

ROYAL COMMISSION ON THE PUBLIC SERVICES
IN INDIA.

A P P E N D I X
TO THE
R E P O R T
OF
T H E C O M M I S S I O N E R S .

Volume XIV.

MINUTES OF EVIDENCE

RELATING TO THE FOLLOWING DEPARTMENTS :—

- I. INDIAN FINANCE DEPARTMENT.
- II. MILITARY FINANCE DEPARTMENT, and
- III. MINT AND ASSAY DEPARTMENTS.

Taken at Delhi, Calcutta, Madras, Bombay, and London,
WITH APPENDICES.

Presented to both Houses of Parliament by Command of His Majesty.



LONDON:

PRINTED UNDER THE AUTHORITY OF HIS MAJESTY'S STATIONERY OFFICE
By EYRE AND SPOTTISWOODE, LTD., EAST HARDING STREET, E.C.,
PRINTERS TO THE KING'S MOST EXCELLENT MAJESTY.

To be purchased, either directly or through any Bookseller, from
WYMAN AND SONS, LTD., 29, BREAMS BUILDINGS, FETTER LANE, E.C., and
28, ABINGDON STREET, S.W., and 54, ST. MARY STREET, CARDIFF; or
STATIONERY OFFICE (SCOTTISH BRANCH), 23, FORTH STREET, EDINBURGH; or
E. PONSONBY, LTD., 116, GRAFTON STREET, DUBLIN;
or from the Agencies in the British Colonies and Dependencies,
the United States of America and other Foreign Countries of
T. FISHER UNWIN, LONDON, W.C.

1915.

[Cd. 7902.]

Price 1s. 2d.

ROYAL COMMISSION ON THE PUBLIC SERVICES IN INDIA.

APPENDIX TO THE REPORT
OF
THE COMMISSIONERS.

VOLUME XIV.

MINUTES OF EVIDENCE

relating to the following Departments:—

- I. INDIAN FINANCE DEPARTMENT,
- II. MILITARY FINANCE DEPARTMENT, and
- III. MINT AND ASSAY DEPARTMENTS,

Taken at Delhi, Calcutta, Madras, Bombay, and London,

WITH

APPENDICES.

Presented to both Houses of Parliament by Command of His Majesty.



LONDON:

PRINTED UNDER THE AUTHORITY OF HIS MAJESTY'S STATIONERY OFFICE
By EYRE AND SPOTTISWOODE, LTD., EAST HARDING STREET, E.C.,
PRINTERS TO THE KING'S MOST EXCELLENT MAJESTY.

To be purchased, either directly or through any Bookseller, from
WYMAN AND SONS, LTD., 29, BREAMS BUILDINGS, FETTER LANE, E.C., and
28, ABINGDON STREET, S.W., and 54, ST. MARY STREET, CARDIFF; or
H.M. STATIONERY OFFICE (SCOTTISH BRANCH), 23, FORTH STREET, EDINBURGH; or
E. PONSONBY, LTD., 116, GRAFTON STREET, DUBLIN;
or from the Agencies in the British Colonies and Dependencies,
the United States of America and other Foreign Countries of
T. FISHER UNWIN, LONDON, W.C.

1915.

[Cd. 7902.]

Price 1s. 2d.

CONTENTS.

	PAGE
I.—INDIAN FINANCE DEPARTMENT :—	1-74
List of Witnesses examined before the Royal Commission	2
Minutes of Evidence	3
Appendices	55
Index	65
II.—MILITARY FINANCE DEPARTMENT :—	75-121
List of Witnesses examined before the Royal Commission	76
Minutes of Evidence	77
Appendices	93
Index	119
III.—MINT AND ASSAY DEPARTMENTS :—	123-138
List of Witnesses examined before the Royal Commission	124
Minutes of Evidence	125
Appendices	133
Index	138

ROYAL COMMISSION ON THE PUBLIC SERVICES IN INDIA.

APPENDIX TO THE REPORT

OF

THE COMMISSIONERS.

VOLUME XIV.

MINUTES OF EVIDENCE

RELATING TO THE

INDIAN FINANCE DEPARTMENT

Taken at Delhi, Calcutta, Madras, Bombay, and London,

WITH

APPENDICES.

CONTENTS.

	PAGE
LIST OF WITNESSES EXAMINED BEFORE THE ROYAL COMMISSION - - - - -	2
MINUTES OF EVIDENCE - - - - -	3
APPENDICES - - - - -	55
INDEX - - - - -	65

List of Witnesses examined before the Royal Commission.

AT DELHI, MONDAY, 3rd NOVEMBER 1913.

	PAGE.
M. F. GAUNTLETT, Esq., I.C.S., Comptroller and Auditor-General, and - - - - -	3
J. B. BRUNYATE, Esq., C.I.E., I.C.S., Acting Secretary of the Government of India, Finance Department	3
P. N. MUKHERJI, Esq., Assistant Audit Officer, Delhi - - - - -	18
T. H. PRUCE, Esq., Chief Accountant, Office of Accountant-General, Punjab - - - - -	22

AT CALCUTTA, FRIDAY, 23rd JANUARY 1914.

H. G. TOMKINS, Esq., C.I.E., Accountant-General, Bengal - - - - -	23
T. R. KELLNER, Esq., Officiating Chief Examiner, Oudh and Rohilkhand Railway - - - - -	26

AT MADRAS, TUESDAY, 27th JANUARY 1914.

K. L. DATTA, Esq., Accountant-General, Madras - - - - -	29
Rao Bahadur K. BALARAMA AYYAR, Examiner of Accounts, Eastern Bengal State Railway - - - - -	40

AT BOMBAY, MONDAY, 9th FEBRUARY 1914.

H. N. HESELTINE, Esq., Accountant-General, Punjab and North West Frontier Province - - - - -	42
G. KAULA, Esq., Deputy Accountant-General, United Provinces - - - - -	45

AT LONDON, TUESDAY, 5th May 1914.

Sir S. W. EDGEBLEY, K.C.V.O., C.I.E., Member of the India Council - - - - -	53
---	----

APPENDICES I, II, AND III.

LIST OF APPENDICES.

- I. 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 MINT and ASSAY DEPARTMENT.
- II. OFFICIALS and NON-OFFICIALS who furnished WRITTEN EVIDENCE to the ROYAL COMMISSION in connection with their inquiry into the MINT and ASSAY DEPARTMENT but who were not ORALLY EXAMINED.
- III. CORRESPONDENCE regarding the MODÈ of RECRUITMENT of OFFICERS to the ASSAY DEPARTMENT of the INDIAN MINTS.

APPENDIX I.

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 MINT and ASSAY DEPARTMENT.

Pay.	Number of Employés in each Grade or Class.															
	Total.	Europeans.	Anglo-Indians.	Hindus (including Sikhs and Parsis).										Mubammadars.	Indian Christians.	Buddhists.
				Brahmans (including Shenvis).	Kshatryas.	Kalyasthas (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.																
900—1,000	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
1,400—1,600	2	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—
2,000—2,500	3	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—
3,000—3,500	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Total	7	7	—	—	—	—	—	—	—	—	—	—	—	—	—	—

APPENDIX II.

OFFICIALS and NON-OFFICIALS who furnished WRITTEN EVIDENCE to the ROYAL COMMISSION in connection with their inquiry into the MINT and ASSAY DEPARTMENT but who were not ORALLY EXAMINED.

1. Lieut.-Col. F. Cunynghame Hughes, I.A., Officiating Assay Master, Calcutta.

APPENDIX III.

CORRESPONDENCE regarding the MODE of RECRUITMENT of OFFICERS to the ASSAY DEPARTMENT of the INDIAN MINTS, viz. :—

- (i) Letter from R. W. Gillan, Esq., C.S.I., I.C.S., Secretary to the Government of India in the Finance Department, to the Financial Secretary, India Office, No. 298 F.E., dated Delhi, 14th March 1913.
- (ii) Despatch from the Secretary of State for India to the Government of India, No. 52, Financial, dated 1st May 1914.
- (iii) Despatch from the Government of India to the Secretary of State for India, No. 217, Finance Department, dated Simla, 2nd July 1914.

- (i) Letter from R. W. Gillan, Esq., C.S.I., I.C.S., to the Financial Secretary, India Office, dated 14th March 1913.

SIR,

I AM directed to address you regarding the future recruitment of Assay Officers for the Indian Mints. In the past such officers were recruited from the Indian Medical Service, but the Government of India

have decided that it will not be possible to depend upon this method of recruitment in future, and that reliance must be placed either upon direct recruitment in England or upon appointment of private persons in India.

2. The four sanctioned posts for Assay Officers are two Assay Masters and two Deputy Assay Masters,

APPENDIX III.—(continued).

All four posts are at present filled with competent officers, and there is no immediate necessity for obtaining a recruit. But the margin for leave is very small, and in the event of such a contingency as a physical breakdown of one of the officers while another is on leave, it might be necessary to obtain a recruit at a moment's notice. For this reason the Government of India desire to have the ground cleared, in order that, should such necessity arise, and should it be necessary for them to cable to the Secretary of State for a recruit from England, time would not be wasted in discussing preliminaries.

3. The Government of India would prefer, if possible, to recruit an Indian, but they are inclined to doubt whether there would be in this country suitable candidates with sufficient technical qualifications, though they would of course satisfy themselves on this point before actually asking for a recruit from England. On the other hand, they think that there would probably be no dearth of suitable candidates in England. They understand that the needs of the great metallurgical industries have given rise to special laboratories at Sheffield, Manchester, and Birmingham Universities, and at the Imperial School of Science, South Kensington, and that it would be comparatively easy to obtain men of the same standing as Associates of the School of Mines, which would imply a course of at least three years in one of the above-mentioned institutions. They consider, however, that, in view of the great trust which has to be reposed in Assay Officers, and the magnitude of the sums involved, absolute trustworthiness should be regarded as a qualification of far higher importance than the possession of technical knowledge and manual dexterity. They would be glad if these considerations are borne in mind when and if a request for a recruit is made by them.

4. As regards emoluments, they suggest that the following rates of pay may be found suitable for officers recruited in England:—

Deputy Assay Masters	-	Rs. 500-50-1,250.
		400L.-40L.-1,000L.
Assay Masters	-	Rs. 1,500-100-2,000.
		1,200L.-80L.-1,600L.

The appointments would not carry exchange compensation allowance, but the officers would be eligible for the Calcutta and Bombay house allowance. They would also be admitted to the benefits of the European Service Leave Rules (*vide* Article 297, Civil Service Regulations), and to the ordinary pension rules, while Assay Masters would also be held eligible for a special additional pension of Rs. 1,000 a year (*vide* Article 475, Civil Service Regulations). The rates of pay suggested are, however, of necessity tentative, and the Government of India would be prepared to agree to a higher initial pay for Deputy Assay Masters should the Secretary of State consider this to be necessary in order to obtain men with the necessary qualifications. They consider that a suitable age for recruitment would be about 25, in view of the fact that a recruit would have to undertake responsible work immediately. They also consider that a three years' probation is desirable. It might be advisable for a selected candidate to undergo a few months' training at the Royal Mint, which period would form part of the period of three years' probation.

5. Should these suggestions commend themselves to the Most Honourable the Secretary of State, the Government of India would be glad if they were adopted for the purpose of acquainting candidates with the prospects of the Assay Department. Should any further information be required regarding the nature of the work performed by Assay Officers, I am to suggest a reference to Major Bourke, Assay Master, Calcutta, who is now in England on long leave.

(ii) *Despatch from the Secretary of State for India to the Government of India,*
No. 52, *Financial*, dated 1st May 1914.

WITH reference to your Financial Secretary's letter of the 14th March 1913, No. 298 F.E., regarding the mode of recruitment of officers for the Assay Depart-

ments of your Mints, I forward for your information a copy of correspondence* on the subject with the Royal Mint, and with Lieutenant-Colonel J. J. Bourke, I.M.S., Assay Master, Calcutta, now on leave in this country.

2. In Mr. Gillan's letter reference is made to the decision of the Government of India that it will no longer be possible to depend upon the Indian Medical Service for recruits for the appointments in question, and that reliance must be placed either upon direct recruitment in England or upon appointment of private persons in India. Your Government, I understand, would prefer if possible to recruit Indians for these appointments, but are inclined to doubt whether there would be in India suitable candidates with sufficient technical qualifications, though you would of course satisfy yourselves on this point on each occasion before actually asking for a recruit from England.

3. In the event of a recruit being required from this country the best course, I consider, will be to offer the appointment in the first instance to an Assistant Assayer of the Royal Mint if a suitable candidate is forthcoming. Failing this mode of recruitment, I see no objection to the suggestion that the appointment should be made by selection from among candidates who have obtained the Associateship in Metallurgy of the Imperial School of Science and Technology, South Kensington, or a suitable corresponding qualification at one of the universities. It will be seen that in the case of such candidates the Royal Mint recommend a competitive examination, but I am not, as at present advised, disposed to adopt this suggestion.

4. Candidates should, as a rule, I think, be not less than 23 nor more than 27 years of age, but exceptions as regards the maximum limit would, of course, be made, if desirable, in the case of officers appointed by transfer from the Royal Mint.

5. As regards remuneration, I am inclined to think that the following rates of pay would be sufficient:—

Deputy Assay Master.—During three years' period of probation, Rs. 500-30-560; thereafter, Rs. 600-50-1,200;

Assay Masters.—Rs. 1,400-80-1,800;

without exchange compensation allowance. In the case of an officer appointed from the Royal Mint, or of a candidate from other sources possessed of exceptional qualifications, it might of course be found desirable to grant somewhat improved conditions in the earlier years. If you still wish to recommend the scale set forth in Mr. Gillan's letter, I am willing to consider any arguments in its favour which you may wish to lay before me.

6. I am prepared, in the case of officers recruited in this country, to sanction the conditions stated in Mr. Gillan's letter as to leave rules, pension, and admission to the Calcutta or Bombay house allowance schemes.

ENCLOSURES IN ABOVE.

No. 1.

INDIA OFFICE TO ROYAL MINT.

F. 1657. India Office,
SIR, 2nd May 1913.

I AM directed to forward a copy of a letter received from the Secretary to the Government of India in the Finance Department, dated 14th March 1913, on the subject of the future recruitment of Assay officers for the Indian Mints, for any observations which you may be good enough to favour this office with regarding the kind of man required, the best method of obtaining him, and the scale of pay likely to prove sufficiently attractive. As regards the last point you will observe from paragraph 4 of the enclosed

* To Royal Mint, dated 2nd May 1913. From ditto, dated 23rd May 1913. To Lieutenant-Colonel J. J. Bourke, I.M.S., dated 3rd June 1913. From ditto, dated 9th June 1913.

APPENDIX III.—(continued).

letter that the Government of India tentatively suggest the following scale of pay:—

Deputy Assay Masters: 400*l.* rising by annual increments of 40*l.* to 1,000*l.*

Assay Masters: 1,200*l.* rising by annual increments of 80*l.* to 1,600*l.*

(Taking the rupee as equivalent to 1*s.* 4*d.*)

It has been suggested here that the proposed rates (other than the initial rate) are unnecessarily high.

I also enclose copy of a resolution of the Government of India, dated 2nd December 1907, as some indication of the degree of technical knowledge which has hitherto been required.

The Deputy Master of
the Royal Mint.

I am, &c.,
F. W. NEWMARCH.

No. 2.

ROYAL MINT TO INDIA OFFICE.

Royal Mint, London, E.
23rd May 1913.

SIR,

I AM directed by the Deputy Master of the Royal Mint to advert to your letter of the 2nd instant (F. 1657), and to say that he has no doubt that the services of men possessing the requisite technical qualifications for the discharge of the duties of assay officers at the Indian Mints could be obtained either after competition, or by direct appointment on the lines suggested in Mr. Gillan's letter of the 14th March last.

The enclosed memorandum will afford information as to the scheme of examination prescribed for the situation of Assistant Assayer here, and as the Royal Mints in Canada and Australia, which has been found to be well suited for the purpose for which it was prepared. The Deputy Master agrees with Mr. Gillan that it might be desirable for a selected candidate to undergo a few months' training at the Royal Mint, and he would endeavour to make arrangements for the purpose from time to time if the Secretary of State so desired.

As regards the limits of age to be prescribed, the Deputy Master is disposed to think that if 21–25 were fixed, some of the more capable men who had completed their studies but who had not entered upon any definite career would present themselves at the examination who would not be likely to compete at a later age when they had obtained situations, and that on this account the standard of capacity would probably be somewhat higher than if a minimum of 25 were adopted.

The salaries proposed appear to be ample to attract the class of men required, and indeed the maximum salary of the Assay Master might be lowered, say to 1,440*l.* per annum (1,800 rupees per mensem) without increasing the difficulties of recruitment. On the other hand, if the minimum limit of age were fixed at 25, the initial salary should be raised to 480*l.* per annum (600 rupees per mensem).

As regards the best method of appointment, the Deputy-Master is of opinion that the competitive examination of candidates nominated after inquiry as to their personal character and antecedents would be the most suitable. It might easily be, however, that Assistant Assayers either here or in the Royal Mints in Canada and Australia who had entered the service by means of competitive examinations and who had acquired special experience of a Mint Assay Office would be attracted to work in India by the substantial prospects held out, and in such cases the direct appointment of such an officer, on such terms as regards initial salary and pension as might be arranged, might be of advantage to the Government of India and not undesirable from the point of view of this Office.

I enclose for your information a statement showing the salaries assigned to the Assay Officers here and at the Royal Mints in Canada and Australia.

I am, &c.,
The Under Secretary of State
for India. T. H. ELLIOT.

ANNEX 1.

ASSISTANT ASSAYER IN THE ROYAL MINT.

Subjects of Examination.

	Maximum marks.
1. English Composition	100
2. Mathematics (<i>see Syllabus printed below</i>)	100
3. Elementary Physics, chiefly Heat and Electricity	100
4. Chemistry, chiefly Inorganic	200
5. Metallurgy	300
6. Practical Analysis and Assaying of Metals, Alloys, Ores, and Metallurgical Products	300

Candidates must pass in subject 1, and must obtain such an aggregate number of marks in the examination as a whole as may indicate in the judgment of the Civil Service Commissioners a competent amount of general proficiency.

Limits of Age, 21 and 28.

Examinations for this situation do not take place at fixed intervals, but are held from time to time as candidates are nominated to fill the vacancies which occur. The Commissioners can give no information as to the means by which nominations may be obtained, but information may be had by applying to the Deputy Master of the Mint, Tower Hill, London, E.C.

Civil Service Commission,
London, W.
April 1907.

Syllabus showing the extent of the Examination in Mathematics:—

Triangle, the number and nature of the conditions that determine it, simple relations among its parts.

Parellels.

Areas and volumes; expression for the area of a parallelogram or triangle in terms of base and height; to make a triangle or square equal to a given figure.

Arithmetical definition of ratio; number and nature of conditions that determine the shape of a triangle or polygon; sine, cosine, and tangent of angles less than 180°.

Circle, simple relations, angle properties, tangents, and rectangle properties.

Algebraic formulas, graphs, equations, indices, logarithms, in connection with the above and other problems.

Theorem of Pythagoras and its extension to any triangle; the formulas $a^2 = b^2 + c^2 - 2bc \cos A$ and $a/\sin A = b/\sin B = c/\sin C$, and their application to the solution of triangles.

Grasp of elementary principles and readiness in practical applications will be looked for. Simple problems in three dimensions are not excluded. Numerical notes should be worked out to a few significant figures. Candidates should be accustomed to checking the accuracy of their results. No great skill in the use of drawing instruments will be expected.

APPENDIX III.—(continued).

ANNEX 2.

ROYAL MINT AND BRANCHES.

Assaying Staffs—Salaries.

Title.	Royal Mint, London.	Sydney.	Melbourne.	Perth.	Ottawa.
	£	£	£	£	£
Chemist and Assayer - -	700-25-900*	—	—	—	—
Assayer - - - -	—	550-20-750†	600-15-750‡	600-20-750	600-20-800
Second Assayer - - -	—	—	450-10-600§	—	—
Assistant Assayer* - -	—	350-15-550	200-15-400	—	—
Do. - - - -	—	300-15-400	—	—	—
First Assistant Assayer -	300-10-400 15-550.	—	—	250-15-400	350-15-500
Second Assistant Assayer -	—	—	—	200-15-350	300-15-400
Third Assistant Assayer -	—	—	—	200-15-300	300-15-375

* With residence.

† Present Assayer rises by 25*l.* to 700*l.*, and thence by 20*l.* to 750*l.*

‡ Present holder—Future scale 550*l.*-20*l.*-750*l.*

§ Do. do. 350*l.*-15*l.*-550*l.*

|| First Assistant Assayer receives in addition an allowance of 50*l.* per annum for acting as Deputy in absence of Chief Assayer, and 50*l.* per annum for work in connection with coinage prosecutions.

No. 3.

INDIA OFFICE to MAJOR BOURKE.

F. 2689.

India Office,

SIR,

3rd June 1913.

I AM directed to forward copies of correspondence,* on the subject of the future recruitment of Assay officers for the Indian Mints, and to inquire whether you have any observations to offer on the letter from the Deputy Master of the Royal Mint, dated 23rd May 1913, or on the subject in general.

I have, &c.,

Major Bourke, I.M.S.

F. W. NEWMARCH.

No. 4.

LIEUTENANT-COLONEL BOURKE to INDIA OFFICE.

54, Parliament Street, S.W.

SIR,

9th June 1913.

WITH reference to your letter, F. 2689, of the 3rd instant, I wish to state that I consider the scheme, outlined in the letter of the Secretary to the Government of India, Finance Department, more likely to procure candidates suitable to the special conditions of Indian service, than the suggestion of the Deputy Master of the Royal Mint to rest the final decision amongst a number of selected candidates on a competitive examination. Such an examination can only disclose which of the candidates can utilise his knowledge and skill, under very special circumstances, to the best advantage, and can attach no weight to those moral qualities which are of paramount importance in all positions of trust and responsibility. The standard of education suggested in the letter of the Honourable Mr. Gillan amply insures that the candidates will possess a sufficient general and technical education; the courses mentioned imply at least a three years' training in technical subjects, with an examination at the end of each year. The task of selection would, I believe, be best entrusted to men who are used to form rapid estimates of the character of others, and of their fitness for special-responsibilities; men who have shown the possession of these powers by their success in high administrative positions are always available to the Government of India.

2. I would suggest that the limits of age be fixed at 23 and 27 years, with three years of probation; this would imply that a candidate would have attained at least 26 years before the final decision regarding his acceptance had to be made. At 26 years a man's character may be regarded as finally fixed, and a fair estimate can be formed of him. The supply of men within those limits of age at universities and such institutions would, I believe, be always ample for the needs of the Assay Department.

3. I agree with the Deputy-Master of the Royal Mint that, if the initial salary were raised to Rs. 600 per mensem, there would be greater certainty of attracting men of the stamp required. The suggestion to reduce the maximum salary of the Assay Master to Rs. 1,800 per mensem does not appear so advisable. It is true that you would probably obtain recruits just as easily as with the offer of the higher maximum of 2,000, but in the latter years of his service a man might have to serve many years without any increase, and unless the salary were good discontent might arise.

4. I do not think it would be advisable to recruit from the Assistant Assayers of the Royal Mint. Indian subjects would consider it a hardship to have to qualify by competitive examination in London for the Royal Mint, and to have to reside out of their own country whilst waiting for a vacancy in the Indian Assay Department.

5. In the event of the adoption of the scheme outlined in the letter of the Secretary to the Government of India, Finance Department, I would suggest that a notice be sent to institutions affording approved courses, and also to the Secretary of the Institute of Chemistry. The latter institution publishes yearly a list of all appointments open to chemists and assayers, and this list is constantly consulted by those seeking appointments. I append a rough draft of points that would probably require to be referred to in such notice. I do so in order to draw attention to the necessity of their discussion, and because they are outside my competence to pronounce upon.

I am, &c.

J. J. BOURKE, Lieut.-Col., I.M.S.,

The Under Secretary of Assay Master, Calcutta.
State for India.

ANNEX.

Appointments in the Indian Assay Departments.

1. The Government of India is prepared to open certain appointments in the Indian Assay Depart-

* Mr. Gillan's letter of 14th March 1913. Letter to Royal Mint of 2nd May 1913, with copy of resolution. Letter from Jitto of 23rd May 1913.

APPENDIX III.—(continued).

ment, hitherto reserved for commissioned officers of the Indian Services, to all persons of British or Indian origin who possess the necessary qualifications.

2. The following grades and emoluments are offered under this scheme:—

(a) Assay Master: Pay, rupees per mensem, rising by annual increments of rupees per mensem to a maximum of rupees per mensem.

Taking the rupee as equivalent to *ls. 4d.*, this may be stated as *l.* per annum, rising by annual increments of *l.* to a maximum of *l.* per annum.

(b) Deputy Assay Master: Pay, *l.*

3. The number of such appointments at present existing is two Assaymasterships, two Deputy Assaymasterships. One Indian Mint is situated at Calcutta, one at Bombay.

4. Candidates will be required to present evidence that they have undergone a course of scientific training sufficient to fit them for employment in the Indian Assay Department.

For the present the Government of India will accept as sufficient evidence certificates that the candidate has obtained any of the following qualifications:—

(1) The Associateship in Metallurgy of the Imperial School of Science and Technology, South Kensington.

(2) B.Sc. Metallurgy, Birmingham University.

(3) B.Sc. Metallurgy, Leeds University,

(4) Bach. of Metallurgy, Sheffield University, or the three years' course for the Associateship in Metallurgy, Sheffield University.

(Manchester University gives a degree in Mining and Metallurgy, but its course does not appear so well suited as the above.)

The Government of India will always be prepared to consider the claims of other British or Indian Institutions, and, when satisfied that the courses given therein afford sufficient training for the Indian Assay Department, will add their names to the above list.

5. British candidates will undergo in London a previous examination as to physical fitness; Indian candidates presenting themselves in India will be examined at Calcutta or Bombay. Candidates must provide evidence that their age is not less than (23) nor more than (27) years.

6. Candidates declared physically fit will appear on an appointed date before a Board of Selection, bringing with them evidence of the courses of study they have pursued, and sufficient references to enable adequate inquiries to be made regarding their character and antecedents.

7. Candidates selected in England will be required to attend at the Royal Mint, London, for two months before proceeding to India; such attendance will count as part of the total period of service. Candidates selected in India will proceed direct to an Indian Mint.

8. The three years from the date of the beginning of service will be regarded as a period of probation; if retained at the end of that period, the officer will be regarded as permanently engaged, and all previous service will count towards pension, leave, and promotion.

The Government of India reserve the right to make promotions to the Superior Grade of Assay Master by selection from the Deputy Assay Masters.

9. Conditions of leave and pension. (See Civil Service Regulations.)

10. Assay Masters eligible for special pension. (See Civil Service Regulations.)

11. House allowance and exchange compensation allowance:—

Exchange compensation allowance not allowed.

At present unmarried officers do not receive house allowance.

(iii) *Despatch from the Government of India to the Secretary of State for India, No. 217, dated 2nd July 1914.*

We have the honour to invite a reference to your Financial despatch No. 52, dated the 1st of May 1914, regarding the mode of recruitment of officers for the Assay Departments of the Indian Mints.

2. Should we be unable, on the occurrence of a vacancy, to obtain the services of a qualified Indian recruit, we will ask your Lordship to institute inquiries as to whether a suitable candidate is forthcoming from the staff of the Royal Mint, or, failing that mode of recruitment, to make a selection from among candidates who possess suitable metallurgical qualifications. We agree with your Lordship that a system of selection will be preferable to that of competitive examination.

3. As regards remuneration, the rates of pay suggested in our Financial Secretary's letter, No. 298 F.E. of the 14th March 1913, were necessarily tentative, and we see no objection to those mentioned in paragraph 5 of your despatch. We note, however, your Lordship's opinion that it may be found desirable to grant somewhat improved conditions in the earlier years in the case of an officer appointed from the Royal Mint.

4. We may note for your Lordship's information, with reference to the recruitment of Indians, that prolonged inquiries were made last year with a view to ascertaining whether, in the event of an appointment becoming necessary at short notice, it was likely that any suitable Indian candidate would be forthcoming. We were only able to learn of some three or four men whose training and qualifications approached our requirements, and of these, the only one whom there seemed to be any prospect of obtaining was a "statutory native of India" employed at the time on the Gold Coast.

INDEX.

MINT AND ASSAY DEPARTMENTS.

(The numbers refer to paragraphs.)

- A.**
- Assay Department:**
 Constitution, *Lloyd Jones* - 65,886
 Establishment advocated, *Lloyd Jones* - 65,880, 65,888
 Relations with Indian Civil Service and other services, *Lloyd Jones* - 65,878
- B.**
- Bombay Mint, work of, *McCormick*** - 65,844
- C.**
- Calcutta Mint:**
 Comparative statements of coinage executed, *McCormick* p. 128-9
 Number of men employed, *McCormick* - 65,844
 Work of, *McCormick* - 68,844
- Civil Appointments on Rs. 200 a month and over held by Europeans, Anglo-Indians, and Indians, on 1st April 1913** - p. 133
- Conditions of Service, Assay Department, *Lloyd Jones*** - 65,873
- Conditions of Service, Mint Department:**
 Gazetted officers, *McCormick* - 65,847, 65,864
 non-Gazetted officers, *McCormick* - 65,853
- D.**
- Deputy Mint Master, two posts advocated, one at each Mint, *Wallis*** - 65,858
- E.**
- Europeans, civil appointments on Rs. 200 a month and over held by, April 1st 1913** - p. 133
- I.**
- Indians, Employment of:**
 in Assay Department none, *Lloyd Jones* - 65,877, 65,884
 in Gazetted posts in Mint Department, *McCormick* - 65,848
 in Non-gazetted posts in Mint Department, *McCormick* - 65,857
- L.**
- Leave, Assay Department:**
 Conditions, *Lloyd Jones* - 65,875
 Reserve advocated, *Lloyd Jones* - 65,883
- Leave, Mint Department:**
 Gazetted officers, conditions, *McCormick* - 65,847
- Lloyd Jones, Lt.-Col. J., I.M.S., evidence of** 65,870-65,895
- M.**
- McCormick, Major A. L. C., R.E., evidence of** 65,844-65,869
- Mint Department:**
GAZETTED OFFICERS:
 Establishment, *McCormick* - 65,844
 Increase in number not advocated, *McCormick* - 65,863
 Modicum of Europeans and Anglo-Indians essential, *McCormick* - 65,857
 Relations with Indian Civil Service, *McCormick* - 65,849
- Mint Masters:**
 Duties, *McCormick* - 65,860
 First Assistant, abolition of post advocated, *Wallis* - 65,858
- Mints:**
 Third mint, would not be sufficient work for, *McCormick* - 65,865
 (see also Bombay and Calcutta.)
- P.**
- Pay, Assay Department:**
 Conditions, *Lloyd Jones* - 65,874, p. 130-1
 Scale advocated, *Lloyd Jones* - 65,882, 65,885, 65,892
- Pay, Mint Department:**
GAZETTED OFFICERS:
 Conditions, *McCormick* - 65,847, 65,869
 House allowance, married man prevented from drawing, for periods during which family is not resident with him, hardship, *Wallis* - 65,858
 System under which Royal Engineer would draw military pay plus civil allowances not advocated, *McCormick* - 65,869
- NON-GAZETTED OFFICERS:**
 Overtime pay, practical abolition advocated, *McCormick* - 65,854
 Rates, *McCormick* - 65,854
 Scale advocated, *McCormick* - 65,854
- Pensions, Assay Department, conditions, *Lloyd Jones*** 65,876
- Pensions, Mint Department:**
 Gazetted officers, conditions, *McCormick* - 65,847
 non-Gazetted officers, conditions, *McCormick* 65,856
- Probation and Training, Assay Department:**
 System, *Lloyd Jones* - 65,872
 System advocated, *Lloyd Jones* - 65,881, 65,890
- Probation and Training, Mint Department:**
 Gazetted officers, system advocated, *McCormick* 65,846
 non-Gazetted officers, no special system, *McCormick* 65,852
- R.**
- Recruitment, Assay Department:**
 Correspondence regarding mode - p. 133-7
 from England, higher technical qualifications would probably be obtained, *McCormick*, 65,866; *Lloyd Jones*, 65,889.
 from Indian Medical Service, convenient, *McCormick* - 65,866
 no Longer open to Indian Medical Service, *Lloyd Jones* - 65,878, 65,880
 Method, *Lloyd Jones* - 65,871
 Rules, *Lloyd Jones* - p. 130, 65,880, 65,887
- Recruitment, Mint Department:**
GAZETTED OFFICERS:
 Advantage from employment of Royal Engineer Officers, *McCormick* - 65,861
 Civilians could not be recruited from England on smaller salaries than those paid to Royal Engineer officers, *McCormick* - 65,862
 cannot Elect for continuous service, *McCormick* - 65,868
 Method, *McCormick* - 65,845
 Military training advocated, *Wallis*, 65,858; *McCormick*, 65,867.
 Non-gazetted officers, method, *McCormick* - 65,851
- S.**
- Subordinate Establishment, Assay Department:**
 Promotion to higher posts not objected to, *Lloyd Jones* - 65,895
 Recruitment, &c., particulars, *Lloyd Jones* - 65,893
- T.**
- Training.** (See Probation and Training.)