
PAPERS

RELATING TO THE

SCHEME FOR THE FUTURE RECRUITMENT OF THE INDIAN
CIVIL SERVICE.

Nos. 52—57, dated the 27th January 1900.

From—J. P. HEWITT, Esq., C.S.I., C.I.E., Secretary to the Government of India,
Home Department,

To—The Chief Secretary to the Government of Madras.

- „ Chief Secretary to the Government of Bombay.
- „ Chief Secretary to the Government of Bengal.
- „ Chief Secretary to the Government of the North-Western Provinces and Oudh.
- „ Chief Secretary to the Government of the Punjab.
- „ Chief Commissioner of the Central Provinces.

I AM directed to refer to the correspondence ending with your letter *

* Madras—no. 1221, dated the 14th November 1896. which conveyed ^{the opinion of the Govt. of Madras, etc.} _{your opinion}
Bombay—no. 10200, dated the 13th December 1896. upon the scheme for the future strength
Bengal—no. 6700-A., dated the 18th December 1896. and recruitment of (the Indian Civil
North-Western Provinces and Oudh—no. 3728, Service)† put forward by the Government
dated the 19th November 1896. of India in Home Department letter
Punjab—no. 204, dated the 17th February 1897. no. ^{6-Establishments} _{680—686}, dated the 8th Septem-
Central Provinces—no. 7785, dated the 18th ber 1896.
November 1896.
(To the Punjab) the Punjab Commission.

2. The object of the Government of India's scheme was to so regulate the recruitment of the (Indian Civil Service)‡
‡ (To the Punjab) Commission. as to ensure that an officer should, after

learning his work as a recruit during the first two years of his service, occupy for a fixed period of qualifying service subordinate or "inferior" appointments which are ordinarily held by members of the (service) † and should thereafter find himself occupying with practical permanency a "superior" appointment. In the letter of the 8th September 1896, the Government of India sought the opinions of the Local Governments and Administrations upon two questions connected with the practical working of the scheme, viz., (1) the point at which the line should be drawn between "inferior" and "superior" appointments; and (2) the length of the period of service that should be required before a "superior" appointment is reached. For the dividing line the Government of India suggested that appointments the substantive pay of which is in excess of ₹1,000 a month should be classed as "superior," the rest being "inferior." They were inclined to think that it would be proper and adequate that an officer, after he has completed nine years of service, should find himself officiating with practical permanency in at least the lowest of the "superior" appointments as so defined. The scheme and the above suggestions found ready acceptance with the Local Governments and Administrations generally [but the Government of Bombay expressed their preference for the existing system, as the scheme would provide too small a number of officers for "inferior" appointments in that Presidency.] To Bombay only.

3. I am now to forward a copy of the correspondence § which has since passed between the Government of India and the Secretary of State upon the subject.
§ Vide annexed list.

The scheme, as briefly stated in the preceding paragraph, was explained to His Lordship in the Government of India's Public Despatch no. 10, dated the 10th February 1898. As the scheme involved a very important increase of strength, the Government of India were asked, in Lord George Hamilton's Public Despatch no. 104, dated the 14th July 1898, to satisfy the Secretary of State that the increase proposed was consistent with the fulfilment of the engagement to employ officers of the Provincial Service in a proportion of the posts hitherto filled by members of the Indian Civil Service and Military officers and to consider carefully whether the extra recruitment proposed for the Indian Civil Service and the Commissions would not be too large and result in too considerable an increase of expense. The Government of India's scheme, framed on the basis that the permanent officiating charge of a superior appointment should be

reached after nine years' service, involved an addition to the total strength of Indian Civilians and Military officers in Commissions of 97. The Government of India explained in paragraph 6 of their Public Despatch no. 86, dated the 10th November 1898, that the scheme did not entrench at all upon the employment of members of the Provincial Service in the higher posts of the Administration or interfere in any way with the principles accepted as the result of the Public Service Commission of 1886-87, but they determined that it was not advisable to press for such a large increase in the Imperial Service as would have resulted from the adoption of the scheme as at first placed before the Secretary of State. As the recent change of the regulations for admission to the Indian Civil Service had raised the age of the junior members of the service, so that a recruit, on arrival in this country, is now about 24 years old, instead of being under 21 as before, the Government of India, after anxious consideration of this part of the subject, expressed (in paragraph 6 of the last-quoted Despatch) their willingness to accept eight years as the period to be passed in "inferior" appointments before reaching the charge of a "superior" appointment. The scheme modified to this extent involves a general increase of 50 officers on the previously sanctioned strength.

4. The Secretary [of State has accepted* the principles upon which the Government of India's scheme is based, being convinced of the necessity of giving a sufficient rate of promotion, which will

* *Vide* His Lordship's Public Despatch no. 13, dated the 26th January 1899.

neither compel the appointment to important offices of young and inexperienced men, nor keep members of the service too long on a salary unsuited to their age and standing. His Lordship also considers the period of eight years as the time by which an officer should be permanently holding superior office as sufficient.

The Government of India's scheme involves the provision of 19 superior appointments, approximately at the rate of 4 per cent. of the superior appointments in the cadre of each Province, to be held either by officers on deputation, or as posts sanctioned for a limited time. This provision necessitates a strength of 37 officers, evenly distributed, in place of the 16 officers previously sanctioned for "reserve" posts in some Provinces. It will be observed from the correspondence which has passed since the Government of India's Public Despatch no. 20, dated the 23rd March 1899, was written, that the Secretary of State had some hesitation in accepting the necessity for this provision, and that His Lordship's final sanction has been in consequence somewhat deferred. The entire proposals of the scheme modified on the eight years' basis, as set forth in the Government of India's Despatch of the 10th November 1898, have now, however, been sanctioned. They give [the Madras Presidency a strength of 161 officers in place of 142 previously sanctioned].

To Madras.

To Bombay.

[the Bombay Presidency a strength of 163 officers in place of 149 previously sanctioned. The increased number is two in excess of the number which the Government of Bombay, in paragraph 9 of Mr. Monteath's letter of the 12th December 1896, stated to be required for the Bombay Presidency. The method by which the number 163 has been calculated by the Government of India will be found explained in the third clause of paragraph 10 of their Despatch of the 10th November 1898. The Governor General in Council trusts that the Government of Bombay will in these circumstances no longer have any objection to the scheme, which has now been accepted for the whole of India, and that the deficiencies referred to in Mr. Lawrence's letter no. 4614, dated the 15th July 1898, will in future be found to be sufficiently provided for.]

To Bengal.

[a total strength of 265 for Bengal and Assam as compared with 269 previously sanctioned. The reduction is in consequence of the reorganization of the Assam Commission, sanctioned in the Secretary of State's Public Despatch no. 174, dated the 21st December 1899, of which, with the connected correspondence, I am to enclose a copy for the information and guidance of His Honour the Lieutenant-Governor; it will be observed that the orders regarding the Assam Commission effect an alteration in the various grades of Magistrate-Collectors in Bengal as suggested in your letter no. 4458-A., dated the 15th August 1898. The sanctioned strength of officers for Bengal proper is now 226 instead of 221 as previously, and that of Assam is 39 (including Military officers and members of the Indian Civil Service in training during their first two years in Bengal) instead of 47 as previously. As ten officers of the Assam Commission should

be Military officers, the sanctioned number of members of the Indian Civil Service in that Province, including recruits in training in Bengal, should now be 29. At present the number of members of the Indian Civil Service in Assam is exactly 29, so that no recruit need be transferred there at present. The number of recruits needed annually to keep up the supply of 29 members of the Indian Civil Service is $(29 \times \frac{4}{5}) = 1.25$, or five in four years. This number is, of course, independent of officers supplied in exchange. The Government of Bengal should arrange in communication with the Chief Commissioner of Assam each year as to the number of recruits to be supplied to the latter Province. No reference need be made to the Government of India unless a difference of opinion arises between His Honour the Lieutenant-Governor and Chief Commissioner. These orders dispose of the points raised in your letter no. 9 2-A. D., dated the 19th June last.]

[the North-Western Provinces and Oudh a strength of 214 officers in place of 218 previously sanctioned. This slight decrease is due to the alteration of the system of recruitment for appointments under the Government of India; the recruitment for each Province will in future be based on the total number of superior appointments in the Province on the assumption that the appointments listed as open to the Provincial Service counterbalance those under the Government of India, as explained in paragraph 3 of the Despatch of the 10th November 1898. The Government of India are now able to reply officially to Mr. Vincent Smith's letter no. 1236, dated the 30th June 1898, on the subject of the existing and prospective strength of the Indian Civil Service in the North-Western Provinces and Oudh. In list B attached to the Government of India's Despatch of the 10th February 1898 the number of superior appointments in the North-Western Provinces and Oudh was put at 105. This number was fixed in accordance with Mr. Evans' letter no. 3723, dated the 19th November 1896. Since the preparation of the list, however, a District and Sessions Judgeship has been sanctioned for Aligarh. Including this post, the total number of superior appointments in the North-Western Provinces and Oudh would be 106, but the correct number is 105, as a mistake was made in entering five Settlement Officerships in the list instead of four, the latter being the number of such appointments left for members of the Indian Civil Service after the listing of two Settlement appointments as open to the Provincial Service in Home Department Resolution No. ^{9-Public} 1342-1352, dated the 21st April 1892. In calculating the actual strength of service, paragraph 4 of Mr. Smith's letter takes into account Statutory Civilians and Provincial officers holding listed posts, but these should be excluded, as the Government of India's scheme excludes listed posts in estimating the total strength of the Indian Civil Service required; moreover, the reserve for leave for Provincial Service officers is provided for in the Provincial Service, so that, if the calculation is made as in Mr. Smith's letter, a fictitious deficiency will appear. Excluding the officers permanently transferred to other Provinces, the number of officers on the list of the North-Western Provinces and Oudh on the 1st July last was 210, or four short of the strength now sanctioned; the deficiency has since been made up by the additional recruits who have arrived. The Government of India regret that the proportion of officers of over eight years' service remains deficient, but such deficiency is common to all Provinces for the reasons set out in paragraph 13 of the Government of India's Despatch of the 10th November 1898, and will before long be made up by the extra recruitment which has taken place since 1893. In the opinion of the Government of India no special measure, such as the bringing in temporarily of officers from other Departments, which Sir Antony MacDonnell felt inclined to suggest, is required; by the time such outsiders could be trained to be of much use there will be a sufficiency of experienced members of the Indian Civil Service. I am to add that a separate communication is now being addressed to you on the subject of the proposal embodied in the Proposition Statement forwarded with your letter No. 554, dated the 14th July 1898, which has been made by His Honour the Lieutenant-Governor for the creation of nine Assistant Judgeships in the North-Western Provinces and Oudh, six to be held by members of the Indian Civil Service and three by members of the Provincial Service.]

[the Punjab Commission a strength of 167 officers in place of 149 previously sanctioned. This increase of strength necessitates the reconsideration of the

To the North-Western Provinces and Oudh.

To the Punjab.

figures put forward in Mr. Dane's letter no. 1345, dated the 16th September 1898, in connection with His Honour the Lieutenant-Governor's proposal to increase the number of Extra Assistant Commissionerships in order to make up for the deficiencies said to exist in the Commission, to which a separate reply will now be sent.]

To the Central
Provinces.

[the Central Provinces a strength of 73 officers in place of the 68 previously sanctioned, and two Settlement Officerships as superior appointments, as stated in the first footnote in paragraph 9 of the Government of India's Despatch of the 10th November 1898. The increase now effected will, the Governor General in Council trusts, be found to remove the difficulties resulting from the deficiency of the Assistant Commissioners pointed out by Mr. Ibbetson in paragraph 7 of your letter No. 5915, dated the 5th August 1899, on the subject of the raising of the pay of the Commissionerships, Deputy Commissionerships and Assistant Commissionerships in the Central Provinces, which is under the separate consideration of the Secretary of State.

6. It will be observed from the Government of India's Despatches of the 10th February 1893 and 23rd March 1899 that the numbers of recruits indented for during the last two years were based on the Government of India's scheme, but were fixed without previous reference to the Local Governments and Administrations. The system of framing indents has changed, as explained in paragraph 13 of the Government of India's Despatch of the 10th November, and quinquennial estimates (as well as annual estimates) will no longer be required. The following table has been prepared on the method adopted in that Despatch to show the estimated excess or deficiency on the 1st July 1901:—

PROVINCE.	Strength now sanctioned by the Secretary of State.	Actual strength on 1st July 1899.	ADDITIONS TO STRENGTH EXPECTED.		Estimated casualties at 4.31 per cent. per annum for two years.	Estimated strength on 1st July 1901. (columns 3, 4, and 5 less 6).	Estimated excess or deficiency on 1st July 1901.	
			1899-1900.	1900-1901.				
1	2	3	4	5	6	7	8	
Madras . . .	161	155	10	9	13	161	Nil	* Includes reorganization of Assam Commission sanctioned in the Secretary of State's Public Despatch no. 174, dated the 21st December 1899.
Bombay . . .	163	150	10	10	13	157	-6	† Includes two Military officers.
Bengal and Assam	{ 226 } 89 } 265*	{ 230 } 39 } 269	13	11	23	270	+6	‡ According to reorganization of Burma Commission sanctioned in the Secretary of State's Public Despatch no. 178, dated the 21st December 1899.
North-Western Provinces and Oudh.	214	210	12	9	18	213	-1	
Punjab . . .	167	156	12†	8||	14	162	-5	§ Includes one Military officer.
Burm . . .	123||	130	5†	5||	11	129	+1	|| Includes one Military officer.
Central Provinces	73	68	5	4	6	71	-2	
TOTAL	1,171	1,138	67	56	98	1,163	-8	

N.B.—The figures in column 3 exclude officers permanently transferred to other Provinces, but include Military and Uncovenanted officers who are members of Commissions.

For the strength now sanctioned, the normal annual recruitment, calculated at the rate of 4.31 per cent. as in paragraph 11 of the Government of India's Despatch of the 10th November 1898, is as follows:—

	Madras.	Bombay.	Bengal.	Assam.	North-Western Prov. inces and Oudh.	Punjab.	Burma.	Central Prov. inces.	TOTAL.
Indian Civil Service	6.94	7.03	9.74	1.25	9.22	5.40	4.14	3.15	46.87
			10.99						
Military officers	...	...	.43		...	1.80	1.38	...	3.61
TOTAL	6.94	7.03	11.42		9.22	7.20	5.52	3.15	50.18

The Government of India propose to recruit 50 recruits for the Indian Civil Service at the next competition and to distribute them as below:—

	Normal recruitment.	Proposed recruitment.	Difference.
Madras	7	7	Nil
Bombay	7	9	+2
Lower Provinces (Bengal and Assam)	11	9	-2
Upper Provinces	18	10	+ 3
{ North-Western Provinces and Oudh.	}	7	
{ Punjab		4	
{ Central Provinces		4	
Burma	4	4	Nil
TOTAL	47	50	+ 3

Unless the Local Governments and Administrations have any special objections to urge to these figures, the Government of India propose to telegraph them to the Secretary of State on the 15th proximo, by which date the indents are due in London. For future years the Local Governments and Administrations should, after testing the actual and prospective conditions of the service as compared with the requirements for superior appointments, send in their indents every year so as to reach this Department as soon as possible after the 1st January.

No.

COPY, with copy of enclosures nos. (6)—(13), forwarded to the Finance and Commerce Department for information, in continuation of endorsement no. 910, dated the 22nd November 1898.

LIST OF ENCLOSURES.

- (1) The Government of India's Public Despatch, no. 10, dated the 10th February 1898, and enclosure no. 11.
- (2) The Secretary of State's telegram, dated the 14th April 1898.
- (3) The Government of India's telegram no. 366-Establishments, dated the 6th May 1898.
- (4) The Secretary of State's Despatch no. 104-Public, dated the 14th July 1898.
- (5) The Government of India's Public Despatch no. 86, dated the 10th November 1898.
- (6) The Secretary of State's Despatch no. 13-Public, dated the 26th January 1899.
- (7) The Government of India's Public Despatch no. 20, dated the 23rd March 1899.
- (8) The Government of India's telegram no. 431-Establishments, dated the 20th July 1899.
- (9) The Secretary of State's telegram, dated the 21st July 1899.
- (10) The Home Department Despatch to the Under Secretary of State, no. 55-Establishments, dated the 3rd August 1899 (without enclosure no. 2).
- (11) The Government of India's telegram no. 592-Establishments, dated the 21st October 1899.
- (12) The Government of India's telegram no. 753-Establishments, dated the 21st December 1899.
- (13) The Secretary of State's telegram, dated the 9th January 1900.
- [(14) Despatch to the Secretary of State, no. 810, dated the 31st August 1899, and [] To Bengal only. enclosures.
- (15) Despatch from the Secretary of State, no. 174 (Public), dated the 21st December 1899.]

No. 10, dated the 10th February 1898.

From—The Government of India,

To—The Right Honourable Lord GEORGE FRANCIS HAMILTON, Her Majesty's Secretary of State for India.

With reference to the correspondence ending with the Earl of Kimberley's Public Despatch no. 25, dated the 16th February 1893, we have the honour to forward, for Your Lordship's consideration, a copy of the papers entered in the annexed list regarding the future recruitment of the Indian Civil Service and the number of candidates to be selected at the open competition of 1898.

2. The main object of the service being to officer the principal civil appointments in India, it is necessary, before determining the annual recruitment required for a service which shall fulfil this object, to settle (1) the total strength of the service to be recruited for, and (2) the rate of recruitment required to maintain the service at the requisite strength. In 1882 the normal annual rate of recruitment was, after a careful calculation, fixed at 4·31 per cent. of the strength of the service, and this rate has since been maintained, subsequent examinations having established the substantial accuracy of the data of the earlier calculations. The total strength has hitherto been settled upon a consideration of (a) the number of appointments, whether superior or inferior, which it is desirable to fill by members of the Indian Civil Service present on duty; (b) the average number of officers absent on leave; and (c) the number of officers who are in training and not yet qualified to hold the appointments included in (a). The number of officers required under (b) and (c) were, like the annual rate of recruitment, determined in 1882, the percentages adopted being 27·39 and 10·58 of the total number of appointments included in (a).

3. It is with reference to point (a) that we consider that the principles hitherto followed require reconsideration. While the two principles which will be presently stated (paragraph 4 below) were not altogether lost sight of in 1882, other considerations were allowed to override them to some extent; and both in 1882, when the question of recruitment was first fully treated in a systematic way, and in 1890, when the figures settled in 1882 were revised for another quinquennial period, the method actually followed in settling the number of appointments to be held by Indian Civilians was to ascertain the number of superior and inferior appointments and to take the total number of both classes as the basis for determining the strength of the service. This system has led to difficulties, especially in Bengal and the Punjab, where the supply of officers properly qualified to hold charge of districts is, to the great detriment of the administration, at present inadequate, and these difficulties have been accentuated by the irregular and very short recruitment in the years which immediately preceded the introduction of the scheme devised in 1882. We have therefore determined to re-examine the question of recruitment with a view to the adoption for the future of a more satisfactory system.

4. We are of opinion that in settling the number of appointments to be held by members of the Indian Civil Service, and consequently the total strength of the service, there are two principles which should be carefully kept in view, *viz.*: (a) the members of the service should have sufficient training in subordinate or inferior appointments before they are called upon to discharge the duties of higher ones, and (b) they should throughout the whole period of their service have sufficient salaries and sufficiently responsible duties. To secure these two objects we consider that the recruitment for the Indian Civil Service ought to be so regulated as to ensure that an officer should, after learning his work as a recruit during the first two years of his service, occupy, for a fixed period of qualifying service, subordinate or inferior appointments for which members of the service are required, and should thereafter find himself occupying, with practical permanency, a superior appointment. We have carefully considered, in communication with Local Governments and Administrations, the question where the line should be drawn between inferior and superior appointments and the length of the period of service to be required before a superior appointment is reached. We think that, as a general rule, a superior appointment may be taken as one to which a substantive pay in excess of £1,000 is attached, and that the period of qualifying service after

which a member of the service should expect to be in practically permanent tenure of such an office may be fixed at 9 years from the commencement of his service. The principle, therefore, which, in our opinion, should be adopted is that recruitment, to be proper and adequate, should be so arranged that an officer, after he has completed 9 years of service, should find himself officiating with practical permanency in at least the lowest of the superior appointments as above defined.

5. To give effect to the scheme described in the preceding paragraph the change required in the past practice is that, in settling the strength of the service, the number of inferior cadre appointments should be disregarded, and the number of superior appointments only should be taken as the basis of the calculations. The number of Indian Civilians available to fill inferior appointments will then become a fixed percentage on the number of superior appointments. But the question of recruitment must to some extent depend upon considerations of an entirely different character, for it has to be considered whether the number of inferior appointments for which Indian Civilians will in this way be made available is insufficient, sufficient or excessive in view of the administrative needs of the several Provinces. In giving effect to such considerations it must be borne in mind that any increase of inferior appointments beyond the percentage fixed as above involves the diminution of the standard of salary to be expected by the members of the service, and that any decrease involves the shortening of the time during which they qualify by inferior service for superior duties. In either case questions are involved which bear upon the general efficiency of the service.

6. We also consider that it will be convenient to make a minor change in the practice of the past. The great bulk of the appointments for which Indian Civilians are required are included in the several Provincial lists. There are, however, a few which are held directly under the Government of India. Of the appointments in each Province, after deduction of the proportion reserved for Military officers in the Frontier Commissions, one-sixth were formerly reserved for Statutory Civilians, and now a fixed number has been specifically allotted to the Provincial Service. It has hitherto been the practice, for the purpose of settling the recruitment, to distribute more or less arbitrarily among the several Provinces the appointments under the Government of India, and to increase the recruitment for the Provinces accordingly. We now propose to base the recruitment for each Province on the total number of appointments in the Province, including those allotted to the Provincial Service, but without any addition on account of the appointments under the Government of India. As the number of superior appointments under the Government of India is 43 (*vide* List G appended to this Despatch), a figure which corresponds exactly with the number of superior appointments listed in the different Provinces as open to the Provincial Service, the Provincial Governments, if their services are recruited with reference to the total number of superior appointments, including "listed" ones, which have to be provided for, will be able to spare the officers required for appointments under the Government of India since they will have the consequent deficiencies in their own services filled from the Provincial Services. This change, therefore, while involving a departure from strict or apparent accuracy in recruiting, will secure substantially the result as the direct inclusion of the Government of India appointments in the number to be recruited for; and it is convenient as avoiding the arbitrary distribution of them among the several Provinces.

7. The following table, which is based on a careful examination of the statistics relating to the service, shows the average distribution of regularly recruited service in a form suited for working out the figures of recruitment on the system above described:—

	On duty.	On leave.	TOTAL.
Men of over nine years' service holding superior cadre appointments, i.e., appointments of over Rs.1,000 pay.	100	31.7	131.7
Men from the 3rd to the 9th year of service inclusive, holding inferior cadre appointments.	50.3	7.7	58
Men of the 1st and 2nd years of service reckoned as in training.	15.9	1.8	17.7
Total of service	166.2	41.2	207.4

Thus, a service of the total strength of 207·4 is required to supply officers to fill 100 superior appointments. The ascertained rate of recruitment being 4·31 per cent., the annual recruitment for a service of 207·4 men will be 8·95 men. The strength of service for each Province will bear the proportion to 207·4 that the number of superior appointments bears to 100, and the normal annual recruitment the proportion to 8·95 that the strength bears to 207·4. Accordingly, to settle the normal recruitment for each Province for 1898 and the following years on the system now laid down, all that is necessary is to ascertain the number of superior appointments in each of them.

8. In our Home Secretary's letter dated the 8th September 1896, we invited the Local Governments and Administrations to give their opinions specially upon the following questions :—

- (1) the suitability of the scheme of recruitment as described above ;
- (2) the limit proposed for the period of qualification for a superior appointment ;
- (3) the appointments which should be classed as superior.

List of superior appointments, prepared under the principles set forth in paragraph 4 above, were forwarded to the Local Governments, and they were asked to carefully examine them and to propose any modifications that might be thought necessary or desirable. We suggested that the rule that an appointment, the substantive pay of which exceeds ₹1,000, should be regarded as superior, and one the pay of which is ₹1,000 or less as inferior, might be made subject to certain exceptions. For example, there are certain appointments, such as Under-Secretaryships, carrying a pay in excess of ₹1,000, which should be ranked as inferior, and, on the other hand, there are certain District Officers employed in hill districts on pay not exceeding ₹1,000, the importance of whose charges might require that they should be classed as superior. The scheme which we put before Local Governments and Administrations did not, as we have already explained, contemplate the enumeration of inferior posts as such, but it was left to them to consider for what appointments of this nature they thought it indispensable to have members of the Indian Civil Service.

9. We have been gratified to find, as Your Lordship will observe from the replies received, that, with the exception of the Government of Bombay and the Chief Commissioner of Assam, all the Local Governments and Administrations readily accept our proposals on all points. They suggest a very few alterations in the list of superior appointments which we forwarded to them for examination. We have accepted these corrections and have prepared revised lists A to G which form one of the enclosures to this Despatch. In the Madras list we have also included the post of Commissioner of Coorg in view of our recommendation made to Your Lordship in Financial Despatch no. 179, dated the 7th July 1897, and approved in your Despatch no. 103 (Public), dated 2nd September 1897; and from the Bengal-Assam list we have omitted the post of Inspector General of Registration, which was specially omitted from the cadre of the Indian Civil Service in 1892.

10. The Government of Bombay object to our proposals on the grounds set forth in paragraphs 2 to 4 of their letter no. 10200, dated the 12th December 1896, and express their preference for the existing system of recruitment which is based on the total number of superior and inferior appointments. Their chief ground of objection is that, if the scheme were applied to the Bombay Presidency, it would provide too small a number of officers for inferior appointments, whereas in their opinion the number should be materially increased. They urge that the appointments named in paragraph 4 of their letter should be included in the list of superior appointments, and that it is necessary that the strength of the service of the Bombay Presidency and Sind should be fixed at 160 (45 stated in paragraph 9 of the Local Government's letter being a clerical error for 44) after deducting the posts allotted to the Provincial Service, but including the officers required to fill appointments under the Government of India. The Bombay Government also take exception to the assumption that, so far as the Bombay Presidency is concerned, the appointments under the Government of India and those to be transferred to the Provincial Service counterbalance each other on the ground that the Government of India as a rule take senior men for

appointments under them in a larger proportion than the number of superior appointments listed as open to the Provincial Service.

We are not able to agree with the Government of Bombay as to the principles on which they object to our proposal. But the system of revenue administration in Bombay differs materially from that in force elsewhere, and the Bombay Government have always, relatively to the area and population of the Province, had at their disposal a large number of Indian Civilians to fill inferior appointments than other Local Governments. For this reason we do not propose to reduce the strength of the service for which the Bombay Government ask, and are of opinion that the strength of the Indian Civil Service for the Bombay Presidency and Sind should be fixed (including the posts transferred to the Provincial Service, but without any addition on account of the officers required for the Government of India) at not less than the total shown in paragraph 9 of the Bombay Government's letter above referred to. This result could be attained by adding to the list of superior appointments some of the appointments mentioned by them, which would in other Provinces be reckoned as the highest paid of the inferior, and thus raising the number of superior appointments to 75, which would result in giving a service of 162 officers. We have accordingly included the posts of Administrator, Porbandar State, which is at present held by an Indian Civilian, the Judicial Assistant to the Political Assistant, Kathiawar, two Under Secretaries to Government, the Assistant to the Commissioner in Sind and three Joint Judges at Ahmedabad, Karachi, and Shikarpur.

11. In the opinion of the Chief Commissioner of Assam the scheme is not suitable for a Province like Assam, which is too small and has too few high appointments to justify the creation of a separate service. Mr. Cotton also considers that the limit of nine years which is proposed as the period of qualification for a superior appointment is too long a period, having regard to the age at which members of the Indian Civil Service now arrive in India, and suggests that it should be fixed at seven years. With reference to the correspondence ending with Your Lordship's Public Despatch no. 66, dated the 9th July 1896, regarding the improvement in the position and prospects of the Assam Commission, we had contemplated the possibility of having separate lists of Indian Civilians for Bengal and Assam, respectively, but we have found it impracticable to arrange this; and so long as the Assam Administration continues to receive its supply of Indian Civilians from Bengal, Mr. Cotton's objection to the proposed system of recruitment has no application. We are, moreover, unable to accept his view that the period of qualification in an inferior appointment should be reduced to seven years. The general opinion of the Local Governments is in favour of the term proposed by us, and, moreover, the shortening of the period would have the effect of reducing the number of officers available to fill the inferior appointments for which Civilians are required.

12. The number of superior and inferior appointments and the total strength of the service in each Province, if the superior appointments are taken as in the appended revised lists and an addition of 4 per cent. is made to them on account of temporary appointments and deputations, will be as follows:—

	Bengal and Assam.	North-Western Provinces and Oudh.	Punjab.	Central Provinces.	Madras.	Bombay.
1. Number of superior appointments	130	105	82	86	79	75
2. Add 4 per cent. for temporary appointments and deputations.	5	4	3	1	3	3
3. Total number of appointments to be filled by men on duty of over nine years' service.	185	109	85	87	82	78
4. Add inferior appointments at the ratio of 50·3 to 100.	68	55	43	19	41	39
5. Total number of appointments	203	164	128	56	123	117
6. Total strength of service required, <i>viz.</i> , 207·4 for each 100 in line 5.	280	226	176	77	170	162

The figures in this table include Military and other officers who have been admitted to fill some of the appointments on practically the same conditions as the members of the Indian Civil Service and on the same promotion list with them. In Bengal, the North-Western Provinces and Oudh and Bombay a few of these officers still remain, but it will not be long before the service in those Provinces will cease to contain any of them. The system of recruitment in the Punjab and Assam provides that Military officers shall continue to be recruited in the proportion of 25 per cent. of the total strength of the service, and a deduction from the recruitment must be made to this extent in those two Provinces to arrive at the recruitment of the Indian Civil Service. The annual recruitment for the total strength shown in line 6 of the above table at 4·31 per cent. will therefore be—

	Bengal and Assam.	North-Western Provinces and Oudh.	Punjab.	Central Provinces.	Madras.	Bombay.	TOTAL.
Indian Civil Service	11·62	9·74	6·69	3·31	7·32	6·98	44·66
Military officers	·44	...	1·89	...	...	...	2·83
TOTAL	12·06	9·74	7·58	3·31	7·32	6·98	46·99

These figures exhibit the recruitment required to keep up to its proper standard a service which has already reached that standard; but in their application to the actual recruitment of a particular year each Local Government will have to consider whether any addition has to be made to supply deficiencies in the service, or whether the normal recruitment will have to be diminished to correct an excess. The result of an uncorrected deficiency is to cause the officer to pass into a superior office before he has passed the requisite period of service in inferior ones; and the result of an uncorrected excess is to unduly postpone his succession to the emoluments which we consider to be the necessary standard for the Civil Service.

13. We do not propose to include Burma in the above scheme, as the circumstances of that Province are in several respects peculiar. The service there cannot be regarded as finally established as a separate one, since the officers who are serving there may in some cases at least be eventually recalled to their own Provinces. Transfers therefore from Burma to other Provinces and from other Provinces to Burma may affect the regularity of the future recruitment, unless they are so arranged as to balance each other. The service is also more irregularly arranged than the services of other Provinces, the great majority of the Indian Civilians in the Province being of comparatively short service, while there are a large number of Military officers and Civil officers transferred from the Police and other Departments who may be expected to remain longer in the service than Indian Civilians would. The retirements are not therefore likely to be normal or regular, and the question of recruitment for Burma and the state of the service there will require closer watching in future than in other Provinces. We also doubt whether it is practicable to base recruitment for Burma at present on the number of superior posts only, as the importance of many posts on comparatively low pay is such that the staff which the Government of Burma requires cannot be limited on the ground that it exceeds the number that would admit of a due flow of promotion. In these circumstances we are of the opinion, in which Sir Frederic Eryer agrees, that the recruitment for that Province should still continue to be calculated on the total number of superior and inferior appointments. The sanction conveyed in Your Lordship's Public Despatch no. 50, dated the 4th June 1896, raised the total cadre posts to 99 and the strength of the service to 136. The normal annual recruitment at 4·31 per cent. on the strength is 5·86, which should be distributed in the proportion of 4·40 to the Indian Civil Service and 1·46 to the Staff Corps.

14. We have now to consider what actual recruitment is necessary at the open competition for the Indian Civil Service in 1898 of candidates to arrive in this country at the end of 1899. We have caused an examination to be made

into the condition of the services in the several Provinces with a view to estimate the deficiencies which are to be expected on the 1st July 1899. The results are shown below :—

PROVINCE.	Standard strength as now fixed, vide paragraphs 12 and 13 above.	Actual strength on 1st July 1897.	ADDITIONS TO THE STRENGTH ANTICIPATED.		Estimated casualties for two years at 4.81 per cent. per annum on actual strength.	Estimated strength on 1st July 1899 (columns 3, 4 and 5 less 6).	Estimated deficiencies of strength on 1st July 1899 (column 2 less 7).
			1897-98.	1898-99.			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Bengal and Assam	280	254	20	19	28	271	9
North-Western Provinces and Oudh.	226	208	9	12	18	211	15
Punjab	176	147	18	13	13	160	16
Central Provinces	77	68	5	4	5	67	10
Madras	170	152	7	10	13	156	14
Bombay	162	143	7	7	13	149	13
Burma	136	133	6	6	11	134	2
TOTAL	1,227	1,105	67	71	95	1,148	79

The normal number of Civilian recruits required annually comprises 44.66 for the various Provinces, excluding Burma, as explained in paragraph 12 above, and 4.40 for Burma, as explained in paragraph 13, or 49 approximately in all.

The deficiencies which may be anticipated in the services of the different Provinces in July 1899 are very serious, but the extra recruitment which is needed to supply the deficiencies shown in the final column of the statement just given should not, we think, in any year exceed in any material degree 30 per cent. of the normal annual recruitment. It is only by distributing the extra recruitment in this manner that the administrative difficulties resulting from the depletion of the service can, it seems to us, be removed without creating others which are almost as serious. We have accordingly arrived at the conclusion that 65 vacancies should be offered for competition at the examination of 1898, and we would allot them as follows: Bengal and Assam 13, the Upper Provinces 28, Madras 10, Bombay 10 and Burma 4. These figures we intimated to Your Lordship in our telegram no. 73, dated the 7th instant.

This recruitment will have the effect of reducing the anticipated deficiency of the service as follows :—

	Normal recruitment.	Excess now proposed.	Deficiency estimated for 1899.	Probable deficiency in 1900.
Bengal and Assam	11.6	1.4	9	7.6
Upper Provinces	18.7	9.3	41	31.7
Madras	7.3	2.7	14	11.3
Bombay	7	3.0	13	10

15. Though we believe that additional recruitment in excess of the normal to about the same extent will be necessary for some years more, we do not propose to fix the recruitment for several years in advance, since, as we have stated in paragraph 12, we consider that the calculation should be made every year, so that the actual state of each service may be continually under comparison with the standard strength. The points to which we now ask Your Lordship's sanction are the scheme of recruitment as described in this Despatch, the enumeration of the superior appointments given in the appended Lists A to F with the resulting total strength of the service in each Province, the normal

recruitment as stated in paragraphs 12 and 13 and the special recruitment of 65 candidates in 1898.

We have the honour to be,

MY LORD,

Your Lordship's most obedient, humble Servants,

ELGIN.

J. WESTLAND.

M. D. CHALMERS.

E. H. H. COLLEN.

A. C. TREVOR.

C. M. RIVAZ.

No.

Copy forwarded to the Finance and Commerce Department for information, in continuation of endorsement no. 720, dated the 21st November 1896.

HOME DEPARTMENT,
ESTABLISHMENT;
Calcutta, the February 1898.

By order,
L. M. THORNTON,
Deputy Secy. to the Govt. of India.

LIST OF ENCLOSURES.

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Circular letter to Local Governments and Administrations, no. 6 Est.—680-686, dated the 8th September 1896, and enclosures. 2. Letter to the Government of Burma, no. 919, dated the 21st November 1896, and enclosure 3. Letter from the Government of Madras, no. 1221, dated the 14th November 1896, and enclosure. 4. Letter from the Government of Bombay, no. 10200, dated the 12th December 1896. 5. Letter from the Government of Bengal, no. 6700-A., dated the 16th December 1896, and enclosure. 6. Letter from the Government of the North-Western Provinces and Oudh, no. 3723, dated the 19th November 1896. 7. Letter from the Government of the Punjab, no. 204, dated the 17th February 1897, and enclosures. 8. Letter from the Government of Burma, no. 498—1-C-8, dated the 15th December 1896. 9. Letter from the Chief Commissioner of the Central Provinces, no. 7785, dated the 16th November 1896. 10. Letter from the Chief Commissioner of Assam, no. 1088-P. S.—1844-G., dated the 10th March 1897. 11. Revised Lists A to G of superior appointments referred to in paragraph 9. | <p>} Please see Home Department Establishments Proceedings, November 1896, nos. 20 to 33, pages 685 to 707.</p> |
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Revised Lists of Superior Appointments.

LIST A.

BENGAL AND ASSAM.

Superior appointments in order of pay.

[The Assam appointments are shown in Italics.]

Number of appointments.	DESIGNATION.	Pay of each.
		R
1	Lieutenant-Governor	8,333½
1	<i>Chief Commissioner</i>	4,166½
2	Members, Board of Revenue	4,000
6	High Court Judges	3,750
1	Chief Secretary	3,333½
1	Chairman, Calcutta	3,000
9	Commissioners	2,916½
1	Opium Agent	2,833½
1	Legal Remembrancer	2,833½
2	Secretaries	2,750
1	Judicial Commissioner	2,500
1	Secretary, Board of Revenue	2,500
1	<i>Judge and Commissioner</i>	2,500
1	Inspector General of Police	2,500
15	District and Sessions Judges, 1st grade	2,500
15	Magistrates and Collectors, 1st grade	2,250
1	Collector of Customs	2,250
1	<i>Secretary to Chief Commissioner</i>	2,000
1	<i>District and Sessions Judge, Sylhet</i>	2,000
15	District and Sessions Judges, 2nd grade	2,000
2	Deputy Commissioner, 1st grade	1,833½
(a) 3	<i>Deputy Commissioners, 1st grade</i>	1,833½
1	Junior Secretary, Board of Revenue	1,800
15	Magistrates and Collectors, 2nd grade	1,800
1	Commissioner of Excise	1,800
1	Registrar, High Court	1,700
(a) 5	<i>Deputy Commissioners, 2nd grade</i>	1,666½
1	<i>Director, Land Records</i>	1,583½
13	Magistrates and Collectors, 3rd grade	1,500
1	Director, Land Records	1,500
4	Settlement Officers	Salary of grade + R200 S. A.
(a) 3	<i>Deputy Commissioners, 3rd grade</i>	1,333
(a) 2	<i>Deputy Commissioners, 4th grade</i>	1,000
130		Settlement Allowance.

(a) Includes Inspector General of Police, etc., Political Agent, Manipur, and Political Officer, North Lushai Hills.

LIST B.

NORTH-WESTERN PROVINCES AND OUDE.

Superior appointments in order of pay.

Number of appointments.	Designation.	Pay of each.
		R
1	Lieutenant-Governor	8,333½
3	High Court Judges	3,750
1	Judicial Commissioner	3,500
2	Members, Board of Revenue	3,500
1	2nd Judicial Commissioner	3,333½
1	Chief Secretary	3,000
2	District Judges, 1st grade	3,000
3	Commissioners	2,916½
1	Opium Agent	2,833½

NORTH-WESTERN PROVINCES AND OUDH—contd.

Superior appointments in order of pay—contd.

Number of appointments.	Designation.	Pay of each.
		R
8	District Judges, 2nd grade	2,500
1	Inspector General of Police	2,500
1	Judicial Secretary	2,200
(a) 18	Magistrates and Collectors, 1st grade	2,250
4	District and Sessions Judges, 3rd grade	2,250
1	Legal Remembrancer	2,000
1	Commissioner, Kumaun	2,000
9	District Judges, 4th grade	1,833½
(a) 16	Magistrates and Collectors, 2nd grade	1,833½
4	Deputy Commissioners, 1st grade	1,833½
1	Director, Land Records	1,800
3	District Judges, 5th grade	1,666
(a) 10	Deputy Commissioners, 2nd grade	1,666½
1	Registrar, High Court	1,600
5	Settlement Officers	Salary of grade + R150 Settlement Allowance.
1	Deputy Commissioner, Naini Tal	1,200
1	Superintendent, Dehra Dun	1,000
105		

(a) To Secretaryships in the Board of Revenue, the 3rd (Financial) Secretary to Government and the Excise Commissionership are held by officers in the grades of Magistrates and Collectors and Deputy Commissioners.

LIST C.

PUNJAB.

Superior appointments in order of pay.

Number of appointments.	Designation.	Pay of each.
		R
1	Lieutenant-Governor	8,333½
3	Judges, Chief Court	3,500
1	Financial Commissioner	3,500
6	Commissioners	2,750
1	Commissioner of Settlement	2,750
3	Divisional Judges, 1st grade	2,500
1	Chief Secretary	2,500
5	Divisional Judges, 2nd grade	2,250
10	Deputy Commissioners, 1st grade	2,250
1	Legal Remembrancer	2,000
5	Divisional Judges, 3rd grade	1,800
1	Revenue Secretary	1,800
10	Deputy Commissioners, 2nd grade	1,800
1	Director, Land Records	1,750
1	Junior Secretary	1,500
5	District Judges, 1st grade	1,500
11	Deputy Commissioners, 3rd grade	1,500
1	Commissioner of Excise	1,500
1	Political Officer, Khyber	1,500
5	Settlement Officers	1,000 (a)
		Draws salary of grade + R150 Settlement Allowance.
1	Registrar, Chief Court	1,250
1	Senior Secretary to Financial Commissioner	1,200
4	District Judges, 2nd grade	1,200
2	Political Officers, Tochi and Wana	1,200
1	Political Officer, Kurram	1,100
82		

(a) Includes R400 Political allowances.

LIST D.

CENTRAL PROVINCES.

Superior appointments in order of pay.

Number.	Designation.	Pay of each.
		R
1	Chief Commissioner	4,166½
1	Judicial Commissioner	3,166½
2	Commissioners	2,750
2	Ditto	2,500
1	Divisional Judge, 1st class	2,500
1	Commissioner of Settlements	2,000—2,500
1	Divisional Judge, 2nd class	2,250
(a) 3	Deputy Commissioners, 1st class	2,250
2	Divisional Judges, 3rd class	1,833½
(a) 2	Deputy Commissioners	1,833½
1	Inspector General of Police and Jails	1,800
(a) 6	Deputy Commissioners	1,666½
(a) 11	Ditto ditto	1,333½
2	Settlement Officers	Salary of grade —R150 Settlement Allowance.
36		

(a) The appointments of Chief Secretary, Secretary, Political Agent, Chhattisgarh, and Commissioner of Excise are included in the class of Deputy Commissioners.

LIST E.

MADRAS.

Superior appointments in order of pay.

Number.	Designation.	Pay of each.
		R
2	Members of Council	5,120
1	Member, Board of Revenue	3,750
1	Chief Secretary	3,750
2	High Court Judges	3,750
1	Member, Board of Revenue	3,500
1	Secretary, Revenue Department	3,125
2	Members, Board of Revenue	3,000
1	Resident, Travancore	2,800
1	Secretary, Municipal (Local) Department	2,500
3	Collectors	2,500
1	Inspector General of Police	2,500
20	District and Sessions Judges	2,333½
16	Collectors	2,333½
1	Director of Public Instruction	2,000—2,250
1	Collector, Nilgiris	2,000
1	Commissioner of Coorg	1,800—2,000
1	Inspector General of Prisons	1,833½
2	Collector and Judge	1,800
1	Secretary to Commissioner of Land Revenue	1,500—1,800
1	Secretary to Commissioner, Salt and Abkari, Revenue	1,500—1,800
1	Registrar, High Court	1,450—1,800
1	Private Secretary	1,500
1	Deputy Commissioner of Salt and Abkari Revenue	1,200—1,400
1	Deputy Commissioner, Revenue Settlement	1,200
2	Principal Assistants to the Collectors, etc., etc.	1,166½
13	Sub-Collectors and Joint Magistrates	1,166½
79		

LIST F.

BOMBAY (INCLUDING SIND).

Superior appointments in order of pay.

Number.	Designation.	Pay of each.
		R
2	Members of Council	5,120
1	Chief Secretary	3,750
1	Commissioner in Sind	3,750
3	High Court Judges	3,700
(a) 3	Commissioners	3,500
1	Secretary	3,125
(b) 2	Commissioners	3,000
1	Judicial Commissioner, Sind	2,500
1	Secretary	2,500
1	Political Agent, Kathiawar	2,500
8	District and Sessions Judges	2,325
(c) 12	Senior Collectors	2,325
1	Legal Remembrancer	2,000—2,500
1	Director, Land Records	2,325
1	Special Judge, D. A. R. Act	2,060
5	District and Sessions Judges	1,800
(c) 13	Junior Collectors	1,800
1	Inspector General of Police	1,800
1	Registrar, High Courts	1,700
3	District and Sessions Judges	1,600
1	Private Secretary	1,500
1	Deputy Commissioner, Thar and Parkar	1,500
1	Political Agent, Cutch	1,500
2	Political Agents, Mahikanta and Palanpur	1,500
1	Judicial Assistant to the Political Agent, Kathiawar	1,500
2	Under Secretaries	1,250
1	Talukdari Settlement Officer	1,100
1	Assistant to Commissioner in Sind	{ 1,100 + 100 L. A.
3	Joint Judges, Ahmedabad, Karachi, and Shikarpur	Salary as Assistant Collector + 200 L. A.
75.		

(a) Includes Commissioner of Customs.

(b) " Municipal Commissioner.

(c) " Collector of Customs, etc., Bombay, and Collector of Salt Revenue.

LIST G.

"LISTED" SUPERIOR APPOINTMENTS.

	Bengal.	North-Western Provinces.	Punjab.	Madras.	Bombay.	Central Provinces.
Heads of Districts	4	2	2	2	2	2
District and Divisional Judges	6	4	4	4	2	1
Settlement Collectors	...	...	2	...	...	...
Sub-Collectors	...	...	...	2	...	...
Secretary, Board of Revenue	1	...	...	...	...	...
Talukdari Settlement Officer	...	...	...	...	1	...
Registrar, High Court	...	...	...	...	1	...
Joint Judge	...	...	...	...	1	...
	11	6	8	8	7	3=43.

SUPERIOR APPOINTMENTS UNDER THE GOVERNMENT OF INDIA FILLED FROM THE SERVICES
OF THE PROVINCES.

Members of Council	3
Home Department—	
Secretary and Deputy Secretary	2
Finance Department—	
Secretary and Deputy Secretary	} 16
Comptroller General	
4 Accountants General	
3 Enrolled List	
Director General, Post Office	
4 Postmasters General	
Commissioner, Northern India Salt Revenue	
Foreign Department—	
Secretary and Deputy Secretary	} 20
15 Political Officers	
Commissioner, Judicial Commissioner, and Deputy Commissioner, Berar	
Legislative Department—	
Secretary or Deputy Secretary	1
Revenue and Agricultural Department—	
Secretary	1
	43

NO ORDERS.

Telegram, dated the 14th April 1898.

From—The Secretary of State for India,

To—His Excellency the Viceroy.

Your Public Despatch, 10th February last. It is calculated here that your proposals involve ultimate addition of 181 to Civil Service of India, excluding Burma. Is this intended? Also do you apply to separate Provinces as well as to total service principle that recruitment in any year must not exceed normal by more than 30 per cent. If so, recruitment proposed this year for Upper Provinces of Bengal seems excessive.

Telegram No. 366, dated the 6th May 1898.

From—His Excellency the Viceroy,

To—The Secretary of State for India.

Your telegram, 14th April last. Proposals contained in our Public Despatch, 10th February last, involve ultimate addition of 99 to present sanctioned strength of members of Indian Civil Service and Military officers, excluding Burma. Your figure 181 appears derived from comparison paragraph 8 of our Public Despatch, 24th February 1892, and paragraph 12 of our Public Despatch, 10th February last. But figures in former exclude officers for 55 posts under Government of India. Moreover, five posts have been added to cadre since 1892 and one listed to Provincial Service. For these omitted 59 posts 81 officers approximately are required.

We intended principle of 30 per cent. limit to apply to the whole of India, not separate Provinces. We proposed recruitment of 28 for Upper Provinces of Bengal this year, as deficiency greater there than elsewhere.

No. 104-Public, dated the 14th July 1898.

From—Her Majesty's Secretary of State for India,

To—His Excellency the Right Honourable the GOVERNOR GENERAL of India in Council.

I have had under consideration in Council your Government's Public letter no. 10 of the 10th of February last. Your Excellency in Council in this

Despatch again reviews the principles which should regulate the recruitment of the Indian Civil Service, a subject which has been frequently under consideration in the course of the past twenty years.

2. The proposals of Your Excellency's Government presumably have regard to the proposition which has on previous occasions been assumed in Despatches* of the Government of India that "a total strength of Civil officers shall be fixed for the whole of British India in certain proportions for (1) Civilians recruited in England, (2) natives of India appointed under the Statutory Rules, (3) Military officers attached to the Frontier Commissions." You accept as established the data first adopted in 1882, that the right percentage for officers on leave is 27·39, and for officers in training 10·58; and that the rate of recruitment should be 4·31 on the strength. And you now base your proposals on a dictum which was advanced in 1887,† and again in 1895, ‡ that "it is requisite that there should be 100 superior to 50·3 inferior cadre posts, and the latter proportion of inferior posts has to be established in order to secure the important object of properly regulating the supply of men to hold the superior posts."

* Government of India, Finance, no. 192, dated 18th July 1885, paragraph 5.

† Government of India, Finance, no. 269, dated 4th October 1887.

‡ Government of India, Public, no. 19, dated 10th April 1895.

3. I am aware of no reason for contending that these data, which have been carefully formulated by experts, are not theoretically correct. But, as applied in the Despatch of Your Excellency's Government, they are used to support a very important increase of strength. I have endeavoured to compare the strength now proposed with that sanctioned in 1893, but, in fact, the two are not comparable, because the calculations of 1893 include all the three constituent parts of the Civil Service named in the proposition quoted above, whereas the strength now proposed by Your Excellency's Government comprises only the first and the third of these constituent parts, and really includes no provision for the provincial service. If the recognized proportion of strength for men recruited in India were added as in the calculations of 1882 and 1893, a very important increase of strength above the present sanction would be found to result from your proposals.

4. The strength which you now propose is 1,227 for the first and third constituent parts of the service. I invite the attention of Your Excellency in Council to paragraph 8 of the letter of your predecessor's Government, no. 14 of 24th February 1892, in which it is pointed out that "when the posts which Local Governments have proposed to eventually open to the Provincial Service have been thrown open to it, the result will approximately be 'that the strength of the service of Indian Civilians and Military officers' will be 1,034." I ask Your Excellency in Council to satisfy me that the increase of strength which you propose is consistent with the fulfilment of the engagement implied in this passage, which presumably indicates that one-sixth of the total strength after deducting the military constituent will eventually be transferred to the Provincial Service.

5. The rate of recruitment which you now propose for the Indian Civil Service is 49 annually. Looking back to 1882, I observe that the recruitment in England was fixed in that year at 37·81, and remained at about that figure until 1887, when it rose with the annexation of Burma and other needs to 43—48. In 1893 the proposal was to fix it at 54 for five years, but this figure included an extra recruitment of 12 to meet deficiencies, and the normal rate should be 42. In 1894—97 the rate has further risen to 60—66. Your Government now proposes a normal rate of 49 and an extra recruitment of 16, or 65 in all. I ask you to consider carefully whether a normal rate of 49 per annum is not too large. My apprehension is that, if the superior cadre is of the dimensions suggested by Your Excellency's Government, the percentage thereon of 50·3 for the inferior cadre will give so large a body of officers recruited in England, as compared with the posts to be filled, that insufficient room will be left for the employment of Provincial Service officers in that part of the public establishment which is best suited for their occupation. I regard this point, if it is substantial, as one of serious importance.

6. A review of the whole history of the subject during the past twenty years leads to the conclusion that the attempt to introduce a system of even and regular recruitment has met with every little success. Whether the causes are latent in the system itself, or are to be traced to irregular recruitment before 1882, or to the increase of early retirements from the service, the deficiencies of strength in various provinces which are shown by the figures given in your letter appear to have been constantly assuming a more serious aspect. In 1893 it was found necessary to sanction an extra recruitment of 12 yearly, and for the present year Your Excellency in Council asks for an extra recruitment of 23 if 42 is taken as the normal figure, or of 16 if the normal figure is 49. This is a very unsatisfactory outcome of a protracted discussion, and seems to foreshadow further difficulties in the future. I trust that Your Excellency in Council, after considering the remarks which I have made, may be able to offer such explanations or modifications of the working of your scheme as may satisfy me that it ensures a strength and rate of recruitment which may be accepted as certain to furnish an even and an adequate supply of Civil Servants, and that it does not involve a considerable increase of expense.

7. I have instructed the Civil Service Commissioners to select 65 candidates at the open competition this year. This will afford ample time for a full examination of this very important subject.

No. 86, dated the 10th November 1898.

From—The Government of India,

To—The Right Honourable Lord GEORGE FRANCIS HAMILTON, Her Majesty's Secretary of State for India.

We have considered Your Lordship's Public Despatch no. 104, dated the 14th July 1898, upon the subject of our recent proposals for the future recruitment of the Indian Civil Service.

2. Your Lordship presumes that our proposals have regard to the proposition which has on previous occasions been assumed,* *viz.*, that a total strength of Civil officers should be fixed for the whole of British India in certain proportions for (1) Civilians recruited in England, (2) natives of India appointed under the Statutory Rules, and (3) Military officers attached to the Frontier Commissions. Your Lordship observes, however, that the strength proposed by us cannot be compared with that sanctioned in 1893;† because the calculations of that year included all the three constituent parts of the Civil Service named in the proposition quoted, whereas the strength proposed by us comprises only the first and the third of these constituent parts and really includes no provision for the Provincial Service.

3. The calculations in our Despatch of the 10th February last relate only to members of the Indian Civil Service recruited in England and to Military officers. As stated in paragraph 6 of that Despatch, the total number of superior appointments directly under the Government of India corresponds exactly with the total number of superior appointments listed in the different Provinces as open to the Provincial Service, and we have considered it convenient to base the recruitment for each Province on the total number of superior appointments in the Province on the assumption that the listed appointments counterbalance those under the Government of India. This arrangement whilst involving a departure from strict or apparent accuracy in recruiting will secure substantially the same result as the direct inclusion of the appointments under the Government of India in the number to be recruited for, and will avoid the present arbitrary distribution of them among the several Provinces. The change of arrangement is, however, as we observed in our previous Despatch, a minor one. It can be reconsidered hereafter, if necessary, when an alteration is made in the numbers of superior Government of India or listed posts.

4. The figures of 1893 included, as Your Lordship observes, the strength required for posts which have been made over to the Provincial Service. To compare the strength recommended under our proposals with the figures of

* *Vide* paragraph 5 of the Government of India's Financial Despatch no. 192, dated 18th July 1886.

† Government of India's Public Despatch no. 1, dated the 11th January 1893.

1893 it is necessary to make deductions from those figures on account of the "listed" posts. This can be done as follows :—

PROVINCE.	Total number of all posts sanctioned in 1893, including those under the Government of India.*	Deduct all posts listed to the Provincial Service.†	Difference=posts for members of the Indian Civil Service and Military officers only.
Madras	117	15	102
Bombay	125	18	107
Bengal and Assam	212	2	192
North-Western Provinces and Oudh	178	21	157
Punjab	120	12	108
Central Provinces	58	7	49
Burma	90	...	90
TOTAL	898	93	805

* Vide Schedule to Government of India's Public Despatch no. 1, dated the 11th January 1893.

† Vide Government of India's Resolution no. 9-Public, dated the 21st April 1882, and no. 7-Public, dated the 7th January 1893.

To find the strength required for the posts in the last column of the above table, it is necessary to add 37·97 per cent., as determined in 1882‡. The comparison between the figures of 1893 and those contained in our recent proposals can then be made as below :—

‡ Vide paragraph 10 of Government of India's Public Despatch of 10th February 1898.

PROVINCE.	Strength of Indian Civilians and Military officers sanctioned in 1893, i.e., 137·97 per cent. of the last column of the above table.	Strength of Indian Civilians and Military officers recently proposed by the Government of India, vide column 2 of table in paragraph 14 of Despatch of 10th February 1898.	Difference=increase of strength proposed in February 1898 over that sanctioned in 1893.
Madras	141	170	29
Bombay	143	162	14
Bengal and Assam	265	280	15
North-Western Provinces and Oudh	217	226	9
Punjab	149	176	27
Central Provinces	68	77	9
Burma§	124	136	12
TOTAL	1,112	1,227	115

§ Burma is excluded from the Government of India's proposals, but is shown here to make the whole strength complete.

The increases shown above are not entirely due to our proposals, as since 1893 there have been several additions sanctioned to the cadre of the service. The following table, which makes allowances for these additions, compares our recent proposals with the existing sanctioned strength :—

PROVINCE.	Strength of Indian Civilians and Military officers as sanctioned at the present time.	Strength of Indian Civilians and Military officers under the Government of India's recent proposals.	Difference, representing the increase over the existing sanctioned strength involved in the Government of India's recent proposals.
Madras	142	170	28
Bombay	149	162	13
Bengal and Assam	268	280	12
North-Western Provinces and Oudh	218	226	8
Punjab	149	176	27
Central Provinces	68	77	9
Burma	136	136	...
TOTAL	1,130	1,227	97

These are the total ultimate additions involved in the proposals put forward by us in February last.

5. In connection with a total strength of 1,227 Indian Civilians and Military officers proposed by us, Your Lordship, in paragraph 4 of your Despatch, invites our attention to paragraph 8 of the Despatch of Lord Lansdowne's government of the 24th February 1892, in which it was stated that when the posts which the Local Governments had proposed to open eventually to the Provincial Service had been thrown open to it, the result would approximately be that the strength of service of Indian Civilians and Military officers would be 1,034. We would point out, however, that the figures given in paragraph 8 of the Despatch of the 24th February 1892 were figures relating to the different Provinces only, and that they did not include provision for the posts directly under the Government of India. Those posts are 55 in number, as stated in the schedule to the Despatch of the 24th February 1892. For 55 posts a strength of 76 officers is required, and this latter figure should be added to 1,034 before a comparison is made with our proposals of the 10th February last.

6. Those proposals do, however, involve a considerable addition to the strength in some Provinces as shown in the last table in paragraph 4 above, and we will now proceed to discuss them with reference to the claims of the Provincial Service. Your Lordship apprehends that, if the superior cadre is of the dimensions suggested by us, the percentage thereon of 50·3 for the inferior cadre will give so large a body of officers recruited in England, as compared with the posts to be filled, that insufficient room will be left for the employment of Provincial Service officers in that part of the public service which is best suited for their occupation. Your Lordship regards this point, if it is substantial, as one of serious importance.

In our Home Secretary's letter of the 8th September 1896 to the Local Governments and Administrations we put before them (*vide* Appendix II of that letter) the results aimed at under the proposed system of recruitment, as compared with the results produced by the existing system. We asked each Local Government and Administration to consider what the actual administrative needs of the Province were in regard to the manning of inferior appointments by Indian Civilians. Your Lordship will observe from the replies that the Local Governments and Administrations all considered that the additional members of the Indian Civil Service suggested by us for inferior appointments are administratively required. Thus the Madras Government stated:—"As regards the number of inferior appointments, this Government are of opinion that the provision by the Government of India for this Presidency is not excessive. The Indian Civil Service in Madras is at present undermanned and has been so for many years, and the greatest difficulty is experienced in finding officers to fill vacancies during the furlough season." The Bombay Government objected to the Government of India's proposals because they would provide too small a number of officers for inferior appointments, whereas, in the opinion of the Governor in Council, the number should be materially increased. The Lieutenant-Governor of Bengal considered that the number of inferior appointments proposed would be administratively sufficient only if there were an adequate recruitment of European Deputy Magistrates, as a certain proportion of the junior Civilians is always likely to be composed of natives. The Lieutenant-Governor and Chief Commissioner of the North-Western Provinces and Oudh was of opinion that the number of inferior appointments proposed would provide almost exactly the number of officers who can be usefully employed throughout the year. The Lieutenant-Governor of the Punjab wrote:—"It will be seen that the Government of India's calculation gives us as the number of inferior appointments 42·89 against a total of 42 appointments found to be actually necessary on an independent review of the administrative necessities of the Province which had been made before the receipt of the Government of India's letter." Sir Dennis Fitzpatrick added:—"The Punjab owing to its ever-increasing limits to the westward and its martial and even turbulent population requires an unusually large proportion of European officers in subordinate posts, especially on the frontier, which must, for some years to come, be the school for training of officers who may be required for special work on and across our present border." The Chief Commissioner of the Central Provinces thought that the number of inferior appointments would answer very well if two Settlement Officerships were provided for in the list of superior appointments; it corresponded closely with the number stated by Sir Antony MacDonnell in 1891 to be required

for sub-divisional appointments. The Chief Commissioner of Assam, who, with the Government of Bombay, was not altogether disposed to accept the scheme, wrote :—“The service in Assam contains six officers, all in the lower grades, in excess of the number to which it would be entitled under the scheme put forward by the Government of India, and, having regard to the maintenance of the sub-divisional system, which is the very basis and backbone of the administration of this Province, it is not possible for the Chief Commissioner to accept any reduction in the sanctioned cadre for inferior appointments.”

None of the Local Governments and Administrations suggested that insufficient room would be left for the employment of officers of the Provincial Service. The appointments in the different Provinces which, with the approval of the Secretary of State in Council, were, in Home Department Resolutions no. ^{9-Public} 1343-1352, dated the 21st April 1892, and no. ^{7-Public} 47-49, dated the 7th January 1893, for the present entered in the list as opened to the Provincial Service are in no way interfered with by our scheme. Promotion to all those appointments will be made from the Provincial Service under our proposals exactly as under the existing system. The appointments listed have not yet all been filled by Statutory officers or members of the Provincial Service, and we have therefore no intention at present of recommending that the listed appointments published in 1892 and 1893 should be increased. When, however, the time does come to transfer more posts from the cadre of the Indian Civil Service to the Provincial Service, the recruitment of the former service will be reduced in accordance with the number of posts transferred. Nor is it intended to diminish in any Province the present sanctioned number of Deputy Magistrate-Collectors or Extra-Assistant Commissioners, as the increased number of members of the Indian Civil Service, in inferior posts is administratively required in addition to the officers of the Provincial services. The only effect of the scheme upon the latter would be that, when the full number of members of the Indian Civil Service are recruited, there would then be no Officiating Deputy Magistrate-Collectors or Extra-Assistant Commissioners such as those alluded to in paragraph 7 of the Punjab Government's letter of the 17th February 1897. But such officers would also be displaced under the existing system if the Indian Civil Service and the Commissions were recruited up to the full sanctioned strengths. They are only appointed to officiate in consequence of deficiencies in the Imperial Services.

7. We desire here to observe that, when appointments are transferred from the Imperial to the Provincial Service, it is obvious that unless, the right proportion of superior and inferior appointments in each Province is transferred, the proportion between the superior and the inferior appointments left in the former service will be disarranged. This consideration was lost sight of when the present listed posts were transferred to the Provincial Service in the different Provinces as the following table will show :—

PROVINCE.	Number of superior posts actually listed.	Number of inferior posts actually listed.	Number of inferior posts which should have been listed to maintain the proper proportion, i.e. 50·3 per cent of column 2.	Difference, i.e., inferior posts transferred to the Provincial Service in excess of the proportion of 50·3 per cent.
Madras	8	7	4	+ 3
Bombay	7	11	3½	+ 7½
Bengal	11	9	5½	+ 8½
North-Western Provinces and Oudh.	6	15	3	+ 12
Punjab	8	4	4	Nil
Central Provinces	3*	6	1½	+ 4½
TOTAL	43	52	21½	+ 30½

* One additional superior appointment (a Judgeship) in the Central Provinces was listed in Home Department Public Resolution no. 581-3, dated the 15th July 1897, and a second District Officership was made over to the Provincial Service on the authority of Home Department letter no. 46 (Public), dated 7th January 1893.

This excessive transfer of inferior appointments has considerably accelerated the rate of promotion to superior posts amongst members of the Indian Civil Service and Military officers in some Provinces. This is a matter which has been overlooked until now, though it is, in our opinion, of much importance.

8. In paragraph 3 of our previous Despatch we observed that both in 1882, when the question of recruitment was first fully treated in a systematic way, and

in 1890, when the figures were revised, the principle of arranging for a proper proportion of superior and inferior posts was overridden to some extent by other considerations. The following figures will make this observation clearer:—

PROVINCE.	ALL POSTS (INCLUDING THOSE UNDER THE GOVERNMENT OF INDIA) SANCTIONED IN 1881.			ALL POSTS (INCLUDING THOSE UNDER THE GOVERNMENT OF INDIA, and listed posts) SANCTIONED IN 1893.		
	Superior, i.e., over Rs.1,000 a month.	Inferior, i.e., on Rs.1,000 a month or less.	Percentage of inferior to superior.	Superior.	Inferior.	Percentage of superior to inferior.
Madras	88	28	31.8	84	33	39.3
Bombay	76	51	67.1	72	53	73.6
Bengal	124 } 142	50 } 64	40.3 } 45.0	127 } 147	52 } 65	40.9 } 44.2
Assam	18	14	77.7	20	13	65.0
North-Western Provinces and Oudh.	112	57	50.9	118	60	50.8
Punjab	82	22	26.8	91	29	31.9
Central Provinces	31	12	38.7	34	22	64.7
Burma	36	10	27.7	58	32	55.2
TOTAL	567	244	43.0	604	294	48.7

In fact, although it was accepted in the discussion* of 1881 that the higher offices must be filled by trained men, and that a sufficient complement of assistants must be provided to fill the places of absentee incumbents of those offices, and that, in

* *Vide* Report of the Committee of 1879 and Despatch of Lord Ripon's government, no. 71, dated 19th December 1881.

order to secure this, each Civil Servant should have a sufficient training before he succeeds to one of them, yet the provision of an adequate number of assistants in some Provinces was neglected.

It will be noticed that between 1881 and 1893 there was a general increase in the proportion of inferior to superior appointments. This increase was, however, more than counterbalanced by the excessive listing of inferior appointments to the Provincial Service. The following table compares the superior and inferior posts in the cadre for members of the Indian Civil Service and Military officers at the present time:—

PROVINCE.	POSTS IN SANCTIONED CADRE IN 1893, INCLUDING GOVERNMENT OF INDIA POSTS, BUT EXCLUDING LISTED POSTS.		
	Superior.†	Inferior.	Percentage of inferior to superior.
Madras	76	27	35.5
Bombay	71	37	52.1
Bengal	112 } 131	48 } 63	42.9 } 43.1
Assam	19	15	78.9
North-Western Provinces and Oudh	113	45	39.8
Punjab	81	27	33.3
Central Provinces	33	16	48.5
Burma	60	39	65.0
TOTAL	565	254	45.0

† Under Secretaryships are not included as superior here.

These figures appear to us to show clearly that the proportion of inferior to superior posts for members of the Indian Civil Service and Military officers in Madras and the Punjab at least is too small, and must be increased, in order that these officers may have sufficient training before being called upon to discharge the duties of the higher offices.

9. From the replies to our Home Secretary's circular letter of the 8th September 1896 it will be seen that our suggestion that the period of qualifying service after which a Civilian should expect to be in practically permanent tenure of a superior appointment should be fixed at nine years was accepted as suitable by all the Local Governments and Administrations, except the Government of Bombay, which urged that in their Presidency it is necessary for officers to remain in subordinate posts for a longer period than that, and the Chief Commissioner of Assam, who suggested that the period of training for superior

offices should be reduced from nine to seven years. We have again given anxious consideration to this part of the subject. It appears that when the system of recruitment was settled in 1882 it was considered* that an officer in Northern India should attain the "permanent officiating" charge of a district in from ten to twelve years after entering

* *Vide* paragraph 16 of Sir Theodore Hope's note of the 16th November 1891.

the service, or at from 31 to 33 years of age. Under the existing regulations, which have considerably raised the age of candidates for the Indian Civil Service, we find that the average age on arrival in this country is about 24. This means that according to our proposals of February last an officer would attain to the permanent officiating charge of a superior appointment at about 33 years of age. In 1882 it was thought that he should do so at about 32 years of age on the average, and we are willing to accept this period as sufficient, notwithstanding that the raising of the age of candidates gives us officers who at the commencement of their service are several years older than their predecessors recruited under the regulations which were in force from 1878 to 1891. Thus we will not object to the reduction of the period of training for superior offices from nine to eight years.

The table in paragraph 7 of our Despatch of the 10th February last will thus become—

	On duty.	On leave (including privilege leave).	TOTAL.
Men of over 8 years' service holding superior cadre appointments, <i>i.e.</i> , appointments of over ₹1,000 a month pay	100	32.3	132.3
Men from the 3rd to 8th year of service, inclusive, holding inferior cadre appointments	42.5	5.0	47.5
Men of the 1st and 2nd year of service reckoned as in training	15.1	1.8	16.9
TOTAL	157.6	39.1	196.7

(These figures represent averages throughout the year, and are not for any particular time of the year.)

A total strength of 196.7 (instead of 207.4) is therefore required to supply officers to fill 100 appointments.

The numbers of superior and inferior appointments and the total strength of the service for members of the Indian Civil Service and Military officers in each Province will then be as follows instead of as in paragraph 12 of our former Despatch—

	Bengal and Assam.	North-Western Provinces and Oudh.	Punjab.	Central Provinces.	Madras.	Bombay.
1. Number of superior appointments.†	130	105	82	36	79	75 (80)‡
2. Add 4 per cent. for temporary appointments and deputations.	5	4	3	1	3	3 (3)
3. Total number of appointments to be filled by men on duty of over 8 years' service.	135	109	85	37	82	78 (83)
4. Add inferior appointments at the ratio of 42.5 to 100.	57	46	36	16	85	33 (35)
5. Total number of appointments	192	155	121	53	117	111 (118)
6. Total strength of service required, <i>viz.</i> , 196.7 per each 100 in line 3.	266	214	167	73	161	153 (163)

† The total of line 1 is two in excess of the total of column 2 of superior posts (excluding Burma) in the second table in paragraph 8. This is due to the addition of two Settlement Officerships for the Central Provinces. Otherwise the variations between the Provinces may be ascribed to the proposal to set off the superior listed posts against the superior Government of India posts in place of the present distribution of Government of India posts amongst the Provinces.

‡ For explanation of the figures in brackets under the heading Bombay see paragraphs 10 and 11 below.

The total strength of members of the Indian Civil Service and Military officers required, including those for Burma (136), will accordingly be 1,170, as compared with 1,227, under our previous proposals.

The inferior posts under the above arrangement are thus compared with the inferior posts in the existing sanctioned cadre (*vide* column 3 of second table in paragraph 8), *viz.* :—

PROVINCE.	INFERIOR POSTS.		
	In the sanctioned cadre of 1898, including Government of India posts, but excluding listed posts.	Under the Government of India's present proposals as above.	Difference.
Madras	27	35	+8
Bombay	37	33	-4
Bengal	43 } 63	48 } 57	<i>Nil</i> } -6
Assam	16 } 63	-9 } 57	-6 } -6
North-Western Provinces and Oudh	45	46	+1
Punjab	27	36	+9
Central Provinces	16	16	<i>Nil</i>

This arrangement shows a net increase of 8 inferior posts. There is also an increase of 19 superior posts as shown in line 2 of the second table in this paragraph in consequence of the addition of 4 per cent. for temporary appointments and deputations, which we have found it necessary to provide for in view of our experience of actual facts.

10. With reference to these results we desire to explain somewhat more fully than in our Despatch of the 10th February last the reasons which led us to adopt the classification of superior appointments in the different Provinces in Lists A to F appended thereto. It is impossible to adopt a classification upon the lines that all charges equal to, or superior to, that of a district are superior, whilst all others are inferior, because in Madras and Bombay the district charges are ordinarily much more important and highly paid appointments than in Northern India. Thus, in Madras, there are 22 Collectorships, and the pay is arranged as follows:—3 appointments on R2,500 a month, 17 on R2,333, 1 on R2,000 and 1 on R1,800. In Bombay (excluding Sind) there are 12 Senior Collectorships on R2,325 a month and 9 on R1,800, the average pay being R2,100. In Northern India the average pay of the District Officerships is as follows:—In Bengal and Assam R1,773 a month, in the North-Western Provinces and Oudh R1,902, in the Punjab R1,864 and in the Central Provinces R1,595. It seemed to us, therefore, that the fairest division would be one of pay, and a pay of R1,000 appeared to be a suitable dividing line.

We accordingly included as superior appointments in Madras 15 Principal Assistantships and Sub-Collectorships carrying a pay R1,166 each. These charges are as important as some of the smaller districts of Northern India, and it is evident that a Madras Civilian cannot expect to be permanently officiating in an appointment the pay of which is R2,333, until long after nine years' service. The Madras Government have of late years generally been less deficient in their sanctioned strength of Indian Civilians than other Local Governments and Administrations, and yet, as stated in the extract from their letter no. 1221 (Public), dated the 14th November 1896, quoted in paragraph 6 above, they have experienced the greatest difficulty in finding officers to fill vacancies during the furlough season. We are of opinion that the extra number (8) of inferior appointments for Indian Civilians in Madras, as shown in the previous paragraph, is not excessive and should be allowed.

To bring Bombay into the scheme it is necessary to treat it in a way similar to that proposed for Madras, *viz.*, to include as superior appointments some of the Assistant Collectorships. We propose to include one-fourth of the First

Assistantships in Bombay as superior appointments. It is true that the pay of these appointments is ₹900 only, and that an exception will thus be made to our proposed dividing line, but the existing arrangement of the appointments in the Bombay cadre makes it impossible to adopt the line of ₹1,000. As the Governor in Council pointed out in his letter no. 10200, dated the 12th December 1896, there is a very wide gap between the pay of a Junior Collector (₹1,800) and that of a First Assistant (₹900), and, though ordinarily an officer in Bombay cannot attain pay at the rate of ₹1,000 at nine years' service, on the other hand, a few years later he attains a much higher salary. Including five First Assistant Collectorships as superior appointments, the Government of Bombay will have little more than the number $(78+5=83)$ of superior appointments for which the remaining appointments $(37-5=32)$ to be classed as inferior will be required. This will, we believe, remove the objections of the Governor in Council to the scheme, as it will give Bombay a slightly larger strength than that which was asked for in paragraph 9 of the letter quoted above, and was supported in paragraph 10 of our previous Despatch.

The figures at the end of paragraph 9 show that under our present proposals practically no increase of inferior appointments is involved in Bengal, the North-Western Provinces and Oudh, or the Central Provinces, whilst an addition of nine inferior posts for Indian Civilians and Military officers is required in the Punjab. A reference to the tables in paragraph 8 will show that the proportion of inferior appointments in the Punjab Commission was very small in 1881, and that it has increased little since then. A small proportion of such appointments was perhaps justifiable when the pay of the District Officerships in the Punjab was low and when comparatively junior officers held them, but the pay has now been raised to the rates obtaining in the North-Western Provinces and in Bengal. We think, therefore, that the Punjab should be on the same level as these Provinces in respect of inferior appointments, and we urge that the additional number of these appointments now asked for be allowed. The question of Assam is under our separate consideration in connection with the question of improving the prospects of the members of that Commission.

11. Our proposals in the last paragraph in respect of Bombay will necessitate the alterations in the last column of the second table in paragraph 9 above which are indicated by the figures in brackets. The result is a further increase of strength of 10 officers, making in all, including those for Burma, 1,180, as compared with 1,227 proposed in our Despatch of the 10th February last.

The annual recruitment for this total strength of members of the Indian Civil Service and Military officers, at 4.81 per cent. of the figures in line 6 of the second table in paragraph 9, will then be as follows, instead of as in paragraph 10 of our previous Despatch, *viz.* :—

	Bengal and Assam.	North-Western Provinces and Oudh.	Punjab.	Central Provinces.	Madras.	Bombay.	TOTAL.
Indian Civil Service	11.04	9.22	5.40	3.15	6.94	7.03	42.78
Military officers	.43	...	1.80	...	...	...	222
TOTAL	11.46	9.22	7.20	3.15	6.94	7.03	45.00

As stated in paragraph 13 of the Despatch of the 10th February last, the normal annual recruitment for Burma is 4.40 for members of the Indian Civil Service and 1.46 for the Staff Corps. The total normal annual recruitment for members of the Indian Civil Service for the whole of India under our present proposals will thus be $(42.78+4.40=)47.18$, or 47, instead of 49 under our previous proposals.

12. We have caused an examination to be made into the condition of the several Provinces with a view to show the probable state of the services (for

Indian Civilians and Military officers) on the 1st July 1900. The result is as follows:—

PROVINCE.	Standard strength as now recommended.	Actual strength on 1st July 1898.	ADDITIONS TO THE STRENGTH EXPECTED.		Estimated casualties at 4 31 per cent. per annum for two years.	Estimated strength on 1st July 1900 (to column 3, 4 and 5 last column e).	Estimated excess or deficiency of strength on 1st July 1900.
			1898-1899.	1899-1900.			
1	2	3	4	5	6	7	8
Bengal and Assam	286	259	18	14	22	269	+ 3
North-Western Provinces and Oudh.	214	207	12	13	18	214	Nil
Punjab	167	149	13	12	13	161	-6
Central Provinces	73	65	4	6	6	69	-4
Madras	161	149	10	10	13	166	-5
Bombay	183	148	7	10	13	162	-11
Burma	136	131	6	6	11	132	-4
TOTAL	1,180	1,108	70	71	96	1,153	-27

For these deficiencies two extra Military officers can be appointed in the Punjab, while one extra Military officer can be appointed in Burma. For the remaining deficiencies (24) in the strength we recommend that additional recruits should be enlisted for the Indian Civil Service.

13. The scheme proposed by us does not interfere with any of the principles accepted in 1882 or adopted as the result of the Public Service Commission of 1886-87. It is merely intended to regulate the proportion of the appointments held by officers in the earlier years of their service, strictly according to the number of higher appointments, so as to ensure that the members of the service should have a sufficient training before succeeding to the higher offices and should throughout their service ordinarily have suitable salaries. The figures on which the calculations are based were taken from the actual results of a long period of years, and, as we informed Your Lordship in our previous Despatch, we see no reason to doubt their substantial accuracy and suitability for the present time, though we intend on another occasion to bring those figures up to date. Indeed, on more than one recent occasion, when we have compared them with the existing conditions of the service, we have found the facts very closely consistent with the percentages deduced from the tables. We consider that as the superior appointments are of much administrative importance, the inferior appointments should be regulated solely with reference to the supply of officers for the superior appointments. Unless this is insisted upon, the importance of the consideration that the higher appointments must be adequately filled is apt to be overlooked when appointments are added to or taken from the cadre, as is shown above (paragraph 7) to have been the case when certain appointments were listed as open to the Provincial Service in 1892-93. We do not claim for our present recommendations that, if adopted and observed since 1881, they would have obviated the deficiencies from which most of the Provinces have for many years suffered, but they would have largely diminished them in two Provinces. The deficiencies in question are in our opinion mostly due to the irregular recruitment before 1882, in which year a regular rate of recruitment for a full service was first fixed, to the taking of officers from various Provinces for the administration of Upper Burma in and after 1886, and to the omission for a number of years, till 1893, to provide sufficient extra recruitment to bring the services in the different Provinces up to their sanctioned strength. Even now, although there has been large extra recruitment for the last four years, there was on the first July last a total deficiency of 22 members of the Indian Civil Service and Military officers on the existing sanctioned strength throughout India, including Burma. The omission after 1882 to bring in sufficient extra recruits in addition to the fixed rate for a full service will affect the state of the service for some time yet, and no change of system will reduce the service to what may be regarded as a theoretically normal service. Our present recommendations are designed to correct another factor which was also overlooked to some extent in the discussions of 1881 and for some years afterwards, *viz.*, the establishment of a proper

proportion of superior and inferior appointments in the different Provinces, and we propose to effect this by basing the recruitment in future solely upon the requirements for the superior appointments and by testing each year in the manner shown in paragraph 12 above the actual and prospective conditions of the service as compared with the requirements tabulated in paragraph 9.

We have the honour to be,

MY LORD,

Your Lordship's most obedient, humble Servants.

ELGIN.

W. S. A. LOCKHART.

J. WESTLAND.

M. D. CHALMERS.

E. H. H. COLLEN.

A. C. TREVOR.

C. M. RIVAZ.

No. 13-Public, dated the 26th January 1899.

From—Her Majesty's Secretary of State for India,

To—His Excellency the Right Honourable the GOVERNOR GENERAL of India in Council.

I have considered in Council the letter of Your Excellency's predecessor, no. 86, dated the 10th November, in which further explanations were given of the proposals for the future recruitment of the Indian Civil Service, contained in the previous letter no. 10 of the 10th February 1898.

2. In my previous Despatch no. 104, dated the 14th July last, I accepted as sufficiently established the data that (1) the percentage on sanctioned posts to be allowed for officers on leave should be 27·39, and (2) for officers in training 10·58, and also that the rate of annual recruitment should be 4·31 on the total strength. It was further proposed, as a factor in the calculation of the total strength required, that, in order to ensure, on the one hand, sufficient practical experience in officers filling superior posts, and, on the other, a reasonable and proper rate of promotion, nine years should be taken as the average period which an officer should pass in inferior posts before he became permanently entitled to a salary exceeding R1,000 a month; and on this assumption it was calculated that for every 100 superior posts on the sanctioned cadre it was necessary to have 50·3 inferior posts, to be held by officers between the third and ninth years of service, inclusive, in order to give a sufficient rate of promotion, neither compelling the appointment to important offices of young and inexperienced men, nor keeping members of the service too long on a salary unsuited to their age and standing.

3. The present letter makes an important modification of the former proposal, in taking the end of the eighth instead of the ninth year as the time by which an officer should be permanently holding superior office; and by this modification the percentage holding inferior posts (*i.e.*, from the third to the eighth year of service) is reduced from 50·3 to 42·5. The result of applying these calculations to the service is that, whereas in the letter of February it was estimated that for every 100 sanctioned superior posts a total strength of 207·4 officers was necessary, your government now considers 196·7 to be sufficient; and you propose, as the strength of the Indian Civil Service and Military officers

required in future, including Burma (which Province is, however, for special reasons, treated on a different basis from the rest), a total of 1,180, instead of 1,227 under the former proposals, and of 1,180 as sanctioned at the present time.

4. I accept as sound the principles upon which the calculation proceeds. The superior posts entered in the lists transmitted with the letter of 10th February are all, with the exception noticed below, duly sanctioned posts, to which the Indian Civil Service has (save in three Frontier Provinces, where a proportion of Military officers is still maintained) always been held to be entitled. The total, by excluding the superior posts directly under the Government of India for which the Civil Service is recruited, and including the superior posts thrown open in 1892-93 to the Provincial Service, which exactly balance one another, fulfils the engagements taken towards the latter service as a result of the deliberations of the Public Service Commission. The exception to which I have referred is the addition which has been made of 19 appointments to provide (approximately at the rate of 4 per cent. on the superior cadre) for special appointments and deputations. With a total strength of 196·7 as the equivalent of 100 superior posts, these 19 posts require an addition of 37·37 to the total strength of the service. It is stated at the end of paragraph 9 of the present letter that the proportion of 4 per cent. has been fixed in view of experience of actual facts. The proportion seems to me *primâ facie* to be somewhat excessive, and, before finally sanctioning its adoption, I desire to be furnished with information as to the experience on which it is based.

5. If the new strength is taken at 1,180, the annual rate of recruitment for this strength will be 50·85, and when the proportion of Military officers for the Frontier Commissions is deducted, the normal annual recruitment for the Indian Civil Service alone will be 47. In paragraph 12 of the letter it is shown that, after crediting the services with the officers who will join during the present and the next official years, there will be a total deficiency of strength amounting to 27. You propose to appoint three Military officers in addition to the usual recruitment, leaving a defect of 24 to be made good by extra recruitment for the Civil Service. I shall, doubtless, hear further how you propose to distribute this excess between the next and following years, and what number of posts you wish to be offered for competition in 1899.

No. 20, dated the 23rd March 1899.

From—The Government of India,

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

We have considered Your Lordship's Public Despatch no. 13, dated the 26th January 1899, conveying orders upon the recent proposals which have been made by the Government of India for the future recruitment of the Indian Civil Service. We are gratified to learn that Your Lordship in Council accepts as sound the principles upon which the calculations referring to this very important subject are based.

2. Your Lordship has, however, raised a question in connection with one point. The proposal submitted with the Government of India's Public Despatches no. 10, dated the 10th February 1898, and no. 86, dated the 10th November 1898, contain a provision for 19 superior appointments, approximately at the rate of 4 per cent. of the superior cadre, to be held as temporary appointments and deputations. It was stated in paragraph 9 of the Despatch of the 10th November last that this proportion had been fixed in view of the experience of actual facts. As the proportion appears to Your Lordship *primâ facie* to be somewhat excessive, we are asked to furnish information regarding the experience on which it is based.

3. As to this matter, we would, in the first instance, invite attention to the schedule attached to the Government of India's Public Despatch no. 1, dated the 11th January 1893, which contains the cadre of the Indian Civil Service as then sanctioned. That schedule includes the following as "reserve" posts, *viz.*:—Madras—2, Bombay—4, Bengal and Assam—5, the North-Western Provinces and Oudh—*nil*, the Punjab—1 and the Central Provinces—*nil*, total 12.

These posts were intended for temporary appointments and deputations, but they were not included in the Lists A to F attached to the Despatch of the 10th February 1898, because on special pay was attached to them, and it was impossible, therefore, to classify them as superior or inferior appointments. It was to replace these "reserve" appointments, which were evidently deficient in making no provision for the North-Western Provinces and Oudh or the Central Provinces, that the Government of India proposed the addition of a percentage of the cadre of each Province for temporary appointments and deputations. The 12 "reserve" posts under the previous system necessitated $12 \times 1.3797 = 16.55$ officers. The 19 superior appointments proposed involve also 8 inferior appointments, or a total (with allowance for men on leave and in training) of 37.37 officers, as Your Lordship points out. Thus the net addition under the Government of India's proposals on account of temporary appointments and deputations is 15 posts of both kinds, or 21 officers approximately.

4. We attach a statement, which has been prepared from the various Provincial Civil Lists, showing the numbers of superior and inferior temporary appointments and deputations actually held by officers in the different Provinces on the 1st January and July in 1897 and 1898. The figures in this statement are somewhat in excess of those provided for in the recent proposals. We trust that in view of this explanation Your Lordship in Council will now finally sanction the adoption of the scheme, so that we may circulate and explain it to the Local Governments and Administrations.

5. In the final paragraph of your Despatch Your Lordship asks how we propose to distribute the deficiency of 24 in the Indian Civil Service, which, as estimated in accordance with the Government of India's scheme, will exist in July 1900, and what number of posts we wish to be offered for competition in 1899. We think that an extra recruitment of about 30 per cent. of the total deficiency, *viz.*, seven, will be sufficient this year, and we would allot the additional men as follows:—2 to Madras, 3 to Bombay and 2 to the Upper Provinces, an allotment, as far as possible, in accordance with the deficiencies there. We recommend the normal recruitment for Bengal and Assam, as the case of the reorganization of the Assam Commission is not yet settled, and we do not propose to make any extra recruitment for Burma, as we have under consideration the question of reducing some of the inferior appointments in that Province. The vacancies which we recommend to be offered for competition in 1899 are thus:—

	Normal recruitment.	Extra recruitment.	TOTAL.
Madras	7	2	9
Bombay	7	3	10
Lower Provinces	11	...	11
Upper Provinces	18	2	20
Burma	4	...	4
TOTAL	47	7	54

We have the honour to be,

MY LORD,

Your Lordship's most obedient, humble Servants,

CURZON OF KEDLESTON.

W. S. A. LOCKHART.

J. WESTLAND.

M. D. CHALMERS.

E. H. H. COLLEN.

A. C. TREVOR.

C. M. RIVAZ.

Statement showing the number of superior and inferior appointments outside the ordinary cadre held by officers on deputation, etc., in the different Provinces and Commissions on the 1st January and July 1897, and 1st January and July 1898.

PROVINCE.	SUPERIOR.				INFERIOR.			
	1st January 1887.	1st July 1897.	1st January 1898.	1st July 1898.	1st January 1897.	1st July 1897.	1st January 1898.	1st July 1898.
Madras	2	3	5	1	1	2	2	1
Bombay	3	4	5	2	1	...	...	1
Bengal and Assam	2	5	5	5	6	5	10	3
North-Western Provinces and Oudh.	4	5	8	4	1	1	2	2
Punjab	4	3	3	3	...	2	2	4
Central Provinces	4	4	4	4	...	...	2	...
TOTAL	19	24	30	19	9	10	18	11

Telegram No. 431, dated the 20th July 1899.

From—His Excellency the Viceroy,
To—The Secretary of State for India.

Our Public Despatch no. 20, 23rd March last. When may we expect final sanction to scheme of recruitment for Indian Civil Service?

Telegram, dated the 21st July 1899.

From—The Secretary of State for India,
To—His Excellency the Viceroy.

Your telegram of 20th July last. Please send details of appointment included in statement the enclosures to your Public Despatch no. 20, 23rd March last. Also similar details for 1894, 1895, 1896.

No. 55, dated the 3rd August 1899.

From—A. H. L. FRASER, Esq., C.S.I., Officiating Secretary to the Government of India, Home Department,

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

In reply to the telegram from Her Majesty's Secretary of State, dated the 21st July 1899, I am directed to forward, for the information of His Lordship, the details * of the statement enclosed in the Public Despatch from the Government of India, No. 20, dated the 23rd March last, and similar details * for the years 1894, 1895 and 1896, together with an abstract statement showing the numbers of temporary appointments and deputations held by members of the Indian Civil Service and Commissions in those years. *Not printed.

Abstract statement showing the number of superior and inferior appointments outside the ordinary cadre held by officers on deputation, etc., in the different Provinces and Commissions on the 1st January and July 1894, 1895 and 1896.

	SUPERIOR.						INFERIOR.					
	1st January 1894.	1st July 1894.	1st January 1895.	1st July 1895.	1st January 1896.	1st July 1896.	1st January 1894.	1st July 1894.	1st January 1895.	1st July 1895.	1st January 1896.	1st July 1896.
Madras	4	4	3	3	3	3	2	1	3	1	2	1
Bombay	10	6	6	4	5	2	2	1	1	1	1	1
Bengal and Assam	4	3	3	2	5	3	5	2	3	2	3	3
North-Western Provinces and Oudh.	6	4	2	3	3	2	6	2	6	3	6	1
Punjab	3	4	5	4	4	3	...	1	1	1	...	...
Central Provinces	2	6	6	4	6	5	5	1	1	1	1	...
TOTAL	34	27	25	20	25	18	21	8	20	9	18	9

Telegram No. 592, dated the 21st October 1899.

From—His Excellency the Viceroy,
To—The Secretary of State for India.

When may we expect final sanction to the scheme for Indian Civil Service recruitment, as pending its receipt appointment of Military officers to Punjab and Burma Commission has been held in abeyance?

Telegram No. 753, dated the 21st December 1899.

From—His Excellency the Viceroy,
To—The Secretary of State for India.

Please see my telegram of 21st October last and Public Despatch no. 20, 23rd March last, and 86, 10th November 1898, regarding the scheme for recruitment, Indian Civil Service. When may we expect reply?

Telegram, dated the 9th January 1900.

From—The Secretary of State for India,
To—His Excellency the Viceroy.

Your telegram of 21st October last and your Public Despatch no. 20, 23rd March last. I sanction proposals regarding recruitment, Indian Civil Service.

No. 310, dated the 31st August 1899.

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

We have the honour to invite Your Lordship's attention to the correspondence ending with your Public Despatch no. 72, dated the 15th June last, on the subject of the reorganization of the Assam Commission.

2. The earlier history of the case was briefly adverted to in the Financial Despatch of Lord Elgin's government, no. 199, dated the 14th July 1898. Your Lordship was then informed that, in view of the decision that the Chittagong Division should not be transferred to Assam, the Government of India agreed with the Chief Commissioner as to the impracticability of constituting a separate branch of the Indian Civil Service for Assam; but that the Government of India adhered to the opinion previously expressed that any scheme which admitted of the constant reversion to Bengal of officers after they had served for five years in Assam must be open to serious objection. The only way in which this objectionable system can be remedied, it was said, is by assimilating the rates of salary of the Civilian District Officers in Assam and Bengal. With this object* the Government of Bengal was requested to prepare, in consultation with the Chief Commissioner of Assam, a scheme for re-adjusting the grades of Magistrate-Collectors in Bengal, in order to provide for the requisite grading of the district appointments in Assam.

3. Before the receipt of the Bengal Government's reply the Chief Commissioner of Assam submitted† to us a copy of a letter addressed by him to that Government, in which he suggested the transfer from Bengal to Assam of two 1st grade Magistrate-Collectorships on ₹2,250 and three 3rd grade ones on ₹1,500 in exchange for two Deputy Commissionerships on ₹1,666 $\frac{2}{3}$, two on ₹1,500 ₹1,333 $\frac{1}{3}$, and one on ₹1,000 from Assam. We were unable to approve‡ this proposal as there are no longer District Headships in Bengal carrying the pays of ₹1,666 $\frac{2}{3}$, ₹1,333 $\frac{1}{3}$, and ₹1,000, and considerable extra expense would be involved in bringing the appointments taken from Assam up

* *Vide* enclosure no. 9 of the Government of India's Financial Despatch no. 199, dated the 14th July 1899.

† *Vide* enclosure no. 10 of the Government of India's Financial Despatch no. 199, dated the 14th July 1898.

‡ *Vide* enclosure no. 12 of the Government of India's Despatch no. 199 (Financial), dated the 14th July 1899.

to the level of those in Bengal. A simpler plan was suggested for attaining the desired end, which consisted in taking two appointments on R2,250 from Bengal in exchange for two appointments on R1,666½ in Assam, the latter

* *Vide* enclosure no. 1 of the Government of India's Despatch no. 118 (Financial), dated the 27th April 1899.

posts being converted into one on R1,800 and one on R1,500 in Bengal. Mr. Cotton objected * to this suggestion on the grounds that it would prejudice the prospects of members of the Commission who are not members of the Indian Civil Service by depriving them of the chance of promotion to two Deputy Commissionerships on R1,666½ which they now have; and that it was deficient and unsatisfactory in that it applied no remedy to the case of junior officers of the Indian Civil Service who ought to obtain, but do not, the same pay in Assam that they would have obtained if they had not been transferred from Bengal. He referred to the excess of inferior appointments, and at the same time urged that the rate of promotion in the junior grades should be accelerated, so that an officer might expect to be permanently officiating in charge of a district at five or six years' service. To attain this object he suggested that the Chief Commissioner should be given the right of transferring to Bengal any Civilian who had served in Assam for five years and receiving another in his place.

4. In the meantime the Government of Bengal submitted † a more compre-

† *Vide* enclosure no. 2 of the Government of India's Financial Despatch no. 118, dated the 27th April 1899.

hensive scheme than that of the Government of India for assimilating the rates of pay of the District Officerships for members of the Indian Civil Service in the two Provinces. Briefly the scheme was that the number of appointments in the different grades of Deputy Commissioners in Assam should remain as before, and that promotion to them should be exactly as before, whether for Civilians or Military officers, but that the Civilian officers, when in the 1st grade, should draw pay or salary based upon the rate of R2,250 a month as in the 1st grade of Magistrate-Collectors in Bengal, whilst the Military officers, when in the 1st grade, should draw pay or salary based upon the rate of R1,833½; and in the 2nd and 3rd grades the rates of pay should be R1,800 and R1,500, respectively, for Civilians, as in the 2nd and 3rd grades of Magistrate-Collectors in Bengal, whilst for Military officers they should be R1,666½ and R1,333½, respectively, as at present. In order to provide the funds necessary for raising the pay of the Deputy Commissionerships of the first three grades in Assam when held by members of the Indian Civil Service, the Lieutenant-Governor suggested the reduction in the number of the 1st and 2nd grades of Magistrate-Collectors in Bengal by one and two, respectively, increasing the number of the 3rd grade by three. The Bengal scheme left out of consideration the 4th grade of Deputy Commissioners in Assam, the pay of which Lord Elgin's government proposed to ask Your Lordship to raise independently from R1,000 to R1,200 a month. The proposals of the Government of Bengal did not extend to the improvement of the prospects of the junior officers of the Assam Commission, as the Lieutenant-Governor's opinion was not invited upon that part of the subject.

5. In inviting the opinion of the Chief Commissioner upon the Bengal

† *Vide* enclosure no. 3 of the Government of India's Despatch no. 118 (Financial), dated the 27th April 1899.

scheme we expressed † our agreement with him that no scheme would be complete which did not improve the position of Assistant Commissioners in Assam; but we intimated that we could not support his proposal that, in order to effect an ebb and flow of junior members of the Indian Civil Service in Assam, he should have the right of transferring to Bengal any Civilian who has served in Assam, for five years and of receiving another officer in his place, as we thought that the effect would be to increase considerably the constant reversion to Bengal of officers who have gained experience in Assam, a procedure to which the Government of India have consistently affirmed their objection. Mr. Cotton was referred to paragraph 9 of our Public Despatch no. 86, dated the 10th November last, and paragraph 3 of Your Lordship's Despatch no. 13, dated the 26th January 1899, in which it has been settled, in respect of all other Provinces (except Burma, regarding which we are now addressing Your Lordship separately), that an officer should

not be permanently holding a superior office till the end of the 8th year of his service. It was also pointed out that, as the right proportion of superior and inferior appointments in the cadre of the Indian Civil Service exists in Bengal, the more frequent reversion to Bengal of junior officers who had served five years in Assam would thus interfere in Bengal with the due flow of promotion from inferior to superior posts to which we attach great importance. As observed by the Chief Commissioner himself, the difficulties in connection with Assistant Commissioners in Assam arise on account of the excessive proportion

* *Vide* the table at the end of paragraph 8 of the Government of India's Despatch no. 86 (Public), dated the 10th November 1898.

(78.9 per cent.*) of inferior appointments in the Commission, and since it is not possible to rectify this proportion by the creation of superior appointments in the future, the best remedy, it was said, would be to reduce the excessive number of inferior appointments to the standard proportion as in other Provinces by transferring the excess (6) of Assistant Commissionerships to the grades of the Extra-Assistant Commissionerships. The saving of expense thus effected would, we suggested, be available to go towards the cost of raising the pay of the Assistant Commissioners of the 1st grade from R800 to R900 a month, and of putting the number of appointments in the 1st and 2nd grades of those officers on a par with those of Joint Magistrates in Bengal. We pointed out that if the grades of Deputy Commissioners and Assistant Commissioners in Assam were so arranged that a member of the Indian Civil Service in the ordinary line would have on the average about equal prospects in Assam and Bengal, the constant tendency of the members of that service to revert to Bengal after five years' service in Assam would be checked.

6. The Chief Commissioner replied on the 20th April 1899. He objects

Vide enclosure No. 1 of this Despatch.

to the Bengal scheme, explained in paragraph 4 above, on the grounds that it would establish a distinction between Civilian and Military officers in the same grades of the Commission, which would be very invidious. Although in the earlier part of this prolonged correspondence the Government of India considered that Military officers should not participate in the benefit of a scheme, the whole object of which was to induce Indian Civilians, who had served in Assam for some years and acquired local knowledge and experience, to stay on in that Province, we recognize the force of Mr. Cotton's arguments on this head, and are now of opinion that it is undesirable and inexpedient to create dissatisfaction and a sense of unequal treatment in the minds of Military officers in the Assam Commission which would be caused by maintaining a distinction which does not obtain in most of the other parts of India where Civil and Military officers are employed in the same posts. There are at present 15 appointments graded as Deputy Commissioners in Assam, of which about four will ordinarily be held by Military officers. We are therefore not inclined to press for the previously suggested distinction, which may be obviated by a comparatively inconsiderable amount of expenditure; we consider that the increased rates of pay to be adopted should be granted to Military as well as to Civilian officers of the Commission.

7. We have decided to adopt the Bengal scheme with such modifications as are necessary in the arrangement of the grades of Deputy Commissioners and Assistant Commissioners in Assam to secure that a member of the Indian Civil Service in the ordinary line will have on the average about equal prospects in Assam and Bengal. The Bengal scheme is defective, in that it does not deal with the 4th grade of Deputy Commissioners and with the Assistant Commissioners in Assam. It is evident that if there is a 4th grade of Deputy Commissioners in that Province on R1,000 or R1,200 a month, whilst the pay of the lowest grade of Magistrate-Collectors in Bengal is R1,500 a month, the average emoluments of District Officers in Assam will be less than those of their contemporaries in Bengal, and our object will not be gained. We consider that the rates of pay and the number of appointments of the different grades in Assam should be completely in accord with the scale in Bengal; to secure this the existing grade of Deputy Commissioners on R1,000 should be abolished, the three appointments now in that grade being distributed, one to the 1st grade and two

to the 3rd grade. Under these proposals the District Officerships (including the appointments graded as such) in Bengal and Assam will stand as follows:—

BENGAL.

Present.

16	Magistrate-Collectors, 1st grade, on ₹2,250.
18	Magistrate-Collectors, 2nd grade, on ₹1,800.
14	Magistrate-Collectors, 3rd grade, on ₹1,500.
—	—
48	—
—	—

Proposed.

15	Magistrate-Collectors, 1st grade, on ₹2,250.
16	Magistrate-Collectors, 2nd grade, on ₹1,800.
17	Magistrate-Collectors, 3rd grade, on ₹1,500.
—	—
48	—
—	—

ASSAM.

Present.

3	Deputy Commissioners, 1st grade, on ₹1,833½.
5	Deputy Commissioners, 2nd grade, on ₹1,666½.
4	Deputy Commissioners, 3rd grade, on ₹1,333½.
3	Deputy Commissioners, 4th grade, on ₹1,000.
—	—
15	—
—	—

Proposed.

4	Deputy Commissioners, 1st grade, on ₹2,250.
5	Deputy Commissioners, 2nd grade, on ₹1,800.
6	Deputy Commissioners, 3rd grade, on ₹1,500.
—	—
15	—
—	—

8. The present sanctioned cadre of the Assam Commission consists of 34 posts, of which 19 are superior and 15 inferior, as detailed in the annexed statement marked A. In accordance with the mode of calculation under the old

Vide correspondence ending with Your Lordship's Public Despatch No. 13, dated the 26th January 1899.

system of recruitment, which is now being superseded in all other Provinces ($34 \times 1.3797 =$), 47 officers are required to fill that cadre. The inferior appointments represent about 79 per cent. of the superior. To bring these into conformity with the scheme which is to be introduced in other Provinces, six Assistant Commissionerships should be transferred to the Provincial service as pointed out above. The Chief Commissioner takes objection to the proposal to this effect, urging that on account of the tea industry the sub-divisions in his Province require to be largely manned by European officers, and he compares Assam with Behar. Your Lordship will observe from the annexed statement marked B that, although in area the average Assam District is a little larger than the average Bihar District, the population of the former is about one-quarter of the population of the latter, and that the number of Europeans in Assam is less than that in Behar. It will also be seen from another statement annexed, marked C, that during the last five years the number of sub-divisions held by Assistant Commissioners in Assam at no time exceeded nine, the number which we propose to fix for the Assistant Commissionerships in future. In these circumstances we are of opinion that Mr. Cotton has not made out a case for retaining the present number of Assistant Commissioners and keeping the Assam Commission out of our carefully-considered general scheme for the recruitment of the Indian Civil Service. If this scheme is applied to Assam, the composition of the Commission (inclusive of Military officers) will stand thus:—

(1)	Number of superior appointments	19
(2)	Add 4 per cent. for temporary appointments and deputations	1
(3)	Total number of appointments to be held by officers on duty over 8 years' service	20
(4)	Add inferior appointments, at the ratio of 42.5 to every 100 in line (3)	9
(5)	Total number of appointments, both superior and inferior	29
(6)	Strength of service required at 196.7 for each 100 in line (3)	39

We request Your Lordship's sanction to the cadre and strength of the Assam Commission being fixed as in this table.

9. If our proposals in the preceding paragraph are accepted, we further propose that the pay and grading of the Assistant Commissionerships in Assam should be brought into exact conformity with those of Joint Magistrates in Bengal, and that the excess of the Assistant Commissionerships should be made over to the grades of Extra-Assistant Commissioners in the manner shown below :—

ASSISTANT COMMISSIONERSHIPS.

<i>Present.</i>	<i>Proposed.</i>
5 Assistant Commissionerships, 1st grade, on R800.	6 Assistant Commissionerships, 1st grade, on R900.
7 Assistant Commissionerships, 2nd grade, on R700.	3 Assistant Commissionerships, 2nd grade, on R700.
3 Assistant Commissionerships, 3rd grade, on R500.	
— 15 —	— 9 —

EXTRA-ASSISTANT COMMISSIONERSHIPS.

<i>Present.</i>	<i>Proposed.</i>
2 Extra-Assistant Commissionerships, 1st grade, on R600.	3 Extra-Assistant Commissionerships, 1st grade, on R600.
5 Extra-Assistant Commissionerships, 2nd grade, on R500.	6 Extra-Assistant Commissionerships, 2nd grade, on R500.
10 Extra-Assistant Commissionerships, 3rd grade, on R400.	11 Extra-Assistant Commissionerships, 3rd grade, on R400.
7 Extra-Assistant Commissionerships, 4th grade, on R300.	8 Extra-Assistant Commissionerships, 4th grade, on R300.
5 Extra-Assistant Commissionerships, 5th grade, on R250.	7 Extra-Assistant Commissionerships, 5th grade, on R250.
— 29 —	— 35 —

10. We are aware that there will be a tendency for the Military officers of the Commission to accumulate at the top of the grades of Deputy Commissioners as they have to serve longer for their pensions than Civilians and to remain permanently in Assam. We have considered carefully whether any automatic limit to their promotion should be imposed, but we are of opinion that any such limit would be likely to work unjustly in individual cases. With the present *personnel* of the Assam Commission no interference with ordinary promotion is likely to be required for a long time to come. When it does, we consider that

* *Vide* Home Department Resolution no. 219 (Establishments), dated the 20th May 1882,—
Home Department Establishment Proceedings, May 1882, no. 76, page 85.

the standing orders,* which require our sanction to any promotion to the 1st grade of Deputy Commissioners for a period exceeding three months, will enable us to become acquainted with the state of the Commission, and to see that the proportion of Civil and Military Deputy Commissioners is duly regulated. This could be effected by directing the transfer of a senior Civilian from Bengal if necessary.

11. The various proposals made in this Despatch are embodied in the three proposition statements marked I, II and III. It will be seen that the net increase of expenditure involved in the whole scheme is R2,883½ a month, or R34,600 a year. The estimated cost of the personal allowances to selected Deputy Commissioners in Assam which Your Lordship has sanctioned pending the settlement

† *Vide* paragraph 7 of the Government of India's Financial Despatch no. 135, dated the 2nd June 1896.

of this matter was from R18,000† to R24,000 a year, or R21,000 as the average figure. Deducting this amount from the above sum, the total cost comes to R13,600 a year. But under present orders the Director of Land Records and Agriculture in Assam draws salary at the rate drawn by the officer next below him in the regular line of the Assam Commission in addition to a local allowance of R250 a month, subject to a maximum salary of R1,800 a month. When the pay of the 1st grade of Deputy Commissioners is raised to R2,250 a month, it becomes necessary to revise this officer's emoluments. We have therefore provided for his appoint-

ment being graded as a Deputy Commissionership which will allow him to rise in the ordinary course to R2,250; under this arrangement the present special allowance of R250 a month will be abolished. This proposal, if accepted, will further reduce the extra cost to R10,600 a year. We trust Your Lordship will sanction the additional expenditure asked for, which we hope will settle this protracted case, dating almost from the time when the Administration of Assam was separated from the Government of Bengal.

We have the honour to be,

MY LORD,

Your Lordship's most obedient, humble Servants,

(Signed) CURZON OF KEDLESTON.

„ W. S. A. LOCKHART.
 „ E. H. H. COLLEN.
 „ C. M. RIVAZ.
 „ C. E. DAWKINS.
 „ T. RALEIGH.
 „ R. GARDINER.

No. 3969-E.

* Original papers returned.

Copy* forwarded to the Home Department for information.

Schedule of Papers.

1. Letter from the Chief Commissioner of Assam, No. ^{875-P.S.}_{2824 G.}, dated the 20th April 1899.
2. Statement A }
3. Statement B } Referred to in paragraph 8.
4. Statement C }
5. Proposition Statement I }
6. Proposition Statement II } Referred to in paragraph 11.
7. Proposition Statement III }

STATEMENT A. (Referred to in paragraph 8.)

List showing the superior and inferior appointments in the existing cadre in the Assam Commission.

No.	Superior.	Pay.	No.	Inferior.	Pay.
1	Chief Commissioner	R 4,166½	5	Assistant Commissioners, 1st grade.	R 800
1	Judge and Commissioner	2,500	7	Assistant Commissioners, 2nd grade.	700
1	District and Sessions Judge	2,000 or R2,500	3	Assistant Commissioners, 3rd grade.	500
1	Secretary to Chief Commissioner.	2,000	15	+ 13 officers to represent the reserve for leave and training on R500, R450, R400.	
3	Deputy Commissioners, 1st grade.	1,833½			
5	Deputy Commissioners, 2nd grade.	1,666½			
†4	Deputy Commissioners, 3rd grade.	1,333½			
3	Deputy Commissioners, 4th grade.	1,000			
19					

† Including Director of Land Records and Agriculture.

STATEMENT B. (Referred to in paragraph 8.)

Statement showing the area and population of Assam and Bihar according to the census of 1891.

Name of Districts.		Area in square miles.	Population.	Total number of Europeans.
Assam.	Cachar	4,200	886,483	1,079
	Sylhet	5,401	2,154,593	
	Goalpara	3,953	452,773	
	Kamrup	3,360	634,249	
	Darrang	3,415	307,440	
	Nowgong	3,260	344,462	
	Sibsagar	2,822	457,274	
	Lakhimpur	3,723	254,153	
	Naga Hills	5,742	122,867	
	Khasi and Jaintia Hills	6,049	197,904	
Garó Hills	3,149	121,570		
Average		4,097	493,969	
Bhagulpur Division. Patna Division.	Patna	2,075	1,772,352	3,653
	Gaya	4,712	2,138,331	
	Shahabad	4,373	2,060,579	
	Saran	2,656	2,466,085	
	Champaran	3,531	1,859,465	
	Muzaffarpur	3,004	2,712,857	
	Darbhanga	3,335	2,801,955	
	Monghyr	3,922	2,036,021	
	Bhagulpur	4,226	2,032,696	
	Purnea	4,994	1,944,653	
	Malda	1,399	814,919	
Sonthal Parganas	5,470	1,753,775		
Average		3,683	2,032,806	

STATEMENT C. (Referred to in paragraph 8.)

Date.	NUMBER OF OFFICERS IN THE ASSAM COMMISSION.				Number of Subdivisions held by members of the Assam Commission.
	Civilians.	Military Officers.	Others.	TOTAL.	
1st January 1893	32	9	2	43	8
1st April 1893	32	9	2	43	8
1st July 1893	32	9	2	43	8
1st October 1893	32	9	2	43	7
1st January 1894	34	9	2	45	9
1st April 1894	35	10	2	47	9
1st July 1894	35	10	2	47	8
1st October 1894	35	10	2	47	8
1st January 1895	35	10	2	47	8
1st April 1895	34	10	2	46	8
1st July 1895	34	10	2	46	6
1st October 1895	33	10	2	45	5
1st January 1896	32	10	2	44	8
1st April 1896	31	11	2	44	8
1st July 1896	30	11	1	42	7
1st October 1896	30	11	1	42	7
1st January 1897	32	11	1	44	8
1st April 1897	30	11	1	42	8
1st July 1897	32	11	1	44	8
1st October 1897	32	11	1	44	8
1st January 1898	29	11	1	41	8
1st April 1898	29	11	2	42	8
1st July 1898	29	11	1	41	8
1st October 1898	29	11	1	41	8
1st January 1899	28	11	1	40	8
1st April 1899	27	11	1	39	9

I.

Statement of Proposition for the revision of the grades of Magistrate-Collectors in Bengal.

NATURE OF WORK.							PROPOSITION.				
PRESENT SCALE.				PROPOSED SCALE.				PERMANENT.			
								Increase per month.	Decrease per month.		
No.	Designation.	Pay.			No.	Designation.	Pay.			Amount.	Amount.
		Maximum.	Minimum.	Mean.			Maximum.	Minimum.	Mean.		
		₹				₹			₹	₹	
16	Magistrate-Collectors, 1st grade, at ₹2,250.	36,000	...	...	15	Magistrate-Collectors, 1st grade, at ₹2,250.	33,750	...	...	...	2,250
18*	Magistrate-Collectors, 2nd grade, at ₹1,800.	32,400	...	...	16*	Magistrate-Collectors, 2nd grade, at ₹1,800.	28,800	...	...	...	3,600
14	Magistrate-Collectors, 3rd grade, at ₹1,500.	21,000	...	...	17	Magistrate-Collectors, 3rd grade, at ₹1,500.	25,500	...	...	4,500	...
46†		89,400	...	...	48†		88,050	...	...	4,500	5,850

Net Decrease - ₹1,350 a month.

* Includes the Deputy Commissionership on ₹1,633 to be converted into a Magistrate-Collectorship on ₹1,800 on retirement of Colonel Evans-Gordon.
 † Includes the Collector of Customs, Calcutta; the Commissioner of Excise, Bengal; and the Director of Land Records and Agriculture, Bengal.

Present scale examined and found correct.

P. G. JACOB,
Assistant Accountant-General, Bengal.

II.

Statement of Proposition for the revision of the grades and pay of Deputy Commissioners and Assistant Commissioners in Assam.

NATURE OF CHARGE.										PROPOSITION.	
PRESENT SCALE.					PROPOSED SCALE.					PERMANENT.	
No.	Designation.	Pay.			No.	Designation.	Pay.			Amount.	Amount.
		Maximum.	Minimum.	Mean.			Maximum.	Minimum.	Mean.		
		R	R	R		R	R	R	R	R	
3	Deputy Commissioners, 1st grade, at R1,833½.	5,500	...	...	4	Deputy Commissioners, 1st grade, at R2,350.	9,000	...	...	3,500	...
5	Deputy Commissioners, 2nd grade, at R1,666½.	8,333½	...	...	5	Deputy Commissioners, 2nd grade, at R1,800.	9,000	...	...	666½	...
9*	Deputy Commissioners, 3rd grade, at R1,333½.	5,333½	...	...	6	Deputy Commissioners, 3rd grade, at R1,500.	9,000	...	...	3,666½	...
3	Deputy Commissioners, 4th grade, at R1,000.	3,000	...	...			...	...	...	...	3,000
15†		22,166½	...	...	15†		27,000	...	...	7,833½	3,000
5	Assistant Commissioners, 1st grade, at R300.	4,000	...	...	6	Assistant Commissioners, 1st grade, at R300.	5,400	...	...	1,400	...
7	Assistant Commissioners, 2nd grade, at R700.	4,900	...	...	3	Assistant Commissioners, 2nd grade, at R700.	2,100	...	...	...	2,800
3‡	Assistant Commissioners, 3rd grade, at R500.	1,500	...	...			...	...	...	...	1,100
	The remainder of Assistant Commissioners, on R500, 450 and 400.	...	...	...		The remainder of Assistant Commissioners on R500, 450 and 400.	...	...	...	...	...
15‡		10,400	...	...	9‡		7,500	...	...	1,400	4,800
30		32,566½	...	...	24		31,500	...	...	9,233½	7,300
										Net increase	-1,933½

* Includes the Director of Land Records and Agriculture in Assam who draws salary at the rate drawn by the officer next below him in the regular line of the Assam Commission plus special allowance of R250 a month, subject to a maximum salary of R1,800 a month.

† Includes the Director of Land Records and Agriculture; the Inspector-General of Police, etc.; the Political Agent at Manipur; and the Superintendent, Lushai Hills. The two last mentioned officers draw apical allowance of R200 a month each.

‡ Excludes the Assistant Commissioner sanctioned for five years for Manipur, and the Assistant Commissioners who represent the reserve of officers on account of officers on leave and in training. An Assistant Commissioner when stationed in the Naga Hills draws a local allowance of R100 a month.

Present scale verified.

L. E. PRITCHARD,
Comptroller, Assam.

III.

Statement of Proposition for the revision of the grades of Extra Assistant Commissioners in Assam.

NATURE OF CHARGE.										PROPOSITION.	
PRESENT SCALE.					PROPOSED SCALE.					PERMANENT.	
No.	Designation.	Pay.			No.	Designation.	Pay.			Amount.	Amount.
		Maximum.	Minimum.	Mean.			Maximum.	Minimum.	Mean.		
		R	R	R		R	R	R	R	R	
2	Extra-Assistant Commissioners, 1st grade, at R600.	1,200	...	...	3	Extra-Assistant Commissioners, 1st grade, at R600.	1,800	...	...	600	...
5	Extra-Assistant Commissioners, 2nd grade, at R500.	2,500	...	...	6	Extra-Assistant Commissioners, 2nd grade, at R500.	3,000	...	...	500	...
10	Extra-Assistant Commissioners, 3rd grade, at R400.	4,000	...	...	11	Extra-Assistant Commissioners, 3rd grade, at R400.	4,400	...	...	400	...
7	Extra-Assistant Commissioners, 4th grade, at R300.	2,100	...	...	8	Extra-Assistant Commissioners, 4th grade, at R300.	2,400	...	...	300	...
5	Extra-Assistant Commissioners, 5th grade, at R250.	1,250	...	...	7	Extra-Assistant Commissioners, 5th grade, at R250.	1,750	...	...	500	...
29	TOTAL	11,050	...	...	35	TOTAL	18,350	...	...	2,300	...

Net increase = R2,300 a month.

Present scale verified.

L. E. PRITCHARD,
Comptroller, Assam.

Public, India Office,
London, 21st December 1899.

No. 174.

MY LORD,

To His Excellency the Right Honourable the GOVERNOR GENERAL
of India in Council.

I have considered in Council the letter from your Excellency's Government, No. 310 Finance and Commerce, dated the 31st August 1899, in which you propose for my approval a re-adjustment of the number and grades of officers in the Bengal and Assam Commissions, with the object of offering to officers serving in the latter province advantages approximately equal to those enjoyed by their fellows in the former, and thus obviating the grave inconvenience which is at present caused to the smaller province by the frequent reversion to Bengal of officials who have gained experience, and discharge important duties in Assam. The total additional cost of the measures you propose is Rs10,600 a year.

2. I observe that in the correspondence on this subject two matters chiefly gave rise to discussion. One was the propriety of giving the military members of the Assam Commission, who have not, like the civilians, the option of returning to Bengal after five years' service in the province, and thus have a tendency to rise to the higher posts vacated by their seniors, the same increased salaries as you propose for civilians. In the first proposals made by Sir William Ward in his letter No. 1561-177G., dated the 11th January 1895, it was urged that any distinction of pay between two classes of officials performing the same duties and charged with the same responsibilities would be invidious, and likely to lead to much heart-burning and discontent. In the subsequent correspondence, however, you maintained the view that, as the increased advantages were required only to remedy grievances peculiar to civilians, other officers serving in the Commission who had accepted employment on the existing scale could have no claim to them. You have now, however, yielded to the arguments advanced by the present Chief Commissioner, and decided, as in the Punjab and Burma, to make no distinction in pay between military and civilian officers holding the same posts. I agree in this decision, and observe from paragraph 10 of your letter that you propose to obviate, by special appointments if necessary, any tendency towards a monopoly of the higher posts by military officers.

3. The second question related to the number of sub-divisional appointments to be allowed in the Assam cadre. The present sanctioned number of Assistant Commissioners excluding the reserve is 15, which, as you point out, provides a much larger proportion of inferior to superior appointments than is accepted as suitable in order to establish a proper rate of promotion. You propose, therefore, to reduce the number to nine, transferring the six posts thus removed to the grades of Extra Assistant Commissioners. The Chief Commissioner urges, on the other hand, the exceptional character of the duties falling on sub-divisional officers in Assam in connection with the working of the labour law and the relations with barbarous or semi-civilised tribes, duties which, he considers, cannot be satisfactorily discharged except by Europeans. He compares the conditions of his province as regards the number of non-official Europeans with whom a district officer brought in contact with those of Behar, where it is found necessary to employ an even larger number of European officers in charge of sub-divisions than in Assam. You do not accept the comparison as conclusive, and point out that the number of Europeans in Behar is more than double that in Assam. In this total, however, you appear to have included the troops at Dinapore and the large railway establishments in the Patna and Bhagalpur divisions, with whom the district officers have but little to do. I recognise the special difficulty which exists in entrusting the work of tea garden inspection, and the control of relations with barbarous tribes, to other than European Agency. But I have no doubt that if the reduced staff which you propose for Assam should prove to be inadequate to provide sufficiently for these duties, you will be ready to consider the possibility of reinforcing the ranks

of Extra Assistant Commissioners by men of European descent, as in Burma and some other parts of India. Should you find it necessary to resort to this course, I am of opinion that the posts to be transferred from the Commission to the Provincial Service might be filled up irrespective of officers already in the latter service, who could have no expectation when appointed of succeeding to them.

4. With these remarks I give my sanction to your proposals.

I have the honour to be,

My Lord,

Your Lordship's most obedient humble Servant,

GEORGE HAMILTON.

No. 107, dated Calcutta, the 14th February 1900.

From—J. P. HEWETT, Esq., C.S.I., C.I.E., Secretary to the Government of India,
Home Department,

To—The Chief Commissioner of Assam.

In continuation of the correspondence ending with Home Department letter No. 519, dated the 8th September 1899, upon the subject of the reorganization of the Assam Commission, I am directed to forward a copy of the marginally-noted Despatches from which you will observe that a scheme has now been sanctioned which effects a re-adjustment of the number and grades of officers in the Indian Civil Service in Bengal and in the Assam Commission, so as to put those serving in the ordinary line in both Provinces, as far as possible, upon an equality in respect of pay and promotion. This scheme, which involves no distinction between Civil and Military officers of the Assam Commission, will, the Government of India trust, be found to obviate the grave inconvenience which is at present caused by the frequent reversion of members of the Indian Civil Service from Assam to Bengal after their five years' term of service in the smaller Province.

From the Government of India, No. 310-Financial, dated 31st August 1899.

From the Secretary of State, No. 174-Public, dated 21st December 1899.

2. With Home Department letter No. 172, dated the 23rd March 1899, was forwarded, for your information, a copy of the correspondence between the Government of India and the Secretary of State upon the subject of the general case of the future strength of the Indian Civil Service. The Government of India's proposals upon this subject, as set out in their Despatch of the 10th November 1898, have now been accepted* by the Secretary of State. The history and effect of those proposals are briefly

* *Vide* His Lordship's telegram, dated 9th January 1899 (copy enclosed).

explained in my letter No. 54, dated the 27th ultimo, to the Government of Bengal, of which I am to enclose a copy herewith. You will observe that it has been decided that the strength of the Indian Civil Service in the different Provinces shall be so regulated that an officer will ordinarily find himself, after eight years' service, occupying with practical permanency a "superior" appointment (*i.e.*, one the substantive pay of which is in excess of Rs. 1,000 a month). As explained in the Government of India's Despatch of the 31st August last, it is necessary, in order to bring the Assam Commission into conformity with the arrangement now adopted for all other Provinces, to convert six Assistant Commissionerships in Assam into Extra Assistant Commissionerships. In sanctioning this conversion the Secretary of State has suggested that, if the reduced staff for the Assam Commission (39 officers as compared with 47) should prove to be inadequate to provide sufficiently for the duties connected with tea garden inspection and the control of relations with barbarous tribes in Assam, the possibility might be considered of re-inforcing the ranks of Extra Assistant Commissioners by men of European descent, as in Burma and some other parts of India. If this course is resorted to, His

Lordship is of opinion that the posts to be transferred from the Commission to the Provincial Service might be filled up irrespective of officers already in the latter service, who could have no expectation when appointed of succeeding to them.

3. I am to explain that these suggestions coincide exactly with the views adopted by the Government of India when considering the scheme for the reorganization of the Assam Commission which has now been sanctioned. But they were not expressed in the Despatch submitting that scheme for sanction, as the Governor-General in Council did not wish that your hands should be fettered in filling up the new Extra Assistant Commissionerships. The strength of the reorganized Commission though eight less than that previously sanctioned is only between four and five less than the number of officers actually attached to it of late years. With the much increased prospects of the members of the Commission throughout, it may be expected that more capable and experienced officers will in future be found serving in Assam than has hitherto been the case. In these circumstances, I am to enquire how you would recommend that the new appointments of Extra Assistant Commissioners should be filled. There are several European Deputy Magistrate-Collectors in Bengal, but it is doubtful whether any such officers could be spared from that Province. There is, however, a number of European Police officers in Burma who have experience of the barbarous tribes of the east of India and on account of a block of promotion would probably be glad to accept some of the new Extra Assistant Commissionerships in Assam. I am to ask whether you would suggest that such officers should be appointed to any of these appointments.

4. In your letter No. $\frac{509-P.}{8-27}$ G., dated the 19th May 1899, you referred to the question of the supply of officers to the Assam Commission from Bengal. I am to say that, as explained in paragraph 5 of my letter No. 54, dated the 27th ultimo, to the Government of Bengal, the Assam Commission will now consist of 29 members of the Indian Civil Service (including the recruits in training during their first two years in Bengal) and ten Military officers (amongst whom will be reckoned the uncovenanted officer now in the Commission). At present the number of members of the Indian Civil Service in the Commission is just 29, so that no recruits need be now transferred from Bengal. The number of recruits required annually to keep up the supply of 29 members of the Indian Civil Service (exclusive of exchanges) is $(29 \times \frac{31}{100} =) 1.25$, or five in four years. The Government of Bengal will arrange with you each year as to the number of recruits to be supplied to Assam. No reference need be made to the Government of India unless a difference of opinion arises between His Honour the Lieutenant-Governor and yourself on the subject.

5. Finally, I am to advert to your letter No. $\frac{1208-P. B.}{9409-G.}$, dated the 8th December 1899, in which you have proposed the creation of an appointment of Under Secretary to be filled by one of the Assistant Commissioners without any addition to the strength of the Commission. At that time the scheme for the reorganization of the Commission had not been sanctioned. The Under Secretaryship would have to be classed as an inferior appointment. Consequently the officer to hold it would have to be taken from the Assistant Commissioners already included in the Assam Commission and no additional appointment could be added to the number which the officers of the Commission are recruited to fill. I am to ask whether in these circumstances you have any modifications to make in your proposal for the creation of an Under Secretaryship.

No. .

Copy forwarded to the Government of Bengal for information, in continuation of Home Department letter No. 54, dated the 27th ultimo.

No. .

Copy forwarded to the Finance and Commerce Department for information, with reference to its endorsement No. 186-E., dated the 11th ultimo.

No. 311, dated Simla, the 31st August 1899.

From—The Government of India, Finance and Commerce Department,

To—The RIGHT HONOURABLES LORD GEORGE FRANCIS HAMILTON, Her Majesty's Secretary of State for India.

We have the honour to forward, for Your Lordship's consideration and orders, a copy of correspondence with the Government of Burma regarding the reorganization of the commission of that Province.

2. The Lieutenant-Governor, in his letter dated the 13th October 1898, has proposed that the pay of the Commissioners and Deputy Commissioners in Burma should be levelled up to the rates sanctioned for the Punjab. These proposals involve the increase of the pay of the Divisional Commissioners from Rs. 2,500 to 2,750 a month, whilst they necessitate the pay of the first three grades of Deputy Commissioners being raised from Rs. 1,833½, Rs. 1,666½ and Rs. 1,333½ a month, respectively, to Rs. 2,250, Rs. 1,800 and Rs. 1,500 a month respectively, the existing grade on Rs. 1,200 a month being abolished and the six appointments in that grade being distributed to the remaining three grades in the proportion of 3 : 1 : 2. It is also recommended that the pay of the Financial Commissioner should be raised from Rs. 3,000 to Rs. 3,500 a month, and that, pending the settlement of the question of the constitution of a Chief Court for Burma, the pay of the Judicial Commissioner, Upper Burma, should be fixed at Rs. 3,500 a month (with annuity deduction) and the pay of the Judicial Commissioner, Lower Burma, and of the Recorder of Rangoon at Rs. 3,360 a month each (without annuity deduction). It is stated that the additional expenditure involved in the scheme can be met from the Provincial Revenues, and it is suggested that the new scale of pay should be sanctioned with effect from the 1st April 1899.

3. The reasons for these proposals are fully stated in paragraphs 2—5 of the Local Government's letter of the 13th October last, to which we invite Your Lordship's attention. Briefly they are as follows:—That the time has now come when the members of the Burma Commission should receive rates of pay similar to those in force in other parts of India; that, although the circumstances of the Burma Commission are very like those of the Punjab Commission, the Commissioners and Deputy Commissioners in the latter Province are more highly paid than the corresponding officers in the former; and that, while Burma, or at least part of it, is notoriously unhealthy, the cost of living there is greater than in the Punjab and other Provinces of India. These reasons, added to the fact that the promotion in the Burma Commission is becoming slower year by year, have led to the result that the members of the Commission are seriously discontented with their position. The present proposals were inevitable sooner or later and, in our opinion, have been somewhat long kept back. As the Province is financially able to bear the expenditure, we have decided to support the scheme which has been put forward by the Lieutenant-Governor. In our Home Secretary's letter, dated the 10th March last, we informed His Honour that we were prepared to accept and recommend to Your Lordship the principle of the scheme, subject to the consideration of the two points to be presently mentioned.

4. The first point to which we referred was that the number of inferior appointments in the Burma Commission should be brought into conformity with the general standard in other Provinces. We explained that the existing

* *Vide* the second table in paragraph 8 of the Government of India's Public Despatch No. 86, dated the 10th November 1898.

sanctioned number * of superior and inferior appointments in the Commission being 60 and 39 respectively, the percentage (65) of inferior to superior posts is largely in excess of that which obtains in other Provinces (except Assam, in regard to which we are also addressing Your Lordship), and still more in excess of the percentage (42·5) which the Government of India, in paragraph 9 of the Despatch of the 10th November 1898, quoted in the margin, recommended for all other Provinces and which has been accepted by Your Lordship in your Public Despatch No. 13, dated the 26th January 1899. We observed that it appeared to us that the time had come for considering whether the excess of inferior appointments in the Burma Commission could not now be reduced, either by abolition or by relegation to the grades of Extra Assistant Commissionerships. If the officers holding

superior appointments have their status improved as proposed, there would seem to be less need for them to have so many assistants of covenanted or commissioned rank. Besides affording to some degree a set off against the extra cost involved in the proposed scheme the abolition, or conversion into Extra Assistant Commissionerships, of the excess of inferior appointments in the Commission would enable the proper flow of promotion to the superior appointments to take place.

5. The second point was that as the Assistant Commissioners in Burma have hitherto been better paid (R1,000, R700, R600, and R500) than officers of corresponding rank in most of the other Provinces, they should be put on a level with those in the Punjab (R900, R700, and R500), as a counterpoise to the raising of the pay of the superior appointments. We suggested that with the increase in pay proposed for the Commissioners and Deputy Commissioners in Burma, there would appear to be no longer any justification for a grade of Assistant Commissioners in Burma on R1,000, and that the Punjab scale for Assistant Commissioners should, it seemed, be introduced into Burma together with that for the superior officers.

6. The Lieutenant-Governor's reply to these suggestions is contained in his letter dated the 23rd March 1899. His Honour, while admitting that the number of inferior appointments on the cadre of the Burma Commission is excessive and that the excess of inferior posts is prejudicial to the prospects of the officers of the Commission, objects to the reduction in the number of appointments on the ground that the excessive provision in the cadre for Sub-Divisional Officers is being transferred to other work for which no provision or insufficient provision is made. Sir Frederic Fryer states that the revenue and general work is increasing rapidly in the delta districts of Lower Burma, and he desires to use the excess of Assistant Commissioners by giving more assistance to the Deputy Commissioners at head-quarters in those districts. We have carefully considered these objections and are of opinion that they are not valid. We think that the Deputy Commissioners and Commissioners in Burma have, on the whole, no more work to do than the corresponding officers in the rest of India, and they should not have more assistance in the shape of officers of covenanted or commissioned rank than is given in other Provinces. Moreover, as His Honour admits, the present number (29) of Sub-Divisional Officers was fixed at a time when the country was violently disturbed; there is now freedom from disorder, and no likelihood exists of its recurrence. There are no longer officers serving in the Burma Commission who may eventually be recalled to their original Provinces and that Commission has been for some time recruited exactly as the Punjab Commission is, *viz.*, three-fourths by members of the Indian Civil Service and one-fourth by officers of the Indian Staff Corps. We are, therefore, decidedly of opinion that the number of inferior appointments in the Burma Commission should be brought into conformity with the general scheme which has been adopted for the other Provinces.

7. The present sanctioned number of appointments in the Burma Commission is 99, of which 60 are superior and 39 inferior, as detailed in the statement marked A enclosed. In accordance with the mode of calculation which has now been superseded in all other provinces, 136 officers are required to fill these posts. Your Lordship has recently sanctioned the appointment of a Settlement Commissioner for Burma for a period of five years on a salary not exceeding that of a Divisional Commissioner; and the Lieutenant-Governor has subsequently proposed* that the appointment of Chief Collector of Customs, Rangoon, on R1,250

dated the 10th November 1898, these 62 superior appointments will require the following cadre and strength of officers in the Burma Commission :—

(1) Number of superior appointments	62
(2) <i>Add</i> 4 per cent. for temporary appointments and deputations	2
(3) Total number of appointments to be filled by officers on duty of over eight years' service	64
(4) <i>Add</i> inferior appointments at the ratio of 42·5 to every 100 in line (3)	27
<hr/>	
(5) Total number of appointments, both superior and inferior	91
(6) Strength of service required at 196·7 for each 100 superior appointments in line (3)	126

The result is the reduction of eight in the existing number of appointments and of 10 officers in the present sanctioned strength of the service. The proposed cadre and strength are, however, both larger than those sanctioned up to 1893. The new scheme will not come into practical effect till the end of 1903, as the number (4) of the members of the Indian Civil Service to be recruited at the open competition of this year has already been fixed, and for two years after they arrive the recruits do not count towards effective strength. Moreover, it is to be remembered that up till recently the Burma Commission has been partly recruited by uncovenanted officers, and that a considerable number (26) of the members of the Commission is thus really of the class from which officers of the Provincial Service are drawn. Now that the recruitment of the Commission is confined to members of the Indian Civil Service and of the Indian Staff Corps, we consider it only proper that the excess of Assistant Commissionerships should be converted into Extra Assistant Commissionerships. We accordingly recommend that the cadre and strength of the Burma Commission should be fixed as stated in this paragraph. If these proposals are accepted by Your Lordship, the revised list of superior and inferior appointments in the Commission will be as in the enclosed statement B.

8. In paragraph 6—8 of his letter dated the 13th March 1899, the Lieutenant-Governor expresses himself strongly in favour of retaining the existing rates of pay for Assistant Commissioners in Burma. His Honour's argument is that the higher rates of pay for this class of officers are practically the equivalent of the local allowances which are granted to the lower grades of the various Imperial Departments in that Province. In granting those allowances the principle has been recognized that the Officers on comparatively low pay, require extra emoluments to indemnify them for the expensiveness of living and other disadvantages of service in Burma. To reduce the rates of pay for Assistant Commissioners to the Punjab level would be to refuse to the Commission a concession which is granted to other Imperial Departments. Sir Frederic Fryer considers it very undesirable that such a distinction should be made, and we agree in the reasons advanced against reducing the rates of pay of Assistant Commissioners. It is a matter of notoriety that the cost of living in Burma is, and is likely to be, considerably greater than in any other Province, while the amenities of life are still far less than elsewhere in India. In the most favourite of the Provinces, the North-Western Provinces and Oudh, the pay of the Joint Magistrates of the 1st grade is £1,000 a month, and it is not, we think, unreasonable to allow the officers of corresponding rank in Burma the same rate of pay.

9. We will now explain more fully our proposals as to the grades of Assistant Commissioners. The number of inferior appointments in the Commission, i.e., appointments to be held by officers from the 3rd to the 8th year

* *Vide* paragraph 7 above.

† 1st grade 10 on £1,000.
2nd " 12 on £700.
3rd " 13 on £600.

of service, both years inclusive, will be 27.* At present there are 35 appointments of the 1st, 2nd and 3rd grades† of Assistant Commissioners and one Assist-

ant Superintendentship of the Shan States on a fixed pay of £900 a month. These appointments are treated as cadre appointments, the Assistant Commissioners on £450, £475 and £500 representing the reserve of officers to fill leave vacancies and in training. As the application of the general scheme to

Burma will give only 27 inferior appointments, including the Assistant Superintendship of the Shan States, the number of Assistant Commissionerships of the first three grades will be reduced by nine. We propose that the existing number of the 2nd grade be reduced by two, and that of the 3rd grade by seven; and that the grades of Extra Assistant Commissioners be increased by a corresponding number of appointments. This will constitute the grades of Assistant Commissioners as follows, the special post of Assistant Superintendent, Shan States, remaining on its present footing:—

	R
10 Assistant Commissioners, 1st grade, on	1,000
10 Assistant Commissioners, 2nd grade, on	700
6 Assistant Commissioners, 3rd grade, on	600

The total cost of this part of the proposals is R20,600 a month as compared with the existing cost of R26,200 a month resulting in a saving of R5,600 a month. We further propose that about two-thirds of the latter amount, or R3,700 in round numbers, may be utilized in creating nine appointments in the various grades of Extra Assistant Commissioners. If Your Lordship approves these proposals, we will leave it to the discretion of the Local Government to revise the grades of Extra Assistant Commissioners in the way deemed most suitable, within the above limit.

10. The Commission constituted as we propose will consist of 126 officers. The normal rate of recruitment at 4·31 per cent. of the total strength is 5·43 officers a year, divided between the Indian Civil Service and the Staff Corps in the proportion of 4·07 civil and 1·36 military officers. The strength of the Commission on the 1st July last was 130 or 4 officers in excess of the proposed standard. It will probably be necessary to reduce slightly the normal rate of recruitment for a time on account of this excess, but the extent to which reduction should be made will be considered when we make our indents for recruits from England. In ordinary circumstances we could appoint a military officer this year to the Commission, but, in view of these proposals, we have kept in abeyance that appointment for the present.

11. We have not discussed here the question of the pay of the Judicial Commissioners in Burma and of the Recorder of Rangoon, as this matter has been separately referred to Your Lordship in our Financial Despatch No. 131, dated the 4th May last, regarding the establishment of a Chief Court for Lower Burma. The various proposals which we now recommend for sanction are embodied in the enclosed proposition statement. The additional expenditure involved is R11,783½ a month, or R1,41,400 a year. The necessary provision has been made in the Local Government's budget for 1899-1900. We do not recommend that the proposals should have effect retrospectively, but that the sanction should come into force, as usual, from the date of receipt of Your Lordship's Despatch.

We have honour to be,

MY LORD,

Your Lordship's most obedient, humble Servants,

(Signed) CURZON OF KEDLESTON.

„ W. S. A. LOCKHART.

„ E. H. H. COLLEN.

„ C. M. RIVAZ.

„ C. E. DAWKINS.

„ T. RALEIGH.

„ B. GARDINER.

No. 3970-Ex.

* Original papers returned.

Copy * forwarded to the Home Department for information.

By order,

W. S. MEYER,

*Depty. Secy. to the Govt. of India.**Schedule of Papers.*

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Letter from the Government of Burma, No. 275, dated the 13th October 1898. 2. Letter to the Government of Burma, No. 141, dated the 10th March 1899. | } <i>Vide Home Department Establishment Proceedings, March 1899, Nos. 79-83, pages 121-132.</i> |
|--|---|
3. Letter from the Government of Burma, No. 649, dated the 23rd March 1899.
 4. Letter from the Government of Burma, No. 978-1-C.—10, dated the 30th June 1899, and two enclosures.
 5. Statement A.
 6. Statement B.
 7. Proposition Statement.

Enclosure No. 5.]

STATEMENT A.

List showing the Superior and Inferior appointments in the existing Cadre of the Burma Commission (referred to in paragraph 7.)

SUPERIOR.			INFERIOR.		
Number of appointments.	Designation.	Pay of each.	Number of appointments.	Designation.	Pay of each.
		R			R
1	Lieutenant-Governor	8,833½	10	Assistant Commissioners, 1st grade	1,000
1	Chief Secretary to Government	3,000			
1	Financial Commissioner	3,000			
1	Judicial Commissioner, Upper Burma	3,000	1	Assistant Superintendent, Shan States	900
1	Judicial Commissioner, Lower Burma	2,880			
8	Commissioners of Divisions	2,500	3	Settlement Officers	§
1	Divisional Judge, Pegu Division	2,250			
1	Divisional Judge, Irrawaddy Division	2,250	12	Assistant Commissioners, 2nd grade	700
1	Revenue Secretary to Government	2,000*			
1	President, Rangoon Municipality	2,000	13	Assistant Commissioners, 3rd grade	600
1	Superintendent, Southern Shan States	{ 1,500 to 2,000 }			
8	Deputy Commissioners, 1st grade	1,833½			
1	Secretary to Government	1,800*			
1	Director of Land Records	1,800*			
10	Deputy Commissioners, 2nd grade	1,666½			
1	Superintendent, Northern Shan States	{ 1,250 to 1,500 }			
11	Deputy Commissioners, 3rd grade	1,333½†			
6	Deputy Commissioners, 4th grade	1,200			
1	Under Secretary to Government	1,200*			
1	Secretary to Financial Commissioner	‡	39	+ 37 officers on R 450—500 representing the reserve for officers on leave and in training.	
2	Settlement Officers	§			
60					

* The officers holding these posts draw the salary to which they are entitled in the regular line, plus a local allowance of R400, 300, 250 and 200, respectively, subject to the maximum of R2,000, 1,800, 1,800, and 1,200, respectively.

† Includes the Judge of Moulmein.

‡ Draws salary of grade as Assistant Commissioner plus a local allowance of R200 a month.

§ Draws salary of grade plus local allowance of R150 a month.

|| Includes 1 Under Secretary to Government, 1 Assistant Commissioner, Shan States, 1 Political Officer, Chin Hills, 1 Assistant Political Officer, Chin Hills, 1 Adviser to Sawbwa Hsipaw, and 1 Assistant Political Officer, Kengtung. The Political Officer, Chin Hills, and the Assistant Political Officer, Kengtung, draw a local allowance of R200 each in addition to the salaries to which they are entitled in the regular line. The Junior Under Secretary to Government draws salary of his grade, plus a local allowance of R150 a month, subject to a maximum of R1,000.

©151 H. D.

Enclosure No. 6.]

STATEMENT B.

List showing the Superior and Inferior Appointments in the proposed Cadres of the Burma Commission (referred to in paragraph 7.)

Number of appointments.	SUPERIOR.		Number of appointments.	INFERIOR.	
	Designation.	Pay of each.		Designation.	Pay of each.
		R			R
1	Lieutenant-Governor . . .	8,333‡	10||	Assistant Commissioners, 1st grade.	1,000
1	Judge, Chief Court, Rangoon .	3,500	1	Assistant Superintendent, Shan States.	900
1	Financial Commissioner . . .	3,500	10	Assistant Commissioners, 2nd grade.	700
1	Judicial Commissioner, Upper Burma.	3,500	6||	Assistant Commissioners, 3rd grade.	600
1	Chief Secretary to Government	3,000			
1	Commissioner of Settlements .	2,750			
8	Commissioners of Divisions . .	2,750.			
1	Divisional Judge, Pegu Division.	2,250			
1	Divisional Judge, Irrawaddy Division.	2,250	27	+ 35 officers on R450—500 representing the reserve for officers on leave and in training.	
11	Deputy Commissioners, 1st grade.	2,250			
1	Revenue Secretary to Government.	2,000*			
1	President, Rangoon Municipality.	2,000			
1	Superintendent, Southern Shan States.	{ 1,500 to 2,000 }			
1	Secretary to Government . . .	1,800*			
1	Director of Land Records . . .	1,800—†			
11	Deputy Commissioners, 2nd grade.	1,800			
14	Deputy Commissioners, 3rd grade.	1,500†			
1	Superintendent, Northern Shan States.	{ 1,250 to 1,500 }			
1	Under Secretary to Government.	1,200*			
1	Secretary to Financial Commissioner.	‡			
2	Settlement Officers	§			
62	+2 (temporary appointments and deputations).				

* The officers holding these posts draw the salary to which they are entitled in the regular line, plus a local allowance of R400, 300, 250 and 200, respectively, subject to the maximum of R2,000, 1,800, 1800, and 1,200, respectively.

† Includes the Judge of Moulmein and the Chief Collector of Customs, Rangoon.

‡ Draws the salary of grade as Assistant Commissioner, plus a local allowance of R200.

§ Draw salary of grade, plus local allowance of R150 a month.

|| Includes 1 Under Secretary to Government, 1 Political Officer, Chin Hills, 1 Assistant Political Officer, Chin Hills, 1 Adviser to Sawbwa of Heipaw and 1 Assistant Political Officer, Kengtung. The Political Officer, Chin Hills and the Assistant Political Officer, Kengtung, draw a local allowance of R200 each in addition to the salaries to which they are entitled in the regular line. The Junior Under Secretary to Government draws salary of his grade, plus a local allowance of R150 a month, subject to a maximum of R1,000 a month.

Statement of Proposition for Revision of Establishment. (Referred to in paragraph 11.)

Office to which the proposition refers.	NATURE OF CHARGES.														PROPOSITION.					
	PRESENT SCALE.							PROPOSED SCALE.							PERMANENT.					
	No.	Designation.	Pay.			Average cost.	No.	Designation.	Pay.			Average cost.	Increase per month.	Decrease per month.						
			Minimum.	Increment.	Maximum.	Per mensem.			Minimum.	Increment.	Maximum.	Per mensem.			Amount.	Amount.				
		R	₹	R a. p.	R a. p.			R	₹	R a. p.	R a. p.	R a. p.	R a. p.							
Burma Commission.	8	Commissioners	...	...	2,500 0 0	20,000 0 0	8	Commissioners	...	...	2,750 0 0	22,000 0 0	2,000 0 0	...		
	8	Deputy Commissioners, 1st grade	...	...	1,838 5 4	14,666 10 8	11	Deputy Commissioners, 1st grade	...	...	2,250 0 0	24,750 0 0	10,083 5 4	...		
	10	Ditto, 2nd "	...	...	1,667 10 8	16,666 10 8	11	Ditto 2nd "	...	...	1,800 0 0	19,800 0 0	3,133 5 4	...		
	11	Ditto, 3rd "	...	...	1,333 5 4	14,306 10 8	14†	Ditto 3rd "	...	...	1,500 0 0	21,000 0 0	6,333 5 4	...		
	6	Ditto, 4th "	...	...	1,200 0 0	7,200 0 0	...	.....	...	...	.....	.....	7,200 0 0	...
	10	Assistant Commissioners, 1st grade	...	...	1,000 0 0	10,000 0 0	10	Assistant Commissioners, 1st grade	...	...	1,000 0 0	10,000 0 0	.....	.....				
	12	Ditto, 2nd "	...	...	700 0 0	8,400 0 0	10	Ditto, 2nd "	...	...	700 0 0	7,000 0 0	.....	1,400 0 0	
	13	Ditto, 3rd "	...	...	600 0 0	7,800 0 0	6	Ditto, 3rd "	...	...	600 0 0	3,600 0 0	.....	4,200 0 0	
		The remainder of Assistant Commissioners, 4th grade.	...	...	450 0 0*	.....	6	The remainder of Assistant Commissioners, 4th grade.	...	...	450 0 0*	.....	.....	.....			
	78	Total per mensem	...	...	.....	99,400 0 0	70	Total per mensem	...	...	.....	1,03,150 0 0	21,550 0 0	12,800 0 0
	1	Chief Secretary	...	...	3,000 0 0	3,000 0 0	1	Chief Secretary	...	...	3,000 0 0	3,000 0 0	.....	.....				
	1	Revenue Secretary	...	...	2,000 0 0(a)	2,000 0 0	1	Revenue Secretary	...	...	2,000 0 0(a)	2,000 0 0	.....	.....				
	1	Secretary	...	...	1,800 0 0(b)	1,800 0 0	1	Secretary	...	...	1,800 0 0(b)	1,800 0 0	.....	.....				
	1	Under Secretary	...	...	1,200 0 0(c)	1,200 0 0	1	Under Secretary	...	...	1,200 0 0(c)	1,200 0 0	.....	.....				
	1	Ditto	...	...	1,000 0 0(d)	1,000 0 0	1	Under Secretary	...	...	1,000 0 0(d)	1,000 0 0	.....	.....				
	(e)	Assistant Secretary	...	...	1,000 0 0(d)	1,000 0 0	(e)	Assistant Secretary	...	...	1,000 0 0(d)	1,000 0 0	.....	.....				
	5	Total per mensem	...	...	.....	10,000 0 0	5	Total per mensem	...	...	.....	10,000 0 0	.....	.....				
	1	Financial Commissioner	...	...	3,000 0 0	3,000 0 0	1	Financial Commissioner	...	...	3,500 0 0	3,500 0 0	500 0 0	.....					
	1	Director of Land Records and Agriculture.	...	...	1,800 0 0(f)	1,800 0 0	1	Director of Land Records and Agriculture	...	...	1,800 0 0(f)	1,800 0 0	.....	.....				
	1	Commissioner of Settlements	...	...	2,500 0 0(g)	2,500 0 0	1	Commissioner of Settlements	...	...	2,750 0 0	2,750 0 0(g)	.....	.....				
	2	Divisional Judges	...	...	2,250 0 0	4,500 0 0	2	Divisional Judges	...	...	2,250 0 0	4,500 0 0	250 0 0	.....					
	1	President, Rangoon Municipality	...	...	2,000 0 0	2,000 0 0	1	President, Rangoon Municipality	...	...	2,000 0 0	2,000 0 0	.....	.....				
	1	Superintendent and Political Officer, Southern Shan States.	1,500	100	2,000 0 0	1,833 5 4	1	Superintendent and Political Officer, Southern Shan States.	1,500	100	2,000 0 0	2,000 0 0	.....	.....				
1	Superintendent, Northern Shan States	1,250	50	1,600 0 0	1,416 10 8	1	Superintendent, Northern Shan States	1,250	50	1,500 0 0	1,416 10 8	.....	.....					
1	Assistant Superintendent, Southern Shan States	...	...	900 0 0	900 0 0	1	Assistant Superintendent, Southern Shan States.	...	...	900 0 0	900 0 0	.....	.....					
9	Total per mensem	...	...	.....	17,950 0 0	9	Total per mensem	...	...	.....	18,700 0 0	750 0 0	.....						
1	Chief Collector of Customs, Rangoon	1,250	50	1,500 0 0	1,416 10 8	...	.....	...	...	.....	.....	1,416 10 8	.....						
...	.....	...	...	.....	.....	9	Add Extra Assistant Commissionerships	...	...	3,700 0 0	3,700 0 0	3,700 0 0	.....						
93	GRAND TOTAL	...	...	.....	1,28,768 10 8	93	GRAND TOTAL	...	...	.....	1,40,550 0 0	28,000 0 0	14,216 10 8	

Net increase = 26,000 - 14,216 = 11,783

* Pay on first appointment raised to R475 and R500 as officers pass examinations. † Includes the Judge of Moulmein and Chief Collector of Customs, Rangoon.
 (a) Includes local allowance of R100. (c) Includes local allowance of R200. (e) The appointment of Assistant Secretary is held by an Assistant Commissioner, but the number of Assistant Commissioners has not been increased as an Additional Extra Assistant Commissionership, 5th grade, has been sanctioned on this account.
 (b) Includes local allowance of R300. (d) Includes local allowance of R150. (f) Includes a local allowance of R250.
 (g) Sanctioned for five years. Includes a special allowance of R125 a month.

India Office,
London, 21st December 1899.

Public
No.173.

To His Excellency the Right Honourable the Governor General of
India in Council.

MY LORD,

I have considered in Council the Financial letter of your Excellency's Government No. 311 of the 31st August, in which you submit, for my approval, the following proposals for effecting a re-organization of the Burma Commission, namely :—

- (1) The pay of Divisional Commissioners to be raised from R2,500 to R2,750, and
- (2) That of the first three grades of Deputy Commissioners from R1,833 $\frac{1}{4}$, R1,666 $\frac{2}{3}$, and R1,333 $\frac{1}{4}$ respectively, to R2,250, R1,800 and R1,500 respectively.

In this and the preceding proposal, the scale of pay is assimilated to that of officers of the same grades in the Punjab.

- (3) The abolition of the existing fourth grade of Deputy Commissioner on R1,200, and the distribution of the six appointments in that grade among the remaining three grades, in the proportion of 3 : 1 : 2.
- (4) The pay of the Financial Commissioner to be raised from R3,000 to R3,500.
- (5) The appointment of Chief Collector of Customs, Rangoon, on R1,250—1,500, now filled from outside the Commission, to be held by a Deputy Commissioner, and a Deputy Commissionership of the third grade to be added to the cadre to provide for it.

This appointment, with the appointment of Settlement Commissioner, already sanctioned for a period of five years, on a salary not exceeding that of a Divisional Commissioner, raises the number of superior appointments in the Commission to 62, and two more are added for temporary appointments and deputations, making in all 64.

- (6) A reduction of the inferior appointments in the Commission from 39 in a total of 99, or 65 per cent., to 27 in a total of 91, or 42.5 per cent., the proportion which has been considered suitable generally for the purpose of establishing a proper rate of promotion, with a corresponding reduction of the total number of officers from the present strength of 136 to 126.
- (7) The number of first, second, and third grade Assistant Commissionerships, namely, 10 on R1,000, 12 on R700, and 13 on R600, besides one post in the Shan States on R900, in all 36, having by this scheme been reduced to 27, the second grade to be reduced by two, and the third grade by seven.
- (8) Of the saving of R5,600 a month thereby effected you propose to utilize two-thirds, or about R3,700 per mensem, in the creation of nine appointments in various grades of Extra Assistant Commissioners.

2. The total additional cost of your proposals, as shown in the proposition statement is R1,41,400 a year, and provision has been made for meeting it in the budget of the province for 1899-1900. You do not, however, support the Lieutenant-Governor's request that the higher salaries recommended should

come into force from the 1st April 1899, but consider that they should, as usual, be applied from the date of receipt of my sanction.

3. I approve generally of the proposals made in your letter, and sanction their adoption subject to the following remarks.

4. In my Judicial Despatch No. 48, dated the 3rd August last, I authorized you, unless you saw some objection, to proceed with the constitution of a Chief Court for Lower Burma, to consist of two Civilian and two Barrister Judges, and expressed my approval of the salaries, ₹3,750 a month for the Chief Judge and ₹3,500 for the other Judges, proposed by you. This sanction implies my approval of the proposal referred to in paragraph 6 of your letter No. 131 (F. and C. Department), dated the 4th May 1899, to raise the salary of the Judicial Commissioner of Upper Burma to ₹3,500; and this addition may be made to the proposals included in your present letter.

5. The decision to attach two Civilians instead of one to the Chief Court of Lower Burma increases the number of superior appointments in the table entered in paragraph 7 of your present letter from 64 to 65. An addition on this number of inferior appointments at the ratio of 42·5 per cent. would give 28 (27·625) as the number of inferior posts to be shown in the cadre, instead of 27, thus enabling one of the nine posts of Assistant Commissioner proposed for abolition in the seventh recommendation stated above to be retained. If you see no objection, this post might be added to those proposed to be retained in the third grade. Similarly, eight, and not nine, posts of Extra Assistant Commissioner will have to be created. The total number of appointments, superior and inferior, in the cadre of the Burma Commission will be 93 instead of 91, and the required strength of the service 128 instead of 126.

6. I have had some hesitation in assenting to the reduction of so many posts of Assistant Commissioner in a Province which still calls for so much detailed administration by Europeans, and in which, while natives of other parts of India are equally foreigners with ourselves, the standard of education among the native population has not yet, I understand, advanced sufficiently to enable you to obtain from indigenous sources a constant supply of qualified candidates for the Provincial Service. I have no doubt, however, that in carrying out the substitution proposed you will take into consideration the needs of the situation, and will arrange for the employment, where necessary, of a sufficient proportion of persons of European descent in that service.

I have the honour to be,

MY LORD,

Your Lordship's most obedient, humble Servant,

GEORGE HAMILTON.

No. 117, dated the 20th February 1900.

From—J. P. HEWITT, Esq., Secretary to the Government of India, Home Department,

To—The Chief Secretary to the Government of Burma,

In continuation of Home Department letter No. 531, dated the 13th September 1899, upon the subject of the reorganization of the Burma Commission, I am directed to forward a copy of the marginally noted correspondence which has passed between the Government of India and the Secretary of State and contains the orders for the future regulation of the grades and pay of the Commission.

2. It will be observed that the recommendations which were made by the Government of Burma for the raising of the scale of pay of the Divisional Commissioners and Deputy Commissioners have been sanctioned in full, but with

effect from the 9th January 1900—the date of the receipt of the Secretary of State's Despatch. The Government of India's proposals regarding the Assistant Commissionerships have been accepted by the Home Government. These involve a reduction of the inferior appointments in the Commission and a corresponding increase in the number of Extra Assistant Commissionerships, in order to bring Burma within the general scheme of recruitment for the Indian Civil Service which has now been introduced in all Provinces. The reason for the application of this scheme to Burma will be found set out in detail in paragraph 7 of the Government of India's Despatch of the 31st August last. Counting the superior appointment to be added to the cadre in consequence of the decision to attach two Civilians, instead of one, to the Chief Court of Lower Burma, the number of inferior appointments in the cadre of the Commission will be reduced from 36 to 28 and the total strength of the Commission from 136 to 128, as explained in paragraph 5 of the Secretary of State's Despatch of the 21st December 1899. The Assistant Commissionerships will thus stand in future as follows :—

	R
10 in the first grade on	1,000
10 in the second grade on	700
7 in the third grade on	600

besides one post in the Shan States on R900.

3. The total strength of the Commission being 128, the maximum number of Civilians in it will be 96 and the maximum number of Military Officers 32. The normal annual recruitment, at the accepted rate of 4·31 per cent. of strength, will be (1) for members of the Indian Civil Service 4·14, and (2) for Military officers 1·39—total 5·52. An examination into the condition of the service should be made at the beginning of each year in the manner described in paragraphs 12 and 13 of the Government of India's Despatch of 10th November 1898, of which a copy was forwarded with Home Department letter No. 141, dated the 10th March 1899. For the present time such an examination shows as follows :—

Sanctioned strength.	Actual strength on 1st July 1899.	ADDITION TO STRENGTH EXPECTED.		Estimated casualties at 4·31 per cent. per annum for 2 years.	Estimated strength on 1st July 1901, columns 2, 3, and 4 less 5.	Estimated excess or deficiency on 1st July 1901.
		1899-1900.	1900-1901.			
128	130	5	5	11	129	+ 1

The figures in columns 3 and 4 include in each case one Military officer. For the competition to be held in London this year the Government of India propose to recruit the normal number of members of the Indian Civil Service, *viz.*, 4; they presume that His Honour the Lieutenant-Governor will have no objection to this.

4. In place of the eight inferior appointments in the cadre of the Commission now to be reduced, there will be eight additional Extra Assistant Commissionerships. These new appointments may under the sanction given by the Secretary of State be allotted as follows, if His Honour the Lieutenant-Governor has no objection :—1 to the 3rd grade of Extra Assistant Commissioners on R600, 2 to the 4th grade on R500, 3 to the 5th grade on R400 and 2 to the 6th grade on R300.

5. His Honour the Lieutenant-Governor will notice that the Secretary of State had some hesitation in assenting to the reduction of the posts of Assistant Commissioners on the ground that Burma is a Province still calling for much detailed administration by Europeans, the natives of India there

being equally foreigners with ourselves, and the standard of education among the native population having not yet sufficiently advanced to enable a regular supply of candidates to be obtained for the Provincial Service. His Lordship has accordingly suggested that in carrying out the substitution now sanctioned, the needs of the situation should be taken into consideration and arrangements should be made for the employment where necessary of a sufficient proportion of European descent in the Provincial Service. I am to say that, when considering the question of bringing the Burma Commission into line with the general recruitment scheme now adopted elsewhere throughout India, the Government of India determined to suggest to the Local Government, on the Secretary of State's sanction being obtained, that the new Extra Assistant Commissionerships should be filled by the appointment of European officers instead of by promotion among the existing members of the Provincial Service, but they did not place this suggestion on record in their Despatch because they wished that His Honour the Lieutenant-Governor should not be fettered in the exercise of his discretion as to the selection of persons for the posts to be transferred. Your letter No. 1007-31-9, dated the 31st July 1899, concerning the future recruitment of the gazetted ranks of the Police Service in Burma, shows that owing to a large excess of inferior posts in that service, and to the appointment of very considerable number of officers at about the same time after the annexation of Upper Burma, there is a serious block of promotion almost throughout the different grades. I am to say that, if His Honour the Lieutenant-Governor has no objection to urge, it seems to the Government of India that it will be advisable to appoint some at least of the officers in the Police, to the Extra Assistant Commissionerships now to be added to the cadre of the Provincial Service.

6. Paragraph 4 of the Secretary of State's Despatch of the 21st December 1899 sanctions the increase of the pay of the Judicial Commissioner of Upper Burma to Rs. 500, but as this sanction is dependent on the constitution of the Chief Court for Lower Burma with the increased pay of its members, the Judicial Commissioner of Upper Burma is not entitled to the increased pay till the establishment of that Court. I am accordingly to say, in continuation of my letter No. 31, dated the 9th January 1900, upon the subject of Mr. Birks' memorial, that the pay of the Judicial Commissioner of Upper Burma, as well as that of the Judicial Commissioner of Lower Burma and the Recorder of Rangoon, will take effect from the date on which the Chief Court is established at Rangoon:

7. There remains the question of the provision for Settlement Officers in the cadre of the Commission, which is dealt with in the letter No. 933-2-S.-13, dated the 31st October 1899, from the Revenue Secretary to the Government of Burma. Hitherto the cadre of the Commission had provided five officers for settlement work, one of whose posts was a superior post, the remaining four being considered as holding inferior posts. The cadre of the Commission which has lately been sanctioned contains one superior appointment for the Commissioner of Settlements and two superior appointments to be held by Settlement Officers. Under the general recruitment scheme now adopted the number of inferior appointments and of junior officers depends entirely on the sanctioned number of superior appointments in the cadre. In the letter of the 31st October 1899 His Honour the Lieutenant-Governor states that the minimum requirement for the Province is seven Settlement Officers (excluding the Commissioner of Settlements) and has suggested that the number of settlement appointments should be raised from five to seven, one of the additional appointments being a superior and one an inferior appointment. I am to point out that such an arrangement appears to conflict with the general recruitment scheme, and to ask that the proposals for the allotment of appointments required for Settlement Officers may be reconsidered with reference to that scheme.

Nos. 118—119.

Copy forwarded to the Finance and Commerce Department
Department of Revenue and Agriculture for information [with To Finance Department only].
reference to its endorsement No. 187-E., dated the 11th ultimo].

No. 319, dated the 13th October 1898.

From—The Government of India, Finance and Commerce Department,

To—The Right Honourable Lord GEORGE FRANCIS HAMILTON, Her Majesty's Secretary of State for India.

We have the honour to invite Your Lordship's attention to the correspondence ending with Lord Kimberley's Judicial Despatch No. 29, dated the 20th July 1893, in which sanction was given to the permanent appointment of an Additional District and Sessions Judge for the districts of Dacca, Jessore with Khulna, Backergunge and Mymensingh. The Government of Bengal has now proposed that the Additional Judge at present attached to these districts should be employed in Dacca and Mymensingh alone, and that another Additional Judge should be permanently appointed for Jessore-Khulna and Backergunge. We forward a copy of the correspondence on the subject with the Government of Bengal for Your Lordship's consideration.

2. The proposal was first made by the Government of Bengal in a letter No. 4623-J., dated the 17th August 1897, at the instance of the Calcutta High Court. It was represented that experience had shown that the assistance given by the one Additional Judge was insufficient to afford the necessary aid to the four Judges of the districts included in the arrangement. On a review of the figures presented by the High Court and on a comparison of the criminal work done by the Sessions Judges in these four districts in Bengal with similar work done by Sessions Judges in the North-Western Provinces, we were inclined to think that assistance was required chiefly for the purpose of clearing off arrears of civil work. We accordingly asked the Local Government, in our Home Secretary's letter No. 1437, dated the 30th October 1897, whether the necessities of the case could not be met by the appointment of a Subordinate Judge who could deal with the civil original suits and also with most of the civil appeals, thereby enabling the District and Sessions Judges to keep abreast of the criminal work and of such civil work as it was advisable that they should perform. The Local Government and the High Court, after considering the matter further in the light of these remarks, adhere to the opinion that nothing short of the permanent appointment of a second Additional District and Sessions Judge will serve to give the necessary relief. We have carefully considered the arguments and statistics contained in the letter from the Government of Bengal of the 25th June last, and its enclosures, and are constrained to agree with this view.

3. In the first place a further examination of the figures shows that some modification is necessary in the statement made in our Home Secretary's letter of the 30th October 1897 that the amount of criminal work disposed of by the Sessions Judges in these four Judgeships in Bengal compares unfavourably with the returns of the average outturn of criminal work done by Sessions Judges in the North-Western Provinces. The figures on which the statement was based were for the year 1896, and were abnormal owing to distress and famine, which were intense in the North-Western Provinces but scarcely affected the districts of Eastern Bengal. The sessions trials in the North-Western Provinces in 1896 were more than 25 per cent. in excess of the average number of the years 1891—94, whilst the criminal appeals were more than 20 per cent. in excess of the average for those years. The figures, 111 sessions trials and 479 criminal appeals, quoted in paragraph 3 of the letter of the 30th October should thus be reduced to 89 and 399, respectively. The average for each of the four Bengal Judgeships in question in 1896 was 100 sessions cases and 400 criminal appeals, which, divided among five Judges, gives 80 sessions cases and 320 criminal appeals each. Considering that litigation in Eastern Bengal is peculiarly intricate and laborious, we are satisfied that the figures for the four districts do not compare unfavourably with those for the North-Western Provinces. Moreover, both the Government of the North-Western Provinces and Oudh and the High Court of the North-Western Provinces have represented that the amount of criminal work falling upon the District and Sessions Judges in those Provinces is very heavy and the question of affording relief to them is under our consideration.

4. The large number of Subordinate Courts which exist in the Eastern districts of Bengal constitute another important difference between the work of the Judges in these districts and the work of Judges in the North-Western Provinces,

The numbers of Subordinate Judges and Munsifs in the four Judgeships in question in Bengal are as follows :—

	Subordinate Judges.	Munsifs.
Jessore-Khulna	3	20
Backergunge	2	15
Dacca	2	16
Mymensingh	3	18

The numbers in the largest Judgeships in the North-Western Provinces are—

	Subordinate Judges.	Munsifs.
Aligarh	1	8
Shahjahanpur	1	7
Moradabad	1	7

The supervision of the different Subordinate Courts in Bengal, many of which are at outlying stations where there is comparatively little public opinion, throws a large amount of administrative and inspection work upon the District and Sessions Judges—a work to which the Judges of the Calcutta High Court rightly attach great importance. This work has necessarily been somewhat neglected in the past by the District and Sessions Judges of these districts. We also agree with the High Court that a sufficient number of appeals from the Munsifs has not been heard by the District Judges to enable them to form an opinion on the work of those officers.

5. The papers forwarded with the Bengal Government's letter of the 25th June last leave no doubt that the criminal work in the four Judgeships in question has been steadily increasing for some years past, and the figures, given in paragraph 2 of the High Court's letter of 23rd March 1898, show that the increase is not confined to the last two years nor can, as in the North-Western Provinces, be put down to a temporary cause such as famine. The figures vary for the different districts, but, taking the four districts together, the average number of sessions cases for the last five years has increased by 12 per cent. over the average number for the previous quinquennium. The Judges of the High Court explain that Eastern Bengal appears to be growing in commercial importance, and that the spread of education and the rich possibilities of this fertile tract tend to increase the value of rights in the land, disputes as to which form so large a part of the litigation. We have no doubt that this is the true explanation.

6. We agree with the Honourable Judges and His Honour the Lieutenant-Governor that the appointment of another Subordinate Judge, even if he were invested with the powers of an Additional Sessions Judge, would not meet the circumstances of the case, and we consider that the appointment of a separate permanent Additional District and Sessions Judge on a pay of ₹2,000 a month for Jessore-Khulna and Backergunge, in addition to the present additional officer who would be confined to Dacca and Mymensingh, is absolutely necessary. We therefore recommend the proposal for Your Lordship's sanction.

We have the honour to be,

MY LORD,

Your Lordship's most obedient, humble Servants,

(Signed) ELGIN.
 " O. E. NAIRNE.
 " J. WESTLAND.
 " M. D. CHALMERS.
 " E. H. H. COLLEN.
 " A. C. TREVOR.
 " C. M. RIVAZ.

No. 4412-Ex.

COPY* forwarded to the Home Department.

* Original papers returned.

By order,
 W. S. MEYER,
 Depy. Secy. to the Govt. of India.

Extract from the Proceedings of the Government of India, in the Finance and Commerce Department,—No. 5652-Ex., dated Calcutta, the 23th December 1898.

READ—

Despatch from Her Majesty's Secretary of State for India, No. 41 (Judicial), dated the 1st December 1898, received on the 19th December 1898.

Ordered, that a copy be forwarded to the Home Department, in continuation of endorsement No. 4412-Ex., dated the 13th October 1898.

Ordered also, that a copy, with a copy of the Despatch to which it is a reply, be forwarded to the Accountant General, Bengal.

[True Extract.]

H. WHEELER,

*Offg. Under Secy. to the Govt. of India,
Finance and Commerce Department.*

No. 41 (Judicial), dated the 1st December 1898.

From—The Right Honourable Lord GEORGE FRANCIS HAMILTON, Her Majesty's Secretary of State for India,

To—His Excellency the Right Honourable the Governor General of India in Council.

Having considered in Council your Government's letter No. 319 (Financial), bearing date the 13th October last, I sanction your proposal to appoint a separate Additional District and Sessions Judge on a pay of ₹2,000 a month for the districts of Jessore, Khulna and Backergunge, and to employ the Additional Judge at present attached to those districts as well as to the districts of Dacca and Mymensingh in the two latter districts alone.

No. 26, dated the 7th January 1899.

Endorsement by the Home Department.

Copy, with a copy of the Despatch to which this is a reply, forwarded to the Government of Bengal for information, in continuation of the letter from this Department, No. 1231, dated the 24th October 1898.

No. 382, dated the 26th October 1899.

From—The Government of India, Finance and Commerce Department,

To—The Right Honourable Lord GEORGE FRANCIS HAMILTON, Her Majesty's Secretary of State for India.

We have the honour to invite attention to the correspondence ending with Your Lordship's Public Despatch No. 78, dated the 22nd July 1897, sanctioning certain alterations in the pay of the appointments in the Central Provinces Commission. In their Financial Despatch No. 285, dated the 7th October 1896, Lord Elgin's Government supported proposals which had been put forward by the Chief Commissioner of the Central Provinces for raising the pay of the officers of the Commission to the scale in force in the Punjab. In a telegram, dated the 2nd December 1896, Your Lordship sanctioned the raising of the pay of two of the four Commissioners of Divisions to ₹2,750 and of three Deputy Commissioners to ₹2,250; whilst four judicial appointments in place of three were fixed on the following pay:—one on ₹2,500, one on ₹2,250 and two on ₹1,833. In your Public Despatch No. 129, dated the 24th December 1896, while accepting the principle that all the Commissions officered by members of the Indian Civil Service should be placed upon an approximate equality as regards pay and prospects so far as the general line of the service is concerned, Your Lordship decided to defer sanction to the proposals in this connection

affecting the Central Provinces, until the question of reducing the number of divisions and districts in those Provinces, and the possibility of thus effecting a saving, had been finally determined. At the same time sanction was accorded to the grading of the appointment of Chief Secretary among the Deputy Commissioners with a local allowance of ₹250 and to the increase of the pay of the Commissioner of Settlements and Agriculture from ₹1,800 to ₹2,000—100—2,500. Finally, in your Public Despatch No. 78, dated the 22nd July 1897, sanction was given to the increase of the number of Deputy Commissioners of the lowest grade by one and to the Commissioner of Excise, Stamps and Registration drawing the pay of his grade until entitled to be promoted substantively to the second grade.

2. We now forward, for Your Lordship's information, a copy of the correspondence noted in the annexed list, on the subject of effecting a saving in the cost of the Commission by the reduction of the number of divisions and districts. In a Minute, dated the 11th July 1898, Sir Charles Lyall expressed the opinion that the time had not come for a reduction in the number of Commissionerships, and although he formulated proposals for the abolition of two Deputy Commissionerships, he did not advocate their abolition. In our Home Secretary's letter, dated the 30th September 1898, the present Chief Commissioner was requested to reconsider the matter, and it was suggested that the reduction of one of the four Commissionerships and three of the 18 districts might be feasible. The Chief Commissioner, while considering it impossible to resist the conclusion that there must be some reduction of charges, is strongly of opinion that it will be impossible, for at least five or six years, to reduce the number of Commissionerships, and that no action should be taken for reducing the number of districts until the completion of the Gondia-Jubbulpore railway especially in view of the present failure of crops. In deference to Mr. Ibbetson's opinion we consider that this matter should for the present be held in abeyance. We shall, however, submit a further report on the subject before the end of 1901, as we are in favour of an eventual reduction of one Commissionership and certainly two and possibly three districts.

3. We consider that in the meantime an improvement in the pay of some of the appointments in the Commission of the Central Provinces is absolutely necessary in order to place the officers serving there more on a par as regards emoluments with their contemporaries serving elsewhere. We accordingly submit the following modified proposals for Your Lordship's consideration, though we should be glad to see both the pay and grading of the Commissionerships and Deputy Commissionerships put on the same footing as in the Punjab without further delay:—

(i) That the pay of the Deputy Commissioners in the Central Provinces be altered as follows:—

<i>Present scale.</i>		<i>Proposed scale.</i>	
	₹		₹
3 Deputy Commissioners on ...	2,250	3 Deputy Commissioners on ...	2,250
2 Deputy Commissioners on ...	1,833½	8 Deputy Commissioners on ...	1,800
6 Deputy Commissioners on ...	1,666½		
11 Deputy Commissioners on ...	1,333½	11 Deputy Commissioners on ...	1,500

(ii) That the pay and grading of the Assistant Commissioners be altered as follows:—

<i>Present scale.</i>		<i>Proposed scale.</i>	
	₹		₹
3 Assistant Commissioners on ...	800	5 Assistant Commissioners on ...	900
6 Assistant Commissioners on ...	700		
5 Assistant Commissioners on ...	600	9 Assistant Commissioners on ...	700

(iii) That the two Deputy Commissioners at present on ₹1,833½ a month be allowed to retain their pay until they are absorbed into the grade on ₹2,250.

A proposition statement showing the cost of the present and proposed scales is enclosed. The proposals involve a net increase of ₹3,766-10-8 a month or ₹45,200 a year, omitting the small extra amount to be temporarily drawn by the two senior Deputy Commissioners on ₹1,833½. The above arrangement

should, in our opinion, be only temporary, as the pay of the two junior Commissioners and the regrading of the numbers in the different grades of Deputy Commissioners so as to follow the Punjab scale should be effected as soon as the officers in the Central Provinces are found to be drawing on the whole less emoluments than their contemporaries in the larger Provinces of Northern India. At present exceptional circumstances may have made promotion somewhat rapid in the Central Provinces; but this is only a temporary condition of affairs. And even now it has to be remembered that the work of the Commissioner or Deputy Commissioner in the Central Provinces is not ordinarily less arduous than in the Punjab and has recently been exceptionally trying.

4. We have the honour to request Your Lordship's sanction to the above scheme being allowed to have effect from the 1st April 1900, on the condition that the Provincial revenues can meet the extra expenditure.

We have the honour to be,

MY LORD,

Your Lordship's most obedient, humble Servants,

(Signed) CURZON OF KEDLESTON.

„ W. S. A. LOCKHART.

„ E. H. H. COLLEN.

„ A. C. TREVOR.

„ C. M. RIVAZ.

„ C. E. DAWKINS.

„ T. RALEIGH.

No. 4897-E.

* Original papers returned.

Copy * forwarded to the Home Department for information.

By order,

H. J. McINTOSH,

Offg. Depy. Secy. to the Govt. of India.

Extract from the Proceedings of the Government of India in the Finance and Commerce Department,—No. $\frac{R}{1576}$ G., dated the 29th March 1900.

READ—

Despatch from Her Majesty's Secretary of State for India, No. 25 (Public), dated the 8th March 1900, received on the 26th March 1900.

Ordered, that a copy be forwarded to the Home Department, in continuation of endorsement No. 4897-Ex., dated the 26th October 1899.

(True Extract.)

J. F. FINLAY,

*Secy. to the Govt. of India,
Finance and Commerce Department.*

No. 25 (Public), dated the 8th March 1900.

From—The Right Honourable Lord GEORGE FRANCIS HAMILTON, Her Majesty's Secretary of State for India,

To—His Excellency the Right Honourable the GOVERNOR GENERAL of India in Council.

I have considered in Council the letter of your Excellency's Government in the Finance and Commerce Department, No. 382, dated the 26th October 1899, in which you propose that the pay of Deputy Commissioners and Assistant Commissioners in the Central Provinces shall be assimilated, with effect from the 1st April 1900, if the Provincial revenues can meet the extra expenditure, to the scale in force in the Punjab. The additional charge which will thus be incurred is stated at Rs45,200 a year, exclusive of personal allowances amounting to Rs800 a year to be granted to two senior Deputy Commissioners of the Second Grade until they are absorbed in the First Grade.

2. In my Despatch No. 129, dated the 24th December 1896, I accepted the principle that all the Commissions officered by members of the Indian Civil Service should be placed on an approximate equality as regards pay and prospects so far as the general line of the service is concerned; and in accordance with this principle, which had already been applied throughout the Lower Provinces of Bengal, the North-Western Provinces and Oudh, and the Punjab, I have recently sanctioned * a reorganisation of the Burma and Assam Commissions so as to bring the salaries allotted to them into line with those given in other Provinces. The Central Provinces are now the only exception to a rule of general application. Your proposals, while introducing there the rates of pay for District officers given elsewhere, do not distribute the appointments in each grade as they are distributed in other Provinces; and you recognise that the arrangement can be only a temporary one, and that the redistribution of the numbers in the different grades of Deputy Commissioners should be considered as soon as the officers in the Central Provinces are found to be drawing on the whole less emoluments than their contemporaries in the larger Provinces of Northern India.

3. I am prepared, in view of the above considerations, to accept your proposals. With reference, however, to the condition annexed, that the extra expenditure must be met from the Provincial revenues, I am not sure in what sense it is to be understood. I apprehend that the effect of the very severe famine from which the Province is now suffering (and which must greatly increase the burden of work and responsibility falling upon the officers of the Commission) must be so to deplete its resources as to make it impossible to impose upon them any additional charge. In these circumstances, your Excellency in Council will doubtless consider whether, in the distribution of revenue and expenditure between Imperial and Provincial in the estimates of the coming financial year, it may be possible to make a special assignment to the Province to meet the cost of your proposals.

4. In my Despatch of December 1896 I directed an inquiry to be made whether it was possible to effect a saving towards meeting the cost of equalising salaries in the Central Provinces with the standard accepted elsewhere by reducing the number of Revenue Divisions and Districts. This question so far as Divisions were concerned, had been previously examined by Sir Antony MacDonnell in his minute of the 2nd April 1891, and an opinion adverse to any reduction was expressed by him. I observe that it has again been considered by two Chief Commissioners, who have both expressed themselves strongly against any reduction in the number of Commissionerships. As regards Districts, certain reductions are suggested; but both these administrators while prepared, if reduction is insisted on, to dispense with some smaller districts, strongly urge the impolicy of the step, its weakening effect on the administration, the inconvenience which it will cause to the people, and the special necessity which at present exists for constant personal supervision over the vast thinly peopled areas of which the Province consists. When the Chief Commissioner wrote his minute of July 1898, the Central Provinces were just emerging from a famine of unprecedented extent and severity, which had strained the resources of the administration to the utmost, and the sequelæ of

which were expected to call, for several years to come, for incessant care and watchfulness on the part of the district staff to prevent the permanent deterioration of the agricultural population. When Mr. Ibbetson wrote, at the beginning of August last, it could hardly have been anticipated that the Province would before the end of the year be again plunged into a season of distress which, to judge by the numbers seeking relief, will far exceed in its severity the calamity of 1897. In these circumstances, I am disposed to agree with those authorities that it would not be expedient, at any rate for some years to come, to contemplate an increase in the size of divisional and district charges in the Central Provinces. Apart from the revenue questions which will fall to be considered when the present famine is over, the working of the recently passed Tenancy Act (XI of 1898) will demand very careful supervision, and any measure which it may be decided to adopt, after the passing of the Bill relating to the Punjab now before your Excellency's Council, for dealing with agricultural indebtedness in the Central Provinces, will undoubtedly add considerably to the labours both of Commissioners and Deputy Commissioners. I shall, however, await the receipt of the Report which, in the second paragraph of your letter, you express the intention of submitting before the end of 1901.

No. 41, dated the 7th February 1901.

From—The Government of India, Finance and Commerce Department,

To—The Right Honourable Lord GEORGE FRANCIS HAMILTON, His Majesty's Secretary of State for India.

We have the honour to forward, for Your Lordship's consideration, a copy of a correspondence with the Government of Bombay, entered in the annexed list, regarding the reorganization of the Revenue and Magisterial Establishments in Sind.

2. In your Public Despatch No. 128, dated the 24th December 1896, Your Lordship sanctioned, subject to the proviso that funds were available, the proposals of the Government of India contained in their Financial Despatch No. 358, dated the 1st November 1893, regarding the reconstitution of the Districts of Karachi, Shikarpur and the Upper Sind Frontier which involved a net increased expenditure of R25,632 a year. No part of the scheme has yet been introduced owing to the want of funds.

3. The Commissioner in Sind has now represented that in the interests of the efficient and successful administration of the Province, no time should be lost in introducing the scheme. He has accordingly submitted revised proposals, the details of which are explained in the proposition statement appended to his letter No. 1557, dated the 5th May 1900, which forms an enclosure to the letter from the Government of Bombay, No. 5997, dated the 26th September last. The main changes are (1) the retention of the Deputy Commissionership of the Upper Sind Frontier District the abolition of which was proposed in 1893, and (2) the creation of two posts of City Magistrate on R200 a month each at Hyderabad and Shikarpur in addition to the existing similar post at Sukkur. The reasons for the retention and creation of these posts are fully set forth in paragraphs 5, 6, and 15 of Mr. James's letter No. 2715A., dated the 13th June 1898, enclosed in the Bombay Government's letter No. 2760, dated the 21st April 1899, to which we invite Your Lordship's attention. Your Lordship will observe that Mr. James's proposal was not only to retain the Upper Sind Frontier District, notwithstanding the creation of the Larkhana District, but also to increase the pay of the Deputy Commissioner from R1,200 to R1,500 a month. For the reasons stated in paragraph 9 of their letter of the 21st April 1899 quoted above, the Government of Bombay prefer to maintain the existing pay, adding a local allowance of R300 a month. The necessity for the appointment of City Magistrates is fully accepted by the Bombay Government.

4. The whole scheme now submitted by the Commissioner in Sind, as finally accepted by the Bombay Government in consultation with the Accountant General, involves an extra expenditure of R55,566-13-0 a year, or R58,914-18-0 a year, if the amount (R3,348 a year) intermediately sanctioned by the Local

Government at different times, which appears on both sides of the proposition statement, is added. The expenditure to which Your Lordship's sanction is now required is Rs33,282-13-0* a year, as shown below :—

* Rs8,914-13-0—Rs25,632-0-0.

	Increase. +	Decrease. —
	<i>R a. p.</i>	<i>R</i>
I.—Taluka establishments (exclusive of travelling allowance).	11,040 0 0	...
II.—Charges for Deputy Commissioner and establishments, Upper Sind Frontier District.	22,596 0 0	...
III.—City Magistrates	8,112 0 0	...
IV.—Reductions in Subordinate establishments . . . . .	...	6,156
V.—Reduction of Deputy Collectors . . . . .	...	8,400
VI.—Add Sind allowance and Exchange Compensation allowance of the Larkana Collector not provided for in the original scheme.	2,742 13 0	...
VII.—Add Intermediate minor sanctions given from time to time by the Local Government.	2,848 0 0	...
TOTAL .	+ 47,888 13 0	—14,556

The details of the figures under the first five headings are explained in the statements marked A to E appended to the Bombay Government's letter, dated the 26th September 1900.

5. We have carefully considered the revised scheme and are satisfied that the extra expenditure which it involves is absolutely necessary for the proper administration of Sind. We accordingly recommend it for Your Lordship's sanction.

6. We have in the meantime acceded to the urgent request of the Bombay Government for the entertainment of the establishments entered as item I in paragraph 4 above with effect from the 1st August last. We trust that Your Lordship will confirm our action in this respect.

We have the honour to be,

MY LORD,

Your Lordship's most obedient, humble Servants,

(Signed) CURZON.

„ E. H. H. COLLEN.

„ A. C. TREVOR.

„ C. M. RIVAZ.

„ T. RALEIGH.

„ E. FG. LAW.

No. 576-Ex.

* Original papers returned.

Copy forwarded to the ^{Home* Department} Department of Revenue and Agriculture for information.

By order,

W. S. MEYER,

Depty. Secy. to the Govt. of India.

Extract from the Proceedings of the Government of India in the Finance and Commerce Department, No. 2364-Ex., dated the 3rd May 1901.

READ—

Despatch from His Majesty's Secretary of State for India, No. 46 (Public), dated the 5th April 1901, received on the 22nd April 1901.

ORDERED, that a copy be forwarded to the Home Department and to the Department of Revenue and Agriculture, in continuation of endorsement No. 576-Ex., dated the 7th February 1901.

Ordered also, that a copy, with a copy of the Despatch (with enclosures Nos. 6 to 8) to which it is a reply, be forwarded to the Accountant General, Bombay.

[True Extract.]

H. J. McINTOSH,

*Deputy Secy. to the Govt. of India,
Finance and Commerce Department.*

No. 46 (Public), dated the 5th April 1901.

From—The Right Honourable Lord GEORGE FRANCIS HAMILTON, His Majesty's Secretary of State for India,

To—His Excellency the Right Honourable the GOVERNOR GENERAL of India in Council.

I have considered in Council Your Government's Financial letter No. 41, dated the 7th February last, requesting my sanction to a scheme for the reorganization of the Revenue and Magisterial Establishments in Sind.

2. I sanction the introduction of the proposed scheme whenever funds are available.

3. I also confirm your proceedings sanctioning, with effect from the 1st August 1900, the entertainment at the annual cost of R11,040 of the Taluka Establishments in Sind which appear as item 1 in paragraph 4 of your letter.

No. 344, dated the 14th May 1901.

Endorsement by the Home Department.

Copy, with copy of the Despatch replied to, forwarded to the Government of Bombay for information, in continuation of letter No. 912, dated the 12th December 1900.

No. 122, dated the 25th April 1901.

From—The Government of India, Finance and Commerce Department,

To—The Right Honourable Lord GEORGE FRANCIS HAMILTON, His Majesty's Secretary of State for India.

We have the honour to forward, for Your Lordship's consideration, a copy of a correspondence with the Government of the North-Western Provinces and Oudh, relative to a proposal to strengthen the superior Judicial Service in those provinces.

2. In 1895 the attention of the Government of Lord Elgin was drawn to the character of the work done by District and Sessions Judges in the North-Western Provinces and Oudh. It was found that there had been a great decrease in the amount of civil work and a considerable increase in the amount of criminal work disposed of by these courts during the five years ending 1893. The Government of India regarded with grave concern the gradual relaxation of the control and oversight of civil work by District Judges, and desired that the whole question should receive the careful consideration of the Lieutenant-

Governor and Chief Commissioner in communication with the High Court at Allahabad and the Judicial Commissioner of Oudh. They also expressed their readiness to consider any proposals which His Honour might make for checking, whether by legislation or otherwise, the tendency to over-burden District and Sessions Judges with criminal work to the detriment of their duties connected with civil litigation.

3. The Government of the North-Western Provinces and Oudh explained in a letter, dated the 24th August 1896, that the heavy criminal work of District and Sessions Judges (so far as it consisted of Sessions trials) was mainly due to the greater prevalence of serious crime in those provinces as compared with Lower Bengal, and that this resulted in the number of civil suits (and, in Oudh, also the number of civil appeals) disposed of by District Judges being less than in neighbouring provinces. It was further represented that, in consequence of the large amount of grave crime triable by Magistrates with not less than full powers, there resulted a large number of sentences in which an appeal lay to the Sessions Courts, and that the number of such appeals was not evidence in itself that the Subordinate Criminal Courts failed to command confidence. Both the High Court and the Local Government were of opinion that the true remedy for the difficulty brought to notice was to be found in an increase in the number of District and Sessions Judges in the North-Western Provinces and Oudh. Lord Elgin's Government were not satisfied that an increase in the strength of the District and Sessions Judges had been shown to be necessary. They suggested to the Local Government that a remedy might be found in the creation of a class of Assistant Judges, similar to that in the Bombay Presidency, to whom the Sessions Judges might transfer for disposal such part of their work as could safely be entrusted to a subordinate agency. They observed that such an arrangement would have the advantage of economy over that of appointing more District and Sessions Judges, and inquired whether its adoption commended itself to the Lieutenant-Governor and Chief Commissioner.

4. Sir Antony MacDonnell, on a consideration of this suggestion, recommended the creation of nine Assistant Judgeships, six to be held by members of the Indian Civil Service, and three by members of the Provincial Service. He proposed that the pay of the six appointments for members of the Imperial Service should be ₹700 a month each and that of the three provincial appointments ₹448 a month each, the whole scheme involving an additional expenditure of ₹66,528 a year. These proposals appeared to us to be open to objection in some respects. In the first place we could not regard the pay proposed for Assistant Judges to be recruited from the Indian Civil Service as suitable, or likely to attract officers of sufficient experience who would remain for some time in the posts. Again the High Court of the North-Western Provinces and the Judicial Commissioner of Oudh wished the Assistant Judgeships to be filled by members of the Provincial Service. The pay of the lowest grade of Subordinate Judges in the United Provinces being ₹500 a month, this object could not be attained if the pay for Provincial officers were restricted to ₹448 as proposed by the Local Government, while the raising of the pay to ₹500 would have increased the cost of the scheme to ₹68,400 a year, a much higher expenditure than the highest (₹24,044 in 1897-98) incurred in any year on the employment of temporary Additional Judges. In our Home Secretary's letter, dated the 21st June 1900, we therefore expressed our opinion that the total cost of the scheme should not exceed double the maximum expenditure at present incurred on the employment of temporary Additional Judges, *i.e.*, a total sum of ₹48,000 a year. This would admit of two appointments for the Indian Civil Service (one on ₹1,100 and one on ₹800), and four for the Provincial Service (one on ₹800, one on ₹600, and two on ₹500 each), the pay of one of the Joint Magistracies on ₹1,000 being reduced to ₹700. We inquired from the Local Government whether such a scheme would sufficiently meet the requirements of the case.

5. Sir Antony MacDonnell has accepted our scheme, though he is not assured that it will afford the needed relief, and the High Court specifically says that temporary Additional Judges will still be required. We think it desirable to try this scheme although we are by no means certain that it will give adequate

relief. We do not at present wish to propose a higher scale of expenditure without first making sure that what is now proposed will not be sufficient. We therefore recommend the scheme for your Lordship's sanction.

We have the honour to be,

MY LORD,

Your Lordship's most obedient, humble Servants,

(Signed) CURZON.
 " A. C. TREVOR.
 " C. M. RIVAZ.
 " T. RALEIGH.
 " E. FG. LAW.
 " E. R. ELLES.

No. 2092-Ex.

*Original papers returned.

Copy* forwarded to the Home Department for information.

By order,

H. J. McINTOSH,

Deputy Secy. to the Govt. of India.

No. 23 (Judicial), dated the 14th June 1901.

From—The Right Honourable Lord GEORGE FRANCIS HAMILTON, His Majesty's Secretary of State for India,

To—His Excellency the Right Honourable the GOVERNOR GENERAL of India in Council.

I have considered in Council the Financial letter of Your Excellency's Government No. 122, dated the 25th April, in which you submit for my consideration a scheme for strengthening the superior Judicial Service in the North-Western Provinces and Oudh.

Creation of six Assistant Judgeships for the disposal of arrears of Civil Work in the North-Western Provinces and Oudh.

2. Owing to the pressure of criminal work which cannot be neglected the Civil Works of the Courts of the District and Sessions Judges has for a considerable time fallen into arrears, and it is therefore proposed by your Government to create, at a cost of ₹48,000 a year, a class of Assistant Judges to aid in the disposal of Criminal business, two of whom will be drawn from the Indian Civil Service (one on ₹1,100 and one on ₹800 a month) and four from the Provincial Service (one on ₹800, one on ₹600 and two on ₹500 each), the pay of one of the Joint Magistracies being at the same time reduced from ₹1,000 to ₹700.

3. This scheme is a modification of one submitted by the local Government involving the creation of nine Assistant Judgeships at a cost of ₹66,528 a year. It appears to be doubtful, in the opinion of your Government and that of Sir A. MacDonnell, whether it will give the requisite relief, or obviate the necessity which now exists for frequently appointing additional Civil and Sessions Judges to deal with arrears, but it has been accepted by the Lieutenant-Governor, and you are unwilling to incur a larger expenditure without giving the present scheme a trial.

4. I sanction your proposals.

No. 172, dated the 12th June 1902.

From—The Government of India, Finance and Commerce Department,

To—The Right Honourable Lord GEORGE FRANCIS HAMILTON, His Majesty's Secretary of State for India.

We have the honour to forward, for Your Lordship's consideration, a copy of correspondence with the Chief Commissioner of Assam regarding the separation of the offices of Commissioner and Judge of the Assam Valley Districts and the creation of a separate appointment of Judge for those Districts.

2. The necessity for a Commissionership of the Assam Valley Districts was recognized by the Government of Lord Lytton in 1880; but, for both financial and administrative reasons, no separate appointment was then created, and the Judge of those Districts was vested with the powers of a Commissioner in the Valley. This arrangement was sanctioned as an experimental measure

until the condition and requirements of the Province should necessitate a separation of the two offices.

3. In his letter dated the 18th September 1901, the Chief Commissioner of Assam represented that the time had come for the separation of the Judicial and Executive functions of the Judge and Commissioner. Mr. Cotton was strongly of opinion that the arrangement had neither been conducive to the good administration of justice nor to the advantage of the public; and that it had been found to be inconvenient to the individual Commissioner and Judge, and embarrassing both to the Head of the Administration and to the Deputy Commissioners of the Division. Moreover, he considered the double appointment to be an unduly heavy charge, and that in consequence the duties of neither of the two offices were being thoroughly and satisfactorily performed. He accordingly submitted the following proposals:—

- (1) that the Commissioner should be completely relieved of his judicial duties;
- (2) that a third grade Judgeship on ₹2,000 a month should be created for the Assam Valley Districts, but that the Judge should receive promotion, like the Judge of Sylhet, to the 2nd grade of Judges on ₹2,500, whether substantive or officiating, in accordance with his standing in the service in Bengal;
- (3) that the Inspector General Police, Jails, etc., who now performs the duties of Commissioner of Excise, should be relieved of those duties, and that, in the case of the Assam Valley Districts, they should be entrusted to the Commissioner, the Chief Commissioner himself undertaking the same work in the Surma Valley and in the Hill Districts; and
- (4) that the Deputy Commissioners of the Assam Valley should be relieved of the powers which they now exercise under sections 30 and 34 of the Criminal Procedure Code.

4. We agree with the Chief Commissioner of Assam that the duties of the present combined appointment of Commissioner and Judge are too heavy to allow of their efficient performance by a single officer, and that the reforms suggested are in themselves desirable. We recognize that, under the present arrangement, the judicial work must have the first claim upon the Commissioner's time, and that he is unable to devote proper attention to his executive duties, which are of special importance in the tea districts. There is also no doubt that the Commissioner, if relieved of criminal and civil judicial work, will still have his time fully occupied by executive and revenue work, the latter being increased by the addition of the duties of supervising the excise administration with which he has not hitherto been entrusted; and that the transfer to the Court of the new Judge of the cases which Deputy Commissioners now try under sections 30 and 34 of the Criminal Procedure Code will result in a material increase to the judicial business which now comes before the Commissioner. In these circumstances we beg strongly to recommend the proposal for Your Lordship's sanction.

5. If this recommendation is accepted, the cadre and the strength of the Assam Commission will stand as follows:—

	Present as sanctioned in Secretary of State's Despatch No. 174-Public, dated the 21st December 1899.	Proposed.
(1) Number of superior appointments	19	20
(2) Add 4 per cent. for temporary appointments and deputations.	1	1
(3) Total number of appointments to be held by officers on duty over eight years' standing.	20	21
(4) Add inferior appointments at the ratio of 42·5 to every 100 appointments in line (3).	9	9
(5) Total number of appointments, both superior and inferior.	29	30
(6) Strength of service required at 1907 for every 100 in line (3).	39	41

The financial effect of the proposals, as shown in the proposition statement enclosed in the Chief Commissioner's letter dated the 29th October 1901, is an extra expenditure of ₹2,000 a month in the cost of the gazetted staff, in addition to the pay of an Assistant Commissioner of the lowest grade which may be taken at an average of ₹450 a month.

We have the honour to be,
MY LORD,
Your Lordship's most obedient, humble Servants,

(Signed) CURZON.
" A. P. PALMER.
" T. RALEIGH.
" E. R. ELLES.
" A. T. ARUNDEL.
" DENZIL IBBETSON.
" J. F. FINLAY.

No. 3139.

* Original papers returned.

Copy * forwarded to the Home Department for information.

By order,
H. J. McINTOSH,
Deputy Secy. to the Govt. of India.

Extract from the Proceedings of the Government of India, Finance and Commerce Department,—No. 4552-Ex., dated the 22nd August 1902.

READ—

Despatch from His Majesty's Secretary of State for India, No. 23-Judicial, dated the 1st August 1902, received on the 18th August 1902.

Ordered that a copy be forwarded to the Home Department, in continuation of endorsement No. 3139-Ex., dated the 12th June 1902.

Ordered also that a copy, with a copy of the Despatch to which the above is a reply and of the proposition statement, be forwarded to the Comptroller, Assam.

[True Extract.]

H. J. McINTOSH,
*Deputy Secretary to the Government of India,
Finance and Commerce Department.*

No. 23 (Judicial), dated the 1st August 1902.

From—The Right Honourable Lord GEORGE FRANCIS HAMILTON, His Majesty's Secretary of State for India,

To—His Excellency the Right Honourable the GOVERNOR GENERAL of India in Council.

Having considered in Council the Financial letter of Your Excellency's Government, No. 172, dated the 12th June last, I give my sanction to the separation of the functions now united in the Judge and Commissioner of the Assam Valley Districts, and the appointment of a separate Judge to deal with the judicial work of those districts, a third grade Judgeship on ₹2,000 a

month being created for this purpose. I also approve of the Judge receiving promotion to the second grade on R2,500 on the same conditions as now apply to the Judge of Sylhet, and of the addition to the cadre of the Provincial Commission of an Assistant Commissionership of the lowest grade.

No. 239, dated the 14th August 1902.

From—The Government of India, Finance and Commerce Department,

To—The Right Honourable Lord GEORGE FRANCIS HAMILTON, His Majesty's Secretary of State for India.

We have the honour to forward, for Your Lordship's consideration, a copy of correspondence with the Chief Commissioner of the Central Provinces, regarding the proposed appointment of an Additional Judicial Commissioner for those Provinces.

2. The question has arisen in connection with the revision of the law relating to the Civil Courts. In sending up the draft Bill to amend the law relating to Civil Courts in the Central Provinces, which afterwards became Act IV of 1901, the Chief Commissioner informed us that a more complete revision of Act XVI of 1885 (the Central Provinces Civil Courts Act) would shortly be required. In his letter No. 11566, dated the 2nd December 1901 (of which we enclose a copy), Mr. Fraser has laid before us a Bill effecting such revision. We shall address Your Lordship in due course regarding the proposed legislation, and here need only say that the Chief Commissioner's primary object is further to relieve revenue and executive officers of judicial work. The Bill, while leaving the powers of Divisional Judges in other respects unchanged, provides that appeals in suits of value exceeding R5,000 shall lie to the Court of the Judicial Commissioner. A similar provision exists in the Civil Courts Acts of Madras, Bombay and Bengal, the United Provinces, the Punjab, Lower Burma and Assam, and we have no doubt of its desirability in the case of the Central Provinces. Before assenting to the proposal, however, we asked the Chief Commissioner for an estimate of the probable number of such appeals per annum, and for an assurance that the Judicial Commissioner would be able to undertake the additional work which would thereby be thrown upon him. The Chief Commissioner's reply shows that the number of first appeals in cases over R5,000 in value, calculated on the average for the past five years, would be between 50 and 60, requiring for disposal on the average $1\frac{1}{2}$ days each. The Judicial Commissioner, Mr. Ismay, represents that he will be unable to cope single-handed with this extra work, and that an Additional Judicial Commissioner will be required for at least six months in the year. The Chief Commissioner concurs in this estimate, but maintains that, apart from any question of a change in the law, it will be necessary under existing conditions to give the Judicial Commissioner assistance for at least a portion of the year. The industry and despatch with which the work of the present Judicial Commissioner is done are unquestioned. At the same time important cases cannot always be adequately dealt with: the important work of Court inspection is practically neglected: and the Chief Commissioner asserts without hesitation that the work of the Judicial Commissioner already exceeds the capacity of a single officer. Mr. Fraser, however, deprecates giving assistance for a portion of the year only, and recommends the permanent appointment of an Additional Judicial Commissioner. He proposes that this officer should be remunerated at the same rate as the Additional Judicial Commissioner in Oudh, who receives R3,383-5-4 per mensem, and he would open the appointment to the Provincial Civil Service. He contends that the cost entailed by his proposals will be amply repaid by greater efficiency in the administration of the Civil Courts.

3. We note that the amount of work which comes before the Judicial Commissioner of the Central Provinces is considerably more heavy than it was in the Court of the Judicial Commissioner, Lower Burma, before the formation of the Chief Court. In the latter Court there were, on an average during the years 1895 to 1897, 525 criminal appeals and 232 civil appeals per annum, or a total of 757 cases. The corresponding figures of the Judicial Commissioner's Court of the Central Provinces in the year 1900 are 282 and 613, or a total of 895. The Criminal revision work was, it is true, heavier in Burma, but

this is not of so arduous a character as regular appellate work. We agree, therefore, that the additional work which will be thrown upon the Judicial Commissioner of the Central Provinces by the proposal to impose upon him the hearing of first appeals in cases over ₹5,000 renders imperative the appointment of another officer to his Court, and we recommend accordingly, for Your Lordship's sanction, the appointment of an Additional Judicial Commissioner. We consider, however, that the pay of the new appointment should be fixed at ₹3,000 a month and that the post should not be declared open to the Provincial Civil Service. So far as case-work is concerned, the additional Commissioner is, equally with the Judicial Commissioner, the High Court of the Province, and no such appointments are filled elsewhere from that service. If our proposals are sanctioned by Your Lordship, no appointment to the new post will be made until the law in regard to appeals is altered in the manner indicated in paragraph 2 above.

We have the honour to be,
 MY LORD,
 Your Lordship's most obedient, humble servants,

(Signed) A. P. PALMER.
 „ E. R. ELLES.
 „ A. T. ARUNDEL.
 „ DENZIL IBBETSON.
 „ J. F. FINLAY.

No. 4302-Ex.

* Original papers returned.

Copy * forwarded to the Home Department for information.

By order,

H. J. McINTOSH,
Deputy Secy. to the Govt. of India.

NOE AND COMMERCE DEPARTMENT.

No. 76-Ex., dated the 12th January 1903.

READ—

Despatch from His Majesty's Secretary of State for India, No. 46 (Judicial), dated the 19th December 1902, received on the 5th January 1903.

ORDER.—Ordered that a copy be forwarded to the Home Department, in continuation of endorsement No. 4302-Ex., dated the 14th August 1902.

Ordered, also, that a copy with a copy of the Despatch to which it is a reply, be forwarded to the Comptroller, Central Provinces.

No. 46 (Judicial), dated the 19th December 1902.

From—The Right Honourable Lord GEORGE FRANCIS HAMILTON, His Majesty's Secretary of State for India,

To—His Excellency the Right Honourable the GOVERNOR GENERAL of India in Council.

I have considered in Council the Financial letter of Your Excellency's Government, No. 239 of the 14th August, regarding a proposal to appoint an Additional Judicial Commissioner for the Central Provinces in connection with a further revision of the law relating to civil courts, which is under your consideration. A provision of the draft Bill is that appeals in suits of value exceeding ₹5,000 shall lie to the Court of the Judicial Commissioner. The duties of this officer being already sufficiently onerous, the creation of the appointment

Central Provinces Civil Courts. Appointment of an additional Judicial Commissioner.

in question was recommended by the Chief Commissioner, and he was of opinion that the pay should be fixed at Rs. 3,333-5-4, and that the appointment should be open to the Provincial Service. You concur with the Chief Commissioner as to the necessity for the appointment, but you would fix the pay at Rs. 3,000, and would not declare the appointment to be open to the Provincial Service.

2. I sanction the Chief Commissioner's recommendation as thus modified by Your Excellency's Government, on the understanding that no appointment will be made to the new post until the change in the law in regard to appeals has come into operation.

No. 341, dated the 5th November 1903.

From—The Government of India, Finance and Commerce Department,

To—The Right Honourable W. St. J. F. BRODRICK, His Majesty's Secretary of State for India.

We have the honour to submit, for your favourable consideration, a scheme for reconstituting the present Raipur and Bilaspur Districts in the Chhattisgarh Division of the Central Provinces into three. The proposal involves the formation of a new district (to be called the district of Drug) out of portions of the other two. The reasons which have led the Chief Commissioner to submit this scheme, are set forth at length in his letter first noted in the margin and its enclosures, while his detailed recommendations are given in the second letter.

No. 7149, dated the 7th August 1902.

No. 3336, dated the 29th April 1903.

We would invite your attention to this correspondence. In the present Despatch we propose merely to put before you, as succinctly as possible, the main features of the scheme and the considerations which have led us to support it.

2. The need of an increased district staff, which it is proposed to provide, has arisen from the operation of several causes, differing in their nature but contributing to the same result. In the first place, the opening up of the country by the extension of the railway and the improvement of road communications has brought the districts into closer touch with the outside world and rendered the administration more intricate. In the second place, the effects of the two famines of 1897 and 1900 were nowhere more seriously felt than in the two districts under consideration, and it is essential that in areas so situated, the maximum of efficiency in the administration should be secured. The result of the distress has been to render revenue collections more difficult, and the minute inquiries, which are thus rendered necessary, require from the District Officer a far more intimate acquaintance with the conditions of every portion of his charge than is possible while the districts retain their present unwieldy size. These circumstances, coupled with the improvement in communications just referred to, have given a marked impetus to emigration both to Assam and over seas, the control of which has added appreciably to the District Officer's work. Lastly, the policy in respect of the administration of zamindaries tends more and more to increase the responsibilities of the District Officers. The Tenancy Act has been extended to zamindari tracts, and the Excise revenue has been reserved by Government and brought under control of its officers, while the Police administration is no longer left to the zamindars themselves, Government police having been appointed in all estates. These changes have all contributed to render more pressing the need for closer European supervision, and it is with the strong conviction that the proposed new district is an administrative necessity that we commend the scheme for your acceptance.

3. The financial effect of the whole scheme, as shown in the Chief Commissioner's letter No. 3336, dated the 29th April 1903 (enclosure No. 3), has been scrutinised by us, and has been altered in respect of one or two items, to the more important of which a brief allusion is necessary. The scheme involves the creation of an appointment of a third grade Deputy Commissioner on Rs. 1,500 a month, *i.e.*, an addition of one superior appointment to the cadre of the Central Provinces Commission. Under the recruitment scheme sanctioned in your predecessor's telegram, dated the 9th January 1900, this appointment requires a corresponding addition in the inferior grades. We have accordingly provided for an Assistant Commissioner, 3rd grade, on an average pay of Rs. 450. In our opinion the formation of the new District will not render necessary the appointment of an additional Assistant Engineer, and we have, further, considered it desirable to provide more clearly that the new Civil Surgeoncy shall

be an Assistant Surgeon's charge, the pay being fixed at ₹450. The cost of the proposals as modified by us will be as follows:—

	Cost per month.
	₹
Deputy Commissioner, 3rd grade	1,500
Assistant Commissioner, 3rd grade (average pay)	450
One District Superintendent of Police, 5th class	500
One Civil Surgeoncy to be held by an Assistant Surgeon	450
Four Extra Assistant Commissioners—	
	₹
One, 5th grade, on	400
One, 6th „ on	300
Two, 7th „ on	250 each.
	<u>1,200</u>
Three Tahsildars—	
	₹
Two, 3rd grade, on	175 each.
One, 4th „ on	150
	<u>500</u>
Three Naib Tahsildars—	
	₹
Two, 1st grade, on	75 each.
One, 3rd „ on	50
	<u>200</u>
One Forest Ranger	100
One Munsif, 3rd grade	100
One District Superintendent of Land Records	150
Ministerial and other Subordinate Establishments	3,023
Total	<u>8,173</u>

To this recurring charge will be added a sum of ₹1,200 a month on account of travelling allowances and contingencies. The total recurring expenditure involved in the scheme will, therefore, be ₹9,373 a month or ₹1,12,476 a year. The Chief Commissioner's estimate of the cost of quarters to be provided for gazetted officers (₹53,600) appears unduly low. It should, we think, be raised by at least ₹6,000; the initial cost of the buildings and quarters required will thus, it is expected, amount in round figures to ₹2,40,000.

4. It should be explained that the extra expenditure detailed above on account of establishment represents the net cost after making allowance for the reductions to be made in the staff of the Raipur District. The Chief Commissioner does not say whether similar reduction is or is not possible in the Bilaspur District; and we propose to make further inquiries on the subject. We do not think it necessary, however, to hold the scheme in abeyance pending the settlement of this particular question. We accordingly submit the scheme for your sanction.

We have the honour to be,

SIR,

Your most obedient, humble Servants,

(Signed) CURZON.
 „ KITCHENER.
 „ T. RALEIGH.
 „ E. FG. LAW.
 „ E. R. ELLES.
 „ A. T. ARUNDEL.
 „ DENZIL IBBETSON.

No. 6637-Ex.

* Original papers returned.

COPY* forwarded to the ^{Home Department} Department of Revenue and Agriculture for information.

By order,

H. J. McINTOSH,

Depy. Secy. to the Govt. of India:

FINANCE AND COMMERCE DEPARTMENT.

No. 762-Ex., dated the 8th February 1904.

READ—

Despatch from His Majesty's Secretary of State for India, No. 8 (Public), dated the 8th January 1904, received on the 25th January 1904.

Ordered that a copy be forwarded to the ^{Home} Revenue and Agricultural Department, in continuation of endorsement No. 6687-Ex., dated the 5th November 1903.

Ordered also that a copy, with a copy of the Despatch* to which it is a reply, be forwarded to the Comptroller Central Provinces.

* With enclosures.

No. 8 (Public), dated the 8th January 1904.

From—The Right Honourable St. JOHN BRODRICK, His Majesty's Secretary of State for India,

To—His Excellency the Right Honourable the GOVERNOR GENERAL of India in Council.

I have considered in Council the letter of Your Excellency's Government, No. 341 (Finance and Commerce), dated the 5th November last, in which you submit for my approval a scheme for reconstituting the existing Raipur and Bilaspur Districts of the Chhattisgarh Division of the Central Provinces into three districts, to be called respectively the Raipur, Bilaspur, and Drug Districts.

2. The Raipur District, as at present constituted, has an area of 11,727 square miles and a population of 1,440,556, with a land revenue amounting to ₹8,83,264, while the area of the existing Bilaspur District is 8,341 square miles, its population 1,012,972, and its land revenue ₹5,04,523. The area and population of the three proposed districts, and the amounts of their land revenue will be as shown in the margin. It is observed that the reconstitution involves not only the separation of portions of the existing Raipur and Bilaspur districts to form the new Drug District, but also the transfer-

District.	Area.	Population.	Land Revenue.
	Sqr. Mls.		₹
Raipur . . .	8,968	997,048	5,55,888
Drug . . .	3,880	630,576	4,31,690
Bilaspur . . .	7,276	828,131	3,85,268

ence to the Raipur District of some areas at present included in the Bilaspur District. The exact effect of the proposed changes, however, cannot easily be gathered from the sketch map submitted with Mr. Laurie's letter of the 7th August 1902, and I shall be glad to receive hereafter, for purposes of record, a map showing more clearly the limits of the re-arranged jurisdictions. The proposals put forward by Your Excellency's Government involve the creation of one appointment of a third grade Deputy Commissioner, with other additions to the strength of the different establishments as set forth in paragraph 3 of your letter. The additional recurring expenditure involved is estimated at ₹1,12,476 a year, and the initial expenditure on buildings at ₹2,40,000, the former figure being subject to reduction on account of a possible decrease in the staff of the Bilaspur District.

3. I agree with Your Excellency's Government as to the desirability of the proposed changes in the interests of administrative efficiency, and I sanction your proposal.

No. 301, dated the 1st October 1903.

From—The Government of India, Finance and Commerce Department,

To—The Right Honourable LORD GEORGE FRANCIS HAMILTON, G.C.S.I., His Majesty's Secretary of State for India.

We have the honour to forward a copy of the papers entered in the annexed list regarding the question of a further addition to the strength of the Punjab Commission.

2. In 1902 the Punjab Government represented to us that it was not reasonable to treat the two appointments of Colonization Officer for the Chenab and Jhelum Canals Colonies which had been temporarily sanctioned in the marginally-noted communications from Your

Despatch no. 160, dated the 1st November 1901.

Telegram, dated the 30th October 1901.

Lordship, as appointments which should be provided for from the addition of 4 per cent. to the superior appointments which is allowed for temporary appointments and deputations under the recruitment scheme, and His Honour the Lieutenant-Governor therefore asked that two posts should be added to the number of superior appointments in the Commission. As the two appointments in question had not been permanently sanctioned, we thought that they should properly be provided for from the 4 per cent. reserve, and we informed the local Government accordingly in paragraph 3 of our Home Secretary's letter no. 392, dated the 18th June 1902.

3. The Government of the Punjab has again raised the question of adding two posts to the sanctioned cadre of superior appointments in order to provide for these two appointments. In support of the proposal the local Government points out that the reserve for temporary appointments and deputations is not sufficient to provide for these appointments, for, while that arrangement makes provision for 2.84 or, in even figures, 3 posts, the number of officers, including the two Colonization Officers, who have actually been specially employed in the

Temporary Additional Judges of the Chief Court	. . . . . 2
Superintendent of Census	. . . . . 1
Settlement Commissioner, Patiala	. . . . . 1
Colonization Officers	. . . . . 2
	—
	6
	—

Punjab, either in temporary appointments or on deputation, for some time past, has been 6, as shown in the margin. At the time the Punjab Government's letter was written there was 6 appointments of Judge of the Chief Court, two of these being held by a Barrister and a Pleader

and the remainder by members of the Indian Civil Service. The sanctioned cadre of the Commission already provides for three Chief Court Judgeships being held by members of the Indian Civil Service, and therefore there was only one temporary Judgeship which had to be met from the 4 per cent. reserve. From April last, however, the number of Chief Court Judgeships has, as Your Lordship is aware, been reduced to 5, and consequently the reserve is no longer drawn upon to provide a temporary Judge in the Chief Court. The number of superior officers who are actually in temporary appointments at present remains, however, at 5, for an officer has recently been placed on special duty for the purpose of revising the Provincial Famine Code.

4. The fact that the 4 per cent. reserve is not at the present moment adequate to meet the demand for temporary appointments and deputations does not in itself form a conclusive ground for the addition of two posts to the cadre to provide for the Colonization Officers, but on further considering the matter we are disposed to think that our previous decision in respect of the two appointments was not altogether justified. It is true that the appointments have not been permanently sanctioned, but nevertheless they are rather of the nature of *quasi*-permanent than temporary appointments and we have now come to the conclusion that the local Government could not reasonably be expected to provide for them indefinitely from the reserve. We therefore support the Lieutenant-Governor's recommendation, subject, however, to the condition that if one or both of the appointments are hereafter abolished, the strength of the Commission will be reduced accordingly.

5. The Punjab Government has also urged that an appointment should be added to the number of superior posts in order to provide for settlement work. The sanctioned cadre of the Commission provides for five Settlement Officers, but His Honour represents that six such officers are actually employed, and that the number of settlements which are likely to be in progress simultaneously in the future, is six. In these circumstances we think that an additional appointment for settlement work is necessary, and we recommend this proposal also to Your Lordship's favourable consideration.

6. The proposals, as Your Lordship will notice from the accompanying statement (Enclosure no. 4), involve an addition of five posts, *viz.*, three superior and two inferior, to the strength of the Commission, which, if the proposals

submitted in our Financial Despatch no. 249, dated the 13th August last, are approved, will consist of 148 appointments exclusive of these appointments. Under the rules sanctioned in Your Lordship's Revenue Despatch no. 121, dated the 31st October 1895, the salary of a Settlement Officer is ordinarily subject to a maximum of ₹2,000 a month. The salaries of the two Colonization Officers being regulated in accordance with the same rules, the maximum cost of the three superior posts may be reckoned at ₹2,000 a month each, and the cost of the two inferior posts at ₹450 a month each, which represents the average pay of the lowest grade Assistant Commissioners in the Punjab. The total additional cost will not, therefore, exceed ₹6,900 a month, or ₹82,800 a year.

We trust that the proposals will be approved by Your Lordship.

We have etc.,

(Signed) T. RALEIGH.
 „ E. FG. LAW.
 „ E. R. ELLES.
 „ A. T. ARUNDEL.
 „ DENZIL IBBETSON.

No. 5896-Ex.

* Original papers returned.

Copy * forwarded to the ^{Home Department} Department of Revenue and Agriculture for information.

By order,

H. J. McINTOSH,
 Depy. Secy. to the Govt. of India.

Extract paragraphs 2 and 3 from a letter from the Government of Punjab, no. 41-C, dated the 10th January 1903.

* * * * *

2. In the statement which accompanied Mr. Douie's letter no. 121, dated the 17th of January 1902, the number of Settlement Officers was shown as 5 and the number of Colonization Officers as 2. As regards Settlement Officers, I am to say that one of these, a member of the Provincial Service holding a listed post, was not taken account of and that the correct number is 6, which represents the number of Settlements likely to be in progress simultaneously in future. Adopting this figure the number of superior appointments in the Punjab is 74.88 and the number of inferior 31.82—total 106.70, and the strength of service required 147.28 and not 145 as approved by the Government of India.

3. The two posts of Colonization Officer were included in the cadre for the reasons given in paragraph 4 of the letter of 17th January 1902 above quoted, but were disallowed in paragraph 3 of your letter of the 18th of June 1902, as it was held that such appointments are provided for in the 4 per cent. added to the actual number of superior posts on account of temporary appointments and deputations. The allowance for temporary appointments and deputations is 2.84 or say 3, while the number of officers actually employed in the Punjab in this manner has for some time past been 6 as shown below—

Temporary Additional Judges of the Chief Court	2
Superintendent of Census	1
Settlement Commissioner, Patiala	1
Colonization Officers	2
	6
Total	6

It will thus be seen that the provision for temporary appointments and deputations is inadequate so far as the Punjab is concerned, and it is a question

whether the two posts of Colonization Officer should not be separately provided for among superior appointments as they are of a *quasi*-permanent nature.

Statement showing proposed cadre of the Punjab Commission.

1	2	3
DETAIL OF APPOINTMENTS.	Cadre as proposed in Enclosure No. 6 of Financial Despatch No. 249, dated 13th August 1903.	Cadre as now proposed.
<i>List of superior appointments.</i>		
Lieutenant-Governor	1	1
Judges of the Chief Court	3	3
Financial Commissioner	1	1
Commissioners	5	5
Settlement Commissioner	1	1
Divisional Judges, 1st grade	3	3
Ditto, 2nd grade	4 } 12	4 } 12
Ditto, 3rd grade	5	5
Deputy Commissioners, 1st grade	10	10
Ditto, 2nd grade	11 } 33	11 } 33
Ditto, 3rd grade	12	12
NOTE.—(1) The Revenue and Financial and (2) Judicial and General Secretaries to Government, (3) the Director of Land Records, (4) the Excise Commissioner, and (5) the Political Agent, Phulkian States, are included among Deputy Commissioners.		
District Judges	8	8
Chief Secretary to Government, Punjab	1	1
Senior Secretary to the Financial Commissioner, Punjab	1	1
Registrar, Chief Court, Punjab	1	1
Settlement Officers	5	6
Colonization Officers . . . . .	...	2
(1) Number of superior posts	72	75
(2) Add 4 per cent. for temporary appointments and deputations.	3	3
(3) Total superior appointments	75	78
(4) Inferior appointments at the ratio of 42·5 per cent. of the superior posts in (3).	32	33
(5) Total number of appointments	107	111
(6) Total strength of service required at 196·17 per cent. on total superior appointments.	148	153

FINANCE AND COMMERCE DEPARTMENT.

No. 7942-Ex., dated the 31st December 1903.

READ—

Despatch from His Majesty's Secretary of State for India, no. 145 (Public), dated the 4th December 1903, received on the 21st December 1903.

Ordered that a copy be forwarded to the Home Department, in continuation of endorsement no. 5896-Ex., dated the 1st October 1903.

Ordered also that a copy, with a copy of the Despatch to which it is a reply, be forwarded to the Accountant General Punjab.

No. 145 (Public), dated the 4th December 1903.

From—The Right Honourable ST. JOHN BRODRICK, His Majesty's Secretary of State for India,

To—His Excellency the Right Honourable the Governor General of India in Council.

I have considered in Council the letter of Your Excellency's Government, no. 301 (Finance and Commerce), dated the 1st October last, in which you recommend, for my sanction, a proposal for the addition of three superior appointments to the Punjab Commission, to provide for a Colonization Officer each for the Chenab and Jhelum Canals Colonies, and for another Settlement Officer in addition to the five such officers already sanctioned. It is proposed further to add two inferior posts to the strength of the Commission, in accordance with the usual practice. It is estimated that the increase of Expenditure involved by the creation of these five appointments will not exceed Rs2,800 a year.

2. I sanction these proposals, subject to the condition indicated in paragraph 4 of your letter *viz.*, that if it is decided hereafter to abolish one or both of the appointments of Colonization Officer, the strength of the Commission will be reduced accordingly.

No. 25, dated the 9th January 1904.

Endorsement by the Home Department.

Copy together with a copy of the Despatch to which it is a reply, forwarded to the Government of the Punjab for information, in continuation of the Home Department letter No. 544, dated the 13th October 1903.

No. 307, dated the 1st October 1903.

From—The Government of India, Finance and Commerce Department,

To—The Right Honourable LORD GEORGE FRANCOIS HAMILTON, G.C.S.I., His Majesty's Secretary of State for India.

We have the honour to forward, for Your Lordship's consideration, a copy of the correspondence noted in the annexed schedule, regarding the transfer to the Madras Presidency of certain taluqas of the Sironcha Tahsil of the Chanda District in the Central Provinces, and the sub-division of the two Madras districts of Godavari and Kistna into three.

2. In his letter no. 5201, dated the 14th July 1898, the Chief Commissioner of the Central Provinces submitted certain proposals for the encouragement of the study of vernacular languages in these provinces. In replying, the Government of India in paragraph 4 of their Home Department letter no. 446, dated the 20th October 1898, pointed out that the serious administrative difficulties arising from the fact that Telugu was the common language of the Sironcha Tahsil would not be adequately met by the proposed measure, and in paragraph 5 of the same letter suggested either that Hindi should be constituted the language of the tahsil or that the Sironcha Taluqa should be transferred to the Madras Presidency.

3. The question remained in abeyance until 1901 when, in his letter no. 3304, dated the 2nd April 1901, the Chief Commissioner, after discussing the unsatisfactory character of the existing administrative arrangements in the Sironcha Tahsil, proposed that the lower taluqas (Nugur, Albaka and Cherla) should be transferred to the Madras Presidency, the Sironcha Taluqa alone remaining attached to the Chanda District of the Central Provinces. The grounds of his proposal were briefly—

- (1) that the lower taluqas belonged geographically to Madras, and enjoyed easy communication both by road and river with that Presidency;
- (2) that the transfer was supported by considerations of trade, which found its natural outlet down the Godavari river;
- (3) that it was desired by the people themselves, who had affinity in race, in interest and in language with their neighbours in Madras.

These proposals were placed before the Government of Madras, in our Home Department letter no. 3337, dated the 1st June 1901, in which the Governor in Council was also asked to advise on the question of transferring to Madras the Sironcha Taluqa as well as the other taluqas of the Sironcha Tahsil.

4. The Government of Madras in their letter no. 418, dated the 12th May 1902, admitted the force of the arguments urged by the Chief Commissioner for the transfer of the three lower taluqas, and agreed with him in advising that the Sironcha tahsil should be retained under the Central Provinces administration, as it appeared that the language difficulty was not insuperable in that area. At the same time they pointed out that it was impossible to add the administration of these taluqas to either of the already heavy charges of the Godavari and Kistna Collectorates, and proposed to provide for the transfer in a scheme, which was then under their consideration, for the sub-division of these two districts into three.

5. The proposals of the Governor in Council in this regard are contained in the letter from the Government of Madras, no. 989, dated the 29th September 1902, and its enclosures. Before proceeding further, however, we would observe that the proposal to transfer these taluqas, advocated by the Chief Commissioner of the Central Provinces and endorsed by the Government of Madras, has our full support. We also share the view of the latter administration, that the proposal should properly form part of the wider scheme for reconstituting the present Godavari and Kistna Districts.

6. The question of opening out new districts in the Madras Presidency with a view to effecting an improvement in its general internal administration was under consideration between the years 1878 and 1886. In this connection we would invite attention to the correspondence on the subject referred to in the Financial Despatch of Lord Dufferin's Government, no. 27, dated the 20th January 1885, and to the Earl of Kimberley's Despatch no. 68 (Public), dated the 18th June 1885. Subsequently, the Government of India, in their telegram no. 2258, dated the 4th October 1887, to the Government of Madras, agreed to the postponement of the scheme for the creation of new districts and the matter dropped for the time.

7. In discussing the scheme now submitted, it will be convenient to deal, first, with the proposed rearrangement of districts, and, secondly, with the somewhat more intricate question of divisional charges. Prior to 1859, the area comprised in the Godavari and Kistna Districts constituted three Collectors' charges. In that year, they were combined into two, for reasons connected with irrigation which have since lost their force, and we fully concur with the arguments adduced by the Government of Madras in their letter of 29th September last in support of their proposal to revert to the old system. The general lines of the scheme are determined by geographical conditions, the boundaries of the proposed districts coinciding with the courses of the Godavari and Kistna rivers. The only exception to this is the inclusion of the Palavaram Tahsil in the new Godavari District—an exception which we hold to be fully justified by the considerations set forth in paragraph 7 of the letter, dated the 29th September, from the Government of Madras. It will, further, be observed that the scheme provides for the transfer to the new Guntur District of the Ongole Taluq of Nellore Relief will thus be given to the latter Collectorate, as well as to those of Godavari and Kistna, and one of the objects of the redistribution scheme of 1882 will be attained. The proposals, then, offer a solution at once of the administrative difficulties in the Sironcha Tahsil, alluded to in paragraph 2 above, and of those arising from the overwhelming press of business which is imposed upon the staff of the districts of Godavari Kistna and Nellore by the excessive size and importance of their present charges. In these districts the change will render it possible to introduce a higher standard of administration than is attainable under existing circumstances, while it will bring the jurisdictions of the area in question into harmony with the conditions arising from the recent extension of railways

Such, briefly stated, are the considerations which have led us to recommend the general scheme for Your Lordship's acceptance.

8. Passing to the question of the changes in Divisional charges and in the district staff, which the proposals render necessary, it will be observed that the local Government desire to increase the number of such charges from 9 to 14, that is, from 4 Civilian and 5 Provincial Service charges to 6 Civilian and 8 Provincial Service charges. The number of extra Civilians proposed under the new scheme, including a District Judge, is as follows:—

	R	a.	p.	
One District Judge at	1,800	0	0	
One Collector „	1,800	0	0	+50 tentage allowance.
One Sub-Collector „	1,666	10	8	+35 „
One Head Assistant „	768	5	4	+35 „

The total monthly cost of these appointments is R5,655. It is explained, however, that the new Collector and Judge will be provisionally substituted in the list of "Superior" Indian Civil Service appointments for the Director of Public Instruction and the Inspector-General of Prisons, neither of which appointments is now held or is likely to be held in the immediate future by a Civilian, and that the other two officers can for the present be provided from the existing Indian Civil Service staff which is just now over normal strength. So long, therefore, as these appointments are filled without adding to the strength of the Service, there will be a saving R2,284 a month, including tentage allowance of four passed Assistants who will be absorbed in filling them. Subject to the observations in paragraph 10 below we have accepted these arrangements with the single modification, that for the proposed Sub-Collector, we would substitute a Head Assistant.

9. The financial effect of these proposals will be as follows. The net increased monthly cost to Government on account of the additional establishment required under the proposed scheme is shown in paragraph 45 of the Madras Government's letter of the 29th September last, to be R13,153-10-3.

	R	a.	p.	
* Pay of Sub-Collector, including tentage allowance	1,201	10	8	This includes the pay of the four Civilian Officers mentioned in the preceding paragraph, and that of the other officers and their establishment mentioned in paragraph 45 of the local Government's letter. By substituting a Head Assistant for a Sub-Collector this expenditure will be reduced by R*423-4-4 to R12,730-5-11 a month. The initial expenditure on account of buildings is estimated at about 3½ lakhs.
Pay of Head Assistant, including tentage allowance	—803	5	4	
	=398	5	4	
Reduction in Exchange Compensation Allowance	+ 24	15	0	
	=423	4	4	

account of buildings is estimated at about 3½ lakhs.

There will also be certain charges, falling on local funds, which cannot at present be estimated, and a further increase is anticipated on account of travelling allowance, supplies and services, postage and telegrams, contingencies, and similar miscellaneous items.

10. Having thus given an outline of the scheme in its financial and administrative aspects, we desire to explain that it forms only a part of more comprehensive proposals for the improvement of the general administration in Madras. Those proposals have not yet been formally submitted to us, but we have reason to believe that the present scheme represents a very substantial instalment of what may be expected for the whole Province. It is possible that certain readjustments in the Divisional arrangements of the new districts and in the establishments of the Collectorate and Divisional offices, as at present proposed, may become necessary after experience of the actual working of the scheme has been gained. It is also true, that, until the whole of the proposals for the Presidency are formulated, it will be impossible to calculate the collective effect of the changes on the cadres of the Indian Civil and Provincial Services. These considerations, however, should not, we think, outweigh the admitted advantages of the scheme. It would not, in our opinion, be practicable to confine the redistribution now proposed to the District charges only, and to maintain the existing arrangement of Divisional charges until they could be re-adjusted with reference to the scheme for the Province as a whole.

Under the existing system of district administration in Madras, the effect of thus deferring an essential portion of the rearrangement proposed would be to increase still further the work of the Divisional officers, who are already seriously over-burdened. On the other hand, the proposed arrangements have been carefully worked out by the local Government, and if minor re-adjustments, whether in Divisional charges or in office establishments should hereafter become necessary, we anticipate no serious difficulty in carrying them out. While, again, we recognize that important questions of cadre will ultimately arise in connection with the proposals for the Presidency as a whole, we consider that the incompleteness of the present scheme in this respect need not deter us, in view of the necessities of the case, from submitting it for Your Lordship's approval. We desire, therefore, to reserve these general questions for future decision and request Your Lordship's sanction to deal with them when the whole of the proposals for the Province shall have been formulated.

11. Meanwhile having regard to the imperative necessity for relieving the overworked staff of the Kistna and Godavari districts, the delay that must necessarily occur in working out the larger scheme of territorial redistribution, the impossibility in any case of giving effect to it at once, and finally in view of the fact that the present proposals are complete in themselves, and commit us to no expenditure that cannot be clearly foreseen, we desire to recommend the scheme for acceptance and trust that it will receive Your Lordship's early sanction.

We have etc.,

(Signed) T. RALEIGH.

„ E. FG. LAW.

„ E. R. ELLES.

„ A. T. ARUNDEL.

„ DENZIL IBBETSON.

No. 5946-Ex.

* Original paper returned.

COPY * forwarded to the Home Department.

By order,

H. J. McINTOSH,

Depy. Secy. to the Govt. of India.

India Office, London,
12th February 1904.

Public,
No. 36.

To His Excellency the Right Honourable the Governor General of India in Council.

MY LORD,

I have had under my consideration in Council the letter from your Excellency's Government no. 307, dated the 1st October last, in which you propose—

Transfer of part of Chanda District from the Central Provinces to Madras, and redistribution of the three districts of Godavari, Kistna, and Nellore into four, to be called the Godavari, Masulipatam, Guntur, and Nellore Districts.

- (1) that certain tracts now forming part of the Chandra District of the Central Provinces shall be transferred to the Madras Presidency; and
 - (2) that the three districts of Godavari, Kistna, and Nellore, in that Presidency, shall be re-distributed into four, to be called the Godavari, Masulipatam, Guntur, and Nellore Districts.
2. The tracts which it is intended to transfer from the Central Provinces to the Godavari district of Madras appear to have an area of 588 square miles

and a population, chiefly consisting of aboriginal tribes, of about 16,000. They lie, not continuously, along the course of the Godavari river, and are much more accessible from the Madras side than from Chanda. The language current in them is said to be Telugu, which is not one of the administrative languages in use in the Central Provinces, and difficulty is experienced in providing a staff for their administration in those Provinces. In 1874 two larger taluks, lying below those now proposed for transfer, were made over to Madras for the same reasons as are now held to apply to the latter. I give my sanction to this transfer, and trust that it will be found to result in substantial improvement in the administration of the area transferred.

3. The larger proposal, to constitute the two districts of Madras lying about the lower courses of the Godavari and Kistna rivers and Nellore into four, is laid before me in great detail in the papers forwarded with your letter. I observe, however, that it is stated that it is only an instalment of a still larger scheme which is under consideration. And from the appendices to the Report of the Police Commission I gather that it is proposed to create two other new districts in Madras, one from parts of the North Arcot and Salem districts, and the other from parts of Madura and Tinnevely.

4. It would have been most convenient if the complete scheme had been laid before me, as was done by the Madras Government in 1886.* The scheme involves not only the rearrangement of jurisdictions, but the reorganization and regrading of the Executive and Judicial Services in Madras, the necessity for both of which, as was pointed out by Lord Kimberley in his Despatch no. 68 (Public), dated the 18th June 1885, must be considered as established beyond question. The immense and unwieldy size of many of the districts in Madras, which renders personal administration by the central head of the district difficult, if not impossible, has been recognised, ever since the Report of the Famine Commission of 1880, as a defect calling for a remedy; and similarly, the regrading of the chief offices held by the Civil Service in Madras, so as to assimilate them more nearly to the scale obtaining in other Provinces, has long been admitted to be desirable.

5. For these reasons, I should have been glad if the Madras Government had found itself in a position to resume the consideration of the complete scheme which was under discussion in 1886, and was then only temporarily laid aside in consequence of financial exigencies. I recognise, however, that much time and labour have been bestowed upon the present proposals, and I note that you dwell upon the urgent necessity which exists for relieving the overworked staff of the Kistna and Godavari Collectorates, and on the delay which would be involved in working out the larger scheme of redistribution.

6. I accordingly give my sanction to the redistribution proposed in your letter, so far as the Collectorates are concerned; but I desire that the complete scheme may be laid before me at an early date, with due advertence to the principles laid down by my predecessor in his Despatch of June 1885.

7. As regards the proposal to establish a new District and Sessions Court, there does not appear to be the same urgency, and I shall be glad to receive the opinion of the High Court upon this part of the case.

I have the honour to be,

My Lord,

Your Lordship's most obedient humble servant,

(Sd.) ST. JOHN BRODRICK.

No. 271, dated the 28th July 1904.

From—The Government of India, Finance and Commerce Department,

To—His Majesty's Secretary of State for India.

In your Judicial Despatch no. 3, dated the 29th January last, you approved the action of Lord Curzon's Government in sanctioning, subject to your

confirmation, the retention of the temporary appointment of Additional Sessions and Divisional Judge in the Pegu and Irrawaddy Divisions until orders should be passed on the scheme for reconstituting the superior Judicial Service in Lower Burma. We have now the honour to submit our proposals regarding this measure, together with a copy of the connected correspondence as detailed in the annexed schedule.

2. It has for some years been recognized that the rapid development of Lower Burma, and more especially of the districts comprised in the delta of the Irrawaddy, would in time render inevitable the introduction of changes, similar to those which have been made in other non-regulation provinces, in the system under which the Commissioners and Deputy Commissioners deal with all branches of the administration within their divisions and districts. So long ago as 1892 it was found necessary to appoint temporarily an Additional Sessions Judge for the Pegu and Irrawaddy Divisions to relieve the Commissioner of a part of their judicial duties. In 1893 the Chief Commissioner recommended that this appointment should be made permanent, and in his Despatch no. 51 (Judicial), dated 7th December 1893. Lord Kimberley, accepting the recommendation of Lord Lansdowne's Government, gave his sanction to the proposal.

3. In 1895 the Chief Commissioner represented that, notwithstanding the relief afforded by the transfer of the Thayetmyo District from the Irrawaddy Division to the Southern Division of Upper Burma and the formation of the new district of Myaungmya, the work of the Commissioners of both the Pegu and Irrawaddy divisions, and of some of the Deputy Commissioners of districts within those divisions, was beyond the powers of the most hardworking officers. An attempt had been made to afford relief in the heavier districts by posting to the district head-quarters officers with appellate civil and criminal powers; but Assistant Commissioners of suitable standing were liable to be called away for the charge of districts and the Provincial Service supplied few officers qualified to exercise appellate powers, so that the expedient failed to meet the requirements of the case. Accordingly, at the instance of Lord Elgin's Government, Lord George Hamilton, in his Judicial Despatch no. 31, dated 15th August 1895, sanctioned the permanent appointment of a second Additional Sessions Judge on R2,250 per mensem to be employed exclusively on judicial work. To this officer was assigned (1) as Additional Sessions Judge the whole of the sessions business and three-fourths of the criminal appeals on the files of the Commissioner's Court, and (2) as an Additional Judge of the Court of the Deputy Commissioner the whole or part of the civil work devolving on the hardest worked Deputy Commissioner.

4. The arrangements made in 1895 have remained in force until the present time, but they have now become altogether inadequate. In the course of the correspondence on the reorganization of the Burma Commission Sir Frederic Fryer foretold, in paragraph 5 of his letter no. 649, dated 23rd March 1899, a copy of which accompanied our Financial Despatch no. 311, dated 31st August 1899, that within the next five years it would be found necessary to add at least two to the number of Additional Sessions Judges in Lower Burma, basing his opinion on the experience of the previous decade and the continuous growth of official business.

5. In its letter of 24th February 1902 the Government of Burma reverted to the question of the reform of the superior judicial administration. Its proposals had reference primarily to the two Commissionerships of Pegu and Irrawaddy and the district of Toungoo, and were briefly as follows:—

- (1) That the two Additional Sessions Judges on R2,250, who have the civil powers of a District Court, should be replaced by three Divisional Judges, one on R2,500 and two on R2,250, who should also undertake the work of hearing criminal revisions and civil appeals, and thus relieve Commissioners entirely of judicial work.
- (2) That five District Judgeships should be created, of which three should be Commission appointments on R1,600 a month, the remaining two being held by Provincial officers.

It was proposed that not only should the new District Judges take over the judicial work of the Head-quarters Assistants and the civil work of the Deputy Commissioner, but that they should also exercise magisterial powers and thus relieve the Deputy Commissioner to some extent of original criminal work.

6. The Government of Burma justified its proposal to make a large addition to the strength of the superior judicial staff mainly on the ground of the growth of revenue, criminal and administrative work. Civil judicial work has not increased in volume in recent years, and the Lieutenant-Governor is inclined to attribute this circumstance to the unsatisfactory condition of the civil courts. The increase in the revenue, criminal and administrative work of the district officers is explained and analysed in paragraphs 4 to 8 of the letter of the 24th February 1902. It is not necessary for us to repeat the substance of these paragraphs in the present despatch; we consider that they afford convincing proof that the Deputy Commissioners have no longer time to spare for the onerous judicial functions which they have hitherto performed. Apart from this aspect of the case the Government of Burma has rightly pointed out that the existing system of judicial administration is open to grave objections. It has resulted in important civil appellate work being entrusted to junior officers, whose decisions, owing to their lack of experience, cannot command respect, and it makes no adequate provision for supervising the work of the subordinate judiciary. It has, lastly, increased unduly the frequency of transfers among Assistant Commissioners, and it has resulted in the employment of junior officers on almost exclusively sedentary work at head-quarters at a period of their career when they would be more profitably employed in the interior of the districts.

7. For the above reasons it has, in our opinion, been conclusively shown that some further measure of relief must be extended to district officers in Lower Burma, and that this can best be effected by the creation of a larger number of distinctively judicial appointments. But in the proposals submitted in 1902 there were several important defects. It seemed, in the first place, inexpedient to introduce the new scheme only into a portion of the Province, having regard to the fact that the conditions under which administrative and magisterial work was carried on in the districts affected by the scheme were probably not dissimilar from those obtaining in districts beyond its range, and it further appeared likely that the practice of giving considerable appellate powers to the junior members of the Commission, who are appointed Head-quarters Assistants, must be open to equal objections in all districts. Accordingly, in our Home Secretary's letter no. 1398, dated the 15th September 1902, the

Enclosure no. 2.

Government of Burma was asked to consider this aspect of the case. Its opinion was also invited on the question whether the grading of the three Divisional Judges should not be as in the Punjab, *viz.*—one on ₹2,500, one on ₹2,250 and one on ₹1,800 a month, and that of the seven District Judgeships (including the two existing appointments on ₹1,500 at Moulmein and Mandalay) as follows: *viz.*—four on ₹1,500 and three on ₹1,200 a month. Lord Curzon's Government agreed with the Lieutenant-Governor that two of these latter appointments might be regarded as open to members of the Provincial Service when qualified officers of that service are available, and they were inclined to accept the view that the pay of the posts, when so filled, should be ₹1,000 and ₹800 a month respectively. They demurred, however, to the proposal that the pay of a District Judge should be slightly higher than that of the lowest grade of Deputy Commissioners. Finally, they pointed out that the proposal to create a wholly separate judicial service consisting of ten appointments was impracticable and that at the present stage all that was possible was to create a certain number of distinctively judicial offices, to be filled up competent officers of the Commission, who might again revert to the executive line as the exigencies of the service might require.

8. The reply of the Government of Burma to these criticisms, is contained in its letter of the 26th March 1903. The

Enclosure no. 3.

Lieutenant-Governor agrees that a comprehensive scheme should be prepared for Lower Burma, and his revised proposals

extend (1) to the district of Akyab, (2) to the district of Thayetmyo, which, though attached to a division of Upper Burma, belongs to Lower Burma, and (3) to the remainder of the Tenasserim Division, *i.e.*, the districts of Amherst and Thatôn. It is proposed to exclude from the scheme the districts of Salween, the Arakan Hill Tracts, Tavoy, Mergui, Kyaukpyu and Sandoway, in which the conditions of administration differ radically from those prevailing elsewhere in Lower Burma. The Lieutenant-Governor asks for five Divisional Judges and seven District Judges (in addition to the Judge of Mandalay), whose respective jurisdictions will be as shown below:—

No. of Divisional Judges.	Jurisdiction.
1	Rangoon, Hanthawaddy, Pegu.
1	Tharrawaddy, Prome.
1	Bassein, Henzada, Thayetmyo.
1	Thóngwa, Myaungmya.
1	Tenasserim Division.
—	
5	
—	

No. of District Judges.	Jurisdiction.
1	Hanthawaddy.
1	Pegu, Toungoo.
1	Tharrawaddy, Prome.
1	Bassein, Henzada, Thayetmyo.
1	Thóngwa, Myaungmya.
1	Akyab.
1	Amherst, Thatôn.
—	
7	
—	

After careful consideration we have accepted these arrangements as suitable; we think that the territorial distribution is the best that could be devised, and that all of the charges are of sufficient size and importance. The case of Akyab (discussed in paragraph 4 of the letter of the 26th March 1903) presents special difficulty. It is not proposed to bring the Akyab District under one of the new Divisional Judges, but to give it a separate District Judge. The geographical position of the district and the commercial interests at the port of Akyab afford special and, in our opinion, adequate reasons for assigning to it a separate judicial officer for civil work.

9. We support the Lieutenant-Governor's proposals to place one of the five Divisional Judgeships in the 1st grade on £2,500, two in the 2nd grade on £2,250 and two in the 3rd grade on £1,800, and to create, as has been done in the Punjab, a single grade of District Judges on a pay of £1,500. We propose that the pay to be given to Provincial Service officers when holding the two appointments of District Judge which are to be thrown open to them should be fixed at £1,000 a month; for the reason stated in paragraph 3 of our Home Secretary's letter no. 360, dated the 29th February 1904, we are unable to accept the suggestion of the local Government that the pay of one of the officers should be £1,200 a month.

10. We have now to explain the effect which the scheme will have on the strength and grading of the Burma Commission. The proposals summarized in paragraph 12 of the Burma Government's letter of the 26th March 1903 involve an addition of nine superior posts to the cadre of the Commission, and

the total addition to the strength of the Commission will be 17 appointments as shown in the following table :—

	Present.	Proposed.
(1) Number of superior appointments	67	78
(2) Add 4 per cent. for temporary appointments and deputations	8	8
(3) Total number of appointments to be filled by officers on duty of over eight years' service.	70	79
(4) Add inferior appointments at 42.5 to every 100 in line (3)	80	84
(5) Total number of appointments, both superior and inferior	100	113
(6) Strength of service required at 196.7 for each 100 in line (3)	138	155

11. The proposed addition to the number of superior and inferior appointments necessitates a re-grading of the cadre of Deputy and Assistant Commissioners. We take advantage of this circumstance to bring the isolated political appointments in the Shan States, which are now held by members of the Burma Commission into the regular line. You will observe from the correspondence ending with Lord George Hamilton's Political Despatch no. 60, dated the 17th July 1903, that the Government of Lord Curzon had, on two occasions, to address the Secretary of State on the subject of the salary of Sir George Scott, Superintendent of Southern Shan States. With a view to avoiding the difficulty which arose in his case, the Government of Lord Curzon suggested to the Government of Burma in September 1902, that two Deputy Commissionerships on £1,800 and £1,500 a month should be substituted for the two special appointments of Superintendents of the Southern and Northern Shan States on £1,500—100—2,000 and £1,250—50—1,500 a month respectively. In paragraph 13 of its letter, dated the 7th November 1902, the

Enclosure no. 4.

Government of Burma accepted our suggestion as regards the post of Superintendent of the Southern Shan States, subject to the modification that the Deputy Commissionership to be substituted for it should be allotted to the 1st grade, but Sir Frederic Fryer urged that the conversion of the appointment in the Northern Shan States should be deferred until it should be vacated by Mr. Stirling, since the immediate introduction of the proposal would cause him loss of pay. We do not think it necessary, however, to delay the change on this account. Mr. Stirling's interests can be adequately protected by the grant of a personal allowance equivalent to the difference between the pay to which he would be entitled if the status of the appointment remained unchanged and the salary for which he may be eligible on the absorption of his present post in the regular line of the Commission. The conversion of these two posts into Deputy Commissionerships will raise the number of Deputy Commissioners to 40, but as the two Judgeships of Mandalay and Moulmein will form part of the new Judicial Service and will no longer be provided for in the cadre of Deputy Commissioners, the net total number of Deputy Commissioners will remain at 38. These appointments we propose to distribute as follows :—

1st grade on £2,250	12
2nd " " £1,800	12
3rd " " £1,500	14

12. As to the grading of Assistant Commissioners, the Burma Government accepted in paragraph 13 of its letter of the 7th November 1902 the suggestion to grade the appointment of Assistant Superintendent, Southern Shan States, along with the Assistant Commissioners of the regular line, and in Lord George Hamilton's Judicial Despatch no. 16, dated the 10th July 1903, it was decided that the post of Registrar of the Chief Court should be filled by a member of the Commission of the standing of Assistant Commissioner. These two

appointments should therefore be added to the 28 posts of Assistant Commissioners included at present in the first three grades, thus giving a total of 30. Under the proposals now framed, the number of inferior cadre appointments in the first three grades of Assistant Commissioners will be 34 which we consider should be distributed in the following manner:—

1st grade on R1,000	. . . . .	11
2nd „ „ R700	. . . . .	13
3rd „ „ R600	. . . . .	10

The remaining 45 appointments, representing the reserve for leave, training and temporary appointments and deputations, will be in the 4th grade on R450—500.

13. The scheme outlined in the above paragraphs involves an additional expenditure on R20,625 a month as shown in the revised proposition statement appended to the Burma Government's letter of the 31st March 1904. We consider

Enclosure no. 6.

that this additional expenditure is fully justified by the reasons indicated in paragraph 6, and we desire strongly to commend the scheme for your acceptance. Should our proposals meet with your approval, the strength of the Burma Commission will be increased to 155 officers, and the estimated deficiency on the 1st July 1905, will therefore be 18 officers. The normal rate of recruitment at 4.31 per cent. of the strength of 155 is 6.68 a year, which should be divided between the Indian Civil Service and the military officers in the proportion of 5.01 and 1.67 respectively. If the usual practice be followed, it will be necessary to make up the deficiency of 18 officers by recruiting annually for 30 per cent. of this number, or for five officers. The total recruitment for Burma in the current year should therefore be ten candidates, instead of five as stated in our telegram of the 9th April 1904. While, however, we are strongly of opinion that it is necessary, in order to avoid a block in promotion hereafter, to begin at once to repair this deficiency in the strength of the service, we hesitate to recommend so large an enhancement as 100 per cent. in the recruitment calculated on the existing strength of the service. We accordingly request that, if the scheme which we propose for the reorganization of the superior judicial service meets with your approval, three recruits may be selected at the open competition of this year for employment in Burma in addition to the five asked for in April last.

14. We have in conclusion to make certain proposals relating to Mr. Ripley, the present substantive incumbent of the post of Registrar to the Chief Court. The proposals are explained in the correspondence with the local Government which forms Enclosures 7 to 9 of this Despatch. Mr. Ripley, an officer of the Provincial Service, was appointed to be Registrar of the Court of the Judicial Commissioner in 1891. In consequence of the decision conveyed in Lord George Hamilton's Despatch no. 16, dated the 10th July 1903, that the Registrar of the Chief Court of Lower Burma should be a member of the Burma Commission, Mr. Ripley will revert to the general line on his return from the furlough which he is now enjoying. The Government of Burma says that Mr. Ripley, though unequal to the duties of Registrar of the Chief Court, has deserved well of Government by faithful and useful service, and it is proposed to meet his case by adding an appointment on R700 a month to the Provincial Service and by granting him a personal allowance of R150 a month (to be reduced as he is promoted) so as to bring his total emoluments up to R850 a month, the amount he was drawing when he went on leave. When Mr. Ripley retires, the extra post on R700 a month will be abolished, and we propose to direct that, until this event takes place, one of the new Assistant Commissionerships of the second grade which is to be created in connection with the scheme set forth in this Despatch shall be kept unfilled.

Enclosure no. 8.

In our letter no. 372, dated the 6th May, we proposed that the post to remain unfilled should be the new Assistant Commissionership of the first grade, but we agree with the opinion expressed in the letter from the Government of Burma no. 874, dated the 31st May, that it will suffice to keep in abeyance one of

Enclosure no. 9.

the new posts in the second grade. We trust that this arrangement will meet with your approval.

We have etc.,

—(Signed) AMPHILL.
 „ KITCHENER.
 „ E. FG. LAW.
 „ E. R. ELLIS.
 „ A. T. ARUNDEL.
 „ DENZIL IBBETSON
 „ H. E. RICHARDS.

No. 4678-Ex.

* Original papers returned.

Copy forwarded* to the Home Department for information.

By order,

R. A. MANT,

Depy. Secy. to the Govt. of India.

Revised list showing the Superior and Inferior Appointments in the proposed cadre of the Burma Commission.

SUPERIOR.			INFERIOR.			
Number of appointments.	Designation.	Pay of each.	Number of appointments.	Designation.	Pay of each.	
1	Lieutenant-Governor . . .	R 8,333½	11	Assistant Commissioners, 1st grade.	R 1,000	
1	Chief Judge, Chief Court, Rangoon.	3,750	13	Assistant Commissioners, 2nd grade.	700	
1	Judge, Chief Court, Rangoon.	3,500	10	Assistant Commissioners, 3rd grade.	600	
	Judicial Commissioner, Upper Burma.	3,500	34||	+ 45 officers on R450—500 representing the reserve for officers on leave, training and temporary appointments and deputations.		
1	Financial Commissioner . . .	3,500				
1	Chief Secretary to Government.	3,000				
8	Commissioners of Divisions . . .	2,750				
1	Commissioner of Settlements . . .	2,750				
1	Divisional Judge	2,500				
2	Divisional Judges	2,250				
2	Ditto	1,800				
12	Deputy Commissioners, 1st grade.	2,250				
1	Revenue Secretary to Government.	2,000*				
1	President, Rangoon Municipality.	2,500				
1	Secretary to Government . . .	2,000*				
1	Director of Land Records . . .	1,800*				
12	Deputy Commissioners, 2nd grade.	1,800				
8	District Judges	1,500				
14	Deputy Commissioners, 3rd grade.	1,500†				
1	Under Secretary to Government.	1,200*				
1	Secretary to Financial Commissioner.	‡				
4	Settlement Officers	§				
76	+ 3 (for temporary appointments and deputations).					

* The officers holding these posts draw the salary to which they are entitled in the regular line plus a local allowance of R400, R300, R250 and R200, respectively, subject to the maximum of R2,000, R2,000, R1,800, and R1,200 respectively.

† Includes the Chief Collector of Customs, Rangoon.

‡ Draws the salary of grades as Assistant Commissioner, plus a local allowance of R200.

§ Draw salary of grade, plus local allowance of R150 a month.

|| Includes one Under Secretary to Government, one Assistant Superintendent, Southern Shan States, one Registrar, Chief Court, one Political Officer, Chin Hills, one Assistant Political Officer, Chin Hills, one Adviser to Sawbwa of Hsipaw, and one Assistant Political Officer, Kengtung. The Political Officer, Chin Hills, and the Assistant Political Officer, Kengtung, draw a local allowance of R200 each in addition to the salaries to which they are entitled in the regular line. The Junior Under Secretary to Government draws salary of his grade, plus a local allowance of R150 a month, subject to a maximum of R1,000 a month. The Registrar of the Chief Court draws the same salary as his junior in the regular line plus a local allowance of R200 a month, subject to a maximum salary of R1,400 a month.

Statement of Proposition for Revision of Establishment.

Office to which the proposition refers.	NATURE OF CHARGE.												PROPOSITION.	
	PRESENT SCALE.						PROPOSED SCALE.						PERMANENT.	
	No.	Designation.	Pay.			Average cost.	No.	Designation.	Pay.			Average cost.	Increase per month.	Decrease per month.
			Minimum.	Increment.	Maximum.				Minimum.	Increment.	Maximum.				Amount.	Amount.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
			R	R	R	R			R	R		R	R	R
Barma Commissioner.	1	Lieutenant-Governor . . . . .	...	...	8,888½	8,888½	1	Lieutenant-Governor . . . . .	...	...	8,888½	8,888½	...	...
	1	Chief Secretary . . . . .	...	...	8,000	8,000	1	Chief Secretary . . . . .	...	...	8,000	8,000	...	...
	1	Revenue Secretary . . . . .	...	...	2,000	2,000(a)	1	Revenue Secretary . . . . .	...	...	2,000(a)	2,000	...	...
	1	Secretary . . . . .	...	...	2,000	2,000(b)	1	Secretary . . . . .	...	...	2,000(b)	2,000	...	...
	1	Under Secretary . . . . .	...	...	1,200	1,200(c)	1	Under Secretary . . . . .	...	...	1,200(c)	1,200	...	...
	1	Financial Commissioner . . . . .	...	...	8,500	8,500	1	Financial Commissioner . . . . .	...	...	8,500	8,500	...	...
	1	Secretary to the Financial Commissioner.	...	...	1,200	1,200(c)	1	Secretary to the Financial Commissioner.	...	...	1,200(c)	1,200	...	...
	1	Commissioner of Settlements . . . . .	...	...	2,750	2,750(d)	1	Commissioner of Settlements . . . . .	...	...	2,750(d)	2,750	...	...
	4	Settlement Officers . . . . .	...	...	2,000(e)	8,000	4	Settlement Officers . . . . .	...	...	2,000(e)	8,000	...	...
	1	Director of Land Records and Agriculture.	...	...	1,800	1,800(f)	1	Director of Land Records and Agriculture.	...	...	1,800(f)	1,800	...	...
	1	President, Rangoon Municipality . . . . .	...	...	2,500	2,500	1	President, Rangoon Municipality . . . . .	...	...	2,500	2,500	...	...
	8	Commissioners . . . . .	...	...	2,750	22,000	8	Commissioners . . . . .	...	...	2,750	22,000	...	...
	11	Deputy Commissioners, 1st grade . . . . .	...	...	2,250	24,750	12	Deputy Commissioners, 1st grade . . . . .	...	...	2,250	27,000	2,250	...
	11	Ditto, 2nd " . . . . .	...	...	1,800	19,800	12	Ditto, 2nd " . . . . .	...	...	1,800	21,600	1,800	...
	13	Ditto, 3rd " . . . . .	...	...	1,500	24,000	14	Ditto, 3rd " . . . . .	...	...	1,500	21,000	...	8,000
	1	Superintendent and Political Officer, Southern Shan States.	1,500	100	2,000	1,838½	11	Assistant Commissioners, 1st grade . . . . .	...	...	1,000	11,000	1,000	...
	1	Superintendent, Northern Shan States.	1,250	50	1,500	1,416½	13	Ditto, 2nd " . . . . .	...	...	700	9,100	1,400	...
	10	Assistant Commissioners, 1st grade . . . . .	...	...	1,000	10,000	10	Ditto, 3rd " . . . . .	...	...	600	6,000	1,800	...
	11	Ditto, 2nd " . . . . .	...	...	700	7,700	45½	Ditto, 4th "	450	...	500	21,375	1,425	...
	7	Ditto, 3rd " . . . . .	...	...	600	4,200		Local allowance to the Assistant Commissioner employed as 2nd Under Secretary.	...	...	150	150(g)	...	...
	43½	Ditto, 4th "	450	...	500	19,950		Local allowance to the Assistant Commissioner employed as Assistant Political Officer, Kengtung.	...	...	200	200	...	...
								Local allowance to the Assistant Commissioner employed as Superintendent of Chin Hills.	...	...	200	200	...	...

(a) Maximum salary including a local allowance of R400.
 (b) Ditto ditto of R300.
 (c) Ditto ditto of R300.
 (d) Maximum salary including a settlement allowance of R250. Appointment sanctioned for five years from 8th January 1900.
 (e) Maximum salary including a settlement allowance of R150.
 (f) Maximum salary including a local allowance of R250.

(g) Subject to a maximum salary of R1,000 a month.
 * Includes the appointment of Chief Collector of Customs, Rangoon, and the Judgeships of Moulmein and Mandalay.
 † Includes the appointment of Chief Collector of Customs, Rangoon.
 ‡ Average pay taken at R475.
 § Maximum salary including a local allowance of R250 per mensem.

Statement of Proposition for Revision of Establishment—contd.

Office to which the proposition refers.	NATURE OF CHARGE.												PROPOSITION.	
	PRESENT SCALE.						PROPOSED SCALE.						PERMANENT.	
	No.	Designation.	Pay.			Average cost.	No.	Designation.	Pay.			Average cost.	Increase per month. Amount.	Decrease per month. Amount.
Minimum.			Increment.	Maximum.	Minimum.				Increment.	Maximum.				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
			R	R	R	R			R	R	R	R	R	R
Burma Commission—contd.		Local allowance to the Assistant Commissioner employed as Superintendent of Chin Hills.	...	...	200	200		Local allowance to the Assistant Commissioner employed as Registrar, Chief Court, Lower Burma.	...	...	200	200(A)	...	...
		Local allowance to the Assistant Commissioner employed as Registrar, Chief Court, Lower Burma.	...	...	200	200(A)	1	Chief Judge, Chief Court, Lower Burma.	...	...	3,750	3,750	...	...
	1	Assistant Superintendent, Southern Shan States.	...	...	900	900	1	Judge, Chief Court, Lower Burma.	...	...	3,500	3,500	...	...
	1	Chief Judge, Chief Court, Lower Burma.	...	...	3,750	3,750	1	Judicial Commissioner, Upper Burma.	...	...	3,500	3,500	...	...
	1	Judge, Chief Court, Lower Burma.	...	...	3,500	3,500	1	Divisional Judge, 1st grade.	...	...	2,500	2,500	2,500	...
	1	Judicial Commissioner, Upper Burma.	...	...	3,500	3,500	2	Divisional Judges, 2nd "	...	...	2,250	4,500	...	...
	2	Divisional Judges	...	...	2,250	4,500	2	Ditto, 3rd "	...	...	1,800	3,600	3,600	...
				...	...	...	3	District Judges	...	...	1,500	12,000	12,000	...
				...	...	...	155	TOTAL	...	...	...	2,08,958½ + 500	27,775	7,150
	138	TOTAL	...	...	...	{ 1,86,858½ + 2,475							Net increase per month.	20,625

(A) Subject to a maximum salary of Rs. 400 a month.

FINANCE AND COMMERCE DEPARTMENT.

No. 6952-Ex., dated the 2nd November 1904.

READ—

Despatch from His Majesty's Secretary of State for India, No. 33 (Judicial), dated the 7th October 1904, received on the 24th October 1904.

Ordered that a copy be forwarded to the Home Department, in continuation of endorsement No. 4678-Ex., dated the 28th July 1904.

India Office, London,

7th October 1904.

Judicial,

No. 33.

To His Excellency the Right Honourable the Governor General
of India in Council.

MY LORD,

I have considered in Council your Government's Financial letter No. 271, dated 28th July last, recommending for my sanction a scheme for the constitution of a separate Superior Judicial Service in Lower Burma.

2. The subject has for a long time been under the consideration of the Governments of India and of Burma; and your letter and the papers forwarded with it show conclusively the necessity for some such scheme. As is pointed out in your letter, the growth of revenue, criminal and administrative work, has been such that the Deputy Commissioners have no longer time to spare for the onerous judicial functions which they have hitherto performed. To this is added the weighty consideration that as a consequence the administration of justice has suffered. Civil work has not increased in volume owing, it is thought, to the unsatisfactory condition of the Courts. Important Appellate Civil work has had to be entrusted to junior officers whose decisions, owing to their lack of experience, cannot command respect. And, lastly, it has been found impossible to make adequate provision for supervising the work of the Subordinate Judiciary.

3. I concur in the conclusion of Your Excellency in Council that this unsatisfactory state of things can best be remedied by the creation of a larger number of distinctively Judicial appointments. The proposals which you now submit involve the addition of nine superior posts to the cadre of the Commission and the total addition to the strength of the Commission of 17 appointments. They provide for the appointment of five Divisional Judges and seven District Judges (in addition to the Judge of Mandalay). While it is proposed that all the District Judgeships should be included in the cadre of the Commission, two of them are to be thrown open to the Provincial Service when officers of such service are qualified for them. One of the five Divisional Judges is to be placed in the 1st grade on £2,500 a month, two in the 2nd grade on £2,250, and two in the 3rd grade on £1,800, and it is proposed to create a single grade of District Judges on £1,500, it being laid down at the same time that the pay of members of the Provincial Service holding the two District Judgeships should be £1,000 a month.

4. The addition to the number of superior and inferior appointments has rendered necessary the re-grading of the cadre of Deputy and Assistant Commissioners, and opportunity has been taken to bring into the regular line the isolated political appointments in the Shan States.

5. The whole scheme now submitted involves an additional expenditure of £20,625 a month and Your Excellency in Council strongly commends it for my sanction, as you are convinced that the expenditure is justified by the reasons indicated by you. I accept your conclusions in this matter, and I give my sanction to your proposals.

6. The scheme now sanctioned, raising as it does the strength of the Commission from 138 to 155 officers, involves an increase in the recruitment in this country for the Civil Service of India. As pointed out in the 13th paragraph of your letter, if the ordinary practice were followed five more candidates should be selected this year for Burma in addition to the five already indented for in your telegram of 9th April last on a calculation based on the existing strength of the Service. Your Excellency in Council, however, hesitates to recommend such a large enhancement in the recruitment, and you recommend that three more recruits, making eight in all, should be selected this year for Burma. I concur with the views of Your Excellency in this matter and have caused the necessary communication to be made to the Civil Service Commissioners.

7. Finally Your Excellency in Council makes certain proposals regarding the individual case of Mr. Ripley, the present substantive incumbent of the post of Registrar of the Chief Court. In consequence of the orders contained in my predecessor's Despatch No. 16 of the 10th of July 1903, Mr. Ripley on his return from furlough will revert to the ordinary line of the Provincial Service. In order to ensure him against loss, and as he is reported by the Government of Burma to have deserved well of Government by faithful and useful service, it is proposed to add temporarily, until Mr. Ripley retires, an appointment of ₹700 a month to the Provincial Service, leaving unfilled in the meantime one of the new Assistant Commissionerships of the second grade, and to grant him a personal allowance of ₹150 (to be reduced as he is promoted) so as to bring his total emoluments up to ₹850 a month, the amount he was drawing when he went on leave.

8. I sanction these proposals.

I have the honour to be,

MY LORD,

Your Lordship's most obedient humble Servant,

(Signed) ST. JOHN BRODRICK.

1. I submit herewith the results of the calculations upon which I have been engaged for the purpose of ascertaining the annual rate of decrement in the India Civil Service, and the average leave absences in that service at different stages of service. From the result arrived at for each of these factors, I have prepared the attached service Table A and from that service table the percentage of officers in service, on duty, and in training respectively in a regularly constituted service is also worked out and presented in the accompanying Table B. From these results I have also prepared tables for each of the different provinces on the same lines as those followed by Sir J. Westland. See Tables E to L accompanying. It will be understood that Table A is to take the place of Sir David Barbour's table prepared in 1881. See pages 32 and 33 of the proceedings of January 1883, Nos. 7 to 62. Table B takes the place of the table in paragraph 9 of the despatch No. 86 of 10th November 1898 to the Secretary of State and Tables E to L are the result of the examination of existing facts on the lines followed by Sir J. Westland in his minute contained in the proceedings 893, 896 of December 1894. In submitting these results I would make the following observations.

2. In preparing the decrement tables I had to decide what period of time I should take into consideration for working purposes and also upon what plan to proceed in arriving at the percentage of withdrawals. For the latter I had no doubt from the beginning that the best plan was to start with a certain given year of service, take all the officers in the service at the beginning of that year and all the officers who entered the service from that date to the present date and by scrutinizing and tabulating the withdrawals year by year arrive at the percentage of withdrawals "in each year of service" to the total number of men passing through that year of service. This is, I understand, the plan followed by insurance actuaries in preparing mortality statistics and by taking all the men in the service at the beginning of the period of observation we obviously obtain a far larger number of cases "under observation" than by merely beginning with the *entrants* in the earliest year.

Now it is not known exactly what plan Sir D. Barbour followed, although I think it is almost certain that he worked upon the same plan. At all events in the absence of his working tables it would have been impossible to attempt to add his results to my own, and simply begin where he left off, *viz.*, in the year 1880. Moreover, there are other reasons why this could not be done, namely, the absence of certain information as to whether he adopted the crude figures for each year as they came out, or weighted, or adjusted, them by grouping years together which is the more scientific plan, and if, as seems almost certain, he did do the latter what system of grouping he employed. I may also mention here the fact that Sir David Barbour only used the withdrawals of the Bengal Civil Service as data, whereas his figures have always been applied to the service as a whole including Madras and Bombay, and is obviously preferable if the figures are to be so applied that the withdrawals of these services should enter into the calculations. On the consideration then that Sir David Barbour's figures could not be used except for purposes of comparison the question had to be decided how far it was desirable or possible to go back in the new calculations of withdrawals. I found from enquiries made as to the existing records upon which we are dependent for extracting the withdrawal statistics that it was comparatively easy to get complete statistics back to 1850 or 1854, that it was not quite so easy but still practicable to get them back for another 10 years, that the difficulty would be greatly enhanced with each further period of 10 years proceeding backwards, but that without actual working it was impossible to say how far back complete statistics could be obtained, *probably* I think that it is doubtful whether completely reliable statistics could be obtained for periods much before the forties, but as I have not actually attempted it I cannot speak positively on the point. The reason why I did not attempt it, is that looking at the case from every point, *i.e.*, the fact that we *know* the results of the years 1835 to 1880; that it is extremely unlikely that those results are not absolutely accurate and that the more we use the results of the earlier years in our present calculation the more we weight the figures of years where more modern conditions prevail with those of years when they did not prevail. I arrived at the conclusion, which, I trust, will be agreed with, that it was better to use the figures of *new* years as far as possible and to make those new years as weighty as possible in the final results. I may say at once that I was chiefly guided in this by the theory (*a*) that modern conditions differed greatly from old and were likely to considerably influence the result, and (*b*) what we want to get at, is what the annual decrement is likely to be now, and not what it was in the earlier part of the century. At the same time it was of course absolutely necessary to take in a certain number of the old years in order to get a sufficient number of withdrawals to work upon. I therefore as a medium date, which would be likely to give us sufficient numbers for satisfactory results, fixed upon the year 1854 and have taken the withdrawals for 50 years April 1st, 1854,* to April 1st, 1904, as against the 45 years taken by Sir David Barbour, 1835-80. We thus get the most recent 50 years, and can compare them with the result he obtained.

* The rule of compulsory retirement after 35 years' service was also first introduced in the year 1854. It applied to officers who completed their service in the year 1859 and later.

The result so brought out, I may remark, shows that although my preconceived opinion regarding modern conditions largely affecting the results was to some extent correct it is so to a less extent than I had imagined.

The general result is that the figures of the last 50 years bring out on the whole "a rate of decrement" which differs very little indeed from that obtained by Sir D. Barbour. In fact the difference in the "percentage" of decrement is so small that as far as that is concerned the enquiry has only had the effect of confirming Sir David Barbour's result, and thus completely justifying the "rate" for recruitment purposes, which we have now adopted for so many years. The percentage of decrement ascertained by me being for the whole of India 4.17 per cent, on the total strength of the service as against 4.31 arrived at by Sir David Barbour.

3. Table A then in the "in service" column shows that a service of 23,949 men can be regularly recruited by the addition of 1,000 men annually. In other words the rate of decrement is 4.17 per cent. per annum on the strength. It is when we come to the comparative periods of seniority at which withdrawals occur that we find the greatest difference between the more modern and the older statistics. A reference to the year by year decrements of Table A will show conclusively that on the whole the casualties (retirements plus deaths) up to the 30th year of service are much lower now than they were for the earlier period, in fact they are a little lower for all years from the 4th up to the 26th inclusive (the largest difference occurring from about the 21st to the 27th year of service), after which they begin to increase. This result was not unexpected. It was anticipated that it would be shown that withdrawals occur rather later now than formerly (see Mr. Jacob's opinion at question 10.329 of the report of the Indian Expenditure Commission), although it is not known that there was any direct evidence of the fact. The exact reason of this change I cannot state with certainty, but I imagine that perhaps retirements have been affected by the alterations in the rules of the Annuity Fund. Under the old rules prior to 1871 members of the service had to subscribe a certain proportion of their annuities themselves. If they retired before their subscription was complete they had to make it up themselves to the required amount. This would apparently act in both directions. On the one hand the member who had completed his service but not completed his subscription would remain on to do so. On the other hand a member who was in bad health would know that even by waiting to 21 years' residence he would still not get his full annuity of £1,000. I can only imagine* that the latter effect has been greater than the former and that the result of the concession of 1871 to the effect that all members would be given £1,000 a year independently of what they subscribed as soon as they had completed 21 years' residence has been to make members wait on longer than they used to do in order to secure that benefit. It is also possible and indeed very probable that the depreciation of the rupee and the consequent considerable reduction of salaries which followed thereon affected the means of members of the service to such an extent as to retard retirement. The leave rules are also now more favourable than they used to be.

4. I would now then ask a reference to the year by year decrements of Table A and would observe that these decrements do not for the earlier years of service exactly represent the actual casualties of each particular year. I would explain that it would not be a fair principle to make them do so. The results would be more or less uneven if that plan were adopted and it is generally considered that the adoption of original unadjusted figures in such cases gives a somewhat unfair result, as it would only be by obtaining a number of withdrawals enormously outnumbering those which are available that it would be possible to get an approximately accurate result year by year. Thus in years which are not affected by other conditions which altogether outweigh the natural results it is only possible to get a fair year to year decrement by a system of "grouping" or adjusting by groups. That is the system which is followed in preparing mortality tables for insurance purposes and it is the system which gives the nearest possible approach to accuracy in dealing with all those earlier years of service in which "the conditions from year to year are similar." It is not, I think it will be understood, possible to apply it to the later years in which the conditions are not similar. The increase in the possibility and desire of retirement in the later years and the preference for certain years for retirement are so great as to outweigh the general average and it is therefore necessary to allow each of the later years to stand on its own basis and adopt the crude figures of withdrawal as they stand. For the earlier years however up to the 20th year of service I have for the above reasons adopted the plan of examining quinquennial groups and working out an average year by year decrement on that basis. The adjustments have been made according to the principle followed in preparing mortality statistics and the calculations have been made upon the plan described by Mr. Woolhouse in the Institute of Actuaries Life Tables. "Tables deduced from the mortality experience of Life Assurance Companies," 1872, pages lxxxvii to xciii.† The only other point I have to mention in this connection is that I have not applied "adjusted" figures to the first two years of service as those years are affected by a rate of casualty peculiar to themselves and I think it better to leave the original figures alone. I would also add that it is not known definitely whether Sir D. Barbour used crude or "adjusted" figures, but his figures

* The retirements in the earlier years which have been examined seem to point to this.

† The calculations have been made by Babu Bhupendra Nath Mitra.

themselves give reason to believe that he "adjusted" them as I have done and in all probability on much the same system. (This explanation runs to some length, but it will, I hope, be understood that it is for the benefit of future workers in order that the plan on which the present figures have been worked out may be on record and not a matter of doubt as hitherto.)

5. I would next invite attention to the leave statistics embodied in paragraph 6 below showing the average percentage of absences in each province separately and for the whole of India taken together and their application to the service table A. The following explanation is here required.

Sir David Barbour, as explained by him, applied the figures by groups of years, *i.e.*, he worked out the percentage by groups of years and then applied them to the "Service" table in order to arrive at the number of men on duty. He rightly decided to apply the figures by groups and he has explained his groups in his note and his reasons for them. While agreeing generally that these groups are not theoretically unsound, I think it is preferable to alter them somewhat on the basis of actual facts. I have therefore slightly altered the grouping of the years while maintaining the same principle. My grouping is based upon a curve which I have had prepared from the statistics and I have divided the groups according to periods of high average absences, and low average absences, respectively. This is just the same principle as Sir David Barbour's, only I have carried it a little further.

In Table C I give the curve for reference. Taking about 24 per cent. as an approximate division between high and low averages, I have grouped the years as nearly as possible though not exactly accordingly.

My groups are as follows:—

First 2 years.	}	Against Sir David Barbour's	First 8.
Next 6 "			Next 4.
Next 4 "			Next 5.
Next 4 "			Next 10.
Next 4 "			Next 8.
Next 3 "			
Next 3 "			
Next 3 "			
Last 5 "			

I think it is at all events important to separate the first 2 years, or training period, and I prefer on the whole my grouping which with rather more numerous groups approaches more nearly to accuracy. The difference in results is not of serious importance. The following shows the percentages according to my system and the percentages which would be arrived at with our new figures under Sir David Barbour's groups.

New plan period.	Percentage of absence.	Sir David Barbour's period.	Percentage of absence.
First 2 years	3.80	First 8 years	12.23
Next 6 "	14.64	Next 4 "	29.07
" 4 "	29.07	" 5 "	23.97
" 4 "	23.28	" 10 "	24.75
" 4 "	26.46	" 8 "	18.20
" 4 "	21.47		
" 3 "	27.71	Whole period	19.72
" 3 "	20.07		
" 5 "	16.88		
Whole period	19.72		

6. I would next explain the periods which have been taken into account for these leave absences. I had, in the first place, leave statistics prepared for two periods of 3 years each, namely, 1898—1901 and 1901—1904, and compared the two. The result by provinces for the whole period is given in the following table:—

	Experience of 1878-1881.	PRESENT EXPERIENCE.							
		1898-99.	1899-00.	1900-01.	Average of 3 years.	1901-02.	1902-03.	1903-04.	Average of 3 years.
Central Provinces ...	19.11	23.40	17.34	16.13	18.51	20.48	14.34	18.36	17.68
Burma ...	10.98	16.15	17.90	21.69	18.69	24.21	23.40	22.62	23.38
Bengal and Assam ...	20.57	18.17	19.38	19.37	19.00	19.30	18.02	17.17	18.17
United Provinces ...	20.66	21.57	19.99	20.17	20.56	19.26	19.72	19.34	19.44
Punjab and N.-W. F. P. ...	18.42	21.60	19.00	19.43	18.94	18.46	17.50	17.62	17.81
Madras ...	Not collected.	21.96	21.29	18.96	20.70	21.58	22.86	20.50	21.65
Bombay ...	Do.	23.46	21.59	19.52	21.16	26.50	21.58	21.72	23.24
India ...	16.00	Distributed among the Provinces from which taken.							
Total ...	19.78	20.53	19.82	19.47	19.93	21.05	19.76	19.34	20.04

From this table the following peculiarities are noticeable.

In the first place, it will be seen that the absences in the year 1898-99 are higher than the average.

This is no doubt directly attributable to the fact of the famine which prevailed in a large part of India in the years 1896-98 and to the Government of India having in the year 1897 issued general instructions regarding the restriction of leave. When the famine was over there was naturally a rush to go on leave and this raised the average.

Secondly, the figures for Burma are at first sight curious, the absences for later years largely exceeding those for the earlier years. This is however explainable, I think, from the fact that the province was previously very irregularly recruited, a large number of officers coming from other provinces and returning there again. The province first began to be regularly recruited from home in the early nineties and when these early recruits began to reach the stage of 8 or 9 years' service their first furloughs fell in and this increased the previously prevailing average. In other words the absences of earlier years contained comparatively few first furloughs.

Thirdly, it will be noticed that the absences in the Central Provinces and Bombay in 1901-02 exceeded the ordinary average. This was due to the same cause as that affecting 1898-99, *viz.*, the famine which prevailed in the preceding years in those provinces. All leave was stopped in Bombay by orders issued in September 1899. It was partially re-opened in August 1900 and though not fully opened till 1902, a large number of officers found it possible under the orders of August 1900 to leave in the year 1901-02. The resultant rush accounts for the high figure.

Fourthly, it will be seen that the general average is very low in the Central Provinces and very high in Madras and Bombay. The exact reason for this I do not know, but I suspect that the smaller number of well paid appointments and perhaps the slowness of promotion in the Central Provinces has affected the figures of that province while the proximity of Bombay to England probably induces more leave being taken than in the east of India. On the whole, after a consideration of the figures of both the triennial periods I see no reason against adopting the average of the latest period 1900-01 to 1903-04 (with the slight modification noticed below). It is the period which nearly exactly corresponds with the introduction of the new leave rules and is therefore for the *future* a better guide than the average of the preceding period. I may here bring to notice that it will be seen that in Bengal and Assam, the United Provinces, Central Provinces and Punjab the average of the later period is lower than that of the earlier. This is what might be expected from the introduction of the new leave rules for while all privilege leave is now taken, less furlough will be taken and on the whole I have no doubt there will be a reduction.* It is true that Bombay and Madras do not as yet shew this reduction, but Bombay at all events has been affected by peculiar causes and I quite expect both these provinces to show it later. I may further point out that the general average which is now worked out for the reasons given below at 19.72,† although only slightly lower than Sir David Barbour's result, would have been very much lower had not Sir David Barbour omitted Bombay and Madras altogether from his calculations. In concluding the remarks on this question of the leave averages I would now mention that in working out the average I have felt it right to exclude the extraordinary figure for the year 1901-02 in Bombay, and have taken the average of that province for two years only instead of three. I feel sure that this is desirable. The year was undoubtedly most largely affected by the abnormal conditions referred to above and to include it would certainly produce an unfair result. I have not thought it necessary to make any other exceptions. The figure for 1901-02 in the Central Provinces was unduly high, but it was followed by a corresponding drop in 1902-03. Moreover, the number of the members of the service in that province is comparatively small. Taking then the figures for Bombay for two years only instead of for three years

* While combined leave is not likely to greatly exceed the long leave previously taken the period of privilege leave taken separately is much diminished.

† Instead of 20.04 shown in the table.

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the percentage for Bombay shewn in the table above as 23.24 becomes 21.65 and the total percentage shewn in the table as 20.04 becomes 19.72.*

Lastly, it will be seen from the following percentages of absences on different descriptions of leave which are the result of the figures of the years 1901-02 to 1903-04, viz.:

Absence on furlough.	Percentage.
Extraordinary leave, leave on medical certificate, etc. ...	12.84
Absence on privilege leave	5.81
Absence on joining time	1.07
Total ...	19.72

[N.B.—I have not thought it necessary to separate extraordinary leave from other long leave; or, subsidiary leave from privilege leave.]

that compared with the period examined by Sir David Barbour (*see* proceedings of 1883) the percentage of absence on privilege leave has increased, on long leave has decreased and on joining time has decreased.

This is exactly what might have been expected. All privilege leave is now taken under the new rules while the tendency will be to take less furlough, *e.g.*, the officer who wished to go for one year formerly took one year's furlough, he now takes the same year, of privilege leave plus furlough.

Joining time decreases because

(a) there are fewer transfers;

(b) the means of communication are more rapid in many parts of the country than they were in 1881.

7. I next invite a reference to Table B shewing the percentage as arrived at from the present figures, of officers in service, on leave and on duty, respectively, in a regularly recruited service in the three different main periods of service, *viz.*, first two years or training period, 3rd to 8th year of service inclusive, and above 8 years' service. This table differs from that hitherto used (paragraph 9 of the despatch of 10th November 1898), owing to the fact noticed above that casualties are on the whole later than they used to be. And it may here be remarked that as that fact of greater average seniority before withdrawal is more marked as we get on later from about the 10th year of service it must necessarily follow that the promotion of Civilians in the upper grades of the service, *i.e.*, after they have passed the 8th complete year of service will inevitably be slower than it used to be, even if we continue to recruit on the scientific plan hitherto adopted. For this I can see no remedy. We have hitherto recruited solely with a view to allowing civilians to reach a certain pay at a certain stage of service, and whatever pay or whatever stage we assume (up to the present it has been Rs. 1,000 per mensem and 8 complete years) we cannot from the nature of the case provide for what may happen after that stage.

8. In connection then with this branch of the subject I would here invite attention to the table given below constructed on the principle of the table contained in paragraph 9 of despatch No. 86 of the 10th November 1898 to the Secretary of State, showing the necessary total strength of the service in each province and for the whole of India calculated upon the new percentages indicated by Table B, the total of which is as will be seen 194.5 of the superior posts instead of 196.7, as hitherto used. The number of superior appointments for each province has been taken from lists furnished to me by the Home Department. These are attached. I have adopted the figures in these lists (subject to the remarks made below) except in the case of Bombay the number of which I have reduced by one as the Legal Remembrancer has obviously been entered by mistake, the appointment being included among the 1st Grade Judgeships. I would also here make the following explanation.

It has hitherto been the practice (*vide* paragraph 6 of the despatch to the Secretary of State No. 10 of the 10th February 1898) in calculating the number of superior posts existing in each province to neglect on the one hand all appointments listed as open to the Provincial Civil Service and on the other hand all superior posts under the Government of India for which officers have to be provided from the various provinces. This was done on the ground that the two were on the whole equal (*vide* List G attached to the despatch of the 10th February 1898), but they are no longer equal. The number of listed posts is now 45 as shown in List H attached, while the number of superior posts under the Government of India is now or will be 52, as shown also in List H.

I think therefore that the time has come when the provision for these superior posts should be divided proportionately over the different provinces and the proportion which I would propose for adoption would be the percentage which the strength of the service in

* This percentage of 19.72 is the actual percentage of recent absences; it would become 20.54 in the case of a regularly recruited service, the difference being due to the service not having hitherto exactly corresponded to a regularly recruited one. When Sir D. Barbour's calculations were made the difference was only between 19.78 and 19.85, *see* page 82 and 83 of the proceedings of 1883.

each province bears to the whole service making a slight exception in the case of Burma as below. The percentages are as follows:—

Bengal	...	...	...	23	or 12	out of 52
United Provinces	...	...	...	18	" 9	" 52
Punjab	...	...	...	12	" 6	" 52
Central Provinces and Berar	...	...	...	8	" 4	" 52
Bombay	...	...	...	13	" 7	" 52
Madras	...	...	...	13	" 7	" 52
Burma	...	...	...	13	" 7	" 52
Total				100	52	

It will however probably be considered that the proportion for Burma should be somewhat reduced as it rarely supplies many officers for the superior posts under the Government of India. If so the number for that province might perhaps be reduced to 4 and the difference divided between Bengal and the United Provinces, raising the figures for those provinces by one and two respectively.

The figures then become—

Bengal	...	...	...	13
United Provinces	...	...	...	11
Punjab	...	...	...	6
Central Provinces and Berar	...	...	...	4
Bombay	...	...	...	7
Madras	...	...	...	7
Burma	...	...	...	4
Total				52

If this is considered too arbitrary it rests with Government to alter it. I have adopted it in the following table which can be altered in this respect as considered necessary. The superior appointments then become—

	Superior.	Listed.	Government of India.	Net.
Bengal	... 132	—11	+13	134
United Provinces	... 106	—6	+11	111
Punjab	... 75	—8	+6	73
Central Provinces and Berar.	46	—3	+4	47
Bombay	... 74	—7	+7	74
Madras	... 79	—8	+7	78
Burma	... 76	—2	+4	78

and the table is as follows:—

	Bengal and Assam.	Agra and Oudh.	Punjab.	Central Provinces & Berar.	Madras	Bombay.	Burma.
	1	2	3	4	5	6	7
1. Number of superior appointments ...	134	111	73	47	78	(79) 74	78
2. Add 4 per cent. for temporary appointments and deputations ...	5	4	3	2	3	(3) 3	3
3. Total number of appointments ...	139	115	76	49	81	(82) 77	81
4. Add inferior appointment at 39.0 to 100 ...	54	45	30	19	32	(32) 30	32
5. Total number of appointments ...	193	160	106	68	113	(114) 107	113
6. Total strength of service required at 194.5 per cent. on 3 ...	270	224	148	95	157	(159) 150	157
7. Annual recruitment being 4.17 per cent. on 6 ...	11	9	6	4	7	(7) 6	7

The figures in brackets for Bombay represent inclusion of 5 First Assistantships which have hitherto been treated as superior, *vide* the despatch of 10th November 1898. The result as regards Bombay will be that the total strength of the service will be decreased from 163 to 159. This is partly due to the reduction of 1 in the superior appointments following the reorganisation of the Bombay Judicial Department and partly to the new multiplier 194.5 instead of 196.7. The reduction due to the former cause can, if desired, be rectified by treating an additional First Assistantship as a superior appointment. This seems justifiable. Under the old orders, the following were treated as superior:—

- 3 Joint Judges, *i.e.*, First Assistants receiving a local allowance of Rs. 200.
- 5 First Assistants who did not receive any local allowance.

Total ... 8

Two Assistant Judges have now become District Judges, and the Joint Judges have lost

* It will be understood that I make this suggestion and also the assumption that Government agrees with it merely because I must have a fixed figure for working purposes. It will rest with Government to make any alterations necessary if they do not agree.

their local allowance but if the same numbers are to be retained on the whole, 6 First Assistants instead of 5 must be treated as "superior," *i.e.*, 3 Joint Judges plus 3 First Assistants plus 2 new District Judges or total 8 against the old 8. I would advise this being done.* If so the Bombay figures become:—

Superior	...	...	...	...	£0
4 per cent. for deputations	...	...	...	...	3
				Total	83
Inferior	...	...	...	...	32
				Total Appointments	115
Strength of service at 194.5			...	...	161
Annual recruitment at 4.17 per cent.			...	...	7

The general result is that the total strength of the Civil Service becomes 1,212 against 1,180 mentioned in the despatch of November 1898 (*i.e.*, 1,170 + 10 additional for Bombay). The chief reasons of this increase are as follows:—

(a) Recruitment of officers for a larger number of superior posts appertaining to Berar.

Formerly only 3 such posts were recruited for, now there will be 9, the difference due to this cause is therefore about 12.*

* *L.e.*, 6 x 196.7.

(b) Increase in superior posts under the Government of India from 40 (old List G, excluding Berar) to 52 new List H, minus allowance for 2 posts since "listed" in Burma, net increase of 10. Total increase due to this cause about 19.

(c) Increase of 19 in Burma, due partly to an increase in the number of superior posts (*see* List F) and partly to the calculations now being made for that province on the scientific plan instead of the service, being merely calculated at 136 as a whole as in the despatch of 1898.

(d) Increase of 2 superior posts in Bengal and Assam, 1 in the United Provinces and 2 in the Central Provinces (including one in margin allowed for temporary appointments) and a decrease of 7 in the Punjab, net decrease 2. Total decrease due to this cause about 4.

Net grand total of increase 46, *viz.*, 12 + 19 + 19 - 4, but against this increase there is a decrease of about 14 owing to the percentage being now 194.5 instead of 196.7. So the net increase is 32 as shown above, *viz.*, 1,212 - 1,180.

In other words if it had not been for the large increase in superior posts since made our present figures would have admitted of a reduction of about 14. As it is we shall have to ask for a total service of 1,212 members.

9. The only other point remaining to be dealt with is the preparation of tables on the lines followed by Sir J. Westland in 1894, showing the actual state of the service in each province on the 1st April 1904 compared with the theoretical strength as it should be in a regularly recruited service at each stage of service. In preparing these I have divided the service into the "classes" suggested by Secretary in his note of 1st January 1904, that is to say, I have confined Class XII to the first and second years of service only, all the others, except Class I, including 3-years groups.

The following table prepared from the figures in the service Table A shows the distribution of the service which would be required to fill 100 superior cadre appointments. It corresponds with Sir J. Westland's Table No. 1.

Year of service.			NUMBER OF MEN IN SERVICE.		NUMBER OF MEN ON DUTY.	
			—	Progressive.	—	Progressive.
Above 35	...	...	·5	·5	·4	·4
35	...	...	1·1	1·6	1·0	1·4
34	...	...	1·3	2·9	1·0	2·4
33	...	...	1·5	4·4	1·3	3·7
32	...	...	1·8	6·2	1·4	5·1
31	...	...	2·1	8·3	1·8	6·9
30	...	...	2·5	10·8	2·0	8·9
29	..	...	2·9	13·7	2·4	11·3
28	...	...	3·5	17·2	3·1	14·4
27	...	...	4·1	21·3	2·6	17·0
26	...	...	4·8	26·1	3·5	20·5
25	...	...	5·2	31·3	3·7	24·2
24	...	...	5·4	36·7	4·2	28·4
23	...	...	5·5	42·2	4·3	32·7
22	...	...	5·6	47·8	4·5	37·2
21	...	...	5·9	53·7	4·6	41·8
20	...	...	5·9	59·6	4·4	46·2
19	...	...	6·1	65·7	4·5	50·7
18	...	...	6·2	71·9	4·5	55·2
17	...	...	6·3	78·2	4·7	59·9
16	...	...	6·5	84·7	4·9	64·8
15	...	...	6·5	91·2	5·0	69·8
14	...	...	6·6	97·8	5·9	75·7
13	...	...	6·7	104·5	4·4	80·1
12	...	...	6·9	111·4	4·8	84·9
11	...	...	7·0	118·4	5·0	89·9
10	...	...	7·1	125·5	5·0	94·9
9	...	...	7·2	132·7	5·1	100·0
8	...	...	7·3	140·0	6·2	106·2
7	...	...	7·4	147·4	6·4	112·6
6	...	...	7·6	155·0	6·5	119·1
5	...	...	7·7	162·7	6·5	125·6
4	...	...	7·8	170·5	6·7	132·3
3	...	...	7·9	178·4	6·7	139·0
2	...	...	8·0	186·4	7·7	146·7
1	...	...	8·1	194·5	7·8	154·5

Dividing this into classes, as indicated above, the following is the standard table for 100 superior posts, which corresponds with Sir J. Westland's Table No. 3 :—

Class by standing.			Year of service.	NUMBER OF AVAILABLE SERVICE.		NUMBER ON DUTY.	
				—	Progressive.	—	Progressive.
I	...	...	Over 32	4·4	4·4	3·7	3·7
II	...	...	30—32	6·4	10·8	5·2	8·9
III	...	...	27—29	10·5	21·3	8·1	17·0
IV	...	...	24—26	15·4	36·7	11·4	28·4
V	...	...	21—23	17·0	53·7	13·4	41·8
VI	...	...	18—20	18·2	71·9	13·4	55·2
VII	...	...	15—17	19·3	91·2	14·6	69·8
VIII	...	...	12—14	20·2	111·4	15·1	84·9
IX	...	...	9—11	21·3	132·7	15·1	100·0
X	...	...	6—8	22·3	155·0	19·1	110·1
XI	...	...	3—5	23·4	178·4	19·9	139·0
XII	...	...	1—2	16·1	194·5	15·5	154·5

Proceeding upon the figures contained in Table No. 2, I attach tables for each Province E to L, showing the comparison between the actual state and the theoretical state at each stage. The actual numbers have been given upon exactly the same principles as those followed by Sir J. Westland except in the following respects. The names of men serving

under the Government of India have been included, not excluded, and the number of Provincial Service officers holding superior posts have been excluded, not included, for the reasons given in paragraph 8 above. As regards Statutory Civilians, however, those who merely occupy superior posts listed as open to the Provincial Service have been excluded as they are merely in the same position as Provincial Service officers, while those who occupy superior posts in excess of the number listed have been included. Remarks regarding the actual state of each Province are attached to the tables themselves.

10. Finally I may remark that, as stated above in paragraph 8, I have adopted the Home Department lists of superior appointments without alteration except as regards the Legal Remembrancership in Bombay, which, I believe, the Home Department admits was wrongly included; but the following entries in these lists appear to me to be open to question:—

(1) *Bengal*.—The following appointments, of which the status appears to be superior, are now held by Civilians:—

	Rs.
1. Chief Presidency Magistrate, Calcutta	... 1,800—2,000
2. Deputy Chairman, Calcutta Municipality	... 1,200

* This is the number taken by Sir J. Westland in his minute recorded in A Proceedings, December 1894, Nos. 893—96.

On the other hand the number of High Court Judgeships actually held by members of the Indian Civil Service is *5 and not 6 as given in List C (Messrs. Rampini, Brett, Pratt, Geidt and Pargiter).

(2) *Agra and Oudh*.—It is for consideration whether all District officers employed in hill districts should not be classed as superior though drawing a pay not exceeding Rs. 1,000 in accordance with the principle mentioned in paragraph 8 of Despatch dated 10th February 1898, *e.g.*, the Deputy Commissioner, Almora, pay Rs. 1,000, (actual holder Mr. Sherring, 14 years' service) and the Deputy Commissioner, Garhwal, pay Rs. 800 (actual holder Mr. Allen, 8 years' service), or whether the former but not the latter should be so classed. It seems to me that the former at least should be classified as superior in the same way as the Superintendent, Dehra Dun.

(3) *Madras*—

(a) The number of High Court Judgeships actually held by Civilians is 3, not 2 (Messrs. Davies, Benson and Moore).

(b) The Deputy Commissionership, Revenue Settlement, is vacant, and I do not know whether it is likely to be ever filled up. The future status of the appointment should be cleared up.

(c) Of the 15 appointments of Sub-Collectors shown in List A one has been transferred to the Provincial Civil Service (Rs. 700 grade of Deputy Collector). It is not a "listed" appointment, and it is apparently wrong to include it in List A and show it as "listed" in List H.

(4) "*Listed*" Appointments.—In Madras 2 appointments of Sub-Collectors are shown as "listed". The Civil Lists, however, show one such appointment only as transferred to the Provincial Civil Service and none as "listed". The matter should be cleared up as the entry 2 should apparently be nil.

(5) "*India*" Appointments.—These have been taken at 52 as in the Home Department List. This list does not include the Director of the Central Criminal Investigation Department, but I have not changed the list as it is possible that the Additional Member of Council may not be a member of the Indian Civil Service.

11. I would like to add that the larger portion of the work connected with this enquiry has fallen upon Babu Bhupendra Nath Mitra of the Comptroller General's office, to whom I am greatly indebted.

O. T. BARROW.

10th September 1904.

TABLE A.

Years of service.			Number of men in service.	Number of men on duty.	Year of service.			Number of men in service.	Number of men on duty.
1	...	...	1,000	962	20	...	...	738	543
2	...	...	986	949	21	...	...	719	565
3	...	...	972	830	22	...	...	697	547
4	...	...	960	820	23	...	...	674	529
5	...	...	946	808	24	...	...	658	517
6	...	...	932	796	25	...	...	642	464
7	...	...	917	783	26	...	...	592	428
8	...	...	901	769	27	...	...	505	365
9	...	...	886	629	28	...	...	426	341
10	...	...	872	619	29	...	...	364	291
11	...	...	858	609	30	...	...	313	250
12	...	...	844	599	31	...	...	256	213
13	...	...	830	637	32	...	...	217	180
14	...	...	817	627	33	...	...	184	153
15	...	...	804	617	34	...	...	160	133
16	...	...	790	607	35	...	...	135	112
17	...	...	777	572	Over 35	...	...	64	53
18	...	...	763	561					
19	...	...	750	552					
					Total	...		23,949	19,030

TABLE B.

	On duty.	On leave.	Total.
1. Men of over 8 years' service holding "superior" cadre appointments	100.0	32.7	132.7
2. Men from the 3rd to the 8th year of service inclusive holding "inferior" cadre appointments	39.0	6.7	45.7
3. Men of the 1st and 2nd year of service reckoned as in training	15.5	.6	16.1
Total of service	154.5	40.0	194.5 *

TABLE C.

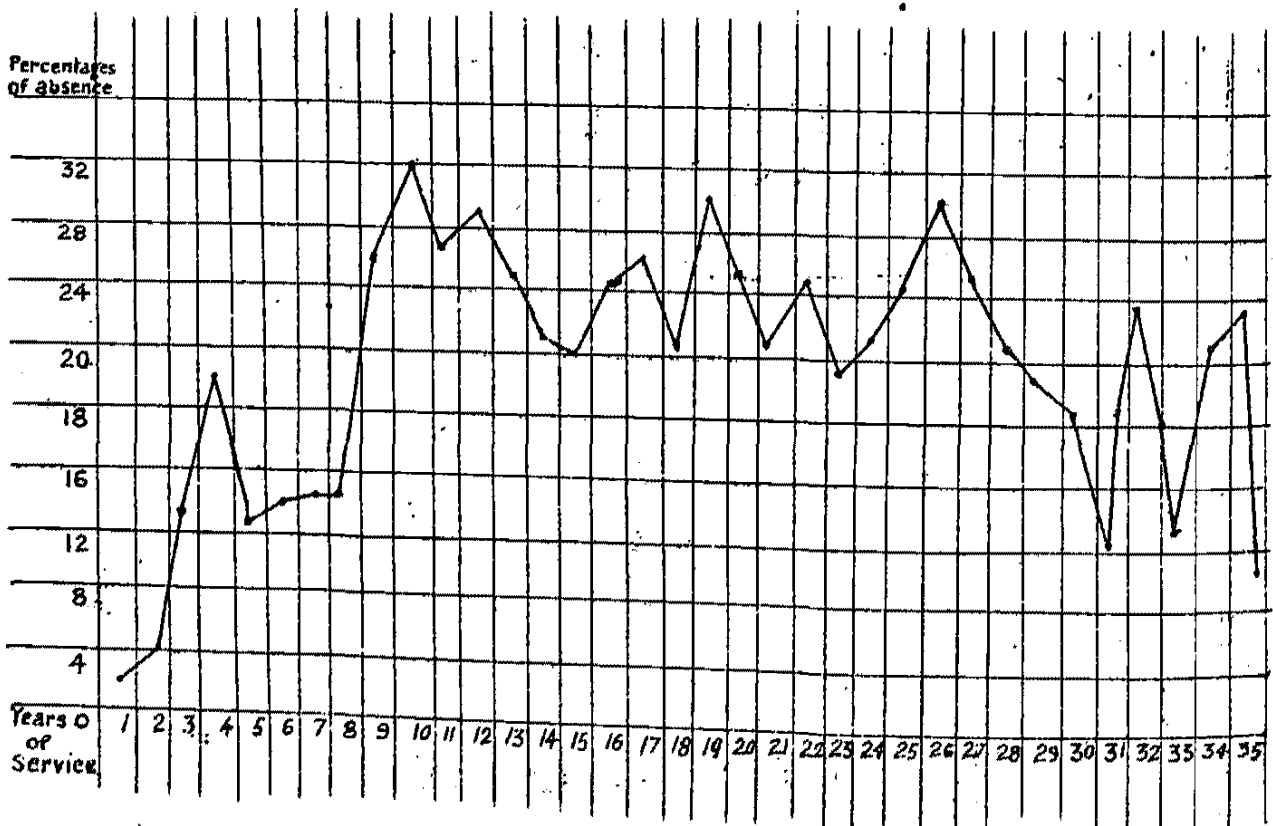


TABLE D.

REVISED LISTS OF SUPERIOR APPOINTMENTS.

LIST A.

MADRAS.

Superior Appointments in order of pay.

Number.	Designation.	Pay of each.
		Rs.
2	Members of Council	5,333½
2	High Court Judges	4,000
1	Member, Board of Revenue	3,750
1	Chief Secretary	3,750
1	Member, Board of Revenue	3,500
1	Secretary, Revenue Department	3,125
2	Members, Board of Revenue	3,000
1	Resident, Travancore	2,800
1	Secretary, Municipal (Local) Department	2,500
3	Collectors	2,500
1	Inspector General of Police	2,500
20	District and Sessions Judges	2,333½
16	Collectors	2,333½
1	Collector, Nilgiris	2,000
1	Commissioner of Coorg	1,800—2,000
3	Collectors and Judge	1,800
1	Secretary to Commissioner of Land Revenue	1,500—1,800
1	Secretary to Commissioner, Salt and Abkari Revenue	1,500—1,800
1	Registrar, High Court	1,450—1,800
1	Private Secretary	1,500
1	Deputy Commissioner of Salt and Abkari Revenue	1,200—1,400
1	Deputy Commissioner, Revenue Settlement	1,100
1	Deputy Director of Land Records	Salary of grade + local allow- ance of Rs. 250 a month.
15	Sub-Collectors and Joint Magistrates	1,166½
79		

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TABLE D—continued.
LIST B.
BOMBAY (INCLUDING SIND).
Superior Appointments in order of pay.

Number.	Designation.	Pay of each.
		Rs.
2	Members of Council	5,333½
3	High Court Judges	4,000
1	Chief Secretary	3,750
1	Commissioner in Sind	3,750
(a) 3	Commissioners	3,500
1	Secretary	3,125
(a) 2	Commissioners	3,000
1	Political Agent, Káthiáwár	3,000
1	Judicial Commissioner, Sind	2,500
4	District and Sessions Judges, 1st grade	2,500
1	Secretary	2,500
6	District and Sessions Judges, 2nd grade	2,325
(b) 12	Senior Collectors	2,325
1	Deputy Legal Remembrancer	2,000—2,500
1	Director, Land Records	Salary of grade + Rs. 250 a month as local allowance.
1	Special Judge, D. A. R. Act	2,300
9	District and Sessions Judges, 3rd grade	1,800
(b) 12	Junior Collectors	1,800
1	Inspector General of Police	1,800
1	Registrar, High Court	1,700
1	Private Secretary	1,500
1	Deputy Commissioner, Thar and Párkar	1,500
1	Deputy Commissioner, Upper Sind Frontier	{ 1,200 L. A. 300
3	Political Agents, Cutch, Mahikántha and Pálanpur	1,200 to 1,500
1	Judicial Assistant to the Political Agent, Káthiáwár	1,500
2	Under Secretaries	1,250
1	Tálukdári Settlement Officer	1,100
1	Assistant to Commissioner in Sind	{ 1,100 L.A. + 100
75		

(a) Includes Commissioner of Customs and Municipal Commissioner.

(b) " Collector of Customs, etc., Bombay, and Collector of Salt Revenue.

Note.—The appointment of Assistant Legal Remembrancer on Rs. 1,200—50—1,500 is now held by a member of the Indian Civil Service, while on the other hand the Inspector Generalship of Police is not now held by a member of that Service.

TABLE D—continued.

LIST C.

BENGAL AND ASSAM.

Superior appointments in order of pay

[The Assam appointments are shown in italics.]

Number of appointments.	Designation.	Pay of each.
		Rs.
1	Lieutenant-Governor	8,333½
1	<i>Chief Commissioner</i>	4,116½
2	Members, Board of Revenue	4,000
6	High Court Judges	4,000
1	Chairman, Calcutta Corporation	3,500
1	Chief Secretary	3,333½
(a) 3	District and Sessions Judges, 1st grade	3,000
9	Commissioners	2,916½
1	Opium Agent	2,500—3,000
2	Secretaries	2,750
1	Secretary, Board of Revenue	2,500
1	<i>Commissioner, Assam Valley</i>	2,500
1	Inspector General of Police	2,500
(a) 14	District and Sessions Judges, 2nd grade	2,500
(b) 15	Magistrates and Collectors, 1st grade	2,250
(c) 4	<i>Deputy Commissioners, 1st grade,</i>	2,250
1	<i>District and Sessions Judge, Sylhet</i>	2,000
1	<i>District and Sessions Judge, Assam Valley</i>	2,000
(a) 16	District and Sessions Judges, 3rd grade	2,000
1	Junior Secretary, Board of Revenue	1,800
(b) 16	Magistrates and Collectors, 2nd grade	1,800
(c) 6	<i>Deputy Commissioners, 2nd grade</i>	1,800
1	Registrar, High Court	1,700
(c) 6	<i>Deputy Commissioners, 3rd grade</i>	1,500
(b) 17	Magistrates and Collectors, 3rd grade	1,500
4	Settlement Officers	Salary of grade + Rs. 150 S.A.
132		

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

(b) Includes Collector of Customs, Commissioner of Excise and Director of Land Records.

(c) Includes Inspector General of Police, etc., Political Agent, Manipur, Political Officer, North Lushai Hills, Secretary to Chief Commissioner, and Director, Land Records and Agriculture.

TABLE D—continued.

LIST D.

UNITED PROVINCES.

Superior appointments in order of pay.

Number of appointments.	Designation.	Pay of each.
		Rs.
1	Lieutenant-Governor	8,333½
3	High Court Judges	4,000
1	Judicial Commissioner	3,500
2	Members, Board of Revenue	3,500
1	2nd Judicial Commissioner	3,333½
1	Chief Secretary	3,000
2	District and Sessions Judges, 1st grade	3,000
8	Commissioners	2,916½
1	Opium Agent	2,500—3,000
(a) 7	District and Sessions Judges, 2nd grade	2,500
1	Inspector General of Police	2,500
(b) 19	Magistrates and Collectors, 1st grade	2,250
(a) 6	District and Sessions Judges, 3rd grade	2,250 2,200
1	Commissioner, Kumaun	2,000
10	District and Sessions Judges, 4th grade	1,833½
(b) 17	Magistrates and Collectors, 2nd grade	1,833½
4	Deputy Commissioners, 1st grade	1,833½
3	District and Sessions Judges, 5th grade	1,666½
(b) 10	Deputy Commissioners, 2nd grade	1,666½
1	Registrar, High Court	1,600
4	Settlement Officers	Salary of grade + Rs. 150 Set- tlement Al- lowance.
1	Deputy Commissioner, Naini Tal	1,200
1	Assistant Judge	1,100
1	Superintendent, Dehra Dun	1,000
106		

(a) Includes Remembrancer of Legal Affairs.

(b) Includes two Secretaryships in the Board of Revenue, the 2nd (Judicial) and 3rd (Financial) Secretaries to Government, Directorship of Land Records, and the Excise Commissionership.

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TABLE D—continued.

LIST E.

PUNJAB (EXCLUDING THE NORTH-WEST FRONTIER PROVINCE).

Superior appointments in order of pay.

Number of appointments.	Designation.	Pay of each.
		Rs.
1	Lieutenant-Governor	8,333½
1	Chief Judge, Chief Court	8,750
2	Judges, Chief Court	8,500
1	Financial Commissioner	8,500
1	Chief Secretary	8,000
5	Commissioners	2,750
1	Commissioner of Settlement	2,750
3	Divisional Judges, 1st grade	2,500
4	Divisional Judges, 2nd grade	2,250
10	Deputy Commissioners, 1st grade	2,250
5	Divisional Judges, 3rd grade	1,800
11	Deputy Commissioners, 2nd grade	1,800
8	District Judges	1,500
12	Deputy Commissioners, 3rd grade	1,500
6	Settlement Officers	Salary of grade + 150 Settlement Allowance.
2	Colonization Officers	Ditto.
1	Senior Secretary to Financial Commissioner	Salary of grade subject to a minimum of Rs. 1,200 and a maximum of Rs. 1,800 a month.
1	Registrar, Chief Court	1,250

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TABLE D—continued.

LIST F.

BUENA.

PRESENT SANCTIONED NUMBER OF SUPERIOR POSTS.			PROPOSED NUMBER OF SUPERIOR POSTS AS IN A DRAFT DESPATCH SHORTLY TO ISSUE.		
Number of appointments.	Designation.	Pay of each.	Number of appointments.	Designation.	Pay of each.
		Rs.			Rs.
1	Lieutenant-Governor ...	8,938½	1	Lieutenant-Governor ...	8,938½
1	Chief Judge, Chief Court, Rangoon.	3,750	1	Chief Judge, Chief Court, Rangoon.	3,750
1	Judge, Chief Court, Rangoon ...	3,500	1	Judge, Chief Court, Rangoon ...	3,500
1	Judicial Commissioner, Upper Burma.	3,500	1	Judicial Commissioner, Upper Burma.	3,500
1	Financial Commissioner ...	3,500	1	Financial Commissioner ...	3,500
1	Chief Secretary to Government...	3,000	1	Chief Secretary to Government ...	3,000
1	Commissioner of Settlements ...	2,750	8	Commissioners of Divisions ...	2,750
8	Commissioners of Divisions ...	2,750	1	Commissioner of Settlements ...	2,750
1	President, Rangoon Municipality.	2,500 (f)	1	Divisional Judge ...	2,500
1	Divisional Judge, Pegu Division.	2,250	1	President, Rangoon Municipality ...	2,500 (f)
1	Divisional Judge, Irrawaddy Division.	2,250	2	Divisional Judges ...	2,250
(a) 11	Deputy Commissioners, 1st grade.	2,250	2	Ditto ...	1,800
1	Revenue Secretary to Government.	2,000 (b)	(c) 12	Deputy Commissioners, 1st grade ...	2,250
1	Superintendent, Southern Shan States.	1,500 to 2,000	1	Revenue Secretary to Government...	2,000 (b)
1	Secretary to Government ...	1,800 (b)	1	Secretary to Government ...	2,000 (b)
1	Director of Land Records ...	1,800 (b)	1	Director of Land Records ...	1,800 (b)
(a) 11	Deputy Commissioners, 2nd grade	1,800	(c) 12	Deputy Commissioners, 2nd grade...	1,800
(a) 16	Deputy Commissioners, 3rd grade	1,500	8	District Judges ...	1,500
1	Superintendent, Northern Shan States.	1,250 to 1,500	(c) 14	Deputy Commissioner, 3rd grade ...	1,500
1	Under Secretary to Government.	1,200 (b)	1	Under Secretary to Government ...	1,200 (b)
1	Secretary to Financial Commissioner.	(d)	1	Secretary to Financial Commissioner.	(d)
4	Settlement Officers ...	(e)	4	Settlement Officers ...	(e)
67			76		

(a) Includes the Chief Collector of Customs, and the Judges of Moulmein and Mandalay.
 (b) The Officers holding these posts draw the salary to which they are entitled in the regular line plus a local allowance of Rs. 400, Rs. 300, Rs. 250 and Rs. 200, respectively, subject to the maximum of Rs. 2,000, Rs. 2,000, Rs. 1,800, and Rs. 1,200 respectively.
 (c) Includes the Chief Collector of Customs, Rangoon, and Superintendents of Shan States.
 (d) Draws the salary of grade as Assistant Commissioner, plus a local allowance of Rs. 200.
 (e) Draws salary of grade, plus local allowance of Rs. 150 a month.
 (f) Maximum salary.

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TABLE D—continued.

LIST G.

CENTRAL PROVINCES AND BEHAR.

Superior appointments in order of pay.

Number.	Designation.	Pay of each,
	<i>Central Provinces.</i>	Rs.
1	Chief Commissioner	5,166½
1	Judicial Commissioner	3,500
1	Additional Judicial Commissioner	3,000
2	Commissioners	2,750
2	Ditto	2,500
1	Senior Divisional Judge	2,500
1	Inspector-General of Police	Rs. 1,800 + a local allowance of Rs. 450 a month.
(a) 4	Deputy Commissioners, 1st Class	2,250
(a) 10	Deputy Commissioners, 2nd Class	1,800
(a) 12	Do. do. 3rd Class	1,500
2	Settlement Officers	Salary of grade + Rs. 150 Settlement allowance.
37		

Behar.

No.	Present.	Pay of each.	No.	Proposed.	Pay of each.
					Rs.
1	Commissioner	2,750	1	Commissioner	2,750
1	Judicial Commissioner	2,750	1	Judicial Commissioner	2,750
1	District and Sessions Judge	1,833½	(b) 3	Deputy Commissioners, 1st Class.	1,833½
2	Deputy Commissioners, 1st Class.	1,833½	(b) 2	Do. do. 2nd Class.	1,666½
2	Do. do. 2nd Class.	1,666½	(b) 1	Do. do. 3rd Class.	1,500
2	Do. do. 3rd Class.	1,333½	1	Additional Secretary	Pay as Assistant Commissioner, 1st grade, plus a local allowance.
9			9		
46					

(a) The appointments of Chief Secretary, Secretary, Political Agent, Chhattisgarh, Commissioner of Excise, Commissioner of Settlements and 3 Divisional Judges are included in the class of Deputy Commissioners.

(b) Includes 2 District and Sessions Judges.

TABLE D—continued.

LIST H.

“LISTED” SUPERIOR APPOINTMENTS.

	Madras.	Bombay.	Bengal.	United Provinces.	Punjab.	Central Provinces.	Burma proposed in a draft despatch about to issue.	Total
Heads of Districts ...	2	2	4	2	2	2	...	14
District and Divisional Judges ...	4	2	6	4	4	1	2	23
Settlement Collectors ...	...	...	...	...	2	...	...	2
Sub-Collectors ...	2	...	...	...	...	...	...	2
Secretary, Board of Revenue ...	...	...	1	...	...	...	...	1
TÁlkdári Settlement Officer ...	...	1	...	...	...	...	...	1
Registrar, High Court ...	...	1	...	...	...	...	...	1
Joint Judge ...	...	1	...	...	...	...	...	1
	8	7	11	6	8	3	2	45

SUPERIOR APPOINTMENTS UNDER THE GOVERNMENT OF INDIA FILLED FROM THE SERVICES OF THE PROVINCES.

Members of Council ...	...	...	...	...	2*
Home Department—					
Secretary and Deputy Secretary ...	...	...	...	...	2
Finance Department—					
Secretary and Deputy Secretary ...	...	...	...	...	} 16
Comptroller General ...	...	...	...	...
4 Accountants General ...	...	...	...	...
3 Enrolled List ...	...	...	...	...
Director General, Post Office ...	...	...	...	...
4 Postmasters General ...	...	...	...	...
Commissioner, Northern India Salt Revenue ...	...	...	...	...
Foreign Department—					
Secretary and Deputy Secretary ...	...	...	...	...	} 28
26 Political Officers ...	...	...	...	...
Legislative Department—					
Secretary or Deputy Secretary ...	...	...	...	...	1
Revenue and Agricultural Department—					
Secretary ...	...	...	...	...	1
					50

Department of Commerce and Industry (proposed)—

Member of Council † ...	...	...	...	...	1
Secretary ...	...	...	...	...	1
					2

* There are at present only 2 Civilian Members of Council.
† May be a member of the Indian Civil Service or selected from the mercantile community.

///
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TABLE E.—BENGAL.

Total number of superior cadre posts = 118 (including 13 India appointments).

The figures in this table represent progressive figures.		Theoretical strength.	Actual strength.	Comparison Excess + Deficiency—	Remarks *
Class	I ...	5	(1) (a) 6	+1	(a) Includes Sir Andrew Fraser, Lieutenant-Governor, but excludes Mr. H. C. Williams who retired in March 1904.
"	II ...	13	(2) 14	+1	
"	III ...	25	(4) (b) 27	+2	(b) Excludes Mr. Campbell permanently employed in the C. P.
"	IV ...	43	(5) (c) 38	-5	(c) Excludes Messrs. Hall and Bayne in Burma; and Porteous, Arbuthnot and Melitus in Assam.
"	V ...	63	(6) (d) 47	-16	(d) Excludes Messrs. Gates, Fleming, Todd-Naylor and Shaw in Burma; Womack in the C. P. and Davis in Assam.
"	VI ...	85	(9) (e) 69	-16	(e) Excludes Messrs. House, a U. P. Civilian, Leeds in Burma, and Monahan in Assam. Lee who arrived in 1887-88 is taken in the next group.
"	VII ...	108	(10) (f) 90	-18	(f) Excludes Messrs. Newbould and Henniker in Assam. Hallifax, Cumming and Fisher who arrived in 1890-91 are taken in the next group.
"	VIII ...	131	(12) (g) 114	-17	(g) Excludes Messrs. Kershaw, Lees, Philimore and Reid in Assam.
"	IX ...	157	(15) (h) 142	-15	(h) Excludes Messrs. Gruning, Allen, Jackson, Cuming, Barnes, Hart, Clarke and Colquhoun in Assam.
"	X ...	183	(18) (i) 185	+2	(i) Excludes Messrs. Donald, Johnston, Cammiade, Salkeld, Strong, Cornes and Edwards in Assam.
"	XI ...	210	(18) (j) 212	+2	(j) Excludes Messrs. McSwiney, Dunlop, Thomas and Lambourne in Assam.
"	XII ...	229	(18)* 233	+4	* Messrs. Bourdillon, Risley, Bayley, Barrow, Baker, Colvin, Walsh, Harrison, McIntosh, Nathan, Maxwell, Hughes-Buller, Gauntlett, Russell, Wood, Kealy, Gabriel and Crump.

[NOTE.—India appointments are shown by the figures in brackets. The following holders of superior listed appointments have not been included in the actual strength—1. G. K. Deb, 2 A. C. Sen, 3 S. N. Huda, 4 Ahmad, 5 B. C. Mitra, 6 K. N. Roy (all Statutories); 7 P. C. Mitter, 8 R. K. Deb, 9 Babonan, and 10 S. C. Dhur (Provincial). The Junior Secretaryship of the Board of Revenue though "listed" is held by a member of the Indian Civil Service so that the real actual strength may be taken at 232.]

The above comparison shows that there is a deficiency in the numbers in the higher classes up to IX inclusive (except of course in the highest three classes). As a consequence 8 men in Class X were actually holding superior appointments in Bengal on 1st April 1904. The actual strength in Class X is however 43 compared with a theoretical strength of 26. There was an overrecruitment about the years 1894-96, *i.e.*, of the men who came out in 1896, 1897 and 1898 and the excess in Class X shown above has resulted therefrom.

The total actual strength is in excess of the theoretical strength by 4 or rather 3 if it is remembered that one of the listed appointments is still held by a member of the Indian Civil Service.

* These "remarks" explain how the figures under "actual strength" have been obtained from the Civil Lists for 1st April 1904.

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TABLE F—ASSAM.

Total number of superior cadre posts = 21.

The figures in the table represent progressive figures.	Theoretical strength.	Actual strength.	Comparison Excess + Deficiency -	Remarks.
Class I ...	1	.....	-1	
" II ...	2	.....	-2	
" III ...	4	1	-3	Mr. Fuller, Chief Commissioner.
" IV ...	8	(a) 5	-3	(a) Includes Lieut.-Col. Maxwell.
" V ...	11	6	-5	
" VI ...	15	7	-8	
" VII ...	19	(b) 11	-8	(b) Includes Majors Gurdon and Howell.
" VIII ...	23	(c) 20	-3	(c) Includes Majors Shakespear, Woods, Herbert, Cole and Halliday.
" IX ...	28	(d) 30	+2	(d) Includes Captains Kennedy and Playfair.
" X ...	33	(e) 38	+5	(e) Includes Abdul Majid (Uncovenanted).
" XI ...	37	42	+5	
" XII ...	41	42	+1	

Here too there is a deficiency in the actual strength up to Class VIII inclusive. The numbers in Classes IX and X are, however, 10 and 8 respectively against a theoretical strength of 5 in each class. It seems also that Assam does not train its Indian Civil Service recruits but obtains its men from Bengal from among those in Class XI. If so, the fairest arrangement would undoubtedly be to reduce the Assam total strength to 38 (*viz.*, 37 plus 1 being the non-civilian element (1) in Class XII) and raise the Bengal strength by 3, the reduction and increase being of course in the last class, *i.e.*, those in training.

TABLE G.—AGRA AND OUDH.

Total number of superior cadre posts = 115 (including 11 India appointments).

The figures in this table represent progressive figures.	Theoretical strength.	Actual strength.	Comparison Excess + Deficiency—.	Remarks.
Class I ...	5	7	+2	
" II ...	12	(1) (a) 11	-1	(a) Excludes Birks and Barnes employed in Burma; includes Spankie, First Additional Judicial Commissioner, Oudh.
" III ...	24	(1) (b) 22	-2	(b) Excludes Fuller employed in Assam and Hewett in Central Provinces.
" IV ...	42	(2) 34	-8	
" V ...	62	(2) (c) 41	-21	(c) Excludes Cobb, arrived in 1884-85, counted in next class.
" VI ...	83	(3) (d) 61	-22	(d) Excludes Rogers, Radice and Lyle, arrived in 1887-88, counted in next class. Includes Roberts of the late Oudh Commission.
" VII ...	105	(4) (e) 90	-15	(e) Excludes Chapman in Central Provinces.
" VIII ...	128	(5) (f) 118	-10	(f) Includes Sri Lal in Class VIII and Mahommed Ali in Class VII (statutories) holding two appointments of District Judge in excess of those listed.
" IX ...	153	(7) 151	-2	
" X ...	178	(12) 184	+6	
" XI ...	205	(12) 212	+7	
" XII ...	224	(12) * 229	+5	* Messrs. Cruickshank, Miller, Stewart-Wilson, Greeven, Dobbs, Goudge, Holme, Morris, Fergusson, Campbell, Dewar and Reynolds.

[Note.—India appointments are shown by the figures in brackets. The following holders of superior listed appointments have not been included in the actual strength: 1 Bharat Sing, 2 Ishaq Khan, 3 Pande, 4 Misra, 5 Jwala Prasad and 6 Rafiq (all statutories except Rafiq.)]

There is an excess of 5 in the total actual strength. The actual strengths in Classes VII, IX and X are however largely in excess of the theoretical strengths in those classes. As in the case of Bengal there was an over-recruitment in this Province in certain years particularly of those who came out in 1896 and 1898.

TABLE H—PUNJAB.

Total number of superior cadre appointments=76 (including 6 India appointments).

The figures in this table represent progressive figures.	Theoretical strength.	Actual strength.	Comparison Excess+ Deficiency-.	Remarks.
Class I ...	8	(1) (a) 5	+2	(a) Includes Colonel Montgomery.
" II ...	8	(2) 11	+3	
" III ...	16	(6) (b) 18	+2	(b) Excludes Snow, who retired from Bombay in 1901, and Irwin in Burma.
" IV ..	28	(6) (c) 26	-2	(c) Excludes Drew and Cappel in Bombay; includes Colonel Leigh and Majors Davies and Dunlop-Smith.
" V ...	41	(6) 30	-11	
" VI ...	55	(12) (d) 41	-14	(d) Excludes Fagan arrived in 1887-88, included in Class VII; includes Colonels Deane and Inglis, Major Parsons and Mr. Field.
" VII ...	69	(14) (e) 56	-13	(e) Includes Majors Beadon, Dallas, Egerton, Young, Rawlinson and Thompson, and Abdul Gaffur (statutory) holding excess appointment of District and Divisional Judge; Major McMahan has been excluded as he will be included in the Military List of the Indian Political Department.
" VIII ...	85	(17) (f) 71	-14	(f) Includes Majors Bradshaw, Douglas, Fon-Strangways, Barton and Burlington, Captain Lewis and Mr. Donald.
" IX ...	101	(27) (g) 99	-2	(g) Includes Captains Waterfield, Elliott, Crosthwaite, Roe, Blakeway, Irvine and Beadon.
" X ...	118	(36) (h) 137	+19	(h) Includes Captains Roos-Keppel, Buck, Fitzpatrick, O'Brien, Angelo, Frizelle, Keen and Bowring.
" XI ...	136	(43) (i) 165	+29	(i) Includes Mr. Waterfield, Captains Sanford and Coldstream and Lieutenant Ferrar; Captain Knollys has been excluded as he will be included in the Military List of the Indian Political Department.
" XII ...	148	(43)* (j) 180	+32	(j) Includes Captain Nicolas.

* Messrs. Ibbetson, Dane (R. M.), Wilson, Merk, Dane (L. W.), Walker, Deane (†), O'Dwyer (†), Williams, Bunbury (†), Inglis (†), Field (†), Rawlinson (†), Thompson (†), Talbot, Lorimer (†), Donald (†), Waterfield (Captain) (†), Watson (†), Crosthwaite (†), Harrison, Mant, Barton (†), Blakeway (†), Grant (†), Rennie (†), Beadon (†), Gracey (†), Johnston (†), Roos-Keppel (†), Glancy (†), Pipon (†), Bolton (†), Pears (†), Keen (†), Bowring (†), Waterfield (†), Bray, Wilson-Johnston (†), Jelf (†), Howell I (†), Howell II (†), and Copeland (†).

[† represent officers employed in the N. W. F. P.]

[NOTE.—India appointments are shown by the figures in brackets. The following holders of listed appointments have not been included in the actual strength: 1 Mahomed Afzal, 2 Mahomed Aslam, 3 Clifford, 4 Inam Ali, 5 Narindra Nath, 6 Mr. Harris, 7 H. K. Kaul and 8 I. C. Lal.]

The actual strength is 82 in excess of the theoretical strength. This is no doubt due to the fact that now Punjab has to furnish the major portion of the men for the N. W. F. Provinces while the theoretical strength represents a state of affairs when the N. W. F. Commission will be amalgamated with the Indian Political Department. It must be noted that a very considerable part of the excess occurs in Classes X and XI.

TABLE I.—CENTRAL PROVINCES AND BERAR.

Total number of superior cadre posts = 49 (inclusive of 4 India appointments).

The figures in this table represent progressive figures.	Theoretical strength.	Actual strength.		Comparison Excess + Deficiency—	Remarks.
Class I ...	2	(1)	(a) 3	+1	(a) Excludes Fraser in Bengal; includes Lely from Bombay.
" II ...	5	(1)	3	-2	
" III ...	10	(1)	(b) 6	-4	(b) Includes Hewett; also includes Hare of the Berar Commission.
" IV ...	18	(1)	7	-11	
" V ...	26	(1)	(c) 11	-15	(c) Includes Stanyon (Provincial) holding an appointment (Additional Judicial Commissionership) not "listed".
" VI ...	35	(1)	17	-18	
" VII ...	45	(1)	(c) 32	-13	(c) Includes Batten in Berar; also Colonels Hastings and Garrett, and Messrs. Godwin-Austen, Muhammad Yasin (in Foreign Service), and Hasan Khan of the Berar Commission.
" VIII ...	55	(2)	(d) 40	-15	(d) Includes Coxon; and Rawaji and Faridoonji of the Berar Commission.
" IX ...	65	(3)	(e) 61	-4	(e) Includes Majors Colomb, Horsbrugh and Mauduit, Captains Morris and Plowden, and Messrs. Frideaux, Azizuddin and Clay of the Berar Commission; Major Haig who will be taken in the Military List of the Political Department and Major Ievers employed as Cantonment Magistrate, Secunderabad, have been left out.
" X ...	76	(3)	(f) 79	+3	(f) Includes Messrs. Yar Mahomed (in Foreign Service), Currie, Moin-uddin, Crawford and Jatar of the Berar Commission.
" XI ...	87	(3)	(g) 92	+5	(g) Includes Crosthwaite, and also Barr of the Berar Commission.
" XII ...	95	(3)*	99	+4	* Messrs. Fanshawe, Brigstocke and Moss-King.

[NOTE.—India appointments are shown by the figures in brackets. The following holders of "listed" appointments have not been included in the actual strength: 1 Chitnavis (statutory) and 2 Thakur and 3 Sanyal (Provincial).]

The total actual strength is in excess of the theoretical strength by 4. There is a deficiency in the higher classes but there is a large excess in Class IX.

TABLE J.—MADRAS.

Total number of superior cadre posts = 81 (inclusive of 7 India appointments).

The figures in this table represent progressive figures.		Theoretical strength.	Actual strength.		Comparison Excess + Deficiency—	Remarks.
Class	I ...	4	(2)	7	+3	
"	II ...	9	(2)	9	...	
"	III ...	17	(3)	14	-3	
"	IV ...	30	(3)	28	-2	
"	V ...	43	(4)	38	-5	
"	VI ...	58	(5) (a)	52	-6	(a) Excludes Houghton in Burma and Walker in Central Provinces.
"	VII ...	74	(8) (b)	68	-6	(b) Excludes Batten in Central Provinces.
"	VIII ...	90	(8) (c)	88	-2	(c) Excludes Slocock in Central Provinces.
"	IX ...	107	(9)	110	+3	
"	X ...	128	(11)	134	+8	
"	XI ...	145	(11)	160	+15	
"	XII ...	157	(11)*	170	+13	* Messrs. Arundell, Cox, Martindale, Meyer, Cobb, Michael, Bosanquet, Jardine, Booty, Stokes and Moore.

[NOTE.—India appointments are shown by the figures in brackets. The following holders of superior "listed" appointments have not been included in the actual strength : 1 K. C. M. Raja, 2 Muhammad Raza Khan, 3 T. M. A. S. Aiyar, and 4 P. R. Chariyar (statutories) ; and 5 S. G. Cheriya and 6 A. V. Poi (Provincial). As the total number of "listed" posts is 8 the real total actual strength may be taken at 168, two of the Indian Civil Service officers being treated as holding posts which will be eventually "listed."]

The total actual strength is in excess of the theoretical by at least 11. The large excess occurs in Classes X to XII.

TABLE K.—BOMBAY.

Total number of superior cadre posts = 83 (inclusive of 7 India appointments).

The figures in this table represent progressive figures.		Theoretical strength.	Actual strength.		Comparison Excess + Deficiency—	Remarks.
Class	I ...	4	(a)	6	+2	(a) Excludes Lely in Central Provinces.
"	II ...	9		7	-2	
"	III ...	18		10	-8	
"	IV ...	30		20	-10	
"	V ...	45	(1)	(b) 31	-14	(b) Excludes Gamble, arrived in 1884-85, included in next class.
"	VI ...	60	(3)	(c) 44	-16	(c) Robertson in Central Provinces omitted.
"	VII ...	76	(5)	(d) 63	-13	(d) Includes Mules and Mackenzie of the Sind Commission, and Khandalavala holding an appointment (Judge, Dekkhan Agriculturists' Relief Act) not "listed."
"	VIII ...	92	(5)	81	-11	
"	IX ...	110	(7)	103	-7	
"	X ...	129	(9)	122	-7	
"	XI ...	148	(9)	150	+2	
"	XII ...	161	(9)*	166	+5	* Messrs. Tucker, Gamble, Fraser, Hill, Macnochie, Anderson, Robertson, Wilkinson and Watson.

[NOTE.—India appointments are shown by the figures in brackets. The following holders of superior "listed" appointments have not been included in the actual strength : 1 Pense, 2 Bomanji, 3 Gidumal, 4 Tipnis, 5 Pestonji (statutories), and 6 Kirparam and 7 Sethna (Provincial).]

The total actual strength is 5 in excess of the theoretical strength the excess mainly occurring in Classes XI and XII.

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TABLE L.—BURMA.

Total number of superior cadre posts = 81 (including 4 India appointments).

The figures in this table represent progressive figures.	Theoretical strength.	Actual strength.		Comparison Excess + Deficiency -.	Remarks.
Class I ...	4	.....		-4	
" II ...	9	(a) 2		-7	(a) Includes Barnes.
" III ...	17	(1)	5	-12	
" IV ...	30	(1)	9	-21	
" V ...	43	(1)	(b) 15	-28	(b) Excludes Cholmeley, arrived in 1884-85, taken in the next class.
" VI ...	58	(1)	(c) 32	-26	(c) Includes Majors Maxwell, Cronin, Stickland and Browning and Messrs. Porter, McDermott, Cornueve, Hough, Tilly, Collins and Mathews.
" VII ...	74	(1)	(d) 51	-23	(d) Includes Majors McNabb, Green, Warde, Elliott, Townsend and Obbard, and Messrs. Scott, Ross, Thurston and Carey.
" VIII ...	90	(1)	(e) 73	-17	(e) Includes Majors Des Voeux, Reid and Alpin and Messrs. Metcalfe, Hall, Drury and Field.
" IX ...	107	(1)	(f) 94	-13	(f) Includes Captain Stone, and Messrs. Wallace, Chapman, Gayer, Hertz, Stirling and Tuck.
" X ...	126	(2)	(g) 109	-17	(g) Includes Captains Drage, Ormiston and Nethersole.
" XI ...	145	(2)	(h) 126	-19	(h) Includes Captains Bowen, Owens, Langtry and Abbey and Mr. Fowler.
" XII ...	157	(2)*	(i) 140	-17	(i) Includes Lieutenants Hutchinson and Roberts. * Messrs. Adamson and Hardiman.

There is a deficiency of 17 in the total actual strength as compared with the theoretical one.

The deficiency occurs in almost every class.

Revised Lists of Superior Appointments.

LIST A.

MADRAS.

Superior appointments in order of pay.

No.	Designation.	Pay of each.
		R
2	Members of Council	5,333½
2	High Court Judges	4,000
1	Member, Board of Revenue	3,750
1	Chief Secretary	3,750
1	Member, Board of Revenue	3,500
1	Secretary, Revenue Department	3,125
2	Members, Board of Revenue	3,000
1	Resident, Travancore	2,800
1	Secretary, Municipal (Local) Department	2,500
3	Collectors	2,500
1	Inspector-General of Police	2,500
20	District and Sessions Judges	2,333½
16	Collectors	2,333½
1	Collector, Nilgiris	2,000
1	Commissioner of Coorg	1,800—2,000
3	Collectors and Judges	1,800
1	Secretary to Commissioner of Land Revenue	1,500—1,800
1	Secretary to Commissioner, Salt and Abkari Revenue	1,500—1,800
1	Registrar, High Court	1,450—1,800
1	Private Secretary	1,500
1	Deputy Commissioner of Salt and Abkari Revenue	1,200—1,400
1	Deputy Commissioner, Revenue Settlement	1,100
1	Deputy Director of Land Records	Salary of grade + local allow- ance of R250 a month.
15	Sub-Collectors and Joint Magistrates	1,166½
79		

LIST B.

BOMBAY (INCLUDING SIND).

Superior appointments in order of pay.

No.	Designation.	Pay of each.
		R
2	Members of Council	5,333½
3	High Court Judges	4,000
1	Chief Secretary	3,750
1	Commissioner in Sind	3,750
(a) 3	Commissioners	3,500
1	Secretary	3,125
(a) 2	Commissioners	3,000
1	Political Agent, Kathiawar	3,000
1	Judicial Commissioner, Sind	2,500
(c) 4	District and Sessions Judges, 1st grade	2,500
1	Secretary	2,500
(c) 6	District and Sessions Judges, 2nd grade	2,325
(b) 12	Senior Collectors	2,325
1	Director, Land Records	Salary of grade plus R250 a month as local allowance.

(a) Includes Commissioner of Customs and Municipal Commissioner.

(b) " Collector of Customs, etc., Bombay, and Collector of Salt Revenue.

(c) " Remembrancer of Legal Affairs.

Note.—The appointment of Inspector General of Police is not now held by a member of that Service.

Superior appointment in order of pay—contd.

No.	Designation.	Pay of each.
		₹
1	Special Judge, D. A. R. Act	2,300
(c) 9	District and Sessions Judges, 3rd grade	1,800
(b) 12	Junior Collectors	1,800
1	Inspector General of Police	1,800
1	Registrar, High Court	1,700
1	Private Secretary	1,500
1	Deputy Commissioner, Thar and Parkar	1,500
1	Deputy Commissioner, Upper Sind Frontier	1,200
3	Political Agents, Cutch, Mahikanta and Palanpur	L. A. 300 1,200 to 1,500
1	Judicial Assistant to the Political Agent, Kathiawar	1,500
1	Assistant Legal Remembrancer	1,250—1,500
2	Under Secretaries	1,250
1	Talukdari Settlement Officer	1,100
1	Assistant to Commissioner in Sind	L. A. { 1,100 +100
75		

(b) Includes Collector of Customs, etc., Bombay, and Collector of Salt Revenue.

(c) „ Remembrancer of Legal Affairs.

Note.—The appointment of Inspector General of Police is not now held by a member of that service.

LIST C.

BENGAL AND ASSAM.

Superior appointments in order of pay.

[The Assam appointments are shown in italics.]

No.	Designation.	Pay of each.
		₹
1	Lieutenant-Governor	8,333½
1	<i>Chief Commissioner</i>	4,116½
2	Members, Board of Revenue	4,000
6	High Court Judges	4,000
1	Chairman, Calcutta Corporation	3,500
1	Chief Secretary	3,333½
(a) 3	District and Sessions Judges, 1st grade	3,000
9	Commissioners	2,916½
1	Opium Agent	2,500—3,000
2	Secretaries	2,750
1	Secretary, Board of Revenue	2,500
1	<i>Commissioner, Assam Valley</i>	2,500
1	Inspector General of Police	2,500
(a) 14	District and Sessions Judges, 2nd grade	2,500
(b) 15	Magistrates and Collectors, 1st grade	2,250
(c) 4	<i>Deputy Commissioners, 1st grade</i>	2,250
1	<i>District and Sessions Judge, Sylhet</i>	2,000
1	<i>District and Sessions Judge, Assam Valley</i>	2,000
(a) 18	District and Sessions Judges, 3rd grade	2,000
1	Junior Secretary, Board of Revenue	1,800
(b) 16	Magistrates and Collectors, 2nd grade	1,800
(c) 6	<i>Deputy Commissioners, 2nd grade</i>	1,800
1	Registrar, High Court	1,700
(c) 6	<i>Deputy Commissioners, 3rd grade</i>	1,500
(b) 17	Magistrates and Collectors, 3rd grade	1,500
4	Settlement Officers	Salary of grade + ₹150 S.A.
132		

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

(b) Includes Collector of Customs, Commissioner of Excise and Director of Land Records.

(c) Includes Inspector General of Police, etc., Political Agent, Manipur, Political Officer, North Lushai Hills, Secretary to Chief Commissioner, and Director, Land Records and Agriculture.

LIST D.

UNITED PROVINCES.

Superior appointments in order of pay.

No.	Designation.	Pay of each.
		₹
1	Lieutenant-Governor	8,333½
3	High Court Judges	4,000
1	Judicial Commissioner	3,500
2	Members, Board of Revenue	3,500
1	2nd Judicial Commissioner	3,333½
1	Chief Secretary	3,000
2	District and Sessions Judges, 1st grade	3,000
8	Commissioners	2,916½
1	Opium Agent	2,500—3,000
(a) 7	District and Sessions Judges, 2nd grade	2,500
1	Inspector General of Police	2,500
(b) 19	Magistrates and Collectors, 1st grade	2,250
(a) 6	District and Sessions Judges, 3rd grade	2,250
1	Commissioner, Kumaun	2,000
10	District Sessions Judges, 4th grade	1,833½
(b) 17	Magistrates and Collectors, 2nd grade	1,833½
4	Deputy Commissioners, 1st grade	1,833½
3	District and Sessions Judges, 5th grade	1,666½
(b) 10	Deputy Commissioners, 2nd grade	1,666½
1	Registrar, High Court	1,600
4	Settlement Officers	Salary of grade + ₹150 Set- tlement Allowance.
1	Deputy Commissioner, Naini Tal	1,200
1	Assistant Judge	1,100
1	Superintendent, Dehra Dun	1,000
106		

LIST E.

PUNJAB (EXCLUDING THE NORTH-WEST FRONTIER PROVINCE).

Superior appointments in order of pay.

No.	Designation.	Pay of each.
		₹
1	Lieutenant-Governor	8,333½
1	Chief Judge, Chief Court	3,750
2	Judges, Chief Court	3,500
1	Financial Commissioner	3,500
1	Chief Secretary	3,000
5	Commissioners	2,750
1	Commissioner of Settlement	2,750
3	Divisional Judges, 1st grade	2,500

(a) Includes Membrancer of Legal Affairs.

(b) Includes two Secretaryships in the Board of Revenue, the 2nd (Judicial) and 3rd (Financial) Secretaries to Government, Directorship of Land Records, and the Excise Commissionership.

Superior appointments in order of pay—contd.

No.	Designation.	Pay of each.
		R
4	Divisional Judges, 2nd grade	2,250
10	Deputy Commissioners, 1st grade	2,250
5	Divisional Judges, 3rd grade	1,800
11	Deputy Commissioners, 2nd grade	1,800
8	District Judges	1,500
12	Deputy Commissioners, 3rd grade	1,500
6	Settlement Officers	Salary of grade + 150 Settlement Allowance.
2	Colonization Officers	Ditto.
1	Senior Secretary to Financial Commissioner	Salary of grade subject to a minimum of R1,200 and a maximum of R1,800 a month.
1	Registrar, Chief Court	1,250
75		

LIST F.

BURMA.

Superior appointments in order of pay.

No.	Designation.	Pay of each.
		R
1	Lieutenant-Governor	8,333½
1	Chief Judge, Chief Court, Rangoon	3,750
1	Judge, Chief Court, Rangoon	3,500
1	Judicial Commissioner, Upper Burma	3,500
1	Financial Commissioner	3,500
1	Chief Secretary to Government	3,000
8	Commissioners of Divisions	2,750
1	Commissioner of Settlements	2,750
1	Divisional Judge	2,500
1	President, Rangoon Municipality	2,500(a)
2	Divisional Judges	2,250
2	Ditto	1,800
(b)12	Deputy Commissioners, 1st grade	2,250
1	Revenue Secretary to Government	2,000(c)
1	Secretary to Government	2,000(c)
1	Director of Land Records	1,800(c)
(b)12	Deputy Commissioners, 2nd grade	1,800
8	District Judges	1,500
(b)14	Deputy Commissioners, 3rd grade	1,500
1	Under Secretary to Government	1,200(c)
1	Secretary to Financial Commissioner	(d)
4	Settlement Officers	(e)
76		

(a) Maximum salary.

(b) Includes the Chief Collector of Customs, Rangoon, and Superintendents of Shan States.

(c) The Officers holding these posts draw the salary to which they are entitled in the regular line plus a local allowance of R400, R300, R250, and R200, respectively, subject to the maximum of R2,000, R2,000, R1,800, and R1,200, respectively.

(d) Draws the salary of grade as Assistant Commissioner, plus a local allowance of R200.

(e) Draws salary of grade, plus local allowance of R150 a month.

LIST G.

CENTRAL PROVINCES AND BERAR.

Superior appointments in order of pay.

No.	Designation.	Pay of each.
<i>Central Provinces.</i>		
		₹
1	Chief Commissioner	5,166½
1	Judicial Commissioner	3,500
1	Additional Judicial Commissioner	3,000
2	Commissioners	2,750
2	Ditto	2,500
1	Senior Divisional Judge	2,500
1	Inspector General of Police	L.A. { 1,800 450
(a) 4	Deputy Commissioners, 1st class	2,250
(a) 10	Deputy Commissioners, 2nd class	1,800
(a) 13	Do. do. 3rd class	1,500
2	Settlement Officers	Salary of grade + ₹150. Set- tlement allow- ance.
38		

Berar.

No.	Present. *	Pay of each.	No.	Proposed.	Pay of each.
		₹			₹
1	Commissioner	2,750	1	Commissioner	2,750
1	Judicial Commissioner	2,750	1	Judicial Commissioner	2,750
1	District and Sessions Judge	1,833½	(b) 3	Deputy Commissioners, 1st class.	1,833½
2	Deputy Commissioners, 1st class.	1,833½	(b) 2	Deputy Commissioners, 2nd class.	1,666½
2	Deputy Commissioners, 2nd class.	1,666½	(b) 2	Deputy Commissioners, 3rd class.	1,500
2	Deputy Commissioners, 3rd class.	1,333½			
			9		
9					
47					

(a) The appointments of Chief Secretary, Secretary, Political Agent, Chhattisgarh, and Commissioner of Excise, Commissioner of Settlements and three Divisional Judges are included in the class of Deputy Commissioners. Includes the Deputy Commissioner for the Drug District recently sanctioned.

(b) Includes two District and Sessions Judges and Third Secretary to Chief Commissioner.

LIST H.

"LISTED" SUPERIOR APPOINTMENTS.

	Madra.	Bombay.	Bengal.	United Provinces.	Punjab.	Central Provinces.	Burma.	Total.
Head of Districts	2	2	4	2	2	2	...	14
District and Divisional Judges	4	3	6	4	4	1	2	23
Settlement Collectors . . . . .	...	...	...	...	2	...	...	2
Sub-Collector	2	...	...	...	...	...	...	2
Secretary, Board of Revenue . . . . .	...	...	1	...	...	...	...	1
Talukdar Settlement Officer . . . . .	...	1	...	...	...	...	...	1
Registrar, High Court . . . . .	...	1	...	...	...	...	...	1
Joint Judge . . . . .	...	1	...	...	...	...	...	1
	8	7	11	6	8	3	2	45

SUPERIOR APPOINTMENTS UNDER THE GOVERNMENT OF INDIA FILLED FROM THE SERVICES
OF THE PROVINCES.

Members of Council	3
Home Department—	
Secretary and Deputy Secretary	2
Director, Criminal Intelligence Department	1
Finance Department—	
Secretary and Deputy Secretary	} 16
Comptroller General	
4 Accountants General	
3 Enrolled List	
Director-General, Post Office	
4 Postmasters General Commissioner, Northern India Salt Revenue	
Foreign Department—	
Secretary and Deputy Secretary	} 28
26 Political Officers	
Legislative Department—	
Secretary or Deputy Secretary	1
Department of Revenue and Agriculture—	
Secretary	1
Department of Commerce and Industry—	
Secretary	1
	58

PAPERS

RELATING TO THE

SCHEME FOR THE FUTURE RECRUITMENT OF THE INDIAN
CIVIL SERVICE.
