

APPENDIX TO THE REPORT
OF
THE COMMISSIONERS.

VOLUME XVIII.

MINUTES OF EVIDENCE

RELATING TO THE

INDIAN MINES DEPARTMENT

Taken at Delhi,

WITH

APPENDIX.

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AT DELHI, TUESDAY, 11th NOVEMBER 1913.

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MINUTES OF EVIDENCE

TAKEN BEFORE THE

ROYAL COMMISSION

ON THE

PUBLIC SERVICES IN INDIA

RELATING TO THE

INDIAN MINES DEPARTMENT,

At Delhi, Tuesday, 11th November 1913.

PRESENT:

THE EARL OF RONALDSHAY, M.P. (*in the Chair*).

Sir MURRAY HAMMICK, K.C.S.I., C.I.E.
Sir THEODORE MORISON, K.C.I.E.
MAHADEV BHASKAR CHAUBAL, Esq., C.S.I.

ABDUE RAHIM, Esq.
J. RAMSAY MACDONALD, Esq., M.P.

M. S. D. BUTLER, Esq., C.V.O., C.I.E. (*Joint Secretary*).

G. F. ADAMS, Esq., M.I.C.E., Chief Inspector of Mines.

Written Statement relating to the Indian Mines Department.*

80,744. In reference to letter† No. 1509-1512-142, dated the 28th February 1913, received from Mr. H. A. F. Lindsay, I.C.S., Under-Secretary to the Government of India, Department of Commerce and Industry, to the effect that officers of the Department of Mines in India might address you upon points raised in the schedule attached to the letter, a copy of which is hereto attached, we, three of the four gazetted officers, have the honour to so address you in reference to the Department.

80,745. (I.) *Methods of Recruitment.*—We are satisfied with the present methods of recruitment.

80,746. (II.) *Systems of Training and Probation.*—We are satisfied with the system of training and with the system of probation which has been fixed at two years in ordinary cases.

80,747. (III.) *Conditions of Service.*—We are satisfied with the conditions of service.

80,748. (IV.) *Conditions of Salary.*—We are not satisfied with the conditions of salary. There are now three grades of officers, viz.:—(a) one Chief Inspector of Mines; (b) Inspectors of Mines in charge of Circles; and (c) Junior Inspectors in Mines.

The grade of Junior Inspectors has lately been sanctioned by the Secretary of State on a pay of Rs. 500-40-700, and one officer is about to be appointed. The Chief Inspector was consulted upon the matter, and considered that this would be a suitable pay on which to induce competent men to accept the post at the present time. As, however, we are now asked to address you on the subject generally, we consider that we ought to point out that in view of the fact that our Department is small numerically, a junior inspector who has attained the maximum pay might have to wait for many years before he could be promoted, with the result that on such a pay he would be almost certain to leave the Department and obtain other work, which would adversely affect the Department. We consider that in such a case, a junior inspector should receive increments up to Rs. 1,000.

We have lately represented to the Government of India that the pay of inspectors in charge of circles should be Rs. 800-100-1,000 and then Rs. 1,050-50-1,500, which has been the personal pay of some of them, and we consider this a suitable pay. Should, however, in future this grade be filled by an officer who had previously been a junior inspector his initial pay would be larger if effect had been given to the proposal in the foregoing paragraph.

The two Chief Inspectors of Mines who held the office previously to the present occupant received Rs. 2,100 and Rs. 2,000 respectively, and the Government of India two years ago, when the present occupant was promoted, suggested to the Secretary of State that the pay of the Chief Inspector of Mines should be permanently fixed at Rs. 2,000. It has, however, been sanctioned at Rs. 1,750-50-2,000. We understand that the Government of India are about to approach the Secretary of State again on this matter, but we do not consider that the Chief Inspector of Mines is adequately remunerated under a pay of Rs. 2,000-100-2,500. In stating this we look to the greater emoluments enjoyed by Superintendents or General Managers of Mines, to the value of the work done, specially the work done in connection with the advising of local governments as to the support to be left in mines under land acquired for railways and other public purposes, to the fact that the Department is increasing in importance, and to the leading position in the mining world which the Chief Inspector of Mines has to maintain at Dhanbaid. On a fixed pay of Rs. 2,000 the Chief Inspector of Mines, for the whole of British India, cannot reach the maximum pay of a deputy commissioner or collector in the Indian Civil Service, and to properly maintain his position he has greater expenses. An Inspector of Mines on Rs. 1,500 who was promoted to be Chief Inspector on Rs. 2,000 would, owing to the increased house rent and the greater expenses generally, only better his position to a small extent, and on the pay now sanctioned his position on promotion would not be so good.

80,749. (V.) *Conditions of Leave.*—We are satisfied with the conditions of leave except that, owing to the fact that officers of this Department may join comparatively late in life, we consider that the rule that an

* This statement was signed by Mr. G. F. Adams, Chief Inspector of Mines in India, and Messrs. R. R. Simpson and C. J. E. David, Inspectors of Mines in India. Mr. G. C. Leach, Inspector of Mines in India, being on furlough, did not sign.

† Not reprinted.

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Mr. G. F. ADAMS.

[Continued.]

officer should serve eight years before taking an ordinary furlough should be dispensed with for this Department, and that officers, subject to the rule of having served three years' continuous service should be permitted to take such furlough as they may have earned. This opinion is based on actual experience of what has happened in this Department to its detriment.

We feel that it would be a great boon to officers generally, especially to those on a small pay, if an officer could, at his option, take a proportion of the furlough due to him on full pay, being debited with a double period of time, that is to say, if an officer who had 16 months' furlough due to him took six months on full pay he would be debited with a year's furlough; and would, on resuming duty, have only four months still due to him. As an alternative he might take a period on three-quarters of full pay and be debited with one-and-a-half times the period. Owing to modern rapidity of transit there does not appear to be a desire to take furlough for such long periods at one time as formerly.

80,750. (VI.) Conditions of Pension.—We are not satisfied with the conditions of pension. The officers of this Department consider it a very great hardship that, being qualified engineers, they should not have the privilege accorded to other engineers and geologists in India as laid down in Articles 476 and 641 of the Civil Service Regulations. For they claim that their work is as arduous, if not more so, than the others. Moreover, daily, or almost daily, inspection of mines is work which an elderly man, whose health is somewhat impaired, cannot do properly and thoroughly, and it is far better that such a man should go, than that he should work out his time for pension in a perfunctory manner. The only argument against it is that the inspectors may leave after 20 years' service to obtain other employment, but we do not think that this argument ought to weigh against those we have brought forward and against the idea of making the service attractive to the best men available.

We are of opinion also that the Chief Inspector of Mines in India should be added to the list of officers holding superior posts who are entitled to the additional pensions laid down in Article 475 of the Civil Service Regulations.

Over and above this we consider that the pensions of all the European services which are outside the Civil Service, with which we are not concerned, should be raised. For in view of the fact that the cost of living has so increased all round, it is impossible for an officer, who properly maintains his position, to save any sum the interest on which would be any material increase to his pension. It is true that a provident fund has recently been started, but only those who are now very junior men will obtain any real benefit from it, and even to them the interest on the money cannot be a great addition to pension. We do not consider that 433*l.* a year is an adequate pension for an officer who has held a good position in India, to maintain himself and family properly in England to-day, the standard of living in England having increased, and the cost having increased just as the cost has increased in India since the date on which this pension was decided upon.

80,751. (VII.) Such limitations as may exist in the employment of non-Europeans.—We are of opinion that, as the most important part of the business of the Department of Mines has to be transacted with qualified English mining engineers, the gazetted officers of the Department should also be qualified English mining engineers.

Supplementary Written Statement by Mr. G. F. Adams.

80,752. As requested in the second paragraph of your letter, dated the 1st August 1913,* to the Secretary to the Government of India in the Home Department, and in continuation of this Department's letter No. 2347 G., dated the 2nd April 1913, I have

the honour to submit memoranda under the nine heads specified.

80,753. (I.) Methods of Recruitment.*—The gazetted officers of this Department, which was instituted in 1901, are qualified mining engineers, and all but one, who was the first chief inspector and who is now no longer in the Department, have held first-class certificates as colliery managers under the English Coal Mines Regulation Act of 1887. Altogether there have been eight officers connected with the Department, of which one (the first chief inspector) was recruited from the Geological Survey of India, in which Department he was a mining expert. The second and third chief inspectors were H.M. Inspector and H.M. Assistant Inspector of Mines in England respectively, and have returned to England. The present and fourth holder of the office of the Chief Inspector of Mines in India, and previously an Inspector of Mines in India, was one of H.M. Assistant Inspectors of Mines in England. One inspector has retired (he was one of H.M. Assistant Inspectors of Mines in England). Of the present three inspectors one was recruited from the Geological Survey of India, in which Department he was a mining expert, and the two others were in the employ of railway companies in India as mining engineers.

80,754. (II.) System of Training and Probation.—The system of training of mining engineers in England is that either they are articled as pupils to a firm of mining engineers, or go through a course at a School of Mines. In either case practical work has to be learnt in addition at mines, after which, if the necessary experience has been gained in a coal mine, the candidate may appear for a certificate of competency under the English Coal Mines Regulation Act. The period of probation in this Department has, in the case of the officers recruited from the English inspectorate, been three years. In the case of the officers who were recruited from the Geological Survey of India, there has been no period of probation. In the remaining two cases the term of probation has been in one case three years, and in the other case two years, which has recently been extended for another two years on the ground of ill-health.

80,755. (III.) Conditions of Service.—The conditions of service are that an officer must serve 30 years or attain the age of 55 before he is able to draw a pension.

80,756. (IV.) Conditions of Salary.—With the exception of the pay of the first Chief Inspector of Mines in India, which was fixed by the Secretary of State at Rs. 1,200–100–1,600, and that of the present Chief Inspector of Mines in India, which was fixed by the Secretary of State at Rs. 1,750–50–2,000, each officer of this Department has received a personal pay. The second and third Chief Inspectors of Mines received Rs. 2,100 (Rs. 2,000 first year) and Rs. 2,000 respectively, and each served a period of three years. The inspector who has retired received for the first three years Rs. 650–50–750, and afterwards Rs. 1,000–100–1,600. Of the three inspectors now in the service, one received Rs. 900 the first year and then Rs. 1,000–50–1,500 and is now drawing Rs. 1,300. The two others are on pays of Rs. 800–100–1,000 and are each now drawing Rs. 1,000. In the case of the senior of these two inspectors and of the Chief Inspector of Mines, Government have recently addressed the Secretary of State for an increase of pay (personal). The present Chief Inspector of Mines, when Inspector of Mines in India, received Rs. 800–100–1,000 for three years and then Rs. 1,100–50–1,500.

80,757. (V.) Conditions of Leave.—The conditions of leave are those laid down in Chapters 11, 12, and 13 of the Civil Service Regulations.

80,758. (VI.) Conditions of Pension.—The conditions of pension are those laid down in Chapters 15–19 of the Civil Service Regulations, the amount being regulated by Article 474.

80,759. (VII.) Limitations in the employment of non-Europeans.—Non-Europeans have not been

* Not reprinted.

* See also notice issued by the Secretary of State for India relating to a vacancy in the Mines Inspection Staff, Appendix I.

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employed at all as gazetted officers in this Department, and there is no division in this Department into Imperial and Provincial Services.

80,760. (VIII.) Relations of the Service with the Indian Civil Service and other Services.—The officers of this Department work quite independently of all other services. The Department is under the direct control of the Government of India in the Department of Commerce and Industry.

80,761. (IX.) Other Points.—The work of the Department is (a) the administration of the Indian Mines Act, which applies to both coal and metalliferous mines and to quarries or open workings which exceed 20 feet in depth, and (b) the advising of Local Governments as to the restriction of the working of mines, which are worked under land acquired for railway and other public purposes. This procedure is laid down in an Act known as the Land Acquisition (Mines) Act.

Mr. G. F. ADAMS called and examined.

80,762. (Lord Ronaldshay. The witness said he had held the position of Chief Inspector of Mines for nearly three years. In 1894 he was appointed Assistant Inspector of Mines for the Home Office in the South Wales District. In 1902 he was lent to India for three years, and in 1905 left the home service altogether on condition that his pension was paid as from 1894, and that he received a salary of Rs. 1,050, rising by Rs. 50 to Rs. 1,500. As he had compensation allowance during the first three years and did not receive it afterwards, instead of starting at Rs. 1,050 he was allowed to start at Rs. 1,100. The pay of the post had never been fixed, each inspector of mines being now on personal pay. He thought a regular scale of pay should be introduced for the Department because as it stood to-day it was on a very unfair basis. For instance, Mr. Simpson, the senior inspector, was offered Rs. 800 rising to Rs. 1,000, but refused it and said he would take Rs. 900 rising to Rs. 1,500, and in three days he got what he wanted. When Mr. Leach came on it never occurred to anyone that he would not get the same, but he had only just gone on from Rs. 1,000 after three years. Both those officers were in charge of districts and doing the same work, equally capable men, and yet one was getting Rs. 300 a month less than the other. Mr. Leach would not draw full pay until he was 48 years of age. Up to the present time it had really been a matter of bargaining owing to the fact that the Department had always been filled by outsiders. Now that the grade of junior inspectors had been sanctioned he hoped the Department would be recruited by promotion. The appointment of the Chief Inspector of Mines was now fixed, and it was time that that of the inspectors was fixed also.

80,763. The witness considered that the scale suggested in the Written Statement (paragraph 80,748) was the minimum pay which would attract the class of man required to perform the duties, having regard to the salaries paid to mine managers and railway managers in India.

80,764. With regard to the duties of the Department, the witness said he had to administer the Indian Mines Act, and to advise local governments as to the restrictions on the working of mines, and also had to advise on mining education. He was Chairman of the Mining Educational Advisory Board, and was on the Board of Governors of Sibpur College. It was also expected that he would take a large part in the new Sanitation Act and Water Bill, so that he had a certain amount of miscellaneous duties incidental to mining.

80,765. With regard to recruitment there had been no particular age up to the present, but he thought the ideal would be for the junior inspector to enter the Department when he was about 26, before which he could not have obtained the necessary practical mining experience, and if he came much later he could never get his full pension under the present rules.

80,766. With regard to the facility for instruction in mining the witness considered it would be impossible

To carry out the work, the whole of British India is divided into three circles, an Inspector of Mines being in charge of each. In each circle the greater portion of the work lies in the coalfields of Bengal and of Bihar and Orissa. The grade of Junior Inspector of Mines has lately been created. The introduction of the Indian Mines Act in 1901 met with very strenuous opposition, and much more has been effected in the improvement of methods of mining by persuasion and precept on the part of the inspectors than by the establishment of rules. In India moreover the inspectors have to play the rôle of consultant to an extent unknown in England. They have to take a prominent part on boards and committees relating to mining education and the improvement of professional knowledge, and have to lead mining thought in the country generally. It is therefore essential that they should be men of good general education in addition to being well qualified technically.

to get the necessary instruction in India, as Indian mining was not on a sufficiently large scale. If an Indian were sent to England at an early age to a good school, and then received regular training for eight or nine years at collieries, or four years at the Birmingham School of Mines and five years at collieries, a strong personality might be able to triumph over the fact that he was not an Englishman, but the average man would be hopelessly handicapped considering the persons with whom he would have to transact business. A great deal more had been done by argument and precept and talking things over than had been done officially in mining work. Most of the managers of the larger mines were English. At present educated Indians had not taken up the position of mine managers to any extent.

80,767. With regard to appointment of junior inspectors, the witness said the appointments were so new that the recruit had not yet come out. He was quite certain a recruit would not stay on at Rs. 700 a month; he would be snapped up by a colliery company. The witness would prefer to keep the grade at Rs. 700, and, after four or five years in that pay, he would give him a personal allowance. A 20-year service pension would enable an officer to retire at about 46 years of age, and the retired officer would, no doubt, find a commercial opening in England or elsewhere. Twenty years might be a short service, but it was the rule under which every other engineer in India worked, and Indian mining was extremely arduous on account of the heat. It had been laid down by a Royal Commission that 85° wet bulb temperature was about as much as a European could work in, but in the mines it was often 90°.

80,768. The witness pointed out that when an inspector of mines at Rs. 1,500 was promoted to chief inspector at Rs. 1,750 it was not altogether a financial gain, as he at once had to pay another Rs. 100 for his bungalow, and the house of the chief inspector was frequently resorted to for committees and conferences.

80,769. (Sir Theodore Morison.) The witness said there were very many openings at present for mine managers in India. The pay ran from anything between Rs. 2,000 to Rs. 3,000 a month for superintendents or general managers. They were all paid a salary and a commission on profits, which sometimes was much more than the salaries, and received free bungalows, horses, &c. This he had included in his estimate of Rs. 2,000 and Rs. 3,000. Mr. Pickering had put down the things received free at Rs. 300 a month.

80,770. With regard to the possibility of employing Indians, the witness said he had had some experience of the technical scholars who were sent to learn mining at Birmingham, and he thought that they had been rather misled. A man taking his B.Sc. at Birmingham required a very long practical experience before he was able to do anything. An examination for a colliery manager's certificate in India was of a very practical nature. A large committee was sitting shortly

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in Calcutta to consider the whole question of mining education, and it was intended to found a new school of mines in the coalfields, and he hoped it would be founded not so much on Birmingham University as on some of the schools of mines free from university control such as those the Welsh coalowners had started in Great Britain.

80,771. (*Mr. Abdur Rahim.*) The witness said there were a great many mines in India managed by Indians, and numerically there were far more Indian than English colliery managers. He should say about 75 per cent. of the total managers were Indians, and that they produced about 25 per cent. of the output. The large English companies roughly formed 25 per cent. and turned out 75 per cent of the output. Many of the Indians were not certificated, and only managed mines in which the output did not exceed 600 tons a month, but there were one or two large Indian mines which had Indian managers, and he did not think those managers had had any training except that which they gained by growing up with the industry. The most advanced Indian managers were from Cutch. He himself had managed a mine for a year or two before he became an inspector. To-day in England he did not think a man under 30 would have the slightest chance of being a colliery manager, and for a colliery there were at least 10 men with manager's certificates in England to-day.

80,772. (*Mr. Macdonald.*) The witness said that accidents in Indian mines were frequent. The death-rate per 1,000 people employed he thought was better than in England, but the death rate per million tons was worse owing to fatal accidents. The Department did not pay special attention to the bad mines as they were far off in Assam and Baluchistan, but endeavoured to inspect them once a year, and for the purpose of inspection he should like the staff increased; 80 per cent. of the accidents occurred in the coalfields of Bengal, and he believed the Department inspected 80 per cent. of the mines once a year. The qualifications of inspectors were quite satisfactory; one was M.Sc. in mining of Durham University, and the other two had been well trained in England. His desire was to create a junior staff from which to obtain the seniors; that he thought was a very good method as it produced men acquainted with the country. By a junior staff he did not mean a sub-inspector but something

similar to the junior inspectors in England. He did not think it possible to create a subordinate staff on the same lines as the new sub-inspectors in England to whom no guarantee of high promotion could be given. The men would necessarily be inferior and hold a somewhat ambiguous position. He would rather have a service of one cadre. An English trained man who had held a position in India for a year or two was a much better man than one who came straight out.

80,773. (*Mr. Chaubal.*) The witness said that Government did not make any revenue from his Department. Outside Bengal the minerals throughout India belonged to the Government, who received a royalty on them. In Bengal the minerals belonged to the Zemindars, who received the royalties, and Government received nothing except what might have been received at the time of the permanent settlement.

80,774. From 1893 down to the present, the cost of the Department had risen from Rs. 650 a month to somewhere about Rs. 5,000 a month, and he thought the revenue the Government of India were getting in royalties had very much increased also. That, however, was not due to the Department, which was more of an expert police service than anything else. The Department did not advise mine owners officially, but it was part of his agreement that as far as possible he should teach the art of mining. It was, however, necessary to be very careful, as mine owners were not compelled to adopt any suggestions made and had power to appeal against any order. If, however, a man was working a mine dangerously he would be ordered to stop.

80,775-843. With regard to training, the witness was of opinion that the training given in Geological Survey was not enough for an inspector of mines, and it was not possible to make the Mines Department a part of the Geological Survey. The great majority of the mines were coal mines, and no country in the world would have Government inspectors who were not equally qualified with the managers of the coal mines. He certainly would not advocate having inspectors in India who did not hold Colliery Managers' Certificates, because managers would resent very much being inspected by unqualified men. There was no payment on the part of mine owners for inspection, and as a matter of fact if they could they would rather not have it.

The witness withdrew.

LIST OF APPENDICES.

- I.—NOTICE regarding a VACANCY in the MINES INSPECTION STAFF in INDIA.
- II.—STATEMENT of the CIVIL APPOINTMENTS on Rs. 200 a month and over held by EUROPEANS ANGLO-INDIANS, and INDIANS on the 1st April 1913 in the INDIAN MINES DEPARTMENT.

APPENDIX I.

NOTICE ISSUED IN JUNE 1913 BY THE SECRETARY OF STATE FOR INDIA RELATING TO A VACANCY IN THE MINES INSPECTION STAFF IN INDIA.

The Secretary of State for India in Council invites applications for the appointment to the post now vacant in the Mines Inspection Staff in India, of which particulars are given below. Candidates should not be under 25 and not over 30 years of age, and should have had a good general education. They should hold a first class certificate of competency under the English Coal Mines Regulation Act, and should either possess a degree in mining at a recognised college in England, or should have served a regular pupilage under a recognised Consulting Mining Engineer or Colliery owner. Applications should be addressed to the Secretary, Revenue Department, India Office, and should be submitted by the 31st July 1913 at latest. The officer appointed will probably be required to leave for India in September or October next.

Junior Inspector of Mines.—Pay Rs. 500 a month, rising by annual increments of Rs. 40 to Rs. 700 a month (equivalent, at the existing rate of exchange, to about 400l.—32l.—560l. a year). The staff at present consists of a Chief Inspector, on Rs. 1,750—50—2,000 (1,400l.—40l.—1,600l.), and three Inspectors (one on Rs. 903—50—1,500, and the other two on Rs. 800—100—1,000), each of whom has allotted to him a circle. The Junior Inspector is required to officiate for

Inspectors who are on leave, and when not so employed to work in one of the circles, under the Inspector of that circle.

In addition to the rates of pay set forth above, the Junior Inspector of Mines will be entitled to travelling allowances, under the conditions laid down in the Civil Service Regulations, in respect of journeys performed on duty; but he will not be entitled to house allowance, and in accordance with recent practice he will not be granted exchange compensation allowance. He will be required to pass such examinations in a vernacular language as the Local Government may prescribe.

The officer appointed will be on probation for two years. If at the end of the period his appointment is confirmed, his service in India will count for leave, under the European Services Leave Rules, and pension, with effect from the beginning of the probationary period.

Free first class passage to India will be provided, and a return passage in the event of the appointment being terminated at the end of the probationary period, or in the event of the officer being compelled to quit the service in India at an earlier date owing to ill-health certified to the satisfaction of Government.

APPENDIX II.

STATEMENT of the CIVIL APPOINTMENTS on Rs. 200 a Month and over held by EUROPEANS, ANGLO-INDIANS, and INDIANS, on the 1st April 1913, in the INDIAN MINES DEPARTMENT.

Pay.	Number of Employés in each Grade or Class.															
	Total.	Europeans.	Anglo-Indians.	Hindus (including Sikhs and Parsis).										Mubammadans.	Indian Christians.	Buddhists.
				Brahmans (including Shenvis).	Kshatryas.	Kaiyasthas (including Prabhus).	Baniyas and Vaisyas.	Sudras.	Other Hindus (i.e., other than those shown in cols. 5 to 9).	Total Hindus (cols. 5 to 10).	Sikhs.	Parsis.	Total Hindus, Sikhs, and Parsis (cols. 11 to 13).			
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.	17.
Rs.																
600—700	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
900—1,000	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
1,000—1,200	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
1,200—1,400	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
1,800—2,000	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Total	5	5	—	—	—	—	—	—	—	—	—	—	—	—	—	—

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no Non-Europeans employed, *Adams* - - 80,775
Work of, and organisation, *Adams* 80,761, 80,777
(*see* also Conditions of Service, Leave, &c.)
- P.**
Pay:
Proposed scale, *Adams* - - - - 80,748, 80,776
Regular scale should be introduced, present basis
unfair, *Adams* - - - - - 80,776
Scales, *Adams* - - - - - 80,775
Pensions:
Inadequacy of, *Adams* - - - - - 80,775
Officers must serve 30 years or attain age of 55
before able to draw, *Adams* - - - - 80,775
Privilege of optional retirement after 20 year
service advocated, *Adams* - - - - 80,775
Probation and Training:
in India impossible, *Adams* - - - - 80,776
Period, *Adams* - - - - - 80,775
System approved, *Adams* - - - - - 80,775
System of training of mining engineer in England
Adams - - - - - 80,775
Training in Geological Survey not enough, *Adams* 80,775
Two years in ordinary cases, *Adams* - - 80,775
- R.**
Recruitment:
Age, about 26 the ideal, *Adams* - - - 80,776
Methods approved, *Adams* - - - - 80,775
Notice issued by the Secretary of State relating to
vacancy - - - - - p. 2.
Retirement after 20 years, justification for, *Adams* 80,776
- T.**
Training (*see* Probation and Training).

28/08/2014

① → 17690 ⇒ 436

② 202381 → 1172

③ 010234 ⇒ 1360

④ ~~213377~~ ⇒ 540

⑤ 4204 ⇒ 1128

Total ⇒ 5146

27/08/2014

① 004407 ⇒ 564

②

28/11/2014

RG 2159 → 012

85

PT → 196