

# COLLECTION OF PAPERS

RELATING TO THE

## METHODS OF SELECTION FOR GAZETTED APPOINTMENTS IN THE FINANCIAL DEPARTMENT OF THE GOVERNMENT OF INDIA

AND

DEPARTMENTS SUBORDINATE THERETO.



CALCUTTA:  
BY THE SUPERINTENDENT OF GOVERNMENT PRINTING, INDIA,  
1887.

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## METHODS OF SELECTION FOR GAZETTED APPOINTMENTS IN THE FINANCIAL DEPARTMENT OF THE GOVERNMENT OF INDIA

AND

## DEPARTMENTS SUBORDINATE THERETO.

### I.—FINANCIAL DEPARTMENT.

No. 5126, dated 4th December, 1857.

No. 1.] RESOLUTION—By the Government of India, FINANCIAL DEPARTMENT.

Read the undermentioned papers on the subject of the Finances of India, the revision of Salaries and Establishments, and the formation of a General Department of Account, including the Offices of Audit, Pay and Account, in the several Presidencies as well as the Punjab :—

Financial Despatch from the Honourable the Court of Directors, No. 48 of 1856, dated 17th June.

Despatch from this Government, to the Honourable Court, in reply, No. 173, dated 12th December 1856.

Despatch from the Honourable Court, in reply, No. 62 of 1857, dated 2nd September. Letter to the Accountant-General to the Government of India, No. 4813, dated 14th November 1857.

Letter from the Accountant-General, in reply, No. 1552, dated 25th idem.

RESOLUTION.—The Right Honourable the Governor General in Council remarks that the Honourable Court, in their Despatch of the 17th June, 1856, called the attention of this Government to various important questions connected with the comparative condition of the Indian Finances, past and prospective, the causes of a continued increase of charge, the most suitable means of reducing the expenditure within the income, and the importance of adopting measures for reframing the Offices of Account at the subordinate Presidencies, in order that a succession of Officers conversant with the business of accounts to the higher posts in the Department might be secured and appointments to vacancies regulated accordingly.

2. This Government, in communicating to the Honourable Court the result of its deliberations on the several points adverted to, recommended that, if the attempt that was then being made to introduce the Bengal system of account at the other Presidencies should be successful, the Offices of Account (including the Offices of Sub-Treasurer and Civil Auditor) at all the Presidencies be formed into a separate Department under the Government of India, to which all nominations shall be made by the Governor General in Council, and in which an interchange of the Officers of the several Governments shall be permitted whenever occasion may require, it being observed that the Officers of the Department, under such a system, would obtain fair promotion in the Depart-

ment, and that it would be more likely than any other to ensure a general uniformity in the accounts.

3. The Honourable Court's observations and orders on the above-mentioned communication have now been received.

\* \* \* \* \*

7. The only other question noticed by the Honourable Court, on which the orders of this Government are necessary, is the formation, as suggested by this Government, of a General Department of Account.

8. The plan has been approved of by the Honourable Court, and as the system of Accounts at all the Presidencies has already been ordered to be assimilated, it is to be considered in what manner the changes now sanctioned may best be carried out.

9. The object in view being to secure at all times a succession to the higher Offices of Account (including Treasury Account and Audit) of persons especially trained for the duties and thoroughly conversant with this branch of public business, who shall be qualified to be drafted as occasion may require to the several Presidencies, the Governor General in Council is of opinion that it is necessary that the prospect of remuneration should be somewhat better than in the general line of the service, and that the salaries should be so graduated as to give a fair average of promotion, so as to ensure as far as possible that those entering the Department should continue in it.

10. His Lordship in Council is also of opinion that it is necessary that it should be distinctly understood that covenanted officers who may enter the Department in future, will, as a rule, be expected to remain in it during their whole service; and that it should be ascertained by the Local Governments, in giving effect to these orders, whether the officers now in the Department are willing to remain in it, and that if any officer should not be willing to remain in it, the name of such officer should be reported for the information of the Governor General in Council.

11. The qualifications specially needed in the officers composing a General Department of Account and Finance in India, in addition to the ordinary acquirements of proficiency in book-keeping and the science of account, are the knowledge of Political Economy in its application to this country and a practical acquaintance with the habits of the people and the working of the Revenue systems of the country.

12. Looking upon Mofussil experience and early contact with the people as an essential qualification, under ordinary circumstances, for the successful management of public business in this country, His Lordship in Council resolves that no officer shall be permitted to enter the General Department of Account under five years' standing, when a young officer may be expected to have gained sufficient experience for the purposes of the Department, especially if he has employed his time with the intention of entering it.

13. Junior Civil Servants will be allowed to register their applications for employment in the General Department of Account, after the above-mentioned period of service as vacancies occur, when the applicants will be subjected to an examination in book-keeping, the working of the Revenue system of the Presidency to which they belong, and the management of District Treasuries, and the examination papers, together with reports from the Local Governments on the general aptitude for business of the several candidates, will be forwarded for the consideration of the Governor General in Council, on the understanding that the officer who appears best qualified for the duties of the Department will, as a rule, be selected; but that in cases of equality regard will be had to the number of officers previously taken into the Department from the several Presidencies.

14. When once the Department has been entered, the officers will be expected to remain in it throughout their service. They will be transferred

from Presidency to Presidency at intervals of not less than two years, the convenience of parties being consulted as much as possible, but changes will be so regulated that officers may acquire experience successively of all parts of the country before arriving at the higher grades (amended, *vide* Resolution, dated 26th March 1858, No. 1718).

15. Promotions will be regulated with due regard to seniority and merit, mere seniority not being in any case held to give a title to promotion (amended, *vide* Resolution, dated 26th March 1858, No. 1718).

16. As difficulty may arise in connection with the provision of furloughs and absence on medical certificate, His Lordship in Council thinks the difficulty can best be met by temporary promotions and the admission of young men on probation to succeed to permanent appointments on the occasion of regular vacancies.

17. His Lordship in Council considers that the appointments of Accountant and Civil Auditor in the Punjab, at present held by uncovenanted officers, ought to be placed on a higher footing, and that, as a general rule, they should be held by covenanted officers. He thinks that they are of sufficient importance to require such a change, and that the measure can be effected not only without additional expense, but with a saving to Government and without detriment to the interests of the Department, if the following scale of salaries, graduated with reference to the responsibilities of the several appointments, is adopted; incumbents being allowed to retain the salaries now drawn by them so long as they remain in their present appointments:—

	Present salaries.	Proposed salaries.	
	₹	₹	
Accountant General to the Government of India . . . . .	3,500	3,500	
Ditto ditto Bombay . . . . .	3,333	3,000	
Ditto ditto Madras . . . . .	3,000	3,000	
Sub-Treasurer, Fort William . . . . .	3,000	3,000	
Accountant to the Government of the North-Western Provinces . . . . .	3,000	2,500	
Accountant to the Government of Bengal . . . . .	3,000	2,500	
Civil Auditor for India and Bengal . . . . .	2,500	2,500	
Sub-Treasurer at Madras . . . . .	2,000	2,000	
Ditto Bombay . . . . .	2,500	2,000	
Civil Auditor at Madras draws a consolidated salary of ₹26,000 per annum as Civil Auditor and Superintendent of Stamps . . . . .	2,166	2,000	
Civil Auditor at Bombay . . . . .	2,000	2,000	
Accountant in the Punjab (Uncovenanted) . . . . .	700	1,500	Covenanted.
Civil Auditor in the North-Western Provinces . . . . .	1,500	1,500	
1st Assistant Accountant General to the Government of India . . . . .	1,500	1,500	
Civil Auditor in the Punjab (Uncovenanted) . . . . .	700	1,200	Covenanted.
1st Assistant Accountant General at Madras . . . . .	1,250	1,200	
1st Ditto at Bombay . . . . .	1,250	1,200	
2nd Ditto to the Government of India . . . . .	1,000	1,000	
2nd Ditto at Bombay (Covenanted) . . . . .	850	800	Uncovenanted.
2nd Ditto at Madras ( ditto ) . . . . .	850	800	Do.
3rd Ditto to the Government of India (Uncovenanted) . . . . .	800	800	Do.
Assistant Sub-Treasurer, Fort William (Uncovenanted) . . . . .	700	700	Do.
Assistant Civil Auditor, ditto ( ditto ) . . . . .	700	700	Do.
Ditto at Bombay ( ditto ) . . . . .	700	Abolished	
* 3rd Assistant Accountant General, Madras . . . . .	700	Do.	
* Assistant to Accountant, North-Western Provinces . . . . .	200	Do.	
Total . . . . .	43,399	40,900	
Deduct proposed . . . . .	40,900		
Saving per mensem . . . . .	2,499		

\* *Vide* Financial Resolution, dated 26th March 1858.



18. His Lordship in Council has attached the largest salary to the appointment of Accountant General to the Government of India, because it is by far the most important of the whole. The business in it is heavier and more complex than in any other. The Accountant General has the supervision of all loan transactions; he has a large number of Treasuries and a greater mass of Military Accounts than either of the other Accountants General; and he has, in addition, considerably heavier responsibilities as a member of the Calcutta Mint Committee and a Director of the Bank of Bengal.

19. On somewhat similar grounds His Lordship in Council has assigned a higher scale of pay to the Accountants General at Madras and Bombay than to the Accountants of Bengal and the North-Western Provinces, who have less to do with loan transactions than the Accountants General at Madras and Bombay, and have no concern with Military Accounts or with Mint and Bank arrangements.

20. For the Sub-Treasurer at Calcutta, His Lordship in Council has fixed Rs3,000 a month with reference to the enormous amount of his receipts and disbursements and the heavy pecuniary responsibilities that are in consequence thrown upon him.

21. For the rest he believes that the salaries proposed are in fair proportion to the work and responsibilities of the several appointments; but on this point His Lordship in Council will be able to form a better opinion after reference to Mr. Ricketts, whose enquiries into the work of the Department must by this time have been completed, and from whom an opinion will be obtained as to the salaries to be allotted to the several appointments with reference specially to the objects the Honourable Court have in view in sanctioning the formation of a General Department of Account and the impossibility of securing the services of fitting men, unless some more than ordinary inducement to enter the Department is held out to them in the way of salary.

22. His Lordship in Council does not consider it desirable that the salary of any appointment in the General Department of Account, to be held by a covenanted officer, should be less than Rs1,000 a month, because the services of a qualified Civilian cannot be expected to be secured for less, and because he believes that the duties of the 2nd Assistants to the Accountants General at Madras and Bombay may very well be entrusted to uncovenanted servants. It is important that the 2nd Assistant to the Accountant General to the Government of India should be a covenanted officer, in order to give such an officer entering the Department a knowledge of the system under which the loan transactions of the Government are conducted.

23. His Lordship in Council desires that the transfer of the uncovenanted officers in the General Department of Account, from one Presidency to another, be regulated on the same sort of principle as is above provided for covenanted officers.

ORDER.—Ordered, that a copy of the above Resolution be forwarded, with a separate letter, to the Honourable Court for information and approval.

Ordered also, that a copy of paragraphs 1, 2, and 8 to 23 of the Resolution be forwarded to the Departments,\*

\* Foreign, Home, Military, Public Works.  
 † Bombay, Madras, Bengal, North-Western Provinces, Central Provinces, Straits Settlements.  
 ‡ Chief Commissioner, Punjab; Accountant General to the Government of India; Sub-Treasurer, Fort William; Civil Auditor, Fort William.

Governments† and Officers‡ noted in the margin for information and guidance, with an intimation that the above arrangements will take effect from the 1st

May 1858, and that modifications as to salaries, if necessary, will be communicated hereafter.

Ordered further, that a copy of paragraphs 1 to 5 and 7 to 23 of the Resolution be forwarded to the Commissioner for the revision of Civil salaries and

establishments throughout India, with a request that his enquiry, referred to in paragraph 5, may be extended in the manner indicated by the Honourable Court, and that his report may be expedited as much as possible, and, further, that the opinion required in paragraph 21 may be furnished without avoidable delay.

No. 14, dated 26th March, 1858.

No. 2.] NOTIFICATION—By the Government of India, FINANCIAL DEPARTMENT.

The following Extract from a Resolution passed by the Hon'ble the President in Council, No. 1681, dated the 26th March, 1858, is published for general information :—

“*Paragraph 5.*—In regard to the manner in which applications from Junior Civil Servants for employment in the General Department, of Accounts shall be made, His Honour in Council directs that such applications be made to the Local Governments, and that the Local Governments, until rules are issued in respect to the competitive examination, shall, in forwarding the applications to this Government, be required to state the appointments that have been held by the applicants, and the manner in which their duties have been performed.”

No. 84, dated 13th May, 1862.

No. 3.] RESOLUTION—By the Government of India, FINANCIAL DEPARTMENT.

Read again—

Financial Resolution, No. 5126, dated the 4th December, 1857, as published in the Notification, No. 13, of the 26th March, 1858.

Read also—

Financial Resolution, No. 8718, dated the 4th July, 1861.

RESOLUTION.—His Excellency the Governor General in Council observes that the object of the first of these Resolutions was to put an end to the practice, which had caused so much confusion and uncertainty in Indian Accounts and Estimates, of appointing Officers from the Civil Service indiscriminately to Offices of Account without previous training, and constantly changing them as their advance in the service entitled them to promotion.

The avowed object was to adopt measures for reframing the Offices of Account in the different Presidencies, so that “a succession of Officers, conversant with the business of Accounts, to the higher posts in the Department might be secured, and appointments to vacancies regulated accordingly.”

In like manner the object of the Resolution of the 4th July, 1861, was to regulate the constitution of the Financial Department of the Government of India, so that it might be in a position to perform duties which are described in the Resolution as “exactly similar to those performed by the Treasury in England.”

The new system of Audit and Account and of Budget Estimates, which has been introduced, makes it more than ever important that the objects contemplated by these Resolutions should be thoroughly carried out.

The foundation of this system is, that estimates of all expenditure should be framed and revised with such care as to enable the Government of India to hold all Local Governments, Departments, and Officers who spend public money, responsible for their observance; that accounts of all receipts and expenditure should be kept on an uniform system, so accurately and promptly as to enable the Government at any moment to know its real position and to check unauthorized outlay; and, finally, that the Financial Department Proper or Treasury should exercise a constant central supervision and control over all estimates and expenditure, the more necessary in India as the spending departments are not, as in England, subjected to the check of passing their estimates annually through the House of Commons.

Great reforms have already been effected in this direction, and no blame can be attached to the officers who have zealously co-operated in the arduous task of introducing a new system amidst the pressure of daily work and of financial difficulties.

At the same time, it is apparent that the object has not yet been attained of organizing a self-supporting machinery, which, as in England, can be depended upon to conduct the ordinary business of Financial Administration, without extraordinary efforts or constant risk of failure.

In the Financial Department Proper, which corresponds to the English Treasury, there are two situations only below the Financial Secretary, at salaries which admit of their being held by Europeans, while in the English Treasury there are below the Secretary a permanent Assistant Secretary, and five Divisions, each presided over by a "Principal Clerk," who is invariably a gentleman of great ability and experience, with a staff of four or five established Clerks under him, recruited commonly from gentlemen of University education, liberally paid, and rising according to merit and seniority to the higher posts.

It is not too much to say that there are in the English Treasury, and the principal departments connected with it, seldom less than five or six officers, who have been conversant with the details of every Budget for the last twenty years, and who would be perfectly competent to frame a very respectable Budget themselves, if suddenly called upon.

The result is a machinery which works with very little risk of disturbance from political changes in high offices, and which it is the more important to introduce in India, as the effect of climate and other causes makes frequent changes in the higher offices inevitable.

As regards the Department of Account, it is equally clear that, until a recent period, returns and estimates of Indian Finance have been notoriously untrustworthy.

The Parliamentary Returns of "Actual Expenditure" for the year 1859-60, while correct as to the actual entries in the books, were calculated to mislead to an extent of several millions in any attempt to form a judgment as to what had been the established expenditure proper to the year 1859-60, and whether that of 1860-61 showed any material decrease in comparison with it.

Again, the figures which have been accepted until very recently as showing the probable revenue and expenditure of the financial year 1860-61, corrected up to the close of the year, prove, on the completion of the "Actual" Returns for the year, to have understated the Revenue by £3,500,000, and the expenditure by nearly £1,500,000, thus misleading the Government as to its actual position to an extent of not less than £2,000,000, or more than the whole annual produce of the Income Tax.

Mistakes of this magnitude are now, it is believed, impossible, and the exertions of the Accountant and Auditor General are bringing us to a point where we may hope to have reliable returns of actual receipts and expenditure under each principal head of the Budget within two months at latest after the close of each month. But the maintenance even of present results is endangered by the increasing difficulty of obtaining officers of the "Covenanted Service," who are willing to abandon the regular line of service for the Financial Department, and of retaining those we have, without such frequent changes as necessarily greatly impair the efficiency of their offices.

An Office of Account is one which peculiarly requires a fixed head who thoroughly understands his work, and knows the character and capabilities of those who work under him.

Of twenty Officers now holding the principal Offices of Account and Audit, no less than fourteen are acting away from their own proper posts in temporary appointments. Under such circumstances it is creditable to them that they have been able to effect improvements at all, and it would be unreasonable to impute blame to individuals because they have not at once succeeded in obtaining the efficiency of the English system which has been the growth of centuries.

At the same time, it is evident that such efficiency can never be expected under a system which confines all the higher posts to men who have had no previous training, and necessitates constant changes of office to meet legitimate claims to advance of salary; while it is equally clear that it is not, and rarely can be, worth the while of a Covenanted Officer to attach himself to the Departments of Finance and Account unless he can commence by holding a high post, and be almost certain of changing to other posts still higher after a comparatively short period.

It is absolutely necessary, therefore, in framing any plan for the future organization of the Financial Department to proceed on the principle that all distinction between "Covenanted" and "Uncovenanted" Services must be set aside, except for a few of the very highest offices as that of Financial Secretary, and that the salaries and constitution of the Department must be regulated with a sole view to efficiency without distinction of service, profession, race or religion.

This change will, however, come very gradually, as it is not proposed to interfere with the salaries of appointments actually held by Covenanted Officers, or with existing prospects of promotion of such officers, where fit for it, except so far as these may be affected by the abolition of three Sub-Treasurerships which, under the arrangement with the Presidency Banks, have become superfluous and would have been abolished at any rate. And as it will take some years before a sufficient body of qualified Assistants can be trained up under the proposed new organization, the succession to the highest post (more especially those of Deputy Auditor and Accountant General, which it is for many reasons important to fill by Officers of weight and standing as well as of ability and experience), will for a long time continue necessarily to be held by the Covenanted Officers now attached to the Department.

If, however, any officer should consider that his fair prospects of promotion on the faith of which he joined the Department are interfered with by the abolition of the Sub-Treasurerships or otherwise, he will be allowed to re-join the general service at the first moment when he can be allowed to leave his post without positive inconvenience to the public service, and, in the meantime, if any Officer should be obliged for the service of the State to remain for a time in the Financial line when he would have wished to return at once to the General Service, the Government will be quite prepared to deal with each case separately in a liberal spirit.

In the meantime, although the change of system must be gradual and in some measure prospective, His Excellency the Governor General in Council thinks it desirable that the occasion of a change in the Financial Secretaryship, from which Mr. Lushington has retired after so many years of arduous and meritorious service, should not be lost, in order to announce clearly to the Officers of the Department and to the public the scheme for the future organization of Financial Administration which has been decided upon by His Excellency the Governor General in Council after mature consideration.

The Financial Department, including the Departments of Account and Audit, will constitute one Department, at the head of which will be the Financial Secretary.

The Military Finance Department, having special duties of professional as well as a Financial character, will remain, as at present, an independent Department, subject neither exclusively to the Financial or Military Departments, but corresponding with the Government through either, according as the subject is Financial or Military.

The Head of the Military Finance Department will submit Estimates and make his official communications on all subjects relating to Finance or requiring orders in the Financial Department through the Financial Secretary, so that the latter will be cognizant of what takes place, and able to remark upon it as far as it may affect Finance generally, though he will not be responsible for, or expected to interfere with, matters involving Military considerations, or affecting the sole and undivided responsibility of the Head of the Military Finance Department to the Supreme Government for all matters of Military Finance.

The division of Financial business into Departments begins below the Financial Secretary.

The Auditor and Accountant General of the Government of India is the Head of the important Departments of Account and Audit charged with the important duty of bringing the accounts of the Empire together, and, as a general rule, the Government will look to him as responsible for the correct performance of what may be called the mechanical duties of Account and Audit, as distinguished from Administrative matters which come within the province of the Financial Secretary.

This, it is believed, will not involve any change in existing practice.

The Accountant and Auditor General will continue, as at present, to sit with the Head of the Military Finance Department as an "Audit Board," for the purpose of considering questions where Civil and Military Finance are intermixed, of consulting each other on doubtful questions, and of preserving, as far as possible, uniformity of accounts and system.

In case of difference of opinion between the two members, the matter will thus be brought directly before the Government for its decision.

The duties and responsibilities of the Superior Officers being thus defined, it remains to settle the position of the various grades of *employés*.

These will, as at present, consist of two main divisions, *viz.* :—

- 1st.—Clerks doing the routine and mechanical work ;
- 2nd.—Assistants either doing, or in training for doing, the more important and responsible work.

No immediate change is proposed as regards the first division of Clerks. As regards the higher division of the Service corresponding to the "established Clerks" of the Treasury and other English Public Offices, the general denomination would be applied of "Assistants (according to their respective classes) in the Financial Department," in addition to the special denomination of any office they might happen to fill.

They will form one service, divided into four classes, *viz.* :—

Class I.—Salary R1,500 a month, rising by R100 a month after each year of service in the class to a maximum of R2,000 a month ; some extra personal allowance being admissible where the Deputy Auditor and Accountant General at Madras or Bombay is required to fulfil the additional duty of acting as the sole or Senior Government Director of the Presidency Bank, consisting of—

Deputy Auditors and Accountants General of the three Presidencies and the North-West.

First Assistant Secretary, Financial Department.

Class II.—Salary R1,000 a month, rising to R1,500, by an increase of R75 a month each year after two years of service in the Class, consisting of—

Civil Pay Masters of the three Presidencies.

Deputy Auditors and Accountants General, Punjab, and smaller Governments.

First Assistant to the Accountant and Auditor General of India.

Second Assistant Secretary of the Financial Department.

Class III.—R700 a month, rising to R1,000, by R50 a month each year after three years' service in the Class, consisting of—

Civil Pay Masters at other places.

First Assistants to Deputy Auditors and Accountants General.

Second Assistant to the Accountant and Auditor General of India.

Third Assistant Secretary, Financial Department.

First Assistant to the Principal Assistant Secretaries, Financial Department.

And any other Officers fairly on a par with these.

Class IV.—Salary R400 a month, rising to R700 by an increase of R30 a month each year after three years' service, consisting of—

Junior grades in the Central Office at Calcutta, and Chief Assistants in the Principal Local Offices.

As a rule, every one should serve for a certain time in this class in the Central Office at Calcutta, so as to be instructed in the system of Accounts and Budget Estimates.

In addition to these established Classes there will be a Class of Apprentices or Probationers, at salaries not exceeding R250 a month, consisting of youths, who will be taken on trial, and from the established Classes will be principally recruited as vacancies occur.

It will be distinctly understood that the Government always retains the power of selecting men of higher standing and experience and placing them at once in any of the higher classes where the public service requires it. One placed in any Class, they will rise as if they had entered the Service from the bottom; but, as a general rule, after an adequate supply of young men has been trained up in the Lower Grades, promotion will take place among them according to merit and seniority.

In order to secure due consideration to personal claims and to the good of the public service, the following rule, which prevails with great advantage in the English Treasury, will be adopted in regard to all vacancies and appointments, *viz.* :—

The Financial Secretary shall confer with the Accountant and Auditor General; and if, after duly considering the report of the officer at the head of the Department in which the vacancy occurs, they agree on a recommendation, the Financial Secretary shall report it to the Governor General in Council; but if they disagree, each shall report his opinion separately in writing to the Governor General in Council.

The rise of salary in each Class after the specified period of service will take place without any change of office or any special report in the absence of positive demerit, but promotion from one Class to another will depend entirely on efficiency. The Covenanted Officers now in the service, who retain their present offices and prospects of promotion without change, except as already stated, need not be classed as above described, unless they desire it.

As regards the expense of the new organization, it appears that the following is the present cost of officers in the Financial Department (exclusive of

the Financial Secretary and Accountant and Auditor General of India) with salaries of R700 a month or upwards :—

Appointment.	Salary Rupees a month.
<i>Covenanted.</i>	
Sub-Treasurer, Calcutta . . . . .	3,000
Deputy Auditor and Accountant General, Bombay . . . . .	3,000
Ditto ditto Madras . . . . .	3,000
Ditto ditto Bengal . . . . .	2,500
Ditto ditto North-West . . . . .	2,500
Civil Pay Master, Calcutta . . . . .	2,500
Ditto Madras . . . . .	2,000
Ditto Bombay . . . . .	2,000
Sub-Treasurer, Madras . . . . .	2,000
Ditto Bombay . . . . .	2,000
Deputy Auditor and Accountant General, Punjab . . . . .	1,500
Civil Pay Master, North-West . . . . .	1,500
First Assistant to Accountant General of India . . . . .	1,500
Ditto ditto of Bombay . . . . .	1,200
Ditto ditto of Madras . . . . .	1,200
Civil Pay Master, Punjab . . . . .	1,200
Under-Secretary, Financial Department . . . . .	1,250
<i>Uncovenanted.</i>	
First Assistant Secretary, Financial Department . . . . .	1,000
Second Assistant to Accountant General of India . . . . .	1,000
Assistant to Sub-Treasurer . . . . .	700
Ditto Accountant General, Bombay . . . . .	800
Ditto ditto, Madras . . . . .	800
Third Assistant to Accountant General of India . . . . .	800
Fourth Ditto ditto . . . . .	700
Second Assistant Secretary, Financial Department . . . . .	700
Deputy Auditor and Accountant General, Hyderabad . . . . .	700
Ditto ditto, Central Provinces . . . . .	700
Assistant Civil Pay Master, Calcutta . . . . .	700
Total of Covenanted and Uncovenanted . . . . .	42,450

making the total cost £50,840 a year.

Under the new organization when fully carried out, the corresponding Establishment will be composed nearly as follows :—

	Minimum.	Maximum.
<i>Class I.</i>		
5 Officers at £1,800 to £2,400 a year . . . . .	9,000	12,000
<i>Class II.</i>		
8 Officers at £1,200 to £1,800 . . . . .	9,600	14,400
<i>Class III.</i>		
19 Officers at £840 to £1,200 . . . . .	15,960	22,800
TOTAL . . . . .	34,560	49,200
AVERAGE . . . . .	. . . . .	41,880

Some of the expense of the present Establishment would have been saved at any rate by the abolition of the Sub-Treasurerships under the arrangements with the Banks, but on the other hand some increase of strength in the Central Department was indispensable if the existing system had been retained, so that on the whole it may be safely said that the new scheme will not be attended with any material increase of expense, while it provides for seven more officers than at present, in the Central Department, where additional strength is so much needed, at salaries sufficient to secure the services of men of talent and experi-

ence, and holds out a career sufficiently certain and attractive to induce a succession of young men of good character and abilities to devote themselves to the exclusive study of Accounts and Financial Administration.

Experience has suggested some further changes in the constitution of the Financial Department, as laid down by the Resolution of the 4th July, 1861, which may be conveniently made in connection with the above scheme.

The office of Under-Secretary cannot with advantage be made a wheel in the administrative machinery, so that papers which are sent through the Assistant Secretaries to the Financial Secretary, and from him to the Financial Member of Council, should also be read and minuted upon by the Under-Secretary.

No young man, however able, can be expected to deal with Financial subjects without long preparation, and attempt to do so would only waste time and divide responsibility.

But there is abundance of work for an intelligent young man as personal Assistant to the Financial Secretary, and the office of Under-Secretary is retained on this footing, though not as one of the regular Establishment.

The Resolution of 4th July 1861 states that "the most important appointment in the Financial Department is that of Assistant Secretary in the Account Department." Experience fully confirms this, and shows that there is no officer in the whole range of the department, except the Financial Secretary, upon whose accuracy, zeal, and intelligence the Government must so constantly rely in the most important Financial matters. Accordingly, the office is placed in the First Class of the new organization, and the present holder of it, Mr. T. Peachey, is confirmed in the appointment.

A large class of important business remains in the Financial Department, which is not provided for either in the Account or General Departments as constituted by the Resolution of 4th July, 1861.

The existence of the Civil Finance and Police Commissions has hitherto given the Financial Department a ready means of revising estimates and checking expenditure in the different Civil Branches. But those Commissions have come to an end, and it is very important that the Financial Department should possess, within its own walls, a department whose special duty it is to watch Civil expenditure, and criticise, by the aid of uninterrupted tradition and official experience, all proposals involving expense, which may be submitted either with the Budget Estimates or in the course of the year.

Accordingly, a "Civil Finance Department" is constituted with an Assistant Secretary of the Second Class at its head, as an addition to the Account and General Departments, and Mr. R. H. Hollingbery, whose services in the Civil Finance Commission peculiarly qualify him for such an office, is appointed to fill it. This will not in any way interfere with the principle of the rule laid down in 1843, that all applications from Local Governments for increased expenditure shall be considered first in the Department of the Supreme Government to which the business of the Department in which the increase is proposed, belongs. Any proposal, for instance, for increased expenditure in Police will continue to come to the Financial Department through the Home Department, with the opinion of that Department, on the proposal, though the Financial Department will still require an establishment to enable it to apply its own revision to the proposal so made.

In some cases, as in passing the Annual Budget, time may not always admit of a previous reference from the Financial to other Departments, but in this case sanction may be given to the estimate provisionally, subject to consideration of the details by the proper Department, or such other special rule made as may be required to meet the special case.



The apportionment of other important business of the Financial Department hitherto but partially provided for, as supervision of the Revenue preparation of Financial and Commercial Statistics, and supervision of the Currency, will be made between the different Assistant Secretaries as experience may suggest, and competent Assistants to the Chief Assistant Secretaries will be appointed as fit men can be found or trained up from lower grades.

ORDERED, that the above Resolution be published in the *Calcutta Gazette* for general information, and that a copy be forwarded to the Right Hon'ble the Secretary of State for information.

FORWARDED to the Right Hon'ble the Secretary of State for India, in Financial Letter, No. 66a of 1862, dated the 13th May.

No. 1205, dated Simla, 5th July, 1865.

No. 4.] RESOLUTION—By the Government of India, FINANCIAL DEPT.

Read again—

Financial Resolution No. 2189, dated 20th April, 1865, directing the introduction, into the Civil Department, of a system of Audit and Account on the model of the English system.

The Governor General in Council observes that the amalgamation of the Offices of the Deputy Auditor and Accountant General and the Civil Pay Master was approved in paragraph 31\* of the Resolution dated 20th April 1865.

2. As a first step the Office Establishments of those functionaries will be amalgamated as they stand, reductions being effected immediately of such clerks and servants, as in the opinion of the Deputy Auditor and Accountant General may have become palpably superfluous,—the general revision of the Office being deferred till there shall have been sufficient experience of the requirements of the new system. Such further modifications, however, as may be absolutely necessary, may be made provisionally by the Deputy Auditor and Accountant General, with a careful regard to the saving which ought ultimately to accrue from the amalgamation of the two Office Establishments, and subject to immediate report to the Government of India.

3. The arrangements which may be made for a proper post-audit and for reports to the Local Governments, on claims to pension and on applications for leave, &c., can also in many cases be adapted so as to admit of the pre-examination of claims payable at Stations where there are Accountants General, on the plan recommended by the English Commissioners of Inquiry into Indian Accounts.

4. At Calcutta, Madras, and Bombay, respectively, an Examiner of Claims has, however, been specially allowed; but until further experience of the new system, a similar appointment will not be allowed for any other Province or Administration. When the several Examiners are not employed on the work appertaining more immediately to their appointments, their services will be available for such other additional duties as may be assigned to them by the Accountant General.

5. In paragraphs 386—7 of the Report on Civil Accounts, the Commissioners urged the necessity for providing an efficient Deputy to each Deputy Auditor and Accountant General, if the present defective control over Treasuries, and over the internal working of the local Account Offices, is to be remedied. The expediency of utilizing for this object the Officers now serving

\* "On these grounds, and having regard to the imperative necessity of obtaining prompt accounts based upon audited charges, and to the preponderance of opinion and argument in favor of abolishing pre-audit, and amalgamating the establishments of the Deputy Auditor and Accountant General, and the Civil Pay Master, it has been determined to give effect to those measures as soon as the necessary arrangements can be made."

as Civil Pay Masters was suggested by the Commissioners. The Governor General in Council approves of the recommendation, and is pleased to decide accordingly that, for the Presidencies of Madras and Bombay, and for Bengal, the North-Western Provinces, and the Punjab, there shall be allowed, without any increase of emoluments, an Accountant General and a Deputy Accountant General, in place of the present Deputy Auditor and Accountant General and Civil Pay Master. In the North-Western Provinces and the Punjab, the duties which in Calcutta, Madras, and Bombay are allotted to Examiners of Claims, will be performed by the Deputy Auditor and Accountant General, in addition to any other which may be assigned to him by the Accountant General.

6. An Accountant General without a Deputy will be retained, within the present scale of charge, for British Burma; and the existing provision of a Deputy Accountant General for Hyderabad and the Assigned Districts, and for the Central Provinces, will continue.

7. Considerable embarrassment has been experienced in the posting of the Officers of Account to Presidencies and Provinces from the circumstance that, whereas they are on a general list for employment in any part of India, the position of an Accountant General or Deputy Accountant General in the classified list of the Department is dependent in many cases on the locality in which he serves. This inconsistency will now be removed by making salaries personal and not local.

8. By the Financial Resolutions, No. 84, dated 13th May 1862, and No. 69, dated 29th August 1862, the Officers in the Financial Department below the Financial Secretary, and in the Civil Departments of Audit and Account, were formed into classes in a Department under the Government of India, with the same scale of pay in each class for Covenanted Officers appointed to the Department after 13th May 1862, and for Uncovenanted Officers. No alteration in this arrangement will be made.

9. For the Covenanted Officers, who were in the Department on 13th May 1862, certain higher salaries were retained in the first three classes, in order to preserve to them the prospects, on the faith of which they entered the Department.

10. In this way, and from the effects of certain minor modifications of a later date, the sanctioned scale of charge for Officers in the Departments of Account and Audit, as originally constituted by the Resolution of 13th May 1862, is as follows, *viz.* :—

*Class I.—5 Officers.*

Ordinary salary in the Class, R1,500 monthly,—rising by R100 a month after each year of service in the Class, to a maximum of R2,000 monthly.

Exceptional.—Of the five ordinary salaries in the Class, four are in abeyance by the payment of the following in lieu, *viz.* :—

2 on R3,000 monthly.

2 on R2,500 ditto.

These are held by Covenanted Officers already in the Class, and they will be retained for other Covenanted Officers who were in the Department on 13th May 1862, and who may succeed to any one of these four exceptional salaries.

*Class II.—7 Officers.*

Ordinary salary, R1,000 a month,—rising to R1,500 monthly, by an increase of R75 a month after each year of service in the Class.

Exceptional.—Of the seven ordinary salaries, five are in abeyance by the payment of the following in lieu, *viz.* :—

- 1 on R2,500 monthly.
- 2 on R2,000 ditto.
- 2 on R1,500 ditto.

These are held by Covenanted Officers already in the Class, and they will be retained for their benefit and for that of the only Covenanted Officer in the III Class who entered the Department before 13th May 1862, and who severally may succeed to any of these five exceptional salaries.

*Class III.—5 Officers.*

Ordinary salary, R800 a month,—rising by an annual increase of R50 a month, after each year of service in the Class, to a maximum of R1,000 a month.

Exceptional.—Of the 5 ordinary salaries, one has been in abeyance hitherto by the payment in lieu of a salary of R1,425, rising from 1st May 1865 to R1,500 monthly. This will now be in abeyance by the temporary promotion of the Covenanted Officer who held it to a higher class.

*Class IV.—11 Officers.*

Ordinary salary, R600 a month,—rising to R800 by an increase of R50 monthly, after each year's service in the Class.

*Class V.—24 Officers.*

Salary, R400 a month,—rising to R600 by an increase of R50 a month, after each year's service in the Class.

11. His Excellency in Council is pleased further to rule that the posting of an Officer to any Province will not confer a title to any higher salary than that of the Class from which the Officer is taken, unless the appointment is accompanied by promotion to a higher Class, or by a nomination to act in a higher Class.

12. With regard to the undermentioned appointments wherever they exist, the designations of the Local Officers of Account and Audit will be hereafter as follow :—

- (1) Accountant General of the Local Government or Administration.
- (2) Deputy Accountant General.
- (3) First Assistant to Accountant General.
- (4) Second Assistant to Accountant General.
- (5) Examiner of Claims.

13. All other Officers, whether belonging to the late Civil Pay Master's Offices, or the Offices of the Deputy Auditor and Accountant General, will be entered as Assistants in the Offices of the Accountant General, to which they are attached. They will be borne in the proper order of precedence or seniority on the classified list, if belonging to that list, or on the rolls of the establishment of which they form a part.

No. 3116, dated 18th December, 1871.

No. 5.] RESOLUTION—By the Government of India, FINANCIAL DEPARTMENT.

Read the following Resolutions :—

- No. 5126, dated 4th December 1857.
- „ 84, „ 13th May 1862.
- „ 6 G., „ 29th August 1862.
- „ 1205, „ 5th July 1865.
- „ 1705, „ 9th „ 1869.

RESOLUTION.—The Governor General in Council is pleased to resolve that,

in future, appointments to the Sixth Class of the Financial Department shall be made as follows:—

2. Candidates for admission to the Department will be selected, from time to time, according to the requirements of the service, three being named for each expected vacancy.

3. The age of a candidate, when examined, must not exceed 25 years, and he must produce a certificate by a Government Medical Officer of physical fitness for service in the plains of India.

4. The nominated candidates will be examined in the subjects described in the first schedule attached to this Resolution, and (subject to the conditions detailed below) the candidate who obtains the highest marks will be appointed to the first vacancy in the Sixth Class of the Department, the candidate who obtains the second place to the second vacancy, if there be more than one vacancy to be filled, and so on. No candidate will be admitted to the Department who does not obtain half marks in each subject, or who obtains less than 700 marks in all.

5. A candidate will not be allowed to compete at the entrance examination more than twice.

6. The examination will be by written questions and answers. The questions will be prepared in such manner as the Governor General in Council may, from time to time, direct.

7. The candidates may be examined at any place where arrangements can be made to secure the integrity of the examination.

8. The Governor General in Council is further pleased to decide that the officers in the Fifth and Sixth Classes of the Department shall, in future, be examined half-yearly (on the Mondays next after the 10th May and 10th November, and following days) in the subjects detailed in schedules II and III annexed to this Resolution. These examinations will be styled the Lower and Higher Departmental Examinations respectively.

9. An officer who obtains at any departmental examination half marks in each subject, and not less than 800 marks in the aggregate, shall be held to have passed the examination. Officers are, however, permitted to pass each of the departmental examinations in two instalments, if they notify their intention beforehand, and specify the subjects in which they are prepared for examination. In such case an officer to pass must obtain at least half marks in each subject in which he is examined, and two-thirds of the aggregate marks obtainable in those subjects.

10. Officers who do not pass the Lower Departmental Examination at the fourth or some earlier examination, and the Higher Departmental Examination at the eighth or some earlier examination, after they join the Department, will, without further orders, cease to belong to the Department from the date on which the result of the examination is declared. Provided that if, before the said fourth or eighth examination (as the case may be), an officer have obtained leave of absence on medical certificate for more than three months, he shall be allowed to remain in the service for six months longer, in order to present himself at one more examination.

11. Upon passing each departmental examination, the pay of officers of the Sixth Class will be increased, from the date on which the examination ends, by R50 a month; so that the pay of an officer of the Sixth Class who has passed the Lower Examination will be R250, and that of an officer of the Sixth Class who has passed the Higher Departmental Examination R300 a month.

12. An officer will not be promoted substantively to the Fifth Class until he has passed the Lower Departmental Examination, nor will an officer be promoted substantively to the Fourth Class until he has passed the Higher Departmental Examination.

13. Officiating appointments to the Fourth and Fifth Classes will be made

after consideration of the order in which officers have passed the departmental examinations.

14. The departmental examinations will be conducted at the local Account offices, in the presence of the Accountant General, and under the direction of the Comptroller General and Deputy Comptroller General, who will decide upon the marks to be awarded to each examinee. If these officers differ as to the marks to be assigned to any answer, the Secretary to the Government of India in the Financial Department will decide finally between them.

The first examination will be on Monday, the 15th May 1872.

15. The rules for conducting all the examinations will be as follows :—

- (1) The examination papers will be sent in a sealed packet, not to be opened till the examination begins, each cover containing a sealed envelope with the candidate's name outside, and an index number inside, which is to be made over to him by the officer presiding at the examination and opened by himself. This index number is to be entered by the candidate on each of his papers, *instead of his name, which is nowhere to appear on the proceedings.*
- (2) The several papers should be given out singly, and the time and date of giving out each is to be mentioned in the presiding officer's report. The exercises are to be worked out by the candidate in presence of the presiding officer.
- (3) The *questions* need not be written out by the candidate, but only the answers and solutions *in full*, with the number of the question prefixed. The answers may be first worked out on waste paper. The neatness of the candidate's papers will be taken into consideration in assigning values to his work. The paper should be of foolscap size, with the candidate's index number and the date and the title of each subject at the head of the paper. No second copying should be allowed. The solutions as first written fair are to be transmitted to the Comptroller General without alteration or correction immediately after the close of the examination. The questions must be returned.
- (4) The time occupied by the candidate in answering each set of questions is to be stated on the back of his paper of solutions. When the time allowed for a paper is exceeded, a rateable deduction will be made on this account from the marks gained by the candidate.
- (5) The presiding officer must certify that the above rules have been strictly followed by signing the certificate below, and specify any accidental or unavoidable deviations :—

“Certified that the examination of the candidates whose index numbers are \_\_\_\_\_, has been conducted strictly according to the rules contained in the Resolution of the Financial Department, No. 3116, dated the 18th December 1871, as below :—

“*Date of examination papers being received*

“*Date of examination being commenced*

SUBJECT.	BEGUN.		ENDED.	
	Day.	Hour.	Day.	Hour.

(Signed)

*Conducting the Examination.*”

18. In order to avoid misapprehension, the Governor General in Council declares that nothing in this Resolution is to be understood as limiting the powers which the Government has throughout expressly retained, of appointing gentlemen not in the Department to any office in any class of the Department whenever the interests of the public service require it.

19. The Government will always appoint an officer belonging to the Department to a vacancy, if there is such an officer of sufficient standing and experience and qualified for the office in every respect. But it must be emphatically understood that the officers in the Classified List have no monopoly of the departmental service other than that which the opportunities of their position, diligently improved, may secure to them.

20. The first consideration, when a vacancy occurs in the Department, will always be the efficiency of the public service; and no claim on the part of the officers of the Department will ever be allowed to stand in the way of the enlistment, in the higher offices of the Department, of officers of the Covenanted Civil Service, or even of gentlemen not in the service of the Government at all, whenever it is thought that the public interests require, or will be promoted by such enlistment.

ORDERED, that the foregoing Resolution be published in the *Gazette of India*, and communicated to the Comptroller General, the Accountants General, and the Deputy Accountants General in independent charge.

SCHEDULE I.

EXAMINATION FOR ADMISSION TO THE FINANCIAL DEPARTMENT.

*Subjects for Examination.*

	MARKS.
Writing and Composition. Impromptu essay upon some given subject . . . . .	150
Arithmetic, including Compound Proportion, Simple Interest, and Vulgar and Decimal Fractions . . . . .	300
Latin, Greek, Sanscrit, French, German or Persian . . . . .	200
English History and Literature, and Indian History (Elementary)	200
Geography, Asia (especially India) and Europe . . . . .	150
	1,000

SCHEDULE II.

LOWER DEPARTMENTAL EXAMINATION.

*Subjects for Examination.*

	MARKS.
Composition. A Précis of papers not seen before . . . . .	150
Arithmetic, and Algebra to Quadratic Equations, inclusive	250
Book-keeping . . . . .	200
Political Economy, Fawcett* . . . . .	200
Indian Financial Statements† . . . . .	200
Financial Department Codes † . . . . .	200
	1,200

\* Other text-books will be named from time to time.  
 † Access to the books will be allowed to the examinees.

## SCHEDULE III.

## HIGHER DEPARTMENTAL EXAMINATION.

*Subjects for Examination.*

	MARKS.
A Précis and a draft . . . . .	150
Annuities and Compound Interest, and the use of logarithms of numbers † . . . . .	100
Book-keeping . . . . .	150
Political Economy (Mill) ; * Indian Polity (Chesney) * . . . . .	200
Indian Financial Statements and Annual Statements of Secretary of State for India (as collected by Financial Department) . . . . .	200
Departmental Codes and Circulars, including Comptroller General's Circulars † . . . . .	200
Revenue System of India, and the Statute Law bearing upon Revenue and Taxation † . . . . .	200
	1,200

\* Other text-books will be named from time to time.

† Access to the books will be allowed to the examinees.

Dated 14th November, 1874.

No. 6. ] From—E. GAY, Esq., Deputy Comptroller General, Offg. Accountant General, Bengal,  
To—The Secretary to the Government of India, FINANCIAL DEPT.

An officer has recently been admitted to the Financial Department, and has been permitted to look to succeed to the seven exceptional salaries now enjoyed by Covenanted Officers who entered the Department before 1862.

2. The consistent policy of Government for years has been to make no difference in the remuneration of officers in a mixed Department on account of their belonging to the Covenanted Services. As examples, I may instance the Commissions of the several non-regulation provinces, the Educational, Post Office, Survey and Telegraph Departments, and both the Engineer and Accounts Branches of the Public Works Department. It is believed that no instance to the contrary exists.

3. But if it were necessary to supply additional arguments for even measure to all in the Financial Department, they would be found in the repeated assurances of Government that such would be maintained. I could not desire more distinct utterances than are contained in the Resolutions from which extracts are appended.

4. The concession to this officer would therefore appear to be a personal one, and I would solicit permission to lay before Government this my application for the grant of a similar boon to me, and with a date no later than the case referred to.

5. The considerations on which my request is based are as follows:—

6. That I was appointed nine years ago by the Secretary of State as an officer of experience, and that in my appointment prospect of promotion to higher offices was expressly contemplated.

7. That for more than seven years I have held appointments ranking before that of the officer to whom I refer.

8. That my present permanent appointment is in the first, while his is in the third, class of the Department.

9. That while by the classification of the Department the mean salary of my appointment should be almost exactly double that of his, by the grant of this privilege to him, and not to me, I draw at the present time less salary than he does.

10. Lastly, that my recent selection to fill an office ordinarily reserved by law for Covenanted Officers may perhaps be taken as an argument for allowing me any advantage of pay which Government may give to a Civilian nominated to a junior appointment in the Department.

Dated 11th March, 1876.

No. 7. ] From—E. GAY, Esq., Deputy Comptroller General,  
To—The Secretary to the Government of India, FINANCIAL DEPT.

I have the honour to draw your attention to my letter, dated 14th November 1874, soliciting that, in accordance with the Government orders quoted, and for the reasons set forth,

any privilege granted to officers of the Covenanted Civil Service admitted into the Financial Department after 13th May 1862 may not be denied to me.

2. Government has been pleased to grant me furlough to England, and I propose to leave Calcutta about the end of this month; it is of great importance to me to learn the decision of Government before leaving India, and I venture to ask you to lay this my respectful petition before Government that the case may now be decided.

No. 2162, dated 12th April, 1876.

No. 8.] From—R. B. CHAPMAN, Esq., Secretary to the Government of India, FINANCIAL DEPT.,  
To—The Comptroller General.

I am directed by His Excellency the Viceroy and Governor General in Council to forward to you copies of two letters, dated 14th November 1874 and 11th March 1876, addressed to me by the Deputy Comptroller General, Mr. E. Gay, in which he makes a claim to increased pay, because a pay has been assigned to Mr. \* \* , an officer of the Finance Department, in excess of the pay fixed for the Department as reorganised in 1862, and to request that you will communicate to Mr. Gay a copy of my letter No. 3135, dated 18th September 1873, to Mr. \* \* , and also a copy, herewith forwarded, of my letter No. 3658, dated 15th December 1873, to the Officiating Accountant General, North-Western Provinces.

2. These letters contain the orders of the Government of India upon complaints addressed to it by other enrolled officers of the Finance Department in respect to Mr. \* \* 's appointment to be an officer of the Finance Department, and the Governor General in Council has no other orders to give on Mr. Gay's letter.

3. In order, however, that there may be no doubt in future as to the right of the Government of India to appoint to any office in the Department of Finance and Accounts any one not enrolled in the Department as organised in 1862, upon such terms as to remuneration as may be necessary to secure his services, a Resolution will now be issued setting forth the facts of Mr. \* \* 's appointment, and the principles upon which the Government will be guided in future whenever it may think it necessary to appoint to an office of the Finance Department any one who is not enrolled under the Resolutions of 1862 and 1871.

No. 2163, dated 12th April, 1876.

No. 9.] RESOLUTION—By the Government of India, FINANCIAL DEPT.

Read again the following Proceedings :—

Expenditure, May, No. 50A., 1862.  
Leave, July, Nos. 33 and 34, 1863.  
„ No. 17A., October 1863.  
Expenditure, No. 118, July 1865.  
Accounts, December 1871, No. 44.  
„ „ 1874, Nos. 18 to 31, and 32 to 36.

RESOLUTION.—By Resolution No. 84, dated 13th May 1862, the Department of Finance and Account was reorganised upon its existing basis.

2. This Resolution contained, amongst other provisions, the following announcements :—

“It is absolutely necessary, therefore, in framing any plan for the future organisation of the Financial Department to proceed on the principle that all distinction between ‘Covenanted’ and ‘Uncovenanted’ Services must be set aside, except for a few of the very highest offices, as that of Financial Secretary, and that the salaries and constitution of the Department must be



regulated with a sole view to efficiency without distinction of service, profession, race or religion.

\* \* \* \* \*

“It will be distinctly understood that the Government always retains the power of selecting men of higher standing and experience and placing them at once in any of the higher classes when the public service requires it. Once placed in any class, they will rise as if they had entered the Service from the bottom, but, as a general rule, after an adequate supply of young men has been trained up in the lower grades, promotion will take place among them according to merit and seniority.”

3. In the Resolution No. 3390, dated 25th July 1863, occurs the following passage :—

“The Hon’ble the President in Council observes that, under the Financial Resolution of the 13th May 1862, Covenanted Officers, who entered the General Department of Account before that date are allowed to retain their privileges, and therefore when such Covenanted Officers are appointed to act for other Covenanted Officers in the Department, they are entitled to draw deputation allowances on the same terms as those allowed to Covenanted Officers in other branches of the Service. But this rule cannot be held to apply to Covenanted Officers entering the Financial Department after that date, nor does it seem proper to preserve a separate rule for calculating the acting allowances of Uncovenanted Officers in the Department, as by the Resolution above mentioned all distinction between the Covenanted and Uncovenanted Service was abolished.”

4. In a Resolution No. 5166, dated 16th October 1863, is the following passage :—

“The Hon’ble the President in Council observes that, under the Financial Resolution of the 29th August 1862, the distinction between the Covenanted and Uncovenanted Service in the Financial Department was abolished.”

5. Paragraph 8 of the Resolution No. 1205, dated 5th July 1865, is as follows :—

*Paragraph 8.*—“By the Financial Resolution No. 84, dated 13th May 1862, and No. 69, dated 29th August 1862, the officers of the Financial Department below the Financial Secretary and in the Civil Department of Audit and Account were formed into classes in a Department under the Government of India with the same scale of pay in each class for Covenanted Officers appointed to the Department after 13th May 1862 and for Uncovenanted Officers. No alteration in this arrangement will be made.”

6. By the Resolution No. 3116, dated 18th December 1871, the organisation of the Department was again revised. The 18th, 19th, and 20th paragraphs of this Resolution are as follows :—

“18. In order to avoid misapprehension, the Governor General in Council declares that nothing in this Resolution is to be understood as limiting the powers which the Government has throughout expressly retained of appointing gentlemen not in the Department to any office in any class of the Department whenever the interests of the public service require it.

“19. The Government will always appoint an officer belonging to the Department to a vacancy, if there is such an officer of sufficient standing and experience and qualified for the office in every respect. But it must be emphatically understood that the officers in the classified list have no monopoly of the departmental service other than that which the opportunities of their position diligently improved may secure to them.

“20. The first consideration when a vacancy occurs in the Department will always be the efficiency of the public service, and no claim on the part of the officers of the Department will ever be allowed to stand in the way of the enlistment in the higher offices of the Department of officers of the Covenanted Civil Service or even of gentlemen not in the service of the Government at all, whenever it is thought that the public interests require, or will be promoted by such enlistment.”

7. In August 1873, the Governor General in Council considered it necessary, in the interests of the public service, to appoint Mr. James Westland, a member of the Covenanted Civil Service, “to be an officer of the Financial Department.” The pay of the Department, as fixed in 1862, not being high enough to secure the services of a Covenanted Civil Servant of Mr. Westland’s standing, he was informed that he would “have a claim to succeed, as the

Covenanted Officers in the Department alone succeed, to the seven appointments reserved to them, *viz.* :—

	R
Two on . . . . .	3,000 each.
Three on . . . . .	2,500 do.
Two on . . . . .	2,000 do.”

8. Against this appointment remonstrances were received from certain officers enrolled in the Department under the Resolutions of 1862 and 1871, as follows, *viz.* :—

From Mr. Biss, dated 1st September 1873.

From Messrs. Anthony, Kiernander, Biddulph, Rivett-Carnac, and Barnes, dated 10th October 1873.

9. These gentlemen were informed that Mr. Westland's appointment was made in accordance with paragraphs 19 and 20 of the Resolution No. 3116, dated 18th December 1871, to which they were referred as containing a sufficient answer to their representations, and were told that—

“while the Government recognises the claims and services of officers in the Department, it reserves to itself the fullest power to appoint other officers to the Department whenever the interests of the service require it.”

10. On the 14th November 1874, Mr. Gay, another officer enrolled in the Department under the Resolution of 1862, applied for the grant to himself of the same allowances as had been given to Mr. Westland. Orders have been issued on Mr. Gay's case in the same terms as those passed upon the previous representations hereinbefore quoted. The Governor General in Council cannot recognise the justice of Mr. Gay's claim. Salaries are fixed with a view to the interests of the public service only, and the question is simply whether the salaries offered to Uncovenanted Officers joining the Financial Department are sufficient or not. It is no ground for raising them, that the services of a Covenanted Civil Servant, who enters the public service on conditions entirely different from those which apply to an Uncovenanted Servant, cannot be obtained except on higher remuneration.

11. Nor does it appear to the Governor General in Council that any injury was inflicted upon the enrolled officers of the Financial Department, because the Government, deeming it necessary in the public interests to appoint a Covenanted Civil Servant to be an officer of the Department, was obliged, in order to secure this public object, to pay the Covenanted Civil Servant at the rate which it had been found necessary to maintain for the Covenanted Civil Servants already in the Department instead of at the lower rate fixed in 1862 for the Department as then reorganised.

12. The Governor General in Council has been led by these several remonstrances carefully to re-consider the reasons for Mr. Westland's appointment. His Excellency in Council is as convinced now as he was in 1873 that Mr. Westland's appointment was required in the interests of the public service, and that it was necessary to hold out to him the prospects enjoyed by the Covenanted Civil Servants already in the Department. Excepting recruitments in the ordinary course, very few appointments have been made to the Department since 1862, and the Governor General in Council has no desire to depart from the general practice followed since 1862 in accordance with the Resolution No. 84 passed on the 13th of May of that year, and does not consider it likely that it will be often necessary to appoint to any office in the Department any one who is not an enrolled officer of the Department under the Resolutions of 1862 and 1871. At the same time it is to be clearly understood, that such appointments will be made in any case in which they may appear to be for the public interests.

13. The passages contained in the Resolution of 1862, and in the other later Resolutions quoted in this paper, show that it was not contemplated when the Department was formed that in the case of the appointment of a Covenanted Officer to the Department, he would be allowed a higher salary than the departmental scale as fixed in 1862. But in the opinion of the Governor General in Council, the necessities of the public service must over-ride all such restrictions. When Mr. Westland was appointed, the Department, as enrolled in 1862, was not able to supply an officer qualified to fill, to the satisfaction of the Government of India, the position in the Finance Department which had become vacant, who was not already employed upon equally important duties; it became necessary therefore to resort again to the Covenanted Civil Service and to pay what was necessary to secure the services of a Covenanted Officer of the requisite standing. It is absolutely necessary that the Government should retain full liberty of action hereafter in case of need under like circumstances.

14. In order to make the future policy of the Government in this respect clear, and obviate misunderstandings, His Excellency in Council deems it proper to declare that the Government of India must hold itself free, not only to appoint to any office in the Finance Department any one not an enrolled officer of the Department whose appointment is considered necessary in the public interest, but also to offer to the person selected for such appointment such remuneration as may be required in order to secure his services. The Government will not use this liberty without sufficient cause, or without careful regard to the claims and interests of the enrolled officers of the Department; but the Government cannot allow them to challenge the exercise of its discretion.

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ORDERED, that copy of this Resolution be furnished to the Comptroller General, the Accountants General, and to each officer of the Financial Department enrolled under the Resolutions of 1862 and 1871.

Also, that copy of the first sentence of paragraph 14 be furnished hereafter to each candidate for an appointment in Finance Department.

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No. 141, dated 14th April, 1876.

No. 10.]

From—The Government of India,  
To—The Secretary of State for India.

In his Despatch No. 1, dated 8th January 1863, the Right Hon'ble Sir Charles Wood sanctioned the organisation of a Finance Department for India, including the Departments of Account and Audit, introduced by our Resolution No. 84, dated 13th May 1862.

2. On the 20th March 1865 (Despatch No. 55) we represented that we found difficulty in providing a supply of suitable recruits for the Department, and requested that some trained officers might be sent out from England. Sir Charles Wood (Despatch No. 141, dated 16th June 1865) complied with this indent to a limited extent, but expressed a hope that "in future we should have no difficulty in obtaining in India qualified candidates for the several offices of finance and account, as he considered that it would be much more desirable to adopt this course than to send recruits direct from England."

3. Our selected recruits having proved disappointing, we instituted by our Resolution No. 3116, dated 18th December

\* Recorded as No. 44, Accounts Proceedings, December 1871.

1871,\* a system of recruitment by limited competitive examination under which we

have added to our staff twelve young officers of satisfactory promise. His Excellency the Viceroy has also, during the last four years, appointed separately to

the Department four Natives of India carefully chosen either for academical distinction or other special qualifications. The reports of their conduct and qualifications have so far proved satisfactory, and for the present we intend to fill every third vacancy by a Native of India so selected; experience alone can prove whether they will prove qualified for the higher appointments in the Department. As to European recruits, the emoluments of the Department are not sufficient to attract Covenanted Officers, and our present system (which has not, however, yet reached the higher Accountant Generalships, still officered by Civilians) is working well.

4. The office of "Accountant General" is reserved by Act 24 and 25 Vic., Cap. 54, for the Covenanted Civil Service, unless for special reasons the Governor General in Council deems it proper to appoint thereto some one not a Covenanted Civil Servant by the procedure prescribed in Section 3.

5. There may be some doubt whether the Act was designed to reserve the office of "Accountant General" as now constituted, or whether it was intended to reserve only the office now filled by the "Comptroller General." But until this doubt is cleared up, we do not feel at liberty to appoint an officer not in the Covenanted Civil Service to any of the five Accountant Generalships of Madras, Bombay, Bengal, the North-Western Provinces, and the Punjab, otherwise than by the special procedure provided by the Statute quoted in paragraph 9.

6. This legal difficulty appears to have been overlooked by Lord Elgin's Government, when it passed the Resolution of 13th May 1862, by which the office of Accountant General was, under the title of Deputy Auditor and Accountant General, thrown open to the officers of the Department then constituted, whether they were Covenanted or Uncovenanted. Nor does the conflict of that Resolution with the law appear to have attracted Sir Charles Wood's attention.

7. As the officers in the Covenanted Civil Service who are now employed in the Department take their pensions, it will become necessary to promote the Uncovenanted Officers to the office of Accountant General; they will, indeed, be the only officers who will possess the necessary training. In order, therefore, to obviate the necessity of making the appointments and reporting them to Your Lordship under the provisions of the 24 and 25 Vic., Cap. 54, it will be desirable that the office of Accountant General should be omitted from the third schedule of the "Government of India" Bill now under Your Lordship's consideration; and we recommend this omission. We have felt some doubt whether we should advise at the same time the insertion of the office of "Comptroller General" which is the existing title of our chief officer in the Account Department.

8. The office of Comptroller General is not included in the list of offices reserved under certain conditions to the officers enrolled under the Resolution of 1862, and the Government of India has always been careful to make it clear that these officers have no special claim or title to this high office, in the appointment to which we consider it important that the Government should be absolutely unembarrassed by any pledges given or expectations raised.

9. At the same time it appears to us undesirable that we should be so fettered as not to be able to appoint to the office of Comptroller General the person whom we might at the time consider best qualified therefor, merely because he might not be a member of the Covenanted Civil Service. The considerations which lead us still to advocate the maintenance of a special body of officers for our service in the Department of Finance and Accounts make it in our judgment proper that there should be no hindrance to our appointing to the office of Comptroller General a member of the Department, even though he be not a member of the Covenanted Civil Service.

10. Pending an alteration in the law, we shall conform literally to the requirements of the 24 and 25 Vic., Cap. 54, not only whenever we think it desirable to appoint an Uncovenanted member of the Department to be permanently Accountant General, but whenever we think it necessary to make such an appointment for more than three months; but we do not consider that temporary appointments for a term of not more than three months properly come under the provisions of the Act, and we propose, with Your Lordship's concurrence, to make such arrangements without going through the procedure prescribed by the 3rd section of the Act.

11. At present the chief Officers of Account in the Provinces administered by Chief Commissioners are ordinarily styled Deputy Accountants General, and we do not think that in any case we need assume that the title of Accountant General in the schedule attached to Act 24 and 25 Vic., Cap. 54, includes these offices, or that it is necessary in order to exclude them to maintain the rather incorrect title of Deputy Accountant General.

No. 207, dated 26th May, 1874.

No. 11. ] From—E. F. HARRISON, Esq., Comptlr. Genl., and E. GAY, Esq., Depy. Comptlr. Genl.,  
To—The Secretary to the Government of India, FINANCIAL DEPT.

We have the honour to report the result of the examination of officers of the 5th and 6th classes of this Department held on the 11th, 12th, and 13th instant.

\* \* \* \* \*

7. Experience shows that a few alterations would be advisable in the scheme for these examinations, and the opportunity might be taken to vary the text books.

8. The large numbers of papers required (13 for both standards) is found to be a severe tax on the time of the examining officers, while it occupies the candidates and the Accountant General at the place of examination the whole of the office hours of three days, and generally a part of a fourth. We think this might be amended in the following manner without loss in the completeness of the test.

9. Algebra to Quadratic Equations might be added to the admission examination; it is an ordinary branch of school education, which can be best tested by Educational officers.

10. Annuities and Compound Interest with the use of logarithms of numbers might then be removed from the Higher to the Lower Examination, where the subject would seem to be more appropriate, as it does not require official experience.

11. Political Economy might be removed from the Lower and Financial Statements from the Higher Examination, the Annual Statements of the Secretary of State being added to the Lower Examination.

12. For the Higher Examination the Departmental Codes might be omitted, and the Book-keeping and Comptroller General's Circulars made one paper.

13. This will leave five papers for the Lower and four papers for the Higher Examinations; and excepting tables of logarithms and annuities, no access to books should be allowed.

14. For Indian Polity no text book need be named: much information will be found on the subject in the evidence taken before the recent Parliamentary Commission on East India Finance, and a copy of this should be deposited in each Accountant General's office for the use of candidates.

15. Lastly, it will be better that the requirements of two-thirds marks should be a general injunction to the Examiners, and subject to their discretion rather than a rigid rule, and the minor arrangement for the conduct of the Examination might also be left to them.

No. 2273, dated 18th April, 1876.

No. 12. ] RESOLUTION—By the Government of India, FINANCIAL DEPT.  
Read the following Resolutions:—

No. 5126, dated 4th December 1857.

„ 84, „ 13th May 1862.

„ 6 G., „ 29th August 1862.

„ 1205, „ 5th July 1865.

„ 1705, „ 9th „ 1869.

Resolution No. 3116, dated 18th December 1871, laying down rules for the selection of candidates for admission to the Financial Department, and for the examination of officers of the Fifth and Sixth Classes of the Department.

Read again—

Report No. 207, dated 26th May 1874, from the Comptroller and Deputy Comptroller General, recommending certain modifications in the arrangement of subjects and detailed rules for conducting the Departmental Examinations founded on their experience as examiners.

**RESOLUTION.**—The Governor General in Council is pleased to approve of the proposed alterations in the rules.

2. The subject of “Algebra to Quadratic Equations inclusive” will be transferred to the examination for admission; the marks assigned to it will be as before, 250, raising the total marks obtainable to 1,250; no further change will be made in this examination.

3. The rules for the examination of candidates for admission to the service of the Government of India in the Financial Department, and of officers in the Financial Department, will henceforward be as follows:—

#### ENTRANCE EXAMINATION.

I.—Candidates for admission to the Department are selected from time to time according to the requirements of the service, three being named for each expected vacancy.

II.—The age of a candidate, when examined, must not exceed 25 years, and he must produce a certificate by a Government Medical Officer of physical fitness for service in the plains of India.

III.—The nominated candidates are examined in the subjects described in the first schedule attached to this Resolution, and (subject to the condition hereinafter stated) the candidate who obtains the highest marks is appointed to the first vacancy in the Sixth Class of the Department, the candidate who obtains the second place to the second vacancy, if there be more than one vacancy to be filled, and so on. No candidate is admitted to the Department who obtains less than 600 marks in all, or less than half marks in Arithmetic and Algebra.

IV.—A candidate is not allowed to compete at the entrance examinations more than twice.

V.—The examination is by written questions and answers; the questions being prepared in such manner as the Governor General in Council from time to time directs.

VI.—A candidate may be examined at any place where arrangements can be made to secure the integrity of the examination.

#### DEPARTMENTAL EXAMINATIONS.

VII.—A half-yearly examination is held for officers in the Fifth and Sixth Classes of the Department (on the Mondays next after the 10th May and 10th November, and following days) in the subjects detailed in schedules II. and III annexed to this Resolution. These examinations are styled the Lower and Higher Departmental Examinations respectively.

VIII.—An officer who shows, at any departmental examination, a competent knowledge of all the prescribed subjects, and obtains half marks in the aggregate, is held to have passed the examination. An officer is, however, permitted to pass each of the departmental examinations in two instalments, if he notifies his intention beforehand, and specifies the subjects in which he is prepared for examination. In such case a higher standard of knowledge is required.

IX.—As a rule, a candidate failing in one of the subjects specified is re-examined in the whole; but, in case of marked excellence in a subject, the

examiners may exempt the candidate from re-examination in such subject even although he may have failed in others.

X.—An officer who does not pass the Lower Departmental Examination at the fourth or some earlier examination, and the Higher Departmental Examination at the eighth or some earlier examination, after he joins the Department, ceases, without further orders, to belong to the Department from the date on which the result of the examination is declared. Provided that if, before the said fourth or eighth examination (as the case may be), the officer have obtained leave of absence on medical certificate for more than three months, he is allowed to remain in the service for six months longer, in order to present himself at one more examination.

XI.—Upon passing each departmental examination, the pay of an officer of the Sixth Class is increased, from the date on which the examination ends, by R50 a month. The pay of an officer of the Sixth Class who has passed the Lower Examination is R250, and that of an officer of the Sixth Class who has passed the Higher Departmental Examination R300 a month.

XII.—An officer is not promoted substantively to the Fifth Class until he has passed the Lower Departmental Examination, and to the Fourth Class until he has passed the Higher Departmental Examination.

XIII.—Officiating appointments to the Fourth and Fifth Classes are made after consideration of the order in which officers have passed the departmental examinations.

XIV.—The departmental examinations are conducted at the local Account offices, in the presence of the Accountant General, and under the direction of the Comptroller General and Deputy Comptroller General, who decide upon the marks to be awarded to each examinee. If these officers differ as to the marks to be assigned to any answer, the Secretary to the Government of India in the Financial Department decides finally between them.

#### GENERAL RULES.

XV.—The rules for conducting all the examinations are as follows :—

- (1) The examination papers are sent in a sealed packet, not to be opened till the examination begins, each cover containing a separate sealed envelope for each paper sent; these envelopes must not be opened until the papers are required for distribution. An index number is assigned to each candidate. This index number is to be entered by the candidate on each of his papers, *instead of his name, which is nowhere to appear on the proceedings.*
- (2) The several papers should be given out singly, and the hour at which each paper is given out and received back is to be mentioned in the presiding officer's report. The exercises are to be worked out by the candidate in presence of the presiding officer.
- (3) The *questions* need not be written out by the candidate, but only the answers and solutions *in full*, with the number of the question prefixed. The answers may be first worked out on waste paper. The neatness of the candidate's papers is taken into consideration by the examiners in assigning values to his work. The paper should be of foolscap size, with the candidate's index number and the date, and the title of each subject at the head of the paper. The solutions as first written out fair are to be transmitted to the Comptroller General, without alteration or correction, immediately after the close of the examination.

- (4) The time occupied by the candidate in answering each set of questions, *i.e.*, the interval between receiving the examination paper and returning his papers to the presiding officer, is to be stated on the back of his paper of solutions. The time allowed for a paper is in no case to be exceeded.
- (5) The presiding officer must certify that the above rules have been strictly followed by signing the certificate below, and explain any accidental or unavoidable deviations:—

Certified that the examination of the candidates whose index numbers are \_\_\_\_\_, has been conducted strictly according to the Rules contained in the Resolution of the Financial Department, No. \_\_\_\_\_, dated the \_\_\_\_\_ as below:—

*Date of receipt of examination papers*

*Date of beginning of examination*

SUBJECT.	BEGUN.		ENDED.	
	Hour.	Minute.	Hour.	Minute.

(Signed)  
*Conducting the Examination.*

13. Candidates for the Lower Examination who are now in the Department, and who have not passed in Algebra, will be examined in that subject; and those who have already passed the Lower, but not the Higher, Departmental Examination, will be examined in annuities, compound interest, and the use of logarithms of numbers.

14. In order to avoid misapprehension, the Governor General in Council declares that nothing in this Resolution is to be understood as limiting the powers which the Government has throughout expressly retained of appointing gentlemen not in the Department to any office in any class of the Department whenever the interests of the public service require it. The Government will always appoint an officer belonging to the Department to a vacancy if there is such an officer of sufficient standing and experience and qualified for the office in every respect. But it must be emphatically understood that the officers in the Classified List have no monopoly of the departmental service other than that which the opportunities of their position diligently improved may secure to them.

15. The first consideration when a vacancy occurs in the Department will always be the efficiency of the public service; and no claim on the part of the officers of the Department will ever be allowed to stand in the way of the enlistment, in the higher offices of the Department, of officers of the Covenanted Civil Service, or even of gentlemen not in the service of the Government



at all, whenever it is thought that the public interests require, or will be promoted by, such enlistment.

16. Moreover, His Excellency in Council deems it proper to declare that the Government of India holds itself free, not only to appoint to any office in the Finance Department any one not an enrolled officer of the Department whose appointment is considered necessary in the public interest, but also to pay to the person selected for such appointment such remuneration as may be required in order to secure his services.

17. As regards Departmental Examination, this Resolution will take effect from the examination to be held in November 1876.

ORDERED, that the foregoing Resolution be published in the *Gazette of India*, and communicated to the Comptroller General, the Accountants General, and the Deputy Accountants General in independent charge, and to each candidate nominated to compete for admission to the Department, and to each officer on his appointment to the Department.

### SCHEDULE I.

#### EXAMINATION FOR ADMISSION TO THE FINANCIAL DEPARTMENT.

##### *Subjects for Examination.*

	MARKS.
Writing and Composition. Impromptu essay upon some given subject . . . . .	150
Arithmetic, including Compound Proportion, Simple Interest, and Vulgar and Decimal Fractions . . . . .	300
Algebra, to Quadratic Equations inclusive . . . . .	250
Latin, Greek, Sanskrit, French, German, or Persian . . . . .	200
English History and Literature, and Indian History (Elementary) . . . . .	200
Geography, Asia (especially India) and Europe . . . . .	150
	1,250
	1,250

### SCHEDULE II.

#### LOWER DEPARTMENTAL EXAMINATION.

##### *Subjects for Examination.*

	MARKS.
Composition. A Précis of papers not seen before . . . . .	150
Annuities and Compound Interest, and the use of Logarithms of numbers* . . . . .	150
Book-keeping . . . . .	250
Indian Financial Statements (in England and India) . . . . .	200
Financial Department Codes . . . . .	250
	1,000
	1,000

### SCHEDULE III.

#### HIGHER DEPARTMENTAL EXAMINATION.

##### *Subjects for Examination.*

	MARKS.
A Précis and a Draft . . . . .	200
Departmental Circulars . . . . .	250
Political Economy (Mill) . . . . .	300
Political and Revenue System of India, and the Statute Law bearing upon Revenue and Taxation . . . . .	250
	1,000
	1,000

\* The use of tables will be allowed at the time of examination; with this exception, no books are permitted for any of the papers.

No. 2351, dated 28th April, 1876.

No. 13.] RESOLUTION—By the Government of India, FINANCIAL DEPARTMENT.

Read again—

Resolution in this Department, No. 317, dated 19th January 1876, in which the Comptroller General was requested to report how he proposed to give practical effect to the wish of the Government of India to constitute and maintain a separate reserve treasury under his custody to be opened as soon as the new contracts with the Presidency Banks are in operation.

Read—

A letter from the Comptroller General, No. 1663, dated 14th March 1876, proposing the following arrangements in connection with the reserve treasury to be constituted and placed under his custody :

- 1st—That the Comptroller General should be appointed Treasurer to the Government of India, and the Deputy Comptroller General, Deputy Treasurer, the second appointment being necessary to provide for the contingency of temporary absence.
- 2nd—That the principal account to be kept under the first clause of the agreement with the Bank of Bengal should be styled the account of the Treasurer to the Government of India.
- 3rd—That the Treasurer may keep in his own custody such part of the moneys of the General Treasury, Calcutta, as he may consider advisable, or as he may be directed to keep under any order of the Governor General in Council. The moneys will be deposited in the Paper Currency Office and the Native Treasurer and Establishment will be required to render such services in connection with the reserve treasury as they now perform for the Department of Issue.
- 4th—That the balances of the reserve treasury will be kept distinct from those of the Department of Issue.
- 5th—That the Master of the Mint should be directed to deliver to the Treasurer to the Government of India at the Currency Office all silver whole rupees coined at the Mint.
- 6th—That all officers in charge of Treasuries, except the Collectors of Calcutta and the 24-Pergunnahs, should be instructed to send to the Treasurer to the Government of India at the Currency Office all remittances in Currency Notes or in whole rupees which they may have occasion to remit to the Calcutta Treasury.
- 7th—That the Treasurer will not ordinarily receive into his own custody any sums of money except as above described.
- 8th—That he will from time to time pay to the credit of his account with the Bank of Bengal out of the reserve funds in his custody such amounts as may be necessary to enable the Bank to meet the demand upon the Calcutta Treasury, but he will not ordinarily make any other payments out of the funds in his hands.

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RESOLUTION.—The Governor General in Council approves of the foregoing proposals.

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ORDERED, that a copy of the above be forwarded to the Comptroller General for information and for the issue of such subsidiary orders as he may consider necessary. The proposed instructions to Treasury officers (6th proposal) should be issued by him.

Ordered also, that the foregoing Resolution be communicated for information and guidance to the several Local Governments and Administrations, to the Mint Master, Calcutta, and to the several Accountants General and Deputy Accountants General in independent charge.

No. 926 T., dated 19th June, 1876.

No. 14. ] From—R. L. MANGLES, Esq., Offg. Secy. to the Govt. of Bengal, Appointment Department,  
To—The Secretary to the Government of India, HOME DEPARTMENT.

I am directed to forward, for submission to the Government of India, the accompanying memorial, in original, addressed to the Right Hon'ble the Secretary of State for India, from certain members of the Covenanted Civil Service, on the subject of the claims of the Service to the chief appointments in the Account Department of the Government of India.

Dated 29th May, 1876.

No. 15. ] To—Her Majesty's Secretary of State for India in Council.

The memorial of W. AINSLIE and 93 others, members of Her Majesty's Indian Civil Service serving in Bengal.

Respectfully Sheweth,—That your Memorialists are members of the Bengal Covenanted Civil Service.

2. That by the 33 Geo. III., Cap. 52, Section 57, it was enacted that all vacancies happening in any of the offices, places or employments in the East India Company's Civil Service in India, should be filled up from amongst the Civil Servants of the Presidency wherein such vacancies should happen, and not otherwise.

3. That these provisions were in force when it was determined that India should be governed by, and in the name of, Her Gracious Majesty the Queen, and it was provided by the 21 and 22 of Vic., Cap. 106, Sections 30, 32, and 64, that the laws then in force regarding India should be binding on the Secretary of State in Council; and that all appointments to offices, commands and employments in India, and all promotions which, by law or under any regulation or usage or custom, were then made by any authority in India, should continue to be made subject to the qualifications, conditions, and restrictions then affecting such appointments; and further, that such persons only as had been certified by the Civil Service Commissioners should be appointed or admitted to the Civil Service.

4. That by the 24 and 25 Vic., Cap. 54, it was provided that all vacancies in the offices of Accountant General, Civil Auditor, and Sub-Treasurer, and all such offices created after the passing of the said Act, should be filled up and supplied from amongst the Covenanted Civil Servants of the Crown, save that under special circumstances, and subject to the approval of the Secretary of State for India in Council, such appointments might be made from among persons other than Covenanted Civil Servants,—but only provisionally.

5. That it was clearly the intention of Parliament, by the provisions of law hereinbefore set forth, to reserve for members of the Covenanted Civil Service the chief appointments in the Account Department of the Government of India.

6. That on this footing the requirements of the Covenanted Civil Service have from time to time been estimated, and recruits applied.

7. That, nevertheless, and in despite of the aforesaid provisions, the Government of India have declared that no distinction between Covenanted and Uncovenanted Servants of Government shall be recognised in the Account Department.

8. That since the passing of the Act 24 and 25 Vic., Cap. 54, only one member of the Covenanted Civil Service has been appointed to the said Department, although many of the members of that Service are fully qualified to discharge the duties of the Department.

9. That in pursuance of the same policy the Government of India have from time to time altered the title and designation of the offices described in the Act, contrary to the intent and purport of the Act aforesaid.

10. That your Memorialists have regarded these proceedings of the Government of India with much anxiety, as calculated to deprive them of offices and emoluments which it was the intention of Parliament to reserve for them.

11. That in 1870 His Grace the Duke of Argyll prohibited the appointing of Uncovenanted Officers to situations usually held by Civilians in the following words:—"The principle which Her Majesty's Government had steadily kept in view throughout the discussion on these furlough rules is that the Uncovenanted Service should be principally reserved for the Natives of the country, and that superior appointments, which require English training and experience, should be made as heretofore from England, and they look with great disfavour on the system which appears to be growing up in India, of appointing Englishmen in India to situations that ought only, as a rule, to be filled by Civilians who have gained their position by open

Financial Despatch, 10th March.

competition. I trust that the views I have now expressed will put a stop to the above practice."

12. That nevertheless, in December 1871, the Government of India made permanent arrangements for filling up vacancies in the said Department by appointing Englishmen in India.

13. That in the present year Your Lordship repeated the instructions referred to in paragraph 11, but that no change has taken place in the action of the Government of India.

Financial Despatch 43, February 1876.

14. In soliciting a favourable hearing, your Memorialists venture to hope that Your Lordship will pass such further orders as may be necessary to secure to them the position conferred upon them by Act of Parliament and repeatedly confirmed to them by Her Majesty's Government.

No. 1330 A., dated 7th August, 1876.

No. 16.] From—B. W. COLVIN, Esq., Offg. Secretary to the Govt. of the North-Western Provinces,  
To—The Secretary to the Government of India, HOME DEPARTMENT.

I am directed to forward a letter, dated the 31st of July 1876, from Mr. A. C. Tupp, together with a memorial from certain members of the Civil Service, regarding appointments in the Account Department, for transmission to the Secretary of State.

Dated 31st July, 1876.

No. 17.] From—A. C. TUPP, Esq., C.S.,  
To—The Secretary to the Government of the North-Western Provinces.

I have been requested by the gentlemen who have signed the enclosed memorial to submit it for the favourable consideration of His Honour the Lieutenant-Governor, and for transmission, through the Government of India, to the Secretary of State in Council.

I have the honour to forward with this letter five copies of the memorial, and it will be seen that it has been signed by ninety-six Civilians of from one to thirty-four years' standing, at present serving in the North-Western Provinces, the Punjab, Oudh, and the Central Provinces. I believe that a similar memorial has already been submitted by the Civilians of Bengal, Assam, and British Burma. It has been impossible in this memorial (as it was in the case of the Civilians' memorial of 1873) to attach the signatures of the memorialists in manuscript to each sheet of the memorial: but as the 1873 one was accepted in this form, I hope that no objection will be felt to receiving this in the same way.

I may add that I hold in my possession separate copies of this memorial, signed in original by each person whose signature is printed in these copies. A few signatures received after the memorial had been printed are attached in manuscript to two of the copies.

To—Her Majesty's Secretary of State for India in Council.

The memorial of G. P. MONEY and 95 others, members of Her Majesty's Indian Civil Service serving in the North-Western Provinces, Punjab, Oudh, and the Central Provinces.

[ See No. 15 above. ]

No. 332, dated 18th September, 1876.

No. 18.] From—The Government of India,  
To—The Secretary of State for India.

We have the honour to forward memorials from certain members of the Covenanted Civil Service in Bengal, setting forth an alleged statutory claim on behalf of the Covenanted Civil Service to the offices of Accountant General, Civil Auditor, and Sub-Treasurer.

2. In forwarding these memorials, we beg to refer Your Lordship to our Despatch No. 141, dated 14th April last, which contains a brief recapitulation of the history of the constitution of a separately organised Department of Finance and Accounts. Our views upon the question of our legal right to appoint any one not a member of the Covenanted Civil Service to the office of Accountant General are expressed in paragraphs 4 to 6 of that Despatch.

3. The offices of Civil Auditor and Sub-Treasurer no longer exist. It was the duty of the Civil Auditor to examine, before payment, all claims upon the public treasury: when the present system of post-audit was introduced, his functions ceased, except in the Presidency towns, where they are performed by an officer of inferior status, on much smaller pay: the Accountants General now audit the disbursements in the rest of the country. The functions of the Sub-Treasurers ceased absolutely when the Government business at the Presidency town was entrusted to the Presidency Banks, and no officers now exist whose duties are analogous to those of the Sub-Treasurers.

4. The reorganisation of the Department of Finance and Accounts which involved the procedure complained of in the memorials, was devised with much care and deliberation, and was definitely sanctioned by Lord Halifax (then Sir C. Wood) in his Despatch No. 1, dated 8th January 1863. It was introduced with the object of at once increasing the efficiency and reducing the cost of this branch of the Administration, upon the declared conviction that special and continuous training was essential to enable officers to discharge the duties of the Department with thorough success.

5. As already stated in our Despatch of the 14th April, the legal difficulties in the way of making the office of the Accountant General available to Uncovenanted Officers do not appear to have attracted the attention of Lord Elgin's Government or of the Secretary of State. But the measure was officially announced under the authority of Her Majesty's Government. It may possibly have been thought that, as observed in the 5th paragraph of our Despatch No. 141, dated 14th April last, the present office of "Comptroller General," then styled "Auditor and Accountant General," was that indicated in the Schedule of Act 54, 24 and 25 Vic., and not the existing office of Accountant General, which, at that time, bore the title of Deputy Auditor and Accountant General.

6. We do not ourselves entertain any serious doubt that it was the intention of the Statute that the chief offices in our Department of Finance and Accounts should, ordinarily, be filled by members of the Covenanted Civil Service and that the constitution of the Department in 1862 did contravene this intention, and therefore cause some injury to the Covenanted Civil Service. While we regret this injury, we observe that it was accompanied with a large reduction of the emoluments of the offices of the preferential claim to which the Covenanted Civil Service was thus deprived.

7. Under the present organisation, members of the Covenanted Civil Service are by no means excluded from the Department of Finance and Accounts; but the pay of the Department is fixed upon a scale not calculated to secure the services of members of the Covenanted Civil Service of suitable qualifications and standing. We were obliged to promise to the only Covenanted Officer whom we have admitted since 1862 (Mr. Westland) the emoluments enjoyed by the Covenanted Officers then already in the Department, instead of the much smaller emoluments fixed for the Department as reorganised in 1862.

8. We are unable to suggest any method by which the Government could retrace the step taken in 1862 (with no other object than the improvement of the public administration) without a considerable increase to the cost of this branch of the administration, and without a manifest breach of the faith of the Government as pledged to the officers admitted to the Department under the Resolution of 1862, and the various later orders modifying the constitution of the Department. This consideration militates also against the employment, saving under very exceptional circumstances, of Covenanted Civilians or of others not enrolled in the Departmental Service, although we

have reserved the right to resort freely to this measure when we deem it necessary.

9. We do not, in any case, think it necessary to reserve any of the offices of the Department permanently for the Civil Service, because we still consider that they can be, as a rule, filled more economically and with equal or at least with sufficient efficiency by a separate organisation such as now exists. We, therefore, adhere to the request made in our Despatch No. 141, dated 10th April 1876, that no offices in the Department may be included in the Schedule of the Government of India Bill now under Your Lordship's consideration.

10. We observe among the 190 signatures appended to the memorials the names of Judges of the High Court of Judicature at Calcutta, a Secretary to the Government of Bengal, the Accountant General, Bengal, and numerous other officers who can have no personal interest in the object of the memorials. We shall consider in the Home Department whether we ought not to take steps to discourage or prevent such combinations of members of the Civil Service for the attainment of common objects, and even, as in the present instance, of objects in which, perhaps, very few of the associates can have any personal interest.

No. 404, dated 26th October, 1876.

No. 19.]

From—The Secretary of State for India,

To—The Government of India.

I have considered in Council your Financial letter, dated the 14th April 1876, No. 141, relative to the present constitution of the Financial Department in India, and to the doubts which you entertain whether, under the Act 24 and 25 Vic., Cap. 54, you can appoint an Uncovenanted Servant to the Office of "Comptroller General," or to the office of "Accountant General," otherwise than by the special procedure prescribed by the 3rd and 4th sections of that Act.

2. The consideration of your observations, and of the state of the Financial Department generally, has led me to entertain very serious doubts as to the soundness of the principle on which it has been of late years, and is now, supplied with officers.

3. The Financial Department, independently of your Financial Secretary, the Comptroller General, and an Under-Secretary, who are Members of the Covenanted Civil Service, comprises the following six classes:—

Class I.—(Six offices), on salaries of ₹1,500 a month, rising by annual increases to ₹2,000 a month.

In this class there are four Covenanted Civil Officers, two Uncovenanted Officers who were originally appointed in India and one Uncovenanted Officer who was selected from a Government Department in this country.

Class II.—(Seven offices), on salaries of ₹1,000 rising to ₹1,500 a month.

This class comprises four Covenanted Civil Officers, two Uncovenanted Officers whose services were obtained from Government Departments in this country, and one Uncovenanted Officer who was appointed in India.

Class III.—(Eleven offices), on salaries of ₹800 rising to ₹1,000 a month.

All the officers in this class were appointed in India.

Class IV.—(Ten offices), on salaries rising from ₹600 to ₹800 a month.

With the exception of one officer, whose services were obtained from a Government Department in this country, all the officers were appointed in India.

Class V.—(Twelve offices), on salaries rising from ₹400 to ₹600 a month.

Class VI.—(Fourteen probationers), on salaries of ₹200 rising to ₹300 a month.

4. The Covenanted Civil Servants in the 1st and 2nd classes are not enrolled in the Department as constituted in 1862 and 1869, but their names are included in the lists in order to make up the sanctioned complement of each class. These officers draw salaries exceeding those which they would obtain in the classes in which their names are included.

5. As a rule, admission to the 6th class of the Department is obtained by a competitive examination of three candidates who are nominated on each vacancy; but while officers, once admitted, are eligible for succession to the higher classes, the Government reserves the right of appointing Covenanted Servants to the Department, and at salaries exceeding those which are obtainable in the ordinary course of succession in the Department. There is obviously at present no certainty that when a vacancy in the higher Financial offices occurs it can be adequately filled from the officers of the Department, and an instance to the contrary occurred in the year 1873, when a Covenanted Civil Servant was appointed to the 2nd class without passing through either of the lower classes, receiving at once the maximum salary of the 2nd class.

6. The administrative business of Finance, though intimately connected with the duties of accounting, is of a different nature and requires very different qualifications. It is indispensable to the efficiency of a financial officer that he should have a thorough knowledge of accounts, but there is much of the work of keeping accounts that may well be performed by officers and clerks who would not be likely to become efficient financiers. If this distinction be duly recognised, it appears to me that there is no reason why an arrangement could not be made under which members of the Covenanted Civil Service should be employed in the Department of Finance and Account in a manner that should secure the provision of recruits for the higher financial posts, wholly from that service, possessed of the requisite technical knowledge of accounts, while the less important but more special duties of the Account Branch might be supplied by Uncovenanted Servants, many of whom should be Natives of India.

7. It would be very important that young Civilians who might desire to enter the Financial Department should have previously acquired a competent knowledge of the general administrative business of the country, and their admission to that Department would necessarily be dependent on their satisfying your Government of their fitness for financial work.

8. I request that you will take this subject into consideration, with the object of making such modifications as may be consistent with the views which I have now expressed, and as may be necessary to make the Department equally attractive as other branches of the public service to Covenanted Civilians.

9. I foresee the probability that such a modification as I have indicated may be impracticable without some increase of the salaries attached to Financial offices, but I deem it of such paramount importance to secure a succession of thoroughly trained officers for that Department that I shall be prepared to sanction any reasonable additional charge which you may consider necessary.

10. In any arrangement which you may propose, due regard will of course be paid to the just claims of all those officers who have already entered the Department, but it will be desirable to make no fresh nominations, except with the distinct understanding that they are subject to any future changes in the constitution of the office.

11. I do not consider it necessary to specify the offices which should be comprised within the Department of Finance, contenting myself at present with indicating the general principles on which the arrangements should be based, and I shall be anxious to receive a communication from you on the subject as early as practicable.

12. Since the foregoing paragraphs were written, I have received your Financial letter, dated the 18th September 1876, No. 332, forwarding two

memorials from Covenanted Civil Servants serving in Bengal, the North-West Provinces, Punjab, Oudh, and the Central Provinces, representing that it "was clearly the intention of Parliament by the provisions of the law to reserve for members of the Covenanted Civil Service the chief appointments in the Account Department of the Government of India," and soliciting that such orders may be issued as will secure to them the position conferred by Act of Parliament, and confirmed by Her Majesty's Government. In forwarding the memorials, you state that you are unable to suggest any method by which the Government could retrace the step taken in 1862, "without a considerable increase to the cost of this branch of the administration, and without a manifest breach of the faith of the Government, as pledged to the officers admitted to the Department under the Resolution of 1862, and the various later orders modifying the constitution of the Department."

13. After a consideration of these memorials and of your observations, I see no reason to modify the views expressed in this Despatch in regard to the constitution of the Finance Department.

14. On the claim of the Covenanted Civil Servants to succeed to certain offices in the Finance Department, I shall communicate with you in a separate Despatch.

No. 1711, dated 14th March, 1877.

No. 20.]

From—E. F. HARRISON, Esq., Comptroller General,

To—The Secretary to the Government of India, FINANCIAL DEPARTMENT.

In compliance with the orders of the Government of India, I have the honour to submit the following remarks on the subject of the constitution of the Department of Audit and Account.

2. The Secretary of State, in his Despatch of the 26th October, points out the distinction between the qualifications required for the efficient discharge of the administrative business of finance and those demanded for carrying on the duties of accounting.

3. It appears to me that this distinction has hardly been sufficiently recognised by the Government of India.

4. It is true that much of the personal attention of an Accountant General has to be given to routine business and technical or mechanical details.

5. I cannot, however, doubt that the administration may derive the most valuable aid from the Accountant General attached to it, if the post is held by an officer of adequate capacity, who is encouraged and accustomed to study the effect of the financial measures of the Government, and that the importance of securing this aid becomes greatly increased with every fresh development of provincial finance.

6. The Accountant General in each Province should be an officer in every way fitted to take a leading part in the administrative business of finance; the necessary qualifications for the office will almost certainly be found more readily in the ranks of the Civil Service than in any other direction. I am therefore of opinion that it is by selection from the Civil Service that the principal offices of the Department should ordinarily be filled.

7. I would not indeed place any absolute bar on the appointment to any Financial office of a gentleman, whether a Native of India or otherwise, whose acquirements, public character, and special aptitude may point him out as the person whose nomination would best serve the interests of the public service.

8. In order to admit of a proper freedom of selection for the important office of Accountant General in each Province, I think that the Accountant General of the principal Provinces, *viz.*, Madras, Bombay, Bengal, North-Western Provinces, and Punjab, should be removed from the Classified List of the Department, the following scale of salary being attached to these offices:—

	R
Accountant General, Bombay . . . . .	3,000
"    "    Madras . . . . .	1 at 3,000
"    "    Bengal . . . . .	1 at 2,500
"    "    N.-W. P. . . . .	1 at 2,500
"    "    Punjab . . . . .	1 at 2,000

9. Three other of the superior appointments may, with advantage, be excluded from the Classified List; these are the Assistant Secretary, the salary assigned to the gentleman holding



this appointment will probably be always fixed in practice with reference to personal considerations; the Deputy Comptroller General and the Inspector of Local Offices of Account; to each of the two latter offices a salary of R2,000 might be assigned.

10. In addition to the removal of eight of the superior offices from the Classified List I would remove 13 of the lower offices now in the Classified List, leaving these appointments to be made by heads of offices.

11. The 5th class of the Department as now constituted was formed by including in it the superior clerks of the several offices. I have little doubt that there would be a general agreement of opinion among those whose experience extends back to 1862, that the change in this respect then made injured the efficiency of the offices, by reducing greatly the value of clerkships in taking away from the clerks the principal prizes to which they could look forward, and by giving Accountants General mere beginners instead of men of great experience as Superintendents of the principal sections of their offices.

12. It appears to have been part of the scheme of 1862 to recruit the Classified List in part from the office establishments; had this been carried out to any extent, no doubt additional value might have been given to the clerkships; but after the first year or two very few nominations of this character were in fact made, and for several years there have been no selection from this class.

13. I think it would be better to exclude the assistants employed in the Currency offices at Calcutta and Bombay from the Classified List.

14. I think that very considerable inconvenience is likely to occur if there are frequent changes in the officers who have immediate charge of the Currency offices.

15. Hitherto this inconvenience has not been felt in Calcutta; for several years the two assistants in the Currency office were both men advanced in years who did not look for advancement in the general line of the Department; one of these gentlemen is still in the office; the gentleman who now occupies the other or senior assistantship, has only been in the office one year, but cannot be kept in it much longer without injury to his own interests, although to move him would be detrimental to the interests of the service.

16. At Bombay the Currency Department has for several years been very indifferently represented; the assistants in the Currency office have been among the least competent or least promising men in the Department, and it is in Bombay that the crime of forgery of currency notes has most frequently occurred and has been most systematically pursued. It is doubtful whether the action of the Bombay office has been satisfactory in dealing with cases of stolen notes, and it seems quite possible that if officers of greater intelligence and experience had been employed, some greater check might have been applied to wrongful dealing in stolen and forged notes.

17. I would propose that a further reduction should be made by reducing the number of probationers. The present number (14) is fixed in view to the Department being recruited solely from this source; if however the Department is to be reduced in numbers and to be supplied in part from the Civil Service, the number of probationers should be considerably reduced.

18. The following is the scale which I would recommend for adoption as being in my opinion best calculated to secure full efficiency for the Department and to give effect to the views of the Secretary of State.

1st Class (salary R1,200 to R1,600) 5 offices:—

Accountant General, British Burma . . . . .	1
"    "    Central Provinces . . . . .	1
Deputy Accountant General, Bengal (or N.-W. P.) . . . . .	1
"    "    Madras . . . . .	1
"    "    Bombay . . . . .	1
	5
	TOTAL

2nd Class (salary R900 to R1,100) 9 offices:—

Assistants to Comptroller General . . . . .	2
Assistant Accountant General, Madras . . . . .	1
"    "    Bombay . . . . .	1
Deputy Accountant General, North-Western Provinces (or Bengal) . . . . .	1
"    "    Punjab . . . . .	1
Accountant General, Assam . . . . .	1
Accountant, Hyderabad . . . . .	1
"    Mysore . . . . .	1
	9
	TOTAL

3rd Class (salary R600 to R800) 8 offices, 5 unattached :—

Assistants to Comptroller General . . . . .	2
Assistant Accountant General, Bengal . . . . .	1
"    "    "    Madras . . . . .	1
"    "    "    Bombay . . . . .	1
"    "    "    North-Western Provinces . . . . .	1
"    "    "    Punjab . . . . .	1
"    "    "    Central Provinces . . . . .	1
Unattached . . . . .	5
	—
	TOTAL . 13
	=

4th Class (Probationary) to consist of not more than 5, and the salary to be fixed at R300.

19. The Department, as now constituted, consists of 60 persons, providing for 46 offices, and 14 junior unattached officers, most of whom, though styled probationers, have passed their probationary course, and are employed in one of the 46 offices, in vacancies caused by the absence of officers on leave or deputation.

20. I have proposed that 13 of the lower offices in the list should be removed from the list and added to the fixed establishment of the offices concerned.

21. Of the remaining 33 offices, I have suggested that the 5 principal Accountants General, the Deputy Comptroller General, the Inspector of Account Offices, the Assistant Secretary, and three Currency officers should be excluded from the classification; this leaves 22 offices to be supplied, which, with 5 unattached officers and 5 probationers, accounts for the proposed Classified List of 32.

22. I recommend that all appointments to the office of the Comptroller General or to those of the Deputy Comptroller General, or Inspector of Account Offices, or of any of the 5 principal Accountants General, be made by selection, either from the Covenanted Civil Service, or from the first class of the Department, and that all appointments to the first or second class should be made either by selection from the Civil Service, or by promotion from the class below, and that appointments to the third class be made either by selection from the Civil Service, by the appointment of persons who have proved their special aptitude in a subordinate or other position, or by the appointment of persons from the probationary class.

23. Appointments to be made by the Government of India to the probationary class by the nomination of young men of good education under such regulations as may be laid down from time to time.

24. It will probably be best to dissociate the office of Assistant Secretary from the Department.

25. Appointments to the three Currency assistantships, it would often be of advantage to make by selecting men of mature age and high character by way of reward for good service in some other branch of the Government service, rather than that the appointment should be held for a short time by a succession of junior officers of the Department.

26. The qualities most required for the office of Assistant Commissioner in the Currency Department are careful regular business habits and trustworthiness; whenever an officer in the graded list of the Department is placed in one of these appointments, he should, I think, be seconded.

27. My reasons for providing 5 unattached 3rd class officers and 5 probationers instead of 10 probationers are as follows :—

*1st*—If there is a large probationary class, it will be difficult to make appointments to any one of the three classes otherwise than by promotion from the class below or from the probationary class without disappointing the expectations of the gentlemen in that class, and a failure to give effect to that part of the scheme which proposes to recruit the Department to an important extent from the Civil Service would be likely to result.

*2ndly*—It is desirable that the Government should be able to give a permanent position in the Department to gentlemen required to fill the place of absentees, as otherwise it may not be easy to obtain the services of qualified persons to fill temporary vacancies, and it seems undesirable that probationers should be nominated to act in the third class on occasion of temporary vacancies but denied the permanent appointment on the occurrence of permanent vacancies.

28. The reduction from 14 to 10 of the number of unattached and probationary officers is justified by the reduction in the numbers of the Department and by the circumstance that it

is not intended to rely on the probationary class as the sole channel through which to obtain recruits for the Department.

29. I have recommended a great difference in the scale of pay assigned to the 3rd and to the probationary class, regarding the pay of the latter class rather as subsistence allowance paid to young men while qualifying themselves for engagement in the Government service than as the salary of officers holding a more assured position.

30. It is a matter of some little difficulty to deal satisfactorily with the expectations of the officers employed in the Department as now constituted, so far as they may be injuriously affected by the change.

31. As the Department on the proposed footing will, apart from the statutory difficulty owing to the reservation of the office of Accountant General to the Civil Service, offer the prospect of the possibility of advancement beyond that offered by the present scale, I think that this consideration goes far towards compensating junior officers for the removal of the higher offices from the graded list.

32. As a temporary expedient, I would propose that a temporary supernumerary class should be formed, to consist, in the first instance, of the gentlemen holding the offices which, it is proposed, should be added to the office establishment list of the offices concerned.

33. No new appointments to the supernumerary class should be made except from the probationers who may be now on the list of the Department.

34. It seems proper that there should be some understanding as to the proportion of appointments which should be made from the Civil Service to the Account and Audit Department.

35. It would perhaps be a good arrangement if, out of the 27 offices forming the first three classes, 7 were held by nominees from the Civil Service; this proportion cannot, however, be attained until the temporary supernumerary class shall have been considerably reduced in numbers; it may be said that so long as the supernumerary class numbers more than 5, the appointments in the three grades of the Classified List held by the Civil Service will not exceed 3.

36. No fresh appointment to the probationary class should be made until the supernumerary class shall have been reduced to 7.

37. If these arrangements should be generally approved on their merits, it remains to be considered how far they can be adopted, having regard to the provisions of the Act reserving certain offices to the Civil Service.

38. The reserved offices in the Financial Department are the following :—

Accountant General.  
Civil Pay Master.  
Sub-Treasurer.

The third of these offices no longer exists: the second has been altered in designation, having merged in the office now styled Deputy Accountant General; the designation of the office of Accountant General to the Government of India has been changed to Comptroller General.

39. There is room for doubt as to the offices to which the statutory restriction applies; they appear to me to be as follows :—

Comptroller General,  
Deputy Comptroller General,  
5 Accountants General, and  
5 Deputy Accountants General,

namely, those for Madras, Bombay, Bengal, North-Western Provinces, and Punjab.

40. There are certain other offices to which the name of Accountant General or Deputy Accountant General has, of late years, been applied; but they are all of inferior status, and I do not think the restriction can be considered to affect them.

41. The proposals which I have suggested for consideration are intended to provide for the employment of a considerable number of men of the Civil Service in the General Account Department, but they contemplate the appointment to any office in the Department of persons from a graded list, the majority of which will not be members of the Civil Service; these proposals therefore cannot be carried out without some modification of the schedule of offices attached to the Act.

42. The comparative cost of the present and proposed establishment is as follows :—

Present Establishment.	R		Minimum.	Maximum.
	R	R	R	R
Comptroller General	...	...	3,500	3,500
I Class, 1,500 to 2,000—	(Special rates.)			
2 at 3,000	Minimum.	Maximum.		
2 at 2,500	11,000	11,000		
2 Class rates	3,000	4,000		
6	14,000	15,000	14,000	15,000
II Class, 1,000 to 1,500—				
1 Special rate	2,500	2,500		
2 " 2,000	4,000	4,000		
4 Class rates	4,000	6,000		
7	10,500	12,500	10,500	12,500
III Class, 11 offices	800 to	1,000	8,800	11,000
IV " 10 "	600 to	800	6,000	8,000
V " 12 "	400 to	600	4,800	7,200
VI " 14 "	200 to	300	2,800	4,200
61 (including Comptroller General)	Total recent establishment		50,400	61,400

Proposed Establishment.	R		
	R	R	R
Comptroller General	...	3,500	3,500
2 Accountants General at	3,000	6,000	6,000
2 " " "	2,500	5,000	5,000
1 " " "	2,000	2,000	2,000
Deputy Comptroller General	2,000	2,000	2,000
Inspector, Local Offices	2,000	2,000	2,000
I Class, 5 at 1,200 to 1,600	...	6,900	8,000
II " 9 at 900 to 1,100	...	8,100	9,900
III " 13 at 600 to 800	...	7,800	10,400
Probationers 5 at 300	...	1,500	1,500
40		43,900	50,300
3 Currency Officers 600 to 800	1,000	2,400	2,400
Assistant Secretary, mean between present 1st and 2nd class pay	...	1,500	1,500
13 Posts to be included in Office Establishment, average	500	6,500	6,500
		54,300	60,700

No. 152, dated 4th June, 1877.

No. 21.]

From—The Government of India,  
To—The Secretary of State for India.

We have the honour to subjoin copy of a telegram addressed to Your Lordship by His Excellency the Viceroy on the 22nd May 1877 :—

" May we expect the separate Despatch promised in fourteenth paragraph of Despatch No. 404, dated 26th October? We find it difficult to dispose of the matter till it comes."

No. 222, dated 5th July, 1877.

No. 22.]

From—The Secretary of State for India,  
To—The Government of India.

\* Secretary of State, to Viceroy.

Yours, 22nd May. No prospect of early passing of Bill. Reorganisation of Financial Department should be proceeded with. Your view of existing law stated in 141 of 1876 concurred in.

With reference to your telegram, dated the 22nd May last, regarding the reorganisation of the Financial Department, I forward herewith copy of a telegram\* sent to your Government on the 28th ultimo.

2. As it is not probable that the Government of India Bill, alluded to in your Financial letter, dated the 14th April 1876, No. 141, will be proceeded with at present, I am desirous that the reorganisation of the Financial Department should not be postponed.

3. In your construction of the existing law, stated in the letter above referred to, I concur, and you will observe that the scheme of reorganisation indicated in my Financial Despatch, dated the 26th October 1876, proposes to extend and not to restrict the employment in the Financial Department of Covenanted Civilians.

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No. 228, dated 28th July, 1879.

No. 23.]

From—The Government of India,  
To—The Secretary of State for India.

Referring to Lord Salisbury's Despatch No. 404, dated 26th October 1876, and subsequent correspondence, we have the honour to forward, for Your Lordship's consideration, a Minute by our late Colleague, Lieutenant-General the Hon'ble Richard Strachey, upon the subject of the reorganisation of our Financial establishments.

2. Without pledging ourselves to adopt the suggestions made by General Strachey in all their details, we accept the general principles of the measures which he proposes in order to carry out the injunctions contained in Lord Salisbury's Despatch of 1876.

3. As soon, therefore, as we receive Your Lordship's sanction to those principles, we shall be prepared to frame, for your approval, a definite scheme based thereon, and so to dispose of this long-pending question.

4. It should be understood, however, that we are not confident that we shall be able to give practical effect to General Strachey's opinion, that the fiscal appointments mentioned in the 16th paragraph of his Minute should be incorporated in the Financial Department; also that we may find it necessary to annex local or personal allowances to some of the more important appointments at the Presidency towns of Calcutta and Bombay.

5. We think it necessary to observe, with reference to paragraphs 3 and 4 of General Strachey's Minute, that the systems of progressive pay and of seconding are at present widely spread throughout our service, and are not confined to our Financial Department, and that Section 6 and Chapter IX of the Acting Allowance Code were not devised specially to meet the requirements of the Financial Department.

6. We enclose two Minutes recorded by our Hon'ble Colleague, Sir Alexander Arbuthnot, dissenting from the principles embodied in General Strachey's Minute, in so far as they restrict the higher appointments in the Financial Department to members of the Covenanted Civil Service, and urging a reconsideration on this point of the instructions conveyed in Lord Salisbury's Despatch of the 26th October 1876; and another Minute by Sir John Strachey, stating his views upon the subject. Our Hon'ble Colleague, Mr. Stokes, concurs with Sir Alexander Arbuthnot and does not consider it necessary to record a separate Minute.

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No. 24.] *Minute by THE HON'BLE LIEUTENANT-GENERAL R. STRACHEY, —dated 9th January 1879.*

In a Despatch No. 404, dated 26th October 1876, the Secretary of State, after expressing doubts as to the soundness of the principles on which the Financial establishments are now recruited, desired the Government of India to reorganise them on the basis of securing, for the discharge of the duties of all the higher *financial* posts, as distinguished from those the duties of which are concerned only in *accounting*, the services of Covenanted Civilians.

I do not think it necessary to discuss the propriety of these instructions which, indeed, have my complete concurrence; and I shall assume that they have to be complied with, and that what remains for the Government of India to do is to give effect to them in the manner least likely to interfere with existing claims and expectations, and best calculated to strengthen the important branch of the public establishments concerned.

2. In the first place, it may, without hesitation, be said that the Financial Department must, in the future, as at present, be a mixed Department, partly composed of Covenanted Officers, partly of Natives or other Uncovenanted Officers. No sharp line of distinction can be drawn between the financial and accounting duties; and for the proper performance of the former some training at least in the latter is most desirable, if not essential.

This being so, it follows, in my opinion, for reasons such as those given in my Minute on the Native Civil Service, that a graded system of salaries is necessary, which shall, as far as practicable, give salaries equivalent to those given on the present system.

3. In the Financial Department, as now constituted, a system of promotion by annual increments of pay has been adopted, thus creating innumerable grades, and necessitating a special set of rules regarding acting allowances. It seems to me expedient that this system should be abolished. It is not economical; for the tendency is to give the maximum pay to every officer in a class. The sole argument in its favour is that an annual increase of pay prevents the disheartenment caused by slow promotion which sometimes occurs when the number of officers in each grade of pay is fixed. When the number of grades is sufficiently large, and they are close enough together, and a proper system of recruitment is observed, the necessity for annual increments should cease.

4. The complicated system of acting appointments which is common in most Departments is further exaggerated in the Financial Department by what are curiously termed "temporary substantive appointments," that is, temporary appointments in which the full salary is given. This, with other similar inconvenient practices, should be abandoned and replaced by the simple system suggested in my Minute already referred to.

5. The nomenclature of the appointments in this Department is also singular, and might be improved by getting rid of highly technical distinctions which are implied in such designations as "Assistant Accountant General" and "Assistant to the Accountant General."

6. There are, at present, sanctioned for the Financial Department 46 appointments, excluding the Secretary and Under-Secretary to the Government of India and the Comptroller General, besides 14 probationers. The number of Covenanted Civilians now employed is 5 with 1 absent on leave.

7. I consider that, to give effect to the Secretary of State's wishes, the number of Covenanted Officers should not be less than 12. This would allow of officers of this class being, as a rule, appointed to the posts of Accountant General in the five chief Provinces—Madras, Bombay, Bengal, North-Western Provinces, and Punjab—and leave 7 to be distributed among the minor Provinces, or to be posted as Deputies for the purpose of training for the more important charges. To secure the services of such officers, having reference to the emoluments in other branches of the service, the salaries assigned to them might reasonably range from ₹1,000 to ₹3,000 monthly.

8. In the tentative scale which I have drawn out, and which is annexed, it will be seen that there are altogether 19 officers with salaries of ₹1,000 and upwards; so that making allowance for the 12 Covenanted Officers, there would remain 7 posts with salaries above ₹1,000 for the other classes. At the present time there are 13 Uncovenanted Officers with salaries of ₹1,000 and upwards. At present, 5 Covenanted Civilians are actually doing duty; so that

the proposed addition to make them up to 12 will more than account for the reduction from 13 to 7 of the posts hereafter to be open to the Native or Uncovenanted class.

The proposals now made would give 13 appointments of ₹1,200 a month and upwards, of which 8 would be reserved for Covenanted Civilians, leaving 5 for other classes, the actual number of these now in receipt of ₹1,200 and upwards being 6. The difference adverse to the officers now in the Department, not in the Covenanted Service, is here much less.

On the whole, the distribution I have suggested seems to offer as fair an approximation to an equitable solution of the problem to be dealt with, so far as salary is concerned, as is likely to be attained.

9. If any of the Uncovenanted Officers now in the Department should hereafter rise to a position in which, having regard to their qualifications, they would appear to be entitled to advancement to a higher grade of salary than could be allowed them consistently with the new system of grading, any additional sum which it might be thought proper to give them to comply with the conditions under which they entered the Department would have to be passed as a personal allowance to the individual. In no case would claims of this nature extend beyond increasing salaries to ₹2,000, which is the maximum under the existing system. It does not seem probable that the consequences of any such personal adjustments of salary would be seriously onerous, or difficult to arrange.

10. A more important and more difficult point to settle to the satisfaction of the existing class of officers would be that of the future withholding from the Uncovenanted Officers, who might otherwise be declared qualified to hold them, the appointments reserved by Statute for Covenanted Officers. There is some uncertainty as to what these appointments really are, though no doubt the office of Comptroller General and the Accountant Generalships in the older Provinces would be included among them. The Statute must obviously overrule the mere order of the Government of India, which inadvertently included reserved posts, or some of them, among the offices offered to the Uncovenanted Financial officers. It can only be in very exceptional cases that the power of appointing other than Covenanted Officers to the reserved posts could properly be exercised; and we must trust that a sufficient number of the less important or special posts, which may be held to be excluded from the reserved list, will be found to satisfy the fair claims of the Uncovenanted Officers, and that these claims will otherwise be sufficiently met through suitable increments to salary, as above explained.

11. It may be noticed in passing that the Act of 1870 could not be made applicable for the admission of any but Natives of India to the reserved appointments, and that it can, therefore, give no relief to the Uncovenanted Officers of other classes.

12. I think it important that, excepting so far as may be otherwise required to comply with the Statute, and the obligation to maintain the standard number of Covenanted Officers in the Department to fill the most responsible offices, the claims to advancement to all posts and all grades shall be decided entirely on a consideration of the qualifications of the available officers, quite irrespective of the class to which they belong.

13. The admission of Covenanted Civilians to the Department should by preference be in the lowest grade assigned to them, with a salary of ₹1,000 monthly. Such salaries would presumably be sufficient to secure officers who have served not less than 7 or 8 years, and would have had district or other administrative experience, which would be most useful to them in the higher posts to which they might rise in the Financial Department. Admissions in any of the higher grades, however, should not be entirely prohibited; though, having in view the necessity of securing the requisite training and experience for the

superior posts, this would be an altogether exceptional course when the Department is brought into proper working order on the new system. In this sense, too, suitable tests should be prescribed for the advancement of the Covenanted Officers to independent charges. Obstacles should not be placed in the way of officers being transferred from the Financial lists to those of the Administrative Branch when it is desired by Local Governments and can be arranged without inconvenience. So far as it takes place, it will probably be directly advantageous to the Administrative Branch.

14. For the Native or Uncovenanted part of the Department, the existing rules of admission might be retained, with any extension in favour of the probationary admission of Natives to the exclusion of persons of European birth that experience might show to be practicable. If the liability to rejection during the term of probation was strictly interpreted and enforced; and none who did not give really solid proof of possessing the requisite qualifications within a reasonable time were permanently admitted into the Department, greater freedom of admission might be possible without loss of efficiency. To obtain more complete security in this respect, the term of probation might be extended, and more stringent tests applied at its close.

15. For some time to come, the admission of persons other than Natives may probably be desirable or necessary. But the less important posts in this Department are certainly among those that may, with great advantage and complete success be filled by Natives, and what is possible should be done to secure this result. The change of system under which the more responsible posts will be filled by Covenanted Officers, and which provides that a sufficient number of this class shall be admitted to the Department to secure this, will greatly diminish or wholly obviate the necessity for seeking elsewhere the abilities and qualifications which the present system was designed to obtain outside of the Covenanted Service.

The further explanations necessary in connection with the proposals thus made will be found in the tentative scale of graded appointments annexed.

16. Thus far I have confined my observations to the Financial establishments as now existing, but I am decidedly of opinion that there would be much advantage in classifying with these establishments the superior posts in several of the cognate fiscal branches of the service. Among these I should place the Opium Department, the Customs, Salt, and Post Office.

These branches of the administration are already either entirely or partially brought under the direct control of the Government of India, and the necessary tendency of the present financial policy is to bring them more under Imperial, and to separate them more completely from Provincial, financial control. By classing them generally together, and endeavouring as far as practicable to fill the superior posts in all these branches of the service from among the officers thus graded together, a large field for employment would be secured to all of them; and the inducements to the more able among the Covenanted Officers to enter these branches of the administration would be much increased. The high importance of attracting officers of superior ability to the Financial and Fiscal Departments is beyond question; and the Secretary of State has declared his readiness to assent to any really necessary increase of charge to ensure it.

17. Many of the appointments among those to which I have just referred are highly paid, though not specially onerous and not calling for unusual ability, and have in practice been filled, to a great extent at least, without much attention to the administrative capacity of the persons nominated to them. If these posts were added to those specially open to Covenanted Officers entering the extended Financial Department, it would go far to supply those increased inducements which I have referred to without any extra cost to the State.



Further, it is unquestionable that a knowledge of the working of the miscellaneous fiscal departments would be of great value in practical financial administration; and to bring the superior officers employed in those departments into relation with the Financial Department would be of considerable utility.

18. I am not prepared to give an opinion as to the exact extent to which the officers of the Fiscal and Financial Departments should be graded in one list. Probably those fiscal appointments only should be included which, as a rule, are not open to the subordinate officers; these are more or less completely graded in separate lists of their own. Thus the Deputy Opium Agents employed on local supervision would probably be excluded, as also the Preventive Officers in the Customs and Salt Departments, and the Post Masters of all grades, excepting, perhaps, those at the Presidency towns. Certainly all the posts commonly filled by Covenanted Civilians should be included.

19. This modification of system would lead to a transfer of the power of appointing some of the officers referred to from the Local Governments to the Government of India. But there is no reason to think that this would cause inconvenience, or need be attended by any want of attention to the reasonable claims of the officers of all Provinces to share in the distribution of the appointments to be classed as Financial. Arrangements could easily be made under which each Province in its turn could have offered to it a suitable proportion of the posts to be filled, subject, of course, to proof being given that every candidate was duly qualified.

20. It will be necessary to obtain the sanction of the Secretary of State to any plan that may be approved by the Government of India for the purpose in view, and it will, I think, be more convenient to submit to him in the first place, for his approval, a general proposal which shall explain the scope of the contemplated changes rather than to prepare a scheme in full detail of which after all he may not accept. When the general plan has been settled, the arrangement of details will be a matter of no difficulty.

Proposed Classification for Financial Department.

EXISTING SCALE.				PROPOSED SCALE.					
	APPOINTMENTS.	SALARIES.		Grades of Salary.	Amount of each class.	Amount corresponding to existing classes.	Appointments reserved for Covenanted Officers.		
		Sanctioned.	Actual.						
		R	R		R				
Class 1	{ 4 Accountants General . . . . . 1 Assistant Secretary to Government . . . . . 1 Deputy Controller General . . . . .	1,500 to 2,000	6 { 2,000 to 3,000	14,250	Class I { 1 at R3,000 1 " 2,750 1 " 2,500 1 " 2,250 1 " 2,000	5	12,500	6 officers at R14,300	There are 19 officers with salaries of R1,000 and upwards, of whom 12 will be Covenanted Officers, leaving seven places to be filled by other classes. The new Classes I and II will correspond with the old classes of the same numbers.
" 2	{ 1 Accountant General . . . . . 6 Deputy and Assistant Accountants General . . . . .	1,000 to 1,500	7 { 1,000 to 1,500	8,875	" II { 1 " 1,800 1 " 1,600 2 " 1,400 4 " 1,200	8	11,000	7 officers at R9,200	
" 3	{ 1 Inspector, Account Offices . . . . . 2 Assistants Controller General . . . . . 8 Deputy and Assistant Accountants General . . . . .	800 to 1,000	11 { 800 to 1,000	9,300	" III { 6 " 1,000 3 " 900 3 " 800 3 " 700	15	13,200	11 officers at R10,300	
" 4	{ 2 Assistants Controller General . . . . . 7 Deputy and Assistant Accountants General . . . . . 1 Assistant Commissioner of Paper Currency . . . . .	600 to 800	10 { 600 to 800	6,600	" IV { 4 " 600 4 " 500 5 " 450 5 " 400	18	8,660	12 officers at R5,250	
" 5	{ 4 Assistants Controller General . . . . . 7 Assistant Accountants General . . . . . 1 Assistant Commissioner of Paper Currency . . . . .	400 to 600	12 { 400 to 600	5,200					
TOTAL	46 Officers . . . . .	R35,600 min. to R48,700 max.		R44,225	TOTAL . 46 Officers . . . . .		45,350		The new Classes III and IV include the posts now distributed in Classes III, IV, and V.

NOTE.—There are five vacancies for which R2,000 have been added to the total amount of actual salaries. No change is proposed for the probationers.

No. 25.] *Minute by the HON'BLE SIR A. J. ARBUTHNOT,—dated 25th June 1879.*

I regret that I cannot agree with the suggestions made by our late Colleague, General Strachey, in his Minute of the 9th January last, regarding the reorganisation of our Financial establishments, or with the general principles upon which those suggestions are based. I have carefully studied the correspondence which has taken place on this subject, and am of opinion that the Government of India ought to ask the Secretary of State to modify that part of the orders contained in his predecessor's Despatch of the 26th October 1876 which provides for all the higher appointments in the Department of Finance and Account being filled from the Covenanted Civil Service.

2. It must not be forgotten that the plan of filling the higher appointments in the Department of Finance and Account entirely from the Covenanted Service was in force for many years, and that it was not until after it had been deliberately pronounced to be a failure that the present organisation was adopted. As a general rule, the good men of the Covenanted Service would not enter the Department. There were frequent complaints of efficiency, and, after much discussion, it was settled in 1862 that the Department should be placed upon a new footing. It was accordingly formed into classes, salaries being assigned on a lower scale than those previously given for the corresponding duties when discharged by Covenanted Civil Servants; and it was announced that all appointments in the Department would be given "with a sole view to efficiency, without distinction of service, profession, race or religion." It was to form one service. The Government were to be at liberty to introduce officers from outside, and place them in one or other of the classes, from which they were to rise in the ordinary course. The Covenanted Civil Servants then in the Department were retained on the scale of salaries which they had previously enjoyed; but this was only a temporary measure. The intention was that, in course of time, the Department should be filled by men not in the Covenanted Service, procured either from England or in this country, according to circumstances,—men trained in accounts, and who would not look to employment in any other branch of the public service. For some time past an opinion has been expressed by some of the principal officers of the Department that the prospective exclusion of the Covenanted Civil Servants is a mistake, and that at present there is no certainty that, when a vacancy in the higher Financial offices occurs, it can be adequately filled from the officers of the Department. This view has been held by Mr. Chapman and Mr. Harrison, and has been admitted, though, I am disposed to think, with some reserve, by Sir W. Muir. It was opposed by Lord Northbrook, who did not think it desirable, as a general rule, that members of the Civil Service should be placed in the Financial Department. It has, however, been adopted by the Secretary of State, who desires that arrangements may be made under which members of the Covenanted Civil Service shall be employed in the Department of Finance and Account in a manner that shall secure the provision of recruits for the higher financial posts wholly from that Service, possessed of the requisite technical knowledge of accounts; while the less important, but more special, duties of the Account Branch may be supplied by the Uncovenanted Service, many of whom may be Natives of India. In order to secure this object the Secretary of State is prepared to sanction any reasonable additional charge that may be deemed necessary.

3. The principle of these instructions is embodied in General Strachey's proposals. Under his plan the posts of Accountant General in the five chief Provinces—Madras, Bombay, Bengal, North-Western Provinces, and Punjab—are, as a rule, to be held by Covenanted Civil Servants, besides the Comptroller Generalship and the appointments of Secretary and Under-Secretary, which latter appointments are only incidentally mentioned in General Strachey's Minute, and are not entered in the tabular statement appended to it. The

result apparently will be that hereafter no member of the Department not belonging to the Covenanted Civil Service will have the prospect of rising to a salary higher than R1,800, or, at the utmost, R2,000; while the salaries open to the Covenanted members of the Department will range up to R4,166-10-8 per mensem. I cannot think that this is a wise arrangement, or one calculated to promote the interests of the public service. On the contrary, I regard it as a very retrograde measure which is certain to be prejudicial to the efficiency of the Department, and which it will be impossible to maintain for any length of time. It may be the fact that of late years the Covenanted Civil Servants who have filled the higher offices have been able men; but it cannot be said that this has been the general experience of the past; and on this point I see much force in Lord Northbrook's remarks that, "generally speaking, accuracy in accounts is not the characteristic of the Civil Service;" that "it requires a special training, and a class of intellect which we are not likely to secure by public competitive examinations;" that "methodical treatment of accounts can only be secured by employing men who have spent their whole lives in the particular work;" and that "it is impossible to secure this, if the Department is to be filled to any considerable extent by members of the Civil Service;" for "the moment their pay becomes a trifle less than that enjoyed by others of the same standing, they will wish to go, and there will be a constant succession of men in the higher offices of the Financial Department, whose training in accounts must necessarily have been superficial." There is, I cannot but think, a good deal of truth in these observations, and therefore it appears to me that it would be a mistake, looking only to the efficiency of the higher offices, to rely upon the Civil Service for providing for all the higher offices in the Financial Department; but taking the opposite view, and assuming, for the sake of argument, that the higher appointments in the Financial Department, as in other branches of the public service, can be thoroughly well filled from the Civil Service, I still think that, regarding the question from a more comprehensive point of view, it would be a mistake to fill those appointments from this source exclusively. Such a measure could hardly fail to exercise a bad and disheartening effect on the junior members of the Department, deadening ambition, damping energy, and destroying that spirit of emulation and honourable pride which is the soul of official as of all other work. Looking to the scale of salaries in India, R1,800, or even R2,000 per mensem, is a comparatively low salary, when fixed as the maximum salary to which the great body of officials in an important department of the administration can aspire; but worse than the reduction of the emoluments would be the disheartening effect of the reduction of status, and of both social and official position, arising from the exclusion of the Uncovenanted members of the Department from all the higher and more independent offices. In a Department which so eminently needs special training, it may not infrequently be advisable to introduce into it men, like Mr. Gay and Mr. Halyburton, who have received a special training in the London offices of account; but it is hardly to be expected that such men will enter the Department, if they are to be deprived of all prospect of rising to the higher offices in it, however great their ability, and however zealous their discharge of their duties. Even in the case of men who are appointed in this country at the bottom, the result of such an exclusion can hardly fail to be very discouraging and detrimental to efficiency. It has been alleged that the greater *esprit de corps*, the greater independence of character, and the superior social status of the Covenanted Civil Servants render them pre-eminently qualified for the higher offices in the Department. I am not likely to unduly depreciate the qualities of the service in which the best years of my life have been passed; but I cannot perceive in what respect the want of that *esprit de corps*, which usually characterises the members of a large service,

can render a trained Financial officer less efficient than he would be if he belonged to the more favoured service; nor can I admit that such men, as Mr. Gay, Mr. Halyburton, or Mr. Fitzgerald, or others whom I might name, are in any way inferior, either in social status, or in independence of character, to the Covenanted Civil Servants. Such comparisons are, in my opinion, unfounded, and, in every point of view, inexpedient. The only point in which, as it appears to me, a trained Uncovenanted Officer of the Department of Finance and Account is necessarily inferior to a Covenanted Civil Servant is in respect of that practical experience in the revenue and executive administration which a young Civil Servant acquires as a subordinate District Officer, and this is a sort of experience which may be often valuable; but it may well be that the inferiority in this respect of the purely Financial officer is often more than counterbalanced by the superiority of the special training which he has received.

4. Another objection to the proposed exclusion of the Uncovenanted members of the Department from the higher appointments, and one which appears to me to have considerable force at the present juncture, is that such an exclusion is inconsistent with the policy of recent years, which certainly is not favourable to any permanent increase in the numerical strength of the close service.

5. From what is said in the papers of the present *personnel* of the Department, I have no doubt that, for some time to come, it may be desirable to continue to employ Covenanted Officers in several of the higher appointments, and also that the scale of salaries sanctioned in 1862 is insufficient to attract and retain good Covenanted Officers. Partly for this reason, and partly because the present sanctioned scale compares unfavourably with that in force in most of the great Departments of the State, I would raise it to the extent proposed by General Strachey, making, however, all the appointments, including the Comptroller Generalship—and I am disposed to think all the appointments in the Financial Secretariat—open to the Uncovenanted members of the Department as well as to Covenanted Officers, and assigning the same salaries to Covenanted as to Uncovenanted Officers, subject to a reduction of one-third in the case of the higher appointments when held by Natives of India. To assign to a Covenanted Officer a salary very much in excess of the salaries assigned to other officers in the same class is, I think, open to very grave objections, and is certain to excite heart-burning and discontent, and thereby to impair the efficiency of the public service. In the Financial, as in other mixed Departments, the same scale of salaries, subject to the exception noted above, should be assigned to all officers performing the same duties. Any other arrangement is, in my opinion, utterly wrong in principle, and is certain to work badly in practice.

6. I would urge these considerations upon the Secretary of State, and would ask him so far to modify his orders as to provide that, while placing the higher appointments permanently upon such a footing as will admit of Covenanted Civil Servants being employed in them, the Uncovenanted members of the Department shall not be debarred from the prospect of rising to them.

7. In making the foregoing remarks, I do not overlook the fact that, as regards these appointments, it is doubtful whether the Resolution of 1862 does not conflict with the law under which the Accountant Generalships are reserved to the Covenanted Civil Service; but this difficulty can be overcome either by providing for the exclusion of the officers in question from the list of reserved appointments contained in the third schedule of the "Government of India" Bill, which has long been under the consideration of the Home Government, as was recommended in our Despatch to the Secretary of State under date the 14th April 1876, or by conforming to the requirements either of 24

and 25 Vic., Cap. 54, or of 33 Vic., Cap. 3, whenever it may be deemed expedient to appoint an Uncovenanted Officer—European or Native—to one of these appointments. The latter would obviously be a clumsy expedient to adopt as a permanent one; but it would answer the purpose for some time to come; and should the proposal to exclude the Uncovenanted members of the Department from the higher appointments in it be abandoned, there can, I presume, be no doubt that the Home Government will consent to remedy the defect in the present law by legislation.

No. 26.] *Minute by the HON'BLE SIR J. STRACHEY,—dated 13th July 1879.*

The questions discussed in the Minute recorded by our Honourable Colleague, Sir Alexander Arbuthnot, on the 25th June, have already been the subject of protracted consideration, of voluminous argument, and of much difference of opinion.

It is not necessary at this stage that I should follow our Honourable Colleague through all the details of his Minute.

But I think it right to say that, for my own part, I entirely concur in the decision of Her Majesty's Government, that we should in future, as in the past, conform to the policy of Statute, and, as a general rule, appoint only Covenanted Civil Servants to the principal offices in the Financial Department. This general rule would, of course, be subject to exceptions; and although I think that these exceptions would be rare, Uncovenanted Officers whose ability and qualifications gave them extraordinary claims to distinction would be treated not less liberally in the future than they have been treated in the past. It follows that I could not join in any such remonstrance against that decision as is advocated by our Honourable Colleague, and that I deprecate any attempt to disturb it.

There is, doubtless, much to be said in favour of throwing open the public service in all Departments to unrestricted competition of selection. It has, however, been deliberately determined by Parliament that the more important offices in every Department of the Civil Administration in India shall be filled by a close service recruited by a system involving severe competition; and it must, I think, be admitted that this method has, on the whole, been fairly successful.

Till 1862, the chief offices in the Financial Department, as in all the other principal Departments of the Administration, were in the hands of the Covenanted Civil Service. I am aware that, at an earlier period, doubts were felt whether the attractions of the Financial Department were sufficient, as compared with those of other Departments of the Administration, to secure for it its proper share of the abler among the Civil Servants. But if there were any grounds for these doubts, the evil was remedied by an improvement of the position of the leading members of the Department; and the Covenanted Civil Servants in the Financial Department before the reorganisation of 1862 (some of whom still remain) were at least equal in ability to the average of their contemporaries. More recently, we have found no difficulty in obtaining for the Department Covenanted recruits with abilities of a high order, who have given us unqualified satisfaction.

Successive Financial Secretaries and Comptrollers General have, without exception, protested against the policy of making separate arrangements for manning the chief offices in the Financial Department of the Administration; and my own experience leads me cordially to agree with them in thinking that the Department gains far more by the experience acquired by its Covenanted members in the general administration and by their weight and influence as

members of the Covenanted Civil Service than it loses by their not having been trained in their early life to keep accounts. I do not think that one of the more experienced officers of the Department, Covenanted or Uncovenanted, would be found to question this.

My own experience and that of the heads of the Department satisfies me that the advantages to the superior officers of the Financial Department of a long training in the practical work of accountants may easily be overrated. An educated public officer of ordinary intelligence has no greater difficulty in speedily mastering the mysteries of the public accounts than he has in learning the details of any other of the various public duties which Covenanted Civil Servants are required to perform.

Of course, it is desirable that the officers chosen for the public service in the Financial Department should have manifested some special capacity for the class of subjects with which they will have to deal. But there is usually no difficulty in finding officers possessed of such preliminary qualifications; and, in fact, we have during the last few years added five Covenanted Officers to the Department, all of whom have proved well worthy of the confidence placed in them, and two (Messrs. Westland and Barbour) have shown unusual financial abilities.

In my judgment, we must look for further improvement in our administration in the Financial Department, less to a larger infusion of the technical element (which may be supplied with comparative ease at any time) than to a wider and more intelligent appreciation by the superior departmental officers of the general circumstances and requirements of the country. This I understand to be the principle of the decision of Her Majesty's Government, which I warmly approve.

Of the individual officers mentioned by Sir A. Arbuthnot, Mr. Halyburton never took part in the Civil Financial Administration, and I am unable to offer any opinion upon his merits as a public officer. Mr. Gay is undoubtedly a very valuable officer; and his exceptional qualifications and ability have lately been recognised by his appointment to the office of Accountant General. But we can less rationally expect to obtain a succession of Mr. Gays by any special system of recruitment than we can expect to find a succession of Mr. Westlands in the Covenanted Civil Service. Having a large field of selection, it is much more likely that we shall obtain a high average of financial ability in the Covenanted Civil Service than by training up for ourselves a narrow Financial Service which is most unlikely to produce many officers of first class merit. I must add that even Mr. Gay would, I am sure, admit that it would have been a greater advantage to him to have served for some years in the general Civil Administration than it would have been a disadvantage to have foregone his special training in the London offices. I do not think that such special training would have added much to Mr. Westland's value to us.

It must not be forgotten that the defects attributed to our Covenanted Officers for want of preliminary training are quickly cured with the lapse of time. Some of the Covenanted Officers who are supposed to have failed in the past had actually spent their whole lives in the Department. If the impression that they failed is correct, such failure cannot be explained by want of experience.

Personally, I do not shrink from saying that, in my opinion, it is a mistake to suppose that that rare and somewhat intangible gift—"financial ability"—is to be secured by any training, although, doubtless, it may, when previously existing, be improved by training. I cannot recall a single salient example of a statesman of accepted financial capacity having acquired his power by a narrow technical training in Account offices. Such capacity has always been developed by experience in the general functions of Government. It is such capacity

which is desirable in the principal officers of our Financial Department; and if we are to find it at all, we must look for it to the general body of our civil officers, and not to the few officers whose duties are confined to the important but narrow sphere of keeping the public accounts and auditing the public expenditure.

Especially must I oppose the suggestion that the officers of the Financial Department should have any recognised preferential claim to fill the offices of Financial Secretary and Under-Secretary in the Financial Department, or Comptroller General. These important offices have throughout been expressly excluded from all the schemes for the constitution of a separate Financial Department. I cannot conceive a greater mistake than to place the slightest restriction upon the discretion of the Government in selecting officers for the offices of Financial Secretary and Comptroller General other than the restrictions imposed by the general Statute. At the same time, I see no more reason for claiming for the Government exemption from that Statute in respect to these offices than in respect to any other equally important offices in other Departments of the State.

Lastly, I cannot agree with my Hon'ble Colleague in thinking the scale of pay proposed in General Strachey's Minute generally inadequate for the Uncovenanted members of the Financial Department. Comparing that scale with the pay of the officers of other Departments, such as the Educational Department, the Geological Department, the Public Works Department, &c., and having regard to the constantly growing number of educated gentlemen, both European and Native, I entertain no doubt that that scale will prove sufficient to attract to our service an abundant supply of well-qualified recruits. I say this without desiring to pledge the Government eventually to adopt the precise scale suggested by General Strachey, which may be found susceptible of improvement in detail when we come to work out our final proposition.

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No. 27.] *Minute by the Hon'ble Sir A. J. Arbuthnot,—dated 26th July 1879.*

Sir John Strachey appears to have misunderstood the main object of my Minute of the 25th June, which is to protest, not against the employment of Covenanted Civil Servants in the Financial Department, but against the exclusion of the Uncovenanted members of that Department from the higher appointments in it. My argument is, first, that we should widen, and not narrow, the field of selection; secondly, that we should not dishearten the subordinate members of the Department by depriving them of that incentive to good work which is furnished by the prospect of advancement.

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No. 28.]

No. 445, dated 13th November, 1879.

From—The Secretary of State for India,

To—The Government of India.

I have considered in Council Your Excellency's letter, dated the 28th of July, No. 228, relating to the reorganisation of the Financial Department in India, in which you forward a Minute recorded by Lieutenant-General Richard Strachey, when a Member of your Council. Without pledging yourselves to adopt his suggestions in all their details, you state that you accept the general principles of the measures proposed by him in order to carry out the instructions given in the Marquis of Salisbury's Despatch of the 26th of October 1876, No. 404, and that, on receiving my approval of those principles, you will be prepared to frame, for my sanction, a definite scheme based thereon, so as to dispose of this long-pending question.



2. It is not without regret that I find that after three years you are still unable to frame a scheme for the constitution of this Department, the lapse of time which has been allowed to occur having materially tended to aggravate the evils which attracted my predecessor's attention.

3. The points to which Lord Salisbury adverted as essential for the satisfactory working of the Department were that the distinction between the qualifications required of those charged with the duty of keeping accounts and those concerned with the administrative business of finance should be duly recognised; that arrangements should be made for the employment in the Department of a number of Covenanted Civil Servants sufficient to supply recruits for the higher posts, wholly from that Service, possessed of the requisite technical knowledge of accounts; while Uncovenanted Servants, and in many cases Natives of India, would be charged with the less important, but more special, duties of the Account Branch; and that such modifications should be made as would make the Department equally attractive with other branches of the public service to Covenanted Civil Officers, who, before entering it, should have acquired a competent knowledge of the general administrative business of the country, and should have satisfied you of their fitness for financial work.

4. General Strachey proposes to secure these objects by the establishment of a graded system of salaries in lieu of the present system of promotion by annual increments of pay, the fourth or lowest class rising from R400 to R600 a month, the third class from R700 to R1,000, the second class from R1,200 to R1,800; and the first class from R2,000 to R3,000; the whole comprising 46 officers as at present. Such a scale appears to me, without being unduly expensive, to be sufficiently attractive to answer the desired purpose.

5. In the "tentative" classification framed by General Strachey, there are in the first class, 5 officers with salaries of R2,000 and upwards; in the second class, 8 officers at salaries varying from R1,200 to R1,800; and in the third class, 6 officers at R1,000, besides others on lower salaries. Of the 19 officers who would thus be drawing salaries of R1,000 or upwards, General Strachey recommends that not less than 12 should be Covenanted Officers, and the remaining 7 posts be reserved for the Native or Uncovenanted class.

6. It is not, in my opinion, desirable to fix any proportion of the higher appointments for allotment to one or other branch of the Service, as any such reservation is calculated to create or perpetuate feelings of prejudice which it is most desirable to remove as far as possible, and to fetter your Government in the selection of the best officer for a particular post on the occurrence of a vacancy. By the East India Civil Service Act of 1861, certain appointments must be reserved to the Covenanted Service, except under very special circumstances; but, beyond this, it is to be desired that your Government should have the fullest discretion for the selection or promotion of the most competent men, with due regard for the just claims of those in the Department.

7. I entirely agree with Sir John Strachey that, in the selection of the Secretary and Under-Secretary to your Government and the Comptroller General, no restriction beyond those contained in the Act of 1861 should be imposed on the discretion of your Government. The only appointments, then, in the Department to which that Act seems to apply are those of Accountants General in Madras, Bombay, Bengal, the North-Western Provinces, and the Punjab. It would be convenient if these high posts could be so distinctly marked that there should be no misunderstanding as to there being reserved by law; but under the scale suggested by General Strachey, there would be some difficulty owing to the fact that the Accountant General of the Punjab is at present an officer of the second class, with a salary of R1,000 rising to R1,500. Unless your Government sees any objection, the difficulty might perhaps be removed by providing that, whenever a vacancy shall occur in that office, the title shall

be changed to that of Deputy Accountant General, thereby removing it from the reserved class and placing it in title, as it is already in grade and salary, on a par with the corresponding office in British Burma. In that case the scale might be thus arranged:—

Class I (appointments to which Acts 24 & 25 Vic., cap. 54, are applicable)—

1 at R3,000	} Accountants General in Bombay, Madras, Bengal, and North-Western Provinces.
1 „ 2,750	
1 „ 2,500	
1 „ 2,250	

Class II (nine appointments)—

1 at R2,000		
1 „ 1,800		
1 „ 1,600		
2 „ 1,400		
4 „ 1,200		
&c.,	&c.,	&c.

Such a classification, while showing clearly that the four appointments in class I were not, as a rule, open to Uncovenanted Servants, would leave to the latter the possibility of rising in due course, by merit and seniority, to the maximum salary, R2,000, provided by the scale of 1862; and any cases in which circumstances might seem to bear hardly on the position of those now in the Department, through the more general introduction of Covenanted Civil Servants, or the reduction of the salaries of the class in which they are now serving, may be dealt with by the grant of a personal allowance.

8. With regard to the introduction of Covenanted Civil Servants into the Department, I consider it essential that, as described in the 13th paragraph of General Strachey's Note, they should have previously had a fair amount of administrative experience, and that they should enter at an age when they can be duly trained in the financial work before being promoted to the higher posts. Probably there need not be more than five or six in the second and third classes at any one time; but provision should be made for their quitting the Department temporarily after a sufficient training, if necessary, and returning, for a time, to the work of general administration, so as to enlarge the sphere for your selection for the higher posts, without unduly interfering with the prospects of the Uncovenanted Servants. In no case should higher emoluments be paid to one officer than to another discharging the same or similar duties on the mere ground that the one belongs to the Covenanted and the other to the Uncovenanted branch of the service.

9. I do not agree in General Strachey's opinion of the advantage of including the superior posts in the Opium, Customs, Salt, and Postal Departments in the same classification as the Financial offices. The qualifications required for those fiscal branches are essentially different from those needed for the administration of finance; and I should regret to see officers likely to be useful in the latter Department attracted to highly-paid offices requiring less talent and very different qualities. Moreover, the extent to which local control must be maintained over the several sources of revenue would render it extremely difficult to include the officers presiding over the collection in any Department under the Central Government.

10. In the remarks contained in the 15th paragraph of General Strachey's Note, regarding the extent to which Native agency may be relied on for the lower grades of the Financial Department, I desire to express my entire concurrence. I am surprised to find that so large a number as 14 probationers is found necessary for a Department containing altogether only 46 appointments, a considerable proportion of which must necessarily be filled by the introduction of qualified officers in one of the higher classes. It is possible, however, that

the full number has not been appointed, as only five probationers are included in the printed list for May 1879.

11. In conclusion, while conveying to you a general sanction of the principles enunciated in General Strachey's Minute, with the exception of the points on which I have commented, I have to request that no time may now be lost in preparing a definite scheme for the reorganisation of the Financial Department of your Government.

No. 29.]

No. 102, dated 17th March, 1880.

From—The Government of India,  
To—The Secretary of State for India.

In reply to Your Lordship's Financial Despatch No. 445, dated 13th November 1879, we have the honour to submit for approval, in the form of a draft Resolution,\* a scheme for the reorganisation of our Financial Department, in accordance with the instructions of Her Majesty's Government.

\* Deposited.

2. In order that there may be no room for further misunderstanding in respect to the appointments which are reserved by Acts 24 and 25 Vic., cap. 54, to be filled from the Covenanted Civil Service, we have removed the five principal Accountant Generalships, or as we propose now to style them "Comptrollerships," from the list of the Enrolled Officers of the Department, and shall not again classify them with these offices.

3. After careful consideration and enquiry, we have come to the conclusion that we must adhere to the system of progressive pay now in force in the Department, and, moreover, apply that system to the five principal Comptrollers.

4. The administrative advantages of that system have led to its introduction in many Departments of the service, notwithstanding its inconveniences. Moreover, we hope to overcome these inconveniences, which are of a technical and mechanical kind, by suitable regulations; and they should not, in our opinion, be allowed to deprive the administration of a method which is preferred for more substantial reasons.

5. It is possible that the average cost of a progressive pay is not adequately represented by the formula which we use, namely, the minimum plus two-thirds of the difference between the minimum and the maximum, and that, for this reason, such pay is more acceptable to our officers. However this may be, we are advised that we shall not secure a regular succession of officers well qualified for the office of Comptroller in our principal Provinces, or the continuance in office of those whom we may appoint in the Department, unless we assign to the office either the progressive pay which we now propose, or fixed pay costing, according to our formula, much more. In any case, the progressive pay is likely, we are assured, to be decidedly more attractive than fixed pay of the same arithmetical value.

6. In respect to the five principal Comptrollers, we observe, further, that it would be a mistake to assume that emoluments which, in the present state of promotion in the Covenanted Civil Service, might, possibly, suffice to secure a competent candidate, will also suffice when the normal flow of promotion is resumed. Past experience convinces us unequivocally that, to obtain such well-qualified Comptrollers as we desire, we must assign to them emoluments rather in excess of the emoluments which are within the reach of the rank and file of our Covenanted Civil Service.

7. With reference to remarks in Your Lordship's 7th paragraph, we have to explain that the office of Comptroller, or as it is now called Accountant General, is not in our opinion less important in the Punjab, and should not be less highly paid there than in the other principal Provinces. No Comptroller

has more onerous responsibilities than the Comptroller for the Punjab in respect to the difficult duty of moving and supplying funds for military and public works purposes. The appointment has always been reckoned as responsible as the rest. Mr. Rawlins' position in the second class, which Your Lordship notices, is *pro formá* only: like the other Covenanted Comptrollers, Mr. Rawlins has been in receipt of special allowances, and has not really belonged to any class at all.

8. The cost of the Department, as we propose to reorganise it, is estimated, as shown in paragraph 14 of the draft Resolution, at R55,108 a month, being R164 more than the present cost, which is R54,934, as follows:—

	<b>R</b>	
Comptroller General . . . . .	3,500	
	<b>R</b>	
Covenanted Accountants General—		
Two at R3,000 . . . . .	6,000	
Three at R2,500 . . . . .	7,500	
	13,500	
Uncovenanted Officers 42, costing R30,400—2,270—41,700*	37,934	
	54,934	

9. Only eight probationers will be required for the reorganised Department instead of 14 as now; but the cost of the preliminary training of the additional Covenanted Civil Servants to be henceforth employed in the Department must be set against the saving upon this item.

10. In the 10th paragraph of your Despatch Your Lordship criticises as excessive the number of 14 probationers hitherto employed. That number was fixed, not upon *à priori* considerations, but, by degrees, as experience proved it to be the smallest number that would suffice to allow to each probationer a year's training before he was called upon to act in one of the sanctioned offices of the Department. With our full complement of 14 probationers, we seldom had any probationer waiting for such employment who had been in our service for much more than a year, provided that he had been declared qualified for higher responsibilities.

11. Your Lordship will observe that we have provided local allowances for the officers selected to fill certain offices of exceptional difficulty or responsibility. In the absence of this device, we cannot select the best officers freely for such offices without inflicting upon them unmerited injury. For the most part the responsibilities of the several offices of the Department are evenly distributed; but there are some which are exceptional, and much practical inconvenience will result if we have not the means at hand for meeting such cases. Moreover, the grant, in particular, of local allowances to the two Deputy Comptrollers General will go far to compensate the Uncovenanted Officers of

* Class.	No.	Present scale and pay.			Minimum.	Maximum.
		R	R	R		
I	2(a)	1,500	100	2,000	3,000	4,000
II	7(b)	1,000	75	1,500	7,000	10,500
III	12(c)	800	50	1,000	9,600	12,000
IV	10	600	50	800	6,000	8,000
V	12	400	50	600	4,800	7,200
	42				30,400	41,700

(a) We have always had two first class Uncovenanted Officers, rating one of the Covenanted Accountants General in the 2nd class *pro formá*.  
 (b) Includes the newly-sanctioned office of Inspector of Local Fund Account Offices.  
 (c) Exclusive of the Comptroller General's Money Order Assistant, but inclusive of the Assistant Secretary, late Revenue, Agriculture and Commerce Department, and of a new assistant to the Comptroller General for whom application is now being made.

the Department for the injury to their prospects inseparable from the reorganisation; and, apart from this, special advantage is, in our opinion, necessary for the due encouragement of the Department.

12. The new ministerial appointments will probably be largely held by Natives of India. Of the 31 Enrolled Officers, three will be Covenanted Civil Servants, who will, presumably, be, usually, Natives of Great Britain. Of the remaining 28 officers, we have arranged for one-third being Natives of India. We do not consider that we could conveniently or safely enlarge this proportion at the outset.

13. Sir Alexander Arbuthnot dissents from the Resolution submitted with this Despatch, being of opinion that the exclusion of members of the Financial Department not being Covenanted Civil Servants from the six highest offices of the Department, which is practically involved in the 9th and 10th paragraphs of the Resolution, is opposed to sound policy.

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No. 233, dated 15th July, 1880.

No. 30.]

From—The Secretary of State for India,  
To—The Government of India.

I have considered in Council the letter from your Government, dated the 17th March, No. 102, submitting for approval, in the form of a draft Resolution, a scheme for the reorganisation of your Financial Department.

2. In the proposition of General Strachey, the general principles of which were accepted by your Government, it was suggested that the salary of the Accountants General in the five chief Provinces should be ₹2,000, ₹2,250, ₹2,500, ₹2,750, and ₹3,000 per month respectively; and these salaries received the sanction of Viscount Cranbrook, though he suggested that in the Punjab the officer should be termed Deputy Accountant General, receiving a salary not above ₹2,000.

3. Your Government objects to this officer being placed in a lower class than that to corresponding appointments in other Provinces; and I am willing that he should rank in the same class with the other Accountants General. These officers you propose henceforward to designate as Comptrollers, but no reason is assigned for this change. The officers in question are well known by the title of Accountant General, and the title is one of those used in the Schedule to the Acts 24 & 25 Vic., Cap. 54, and, by retaining it, there is less reason to fear any confusion between them and the Controllers in the Military Department. I request, therefore, that the designation may not be altered.

4. Your Government has come to the conclusion that the system of progressive pay now in force in the Department must be maintained, and be applied to the five Accountants General, and that you will not be able to secure a regular succession of officers well qualified for such positions, or the continuance in office of those who may be appointed, unless you assign to these posts either the progressive pay which you propose, or fixed pay costing much more.

5. It is not the practice of the public service for the pay of very high officers to rise progressively. A fixed salary is usually attached to each particular office, according to its importance, and the promotion of a deserving officer is effected by his advancement to a more important and better paid position in the Department. Otherwise, under the system of graded appointments, the salary of the individual officer is not made to vary according to the particular office to which he is posted, but is ruled by his position in the graded list.

6. I see no sufficient reason for a different course in regard to the Accountants General in the Financial Department. The salaries which you propose for the five officers are R2,250, rising by annual increments of R100 to R2,750 a month, with local allowances of R250 to the officers at Bombay and Calcutta; the average monthly cost of such a scale would be R13,416. I consider that there should be two officers at R2,750, two at R2,500, and one at R2,250, local allowances of R250 being given as proposed by you to those at Calcutta and Bombay. The average monthly cost would therefore be R13,250.

7. The position of Accountant General at Bombay is of such importance that I consider it right that this should be one of the two salaries of R2,750, so that, with the local allowance, he would receive R3,000. The arrangement of the other salaries I leave to be determined by your Government; but I think that the highest amounts should be assigned to the most important position, and not that an Accountant General should rise by mere seniority, whatever his duties, to the largest salary assigned to this class of officer.

8. I do not think that the scheme now proposed by your Government provides for the introduction into the Department, or the training in the special duties of the Financial administration, of a number of officers from the Civil Service sufficient to meet the demand for the higher posts. Under the 18th paragraph of the proposed Resolution, it is possible that there may not be more than three such officers to supply vacancies occurring in six or seven appointments. At the same time, I recognise the difficulty of bringing more officers from the Covenanted Service into the Department without the risk of injuring the prospects of the Uncovenanted members. There is, however, one defect in the present system, as regards the provincial service, and it appears to me that the two evils may be remedied by the same measure, though at some additional expense. The arrangements for the control of the Provincial Governments over the revenue and expenditure have in the last few years assumed very much larger proportions, and in most cases there is no special officer appointed to conduct the correspondence on financial matters appertaining to those Governments.

9. It appears to me that in each of the five principal Presidencies and Provinces a Covenanted Civil Servant might be selected from those serving in that Province for the position of Assistant Accountant General, in which he should be trained under the supervision of the local Accountant General, at the same time being made available as an Assistant or Under-Secretary of the Local Government for financial business. In this manner valuable assistance would be afforded to the Local Government in the management of this very important branch of its duties, and a staff of officers would be educated from whom a selection could be made to fill the vacancies in the Financial Department. If their services were not eventually required by your Government to fill some one of the better paid appointments in the Financial Department, before the time arrived when they would reasonably look for further advancement, they would not have been removed from their own Province, and consequently would not have been injured in their local prospects. I leave it to your Government to arrange the apportionment of the salary of these five between your Government and the Governments of the respective Provinces. These officers will not be borne on the nominal list of the Department, and it is unnecessary that any allusion to them should be made in the Resolution about to be published for reasons similar to those which have led to the omission of any reference to the Covenanted Officers of your own Financial Secretariat.

10. In a similar manner, a Covenanted Civil Servant should be attached as a personal assistant to the Comptroller General, whose salary will of course be chargeable to your Government; but possibly this expense may be met by

arranging that one of the three Enrolled Officers of the Covenanted Civil Service should always be so attached, it being very desirable that every officer, before being appointed Accountant General, should have a practical training in the special class of duties conducted by the Comptroller General himself.

11. In regard to the second class, which will, under the revised scheme, become the first class of the Enrolled Officers, you propose that the maximum salary shall be Rs. 1,750, although as local allowances of Rs. 250 or Rs. 200 will be assigned to four of the Enrolled Officers, it is possible that an aggregate pay of Rs. 2,000 a month may be attained. I am not of opinion that a system of local allowances is suitable for this class of officers; and I think it will create needless ground of complaint if the limit of fixed salary held out to the most deserving be not fixed at Rs. 2,000. I have, therefore, to request that you will so rearrange the salaries proposed as to effect these two objects, while not exceeding the total general charge which would have been involved in the scheme proposed by your Government.

12. With regard to the language of the Resolution, I observe that in the 1st paragraph it is said to have been "finally declared that for the future the Government of India must hold itself free ..... to offer to" any person selected for an appointment in the Financial Department "such remuneration as may be required in order to secure his services." I think it would be better to omit this passage.

13. In the 8th and 12th paragraphs there seems to be some confusion as to the number of the superior ministerial appointments to take the place of the Enrolled Officers removed from the list.

14. In the 15th paragraph it is said that the emoluments of all the Enrolled Officers will, "as a rule," be regulated by the prescribed scale. It must be understood that it is a fixed regulation that the emoluments of the officers are not to be affected by the question whether they belong to the Covenanted or to the Uncovenanted Service. It is also said that "the Governor General in Council reserves to himself an absolutely free discretion to admit to the list of Enrolled Officers any person whom he may deem it to be for the interest of the public service so to admit." It should be added that this is subject to the general rule, that, except in the case of a Covenanted Civil Servant, the previous approval of the Home Government is necessary for any such appointment.

15. In the 16th paragraph it is said that "the Governor General in Council will at any time make such changes in the organisation now settled as he may think expedient." I consider that in the formation of the enrolled list and in any subsequent modification, care should be taken that the interests of officers already in the Financial Department do not suffer, if they are efficient for the discharge of their duties. The compulsory retirement of officers who are still capable of performing their work would not be conducive to economy.

16. I desire that the alterations necessary to carry into effect the objects of the foregoing observations may be made, and that the Resolution, when amended, may be forthwith published.

17. Further, I will only repeat what has been more than once stated by my predecessors in office, that I regard it as of the greatest importance that the superior officers in your Financial service shall be in every respect of equal ability with those holding the higher offices in other branches of the administration, and that, to ensure this, whatever inducements may be really necessary to draw into the Financial service officers possessed of the highest qualifications should, without hesitation, be offered. I have, therefore, considered it expedient to request your Government to introduce modifications into your proposals, which, if, as I anticipate, they operate satisfactorily in this direction, will amply justify the additional expense they will occasion.

No. 31. ] No. 3023, dated 28th September, 1880.  
 Telegram from—Viceroy, Simla,  
 To—Secretary of State, London.

*Financial Department scheme.*—Please allow us to raise the fifth Accountant-General also to R2,500, otherwise inferior officers only may be expected to enter Department, and there must be frequent changes in *personnel* of the lowest paid office. Also, after anxiously endeavouring to give effect to your orders, we are compelled to beg you to allow the local allowances proposed for the Uncovenanted Officers to stand. Most serious administrative inconvenience must, otherwise, result.

No. 32. ] Dated 13th October, 1880.  
 Telegram from—Secretary of State, London,  
 To—Viceroy, Simla.

Yours 28th September. I request that Financial scheme as sanctioned may be acted on and tried.

No. 33. ] No. 3577, dated 4th November, 1880.  
 RESOLUTION—By the Government of India, DEPARTMENT OF FINANCE.

Read again—

The following Proceedings relating to the reorganisation of the Department of Account and Finance :—

Proceedings, June 1876, Nos. 7-16.  
 „ March, 1879, Nos. 184-206.

Read also the following Despatches :—

To the Secretary of State, No. 228, dated 28th July 1879.  
 From „ „ No. 445, dated 13th November 1879.  
 To „ „ No. 102, dated 17th March 1880.  
 From „ „ No. 233, dated 15th July 1880.

RESOLUTION.—On the 12th April 1876, the Governor General in Council recited, in a Resolution\* the principal documents relating to the then existing constitution of the Department of Finance and Account.

2. In a Despatch † dated 14th April 1876, the Government of India, simultaneously, brought to the notice of Her Majesty's Secretary of State an apparent conflict between the proceedings recapitulated in that Resolution, and Acts 24 and 25 Vic., Cap. 54, under which an Accountant General, like the other principal civil officers of the Administration, must, saving under an exceptional procedure, be a member of the Covenanted Civil Service, and made certain propositions for the remedy of this conflict.

3. Subsequently memorials were addressed to the Secretary of State by 190 members of the Bengal Covenanted Civil Service, remonstrating against the apprehended breach of the provisions of the Statute, as aforesaid.

4. In his Despatch No. 404, ‡ dated 26th October 1876, the Secretary of State, after reviewing the whole subject, pronounced the condition of the Department unsatisfactory, and wrote as follows :—

“The administrative business of finance, though intimately connected with the duties of accounting, is of a different nature, and requires very different qualifications. It is indispensable to the efficiency of a Financial officer that he should have a thorough knowledge of accounts; but there is much of the work of keeping accounts that may well be performed by officers and clerks who would not be likely to become efficient financiers. If this distinction



be duly recognised, it appears to me that there is no reason why an arrangement could not be made, under which members of the Covenanted Civil Service should be employed in the Department of Finance and Accounts, in a manner that should secure the provision of recruits for the higher financial posts wholly from that service, possessed of the requisite technical knowledge of accounts, while the less important but more special duties of the Accounts Branch might be supplied by Uncovenanted Servants, many of whom should be Natives of India."

5. Owing to the conflicting interest affected by these orders, the Government of India has found it difficult to frame organic measures for carrying them into effect. But, meanwhile, in making appointments to the five principal Accountant Generalships, the Government of India has felt bound to conform, in practice, to the Statute.

6. In accordance with further instructions since received from the Secretary of State, and with the sanction of Her Majesty's Government, the Government of India has now resolved to reorganise the Department as follows, taking occasion to simplify its nomenclature by eliminating the titles of Deputy Accountant General in Independent Charge (for which the designation of Controller will be substituted), Inspector of Local Account Offices, Assistant to the Comptroller General, Assistant to the Accountant General, and Assistant to the Head Commissioner and Commissioners of Paper Currency.

7. Including the recently sanctioned office of Inspector of Local Fund Accounts in Bengal, and excluding the Comptroller General's assistant for money orders transferred to the Post Office, the Department now consists of 46 sanctioned appointments, besides a sanctioned staff of 14 probationers in training to fill vacancies.

8. Experience shows that the work of the Department cannot be done with less than 46 officers. But the Government of India considers that efficiency will be promoted, while at the same time there will be some saving of expense, by the substitution of eleven superior ministerial officers, of whom seven will be entitled Chief Clerks, for eleven of the Enrolled Officers. The present Head Assistant of the Comptroller of British Burma may, at the same time, become a Chief Clerk without change of pay. The appointment of a Chief Clerk will be gazetted, and he may sign letters or discharge any other duties assigned to him by the head of his office.

9. The Comptroller Generalship is not included among the existing 46 superior offices. The Government of India has now finally decided, also, to remove from the list of Enrolled Officers the five Accountant Generalships for Bengal, Madras, Bombay, the North-Western Provinces and Oudh, and the Punjab, which five offices will henceforth be treated as reserved by Statute to be filled, ordinarily, by members of the Covenanted Civil Service.

10. The whole Department will consist, in future, of the following officers :—

1 COMPTROLLER GENERAL.

5 ACCOUNTANTS GENERAL.

30 ENROLLED OFFICERS.

2 Deputy Comptrollers General.

1 Assistant Secretary.

5 Comptrollers.

5 Deputy Accountants General.

17 Assistants Comptroller General, Assistants Accountant General, and Assistants Comptroller.

CHIEF CLERKS.

8 Chief Clerks.

11. The pay of the Comptroller General will be, as heretofore, R3,500 a month.

The pay of the Accountants General will be as follows :—

Two at R2,750 a month each ;  
 „ R2,500 „ „  
 One at R2,250 „ „

besides which, the Accountant General actually on duty at Calcutta or Bombay will receive a local allowance of R250 a month.

Hereafter, the Accountants General for Bengal and Bombay will, ordinarily, receive the highest pay thus provided, namely, R2,750 a month, or, if acting, their salaries will, as a rule, be reckoned on that pay. But, as the existing distribution of the Staff has not been made with this understanding, this particular detail cannot be completely introduced till vacancies occur.

12. The pay of the 30 officers who are to be designated “ The Enrolled Officers ” will be as follows :—

CLASS.	NUMBER OF OFFICERS.	MONTHLY PAY.			TOTAL MONTHLY COST.		
		Minimum.	Yearly increment.	Maximum.	Minimum.	Increment.	Maximum.
I . . .	2	R 1,750	R 50	R 2,000	R 3,500	R 100	R 4,000
II . . .	5	1,250	50	1,500	6,250	250	7,500
III . . .	7	1,000	50	1,250	7,000	350	8,750
IV . . .	8	800	40	1,000	6,400	320	8,000
V . . .	4	600	40	800	2,400	160	3,200
VI . . .	4	400	40	600	1,600	160	2,400
	30				27,150	1,340	33,850

13. The pay of the eight Chief Clerks will be as follows :—

CLASS.	NUMBER OF OFFICERS.	MONTHLY PAY.			TOTAL MONTHLY COST.		
		Minimum.	Yearly increment.	Maximum.	Minimum.	Yearly increment.	Maximum.
I . . .	1	R 600	R 40	R 800	R 600	R 40	R 800
II . . .	2	500	40	700	1,000	80	1,400
III . . .	3	400	40	600	1,200	120	1,800
IV . . .	2	400	20	500	800	40	1,000
	8				3,600	280	5,000

14. The pay and distribution of the remaining four new superior ministerial officers will be as follows :—

IN THE OFFICE OF THE—	NO. OF OFFICERS.	MONTHLY PAY.		
		Minimum.	Yearly increment.	Maximum.
Comptroller General . . .	1	R 300	R 18	R 390
Accountant General, Bengal . .	1	400	16	480
„ „ Bombay . . .	1	400	20	500
	1	300	18	390

15. The Government of India does not bind itself to adhere, precisely, to any particular distribution of the Enrolled Officers and Chief Clerks ; but, primarily and ordinarily, they will be distributed somewhat as follows :—

IN THE OFFICE OF THE—	ENROLLED OFFICERS.						CHIEF CLERKS.				CLASS TOTAL.
	Class I.	Class II.	Class III.	Class IV.	Class V.	Class VI.	Class I.	Class II.	Class III.	Class IV.	
Financial Secretary and the Comptroller General . . .	2	1	3	1	2	1	1	...	...	...	11
Accountant General, Bengal . . .	...	2	...	...	1	...	...	1	...	...	4
Ditto, Bombay . . .	...	1	...	2	...	...	...	1	...	...	4
Ditto, Madras . . .	...	...	1	1	1	...	...	...	1	...	4
Ditto, North-Western Provinces and Oudh . . .	...	...	1	1	...	1	...	...	1	...	4
Accountant General, Punjab . . .	...	...	1	...	...	1	...	...	1	...	3
Comptroller, Central Provinces . . .	...	...	1	...	...	...	...	...	...	1	2
Comptroller, British Burma . . .	...	1	...	...	...	1	...	...	...	1	3
Ditto, Assam . . .	...	...	...	1	...	...	...	...	...	...	1
Ditto, Hyderabad . . .	...	...	...	1	...	...	...	...	...	...	1
Ditto, Mysore . . .	...	...	...	1	...	...	...	...	...	...	1
	2	5	7	8	4	4	1	2	3	2	38

16. Thus the average monthly cost of the Department will be—

Comptroller General . . . . .	R	3,500
	R	
Five Accountants General . . . . .		12,750
Local allowances . . . . .		500
		13,250
	R      R      R	
Thirteen Enrolled Officers . . . . .	27,150—1,340—33,850	... = 31,617
Eight Chief Clerks . . . . .	3,600— 280— 5,000	... = 4,650
		58,017
	GRAND TOTAL	58,017

17. Without the previous approval of Her Majesty's Government, no one who is not a Covenanted Civil Servant will be admitted to the enrolled list, otherwise than as prescribed in paragraph 24. Subject to this general condition, the Government of India reserves to itself a free discretion to appoint any person to be an Enrolled Officer whom it may deem it to be for the interest of the public service so to appoint; but the emoluments of every Enrolled Officer will, as a rule, be regulated by the scale stated in paragraph 12, and, in particular, no higher emoluments will be granted to any Enrolled Officer only by reason of his being a member of the Covenanted Civil Service.

18. The Government of India will, at any time, make such changes as it may think expedient in the organisation now announced: the present Resolution is not to be regarded as, in any sense, a legal or moral contract, which the Government is not at liberty to vary without the consent of the officers of the Department.

19. The Government of India does not undertake to keep the complement of officers in each class always full, or to promote officers from class to class, only because there is a vacancy in a higher class, or otherwise than upon an unfettered consideration of their merits. But, if there is a vacancy in a higher class, a corresponding addition may, at the discretion of the Government of India, be made to the complement of a lower class.

20. In order that there may be a supply of officers, qualified by practical experience, to succeed to the office of Accountant General, at least three of the 31 Enrolled Officers actually present on duty will, as a rule, be Covenanted Civil Servants, namely, one in the second class, one in the third class, and one in the fourth class. Accordingly, a vacancy, whether temporary or substantive, caused by the transfer of a Covenanted Civil Servant from some office in the enrolled list to some office not on the enrolled list, whether in the Financial Department or not, or by the promotion of a Covenanted Enrolled Officer from one class to another, will, as a rule, be filled by the appointment thereto of another Covenanted Civil Servant.

21. The Government of India does not pledge itself, under all circumstances, to fill a vacancy in the office of Comptroller General by the promotion of an Accountant General, or a vacancy in the office of Accountant General by promotion from the enrolled list, or a vacancy caused by the transfer, or promotion to a higher class, of a Covenanted Enrolled Officer by the promotion of a Covenanted Enrolled Officer from a lower class. ...

22. The Local Government must, immediately, reappoint, in his proper relative place in the general administrative staff, any Covenanted Enrolled Officer who is permitted or required by the Government of India to leave the Department, relegating, as necessary, to lower rank and emoluments, the junior officers, active and substantive, displaced in consequence of the reversion of the Enrolled Officer.

23. Eventually, the two first class Enrolled Officers will, usually, be Uncovenanted Officers, if the Department contains such officers whom the Government of India considers fully qualified by standing and merits to be so appointed. It is not the present intention of the Government of India, as a general rule, to appoint to the first class any one but a Deputy Comptroller General or the Assistant Secretary. The Assistant Accountant General, Bengal, who is employed on the inspection of Local Fund Offices, and the Assistant in charge of the Currency Department and the Reserve Treasury in Calcutta will, usually, be in the third class. But an officer appointed to one of these offices or to the office of Deputy Comptroller General, if, by reason of such appointment only, promoted substantively, before officers senior to him in the Department, will, usually, hold the rank and pay to which he is thus promoted, only provisionally, while actually filling the office in virtue of his tenure of which he is thus promoted. The first class Chief Clerk will, usually, be employed in the office of the Comptroller General.

24. To provide for the ordinary recruitment of the Uncovenanted Enrolled Officers, a body of probationers will be selected, in the manner prescribed in Resolution No. 2273, dated 18th April 1876, by the competitive examination of three nominees for each vacancy, the nominees at every third examination being Natives of India of unmixed descent. There will be eight such probationers in all, and their pay will be as heretofore—

	R
on first appointment . . . . .	200
on passing the lower departmental examination . . . . .	250
on passing the higher departmental examination . . . . .	300

Thus, including the probationers, there will be 38 Enrolled Officers. Until the enrolled list contains less than 38 names, no more probationers must be appointed.

25. Excluding probationers, the Enrolled Officers and the Chief Clerks together will, eventually, number 38, or, together with the four other new ministerial officers described in paragraph 14, 42. No new Chief Clerks or ministerial officer must be appointed substantively, in accordance with paragraphs 13 and 14 of this Resolution, until the number of Enrolled Officers, including the present probationers, and including also the Chief Clerk of the Comptroller of British Burma, falls below 42. As soon as that happens, the total number of Enrolled Officers and Chief Clerks may, including the other four new superior ministerial appointments, be kept up to 42 by the gradual appointment of eleven substantive Chief Clerks and new ministerial officers, as authorised in paragraphs 13 and 14. At present, excluding three officers, Messrs. FitzGerald, Hart, and Chapman, who are seconded, there are 45 Enrolled Officers.

26. No officers may be appointed to act as Chief Clerk, or in the other four new ministerial appointments, while there are 41 Enrolled Officers present on duty. There are now 38 officers so present. Three acting Chief Clerks may therefore be appointed, and Messrs. Priyanath Datta, Harish Chandra Mitra, and C. Hall are so acting.

27. In future, no acting promotion will be given in the Financial Department, in consequence of the absence of an officer on privilege leave, unless an officer is transferred from another station to fill the place of another officer, or required to perform decidedly more responsible and onerous duties.

28. The new organisation will take effect from the 8th August 1880, being the date on which the Secretary of State's Despatch No. 233, dated 15th July, was received by the Government of India. If the substantive pay of any Enrolled Officer is increased by the new scale, his next increment will be due on the 1st September 1881.

ORDERED, that this Resolution be published in the *Gazette of India*, and communicated for information and guidance to the Comptroller General and to each Accountant General and Deputy Accountant General in independent charge.

Ordered also, that this Resolution be communicated to the several Local Governments.

No. 380, dated 16th November, 1880.

No. 34. ]

From—The Government of India,

To—The Secretary of State for India.

We have the honour to forward the Resolution, which we have published, giving effect to the orders contained in Your Lordship's Despatch No. 233, dated 15th July 1880, regarding the reorganisation of the Financial Department.

2. In accordance with Your Lordship's suggestion (paragraph 2), we have retained the title "Accountant General" for the officers holding the five principal Accountant Generalships; but we have substituted the title "Comptroller" for each officer hitherto designated "Deputy Accountant General in Independent Charge." We have not considered ourselves at liberty hitherto, with reference to the Statute, to style the Chief Civil Account Officer, in the minor administrations, Accountant General, unless he was a Covenanted Civil Servant. But the present title of these officers is inconvenient and inaccurate, and there is some advantage in giving them a different designation from the Chief Civil Account Officers in the larger Provinces, who will hereafter be always Covenanted Civil Servants.

3. We have carefully considered the suggestion in paragraph 10 of your Despatch, regarding the selection of a Covenanted Civil Servant from the officers serving in each of the larger Provinces to be trained under the supervision of the Accountant General of the Province, and at the same time to be made available as Assistant or Under-Secretary of the Local Government for financial business; and also for the employment of a Covenanted Civilian as Personal Assistant to the Comptroller General.

4. The officers whose training may be considered to qualify them to succeed, on vacancies occurring, to our seven principal Financial officers, namely, the Financial Secretary, the Comptroller General, and the five Accountants General, will now be the Under-Secretary in the Financial Department, three substantive Enrolled Covenanted Officers, and as many acting Enrolled Officers as will provide three such officers always present on duty. Moreover, it was never the intention that the Enrolled Covenanted Officers should pass their whole life in the Department, and it is apprehended that the career offered will not induce officers so to remain permanently. One way or other, the provision for training possible recruits for the seven higher offices will, we think, be ample, without the proposed additional officers: indeed a Covenanted Officer entering the enrolled list at the foot, in other words, as third acting Enrolled Officer, will, usually, have to wait for many years before he has a chance of being selected for a permanent appointment as Accountant General. To appoint five or six more Covenanted Financial Officers on small pay would only embarrass us. There would be no prospect whatever of our finding employment for them.

Then, again, the present proposal would militate against the very wholesome suggestion that every Covenanted Officer should pass five or six years in the general administration, before joining the Financial Department. The pay of the proposed Assistantships could hardly be fixed so highly as to attract first-rate men of such a standing as to fulfil this condition.

5. On these considerations, and in view of the inconvenience that would necessarily be caused by reason of an officer serving under an Accountant Gene-

ral, and, at the same time, being made available as Assistant or Under-Secretary to a Local Government for financial business, and also of the expense which the measure will involve, we have abstained for the present from carrying out Your Lordship's suggestion. If the development of the provincial financial business should lead the Local Governments to propose to appoint Financial Under-Secretaries, Your Lordship's suggestion will not be lost sight of; but no such necessity has yet been reported.

No. 1900, dated 22nd July, 1881.

No. 35.] RESOLUTION—By the Government of India, DEPARTMENT OF FINANCE AND COMMERCE.

In Financial Despatch No. 46, dated 27th January 1881, the Right Honourable the Secretary of State communicated, with his orders, the report of a Committee appointed to enquire into the existing system of Military Accounts in India; and in paragraph 4 of that despatch it was stated that the Committee

further consider it necessary to define more clearly the duties of the Comptroller General and of the Military Accountant General, and they make certain specific recommendations, which are detailed in the 23rd paragraph of their report, and of which I approve.

2. The recommendation of the Committee regarding the relative positions of the Comptroller General and the Departmental Account officers was as follows:—

That the respective duties of the Comptroller General and the Military Accountant General, and their official relations towards each other, be more clearly defined than they are at present. The Comptroller General should be the chief authority in all matters affecting the mode of keeping the public accounts, including those of the military and other spending departments. He should be held solely responsible for the general finance accounts, and should be the recognised channel for information in regard to the financial position as indicated by those accounts. He would therefore be answerable for watching the issues for military and all other services, and keeping the Government closely informed as to the actual progress of both revenue and expenditure. He should be required to send to the Military Accountant General monthly statements of the total issues from civil treasuries for military services, including all charges incurred and paid by the Civil Department for military purposes; and he should require from the Military Accountant General monthly statements exhibiting, on one side, the moneys received from civil treasuries and other military receipts, and *per contra*, the amount of expenditure actually audited, and the sums remaining to be audited and accounted for. He should be empowered to call for any explanations which he may at any time consider necessary, especially in regard to outstanding or unsettled charges.

The Military Accountant General should occupy the position and exercise the authority of a Deputy Secretary for Finance in the Military Department, retaining his present duties, and being specially charged with the function of watching and reporting upon the current military expenditure; his responsibility for the due and proper conduct of the departmental audit of military expenditure and for the prompt adjustment of outstanding advances being assimilated to that which attaches to the Comptroller General in regard to the Civil Department. It would be necessary for him to keep such books as would enable him to consolidate the accounts of the Military Controllers, and to compare the expenditure as it proceeds (under the various heads and sub-heads) with the amounts of the sanctioned grants. He should require the several Controllers of Military Accounts to transmit to him immediately after the close of each month, or at such other periods as may be found convenient, statements of all military drawings of every kind upon civil treasuries in the period just ended, and such other financial returns as will ensure his being in a position at all times to advise the Government of the actual and anticipated progress of military expenditure. He should also require every military disbursing officer who now renders cash balance reports to forward direct to him monthly abstract statements of receipts and expenditure, and of the balances in hand at the commencement and close of the month. He should sign the separate accounts of audited military expenditure appended to the finance accounts, and be answerable for their accuracy.

3. In directing, in general terms, the adoption of this recommendation as defining the general functions of the Comptroller General and the Officers of the Military and other Account Departments, the Governor General in

Council has resolved to place the Controllers of Military Accounts in immediate subordination, in all matters of account, to the Comptroller General.

4. According to the system of the Civil Account Department, the Accountant General (to whose position that of the Controller of Military Accounts corresponds) exercises his office in subordination to three different authorities :—

- I.—To the Comptroller General, to whom his accounts are rendered ; who also determines, under the general instructions of the Government, the form of the accounts, sees that as accounts they are properly kept and punctually rendered, and generally directs all questions of account procedure.
- II.—To the Local Government, to whom the Accountant General is bound to give all the information arising out of his accounts, which is required for administrative purposes, and in consultation with whom the Accountant General must regulate the procedure of his own office in those matters in which it comes in contact with the Administrative Departments.
- III.—To the Government of India in the Financial Department, in respect of all questions arising on audit, and of the administration of his own office.

5. In regard to the first of these matters, the Controllers of Military Accounts will have the same relation to the Comptroller General that the Civil Accountants General have. They will render their accounts to him, in such form as he may direct, and must be prepared to give any explanations which he may require. It will be the Comptroller General's duty to see that the accounts are punctually and properly prepared by the Controllers and rendered to him ; and especially that they work up to, and fit in with, the accounts received by him in other departments. He will have the general direction of the detailed accounting work in respect of deposits, advances, and accounts with other departments. He will take measures (as in the case of Civil Accountants General) to satisfy himself that the work of audit and account is efficiently maintained, and is kept up to date, the responsibility for the manner in which the business of the different offices of military account is conducted resting, however, on the Accountant General, Military Department.

6. In the other two matters, the Controllers of Military Accounts will be directly subordinate to the Government of India in the Military Department, —rendering to that Department such accounts and returns as it may desire, and referring to it, for orders, all matters which are not pure questions of account or which affect officers or departments not their own subordinates.

7. The Accountant General of the Military Department will be a Deputy Secretary in that Department, whose special function it will be to deal with all matters that arise in connection with Military Finance or with the Military Account Department. His duty will be to obtain the fullest information (from the Controller especially, but from other officers also, for purposes of check or of early information) regarding military receipts or outgoings, and to record it in such form as may be best adapted for bringing out their effect and their results. It will be his duty, not only to keep the Government in the Military Department informed regarding receipts and expenditure, but to bring to its notice any point of administrative importance or interest which arises out of the information received by him. The Military Estimates will also be in his special charge, both in respect of their original compilation and in the subsequent comparison with them of the actual progress of receipts and expenditure.

8. The above orders, relating to the Military Department, apply also to the Marine Department ; and as regards the other departments (Public Works and Post Office), the present relation of the Accountant General of the Depart-

ment Public Works and the Comptroller, Post Office, is nearly in conformity with that recommended by the India Office Committee. These two officers will render their accounts, as at present, to the Comptroller General; and while the Comptroller General will be responsible for compiling the general figures of them, and keeping the Government in the Finance Department generally informed regarding the receipts and expenditure on Military Account, it will be for the departmental Account officers to maintain the more detailed accounts and statements necessary for the information of the Government and the effective financial control of their departments.

9. No alteration will be made in the system by which the Accountant General, Department Public Works, receives and compiles the accounts of the Examiners of Public Works Accounts, and maintains the general accounts of the Public Works Department.

10. The offices and accounts of the Controllers of Military Accounts, of the Examiners of Public Works Accounts, and of the Comptroller to the Post Office, will be open to the inspection of the Comptroller General and his inspecting officers; but in the case of the Examiners of Public Works Accounts, any instructions arising out of the inspections will be communicated through, and in consultation with, the Accountant General of the Department Public Works, who will continue to be immediately responsible for the proper working of the Examiners' offices.

ORDERED, that this Resolution be communicated to the Military and Public Works Departments for information and for the issue of further necessary orders, and to the Comptroller General for information and guidance.

Ordered also, that this Resolution be published in the *Gazette of India*.

No. 401 (Financial), dated India Office, London, the 21st December, 1882.

No. 36.] From—Her Majesty's Secretary of State for India,  
To—The Government of India.

YOUR Excellency's letter, dated the 8th of September, No. 278, submitting revised proposals regarding the establishment in India of a system of appropriation audit, has been considered in Council.

2. The first of your recommendations is the relief of the Comptroller General, by removing from him the duties connected with the treasuries under the Government of India,—with the examination and audit of the daily cash transactions of the Government with the Bank of Bengal at Calcutta, including the remittance transactions of the Government,—with the accounts of expenditure by officers and establishments serving directly under your Government,—with the Northern India Salt Department, the Survey Department, the Meteorological, Horse Breeding, Thuggee and Dacoity, and other minor Departments,—and with the accounts of interest on the Public Debt. These duties you would entrust to an officer of the status of an Accountant General, acting under the Comptroller General, to whom you propose to assign the designation of "Accountant General, India Treasuries," with a fixed pay of R2,000 a month. You consider that the new office should, under the Statute, be ordinarily reserved for the Covenanted Civil Service, though this would not preclude the nomination to it of a distinguished Uncovenanted Officer of the Enrolled List of the Financial Department. As, however, it would be detrimental to the public service that this officer should look for promotion, in ordinary course, to the more highly paid appointments of Provincial Accountants General, and as it is desirable to avoid frequent changes in the incumbency of the new office, you recommend that, if it be held by a Covenanted Civil Servant, the pay of the appointment should be interchangeable with that of the Provincial Accountants General.



3. I approve of Your Excellency's proposal to place the duties mentioned in the charge of an officer subordinate to the Comptroller General. The work to be assigned to him differs, however, considerably from that of the Provincial Accountants General, who are, to a great extent, the financial advisers of the several Local Governments. In the case under consideration, the duties are much more strictly those of an Accountant, and do not appear specially to need the qualifications of a member of the Covenanted Civil Service for their due discharge. The appointment should, apparently, be added to the 1st Class of the enrolled officers of the Department, the salary of which is R1,750, rising to R2,000, and the designation of the officer should be that of Deputy Comptroller General. The officer selected should be the one who, in the opinion of your Government, is best fitted for the appointment, whether he be a covenanted or an uncovenanted officer of the Financial Department.

4. Your next propositions refer to the application of a test audit, for which purpose you recommend the appointment of an additional Deputy Comptroller General, in the first class of the enrolled officers, with a clerical staff of which the cost is estimated at R6,000 a year.

5. I sanction these recommendations.

6. The last proposal refers to the salary of the Comptroller General, whose responsibility for the proper working of the whole system of accounts you desire more strictly to enforce, and whose duties will, in your opinion, be enhanced thereby, when coupled with the appropriation audit which he is henceforth to conduct, in a greater degree than he will be relieved by the foregoing propositions; and you strongly recommend that the salary of the appointment be fixed at R3,500, rising after the completion of 20 years' service to R4,000, by annual increments of R100 a month.

7. In my predecessor's Despatch of the 23rd of March last, No. 103, he expressed his opinion that the pay of the Comptroller General was sufficient for the office, even with the duties of Auditor General attached thereto; and I regret that I am compelled to adhere to that view. In consideration, however, of Your Excellency's strong recommendation, and in recognition of the zeal shown by Mr. Westland in the discharge of the additional duties entrusted to him since he was nominated to the appointment, I am prepared to sanction such a personal allowance, commencing from the date of the receipt of this Despatch, as you may think fit to recommend.

8. The mean annual cost of these proposals will be R51,000, in addition to Mr. Westland's personal allowance; and I trust that by this increased expenditure the system of account and audit will be placed on a satisfactory footing.

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No. 953, dated 20th February, 1883.

**No. 37.] RESOLUTION—**By the Government of India, DEPARTMENT OF FINANCE AND COMMERCE.

Read—

Despatch from the Secretary of State for India, No. 401, dated 21st December 1882, regarding the establishment in India of a system of appropriation audit.

**RESOLUTION.—**In this Despatch the Secretary of State has passed final orders regarding the arrangements to be made towards the establishment in India of a system of appropriation audit. The Secretary of State has sanctioned the addition of two appointments to Class I of the Enrolled List of the Financial Department; the officers to be appointed to have the designation of Deputy Comptrollers General. One of these officers will have charge of the duties connected with the treasuries under the Government of India, the examination and audit of the daily cash transactions of the Government with the Bank of Bengal at Calcutta, the accounts of expenditure by officers and establishments

servicing directly under the Government of India, namely, the Calcutta Mint, the Northern India Salt Department, the Survey Department, the Meteorological, Horse Breeding, Thuggee and Dacoity, and other minor Departments, and the accounts of interest on the Public Debt. These duties are at present performed by the Comptroller General in the Treasury Account Branch; but in future the Comptroller General will be relieved of his direct connection with them. The second of the two additional Deputy Comptrollers General will be employed under the Comptroller General in the duties of test audit. The Secretary of State has also sanctioned a clerical staff at an estimated cost of ₹6,000 a year under the second Deputy Comptroller General.

2. The arrangements for the appropriation audit have not yet been matured, and until this is done an appointment to the second Deputy Comptroller Generalship will not be made.

3. It is, however, of importance that an officer should be appointed at once to take charge of the duties connected with the treasuries and departments under the Government of India, and the Governor General in Council is pleased to nominate Mr. E. Rule, at present Comptroller, British Burma, to the office. Mr. Rule's promotion to Class I will have effect from the date on which he takes charge of his new duties.

4. The Secretary of State has decided that the officer selected for the appointment of Deputy Comptroller General in charge of the duties connected with the treasuries under the Government of India should be the officer who, in the opinion of the Government of India, is the best fitted for the appointment, whether he be a covenanted or uncovenanted officer of the Financial Department, and in appointing an uncovenanted officer to be Deputy Comptroller General, Treasury Account Branch, on the present occasion the Governor General in Council desires it to be understood that it will not necessarily follow that an uncovenanted officer will always be appointed to the office. The Government of India specially reserves the right of appointing a Covenanted Civil Servant to Class I of the Enrolled List of the Financial Department whenever it appears desirable to do so.

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ORDERED, that this Resolution be communicated to the Comptroller General, the Accountant General, Bengal, and Mr. E. Rule, Comptroller, British Burma, a copy of Secretary of State's Despatch No. 401, dated 21st December 1882, being also forwarded to the Comptroller General.

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No. 63, dated 6th March, 1883.

No. 38.]

From—The Government of India,  
To—Her Majesty's Secretary of State for India.

WE have the honour to acknowledge the receipt of Your Lordship's Despatch No. 401, dated 21st December 1882, containing Your Lordship's decision on the revised proposals submitted by us in Despatch No. 278, dated 8th September 1882, regarding the establishment in India of a system of appropriation audit.

2. Your Lordship has approved our recommendation to relieve our Comptroller General by appointing a separate officer to take charge of the duties now performed by our Comptroller General in the Treasury Account Branch of his office. Your Lordship has, however, decided that it is not necessary for the due discharge of these duties to sanction the appointment of an officer on a fixed pay of ₹2,000 a month with the designation of Accountant General, Indian Treasuries, but Your Lordship has authorised the addition of an officer in

Class I of the Enrolled List of the Financial Department with the designation of Deputy Comptroller General to fill this appointment. We have accepted this decision, and as it is of importance that the Comptroller General should be immediately relieved of his direct connexion with the duties which at present devolve on him in the Treasury Account Branch, we have appointed an officer in Class I of the Enrolled List of the Financial Department with the designation of Deputy Comptroller General to take charge of the duties connected with the treasuries under the Government of India, the examination and audit of the daily cash transactions of the Government with the Bank of Bengal at Calcutta, the accounts of expenditure by officers and establishments serving directly under the Government of India, and the accounts of interest on the Public Debt. We have on the present occasion nominated an Uncovenanted Officer to the appointment; but we have ruled that it does not necessarily follow from our action in this instance that an Uncovenanted Officer will always be appointed to the office, and we have specially reserved the right of appointing one Covenanted Civil Servant to Class I of the Enrolled List of the Financial Department whenever it appears desirable to do so.

3. The duties of the officer in charge of the Treasury Account Branch of the Comptroller General's Office are of an important character. The Comptroller General will not for the future have any direct connection with them, and the position of the officer in charge will be virtually that of an officer in independent charge. To make this clear, we think it necessary that his designation should be changed from that of Deputy Comptroller General to that of "Comptroller, Indian Treasuries," the designation "Deputy Comptroller General" not being in all respects appropriate. We accordingly ask Your Lordship's permission to make this change.

4. Your Lordship has also, in compliance with our recommendation, sanctioned a further addition to Class I of the Enrolled List of the Financial Department, in view to providing an officer for employment under the Comptroller General in the duties of a test audit. The arrangements for the appropriation audit have not yet been matured, and we have not therefore at present given effect to the sanction. We hope, however, to consider the detailed arrangements in connection with the appropriation audit as soon as the Budget of the year 1883-84 is issued.

5. In paragraph 7 of your Despatch, Your Lordship has declined to sanction our proposal to increase the pay of the appointment of the Comptroller General. Your Lordship, however, has expressed your willingness to consider favourably any recommendation we may make for the grant of a personal allowance to Mr. Westland, the present Comptroller General. We recommend, in consideration of the services rendered to the State by Mr. Westland, that a personal allowance of R500 a month may be granted to him, with effect from the 13th January 1883, the date on which Your Lordship's Despatch of the 21st December 1882 was received by us.

## II.—POSTAL DEPARTMENT.

No. 3189, dated 21st June, 1880.

No. 1.] From—A. M. MONTEATH, Esq., Director General of the Post Office of India,  
To—The Secretary to the Government of India, DEPARTMENT OF FINANCE AND COMMERCE.

Referring to the orders noted on the margin, relative to the restriction of appointments carrying pay of R200 per mensem and upwards to Natives of India, I have the honour to represent that some slight relaxation in the absolute character of this rule appears to be desirable in respect of the establishment of Postal Inspectors.

Home Department No. 21—746-53,  
dated 18th April 1879, received under  
Financial Department endorsement  
No. 379, dated 30th April 1879.

2. I have full sympathy with the object of the rule and believe that in principle it is a right and proper one, but I think that its bearing upon the Postal establishment above referred to needs some slight relaxation. The establishment in question is one which provides not only for local superintendence and inspection in the Department generally, but for various miscellaneous duties connected with Administration, Accounts, Workshop, Printing, &c. And even as respects local superintendence and inspection (which form the bulk of the work), there are some divisions or circles (such as the Persian Gulf and Burma) where the circumstances are such as to make it desirable that the inspecting officer should be of a class able to associate freely with Political Residents and others whose houses form the only available places of shelter. From this class also are mainly selected the various Chief Inspectors and Deputy Post Masters General.

3. I am by no means desirous of excluding Natives of India from any of the branches or offices referred to; on the contrary, I look to their filling most of them in due time with credit to the Department, but I think that there should be a small admixture of the European element, and I would propose that discretionary power should be given to this office to allow of the admission of Europeans into the Inspecting staff to an extent not exceeding 1 in 5. In other words, for every five future vacancies it would be open to the Director General to admit one European if and when he thought it desirable to do so.

4. I should feel obliged by the receipt of early orders on this point, as I am at present contemplating changes of an urgent character connected with the money order business.

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No. 2232, dated 11th August, 1880.

No. 2.] From—E. J. SINKINSON, Esq., Under-Secy. to the Govt. of India, DEPT. OF FINANCE AND COMMERCE,  
To—The Director General of the Post Office of India.

In reply to your letter No. 3189, dated 21st June 1880, I am directed to state that the Governor General in Council has no objection to your appointing a number of Europeans, not exceeding five, to the offices of Circle Inspectors in the Money Order Department of the Post Office sanctioned by the Government of India in my letter No. 1753, dated 13th July 1880.

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No. 13, dated 23rd April, 1881.

No. 3.] Memo. from—F. R. Hogg, Esq., Offg. Director General of the Post Office of India,  
To—The Secretary to the Government of India, DEPARTMENT OF FINANCE AND COMMERCE.

Government will remember the decision arrived at in February last, to the effect that, if Mr. Turner left the Department, he was to be succeeded as Postmaster General, Madras, by Mr. Hutchinson, Lala Salig Ram officiating as Postmaster General, North-Western Provinces.

2. The appointment which Mr. Turner hoped to get was the officiating Collectorship of Vizagapatam, but difficulties have occurred in granting leave to Mr. Garstin who holds that post substantively.

3. Meanwhile Mr. Hutchinson has been anxiously looking for a decision, as he feared the heat of the plains for his family, and could not tell whether to send them to Naini Tal or Ootacamund.

4. This morning I received a telegram from Mr. Hutchinson. It is still apparently open to doubt whether Mr. Turner goes to Vizagapatam now or in June next. But Mr. Hutchinson wishes to go at once to Madras on privilege leave, which he will cancel if required at once to relieve Mr. Turner.

5. I have authorised Mr. Hutchinson to take, in anticipation of sanction, any privilege leave to which he may be entitled, and have directed him to make over charge of his office to Lala Salig Ram.

6. This communication calls for no order. I will again address the Government when the information received is more complete. My only object in now writing is that the Government may know exactly how the matter actually stands.

No. 963, dated 3rd May, 1881.

No. 4.] From—F. R. Hogg, Esq., Offg. Director General of the Post Office of India,  
To—The Secretary to the Government of India, DEPARTMENT OF FINANCE AND COMMERCE.

In continuation of my remarks No. 13, dated 23rd April 1881, I have the honour to request that two months' privilege leave, under Section 70 of the Civil Leave Code, 5th Edition, may be granted to Mr. C. W. Hutchinson, Postmaster General, North-Western Provinces, with effect from the afternoon of the 27th April 1881, when he made over charge of his office to Rai Salig Ram Bahadur.

2. Mr. Hutchinson's title to the leave applied for has been certified by the Comptroller, Post Office, and the declaration required by Rule 1, Section 73 of the Civil Leave Code has been furnished.

3. Formal orders are also required appointing Rai Salig Ram Bahadur to officiate as Postmaster General, North-Western Provinces, *vice* Mr. Hutchinson, with effect from the afternoon of the 27th April, the date on which Mr. Hutchinson took his leave.

4. I enclose copy of a letter, No. 626, dated 28th April 1881, to Rai Salig Ram, stating the salary to which that officer will be entitled while acting as Postmaster General.

5. I enclose also copy of a telegram, dated 23rd April, from Mr. Turner saying that he has been gazetted to Vizagapatam and proposes to make over charge of the Madras postal circle to Mr. Hutchinson early in June.

No. 626, dated 28th April, 1881.

No. 5.] From—F. R. Hogg, Esq., Offg. Director General of the Post Office of India,  
To—The Officiating Postmaster General, North-Western Provinces.

While acting as Postmaster General, North-Western Provinces, your salary will be governed by the Financial Department Notification\* No. 1187, dated 8th June 1880.

\* *Gazette of India*, dated 12th June 1880, page 315, Part I.

† The 4 per cent. deduction is on account of annuity.

2. Thus you will draw  $\frac{3}{4}$  of 1,500 = 1,000—4† per cent. or 40 = R960 per month.

3. Your annual increments will be  $\frac{2}{3}$  of 50 = R33-5-4—4 per cent. or R1-5-4 = R32 per month.

No. 471, dated 14th May, 1881.

No. 6.] From—S. JACOB, Esq., Offg. Under-Secy. to the Govt. of India,  
DEPT. OF FINANCE AND COMMERCE,  
To—The Director General of the Post Office of India.

In reply to your letter No. 963, dated 3rd May 1881, I am directed to say that privilege leave for two months, with effect from the 28th April 1881, is granted to Mr. C. W. Hutchinson, Postmaster General, North-Western Provinces.

The Governor General in Council is pleased to appoint Rai Salig Ram Bahadur to officiate as Postmaster General, North-Western Provinces, until further orders. Rai Salig Ram Bahadur should, as Officiating Postmaster General, receive the salary which, under Section 10 of the Pay and Acting Allowance Code, would be admissible if the appointment were held by a Native of India appointed to an office in the Covenanted Civil Service in accordance with the Rules framed under Section 6, Act 33 Vic., Cap. 3. Accordingly, as the pay of the Postmaster General, North-Western Provinces, is R1,500, rising, by yearly increments at the rate of R50 a month, to R1,750 a month, Rai Salig Ram Bahadur should be held as officiating in an appointment the pay of which is R960, rising by yearly increments at the rate of R32 to R1,120 a month.

Your letter to Rai Salig Ram Bahadur, No. 626, dated 28th April 1881, in which it is stated that he would, as Officiating Postmaster General, draw R960 a month with yearly increments at the rate of R32 a month, requires revision, inasmuch as R960—32—1,120 is the pay of the substantive appointment as regards himself, and the allowance which he will be entitled to is acting allowance upon that pay in addition to the pay of his substantive appointment.

## III.—ASSAY DEPARTMENT.

Dated 2nd September, 1874.

No. 1. Memo. by—DR. H. E. BUSTEED, Assay Master, Calcutta Mint.

The duties of the Assay Departments in the Bombay and Calcutta Mints are conducted by four permanent Assay officers, two to each Mint; when the Madras Mint was in existence, there were six permanent incumbents. These duties have lately fallen (owing to my absence on leave and to the sudden illness of the Deputy Assay Master, Captain Robinson) to the only three available assayers in India, *viz.*, the two remaining permanent and one officiating Assay officer.

2. In 1869 (prior to the abolition of the Madras Mint) the three Assay Masters happened to be on sick leave in England, and Dr. Kingstone (since dead), who was then officiating at Bombay for Dr. Collum (likewise since dead), had also to take leave for a few months, owing to broken health: thus there were absent at once three permanent and one acting Assay Master. At present there being no reserve of qualified assayers to fall back on, if what happened so recently as 1869 were to recur this year or next, the discharge of the duties of the Assay Department would be absolutely \* unprovided for; what the resulting inconvenience would be to Government and to the public it is unnecessary for me to dwell on; let it suffice to say that it would be difficult to over-estimate it.

3. In the face of such a possible contingency, it becomes, I think, in the interest of Government, the duty of those connected with the Assay Department and concerned for its welfare and efficiency, to put forward any suitable observations which their familiarity with its conditions and requirements may enable them to make; to supply any available data which may be desirable should Government see fit at any time to take such into consideration; and to offer any suggestions which may seem likely to remedy the short-handed state of the Department, and restore it to the solid basis it at one time occupied: in this spirit, and with this object, I venture to submit this memorandum.

4. The Assay Department of this Mint (and I believe the same applies to all the Mints) has hitherto drawn its members pretty generally from the Indian Medical Service; this custom was some years ago departed from in one or two instances. Of these Mr. Prinsep was one; he succeeded in 1832 to Dr. H. H. Wilson on the latter's accepting the Boden Professorship of Sanskrit at Oxford; Mr. Prinsep was himself succeeded by Mr. Curnin (who was also not in the Covenanted or Commissioned Service), whose connection with the Assay Department ceased under special orders from the Court of Directors (July 1846) not necessary to be detailed. The Court at the same time directed that Dr. Dodd of the Madras Medical Service should be the Assay Master, and Dr. O'Shaughnessy (now Sir William), of the Bengal Medical Service, the Deputy Assay Master, thus reverting to a practice which had been interrupted by the appointment of Mr. Prinsep. Since 1846 down to 1873 the Assay Officers have been uniformly drawn from the Medical Department.

5. Dr. Dodd was the adopter and introducer into the Indian Mints of the method of assaying silver which has stamped them with a praiseworthy peculiarity and accuracy, and which is looked on by all assayers as a valuable contribution to the profession of assaying in general. It was with reference to the labours of Dr. Dodd and his successors in connection with this system of assay that the Governor General in Council was pleased to intimate in 1871 that he considered "the introduction and perfection of the system to be highly creditable to the officers of the Assay Department in India." (*Financial Department No. 725, 8th February 1871.*)

6. The plan of thus providing duly qualified officers for the Assay Department must therefore be considered as having worked satisfactorily. By encouraging the Medical Officers to become provisionally qualified, Government had at hand a large field to select from; it secured the services of those the studies for whose original profession and the subjects collateral to it rendered them peculiarly fitted to take to the scientific and mechanical work comprised in the art of assaying. But, above all, the source of selection not only provided officers of position in the service, but it also afforded a reasonable prospect of obtaining gentlemen of liberal education and general culture, and these are considerations which perhaps should not be thought lightly of when estimating the qualifications of those who are to occupy positions of trust and responsibility: technical knowledge or professional ability, valuable though they

\* I am reminded that Dr. Sexton of the Bombay Army may be at present in India; he was a few years ago temporarily employed as acting Deputy Assay Master, but he has never sought a reconnection with the Assay Department, not desiring, I presume, to forego the advantages of the Medical Department.

be, are not the only requisites in one who is to take his place, and to *fill* it, as the head of an important Department.

7. The relative value formerly set upon the services of the officers in the Assay Department and in the Medical Department will be gathered from a comparison of the pay drawn by each, *viz.*: An Assistant Surgeon in charge of a Regiment on full batta drew  $\text{R}256-10+165=421$ ; this continued until promoted to the next rank (which rarely occurred till after 16 or 17 years' service), that of Surgeon, when he became entitled to  $\text{R}415-6+300$  staff pay= $\text{R}715$ , monthly.

The Deputy Assay Master, Calcutta, at the same time drew  $\text{R}750$  and the Assay Master  $\text{R}2,250$ , with a free house valued at  $\text{R}200$  additional, plus his fees for private assays.

8. By the Royal Warrant of November 1864 the position and emoluments, present and prospective, of the Medical Department of the Army were materially improved, particularly by the awarding of special additional pensions of  $\text{£}250$  and  $\text{£}350$  per annum after a service of 5 years in the administrative grades, promotion to which was open to the whole rank of Surgeons, and was to be given by selection for ability and merit (*vide* paragraphs 7, 36, 37 of Her Majesty's Warrant, and also paragraph 47) as to the object and hoped for results of the conceded privileges.

9. About the same time important changes were effected in the pay of the higher assay appointments. Consequent on the great increase of work in the Bombay Assay Office, it was, I believe, deemed expedient to equalize the pay of the Assay Mastership there with that in Calcutta; this was done not by raising the former to the standard of the latter, but by reducing the pay at Calcutta from  $\text{R}2,250+200$  (the equivalent paid to Dr. Boycott for the use of his official residence) and giving some of the saving effected to Bombay, thus placing both on the level of mediocrity, at which they now stand, *viz.*,  $\text{R}1,500$ , rising by biennial increments to a maximum of  $\text{R}1,800$ .

10. Thus the one prize worth having was lost to the Department.

Dr. Boycott (1860) was the last who drew  $\text{R}2,250+200$  extra house-rent.

Dr. Downes (1864) drew  $\text{R}2,250$  and *no* equivalent for loss of house.

Dr. Shekleton from 1864 drew  $\text{R}1,800$ .

His successor from 1872 draws  $\text{R}1,500^*$  rising after a 6 years' incumbency to  $\text{R}1,800$ . Later on, the necessity for abolishing the Madras Mint did away with two out of the six permanent assay appointments.

From this it will be seen that the contrast which heretofore existed between the pay of the Medical and Assay Departments was altogether deranged by the changes in contrary directions thus effected in each.

11. The inevitable tendency of the relative changes mentioned seems to have been foreseen by Dr. Shekleton, who in March 1866 addressed to the Government of India a letter (copy appended, A) pointing out causes and results and suggesting remedies. Consequent on this, Government, apparently not deeming it expedient or necessary to level the Assay Department up to the standard which it had hitherto relatively held to the Medical Department, published a notification, October 1866, declaring "any candidate" who could produce the necessary certificate of technical qualification eligible for the Assay Department.

12. This invitation, catholic though it was, does not seem to have been responded to as generally as was anticipated; indeed, it probably tended to alienate still further from the Assay Department the Medical Officers, without enlisting other candidates from without the service or within it to take their place. During the  $2\frac{1}{2}$  years that it was in force, only two gentlemen, I believe, produced the necessary certificate; both had been in Mint employ in this country, namely, Mr. Hynes in, I believe, the Account Department of the Bombay Mint, and Mr. Peterson, in the Bullion Department in this Mint; the latter has since rendered efficient service while officiating as Deputy Assay Master both in Calcutta and Bombay.

The notification of October 1866 was cancelled consequent on a Financial despatch from the Secretary of State (printed copy B attached), and another one of a more restrictive nature substituted in June 1869. Captain Robinson, the Deputy Assay Master of this Mint, was the only candidate forthcoming consequent on this last notification.

13. It seems reasonable to conclude that the inducement offered was insufficient; few, if

\* I have not taken into account the recent nominal increase to salary resulting from commuting the fees received for private assays which are now paid in to Government in one shape and given back in another, costing the State nothing. All the previous salaries are given *exclusive* of the private fees which from time immemorial formed a recognised portion of the emoluments of the Assay Master. I allude to this matter with reluctance, as it has been exhausted in another correspondence. I do so only because it seems to illustrate still further the comparatively advantageous position occupied by the Medical Officers: no similar interposition was made in 1869 by Government with regard to the fees received by *them* in civil practice. So far as the public purse is concerned the salary of the Assay Mastership here to-day is as above.

any, in the Military or Uncovenanted Service could afford to qualify at considerable expense on the chance of getting an appointment, which, if obtained, involved the struggle of trying now-a-days to maintain the ordinary social position of a gentleman on inadequate means, an appointment to which might necessitate (as it did in the cases of the three last Deputies) frequent moves with a family from one presidency town to another, and in which all prospect of promotion was indefinitely remote; and even if promotion should be finally reached, past experience seemed to indicate that it would be to an appointment still further shorn, for the new incumbent, of its former attraction.

Thus to the causes which have been already enumerated as conspiring to render the Assay Department unpopular, must be added insufficient pay, slowness of promotion in the cases of the Deputies, and a general feeling of apprehension or of uncertainty as to what the promotion would really be when it at length came.

14. The work of the Assay Office, though constant, is not uniform in amount. It comes in heavy influxes, succeeded by intervals of comparative lightness; it has always been so, and probably ever will be so, and this fluctuation is no doubt a reason for keeping the permanent establishment as low as possible, consistently with efficiency, for it would be impossible to bring to bear on establishments which consist of specially trained skill, rules which would be applicable to those differently constituted; so that special establishments, in which it would be disastrous to periodically diminish the hands (which take a long time to train) during intervals of slack work, will always compare disadvantageously, in the matter of cost, with those others where such a course might be safely taken.

15. Hence though at times the actual current work may not be beyond the competence of a single officer, the presence of a second competent and responsible officer has always been recognized as a necessity to take the place of the Assay Master in the event of the absence of the latter from sickness or any other cause.

The wisdom of this precaution will be conceded when it is remembered that there are duties, mechanical and clerical, daily performed in the Assay Office which never devolve, and never could be allowed to devolve, on the subordinates, any interruption to which would result in widely felt inconvenience. I need not further point out that the Deputies are the source from which the Assay Masters are drawn, and therefore they must be always in readiness and in training.

16. If the Deputy Assay Masters therefore are to be drawn from the profession or from the rank of life that have hitherto furnished qualified provisional candidates in abundance, I do not see how a material increase to the pay of the appointment is to be obviated. I should think that if Dr. Shekleton's proposal of staff pay in addition to military pay of rank be not adopted, a consolidated salary of ₹750 rising by biennial increments of ₹100 monthly to a maximum of ₹1,000 is the lowest that would remunerate a generally eligible officer and compensate him for withdrawal\* from his own department and for slowness of promotion in this.

17. As regards the pay of the higher appointment, I am reluctant, on personal grounds, to say more than this, that on the score of merit or official responsibility there seems no reason why the Assay Master of to-day should receive a smaller salary than his predecessors. If the salary, which I have shown as attaching to the Assay Mastership from over half a century ago down to the days of Dr. Downes in 1865, was an adequate or even a liberal one, then that which attaches to it now must be the reverse of adequate or liberal, considering the enormous increase in the cost of living and decrease in the value of money which have taken place in the interim, and which are yearly going on.

18. I trust, however, that the assay officers drawn from the Medical Service may fairly lay claim to some degree of sympathy when they complain that they are cut off from the extra pensions which it was found necessary to hold out to the deserving and senior members of that service.

If Government selects,† because of extra scientific qualifications, certain members from the Medical Department for employment in another branch of the public service, it seems a hardship that they should be thereby debarred from participating in privileges open to the

\* It will be readily understood that an officer employed in a profession foreign to his own, the pursuit of which he ceases to cultivate, is cut off by such separation, if it be at all prolonged, from all advancement in his original profession; were he to seek re-admission to its ranks, those in authority there could not possibly hold out to him any prospect of claims founded on mere seniority being considered, to the prejudice of those who had done regular professional work. This applies to Military Officers as well as to Medical, but especially to the latter.

† Government has on more than one occasion distinctly referred to its competence to select the certificated officers for employment in the Assay Department; but I use the word here as peculiarly applicable to my own individual experience. No offer of the Assay Department was ever made to me, *i.e.*, the option of declining it was not put before me. I found myself gazetted to it permanently while holding medical charge of a civil station in Madras. Government simply exercised its undoubted right of making use of my services as it thought fit.



service from which they were taken; and without even receiving adequate compensation in the way of salary for the necessitated residence in an expensive presidency town.

19. In addition then to the biennial increments to the salaries of the Deputy Assay Masters, I would strongly recommend that service in the Assay Department be allowed to qualify for an *extra* pension, as it does in the Medical Department, with certain modifications, say that after 15 years' connection with the department, or after being 12 years permanently appointed to it one became entitled to an extra pension of £200 per annum, in addition to the ordinary military pension that he may have served for; provided that at least 7 years have been in the grade of Assay Master, and provided that no one be eligible for this extra pension who has not been in the service of Government for at least 21 years.

The 15 years' connection should, I think, contemplate that the time spent as *officialing* as Deputy Assay Master should count for this pension, otherwise officers of any standing may be reluctant to accept the temporary vacancies.

20. The grant of a pension after a comparatively short service to members of certain professions, to legal gentlemen, and to others with scientific attainments which are not usually acquired early in life, is not a novel privilege.

If the conditions for the proposed pension be compared with those which obtain in the Medical Department they will not, I hope, be found unreasonable. A Surgeon Major on promotion to a Deputy Surgeon General gets at once R1,800 per mensem for 5 years, after which he gets an extra pension of £250 per annum, or gets a further tour of duty and a still higher extra pension.

An Assay Master, for whom an extra pension of only £200 per annum is suggested, does not now attain to R1,800 till he has been six years in the head appointment, to reach which he has already spent several years on the narrow income of a Deputy.

21. The accompanying provisos would secure that certain years of the matured experience of the officer should be in the service of Government while training up others to take his place; and 12 years' permanent employment are suggested as the minimum limit, because the object of the pension would be not only to compensate for loss of one's proper professional and departmental prospects, but also to accelerate promotion.

The 21 years' service clause would obviate the possibility of any comparatively young officer getting the extra pension who might happen to be unusually lucky in assay promotion; moreover, it would be a boon to any one whose health might give way in an occupation so avowedly unhealthy as that of assaying, an experience which the statistics of the Assay Department in India amply testify to.

22. Should Government therefore ever think fit to reconsider the constitution of the Assay Department, and should it feel itself at liberty to recommend the adoption of some such measures as are roughly sketched here, it will be seen that the cost would be rather prospective than immediate. The results can only be anticipated; I believe that they would be that several officers before joining the service or while on leave would then gladly qualify themselves for the Assay Department, and would be ready and willing, not only to take service in it when it offered, but to remain in it if necessary, as they would feel that the severance from their own department would be equitably compensated for in pay, prospects, and pension.

These results would be the more likely if a notification as to the altered conditions of service in the Department were promulgated, and made known to those concerned through the heads of the Medical Departments, as well as, say, through the Registrars of the Universities of London, Edinburgh, and Dublin.

23. The Assay Department is a very small one, and a very special one, placed in a peculiar position between the Government and the mercantile community, and relied on by all. It has claims to be treated exceptionally and liberally. The cost would be insignificant compared with the advantage of assured efficiency.

No. 475, dated 10th September, 1874.

No. 2.]

From—The Secretary of State for India,

To—The Government of India.

I have considered in Council your Financial letter, dated the 2nd June last, No. 214, representing that no candidates for admission to the Assay Department in India have presented themselves since 1870, and that there is not now in your service one officer qualified as an assayer who is in such a position that

you can expect him to accept office in that Department should a vacancy occur.

2. You accordingly suggest that, under the orders of the Secretary of State for War, facilities should be given to Engineer Officers at the School of Military Engineering at Chatham, and to Medical Officers appointed for service in India, to enable them to qualify for appointments to the Indian Assay Department.

3. On the receipt of your letter I communicated with the Secretary of State for War in accordance with your suggestion, and I now forward for your information copy of a letter from the War Office, dated the 19th August 1874, from which you will observe that arrangements have already been made for enabling Engineer Officers to qualify for service in the Indian Assay Department, but that the Secretary of State for War "cannot consent to the same concession being made to British Medical Officers."

4. I trust that officers will now be forthcoming to fill vacancies in the Assay Department as they occur, but I am disposed to think that the present dearth of applicants for employment therein is mainly, if not solely, caused by

\* *Vide* India Financial letters Nos. 193 and 228 of 1867. the action taken by the Government of India in the year 1867\* in appointing officers by selection from a list of candidates, whose qualifications as regards assaying were identical, instead of, as had been the practice, by seniority; as an element of uncertainty having once been introduced, it was not probable that officers would go to the trouble and expense of obtaining certificates of qualification which might prove altogether useless to them.

5. As, however, the responsibility of making these appointments and of obtaining properly qualified officers to fill them rests with your Government, I will refrain from giving any definite instructions as to the rule to be in future observed.

No. 7618-3822, dated 19th August, 1874.

No. 3.]

From—J. C. MAN, Esq.,

To—The Under-Secretary of State for India.

I am directed by the Secretary of State for War to acknowledge the receipt of your letter of the 29th ultimo, and to acquaint you in reply, for the information of the Marquis of Salisbury, that he has no objection to facilities being given to Engineer Officers at the School of Military Engineering at Chatham to enable them to qualify for appointment to the Indian Assay Department, and arrangements have already been made for this purpose, but he cannot consent to the same concession being made to British Medical Officers.

No. 3225, dated 28th October, 1874.

No. 4.]

From—The HON'BLE F. S. CHAPMAN, Chief Secy. to the Govt. of Bombay, Financial Dept.,

To—The Secretary to the Government of India, FINANCIAL DEPARTMENT.

With reference to the correspondence ending with Mr. Assistant Secretary Hollingbery's letter No. 4978, dated 14th August last, I am directed to forward, for such consideration as it

\* No. 33, dated 14th October 1874.

may deserve, the accompanying copy of a letter\* from the Assay Master of the Bombay Mint, as the subject therein treated is understood to be at present under the consideration of the Government of India.

No. 33, dated 14th October, 1874.

No. 5.]

From—H. W. GRAHAM, Esq., Assay Master, Bombay Mint,

To—The Chief Secretary to the Government of Bombay.

I have the honour to acknowledge the receipt of your memorandum No. 2914, Financial Department, dated Bombay Castle, 29th September 1874, conveying a resolution that the Government of Bombay would be glad to receive any suggestions I may wish to offer on the matter of recruiting the Assay Department.

2. At the outset, and as a text to the subsequent remarks, I cannot but refer to the late despatch (a copy of which was forwarded for my information, and which I will also annex for ready reference) No. 214 of 1874, dated Fort William, 2nd June 1874, from the Government of India, Financial Department, to Her Majesty's Secretary of State for India. After observing that there is a lack of qualified assayers in the Department, the Governor General in Council is pleased to notice in the 2nd paragraph "that this state of things seems to demand an immediate remedy. It has been suggested to us, &c.," and in the last paragraph "we venture to ask your Lordship's early attention to this matter." From this I infer that the matter is considered one of urgency and importance, and I cannot help noticing, and with regret, that though a suggestion was received and forwarded, no suggestion or expression of opinion was required as far as I am aware from the Assay Department. This omission, I humbly submit, should not have been allowed to occur, as it is reasonable to suppose that Her Majesty's Indian Assay Masters are better acquainted with the wants of their Department than outsiders, and would naturally be the better advisers on subjects connected therewith.

3. I am not aware of any names on the list of qualified assayers who are willing to join the Department than those who were a month ago absolutely in the Department, and Mr. Peterson (who has now reverted to his substantive appointment in Calcutta, but was then officiating in Bombay) is the only candidate who is willing to serve.

4. The Assay Department, when I first joined it in 1854, never lacked recruits, and now there are none willing to act. The Department is not made as attractive as it should be. The uncertainty of the pay (for I know not how long my present allowance is to last), the absorption of the fees by Government, the introduction of the subordinate element into the ranks of the candidates, and thus lowering the former status of the appointments, have all, in my opinion, tended to render the Department one not worth seeking by the proper stamp of men.

5. Of course any number of subordinates may be induced to enter the Department, and will even apply for vacancies therein, and, as far as the mere technicalities of the work are concerned, might successfully carry out the operations. But an Assay Master has to arbitrate between Government and the general public, and as his decision is final, there being no appeal against his assay, he should, besides being specially qualified, be a man of general information and liberal education, possessing a certain amount of social status and "*savoir faire*," and not inclined to shirk responsibility,—in fact, an officer in the covenanted service.

6. Special officers also might be sent out from home thoroughly good and efficient as mere assayers, but of the knowledge of minting they would be completely ignorant, and as the mode of assay in India is altogether different from that which obtains at home, they would be new to the work for some time, and in fact utterly useless, until they learnt the routine of the process here. They might fill the permanent vacancies, but still the difficulty of filling officiating and temporary appointments would have to be faced; these are constantly occurring, and must be taken into account. I differ *in toto* in opinion from the suggestor to the Government of India in the aforementioned letter to the Secretary of State that Engineer Officers should be employed to fill vacancies in the Assay Department. It appears to me that if the Department is to remain an independent one, and not merely an inferior branch of the Mint, it is advisable that the Assay Master should never be a junior in the Mint Master's Regiment. For the few and brief periods (say at most a month a year) that he could ever have to act as Mint Master on work requiring special engineering knowledge he would have years of "superior officer's" supervision and bias as Assay Master. I cannot also conceive that the opposite position of affairs, *viz.*, the case of the Mint Master being junior to the Assay Master in the same regiment, would at all tend to the good of the service.

7. If Engineer Officers are to be employed in the Assay Department, Engineer Officers, I hold, should not be placed at the head of the Mint if independence in the two Departments is to be maintained, for it is an undeniable fact that there is no body of men more strongly bound together, socially and publicly, than Military Engineers, and although this trait works well in most cases, is one fatal, in my mind, to independence of action in the present instance. Through the eye of the bullion merchant the weight on the Government side would be too palpably great, and the public would be nowhere, whereas it is an equally known fact that very often "doctors differ," in which case the public might sometimes have a supporter.

8. Having thus with all due respect so far stated my opinion, and as I think it would be a pity to alienate for good and all generally educated gentlemen and Government officers from staff appointments which they are well adapted to fill and do good service in, it appears to me that all the requirements for the Assay Office would best be fulfilled by Government employing their Medical Officers, for being more or less a scientific corps, their tendencies are more readily turned into this collateral scientific channel, and from previous training Medical men get into the groove more naturally than others might. This has been the case from the

beginning. The Honorable Court of Directors chose their candidates for assay appointments almost invariably from the ranks of its Medical Officers. The system was found to work well, and all the subsequent acts of Government since their time upsetting the above smoothly working arrangement have tended to prove that the Court were correct in their policy, and that the late alterations have been unsettling to the Department.

9. I have stated there were no lack of qualified assayers,—I mean qualified by birth, rank, and acquirements, ever ready to enter the Department when I first joined it. The pay of the Medical and Assay Departments was in those days more on a par. Since then, however, the Medical emoluments have shot ahead and left those of the Assay Department (not only far in the rear, but) “spoiled,” and, till lately, a prey to subordinates. The reason why Medical Officers are not eager for entrance into the Assay Department is clear; they are far better off in their own line,—better as regards pay,—better as regards pension. The pension to the higher grades in the Medical Department is an incalculable boon from which Medical Officers employed on otherwise equally responsible duties are completely cut off, and are therefore of course reluctant to relinquish a line which provides such great benefits. If, therefore, Medical men are invited to enter the Assay Department (as I see has been recommended to the Secretary of State), their pecuniary prospects must be improved, and to my mind (and speaking probably very feelingly on the matter) no present addition to temporary pay can equal the priceless boon of a future pension when the trials of a quarter of a century of life in India have worked their baneful influence on mind and body.

10. Minute details on this subject of pay and pension have been fully entered into by the Assay Master of the Calcutta Mint, and have been laid before the Government of India for consideration, and if the proposition should meet with the approval of the Secretary of State, which (placing private feeling aside altogether) I heartily trust it will, there need be no fears of a lack of recruits and applications by the right stamp of men to enter the Department,—men of good position, “service” men of liberal views, independent ideas, and yet sufficiently charged with the necessary amount of scientific and special knowledge as, after a short period in either of the Indian Mints, would make them of immediate use when the time of pressure came.

11. The more I consider that despatch from India to the Secretary of State the more I lament over it, for I apprehend it will leave matters exactly where they were, before falling back, as it does, on to the Medical Officers without stating any reason why they don't join now. And what will be the result? a “spirt” will be put on, recruits beaten up, and a few Engineers and young Surgeons will come out qualified. When we want help, one or two of these (until they have found more lucrative employ elsewhere) will be told off to assist without knowing a particle of the work. We shall have the trouble of breaking them in, and then they will go, and we shall never see their faces in the Mint again. This I do not consider as providing for the future of the Department.

12. I fear me the despatch will come upon the Indian Council just as a question on Indian matters comes upon the House of Commons, and only tend to create a feeling of irritation towards the Department and cause orders to be sent out, making it an uncovenanted department altogether, an arrangement that could not be satisfactory either to the Government or to the public, who would prefer having an independent Department to look to.

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No. 3118, dated 6th September, 1875.

No. 6.] RESOLUTION—By the Government of India, FINANCIAL DEPARTMENT.

Read the following papers regarding the measures to be taken to secure qualified officers for service in the Assay Department:—

Despatch from the Secretary of State, No. 475, dated 10th September, 1874.

Memorandum from the Assay Master, Calcutta, No. —, dated 2nd September, 1874.

Letter from the Government of Bombay, No. 3225, dated 28th October, 1874.

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RESOLUTION.—In 1864 the Government of India, after considering the nature of the duties of the Assay Department in India, decided to fix the pay of the Assay Masters at Calcutta and Bombay at Rs.1,500 rising to Rs.1,800 a month.

2. Afterwards, on reviewing the subject of the fees received by the Assay Masters at Calcutta for assays of bullion tendered by private individuals and mercantile firms, the Government of India observed that it was anomalous for a Government officer to employ his own time and that of his Assistants, besides expending Government materials, in the performance of private work for which he demanded and received fees from the public, and resolved that the practice should cease, that the fees should be received as heretofore, but be credited to Government, and that the Assay Masters should receive an addition to their pay as compensation for the loss of their fees. The compensation thus added to pay was ₹250 a month, and the revised pay of the Assay Masters became ₹1,750 rising to ₹2,050 a month.

3. On Colonel Hyde's suggestion, the Government of India, in June 1874, invited the attention of the Secretary of State to the want of candidates for the Assay Department, and suggested that facilities for the study of assaying should be given to Engineer Officers at the School of Military Engineers at Chatham and to Medical Officers appointed for service in India: but the reply of the Secretary of State, No. 475, dated 10th September 1874, was not encouraging.

4. The Governor General in Council has now received representations from the Assay Masters of Calcutta and Bombay, to the effect that should any of the present Assay Masters or Deputy Assay Masters take leave, it will be difficult to replace him, there being no candidate for service in the Department. Accordingly these officers recommend that, to induce Covenanted Medical Officers to qualify themselves for appointments in the Department, the pay of the Deputy Assay Masters should be raised and the prospects of the Assay Masters improved by the grant of a special pension of £200 a year after 12 years' permanent service in the Department.

5. Bearing in mind the general scale of the allowances now enjoyed by Medical Officers in the service of the State, and looking to the facts that the profession of assaying is unhealthy, that the prospects of the Department have been reduced by the abolition of the Madras Mint, that the abolition of private fees has been strongly resented, that there is not now an eligible candidate for appointment in the Department, and that the Secretary of State remarks that "the responsibility of making these appointments and of obtaining properly qualified officers to fill them rests with the Government of India,"—the Governor General in Council resolves to recommend to the Right Hon'ble the Secretary of State that the pay and prospects of the officers in the Assay Department be improved.

6. His Excellency in Council is unwilling to propose special pensions for Assay Masters, but he considers that the pay of these officers should be raised. Accordingly the following measures should be recommended to the Secretary of State for India:—

*1st.*—That the pay of the Assay Masters be raised from ₹1,750 rising to 2,050, to ₹1,750, rising, in ten years, by biennial increases of ₹100 to ₹2,250.

*2ndly.*—That the fees for private assays be given up again to the Assay Masters, less 4 per cent. for the use of the laboratories, chemicals, &c.,—the Assay Masters making their own arrangements with the subordinates in the Department who may be willing to assist them in these private assays which are not to be considered part of their official duty.

*3rdly.*—That the pay of the Deputy Assay Masters be altered from a

fixed pay of R750 each to a progressive consolidated pay, as follows :—

Standing on first appointment.	Minimum pay.	Yearly increment.	Maximum pay.
	R	R	R
Under six years . . . . .	600	100	1,200
Six years . . . . .	650		
Seven years . . . . .	750		
and so on, R100 being added for each additional year's standing on first appointment.			

The successive changes in the pay of Assay Masters hitherto have been as follows :—

	Calcutta and Bombay.		Madras.
	R	R	R
Before 1864* . . . . .	2,250	...	1,500
As revised in 1864-65* . . . . .	1,500, rising to 1,800		1,500
As revised in 1873, upon the withdrawal of the private assay fees† . . . . .	1,750	„ 2,050	Abolished in 1869-70.
As now recommended in addition to private assay fees* . . . . .	1,750	„ 2,250	

\* In addition to fees for private assays.

† Without any fees for private assays.

The pay of a Deputy Assay Master in Calcutta and Bombay before the revision of 1864 was R750 a month, and has not since been altered. The present recommendation is that a progressive pay rising from a minimum of R600 to R1,200 a month shall hereafter be assigned to this office.

No. 306, dated 6th September, 1875.

No. 7.]

From—The Government of India,

To—The Secretary of State for India.

We have the honor to acknowledge the receipt of Your Lordship's Financial Despatch No. 475, dated 10th September 1874, respecting the lack of candidates for appointments in the Assay Department.

2. Upon careful enquiry and consideration it appears to us that this want of candidates is due to the reductions effected in the emoluments of the Assay Master in 1864 and since, especially in connection with the revision of the pay and allowances of Medical Officers in other branches of the service in April 1867.

3. We forward a copy of the papers mentioned in the annexed list, and have the honor to request that, for the reasons given in our Resolution No. 3118, dated this day, Your Lordship will be pleased to sanction the modification of the scale of pay therein proposed, with a view to encourage gentlemen of the Indian Medical Service to qualify themselves for appointments in the Indian Assay Department.

[ For List see Proceedings Nos. 3, 7 and 8. ]

No. 29, dated 27th January, 1876.

No. 8.]

From—The Secretary of State for India,

To—The Government of India.

I have considered in Council your Financial letter, dated 6th September last, No. 306, requesting that certain modifications may be sanctioned which you

propose to make in the scale of salaries of officers of the Assay Department in India, with a view to encourage Indian Medical Officers to qualify themselves for appointment in that service.

2. Before 1864 the salaries of officers of the Assay Department were as follows:—

	R
Assay Masters, per mensem, Calcutta . . . . .	2,250
Ditto ditto ditto, Madras . . . . .	1,500
Ditto ditto ditto, Bombay . . . . .	1,500
Deputy Assay Masters, per mensem, Calcutta and Bombay (including house-rent)	750
Ditto ditto ditto ditto, Madras . . . . .	725

3. Besides this, Assay Masters were allowed to receive fees for assays made for private persons, which seem to have amounted to more than R250 per mensem for each Assay Master.

4. The officers are nominated by the Secretary of State, on production by them of certificates of qualification from the Royal Mint, the School of Mines, or Messrs. Johnson and Mathie, and before 1868 their appointments were advised to India as "in succession" to the officers already so nominated, and each nominee, therefore, on the occurrence of a vacancy, succeeded as of course in order of nomination. In 1868 the Government of India changed this, and appointed by selection from the nominated officers, and not in order of nomination, as formerly.

5. In 1864 the Government of India altered the salaries of the Assay Masters at Calcutta and Bombay, and fixed them at R1,500, rising by R100 every other year to R1,800.

6. The Government of India also abolished the practice of receiving fees, ordering them to be in future credited to Government, and allowing R250 per mensem to each Assay Master as compensation.

7. It was a practice never departed from, but in two instances, since the first establishment of the Mint, to select the Assay Masters or Deputy Masters from among the Officers of the Medical Service of the Government, and during a long course of years no difficulty seems to have been experienced in procuring qualified officers.

8. In 1869 the Madras Mint was abolished, thereby depriving the Department of the appointments to that Mint, to which it had previously been able to aspire.

9. Subsequently to, and, as it is now stated, in consequence of, these changes, and in consequence also of a simultaneous improvement in the position and prospects of the Medical Service, candidates for appointments in the Assay Offices fell off, and at last entirely ceased, so that in 1874\* your Government considered the case as urgent, there being at that time "not now in our service one officer qualified as an Assayer who is in such a position that we can expect him to be willing to accept office in the Assay Department on a vacancy occurring."

10. This state of things "demanding" in your opinion "an immediate remedy," you suggested that facilities should be given for the study of assaying at the School of Military Engineering at Chatham, and to this the consent was obtained of the Secretary of State for War, but, as it would now appear, without as yet affording a prospect of relief from your difficulties. You now report your opinion, after consideration of the whole subject, that the want of candidates is owing to the reduced advantages of the Assay Department as compared with the present position of the Medical Service; and being apparently desirous that the credit and character of the Department, upon which so much

\* Financial letter No. 214, 2nd June 1874.

depends, should be secured by the appointment of officers, and especially Medical Officers, of your service, in which I entirely agree, you propose to some extent, though not altogether as far as is recommended by your present Assay Masters, to revert to the state of things before 1864, so as to render the advantages of the Department commensurate with those of that branch of the service from which you wish the Department to be supplied.

11. For this purpose you recommend that the pay of Assay Masters be raised to R1,750, rising in ten years by biennial increment to R2,250; that the pay of the Deputy Assay Masters be altered, from a fixed pay of R750 each, to a progressive consolidated pay, as follows:—

Standing on first appointment.	Minimum pay.	Yearly increment.	Maximum pay.
	R	R	R
Under six years . . . . .	600	} 100	1,200
Six years . . . . .	650		
Seven years . . . . .	750		

and so on, R100 being added for each additional year's standing on first appointment; and that the fees for private assay be restored to Assay Masters, less 4 per cent. for the use of laboratories, &c.

12. You are "unwilling to propose special pensions for Assay Masters," although considerable stress is laid on this point in the papers now forwarded. Of the order of selection you say nothing.

13. I agree with you in opinion that it is desirable to appoint Medical Officers of the Establishment in preference to persons not in your service, and that, for this purpose, the officers so appointed ought to be placed in a position fairly comparable with that which they abandon when leaving their strictly medical line of duty.

14. I see reason to doubt whether this necessary condition will be secured by the alterations you propose. The officers appointed must sacrifice medical rank in the service, and, what is more important, the pension of that rank.

15. I apprehend, therefore, that your present proposals are short of what may be required to remove your difficulties, but as the responsibility for the appointments is with you, and the present difficulty is undoubted, and very urgently requires a remedy, I am content to sanction generally what you have proposed.

16. I would, however, suggest that a more complete and satisfactory settlement of the question might be secured by re-arranging the salaries of the Assay and Deputy Assay Masters, and their ultimate claims to pension on retirement, on the basis of assigning to these appointments emoluments of suitable amount, having regard both to the nature of the duties to be performed and to the scale of salaries of the Medical Department generally, so that there shall be no reasonable ground of complaint that, by leaving the ordinary line of service to undertake duties of such acknowledged importance, there has arisen any loss, pecuniary or otherwise.

No. 124, dated 12th May, 1876.

No. 9.] RESOLUTION—By the Government of India, FINANCIAL DEPARTMENT.

Read—

The undermentioned papers regarding a revised scale of pay for officers of the Assay Department in India.



Financial Resolution by the Government of India, No. 3118, dated 6th September, 1875.

Financial Despatch from the Government of India, to the Secretary of State, No. 306, dated 6th September, 1875.

Financial Despatch from the Secretary of State, to the Government of India, No. 29, dated 27th January, 1876.

**RESOLUTION.**—With the sanction of the Secretary of State for India, the Governor General in Council is pleased to rule that from the 21st February, the date on which the orders of the Secretary of State were received, the pay of an Assay Master shall be R1,750, rising by five equal biennial increments to R2,250, and that the pay of a Deputy Assay Master, who is an officer of the Army, shall be as follows:—

Standing on first appointment.	Minimum pay.	Yearly increment.	Maximum pay.
	R	R	R
Under six years . . . . .	600	100	1,200
Six years . . . . .	650		
Seven years . . . . .	750		

and so on, R100 being added for each additional year's standing on first appointment.

An Assay Master shall, moreover, be allowed to appropriate any fees received by him for assays made for private persons, less four per cent. for the use of Government laboratories, chemicals, &c., assigning to the members of the establishment who assist in such private assays such portion of the fees as he thinks fit.

The Governor General in Council is also pleased, with the approval of the Secretary of State for India, to declare that in future, as a general rule, only Commissioned Officers of the Government will be appointed substantively to the Assay Department.

**ORDERED,** that this Resolution be published in the *Gazette of India* for general information.

No. 168, dated 25th May, 1876.

No. 10.]

From—The Government of India,

To—The Secretary of State for India.

With reference to the 13th paragraph of Your Lordship's Despatch No. 29, dated 27th January 1876, we have now the honor to report for your approval that we have appointed Surgeon F. P. Edis, M.B., F.R.C.S., on probation to officiate as Deputy Assay Master in place of Captain R. S. Robinson, R.A., who has obtained furlough on medical certificate for nine months. Copy of our Secretary's letter No. 25, dated 4th May 1876, appointing Surgeon Edis, is herewith forwarded.

2. It will be observed that this appointment has been made notwithstanding that Surgeon Edis has not yet obtained a certificate from Your Lordship of his qualification as an Assayer. Strictly speaking, therefore, he was not eligible for employment in the Assay Department of the Indian Mints under our Notification No. 1514, dated 22nd June 1869 (*Mint and Currency Proceedings, July 1869, No. 26*). His appointment has accordingly been made conditional upon his being found hereafter, after such an examination as we may think it necessary to make of his qualifications, fitted for employment in

the Assay Department, and we have further provided that he must undertake, if so required, on his first visit to England, to obtain the certificate of qualification from a London Assayer which has hitherto been produced.

3. With Your Lordship's concurrence we propose to substitute the method of selection which we have used in this instance, for the practice hitherto followed, of depending only upon a London Assayer's certificate. There are only four appointments in our Assay Department, and vacancies must be so rare that, notwithstanding the great improvement in the position of the officers of the Department sanctioned in Your Lordship's Despatch No. 29, dated 27th January, we do not anticipate that the number of candidates for employment in the Department who are possessed of an Assayer's certificate will often be large. If, therefore, our selection is confined to such candidates, we shall probably have a very limited choice of officers: when we appointed Surgeon Edis, no suitable Commissioned Officer was thus qualified.

4. On the other hand, if the condition precedent of the possession of an Assayer's certificate be foregone, an appointment to the Assay Department will now, we believe, be readily accepted, and when, rarely, a vacancy occurs, we shall be able to select for the Department from the whole body of our Medical Service an officer qualified by standing and previous pursuits and training to fill the particular vacancy.

5. It may often happen that such an officer is not possessed of an Assayer's certificate; but an officer thus selected may be expected readily to undertake to prove his qualification for permanent employment in the Department by any reasonable test which we may think proper to impose. An actual experience of the capacity of an officer for the duties of the Department and thereafter a careful departmental examination of his qualifications will, in our judgment, afford us far better means of judging of his fitness for permanent employment in connection with our Mints than the mere possession of an Assayer's certificate. A selected officer can always obtain such a certificate afterwards if it seems necessary to insist upon his doing so.

6. In consultation with our Assay Masters we shall immediately prescribe a plan of examination which will apply to Surgeon Edis, and, if Your Lordship approves the proposals contained in this despatch, to all other officers appointed hereafter as he has been appointed.

7. We have notified that, hereafter, no one but a Commissioned Officer in our service will ordinarily be appointed substantively to the Assay Department, and if Your Lordship accepts our present proposals, we shall further notify the new conditions under which we intend to recruit for the Department in the future.

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No. 151, dated 22nd April, 1869.

No. 11.]

From—The Secretary of State for India,  
To—The Government of India.

I forward herewith, for your consideration, copy of a letter, dated the 7th instant, from Surgeon-Major Shekleton, Assay Master of the Calcutta Mint, in which he represents the injurious effect which he conceives would result from the employment in the Assay Department in India of other than officers of the civil or military services, and he suggests that the Resolution of your Government, dated the 16th October 1866, No. 2823, which declared that "any candidate who can produce the necessary certificate from the Secretary of State of his qualification as an assayer, and who may be otherwise duly qualified, will be eligible for employment in the Assay Department," should in some respect be modified.

2. The Resolution of your Government was issued consequent on the receipt of the Financial Despatch, dated the 16th August 1866, No. 185, in paragraph 6 of which it was stated that, should it become known that appointments in the Assay Department were no longer sought after by medical officers, it was anticipated that "an increased number of candidates will present themselves from the military or uncovenanted services."

3. It was not, however, intended that these appointments should be thrown open to the public generally, as might possibly be inferred from the wording of your Resolution; and I request, therefore, that you will issue a notification on the subject in accordance with the views now expressed.

No. 14, dated 7th April, 1869.

No. 12.] From—SURGEON-MAJOR J. A. SHEKLETON, Assay Master, Calcutta Mint,  
To—The Secretary, Financial Department, India Office.

I take the liberty of addressing you with reference to a Resolution of the Government of India in the Financial Department, No. 2823, dated the 16th of October 1866, an extract from which accompanies this letter, on the subject of the future admission of qualified persons to the assay department of Indian mints.

I feel it a duty, from my long connection with this branch of the service, to represent the injurious effect, as it seems to me, of this Resolution on the efficiency of an important department, and I beg you will do me the favour of bringing my views to the notice of the Right Honourable the Secretary of State for India.

For many years prior to the date of this Resolution, commissioned officers of the Indian services were, with an exception or two, the only ones who qualified for the department, and none others have, during that time, been posted to it; now, however, it would appear, from the wording of the Resolution, that any one in possession of a certificate of proficiency in assaying the precious metals, readily obtained after a very few months of attendance in a London laboratory, is eligible for employment in the department.

I am aware from applications that have reached me from persons otherwise wholly unfit for service under Government, that this is generally understood to constitute the sole qualification requisite.

Nominations to vacancies usually take effect by seniority of qualification, and it is quite a possible contingency that a young man, without official training, mint experience, or any social status whatever, may, under this new order, be placed in charge of one of the most responsible offices in the State—that of Assay Master.

What this responsibility amounts to, I will endeavour to explain in contrast with the duties of a mere qualified, or "commercial," assayer:

As Assay Master of the Calcutta Mint, for instance, I am alone responsible to Government for the standard purity of all coinages, both of gold and silver; I have control over the quantity of alloy; examine the standard meltings, the resulting coins, &c.; have charge of the standard weights and measures of the presidency; am referred to by the Mint Master on any question in which the integrity of the coinage is involved, and have further the official correspondence of my department to conduct.

But the weightiest responsibility of all is that in connection with the valuation of imported bullion; the Government on the one hand, and the importer on the other, being bound to abide by my assay, to the value in busy times of as much frequently as £60,000 daily. At the date of my leaving Calcutta in February last, I was issuing assay certificates, payable on demand at the Bank of Bengal, for £50,000 each day.

When I add that these assay operations cannot readily be checked, and that in so far the Assay Master's office is one of special trust and responsibility, I think I have said enough to prove that Government would be wise in exercising a keener scrutiny in their nominations to this department than is possible under the provisions of the order alluded to.

Commercial assayers, *i.e.*, such qualified persons as the Resolution apparently refers to, are only called on to fix the assay value of certain small samples of bullion submitted to them; with this their duty ends, and neither by acquirements or position are they in any way qualified for such an appointment as that of Assay Master of an Indian mint.

Looking, therefore, to the efficiency and well-being of the department, I would respectfully urge the propriety of so altering or modifying the wording of this Resolution, that officers of Her Majesty's civil or military services should alone be deemed eligible for employment therein.

I would further add that Colonel Hyde, the present Master of the Calcutta Mint, entirely concurs in these views, and that I shall be happy to explain them personally or more fully should I be called upon to do so.

No. 1514, dated 22nd June, 1869.

No. 13.] ORDER—By the Government of India, FINANCIAL DEPARTMENT.

Read again—

Financial Notification No. 2823, dated 16th October 1866, regarding the admission of qualified candidates to the assay department of the Indian mints.

Read—

Financial Despatch from Her Majesty's Secretary of State for India, No. 151, dated 22nd April 1869, and enclosures, suggesting certain modifications in the above Notification.

ORDERED, that the Notification of 16th October 1866 be cancelled, and that in substitution thereof, the subjoined Notification, together with the documents now read for the first time, be published in the *Gazette of India* for general information.

NOTIFICATION.—The Governor General in Council is prepared to declare that any candidate who can produce the necessary certificate from Her Majesty's Secretary of State for India of his qualifications as an assayer, and who may be otherwise duly qualified, will be eligible for employment in the assay department of the Indian mints. It is not, however, intended that these appointments shall ordinarily be thrown open to the public generally. Except under special circumstances, when the observance of such rule would, in the opinion of the Governor General in Council, be detrimental to the public service, appointments in the assay department will be given to duly qualified officers of Her Majesty's civil or military services.

The appointments and salaries in the assay department are as follow :—

	R	a.
Assay Masters, Calcutta and Bombay, each R1,500, rising by increases of R100 per mensem every other year to . . . . .	1,800	0
Assay Master, Madras . . . . .	1,500	0
Deputy Assay Masters, Calcutta and Bombay, each . . . . .	750	0
Deputy Assay Master, Madras . . . . .	606	10

Officers who may now enter the department will be posted to the lowest appointment in the list, and will be held eligible for transfer or promotion to the assay offices of the three presidency towns.

No. 154, dated 22nd June, 1869.

No. 14.]

From—The Government of India,  
To—The Secretary of State for India.

We have the honour to acknowledge your despatch No. 151, dated 22nd April last, with which you transmit to us a representation made to you by Surgeon-Major Shekleton, Assay Master of the Calcutta Mint, regarding the qualifications necessary for the department of the public service to which he belongs, and request us to notify to the public that appointments to the assay department are not open to the public generally.

2. We entirely agree with Dr. Shekleton in his estimate of the peculiar responsibilities of our Assay Masters, and we should not be disposed, as a rule,

to admit to the assay department any person not belonging to one or other of our covenanted services.

3. At the same time, occasion may arise when we may find a candidate not so qualified, the best fitted to fill a vacancy, and we are unwilling to bind ourselves, under no circumstances to employ any one not in our civil or military services. We have, however, cancelled the Notification of October 1866, and substituted one worded so as to make it clear that no one not in the civil or military services of the Government will be appointed, except under rare and exceptional circumstances.

4. It will be desirable at the same time that Your Grace should alter the form in which you now announce to us the production before you of assay certificates, and that you should cease to declare persons possessed of such certificates to be *ipso facto* eligible for employment in the assay department of our mints.

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No. 312, dated 10th August 1876.

No. 15.]

From—The Secretary of State for India,  
To—The Government of India.

I have considered in Council your Financial letter, dated the 25th May last, No. 168, reporting that you have appointed Surgeon F. P. Edis, M.B., F.R.C.S., on probation, to officiate as Deputy Assay Master, in place of Captain Robinson, who has obtained furlough on medical certificate for nine months.

2. You state that Surgeon Edis has not yet obtained any certificate of qualification as an assayer, and that you have made his appointment conditional upon his being found, hereafter, fitted for employment in the Assay Department, and upon his undertaking, if required, on his first visit to England, to obtain the usual certificate of qualification for conducting the duties of an assayer in the Indian mints.

3. Your Government propose, subject to my approval, to substitute the method of selection which you have used in this instance for the practice hitherto followed, of depending only upon a certificate of qualification obtained in England, and state that, in consultation with your Assay Masters, you will immediately prescribe a plan of examination, which will apply to Surgeon Edis and to all other officers who may be similarly appointed hereafter.

4. I do not consider that any appointment, even though temporary, to an office of so responsible and technical a nature as that of Assay Master or Deputy Assay Master, of an officer who has not obtained a certificate of competency for the duties of the department, can be considered as a satisfactory arrangement. If there be at any time no qualified candidate available in India, I see no reason why recourse should not be had to this country, and I should be ready to assist you in obtaining properly qualified persons here if you should desire it.

5. You will understand that this view of the case precludes me from giving my sanction to the notification which you allude to in the seventh paragraph of your letter.

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No. 30, dated 4th September, 1876.

No. 16.]

From—DR. H. W. GRAHAM, Assay Master, Bombay.  
To—The Secretary to the Government of India, FINANCIAL DEPARTMENT.

In compliance with the orders of Government of India conveyed to me in letter No. 1876 of 26th July 1876, Financial Department, I have the honour to state that I have received the accompanying examination papers from Dr. Busted, the Assay Master of Calcutta; and after careful perusal, I beg to forward them to you for the information of the Governor General in Council.

The questions given by the Assay Master strike me as covering a wide and searching ground of examination, and being answered with a minuteness and knowledge of the subject which I should hardly have expected to meet with in so short a probationary period. Dr. Edis seems to have been particularly fitted by previous training for special work of the Assay Department. Practice and experience with the English qualification is all that appears now to be needed to make Dr. Edis an efficient Assay Officer.

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No. 62, dated 30th August 1876.

From—DR. H. E. BUSTEED, Assay Master, Calcutta,  
To—The Assay Master, Bombay.

With reference to the orders conveyed to me in letter, Financial Department No. 1876, dated 26th July 1876, I have the honour to forward to you, for transmission to Government, with any report that may seem to you fit, the accompanying papers connected with the matter referred to.

2. I think you will agree with me that Dr. Edis has been put to a reasonably fair practical test as to his qualification for the duties of the Assay Department, and that he has so far acquitted himself satisfactorily. He has been already nearly five months actively employed in this office.

3. These papers would have been forwarded to you at an earlier date, but that the office has been undergoing repairs at the hands of the Department Public Works, and Dr. Edis could not conveniently take up the special assays in his own room for several days after they were given to him.

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No. 57, dated 7th August 1876.

From—DR. H. E. BUSTEED, Assay Master, Calcutta,  
To—SURGEON F. P. EDIS, M.B., Officiating Deputy Assay Master.

In obedience to the orders of Government conveyed in letter to my address, No. 1876, dated Simla, 26th July 1876, I have the honour to request that you will make the assays, analyses, &c., detailed in the paper accompanying the box of musters and the two bottles sent to you herewith.

2. As the object of Government is that your qualifications for the efficient discharge of the duties of the Assay Department should now be put to some practical test after the experience you have acquired in this office, I beg that you will carry out with your own hands all the manipulatory details connected with the various methods of assay to which you will submit the special musters of bullion now sent to you.

3. The Head Assistant has been directed to see you provided with distilled water and any utensils and chemicals which may be needed. The head weighman will make any preliminary rough weighments which you may require, and the furnace-men will take your orders regarding the cupellation furnace.

4. The paper containing the results of your assays, &c., will, as directed by Government, be forwarded with a communication from me to the Assay Master at Bombay for transmission to Government with any report which Dr. Graham may think fit to make.

To give you ample time to conduct these analyses, &c., you will be relieved of all duty in this office while you are engaged at them.

1. Assay by cupellation the 8 silver musters in the folded papers marked as follows:—

No. 1.	No. 2.	No. 3.	letters L, N, F, O, T.
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2. Assay by the volumetric method the 6 silver musters in papers marked—15, 16, 17, 18, 19, and 20.

3. Assay by chloride process the 5 musters in paper marked—E. 7, 8, X, Y.

4. Make a qualitative analysis of the alloy marked 1 A.

5. Estimate quantitatively the gold and copper in the alloy marked 2 B.

6. Assay the 4 gold musters in papers marked 21, 22, 23, 24.

7. Prepare fine gold from the remainders after assay of the above 4 musters, carefully giving the weights before you dissolve them.

8. Prepare fine silver from the 200 chlorides (weighing tolas 25-14-6) in paper 3 C. The gold and fine silver so prepared by you will be compared by assay with the pure plates of gold and silver obtained from the Royal Mint.

9. Bottle No. 1 contains in solution 2 metals not unfrequently associated—one is silver:—what is the other? Estimate by chloride method if you can the amount of silver present in, say, 1,000 grs. of the solution, remarking on any peculiarity that may strike you in the condition of the precipitated chloride. On attempting to verify by the volumetric method your silver estimate, what difficulty do you encounter?

10. Bottle No. 2 contains a metal in solution. What is it? Is it in the condition of a *proto* or a *persalt*? Is there anything else in solution?

11. Enumerate the various entries that are made in the clerks' room, the laboratory and other rooms in the Assay Office regarding a registered silver number, from the time that it enters the office as a muster till it is returned to the Mint as a "remainder after assay." State where, when, and by whom each and every entry in question is made.

12. What are the check precautions taken in the Assay Office to avoid an error in entry or in computation of value getting into, or escaping detection in, the certificate granted by the Assay Master for the net produce of a registered tender of bullion payable at the General Treasury.

Dated 29th August, 1876.

From—SURGEON F. P. EDIS,  
To—The Assay Master, Calcutta.

I beg to submit herewith answers to the questions and report of analyses, &c., made by me in compliance with the request contained in your letter No. 57, dated 7th August.

No. 1. Cupellation of the muster contained in the packet marked for this process gave the following touches:—

No. 1, 923·6. No. 2, 925. No. 3, 916. No. L, 923·6.  
No. N, 997. No. F, 898. No. O, 997. No. T, 885.

2. Assay by the volumetric method gave touches as under—

No. 15 922, No. 16 887, No. 17 902, No. 18 939·6.  
No. 19 925, No. 20 922·6.

Each of the above numbers contained gold, the weight of which is not included in the touches given.

3. Assay of samples by the chloride process gave for—

E, 940. No. 7, 900. No. 8, 997·4. X, 1,000. Y, 925.

4. The alloy marked 1 A contained gold, silver, lead, zinc and traces of iron.

5. The composition of the alloy marked 2 B did not appear to be uniform throughout. I found it to contain from 2·5 to 3 per cent. of gold, and from 8 to 10 per cent. of copper.

6. The gold assays gave the following results—

No. 21, 960·4. No. 22, 906. No. 23, 918. No. 24, 920.

7. The cornets of the above four numbers weighing 88·8 grs. and the remainders of the same weighing 129·72 grs. were dissolved in nitro-muriatic acid, the solution decanted, and the gold precipitated by oxalic acid, this precipitate well washed and fused with bisulphate of potash, and the button resulting again fused without a flux. The button after the second melting weighed 207·2 grs.

The calculated amount of fine gold in the quantity of metal acted on should have given a button weighing 210·8 grs.

8. I mixed the 25 tols. 14 ans. 6 p. of chlorides with 18 tolahs chalk and one of charcoal and fused. The ingot of silver weighed 19 tolahs. This was granulated and then dissolved in nitric acid, the solution filtered, and the silver then precipitated with hydrochloric acid. The precipitate after being well washed and dried, mixed with chalk and charcoal, and reduced to an ingot, which was granulated, and the granules again melted five times. The silver from the last melting and granulation weighed 18 tols. 2 as., and the collected spillages 8 as. 3 pie.

9. Bottle No. 1 contains in solution silver and a mercuric salt. The mercurial salt is present in such quantity that it is impossible to estimate the silver by the chloride process with any accuracy, as the silver is so finely divided that particles float even after standing 24 hours, and are lost when syphoning. The precipitated chloride is not changed in colour by exposure to light. Trying to estimate the amount of silver present by the volumetric method, I found it impossible to clear the solution in the usual manner.

10. Bottle No. 2 contains mercury present both as *proto* and *persalt*. Hydrochloric acid gives a precipitate which blackens on the addition of ammonia, and this test is charac-

teristic of the mercurious salts. The filtrate from the hydrochloric acid precipitate contains a mercuric salt. There is no silver present in the solution or any other metal or salt.

11. The first entries concerning a registered silver number are made by the head muster sircar in his "Register Book." The particulars are copied from the mint registers and give the mint registered number, the pot number, weight and description of silver, by whom tendered, and the weight of muster sent for assay.

The muster sircar also obtains from the pre-melting room a copy of the reputed touch of all silver tendered by merchants or others.

From this register book, the clerks in the lower room copy into the "Assay Report Book" certain particulars, *viz.*, the mint registered number, description of bullion, nature of muster, and reputed touch. The muster sircar also enters into the "Silver and Gold Account Book" the weight of the various musters received from the mint, and accounts for the expenditure of the same. He also prepares a tabular statement of the number and nature of the musters assayed each day, which is hung up in the laboratory.

The "Assay Report Book," besides giving the information detailed above, contains columns for entering the assay number, the date of beginning and finishing assay, and of reporting the same to mint, and for the report of fineness. This report is first entered by a clerk from the dictation of the Assay Master (each assay is in duplicate). When all the day's weighments are completed, the Assay Master himself enters in a second column the mean of the weights as entered by clerk, and his figures give the official touch.

From the Assay Report Book the touch is copied into the Mint Produce Book by the Deputy Assay Master, and the 2nd Assistant and one of the clerks independently copy this touch into the calculation books, and then work out the net mint outturn of the merchants' bullion. These books are compared by the Deputy Assay Master, and the results copied by him into the "Silver Register Book," and from this register the assay certificate is compiled.

While a muster is under assay, full particulars are entered in "Laboratory Diary Book" of the date and hour of each of the various processes of assay, the entries being made and initialled by the Assistant performing the manipulation. In this book the head weighman also certifies to the weight of the chlorides returned to him. The remainders of musters are allowed to accumulate and then returned periodically to the mint with a memorandum of weight. The mint grant a certificate, melt register, and send muster for assay, and credit the office with the value as calculated after assay.

12. Every precaution is taken to prevent an error concerning a registered number escaping detection. The report of fineness is first entered in the Assay Report Book by clerk on the same being called out by the officer weighing, the clerk repeating the figures as he writes them down, and as each assay is made in duplicate, he makes two entries for each registered number. The Assay Master, when all his weighments are completed, enters in a column the mean of the two entries of weight as written by the clerk, and this entry is the official report of fineness. The Deputy Assay Master carefully compares the entries in this book and initials and dates the day's work.

From this book the 2nd writer copies the touch into his Calculation Book, having previously entered in the same the registered number and weight of the muster, which information he obtains from the Mint Produce Book. He then calculates by the aid of tables the intrinsic value, seignorage, melting charges, and net outturn of each number. The 4th writer copies from the Assay Office Silver Bullion Register into the 2nd Assistant's Calculation Book the registered number and weight of each muster, and also enters the "touch" from the Assay Report Book. The entries in the Silver Bullion Register are copies of those in the Mint Produce Book, and are usually written in by the 2nd writer. The 2nd Assistant, without the aid of tables, works out the same calculations as those made by 2nd writer. The two books are then compared by the 3rd writer, and brought to the Deputy Assay Master, who also carefully compares and checks them, and then enters the results into "Silver Bullion Register Book," and again compares the entries he makes in this register with the Calculation Books. From this Silver Register Book the assay certificate is compiled; this certificate, which shows the mint registered number, weight, touch, net value, description and owner of each number, is compared by the Deputy Assay Master with the "Silver Register," and initialled by him, and then taken to the Assay Master for signature. Before signing he compares the registered number and weight of each muster with those entered in the Mint Master's receipt given to the merchant, and if found correct, signs, and the certificate is then made over to the merchant and paid at the General Treasury.

The above detailed description of the system of check and counter-check of every entry relating to a registered number shows that an error could never escape detection before the assay certificate left this office.



*Remarks on Dr. Edis' answers.*

The musters sent for special assay to Dr. Edis were in every case *cut* from ingots in the bullion vaults which had been previously assayed from *granulated* musters: of course, a special descriptive number (different from the original registered number) was attached to each cut muster. The touches found by Dr. Edis varied in no material extent from those originally assigned. Any difference is fully to be accounted for by the different results within certain limits expected between assays made from granulated and from cut musters. I give below in antique the proper assay fineness assigned originally to the bars from which Dr. Edis' musters were taken. The results compare favourably :—

## Silver.

	No. 1	No. 2	No. 3	L	N	F	O	T
Cupellation . . . . .	923	925.6	917	923	998	900	996.6	887.
French Process (Volumetric)	15	16	17	18	19	20		
	925.5	887	900	940.6	925.6	924		

N.B.—The only important difference here is in No. 15, where he is 3 millimes too low. Dr. Edis explained the reason to me, and I saw myself how difficult it was to work this process in this intensely hot and wet weather—the chlorides so quickly decomposed rendering the solution turbid, &c. No. 19 was merely a duplicate of No. 15, and here the correct touch was given.

	E	7	8	X	Y
Chloride (dry) process . . . . .	940.6	900	996.6	1,000—(pure silver from Royal Mint kept for comparison.)	925—(a piece of the old British trial plate of 1829.)

	No. 21	22	23	24
Gold . . . . .	961	9,064	919	920

## I A.

*Question 4.*—The composition of this alloy is correctly given.

*5 (2B)*—Was a small alloy synthetically prepared by me; it was difficult to secure its homogeneity in melting and pouring; it originally contained 5 grains of gold in the whole 200 grains (*i.e.*, 2.5 per cent.) and 10 per cent. of copper.

*7 & 8*—There was no undue loss in the preparation of the fine gold and silver. On being compared by me on assay with the standard fine gold and silver, they were found to be absolutely pure as required.

*9 & 10*—Were meant to test Dr. Edis' acquaintance with mercury when found associated with a sample of silver in solution and by itself. His answers are correct. Had he waited long enough, he might have been able to estimate approximately the amount of silver present by weighing the chloride, but the settling would have been very tedious. The silver cloud being soluble, to a very considerable degree, in a solution of pernitrate of mercury (Liebig), is another difficulty in attempting to estimate the silver volumetrically under such circumstances. Of course an Assayer, if he got a sample of silver with mercury so very notably present, would at once have recourse to cupellation to determine the touch. In No. 10, on getting a ppt. with H. cl. one might hurriedly conclude on detecting mercury that *only* a *proto* salt was present, but Dr. Edis very properly went further and looked for a *per* salt as well and found it, showing that *some* of the mercury had been peroxidised. There was nothing else in solution; I gave these questions about mercury, as it is the metal which chiefly interferes with the assay of the silver by the moist methods.

*Questions 11 & 12*—Were given to test Dr. Edis' familiarity with the routine *Office* work in this Assay Office, as the Assay Master's duties and responsibilities are not merely confined to the laboratory work, but extend to details of a clerical nature requiring very great accuracy and care.—Answers correct.

Calcutta, 30th August 1876.

H. E. BUSTEED.

No. 2958, dated 20th September, 1876.

No. 17.] From—R. B. CHAPMAN, Esq., Secy. to the Govt. of India, FINANCIAL DEPARTMENT,  
To—SURGEON F. P. EDIS, M.B., F.R.C.S., Offg. Deputy Assay Master, Calcutta Mint.

With reference to my letter No. 25, dated 4th May 1876, I am directed to say that the Assay Masters at Calcutta and Bombay having reported favourably upon the result of the examination to which you were subjected by the Assay Master at Calcutta, the Governor General in Council is pleased to confirm your appointment as Acting Deputy Assay Master of the Mint at Calcutta. It is a condition of your appointment that you obtain, on your first visit to England, the usual certificate from Her Majesty's Secretary of State for India of your qualifications as an Assayer.

Copy to Comptroller General and to the Assay Master of Her Majesty's Mint at Calcutta.

No. 346, dated 28th September, 1876.

No. 18.] From—The Government of India,  
To—The Secretary of State for India.

We have the honour to acknowledge the receipt of Your Lordship's Despatch No. 312, dated 10th August, from which we regret to learn that the proposals made in our Despatch No. 168, dated 25th May, in respect to the future appointment of officers, on probation, to the Assay Department, do not meet with Your Lordship's approval.

2. Simultaneously with Your Lordship's despatch, we received reports by our Assay Masters upon Surgeon Edis' qualifications as an Assayer, after an examination held in accordance with those proposals. These reports are herewith forwarded for Your Lordship's consideration as illustrating the system which we wished to introduce. We have not thought it desirable to disappoint the expectations of an appointment in the Assay Department raised in favour of Surgeon Edis, and have therefore confirmed him in his appointment as Acting Deputy Assay Master, subject to the condition that, on his first visit to England, he shall obtain from the Secretary of State the usual certificate of his qualifications as an Assayer.

3. We venture to hope that, after reading these papers, Your Lordship will agree with us in thinking that the security which we have obtained for Surgeon Edis' competence, in all respects, for the important duties of the Assay Department, is superior to what would be given by the simple possession of a London Assayer's certificate.

4. We think it of great importance, *first*, that our Assay Masters and Deputy Assay Masters should be Commissioned Officers in Her Majesty's Service, and, *secondly*, that our discretion should, as far as possible, be unfettered in the selection for any vacancy of an officer whose previous tastes and acquirements, as well as his particular standing in his service, mark him out as promising to be especially qualified for the office.

5. The prospects of an officer admitted to the Assay Department now compare favourably with those of an officer joining other Departments of the Service, and need no improvement; but, as before said, it is hardly to be expected that many officers will undergo the expense and trouble of obtaining a London Assayer's certificate, upon the mere chance of gaining admission to a Department containing only four appointments. It may, thus, often happen that if such a certificate be a *sine quâ non* for admission to the Department, we may be compelled to appoint to a vacancy an officer of less promise than others whom we might prefer to select. We still think that the best and perhaps only way

of avoiding this difficulty is for us to select candidates and appoint them *on probation*, subject to a thorough local test of their qualifications after experience in our Assay offices in the first instance, and, then, to their obtaining the usual certificate of qualification from the Secretary of State on their first visit to England. The preliminary selection might, at our discretion, be made upon a competitive examination if suitable candidates should be found sufficiently numerous: but we should reserve the right of nominating the officers to be admitted to such competition, after a consideration of their antecedent qualifications.

6. Under the arrangement suggested by Your Lordship to meet our objections to the present system, we should have no voice in the selection of the candidate, and he would not necessarily be a Commissioned Officer. Moreover, it seems to us that it would be inexpedient to send from England an officer to fill a temporary vacancy such as our vacancies usually are at first.

7. We therefore still venture to think that our own proposal is deserving of Your Lordship's approval, and that we incur no risks by the employment, on probation, as Deputy Assay Master, of an officer whose antecedent pursuits mark him out as qualified for the Department, in anticipation of proof of his fitness by examination and by a certificate from the Secretary of State.

8. If, however, Your Lordship continues of a contrary opinion, you may perhaps consent to our appointing, as occasion arises, one or two officers, as probationers, to our Assay Offices, for a period of three or four months each, on a staff salary of R200 a month, in anticipation of the occurrence of any actual vacancy in the office of Deputy Assay Master. Such officers might be expected to be possessed of the necessary local certificate of qualification, after examination by our Assay Master, before they were called upon to perform the duties even of Deputy Assay Master, and we should then be willing to make the local certificate a condition precedent *sine qua non* for an appointment to be, or to act as, Deputy Assay Master. We trust that Your Lordship will not think it necessary to insist also upon the possession of a London certificate as a condition precedent even to the provisional employment of a Commissioned Officer in the Assay Department, although we are quite willing to accept a rule that an officer thus conditionally admitted to the Department on an Indian certificate, such as Surgeon Edis has obtained, shall not be re-admitted to the Department after a visit to England of sufficient length, without a certificate from the Secretary of State of his qualifications as an Assayer.

9. Should these proposals not commend themselves to Your Lordship, we see no alternative but to ask that we may be allowed to depute the officers whom we may, from time to time, select, to England, at the public expense, in order that they may obtain the needful qualification there. But we deprecate this alternative as involving unnecessary expense, and as committing us to the deputed officers more than we think convenient. As we have reason to expect two early temporary vacancies in the Department, for which anticipatory arrangements should be made at once, we should be glad if Your Lordship would favour us with orders upon this despatch by telegraph.

10. We take this opportunity of requesting Your Lordship to take measures to make known in the Medical Schools and Laboratories of Great Britain the advantages now offered by a career in our Assay Department. We do not, as already explained, think it desirable that we should be pledged to employ preferentially an officer possessed of Your Lordship's certificate: but we may safely say that the possession of such a certificate would, under any circumstances, tell greatly in an officer's favour, and that, other qualifications being equal, we should always prefer appointing to any vacancy an officer already possessed of such a certificate.

No. 1421, dated 12th July, 1876.

No. 19.] Office Memo. from—R. B. CHAPMAN, Esq., Secy. to the Govt. of India, FINANCIAL DEPT.,  
To—The Secretary to the Government of India, MILITARY DEPARTMENT.

The undersigned is directed to forward the papers noted in the margin regarding the pay of officers in the Assay Department, and to request that the Financial Department may be favoured with the views of the Military Department on the question of laying down a special scale of pensions for these officers.

Copy of memorandum by the Assay Master, Calcutta, dated 2nd September 1874.

Copy of letter from the Assay Master, Bombay, No. 33, dated 14th October 1874.

Copy of Financial Department Resolution, No. 3118, dated 6th September 1875.

Copy of Despatch from Secretary of State, No. 29, dated 27th January 1876.

It will be seen that the question of special pensions was considered before, but that the Government of India were unwilling to propose special pensions for the officers of the Assay Department. The revised scale of pay and allowances proposed for these officers by the Government of India was framed upon this consideration; but the Secretary of State, in sanctioning the proposals of the Government as to pay and allowances, has suggested that the claims of officers of the Assay Department to pension on retirement might be reconsidered.

No. 929 S., dated 26th August, 1876.

No. 20.] Office Memo. from—COLONEL H. K. BURNE, Secy. to the Govt. of India, MILITARY DEPT.,  
To—The Secretary to the Government of India, FINANCIAL DEPARTMENT.

The undersigned is directed, in reply to the Financial Department Memorandum No. 1421, dated the 12th July 1876, on the subject of a special scale of pensions for officers serving in the Assay Department, to state that any system of special pensions for officers serving in particular appointments is considered by the Military Department open to grave objections, and that there seems no reason for making an exception in the case of officers of the Assay Department.

2. These officers are always employed at presidency towns, where they enjoy much comfort, and they escape all the trouble and cost of frequent moves, to which so many of their brother Medical Officers are subject. They are exempted from the prospect of service in exceptionally sickly localities, and from sharing in the various trials that fall to the lot of a Medical Officer in campaigns or in the great epidemics that so often occur, and their work can, it is understood, be performed, with rare exceptions, in regular hours without trenching on the night. It is also understood that no very great or exceptional ability is required to enable a Medical Officer to qualify for the Assay Department.

3. It is apprehended that to give these officers special pensions would be to encourage applications from other quarters where the claims would be as strong or stronger, and it is considered in the Military Department that it is most desirable to maintain a uniform scale of pensions throughout the service, and not to introduce the practice of making pensions in any way dependent on the offices held by officers during their service.

4. The undersigned is to point out how well off these officers now are as respect pay, and that it may reasonably be expected this attraction will prove sufficient. Dr. Busted is at present drawing R1,850 a month, and is rising by a gradual increase to R2,250; that is, he is now drawing R50 a month more than a Deputy Surgeon-General, which is the highest grade ever attained by the great majority of Medical men, and a grade which he himself would not reach for several years. His pay, moreover, will gradually reach a figure twenty-five per cent. in excess of the pay of a Deputy Surgeon General, and it will certainly reach this figure long before he would have any prospects of attaining that grade at all. In fact, there are only two Medical Officers of his presidency who are in receipt of higher pay—the Head of his Department, 19 years his senior, who receives R2,500 per mensem, and the Sanitary Commissioner, who is 14 above him on the list of the Medical Department, and at present draws R50 a month more, but who will soon be passed in the matter of pay. Dr. Busted is very much better paid than any other of his contemporaries, and under the recent Financial Department Resolution, he is also entitled to fees.

5. Dr. Graham, the Assay Master at Bombay, receives R1,950 a month and fees. He is an officer of the Bengal establishment, and draws R150 a month more (gradually increasing to R450 a month more) than the Deputy Surgeon-General, between the junior of whom and himself there are no less than 31 Medical Officers, exclusive of those who have given up promotion or been superseded. He receives more pay than any officer above him except the Surgeon-General and the Sanitary Commissioner with the Government of India, and he receives considerably more pay than any of the Sanitary Commissioners with Local Governments in Bengal.

6. Dr. Bellew may have suffered by the reduction in the Madras Mint, but he would appear to be in receipt of emoluments equal to those of his contemporaries, while he has the prospect of passing them by promotion in the Department.

7. There seems therefore to the Military Department little ground for giving these officers special pensions.

8. The only concession which could, the Military Department considers, be reasonably given in this direction would be under certain circumstances to give officers of the Assay Department the pensionary advantages of the grade of Deputy Surgeon-General. For instance, suppose an Assay Officer remained on until it came to his turn for promotion to a Deputy Surgeon-General and served five years longer, he might be given the extra £250 a year as given to Deputy Surgeons-General after that period of service in the grade.

9. This advantage, however, would be inoperative in the case of officers who entered the service a little late, as it takes 26 years on an average to attain to the grade, which, with the 5 years, would make 31 years' service. So that an officer entering the service at the age of 24 years would have attained the age of 55 before becoming entitled to this extra pension.

10. A Medical Officer with the Army similarly has to retire at the age of 55 unless he produces a certificate of competency to serve for 3 years longer, retirement at the age of 58 being absolutely compulsory, unless he is in an administrative appointment. So an officer of the Assay Department might, if he became eligible for promotion before the age of 55, be allowed to serve on to qualify for the extra pension.

11. If this special pension be granted to Assay Masters, it is not seen how it could well be withheld from Sanitary Commissioners, Inspectors General of Jails and others, who might be kept in their appointments instead of being made Deputy Surgeons-General; and on the whole the boon seems inexpedient, although the most convenient arrangement for an extra pensionary advantage, if it is determined to give it at all.

No. 367, dated 12th October, 1876.

No. 21.]

From—The Government of India,

To—The Secretary of State for India

In continuation of our Despatch No. 346, dated 28th September 1876, we desire to address Your Lordship on the subject of special pensions for Commissioned Medical Officers serving in the Assay Department.

2. In paragraph 4 of our Resolution No. 3118, dated 6th September 1875, we stated that one of the measures recommended by the Assay Master for improving the position of Commissioned Medical Officers in the Assay Department was to accord to them special pensions. But we remarked that we were unwilling to propose such special pensions.

3. We have again given the subject our careful consideration in consequence of the remarks made in paragraphs 12, 14, 15, and 16 of your Despatch No. 29, dated 27th January 1876.

4. The Assay Officers are always employed at Presidency towns, and thus escape the trouble and cost of frequent moves, to which their brother Medical Officers are usually subject. They are exempt from liability to service in exceptional sickly localities, and from sharing in the various trials that fall to the lot of a Medical Officer in campaigns or in great epidemics; and their work can ordinarily be performed in regular hours. Nor is exceptional ability required to enable a Medical Officer to qualify for the Assay Department.

5. To give these officers special pensions would be to encourage applications from other officers whose claims would be as strong or stronger. We think it very desirable to maintain a uniform scale of pensions, and not to

introduce the practice of making pensions in any way dependent on the offices held by officers during their service. As at present advised, we do not think that there is any sufficient reason for making an exception in the case of officers of the Assay Department.

6. The emoluments of the officers now in the Department as recently improved compare favourably with those of their contemporaries employed in our general medical service, and we do not at present anticipate any further difficulty in obtaining well qualified recruits for the Assay Department without additional inducements.

7. For these reasons we are not prepared at present to advise the concession of special pensions for service in the Assay Department.

No. 40, dated 8th February, 1877.

No. 22. ]

From—The Secretary of State for India,  
To—The Government of India.

I have considered in Council your Financial letter, dated the 28th September last, No. 346, submitting further proposals in regard to the mode of filling vacancies in the Assay Department in India.

2. In my Despatch No. 29 of the 27th January 1876, I stated that I agreed with your Government in opinion that it is desirable to appoint Medical Officers of the Establishment to these posts in preference to persons not in your service, and this may properly be extended so as to give such preference to all classes of Commissioned Officers. The suggestion in my Despatch No. 312 of the 10th August last, that in the absence of properly qualified candidates in India, I should be prepared to assist you in seeking for suitable persons here, was in no way intended to suggest any change of my opinions on this point. But it seemed, and still seems to me, to be right to contemplate the want of proper candidates in India.

3. I consider it, however, indispensable that when any officer is permanently appointed to the Assay Department, he should have received a certificate of qualification from the Royal School of Mines, or some kindred institution, to be approved by me for that purpose, and that no officer should be retained in the Department without such a certificate in a temporary capacity for a longer period than twelve months, unless circumstances should render this quite unavoidable.

4. I should be prepared to give reasonable facilities for officers, when on leave in England, taking up the study of metallurgy, and should you think it desirable, would, in the event of their obtaining a proper certificate, allow a reasonable time so occupied to count as service for pension, and refund to them any fees paid by them.

5. As to the examinations by the Assay Masters, which you have proposed, I should have no objection to your granting leave under any regulations you think fit to officers who might desire to study the practice of assaying at your Mints, on the understanding that the time thus occupied was properly limited, and that his full salary should be paid to him in the event of his passing the prescribed examination in the time allowed for the purpose. But I cannot assent to the grant of any special allowances to officers so employed, nor to the deputation of officers to England at the public expense.

6. I have also had before me in Council your letter, dated the 12th October last, No. 367, stating that you do not consider it necessary to grant special pensions to Commissioned Medical Officers serving in the Assay Department.

7. I am glad to observe that your Government anticipate that there will now be no further difficulty in obtaining well qualified officers for the Assay Department without holding out any additional inducements.

No. 102, dated 22nd March, 1877.

No. 23. ] From—The Secretary of State for India,  
To—The Government of India.

With reference to the correspondence noted in the margin, I forward here-  
with copies of letters from Lieutenant  
Financial Despatches to the Government of India, dated 27th January and 10th August 1876, and 8th February 1877, Nos. 29, 312, and 40. G. W. Martin, Bengal Staff Corps, and  
Letters from Government of India, dated 25th May and 28th September 1876, Nos. 168 and 346. Surgeon F. P. Edis, M.B., with which  
those officers submit certificates from the  
Chemist and Assayer of the Royal Mint of their qualification for employment in  
the Indian Assay Department.

2. Those certificates are in accordance with the practice formerly observed, as stated in paragraph 4 of my Financial Despatch, dated the 27th January 1876, No. 29, and with the instructions issued under your orders to Surgeon Edis, and must apparently be accepted in these cases; but I am now in communication with the Royal School of Mines in reference to the qualifications to be in future required from officers desiring employment in your Assay Department, and I shall address a future despatch to you on the subject hereafter.

Dated 8th February, 1877.

No. 24. ] From—LIEUT. G. W. MARTIN, Bengal Staff Corps, Asst. Supdt., Indian Survey,  
To—The Under-Secretary of State for India.

I have the honour to forward this my application for employment in the Assay Department of the Indian Mints. I have been studying at the Royal Mint, and have been through a complete course of theoretical and practical assaying. Having passed my examination, I enclose a copy of the certificate I have obtained from Mr. Chandler Roberts, F.R.S., Chemist of the Mint.

I have shown the original of this certificate to the Financial Secretary, to whom I went this morning, and he informed me that I had better apply to you, mentioning that I had already seen him on the subject.

Mr. Seccombe told me at the same time that he was in doubt as to whether a certificate should not be obtained from the Royal School of Mines, instead of the Royal Mint, but that I had better inform you of all the steps I had taken.

I am aware that formerly a certificate was required from the School of Mines; but on my applying to be admitted I was informed that there was no room in the laboratory for me at that time, that there would certainly be none till April 1877, but that if they had a vacancy then I might apply again.

Thus failing to gain admittance to the School of Mines, and not wishing to waste my time while on furlough, I went through a course at the Royal Mint, where I believed I should see and do more practical work, and from which I had no doubt my certificate would be more acceptable to the Government, as at that time I believed they would prefer officers to go through a course there.

I have studied physical science, mineralogy, and practical chemistry before, and hold a Civil Engineering certificate from the Civil Engineering College at Roorkee.

I trust the accompanying copy of my certificate now obtained from Mr. Roberts will be sufficient to allow me to hold an appointment in the Department.

If, however, it should be decided against me, I should feel greatly obliged if you would kindly tell me what more I must do, as I should of course then endeavour to the best of my power to comply with the conditions required. I am naturally anxious to know, as, if I have to take any other steps, I do not wish to waste my time and the small amount of furlough left due to me in work that will prove of no value in obtaining for me the appointment I seek.

Trusting you will kindly take this matter into consideration.

#### CERTIFICATE.

This is to certify that Lieutenant G. W. Martin, Bengal Staff Corps, has passed an examination in the theory and practice of assaying, which was in the highest degree satisfactory.

In conducting the examination, the requirements of the Indian Mints were kept in view, and I am satisfied that Lieutenant Martin possesses the qualifications necessary for the office of

Assay Master ; and that he is in every way competent to undertake the duties which would devolve upon him.

ROYAL MINT, LONDON,  
The 7th February 1877.

W. CHANDLER ROBERTS,  
*Chemist and Assayer of the Mint ;  
Fellow of the Royal Society.*

Dated 22nd February, 1877.

From—T. L. SECCOMBE, Esq., Financial Secretary, India Office,  
To—LIEUT. G. W. MARTIN, Bengal Staff Corps, Asst. Supdt., Indian Survey.

With reference to our conversation yesterday, regarding the certificates required for the Assay Department in India, I shall be much obliged if you will send in an official letter stating the minimum period within which it would be possible for you to obtain from the School of Mines a certificate for assaying, and also certificates of proficiency in Chemistry and Metallurgy.

Dated 23rd February, 1877.

From—LIEUT. G. W. MARTIN, Bengal Staff Corps,  
To—The Financial Secretary, India Office.

With reference to your letter of the 22nd instant, requesting information—

“ as to the minimum period within which it would be possible for me to obtain a Royal School of Mines certificate for assaying, and also certificates of proficiency in Chemistry and Metallurgy,”

the only reply I can give is that I am afraid within the time before me it is impossible for me to obtain the certificates mentioned.

This is not from any want of energy on my part, but simply, as I think the reasons given will show, because, never mind how great my knowledge might be, it is practically impossible for me to comply with the conditions.

By the School of Mines prospectus and by information I have personally gathered from the officers of the School of Mines, it appears that the Chemistry course of lectures begins in October, and continues to the end of June, and this course is held at South Kensington.

The Metallurgical lectures begin in October and continue till the middle of February, and they are delivered in Jermyn Street.

The laboratory course in both cases extends over three terms of three months each, commencing in the first week of October, January, and April respectively, but the chemical laboratory is at South Kensington and the metallurgical in Jermyn Street.

To obtain a Royal School of Mines certificate in these branches, a student is required to go through all the course, attending all the lectures and regularly at the laboratory, besides passing an examination at the end of the course.

Unfortunately I am due in India by the 15th November, and must leave Brindisi therefore in October ; thus, it would be impossible for me to attend lectures which only commence in the latter month.

Again, these lectures are arranged to suit the attendance of the *first* and *third* year students of the School, and their being held at different places is of no consequence to them ; as the same persons do not attend both ; but to any officer home on furlough wishing to attend both sets of lectures (especially when on the same day) this arrangement is most expensive and inconvenient, if not sometimes impossible.

Next, the hours in the two laboratories for practical work at South Kensington and Jermyn Street are also the same, *viz.*, from 10 to 5 every day, excepting the hours devoted to the lectures.

It seems impossible therefore to attend both of them even for the time I have remaining ; while the lectures in chemistry are now half over, and the lectures in metallurgy are already finished, and neither of them commence again till October, the month in which I must leave for India.

I have enquired at the School of Mines if there is any shorter course or any method by which I might be allowed to try and obtain a Metallurgical certificate, but as the lectures for this term are over I am informed there is no way.

Regarding assaying, however, I know that officers for the Indian Mints received certificates from Dr. Perry as to competency in this branch after attending the Metallurgical Laboratory, and proving their ability to obtain correct results. This laboratory course, I was informed at the School of Mines, was for Indian Officers, and took three months.



In this respect, however, I would respectfully venture to suggest that the Royal Mint yields greater advantages owing to the larger laboratory, the more individual attention obtained, the better instruments, and the thoroughly practical nature of the work seen and done.

My course at the Mint was a thorough one theoretically and practically in assaying, and included analysis also; and I had a theoretical examination both *visd voce* and written, before I obtained my certificate, already presented. In conclusion, I have the honour to state that when I presented myself at the School of Mines I was informed there that for appointments in the Assay Department of the Indian Mints the short laboratory course was all that was required by the Government of India, but as they had no room for me, I went to the Royal Mint.

I knew also that the Government of India had decided to accept certificates from the Chemist of the Royal Mint, and thus I really did what I believed right, and in fact till I presented myself at the India Office with my certificate after passing my examination, I had no idea the said certificate would not be at once accepted.

I have been through courses of Physical Science, Chemistry, Mineralogy and Analysis before this, and have passed in them, besides holding Civil Engineering certificates; but if the short course in the laboratory at the School of Mines, which officers formerly went through, will still suffice (if I can get into the school in April), I will go through it happily, although it will be a great extra expense, as I shall have to buy instruments besides the payment of the fees, and I doubt if it is as severe or practical a course as that I have already been through.

Trusting you will kindly understand that it is no real fault of mine I cannot obtain the certificates you mention, and that I am quite willing to work, only I cannot, and also how difficult it is for me to know how to act until I receive a reply to my application.

Dated 2nd March, 1876.

From—SURGEON F. P. EDIS, M.B., F.R.C.S., Offg. Deputy Assay Master, Calcutta Mint,  
To—The Under-Secretary of State for India.

I have the honour to enclose herewith two letters in original (as per margin) from the Financial Department of the Government of India, addressed to me, and also a certificate from the Chemist and Assayer of the Royal Mint, London, as to my qualifications as Assayer.

No. 25, Financial Department, 4th May 1876.  
No. 2958,\* Financial Department, 20th September 1876.

\* See No. 14 of these Proceedings.

I would respectfully request that the Government of India may be informed of my having obtained this certificate in compliance with the orders expressed in paragraph 3 of letter No. 25 of the 4th May 1876, and also that Her Majesty's Secretary of State for India will be pleased to issue the usual certificate referred to in the concluding sentence of letter No. 2958 of 20th September.

No. 25, dated 4th May, 1876.

From—R. B. CHAPMAN, Esq., Secretary to the Government of India, FINANCIAL DEPARTMENT,  
To—SURGEON F. P. EDIS, M.B., F.R.C.S.

I am directed to inform you that the Governor General in Council is pleased to appoint you to officiate on probation as Deputy Assay Master, Calcutta Mint, during the absence on furlough of Captain Robinson, R.A., or until further orders, with effect from the date on which you took charge of the office of Deputy Assay Master, *viz.*, the 17th April 1876.

2. The probationary character of your appointment will cease if the Assay Master is able to report after you have been at work for two months that you possess the qualification necessary for the efficient discharge of the duties of the Assay Department, and after such an examination of your acquirements in chemistry, assaying, metallurgy, and other sciences as to the Governor General in Council may seem fit.

3. If you wish to be considered hereafter a candidate for employment in the Assay Department, it will be necessary also that you undertake to obtain on your first visit to England a certificate of your qualifications as a practical assayer, either from the Assay Master of Her Majesty's Mint in London or from the Schools of Mines there.

Copy to Comptroller General.

Copy also to Surgeon-Major H. W. Graham, M.D., Senior Assay Master, with the request that after such consultation with Surgeon-Major H. E. Busteed, M.D., as he may think fit, he

will report upon the nature and method of examination which officers should undergo who are employed as Surgeon Edis is now appointed on probation in the Assay Department before they are to be held eligible for permanent employment in the Department.

Copy also to Surgeon-Major H. E. Busteed, M.D., Assay Master, Calcutta Mint.

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CERTIFICATE.

This is to certify that Mr. F. P. Edis, M.B., F.R.C.S., Surgeon, Bengal Army, has given evidence that he is able to undertake the duties of an assay office, and he has passed an examination in the theory and practice of assaying gold and silver. In conducting the examination, the requirements of the Indian Mints were kept in view, and I satisfied myself that Mr. Edis would be able to deal with such chemical and metallurgical questions as from time to time arise in a mint.

1st March 1877.

W. CHANDLER ROBERTS,  
*Chemist & Assayer of the Mint,  
 Fellow of the Royal Society.*

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No. 293, dated 13th September, 1877.

No. 25. ] From—The Secretary of State for India,  
 To—The Government of India.

With reference to paragraph 2 of my Financial Despatch, dated the 22nd March last, No. 102, I have now to acquaint you that, after consultation with Colonel Hyde, late Mint Master at Calcutta, I have determined, in future, to require candidates for employment in the Assay Department in India to pass an examination in practical and inorganic chemistry at the Royal College of Chemistry, and to produce, from the Royal School of Mines, certificates of qualification in Metallurgy, especially with reference to the precious metals and their alloys, and of their ability to assay the precious metals and their alloys.

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No. 371, dated 25th October, 1877.

No. 26. ] From—The Government of India,  
 To—The Secretary of State for India.

With reference to the correspondence ending with your Lordship's Despatch No. 293, dated 13th September 1877, we have the honour to forward a copy of the Regulations which we propose to issue for the selection of officers for employment in the Assay Department. We trust that these Regulations will be found consistent with Your Lordship's instructions.

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No. 431, dated 20th December, 1877.

No. 27. ] From—The Secretary of State for India,  
 To—The Government of India.

I have considered in Council your Financial letter, dated the 25th October last, No. 371, forwarding for my approval the following draft Resolution which you propose to issue, containing regulations for the selection of officers for employment in the Assay Department in India.

*Resolution.*—With the approval of the Secretary of State for India, the Governor General in Council is pleased to determine that the selection of Officers for employment in the Assay Department shall be made in the following manner:—

“I. As declared in Resolution No. 124, dated 12th May 1876, Commissioned or Covenanted Officers only shall, as a general rule, be appointed substantively to the Assay Department.

“II. No officer shall be appointed substantively to the Assay Department without having passed an examination in practical and inorganic chemistry at the Royal College of Chemistry, and without a certificate from the Royal School of Mines of qualification in Metallurgy, especially with reference to the precious metals and their alloys, and of his ability to assay the precious metals and their alloys.

“ III. Whenever a want of candidates eligible for admission to the Assay Department is foreseen, the Government will permit a selected officer to attend at the Laboratory of the Assay Master at Bombay or Calcutta, for a period not exceeding six months, in order to prepare himself for a prescribed examination. During this period of probation the full salary of his office will be granted to the officer on condition that he passes the examination at the end of his probation. An officer who has passed the prescribed examination may be employed in the Assay Department temporarily, for a period not exceeding twelve months, without having passed the examination and without the certificates of qualification described in Clause II. Save with the special sanction of the Secretary of State for India, no officer may be retained in the Department for a period exceeding twelve months without passing the said examination and obtaining the said certificate.

2. The regulations now submitted appear to be in accordance with the instructions issued by the Home Government on the subject, and may therefore be published as proposed by your Government.

No. 684, dated 31st January, 1878.

No. 28. ]

RESOLUTION—By the Government of India, FINANCIAL DEPARTMENT.

Read again—

Financial Resolution by the Government of India, No. 124, dated 12th May 1876, regarding a revised scale of pay for offices of the Assay Department.

Read the undermentioned correspondence with the Secretary of State for India, regarding the mode of selecting officers for employment in the Assay Department:—

To Secretary of State, No. 168, dated 25th May 1876.

From Secretary of State, No. 312, dated 10th August 1876.

To Secretary of State, No. 346, dated 28th September 1876.

From Secretary of State, No. 40, dated 8th February 1877 ; No. 102, dated 22nd March 1877 ; and No. 293, dated 13th September 1877.

RESOLUTION.—With the approval of the Secretary of State for India, the Governor General in Council is pleased to determine that the selection of officers for employment in the Assay Department shall be made in the following manner:—

I.—As declared in the Resolution No. 124, dated 12th May 1876, Commissioned or Covenanted Officers only shall, as a general rule, be appointed substantively to the Assay Department.

II.—No officer shall be appointed substantively to the Assay Department without having passed an examination in practical and inorganic Chemistry at the Royal College of Chemistry and without a certificate from the Royal School of Mines of qualification in Metallurgy, especially with reference to the precious metals and their alloys, and of his ability to assay the precious metals and their alloys.

III.—Whenever a want of candidates eligible for admission to the Assay Department is foreseen, the Government will permit a selected officer to attend at the laboratory of the Assay Master at Bombay or Calcutta for a period not exceeding six months in order to prepare himself for a prescribed examination. During this period of probation, the full salary of his office will be granted to the officer, on condition that he passes the examination at the end of his probation. An officer who has passed the prescribed examination may be employed in

the Assay Department, temporarily for a period not exceeding twelve months, without having passed the examination and without the certificates of qualification described in Clause II. Save with the special sanction of the Secretary of State for India, no officer may be retained in the Department for a period exceeding twelve months without passing the said examination and obtaining the said certificate.

ORDERED, that this Resolution be published in the *Gazette of India* and communicated to—

The Mint Masters, Bombay and Calcutta ;  
The Assay Masters, Bombay and Calcutta Mints ;  
The Comptroller General ;  
The Accountants General, Bengal and Bombay ; and  
The Military Department.

No. 1733, dated 15th July, 1881.

No. 29. ] From—S. JACOB, Esq., Offg. Under-Secy. to the Govt. of India, DEPARTMENT OF FINANCE,  
To—The Assay Masters, Calcutta and Bombay Mints.

With reference to communication from this office, No. 25, dated 4th May 1876, I am directed to enquire what steps have been taken towards fixing the nature and method of examination which officers employed as probationers in the Assay Department should undergo. I am to point out that under Rule III in the Resolution No. 684, dated 31st January 1878, regarding the mode of selecting officers for employment in the Assay Department, an officer selected to serve as probationer must pass an examination at the end of his probationary term of employment, and it is necessary to prescribe the nature and method of the examination.

No. 24, dated 21st July, 1881.

No. 30. ] From—SURGEON-MAJOR H. E. BUSTEED, Assay Master, Calcutta Mint,  
To—The Secretary to the Government of India, DEPARTMENT OF FINANCE.

In answer to your letter No. 1733, dated 15th July 1881, I have the honour to state that the examination to which Surgeon Edis (a probationer for the Assay Department) was subjected in August 1876 would appear well adapted for fulfilling the object in view.

2. The nature and result of that examination were forwarded to Government through Dr. Graham, the Senior Assay Master, who expressed his views on it, and the reports of the two Assay Masters were transmitted by the Government of India to the Secretary of State, in a despatch dated September 1876, with a view, I believe, of bringing to His Lordship's notice an illustration of a system then initiated.

3. In Financial letter No. 25, dated 4th May 1876, Dr. Graham was called on to "report upon the nature and method of examination which officers should undergo;" very possibly his answer, if referred to, would be sufficient to enable Government to now prescribe a definite ruling on the subject.

4. It seems to me that an examination should be set and conducted by the Assay Master at the Mint to which the officer may be deputed as a probationer, at the end of the probationary course, occupying, say, six months; its object being to ascertain what practical familiarity the officer had obtained with the ordinary work of an Indian Assay Laboratory, and with the duties expected of an Assay Officer attached to a Mint.

5. With this in view, he should be tested generally as to what he had learned of the assaying, both of gold and silver, and particularly as to the method of assaying silver which is peculiar to the Indian Mints.

6. Certain alloys should be given to him to report on as to their fineness, by the various methods of assay stipulated at the description of the Assay Master, it being a condition that the whole of the manipulatory details be conducted by the probationer's own hands; he should also be tested as to his ability to prepare pure gold and silver for assay check purposes.

7. But, most important of all, the Assay Master should be prepared to report, confidentially, if called on, his opinion as to the aptitude and general (apart from mere technical) fitness of the probationer for the position of an Assay Officer.

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No. 22, dated 29th July, 1881.

**No. 31.]** From—SURGEON-MAJOR H. W. GRAHAM, Assay Master, Bombay Mint,  
To—The Secretary to the Government of India, DEPARTMENT OF FINANCE.

I have the honour to reply to your letter No. 1733, dated Simla, 15th July 1881, with reference to the nature and method of examination which officers employed as probationers in the Assay Department should undergo.

In August 1876 Dr. Edis underwent such an examination when its nature and method were declared, and as the questions and answers then given met with the sanction of Government, I should be guided by what took place at that time.

After a six months' probation in this office I should put a certain number of general *practical* questions in writing with reference to the routine and work of the Bombay Assay Office.

The theory and science of assay would, I consider, be out of my province, as this would have to be acquired at the College of Chemistry and the School of Mines in London when the probationer presented himself there for the purpose.

Samples of silver and gold in quantities known to the Assay Master, but unknown to the tyro, would be given to discover their touch, gold and silver would be required to be extracted from ores or from powder prepared for the occasion to be fluxed and extracted, drosses tested, &c. These the probationer would be required to discover by himself.

The clerk's work in this office being different I believe from Calcutta (where alligation calculations are worked out and confirmed), I should confine myself to the practical assay work alone, and my endeavour would be to give such insight into the whole of the work that in cases of absolute necessity the probationer would be able to carry on the current work of this Assay Office temporarily.

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No. 2811, dated 3rd September, 1881.

**No. 32.]** RESOLUTION—By the Government of India, DEPARTMENT OF FINANCE.

Read again—

Resolution in the Finance Department, No. 684, dated 31st January 1878, regarding rules for the selection of officers for employment in the Assay Department.

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RESOLUTION.—Under Rule III in the Resolution of the 31st January 1878, an officer selected by Government is required to attend at the Laboratory of the Assay Master at Bombay or Calcutta for a period not exceeding six months, in order to prepare himself for a prescribed examination. It is now deemed necessary to prescribe definitely the nature and method of such examination, and with this view the Governor General in Council has decided as follows :—

At the expiry of the term of probation, the probationer will be examined by the Assay Master of the Mint to which he is attached; the examination being framed so as to test the practical familiarity of the probationer with the ordinary work of an Indian Assay Laboratory and with the duties expected of an Assay Officer attached to a Mint, and his knowledge generally of the methods of assaying both gold and silver, and particularly of the method of assaying silver, which is peculiar to the Indian Mints. Certain alloys should be given to the probationer, and a report on their fineness required according to such methods of assay as may be stipulated at the discretion of the Assay Master; and it must be a condition that the whole of the manipulating details shall be conducted by the probationer with his own hands. The ability of the probationer to prepare pure gold and silver for assay check purposes should also be carefully ascertained.

2. The Governor General in Council desires it to be understood that the mere successful result of the examination thus prescribed will not entitle the probationer to appointment to the Assay Department; the Assay Master under

whom he is employed should report confidentially to Government his opinion as to the aptitude and general (apart from mere technical) fitness of the probationer for the position of an Assay Officer.

ORDERED, that this Resolution be communicated to the Assay Masters of the Calcutta and Bombay Mints, and that, as a guide in the mode of examination, they be furnished with the following papers:—

Letter from Assay Master, Calcutta Mint, to Surgeon F. P. Edis, No. 57, dated 7th August 1876.

Letter from Surgeon F. P. Edis, to Assay Master, Calcutta Mint, dated 29th August 1876.

Remarks by Surgeon-Major H. E. Busteed, dated 30th August 1876.

No. 10, dated 10th January, 1884.

•No. 33.]

From—The Secretary of State for India,  
To—The Government of India.

On the receipt of Your Excellency's letter, dated the 31st of August last, No. 240, regarding the certificates of qualification to be produced by officers desirous of serving in the Assay Department in India, I referred it to Major-General Hyde for report, and afterwards caused it to be forwarded to the Committee of Council on Education.

2. I now forward, for the information of your Government, a copy of the

Note by Major-General Hyde, 8th November 1883.

Letter to Education Office, 22nd November 1883.  
Letter from Science and Art Department, 21st December 1883.

Note by Major-General Hyde, 29th December 1883.

papers noted in the margin. I request that a revised Resolution may be prepared, and transmitted for my approval, embodying the suggestions made by Surgeon-Major Busteed, with the modifications shown by Professors Roberts and

Frankland to be necessary, and directing that officers who seek employment in the Assay Department shall forward their certificates to this office for the purpose named in the third paragraph of your letter.

3. I have no objection to the exemption, from the contemplated rules, of officers who have already entered on their course of qualification for the Department.

No. 34.] Note by MAJOR-GENERAL H. HYDE, R.E., dated 8th November, 1883.

The Royal College of Chemistry is still in existence, and at South Kensington. But I understand that officers on leave from India cannot give the time necessary to attend through the entire course at both the Royal School of Mines and Royal College of Chemistry.

For candidates from India it is therefore proposed to ask the Committee of Council on Education to fix a special course as qualification for the Indian Assay Department.

This might be done as proposed by Dr. Busteed; but having consulted Mr. Chandler Roberts regarding the third proposal, I find that it would hardly be possible to carry out any scheme involving a three months' or indeed any, attendance at the Royal Mint, as the constitution of the Mint and the working of the Assay Department would not admit of any such arrangement.

It could, however, easily be arranged for a certificate to be granted, showing that the Head Assayer and Chemist of the Royal Mint is satisfied that the candidate can make trustworthy assays of the precious metals.

No. 3760, dated 22nd November, 1883.

No. 35.]

From—J. A. GODLEY, Esq., Under-Secretary of State for India,  
To—The Secretary of the Committee of Council on Education.

In the year 1877-78, after consultation with Major-General Hyde, formerly the Mint Master at Calcutta, and with Dr. Percy, who at that time held the Professorship of Metallurgy in the Museum of Practical Geology and Royal School of Mines, regulations were laid down by the Government of India for the selection of officers for employment in the Assay Depart-

ment in that country. A copy of those regulations is contained in the Marquis of Salisbury's Despatch, dated the 20th of December 1877, No. 431, forwarded herewith.

It has now been represented by the Government of India, in a letter,\* of which a copy is enclosed, that inconvenience is anticipated from the want of some more clear definition of the terms of the qualifications, and of the duration and character of the course of training in England.

Difficulty is experienced by officers during their leave of absence, which is necessarily limited, in attending the entire course of study at both the Royal School of Mines and the Royal College of Chemistry. On the other hand, it is understood that the constitution of the Royal Mint, and working of the Assay Department, do not admit of such an attendance for three months at the Laboratory of the Head Assayer and Chemist, as is suggested by the Assay Master in Calcutta.

I am, accordingly, desired by the Secretary of State in Council to request that the Committee of Council on Education will be so good as to take the subject into their consideration, with the view of enabling him to lay down fresh regulations, by which it may be possible for officers to satisfy the Government of India that they possess such a knowledge of practical inorganic chemistry, of metallurgy, and of the process of assay, as is needed to qualify them for employment in the Assay Department, the whole course being so arranged as to be compatible with an officer not being absent from India for more than one year.

No. 52565, dated 21st December, 1883.

**No. 36.]** From—H. D. DONNELLY, Esq., Secretary, Science and Art Department,  
To—The Under-Secretary of State for India.

I am directed to acknowledge the receipt of your letter of the 22nd ultimo, together with its enclosures, in reference to the course of training afforded at the Normal School of Science and Royal School of Mines, and the Royal Mint, to officers selected for employment in the Assay Department of the Government of India.

I am to acquaint you that the whole question has been referred to Mr. W. Chandler Roberts, Professor of Metallurgy, and Dr. E. Frankland, the Professor of Chemistry, and I am to transmit the accompanying copies of reports from those gentlemen on the suggestions contained in Surgeon-Major Busteed's letter of the 27th July (enclosure to Despatch No. 240 of 1883). I am to add that my Lords concur in the opinions expressed in these reports.

**No. 37.]** Report by PROFESSOR W. CHANDLER ROBERTS, dated 10th December, 1883.

In paragraph 7 of the letter, dated 27th July 1883, a copy of which is enclosed, Surgeon-Major Busteed makes three recommendations as to the qualifications of Assayers for the Indian Mints.

I agree with the first and second of these; the third involves attendance for three months in the Laboratory of the Royal Mint in London, and it may, in the future, that is, when the Chemist of the Mint is not the Professor of Metallurgy at the School of Mines, be impossible to enable candidates to do this. I am of opinion that it will be sufficient for the candidate to work as suggested in recommendations 1 and 2. His ability to make trustworthy assays might then be tested by a practical examination conducted by the Head Assayer of the Mint, either alone or in conjunction with the Professor of Metallurgy in the Royal School of Mines.

**No. 38.]** Report by PROFESSOR E. FRANKLAND, dated 13th December, 1883.

The Regulation (No. II) contained in "Resolution by Government of India in the Financial Department" prescribes a course of practical training in both qualitative and quantitative inorganic analysis; that is to say, the course of training is such as to enable the officer to determine both the weight and the nature of quality of each of the constituents of an alloy or ore.

The regulation proposed by Surgeon-Major H. E. Busteed (paragraph 6) to be substituted for the above, prescribes a course of qualitative training only, which will not enable the officer to determine the quantities as well as the qualities of the separate ingredients of the alloy or ore.

I am prepared to give a three months' practical course of inorganic qualitative analysis specially adapted for Assay Officers, as recommended by Surgeon-Major H. E. Busteed; and, after a practical examination, a certificate of attendance, provided it be expressly stated in the said certificate that the work has been qualitative only.

**No. 39.]** Note by MAJOR-GENERAL H. HYDE, R.E., dated 29th December, 1883.

The only question in my mind is, will a course of qualitative training only suffice?

It seems that the opinion of Dr. Busteed and Mr. Chandler Roberts is that, as time for the study of more than this is not available, the training will be sufficient.

The longer course of practical training in quantitative inorganic analysis, though it is certainly desirable, cannot therefore be insisted on, and the alteration must stand as proposed by Dr. Busted for 1 and 2, and as modified for No. 3.

Dated 3rd March, 1884.

No. 40.] Memo. by SURGEON-MAJOR H. E. BUSTEED, Assay Master, Calcutta Mint.

In returning the above file with its enclosures, I may perhaps be permitted to express my own opinion that the compromise suggested by Professor Roberts in the latter part of his letter (10th December 1883) falls short of the procedure which I still think desirable.

2. When in my letter to Government (27th July 1883, paragraph 6) I suggested that the chemical course should be limited, both as regards its duration and scope, compared to that which had been laid down in Financial Resolution No. 684, dated 31st January 1878, I contemplated that such modification should be conditional on the officer seeking qualification being compelled to also take out a three months' practical course in the Assay Laboratory of the Royal Mint.

3. The fact of the Head Assayer of the London Mint being merely an examining medium instead of a practical teacher is, I think, likely to result in this, *viz.*, that any qualifying officer, who desires to familiarise himself with the mode of conducting business in the Assay Office of a European Mint, and with the nature of its work, will be obliged to resort to the Paris or some other continental mint for this purpose.

4. This will enhance the expense of the home qualification; the continental teacher will expect his "honorarium," as of course it would be unreasonable to suppose that either he or the London Mint expert could afford to give his attention or impart the result of his experience to an outsider for nothing; any steps in the direction of increased expenditure in connection with the home qualification are to be deprecated.

5. Even as it is, Medical Officers seem to be deterred from seeking qualification. The Secretary of State, following the policy of the old Court of Directors, has expressed his opinion that it is desirable to give these assay appointments to Medical Officers (Despatch, 27th January 1876, paragraph 13); formerly they came forward in abundance; the reason for their not doing so now is however not to be sought, I think, so much in the difficulty or tediousness of the present qualification, as in the fact that fewer appointments are available since the abolition of the Madras Mint did away with one-third of them, and men who have not a special taste for the work won't take the trouble to qualify on speculation for a line which they may never get a chance of adopting. Moreover, in former years, the prospects of Assay Officers were much better relatively than those of Medical Officers; now those of Medical Officers are (in the matter of pension) much better than those of Assay Officers.

6. As the Secretary of State has expressed himself as satisfied with the modification

*Resolution of the Government of India, in the Financial Department, No. 684, dated the 31st January 1878.*

With the approval of the Secretary of State for India, the Governor General in Council is pleased to determine that the selection of officers for employment in the Assay Department shall be made in the following manner:—

I.—As declared in Resolution No. 124, dated 12th May 1876, Commissioned or Covenanted Officers only shall, as a general rule, be appointed substantively to the Assay Department.

III.—Whenever a want of candidates eligible for admission to the Assay Department is foreseen, the Government will permit a selected officer to attend at the Laboratory of the Assay Master at Bombay or Calcutta for a period not exceeding six months in order to prepare himself for a prescribed examination. During this period of probation, the full salary of \*

\* The office he may happen to hold at the time, subject to a minimum of—, plus the presidency house-rent of his rank. his office will be granted to the officer, on condition that

he passes the examination at the end of his probation. An officer who has passed the prescribed examination may be employed in the Assay Department, temporarily, for a period not exceeding twelve months without having passed the examination and without the certificates of qualification described in clause II. Save with the special sanction of the Secretary of State for India, no officer may be retained in the Department for a period exceeding twelve months without passing the said examination and obtaining the said certificate.

of the Royal Mint as to the candidate's ability to assay the precious metals, to be tested by practical examination.

proposed by Professor Roberts, and has ordered it to be embodied in a revised Resolution, it remains, I presume, but to draft the rules relating to the home qualification for Assay Officers accordingly, *viz.*, in supersession of paragraph 2 of Resolution No. 684, dated 31st January 1878, that the following be substituted.

No officer shall be appointed substantively to the Assay Department without producing the following three certificates after practical examination:—

- (1) Of attendance at a three months' practical course of inorganic chemistry (qualitative only) at the Normal School of Science, London.
- (2) Of attendance at a practical course of metallurgy at the Royal School of Mines, specially with reference to the assaying of gold and silver and their alloys.

The above courses not to be taken out simultaneously, but to occupy six months in all.

- (3) A certificate from the Head Assayer



No. , dated , 1884.

No. 41.] RESOLUTION—By the Govt. of India, DEPT. OF FINANCE AND COMMERCE.

Read again—

Resolutions No. 684, dated 31st January 1878, and No. 2811, dated 3rd September 1881, regarding the mode of selecting officers for employment in the Assay Department.

Read the following papers regarding the terms of the home qualifications required for candidates for employment in the Assay Department :—

Despatch from the Government of India, to the Secretary of State for India, No. 240, dated 31st August 1883, and enclosures.

Despatch from the Secretary of State, No. 10, dated 10th January 1884, and enclosures.

Despatch to Secretary of State, No. 135, dated 21st May 1884.

„ from „ „ „ „ „

RESOLUTION.—With the approval of the Secretary of State for India, the Governor General in Council is pleased to determine, in supersession of the Resolutions No. 684, dated 31st January 1878, and No. 2811, dated 3rd September 1881, that the selection of officers for employment in the Assay Department shall be made in the following manner :—

I.—As directed in Resolution No. 124, dated 12th May 1876, Commissioned Officers only shall, as a general rule, be appointed substantively to the Assay Department.

II.—No officer shall be appointed substantively to the Assay Department without producing the following three certificates after practical examination :—

(1) Of attendance at a three-months' practical course of inorganic chemistry (qualitative only) at the Normal School of Science, London.

(2) Of attendance at a three-months' practical course of metallurgy at the Royal School of Mines, especially with reference to the assaying of gold and silver and their alloys.

The above courses not to be taken out simultaneously, but to occupy six months in all.

(3) A certificate from the Head Assayer of the Royal Mint as to the candidates' ability to assay the precious metals, to be tested by practical examination.

III.—The certificates, when obtained, should be forwarded by the officer to Her Majesty's Secretary of State for India, who will then inform the Government of India whether the officer is *pro tanto* qualified for the Assay Department, subject to completion of his qualification by attendance at the Assay Office Laboratory at Calcutta or Bombay for a certain probationary period.

IV.—Whenever a want of candidates eligible for admission to the Assay Department is foreseen, the Government may permit a selected officer to attend at the Laboratory of the Assay Master at Bombay or Calcutta for a period not exceeding six months in order to prepare himself for a prescribed examination. During this period of probation, the full salary of the office he may happen to hold at the time, subject to a minimum of R450 a month, and in addition the presidency house-rent of his rank, will be granted to him. At the expiry of the term of probation, the probationer will be examined by the Assay Master of the Mint to which he is attached, the examination being framed so as to test the practical familiarity of the probationer with the ordinary work of an

Indian Assay Laboratory, and with the duties expected of an Assay Officer attached to a Mint, and his knowledge generally of the methods of assaying both gold and silver, and particularly of the method of assaying silver which is peculiar to the Indian Mints. Certain alloys should be given to the probationer, and a report on their fineness required according to such methods of assay as may be stipulated at the discretion of the Assay Master; and it must be a condition that the whole of the manipulating details shall be conducted by the probationer with his own hands. The ability of the probationer to prepare pure gold and silver for assay check purposes should also be carefully ascertained. An officer, who has so passed the prescribed local examination, only may, at the discretion of the Government of India, be employed temporarily in the Assay Department. The period of such employment, however, is not to exceed twelve months at one time, unless under very special circumstances, and with the sanction of the Secretary of State.

V.—The Governor General in Council desires it to be understood that the mere successful result of the examination thus prescribed, or of any other, will not entitle the probationer to appointment to the Assay Department. The Assay Master, under whom he is employed, should report confidentially to Government his opinion as to the aptitude and general (apart from mere technical) fitness of the probationer for the position of an Assay Officer. A similar report will be required also in the case of officers who have obtained the certificates referred to in clauses II and III.

ORDER.—Ordered, that this Resolution be published in the *Gazette of India* and communicated to—

the Mint Masters, Bombay and Calcutta,  
the Assay Masters, Bombay and Calcutta Mints,  
the Accountants General, Bengal and Bombay, and  
the Military Department.

No. 42.]

No. 135, dated 12th May, 1884.

From—The Government of India,

To—The Secretary of State for India.

With reference to paragraph 2 of Your Lordship's Despatch No. 10, dated the 10th January 1884, we have the honour to forward, for approval, the accompanying draft Resolution embodying the Rules framed regarding the mode of selecting in future officers for employment in the Assay Department in India.

2. The Resolution has been prepared in accordance with Your Lordship's instructions, but we forward a memorandum by the Assay Master, Calcutta Mint, in which he deprecates the modification proposed by Professor Roberts requiring officers qualifying in England for employment in the Assay Department in India to attend for a period of three months at the Laboratory of the Head Assayer and Chemist of the Royal Mint, London. In forwarding this memorandum, we beg to say that we concur with Dr. Busted that it is very desirable that officers qualifying for the Assay Department in this country should undergo a course of practical training at the Assay Laboratory of the

Royal Mint, London, and we prefer that Dr. Busteed's third proposal should be allowed to stand without modification.

[Accounts, September 1884, Nos. 902-6 & 908.]

No. 254, dated 21st August, 1884.

No. 43.]

From—The Secretary of State for India,

To—The Government of India.

With reference to your letter of the 12th of May last, No. 135, I forward, for your information and guidance, a copy of correspondence\* with the Deputy Master of the Royal Mint, from which you will observe that the Lords Commissioners of Her Majesty's Treasury have given the necessary authority for the admission to instruction for one month at the Assay Office of the Mint, of such candidates for the Assay Department in India as may obtain the permission of the Secretary of State, the fee for such instruction being the same as that charged for one month's training in the Laboratory of the Royal School of Mines, *viz.*, 4*l.*

2. The necessary modifications must accordingly be made in the Resolution, a copy of which was forwarded with your letter, which, in other respects, has my approval.

Dated 14th June, 1884.

No. 44.]

From—J. A. GODLEY, Esq., Under-Secretary of State for India,

To—The Deputy Master of the Royal Mint.

I am directed by the Secretary of State for India in Council to forward herewith a copy of a correspondence† with the Government of India, on the subject of the selection and training of candidates for the Assay Department in India. From this correspondence you will observe that the Government of India are of opinion that it is very desirable that officers qualifying for the Assay Department in that country should undergo a course of practical training at the Assay Laboratory of the Royal Mint; and I am accordingly to inquire whether you can favour the Secretary of State, for making arrangements for meeting the wishes of the Government of India in this matter.

\* Letter to the Deputy Master of the Mint, dated 14th June 1884.

† Letter from India, dated 31st August 1883, No. 240 (Financial), and enclosures.

Despatch to ditto, dated 10th January 1884, No. 10 (Financial), and enclosures.

Letter from ditto, dated 12th May 1884, No. 135 (Financial), and enclosures.

Dated 2nd July, 1884.

No. 45.]

From—C. W. FREMANTLE, Esq., Deputy Master of the Royal Mint,

To—The Under-Secretary of State for India.

I am directed by the Master of the Mint to acknowledge the receipt of Mr. Godley's letter of the 14th ultimo, forwarding copies of correspondence with the Government of India respecting the training of candidates for the Assay Department in that country, and requesting that arrangements may be made for affording such candidates the opportunity of undergoing a course of practical training in the Assay Office of the Mint.

In reply, I am to say, for the information of the Secretary of State for India in Council, that, in view of the opinion again expressed by the Assay Master of the Calcutta Mint, the Master of the Mint will be prepared to give facilities to candidates, as requested, for acquiring familiarity with the working of a large Assay Office, and for that purpose to permit them to attend at the Mint. I am to add, however, that, in his opinion, the time of their attendance, instead of being three months, as proposed by Surgeon-Major Busteed, should be limited to one month, which would be amply sufficient to enable them to master the details of the daily work of the Department. It would, of course, be understood that this period of practical work would follow and complete the training in the Royal School of Mines, in the newly organised Laboratory of which students are now able to acquire a thorough knowledge of the

methods of assaying precious metals, and that the fee to be paid would be the same as that charged for one month's instruction in the School of Mines Laboratory.

On hearing that the Secretary of State approves of this arrangement, the Master of the Mint will submit it for the sanction of the Lords Commissioners of Her Majesty's Treasury.

Dated 22nd July, 1884.

No. 46.] From—J. A. GODLEY, Esq., Under-Secretary of State for India,  
To—The Deputy Master of the Royal Mint.

I am directed by the Secretary of State for India in Council to acknowledge the receipt of your letter of the 2nd instant, and to express the thanks of the Earl of Kimberley for the readiness with which the Master of the Royal Mint has consented to make arrangements for affording candidates for employment in the Indian Assay Department facilities for acquiring familiarity with the working of the Assay Department of the Royal Mint.

The Earl of Kimberley approves of the arrangement proposed in your letter, and, on his learning that it has the sanction of the Lords Commissioners of Her Majesty's Treasury, a communication will be made to the Government of India on the subject.

Dated 6th August, 1884.

No. 47.] From—C. W. FREMANTLE, Esq., Deputy Master of the Royal Mint,  
To—The Under-Secretary of State for India.

With reference to Mr. Godley's letter of the 22nd ultimo, intimating the Earl of Kimberley's approval of the arrangements proposed in my letter of the 2nd ultimo, I am directed by the Master of the Mint to state, for the information of the Secretary of State for India in Council, that the Lords Commissioners of Her Majesty's Treasury have been pleased to sanction the admission of such candidates for the India Assay Department as may obtain the permission of the Secretary of State to attend at the Assay Office of the Mint for the purpose of receiving instruction for the period of one month, on payment of the same fee (4*l.*) as that charged for one month's training in the laboratory of the Royal School of Mines.

No. 3570, dated 19th September, 1884.

No. 48.] RESOLUTION—By the Government of India, DEPARTMENT OF FINANCE AND COMMERCE.

Read again—

Resolutions No. 684, dated 31st January 1878, and No. 2811, dated 3rd September 1881, regarding the mode of selecting officers for employment in the Assay Department.

Read the following papers regarding the terms of the home qualifications required for candidates for employment in the Assay Department:—

Despatch from the Government of India, to the Secretary of State for India, No. 240, dated 31st August 1883, and enclosures.

Despatch from the Secretary of State, No. 10, dated 10th January 1884, and enclosures.

Despatch to Secretary of State, No. 135, dated 12th May 1884.

Despatch from Secretary of State, No. 254, dated 21st August 1884.

RESOLUTION.—With the approval of the Secretary of State for India, the Governor General in Council is pleased to determine, in supersession of the Resolutions No. 684, dated 31st January 1878, and No. 2811, dated 3rd September 1881, that the selection of officers for employment in the Assay Department shall be made in the following manner:—

I.—As directed in Resolution No. 124, dated 12th May 1876, Commissioned Officers only shall, as a general rule, be appointed substantively to the Assay Department.

II.—No officer shall be appointed substantively to the Assay Department without producing the following four certificates after practical examination :

- (1) Of attendance at a three-months' practical course of Inorganic Chemistry (qualitative only) at the Normal School of Science, London.
- (2) Of attendance at a three months' practical course of Metallurgy at the Royal School of Mines, especially with reference to the assaying of gold and silver and their alloys.
- (3) Of attendance for a month at the Assay Laboratory of the Royal Mint, London, permission to attend the Mint being previously obtained from Her Majesty's Secretary of State for India.

The above courses not to be taken out simultaneously, but to occupy seven months in all.

- (4) A certificate from the Head Assayer of the Royal Mint as to the candidate's ability to assay the precious metals to be tested by practical examination.

III.—The certificates, when obtained, should be forwarded by the officer to Her Majesty's Secretary of State for India, who will then inform the Government of India whether the officer is *pro tanto* qualified for the Assay Department, subject to completion of his qualification by attendance at the Assay Office Laboratory at Calcutta or Bombay for a certain probationary period.

IV.—Whenever a want of candidates eligible for admission to the Assay Department is foreseen, the Government may permit a selected officer to attend at the Laboratory of the Assay Master at Bombay or Calcutta for a period not exceeding six months in order to prepare himself for a prescribed examination. During this period of probation, the full salary of the office he may happen to hold at the time, subject to a minimum of ₹450 a month, and in addition the presidency house-rent of his rank, will be granted to him. At the expiry of the term of probation, the probationer will be examined by the Assay Master of the Mint to which he is attached, the examination being framed so as to test the practical familiarity of the probationer with the ordinary work of an Indian Assay Laboratory, and with the duties expected of an Assay Officer attached to a Mint, and his knowledge generally of the methods of assaying both gold and silver, and particularly of the method of assaying silver which is peculiar to the Indian Mints. Certain alloys should be given to the probationer, and a report on their fineness required according to such methods of assay as may be stipulated at the discretion of the Assay Master; and it must be a condition that the whole of the manipulating details shall be conducted by the probationer with his own hands. The ability of the probationer to prepare pure gold and silver for assay check purposes should also be carefully ascertained. An officer who has so passed the prescribed local examination only may, at the discretion of the Government of India, be employed temporarily in the Assay Department. The period of such employment, however, is not to exceed twelve months at one time, unless under very special circumstances, and with the sanction of the Secretary of State.

V.—The Governor General in Council desires it to be understood that the mere successful result of the examination thus prescribed, or of any other, will not entitle the probationer to appointment to the Assay Department. The Assay Master under whom he is employed should report confidentially to Government his opinion as to the aptitude and general (apart from mere technical) fitness of the probationer for the position of an Assay Officer. A similar report will be required also in the case of officers who have obtained the certificates referred to in clauses II and III.

ORDER.—Ordered, that this Resolution be published in the *Gazette of India* and communicated to—

the Mint Masters, Bombay and Calcutta;  
the Assay Masters, Bombay and Calcutta Mints;  
the Accountants General, Bengal and Bombay; and  
the Military Department.

#### IV.—SALT AND CUSTOMS.

[ Salary, July 1885, Nos. 305 to 320. ]

No. 55, dated 13th October, 1884.

No. 1.]

From—The Government of India (HOME DEPARTMENT),

To—The Secretary of State for India.

We have the honour to forward, for Your Lordship's consideration and orders, a copy of a letter from the Government of Madras, No. 1794, of the 12th September 1883, covering a memorial addressed to Your Lordship by Mr. D. S. White, Life-President of the Eurasian and Anglo-Indian Association, Southern India, on the subject of the more extended employment of Eurasians and domiciled Europeans in the public service. We enclose at the same time copies of communications addressed to us by the European and Anglo-Indian Defence Association and by the President of the Eurasian and Anglo-Indian Association, Calcutta, bearing on the same subject. Copies of Resolutions, passed at a public meeting recently held at Allahabad, of a similar tenure to those enclosed in the last-mentioned communication have been submitted with our Despatch No. 50, dated 12th September 1884, and we now forward another communication of the same kind from a meeting held at Jubbulpore. We observe in the public newspapers that further meetings are being held at other stations and railway centres (all convened apparently by the same person, Mr. F. T. Atkins), at which identical Resolutions were brought forward, and will probably eventually be forwarded to Government. We shall not, however, send on any more of these, unless Your Lordship desires to have them.

2. We might have forwarded Mr. White's memorial on receipt with a simple expression of our entire concurrence in the remarks made upon it by the Madras Government, but we thought it desirable to enquire, in the first instance, whether there were any grounds for still maintaining in their entirety the distinction drawn in the Government of India Circular of the 24th December 1879 between Departments to which non-domiciled Europeans might, and those to which they might not, be freely appointed by Local Governments. We thought it probable that the time had come when some of the Departments

\* *Viz.*, the Opium, Salt and Customs, Survey, Mint, Public Works Department, and Police Department.

specified in paragraph 3 of the Circular,\* as excluded from the operation of the rule barring the free appointment of

Europeans, might be removed to the general category of departments ordinarily recruited by "Natives of India" as defined in that circular.\* Our enquiries are not yet complete; but we enclose, for

\* The term includes "any person born and domiciled within the dominions of Her Majesty in India, of parents habitually resident in India and not established there for temporary purposes only."

Your Lordship's information, a copy of orders issued by us to the Government of Bengal regarding the employment of Natives of India in the Opium Department. References to Local Governments in connection with the Salt and Customs Department are still pending. In the Public Works Department the Engineering grades are, as Your Lordship is aware, filled up entirely by Royal Engineer officers, passed students from Cooper's Hill College, and successful candidates for the appointments allotted to the Indian Engineering Colleges. For recruiting the upper subordinate ranks we rely chiefly on passed students of the Indian Engineering Colleges, and no distinction of race interferes to prevent the admission of those best qualified. There are, of course, necessarily in the railway service many Europeans whose places it would at present be impossible to supply in the country, but when suitable local candidates offer themselves there is no objection made to employing them. In the Departments of the Mint and the Police we are not disposed to advocate any change in existing arrangements. As regards the Survey Department, we find that its Junior Branch is already almost exclusively recruited by Eurasians and domiciled Europeans, and we have recently had to insist on the freer admission of Asiatics. The memorialists have already had more than their fair share of the appointments available in this Department. The Superior Branch must of course continue to be recruited mainly from the Scientific Corps of the Army and from the Staff Corps; but thoroughly deserving officers from the Junior Branch are also eligible for promotion if duly qualified. No outside Europeans are ever admitted to the superior Survey service. There is no necessity for making any change in the arrangements affecting this Department.

3. We have recently addressed† Your Lordship on the subject of the

† Despatch No. 51, dated 12th September 1884.

Statutory Rules regulating the admission of Natives of India to offices ordinarily held by Covenanted Civilians. There is nothing, either in the rules as they stand or in the modifications proposed by us, to bar the appointment of domiciled Europeans or Eurasians falling under the Statutory definition of Natives of India; and the Local Governments are fully aware of this, the Duke of Argyll's orders, communicated in Despatch No. 428 of the 16th October 1872, having been published at the time in the *Gazette of India*, and the intention of the Statute 33 Vic., Cap. 3, being apparent on the face of it. If the changes we have suggested in the working of the rules are approved, promotion of distinguished officers from the ranks of the Uncovenanted Service will be more frequent than has hitherto been the case.

4. As regards the Forest Department, to which special reference is made in the letter from the European and Anglo-Indian Defence Association, we may remind Your Lordship that, for the superior grades of that service, it is essential that we should have professionally-trained officers, and that these can at present only be secured in Europe. There can be no objection to the occasional promotion to the controlling staff of specially deserving Sub-Assistant Conservators or upper subordinates, but anything like a general recruitment of that staff in India would, at the present stage, be fatal to the efficiency of the Department. Our Forest School at Dehra Doon is designed for the instruction and improvement of Forest Rangers; and we can only expect to have an efficient executive service for work in the forests if its members enter in the lowest grade and receive a thorough practical training. But the pay of a Forest Ranger is only R50 monthly to start with; and although suitable

Natives (in the strict sense of the term) can easily be procured on that pay, it is impossible to secure Europeans or Eurasians of respectable up-bringing on those terms. To the class of persons likely to accept service at this low salary it is not by any means desirable to entrust the responsible duties attaching to these appointments.

5. The question of the recruitment of the Bengal Pilot Service has been separately discussed in our Despatch No. 23 (Financial) of the 7th April last. Here again the difficulty is entirely a practical one. We must have youths thoroughly trained in seamanship for the Hooghly Pilot Service. If Eurasians were in the habit of qualifying themselves as seamen, there would be no objection to admitting them to this service; and such admissions were occasionally made to the Licensed Pilot Service in past years. We shall, as suggested in Your Lordship's Despatch No. 85 of the 12th June last, bear this point in mind, and have communicated with the Government of Bengal on the subject. But candidates of this class are not now forthcoming, and it would be a clear waste of public money to establish training ships in India to meet what would under any circumstances be a very limited demand, when we can secure a thoroughly reliable recruitment through the agency of the training ships in England.

6. We sympathise with the class to which the memorialists belong; but we cannot recommend the adoption of any special measures for their benefit. It is their chief misfortune that they are disposed to look so exclusively to Government employ as the only career open to them. Their best hope would lie in turning their attention to mechanical and industrial occupations, the sphere of which is yearly enlarging in India; and it is in this conviction that we have in the new code for European schools and in the facilities offered at the Seebpore Engineering College and elsewhere sought to give all legitimate encouragement to technical and practical, as distinct from a purely, literary education.

7. We have no desire to see any relaxation of the restrictions imposed upon the employment generally in India of Europeans not domiciled in the country. For those branches of State employ for which European British-born subjects are required, the recruitment is most satisfactorily effected by the system of open examinations in England already applied to various branches of the service, or through the powers of selection vested in the Secretary of State. So far as the movement, represented by the meetings of which the Resolutions have been forwarded to Your Lordship, is directed to attaining a withdrawal of these restrictions, we cannot approve of its object. The duty of the Government is to see that the service of the State in this country is confined, as far as is consistent with sound policy, to the Natives of India as defined by Statute.

No. 8 (Public), dated 29th January, 1885.

No. 2.]

From—The Secretary of State for India,  
To—The Government of India (HOME DEPARTMENT).

I have considered in Council the letter of the Government of India, No. 55, dated the 13th of October last, with which is transmitted a letter† from the

† No. 16, dated 11th September 1883.

Government of Madras, giving cover to a memorial addressed to me by Mr. D. S. White, as President of the Eurasian and Anglo-Indian Association of Southern India, on the subject of the more extended employment of Eurasians and Europeans, having an Indian domicile, in the public service.

2. The principal complaint made by the memorialists represented by Mr. White is that Eurasians and Europeans who have an Indian domicile do not receive their fair share of the benefits as regards employment in the public



service, which the law, and more especially the Statute 33 Victoria, Chapter 3, gives to Natives of India, and that there is a tendency on the part of Government to interpret the term "Natives of India," used in Section 6 of that Statute, as if it included only persons of pure Asiatic blood.

3. While I entirely sympathize with the memorialists in their desire that the class of persons referred to should obtain such fair share of the higher appointments in the Government service as their merits and qualifications may entitle them to, I agree with the Government of India and the Government of Madras in thinking it undesirable to adopt any special measures for their benefit. There is nothing in the rules framed under Section 6 of Statute 33 Victoria, Chapter 3, which bars the employment of Europeans or Eurasians who fall within the definition of "Natives of India" given in that section: and I have every confidence that all appointments made under these rules, or any other rules framed in virtue of the Statute, will be made with reference solely to the public good, and in no way in the interest of any particular class, whether domiciled Europeans or Eurasians, or pure Asiatics.

4. I request that an answer to this effect may be conveyed to Mr. White.

5. As the questions of the appointments made from the Indian Engineering Colleges to the Public Works Department, and of appointments to the Pilot Service, have been dealt with in previous correspondence, I do not think it necessary to refer to them here.

6. I have, in conclusion, to acknowledge the receipt (as an enclosure in the letter of the Government of India, No. 55) of a letter addressed to me by Mr. F. T. Atkins, enclosing copies of resolutions adopted at a public meeting held at Jubbulpore on the 2nd of September last.

No. 346, dated 6th March, 1885.

Endorsed by the HOME DEPARTMENT.

Copy forwarded to the Government of Madras, with reference to the letter from that Government, No. 1794, dated the 12th September 1883, and with a request that the orders of Her Majesty's Secretary of State may be communicated to Mr. D. S. White.

No. 9—347-355.

\* Bombay.  
Bengal.  
N.-W. P. and Oudh.  
Punjab.  
Central Provinces.

British Burma.  
Assam.  
Coorg.  
Hyderabad.

Copy forwarded to other\* Local Governments and Administrations for information.

No. 9—356-361.

† Foreign.  
Finance.  
Military.

Public Works.  
Revenue and Agricultural.  
Legislative.

Copy forwarded to all† Departments of the Government of India for information.

No. 1599, dated 13th June, 1884.

No. 3.]

From—J. E. O'CONNOR, Esq., Assistant Secretary to the Government of India,

DEPARTMENT OF FINANCE AND COMMERCE,

To—The Secretaries to the Governments of Madras, Bombay, and Bengal, and the Chief Commissioner, British Burma, and the Commissioner, Northern India Salt Revenue.

In paragraph 3 of the Circular letter in the Home Department, No. 21—746-753, dated the 18th April 1879, the Government of India ruled that "no person, other than a Native of India, should be appointed to an office carrying

a salary of ₹200 a month or upwards without the previous sanction of the Governor General in Council in each case," unless he belongs to the Covenanted Civil Service or to the Staff Corps, or is specially appointed to the Financial, Forest, or Education Department by the Governor General in Council or the Secretary of State. The following Departments were, however, excluded from the operation of this rule, *viz.*,—

- |                                     |                                  |
|-------------------------------------|----------------------------------|
| (1) The Opium Department.           | (4) The Mint Department.         |
| (2) The Salt or Customs Department. | (5) The Public Works Department. |
| (3) The Survey Department.          | (6) The Police Department.       |

With regard to the excepted Departments, it was said that the Government of India hoped that it would be found possible to appoint natives of India more and more freely to the higher offices, though for the time the Governor General in Council was not prepared to take special measures for restricting the employment of Europeans in the Departments in question.

2. I am now directed to request that will favour the  
Government of India with opinion on the question whether it is neces-  
sary to permit any longer the unrestricted employment of persons not being  
statutory natives of India in the  
*i.e.*, whether Departments may not now be removed from the category  
in clause (d) of paragraph 3 of the Home Department Circular of 18th April  
1879 quoted above.

I am to observe that it would by no means follow from this removal that Europeans not domiciled in India would be altogether excluded from service in these Departments, though they could not be appointed without the previous sanction of the Government of India.

3. I am further to request that you will be good enough to furnish a statement showing the number of appointments in the held respectively by—

- (a) Europeans (proper),
- (b) Europeans (domiciled in India),
- (c) Eurasians,
- (d) Natives (Asiatic),

together with the pay of each appointment.

No. 56 C., dated 4th August 1884.

No. 4.] From—A. D. CAREY, Esq., C.S., Commissioner, Northern India Salt Revenue,  
To—The Secretary to the Government of India, DEPARTMENT OF FINANCE AND COMMERCE.

I have the honour to reply to your letter No. 1599, dated 13th June 1884, calling for my opinion on the question whether it is necessary to permit any longer the unrestricted employment of persons not being Statutory Natives of India in the Salt Department.

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

3. The chief objection to the employment of persons of pure Indian blood in the superior appointments under this Department, is that, with very rare exceptions, they are physically unsuited to the work. In every Branch of the Department an immense amount of hard outdoor work has to be got through. The trust and responsibility are also very great in the case of all the superior appointments, and only natives of the highest class could properly be appointed to hold them. The work is almost entirely done in English, so that a high standard of education is essential. But the few natives qualified in all these points can do much better for themselves, and a career in the Salt Department has no attractions for them. A candidate appointed to officiate as Assistant Inspector on ₹100 per mensem would be posted either to the

Indus Line, where his duties would consist in patrolling by day and night, or to Sambhur, where he would be employed in storing and weighing salt on the edge of the lake. To the young educated native gentleman such work is thoroughly uncongenial; he thinks it beneath him, takes no interest in it, and looks about for an opportunity of finding employment for himself elsewhere. Within my experience young natives of the class I am referring to very seldom are able to maintain proper discipline among their subordinates or to manage the rough Banjaras and coolies they have to deal with.

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

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

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

4. As regards persons who, though not of pure Indian blood, are under the Statute "Natives of India," it will be seen from the statement herewith submitted that of the holders of 73 appointments 47 are either Europeans domiciled in India or Eurasians. There are some exceptions, but the officers coming under this description have generally as a class performed their duties with great efficiency. I do not, however, recommend that the appointment of Europeans proper should be restricted. The tone of the service is raised by the admission of a proportion of Europeans who are not domiciled in India, and it is undesirable to limit the freedom of choice, so that the candidate most highly qualified may have to be rejected in favour of an inferior man merely because he is a European proper. The political reasons for appointing persons of pure Indian blood to responsible positions in preference to Europeans would probably not exist in the case I am now considering.

5. The officers of the Salt Department do not constitute "a highly-paid English service," and their duties are severe and unattractive, while any want of efficiency in the discharge of those duties would quickly result in heavy loss of revenue. I am therefore of opinion that the best men whose services can be secured should be entertained irrespective of race or domicile, and I accordingly recommend that no restrictions be placed on the employment in the Salt Department of persons who are not statutory natives of India.

No. 5.] *Statement required by paragraph 3 of Government of India (Department of Finance and Commerce) letter No. 1599 of the 13th June 1884.*

HELD BY	APPOINTMENTS.				TOTAL.
	Deputy Commissioner, salary R1,000 rising to R1,200.	Assistant Commissioners, salary R500 rising to R800.	Inspectors, salary R250 rising to R400.	Assistant Inspectors, salary R150 and R175.	
(a) Europeans (proper) . . . . .	1	1	15	6	23
(b) Ditto (domiciled in India) . . . . .	...	5	18	10	33
(c) Eurasians . . . . .	...	...	8	6	14
(d) Natives (Asiatic) . . . . .	...	...	1	2	3
TOTAL . . . . .	1	6	42	24	73

Copy of paragraph 147 of the Report on the Administration of the Imperial Customs Department for the official year 1867-68.

147. The question of more extensively employing Natives in responsible posts is one that has of late justly excited much attention. Having for many years steadily and persistently advocated this, I feel especially bound, as the head of a Department, not to conceal the fact that my experience in my present position has led me to believe that the views I formerly expressed need some qualifications and reservations. My predecessor, Mr. Money, after many years' trial,

had come to the conclusion that, with rare exceptions, the Natives *who could be tempted into our service* by the salary we can offer are unfit for the position of patrols and assistant patrols. I entered the Department with somewhat different views, and having before long had abundant proof of the correctness of opinions (to which even my predecessor had reluctantly come), I have taken some pains to discover why it is that the same class of Natives who so far excel Europeans, of the class obtainable, for such posts as Tehsildars and Subordinate Civil Judges, should be so infinitely inferior to them as Line officers. There appear to be several causes for this. In the first place, great bodily activity, incessant locomotion, indifference to sun, wind, weather, and his night's rest, not once in a way,\* but throughout his whole career (until he rises to a Collectorship) is essential to efficiency in the Line officer. Now, this indifference to physical fatigue and exposure, this capacity for great bodily exertion, is scarcely to be met with amongst the educated middle and lower classes of Natives, the men who become our Tehsildars and Sudder Ameen. We find it in the Native sportsman, the herdsman, who becomes the soldier, and others amongst the lower classes; none of whom could of course fill posts such as I refer to, and we find it (but, alas! rarely now-a-days) amongst Native gentlemen of family, who are sportsmen. These, however, are few and far between; rarely possess even the moderate educational qualifications we require, and, what is most important, *will not* undertake a service like ours for ₹125 a month. Any one who knows them will realize from what I have said that these posts cannot be well suited to the "Ahkulum," the people of the pen, or "writers," whom alone we could appoint to them. Amongst Europeans, on the contrary (young men fond of sport), this restless, laborious life has a charm. Numbers, it is true, enter the Department to leave before their term of probation expires, but of those who remain, the vast majority do this perpetual knocking about at all hours, and in all weathers, more or less *con amore*. They can do their patrolling work as well, if not better, gun in hand; the excitement of the sport relieves the constant out-door life of much of its unpleasantness, and they live, on the whole, happy, healthy lives, doing good service to the State, where their Native *confères* either break down sick (after innumerable protests about the hardness of their fate), or else simply slur over their work. It is not that there are *not* Natives who *can* do all that is required. I have not a better patrol on the line than Nizamooddeen Khan, but then he is a Native *gentleman*, an enthusiastic sportsman, as rough and ready as any European; but it is that for the advantages we offer we cannot now obtain Natives like Nizamooddeen Khan—men possessing the requisite qualifications in this way, and at the same time with any decent share of education. On the other hand, we *can* get fairly educated English youths, many of them sons of gentlemen, who can and will do the work, and who prefer the rough adventurous life, small though the stipend be, to regular office work on better pay. There is another point in which the classes of Natives alone available for our appointments conspicuously fail. They lack the power of commanding respect and enforcing discipline amongst large bodies of men. An assistant patrol may have 100 men under him, amongst whom the strictest discipline must be enforced, and he most probably has never any brother officer within ten miles of him. The late lamented Colonel Fisher, whose knowledge of the language and character of Natives was only equalled by his liking for them, once told me that the youngest cornet, who could speak the language, would keep better discipline in a detached troop than the oldest Resaldar. At the time I neither understood nor believed this, but I find it to be a literal fact on the line. The youngest European assistant patrol,\* who can talk the language, will keep up a more healthy tone of discipline and subordination than the oldest Native patrol, unless this latter—and we have only one such—happens to be a man of Nizamooddeen Khan's stamp, a stamp that I have sought for in vain. Somehow a sort of intimacy and familiarity, subversive of that *quasi*-military discipline, that in a huge force like ours *must* be maintained, grows up invariably between the Native patrols and a particular set of their subordinates; while there is always another set, who, do what they will, are always in the black books. Travelling along the line, the difference in the "set up" of the force in beats over which Native and European officers respectively have long presided is very marked, and altogether in favour of the latter. Departmentally there is another point;—a European officer, if he only talks the language well, and is civil and kindly, can do double as much, with the zemindars and people around him, as any Native (of the kind we alone meet with as candidates for employment) ever can. This is where line work is concerned, for even in our department there are posts, such as the supervision of the Sultanpore works, where Natives do fully as well as Europeans; in fact, I doubt whether any European could have done as well there as Baboo Kalee Narain Roy has done. Without, therefore, relinquishing my old plea in favour of allowing Natives as large a share as possible in the administration of the country, I think it must be conceded that there are certain classes of posts,

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

entailing a certain description of duties, and requiring particular qualifications, for which, owing to difference in the national character and habits of mind and body, Natives are much less qualified than are Europeans obtainable for the same salaries; just as, owing to these same differences, there are other posts for which Natives are much better qualified.

No. 82-30 C., dated 2nd September 1884.

No. 6.] From—E. S. SYMES, Esq., C.S., Offg. Secretary to the Chief Commissioner, British Burma,  
To—The Secretary to the Government of India, DEPARTMENT OF FINANCE AND COMMERCE.

I am directed to acknowledge the receipt of your letter No. 1599, dated the 13th June last, on the subject of the unrestricted employment of Europeans in the Customs Department.

2. In reply, I am to submit the statement called for in paragraph 3 of your letter showing the appointments, with the pay they carry, held in the Customs Department of this province by men of the nationalities mentioned in that paragraph, and to say that as regards British Burma there is no objection to the proposal that the Customs Department should be removed from the category in clause (d) of paragraph 3 of Home Department Circular letter No. 21-750, dated the 18th April 1879.

No. 7.] *Statement showing the number of appointments in the Customs Department, British Burma, held by (a) Europeans proper; (b) Europeans domiciled in India; (c) Eurasians; and (d) Natives (Asiatic); together with the pay of each appointment.*

NAME OF APPOINTMENT.	Incumbent whether European, Eurasian, &c.	Salary.	
		₹	₹
<b>RANGOON.</b>			
1 Chief Collector of Customs, British Burma	European (proper)	at 1,250	to 1,500
1 Assistant Collector of Customs and Superintendent, Preventive Service.	Eurasian	at 400	to 600
1 Superintendent, Office Establishment	"	at 300	to 400
2 1st class clerks	"	at 150	to 225
1 2nd class clerk	"	at 120	to 180
1 " "	"	at 100	to 150
1 " "	European (domiciled in India)	at 160	to 150
1 " "	"	at 80	to 120
3 3rd class clerks	Eurasian	at 80	to 120
4 " "	"	at 70	to 100
1 3rd class clerk	European (domiciled in India)	at 70	to 100
1 Cashier	Native (Asiatic)	at	100
1 Pcdar	"	at	20
1 Appraiser	Eurasian	at 300	to 400
1 Warehouse-keeper	"	at	150
1 1st class Inspector	"	at 200	to 300
1 2nd " "	European (domiciled in India)	at	200
1 " "	Eurasian	at	200
2 1st grade Preventive Officers	European (domiciled in India)	at	150
2 2nd " "	Eurasian	at	125
2 3rd " "	"	at	100
2 " " "	European (domiciled in India)	at	100
2 4th " "	Eurasian	at	80
2 " " "	European (domiciled in India)	at	80
2 " " "	"	at	80
1 Mandalay Preventive Officer	"	at 150	to 200
1 " "	Eurasian	at 150	to 200
1 Dufry	Native (Asiatic)	at	15
3 Punkah-pullers	"	at	8
4 Peons	"	at	10
2 Sweepers	"	at	10
1 Jamadar	"	at	17
5 Durwans	"	at	14
2 Coolies	"	at	10
3 Tindals	"	at	18
2 " "	"	at	15
6 Lascars	"	at	14
20 " "	"	at	12
1 Bundaree	"	at	14
1 Sweeper	"	at	10
6 Peons	"	at	14
<b>AKYAB.</b>			
1 Collector of Customs	European (proper)	at	200
1 Head Assistant and Appraiser	Eurasian	at 250	to 300
1 1st clerk	"	at	120
1 2nd clerk	Native (Asiatic)	at	70
1 Cashier	"	at	50

Statement showing the number of appointments in the Customs Department, British Burma, &c.—  
continued.

NAME OF APPOINTMENT.	Incumbent whether European, Eurasian, &c.	Salary.	
		R	R
<b>AKYAB—continued.</b>			
1 Duftry	Native (Asiatic)	at	12
2 Peons	" "	at	10
1 Chowkidar	" "	at	12
1 Punkah-puller	" "	at	8
1 Sweeper	" "	at	8
1 Superintendent, Preventive Service	Eurasian	at	200
1 Inspector	European (proper)	at	150
1 Preventive Officer	(domiciled in India)	at	120
1 " "	Native (Asiatic)	at	100
8 Peons	" "	at	12
1 Tindal	" "	at	16
1 " "	" "	at	14
13 Lascars	" "	at	12
1 Bundaree	" "	at	12
<b>BASSEIN.</b>			
1 Collector of Customs	European (proper)	at	200
1 Head Clerk and Appraiser	Eurasian	at	200
1 2nd clerk	" "	at	100
1 Inspector	" "	at	150 to 200
1 Preventive Officer	" "	at	125
1 " "	" "	at	100
1 " "	" "	at	80
1 Tindal	Native (Asiatic)	at	16
4 Lascars	" "	at	12
2 Peons (office)	" "	at	10
1 Sweeper	" "	at	6
<b>KYAUKPYU.</b>			
1 Customs Clerk	Native (Asiatic)	at	50
1 " Peon	" "	at	10
<b>MERGUI.</b>			
1 Customs Clerk	Eurasian	at	65
2 Peons	Native (Asiatic)	at	10
1 Tindal	" "	at	25
4 Lascars	" "	at	15
<b>MOULMEIN.</b>			
1 Collector of Customs	European (proper)	at	200
1 Superintendent, Preventive Service	" "	at	250
1 Head Clerk and Appraiser	Eurasian	at	200
1 Import Clerk	" "	at	100
1 Export " "	Native (Asiatic)	at	100
1 Assistant Clerk	Eurasian	at	80
1 Cashier	Native (Asiatic)	at	50
1 Duftry	" "	at	15
2 Durwans	" "	at	14
2 Office Peons	" "	at	10
1 Punkah-puller	" "	at	8
1 Sweeper	" "	at	8
1 Inspector	Eurasian	at	150
1 1st grade Preventive Officer	" "	at	100
2 2nd " "	" "	at	80
1 Tindal	Native (Asiatic)	at	18
1 " "	" "	at	16
13 Lascars	" "	at	12
1 Bundaree	" "	at	12
8 Customs Peons	" "	at	12
<b>SANDOWAY.</b>			
1 Customs Clerk	Eurasian	at	25
<b>TAVOY.</b>			
1 Clerk	Native (Asiatic)	at	65
1 Preventive Officer	" "	at	30
1 " "	" "	at	25
1 " "	" "	at	15
2 Peons	" "	at	10

## A B S T R A C T.

Ports.	Europeans proper.	Europeans (domiciled in India).	Eurasians.	Natives, Asiatic.	TOTAL.
Rangoon . . . . .	1	13	24	59	97
Akyab . . . . .	2	1	3	33	39
Bassein . . . . .	1	...	6	8	15
Kyaukpyu . . . . .	...	...	...	2	2
Mergui . . . . .	...	...	1	7	8
Moulmein . . . . .	2	...	7	33	42
Sandoway . . . . .	...	...	1	...	1
Tavoy . . . . .	...	...	...	6	6
British Burma . . . . .	6	14	42	148	210

RANGOON CUSTOM HOUSE;  
The 27th August 1884.

E. DARLINGTON,  
Chief Collector of Customs,  
British Burma.

No. 8.] *Extract from the Proceedings of the Government of Madras, Public Department,—  
No. 2202, dated 10th October 1884.*

Read the following :—

*Extract from the Proceedings of the Government of Madras, Revenue Department,—No. 1062 (Revenue),  
dated 22nd September, 1884.*

Read again the following :—

G.O., dated 22nd June 1884, Miscellaneous No. 2693 (Revenue).

Read the following letter :—

No. 1599, dated 13th June, 1884.

From—J. E. O'CONNOR, Esq., Asst. Secy. to the Govt. of India, DEPT. OF FINANCE AND COMMERCE,  
To—The Secretary to the Government of Madras.

[ See No. 307 of this Collection. ]

No. 1389, dated 25th June, 1884.

Endorsed by the Government of Madras, Public Department.

Referred to the Revenue Department.

No. 2693 (Revenue), dated 26th June, 1884.

No. . . .] Endorsed by the Government of Madras, Revenue Department,

Referred to the Board of Revenue for report.

Read also the following :—

Proceedings of the Board of Revenue, dated 3rd July 1884, No. 2261.

Read—

G. O., dated 26th June 1884, Miscellaneous No. 2693 (Revenue).

RESOLUTION.—Communicated to the Collectors of Maritime districts and to the Commissioner of Salt Revenue, with the request that the lists called for by the Government of India may be submitted at an early date.

Read again the following :—

G.O., dated 8th August 1884, Miscellaneous No. 3405 (Revenue).

Read—

Office memorandum from E. F. WEBSTER, Esq., Chief Secretary to Government of Madras, Public Department, to the Secretary to Government of Madras, Revenue Department, dated 6th August 1884, No. 1770.—Requesting an early reply to the communication regarding employment of Europeans in the Customs and Salt Departments.

Communicated to the Board of Revenue, in continuation of G.O., dated 26th June 1884, No. 2693, for early report.

Read also the following :—

Proceedings of the Board of Revenue, Madras, dated 26th August 1884, No. 2982.

Read again—

Proceedings of the Board of Revenue, dated 3rd July 1884, No. 2261.

Read also the following papers :—

From the Collector of South Arcot, dated 17th July	1884, No. 339.
„ „ of South Canara, „ 18th „	„ „ 1698.
„ „ of Chingleput, „ 21st „	„ „ 3203.
„ „ of Ganjam, „ 4th August	„ „ 2859.
„ „ of Godavari, „ 21st July	„ „ 334.
„ „ of Kistna, „ 13th August	„ Ex. No. A,
and telegram, dated 13th August 1884.	
„ „ of Madura, dated 22nd July	1884, No. 405.
„ „ of Malabar, „ 4th August	„ „ 669.
„ „ of Nellore, „ 16th July	„ „ 3550.
„ Commissioner of Salt Revenue, dated 24th July 1884, No. 5816,	
and reference thereon, dated 14th August 1884.	
„ Collector of Sea Customs, Madras, dated 16th July 1884, No. 2127.	
„ „ of Tanjore, dated 16th July 1884, No. 2335.	
„ „ of Tinnevely, „ 18th „	„ „ 355.
„ „ of Vizagapatam, „ 25th „	„ „ —.

Read also the following letter :—

No. 6450, dated 16th August, 1884.

From—H. W. BLISS, Esq., Commissioner of Salt Revenue, Madras,  
To—The Secretary to the Board of Revenue, Madras.

I have the honour to submit the report called for in the Board's Reference, dated the 14th instant, on their Sub-register No. 2241 of 1884 (my letter No. 5816, dated 24th July 1884).

2. In their letter, printed with the Board's Proceedings, No. 2261, dated 3rd July 1884, the Government of India ask for the opinion of this Government on the question whether it is necessary any longer to permit the unrestricted employment of Europeans not being statutory natives of India in the Customs and Salt Departments. I have no hesitation in answering this question in the affirmative, so far as regards the Salt Department.

3. I have had the greatest difficulty in procuring officers for the force under my orders. I am still far from having overcome that difficulty. I am certain that I should not have been able to do as well as I have done, had I not been permitted to employ suitable Europeans, and that the withdrawal of that permission cannot fail seriously to affect the future efficiency of the Department.

4. It is comparatively easy to get well-educated natives for the clerical work of the department, though even this is more difficult than might be supposed, the opportunities in the department for the promotion of purely office hands to well-paid appointments being proportionately much fewer than in other branches of the public service. Out of a total strength, that is, of 487 officers, upper subordinates and clerks, there are only seven, drawing R100 per mensem and upwards, whose duties do not involve constant hard work out of doors and exposure both by day and night. The only way, therefore, in which clerks can generally be promoted is by their promotion to out-door work. In other words, it is, speaking generally, only those educated natives, who are prepared and physically fit for out-door work, who will join the department even as clerks. Their number is very small indeed. As a rule, I do not class a man as educated unless he has taken his degree at the local university. For a long time I could not get a single graduate to join the department on any reasonable terms. I am doing better now, for there are now eighteen native graduates in the department. But it must be a very long time before I can rely on this class alone to furnish sufficient candidates of the requisite age and official experience to fill the better-paid posts of Inspectors and Assistant Inspectors; and when that time has come it will still be a question whether they will be able to stand the work. My opinion is that they will not generally be able. Some, who have been brought up in the department, and who have been accustomed all their lives to hard work out of doors, to walking through the mud of the salt pans and to riding over the dreary salt swamps, may be able. But I cannot get enough such men to supply the demand. If I am to be debarred from appointing Europeans, I must often take educated natives from other departments, for they will not, as a rule, join the Salt Department on the low pay which is all that young men, however well educated, are at first worth, and it would be a waste of Government money to appoint them Assistant Inspectors to begin with. But if I am to take men from other departments in which they have acquired sufficient experience to be worth R150 per mensem (the initial pay of an Assistant Inspector), they will be men who have led a sedentary life for so long that they cannot change their habits. Speaking generally, a man, European or Native, who has been ten years in an office, is not fit for out-door work. The Government of India argue, I fear, from a knowledge of a very different class of men from the natives of this part of the country. Whatever may be the case there, here educated natives (and I must have educated men to do the work) cannot ride at all, nor can they walk or stand exposure as well as Europeans. If they have served long enough in an office to gain the essential official experience, the sun scorches them by day and the dews give them fever by night—in short, they are incapable of active exertion, and therefore unfit for the work of this department. Every one knows that, as a general rule, educated natives completely break down under out-door work very soon after the age of 45, and very often much sooner. I have two such cases among the superior officers of the department at this moment—one an Assistant Commissioner and the other a 1st grade Inspector.



5. It may be thought that among domiciled Europeans and Eurasians sufficient recruits should be forthcoming to supply the demand. I do draw a good many from these classes, but they are not always nor altogether satisfactory. It too often happens that the domiciled European and Eurasian has suffered in character from being brought up among low-caste native servants. This is a matter of daily observation and experience.

6. Even, however, if the supply of domiciled Europeans, of Eurasians, and of natives were sufficient to fill all the appointments of Inspectors and Assistant Inspectors, the employment in those classes of a few pure Europeans would still be essential in order to the furnishing of materials for the Assistant Commissioner class. I have one native Assistant Commissioner now, but he has completely broken down under the weight of labours and of a responsibility to which he is not equal, and is consequently applying for a transfer to less arduous duties. His case can hardly be considered exceptional. The average charge of an Assistant Commissioner comprises an area of about 17,000 square miles and the command of a force of over 750 officers and men as shown in the margin—a force as large as a regiment and very much more difficult to keep in order, because scattered about over an immense area, and not under the same control as if concentrated in barracks at one station. I do not know much of the Eurasians and Natives of Upper India or of the Euro-

Inspectors on R200 to 400	7
Assistant Inspectors, R150 and 175	7
Sub-Inspectors, R30 to 70	25
Clerks, petty officers, and peons	725
<b>TOTAL</b>	<b>764</b>

peans domiciled there, but I am sure that among the officials of those classes in this Presidency there are not half a dozen (who would take the appointment of Assistant Commissioner) whom it would not be most unwise to entrust with such a charge. I consider that it is essential that Assistant Commissioners should be European gentlemen educated in Europe as a general rule. All my remarks, indeed, must be taken as general, for I have no prejudice in favour of any particular class. My only object is to get the best men for the work. I appoint one class as readily as the other, and look, so far as I am able, only to fitness, in the spirit of the Queen's proclamation \* on Her assumption of the direct government of India, which, I would very respectfully venture to submit, is directly violated by any restrictions on the employment

in this or any other department of duly qualified Europeans.

\* "And it is Our further will, that so far as may be, Our subjects, of whatever race or creed, be freely and impartially admitted to offices in Our service, the duties of which they may be qualified, by their education, ability, and integrity duly to discharge."

able, only to fitness, in the spirit of the Queen's proclamation \* on Her assumption of the direct government of India, which, I would very respectfully venture to submit, is directly violated by any restrictions on the employment

in this or any other department of duly qualified Europeans.

7. With reference to the remark of the Government of India that it would not follow from the removal of the Customs and Salt Departments from the category in clause (d) of paragraph 3 of the Home Department Circular of 18th April 1879, that Europeans not domiciled in India would be altogether excluded from service in those departments, though they could not be appointed without the previous sanction of the Government of India, I beg to point out that, under paragraph 2 of the Secretary of State's Despatch printed with G. O. 9th August 1879, No. 1228, the sanction of the Secretary of State would be required.

**RESOLUTION.**—It appears that there are only two European officers—one at Gopalpur and the other at Bandar—holding appointments carrying a salary of R200 a month and upwards. Their actual pay is R300 each, but as they discharge the duties both of Sea Customs Superintendent and of Port Officer, their salaries are debited partly to Sea Customs and partly to Port Fund—

	R'	
Gopalpur	{ 170 . . . Port Fund.	
	{ 130 . . . Sea Customs.	
Bandar	{ 215 . . . Port Fund.	
	{ 85 . . . Sea Customs.	

In Vizagapatam also there are two officers (European), one at Vizagapatam and the other at Bimlipatam, who are similarly circumstanced. Their pay is R300 each and is debited as under—

	Port Fund.	Sea Customs.	TOTAL.
	R	R	R
Vizagapatam	215	85	300
Bimlipatam	200	100	300

At Negapatam and Pamban there are Master Attendants (European), on R300 and 335 respectively, but their pay is debited wholly to Marine. In the districts named in the margin, the Collectors have submitted blank returns. The Collector of Sea Customs, Madras, shows only one officer in the list,—Mr. Blake, the Deputy Collector (pay R500). He is entered as a domiciled European.

The following statement shows the number of appointments held by Europeans, Eurasians, and Natives in the Salt Department :—

Nationality.	Deputy Commissioners, R1,200 to 1,400.	Assistant Commissioners, R500 to 800.	Inspectors, R200 to 400.	REMARKS.
Europeans (proper)	1	4	16	
Do. (domiciled)	...	1	8	
Eurasians	...	1	12	
Natives (Asiatic)	...	2	6	

2. So far as the requirements of the Sea Customs Department are concerned, it is not necessary to retain that department in the category in clause (d) of the Circular of the Government of India (Home Department), dated 18th April 1879, unless the removal of the department from the list should have the effect of precluding the existing economical arrangement by which the Marine and Sea Customs duties are at certain ports entrusted to the Port Officer. In this connection, however, the Board would draw attention to the remarks of the Commissioner of Salt Revenue at paragraph 6 of his letter, dated 16th August, with which the Board entirely concur; and they also agree with Mr. Bliss in the opinion that it is premature to contemplate the removal of the Salt Department from the list referred to above.

Order by the Government of Madras, Revenue Department.

The Proceedings of the Board of Revenue and the report of the Commissioner of Salt Revenue read above will be forwarded to the Government of India through the Public Department.

2. The Right Honourable the Governor in Council entirely concurs in the views expressed by Mr. Bliss in regard to the officering of his department, and observes that the reasons for which the Salt Department was originally excluded from the rule are still present, and that in even greater force, inasmuch as the work exacted from officers employed in the field under Mr. Bliss is more severe and calls for greater powers of physical endurance than was the case when the supervision of salt operations vested in the ordinary district authorities. His Excellency is well aware of the difficulties experienced by Mr. Bliss in finding in Southern India suitable candidates for such employment, and would strongly deprecate any narrowing of the existing field of choice.

3. With regard to the Customs Department, the Right Honourable the Governor in Council observes that in this Presidency there are practically no appointments in that department carrying a salary of ₹200 and upwards, with the single exception of the Deputy Collectorship of Sea Customs at Madras, which at present happens to be held by a domiciled European. In four out-ports there are Port Officers on ₹300 per mensem, who combine with their duties those of Sea Customs Superintendents, and whose pay is, in consequence, debited in part to Sea Customs. The Government agree with the Board of Revenue in deprecating, on administrative as well as on economical grounds, any change which would have the effect of precluding these convenient arrangements.

4. So far from desiring further restriction, the Right Honourable the Governor in Council is of opinion that the restrictions already imposed are too sweeping in character, and would draw especial attention to the remarks contained in paragraph 6 of Mr. Bliss's letter,—remarks which have His Excellency's complete concurrence. While admitting the necessity of some restriction, His Excellency is of opinion that in every department there should be a fair proportion of European officers, and that the existing rule, which in practice has the effect of entirely excluding Europeans from employment in certain departments of the administration, should be modified accordingly.

Order by the Government of Madras, Public Department.

The foregoing Proceedings will accordingly be transmitted to the Government of India.

No. 2203 (Mis.)

Copy to the Government of India, Department of Finance and Commerce.

No. 610—28 C., dated 24th February, 1885.

No. 9.] From—A. P. MACDONNELL, Esq., Secretary to the Government of Bengal, Revenue Dept.,  
To—The Secretary to the Government of India, DEPARTMENT OF FINANCE AND COMMERCE.

I am directed to acknowledge the receipt of Mr. O'Connor's letter No. 1599, dated 13th June 1884, regarding the question whether it is necessary to permit any longer the unrestricted employment of persons not being statutory natives of India in the Customs Department, and calling for a statement showing the number of appointments in the Customs Department, held respectively by (a) Europeans (proper), (b) Europeans (domiciled in India), (c) Eurasians, and (d) Natives (Asiatic), together with the pay of each appointment.

2. In reply, I am to submit copy of a letter, No. 110 B., dated 9th February 1885, from the Board of Revenue, with copy of the statement required by the Government of India, and to say that the Lieutenant-Governor considers there is much force in the view taken by the Board that, as far as the preventive service is concerned, it is not desirable for the present to alter the existing mode of making appointments. The Lieutenant-Governor would, however, have no objection to withdraw the other appointments in the Customs Department from the category in clause (d) of paragraph 3 of the Home Department Circular No. 21—746-53, dated 18th April 1879, if it appears to His Excellency the Governor General in Council that it is practically worth while to do so. There is no reason why a native of India should not succeed to any vacancy in the office of the Collector of Customs, if he is qualified to discharge its duties.

No. 110 B., dated 9th February, 1885.

No. 10.] From—C. E. BUCKLAND, Esq., Offg. Secretary to the Board of Revenue, L. P.,  
To—The Secretary to the Government of Bengal, Revenue Department.

I am directed to acknowledge the receipt of Government order No. 1148 T.-R., dated 14th July 1884, forwarding, for an expression of the Board's opinion, a copy of the orders of the Government of India in the Department of Finance and Commerce, No. 1599, dated 13th June 1884, regarding the question whether it is necessary to permit any longer the unrestricted employment of persons not being statutory natives of India in the Customs Department, and calling for a statement showing the number of appointments in the Customs Department held respectively by (a) Europeans (proper), (b) Europeans (domiciled in India), (c) Eurasians, and (d) Natives (Asiatic), together with the pay of each appointment.

2. In reply, I am to submit herewith the statement required by Government. From this it will be seen that if the term "Natives of India" includes all but those coming under heading (a) of the classes given in paragraph 3 of the orders of the Government of India above referred to, out of 303 persons employed in the Customs Department only 34 do not come within the technical definition of "Natives of India" as framed by Act of Parliament. This state of things hardly seems to call for any alteration in the direction to which the present correspondence points. Eurasians and Europeans domiciled in India are freely employed in all departments of the Custom House, receiving promotion according to their merits. As the enclosed statement shows, some of the best paid appointments in the Department are held by officers who come under the statutory definition of "Natives of India." Practically, so long as this definition is maintained, any such alteration as that proposed in the present correspondence would make but little difference in the *personnel* of the department, but it would give some trouble and unnecessarily hamper the hands of the head of the department, if in every case in which it was considered desirable to promote or appoint to an appointment in the department the salary of which exceeded ₹200 per mensem, an officer whose status was that of a pure European, a reference had to be made to the Governor General in Council.

3. It may excite attention that the statement shows that none of the higher-paid appointments in the Customs Department are held by pure Asiatics. The majority of these appointments belong to the preventive service, and without entering upon any description of the nature of the duties devolving on officers of this service, the Board desire me to observe that all who have had any experience in connection with the Customs Department are aware that pure Asiatics are not suited for the duties incumbent on preventive officers. In the discharge of these duties they have to live continuously on board vessels in port and are constantly brought into contact with English, Americans, and foreign captains of ships, of a class from which a native of the rank Government would employ, would not receive the respect and consideration necessary for the proper fulfilment of his duties.

4. For the reasons explained above, the Board see no reason for making any alteration in the present mode of making appointments in the Customs Department.

Statement showing the Appointments in the Customs Department held respectively by—

PAY OF APPOINTMENTS.	(a) EUROPEANS (PROPER).					(b) EUROPEANS (DOMICILED IN INDIA).					(c) EURASIANS.					(d) NATIVES (ASIATIC).				
	Calcutta.	Chitta-gong.	Orissa Ports.	Narain-gunge.	Total.	Calcutta.	Chitta-gong.	Orissa Ports.	Narain-gunge.	Total.	Calcutta.	Chitta-gong.	Orissa Ports.	Narain-gunge.	Total.	Calcutta.	Chitta-gong.	Orissa Ports.	Narain-gunge.	Total.
R 800 to 1,000	1	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
600 to 1,000	1	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
600	...	1	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
350 o 550	1	...	...	...	1	1	...	...	...	1	...	...	...	...	...	...	...	...	...	...
450	...	...	...	...	...	1	...	...	...	1	...	...	...	...	...	...	...	...	...	...
350 to 450	1	...	...	...	1	2	...	...	...	2	...	...	...	...	...	...	...	...	...	...
300 to 400	...	...	...	...	...	3	...	...	...	3	...	...	...	...	...	...	...	...	...	...
300	...	...	...	...	...	...	...	...	...	...	4	...	...	...	4	...	...	...	...	...
250 o 350	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
275	1	...	...	...	1	...	...	...	...	...	3	...	...	...	...	...	...	...	...	...
250	1	...	...	...	1	2	...	...	...	2	...	...	...	...	...	...	...	...	...	...
225	1	...	...	...	1	3	...	...	...	3	...	...	...	...	...	...	...	...	...	...
200	3	...	...	...	3	2	...	...	...	2	...	...	...	...	...	...	...	...	...	...
175	2	...	...	...	2	4	...	...	...	4	...	...	...	...	...	...	...	...	...	...
150 to 300	...	...	...	...	...	...	...	...	...	...	6	...	...	...	...	...	...	...	...	...
150 to 250	1	...	...	...	1	...	...	...	...	...	1	...	...	...	1	...	...	...	...	1
150	3	...	1	...	4	10	...	...	...	10	...	...	...	...	...	...	...	...	...	...
125	8	...	...	...	8	11	...	...	...	11	...	...	...	...	...	...	...	...	...	...
100 to 200	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
100 to 150	...	...	...	...	...	...	...	...	...	...	1	...	...	...	...	...	...	...	...	...
100	8	...	...	...	8	7	...	...	...	7	...	...	...	...	...	...	...	...	...	...
80	...	...	...	...	...	...	...	...	...	...	5	...	...	...	...	...	...	...	...	...
70 to 125	...	...	...	...	...	...	...	...	...	...	1	...	...	...	...	...	...	...	...	3
70 to 100	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	6
60	...	...	...	...	...	1	...	...	...	1	...	...	...	...	...	...	...	...	...	3
50 to 100	...	...	...	...	...	...	...	...	...	...	1	...	...	...	...	...	...	...	...	4
50 to 80	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	4
50 to 70	...	...	...	...	...	...	...	...	...	...	7	...	...	...	...	...	...	...	...	1
50	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	20
40	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
30 to 50	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	2
35	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	6
30	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
25 to 40	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
25 to 30	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
20 to 30	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	22
20 to 25	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	22
20	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	7
20	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
5 to 20.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	26
TOTAL	32	1	1	...	34	47	...	...	...	47	67	12	7	...	86	107	13	14	2	136

BOARD OF REVENUE, L. P.,  
CALCUTTA;  
The 9th February 1885.

C. E. BUCKLAND,  
Officiating Secretary.

No. 1997—104 Con., dated 29th May, 1885.

No. 12.] From—J. NUGENT, Esq., Secretary to the Government of Bombay, General Department,  
To—The Secretary to the Government of India, DEPARTMENT OF FINANCE AND COMMERCE.

With reference to your letter No. 1599, dated June 13th, 1884, and subsequent communications on the subject, I am directed to state that, in the opinion of His Excellency the Governor in Council, it is not desirable to impose the restriction suggested by the Government of India on the employment in the Customs and Salt Departments of persons who are not statutory natives of India.

2. The Commissioner of Customs, Salt, Opium, and Abkari, who was confidentially consulted on the point, has stated that in his opinion

“it would be a serious mistake to alter the present practice in the Salt, Opium, and Customs Departments as regards the employment in subordinate posts of persons who are not statutory natives of India. In the work of each of these departments opportunities do and must occur for the commission of frauds by collusion between different officers whose duty it is to exercise checks on each other's actions. Experience shows that collusion for fraudulent purposes between Natives and Europeans is not common. The presence of a few Europeans on the establishment is thus useful as a safeguard against fraud. Again, in the Customs and Salt Departments, a good deal of the work lies on board ships and country craft, and at out-of-the-way salt works and in wild parts of the frontier, where the persons with whom the departments have to deal are rough and difficult to restrain, and the smugglers are ready and bold. The presence and example of Europeans here and there in such positions gives a tone to the service and encourages the naturally timid natives to act with vigour and determination.”

Writing on the same subject the Commissioner in Sind, who controls, under the orders of Government, the working of the Customs and Salt Departments in that Province, observes that,

“so far as Sind is concerned, he is of opinion that the present exception (exclusion of the Customs and Salt Departments from the rule) is for many reasons desirable and should be maintained.”

3. The Governor in Council must express his concurrence in the views thus stated by the two officers in this Presidency best qualified from actual experience to form an opinion on the question at issue. Several competent native gentlemen have already been appointed by this Government to superior posts in the Customs and Salt Departments, and as occasion offers and if suitable persons are available other native gentlemen will doubtless in future be so appointed; but the Governor in Council would deprecate the issue of any ruling which would preclude the Local Government from nominating, without the previous sanction of the Governor General in Council, Europeans to offices in the Salt and Customs Departments carrying a salary of Rs200 per mensem or upwards. In the Salt Department, more especially, are good physique, powers of endurance, energy, and activity, the power of managing considerable bodies of men and controlling large establishments, and often physical courage and presence of mind, needed to render a man an efficient officer, and the ordinary European would certainly be preferable to the ordinary native officer as an Assistant Collector of Salt Revenue.

4. I am directed to forward herewith statements for the Presidency proper and for the Province of Sind of the nature asked for in paragraph 3 of your letter.

No. 13.] *Statement showing the number of appointments in each grade in the Customs and Salt Departments in the Bombay Presidency, excluding Sind, held respectively by (a) Europeans (proper); (b) Europeans (domiciled in India); (c) Eurasians; (d) Natives (Asiatic).*

OFFICERS AND DEPARTMENTS AND MONTHLY PAY OF APPOINTMENTS.	Sanctioned number of appointments on each pay.	NUMBER OF APPOINTMENTS ACTUALLY HELD BY				Number of appointments vacant.
		(a) Europeans proper.		(b) Europeans domiciled in India.	(c) Eurasians.	
		Covenanted.	Non-Cove- nanted.			
<i>Commissioner of Customs, Salt, Opium, and Abkari.</i>						
<i>Gazetted Appointments.</i>						
R 3,500	1	1	...	...	...	...
350 to 600	1	...	...	...	1	...
<i>Office Establishment.</i>						
R 200 to 300	1	...	...	...	1	...
150 to 250	1	...	...	...	1	...

Statement showing the number of appointments in Customs and Salt Depts., Bombay, &c.—contd.

OFFICES AND DEPARTMENTS, AND MONTHLY PAY OF APPOINTMENTS.	Sanctioned number of appointments on each pay.	NUMBER OF APPOINTMENTS ACTUALLY HELD BY				Number of appointments vacant.	
		(a) Europeans proper.		(b) Europeans domiciled in India.	(c) Eurasians.		(d) Natives (Asiatic).
		Covenanted.	Non-Cove- nanted.				
<b>COMMISSIONER OF CUSTOM, SALT, OPIUM, AND ABKARI—continued.</b>							
<i>Office Establishment—continued.</i>							
R							
175	1	...	...	...	...	1	
100 to 125	1	...	...	...	...	1	
110	1	...	...	...	...	1	
100	2	...	...	...	...	2	
75 to 100	1	...	...	...	...	1	
70 to 90	1	...	...	...	...	1	
80	1	...	...	...	...	1	
75	1	...	...	...	...	1	
50 to 75	1	...	...	...	...	1	
70	2	...	...	...	...	2	
60	4	...	...	...	...	4	
45 to 55	9	...	...	...	...	9	
50	4	...	...	...	...	4	
45	2	...	...	...	...	2	
34 to 44	10	...	...	...	...	10	
40	6	...	...	...	...	6	
35	3	...	...	...	...	3	
20 to 32	10	...	...	...	...	10	
30	7	...	...	...	...	7	
25	5	...	...	...	...	5	
<b>BOMBAY CUSTOM HOUSE.</b>							
<i>Gazetted Appointments.</i>							
R							
1,800	1	1	...	...	...	...	
400 to 600	1	...	...	1	...	...	
450	1	...	...	...	...	1	
450 to 650	1	...	...	1	...	...	
350	1	...	...	1	...	...	
<i>Subordinate Establishment.</i>							
<b>Preventive Department.</b>							
R							
250	3	...	...	2	1	...	
200	2	...	...	1	1	...	
175	5	...	...	2	3	...	
150	6	...	...	2	4	...	
125	10	...	...	4	5	1	
100	13	...	...	9	4	...	
75	12	...	...	8	3	1	
60	9	...	...	2	7	...	
45	3	...	...	...	...	3	
40	10	...	...	...	...	10	
35	4	...	...	...	...	4	
30	9	...	...	...	...	9	
<b>CUSTOM HOUSE ESTABLISHMENT.</b>							
R							
250	1	...	...	1	...	...	
200	2	...	...	...	...	2	
175	1	...	...	...	...	1	
150	1	...	...	...	...	1	
125	1	...	...	1	...	...	
100 to 125	1	...	...	...	...	1	
100	4	...	...	...	1	3	
80	3	...	...	1	...	2	
70	2	...	...	...	...	2	
60	1	...	...	...	...	1	
55	3	...	...	...	...	3	
50	6	...	...	...	...	6	
45	4	...	...	...	...	4	
40	10	...	...	...	...	10	
35	12	...	...	...	...	12	
30	2	...	...	...	...	2	

Statement showing the number of appointments in Customs and Salt Depts., Bombay, &amp;c.—contd.

OFFICES AND DEPARTMENTS, AND MONTHLY PAY OF APPOINTMENTS.	Sanctioned number of appointments on each pay.	NUMBER OF APPOINTMENTS ACTUALLY HELD BY				Number of appointments vacant.
		(a) Europeans proper.		(b) Europeans domiciled in India.	(c) Eurasians.	
		Covenanted.	Non-Cove- nanted.			
<b>OPIUM BRANCH OF THE CUSTOM HOUSE.</b>						
<i>(a) Imperial.</i>						
Rs						
250	1	...	...	1	...	...
75	1	...	...	...	...	1
40	1	...	...	...	...	1
30	1	...	...	...	...	1
<i>(b) Excise.</i>						
Rs						
150	1	...	...	1	...	...
50 to 80	2	...	...	...	...	2
40	1	...	...	...	...	1
<b>SALT DEPARTMENT.</b>						
<i>Gazetted Appointments.</i>						
Rs						
2,325	1	1	...	...	...	...
1,250	1	1	...	...	...	...
1,000	1	1	...	...	...	...
800	2	...	2	...	...	...
600	2	...	2	...	...	...
500	1	...	1	...	...	...
450	3	...	2	...	...	1
350	2	...	2	...	...	...
200 to 300	1	...	...	...	...	1
300	1	...	...	...	...	1
<i>Subordinate Establish- ment.</i>						
<b>Coast Guard Inspectors.</b>						
Rs						
250	1	...	1	...	...	...
200	2	...	2	...	...	...
175	2	...	...	1	...	1
150	2	...	1	...	...	1
125	1	...	1	...	...	...
100	2	...	2	...	...	...
75	3	...	...	...	...	2
60	4	...	...	...	...	3
40	1	...	...	...	...	1
<b>Northern Frontier Inspectors.</b>						
Rs						
400	2	...	1	...	...	1
300	2	...	...	1	...	1
200	2	...	...	1	...	1
150	3	...	2	1	...	...
100	3	...	...	2	...	1
70	1	...	...	...	...	1
50	1	...	...	...	...	1
45	1	...	...	...	...	1
25	1	...	...	...	...	1
<b>Port Officer, Karwar.</b>						
Rs						
300	1	...	1	...	...	...

Statement showing number of appointments in Customs and Salt Depts., Bombay, &c.—contd.

OFFICES AND DEPARTMENTS, AND MONTHLY PAY OF APPOINTMENTS.	Sanctioned number of appointments on each pay.	NUMBER OF APPOINTMENTS ACTUALLY HELD BY				Number of appointments vacant.	
		(a) Europeans proper.		(b) Europeans domiciled in India.	(c) Eurasians.		(d) Natives (Asiatic).
		Covenanted.	Non-Cove- nanted.				
<i>Subordinate Establish- ment—continued.</i>							
Superintendents, Sarkar- kuns, Darogas, and In- spectors, exclusive of Coast Guard and North- ern Frontier Inspectors.							
R							
300	1	...	...	1	...	...	
250	2	...	...	...	...	2	
200	3	...	1	...	...	2	
175	1	...	...	1	...	...	
150	5	...	...	...	...	5	
125	3	...	...	...	...	2	
100	9	...	1	...	...	7	
80	4	...	...	...	...	4	
75	2	...	1	...	...	1	
70	3	...	...	...	...	3	
60	7	...	...	...	...	7	
50	3	...	...	...	...	3	
40	1	...	...	...	...	1	
Special Officer at Cambay.							
R							
150	1	...	...	...	...	1	
Preventive Officers.							
R							
175	2	...	...	...	2	...	
50	1	...	...	1	...	...	
125	3	...	...	...	1	2	
100	2	...	...	...	...	2	
75	1	...	...	...	...	1	
OFFICE ESTABLISHMENTS OF COLLECTORS AND DEPUTY AND ASSISTANT COLLECTORS, OF SARKARKUNS, DAROGAS, SUPERINTENDENTS, INSPECTORS, AND PREVEN- TIVE OFFICERS, &C.							
R							
150	1	...	...	...	...	1	
100	2	...	...	...	...	2	
90	1	...	...	...	1	...	
75	1	...	...	...	...	1	
70	1	...	...	...	...	1	
60	1	...	...	...	...	1	
50	22	...	...	...	...	22	
45	25	...	...	...	...	25	
40	48	...	...	...	...	47	
35	57	...	...	...	...	57	
30	74	...	...	...	...	71	
25	86	...	...	...	...	80	
20	83	...	...	...	...	83	
18	1	...	...	...	...	1	
15	87	...	...	...	...	87	
Establishments, nine- monthly.							
R							
25	2	...	...	...	...	2	
20	1	...	...	...	...	1	
15	117	...	...	...	...	117	
SALT ESTABLISHMENTS EMPLOYED IN PORTUGUESE TERRITORY.							
Gazetted Appointment.							
R							
800	1	...	1	...	...	...	



Statement showing number of appointments in Customs and Salt Depts., Bombay, &c.—concl'd.

OFFICES AND DEPARTMENTS, AND MONTHLY PAY OF APPOINTMENTS.	Sanctioned number of appointments on each pay.	NUMBER OF APPOINTMENTS ACTUALLY HELD BY				Number of appointments vacant.	
		(a) Europeans proper.		(b) Europeans domiciled in India.	(c) Eurasians.		(d) Natives (Asiatic).
		Covenanted.	Non-Cove- nanted.				
<i>Sarkarkuns, Darogas, Inspectors, and Clerks and Karkuns.</i>							
R							
200	1	...	...	...	...	1	
150	2	...	...	...	...	1	
125	1	...	...	...	...	1	
100	3	...	...	...	...	2	
80	1	...	...	...	...	1	
75	2	...	1	...	...	1	
70	1	...	...	...	...	1	
50	4	...	...	...	...	4	
45	2	...	...	...	...	2	
40	3	...	...	...	...	2	
35	5	...	...	...	...	5	
30	11	...	...	...	...	9	
25	15	...	...	...	...	11	
20	23	...	...	...	...	16	
15	22	...	...	...	...	9	
15 (9-monthly)	31	...	...	...	...	9	
<b>ESTABLISHMENT AT THE URBAN DISTILLERIES UNDER THE SALT DEPARTMENT.</b>							
R							
300 to 450	1	...	1	...	...	...	
150 to 275	1	...	1	...	...	...	
75 to 100	1	...	...	...	1	...	
50	1	...	...	...	...	1	
45	1	...	...	...	...	1	
30	2	...	...	...	...	2	
20	2	...	...	...	...	2	

J. G. MOORE,

Acting Commr. of Customs,

Salt, Opium, and Abkari.

No. 320.] Statement showing number of appointments in the Customs and Salt Departments in Sind held by Europeans, Eurasians, and Natives, together with the pay of each appointment.

Serial No.	NATURE OF APPOINTMENT.	Pay.	Holder of appointment, whether European, Eurasian, or Native.	REMARKS.
<b>CUSTOMS DEPARTMENT.</b>				
		R		
1	Collector of Customs and Assistant Commissioner of Salt Revenue in Sind	1,300	European (proper).	Rising to R1,500 by annual increments of R50 Rising to R150 by annual increments of R5.
2	Assistant Collector of Customs	300	Eurasian.	
3	Head Clerk	135	"	
4	2nd "	100	East Indian.	
5	3rd "	100	Eurasian.	
6	4th "	65	Native (Asiatic).	
7	5th "	60	East Indian.	
8	6th "	40	" "	
9	7th "	35	Native (Asiatic).	
10	8th "	30	" "	
11	9th "	25	" "	
12	10th "	25	East Indian.	
<b>PREVENTIVE ESTABLISHMENT.</b>				
13	Head Preventive Officer.	100	Eurasian.	

Statement showing number of appointments in Customs and Salt Depts. in Sind, &c.—contd.

Serial No.	NATURE OF APPOINTMENT.	Pay.	Holder of appointment, whether European, Eurasian, or Native.	REMARKS.
<b>CUSTOMS DEPARTMENT—contd.</b>				
<b>COLLECTORS' NATIVE ESTABLISHMENT.</b>				
14	Shroff. . . . .	60	Native (Asiatic).	
<b>APPRAISING ESTABLISHMENT.</b>				
15	Inspector and Gauger . . . . .	85	East Indian .	Rising to R100 by annual increments of R5.
16	Weighing-man and Assistant Inspector . . . . .	50	Native (Asiatic).	
17	Import Gate-keeper . . . . .	35	" "	
18	Assistant Import Gate-keeper . . . . .	20	" "	
19	Export Gate-keeper . . . . .	35	" "	
<b>STATISTICAL ESTABLISHMENT.</b>				
20	Compiler . . . . .	100	Eurasian.	
21	Clerk . . . . .	70	East Indian.	
22	" . . . . .	50	" "	
23	" . . . . .	50	Native (Asiatic).	
24	" . . . . .	50	" "	
25	" . . . . .	30	" "	
<b>WHARF ESTABLISHMENT.</b>				
26	Clerk . . . . .	30	Native (Asiatic).	
<b>KETI BANDAR ESTABLISHMENT.</b>				
27	Officer in charge . . . . .	100	Native (Asiatic).	
28	2 Clerks . . . . .	50	East Indian.	
29	Munshi . . . . .	15	Native (Asiatic).	
<b>SIRGANDA ESTABLISHMENT.</b>				
30	Head Munshi . . . . .	40	Native (Asiatic).	
<b>ESTABLISHMENT FOR THE CLEARANCE OF GOVERNMENT STORES IN SIND.</b>				
31	Clerk . . . . .	30	Native (Asiatic).	
<b>ESTABLISHMENT OF THE SALT DEPARTMENT UNDER THE COLLECTOR OF CUSTOMS.</b>				
32	Sea Coast Inspector . . . . .	60	Native (Asiatic).	
33	" " . . . . .	70	" "	
<b>SALT DEPARTMENT.</b>				
<b>OFFICE OF THE ASSISTANT COMMISSIONER OF SALT REVENUE IN SIND.</b>				
	Head Clerk . . . . .	100	Native.	
	2nd " . . . . .	60	"	
	3rd " . . . . .	45	(Vacant.)	
	4th " . . . . .	35	Native.	
	5th " . . . . .	30	"	
<b>OFFICE OF THE SUPERINTENDENT, MAURYPUR SALT WORKS AND DEPÔT.</b>				
	Superintendent . . . . .	200	European (domiciled)	Rising to R300 by annual increments of R20.
	Inspector . . . . .	50	Native.	
	Head Clerk . . . . .	60	"	
	2nd " . . . . .	40	"	
	3rd " . . . . .	30	"	
	3 Weigh Clerks, each at . . . . .	25	Natives.	

Statement showing number of appointments in Customs and Salt Departments in Sind, &amp;c.—concl'd.

Serial No.	NATURE OF APPOINTMENT.	Pay.	Holder of appointment, whether European, Eurasian, or Native.	REMARKS.
<b>SALT DEPARTMENT—concl'd.</b>				
<b>OFFICE OF THE SUPERINTENDENT, SABAN SALT DEPOSIT.</b>				
	Superintendent . . . . .	R 60	Native	Rising to R100 by annual increments of R8.
	Head Clerk . . . . .	40	"	
	Weigh " . . . . .	25	(Vacant.)	
<b>OFFICE OF THE SUPERINTENDENT, DILYAR SALT DEPOSIT.</b>				
	Superintendent . . . . .	60	Native	Rising to R80 by annual increments of R4.
	Head Clerk . . . . .	40	"	
<b>OFFICE OF THE SUPERINTENDENT, SUKKUR SALT DEPÔT.</b>				
	Superintendent . . . . .	80	Native.	Rising to R100 by annual increments of R4.
	Head Clerk . . . . .	45	(Vacant.)	
	Weigh " . . . . .	25	Native.	
<b>INSPECTOR.</b>				
	Special Salt Inspector in Sind . . . . .	150	Native.	
<b>SALT ESTABLISHMENTS EMPLOYED UNDER DISTRICT OFFICERS IN SIND.</b>				
<i>Karachi Collectorate.</i>				
	2 Inspectors, each at . . . . .	50	Natives	R10 each horse allowance. R10 " "
	1 Assistant Inspector . . . . .	25	Native	
	11 Sub-Inspectors, each at . . . . .	20	Natives.	
	14 " " . . . . .	16	"	
<i>Hyderabad Collectorate.</i>				
	2 Inspectors, each at . . . . .	50	Natives	R10 each horse allowance.
	10 Sub-Inspectors, each at . . . . .	20	"	
	8 " " . . . . .	15	"	
<i>Shikarpur Collectorate.</i>				
	1 Inspector . . . . .	50	Native.	R10 horse allowance. R10 each " "
	2 Assistant Inspectors, each at . . . . .	25	Natives	
	5 Sub-Inspectors, each at . . . . .	25	"	
	6 " " . . . . .	20	"	
	19 " " . . . . .	16	"	
	2 " " . . . . .	15	"	
<i>Upper Sind Frontier.</i>				
	1 Inspector . . . . .	45	Native.	R15 horse allowance. R10 " "
	1 Assistant Inspector . . . . .	25	"	
	1 Sub-Inspector . . . . .	25	"	
	11 Sub-Inspectors, each at . . . . .	18	Natives.	
	7 " " . . . . .	16	"	
<i>Thar and Parkar.</i>				
	1 Superintendent . . . . .	60	Native.	R10 each horse allowance.
	2 Assistant Superintendents, each at . . . . .	25	Natives	
	2 Sub-Inspectors, each at . . . . .	25	"	
	4 " " . . . . .	22	"	
	38 " " . . . . .	15	"	

R. N. COGHLAN,

Collector of Customs and Assistant Commr.

of Salt Revenue in Sind.

KARACHI;

The 31st July 1884.

## V.—OPIUM DEPARTMENT.

No. 1402 A., dated 14th March, 1884.

No. 1.] From—F. B. PRACOCK, Esq., Secretary to the Government of Bengal,  
Judicial, Political, and Appointment Departments,  
To—The Secretary to the Government of India, DEPARTMENT OF FINANCE AND COMMERCE.

In continuation of paragraph 2 of the letter from this office No. 515 T. R., dated the 2nd October 1882, I am directed to say that the Lieutenant-Governor thinks it would be of great advantage if candidates nominated for appointment in the Opium Department were required, after nomination and before admission into the service, to pass a qualifying examination somewhat similar to that prescribed by the Government of India in the Financial Department in their Resolution No. 2273, dated the 18th April 1876, for the admission of candidates into that Department. Such an examination would afford a sufficient test of the nominee's general education, intelligence, and capacity, and would be, in Mr. Rivers Thompson's opinion, more suitable for the class of men from which the Opium Department is recruited than a mere technical examination based on the Criminal and Revenue Codes. The departmental examinations which an officer in the Opium Department has to pass before he can be confirmed or promoted provide a sufficient guarantee that he will, if retained in the Department, acquire an adequate acquaintance with the vernacular and the special subjects, a knowledge of which is considered essential for the efficient performance of his duties in the Opium Department. I am to add that in the Lieutenant-Governor's judgment the list of subjects enumerated in the schedule appended to the Resolution above cited might, with advantage, be somewhat modified. He would substitute Hindustani for Persian as one of the languages a candidate might take up; he would limit English literature to certain standard authors; and would confine the examination in geography to Europe and India. He would further insist on candidates submitting certificates as to health and moral character.

No. 309, dated 17th April, 1884.

No. 2.] From—J. E. O'CONNOR, Esq., Assistant Secretary to the Government of India,  
DEPARTMENT OF FINANCE AND COMMERCE,  
To—The Secretary to the Govt. of Bengal; Judicial, Political, and Appointment Depts.

I am directed to acknowledge the receipt of your letter No. 1402 A., dated the 14th March 1884, proposing, in accordance with the suggestion of the Government of India, that candidates for employment in the Opium Department should, after nomination and before admission into the service, be required to pass a qualifying examination similar to that prescribed by the Resolution in this Department No. 2273, dated the 18th April 1876, for admission to the Financial Department.

2. I am directed to say that this proposal and the slight modifications in the test for the Finance Department suggested by the Government of Bengal are accepted by the Government of India.

No. 488 T.-R., dated 20th May, 1885.

No. 3.] From—A. P. MACDONNELL, Esq., Offg. Secy. to the Government of Bengal, Revenue Dept.,  
To—The Secretary to the Government of India, DEPARTMENT OF FINANCE AND COMMERCE.

I am desired to acknowledge the receipt of your letter No. 732, dated 6th February 1884, forwarding, for the Lieutenant-Governor's opinion, copy of a memorial from the Graduates' Association at Allahabad, praying for the employment of natives in the higher grades of the Opium Department. In reply, I am to offer the following observations for the consideration of the Government of India,

2. The question being one of importance, the Lieutenant-Governor thought it right to consult the Board of Revenue upon it, and I am to forward herewith copy of the Board's report,\* with copies of the opinions of both Opium Agents whom the Board consulted. From those documents the Government of India will perceive that the question is not now raised for the first time.

\* No. 243 B., dated the 10th April 1884.

3. Approaching the question now in the light of recent experience, the Lieutenant-Governor very freely admits that among the educated native gentlemen who now-a days seek Government employment, many are to be found fitted, so far as education and probity can fit them, for employment in the higher grades of the Opium Department. The exclusion from employment in that Department, which has been hitherto enforced against them, has not been based on any defect in intelligence or any want of probity on their part, but because of their supposed general unfitness for the kind of duties of which Assistant and Sub-Deputy Opium Agents have to discharge. It has hitherto been believed (and it will be observed that one Agent and the Board still share in the belief) that their relations with the cultivators in matters calling for much tact and perseverance, though attracting but little public attention, would seldom be satisfactory; that the strict and laborious supervision which the work demands, calling frequently for the exercise of great personal activity and entailing exposure to inclement weather, would not always be fulfilled; and that placed in positions where the interests of Government in the Opium Department conflict with the interests of private European enterprise, natives would lack the necessary self-confidence. From such a belief as this, it was naturally concluded that the pecuniary interests of Government, which in the Opium Department are very great, would suffer from the employment of natives in the higher grades, and accordingly the Government has hitherto not been willing to trust the responsibility to other than European hands. Having regard to the interests at stake, to the difficulties with which opium cultivators have to contend with in this country, and to the necessity of procuring for the China market the best description of drug manufactured in the best and most careful manner, the Lieutenant-Governor must say he thinks the policy hitherto pursued has been prudent.

4. At the same time Mr. Rivers Thompson desires to express his opinion that Government cannot always maintain this attitude of exclusion without at least giving natives a trial in the Opium Department. There may be found native gentlemen who, to the intelligence and probity which the native members in the higher grades of the public service now as a rule exhibit, may join that physical endurance and self-confidence, tact and perseverance, which the Opium Service needs, and from this point of view I am to say that the Lieutenant-Governor is himself willing, under conditions of careful selection and supervision, to open the Opium Service to natives. The ultimate decision of the question is, however, of more importance from an Imperial than from a Provincial standpoint, for the opening to be given in the Opium Department to natives can be but small, while as the opium revenue is Imperial the loss from an unsuccessful experiment would fall on Imperial funds.

No. 243 B., dated 10th April, 1884.

No. 4.] From—C. E. BUCKLAND, Esq., Offg. Secretary to the Board of Revenue, Lower Provinces,  
To—The Secretary to the Government of Bengal, Revenue Department.

I am directed to acknowledge receipt of your office endorsement No. 633—32 O., dated 18th February, forwarding, for an expression of the opinion of the Board, a petition addressed to His Excellency the Viceroy and Governor General by the Graduates' Association, Allahabad, in which the petitioners pray that the gazetted appointments in the Opium Department may be thrown open to natives. In reply, I am to submit the following observations for the consideration of His Honour the Lieutenant-Governor.

2. Before reporting to Government, the Board thought it desirable to ascertain the views of the Agents, and from the enclosed copies of their letters\* it will be seen that they entertain different opinions on this question. The Benares Agent, who is in favour of the concession sought for by the petitioners, would limit the appointment of natives to one among every four vacancies, and suggests the cautious introduction of the change; while the Behar Agent is opposed to its adoption.

3. The Board have perused the correspondence which passed on this very question in 1871 between their predecessors and the Government. In paragraph 7 of Government order No. 1071 R., dated 24th July 1871, an exact report was called for by Sir George Campbell "of the system under which natives are employed in the Opium Department, showing in what capacities they enter, to what they rise, and why they never rise any higher."

\* From Benares Agent, No. 88—843, dated 20th March.  
From Behar Agent, No. 32 A., dated 27th March.

In reply, the Board submitted † the reports of the Opium Agents and proceeded to write—

† No. 517 O., dated 2nd December 1871.

"It will be observed that both Agents are very strongly opposed to the appointment of natives, and Mr. Money agrees generally with the opinions they have expressed on the subject. He thinks it probable that (at any rate at first) natives, though they might be perfectly honest, would not inspire the confidence which a European does in the minds of the cultivators. Should such be the case, the financial loss to Government in one

year might be considerable. He thinks, therefore, that the appointment of natives to the higher grades in that Department would be very undesirable."

From the 3rd paragraph of Government order No. 44 R., dated 5th January 1872, it appears that the question was referred for the consideration of the Government of India, and as the system which had previously obtained has remained unaltered to the present time, it is presumed that the Board's views were accepted.

The Opium Commission have not specifically dealt with the point under discussion, though from paragraphs 23 and 630 of their report it will be seen, that the constitution of the department and the *personnel* of the officers, both in the past and the future, came under their observation.

4. The duties of the officers of the Opium Department are very much the same at the present day as they were when the correspondence of 1871 took place. On the other hand, are to be borne in mind the great progress of education among natives during the intervening period, and the development of the policy, in which the Board heartily concur, of the more extended employment of natives in departments of the public service for which they are fitted. But at the same time the Board are not in a position to affirm, as responsible advisers of the Government in matters connected with the administration of the Opium Department, that highly-educated natives possess the necessary qualifications for the work which devolves upon officers of that Department. The effect on the Imperial finances would be so great and so disastrous in the event of any mismanagement that it is necessary to proceed with the utmost caution in adopting such a change as that asked for, and it seems extremely doubtful whether the native cultivators would have the same confidence in the officers connected with the Department as they now have if native superior agency were substituted for European to any great extent. More especially would this be the case if natives of Lower Bengal were admitted, and it would be difficult to exclude them from the Department. A native of Bengal may here and there gain the confidence of, and be respected by, natives of Behar and up-country cultivators; but as a rule this is not the case, and is not likely to be so for some time to come. To place, therefore, officers of this class in the superior appointments of the Opium Department would not, the Board are of opinion, be a measure likely to be attended with success.

5. The Board do not for a moment wish to be understood to deny that natives could be found possessing the necessary qualifications required to make an efficient opium officer. The Benares Agent from his experience gives an instance of one such officer; but it must not be overlooked that the prospects of the Department, even on its present improved footing, are not nearly as good as those of the judicial and subordinate executive services, in which, moreover, the duties are of a far more congenial description. The Opium Department would not get the pick of the men anxious to enter Government employment. The cultivation of opium, as carried on by Government, is a great commercial undertaking, and, in the opinion of the Board, Government must be guided by the ordinary rules that would influence commercial men engaged in business and seek the best agency that can be procured for the remuneration offered. The Board think there can be no doubt what reply must be given to the question (when stated in this form) of employing native agency in the superior appointments of the Department. Having regard to the nature of the duties entrusted to the Sub-Deputy and Assistant Agents, there can be no doubt that the European is the most suitable officer for our purpose. At the same time, if, after this exposition of the Board's views, the Government are pleased to direct the experimental employment of selected natives, the Board will arrange that their work is properly watched and reported upon. Should orders to this effect be issued, the Board would suggest that natives should be appointed alike in both Agencies.

No. 88-843, dated 20th March, 1884.

No. 5.]

From—H. RIVETT-CARNAO, Esq., C.I.E., Opium Agent, Benares,  
To—The Secretary to the Board of Revenue, Lower Provinces.

With reference to your letter No. 78 B., dated 8th instant, on the subject of the admission of natives of India into the higher grades of the Opium Department, I have the honour to state that the qualifications for the posts now held by gazetted officers in this Agency are activity, intelligence, and integrity—a combination of qualities which might certainly be found among selected native candidates.

2. I therefore consider that the gazetted appointments of the Department might with advantage be thrown open to natives of India. Indeed, as the Board are aware, Babu Jugodishwar Chatterjee was on my recommendation appointed in 1880 to officiate as an Assistant Sub-Deputy Agent in this Agency, and subsequently, in my No. 78—491, dated 19th February 1883, a further recommendation on his behalf was submitted by me to the Board.

3. Native gentlemen of the class who now fill the appointments of Tehsildar and Deputy Collector might, I believe, do excellent service in this Department as assistants and eventually as Sub-Deputy Opium Agents. It would not answer to select men for promotion from the ranks of the gomashtras, as, although experienced, they would generally be too old to commence as assistants, nor are they, as a rule, of the class from which native assistants should be drawn. The difficulty would, I apprehend, be in attracting and retaining native gentlemen of a sufficiently good stamp. The Opium Department does not enjoy the prestige and many other advantages offered by the Executive and Judicial Branches of the Government service. The duties of opium officers during a great portion of the year are difficult and irksome, and the Department being unpopular, would prevent the appointments being sought for by the better class of native gentlemen who select the Government service as a career. Even those who succeeded as Assistant Opium Agents might hope to make this Department a stepping-stone to the more popular branches of the Government service, the members of which work side by side with them in the districts. Still, with these difficulties to face, I have been and am still in favour of opening the Department to native gentlemen, and I am sanguine that the success which has attended their appointment to the gazetted grades of the Public Works, the Postal, and other Departments of the Government, may in due course be recognised in this Department also.

4. To ensure the success of the experiment, the change should in my opinion be introduced cautiously, the candidates being in the first instance carefully selected by Government, and then trained under the most experienced Sub-Deputy Opium Agents. For the present, the appointment of probationary Assistant Sub-Deputy Opium Agents would be open to native gentlemen who on qualifying themselves might be promoted to the higher grades in the same manner as the European Assistants of the Department. For the present, I would limit the appointment of natives to one among every four vacancies. This restriction might by degrees be removed as the selected candidates justified their appointments. To attempt to do too much all at once would be to court failure and to thwart the success of a change which has much to recommend it.

No. 32 A., dated 27th March, 1884.

No. 6.]

From—W. KEMBLE, Esq., Officiating Opium Agent, Behar,

To—The Secretary to the Board of Revenue, Calcutta.

I have the honour to submit the report called for in your No. 88 B., dated 8th March 1884.

2. The Secretary to the Allahabad Graduates' Association in his memorial to His Excellency the Governor General of India, in admitting that the Opium Department is a purely agricultural and commercial concern, cannot plead on behalf of the natives of India that, in consequence of their not having hitherto been admitted into the gazetted grades of appointments in that Department, they have been excluded from a share in the government of the country; for it can hardly be argued that an officer of the Opium Department is in any sense one of the governing body.

3. Circumstances having rendered it necessary that the Government of India should become the head of one of the largest and most important agricultural and commercial concerns ever known, it is incumbent on that Government to conduct its business on strictly commercial principles, and, setting aside all sentiment with regard to nationality and race, to select as its sub-managers the men best suited for the work required from them.

4. The qualifications which the Government look for in a Sub-Deputy Opium Agent differ widely from those which are required in other State departments. The business of an indigo-planter approaches very nearly to that of an opium officer. The gentlemen on whose behalf the present memorial is submitted are, I conclude, mostly men of superior education or birth, graduates of Indian universities or scions of noble Indian families. Englishmen of this class would not, I believe, be selected by any indigo-planter as his assistants, nor would they wish to take such service unless they were themselves closely connected with the proprietors and in possession of a share in the concern, or with an immediate prospect of obtaining a share. Such men as mere paid assistants would be the worst class an indigo-planter could employ, and such a class in India would be in my opinion the most ill-suited for employment under Government as Assistant Opium Agents. The educated native of India would, I think, be above, and would look down upon, the comparatively humble and simple duties required from an opium officer of the gazetted grades. Although by the rules opium officers are called on to pass examination in chemistry and botany, practically knowledge in these subjects is not required. The actual cultivators of the poppy are the ryots, and the opium officer's duty is to be constantly on the move from village to village and to see that the gomashtra deals fairly with the cultivators, whom they should induce to accept advances and carry out their engagements. The memorialists point out that the real hard work is done by these gomashtras;

this is and always must be the case, but I maintain that the duty of properly supervising the gomash-tas and seeing that they do their work will be better performed by an Englishman of active habits than by an aspiring and ambitious native with nothing to recommend him but his book knowledge and power to pass an examination. "The culture which the university imparts to the highest alumni," which the memorialists considers to be "*prima facie* evidence of their honesty," will not be a proof that they will command the respect of their subordinates, or a guarantee that they will get the same amount of work out of their gomash-tas or the same quantity of opium from their zillahs as the more active but perhaps less intellectual Englishman.

5. It is argued by the memorialists that natives work as hard at inspection and at the scales at the time of weighments as Europeans. I believe that this is true, but the same results do not follow. I have served in many indigo districts, and I have never yet seen a factory fall into native hands in which the cultivation did not fall off and the quality of the dye deteriorate. It is the same with regard to all business conducted on the European system by native agency. The native may make his concern pay him to his satisfaction, but I do not think he gives the same satisfaction to his constituents or customers.

6. I trust these views will not be taken as written in a spirit of hostility to natives generally. For some professions and posts they are admirably suited. I only argue that it will not pay to put them in as managers of our opium business. I would I had twice or three times the number of European assistants. Again, to compare a Sub-Deputy Opium Agent's work with that of the manager of an indigo concern. Where we have one European over 2,000 or 3,000 square miles, the planter has an assistant in every five or six villages; our native subordinates scarcely know the names of their villages, while the planters' gomash-tas know every ryot and every square foot of ground. Active and efficient European agency is essential to make a business prosperous, and I look with disfavour on any proposal which will tend to reduce our already too small staff of English officials.

7. I have not noticed the question of Factory Assistants. Their number is so small and their duties so very unintellectual that I cannot believe that the Graduates' Association can have been aware of its nature when they ask for employment in this Department. The ordinary work is looking after opium cake-making, arrangement of the opium on shelves, nailing down boxes, &c.; an active and intelligent head mistry might be employed, but I think East Indians, for whom there are but few posts available under Government, are the best agency we can find.

8. In conclusion, I beg to draw the Board's attention to a report on this subject written by my predecessor, Mr. R. Abercrombie, No. 330, dated 13th October 1871. Mr. Abercrombie holds that the work of an opium officer is that of a farmer, in which educated natives take no interest, and for which they are morally and physically unfitted. For the hard work at weighments he says they have no stamina (I believe that the highly-educated natives would shirk this duty altogether). Mr. Abercrombie points out that there is no office in which there are greater facilities for fraud and speculation; that the cultivators would have no faith in natives; that the class employed, if natives were admitted, would be Bengalees, who would be looked down upon; that natives would not be able to protect the ryots from fraud and extortion; and that great discontent would ensue. I agree generally with these remarks, but I do not think that the better class of natives, such as the memorialists, would be dishonest, but they would not keep their subordinates so honest as a European can, and they would ever be afraid of some small faults of their own being made the subject of a false charge, in defence of which they would not have the courage to tell the truth, and which would put them in the power of their subordinates.

No. 2918, dated 21st August, 1884.

No. 7.] From—D. BARBOUR, Esq., Secretary to the Government of India,

DEPARTMENT OF FINANCE AND COMMERCE,

To—The Secretary to the Government of Bengal, Revenue Department.

I am directed to acknowledge the receipt of your letter No. 488 T.—R., dated the 20th May 1884, submitting the opinions of His Honour the Lieutenant-Governor, the Board of Revenue, and the Opium Agents of Behar and Benares on the question of the admission of natives of India to the higher grades of the Opium Department.

2. His Honour the Lieutenant-Governor observes that natives have hitherto been excluded from these offices, not because they are supposed to be lacking in intelligence or probity, but because of their supposed unfitness for duties of the nature of those which are discharged by Assistant and Sub-Deputy Opium Agents. His Honour considers that the exclusion, based, as it is, on this ground



alone, may now be withdrawn, and the service opened, under conditions of careful selection and supervision, to natives who, to intelligence and probity, unite the physical endurance, self-confidence, tact, and perseverance which are essential for the satisfactory discharge of the duties of these offices.

3. The Board of Revenue are doubtful whether the native cultivators of opium would have the same confidence in and respect for native as for European officers, especially if natives of Lower Bengal were employed amongst the cultivators of Behar, Oudh, and the North-Western Provinces. The Board do not think that, looking at the connection of Government with opium from a business point of view, natives would be as efficient as are the European officers of the Department, and that their employment would be a success, but profess their readiness, if natives are appointed, to arrange for carefully watching their work. The views of the Opium Agent of Behar, Mr. Kemble, are substantially the same as those expressed by the Board of Revenue. Mr. Rivett-Carnac, Agent at Benares, on the other hand, is in favour of the employment of natives, who, he thinks, would do as good service in the Opium Department as they are now doing in the Postal, Public Works, and other departments of the administration. He considers that natives of the class of those who now take service as Tehsildars and Deputy Collectors would do excellent service as Assistant, and eventually as Sub-Deputy Opium Agents.

4. The Governor General in Council, after careful consideration of these opinions, agrees with His Honour the Lieutenant-Governor in thinking that the time has arrived when the exclusion of natives from the higher appointments of the Opium Department should be removed.

His Excellency in Council is disposed to concur in the views stated by Mr. Rivett-Carnac in the third paragraph of his letter of the 20th March 1884, and considers that natives of India should henceforth be held to be eligible for appointment to the grades of Sub-Deputy and Assistant Sub-Deputy Opium Agents. I am to request, therefore, that His Honour the Lieutenant-Governor will take steps to arrange for the future admission to the Department of thoroughly qualified natives in such manner and under such conditions as to guard the efficiency of the service from being impaired and the revenue from danger.

5. Appointments should be made by nomination after careful selection, and the Governor General in Council would suggest that, apart from such other sources of supply as His Honour the Lieutenant Governor may desire to utilise, suitable nominees might probably be found among the class from whom are selected the Tehsildars or Naib-Tehsildars in Northern India, and officials occupying analogous positions in the Canal Department. Care should be taken to nominate only men who are physically fit for the work required; and for the present, so long as the matter is in an experimental stage, only one vacancy out of every four should be filled by natives.

6. I am to request that His Honour the Lieutenant-Governor will be good enough to cause rules to be drawn up on the lines now suggested for regulating the selection and appointment of native candidates for the higher posts of the Opium Department, and that they may be forwarded for approval by the Governor General in Council before they are brought into operation.

Copy of correspondence forwarded to the Home Department for information.

No. 1456 T.—R., dated 7th September, 1885.

No. 8.] From—H. H. RISLEY, Esq., Offg. Secy. to the Govt. of Bengal, Revenue Dept.,  
To—The Secretary to the Government of India, DEPARTMENT OF FINANCE AND COMMERCE.

With reference to your letter No. 2918, dated the 21st August 1884, I am directed to submit, for the approval of His Excellency the Governor General in Council, draft rules for admission of natives of India to the higher grades of the Opium Department.

2. It will be seen that no reference has been made in the rules to the proportion of vacancies to be filled by natives of India. On this point it is understood that the directions expressed in paragraph 5 of your letter were intended to indicate the manner in which the discretion to make appointments vested in the Lieutenant-Governor should be exercised, and that the Government of India do not wish precise instructions on this point to be embodied in the rules, the more so as it appears from your letter that the specification of the number of appointments reserved is at present only provisional.

**No. 9.]** Draft Rules for the Admission of Natives of India to the Higher Grades of the Opium Department.

1. Natives of India \* will be admitted to the higher grades of the Opium Department by selection.

2. Candidates who wish to have their names registered for appointment must forward their applications in writing to the Under-Secretary to the Government of Bengal in the Appointment Department.

3. Each candidate must produce—(a) a certificate of having passed the Entrance Examination of the Calcutta University, or satisfactory evidence from competent authority of having received a good education up to the standard at least of the Entrance Examination; (b) satisfactory certificates of his respectability and good moral character, countersigned by the Magistrate of the district in which the candidate resides, or by the Commissioner of Police if the candidate be a resident of Calcutta; (c) a certificate of health and physical fitness from a Government medical officer; and (d) a certificate from a competent Government officer that he is able to ride and is of active habits.

4. A candidate considered eligible for admission into the Department, and whose name has been approved by the Lieutenant-Governor, will receive an intimation to that effect from the Secretary to Government in the Appointment Department.

5. The registration of any applicant's name as an approved candidate will not give him a claim to an appointment.

6. A candidate appointed to the Department will be considered as a probationer for the first two years of his service. His confirmation in the Department will depend on the report which may be submitted by the Opium Agents as to the industry and intelligence with which he discharges his duties, and as to his fitness for service in the Department.

7. Persons appointed under these rules will be liable to pass the usual departmental examinations.

No. 3431, dated 9th October, 1885.

**No. 10.]** From—J. E. O'CONNOR, Esq., Assistant Secretary to the Government of India,  
DEPARTMENT OF FINANCE AND COMMERCE,  
To—The Secretary to the Government of Bengal, Revenue Department.

I am directed to acknowledge the receipt of your letter No. 1456 T.—R., dated 10th September 1885, forwarding for approval draft rules for the admission of natives of India to the higher grades of the Opium Department, and to communicate the following remarks.

2. In Rule 1 of the draft rules the term "Natives of India" is defined to mean "statutory" natives, including Europeans domiciled in India and Eurasians. I am to observe, however, that the rules are only intended to regulate the admission to the Opium Department of Natives of India of unmixed descent, and are not meant to apply to Europeans domiciled in India or to Eurasians, who are at present eligible for appointment to the Opium Department under existing rules. Rule 1 should therefore run as follows: "Natives of India of unmixed descent will in future be admitted to the Opium Department by selection." The foot-note to the rules should be omitted.

3. No provision has been made in the draft rules in regard to the age at which native candidates should be appointed to the Department. An age limit is laid down for European and Eurasian candidates, and the Government of India considers that a limit is necessary in the case of natives of India also, and that the age of a native candidate, not already in the service of Government,

\* The term "natives of India" includes all persons born and domiciled in India of parents either born or habitually resident in India, and not established there for temporary purposes only.

should not exceed 25 years when appointed to the Department. A clause to this effect should be inserted in the rules.

4. Referring to paragraph 2 of your letter, I am to say that the condition that one in every four vacancies in the Opium Department should be filled by a native of India, need not be embodied in the rules. This proportion should, however, be observed for the present. If, hereafter, it should for any reason be found desirable to alter this proportion, I am to request that the matter may be referred to the Government of India for orders.

5. In paragraph 5 of the letter in this Department, No. 2918, of the 21st August 1884, it was suggested that, apart from such other sources of supply as His Honour the Lieutenant-Governor might desire to utilise, suitable nominees for the Opium Department might probably be found among the class from whom are selected Tehsildars and Naib-Tehsildars in Northern India, and officials occupying analogous positions in the Canal Department. I am now to say that the Government of India considers that it would be an advantage to allow the nomination of native candidates for employment in the Benares Agency to be made by the Government of the North-Western Provinces and Oudh in communication with the Opium Agent. The Government of Bengal can only very imperfectly exercise its power of selection with reference to others than natives of Bengal and Behar, and as regards the particular classes from which Tehsildars and Naib-Tehsildars are drawn, the Government of the North-Western Provinces and Oudh could, no doubt, obtain the best information.

6. I am also to enquire whether it would not be expedient that the Government of the North-Western Provinces and Oudh should also nominate candidates for the competitive examination of Europeans and Eurasians for admission to the Department.

7. Should the suggestions made in paragraphs 2 to 4 above commend themselves to His Honour the Lieutenant-Governor, I am to request that the necessary provision may be inserted in the rules both for the admission of Europeans, Eurasians, and Natives to the Opium Department, and that copy of any rules that may be issued may be forwarded to this Department for information.

Copy forwarded to the Home Department for information.

No. 525-23 O., dated 9th February, 1886.

**No. 11.]** From—A. P. MACDONNELL, Esq., Secretary to the Government of Bengal, Revenue Dept.,  
To—The Secretary to the Government of India, DEPARTMENT OF FINANCE AND COMMERCE.

With reference to Mr. O'Connor's letter No. 3431, dated 9th October 1885, I am directed to submit, for the approval of His Excellency the Governor General in Council, a revised draft of rules for the admission of natives of India to the higher grades of the Opium Department.

2. Necessary alterations have been made in the rules with reference to the orders contained in paragraphs 2 and 3 of Mr. O'Connor's letter, and the instruction given in paragraph 4 of the same letter has been noted.

3. With regard to paragraph 5 of the letter under reply, I am to say that the Lieutenant-Governor has no objection to the registration of names of native candidates for employment in the Benares Agency being made under the orders of the Government of the North-Western Provinces and Oudh in communication with the Opium Agent, appointments being made by the Government of Bengal in consultation with the Government of the North-Western Provinces and Oudh. To this end I am to suggest that the Government of India may find it desirable to consult His Honour the Lieutenant-Governor of the North-Western Provinces with regard to the registration of names of candidates before finally approving the draft rules enclosed.

4. With reference to paragraph 6 of Mr. O'Connor's letter, I am to state that only Europeans have hitherto been admitted to the competitive examination held for the selection of candidates for appointment to the Opium Department, and the Lieutenant-Governor is of

opinion that this rule should be retained. Sir Rivers Thompson will be glad to receive from the Government of the North-Western Provinces and Oudh the names of any European candidates whom that Government may consider to be specially qualified for employment in the Department, with a recommendation for their admission to the examination in question. Such recommendations, I am to say, will always receive the fullest consideration from the Government of Bengal.

A copy of the Notification, dated 18th June 1885, issued by the Appointment Department of this Government, regarding the competitive examination held last month, is submitted, and I am to say that in any similar notifications that may be issued in respect of future examinations, for the words—"It will be understood that one-fourth of the appointments in the Opium Department is reserved for natives of India," the words—"It will be understood that one-fourth of the appointments in the Opium Department is reserved for natives of India of unmixed descent"—will be substituted.

**No. 12.]** Draft Rules for the Admission of Natives of India to the Higher Grades of the Opium Department.

1. Natives of India of unmixed descent will be admitted to the Opium Department by selection.

2. A candidate who wishes to have his name registered for appointment must forward an application in writing, if he be resident in the Lower Provinces, to the Chief Secretary to the Government of Bengal, or, if he reside in the North-Western Provinces, to the Chief Secretary to the Government of the North-Western Provinces.

3. Each candidate must produce—(a) a certificate of having passed the Entrance Examination of the Calcutta University, or satisfactory evidence from competent authority of having received a good education up to the standard at least of the Entrance Examination; (b) satisfactory certificates of his respectability and good moral character, countersigned by the Magistrate of the district in which the candidate resides, or by the Commissioner of Police if the candidate be a resident of Calcutta; (c) a certificate of health and physical fitness from a Government medical officer; (d) a certificate from a competent Government officer that he is able to ride and is of active habits.

No person whose age exceeds 25 years will be eligible for admission into the Department unless he be already in Government service.

4. A candidate considered eligible for admission into the Department, and whose name has been approved by the Lieutenant-Governor of Bengal or of the North-Western Provinces, will receive an intimation to that effect.

5. The registration of any applicant's name as an approved candidate will not give him a claim to an appointment.

6. A candidate appointed to the Department will be considered as a probationer for the first two years of his service. His confirmation in the Department will depend on the report which may be submitted by the Opium Agents as to the industry and intelligence with which he discharges his duties, and as to his fitness for service in the Department.

7. Persons appointed under these rules will be liable to pass the usual departmental examinations.

Dated 18th June, 1885.

**No. 13.]** NOTIFICATION—By the Government of Bengal, Appointment Department.

A competitive examination of candidates for appointment to the Opium Department will be held in January 1886, at which Europeans whose names have been, or may from time to time be, enlisted under the orders of the Lieutenant-Governor as selected candidates for appointments in that Department, will be permitted to present themselves. It will be understood that one-fourth of the appointments in the Opium Department is reserved for "natives of India." These appointments are made by selection, and are not affected by these rules.

2. A certificate of health and physical fitness by a Government medical officer will be required from each candidate, who should also furnish a copy of his baptismal certificate. In the absence of a baptismal certificate, sufficient evidence as to age should be forwarded with the application for admission to the examination. No one whose age on the date of the examination exceeds 25 years will be allowed to appear.

3. Applications for admission to the examination, accompanied by the necessary certificates and a fee of R10, must be sent not later than the 1st December next to the Under-Secretary in the Appointment Department.

4. The time and place of examination, and the number of vacancies likely to be filled up, will be notified three months before the date of examination.

5. The examination will be by written questions and answers.

6. The subjects of examination will be as follows:—

FIRST DAY.

*Morning.*

A short essay on some easy every-day subject to be selected by the Examiners and given out at the time of the examination.

Time allowed—2½ hours.

*Afternoon.*

English History and Literature, and Elementary Indian History. The text-books for this portion of the examination will be Miss Edith Thompson's History of England, being Vol. II. of the Historical Course for Schools, edited by E. A. Freeman, D.C.L., and Part III. of Wheeler's Short History of India.

Time allowed—3 hours.

SECOND DAY.

*Morning.*

Hindustani (Oordoo) in the Persian character, including reading at sight, with tolerable fluency, some easy printed book; short translation from English into Hindustani; and conversing intelligibly with a native of India.

Time allowed—2½ hours.

*Afternoon.*

Geography, Asia (specially India and Europe).

Time allowed—2½ hours.

THIRD DAY.

*Morning.*

Arithmetic, including compound proportion, simple interest, and vulgar and decimal fractions.

Algebra to Quadratic Equations, inclusive.

Time allowed—3 hours.

No books of any kind will be allowed at the time of examination.

7. The maximum number of marks for each subject will be as follows:—

English	200
Arithmetic and Algebra	300
Hindustani and Geography (150 for each branch)	300

Passing marks will be one-half of the full number of marks allowed for each subject. Those candidates who obtain the highest aggregate number of marks will receive the appointments which may fall vacant during the year in the order in which they pass the examination.

No. 928, dated 26th February, 1886.

No. 14.] From—J. E. O'CONNOR, Esq., Assistant Secretary to the Government of India,  
DEPARTMENT OF FINANCE AND COMMERCE,  
To—The Secretary to the Government of Bengal, Revenue Department.

I am directed to acknowledge the receipt of your letter No. 525—23 O., dated the 9th February 1886, forwarding revised draft rules for the admission of natives of India to the higher grades of the Opium Department, and to request that it may be stated whether the term "Europeans," as used in paragraph 4 of that letter, means Europeans of unmixed descent, whether domiciled in India or not, or whether it includes Eurasians.

No. 1231—54 O., dated 8th April, 1886.

No. 15.] From—P. NOLAN, Esq., Offg. Secretary to the Government of Bengal, Revenue Department,  
To—The Secretary to the Government of India, DEPARTMENT OF FINANCE AND COMMERCE.

With reference to your letter No. 928, dated 26th February 1886, I am directed to state, for the information of the Government of India, that the term "Europeans," as used in paragraph 4 of Mr. MacDonnell's letter No. 525—23 O., dated 9th February 1886, meant Europeans of unmixed descent, whether domiciled in India or not, and did not include Eurasians.

2. Up to a comparatively recent date appointments to the Opium Department were given only to Europeans who, after appointment, had to pass the departmental examinations.

appertaining to that service. In the correspondence ending with your letter No. 2918, dated 21st August 1884, the exclusion of natives from the higher appointments of this service was removed, but it was ordered by the Government of India that only one vacancy out of every four should be reserved for natives. It was also arranged that the admission of Europeans to the service should be regulated by a system of nomination for competitive examination. This is the rule which is now in force; and the Lieutenant-Governor still considers it necessary to restrict the privilege of appearing at these examinations to pure Europeans. But now that the higher grades in the Opium Department are to be partially filled by natives under a system of selection, Sir Rivers Thompson is of opinion that Eurasians, who are natives under Section 6 of 33 Vic., Chap. 3, should have an equal chance with natives of unmixed descent.

3. The Lieutenant-Governor is aware that the suggestion now made is not in unison with the views expressed in paragraph 2 of Mr. O'Connor's letter No. 3431, dated 9th October 1885. But he hopes that, in justice to Eurasians, who are in his opinion entitled to the same privileges as natives of unmixed descent, the Government of India will be inclined to reconsider the question, with a view to the admission of Eurasians to a service from which, under the present rules, they are entirely excluded. The result would be that while three appointments out of every four would be filled by Europeans under a system of nomination, combined with competitive examination, every fourth appointment would be available alternately to a specially qualified Eurasian and native. It may be mentioned that Eurasians, as statutory natives of India, are entitled to compete for the appointments in the Subordinate Executive Service in Bengal.

No. 795, dated 14th May, 1886.

No. 16.] From—J. E. O'CONNOR, Esq., Assistant Secretary to the Government of India,

DEPARTMENT OF FINANCE AND COMMERCE,

To—The Secretary to the Government of Bengal, Revenue (Miscellaneous) Department.

I am directed to acknowledge the receipt of your letter No. 1231—54 O., dated the 8th April 1886, on the subject of the draft rules for the admission of natives to the higher grades of the Opium Department.

2. A copy of the rules will now be sent, with copies of the correspondence on the subject, to the Government of the North-Western Provinces and Oudh for the concurrence of that Government, and in order that, if concurred in, the details in regard to the registration of names of candidates selected by His Honour the Lieutenant-Governor of those Provinces may be settled with the Government of Bengal. A copy of the letter to the Government of the North-Western Provinces and Oudh is enclosed.

3. I am to say that the Governor General in Council is unable to agree in the opinion expressed by His Honour the Lieutenant-Governor in paragraphs 2 and 3 of your letter, that Eurasians should be admitted to the Department by selection in the way in which it is proposed specially to admit natives of unmixed descent.

On the other hand, the Government of India sees no reason why they should be excluded from the competitive examinations under which Europeans are admitted to the Department; and I am to suggest that in future Eurasians should be considered eligible for nomination to appear at such examinations.

No. 796, dated 14th May, 1886.

No. 17.] From—J. E. O'CONNOR, Esq., Assistant Secretary to the Government of India,

DEPARTMENT OF FINANCE AND COMMERCE,

To—The Secretary to the Government of the North-Western Provinces and Oudh.

I am directed to forward copy of the correspondence with the Government of Bengal noted in the margin, regarding the admission of natives of India to the higher grades of the Opium Department, together with

Letter to Government of Bengal, No. 2918, dated 21st August 1884.

Letter from Government of Bengal, No. 1456 T.—R., dated 7th September 1885, and enclosure.

Letter to Government of Bengal, No. 3431, dated 9th October 1885.

Letter from Government of Bengal, No. 525—23 O., dated 9th February 1886, and draft rules referred to therein.

Letter from Government of Bengal, No. 1231—54 O., dated 8th April 1886.

Letter to Government of Bengal, No. 795, dated 14th May 1886.

a draft of rules for their admission. I am to enquire whether His Honour the Lieutenant-Governor sees any objection to the issue of the rules in their present form.

2. It will be observed that the proposed scheme provides for the nomination by the Government of the North-Western Provinces and Oudh of native candidates for employment in the Benares Agency in communication with the Opium Agent; also for the nomination of candidates for the competitive examination of Europeans and Eurasians, it being understood that all appointments will be made by the Government of Bengal in consultation with the Government of the North-Western Provinces and Oudh.

3. In this connection I am to suggest that, apart from such other sources of supply as His Honour the Lieutenant-Governor may desire to utilise, suitable native candidates might be found in the Subordinate Executive Service.

4. I am to request that, if the draft rules referred to are approved, the details in regard to registration of names of candidates for admission to the Opium Department may be arranged by the Government of the North-Western Provinces and Oudh direct with the Government of Bengal.

5. A copy of this letter will be forwarded to the Government of Bengal.

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No. 2115—II-529-2, dated 28th May, 1886.

No. 18.] From—J. R. REID, Esq., Chief Secretary to the Government of the N.-W. Provinces and Oudh,  
To—The Secretary to the Government of India, DEPARTMENT OF FINANCE AND COMMERCE.

I am directed to acknowledge the receipt of your letter No. 796, dated the 14th May 1886, forwarding copies of correspondence with the Government of Bengal regarding the admission of natives of India of unmixed descent to the higher grades of the Opium Department, together with a draft of rules for their admission prepared by that Government.

2. In reply, I am to state that His Honour the Lieutenant-Governor and Chief Commissioner sees no objection to the issue of the rules in their present form; and that the Government of Bengal has accordingly been this day addressed, with a view to the settlement of the details in regard to registration of names of candidates referred to in paragraph 5 of your letter under acknowledgment.

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No. 1253, dated 8th June, 1886.

No. 19.] From—J. E. O'CONNOR, Esq., Assistant Secretary to the Government of India, DEPARTMENT  
OF FINANCE AND COMMERCE,  
To—The Secretary to the Government of Bengal, Revenue (Miscellaneous) Department.

In continuation of letter No. 795, dated the 14th May 1886, I am directed to forward copy of a letter\* from the Government of the North-Western Provinces and Oudh, and to state that the draft rules for the admission of natives of India of unmixed descent to the higher grades of the Opium Department, enclosed in your letter of the 9th February 1886, No. 525—23 O., may now be published by the Government of Bengal and brought into operation.

\* No. 2115—II-529-2, dated 28th May 1886.