

1. Supplementary Papers re: Police Services, 1912.
20 p. V2,8.N12E E4-Pol(s)
2. Correspondence between the Govt. of India
and local Govts re: the Question of the
Improvement of the Pay and Prospects of
the Provincial Educational Service. 1908.
136 p. T:q8.2.N08 D8

Supplementary Papers relating to the Police Services, 1912

Memorandum on the question of the compulsory period of service for pension for officers of the Superior Police.

As directed by the Secretary of State for India, the following papers are presented for the consideration of the Royal Commission. They relate to the question whether the period of thirty years which officers of the Imperial Police have to serve in order to become eligible to retire on pension should be reduced. In

Copy appended.

paragraph 87 of their report the Indian Police Commission, 1902-1903, recommended that the period should be reduced to 25 years. This question was not settled at the time that orders were issued upon the Commission's Report (*vide* paragraph 57 of the Home Department Resolution nos. 248-259, dated the 21st March 1905, which was reprinted with the previous papers prepared for the Royal Commission) but in a letter, dated the 4th

Copy appended.

December 1905, Lord Curzon's Government issued orders announcing that no change would be made in the existing rule which requires 30 years' service.

Memorials have from time to time been received from a large number of Police Officers protesting against this decision, and a number of these were rejected by the Secretary of State in agreement with the Government of India.

Copy appended.

In a despatch, dated the 21st May 1909, however, Lord Morley requested the Government of India to consider the matter further, and to supply him with more definite reasons for their opposition to the change. This request was complied with in two despatches, dated the 17th February 1910 and the 20th June

Copies appended.

1912, respectively, and in his reply to the latter of these communications, dated the 8th November 1912, the Secretary of State has directed that the matter should be laid before the Commission.

A specimen of the memorials submitted by the officers of certain provinces from which they have been received is attached to these papers. Similar memorials were also received from officers serving in Bombay, Bengal, the Central Provinces and the North-West Frontier Province, but these were forwarded in original to the India Office where they now are, and no copy was retained by the Government of India. The total number of officers who have from time to time memorialised is 484, but the memorials were very similar in character and in most cases in identical terms. It will be observed that the memorials contain other requests besides those relating to the question dealt with in these papers: all of these requests have been negatived by the Secretary of State.

Papers referred to in the Memorandum.

Extract paragraph 87 of Report of the Indian Police Commission, 1902-1903.

87. It has been strongly recommended that the compulsory period of service for pension should be reduced. The Commission consider that the period of thirty years is too long. Government should have power to compel retirement of any officer after twenty-five years' service, on the pension now admissible after 30 years' service; and an officer should be entitled to retire after twenty-five years' service on full pension, if he desires to do so. This is especially necessary in the higher ranks of the service, owing to the desirability of making the service reasonably attractive, and the necessity for having active men and getting rid of men who may not be fit for efficient service. But in consideration of the very trying nature of police work, the Commission would be glad to see this rule applied to the whole force.

Nos. 1238—1249, dated the 4th December 1905.

From—The Under Secretary to the Government of India, Home Department,

To—All Local Governments and Administrations.

I am directed to refer to paragraph 57 of the Home Department Resolution no. 248-259, dated the 21st March 1905, in which it was stated that the Government of India proposed to deal separately with the proposal made by the Police Commission for the reduction of the period of service in the police department qualifying for pension.

2. I am now to say that after a full and careful consideration of the matter the Governor General in Council has decided to make no alteration in the existing rules.

INDIA OFFICE, LONDON,

21st May 1909.

Judicial.

No. 27.

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

MY LORD,

I have considered in Council the letters of Your Excellency's Government marginally noted in which you forward memorials addressed to me by gazetted officers of the Police Department in Burma and the United Provinces.

2. In my Judicial Despatch no. 48, dated 11th December 1908, I concurred with Your Excellency's Government in rejecting somewhat similar representations submitted by gazetted police officers in the Punjab, but on receipt of the present memorials I examined the correspondence which ensued on the report of the Police Commission, and found that I have not on record any detailed statement of the reasons which led Your Excellency's Government to inform the local Governments in December 1905 that you had decided to make no alteration in the rules governing the period of service in the Police Department qualifying for pensions.

3. In view of the fact that the Imperial Police Service is now practically recruited in England, the conditions in which the period qualifying for pension was settled have been radically altered, and I observe that all local Governments and Administrations, except Madras, gave a strong support to the proposals contained in paragraph 87 of the Police Commission's report. Some pointed out that voluntary retirement after 25 years' service would probably be the exception rather than the rule, and others dwelt on the administrative gain of being able to enforce the earlier retirement of officers who had been subjected to an exceptional strain in the discharge of their duties and lost their vigour and activity. On further consideration of the subject, therefore, I should be glad to have your reasons for considering the proposal to which I have just referred impracticable on financial grounds, and for believing that a decision in the sense of the Police Commission's recommendation would necessitate the extension of a similar privilege to other Departments.

I have the honour to be,

MY LORD,

Your Lordship's most obedient, humble servant,

MORLEY OF BLACKBURN,

No. 35 OF 1910.

GOVERNMENT OF INDIA.

N A N C E D E P A R T M E N T .

PENSIONS AND GRATUITIES.

To

THE RIGHT HONOURABLE VISCOUNT MORLEY OF
BLACKBURN, O. M.,*His Majesty's Secretary of State for India.**Calcutta, 17th February 1910.*

MY LORD,

WE have the honour to refer to your Judicial despatch no. 27 of the 21st May 1909, in which you request to be supplied, in connection with certain memorials addressed to you by officers of the Superior Police Service in the United Provinces and in Burma, with a statement of the reasons :—

- (1) which led us to reject on financial grounds the proposal of the Police Commission, (which was supported by all local Governments except Madras), to reduce the obligatory term of pensionable service of these officers from 30 to 25 years, and
- (2) for thinking that the adoption of the recommendation would necessitate the extension of a similar privilege to other departments.

2. We have the honour to inform your Lordship, in reply to your first question, that when Lord Curzon's Government decided in 1905 to abandon the proposal, they were mainly influenced by the consideration that the concession would inevitably tend materially to shorten an officer's average length of service and consequently would involve increased expenditure. No estimate of the probable cost was framed and as yet we have been unable to investigate the question actuarially. We now propose, however, to collect statistics in connection with a proposal which we have received for the modification of the pension rules of officers of the Imperial Forest and Public Works Departments (in which it has been suggested that the privilege of retiring after 25 years' service might, with advantage, be abolished, an equivalent concession being given in other directions), and by means of this enquiry we hope to ascertain the probable cost, firstly, of extending the compulsory period of service in the two Departments named and, secondly, of shortening the term of service in the superior ranks of the Police. In connection with this enquiry, we also propose to consider the recommendations of the Royal Commission on Decentralization contained in paragraphs 642-646 of their report on the subject of compulsory retirement. After a full deliberation of these matters in the light of actuarial calculations, we shall be in a position to address you further on the subject of the extra cost which would be involved in extending to Police officers the concession permitting retirement after 25 years' service.

3. In regard to the second point on which your Lordship desires information, we would remark that we have during recent years received repeated confirmation of the truth of the remarks contained in your Lordship's Despatch no. 16-Revenue, dated the 24th January 1906. It was there mentioned that

"one of the drawbacks to raising the standard of emoluments in any branch of the public service is the stimulus given to efforts in other departments to obtain corresponding advantages, even in the absence of the special circumstances which were held to justify the original concessions." Numerous petitions and memorials have been addressed to us by officers claiming equal treatment for different services, a few instances of which are noted below:—

- (1) The engineers of the Public Works Department, who complain of the inadequacy of their pensions, have cited in support of their prayer for a better pension the case of the Indian Medical Service and the Indian Army.
 - (2) The European Civil Services Association have urged the extension of the pensionary privileges of certain favoured services—those of the Public Works, the Forests, the Geological Survey and the Telegraphs to all other European services.
 - (3) Conservators of Forests of the second and third grades in claiming the special additional pension of Rs. 1,000 a year (since sanctioned in their favour) quoted in support of their claim the analogy of Deputy Inspectors General of Police.
 - (4) A time-scale of pay having been sanctioned for the Enrolled list of the Finance Department, the engineers of our Public Works Department claimed a time-scale for their own service and urged that on the grounds of their professional status a more liberal scale should be assigned to them. The officers of the Public Works Department, Accounts Branch, have lately memorialized us claiming to receive, as of right, the scale sanctioned for the Enrolled list.
 - (5) We have been asked to extend to officers of the provincial branch of the Forest Department the time-scale of pay given to provincial officers of the Public Works Department, on the ground that the Imperial officers of both Departments receive identical rates of pay.
 - (6) We have, as lately reported to you, received representations recommending for the Executive officers of the Telegraph Department the same rates of pay as sanctioned for those of the Public Works Department, on the ground that they discharge similar work and are recruited from the same sources.
 - (7) Forest officers in Burma being somewhat more favourably placed in respect of the Burma local allowance than Engineers, we have been asked to give to the latter the same concessions as the former.
 - (8) The Superior Revenue establishment on State Railways has memorialized us asking for the same pay as the Engineers.
 - (9) Officers of the Archæological Department have petitioned us for the extension to their service of the special rule regarding retirement after 25 years' service, on the ground that the conditions of their work are similar to those of officers in the Geological Survey.
4. The special concession of retirement after 25 years' service is asked for by members of the Police Department mainly on the ground that officers in it are subjected to unusual strain. We are not prepared to admit, without a further examination of the figures showing invalid retirements, that grounds of this nature are exclusively applicable to officers of the Police Department, and we are convinced that if the concession were made on these grounds it would be found difficult to refuse it to other departments of the public service.
5. Meanwhile, we forward a copy of a communication received from the Government of Madras submitting memorials from certain police officers in that Presidency, who pray that they may be brought under the provisions of chapter XXX of the Civil Service Regulations, and made eligible for a pension according to the scale laid down in Article 641 of that chapter. These requests are similar to those contained in the memorials received from the police officers in the

United Provinces which were forwarded with our Home Department Despatch No. 6 (Police), dated the 25th March 1909, and in paragraph 3 of that despatch we have given our reasons for rejecting them. We have accordingly, no recommendation to make on behalf of the memorialists.

6. We also enclose a copy of a letter from the Government of Bombay submitting memorials on the same subject from certain police officers in the Bombay Presidency, in which they pray that the period of service required to qualify for pension may, in their case, be reduced from 30 to 25 years. The orders which may eventually be passed on similar memorials from police officers in other provinces will no doubt govern the case of these memorialists also.

We have the honour to be,

MY LORD,

Your Lordship's most obedient, humble servants,

(Signed) MINTO.

„ O'MOORE CREAGH.

„ J. O. MILLER.

„ W. HARVEY.

„ G. FLEETWOOD WILSON.

„ S. P. SINHA.

„ H. H. RISLEY.

No. 161 OF 1912.

GOVERNMENT OF INDIA.

FINANCE DEPARTMENT.

PENSIONS AND GRATUITIES.

To

THE MOST HONOURABLE THE MARQUIS OF CREWE, K.G.,
His Majesty's Secretary of State for India.

Simla, the 20th June 1912.

MY LORD MARQUIS,

IN continuation of previous correspondence on the subject, we have the honour to address you further regarding the proposal to permit voluntary retirement on full pension after 25 years' service to officers of the Imperial Police Service. As Your Lordship is already aware, a recommendation to this effect was made in paragraph 87 of the Report of the Indian Police Commission but Lord Curzon's Government, on administrative as well as on financial grounds, decided to take no action on it. The matter came under review in 1908 in connection with memorials submitted by certain gazetted officers of the Indian Police serving in the Punjab; but Lord Minto's Government, for the reasons given in their despatch No. 15 (Police), dated the 29th October 1908, preferred to adhere to the previous decision, and their view of the matter was accepted by His Majesty's Secretary of State for India at the time. Later, in connection with the memorials from certain officers of the Police Department in Burma and the United Provinces, Lord Morley asked the Government of India, in his despatch No. 27 (Judicial), dated the 21st May 1909, for a statement of their reasons: (1) for considering the proposal impracticable on financial grounds, and (2) for believing that a decision in the sense of the Police Commission's recommendation would necessitate the extension of a similar privilege to other Departments of service in India. In their financial despatch No. 35, dated the 17th February 1910, Lord Minto's Government replied to the second of these points of reference, and they promised to undertake a statistical enquiry with a view to arriving at the financial effect of the measure.

2. We have now completed the necessary calculations and beg to place before Your Lordship our estimate of the cost of the proposal. The original intention was to base the calculations on the service statistics of the Imperial Police, Engineer and Forest Services for a period of about 25 years and on the mortality statistics of pensioners who retired from these services during the above period. But to avoid the further delay which the collection of statistics regarding the after-history of pensioners would have involved, the actual calculations have been made with reference to the service statistics mentioned above and the mortality experience of the Bengal Uncovenanted Service Family Pension Fund during the period 1872—1901. Details of the calculations are given in the note appended to this despatch. They indicate that if advantage is taken of the concession of retirement on the full ordinary pension after a qualifying service of 25 years by Imperial Police officers to about the same extent as is at present done by Imperial Engineer and Forest officers, the proposal will eventually lead to a recurring expenditure of about Rs. 4 lakhs a year.

3. We are not prepared to recommend that it is necessary or desirable to incur this increase in our non-effective charges, and our views on the administrative aspects of the question coincide with those contained in the despatch from Lord Minto's Government No. 15 (Police), dated the 29th October 1908. The principal arguments put forward in support of the grant of the concession are as follows:—

- (1) that it will result in administrative gain inasmuch as it will enable local Governments to enforce the earlier retirement of officers who have been subjected to an exceptional strain in the discharge of their duties with consequent loss of their vigour and activity;
- (2) that it is necessary for the purpose of improving the prospects in the Imperial Police; and
- (3) that the very severe wear and tear of a Police officer's life makes it desirable that he should receive preferential treatment as compared with members of other services.

It is the first of these arguments which appears to have weighed most strongly with local Governments when they supported the recommendation of the Police Commission. The need for measures directed to the enforced retirement from the service of officers who have lost their efficiency is not however confined to the Imperial Police Service alone, nor can such enforced retirement be limited to those who have completed a certain number of years of qualifying service. The general question is at present under our consideration in connection with the recommendations of the Royal Commission on Decentralisation contained in paragraphs 642-645 of their Report, and we hope to address your Lordship shortly on the subject. We do not attach any importance to the second argument, as, in our opinion, the remuneration of Imperial Police officers has been sufficiently improved in recent years to attract the proper class of recruits. As regards the third argument which we have mentioned, it was our intention (*vide* paragraph 4 of the Financial despatch from Lord Minto's Government, No. 35, dated the 17th February 1910) to examine, with reference to the statistics of invalid retirements, the validity of the contention that officers of the Imperial Police Service are subjected to a greater strain than officers of other Imperial services. It has, however, been impossible to do so, as in the case of two other important services recruited in England for which statistics have been collected by us, *viz.*, the Imperial Engineer and Forest Services, the existing rules permit of voluntary retirement after 20 years' service and no regular record is maintained showing how many of the retirements after 20 or 25 years' service have been due to ill health. At the same time, judging from ordinary experience, we see no reason for admitting that an Imperial Police officer who commences his service in India at the age of about 20, and whose earlier years of service really represent a period of training which officers of most other European services have to undergo before actually joining the service, is exposed to such unusual strain as would justify the concession to him, in preference to other officers of the Imperial Services who do not now enjoy it, of the privilege of voluntary retirement at the age of 45 on the full ordinary pension.

4. On the other hand, in our opinion, the grant of the concession to officers of the Imperial Police will create a dangerous precedent, and will sooner or later lead to a demand for equal treatment from other European services, which do not now enjoy the concession, while there is a further risk of different claims being put forward in extension of this particular privilege which it may be possible to justify by the arguments used on the present occasion. Thus in the services in which voluntary retirement on the full ordinary pension is now permissible after 25 years' service but at an age later than 45, there would be every likelihood of a demand for a further reduction in the minimum service required in order to qualify for a full retiring pension so as to permit of the full pension being earned at the same age as in the case of the Imperial Police officers, and in this connection we would invite attention to paragraph 2 of the letter from the Government of Burma, dated the 21st December 1908, a copy of which was enclosed with the despatch from Lord Minto's Government No. 5 (Police), dated the 5th March 1909, in which the local Government held that 25 years was a sufficiently long period of compulsory service in India or Burma.

for any officer of any branch of the administration whose domicile is in England. We would also mention that a demand for the privilege of voluntary retirement on the full ordinary pension after 25 years' qualifying service has already been made on behalf of members of the Indian Educational Service, and that the Punjab Government in forwarding a further batch of memorials from Imperial Police officers has observed that the grant of full pension at 25 years' service to officers of the Imperial Police will "still further complicate the case of the Indian Civil Service, the members of which enter at a much later age and after a much more expensive training and have to contribute towards a pension to which they are only entitled at a later age than are members of other services."

5. We enclose herewith copies of communications received from the local Governments of the Punjab, Central Provinces, Bengal and the United Provinces submitting further memorials from certain police officers in those provinces. The requests made are similar to those contained in the memorials already forwarded to your Lordship, and we have accordingly no recommendation to make on behalf of the memorialists.

We have the honour to be,

MY LORD MARQUIS,

Your Lordship's most obedient, humble servants,

(Signed) HARDINGE OF PENSHURST.

„ O'M. CREAGH.

„ R. W. CARLYLE.

„ HARCOURT BUTLER.

„ S. A. IMAM.

„ W. H. CLARK.

„ R. H. CRADDOCK.

„ R. W. GILLAN.

INDIA OFFICE, LONDON,
8th November 1912.

Public,
No. 228.

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

MY LORD,

I have considered in Council Your Excellency's Despatch in the Finance Department, No. 161, dated the 20th June 1912, in which you discuss the proposal to permit voluntary retirement on full pension after 25 years' service to officers of the Imperial Police Service.

2. In view of the appointment of the Public Service Commission, I have decided to pass no orders on that despatch for the present. The memorials which form the basis of the present correspondence and your despatch under reply furnish suitable materials to enable the Commissioners to consider the question; and I request that the correspondence may be placed at their disposal in due course.

I have the honour to be,

MY LORD,

Your Lordship's most obedient, humble servant,

(Signed) CREWE.

To

The Right Honourable the Earl of Crewe, K.G., P.C.,
His Majesty's Secretary of State for India in Council.

The humble memorial of
Police serving in Madras. of the Indian

RESPECTFULLY SHEWETH :—

1. That your memorialist is a gazetted officer of the Indian Police serving as District Superintendent in Madras.

2. That, as a result of the recommendations of the Indian Police Commission of 1902-1903, your memorialist's pay and prospects, which were till then notoriously inadequate and incommensurate with the responsible and arduous duties demanded of him, have been improved, although they still fall short of those enjoyed by other Indian Departments similarly recruited. More particularly, as will hereinafter appear, does he compare unfavourably with officers of certain other departments and services in the matter of the period of service he is required to complete before he can retire on pension.

3. That the following table demonstrates how unfavourable he is circumstanced in the above respect, as compared with officers of the Public Works Department and other kindred services in India :—

Department.	Age on entering.	First pension.	Full pension.	Earliest age of retirement.
Public Works Department ...	18—23	20 years ...	25 years ...	40 years
Telegraph Department ...	18—22	20 years ...	25 years ...	40 years.
Forest Department ...	18—22	20 years ...	25 years ...	40 years.
Indian Police ...	19—21	30 years ...	30 years ...	50 years.

4. That in paragraph 87 of their report the Indian Police Commission made strong recommendations for a reduction of the compulsory period of service for pension. The Commission unanimously held that the term of 30 years was too long, and that a police officer in India should be entitled to retire on full pension after 25 years' service. In conclusion of these remarks the following significant sentence was recorded :—"But in consideration of the very trying nature of police work, the Commission would be glad to see this rule applied to the whole force." The Commission made this recommendation seven years ago, but so far nothing has come of it. They recognised that the way to retirement should be made more easy for officers and men of all ranks, and that the public interest would be better served if the pension rules did not compel officers to continue in the service during a period in which they are tempted to feel that they are working more for pension than on behalf of Government. This important consideration appears to have been overlooked, as also the fact that in the police service, perhaps to a greater degree than in any other department in India, is a high degree of physical and mental energy essential for the adequate performance of duty up to the last day of service. Moreover, the last few years have witnessed, owing to the trend of public affairs in this country, an enormous addition to the work and responsibility of the police officer. It would be no

exaggeration to say that certain developments in the political situation have created a new class of duties which previous generations of police officers have but rarely been called on to perform. More particularly is this true of the important political or *quasi*-political duties which the spread of unrest and disaffection has imposed, duties which are, in certain of their aspects, more delicate, onerous and important than those which fall to the lot of the officers of any other department in India. The maintenance of the good-will of the Indian population towards the administration is intimately bound up with efficient and intelligent handling of these duties by the police. In view of the publicity inseparable from this sphere of their activities and the searching and hostile criticism constantly directed against them, the police are called upon to exercise in their proceedings a degree of vigilance coupled with tact and circumspection, which constitutes a severe strain on the physical and mental energies of all ranks concerned, more especially of the superior officers. And it seems probable that time, so far from doing any thing to relieve this strain, will tend rather to make the rôle of the police officer even more onerous and responsible. When it is remembered that these functions are superimposed on a routine which has always been sufficiently strenuous and exacting, it is indisputable that any impairment of physical or mental energy must seriously detract from efficiency and directly redound to the detriment of the administration. In view of these considerations it appears to be a serious anomaly that an officer, who must pass his service under peculiarly arduous and trying conditions which your memorialist has endeavoured to outline, should be compelled to serve after his contemporaries of other services have been able to pass into retirement on full pension, and that, too, although these latter services make admittedly lighter demand on the energies. It is with a view to the removal of this grievous anomaly that your petitioner now ventures to submit this memorial.

5. That your memorialist respectfully points out that a further anomaly exists in the case of Inspectors-General of Police, who, as at present circumstanced, can earn only the amount of pension admissible to Deputy Inspectors-General. On the other hand Chief Engineers, who in the Public Works Department occupy a position analogous to that of Inspectors-General of Police are entitled to an additional pension of Rs. 1,000 per annum, in excess of the pension paid to Superintending Engineers, who correspond to Deputy Inspectors-General of Police. Your petitioner ventures to think that the position of an Inspector-General of Police, who is the head of an organised and disciplined body of twenty to thirty thousand officers and men and is directly responsible for the maintenance of law and order in an entire province, carries responsibilities which entitle the holders at least to a no less liberal treatment than that accorded to Chief Engineers. Under the recommendations of the Indian Police Commission Deputy Inspectors-General were granted an additional pension of Rs. 1,000 per annum to bring them into line with Superintending Engineers, but the anomalous difference between the pensions of Chief Engineers and Inspectors-General has been allowed to continue and your memorialist now prays for its removal.

6. That your memorialist therefore prays that the benefits of the rules which regulate the grant of pensions in the Public Works, Telegraphs and Forest services be extended to the Indian Police; and that Inspectors-General of Police be admitted to the additional pension of Rs. 1,000 per annum as at present enjoyed by Chief Engineers.

And your memorialist will as in duty bound, ever pray.

To

The Right Honourable John Morley, Viscount Morley
of Blackburn, O.M., His Majesty's Secretary
of State for India.

(Through the Inspector-General of Police, the Government of Burma, and
Government of India.)

The humble memorial of
officer of the Indian Police, serving in the Province
of Burma. a gazetted

RESPECTFULLY SHEWETH THAT:—

1. Your memorialist desires to bring to your notice the hardship that he in common with his brother officers of the Indian Police, is suffering from the extreme length of service required of him before he can qualify for any kind of retiring pension, and the smallness of the pension for which it is possible for your memorialist to qualify himself.

2. The life of a police officer is an exceptionally arduous one and necessitates frequent journeys and frequently long journeys at short notice and at all seasons not to places to which it is convenient to travel or at which it is convenient to halt, but to places where crime happens to have occurred. Crimes falling within the category of "Violent crime" in Burma are numerous, and divisional police officer shall visit the scene of every "violent crime" reported within his jurisdiction and that every district superintendent of police shall do so when possible.

3. These frequent, long, and rapid journeys to places and halts in localities where there is often no adequate accommodation is a severe tax upon the health and strength of a police officer. In early life the strain of such duties is not immediately apparent, but in later life the strain tells with cumulative force.

4. In the matter of public holidays, too, police officers are less fortunately situated than the officers of any other branch of Government service in India. It is not only not possible for them to enjoy these holidays, but it invariably happens that their most arduous duties have to be performed during periods of public holidays when the officers of other services are enjoying a well-earned rest.

5. Yet, as compared with other services the police force is hardly dealt with as regards the period of service required from an officer before he can retire on pension. The following table shows the ages at which various other services may be entered; the periods of service required for a first and a full pension; and the earliest age, at which an officer of such services can possibly retire upon a pension:—

Services.	Age on entering.	Years' service to qualify for first pension.	Years' service to qualify for full pension.	Earliest age at which an officer can retire upon a pension.	Reference.
Indian Civil Service...	22—24	25	25	48	Civil Service Regulations, Article 561.
Public Works Department.	21—24	20	25	42	Civil Service Regulations, Article 641.
Telegraph Department.	18—22	20	25	40	Civil Service Regulations, Article 641.
Forest Department...	18—22	20	25	40	Civil Service Regulations, Article 476.
Indian Medical Service.	21—28	17	30	41	
Imperial Indian Police	19—21	30	30	50	Civil Service Regulations, Article 405.

6. There can be no possible doubt that police service in the tropics is far more arduous, and has a far more prejudicial effect upon the health, than police service in England or Ireland and yet the officers of the Metropolitan Police, London, and of the Royal Irish Constabulary are not required to serve nearly so long to qualify themselves for retiring pensions as is the case with officers of the Imperial Police, India, as the following table shows:—

Servives.	Age on entering.	Years' service to qualify for first pension.	Years' service to qualify for full pension.	Earliest age at which an officer can retire upon a pension.	Reference.
Metropolitan Police, London.	21—27	15	25	34	Page 9, Metropolitan Police Instruction book.
Royal Irish Constabulary.	19—27	15	25	36	Police service of England, 46-47 Vict., Ch. 14.

7. The important question of the length of service required of officers of the Imperial Police was considered by the Police Commission whose opinion upon this subject is entitled to great weight, not only by reason of the constitution of the Commission and the unrivalled opportunities of observation which the members of the Commission had, but also because on almost every point, the recommendations of the Commission were accepted by the Government of India. Paragraph 87 of the Report of the Police Commission is as follows:—

“It has been strongly recommended that the compulsory period of service for pension should be reduced. The Commission considers that the period of 30 years is too long. Government should have power to compel the retirement of any officer after 25 years' service; and an officer may be entitled to retire after 25 years' service on full pension if he desires to do so. This is specially necessary in the higher ranks of the service owing to the desirability of making the service reasonably attractive, and necessity of having active men and getting rid of men who may not be fit for efficient service. But in consideration of the very trying nature of police work the Commission would be glad to see this rule applied to the whole service.”

8. In the Resolution upon the Report of the Police Commission the Government of India do not dissent from this opinion, but say in paragraph 57:—“The Government of India are unwilling to delay a decision upon more emergent matters considering the difficult question of the period of service for pension. They propose therefore to deal separately with the Commission's proposals under this head.”

9. The maximum pension to which a police officer may become entitled at the end of 30 years' service is now Rs. 5,000 per annum, unless he has served three years in the rank of Deputy Inspector-General or Commissioner of Police, Rangoon, in which event a further pension of Rs. 1,000 per annum is always granted. The pension of Rs. 5,000 per annum formerly represented and was no doubt intended to represent roughly, one-half of the average emoluments drawn by a police officer during the last three years of his service.

10. For many years past the Inspector-General of Police in Burma has invariably been a military officer, as has been the Deputy Inspector-General for military police, and the offices open to members of civil police, the tenure of which would qualify them for the higher pension, are now four in number, *viz.*, Deputy Inspector-General, Eastern Range, Deputy Inspector-General, Western Range, Deputy Inspector-General for Railways and Criminal Investigation, and Commissioner of Police, Rangoon.

11. The pay of the first and second grades of district superintendent of police has now been raised to Rs. 1,200 and Rs. 1,000 per mensem, respectively, and these grades are filled by selection from the lower grades. The offices of Deputy Inspector-General are filled by selection from these two grades, but it is impossible for all the officers in these two grades to qualify themselves for the higher pension, and the majority of them must under ordinary circumstances retire upon a pension which represents considerably less than half the average emoluments of the grades which they have been specially selected to fill.

12. Since the amount of this pension was originally fixed there can be no doubt that the standard and cost of living both in Burma and in the United Kingdom have increased very considerably. The cost of education of children has also increased with the increase in the standard of education demanded.

13. For the reasons hereinbefore briefly indicated your memorialist ventures most humbly to submit that the time has come when the period of service in the Imperial Police requisite to qualify for a pension should be reduced, and that the maximum pension allowable to police officers, who have attained the rank of district superintendent of police, first and second grades, should be raised to Rs. 6,000 per annum, and that allowable to police officers, who have attained the rank of Deputy Inspector-General should be increased to Rs. 7,000 per annum.

Wherefore your memorialist humbly prays that he may be brought under the provisions of Chapter XXX of the Civil Service Regulations as regards invalid and retiring pensions and that the maximum pension allowable to an officer who has attained the rank of district superintendent of police, first and second grades, should be raised to Rs. 6,000 per annum; and that allowable to an officer, who has attained the rank of Deputy Inspector-General, should be increased to Rs. 7,000 per annum.

And your memorialist, as in duty bound, shall ever pray.

To

**The Right Honourable Viscount Morley of Blackburn, O. M.,
His Majesty's Secretary of State for India.**

The humble petition of a gazetted officer
of the Indian Police serving in the province of Eastern
Bengal and Assam.

RESPECTFULLY SHEWETH :—

(1) That your memorialist would bring to your notice the hardships from which he, in common with his brother officers in the Indian police, is suffering by reason of the great length of service he is required to perform before he can qualify for any kind of retiring pension, as laid down by the Government of India, Home Department, in their letter No. 1244, dated the 4th December 1905, to the Chief Secretary to the Government of Eastern Bengal and Assam, giving the result of their consideration of the proposal to reduce the period of service in the Police Department qualifying for pension. The following facts will shew the extent of these hardships :—

In accordance with the present rules your memorialist is compelled to serve for thirty years before he becomes entitled to a retiring pension. The table beneath shews how unfavourably, in this respect, he compares with officers of other Indian services. •

Department.	Age at entry.	Number of years to be served for 1st pension.	Number of years after which full pension is obtainable.	Earliest age at which an officer can retire on pension.	Article of authority in Civil Service Regulations.
Civil Service ...	22—24	25	25	48	561
Public Works ...	21—24	20	25	42	641
Forest ...	18—22	20	25	40	476
Telegraph ...	18—22	20	25	40	641
Medical Service ...	21—28	17	30	41	Military Regulations.
Police ...	19—21	30	30	50	465

The more favourable condition of service enjoyed by officers in departments other than the police is presumably based upon the necessity of keeping them physically and mentally fit for their duties. Moreover, officers in the Indian police have actually to serve five years longer for full pension than those in the Metropolitan Police Force of London or the Royal Irish Constabulary.

(2) Your memorialist would humbly represent that in no other service under the Government of India are officers called upon so frequently to deal with sudden emergencies involving immediate, long and trying journeys to outlying portions of their districts, where often, neither ordinary food nor suitable shelter is obtainable. The Superintendent of Police is required to supervise the investigation of all important cases and not unfrequently to hold inquiries of a departmental nature; thus he can never count on being many successive days at the headquarters of his district.

During the earlier years of your memorialist's service, such sudden and constant calls of duty are performed without any apparently ill effects; but after

years of service the wear and tear inevitably has a deleterious effect on most constitutions. Moreover, your memorialist would lay especial stress upon the fact that the climate of Eastern Bengal is admittedly the worst in India, and a continued residence in any or all of the malarious districts therein situated has an early and decidedly bad effect upon the constitution.

Again, gazetted officers of other departments are usually able to enjoy public holidays, whereas police officers are almost invariably more heavily worked on those "holidays" than on ordinary occasions. If these days of enforced duty are taken into consideration, it will be seen that police officers, even if granted the concession for which your memorialist hereafter prays, will be actually serving longer than those officers who even now enjoy the benefits of the 20—25 years rule.

Your memorialist would point out that the Police Commission dealt with this vitally important question of the length of service, and their recommendation is contained in paragraph 87 of their report, which reads as follows :—

"It has been strongly recommended that the compulsory period of service for pension should be reduced. The Commission consider that the period of 30 years is too long. Government should have power to compel the retirement of any officer after 25 years of service; and an officer should be entitled to retire after 25 years' service on full pension, if he desires to do so. This is especially necessary in the higher ranks of service owing to the desirability of having active men and getting rid of men who may not be fit for efficient service. But in consideration of the very trying nature of police work, the Commission would be glad to see this rule applied to the whole Force."

Your memorialist considers that the introduction of a scale of pension as laid down for officers of the Telegraph and Public Works Departments in Chapter XXX of the Civil Service Regulations would conduce greatly to the efficiency of your memorialist's service—which is one of the most important in India—by allowing officers to retire when they can no longer perform their duties efficiently.

Your memorialist therefore prays that he may be brought under the provisions of Chapter XXX of the Civil Service Regulations as regards invalid and retiring pensions, which would enable your memorialist to secure a first pension after completing 20 years' service and full pension after 25 years' service; and that the full pension due to a Deputy Inspector-General may be Rs. 7,000 and to a District Superintendent, 1st and 2nd grade, Rs. 6,000 per annum which will place him on an equality with those officers of other departments (*e.g.*, Public Works and Forests) who are of equal standing, for which act of kindness, he will, as in duty bound, ever pray.

To

**The Right Honourable Viscount Morley of Blackburn, O.M.,
His Majesty's Secretary of State for India.**

The humble memorial of a gazetted officer
of the Indian Police, serving in the United Provinces
of Agra and Oudh.

RESPECTIVELY SHEWETH:—

1. That your memorialist, in common with his brother officers, suffers great hardship by reason of the length of service required before he qualifies for pension.

2. That, under existing rules, gazetted officers of the Indian Police service have to serve 30 years before they are entitled to any pension, unless invalided. In this respect the Indian Police service compares very unfavourably with other services in India, and even with the Police service of England and Ireland, as the following table clearly shows:—

Department or service.	Age on entering.	First pension due after	Full pension due after	Earliest age at which officer can retire on pension.	References.
Indian Civil Service	22—24	25	25	48	Civil Service Regulations, Article 561.
Indian Public Works Department.	21—24	20	25	42	Civil Service Regulations, Article 641.
Indian Telegraph ...	18—22	20	25	40	Civil Service Regulations, Article 641.
Indian Forests ...	18—22	20	25	40	Civil Service Regulations, Article 476.
Indian Medical Service.	21—28	17	30	41	
London Metropolitan Police.	21—27	15	25	39—49	Page 9, Metropolitan Police Instruction book.
Royal Irish Constabulary.	19—27	15	25	38—48	Police Service of England, 46 & 47 C. Vict. Ch. 14.
Indian Police ...	19—21	30	30	50	Civil Service Regulations, Article 465.

3. That the work of the Police Department has materially increased since the Rules of the Service were formulated, and putting aside exceptional cases it will generally be found that an officer will not remain physically and mentally efficient and fit for police duty for so long a period as thirty years.

4. That even in more favoured services, periodical relaxation and return to England is becoming more and more recognized as a necessity, if true efficiency is to be maintained. The necessity is still more marked in

he case of Police officers, owing to the extremely trying nature of the duties they are called on to perform.

Your memorialist does not here allude to the arduous work of a young officer of police, the frequent and long journeys in sudden emergencies, with inadequate food arrangements and imperfect shelter. These and similar duties, tending to undermine health, are common to all active services. But, in the police service, there is in addition a peculiarly insidious form of duty that slowly, but very surely, saps the energies of any European officer. Your memorialist refers to the life-long and intimate connection with Indian crime and criminals, and daily official association with Indian subordinates in whom the baser side of human nature is presented in such marked degree. No European officer can hope to preserve that keenness of moral perception and freshness of mind, so necessary for efficient work, in the environment in which a police officer finds himself in this country, and it follows that a speedier deterioration of mental and moral faculties must occur in the police than in any other service.

5. That your memorialist would urge that in respect of rules for retirement his service should at least be placed on a similar footing to the other Indian services shown in the table at paragraph 2. No justification exists now, whatever may have been the case in the past, for making any differences to the prejudice of the Police Department in rules which were framed for and made generally applicable to Indian services officered by Europeans, and your memorialist prays therefore that he may be brought under Chapter XXX, Civil Service Regulations, as regards invalid and retiring pensions, and thus enable to secure a first pension after 20 and full pension after 25 years.

6. That this question of length of service was forcibly brought to the notice of the Police Commission. Their recommendation is contained in paragraph 87 of their report and reads as follows :—

“ It has been strongly recommended that the compulsory period of service for pension should be reduced. The Commission consider that the period of 30 years is too long. Government should have power to compel the retirement of any officer after 25 years of service, and an officer should be entitled to retire after 25 years' service on full pension, if he desires to do so. *This is especially necessary in the higher ranks of the service* owing to the desirability of making the service reasonably attractive and the necessity of having active men, and getting rid of men who may not be fit for efficient service. But in consideration *of the very trying nature of police work*, the Commission would be glad to see this rule applied to the whole force.” (The italics are your memorialists.)

7. Finally, that your memorialist prays that the full pension of a Deputy Inspector-General may be Rs. 7,000 and of a Superintendent, first and second grade, Rs. 6,000 per annum. The introduction of these reforms would, he feels certain, greatly conduce to the efficiency of the service by permitting the retirement of officers who under existing conditions are compelled by financial considerations to continue serving though in many cases no longer capable of efficient performance of duty. For which act of kindness, your memorialist, as in duty bound, will ever pray.

To

**The Right Honourable J. Morley, O.M., M.P.,
Secretary of State for India.**

This humble petition of _____, a gazetted
officer of the Indian Police Force serving in the
Punjab.

The petitioner prays that the benefit of the rule that permits the gazetted officers of certain Departments in India to retire on a full pension after completing 25 years' service, may also be extended to officers of the Indian Police Service.

Under the present rules gazetted officers in the police service are obliged to serve for 30 years before they can obtain any sort of pension, unless they are invalided. In this they compare unfavourably with the Forest Department, Indian Civil Service, Ecclesiastical Department, Civil Engineers, and Telegraph Officers.

It is presumably with the idea that the physical and mental fitness of the gazetted officers of these Departments should always be high, that the rule has been applied to them; but if this argument holds good with these Departments, it should hold good to an equal or even greater degree, in the case of officers of the police service. Your petitioner believes that in no department in India are the qualifications of bodily and mental fitness so necessary as in the police.

It constantly happens that officers of 50 years of age and upwards are still employed on executive duties and the same mental and bodily activity is expected of them as is expected of a man of say, 35 years of age. It often happens, however, either from the effects of the climate, or the strain of work, or from natural causes, that this activity is not maintained.

There is an order regarding the police service which your petitioner believes obtains in no other department, so far as executive officers are concerned, to the effect that unless an officer is capable of holding executive police charge of the larger districts in his province he may be passed over for promotion to the higher executive grades. It therefore may, and not infrequently does, happen, that an officer, through causes quite beyond his control and unconnected with his natural capabilities, finds himself at a comparatively early age relegated for the remainder of his service to a grade far below the highest executive grade and passed over by men many years his junior. Such officers may have to remain in this unfortunate position possibly for 12 years or even more, unable to expect any advancement and unable to retire until 30 years' service have been completed for fear of losing all claim to pension.

That under such conditions a police officer can be an efficient servant to Government your petitioner cannot believe. Your petitioner thinks, however, that it is improbable that many officers, who at this period of their service are generally married and have families to provide for, would be able to take advantage of a rule permitting them to retire on completing 25 years' service. Your petitioner ventures to think, therefore, that the extension of the desired privilege to the Indian Police Service would not throw any excessive burden on the State. Should, however, any officer who had been passed over for promotion be inefficient, Government would have the power, which they at present do not possess, of ordering such an officer to retire and no longer would cases occur in which an inefficient officer is retained for at least five years until he has completed the 30 years' service for pension required under the present rules. Your petitioner would like to point out that this argument was strongly urged by the members of the late Police Commission in their recommendation that permission to retire after the completion of the 25 years should be extended to the Indian Police Service.

Your petitioner thinks that the introduction of the rule would conduce greatly to the efficiency of the service which is one of the most important in India and would be an act of grace by permitting officers labouring under a disadvantage and anxious to retire with the pension earned by them in 25 years' service.

Your petitioner therefore prays that the pension rules governing the Indian Police Department may be so amended as to permit of officers retiring after completing 25 years' service for pension, and for this act of kindness he will, as in duty bound, ever pray, etc.