360
5 Procurers General	@	600
5 Advocates General	@	480
14 Sub-Procurers, General	@	360
30 Courts of Appeal—		
20 First Presidents and 20 Procurers General	@	480
15 Presidents of Sections, 1st Class	@	360
15 " " 2nd "	@	320
144 Councillors, 1st Class	@	280
289 " " 2nd "	@	240
116 Sub-Procurers General	@	280 and 240
162 Civil and 23 Commercial Tribunals—		
Presidents and Procurators of the King—		
81, 1st class	@	200
81, 2nd class	@	160
61 Vice-Presidents	@	144
338 Judges, 1st Class	@	140
678 " 2nd "	@	120
222 Additional Judges	@	72
198 Sub-Procurers to the King	@	140 & 120
1,819 Pretures, or Courts of First Instance—		
605 Prætors, 1st Class	@	100
1,214 " 2nd "	@	88
150 Auditors, unpaid.		

\* Amministrazione dei sifilicomi.

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## "Cancellerie and Judicial Secretariats", i.e. Court Establishments—

	£
5 Chancellors of Cassation . . . . .	@ 280
5 Secretaries to the Procurers General . . . . .	@ 200 & 180
11 Vice-Chancellors of Cassation . . . . .	@ 160 & 140
20 Chancellors of the Courts of Appeal . . . . .	@ 240, 200 & 180
20 Secretaries to the Procurers General in the above Courts . . . . .	@ 160 & 140
54 Assistant Vice-Chancellors of Cassation . . . . .	@ 120
54 " " Courts of Appeal . . . . .	@ 100
186 Chancellors of the Tribunals . . . . .	@ 160, 140 & 120
1,819 " of the Preture . . . . .	
474 Vice-Chancellors of Tribunals . . . . .	
86 Assistant Vice-Chancellors of Appeal . . . . .	} @ 88, 80, 72 & 64
162 Secretaries to the King's Procurers . . . . .	
78 Sub-Secretaries to ditto . . . . .	
1,142 Vice-Chancellors of the Preture . . . . .	
400 Assistant Vice-Chancellors of the Tribunals } @ 32	
199 Sub-Secretaries to Procurers . . . . .	
1,700 Unpaid pupils . . . . .	

IV. *Department of Finance*.—Subdivided thus: (a) Central Administration; (b) Public Treasury; (c) Public Debt; (d) Inspection of Provincial Finances; (e) Provincial Treasuries; (f) Mints; (g) Administration of State Lands; (h) Administration of Provincial Indirect Taxes; (i) Administration of Provincial Direct Taxes; (l) Office of Accounts.

Only a few instances of salaries in this Department need be given, as they do not correspond closely to any offices in India.

	£
1 Minister . . . . .	1,000
1 Secretary General . . . . .	400
1 Central Treasurer . . . . .	280
1 Central Controller . . . . .	220
1 Special Cashier . . . . .	280
1 Advocate General for the Treasuries . . . . .	480
1 Sub-Avocate General " " . . . . .	360
3 Inspectors of Finance . . . . .	@ 280
61 Provincial Treasurers . . . . .	from 240 to 140
6 Inspectors of Provincial Treasuries . . . . .	" 240 to 200
2 Directors of Mints . . . . .	200
2 Secretaries . . . . .	160
8 Inspectors of State Domains . . . . .	@ 240 & 200
1 Administrator General of State Canals . . . . .	280
1 Inspector of State Canals . . . . .	180
10 Inspectors of Provincial Indirect Taxes (Octroi, &c.) @ 240 & 200	
18 Directors of Custom Houses . . . . .	@ 240 & 200
7 Directors of Public Lotteries . . . . .	@ 240, 220 & 200
6 Directors of Salt . . . . .	@ 180, 160 & 140
11 Inspectors of Tobacco . . . . .	@ 280, 240, 200 & 180
17 Directors of the Manufacture of Tobacco @ 240, 220, 200 & 180	
13 Agents for the Cultivation of Tobacco . . . . .	@ 160, 140 & 120
6 Inspectors of Direct Taxation in Provinces @ 240 & 200	
13 Directors of the Account Office . . . . .	@ 280 & 240

V. *War Department*.—A few examples of salary will suffice—

5 Generals of the Army . . . . .	600
47 Lieutenant-Generals . . . . .	480
90 Major-Generals . . . . .	360
310 Colonels . . . . .	280
406 Lieutenant-Colonels . . . . .	208
831 Majors . . . . .	176
4,138 Captains . . . . .	128
4,413 Lieutenants . . . . .	88
4,088 Sub-Lieutenants . . . . .	72

Whether Artillery, En-  
gineers, fantry or Ca-  
valry

The private soldier's pay varies from '98 to 1'03 lire per day; including non-commissioned officers, the following abstract shews the pay of the Army:— Italy.

		Average pay.	£
Artillery . . . . .	28,493	412 lire =	16'10 about.
Engineers . . . . .	6,942	414 " =	16'10 "
Infantry . . . . .	173,731	394 " =	15'15 "
Cavalry . . . . .	24,555	408 " =	16'7 "
King's Carbineers . . . . .	23,604	734 " =	29'10 "

The total force of 266,258 soldiers and non-commissioned officers costs £4,762,580, and, including officers, 280,586 officers and men cost 6,351,390.

VI. *Marine Department*.—I have not thought it worth while to extract any details of these salaries, but the general rates and numbers will be seen in the abstract towards the end of this chapter.

VII. *Public Instruction*.—The following are the chief Sub-Heads:—  
(a) Central Administration; (b) Administration of Provincial Schools; (c) Universities; (d) Secondary and Technical Instruction; (e) Normal and Primary Schools; (f) Institutes, Scientific and Literary bodies; (g) Antiquities and Art.

(a) Central Administration—	£
1 Minister . . . . .	1,000
1 Secretary General . . . . .	400
1 Director General . . . . .	360

and the rest of the establishment as in previous cases.

(b) Provincial Schools—	
67 Superintendents (Provveditori agli studi)	240, 200, 180, 160 & 140
147 Inspectors of Circles . . . . .	120, 100, 80 & 60
4 Inspectresses of Female Schools . . . . .	100 & 80

(c) University—	
Teaching Staff—515 Ordinary Professors . . . . .	@ 240, 200, 140 & 120
193 Extraordinary " . . . . .	@ 140, 120 & 84
Establishment—10 Directors of the Secretariat . . . . .	£200 & 180
12 Secretaries . . . . .	160, 140 & 120
39 Vice-Secretaries . . . . .	100, 80 & 60
Beadles, Custodians, Servants, Porters, &c.	48 to 20

(d) Technical Institutes and Schools—	
35 Presidents . . . . .	from 240 to 40
740 Professors . . . . .	" 160 " 56
Normal Schools—177 Professors . . . . .	105 " 72
National Schools—Rectors . . . . .	" 168 " 48
Teachers . . . . .	" 68 " 52

VIII. *Public Works*.—Sub-heads: (a) Central Administration; (b) Post Office; (c) Telegraphs; (d) Railways; (e) Civil Works—

(a) Central Administration—The same establishment as usual.

(b) Post Office—	£
1 Director General . . . . .	360
1 Inspector General . . . . .	320
8 Heads of Divisions . . . . .	280 & 240
64 Heads of Sections . . . . .	200 & 180

(c) Telegraphs—	
1 Director General . . . . .	360
3 Inspectors General . . . . .	320
13 Directors of Divisions . . . . .	280 & 240
30 Heads of Sections . . . . .	200 & 180
73 Signallers, "Semaforici" . . . . .	from 100 to 60



Italy.

	£	£
(c)—Telegraphs— <i>continued</i> .		
778 Telegraphists . . . . .	from 100 to 48	
29 Mechanics . . . . .	„ 100 & 80	
(d) Railway—		
1 Inspector General . . . . .		480
8 Superior Inspectors . . . . . @	360 & 320	
16 Chief Inspectors . . . . . @	280 & 240	
24 Inspectors . . . . . @	200 & 180	
60 Sub-Inspectors . . . . . @	160, 140 & 120	
(e) Royal Corps of Civil Engineers—		
30 Inspectors . . . . . @	360 & 320	
100 Chief Engineers . . . . . @	240 & 200	
420 Ordinary Engineers . . . . . @	160, 140, & 120	
80 Assistant Engineers . . . . . @	80	
900 Adjutants . . . . . @	120, 96, & 72	

IX. *Department of Agriculture, Industry, and Commerce*.—Sub-heads: (a) Central Administration; (b) Forests and Forest Schools; (c) Mines; (d) Weights and Measures; (e) Industrial and Professional Teaching; (f) Establishment for Scientific and Agrarian Teaching; (g) Chambers of Commerce (73); (h) Horse Breeding:—

	£	£
(a) Central Administration—The same staff as usual—		
5 Inspectors of Agriculture . . . . . @	200 & 180	
1 Director of Meteorology . . . . .		240
1 Vice-Director ditto . . . . .		160
2 Assistant ditto . . . . . @	120 & 100	
4 Compilers . . . . . @	84, 64 & 52	
(b) 3 Inspectors of Forests . . . . . @	240 & 200	
36 Inspectors of Circles . . . . . @	160, 140, & 120	
236 Sub-Inspectors . . . . . @	100, 80, 60 & 48	
25 Brigadiers . . . . . @	40	
192 Forest guards . . . . . @	36	
1 Director of the Vallombrosa Forest . . . . .		160
5 Professors . . . . . @	88 & 48	
(c) Royal Corps of Miners—		
2 Inspectors . . . . . @	360 & 320	
9 Chief Engineers . . . . . @	240 & 200	
21 Engineers . . . . . @	160, 140 & 120	
30 Assistant ditto . . . . . @	120, 96, 80, & 72	
5 Professors of the Mining School . . . . . @	72 & 64	
(d) 2 Chief Inspectors of Weights and Measures . . . . . @	200 & 180	
223 Verificators . . . . . @	160, 140, 120, 100, 80, 60, 48	
(e) Industrial Museum, Turin—		
1 Director . . . . .		320
11 Professors . . . . . @	240, 200, 140	
1 Director of the Laboratory . . . . .		60
(f) Experimental farms at Modena, Palermo, Rome, Turin, Lodi, Asti and Padua—		
7 Directors . . . . . @	200	
2 Assistants at each place . . . . . @	80 to 48	
Practical Schools of Agriculture—		
21 Directors . . . . . @	144, 120, & 96	
21 Assistant do. . . . . @	80, 72 & 64	
21 Censors . . . . . @	72, 64, 56, & 40	

Special schools for vine-culture (Alba, Avellino, Cagliari and Catania), olive-culture (Bari), apple-culture (Florence), cheese-making (Emilia)—

	£	£
8 Directors . . . . . @	200, 160, 120	
35 Assistant Directors and Professors . . . . . @	120 to 32	
(h) Horse Breeding—		
29 Stallion-keepers . . . . . @	16 & 14	

	FOREIGN AFFAIRS.		HOME.		JUSTICE.		FINANCE.		WAR.		MARINE.		PUBLIC INSTRUCTION.		PUBLIC WORKS.		AGRICULTURE & COMMERCE.		TOTAL.	
	No.	Amount.	No.	Amount.	No.	Amount.	No.	Amount.	No.	Amount.	No.	Amount.	No.	Amount.	No.	Amount.	No.	Amount.	No.	Amount.
Unpaid	44	...	30	...	1,859	...	12	...	8	...	5	...	...	...	...	...	...	...	1,958	...
Up to . . . 32	...	...	5,285	138,940	114	2,241	3,675	89,995	248,632	4,065,097	18,305	329,805	11,415	36,943	2,081	60,049	132	3,018	279,639	4,736,096
From over 32 to 40	...	...	4,992	183,840	10	376	12,443	426,226	12,912	457,292	3,152	113,308	772	28,690	2,513	95,599	248	9,116	37,042	1,314,356
„ 40 „ 80	65	4,372	3,249	208,968	3,978	251,157	7,313	446,549	11,507	670,545	5,675	282,164	4,057	273,333	6,368	442,072	518	34,112	42,730	2,593,274
„ 80 „ 120	97	10,592	1,336	144,200	3,530	349,896	3,977	424,902	5,041	453,467	591	57,512	2,292	222,924	1,946	208,796	254	27,044	19,064	1,899,333
„ 120 „ 160	58	9,050	526	78,140	774	113,240	2,088	297,986	4,402	568,104	539	70,856	314	45,452	595	88,948	102	15,164	9,398	1,286,938
„ 160 „ 200	33	6,160	281	53,300	198	39,160	697	128,411	895	158,596	115	20,672	494	98,008	201	38,520	51	9,940	2,665	552,767
„ 200 „ 240	13	3,120	57	13,680	375	90,000	260	59,800	424	88,768	77	16,304	109	26,048	76	18,240	15	3,600	1,406	319,660
„ 240 „ 280	2	560	55	15,400	192	53,760	124	33,892	318	9,040	50	14,000	5	1,400	21	5,880	1	280	768	214,212
„ 280 „ 320	8	2,560	1	320	15	4,800	31	9,640	1	320	...	...	...	...	23	7,360	2	640	81	25,640
„ 320 „ 360	15	5,400	55	19,800	104	37,440	36	12,740	95	34,200	16	5,760	1	360	23	8,280	4	1,440	349	125,420
„ 360 „ 400	1	400	25	10,000	1	400	1	400	1	400	1	400	1	400	1	400	1	400	33	13,200
„ 400 „ 440	...	...	...	...	...	...	8	3,451	...	...	...	...	...	...	...	...	...	...	8	3,451
„ 440 „ 480	...	...	18	8,640	51	24,480	3	1,440	48	23,040	6	2,880	...	...	1	280	...	...	127	60,960
„ 480 „ 520	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
„ 520 „ 560	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
„ 560 „ 600	10	6,000	1	600	10	6,000	1	600	5	3,000	1	600	...	...	...	...	...	...	28	16,800
Over 600	1	1,000	1	1,000	1	1,000	1	1,000	1	1,000	1	1,000	1	1,000	1	1,000	1	1,000	9	9,000
TOTAL	347	49,212	15,912	876,828	11,212	973,957	30,670	1,947,133	284,290	6,612,780	28,534	915,261	9,461	714,558	13,850	975,625	1,329	105,754	395,605	13,171,109
Up to . . . 80	109	4,372	13,556	531,728	5,961	253,781	23,443	972,770	273,059	5,192,844	27,137	725,277	6,244	317,996	10,962	597,721	898	46,246	361,369	8,643,727
From over 80 to 200	188	25,800	2,143	275,640	4,502	502,296	6,762	851,298	10,338	1,180,167	1,245	149,040	3,100	366,384	2,742	336,264	407	52,148	31,427	3,739,038
„ 200 „ 600	49	18,040	212	68,440	748	216,880	464	122,063	892	238,768	151	39,944	116	28,208	145	40,640	23	6,360	2,800	779,343
Over 600	1	1,000	1	1,000	1	1,000	1	1,000	1	1,000	1	1,000	1	1,000	1	1,000	1	1,000	9	9,000
TOTAL	347	49,212	15,912	876,828	11,212	973,957	30,670	1,947,133	284,290	6,612,780	28,534	915,261	9,461	714,558	13,850	975,625	1,329	105,754	395,605	13,171,109

The following is an abstract of the numbers and salaries of the employes of Government in every Department, classified in great detail according to their pay. It will be seen that 91 per cent. of the Government servants receive £80 a year and under, 8 per cent. receive from £80 to £200, less than 1 per cent. receive over £200, and no one receives over £600, except the 9 Ministers who draw £1,000 apiece. Deducting the soldiers and sailors, and the staff of low-paid preventive officers, there remains a body of 86,424 employes under Government, of whom 61 per cent. receive £80 and under, 36 per cent. draw from £80 to £200, and only 3 per cent. have salaries above £200—

Italy.

All or almost all Government servants in Italy are pensionable, and all except the soldiers and sailors, and low-paid employés of the Finance Department are subject to a rateable deduction from their pay on account of their right to pension. This deduction amounts to 1 per cent. on salaries up to £32; 2 per cent. on salaries above £32 and up to £80; 3 per cent. above £80 and up to £120; 4 per cent. above £120 and up to £160; 5 per cent. above £160 and up to £200; 6 per cent. on all salaries above £200. The maximum pension obtainable is £320.

A Civil servant is entitled to pension after 40 years of service, or on attaining 65 years of age after 25 years of service. He may then receive, for each year of service  $\frac{1}{10}$  on the first £80, and  $\frac{1}{60}$  on the balance of the average salary of the last 3 years. His widow and his orphan children receive  $\frac{1}{3}$  of his pension.

In the case of retirement through wounds or illness contracted during service, the pension cannot be less than  $\frac{1}{3}$  of his last salary, if he has served less than 20 years, or  $\frac{1}{2}$  if more than 20 years. If he dies in service, his wife or orphans get  $\frac{1}{2}$  of the pension which would have been due to him. In certain extreme cases of loss of sight or limb, the pension may rise to  $\frac{2}{3}$  of the pay, but cannot exceed £320.

## EGYPT.

(This note is taken from the figures found in the printed Budget of 1887, for which I am indebted to Colonel Sir Colin Moncrieff.)

The Egyptian Budget is divided into six main heads, some of which contain numerous sub-heads. They are as follows:—

Main Head.	Sub-head.
I. Civil List . . . . .	1. Khedive. 2. Family of Khedive. 3. Khedive's Cabinet.
II. General Administration and Collection of Revenue . . . . .	1. Council of Ministers. 2. Legislative Council. 3. Ministry of Foreign Affairs. 4. Ministry of Finance. 5. Public Instruction. 6. Ministry of the Interior. 7. Justice. 8. Public Works Department. 9. Miscellaneous. 10. Provincial Administration, and Collection of Revenue 11. Customs. 12. Octrois. 13. Salt and Nitre. 14. Fisheries.
III. Administration and Collection of Departmental Receipts . . . . .	1. Railways. 2. Telegraphs. 3. Port of Alexandria. 4. Post Office. 5. Postal Steamers. 6. Light Houses. 7. Ports other than Alexandria. 8. Mint.
IV. Public Safety . . . . .	1. War. 2. Police and Prisons. 3. Army of Occupation.
V. Soudan.	
VI. Pensions.	

The following are the details of the salaries of the more important officers, Egypt.  
as found in the Budget of 1887 :—

HEAD I. CIVIL LIST.		£
Sub-Head 1. The Khedive's Civil List	£100,000, less one-tenth	90,000
The Khedive and all the Ministers and the Financial adviser have voluntarily abandoned one-tenth of their salaries on account of the financial pressure.		
Sub-Head 2. The Khedive's family		208, 100
Sub-Head 3. The Khedive's Cabinet		60,000
Head of the Cabinet		1,500
Chief Master of the Ceremonies		1,500
Secretary		1,200
Chief Physician		900
2 Physicians		210 and 420
5 Masters of the Ceremonies	from 240 to	720
1 Writer and Clerk of Records		360
1 English Secretary		480
1 Superintendent of the Arab Bureau		720
8 Writers	84 to	480
1 Superintendent of the Turkish Bureau		600
5 Clerks	90 to	480
1 Superintendent of the Translation Bureau		600
4 Translators	144 to	360
1 Colonel Commandant		420
1 Lieutenant-Colonel		300
1 Commandant		300
6 Officers of Cavalry	from 114 to	144
6 " Infantry	" 90 "	180
18 Officers and Non-Commissioned Officers	" 36 "	180
40 Non-Commissioned Officers	" 48 "	54
Band—1 Lieutenant-Colonel	420 ; 7 officers	" 42 " 114
54 Non-Commissioned Officers and musician-soldiers,	8 to 42	Total . 2,238
Ditto, Rations and uniform		1,418
TOTAL		3,656
Steam-boats—1 Commandant		780
19 Officers, apprentices, and 1 doctor	from 77 to	360
106 Marines, and servants	" 4 "	30
5 Mechanics	" 234 "	480
TOTAL		15,334

## HEAD II. GENERAL ADMINISTRATION AND COLLECTION OF REVENUE.

Sub-head 1. Council of Ministers—		
1 Secretary	1,200, 1 Head Clerk (European)	420
2 Head Clerks	336 to 384, 1 Clerk	288
Sub-head 2. Legislative Council		
2 Secretaries	300 and 480, 9 Clerks	36 to 180
3 Translators	30 to 300. Printer	30
Allowance to President, Vice-President, and 12 permanent members £90 each; to 15 Delegates of Provinces and Governorships, £250 each.		
Sub-head 3. Ministry of Foreign Affairs—		
Minister	£3,000, less one-tenth	2,700
1 Under-Secretary of State		1,200
1 Superintendent of the bureaux	(540 rising to 780)	660
1 Private Secretary	(336 rising to 384)	360
1 Assistant		360
European Bureau—3 writers, 1st class		
1 Record-keeper,	264 to 312; 3 clerks	96 " 240

Egypt:

## HEAD II. GENERAL ADMINISTRATION AND COLLECTING REVENUE.

Sub-head 3. Ministry of Foreign Affairs— <i>continued.</i>		£	£
Bureau of Translation—1 Head Clerk, 336 to 384;			
1 Second Clerk 264 to 312; 4 Clerks . . . . .		from 96	to 240
Arab Bureau—1 Head Clerk, 336 to 384; 1 Second			
Clerk 264 to 312; 7 Clerks . . . . .		„ 48	„ 240
Sub-head 4. Ministry of Finance—			
(a) Central Administration . . . . .		94,142	
(b) Financial Adviser . . . . .		6,000	
(c) Treasury of the Public Debt . . . . .		33,355	
(d) Cadastre (Survey) . . . . .		29,773	
(e) Press . . . . .		22,406	
TOTAL			£185,676
(a) Minister £3,000, less one-tenth . . . . .		2,700	
1 Under-Secretary of State . . . . .		2,000	
1 Director-General of Accounts . . . . .		1,500	
1 Ditto of Indirect Contributions and Octrois . . . . .		1,900	
General Secretariat—2 Superintendents . . . . .	from 540	to 780	
3 Assistant Superintendents at 420 rising to . . . . .		480	
4 Head Clerks at 336 rising to 384; 4 Second Clerks			
at 264 rising to . . . . .		312	
76 Clerks, from 48 to . . . . .		240	
Account Department, 5 Superintendents at 540 rising to . . . . .		780	
4 Assistant Superintendents at 420 rising to . . . . .		480	
2 Head Clerks at 336 rising to . . . . .		384	
16 Second Clerks de Bureau at 264 rising to . . . . .		312	
218 Clerks from 48 to . . . . .		240	
Department of Indirect Contributions and Octrois—			
2 Superintendents at 540 rising to . . . . .		780	
3 Head Clerks at 336 rising to . . . . .		387	
2 Second Clerks and 9 Inspectors at 264 rising to . . . . .		312	
45 Clerks, from 48 to . . . . .		240	
Land Revenue Department—			
1 Superintendent, at 540 rising to . . . . .		780	
2 Assistant Superintendents, at 420 rising to . . . . .		480	
4 Second Clerks at 264 rising to . . . . .		314	
44 Clerks . . . . .	from 48	to 240	
12 Inspectors . . . . .	„ 300	„ 720	
3 Assistant Inspectors . . . . .	„ 168	„ 180	
(b) Department of the Financial Adviser—			
1 Financial Adviser 3,000 <i>minus</i> one-tenth . . . . .		2,700	
1 Assistant to ditto . . . . .		1,000	
1 Superintendent 600; 6 Clerks from £ 108 to . . . . .		240	
(c) Public Debt Office—			
6 Commissioners . . . . .		2,632½	
1 Controller 876; 1 Secretary . . . . .		516	
1 Superintendent . . . . .		516	
32 Clerks . . . . .	from 72	to 36	
1 Cashier 360, 3 Assistant Cashiers . . . . .	„ 96	„ 144	
(d) Survey—			
1 Director General . . . . .		1,200	
1 Inspector General 600; 1 Superintendent @ 480			
rising to . . . . .		576	
1 Assistant Superintendent, @ 384 rising to . . . . .		432	
9 Clerks . . . . .	from 48	to 216	
Technical Branch—			
2 Head Clerks . . . . .	@ 300	rising to 360	
17 Clerks . . . . .	from 48	to 160	
Out-door Service. 2 Inspectors . . . . .	@ 540	rising to 720	
3 Sub-Inspectors @ 300 . . . . .		480	
139 Measurers (Charpentiers) from 24 to . . . . .		240	

£

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## (e) Press—

1 Director	.. . . .	@ 540 rising to	780
1 Sub-Director	.. . . .	@ 420	480
2 Second Clerks	.. . . .	@ 264	312
27 Clerks	.. . . .	from 48 to	240
14 Arabic revisers	.. . . .	from 30 to	120

## Sub-head 5. Public Instruction—

(a) Central Administration	.. . . .		10,363
(b) Schools	.. . . .		53,007
(c) Miscellaneous	.. . . .		5,082

TOTAL .. 68,452

(a) Central Administration. Minister 3,000, less one-tenth			2,700
Under-Secretary of State	.. . . .		1,200
7 Inspectors 1st Class	.. . . .	@ 500 rising to	600
2nd "	.. . . .	@ 384	480
3rd "	.. . . .	@ 264	360
4th "	.. . . .	@ 144	240
1 Head Clerk (European)	.. . . .	@ 300 rising to	420
1 Head Translator	.. . . .	@ 300	420

## (b) Schools, Primary—

1 Director	.. . . .	@ 384 rising to	480
2 Professors	.. . . .	@ 144	192
8 ditto	.. . . .	@ 90	120
12 ditto	.. . . .	@ 48	72
4 School Officials	.. . . .	from 66 to	120

## Schools, Preparatory—

1 Director	.. . . .	@ 504 to	600
27 Professors in 4 Grades	.. . . .	from 50 to	264

## School of Mansoura—

1 Director	.. . . .	@ 144 rising to	240
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(c) Miscellaneous Director of Egyptian Missions	@ 629 rising to	820
Expenses of pupils sent to Europe	.. . . .	3,328
School infirmaries	.. . . .	862
Grant-in-aid to an English School	.. . . .	200

## Sub-head 6. Ministry of the Interior—

(a) Central Administration	.. . . .		27,519
(b) Sanitation	.. . . .		69,425
(c) Watering and Sweeping (Cairo)	.. . . .		18,064
(d) ditto Alexandria	.. . . .		9,823
(e) Egyptian Archives	.. . . .		4,288

TOTAL .. 130,163

(a) Minister £3,000, less one-tenth	.. . . .		2,700
Under-Secretary of State	.. . . .		1,200
Chief Inspector	.. . . .		1,200
1 Second Inspector	.. . . .	@ 480 rising to	720
2 Inspectors	.. . . .	" 300	420
2 Do.	.. . . .	" 180	276
1 Chief Assistant Inspector	.. . . .	" 420	540
1 Second Do.	.. . . .	" 240	360
2 Assistant Inspectors	.. . . .	" 156	204
1 Do.	.. . . .	" 120	144
1 Head Translator	.. . . .	" 480	720
2 Translators	.. . . .	" 336	384
3 Ditto	.. . . .	" 228	288

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Arab Bureau—		£
1 Director	from 480 to	720
1 Sub-Director	" 408 "	456
1 Head Clerk	" 336 "	384
5 Second Clerks	" 228 "	288
38 Clerks	" 60 "	192

## (b) Sanitation—

1 Director, 1,200; 1 Inspector		1,000
5 Inspectors	@ 264 rising to	720
1 Health Officer	" 84 "	100
3 Physicians in 3 Grades	" 84 "	588
1 Superintendent	" 420 "	540
1 Head Clerk	" 288 "	360
Medical Depôt: 1 Apothecary	" 168 "	300
9 Veterinary Surgeons in 3 Grades	from 84 "	504

## Sub-head 7, Justice—

(a) Central Administration		11,847
(b) (Law Office) Contentieux de l'Etat		19,240
(c) European Courts		138,886
(d) Native Courts (Tribunaux Indigènes)		116,330
(e) (Ditto) Mehkamehs		36,656

TOTAL 322,960

## (a) Central Administration—

Under-Secretary of State		1,200
1 Mufti		600
1 European Superintendent	@ 480 rising to	720
2 Head Clerks	" 360 "	389
1 Second Clerk	" 276 "	329
7 Clerks from 48 to		216
1 Superintendent (Native)	" 480 rising to	720
2 Assistant Superintendents	" 420 "	480
2 Second Clerks	" 276 "	324
28 Clerks from 48 to		216
2 Assistant Inspectors @ 144 &		240

(b) Law Office. No details, the Department being under reorganization.

## (c) European Courts.—Court of Appeal—

1 Native President		900
9 European Councillors (Conseillers étrangers)		1,543
4 Native Ditto		771½
1 Secretary		463
1 Under-Secretary		231
1 Registrar		463
5 Assistant ditto	193 rising to	308
3 Interpreters	231 "	270
2 Bailiffs	154½ rising to	173
1 Commandant of guards		240
1 Attorney General		1,543
1 Advocate General		1,157
8 Native Deputies	300 rising to	578
2 Additional ditto at		193
1 Inspector of Courts		578
1 Chief Secretary of the Courts		463
12 Assistant Secretaries	from 72 to	231
1 Director of Prisons* for Alexandria and Cairo		308

\* Average No. of prisoners in each 10, average cost per day 5 piastres each = 12½

(c) Tribunaux de la Reforme.—Court of Appeal— <i>continued.</i>	£
Tribunals of First Instance—	
2 Native Presidents . . . . .	at 578 & 720
25 European Judges* at . . . . .	1,157
14 Native Judges at . . . . .	578½
3 Secretaries . . . . .	from 154 to 193
2 Clerks of Court at . . . . .	563
6 Assistant ditto . . . . .	from 193 to 424
(d) Native Tribunals—	
Meglis-el-Ahkan, 1 President 900; 5 Council- lors at . . . . .	720
1 Clerks of the Court . . . . .	300
2 Courts of Appeal (Cairo and Assiout). . . . .	
2 Presidents at . . . . .	600 & 1,200
1 Vice-President 900; 9 Native Councillors at . . . . .	720
8 Supplementary ditto at 240 to 540; 3 European ditto at . . . . .	962
1 Mufti 120, 1 Clerk of the Court . . . . .	600
2 Interpreters at . . . . .	180 & 240
8 Courts of First Instance—	
8 Presidents at from . . . . .	360 to 720
5 Vice-Presidents at from . . . . .	480 to 600
27 Native Judges at from . . . . .	240 to 480
27 Supplementary ditto at . . . . .	180 to 300
6 European Judges at from . . . . .	569 to 693
5 Clerks of the Court at . . . . .	420 to 300
10 Interpreters at . . . . .	120 to 180
Five European Magistrates for Upper Egypt . . . . .	3,542
(e) Mehkamehs—	
Cairo, 1 Cadi at 1,735, 1 Additional ditto 600, 3 members at . . . . .	from 480 to 600
Alexandria, 1 Cadi at 480; 2 members at . . . . .	240
22 Central Mehkamehs—22 Cadis at . . . . .	from 72 to 216
18 Deputies and 16 Muftis at . . . . .	from 72 to 96
79 Mehkamehs of Circles (Circumscriptions) . . . . .	
79 Cadis at . . . . .	from 60 to 84
Sub-head 8. Public Works Department—	
(a) Central Administration . . . . .	38,744
(b) Service of the Provinces . . . . .	47,166
(c) Service of the Towns . . . . .	33,776
(d) Original works . . . . .	73,154
(e) Maintenance . . . . .	163,768
(f) Water-supply . . . . .	46,780
(g) Tools and Plant . . . . .	3,750
(h) Miscellaneous . . . . .	15,500
(i) Reserve . . . . .	31,000
	<hr/>
TOTAL . . . . .	464,623
(a) Central Administration—	
1 Minister at 3,000, less one-tenth . . . . .	2,700
1 Under-Secretary of State . . . . .	2,000
1 General Secretary . . . . .	1,500
1 Director General of Town-service (Tanzim) . . . . .	1,200
1 Inspector General of Irrigation . . . . .	1,500
1 Head of Technical Branch . . . . .	800
2 Inspectors . . . . .	540
9 Chief Engineers 4 at 240, 2 at 300, and 3 at . . . . .	360
24 Assistant Engineers, 12 at 144, 12 at . . . . .	180
6 Captains of Boats at 84, 96, and . . . . .	120
87 Clerks at . . . . .	from 96 to 480

\* Fourteen at Alexandria, 10 at Cairo, 1 at Mansoura,



Egypt.

(b) Service of the Provinces—	£	
5 Inspectors, average pay . . . . .	912	
5 Assistant Inspectors, average pay . . . . .	408	
1 Special Engineer . . . . .	540	
1 Mechanic . . . . .	200	
17 Chief Engineers . . . . . at 240, 300, and 360		
130 Assistant Engineers . . . . . at 60, 96, 108, 144, and 180		
61 Clerks . . . . . at from 96 to 288		
(c) Service of the Towns—		
5 Inspectors . . . . . at 420, 480, and 600		
18 Chief Engineers . . . . . at 240, 300, and 360		
125 Assistant Engineers . . . . . at 60 to 180		
(f) Water-supply (Fourniture d'eau), <i>i.e.</i> payments to Pumping Companies in the Behera,		
(h) Miscellaneous—		
Boulak Museum, Director 1,000, 2 Assistants . . . . . at 300 and 420		
11 Inspectors . . . . . at 60, 90, and 120		
1 Nazir . . . . . at 240 rising to 280		
Explorations . . . . .	1,412	
Steamer . . . . .	7,000	
Subsidy to Opera . . . . .	2,500	
		102,508
Sub-head 9. Miscellaneous—		
Caravan to Mecca . . . . .	43,750	
Delegate at Constantinople . . . . .	1,580	
Do. at London . . . . .	975	
Exiles at Ceylon . . . . .	750	
Execution of Judicial Decrees . . . . .	10,000	
Sub-head 10. Provincial Administration and Collection of Revenue—		
(a) Administration . . . . .	101,327	
(b) Collection . . . . .	91,185	
(c) Miscellaneous . . . . .	112,835	
(d) General Department . . . . .	17,000	
(e) Palaces and Gardens . . . . .	9,954	
		TOTAL . . . . . 332,301
(a) Administration—		
20 Governors . . . . . at from 360 to 1,500		
21 Sub-Governors . . . . . at from 240 to 600		
1 Commissioner for Suez Canal Land . . . . .	780	
14 First Assistant Inspectors . . . . . at from 120 to 240		
98 Assistant Inspectors . . . . . at from 36 to 360		
72 Deputy Governors . . . . . at 120 to 240		
71 Assistant to do. . . . . at 50 to 180		
(b) Collection—		
2 Directors . . . . . at 900 and 1,200		
2 Sub-Directors . . . . . at 360 and 480		
11 Receivers General . . . . . at 360 and 480		
13 First Assistant Inspectors . . . . . at 120 to 240		
26 Assistant Inspectors . . . . . at 43 to 150		
For Districts, 2 Inspectors . . . . . at 300		
160 Assistant Inspectors and Agents . . . . . at 48 to 180		
(e) Palaces and Gardens—		
2 Nazirs . . . . . at 54 and 144		
4 Clerks . . . . . at 42 to 72		
Sub-head 11. Customs—		
(a) Custom house . . . . .	62,138	
(b) Coast guards . . . . .	23,397	
		TOTAL . . . . . 85,535
(a) Custom House—		
1 Director General . . . . .	2,500	
1 Sub-Director General . . . . .	1,200	

(a) Custom House— <i>continued.</i>		£	
2	Directors	at 300 and	540
3	Heads of Sections	at 240 to	300
47	Clerks	from 36 to	240
1	Legal Adviser		480
	Local officers: 1 Director at Alexandria	600 rising to	720
5	Directors of Customs	300 rising to	540
15	Superintendents	at 340 to	300
(b) Coast guards—			
1	Director	at 700 rising to	900
2	Superintendents	at 300 rising to	420
1	Do. for Inspection		at 360
Sub-head 12: Octroi—			49,036
4	Inspectors		at 240
1,543	Other employés		at from 36 to 240
Sub-head 13. Salt and Nitre—			
(a)	Manufacture of salt and nitre		19,306
(b)	Sale of ditto		45,531
(a)	379 employés, highest salary		192
(b)	1 Inspector at 300, 17 Inspectors	at from 96 to	192
	Commission to salesmen		24,000
Sub-head 14. Fisheries—			11,598
1	Director		480
1	Collector of Revenues		240
1	Inspector		168
345	Other employés, all below		120
Sub-head 15. Navigation Duties—			
1	Director		300
1	Collector of dues		120
<b>HEAD III.—ADMINISTRATION AND COLLECTION OF DEPARTMENTAL RECEIPTS.</b>			
Sub-head 1. Railway			618,300
(a)	Central Administration		46,355
(b)	Working Expenses (Management)		99,940
(c)	Locomotive Branch		300,724
(d)	Maintenance of Permanent Way and Buildings		163,750
(a)	3 Administrators	1,462 to	2,925
1	Secretary		850
1	Sub-Secretary		513
3	Assistants	at from 168 to	360
1	Head Clerk, Commercial Branch		500
1	Inspector of Accounts		550
1	Superintendent of Accounts		450
12	Heads of Sections	from 168 to	300
202	Clerks	from 15 to	300
(b) Working Staff—			
1	Manager		800
1	Assistant ditto		540
1	Head Clerk		300
1	Chief Inspector		300
17	Inspectors	from 72 to	384
101	Station-Masters	from 60 to	360
127	Under Station-Masters	36 to	244
1,400	Others	from 9 to	180
(c) Locomotive—			
1	Chief Engineer		1,200
29	Engineers	from 60 to	500
(d) Permanent Way and Buildings—			
1	Chief Engineer		1,200
1	Sub-Engineer		900
1	Inspector of Way		507
1	Head Clerk		400

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	£
Sub-Head 2. Telegraphs . . . . .	42,000
1 Inspector General . . . . .	850
1 Sub-Inspector General . . . . .	500
1 Head Clerk . . . . .	300
8 Engineers . . . . .	from 180 to 420
206 Telegraphists . . . . .	from 48 to 420
Sub-Head 3. Port of Alexandria—	
1 Port Controller . . . . .	1,000
1 Sub-Controller . . . . .	500
1 Engineer . . . . .	585
1 Supervisor of floating material . . . . .	303
22 Writers, &c. . . . .	from 42 to 300
Sub-Head 4. Post Office . . . . .	93,500
1 Director General . . . . .	1,500
1 Sub-Director General . . . . .	780
4 Superintendents . . . . .	from 360 to 480
8 Head Clerks . . . . .	from 192 to 336
18 Do. for Alexandria and Cairo . . . . .	from 192 to 465
11 Do. for interior . . . . .	from 192 to 336
2 Steam boat Captains . . . . .	264 and 336
Sub-Head 5. Postal Steamers . . . . .	105,840
Sub-Head 6. Light-houses . . . . .	31,208
1 Controller General . . . . .	1,170
1 Sub-Controller General . . . . .	780
1 Secretary . . . . .	760
2 Directors, Port Said and Suez . . . . .	412
Sub-Head 7. Ports other than Alexandria . . . . .	11,561
Sub-Head 8. Mint . . . . .	2,413
1 Director and Inspector of Saltpetre . . . . .	530

## HEAD IV.—PUBLIC SAFETY.

Sub-Head 1. War . . . . .	130,151
1 Under Secretary of State . . . . .	1,200
1 General Commanding . . . . .	2,500
1 Adjutant General . . . . .	1,200
1 Surveyor General . . . . .	1,000
1 Chief Paymaster . . . . .	900
50 English Officers . . . . .	440 to 900
415 Native ditto . . . . .	48 to 750
20 English Non-Commissioned Officers . . . . .	132 to 300
8,600 Native ditto and soldiers . . . . .	36 to 60
218 Civil Clerks . . . . .	24 to 384
Sub-Head 2. Police and Prisons . . . . .	264,366
1 Inspector General . . . . .	2,400
1 Sub-Inspector General . . . . .	1,000
1 Director General of Prisons . . . . .	1,000
1 Assistant Director General . . . . .	600
1 Secretary and Aide-de-Camp . . . . .	600
1 Director of Secret Service . . . . .	504 rising to 600
1 Sub-Director of Prisons . . . . .	500
1 Inspector for the Suppression of the Slave Trade . . . . .	600
1 Commandant for the Suppression of the Slave Trade . . . . .	300
3 Head Clerks . . . . .	from 312 to 384
3 Second Clerks . . . . .	from 216 to 288
1 Inspector of Depôts . . . . .	750
3 Deputy Inspectors for Alexandria, Cairo and Assiout at . . . . .	1,000
3 Inspectors of Division at . . . . .	700
3 Ditto ditto at . . . . .	500
3 Second Clerks de Bureau . . . . .	from 216 to 288
Police Executive, 1 Commandant at 700, 1 at 600, 3 at . . . . .	
500, 7 at 300, 16 at . . . . .	240
Native Officers 24 at 150, 107 at . . . . .	120
Ditto (Moulahez), 109 at . . . . .	60

HEAD IV.—PUBLIC SAFETY—*continued.*

Egypt.

Sub-Head 2. Police and Prisons— <i>continued.</i>	£
Sergeant Majors, 25 at 42, 137 at . . . . .	30
Sergeants, 725 at . . . . .	20
Corporals, 925 at . . . . .	15
Policemen, 4,015 at . . . . .	12
European Police Agents, 260 at 48, 60, and . . . . .	96
13 Doctors at 12 to . . . . .	250
Reserve, 1 Colonel 700, 2 Lieutenant-Colonels at 600, 3 Majors at 550, 4 Adjutants at 250, 8 Captains at 90, 12 Lieutenants at 54, 16 Sub-Lieutenants at 48, 86 Ser- geants, 130 Corporals and 1,188 men.	
Sub-Head 3. Army of Occupation . . . . .	195,000

## HEAD V.—SOUDAN . . . . . 35,200

(a) Souakin . . . . .	32,000
(b) Disciplinary Battalion . . . . .	3,200
(a) 1 Governor, Souakin, 1,200, 1 Secretary 600.	
(b) 1 Commandant 300, 2 Officers at 60 = 120.	
1 Doctor, 96 rising to 120, 150 men at £2-8s. each.	

## HEAD VI.—PENSIONS.

(a) Pensions by Fixed Rules—	£
6,839 less than . . . . .	12
1,920 from 12 to less than 24 . . . . .	24
952 " 24 " . . . . .	36
635 " 36 " . . . . .	48
469 " 48 " . . . . .	60
760 " 60 " . . . . .	120
201 " 120 " . . . . .	180
136 " 180 " . . . . .	240
60 " 240 " . . . . .	300
124 " 300 " . . . . .	600
45 " 600 " . . . . .	1,020
11 at . . . . .	1,080
1 at . . . . .	1,200
4 at . . . . .	1,500

Total 12,347 at 424,987. About half are Civil and half Military.

(b) Pensions by special order. 984 costing £42,000; 1 at 3,168, 1 at 960, 8 from 540 to 660, 507 under 12 £.

In Egypt salaries are generally pitched high, but the only cases where a different scale is laid down for foreigners and for natives of the country appear to be those under "Justice," where European Judges of the Court of Appeal and of First Instance receive respectively, 1,543 and £1,157, and Native Judges of the same Courts receive half that amount. In the case of the European and Native Administration of the Domains Daira and Railway, the English and Native officers of the Army, and the English and Native Under Secretaries of State, the rate of pay differs, the native scale being lower than that for foreigners, but no fixed ratio appears to exist.

The following Statement shows the number of employes in each department receiving over and under £300 in salary:—

	Above £300.	Under £300.
Council of Ministers . . . . .	5	13
Legislative Council . . . . .	2	14
Foreign Ministry—Personnel . . . . .	13	14
Finance Ministry—Central Administration . . . . .	79	393
Financial Adviser's Office . . . . .	3	6
Public debt . . . . .	13	33
Survey . . . . .	11	166
Press . . . . .	4	41

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	Above £300.	Under £300.
Public Instruction—Central Administration	8	26
Schools	33	186
Miscellaneous	2	2
Interior—Central Administration	14	62
Sanitary	17	293
Justice—Central Administration	11	37
Court of Appeal	21	26
Government Law Officers	10	17
Prisons	1	2
Tribunals of First Instance	72	174
Native Courts	159	407
Mehkamehs	8	378
Public Works—Central Administration	18	166
Service of the Provinces	22	217
Service of the towns	17	196
Museum	3	15
Miscellaneous	4	9
General Administration—Administrative Service	140	459
Collection	15	1,114
Palaces	...	7
Customs	10	459
Coast Guards	4	48
Octrois	...	488
Salt	...	210
Fisheries	1	129
Navigation	...	20
Railways—Central Administration	11	192
Revenue Establishment	103	715
Locomotive Establishment	56	238
Way and buildings	53	71
Depôts	4	37
Telegraph	216	27
Port of Alexandria—Revenue Establishment	19	10
Maintenance	3	5
Post Office—Direction	9	34
Alexandria and Cairo	4	125
Interior	4	218
Steam Boats	2	27
Light-houses	7	121
Police and prisons	43	7,975

Tabulated in the usual way these salaries may be classified thus:

	Khedive and Staff.	Council and Foreign Office.	Finance.	Education.	Interior.	Justice.	Public Works.	Administration.	Railway.	Police and Prisons.	Customs, Octroi, Fisheries, Ports, Post, &c., &c.	TOTAL.
Under £100	223	...	153	21	109	932	84	2,862	1,602	7,629	3,157	16,772
From £100 to under 250	48	26	619	55	153	198	432	428	165	639	370	3,133
From £250 to under 500	27	16	68	7	23	68	97	36	45	26	53	466
From £500 to under 1,000	3	1	18	2	3	69	9	22	8	24	11	170
From £1,000 to under 2,000	3	2	5	1	4	40	4	1	3	5	5	73
£200 and over	1	1	8	1	1	...	2	...	2	1	1	18
TOTAL	285	46	871	87	293	1,307	628	3,349	2,825	8,324	3,597	20,632

## JAVA.

Java.

Based on two Notes by M. de Karneboek, on information received from the Colonial Minister of the Netherlands, and forwarded by the Foreign Office, 14th July and 19th October 1886: also on a Report on the Financial and Economical Progress and condition of Netherlands India, 1887, by M. Van den Berg, President of the Java Bank.

The population of the islands of Java and Madura is 20,931,654, of whom about 32,500 are Europeans and the rest Natives. The area is about 51,000 square miles.

The revenue has varied of late years from 135 to 154 millions of florins (12 florins = £1) and the expenditure from 105 to 156 millions. The surpluses from 1871 to 1875 and in 1880 amounted to 99½ millions; the deficits from 1876 to 1884 (except 1880) to 77 millions. These deficits have been caused by extraordinary expenditure and by diminished Revenue. The extraordinary expenditure has been due to the Acheen war, which cost 20 millions a year for 12 years; by the expenditure of 80 millions on State Railways and the harbour at Batavia, and of 14 millions on measures to suppress cattle disease. The decrease of Revenue has been caused by the fall of prices in Europe. The profits from the sale of Government produce, which were from 48 to 56 millions of florins up to 1875, fell to 20 millions in 1884. On the other hand, Taxation increased from 48 to 80 millions of florins during that period or from 2·3 florins per head in 1871 to 4 florins in 1884. At the same time the impost of personal labour was decreased, the number of "day-tasks" exacted falling from 31 to 25 millions, and a poll-tax was substituted, which brings in 2½ millions florins.

The ratio of the value of the florin to gold, (12 florins = 1 £) is kept fixed by the restriction of the circulation.

A brief sketch of the main sources of revenue may be useful.

The land rent on rice-fields is assessed at 2 florins per bouw of 1¼ acres on the worst lands, and 20 florins on the best.

*Custom.*—The import duties are 6 per cent. *ad valorem* on cotton and 10 per cent. on other articles. Export duties per 100 kilos, coffee 1 florin, sugar 0·15, tin 3½, tobacco 1 florin.

*Opium* is brought from Turkey and India at a cost of 1½ million florins, and sold to Government farmers of the drug for 5½ millions. They also pay for their licenses.

*Salt* is a Government monopoly. Manufacturers deliver it at 10 florins per 30 piculs; Government sells it at from 5 to 6·72 florins per picul.\* The consumption is about 2¼ kilos per head, against 5¼ kilos in India and 7 in Ceylon.

*Coffee.*—Villagers are compelled to plant a certain number of plants per family. They dry, clean, and deliver the coffee at their own expense. Government pays for supervision and carriage to store-houses. Most of the coffee is now sold in the island; some is still shipped to Holland for sale there. This produce has suffered from the frightful ravages of the leaf-disease.

*Sugar.*—Under the old system Government contracted with mill-owners to cultivate 70,000 acres with cane, supplying the labour of 222,000 families, who were to be paid 25 florins each for their services; one-third of the sugar to be given to Government at 8 florins per picul, the rest to be the property of the mill-owners. But since 1878 this has been stopped, and one-thirteenth of the area to which this system applied is reduced every year, till the whole system expires in

\* 1 picul = 64 kilos = over 1½ maunds.

Java.

1889. Mill-owners now grow and keep their sugar, paying 100 florins per bouw for sugarcane planted by Government forced labour and 25 florins for cane planted by themselves. The Java sugar crop used to be about 6½ million piculs, but since 1884 the fall in price has greatly depressed this industry, and Government has remitted the export duty and part of the land rent.

*Tin.*—Government receives the whole outturn of the Banca mines, which are worked by Chinese contractors, and 3 per cent. of that from the Billiton mines. The tin is sent to Holland for sale.

The following is an abstract of the Budget of Revenue and Expenditure for the year 1886:—

RECEIPTS.	Millions of florins.	EXPENDITURE.	Millions of florins.
Retail sale of opium . . . . .	21	General Administration . . . . .	1
Import duties . . . . .	7½	Audit . . . . .	½
Export duties . . . . .	2½	Judicial . . . . .	3
Land rent on rice fields . . . . .	19½	Jails . . . . .	2½
Tax on trades and professions (Asiatics) . . . . .	3½	Revenue Collections . . . . .	4½
Sale of salt . . . . .	7	Furlough and Pensions . . . . .	8
Poll-tax . . . . .	2½	Provincial Administration . . . . .	5
Sales of Government Produce—Coffee . . . . .	31	Native Administration . . . . .	6½
Sugar . . . . .	5½	Native Princes . . . . .	3
Cinchona . . . . .	½	Public safety . . . . .	1
Tin . . . . .	4½	Cost of production of—Coffee . . . . .	21
Forests produce . . . . .	¾	Sugar . . . . .	3
Harbours . . . . .	½	Tin . . . . .	2½
Post and Telegraphs . . . . .	1½	Salt . . . . .	2
Railways . . . . .	6	Education . . . . .	2½
School fees . . . . .	½	Christian Worship . . . . .	¾
Miscellaneous . . . . .	4½	Marine . . . . .	2
		Railways . . . . .	9½
		Post and Telegraph . . . . .	2
	134½	Buildings, Roads, and Bridges . . . . .	6
		Public Works Dept. Establishment . . . . .	1
		War . . . . .	28
		Marine . . . . .	10
			137

The note by the Colonial Minister gives particulars of the officials engaged in administration, courts of justice, and the collection of taxes.

*Administration.*—There are 20 Residents, 71 Assistant Residents, and 159 Controllers and Assistant Controllers, all Europeans. The native officials are 73 Regents, 422 district Chiefs and 1,034 sub-district Chiefs.

*Courts of Justice.*—The High Court of Justice has jurisdiction over all Netherlands India, not only over Java and Madura. It consists of 24 members, Europeans, a President, and 18 members and 5 law officers. There are three Courts of Justice for European cases with 32 Judges and law officers, all Europeans. For native cases there are 89 rural Courts and 2 Courts of circuit for criminal trials: the officials employed are 49 European Presidents, 67 European Registrars, 125 native Judges, ("Jaksas") and 99 assessors for religious law ("panghælos").

*Collection of Taxes.*—The European officials are 6 inspectors, 4 sub-inspectors, 4 officials attached to the Residents of the 3 principal stations, 30 general receivers, 3 assistant receivers and 9 clerks. For import, export, and excise duties, 3 controllers, 2 assistants and 3 clerks, 19 receivers and about 70 verifiers. The native officials are 72 sub-controllers, and the village headmen, who receive 8 per cent. of the taxes they collect.

The salaries of these officials are shewn below:—

Java.

ADMINISTRATION—

		Rates monthly in florins or annually in sterling.	
European	{	20 Residents . . . . .	1,000, 1,200, and 1,500.
		71 Assistant Residents . . . . .	600 rising to 700 in 2 instalments in 6 years.
		159 Controllers and Assistants . . . . .	225, 300, and 400
Native	{	73 Regents . . . . .	1,000, 1,100, and 1,200
		422 District Chiefs . . . . .	200, 225, and 250
		1,034 Sub District Chiefs . . . . .	65 and 100

JUDICIAL—

European	{	1 President, High Court . . . . .	2,000
		1 Vice-President ditto . . . . .	1,500
		18 Councillors ditto . . . . .	1,000, 1,200, and 1,400
		1 Attorney Genl. ditto . . . . .	1,666 $\frac{2}{3}$
		1 Solicitor Genl. and Registrar . . . . .	800
		2 Assistant Registrars . . . . .	250 and 350

3 Courts of Justice, European—

European	{	3 Presidents . . . . .	1,000 and 1,500
		24 Councillors . . . . .	600 and 700
		5 Law Officers . . . . .	800 and 1,000

89 Rural and 2 Circuit Courts—

European	{	49 Presidents . . . . .	600, 700, and 800
		67 Registrars . . . . .	175 and 250
Native	{	125 Judges . . . . .	75, 100, and 250.
		99 Assessors . . . . .	50, 75, and 100.

COLLECTION OF TAXES—

European	{	6 Inspectors and 4 Sub-Inspectors . . . . .	600, 700, 800, 1,000, and 1,200
		4 Officers attached to Residents . . . . .	150, 250, and 350
		30 General Receivers . . . . .	300, 350, 400, 750, and 1,000
		3 Assistant ditto . . . . .	450
		9 Clerks . . . . .	150 to 350

Import, Export, and Excise—

European	{	3 Controllers . . . . .	600, 800, and 1,000
		2 Assistant ditto . . . . .	500 and 600
		3 Clerks . . . . .	150
		19 Receivers . . . . .	150 to 750
		70 Verifiers . . . . .	150 to 350
Native	{	3 Masters of vessels . . . . .	150.
		72 Sub-Controllers . . . . .	150, 175, 200, 225, and 250

Total	574 Europeans, Salaries . . . . .	3,057,900 average 5,327 florins or £444 per annum.
	1,825 Natives . . . . .	4,225,980, average 2,360 florins or £197 per annum.

The salaries are classified thus, in the usual table—

	European.	Native.
Under £100 . . . . .	...	1,133
From £100 to under 250 . . . . .	152	619
From £250 to under 500 . . . . .	187	...
From £500 to under 1,000 . . . . .	191	...
£1,000 and over . . . . .	44	72
TOTAL . . . . .	574	1,825

PENSIONS IN NETHERLANDS INDIA.

No pension rules exist for Native employes, but compassionate allowances are sometimes granted.



Java.

European civil servants contribute 2 per cent. of their salary towards pensions. They become entitled to pension after completing a service of 20 years, and when 45 years old. The pension is three times their highest monthly salary, if received continuously for the last 24 months; if not, the highest average monthly salary received during any 24 months of service. If they have served more than 20 years, one-twentieth is added for each year of service, provided it does not exceed 50 per cent. above the pension earned by 20 years' service, and does not exceed 12,000 florins (= £1,000) in any case. If incapacitated from service by any injury or accident received in the execution of duty, they receive three times the highest monthly salary earned, minus one-twentieth for each year of service less than 20. If incapacitated by ordinary ill health after having served five years, pensions may be granted on the above scale at the option of the Government.

Algeria.

## ALGERIA

The following notes on the establishments and salaries of Algeria are taken from the Budget of 1886. I have only extracted the entries in departments which correspond to our Indian departments and have omitted others, such as Commerce.

The chief interest of the subject lies in the comparison between Algeria and French salaries. The only salaries which can be considered high are the Governor General (£4,000), the Prefect of Algiers £1,000, the two Prefects of the other two departments, Constantine and Oran (£800 each), the Secretary General (£800), and the First President of the Court of Appeal £720. In the Finance Department a system prevails of dividing the service into two parts: those appointed from Paris receive salaries on the French scale plus an increment of a quarter on account of Colonial service (called Quart Colonial), while those appointed in the colony receive lower and consolidated salaries. In the Ministry of the Interior and of Justice this system does not exist, and apparently compensation for exile is given by placing the officer a little higher in the graded scale. Thus while the lowest grade of Prefect in France is £720, the lowest in Algeria is £800. First Presidents of the Court of Appeal begin in France on £600 and rise to £720; here the lowest grade is £720. The lowest grade of Juge de Paix in Algeria is £108, which is the second lowest in France.

There are not many offices above the menial class, in which non-French Natives of Algeria are employed in the public service. The salaries of the Cadis, Muftis, and Imams of the Native Courts may be compared with those of the Juges de Paix, to shew the relative value assigned to French and Algerian labour: and similarly French Forest-guards receive about 35 per cent. higher rates of salary than Native Forest-guards.

*Extract from the Budget of 1886.*

I. Ministry of the Interior—		£
(a) Central Administration—		
Governor General		4,000
His Cabinet		400
Secretary General		80
5 Chefs de bureau, 2 at 360, 3 at		280
10 Sous chefs, 4 at 240, 3 at 220, 3 at		200
11 Chief Clerks at from 160 to		120
11 Copying Clerks at from 108 to		84
3 Accountants at		132
32 Ordinary Clerks at from 120 to		72
1 Librarian		120

		£	Algeria.
<i>(a) Central Administration—continued.</i>			
Council of the Governor—			
4	Councillors at	480	
1	Secretary	240	
3	Clerks at from 120 to	60	
<i>(b) Civil Administration—</i>			
1	Prefect at 1,000, 2 ditto at	800	
14	Sub-Prefects; 4 at 320, 5 at 280, 5 at	240	
3	Secretaries-General, 1 at 320, 2 at	280	
13	Councillors at 200, 180, and	160	
78	Administrators "de Commune mixte," average salary	160	
<i>(c) Central Police—</i>			
Police of the Department of Algeria—			
1	Central Commissary	200	
1	Chief Secretary	96	
1	Accountant	80	
1	Under-Secretary	80	
2	Inspectors, 1 at 80, 1 at	72	
2	Sub-Inspectors at	60	
15	Agents at 52 and 48: 4 Native do. at	40	

The Police of the Departments of Oran and Constantine are on a slightly smaller scale in numbers, but similar salaries.

<i>(d) Charitable Institutions—</i>			
	Central Inspector of Institutions	240	
3	Departmental Inspectors, 1 at 200, 2 at	120	

## II. Ministry of Finance—

<i>(a) Direct Taxes—</i>		French pay.	Colonial quarter.	Total.
Officials appointed from Paris.				
1	Director, 1st class	400	100	500
1	" 2nd "	360	90	450
1	" 3rd "	280	70	356
1	Chief Clerk, 1st class	160	40	200
2	Ordinary Clerks	108	27	135
7	Inspectors at 240 + 60, and 200 + 50.			
30	Controllers at 160, 128, 88, and 72, + a quarter in each case.			
Colonial Officers—				
69	Assessors at 120 to			60
18	Clerks at 96 to			60
3	Translators and Interpreters at 84 to			60
<i>(b) Survey Department—</i>				
1	Special Inspector			360
3	Chief Land Surveyors at 320 and			280
15	Testers, at 200 and			160
15	Chief Clerks at 120 and			108
12	Clerks at 96 to			60
54	Head Surveyors at 120 and			108
41	Surveyors at 96, 84 and			60
17	Apprentices at			48
<i>(c) Registration—</i>				
Officials appointed from Paris—				
1	Director at 480 + one quarter for Colonial Service			600
1	D. at 400 + ditto ditto			500
1	D. at 320 + ditto ditto			400
7	Inspectors at 240 and 200 + a quarter.			
30	Sub-Inspectors at £180, 160, and 140 + a quarter.			
16	Reporters of receipts at 108, 96, and 88 + a quarter.			
106	Receivers at from £280 to 80 + a quarter.			

Algeria.

(c) Registration—*continued*.

£

## Colonial Officials—

3 Interpreters at . . . . .					80
71 Chaouchs at . . . . .	40	to	28		
21 Agents at . . . . .	84	to	120		

## (d) Miscellaneous Taxation—

3 Directors . . . . .	400 and 320	} Appointed from Paris and receiving 25 per cent. above these salaries as "Colonial increase."
8 Sub-Directors . . . . .	200 and 160	
3 Inspectors . . . . .	240	
12 Controllers . . . . .	120 and 100	
2 Ditto and Auditors . . . . .	128 and 108	
43 Receivers . . . . .	from 100 to 84	
183 Clerks . . . . .	from 84 to 52	
1 Colonial Clerk . . . . .		140
36 Supernumeraries . . . . .		48
18 Assistants . . . . .		72 and 60

## III. Ministry of Justice—

## (a) Court of Appeal—

First President . . . . .		720
3 Presidents . . . . .		400
24 Councillors . . . . .		280
1 Procureur Général . . . . .		720
4 Avocats Généraux . . . . .		320
3 Additional do. . . . .		240
1 Chief Greffier (Registrar) . . . . .		168
4 Under Greffiers . . . . .		140
3 Interpreters . . . . .		123 and 144

(b) Tribunals of First Instance. There are 16 such Tribunals, 1 of the 1st class (Algiers), 5 of the 2nd, and 10 of the 3rd. The salaries and the number of the officials vary according to the importance of the Court.

	1st.	2nd.	3rd.
President . . . . .	400	280	240
Vice-Presidents (2 at Algiers, 1 elsewhere) . . . . .	280	220	...
Juges d' instruction (2 at Algiers, 1 elsewhere) . . . . .	260	200	172
Juges (from 7 to 3) . . . . .	240	160	150
Procureur (one for each court) . . . . .	400	280	240
Assistant Procureurs (3 at Algiers, 2 at 2 other places, 1 elsewhere) . . . . .	200	140	140
Registrar (Greffier), one for each court . . . . .	120	100	100
Registrar's Clerks (three, two, or one) . . . . .	90	60	60

The Juges de Paix and their Courts are subordinate to the "Tribunals of First Instance," each of which has a certain number of Juges de Paix, varying from 12 to 3 within its jurisdiction. Their salaries are as follows:—

77 Juges de Paix: 2 @ 320, 7 @ 160, 12 @ 140, 37 @ 120, 19 @ 108.	
17 Supplementary Juges de Paix . . . . .	80
77 Registrars . . . . .	2 @ 96, 75 @ 40
18 Clerks to Registrars . . . . .	20
68 Interpreters . . . . .	11 @ 96, 57 @ 60

There are 75 Mehkemehs or Native Civil Courts, under—

75 Cadis: 22 @ 60, 21 @ 48, 32 @ 40
-------------------------------------

The Native Religious Courts are presided over by—

16 Muftis: 1 @ 160, 1 @ 120, 5 @ 72, 3 @ 60, 6 @ 48
145 Imams, @ from £ 60 to 5

## IV. Forest Department—

1 Inspector General . . . . .	480 rising to 600, including the "Colonial Quarter."
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IV. Forest Department—*contd.*

	£	£
3 Conservators . . . . .	from 400 to 600	
18 Inspectors . . . . .	from 200 to 300	
21 Assistant Inspectors . . . . .	from 150 to 190	
38 Chief Forest-guards . . . . .	from 100 to 130	
392 French Forest-guards . . . . .	35 & 37½	
186 Native " . . . . .	24 & 28	

## V. Public Works—

2 Chief Engineers, 1st class . . . . .	320 + 80
3 Ditto do. 2nd class . . . . .	280 + 65
1 Ditto do. 3rd class . . . . .	240 + 60
7 Engineers of 3 classes @ 182, 140, and 100 <i>plus</i> a quarter.	
4 Sub Engineers @ 148 <i>plus</i> a quarter.	
138 Conductors in 8 classes @ from 128 to 68, <i>plus</i> a quarter for Colonial service.	

Colonial Officials, 132 secondary employés, in 5 classes, at from £112 to 60.

A similar staff of Engineers and mine guards are kept up for the service of mines and wells, with similar grades and salaries.

## VI. Customs—

	£	£
Director of Customs . . . . .		480
7 Inspectors and Sub-Inspectors at . . . . .	240 to 160	
48 Controllers of different classes at from . . . . .	160 to 88	
35 Clerks from . . . . .	76 to 64	
4 Chief Receivers at from . . . . .	240 to 160	
17 Receivers at from . . . . .	160 to 56	
3 Captains of Customs vessels at from . . . . .	140 to 108	
11 Lieutenants of ditto ditto . . . . .	96 to 72	

These salaries are classified in the table below in the usual manner.—

SALARIES.	INTERIOR.		FINANCE.		Justice.	Education, Marine, Forests.	Public Works.	Customs.	TOTAL.
	Government and Administration.	Military and Police.	Finance and Survey.	Registration, Stamps, Domains, &c.					
Under £100 . . . . .	53	267	198	468	461	825	315	611	3,198
From £100 to under 250 . . . . .	129	5	78	227	236	91	168	91	1,025
" £250 to " 500 . . . . .	21	...	34	21	37	3	12	8	130
" £500 to " 1,000 . . . . .	2	...	1	3	2	1	7	...	16
" £1,000 and over . . . . .	1	...	...	...	...	...	...	...	2
<b>TOTAL</b> . . . . .	...	...	...	...	...	...	...	...	4,377

## COCHIN-CHINA.

The materials for this Note are the Cochin-China Budget of 1886, and a letter from M. Harmand, Consul General of France, dated 16th April 1886.

The administration of Cochin-China is in the hands of the Resident General of Tonkin, whose salary is 150,000 francs, (£6,000), with £2,000 for personal and sumptuary expenses.

The salaries of some officials in Tonkin are thus stated by the Consul General—

	Pay.	Personal Allowance.
	£	£
Chief Residents . . . . .	1,600	240
Residents, 1st class . . . . .	960	240
Do. 2nd class . . . . .	800	200
Vice-Residents, 1st class . . . . .	600	120
Do. 2nd class . . . . .	480	120
Chancellors . . . . .	360	
Clerks . . . . .	160 to 240	
Native Interpreters and employés . . . . .	48 to 80	

Cochin-  
China.

In Cochin-China, salaries are calculated in piastres or dollars, which may be treated, for the purposes of this Note as equal to 2 rupees each, being depreciated in relation to gold as rupees are. The pay of all European officials is divided into two parts, European pay and Colonial supplement: the latter is generally equal to the former, but in certain classes of cases, chiefly in those employments which require technical knowledge (as in the Public Works Department), the supplement exceeds the original pay. Some receive also local allowances, which are recorded in the Note, and besides these several receive houses or house-rent in lieu thereof, and most of the agents employed in collecting taxes receive a commission on their collections.

They all contribute towards their pensions (perhaps on the scale fixed for employés in France, but I have not any certain information about this), and besides this a contribution is paid annually by the State for the same object, the total of which, as shown in Chapter XIX of the Budget, amounted to 90,000 dollars in 1886. The annual sum thus set apart and invested in Rentes is—

	£
For the Director of the Interior . . . . .	160
The Chief Secretary . . . . .	132
Inspectors . . . . .	220
Administrators of the 1st class . . . . .	180
Ditto 2nd class . . . . .	160
Ditto 3rd class . . . . .	140
Chefs de Bureau, 1st class, and officers in that grade . . . . .	106
Ditto 2nd class, &c. . . . .	92
Sous-Chefs de Bureau, &c. . . . .	80
Head Clerks, Chief Interpreters &c. . . . .	68

Twelve years of service entitle an official to the sum credited to his name in the Caisse; if disabled by service he receives it, and in case of death his widow or orphans receive it, even though his 12 years be not completed.

### COCHIN CHINA BUDGET OF 1886.

	SALARY IN PIASTRES.		
	European pay.	Colonial Supplement.	TOTAL.
<b>I. Government, Privy Council, and Colonial Council.</b>			
<b>GOVERNMENT.</b>			
Governor (Frais du representation) . . . . .	...	...	12,000
1 Chef du Cabinet et du bureau politique . . . . .	1,300	1,300	2,600
special allowance . . . . .	...	...	400
1 Private Secretary and Sous-Chef du bureau politique . . . . .	975	975	1,950
1 Attaché to the Governor's Cabinet . . . . .	600	600	1,200
Staff pay of 2 Ordnance Officers in charge of Military affairs . . . . .	...	1,300	1,300
1 Sous-Chef du bureau of 2nd class . . . . .	856	856	1,712
1 Commis principal, 2nd class . . . . .	642	642	1,284
1 Commis de comptabilité ou rédacteur de 2nd classe . . . . .	428	428	856
1 Commis auxiliaire de comptabilité . . . . .	374½	374½	749
1 European Interpreter, 1st class . . . . .	1,284	1,284	2,568
1 Concierge garde-membres . . . . .	374½	374½	749
1 Head Gardener . . . . .	374½	374½	749
1 Head of the stables . . . . .	321	321	642

	SALARY IN PIASTRES.		
	European pay.	Colonial Supplement.	TOTAL.
<b>I. Government, Privy Council, and Colonial Council—continued.</b>			
<b>GOVERNMENT—continued.</b>			
1 Doc-phu-su . . . . .	...	...	960
1 Huyen . . . . .	...	...	480
1 Lettré . . . . .	...	...	240
1 Chief Native Secretary . . . . .	...	...	480
1 Assistant ditto 1st class . . . . .	...	...	240
1 Assistant ditto 2nd class . . . . .	...	...	200
2 Probationer ditto @ . . . . .	...	...	120
1 Orderly officer . . . . .	...	...	250
1 Assistant ditto . . . . .	...	...	200
3 Orderlies @ . . . . .	...	...	144
4 Orderlies @ . . . . .	...	...	120
<b>PRIVY COUNCIL.</b>			
1 Keeper of the Records and Secretary . . . . .	856	856	1,712
1 Head Clerk, 2nd class . . . . .	642	642	1,284
1 Assistant Clerk, 1st class . . . . .	374½	374½	749
1 Assistant Native Secretary, 1st class . . . . .	...	...	300
<b>II. Central Administration.</b>			
1 Director of the Interior . . . . .	2,140	2,140	4,280
<i>plus frais de bureau</i> . . . . .	...	...	240
1 General Secretary . . . . .	1,605	1,605	3,210
<i>plus frais de bureau</i> . . . . .	...	...	120
2 Chefs de bureau 1st class . . . . .	1,284	1,284	2,568
<i>plus frais de bureau</i> . . . . .	...	...	240
3 Chefs de bureau, 2nd class, @ . . . . .	1,070	1,070	2,140
<i>plus frais de bureau</i> " . . . . .	...	...	240
4 Sous-Chefs ditto 1st class " . . . . .	963	963	1,926
6 Ditto ditto 2nd class " . . . . .	856	856	1,712
4 Commis principaux, 1st class " . . . . .	749	749	1,498
5 Commis principaux, 2nd class " . . . . .	642	642	1,284
12 Commis rédacteurs, 1st class " . . . . .	535	537	1,070
11 Commis rédacteurs, 2nd class " . . . . .	428	428	856
2 Comptables, 1st class " . . . . .	749	749	1,498
4 Ditto 2nd class " . . . . .	642	642	1,284
8 Commis de comptabilité, 1st class " . . . . .	535	535	1,070
4 Commis ditto 2nd class " . . . . .	428	428	856
9 Commis auxiliaires de comptabilité " . . . . .	374½	374½	749
11 European Interpreter, 1st class . . . . .	1,284	1,284	2,568
1 Huyen, 1st class . . . . .	...	...	480
2 Principal Native Secretaries, 1st class, @ . . . . .	...	...	480
3 Ditto 2nd class " . . . . .	...	...	420
3 Native Secretaries 1st class " . . . . .	...	...	360
4 Ditto 2nd class " . . . . .	...	...	300
6 Assistant Secretaries, 1st class @ . . . . .	...	...	240
6 Do. ditto 2nd class " . . . . .	...	...	200
6 Probationer ditto " . . . . .	...	...	120
1 Jemadar of Orderlies . . . . .	...	...	200
13 Orderlies @ . . . . .	...	...	120
<b>Service de l'immigration.</b>			
1 Chinese Chief Interpreter, 1st class . . . . .	...	...	480
1 Chinese Interpreter, 1st class . . . . .	...	...	360
1 Indian Interpreter . . . . .	...	...	360
1 Native Secretary, 1st class . . . . .	...	...	360
1 Lettré principal chinois, 1st class . . . . .	...	...	480
1 Do. ditto 2nd class . . . . .	...	...	420

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	SALARY IN PIASTRES.		
	European pay.	Colonial Supplement.	TOTAL.
<b>II. Central Administration—continued.</b>			
<i>Service de l'immigration—continued.</i>			
1 Lettré chinois, 1st class	...	...	360
2 Lettrés annamites, 2nd class @	...	...	280
1 Lettré Auxiliaire	...	...	200
1 Orderly	...	...	120
<i>Weights and Measures.</i>			
1 Inspector of weights and measures	642	642	1,284
1 Marker	...	...	144
1 Orderly	...	...	120
<i>Police.</i>			
1 Central Commissary of Police	1,284	1,284	2,568
1 Commissary of Police, 1st class	856	856	1,712
1 Commissary of Police, 2nd class	642	642	1,284
<i>Bureau Central et Sûreté.</i>			
1 European Brigadier, Secretary	498½	498½	997
1 Do. Chef de la sûreté	498½	498½	997
1 Sous-Brigadier, Européen	434½	434½	869
1 Huyen, 1st class	...	...	480
1 Asiatic Brigadier	...	...	300
2 Do. Sous-Brigadiers @	...	...	240
10 Asiatic agents of different classes, average	...	...	168
2 Interpreters	...	...	280
<i>Immigration.</i>			
1 European Brigadier	498½	498½	997
1 Sous-Brigadier	...	...	869
1 European Agent	...	...	740
1 Native Sous-Brigadier	...	...	240
4 Asiatic agents @	...	...	168
7 Do. "	...	...	164
<i>Port.</i>			
1 Brigadier, Européen	498½	498½	997
1 Sous-Brigadier, Européen	434½	434½	869
1 Asiatic Brigadier	...	...	300
2 Sub-Brigadiers	...	...	240
8 Agents of different classes, average	...	...	168
<i>zone Arrondissement.</i>			
1 Commissary of police, 2nd class	642	642	1,284
2 Asiatic Brigadiers @	...	...	300
2 Do. Sous-Brigadiers @	...	...	240
16 Agents, different classes, average	...	...	164
<i>Launches "Sirap" and "Vincó."</i>			
2 Serangs @	...	...	132
8 Sailors "	...	...	94

	SALARY IN PIASTRES.		
	European pay.	Colonial Supplement.	TOTAL.
<b>II. Central Administration—continued.</b>			
Sums are also allotted for keeping the houses of certain officials.			
Coachman attached to house of Directeur de l'Intérieur	...	...	160
Gardener attached to house of Directeur de l'Intérieur	...	...	144
Porter attached to house of Directeur de l'Intérieur	...	...	144
6 Punkha-pullers	...	...	99
1 Punkha-puller	...	...	72
Porter to look after court-yard and offices	...	...	144
<b>III.—Administration of the Interior.</b>			
2 Principal Administrators @	1,926	1,926	3,852
12 Administrators, 1st class "	1,605	1,605	3,210
9 Do. 2nd class "	1,391	1,391	2,782
12 Do. 3rd class "	1,070	1,070	2,140
9 Do. Stagiaires (? probationers)	749	749	1,498
11 Commis principaux, 1st class @	749	749	1,498
<i>plus house allowance</i>		...	582
12 Do. 2nd class	642	642	1,284
5 Commis rédacteurs, 1st class	535	535	1,070
5 Do. 2nd class	428	428	856
8 Commis de comptabilité, 1st class	535	535	1,070
8 Do. do. 2nd class	428	428	856
8 Do. auxiliaires comptabilité	374½	374½	749
<i>Collection of Revenue.</i>			
10 Percepteurs comptables, 1st class	749	749	1,498
9 Do. do. 2nd class	642	642	1,284
5 Carriers, criers, and sentries	...	...	200
<i>Forests.</i>			
2 Principal guards	385.20	1,326.80	1,712
2 Forest guards, 1st class	749	749	1,498
3 Ditto 2nd class	642	642	1,284
1 Forest guard, 3rd class	535	535	1,070
2 Forest guards, 4th class	428	428	856
<i>Native Staff.</i>			
8 Doc-phu-Su	...	...	960
8 Phu, 1st class	...	...	600
8 Do. 2nd class	...	...	520
10 Huyen, 1st class	...	...	480
12 Do. 2nd class	...	...	360
50 Chefs de canton, 1st class	...	...	120
80 Ditto 2nd "	...	...	72
85 Ditto 3rd "	...	...	48
100 Sous-Chefs de canton, 1st class	...	...	36
115 Ditto 2nd class	...	...	24
2 Principal Native Secretaries, 1st class	...	...	480
4 Ditto ditto 2nd "	...	...	420



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	SALARY IN PIASTRES.		
	European pay.	Colonial Supplement.	TOTAL.
<b>III.—Administration of the Interior—contd.</b>			
<i>Native Staff—continued.</i>			
17 Native Secretaries, 1st class	...	...	360
21 Ditto 2nd "	...	...	300
21 Native Assistant Secretaries, 1st class	...	...	240
21 Ditto ditto 2nd "	...	...	200
25 Probationer Native Secretaries	...	...	120
<i>Ancienne Formation.</i>			
1 Lettré Principal, 1st class	...	...	480
1 Ditto 2nd "	...	...	420
8 Lettrés, 1st class	...	...	360
10 Ditto 2nd "	...	...	280
28 Ditto Auxiliaries, 1st class	...	...	200
10 Ditto ditto 2nd "	...	...	120
5 Ditto (Probationary)	...	...	72
<b>AGENTS CIVIL INDIGÈNES.</b>			
<i>Native Police.</i>			
5 Chefs de Police, 1st class at	...	...	360
5 Ditto 2nd "	...	...	288
10 Brigadiers Chefs, 1st class "	...	...	216
15 Ditto 2nd "	...	...	168
26 Brigadiers, 1st class "	...	...	132
51 Ditto 2nd "	...	...	120
54 Sous-Brigadiers, 1st class "	...	...	108
16 Ditto 2nd "	...	...	96
190 Agents, 1st class "	...	...	84
382 Ditto 2nd "	...	...	78
<i>Engine-drivers and Stokers.</i>			
18 Engine-drivers at	...	...	211
28 Stokers at	...	...	199
<i>Sailors and Rowers.</i>			
10 Serangs, 1st class	...	...	132
10 Ditto 2nd "	...	...	120
10 Steersmen	...	...	108
10 Sailors, 1st class	...	...	96
200 Rowers	...	...	78
<i>Orderlies.</i>			
20 Orderlies	...	...	96
80 Ditto	...	...	84
<b>MISCELLANEOUS.</b>			
20 Concierges gardes-membres @	...	...	78
20 Gardeners @	...	...	78
21 Porters @	...	...	78
26 Guards for pounds and cemeteries @	...	...	84
20 Lamp-lighters @	...	...	84
20 Storekeepers @	...	...	84
Many of the huysens, docs-phu-su, and phu receive house-rent.			

		SALARY IN PIASTRES.		
		European Pay.	Colonial Supplement.	TOTAL.
<b>IV.—Military. (<i>Régiment de Tirailleurs Annamites</i>):</b>				
<b>EUROPEAN OFFICERS.</b>				
1	Lieut.-Colonel . . . . .	...	...	2,035
3	Chefs de bataillon @ . . . . .	...	...	1,670
1	Capitaine comptable . . . . .	...	...	1,232
1	Lieut. 1st class adjoint au capitaine comptable . . . . .	...	...	956
7	Captains of Companies, 1st class @ . . . . .	...	...	1,232
5	Ditto ditto 2nd class @ . . . . .	...	...	1,102
12	Lieuts. of ditto 1st class @ . . . . .	...	...	956
12	Ditto ditto 2nd class @ . . . . .	...	...	900
<b>NATIVE OFFICERS.</b>				
6	Lieuts., 1st class @ . . . . .	...	...	457
6	Lieuts., 2nd class @ . . . . .	...	...	396
6	Sub-Lieuts., 1st class @ . . . . .	...	...	302
6	Sub-Lieuts., 2nd class @ . . . . .	...	...	266
<b>TROOPS.</b>				
<i>European.</i>				
<i>Section Hors Rang.</i>				
1	Sergeant-Major, 1st Secrétaire du Capitaine Comptable . . . . .	...	...	112
1	Sergeant, Secretary of Chef du Corps . . . . .	...	...	88½
1	Sergeant, 2nd Secretary du Capitaine Comptable . . . . .	...	...	88½
1	Sergeant-Garde Magasin . . . . .	...	...	88½
<i>Company.</i>				
12	Sergeants-Major . . . . .	...	...	112
60	Sergeants . . . . .	...	...	88½
12	Sergeant-farriers . . . . .	...	...	88½
<i>Native.</i>				
40	Sergeants @ . . . . .	...	...	138
120	Corporals @ . . . . .	...	...	80
546	Tirailleurs @ . . . . .	...	...	62
1,637	Ditto @ . . . . .	...	...	54
48	Sergeants @ . . . . .	...	...	116
96	Corporals @ . . . . .	...	...	73
24	Buglers @ . . . . .	...	...	69
24	Do. @ . . . . .	...	...	62
1	Chief Armourer @ 1,583, 1 Corporal armourer, 414, 8 Workmen @ 40, 38, and 36 cents a day.	...	...	93
3	Porters @ . . . . .	...	...	194
3	Concierges Garde-membres @ . . . . .	...	...	139
3	Gardeners @ . . . . .	...	...	139
4	Porters @ . . . . .	...	...	139

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	SALARY IN PIASTRES.		
	European Pay.	Colonial Supplement.	TOTAL.
<b>V.—Justice.</b>			
<b>LAW OFFICERS.</b>			
1 Procureur-Général . . . . .	2,140	2,140	4,280
1 Avocat-Général . . . . .	1,605	1,605	3,210
2 Deputies of Procureur-Général . . . . .	1,284	1,284	2,568
5 Attachés du parquet . . . . .	535	535	1,070
1 Secrétaire Général . . . . .	856	856	1,712
1 Private Secrétaire, Procureur-Général and first Secrétaire rédacteur . . . . .	642	642	1,284
1 Deputy ditto ditto . . . . .	535	535	1,070
1 Secrétaire expéditionnaire (? copying clerk) . . . . .	428	428	856
1 Phu, 2nd class, Interpreter of Procureur Général . . . . .	...	...	480
1 Principal Translator, 1st class . . . . .	...	...	480
1 Ditto 2nd „ . . . . .	...	...	420
1 Expéditionnaire interprète, 1st class . . . . .	...	...	360
1 Ditto Ditto . . . . .	...	...	300
<b>COURT OF APPEAL.</b>			
1 President . . . . .	1,926	1,926	3,852
1 Vice-President . . . . .	1,605	1,605	3,210
5 Councillors . . . . .	1,391	1,391	2,782
4 Conseillers auditeurs . . . . .	1,070	1,070	2,140
<b>RECORD-ROOM, COURT OF APPEAL.</b>			
1 Chief Registrar . . . . .	963	963	1,926
1 Registrar's Clerk, 1st class . . . . .	535	535	1,070
1 Ditto 2nd „ . . . . .	428	428	856
2 Assistant Clerks . . . . .	374½	374½	749
1 Interpreter and Copyist, 1st class . . . . .	...	...	480
1 Ditto 2nd „ . . . . .	...	...	420
1 Translator, 1st class . . . . .	...	...	360
1 Ditto 2nd „ . . . . .	...	...	300
1 Assistant Translator, 1st class . . . . .	...	...	240
1 Ditto 2nd „ . . . . .	...	...	200
<b>TRIBUNAL DE PREMIÈRE INSTANCE DE SAIGON.</b>			
1 Juge Président . . . . .	1,391	1,391	2,782
1 Lieutenant de Juge . . . . .	1,070	1,070	2,140
4 Juges suppléants . . . . .	642	642	1,284
<b>PARQUET.</b>			
1 Procureur de République . . . . .	1,391	1,391	2,782
1 Substitut . . . . .	1,070	1,070	1,070
1 Secrétaire expéditionnaire . . . . .	428	428	856
1 Native Secrétaire, 1st class . . . . .	...	...	360
<b>RECORD-ROOM.</b>			
1 Registrar . . . . .	642	642	1,284
1 Registrar's Clerk, 1st class . . . . .	535	535	1,070
1 Ditto 2nd „ . . . . .	428	428	856
1 Assistant ditto . . . . .	374½	374½	749

	SALARY IN PIASTRES.		
	European Pay.	Colonial Supplement.	TOTAL.
<b>VI.—Justice—continued.</b>			
<b>RECORD-ROOM—continued.</b>			
1 Principal Translator, 1st class . . . . .	...	...	480
1 Ditto 2nd „ . . . . .	...	...	420
1 Translator, 1st class . . . . .	...	...	360
1 Ditto 2nd „ . . . . .	...	...	300
<b>RECORD-ROOM; TRIBUNAL DE COMMERCE.</b>			
1 Record-keeper . . . . .	321	321	642
1 Assistant Record Clerk . . . . .	374½	374½	749
<b>JUSTICE DE PAIX.</b>			
1 Juge de paix . . . . .	1,070	1,070	2,140
1 Record-keeper . . . . .	535	535	1,070
1 Assistant ditto . . . . .	374½	374½	749
1 Translator, 2nd class . . . . .	...	...	300
1 Principal Interpreter, 2nd class (Indian) . . . . .	...	...	420
1 Interpreter, 1st class (Chinese) . . . . .	...	...	360
1 Lettré, 2nd class (Chinese) . . . . .	...	...	280
1 Assistant Lettré, 1st class (Annamite) . . . . .	...	...	160
<b>EXTRA STAFF OF JUSTICE DE PAIX AT SAIGON.</b>			
3 Huissiers (bailiffs) @ . . . . .	535	535	1,070
1 European Interpreter . . . . .	1,284	1,284	2,568
1 Principal Interpreter, 1st class (Chinese) . . . . .	...	...	480
1 Indian and 1 Chinese principal Interpreter, 2nd class each . . . . .	...	...	420
1 Lettré, principal, 2nd class (Annamite) . . . . .	...	...	420
2 Lettrés, 2nd class (Annamite and Chinese) . . . . . each	...	...	280
1 Assistant Lettré, 2nd class (Annamite) . . . . .	...	...	120
1 Concierge garde-membres, Européen au palais de justice . . . . .	250	...	500
1 Jemadar of orderlies (Planton Chef) . . . . .	...	...	200
1 Exécuteur des hautes œuvres . . . . .	...	...	120
2 Aides @ . . . . .	...	...	60
<b>TRIBUNAL DE PREMIÈRE INSTANCE DE BINH-HOA.</b>			
(a) 1 Juge Président . . . . .	1,284	1,284	2,568
(b) 1 Lieutenant de juge . . . . .	963	963	1,926
(c) 1 Juge suppléant . . . . .	642	642	1,284
(d) 1 Procureur de la République . . . . .	1,284	1,284	2,568
(e) 1 Record-keeper . . . . .	749	749	1,498
(f) 1 Record Clerk, 2nd class . . . . .	428	428	856
(g) 1 Assistant ditto . . . . .	374½	374½	749
(h) 1 Principal Translator, 1st class . . . . .	...	...	480
(i) 1 Ditto 2nd „ . . . . .	...	...	420
(j) 1 Translator, 1st class . . . . .	...	...	360
(k) 1 Ditto 2nd „ . . . . .	...	...	300
(l) 1 Assistant Translator, 1st class . . . . .	...	...	240
(m) 1 Ditto 2nd „ . . . . .	...	...	200
(n) 1 Lettré, 1st class . . . . .	...	...	360
(o) 3 Lettrés 2nd „ . . . . .	...	...	280
(p) 1 Assistant lettré, 1st class . . . . .	...	...	160
(q) 1 Ditto 2nd „ . . . . .	...	...	120

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## TRIBUNAL DE PREMIÈRE INSTANCE DE MYTHO.

European Staff, same as at Binh-hoa.

Native Staff ditto except that at Mytho, there are no lettrés, 2nd class.

## TRIBUNAL DE PREMIÈRE INSTANCE DE BAITRÉ.

European Staff same as at Binh-hoa.

Native Staff ditto except that at Baitré, there is 1 lettré principal, 2nd class, at £420, only 1 lettré of 2nd class (not 3 as at Binh-hoa) and no assistant lettrés of either class.

## TRIBUNAL DE PREMIÈRE INSTANCE DE VINHLONG.

European Staff same as at Binh-hoa, except that there is no juge suppléant, and no record clerk of 2nd class.

Native Staff same as at Binh-hoa, except that there is no principal Translator of 2nd class, no assistant Translator, 2nd class, only one lettré, 2nd class; no assistant lettrés.

## TRIBUNAL DE PREMIÈRE INSTANCE DE CHANDOC.

European Staff same as at Binh-hoa, except that there is no one of class (c) or (f).

Native Staff same as at Binh-hoa, except that there is no one of class (c) or (m), only one of class (o), two of class (p).

Similar Staff at Soctrang.

A provision of 20,000 piastres is entered for Juges de paix to be created in the interior.

		SALARY IN PIASTRES.		
		European pay.	Colonial Supplement.	TOTAL.
<b>VI.—Public Instruction.</b>				
<b>(1) DIRECTION.</b>				
1	Director of Public Instruction	1,284	1,284	2,568
1	Inspector of Primary Schools	1,070	1,070	2,140
1	Secretary	642	642	1,284
1	Native Secretary, 1st class	...	...	360
1	Assistant Secretary, 2nd class	...	...	200
2	Apprentices	...	...	120
1	Peon	...	...	120
<b>(2) FRENCH SCHOOLS.</b>				
4	European Professors, 2nd class	749	749	1,498
9	Ditto 3rd "	642	642	1,284
30	Ditto 4th "	535	535	1,070
9	Ditto Stagiaires	428	428	956
3	Native Professors, 1st class	...	...	480
3	Ditto 2nd "	...	...	440
2	Ditto 3rd "	...	...	400
3	Ditto 4th "	...	...	360
15	Teachers, 1st class	...	...	280
14	Ditto 2nd "	...	...	240
35	Teachers, 3rd class	...	...	200
11	Teachers of Chinese, 3 at 200, 8 at 120.	...	...	...
1	Director of the Chasseloup Laubat College	1,070	1,070	2,140
1	Sub-Director of ditto ditto	642	642	1,284
2	Female French teachers of the Preparatory School	684	684	1,268
1	Matron (Native)	...	...	80
College of Interpreters—				
1	Professor of French	535	535	1,070
1	Ditto Annamite	535	535	1,070
1	Ditto Chinese	...	...	900
1	Ditto Cambodian	...	...	1,284
1	Native Secretary	...	...	480
Native Professors of Annamite and French, Chinese and Cambodian, at from 480 to 280.				
9	European apprentice-interpreters	400	400	800

	SALARY IN PIASTRES.		
	European Pay.	Colonial Supplement.	TOTAL.
<b>Chapter VIII.—Treasury.</b>			
5 Paymasters @ from 1,498 to 970 plus each . . . . .	...	1,204	...
6 Assistant Do., 3 at 856, 3 @ 642, plus each . . . . .	...	856	...
11 Clerks @ 577, 513 and 449, plus each . . . . .	...	749	...
10 Assistant Clerks @ 385 and 321, plus each . . . . .	...	642	...
14 Interpreters average pay . . . . .	...	...	255
5 Orderlies . . . . .	...	...	144
<b>Chapter IX.—Post and Telegraph Office.</b>			
1 Head of the Department (Chef de Service) . . . . .	856	1,712	2,568
1 Sub-Inspector and Personal Assistant . . . . .	749	1,498	2,247
1 Ditto of Post Offices . . . . .	642	1,284	1,926
1 Receiver and Accountant . . . . .	577	1,155	1,733
2 Chief Clerks . . . . .	577	1,155	1,733
11 Clerks, 1st class . . . . .	513	1,027	1,541
15 Do. 2nd class . . . . .	449	899	1,348
15 Do. 3rd class . . . . .	385	770	1,156
12 Do. 4th class . . . . .	321	642	963
1 Assistant Clerk . . . . .	331	662	993
1 Mechanic, 1st class . . . . .	450	899	1,348
1 Ditto 2nd do. . . . .	385	770	1,156
2 Supervisors, 1st do. . . . .	257	770	1,027
1 Ditto 2nd do. . . . .	235	697	933
11 Ditto 3rd do. . . . .	214	654	868
1 Accountant . . . . .	642	642	1,284
2 Supervisors of accounts . . . . .	321	587	908
1 Draughtsman, Native . . . . .	...	...	240
12 Native Telegraphists, 1st class . . . . .	...	...	360
3 Do. ditto 2nd do. . . . .	...	...	300
15 Do. Assistant Telegraphists, 1st class . . . . .	...	...	240
18 Do. ditto ditto 2nd do. . . . .	...	...	200
13 Inspectors of Slaughter-houses at from 260 to 200.			
72 Supervisors, (Native) in 5 classes, @ from 180 to 100.			
53 Postmen, @ from 300 to 100.			
48 Rural postmen, @ 116, 58, and 35.			
107 Postmen in the Arrondissements, @ 120, 108, 96 and 90.			
<b>Chapter X.—Finance and Collection of Taxes.</b>			
<i>(a) Direction and Registration.</i>			
1 Inspector, 2nd class (with Local Allowances, 1,200) . . . . .	1,070	535	2,805
1 Sub-Inspector, 3rd class (with Local Allowances, 1,050) . . . . .	749	374	2,173
1 Receiver, 1st class (with Local Allowances, 480) . . . . .	1,498	749	2,727
1 Receiver, 4th class (with Local Allowances, 480) . . . . .	684	342	1,507
2 Ditto ditto ( ditto ditto 480) . . . . .	428	214	1,122
2 Chief Clerks and Accountants . . . . .	749	749	1,498
1 Accountant Clerk . . . . .	535	535	1,070
1 Ditto 2nd class . . . . .	428	428	956
2 Assistant Clerks, 2nd class . . . . .	374	374	749
2 Native Secretaries, 1st class . . . . .	...	...	360
2 Assistant ditto . . . . .	...	...	240
1 Ditto . . . . .	...	...	200
3 Peons . . . . .	...	...	120

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	SALARY IN PIASTRES.		
	European pay.	Colonial Supplement.	TOTAL.
<b>Chapter X.—Finance and Collection of Taxes—continued.</b>			
<i>(b) Survey.</i>			
1 Head of the Section . . . . .	856	856	1,712
3 Chief Surveyors, 1st class . . . . .	749	749	1,498
6 Ditto 2nd do. . . . .	642	642	1,284
2 Surveyors, 1st class . . . . .	385	612	997
2 Ditto 2nd do. . . . .	321	547	868
4 Ditto 3rd do. . . . .	257	483	740
1 Chief Draughtsman . . . . .	642	642	1,284
1 2nd class do. . . . .	449	419	869
1 Apprentice . . . . .	286	286	572
1 Principal Secretary, 1st class . . . . .	...	...	480
18 Piqueurs (workmen) @ from 480 to 120.			
10 Draughtsmen @ from 420 to 120.			
1 Orderly . . . . .	...	...	174
64 Chainmen @ 96 and 84.			
<b>Chapter XI.—Prisons.</b>			
1 Director of the Penitentiary . . . . .	963	963	1,926
1 Chief Jailor of do. . . . .	425	425	850
1 Chief Jailor of the Saigon Jail . . . . .	535	535	1,070
These are the highest paid employés. The rest are not specially noteworthy.			
<b>Chapter XII.—Medical Services.</b>			
1 Director of the Hospital at Chognan . . . . .	749	749	1,498
1 Accountant . . . . .	428	428	856
1 Physician . . . . .	256	256	512
1 Head Hospital Attendant . . . . .	401	401	802
1 Ditto ditto . . . . .	360	360	720
1 Doctor, 1st class . . . . .	...	...	1,225
1 Assistant . . . . .	...	...	658
52 Ward nurses, cooks, peon, &c., at 180 to 80.			
1 Naval Doctor for vaccination . . . . .	...	1,224	2,112
Allowances . . . . .	...	...	828
6 European Sisters of Charity . . . . .	...	...	240
6 Native ditto . . . . .	...	...	180
<b>Chapter XIII.—Ports.</b>			
Nothing important.			
<b>Chapter XIV.—Press.</b>			
1 Head of the press . . . . .	963	963	1,926
1 Sous Chef . . . . .	535	535	1,070
1 Accountant, 1st class . . . . .	535	535	1,070
28 Agents in 7 classes, at 342, 299, 256, 214, 171, and 128, plus in each case . . . . .	...	86	...
3 Native Agents . . . . .	...	...	240
16 Workmen, at 144 and 96, 1 Stoker at 216.			

		SALARY IN PIASTRS.			
		European pay.	Colonial Supplement.	TOTAL.	
<b>Chapter XV.—Commerce and Agriculture (Museum, Botanical Gardens, &amp;c.)</b>					
Nothing important to extract.					
<b>Chapter XVI.—Public Works.</b>					
		Local Allowances.			
1	Chief Engineer and Director . . . . .	4,800	1,712	1,712	8,224
1	Chief Engineer of roads . . . . .	1,400	1,605	1,605	4,610
1	Architect . . . . .	800	1,498	1,498	3,796
1	Assistant to Chief Engineer . . . . .	600	963	963	2,526
1	Assistant to Architect . . . . .	600	963	963	2,526
3	Colonial Engineers average . . . . .	1,689	678	939	3,306
2	Sub-Engineers . . . . .	600	791	791	2,183
45	Conductors average pay of 5 classes . . . . .	...	499	950	1,449
1	Chief Mechanic . . . . .	400	364	364	1,128
15	Employés of lower grades in 4 classes, av. pay . . . . .	...	276	504	780
1	Chief Secretary . . . . .	...	1,000	1,000	2,000
2	Secretaries, 1st class . . . . .	...	535	535	1,070
2	Ditto 2nd class . . . . .	...	267	495	762
1	Accountant . . . . .	...	535	535	1,070
8	Assistant Accountants, 2nd class, at 428 and 374, with equal supplements.	...	...	...	...
12	Supervisors in 4 classes, at varying pay, average . . . . .	...	196	423	619
3	Clerks, 2 classes, average . . . . .	...	171	245	415
<b>Chapter XVII.—Indirect Taxation.</b>					
<i>(a) Out-of-door Establishment.</i>					
1	Director . . . . .	...	2,286	1,993	4,280
1	Inspector . . . . .	...	1,712	1,712	3,424
1	Sub-Inspector . . . . .	...	1,284	1,284	2,568
1	Superintendent of Manufacture . . . . .	...	1,070	1,070	2,140
7	Controllers, @ 963, 856 and 749, plus equal supplement, average . . . . .	...	856	856	1,712
26	Ware-housemen @ 642 and 535, average . . . . .	...	588	588	1,177
105	Custom house officers, &c., @ from 642 to 417, average . . . . .	...	594	594	1,188
89	Native Supervisors, &c., @ from 480 to 120, average . . . . .	...	...	...	205
<i>(b) Office Establishment.</i>					
1	Principal Controller, 1st class . . . . .	...	1,284	1,284	2,568
2	Ditto 2nd class . . . . .	...	1,070	1,070	2,140
2	Controllers, 2nd class . . . . .	...	856	856	1,712
12	Chief Clerks and Clerks and Accountants @ from 749 to 374, average . . . . .	...	566	566	1,132
1	Chief Secretary (Native) 1st class . . . . .	...	...	...	480
1	Ditto ditto 2nd class . . . . .	...	...	...	420
1	Secretary, 1st class . . . . .	...	...	...	360
2	Ditto 2nd class . . . . .	...	...	...	300
5	Assistant Secretaries, @ 240, 200 and 120, average . . . . .	...	...	...	200
1	Chief Interpreter . . . . .	...	...	...	480
1	Interpreter . . . . .	...	...	...	360
1	Jamadar @ 180 and 5 Orderlies @ 120.	...	...	...	...
<b>Chapter XVIII.—Miscellaneous Expenditure.</b>					
Nothing to extract.					
<b>Chapter XIX.—Insurance.</b>					
Nothing to extract.					



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		SALARY IN PIASTRES.		
		European pay.	Colonial Supplement.	TOTAL.
Chapter	XX.—Contribution to Pensions. Nothing to extract.			
Chapter	XXI.—Liquidation of Debt. Nothing to extract.			
Chapter	XXI.—Extraordinary Expenditure. Nothing to extract.			

These salaries are classified in the following table, separating those paid to Europeans (with the "Supplement Colonial") from those paid to natives of the country.

DEPARTMENT.	UNDER £100.		FROM £100 TO BELOW 250.		FROM £250 TO BELOW 500.		FROM £500 TO BELOW 1,000.		OVER £1,000.	TOTAL.	
	European.	Native.	European.	Native.	European.	Native.	European.	Native.	European.	European.	Native.
Government & Council	...	11	8	1	6	...	2	...	...	16	12
Central Administration	...	138	81	...	23	...	5	1..	...	109	138
Interior Administration	...	1,808	61	24	44	...	25	...	...	130	1,022
Military	89	2,581	38	...	5	...	...	...	...	132	2,581
Justice	...	123	42	...	35	...	17	...	...	94	123
Education	21	372	61	2	11	...	1	...	...	94	374
Treasury and Finance	...	406	183	...	30	...	10	...	...	223	406
Post and Telegraph	...	346	67	...	41	...	1	...	...	109	346
Prisons	2	170	16	...	1	...	...	...	...	19	170
Medical	6	62	4	2	2	...	...	...	...	12	64
Harbours and Press	28	44	5	...	3	...	...	...	...	36	44
Public Works	13	26	92	...	29	...	6	...	1	141	26
TOTAL	159	6,177	658	29	230	...	67	...	1	1,115	6,206

Goa.

## PORTUGUESE INDIA.\*

The area of Goa Territory is 1,301 square miles, and the population, by the census of 1881, is 420,868.

The population of Daman is 47,988 and of Diu 12,611.

Goa is governed by a Governor General, with a Secretary General, a Military Secretary, and an Assistant Secretary. It is divided into six Districts, each of which is under an Administrator. Daman and Diu are each under a Governor. The High Court consists of a Chief Justice, with 4 Judges and an Attorney General; there are 6 District Courts, each with a Judge and an Assistant Judge. The Military force consists of a Battalion of Infantry at Goa, with 381 rank and file, a Regiment of Military Police with 1,117 rank and file, 2 Companies of Police at Daman and 1 at Diu, 2 Companies of Veterans, besides 38 officers on special duty. The Civil Police in Goa consists of 3 officers and 107 Policemen. The Educational Department is under a Director and provides Professors for a College, and a Medical College at Goa, and Teachers for a

\* The data for this note were supplied me by Mr. Arthur Crawford, Commissioner and British Delegate.

Lyceum and a few outlying schools. The Medical Department is under a Director with 5 Surgeons and 2 Chemists; there are also Departments for Public Works, Agriculture, Post Office, Salt, Forests, and an Ecclesiastical Department under an Archbishop and a Bishop. Goa.

The following is an abstract in round numbers of the estimated Revenue and Expenditure for 1886-87:—

EXPENDITURE.		REVENUE.	
Administration . . . . .	1,14,000	Land Tax . . . . .	2,50,000
Education . . . . .	46,000	Country Liquor . . . . .	1,81,000
Medical . . . . .	27,000	Tree Tax . . . . .	2,04,000
Public Works Department . . . . .	2,00,000	Stamps . . . . .	72,000
Railway . . . . .	55,000	Registration . . . . .	43,000
Agriculture . . . . .	2,000	Customs . . . . .	26,000
Police . . . . .	13,000	Port Fees . . . . .	35,000
Post Office . . . . .	25,000	Salt (sales of) . . . . .	81,000
Salt . . . . .	1,23,000	Post Office . . . . .	14,000
Justice . . . . .	85,000	Quit rents . . . . .	1,69,000
Jails . . . . .	5,000	Forests . . . . .	29,000
Ecclesiastical . . . . .	93,000	Subsidy by British Treaty . . . . .	4,00,000
Military . . . . .	4,73,000	Compensation for abolition of Customs . . . . .	69,000
Navy . . . . .	92,000	Income Tax, House Tax, Tobacco Tax, Poll Tax on new Colonists, sales of Government property, &c.	67,000
Debt . . . . .	11,000		
Subsidies . . . . .	25,000		
Pensions . . . . .	1,04,000		
Consulate at Bombay . . . . .	16,000		
Miscellaneous . . . . .	74,000		
Deposit for Guarantee on Railway	4,00,000		
	<hr/>		<hr/>
	20,83,000		18,40,000
	<hr/>		<hr/>

Of the officials named in the Budget, the following are invariably Europeans appointed by the Government at Lisbon:—

- The Governor General.
- The Governors of Daman and Diu.
- The Chief Military and Financial Secretaries to Government.
- The Chief Justice, the High Court Judges, and the District Judges.
- The Attorney General and the 6 District Attorneys to the Crown.
- The Commissioner of Customs, Salt and Abkari.
- The Treasurer General.
- The Director of Public Instruction and of Public Works.
- Some of the Engineers of the Public Works Department.
- The Conservator of Forests.
- The Archbishop and Bishop, and some Priests.
- The Commander of Police.
- All Officers of the European Battalion.
- The 2 Aides-de-Camp to the Governor General.
- The Chief of the Health Department (the present is, however, a native of Goa, the first who has held the post).
- Two members of the Health Department.
- The Captain of the Port of Marmagao who must be a Naval Officer.

No distinction is made between Europeans, Half-castes, and Natives as to the other appointments; but Administrators of Districts and Military Police Officers are generally Europeans; they are nominated by the Local Government and are confirmed by the Home Government.

The pension rules are slightly different for Civilians and for Military men. No Civilian can retire without a certificate of medical unfitness; with such a certificate he receives a pension amounting to his full pay after 25 years' service, two-thirds pay after 20, and half pay after 15 years. His full pay is generally about three-fourths of his emoluments, as shewn in the Budget, the

Goa.

latter being partly made up of local and personal allowances. To get the full pay of a post he must have served in it five years; if less, he gets the pay of the last lower appointment he held. Military men who have served 35 years and attained the age of 55 can retire on their full pay without a medical certificate, or after a shorter service with such a certificate.

The following figures, extracted from the Budget, shew the salaries of some of the principal officers of the State:

	R per month.
The Governor-General	1,500
Governors of Diu and Daman	320
Chief Secretary	416½
Military Secretary (besides Military pay of his rank)	237½
Assistant Secretary	31½
6 Administrators of Districts	75
Chief Justice	416½
4 Judges, of the High Court, and Attorney General	333½
6 District Judges	271
6 Assistant Do.	65½
Archbishop	629½
Bishop	500
Director of Public Instruction	118
6 College Professors	92
1 Assistant Professor	66
6 Professors, Medical College	59
1 Assistant Do.	46
1 Chemical Demonstrator	59
1 Professor of Chemistry	156½
Lyceum: 8 Teachers @	47½
District Schools: 4 Latin Teachers	37½
2 French, 2 English Do.	37½
1 Director, Health Department	207½
1 Director of Agriculture	187½
Civil Police—	£
1 Captain commanding (besides his Military pay)	32½
1 Lieutenant and 1 Ensign	15
90 Policemen at	3½
Post Office—	
1 Administrator-General	128½
Salt—	
1 Commissioner of Salt, Customs and Abkari	333½
Board of Revenue—	
1 Financial Secretary	416½
1 Treasurer-General	266
1 Accountant-General	128½
6 District receivers of taxes	50
6 Assistant do. do.	30
Forests—	
1 Administrator	106½
Military—	
Pay of officers in Civil employ or Special Duty.	
Colonel 127½; Lieutenant-Colonel 113½; Major 106½; Captain	
62; Lieutenant 58½; Ensign 54.	
European Battalion of Infantry—	
1 Major Commanding	219½
1 Adjutant	110
4 Captains	112½
4 Lieutenants	84½
4 Ensigns	75
381 Rank and file, about 21.	

## Regiment of Military Police—

Goa.

Officers pay the same as above.

Rank and file about R8½.

Classified in the usual way, the salaries stand thus, taking R10 as equal to £1—

Under 100 . . . . .	1,716
From £100 to under £250 . . . . .	39
From £250 to under 500 . . . . .	16
From £500 to under 1,000 . . . . .	5
£1,000 and over . . . . .	1
TOTAL . . . . .	<u>1,777</u>

## MALTA.

Malta

This note is mainly based on the Malta Civil List for 1886.

The area of Malta is 117 square miles ; the population, by the census of 1886, 157,134.

The Governor\* receives £4,500 as salary and £500 as table allowance. He is also Commander-in-Chief of the Forces. His Private Secretary\* receives £300 and his Aide-de-Camp\* £173½.

The Chief Secretary's\* salary is £1,000, the Assistant Secretary and Clerk of the Council £400. The office consists of five clerks and 2 messengers.

Clerks in this and all other offices appear to be divided into 4 classes. Those mentioned in the Civil List of the first class receive £210 and £220 a year, those of the 2nd £130 and £140, of the 3rd £90, £100 and £120, and of the 4th from £70 to £90. It may be guessed that the salaries are progressive.

	£	£
1st class . . . . .	from 150	to 220
2nd „ . . . . .	„ 120	„ 150
3rd „ . . . . .	„ 90	„ 120
4th „ . . . . .	„ 70	„ 90

## Audit and Contract office—

Auditor General* and Director of Contracts . . . . .	500
1 Receiver General . . . . .	400
1 Deputy Receiver General . . . . .	250
10 Clerks and 9 messengers.	

## Printing office—

1 Superintendent . . . . .	100
7 Compositors at . . . . .	from 60 to 35
3 Pressmen at . . . . .	45 & 40

## Post Office—

3 Clerks at 75, 50, and 25, a sorter at 15, and 2 letter carriers at £9 each.

## Customs—

Collector . . . . .	500
Head Store-keeper . . . . .	150
5 Assistant Store-keepers at from 100 to 50.	
Chief Gaugers . . . . .	110
2 Assistants at 80 and . . . . .	70
6 Overseers of Deliveries at from 65 to . . . . .	55
5 Guardians of Stores at from 45 to . . . . .	35
8 Clerks.	

\* An asterisk is placed to mark those officials whose names in the Civil List show them to be English.

Malta.

	£
<b>Ports—</b>	
Superintendent* . . . . .	300 plus two-thirds of the fees under the Merchant Shipping Act, 1859.
Assistant Superintendent . . . . .	210 plus one-third of the fees under the Merchant Shipping Act, 1859.
3 Clerks and 2 messengers.	
Keeper of the Powder Magazine . . . . .	80
Keepers of Light-houses at 50, 36 and 26 Boatmen at 36 and . . . . .	25
	30
<b>Public Works—</b>	
Superintendent . . . . .	400
5 Land Surveyors at from 150 to . . . . .	110
2 Draughtsmen at . . . . .	110
<b>Charitable Institutions—</b>	
Comptroller . . . . .	400
Hospitals, Surgeons and Physicians 70, 75, and . . . . .	100
Medical Store-Keeper . . . . .	90
Matrons and Nurses @ . . . . . 35, 30 and 20	
Lunatic Asylum Resident Physician . . . . .	100
Assistant Ditto . . . . .	75
Male ward attendants . . . . .	25
Female do. do. . . . .	20
<b>Registration—</b>	
Director of Public Registry . . . . .	150
<b>Judicial—</b>	
Chief Justice . . . . .	600 plus £50 personal to present occupant.
5 Judges at . . . . .	500
Registrar . . . . .	300
Interpreter . . . . .	70
Crown Advocate . . . . .	500
Advocate for the Poor . . . . .	100
Police Magistrates, Malta: 2 at 300 1 at . . . . .	260
Ditto Gozo 3 at . . . . .	250
4 Syndics for 7 Districts at . . . . .	210
7 Registrars for do. . . . .	40
<b>Ecclesiastical—</b>	
Chaplain,* Church of England . . . . .	350 plus £100 personal to present occupant.
10 Roman Catholic Chaplains at 40, 35 and 30.	
<b>Education—</b>	
Director . . . . .	500
Principal of the University . . . . .	200
<b>University Professors—</b>	
* 1 English . . . . .	300
2 @ . . . . .	160
2 @ . . . . .	150
12 @ . . . . .	120
Lyceum. Teacher of English . . . . . 3 @ 120, 1 @ 100, 1 @ 90	
Teachers of Italian, Latin, French, Greek, &c., @ from 120 to 65	
Inspector of Primary Schools . . . . .	150
Masters of Primary Schools @ . . . . .	from 90 to 50
Mistresses of " . . . . .	from 80 to 40
Librarian, Public Library . . . . .	220



## MAURITIUS.

Area 708 square miles. Population, by census of 1886, 370,404, of whom 250,860 are Natives of India or of Indian race.

The revenue and expenditure vary from 8 to 9 millions of rupees. The value of imports and exports is about 60 millions of rupees. The Colony is administered by a Governor, aided by an Executive Council, composed of the Colonial Secretary, the Procureur General, the Officer Commanding the Troops, the Receiver General and Auditor General. The Legislative Council consists of 27 members, of whom 10 are elected, 9 nominated by the Governor, and 8 *ex-officio*. The Island is divided into 9 Districts, Port Louis being the Head-quarters.

The following figures are extracted from the Colonial Hand-book. Salaries are paid in rupees:—

	R
Governor and Commander-in-Chief . . . . .	60,000
Colonial Secretary . . . . .	13,500
Assistant Do. . . . .	6,000 rising to 8,000
Précis writer . . . . .	6,000
Other clerks . . . . .	from 4,000 to 500
Receiver General . . . . .	12,000
Auditor General . . . . .	9,000
Collector and Registrar of Shipping . . . . .	9,000
Harbour Master . . . . .	6,000
Surveyor General . . . . .	9,700
Engineer and Architect . . . . .	4,000 rising to 6,000
Receiver of Registration Dues . . . . .	10,000
Protector of Immigrants . . . . .	10,000
2 Inspectors of Immigrants . . . . .	5,000
Medical Inspectors of Immigrants . . . . .	8,000
Registrar General . . . . .	7,000 and fees.
Postmaster and Superintendent of Telegraphs . . . . .	6,000
Chief Medical Officer . . . . .	9,000
Health Officer . . . . .	4,000 rising to 5,000
Resident Surgeon, Civil Hospital . . . . .	3,000
Prison and Police Surgeon . . . . .	2,500
Superintendent, Lunatic Asylum . . . . .	6,000
8 Medical Attendants for Districts, 1 @ 4,000, 1 @ 3,000, 1 @ 2,500, 4 @ 1,500, 1 @ . . . . .	1,000
Director of Woods and Forests . . . . .	6,000
Chief Judge of Supreme Court . . . . .	17,500
3 Puisne Judges . . . . .	12,000 each.
Registrar . . . . .	8,100
Procureur and Advocate General . . . . .	13,500
Additional Ditto . . . . .	10,000
Crown Attorney . . . . .	7,000
Crown Solicitor . . . . .	4,000 rising to 6,000
10 District Magistrates: 3 @ 8,000, 2 @ 7,000 3 @ 6,000 2 @ . . . . .	5,000
Police Magistrate . . . . .	6,000
5 Stipendiary Magistrates: 4 for 8 Districts and 1 for Port Louis . . . . .	5,000 each.
Inspector General of Police . . . . .	10,000
Superintendent of Police . . . . .	4,000 to 6,000
Ditto of Jails . . . . .	5,000
Anglican Bishop . . . . .	7,200
7 Chaplains: 2 @ 4,000, 1 @ 3,500, 4 @ . . . . .	2,000
Roman Catholic Bishop . . . . .	7,200
Vicar General . . . . .	2,000
15 Roman Catholic Priests @ . . . . .	2,000
15 Assistant Priests @ . . . . .	1,500
3 Scotch Ministers: 2 @ 750, 1 @ . . . . .	4,000
Rector of the Royal College . . . . .	10,000
4 Senior Professors @ . . . . .	6,000 each.
Professors @ . . . . .	from 2,500 to 5,000
Superintendent, Government Schools . . . . .	6,000

	R
Inspectors of Schools . . . . .	3,000 to 4,000
Chief Commissioner of Seychelles Island 6,000, plus 2,800 for office and boat establishment.	
District Judge, Seychelles Island . . . . .	5,000
Chief Police Officer, ditto, and Inspector of Immigrants . . . . .	2,700
Civil Commissioner and Police Magistrate, Rodriguez Island . . . . .	4,000

Mauritius.

As only the highest salaries are given in this list, it is useless to draw up the usual table for their classification. It is enough to say that, taking the rupee at par, there are 13 salaries of £1,000 and over in this list; 44 of £500 and under £1,000; 12 of £250 and under £500; and 42 of £100 and under £250.

### HONG-KONG.

Hong-Kong.

The area of the Island of Hong-Kong is 29 square miles, and its population in 1881 was 160,402, of whom 7,990 were Europeans. The Public Revenue of 1885 was £260,810, and the Expenditure £337,760. The Administration of the Colony is vested in a Governor, assisted by an Executive Council, composed of the Colonial Secretary, the Officer Commanding the Troops, the Attorney General, the Treasurer, the Surveyor General, and the Registrar General. The Legislative Council is composed of the same officials, omitting the Commanding officer, and includes, in addition, the Chief Justice, and 5 non-official members, of whom one is a Chinese.

The following figures as to salaries are taken from the Colonial Hand-book for 1886. Salaries are paid in Mexican dollars, the average gold value of which is now about 3s. 2d., or equal to 2 Rupees. For convenience sake salaries are here calculated at 5 dollars = £1.

Governor . . . . .	£ 4,800 plus £960 for table money.
Colonial Secretary . . . . .	1,440
Clerks from . . . . .	480 downwards.
Surveyor General . . . . .	1,152 plus £96 horse allowance.
Assistant Surveyor General . . . . .	672 plus £57 ditto.
Assistant Engineer . . . . .	480 plus £100.
Registrar General . . . . .	1,008
Harbour Master . . . . .	840 plus £120 for superintending Gunpowder Depôt.
Postmaster General . . . . .	864
Assistant Postmaster General . . . . .	576
Chief Justice . . . . .	2,400
Puisne Judge . . . . .	1,632
Registrar . . . . .	960
2 Deputy Registrars at . . . . .	672
Attorney General . . . . .	960
2 Police Magistrates at . . . . .	768 plus 144 as Coroner and 192 as Superintendent, Fire Brigade.
Jail Superintendent . . . . .	672
Superintendent of Police . . . . .	768 and quarters.
Chief Inspector . . . . .	288

(The Police Force numbers 600 men, of whom 110 are Europeans and 190 Sikhs.)

Inspector of Schools . . . . .	£ 480
Head Master, Central School . . . . .	480
Principal, Normal Schools . . . . .	336
Bishop . . . . .	1,000 sterling, from Colonial Bishopric Fund.
Chaplain . . . . .	768
Surgeon . . . . .	576 plus £160 for Lock Hospital.
Superintendent, Civil Hospital . . . . .	432
Health Officer . . . . .	400

This list contains 7 salaries of £1,000 and over, 15 of £500 and under £1,000, and 6 of £250 and under 500.



## CEYLON.

The area of the Island is 24,702 square miles, and the population was 2,764,000 by the census of 1881: of these 125,000 are Indian coolies. Of the total area about one-fifth is under cultivation, the principal crops being rice (600,000 acres) and cocoanuts (555,000 acres).

The Administration of the Colony is in the hands of the Governor, aided by an Executive Council of 5 members, *viz.*, the Officer Commanding the Troops, the Colonial Secretary, the Attorney General, the Treasurer, and the Auditor General. There is also a Legislative Council of 15 members, which comprises the Executive Council, 4 other official members, and 6 unofficial unpaid members. The island is divided into 8 Districts as follows:—

Western Province, Head-quarters	Colombo, with Sub-divisions.	4
North-West	„ „ Kuranagale Sub-division	1
South	„ „ Galle	
Eastern	„ „ Batticaloa Sub-division	1
North	„ „ Jaffna	2
Central	„ „ Kandy	2
Uva	„ „ Uva	
North Central	„ „ Anuradhapura	

An agent is in charge of each Province, and an Assistant Agent of each Sub-division.

Justice is administered by a Supreme Court (consisting of one Chief Justice and 2 Puisne Judges) and 14 District Judges, who are stationed for the most part at the Head-quarters of Provinces or Sub-divisions. There are also 19 Police Magistrates at the minor towns. The other Departments, such as Survey, Customs, Post and Telegraphs, Registration, Education, Police, &c., are based on the system of a Central Bureau at head-quarters, superintending the departmental officers posted at different places in the colony.

The chief sources of Revenue are the Customs and Excise, Landsales (at an upset price of R10 per acre), Land Revenue, at one-tenth of the produce in grain), Stamps, Salt, and State Railway.

The following is an abstract of the Budget of 1886, which will help to make clear the nature of the receipts and expenditure. A curious system obtains under which all the salaries of the permanent officials are brought together in the Budget under the head of "Establishments" and not distributed over the Departments to which they belong—

Receipts, 1886.	R	Expenditure.	R
Customs . . . . .	30,00,000	Establishments . . . . .	45,04,715
Railway . . . . .	30,00,000	Pensions . . . . .	7,14,881
Licenses (Excise, Salt, and Opium) . . . . .	14,50,000	Revenue, exclusive of establishments . . . . .	4,98,739
Stamps . . . . .	10,60,000	Justice ditto . . . . .	1,66,517
Sales of Government Property . . . . .	10,50,000	Ecclesiastical ditto . . . . .	3,190
Land Revenue . . . . .	10,00,000	Education ditto . . . . .	2,46,898
Port and Harbour Dues . . . . .	4,80,000	Hospitals and Sanitation, ditto . . . . .	4,20,071
Refund and Arrears . . . . .	7,50,000	Police, ditto . . . . .	1,14,313
Land Sales . . . . .	4,00,000	Prisons ditto . . . . .	3,41,545
Rents, Tolls, and Ferries . . . . .	3,50,000	Post and Telegraphs ditto . . . . .	2,88,714
Telegraph . . . . .	60,000	Marine ditto . . . . .	55,000
Post Office . . . . .	15,000	Railway ditto . . . . .	18,81,455
Other Receipts . . . . .	...	Roads, Canals, buildings, &c. . . . .	19,21,484
		Interest on Debt . . . . .	6,87,537
		Military Expenditure . . . . .	6,31,500
		Immigration . . . . .	84,200
		Other Minor Services . . . . .	...
<b>TOTAL</b>	<b>31,17,900</b>	<b>TOTAL</b>	<b>1,30,08,578</b>

The Military charges have been a good deal reduced. In 1881, the Colony paid R12,40,000 for the services of 1,092 European soldiers. In 1884 the charge was R10,35,844, and in 1886 it is brought down to R6,31,500. The Indian estimate in 1886-87 for a European Regiment of 8 companies, comprising in all 1,013 men, was R3,47,679, or including camp followers and all allowances and charges, R3,78,960 a year.

The following details afford the required information as to the salaries grouped under the head of "Establishments" in the Budget:—

Governor . . . . .	Annual R
Aide-de-Camp . . . . .	80,000
Private Secretary . . . . .	5,153 $\frac{3}{4}$
	3,000
<i>Secretariat—</i>	
Colonial Secretary . . . . .	24,000
Principal Assistant . . . . .	12,000
Second Assistant . . . . .	7,200
10 writers @ . . . . .	3,000
16 Clerks @ from . . . . .	3,000 to 500
<i>Press—</i>	
Government Printer . . . . .	5,000
Assistant Printer . . . . .	2,500
Second Assistant . . . . .	2,000
9 Clerks, Foremen, &c., @ from . . . . .	1,440 to 540
<i>Treasury—</i>	
Treasurer and Commissioner of Stamps . . . . .	18,000
12 Assistants and Clerks @ from . . . . .	2,250 to 600
<i>Audit—</i>	
Auditor and Accountant-General . . . . .	18,000
Assistant ditto . . . . .	4,000
28 Clerks @ from . . . . .	3,000 to 600
<i>Provincial Establishments—Eight Provinces.</i>	
8 Agents.—3 @ 18,000, 3 @ 14,400, 1 @ 10,800, 1 @ 9,600.	
12 Assistant Agents—5 @ 9,600, 7 @ 7,200.	
Each District has an office Assistant @ 4,500, a Head Clerk @ from 1,800 to 3,000, a Jailor @ from 900 to 2,000, and a body of English Clerks, @ from 600 to 2,100. Clerks who do not know English generally receive from 180 to 360. The Shroff or Treasurer receives about from 900 to 1,200.	
Some districts have Foresters @ from 2,500 to 4,000, and some inferior Forest Establishments.	
The sub-divisions (under Assistant Agents) are officered in much the same way but with fewer officials and on lower scale of pay.	
<i>Public Works—</i>	
Director . . . . .	12,000
8 Provincial Engineers, 1 @ 10,000, 4 @ 8,000, and 3 @ . . . . .	6,000
First Financial Assistant . . . . .	8,000
Second ditto . . . . .	4,000
39 District Engineers—1 @ 6,000, 4 @ 5,000, 2 @ 4,500, 4 @ 4,000, 7 @ 3,500, 18 @ 3,000, 1 @ 2,500, 1 @ 2,360, 1 @ . . . . .	2,000
7 Inspectors @ . . . . .	1,500
1 Head Clerk . . . . .	2,500
1 Examiner . . . . .	1,300
4 Draughtsmen @ from . . . . .	1,700 to 600
1 Tracing officer . . . . .	2,500
22 Clerks @ from . . . . .	1,700 to 500
Each Provincial Engineer has a small Establishment of from 1 to 3 Clerks @ from 800 to 600.	

Ceylon.

	Annual R
<i>Survey Department—</i>	
Surveyor General . . . . .	12,000
Office Assistant . . . . .	6,500
Trigonometrical Assistant . . . . .	5,000
5 Chief Surveyors—1 @ 8,000, 2 @ 6,500, 1 @ 5,500, 1 @ . . . . .	5,000
13 District Surveyors.—1 @ 5,000, 3 @ 4,500, 5 @ 4,000, 2 @ 3,500, 2 @ . . . . .	1 R 3,250
Clerks and Draughtmen @ from . . . . .	1,800 to 900
<i>Custom Department—</i>	
Collector of Custom, Colombo . . . . .	12,000
Deputy Collector . . . . .	7,200
Landing Surveyor . . . . .	4,500
Head Clerk . . . . .	3,000
11 Clerks @ . . . . .	2,000 to 500
3 Assistant Collectors of Custom for the Southern, Eastern, and Northern Provinces (Galle, Trincomalee, and Jaffna) @ 4,500.	
<i>Harbour—</i>	
2 Masters Attendant, Colombo and Galle, @ . . . . .	5,000
6 European Pilots . . . . . @ 3,600, 3,000 and 2,400	
Native Pilots . . . . . @ 840, 600, 500, and 400	
<i>Post Office—</i>	
Postmaster General . . . . .	9,600
Assistant Postmaster General . . . . .	5,000
2 Assistants, Postal and Telegraph Department, @ 2,000 and 1,500	
Head Clerk . . . . .	1,500
Accountant . . . . .	1,100
Money Order and Parcel Clerk . . . . .	1,500
Clerks, Sorters, &c. . . . . @ from 1,000 to 600	
Postmasters in 5 classes . . . . . @ 816, 672, 528, 384, and 240	
<i>Telegraph Department—</i>	
1 Director . . . . .	4,800
1 Superintendent . . . . .	7,750
1 Assistant Superintendent . . . . .	4,500
21 Telegraph Masters: average salary . . . . .	1,150
22 Signallers: average salary . . . . .	750
<i>Botanical Garden—</i>	
Director . . . . .	7,000
Superintendent, Cinchona Garden . . . . .	3,924
Head Gardener . . . . .	2,500
<i>Colombo Museum—</i>	
Director . . . . .	7,000
Librarian . . . . .	2,000
Taxidermist . . . . .	700
<i>Colonial Steamer "Sarandib"—</i>	
Captain . . . . .	4,000
Chief Officer . . . . .	1,560
Chief Engineer . . . . .	3,000
Second Engineer . . . . .	2,040
Second Officer . . . . .	960
<i>Judicial. Supreme Court—</i>	
Chief Justice . . . . .	25,000
Private Secretary . . . . .	2,700
2 Puisne Judges @ . . . . .	18,000
4 Private Secretaries @ . . . . .	1,800
Registrar . . . . .	6,000
First Deputy Registrar . . . . .	3,500
Second Deputy Registrar . . . . .	3,000
First Clerk . . . . .	1,500
First Interpreter . . . . .	1,300

	R
Total cost of Supreme Court . . . . .	89,768
Attorney General . . . . .	18,000
Office Assistant . . . . .	4,500
Head Clerk . . . . .	3,000
Crown Counsel of 5 Circuits . . . . . @ 5,000, 4,000, and 3,000	
Solicitor General . . . . .	10,000
14 District Judges 3 @ 14,400, 1 @ 12,000, 3 @ 9,600, 7 @ 7,200	
19 Police Magistrates . . . . . 4 @ 7,200, 5 @ 4,500, 10 @ 4,000	
17 Secretaries to District Judges . . . . . @ from 2,500 to 800	
Two to nine Clerks, Translators, &c., in each office, at from 1,000 to 360.	
<i>Registration Department—</i>	
Assistant Registrar General . . . . .	2,500
10 Registrars . . . . . @ from 2,500 to 1,000	
<i>Fiscal Department—</i>	
2 Fiscals . . . . . 1 @ 9,600, 1 @ 7,200	
10 Deputy Fiscals . . . . . @ from 3,000 to 600	
<i>Ecclesiastical—</i>	
Bishop . . . . .	20,000
Registrar . . . . .	1,000
12 Chaplains: 1 @ 7,000, 3 @ 6,000, 1 @ 3,000, 2 @ 2,000, 1 @ 1,500, 3 @ 1,250, 1 @	750
4 Presbyterian Chaplains @ . . . . .	4,500
<i>Education—</i>	
Director . . . . .	10,000
2 Inspectors @ . . . . .	5,000
1 Do. . . . .	4,000
4 Sub-Inspectors . . . . . @ 3,000, 1,700, 1,500, and 1,000	
5 Assistant Inspectors . . . . . @ 1,000, 840, 600, and 540	
Agricultural Instructor . . . . .	4,000
Principal, Royal College . . . . .	7,500
First Principal Assistant, ditto . . . . .	4,000
Mathematical and Science Master, ditto . . . . .	4,000
10 Masters @ from . . . . . 2,000 to 435	
22 Anglo-Vernacular School Masters' salaries at from 720 to . . . . .	600
376 Vernacular School Masters' salaries, chiefly at from 300 to . . . . .	180
<i>Medical Department.—</i>	
Inspector General of Hospitals . . . . .	12,000
4 Colonial Surgeons, 2 at 8,000, 2 at . . . . .	6,000
24 Assistant Colonial Surgeons, 9 at 4,000, 5 at 3,500, 7 at 3,000, 1 at 2,500, 2 at . . . . .	2,250
4 Deputy Assistant Colonial Surgeons, at . . . . .	1,500
Superintendent, Medical Stores . . . . .	5,000
22 Sub-Assistant Colonial Surgeons at from 1,300 to . . . . .	900
Superintendent, Lunatic Asylum . . . . .	7,500
7 Medical Officers at from 1,200 to . . . . .	600
Inspector of Vaccination . . . . .	720
Vaccinators at from 300 to . . . . .	135
<i>Police—</i>	
Inspector General of Police . . . . .	12,000
6 Provincial Superintendents: 2 at 5,000, 2 at 4,000, 2 at . . . . .	3,500
27 Inspectors: 3 at 1,520, 6 at 1,200, 10 at 1,000, 8 at . . . . .	840
8 European Sergeants: 3 at 840, 5 at . . . . .	720
34 European Constables: 7 at 576, 13 at 432, 14 at . . . . .	360
191 Native Sergeants: 16 at 600, 25 at 480, 32 at 420, 26 at 360, 40 at 320, 52 at . . . . .	300
1,252 Constables: 279 at 270, 420 at 210, 353 at . . . . .	180

Ceylon.

R

*Prisons—*

Inspector General of Prisons	3,000
Assistant	1,000
Superintendent, Colombo Convict Establishment	7,000
Assistant Superintendent, Colombo Convict Establishment	3,000
Jailor	1,000
4 Deputy Jailors at 900, 850, and	800

*Colonial Stores—*

Colonial Store-keeper	8,000
Assistant Ditto	4,000
Chief Clerk	1,800
Clerks, Store-keepers, &c.	1,200 to 700

*State Railway—*

General Manager	10,000
Traffic Superintendent	6,000
Travelling Inspector	3,000
2 Chief Clerks at 2,400 and	2,000
22 Clerks at from 1,300 to 300, average salary	760
40 Station Masters, at from 2,000 to 600, average salary	1,085
2 Chief Goods Clerk at 1,500 to	1,300
17 Goods Clerks	average 700
34 Booking Clerks	do. 640
6 Telegraph Masters and Signallers	do. 550
20 Engine Drivers at	2,400
18 Ditto at from	2,160 to 1,440
Engineer of Way and Works	6,000
Assistant ditto ditto	5,000
1 Chief Inspector of ditto	4,000
1 Inspector ditto	3,000
6 Foreman Platelayers	at from 2,760 to 2,160
21 Platelaying Overseers	at from 960 to 480
1 Store-keeper	5,000
1 Audit Clerk	2,360

These figures are tabulated below in the usual way, but not having a copy of the Ceylon Civil List, the numbers of the employés of Government are very far from being complete:—

	Government Secretariat, Audit Treasury, and Press.	Administration and Finance.	Public Works, Telegraph Stores and Railway & Survey.	Judicial and Registration.	Ecclesiastical.	Education.	Medical.	Police and Prisons.	Post Office, Customs Harbours and Miscellaneous.
Under 100£	9	...	138	...	1	402	8	1,497	2
From 100 to under 250£	48	26	146	15	6	14	28	21	19
" 250 " 500£	13	8	41	21	5	5	22	6	15
" 500 " 1,000£	3	15	19	16	4	3	5	3	7
" 1,000£ and over	5	7	3	9	1	1	1	1	1

Straits Settlements.

## STRAITS SETTLEMENTS.

The Straits Settlements comprise Singapore, Penang, and Malacca, together with the tract known as the Dindings, and the Native States of Perak, Selangor, and Sungei Ujong. These Native States are governed by Native Rulers, assisted by a Resident. The Colony is administered by a Governor and an Executive Council, comprising the Officer Commanding the Troops, the Colonial Secretary, the Resident Councillors of Penang and Malacca, the Attor-

ney General, the Auditor General, the Treasurer, the Colonial Engineer, and the Commissioner of Lands. The Legislative Council consists of these officials and 7 non-official nominated members. Straits Settlements.

The Revenue and Expenditure of the Colony are about £650,000 a year. The population in 1881 was 423,384, of whom 174,000 were Malays, 174,000 Chinese, and 31,000 Natives of India.

Salaries are paid in Mexican Dollars, which may here be taken, for convenience sake, at 4s. each, or in conventional sterling as follows.

	£	£
The Governor General and Commander-in-Chief . . . . .	4,800	+ 1,000 table allowance.
Colonial Secretary . . . . .	1,680	
2 Assistant Colonial Secretaries at 840 and . . . . .	720	

	Singapore.	Penang.	Malacca.
Protector of Chinese . . . . .	840	720	...
Resident Councillor . . . . .	...	1,440 + 240	1,080 + 120
Commissioner of Lands . . . . .	1,280	...	...
Treasurer . . . . .	1,080	480	...
Auditor General . . . . .	1,080	...	...
Surveyor General and Engineer . . . . .	1,440	840	...
Superintendent of Works and Surveys . . . . .	600	...	480
Postmaster General . . . . .	720 + 100	400	...
Chief Justice . . . . .	2,400	...	...
Puisne Judge . . . . .	1,680	1,680	...
Attorney General . . . . .	1,440	720	...
Registrar . . . . .	720	720	547
Magistrates . . . . .	3 at 840, 720 and 600	4 at 840, 600, 720 and 480.	1 at 720
Chaplain . . . . .	756	756	660
Inspector of Schools . . . . .	720	480	...
Chief Medical Officer . . . . .	960	2 at 564 and 480	...
Surgeon . . . . .	2 at 720 and 480	...	480
Inspector General of Police . . . . .	960	...	...
Superintendent of Police . . . . .	480	600	480
Inspector of Jails . . . . .	812	120	288
Protector of Immigrants . . . . .	...	720	...

In the protected Native States we find the following salaries:—

	Perak.	Salangor.	Sungei Ujong.
Sultan, or Chief Ruler . . . . .	2,400	2,400	1,200
Judges . . . . .	2 at 720 and 480	1 at 960	...
Resident . . . . .	1,920	1,200	1,040
Assistant Resident . . . . .	960	...	..
Treasurer . . . . .	600	360	...
Superintendent of Public Works . . . . .	480	480	...
Chief Commissioner of Police . . . . .	720	...	...
Deputy Commissioner of Police . . . . .	480	...	...
Superintendent of Lower Perak . . . . .	720	...	...
Collectors and Magistrates . . . . .	2 at 480	3 at 480, 360 and 240	...
The Superintendent of the Dindings receives	£360		

Labuan.

## LABUAN.

Area 30 square miles, population nearly 6,000 (19 Europeans).

	£
Governor	800 + 300 as Consul-General for Borneo.
Colonial Secretary and Auditor	500
Colonial Treasurer	500
Surveyor and Superintendent of Convicts	500
Surgeon	325
Chief Constable	200

The Governor is also Police Magistrate and President of the General Court.

The Revenue and Expenditure of 1885 were £4,500 approximately. The revenue is mainly derived from licenses of spirits and tobacco.

Falkland Islands.

## FALKLAND ISLANDS.

About 100 small islands. Area about 6,500 square miles. Population 1,640 in 1884, of whom 168 foreigners.

Revenue from £10,000 to £18,000, derived from Customs and Rent of Crown lands. Imports about £50,000, exports about £100,000, chiefly wool, hides, and tallow.

The Governor is assisted by an Executive and a Legislative Council.

	£
Governor and Commander-in-Chief	1,000
Colonial Secretary, Treasurer, and Chief Magistrate	450
Surgeon	300
Assistant Surgeon	200
Bishop	600 paid by South American Missionary Society.
Chaplain	300
Presbyterian Minister	100
Roman Catholic Priest	50
Chief Constable and Sheriff	100

Governors of British Colonies.

The following is a list of the salaries of Governors of British Colonies and dependencies, other than those mentioned in these notes:—

	£
Canada. Governor-General of Canada	10,000
„ Lieutenant-Governor, Ontario	2,000
„ „ Quebec	2,000
„ „ Nova Scotia	1,800
„ „ New Brunswick	1,800
„ „ Manitoba	2,000
„ „ North-West Territories	1,400
„ „ British Columbia	1,800
„ „ Prince Edward's Island	1,400
„ Governor, Newfoundland	\$12,000
Australia. Lieutenant-Governor, New South Wales	7,000
„ Governor and Commander-in-Chief of Victoria	10,000
„ „ Queensland	5,000
„ „ Tasmania	3,500
„ „ South Australia	5,000
„ „ West Australia	2,500
„ „ New Zealand	5,000
„ „ Fiji Islands	4,000
Governor and Commander-in-Chief, Heligoland	800
„ „ Gibraltar	5,000
„ „ Malta	5,000
High Commissioner, Cyprus	4,000

		£
West Indies.	Captain General and Governor-in-Chief, Jamaica	6,000
"	British Honduras	1,800
"	Governor and Commander-in-Chief, British Guiana	5,000
"	" " Bahamas	2,000
"	" " Trinidad	5,000
"	" " Barbados	4,000
"	Lieutenant-Governor of St. Vincent	1,000
"	Lieutenant-Governor, Grenada	1,300
"	Acting Administrator, Tobago	800
"	Administrator and Colonial Secretary, St. Lucia	800
"	Governor and Commander-in-Chief, Leeward Island	3,000
"	President, Antigua	800
"	" Montserrat	500
"	" Virgin Islands	300
"	" Dominica	700
"	Governor and Commander-in-Chief, Bermuda	2,946
Africa.	Governor and Commander-in-Chief, Cape of Good Hope	5,000
"	" " Natal	4,000
"	" " St. Helena	900
"	" " Sierra Leone	2,000
"	Administrator, Gambia	1,300
"	Governor and Commander-in-Chief, Gold Coast	3,000
"	Administrator, Lagos	1,700

Governors  
of British  
Colonies.



## APPENDIX II.

Table I.

*Number of Natives employed in the Central Provinces in certain selected Departments, classified according to salaries.*

	Land Revenue and Administration.	Assessed Taxes, Stamps, and Registration.	Judicial.	Police.	Education.	Medical.
Below Rx. 25	216	44	188	712	174	10
From Rx. 25 to below Rx. 50	244	25	101	177	95	66
" Rx. 50 " Rx. 100	193	1	69	104	57	32
Total below Rx. 100	653	70	358	1,053	326	108
From Rx. 100 to below Rx. 250	102	1	39	39	27	5
" Rx. 250 " Rx. 500	38	1	2	6	...	...
" Rx. 500 " Rx. 1,000	11	...	...	...	...	2
" Rx. 1,000 " Rx. 2,000	1	...	...	...	...	...
" Rx. 2,000 " Rx. 3,000	...	...	...	...	...	...
" Rx. 3,000 " Rx. 4,000	...	...	...	...	...	...

Table 2.

*Number of Natives employed in Assam in certain selected Departments, classified according to salaries.*

	Land Revenue and Administration.	Assessed Taxes, Stamps, and Registration.	Judicial.	Police.	Education.	Medical.
Below Rx. 25	58	19	29	361	73	13
From Rx. 25 to below Rx. 50	292	11	129	73	69	34
" Rx. 50 " Rx. 100	129	5	42	115	31	11
Total below Rx. 100	479	35	200	549	173	58
From Rx. 100 to below Rx. 250	63	1	6	28	16	8
" Rx. 250 " Rx. 500	24	...	8	1	...	...
" Rx. 500 " Rx. 1,000	5	...	1	...	...	2
" Rx. 1,000 " Rx. 2,000	...	...	...	...	...	...
" Rx. 2,000 " Rx. 3,000	...	...	...	...	...	...

Table 3.

*Number of Natives employed in Bengal in certain selected Departments, classified according to salaries.*

	Land Revenue and Administration.	Assessed Taxes, Stamps, and Registration.	Judicial.	Police.	Education.	Medical.
Below Rx. 25	927	303	702	1,518	494	163
From Rx. 25 to below Rx. 50	1,699	219	1,899	513	522	209
" Rx. 50 " Rx. 100	705	36	687	797	391	46
Total below Rx. 100	3,331	558	3,238	2,828	1,407	418
From Rx. 100 to below Rx. 250	346	89	275	173	204	53
" Rx. 250 " Rx. 500	189	2	224	12	36	17
" Rx. 500 " Rx. 1,000	77	2	50	1	9	9
" Rx. 1,000 " Rx. 2,000	4	1	14	1	2	...
" Rx. 2,000 to under Rx. 3,000	...	...	1	...	...	...
" Rx. 4,000 " Rx. 5,000	...	...	1	...	...	...
" Rx. 5,000 " Rx. 6,000	...	...	1	...	...	...

Table 4.

*Number of Natives employed in the North-Western Provinces in certain selected Departments, classified according to salaries.*

	Land Revenue and Administration.	Assessed Taxes, Stamps, and Registration.	Judicial.	Police.	Education.	Medical.
Below Rx. 25	1,154	188	1,003	7	8	22
From Rx. 25 to below Rx. 50	1,413	36	760	495	16	41
„ Rx. 50 „ Rx. 100	696	4	380	509	27	15
Total up to Rx. 100	2,263	228	2,143	1,011	51	78
From Rx. 100 to below Rx. 250	432	2	173	156	10	7
„ Rx. 250 „ Rx. 500	168	...	60	9	3	3
„ Rx. 500 „ Rx. 1,000	34	...	31	1	...	...
„ Rx. 1,000 „ Rx. 2,000	...	...	3	...	...	...
„ Rx. 2,000 „ Rx. 3,000	...	...	...	...	...	...

Table 5.

*Number of Natives employed in the Punjab in certain selected Departments, classified according to salaries.*

	Land Revenue and Administration.	Assessed Taxes, Stamps, and Registration.	Judicial.	Police.	Education.	Medical.
Below Rx. 25	768	79	611	886	29	174
From Rx. 25 to below Rx. 50	657	21	262	621	113	158
„ Rx. 50 „ Rx. 100	464	8	268	273	78	86
Total up to Rx. 100	1,889	108	1,141	1,780	220	418
From Rx. 100 to below Rx. 250	323	1	117	55	38	42
„ Rx. 250 „ Rx. 500	95	...	16	2	10	7
„ Rx. 500 „ Rx. 1,000	19	...	6	1	1	6
„ Rx. 1,000 „ Rx. 2,000	1	...	1	...	...	...
„ Rx. 2,000 „ Rx. 3,000	...	...	...	...	...	...

Table 6.

*Number of Natives employed in Bombay in certain selected Departments, classified according to salaries.*

	Land Revenue and Administration.	Forests.	Assessed Taxes, Stamps, and Registration.	Judicial.	Police.	Education.	Medical.
Below Rx. 25	1,516	146	228	2,395	4,610	76	50
From Rx. 25 to below Rx. 50	1,354	117	169	768	349	243	47
„ Rx. 50 „ Rx. 100	592	58	119	278	294	226	81
Total below Rx. 100	3,462	321	516	3,441	5,253	545	178
From Rx. 100 to below Rx. 250	263	17	18	185	74	107	35
„ Rx. 250 „ Rx. 500	97	1	5	55	7	20	16
„ Rx. 500 „ Rx. 1,000	23	1	3	22	...	7	3
„ Rx. 1,000 „ Rx. 2,000	3	...	...	4	...	...	...
„ Rx. 2,000 & under Rx. 3,000	...	...	...	1	...	...	...
„ Rx. 4,000 & „ Rx. 5,000	...	...	...	1	...	...	...

Table 7.

*Number of Natives employed in Madras in certain selected Departments, classified according to salaries.*

	Land Revenue and Administration.	Forests.	Assessed Taxes, Stamps, and Registration.	Judicial.	Police.	Education.	Medical.
Below Rx. 25	3,786	107	57	2,418	2,567	181	73
From Rx. 25 to below Rx. 50	1,241	94	13	541	380	84	145
From Rx. 50 " Rx. 100	834	53	36	214	219	75	157
Total below Rx. 100	5,861	254	106	3,173	3,166	340	375
From Rx. 100 to below Rx. 250	398	14	22	127	153	113	41
" Rx. 250 " Rx. 500	137	1	1	90	7	16	11
" Rx. 500 " Rx. 1,000	17	...	1	17	...	4	1
" Rx. 1,000 " Rx. 2,000	1	...	2	3	...	1	2
" Rx. 2,000 " Rx. 3,000	...	...	...	...	...	...	...
" Rx. 4,000 " Rx. 5,000	...	...	...	1	...	...	...

Table 8.

*Number of Natives employed under the Government of India, (i.e., in Ajmir, Coorg, Andaman Islands, &c.), in certain selected Departments, classified according to salaries.*

	Land Revenue and Administration.	Assessed Taxes, Stamps, and Registration.	Judicial.	Police.	Education.	Medical.
Below Rx. 25	109	7	46	57	45	11
From Rx. 25 to below Rx. 50	264	3	81	195	17	16
From Rx. 50 " Rx. 100	266	...	33	39	18	21
Total below £100	639	10	160	291	80	48
From Rx. 100 to below Rx. 250	236	...	28	16	4	10
" Rx. 250 " Rx. 500	63	...	5	1	1	2
" Rx. 500 " Rx. 1,000	14	...	1	...	...	...
" Rx. 1,000 " Rx. 2,000	2	...	...	...	...	...
" Rx. 2,000 " Rx. 3,000	2	...	...	...	...	...

Table 9.

*Number of Natives employed in the Central Provinces in certain selected Departments, classified according to salaries.*

		Rate of pay per month.	Annual pay.
		R.	Rx.
ADMINISTRATION AND JUDICIAL.	Extra Assistant Commissioners	3 @ 600	720
		7 500	600
		12 400	480
	Tahsildars	8 300	360
		6 250	300
		7 250	300
		11 200	240
		15 175	210
		17 150	180
		15 100	120
POLICE	Assistant Superintendents, 2nd Grade	5 250	300
		8 200	240
	Inspectors of Police	13 150	180
		21 100	120
EDUCATION	Inspectors of Schools	2 200	240
		3 150	180
		4 125	150
		4 100	120
		5 80	96
	Assistant Surgeons	1 50	72
		4 200	240
		3 150	180
		7 100	120

Table 10.

*Number of Natives employed in Assam in certain selected Departments, classified according to salaries.*

		Rate of pay per month.	Annual pay.
		R.	Rx.
LAND REVENUE, ADMINISTRATION, AND JUDICIAL.	Extra Assistant Commissioners	2 @ 600	720
		5 500	600
		10 400	480
	Sub-Deputy Collectors and Tahsildars	7 300	360
		5 250	300
		2 200	240
		4 175	210
		4 150	180
		4 125	150
		14 100	120
JUDICIAL	Subordinate Judge	1 600	720
		5 400	480
	Munsifs	1 300	360
		2 250	300
		1 200	240
POLICE	Inspectors of Police	2 250	300
		8 200	240
EDUCATION	Deputy Inspector of Schools and Head Masters of Schools.	3 200	240
		2 170	204
	2 150	180	
	2 125	150	
	7 100	120	
	4 75	90	

Table II.

*Number of Natives employed in Bengal in certain selected Departments, classified according to salaries.*

		Rate of pay per month.	Annual pay in
		R	Rx.
<b>I.—EXECUTIVE.</b>			
ADMINISTRATION	292 Deputy Magistrates and Collectors,		
	1st grade	7	800 960
	2nd „	9	700 840
	3rd „	19	600 720
	4th „	39	500 600
	5th „	64	400 480
	6th „	58	300 360
	7th „	46	250 300
	104 Sub-Deputy Magistrates and Collectors and Tahsildars, 1st grade	24	200 240
	2nd „	23	175 210
	3rd „	31	150 180
	4th „	26	100 120
<b>II.—JUDICIAL.</b>			
JUDICIAL	5 Small Cause Court Judges	1	2,500 3,000
		1	1,500 1,800
		1	1,400 1,680
		1	1,300 1,560
		1	1,125 1,350
	Registrar	1	750 900
	49 Subordinate Judges	7	1,000 1,200
		15	800 960
		27	600 720
	235 Munsifs	75	400 480
		70	300 360
		65	250 300
		25	200 240
POLICE	Inspectors of Police	15	250 300
		52	200 240
EDUCATION	Non-graded and Subordinate Service	6	400—500 600
		11	300—400 480
		34	200—300 360
		53	150—200 240
MEDICAL	Assistant Surgeons	3	350 420
		5	300 360
		4	250 300
		20	200 240
		59	150 180
		29	100 120
PUBLIC WORKS	Sub-Engineers	7	400 480
		6	300 360
		13	250 300
	Supervisors	16	200 240
		27	150 180
	Overseers	67	100 120

Table 12.

*Number of Natives employed in the North-Western Provinces in certain selected Departments, classified according to salaries.*

		Rate of pay per month.	Annual pay in	
		R	Rx.	
ADMINISTRATION	Deputy Collectors and Magistrates	3 @	800 960	
		4	700 840	
		8	600 720	
		19	500 600	
		29	400 480	
		26	300 360	
		19	250 300	
		Tahsildars	32	250 300
			44	200 240
			64	175 210
			71	150 180
JUDICIAL	Small Cause Court Judges	2	800 960	
		1	600 720	
	Subordinate Judges	7	800 960	
		3	700 840	
		7	600 720	
		13	500 600	
	Munsifs	27	400 480	
		30	300 360	
		34	200 240	
		POLICE	Inspector of Police	1
	32			200 240
61	150 180			
26	125 150			
75	100 120			
EDUCATION	Non-graded Professors and Inspectors	1	400 480	
		2	375 450	
		1	300 360	
		2	250 300	
		1	220 264	
		4	200 240	
		2	125 150	
		Head Masters of Schools	4	400 480
			2	350 420
			2	300 360
	MEDICAL	Assistant Surgeons	1	250 300
			9	200 240
			4	150 180
1			125 150	
3			100 120	
PUBLIC WORKS DEPARTMENT.	Assistant Surgeons	10	200 240	
		31	150 180	
		24	100 120	
	Sub-Engineers	4	400 480	
		3	300 360	
		8	250 300	
		Supervisors	10	200 240
			17	150 180
		Overseers	22	100 120
			14	80 96
			8	60 72
	Deputy Magistrates (Irrigation)	3	400 480	
		4	300 360	
6		200 240		

Table 13.

*Number of Natives employed in the Punjab in certain selected Department classified according to salaries.*

		Rate of pay per month.		Annual pay in	
		R	Rx.	Rx.	
REVENUE AND ADMINISTRATION.	Extra Assistant Commissioners . . . . .	2 @	800	960	
		2	700	840	
		3	600	720	
		8	500	600	
		24	400	480	
		23	300	360	
		15	250	300	
		Tahsildars . . . . .	21	250	300
			32	200	240
			43	175	210
50	150		180		
JUDICIAL . . . . .	Small Cause Court Judges . . . . .	2	500	600	
		1	400	480	
	Extra Judicial Assistants . . . . .	2	1,000	1,200	
		2	800	960	
		2	700	840	
		3	600	720	
		8	500	600	
	Munsifs . . . . .	13	250	300	
		18	200	240	
		25	175	210	
28		150	180		
POLICE . . . . .	Assistant District Superintendents, 2nd class . . . . .	1	450	540	
		1	400	480	
		2	300	360	
		2	200	240	
EDUCATION . . . . .	Non-graded Officers, Professors, Assistant Inspectors, &c. . . . .	1	400	480	
		2	350	420	
		2	300	360	
		6	250	300	
		3	225	270	
		2	200	240	
		1	150	180	

Table 14.

*Number of Natives employed in Bombay in certain selected Departments, classified according to salaries.*

		Rate of pay per month.	Annual pay in
		R	Rx.
REVENUE AND ADMINISTRATION.	Deputy Collectors	1 @	800 960
		3	700 840
		4	600 720
		15	500 600
		17	400 480
		19	300 360
	Mamlatdars and Mukhtiardars	...	250 300
		...	200 240
		...	175 210
		...	150 180
Head Accountants	...	250 300	
	...	200 240	
	...	175 210	
	...	150 180	
JUDICIAL	Small Cause Courts	1	1,200 1,440
		3	1,000 1,200
		2	800 960
	Subordinate Judges	4	800 960
		4	650 780
		7	500 600
		21	400 480
		25	300 360
		41	200 240
		15	150 180
POLICE	Inspectors of Police	5	250 300
		13	200 240
		8	175 210
		11	150 180
		5	125 150
	6	100 120	
EDUCATION	Head Masters of High Schools, or Deputy Inspectors, &c.	1	700 840
		3	500 600
		1	450 540
		1	410 492
		1	400 480
		3	350 420
		1	325 390
		8	300 360
		9	250 300
		1	225 270
		1	210 252
		16	200 240
		1	180 216
		5	175 210
		8	150 180
1	100 120		
5	75 90		
	Assistant Surgeons, 1st class	12	
	2nd "	13	
	3rd "	17	



Table 15.

*Number of Natives employed in Madras in certain selected Departments, classified according to salaries.*

		Rate of pay per month.	Annual pay in	
		R	Rx.	
REVENUE AND ADMINISTRATION.	Deputy Collectors	1 @ 700	840	
		4 600	720	
		8 500	600	
		17 400	480	
		12 300	360	
		9 250	300	
		Tahsildars	15 250	300
			26 225	270
			42 200	240
			42 175	210
40 150	180			
JUDICIAL	Subordinate Judges	3 800	960	
		5 650	780	
		6 500	600	
	Munsifs	25 400	480	
		25 300	360	
		25 250	300	
		31 200	240	
	EDUCATION	Non-graded Professors, Head Masters	1 1,000	1,200
			1 950	1,140
			1 750	900
1 685			822	
1 600			720	
1 550			660	
1 525			630	
6 500			600	
1 420			504	
2 400			480	
1 380			456	
1 360			432	
1 350			420	
1 310			372	
6 300			360	
2 280			336	
1 250			300	
2 220			264	
3 210			252	
2 200			240	
Deputy Inspectors of Schools			1 300	360
			1 250	300
			2 200	240
	3 175	210		
	8 150	180		
	11 125	150		
	18 100	120		
12 75	90			