

PROCEEDINGS

OF THE

PUBLIC SERVICE COMMISSION.

VOLUME I.—PROCEEDINGS RELATING TO THE PUNJAB.

SECTIONS I, II AND III.

CALCUTTA:

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1887.

# PROCEEDINGS

OF

## THE PUBLIC SERVICE COMMISSION.

PUNJAB.

VOLUME I, SECTIONS I—III.

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NOTE.—The letters C.S., S.C.S., and U.C.S. indicate that the officers to whose names they are attached belong to the Covenanted Civil Service, the Statutory Civil Service, and the Uncovenanted Civil Service, respectively.

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NOTE.—Incomplete replies were received from the Editor, *Aftab-i-Punjab* newspaper, Lahore; Editor, *Dansh-i-Hand* newspaper, Multan; and Daulat Ram, Pleader, Chief Court, practising at Amritsar. These have not been published.

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ERRATA.

VOLUME I.—SECTION II.

Page	4,	Question	24,	line	2.	Insert "not" after "it."
"	6,	"	54,	"	2.	For "patronage" read "nomination".
"	6,	"	55,	"	12.	For "patronage" read "nominatio".
"	10,	"	97,	"	6.	For "examinaton" read "examination".
"	37,	"	470,	"	8.	Transfer comma after "present" to after "England".
"	43,	"	613,	"	4.	Insert full stop after "less" instead of comma.
"	46,	"	638,	"	3.	For "for" read "from".
"	54,	"	116,	"	2.	For "Not" read "It is not".
"	56,	"	649,	"	2.	For "arefour" read "are four".
"	69,	"	871,	"	5.	For "these" read "any".
"	76,	"	949,	"	12.	Insert "with" after "compete".
"	77,	"	965,	"	24.	For "made" read "allowed."
"	78,	"	971,	"	8.	Insert "the" after "in".
"	78,	"	973,	"	5.	Insert full stop after "reason" instead of comma, and for "but enrolment" read "Enrolment".
"	78,	"	973,	"	6.	Insert "already" after "was," and in line 8 insert (:) instead of (.)
"	81,	"	1016,	"	5.	For "hold" read "decided".
"	83,	"	1051,	"	8.	Omit "much" after "very".
"	83,	"	1054,	"	8.	For "examination" read "examinations".
"	85,	"	1076,	"	3.	For "Covennanted" read "Covenanted".
"	86,	"	1096,	"	7.	Omit "not," and after "Divisions" insert "do not".
"	86,	"	1096,	"	21.	After "Persons" insert "who" and in line 22 for "life in" read "lives hold".
"	90,	"	1166,	"	1.	For "casein" read "case in".
"	96,	"	1224,	"	4.	For "Covenanted Service" read "Commission".
"	97,	"	1250,	"	4.	For "extra" read "the further".
"	101,	"	1262,	"	4.	For "nominations" read "nomination".
"	105,	"	1328,	"	5.	For "and" read "can".
"	112,	"	1369,	"	9.	For "talks about" read "speaks of"; in line 10, for "really" read "only"; in line 12, for "talk of" read "describe", and for "means" read "includes".
"	113,	"	1393,	"	4.	Insert comma after "necessary".
"	117,	"	1456,	"	2.	For "classes" read "offices"; in line 3 insert "of" after "men", and in line 4 insert "ability" after "tried".
"	120,	"	1477,	"	5.	Omit "of" after "allow".
"	126,	"	1555,	"	5.	Insert dash after "reservation".
"	129,	"	1588,	"	10.	For "persens" read "persons".
"	132,	"	1629,	"	3.	For "rule swhich" read "rules which".
"	150,	"	1828,	"	1.	For "that there are" read "any".
"	150,	"	1832,	"	4.	Insert "court" after "subordinate."
"	151,	"	1843,	"	3.	For "fet" read "felt."
"	153,	"	1863,	"	9.	For "We have got" read "Natives possess".
"	155,	"	1898,	"	2.	For "are turned out" read "graduate"; in line 3 insert "In" before "The", and in line 4 omit "turned out" and insert "graduated" after "950".
"	155,	"	1899,	lines 2 and 4.	For "turned out" read "who graduate".	
"	155,	"	1904,	line 11.	For "provide" read "secure".	
"	155,	"	1909,	"	3.	For "remained" read "mixed" and for "among" read "with".
"	162,	"	2011,	"	3.	Insert full stop after "hundred".
"	165,	"	2045,	"	15.	For "were" read "are".
"	165,	"	2046,	"	4.	For "of" read "and".
"	168,	"	2078,	"	4.	For "Satisfy" read "satisfy".
"	173,	"	2116,	"	2.	Insert "understood to be" after "are".
"	182,	"	2234,	"	1.	For "Sansorit" read "Sanskrit".
"	186,	"	2292,	"	5.	Omit comma after "class" and insert comma after "that".
"	190,	"	2327,	"	1.	For "What is your opinion" read "Do you approve of it"; and in line 2, insert full stop after "altogether".
"	194,	"	2383,	"	1.	For "Your" read "Admission through your".
"	204,	"	2500,	"	3.	Insert "the" after "from"; for "profession" read "professions," and insert "from" after "and".
"	208,	"	2545,	"	1.	Insert "some of" after "that," in line 2 for "taken out of the ordinary course under special orders" read "exempted from the general orders", and in line 4 insert "of 1879," after "Stats".
"	209,	"	2562,	"	1.	Insert "there are" after "Yes".
"	218,	"	2679,	"	6.	For "placed" read "appointed".
"	218,	"	2689,	"	1.	Omit "any"; in line 2 for "No" read "Yes", and for "the" read "The".
"	229,	"	2782,	"	3.	For "kind" read "degree".
"	232,	"	2807,	"	28.	For "result. For" read "result for".
"	236,	"	2828,	"	50.	Before "institution" insert "the".
"	245,	"	2957,	"	9.	For "beyond" read "except".
"	249,	"	3001,	"	6.	After "better" insert comma instead of semi-colop, and in line 8 for "more mature" read "nomination".



PROCEEDINGS  
OF THE  
PUBLIC SERVICE COMMISSION.

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VOLUME I.—SECTION I(A).—NOTICE AND LETTERS INVITING EVIDENCE AND  
INFORMATION RELATING TO THE PUNJAB

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I.

MEMO.

1. On the 30th November 1886, the following notice was published in the leading journals of the Province, and in three issues of the *Punjab Government Gazette* :—

Vol. I.  
Sec. I.  
Sub-Sec. A.  
Paper I.

NOTICE.

As the sittings of the Public Service Commission will shortly commence, persons resident in the Punjab, who may be desirous of tendering evidence on the subject of the Commission's enquiries, are invited to intimate their names and addresses to the Secretary to the Public Service Commission, Lahore, on or before the 13th December 1886, together with a brief note of the points on which they would wish to give evidence.

2. On the same date, letters were addressed by the Secretary of the Public Service Commission, by order of the President, to the Deputy Commissioners of Lahore, Amritsar, Peshawar, Delhi and Multan, forwarding sets of questions which had been prepared in connection with the enquiries of the Commission, with a request that they would be good enough to issue them to individual Natives in their districts whom they might consider capable of giving intelligent and useful replies.

3. Letters enclosing sets of questions were also addressed to all the important Societies in the Province, as well as to the Editors of all the leading newspapers, whether published in English or Vernacular, throughout the Province.

4. In communication with the Punjab Government, invitations to give evidence were issued to a large number of officials and other persons whose examination before the Commission was thought to be desirable.

5. The annexed list will show the names of gentlemen who were summoned or invited, or who volunteered to appear before the Commission at its sittings at Lahore. Those whose names are shown in italics did not appear, but several of them sent in written answers to the sets of questions. These written answers will be found in section III of this volume.

6. The sets of questions prepared and circulated are as follows :—

- Set (A)—Local Governments and Administrations.
- „ (B)—Selected officers of the Covenanted Civil Service.
- „ (C)— „ „ „ Statutory Civil Service.
- „ (D)— „ „ „ Uncovenanted Service.
- „ (E)—Associations, Societies, Editors of newspapers, and members of the general public.

7. The letter No. 19 of 30th November 1886, annexed, will show the steps taken in regard to this matter.

Vol. I.  
Sec. I.  
Sub-Sec. A.  
Paper IIa.

## II.

## LETTERS CALLING FOR INFORMATION.

II(a).—No. 4, dated Lahore, the 16th November 1886.

From—F. C. DAUKES, Esq., Secretary to the Public Service Commission,  
To—The Secretary to the Government of the Punjab, Lahore.

I AM directed to request that, with the permission of His Honour the Lieutenant-Governor, the Public Service Commission may be favoured with a list of the names of selected officers serving in the Punjab and belonging to (a) the Covenanted Civil Service, (b) the Statutory Service, and (c) the Uncovenanted Service, whose opinions the Punjab Government may consider it desirable for the Commission to invite on the subject-matter of the enquiries with which it has been entrusted as set forth in the Resolution of the Government of India in the Home Department, No. 34—1573-80, dated 4th October 1886. I am also to request that the Commission may be favoured with a list of (1) any local Associations or Societies, (2) the Editors of the leading newspapers, both English and Vernacular, published in the Punjab who should, in the opinion of His Honour the Lieutenant-Governor, be consulted by the Commission. The Commission would further be glad if the Punjab Government would be good enough to suggest the names of any members of the general public, not being in Government service, who might with advantage be consulted on the subject-matter of the enquiries in question.

2. It is hoped that His Honour the Lieutenant-Governor will be good enough to let it be generally known throughout the Punjab that the Public Service Commission will be glad to receive the opinions of any Association or Society or of any gentlemen, whether or not in the service of Government, who may wish to lay their views before the Commission.

NOTE.—His Honour the Lieutenant-Governor of the Punjab being also President of the Public Service Commission, no separate reply was sent to this letter. The Hon'ble Sir Charles Aitchison himself supplied the information necessary under this letter. The list of persons invited, &c., will be found in No. III of this part.

II(b).—No. 19, dated Lahore, the 30th November 1886.

From—F. C. DAUKES, Esq., Secretary to the Public Service Commission,  
To—The Secretary to the Government of the Punjab, Lahore.

IN continuation of my letter No. 4, dated 16th November 1886, I am directed by the Public Service Commission to forward herewith five separate sets of questions bearing on their enquiries which the Commission desire to address—(1) to the several Local Governments and Administrations, (2) to selected officers of the Covenanted Civil Service, (3) to selected Statutory Civilians, (4) to selected officers of the Uncovenanted Service, and (5) to such Associations and Societies, Editors of newspapers, Vernacular and English, and members of the general public, not being in the service of Government, as it may be considered desirable to consult on the subject-matter of the enquiries of the Commission.

2. With reference to the questions (marked A) addressed to the Punjab Government, twenty-five copies of which are forwarded, I am to say that the Commission would be glad if His Honour the Lieutenant-Governor, after consulting such officers as he may see fit with regard to any of them, would be good enough to cause replies to be furnished to me with as little delay as possible. It is not necessary that the replies should be detained until all the questions have been answered, and it might be convenient if answers were sent from time to time as prepared, provided that the serial number attached to each question is correctly indicated opposite the reply thereto. As some of the questions deal with statistical matters, it would be convenient if the replies to these were thrown into a tabular form; but if this course is adopted, I am to request that care may be taken that the question or questions which each tabular statement embraces are accurately noted. Other questions, again, may possibly be better answered orally than in writing; and if this should appear to the Punjab Government to be the case, the Commission would be glad if His Honour the Lieutenant-Governor would indicate in what way the answers to such questions could most conveniently be given, either by the deputation of some special officer to represent the views of the Local Government, or in any other manner which may be deemed preferable.

3. As regards the other sets of questions, I am to explain that those marked B, C, and D, respectively, are intended to be addressed to such officers, being members of the Covenanted Civil Service, the Statutory Service, or the Uncovenanted Service, as might, in the opinion of the Lieutenant-Governor, be consulted with advantage by the Commission on the subject-matter of their enquiries. Fifteen\* copies of set B (for selected officers of the

\* The enclosures B, C, D, and E have been separately distributed under the orders of His Honour the Lieutenant-Governor.



Covenanted Service) are forwarded herewith, with five\* copies of set C (for selected Statutory Civilians), and twenty\* copies of set D (for selected officers of the Uncovenanted Service); and I am to request that, with the permission of His Honour the Lieutenant-Governor, a copy of each set of these questions with one of the letters attached thereto in original may be supplied to those officers serving in the Punjab whom His Honour the Lieutenant-Governor may consider it desirable to consult. It will be noticed that alternative covering letters are attached to each of these sets of questions, the object being to distinguish between the cases of officers whom, owing either to their position in the service of Government or to the nature of the evidence which they may be expected to give, it is considered desirable to *summon* as witnesses before the Commission, and of those whom it is not deemed necessary to summon as witnesses, but who might be invited voluntarily to offer evidence. It is left to the Punjab Government to determine the officers in the Punjab who should be classed under each of these categories, and to distribute accordingly all the sets of questions, or as many sets as may be considered necessary, accompanied by the appropriate covering letter in each case. In order to meet the case of officers of Government or others who, although not specially consulted, may nevertheless be desirous of offering evidence before the Commission, it is proposed to issue a Notification inviting such persons to intimate their names and addresses to the Secretary to the Commission with a brief note of the particular points on which they wish to give evidence. When the plan of the Commission's operations has been further settled, copies of the Notification will be communicated to the Punjab Government for insertion in the local Gazette and in some of the leading local newspapers, English and Vernacular.

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4. The remaining set of questions, marked E, of which forty\* copies are forwarded, is intended for issue with the attached letters to selected local Associations and Societies, Editors of newspapers (English and Vernacular), and members of the general public. It will be observed that two covering letters are attached to this set of questions, one of which is intended for issue to the Editors of newspapers or members of the general public, and the other to Associations or Societies. The Commission would feel obliged if His Honour the Lieutenant-Governor would be good enough to cause these sets of questions to be issued, with the appropriate covering letter in each case, to such bodies or individuals of the classes named in the Punjab as may, in the opinion of the Punjab Government, be expected to give useful advice on the subject-matter of the present enquiries.

5. It is hoped that the questions will be issued under the supervision of some responsible officer and with as little delay as practicable, and I am particularly to request that the Commission may be furnished with a complete and accurate list of all Associations, Societies, or persons, whether official or non-official, to whom sets of the questions may be communicated, the names of the Government officers who may be summoned to attend as witnesses, or who may be invited to give evidence, being separately given with their addresses in each case. The replies should, in all cases, be sent direct by those consulted to the Secretary to the Public Service Commission; and if additional copies of any of the sets of questions are required, they will be at once supplied on application.

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\* The enclosures B, C, D, and E have been separately distributed under the orders of His Honour the Lieutenant Governor.

III.

List of persons belonging to the Punjab who were invited or summoned, or who volunteered to appear before the Public Service Commission at Lahore, during its sittings from the 15th to the 27th December 1886.

Serial number.	NAMES OF WITNESSES.	Appointment (if in Government service) or profession of witness.	Whether summoned, invited, or voluntary.	Date of Examination.	REMARKS.
1	The Hon'ble Colonel W. G. Davies, c.s.i., Bengal Staff Corps.	Financial Commissioner, Punjab ...	S.	15th December.	
2	Mahomed Hiyat Khan, c.s.i., Native of India appointed to Covenanted Grades otherwise than through the competitive channel.	Officiating District Judge, Mooltan ...	S.	Ditto.	
3	W. H. Rattigan, Esquire, LL.D., Barrister-at-Law ...	Officiating Government Advocate, Punjab ...	I.	Ditto ...	Unable to appear.
4	T. W. Smyth, Esquire, Covenanted Civil Service ...	Officiating Judge, Chief Court, Punjab ...	S.	16th December.	
5	J. D. Tremlett, Esquire, ditto ...	Ditto ditto ...	S.	Ditto.	
6	T. O. Lewis, Esquire, M.A., Educational Department ...	Principal, Government College, Lahore ...	S.	Ditto.	
7	C. H. Spitta, Esquire ...	Barrister-at-Law, Lahore ...	I.	Ditto ...	Unable to appear.
8	Sheikh Nanak Bakhsh ...	Pleader of the Chief Court, Punjab ...	I.	Ditto.	
9	Jadu Nath Mozumdar, Editor of the Tribune newspaper, Lahore.	Editor ...	I.	Ditto.	
10	R. T. Burney, Esquire, Covenanted Civil Service ...	Judge, Chief Court, Punjab ...	S.	17th December.	

11	W. M. Young, Esquire, Covenanted Civil Service	...	Secretary to Government, Punjab	...	S.	17th December.	
12	F. C. Channing, Esquire, ditto	...	District Judge, Lahore	...	S.	Ditto.	
13	J. Bridges Lee, Esquire	...	Barrister-at-Law, Lahore	...	I.	Ditto.	
14	C. J. Michóó, Esquire	...	Agent, Bank of Bengal	...	I.	Ditto	Unable to give evidence.
15	Editor, "Civil and Military Gazette," Lahore	...	Editor	...	I.	Ditto	Ditto.
16	Sirdár Gurdíál Singh, Native of India appointed under the Statute of 1870 to a post in the Covenanted Grades.	...	Assistant Commissioner, Dera Ghazi Khan	...	S.	Ditto.	
17	G. R. Elsmie, Esquire, Covenanted Civil Service	...	Commissioner, Lahore	...	S.	18th December.	
18	C. A. Roe, Esquire, ditto	...	Divisional Judge, Lahore	...	S.	Ditto.	
19	J. A. E. Miller, Esquire, Uncovenanted Service	...	On special duty, Lahore	...	S.	Ditto.	
20	Sardár Dyál Singh, Majithia, Amritsar	...	.....	...	I.	Ditto.	
21	Editor, "Anjaman-i-Punjab" newspaper, Lahore	...	Editor	...	I.	Ditto	Unable to appear.
22	Colonel W. R. M. Holroyd, Bengal Staff Corps	...	Director of Public Instruction, Punjab	...	S.	Ditto.	
23	R. Udney, Esquire, Covenanted Civil Service	...	Deputy Commissioner, Kohát	...	S.	20th December	Excused.
24	E. W. Parker, Esquire, Uncovenanted Service	...	Extra Judicial Assistant Commissioner, Dalhousie.	...	S.	Ditto.	
25	S. LeP. T. Clifford, Esquire, ditto	...	District Judge, Delhi	...	S.	Ditto.	
26	J. L. Kipling, Esquire	...	Principal School of Art, Lahore	...	S.	Ditto	Excused.
27	Protól Chander Chatterji, M.A.	...	Pleader, Chief Court, Punjab	...	I.	Ditto.	
28	H. E. Perkins, Esquire, late of the Covenanted Civil Service	...	Church Missionary Society, Amritsar	...	I.	Ditto	Unwilling to appear.

List of persons belonging to the Punjab who were invited or summoned, or who volunteered to appear before the Public Service Commission at Lahore, during its sittings from the 15th to the 27th December 1886—continued.

Serial number.	NAMES OF WITNESSES.	Appointment (if in Government service) or profession of witness.	Whether summoned, invited, or voluntary.	Date of Examination.	REMARKS.
29	Carr Stephen, Esquire, Barrister-at-Law, Uncovenanted Service.	Extra Judicial Assistant Commissioner, Ludhiána.	S.	20th December.	
30	<i>The Revd. S. S. Allnut, M.A.</i> ... ..	<i>St. Stephen's College, Delhi</i> ... ..	I.	<i>Ditto</i> ...	<i>Unable to appear.</i>
31	Rai Duta Mul, Uncovenanted Service ... ..	Judge, Small Cause Court, Lahore ... ..	S.	<i>Ditto.</i>	
32	<i>Nominee of the "Anjuman-i-Punjab Society," Lahore</i> ... ..	.....	...	<i>Ditto</i> ...	<i>No delegate nominated.</i>
33	<i>Editor of the "Aftab-i-Punjab" newspaper, Lahore</i> ... ..	<i>Editor</i> ... ..	I.	<i>Ditto</i> ...	<i>No reply received to invitation.</i>
34	Lala Sagar Chand, B.A., Educational Department ... ..	Assistant Inspector of Schools, Lahore ... ..	S.	<i>Ditto.</i>	
35	Lala Kanhya Lal, nominee of the <i>Indian Association, Lahore.</i>	Pleador, Chief Court, Punjab ... ..	I.	<i>Ditto.</i>	
36	Kaliprosone Roy ... ..	<i>Ditto ditto</i> ... ..	V.	21st December.	
37	Lal Chand, M.A. ... ..	<i>Ditto ditto</i> ... ..	V.	<i>Ditto.</i>	
38	J. Sime, Esquire, M.A., Educational Department ... ..	Tutor of the Maharaja of Patiala ... ..	S.	<i>Ditto.</i>	

39	Kazi Muhammad Aslum, Native of India appointed, under the Statute of 1870, to a post in the Covenanted Grades	Assistant Commissioner, Ráwalpindi	...	S.	Ditto.	
40	Syad Muhammad Latif Khan, Uncovenanted Service	Extra Assistant Commissioner, Bannu	...	S.	Ditto.	
41	J. W. Russell, Esquire	Agent, Bank of Bengal, Delhi	...	I.	Ditto	... Unable to appear.
42	Inám Ali, B.A., nominee of the Anjaman-i-Islámia, Lahore.	Assistant Professor, Government College, Lahore.		I.	Ditto.	
43	Pandit Gopi Náth, Editor of the Akhbár-i-Am newspaper, Lahore.	Editor	...	I.	Ditto.	
44	Mirza Suleimán Shah, nominee of the Deputy Commissioner, Delhi.	Honorary Magistrate, Delhi	...	I.	Ditto	Unable to appear.
45	Nizam-ud-din	President of the Zemindars' Reforming Society, Lahore.		V.	Ditto.	
46	Nawab Abdul Majid Khan, Multani	Honorary Magistrate, Lahore	...	I.	22nd December.	
47	Nawab Nawazish Ali Khan, C.S.I.	President of the Lahore Municipal Committee		I.	Ditto	... Unable to appear owing to absence from the Province.
48	Fakir Sayad Kamr-ud-din	Honorary Magistrate, Lahore	...	I.	Ditto.	
49	R, Clarke, Esquire, Covenanted Civil Service	Officiating Divisional Judge, Dera Ismail Khan.		S.	Ditto	... Proceeding on leave. Unable to appear.
50	Dewán Rám Náth. Native of India appointed to a post in the Covenanted Grades otherwise than through the competitive channel.	District Judge (on leave)	...	S.	Ditto	... Excused on ground of ill-health.
51	Nárain Dás (1), M.A., Uncovenanted Service	Extra Assistant Commissioner, Shahpur	...	S.	Ditto.	
52	Pandit Chandar Bal, ditto	Ditto ditto, Gurgáon	...	S.	Ditto.	

*List of persons belonging to the Punjab who were invited or summoned, or who volunteered to appear before the Public Service Commission at Lahore, during its sittings from the 15th to the 27th December 1886—continued.*

Serial number.	NAMES OF WITNESSES.	Appointment (if in Government service) or profession of witness.	Whether summoned, invited, or voluntary.	Date of Examination.	REMARKS.
53	<i>Nominee of the "Delhi Literary Society"</i> ... ..	.....	I.	22nd December ...	<i>No delegate nominated.</i>
54	Shoikh Mahomed Shah, nominee of the <i>Anjuman-i-Islamia</i> , Amritsar.	Plender ... ..	I.	Ditto.	
55	Dhai Jowahir Singh, nominee of the <i>Guru Singh Sabha</i> , Lahore.	.....	I.	Ditto.	
56	Munshi Diwan Chand, Editor of the <i>Rafa-i-Ans</i> newspaper, Siálkot.	Editor ... ..	I.	Ditto.	
57	Golaknath Chatterjee, B.A., Uncovenanted Service ... ..	Assistant Professor, Government Colloge, Lahore.	V.	Ditto.	
58	Lala Harsukh Rai, Proprietor of the <i>Koh-i-Nur</i> newspaper, Lahore.	Newspaper Proprietor ... ..	I.	Ditto.	
59	Amolak Ram, Uncovenanted Service ... ..	Munsiff of Lahore ... ..	V..	Ditto.	
60	Colonel G. Gordon Young, Bengal Staff Corps ... ..	Commissioner, Jullundur ... ..	S.	23rd December.	
61	<i>Sirdár Mahomed Afzal, Khán Bahádur, Native of India appointed under the Statute of 1870 to a post in the Covenanted Grades.</i>	<i>Assistant Commissioner, Kohát</i> ... ..	S.	<i>Ditto</i> ...	<i>Unable to appear owing to illness.</i>

62	Sirdar Charat Singh, Uncovenanted Service ... ..	Extra Assistant Commissioner, Gurdáspur...	S.	Ditto.	
63	Mulraj, M.A., Uncovenanted Service ... ..	Ditto ditto, Jhang ...	S.	Ditto.	
64	Nominee of the "Anjaman-i-Gujranwála" ... ..	.....	I.	Ditto	... No delegate nominated.
65	Editor, "Safir-i-Hind," Delhi ... ..	Editor ... ..	I.	Ditto	... Unable to appear owing to illness.
66	Chaudri Baghnáth Singh, nominee of the Deputy Commissioner, Delhi.	President, Local Board, Delhi ... ..	I.	Ditto	... Ditto.
67	Haji Ghulam Hassan, nominee of the Deputy Commissioner, Amritsar.	.....	I.	Ditto	... Unable to appear.
68	Daulat Ram, ditto ditto ... ..	Pleader, ... ..	I.	Ditto	... Ditto.
69	Maulvi Mahomed Ismail, Pesháwar ... ..	.....	I.	Ditto.	
70	Khan Bahadur Dr. Rahim Khan, Medical Department ...	Honorary Surgeon, Lahore ... ..	I.	Ditto.	
71	G. Lewis, Esquire, Uncovenanted Service ... ..	Officiating Junior Government Advocate, Punjab.	I.	Ditto.	
72	Muharram Ali Chishti, Editor of the Rafiq-i-Hind newspaper, Lahore.	Editor ... ..	V.	Ditto	... Jadu Nath Mozamdár, Editor of the "Tribune," was also further examined.
73	Sodhi Man Singh of Ferozepore ... ..	.....	I.	24th December	... Mr. W. Mackworth Young, Covenanted Civil Service, Secretary to the Punjab Government, was recalled and gave further evidence at the commencement of the proceedings.
74	Sirdar Bahadur Man Singh of Amritsar ... ..	.....	I.	Ditto.	
75	W. E. Purser, Esquire, Covenanted Civil Service ...	Deputy Commissioner, Rohtak ...	S.	Ditto.	
76	D. C. J. Ibbetson, Esquire, Covenanted Civil Service ...	Ditto, Delhi ...	S.	Ditto.	

*List of persons belonging to the Punjab who were invited or summoned, or who volunteered to appear before the Public Service Commission at Lahore, during its sittings from the 15th to the 27th December 1880—concluded.*

Serial number.	NAMES OF WITNESSES.	Appointment (if in Government service) or profession of witness.	Whether summoned, invited, or voluntary.	Date of Examination.	REMARKS.
77	Luchman Dās, Piplai, u.A., Uncovenanted Service ...	Extra Assistant Commissioner, Delhi ...	S.	24th December.	
78	Chuni Lal, M.A., Uncovenanted Service ...	Ditto ditto, Ludhiāna ..	S.	Ditto.	
70	Nominee of the "Anjuman-i-Peshawar" ...	.....	I.	Ditto ...	No delegate nominated.
80	Gyān Chand, Editor of the <i>Victoria</i> newspaper, Siālkot ...	Editor ... ..	I.	Ditto.	
81	<i>Ghulam Ahmad Khan, nominee of the Deputy Commissioner, Amritsar.</i>	.....	S.	Ditto ...	Excused at his own request.
82	Sheikh Umar Bakhal, Barrister-at-Law, nominee of the Deputy Commissioner, Mooltan.	Barrister-at-Law ... ..	I.	Ditto.	
83	<i>Pandit Raj Nath, Editor, "Danish-i-Hind," Mooltan, nominee of the Deputy Commissioner, Mooltan.</i>	Editor ... ..	I.	Ditto ...	Unwilling to attend.
81	Brij Lal, Editor of the <i>Khair-akhbar-i-Punjab</i> newspaper, Gujranwala.	Editor ... ..	I.	Ditto.	
85	Rai Bahādur Kanhya Lal, nominee of the Deputy Commissioner of Lahore.	Retired Executive Engineer and M.I.O.E.	I.	Ditto ...	Munshi Dewan Chand was also recalled and the translation of his written statement was read and put in as evidence.
86	R. G. Thomson, Esquire, Covenanted Civil Service ...	Senior Secretary to the Financial Commission.	V.	Ditto.	



87	J. R. Maconachie, Esquire, Covenanted Civil Service ...	Deputy Commissioner, Gurgáon ...	S.	27th December.	
88	Nawab Imam Baksh Khan, C.I.E., Chief of the Mazaris...	.....	I.	Ditto.	
89	Sirdar Bikrama Singh, C.S.I., Ahluwalia ... ..	.....	I.	Ditto.	
90	W. Coldstream, Esquire, Covenanted Civil Service ...	Deputy Commissioner, Gurdaspur ...	S.	Ditto.	
91	Bhawani Das, M.A., Uncovenanted Service ... ..	Extra Assistant Commissioner, Mooltan ...	S.	Ditto.	
92	Hakumat Rai, Representative of the <i>Indarparast Society</i> , Delhi.	.....	V.	Ditto.	
93	<i>Lala Murlí Dhar, President of the "Anjaman-i-Rafi-i-Am,"</i> <i>Umballa.</i>	.....	I.	<i>Ditto</i> ...	<i>Unable to appear.</i>
94	Mahomed Umar Khan, Uncovenanted Service, nominee of the Deputy Commissioner, Peshawar.	Extra Assistant Commissioner, Peshawar ...	S.	Ditto.	
95	Gunga Ram, Public Works Department ... ..	Executive Engineer ... ..	S.	Ditto.	
96	<i>Sirdar Narindar Singh, nominee of the Deputy Commissioner</i> <i>of Lahore.</i>	.....	I.	<i>Ditto</i> ...	<i>Declined.</i>
97	Sodhi Hukm Singh, Uncovenanted Service ... ..	Extra Assistant Commissioner and <i>Mir</i> <i>Munshi</i> , Punjab Secretariat.	V.	Ditto.	
98	<i>H. M. Plowden, Esquire, Barrister-at-Law</i> ... ..	<i>Senior Judge, Chief Court, Pujnab</i> ...	I.	.....	<i>Prepared to submit his views</i> <i>in writing.</i>
99	<i>C. L. Tupper, Esquire, Covenanted Civil Service</i> ...	<i>Junior Secretary to Government, Punjab</i> ...	I.	<i>Ditto</i> ...	<i>Absent on leave.</i>

# PROCEEDINGS

OF THE

## PUBLIC SERVICE COMMISSION.

### VOLUME I.—PROCEEDINGS RELATING TO THE PUNJAB.

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„	VII.—Letter No. 102, dated the 22nd January 1887, from the Secretary, Public Service Commission, to the Secretary to Government, Punjab, calling for returns showing the nationalities and castes of persons employed in the Subordinate Judicial Service and Subordinate Executive Service in the Punjab; and the reply No. 922, dated the 27th April 1887	69
„	VIII.—Letter No. 112, dated the 5th February 1887, from the Secretary, Public Service Commission, to the Secretary to Government, Punjab, calling for a return of the number of persons who have passed University examinations and the nationalities and castes to which they belong; and the reply No. 875, dated the 22nd April 1887	70
„	IX.—Letter No. 131, dated the 7th March 1887, from the Secretary, Public Service Commission, to the Secretary to Government, Punjab, calling for information showing the extent to which encouragement is offered to Natives of the Punjab, by means of Government scholarships or otherwise, to proceed to England for the purpose of completing their education; and the reply No. 742, dated the 6th April 1887, and enclosure	72

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GOVERNMENT OF THE PUNJAB.

ANSWERS BY THE PUNJAB GOVERNMENT TO THE QUESTIONS PUT BY THE PUBLIC  
SERVICE COMMISSION.

*I.—Working of the existing Statutory System.*

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Government.

1. What systems of selection or nomination for the purposes of the Statutory Rules have been adopted in your Province?—The system followed in the Punjab is that prescribed by the Government of India in paragraphs 3 and 4 of the Home Department letter No. 41—1629, dated 4th September 1879, viz., the submission of the names of a certain number of candidates nominated by the Lieutenant-Governor, the final selection resting with the Government of India. The qualifications essential for nomination have been held to be good family and social position, combined with educational, moral, and physical fitness. A list of eligible candidates was drawn up on these lines in 1879 on the publication of the rules now in force (Notification No. 1534, dated 22nd August 1879), and this list has been supplemented from time to time as necessity arose after enquiries from the local authorities and others whom the Lieutenant-Governor saw fit to consult, the annual nominations being then submitted to the Government of India. No competitive examination has ever been held.

2. What subsidiary rules, if any, have been framed in your Province for the purpose of giving effect to the general Statutory Rules?—No rules subsidiary to those now in force have been framed in this Province.

3. How many Statutory Civilians have been appointed in your Province under the Statutory Rules on the ground of merit and ability proved in the service of Government?—None; and therefore questions 4 to 9 require no answers.

10. How many Statutory Civilians have been appointed in your Province on the ground of merit and ability proved in the practice of a profession?—None; and therefore questions 11 to 15 require no answers.

16. How many persons have been appointed Statutory Civilians in your Province on the ground of intellectual qualifications alone?—None; and therefore questions 17 to 34 require no answers.

35. How many Statutory Civilians have been appointed in your Province on the ground of high birth, of social position, or general influence?—Five.

36. If Statutory Civilians have been appointed in your Province on the ground of high birth, social position, or general influence, were any preliminary qualifications required?—Yes.

37. If so, what were they?—General educational, social, and moral qualifications were required.

38. What appointments did persons selected on any of these grounds receive under the Statutory Rules?—They were appointed Assistant Commissioners of the 3rd class on probation.

39. What rate of pay did they receive on appointment under the Statutory Rules?—Rs. 200 on first appointment, and Rs. 250 on passing the departmental examination prescribed for Assistant Commissioners by the Lower Standard. Rs. 320 on being confirmed, provided the departmental examination had been passed by the Higher Standard.

40. Have persons been appointed in your Province to Covenanted posts on any other grounds than those above mentioned?—Yes; seven.

41. If so, on what grounds?—In five cases the appointments have been made on the ground of approved service in the Uncovenanted Service in this Province. One officer was transferred direct from Bengal, another was transferred to Burma as a Supernumerary Assistant Commissioner while serving as an Extra Assistant Commissioner in the Punjab, and was re-transferred to this Province as Assistant Commissioner after two years' service in Burma. The last appointment (that of District Judge, 2nd grade) was conferred on a Native of India, at the time of the reorganisation of the Punjab Commission in November 1884, on the ground of merit and ability proved in the service of Government, and in lieu of an

appointment under the rules framed by the Government of India under section 6, Statute 33 Vic., chap. 3.

42. What appointments did the persons concerned receive?—Assistant Commissionerships of the 3rd grade.

43. What rate of pay did they receive on appointment?—Rates varying according to the departmental examination passed by officers, viz.,—Rs. 400 if they had not passed; Rs. 450 if they had passed by the Lower Standard; Rs. 500 if they had passed by the Higher Standard.

44. How many Muhammadans and how many Hindus have been appointed to the Statutory Service in your Province?—Two Hindus and three Muhammadans.

45. Have any Eurasians been appointed to the Statutory Service in your Province?—None.

46. If not, are there any particular reasons why they have not been appointed?—There have been none possessing the necessary qualifications.

47. Whatever system of selection or nomination may have been adopted, has it been usual to require a probationary period before the appointment was finally confirmed?—Yes.

48. If so, what have been the incidents of such period as to duration and pay?—The probationary period has been two years, at the end of which confirmation has been recommended if the probationer has passed his examination by the Lower Standard and otherwise acquitted himself satisfactorily. On first appointment a pay of Rs. 200 has been allowed. On passing examination by Lower Standard this has been increased to Rs. 250; and this has been finally raised to Rs. 320 (64 per cent. of Rs. 500, the pay of a passed Assistant Commissioner, 3rd grade, under section 10 of the Pay and Acting Allowance Code) on confirmation and when examination by the Higher Standard has been passed.

49. Has the requirement of a probationary period been waived in the case of any appointments hitherto made under the Statutory Rules?—No; and therefore question 50 requires no answer.

51. To what positions have the persons selected on the various grounds above noted respectively attained in the public service?—Four are Assistant Commissioners of the 3rd grade. One is still a probationer.

52. Have any practical difficulties been experienced in regard to the promotion of Statutory Civilians after their appointment?—None; but in no instance has any Statutory Civilian served long enough to enable him to rise from the lowest grade of Assistant Commissioners.

53. How far have Statutory Civilians succeeded in passing the departmental examinations in cases where such examinations were required?—Three have passed by the Higher Standard in all subjects of the examination; one had passed by the Lower Standard in all subjects except in the subject

of treasury and local funds up to September 1884, when he proceeded on duty with the Afghan Boundary Commission, and has not since had an opportunity of qualifying in the subjects in which he had failed. Another has not yet passed in any subject.

54. After what periods from the dates of original appointments were the examinations by the Lower and Higher Standard, respectively, passed in each case?—The words "original appointments" in this question are held to mean "appointment as probationer to the Native Civil Service." On this understanding—(1) One passed by the Higher Standard in nine months after appointment. (2) One had passed by the Higher Standard previously as Extra Assistant Commissioner. (3) One passed by the Lower Standard in all subjects (except treasury and local funds) eleven months from date of appointment, and since then has not had an opportunity to qualify by the Higher Standard (*vide* answer to question 53). (4) One passed by the lower Standard in one year and seven months, and by the Higher Standard in all subjects in four years and seven months from the date of appointment.

55. In how many cases has there been failure to pass by either test within the two years' probationary period?—In one case only, in which the probationer appointed in January 1884 has not passed in any subject. (There is also the case noticed in questions 53 and 54 in which the candidate had only one opportunity of appearing at the examination.)

56. After what periods from the dates of original appointment have Statutory Civilians in your Province been confirmed in their appointments?—Invariably two years, the only exception being that of the candidate who has failed to pass his examination noticed in answer 55.

57. Has the period before confirmation in any case extended beyond the probationary period of two years?—Yes, in one case (*see* No. 55).

58. If so, under what circumstances?—Because the candidate had failed to pass the examination, and it was thought desirable to give him a further chance.

59. What is the prevalent feeling in your Province regarding the existing Statutory system? If the feeling is one of dissatisfaction, is the dissatisfaction general, or is it confined to certain sections of the community?—Interest is not much awakened. The aristocracy and probably the Muhammadan community are not averse to the existing system. Educated Hindus do not approve of it.

60. What are the grounds upon which any such feeling is based?—The system being one of favor and affording no guarantee of qualifications.

61. Is the feeling of dissatisfaction, if it exists, directed against the Statute itself (33 Vic., chapter 3, section 6), or is it directed against the rules framed thereunder?—

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It is considered that the Statute requires amendment; some would repeal it altogether as inconsistent with earlier Statutes and the Queen's Proclamation. But the general objection is to the rules.

62. If the Statute itself is objected to, is it because its provisions admit persons to specific appointments only and not to membership in an organised "Service?"—No objections on this ground have come to notice.

63. Are the objections based on other, and if so what, grounds?—See answer to No. 61.

64. If a desire is felt for enrolment in a general service, what are the reasons for this desire?—See answer to No. 62.

65. \*What amendments do you advocate in section 6 of the Statute?—It should be repealed, power being reserved in very special and exceptional cases to appoint men of distinguished merit to the Civil Service offices under suitable restrictions and conditions.

66. Do you consider that section 6 of the Statute supplies such a definition of the words "Natives of India" as describes with sufficient clearness, fulness and accuracy the various classes of persons for whose appointment to Covenanted posts it is desirable to provide?—No. The children of officers who are practically resident for the greater part of their lives ought to be included, and residents of Native States; but see answer No. 65.

67. If not, can you suggest any more complete or more satisfactory definition?—See answers Nos. 65 and 66.

68. If the objections are directed against the rules framed under the Statute, do they relate to the mode or modes of selection actually adopted?—Yes.

69. Do they relate to the general conditions in regard to pay, promotion, and retiring annuity under which Statutory Civilians hold their offices?—The objections relate to pay and promotion, but not to retiring annuity.

70. Assuming the Statutory system to be retained, what amendments would you suggest in the rules with a view to remove any reasonable objections which may be felt to them?—See letters No. 2554, dated the 7th November 1885, and No. 144, dated the 19th of January 1886, copies of which are annexed.

71. How do Statutory Civilians compare, in regard to their work as public

servants, with Native Civilians who have passed in by the channel of the English competition?—We have no such Native Civilians.

72. How do Statutory Civilians nominated or selected by competition compare, in regard to their work, with Statutory Civilians selected on the ground of merit and ability previously proved in the Uncovenanted Service, or other branches of the Government service, if any such selections have been made?—We have no Statutory Civilians selected from the Uncovenanted or other services on the ground of merit or ability.

73. Do Statutory Civilians regard themselves as occupying a position inferior to that of persons who enter the Covenanted Service through the competitive channel?—See answer No. 71. As compared with Europeans, they do. This answers questions 74 to 76.

77 & 78. Do the general public view with any difference the status of Statutory Civilians and that of Uncovenanted Officers?—They make practically little distinction. The system has been too short a time in force.

79. How is the present Statutory system regarded by members of the Uncovenanted Service?—With the utmost dislike.

80. Do competitive Civilians, English and Native, and members of the Uncovenanted Service, respectively, stand on a footing of cordiality with Statutory Civilians, or is there any friction between them?—We have no Native Civilians. As regards others, yes; there is no friction.

81 & 82. Has the Statutory system had the effect of securing men who, in point of education or natural ability, are superior to the average of those appointed or promoted to the higher ranks of the Uncovenanted Service?—Certainly not.

83 & 84. Do young men among the landed aristocracy or of good family display unwillingness to accept employment under the Statutory Rules?—No.

85. Has experience shown that the Statutory Civilians of aristocratic family are as punctual and regular in the discharge of their duties as those selected from other classes?—Yes.

86 & 87. Do young men among the landed aristocracy or of good family display unwillingness to accept posts in the Uncovenanted Service, and a willingness to accept employment under the Statutory Rules?—No; they are willing to take either.

\* 6 Whereas it is expedient that additional facilities should be given for the employment of natives of India, of proved merit and ability, in the Civil Service of Her Majesty in India: Be it enacted, that nothing in the "Act for the Government of India," twenty-one and twenty-two Victoria, chapter one hundred and six, or in the "Act to confirm certain appointments in India, and to amend the law concerning the Civil Service there," twenty-four and twenty-five Victoria, chapter fifty-four, or in any other Act of Parliament or other law now in force in India, shall restrain the authorities in India by whom appointments are or may be made to offices, places, and employments in the Civil Service of Her Majesty in India from appointing any native of India to any such office, place, or employment, although such native shall not have been admitted to the said Civil Service of India in manner in section thirty-two of the first-mentioned Act provided, but subject to such rules as may be from time to time prescribed by the Governor-General in Council, and sanctioned by the Secretary of State in Council, with the concurrence of a majority of members present; and that for the purpose of this Act the words "natives of India" shall include any person born and domiciled within the dominions of Her Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only; and that it shall be lawful for the Governor-General in Council to define and limit from time to time the qualification of natives of India thus expressed; provided that every resolution made by him for such purpose shall be subject to the sanction of the Secretary of State in Council, and shall not have force until it has been laid for thirty days before both Houses of Parliament.

88. How many Natives in your Province have been appointed under the Statute 24 and 25 Vic, chapter 54, sections 3 and 4,\* to offices reserved for Covenanted Civilians?—None. So questions 89—92 require no answers.

93. Has the appointment of Natives under the Statutory Rules or under 24 and 25 Vic, chapter 54, produced uncertainty or uneasiness in the minds of Covenanted Civil Servants as to their promotion and prospects?—The appointments under the Statutory Rules, which have been mentioned in the answer to question 35 *et seq.*, have produced no uncertainty or uneasiness, as these persons have all been entered at the bottom of the list of the Punjab Commission.

Although no Natives have been appointed under 24 and 25 Vic, chap. 54, to posts reserved by that Statute for Covenanted

Civilians, it is proper to mention, in connection with this subject, the appointments to which allusion has been made in the reply to question 40. The appointment of Muhammad Hyat Khan probably produced no uneasiness for the same reason as that mentioned above, but the appointment of Diwan Rám Náth undoubtedly produced considerable uncertainty and uneasiness.

94. Seeing that the proportion of Natives has been fixed, and that the scale of recruitment for the Civil Service has been adjusted accordingly, is this feeling of uncertainty or uneasiness, if it exists, well founded?—The Lieutenant-Governor considers that there were not sufficient reasons for it.

95. Has it had an appreciably injurious effect either on recruitment or on the efficiency of Civil Servants?—Cannot say.

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## II.—Mode of Selection of Statutory Civilians.

96. On the assumption† that the Statutory system is retained, how would appointment to the Statutory Service by nomination be regarded by influential sections of the Native community in your Province?—The older school would look upon it favorably, probably also a good many Muhammadans, who are conscious of their inability to compete.

97. How would a system of nomination to be followed by a period of probation be regarded by the same classes?—As in answer No. 96.

98. Would a system of nomination, with or without probation, be likely to secure well-qualified persons?—Not under present circumstances in the Punjab.

99. Has experience actually shown such a system to secure well-qualified officers?—No.

100. Do you consider that nominations should be confined to persons of proved merit and ability?—Yes, if the system is maintained.

101. If so, how do you consider that merit and ability should be held to have been proved for this purpose?—By approved service under Government or by the attainment of marked distinction in some profession.

102. How would a system of limited competition amongst persons nominated for this purpose by the Local Governments or by the Universities, or by those authorities concurrently or alternately, be regarded?—

Nomination by the Punjab University has been tried in regard to the Uncovenanted Service and found to be impracticable. A system of limited competition among persons nominated by the Lieutenant-Governor for appointments in the Uncovenanted Service has given satisfaction since its introduction in 1882.

103. In preference to either of the above systems (nomination and limited competition), would a system of open competition pure and simple for the Statutory Service commend itself to the Native community?—Only to the young and more advanced sections.

104. If competition (whether limited or open) is preferred, should there be one competition for all India or separate competitions in each Province?—Separate competition for the Punjab is essential. This makes answers to questions 105 and 106 unnecessary.

107. Under any of the three systems of nomination, limited competition, and open competition, would you prescribe any tests of preliminary qualifications on the part of nominees or candidates in regard to (1) age, (2) intellectual capacity, (3) moral, social, and physical fitness?—Certainly

108. If so, what should be the tests under each of the heads specified?—(1) Not under twenty or over twenty-five years of age last birth-day. (2) The candidate must be a B. A. or must pass an examination of equal difficulty, or be certified by competent authority to

\* 3. Where it appears to the authority in India by whom an appointment should be made to any office, place, or employment specified in the said schedule, that such appointment, under the special circumstances of the case, should be made without regard to the recited qualifications, conditions, and restrictions of the said Act, it shall be lawful for such authority to make such appointment accordingly; provided that no person shall be so appointed who has not resided for at least seven years in India, and that every person previously to his being so appointed to any of the offices in the Revenue and Judicial Departments specified in the said schedule shall pass an examination in the vernacular language of the district in which he is to be employed, where such examination is now required, and shall be subject to all the departmental tests and other qualifications and restrictions which are or may be imposed in the like case on covenanted civil servants.

† Every such appointment shall be provisional only, and shall forthwith be reported to the Secretary of State in Council of India, together with the special reasons for making the same; and unless the Secretary of State in Council shall approve such appointment, with the concurrence of a majority of members present at a meeting, and shall within twelve months from the date of such appointment notify such approval to the authority by whom the appointment was made, then such appointment shall be cancelled.

† The questions which follow down to No. 118 inclusive are put subject to the same assumption.

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have proficiency equivalent to the B.A. standard. (3) He must give satisfactory evidence of (i) good moral character, (ii) habits of personal activity, and (iii) gentlemanly bearing, and must furnish the certificate of physical fitness prescribed by section 106, clause 2, of the Civil Pension Code (6th Edition).

109. Do you consider that (after selection whether by nomination or competition) there should be a period of probation?—Certainly.

110. If so, what should be the duration of the probationary period?—Two years.

111. Should the period of probation be passed in the ranks of the Uncovenanted Service or of the Covenanted Service, or in what other manner?—In the discharge of the duties to which the appointment is made.

112. Do you consider that after selection and before entering on probation (or on duty) the person selected should undergo special training?—The special training should be undergone during the period of probation.

113. If so, should the special training be carried out in India or in England?—In India in the ordinary course of duty.

114. If in India, would it be possible, and if possible advisable, to establish an Indian Civil Service College on the basis of

the Haileybury College which formerly existed in England?—No.

115. If you do not consider special training in England essential, would you encourage nominees or selected candidates to visit England with a view to add to their qualifications for the service?—It should be left purely optional. The creation by Government of special privileges for special purposes to special classes, of which other classes are not permitted to avail themselves, is objectionable. This makes answers to questions 116 to 120 unnecessary.

121. Do you think that any distinction should be made between the emoluments of nominees or selected candidates who have been trained in England or have gone to England to add to their qualifications and those who have not?—No.

122. If the opportunity of residence in England at a University for two years with a sufficient allowance were offered to nominees or selected candidates, is it likely that it would be taken advantage of to any great extent?—It probably might.

123. If the system of examination in England were revised with the result that Natives availed themselves of it in considerable numbers, would it still be necessary to retain the Statutory system?—Certainly not. The Statutory system should be abolished. No answer required to question 124.

### III.—*Competition in England for the Indian Civil Service.*

125. What has been the experience in your Province, in regard to their work as public servants, of Natives who have entered the Covenanted Civil Service through the competitive channel in England?—None, and therefore questions Nos. 126 and 127 require no answers.

128. Is competition of Natives in the examination in England favorably looked upon by large and important classes in India?—Increasingly so. The opinion is gaining ground.

129. Should additional facilities be given to Natives for proceeding to England and entering the Indian Civil Service by the channel of the English competition?—No preferential facilities should be given. See answers to question 115. No answer is required to questions 130 and 131.

132. What is your opinion as to giving Statutory appointments to Natives who, though they may have failed to secure a place amongst the successful candidates, have shown merit in the English competition?—The idea is objectionable. It is to establish, side by side with the system of open competition, another of limited competition amongst a restricted class. The Statutory Service is to be the refuge of the Native failures, who cannot find places in the Covenanted Service.

133. Assuming it to be advisable to appoint to the Statutory Service in India Natives who have failed in the English

competition, should such persons receive the same training as successful candidates in England, and be subject to the same final examination?—Yes, before they return.

134. Should they on appointment to the Statutory Service in India be subject to the same incidents as apply to other persons appointed under the Statutory Rules?—Certainly.

135. Can you say what number of Natives belonging to your Province have presented themselves annually at the competitive examination in England, and what degree of success they attained?—Very few, if any. None have succeeded.

136. What class or classes of Natives in your Province readily go to England?—Almost any.

137. Are objections entertained to going to England? and, if so, what are they, and by what classes in particular are they felt?—Not generally, and such objections as exist among conservative persons are gradually dying out.

138. Should the examination for Natives in England be distinct in standards and conditions from that for English candidates, or should there be one and the same examination for all?—No; one and the same examination for all; therefore no answers are required to questions 139, 140, 142 and 143.

141. If a fixed proportion of appointments were allotted for a Native examination

in England, do you consider that in view of the objections against a voyage to England and life there, the cost thereof and the chances of failure, a sufficient number of suitable candidates from your Province would be available to make the competition a real competition?—In the present backward state of the Province, certainly not.

144. Assuming only one examination in England for both English and Native candidates, do you consider that the subjects and standards of examination and the conditions as to age and other matters in any respect place Native candidates at a disadvantage as compared with English candidates?—Certainly.

145. If so, in what respects are Native candidates placed at a disadvantage, and what alterations would you recommend with a view to remove that disadvantage?—The age is too low to admit of their completing an education in India so as to compete with chance of success. The limit of age should be raised. This is the chief disadvantage. The subjects ought not to be altered so as to make the examinations of a more Oriental character. It was from the first intended that the educational qualifications for the Covenanted Civil Service should be of the highest possible English, and not of an Oriental, type; and it is absolutely necessary to maintain this high standard. Any lowering of the distinctive English character of the examination for the Covenanted Civil Service would be deplorable.

146. If there should be only one examination for all candidates, should the limits of age for Natives be higher than those at present fixed for European candidates? and, if so, what should the limits for Native candidates be?—The maximum limit of age for Natives should be twenty-three or not less than twenty-two, but a differential age is indefensible.

147. If higher limits of age were fixed for Native than for European candidates, might not the latter complain that they were placed at a disadvantage?—Certainly.

148. How do Natives, who have been successful in the English examination since the reduction of age was made, compare, in regard to their work as public servants, with Natives who entered by competition when the limit of age was higher?—We have none.

149. What is the average age at which Natives at the Indian Universities pass the examinations for F.A., B.A., and M.A. respectively?—The average ages are as follows:—

- (a) For the F.A. Examination ... 19½ years.
- (b) For the B.A. Examination ... 21½ years.
- (c) For the M.A. Examination ... 22½ years.

150. From what classes of Native society are the persons who graduate at the Indian Universities usually drawn in your Province?—Graduates of the Punjab University belong usually to the middle classes, and their parents are for the most part persons of slender means.

#### IV.—*Competition in India for the Indian Civil Service.*

151. Do you advocate a competition in India for the Civil Service simultaneously with the competition in England, the same question papers being used at both examinations?—No; the system would be impracticable.

152. How would this method of selection be regarded by the Native community generally?—With great favor by the young and more advanced sections of the community.

153. If you advocate such a system, would you restrict the competition in India to Natives, and that in England to English candidates, or would you admit both classes freely to either examination?—If such a system were adopted, both classes should be freely admitted.

154. If Native candidates were admitted to the competition in England, while English candidates were excluded from the competition in India, on what grounds could this distinction be justified?—Could not be justified.

155. Do you consider that the educational institutions available in India are at present capable of giving the very high class education which it was the object of the competitive system as introduced in 1855 to secure?—Certainly not.

156. Would an open competition in India be likely to give decided advantages

to any particular class or classes of the Native community over others?—Certainly. It would be more favorable to Hindus than Muhammadans, and to particular classes of Hindus.

157. Would it be likely to lead to the undue preponderance of any one class or caste in the public service?—Yes, for the reasons given in answer No. 156.

158. Do you think there are any objections on political or administrative grounds to open competition in India?—Decidedly to one competition for all India. It would in the present state of education and feeling in the Punjab lead to the administration of the Province to a large extent by foreigners.

159. Would the introduction of an open competitive examination in India have the effect of deterring cadets of leading families from aspiring to enter the ranks of the Civil Service?—It would deter many Punjab families.

160. Under such a system how would it be possible to provide against the Natives of a Province in which education is comparatively backward, being excluded from appointments in their own Province?—It would be impossible.

161. Would a system of provincial examinations be preferable to one examination for the whole of India?—Yes, decidedly.



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162. Under a system of open competition in India, would the successful candidates be regarded as occupying a position inferior to that of persons who enter the service through the channel of the open competition in England?—Impossible to say.

163. Supposing that the Covenanted appointments were allotted in fixed proportions, a certain number to be obtained by competition in England and a certain number by competition in India, the examinations in each case being open on fairly equal conditions to Native and English candidates alike, and the Statutory system being abolished, how would such a system be viewed?—Favorably by the younger and better educated classes.

164. If an open competition were established in India, what should be the preliminary qualifications required on the part of candidates in regard to age?—Nineteen to twenty-three years.

165. In regard to minimum educational attainments?—A degree or its equivalent.

166 and 167. In regard to moral, social and physical fitness, and in other respects (if any)?—Satisfactory evidence of—

- (i) good moral character;
- (ii) habits of personal activity; and
- (iii) gentlemanly bearing;

and furnish the certificate of physical fitness required by section 106, clause 2, of the Civil Pension Code (6th Edition).

168. Should the subjects and conditions of the examination be the same as those prescribed for the competitive examination in England, or should they be different?—On the supposition that the number of appointments to be competed for in India was

fixed, the examination need not be the same.

169. If different, what should they be?—The examination in England should be such as to secure in the candidates the very high class education recommended by the Commissioners in 1855. The requirements of the Indian examination might be less severe and of a more Oriental and practical character. It is not understood that details are asked for.

170. Circumstances being different in the case of persons who enter through the examination in England and of persons who enter through the examination in India, is there any reason why the rules in regard to pay, leave, pension, &c, should not also be different?—No reason.

171. Should successful candidates go through a period of special study in India like the English candidates who spend two years in special preparation?—Unnecessary. The needful training can be gained in the practical discharge of duty.

172. Would it be preferable (a) to require them to go to England, or (b) to give them the option of going to England, suitable allowances being given to enable them to prosecute their studies there?—Not so. There should be no compulsion and no special inducements to any special class.

173. Should successful candidates at the Indian competition be required to pass through a probationary period before final appointment?—Yes.

174. If so, what should be the duration of the probationary period?—Two years.

175. How should it be passed—in the ranks of the Uncovenanted Service, or otherwise?—In the practical discharge of the duties to which the appointment is made.

#### V.—Promotion from the Uncovenanted Service.

176. To what extent does the Uncovenanted Service in your Province include in its ranks persons eligible on the ground of proved merit and ability for appointment to offices ordinarily reserved for members of the Covenanted Civil Service?—The Uncovenanted Service contains several members as eligible for such appointments on the ground of proved merit and ability as those appointed under the Statutory Rules.

177. If there are such persons in the Uncovenanted Service, could they be appointed to the lowest grade of the Covenanted Service without suffering in pay?—Most of them could not.

178. Under existing rules as to pay, &c., how would such appointment be regarded by Uncovenanted officers?—They would consider it hard treatment.

179. Do you think they would be willing to forego pay for the sake of the advantages which admission to the Civil Service might afterwards bring?—It depends on the amount of the sacrifice. They would not consent to enter at the bottom of the list.

180. What special provision, if any, do you think should be made for the appointment to Covenanted posts of deserving members of the Uncovenanted Service?—Such Covenanted posts as it is considered desirable to give to others than Covenanted servants should be separated from the Civil cadre, and be made available for members of the Uncovenanted Service or of a liberal profession who have proved their merit and ability, and occasionally, but exceptionally, for other persons of distinguished ability.

181. If such appointments are made, should they be restricted to the holders of any particular classes of appointments in the Uncovenanted Service, and, if so, what classes?—They should be open generally to all members of the Uncovenanted Service directly engaged in the executive and judicial administration of the country.

182. Should persons so appointed be appointed provisionally and be required to pass through a period of probation before final confirmation?—No probation needed where merit and ability are proved in the service of Government or of a profession.

183. Should provision be made for the appointment of qualified members of the Uncovenanted Service to the *higher* Covenanted offices without requiring them to pass through the lower grades?—Yes, provided such Covenanted offices were set apart (see answer No. 180). But also very exceptionally to the Civil Service *cadre* under suitable restrictions and safeguards, either those prescribed in 24 and 25 Vic., chapter 54, or some equivalent.

184. If certain appointments in the Covenanted grades are set apart for the Statutory Service, should a fixed proportion of those appointments be expressly reserved for persons of proved merit and ability in the Uncovenanted Service?—No.

185. Should special provision be made for the promotion to Covenanted posts of European members of the Uncovenanted Service?—See answer No. 180. European members should be exactly on the same footing as to eligibility as others.

186. Should special provision be made for the promotion to such posts of Eurasian or other members of the Uncovenanted Service who, though not Natives of pure descent, fall within the meaning attached in the Statute of 1870 to the term "Natives of India"?—See answer No. 180. All members of the Uncovenanted Service should be on the same footing as regards eligibility.

187. Ought not the Uncovenanted Service, equally with the Covenanted Service, to be open to all natural-born subjects of Her Majesty who possess the qualifications that may be from time to time prescribed?—Certainly; otherwise the Acts of Parliament and Her Majesty's Proclamation are directly violated.

188. If the Uncovenanted Service is closed to any natural-born subjects of Her Majesty, on what grounds, bearing in mind the terms of Acts of Parliament and Her Majesty's Proclamation of 1st November 1858, is this to be justified?—It could not be justified.

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*VI.—Pay, Leave and Pension for Natives of India appointed to Covenanted posts otherwise than through the channel of competition in England.*

189 & 190. Is the rate\* of pay at present granted to Statutory Civilians during probation and on final appointment respectively sufficient? If not, on what grounds do you consider it insufficient, and what rates of pay should, in your opinion, be granted to Statutory Civilians (a) while on probation, and (b) on final confirmation in their appointments?—For appointments made direct to the lowest grade, the rates are sufficient, except that the initial pay of Statutory Civilians is less than that given to Extra Assistant Commissioners, and should be raised to Rs. 250 a month.

191. Would these rates of pay be suitable in the case of persons appointed to Covenanted posts from the Uncovenanted Service?—Not if the post held in the Uncovenanted Service carried higher pay; otherwise yes.

192. Would they be suitable in the case of persons appointed to Covenanted posts from the professional classes?—Not if the earnings from the profession were greater than the pay; otherwise yes.

193. If not, how would you treat in regard to pay persons selected from these two classes if appointed to the lowest grade of the Covenanted Service?—They could not be so appointed at all unless willing to forego pay.

194. How would you treat in regard to pay such persons if appointed to any of the *higher* Covenanted posts without being required to pass through the lower grades?—Persons of such exceptional merit as to justify appointment to the higher posts

direct should receive the pay of such posts without deduction.

195. Do you consider that a difference should be maintained between the rates of pay granted to Covenanted Civilians who enter through the competitive channel in England and to persons holding Covenanted posts who do not enter through that channel?—Most certainly, except in the case of persons referred to in answer No. 194. This answers questions 199 and 200.

196. If so, what would you consider the fair rate of reduction to be made in the case of persons holding Covenanted posts who do not enter through the competitive channel in England?—The present rate.

197. Would you approve of an arrangement by which the pay of appointments would be a fixed sum to be drawn by the holder whether he is a Covenanted or a Statutory Civilian, with an additional staff allowance to be drawn by those only who enter the service through the examination in England?—This is a complicated arrangement and is undesirable. The staff allowance will give constant ground for comparisons and become the object of attack. There will always be a tendency to reduce it and produce unsettlement. Between systems so essentially different as recruitment in England and recruitment in India there can be no real comparison, and none should be attempted. The pay for each service should be fixed by the considerations necessary to secure the qualifications that are wanted, and not on comparisons which may or may not be invidious.

\* Two hundred rupees a month on first appointment as probationers. Two hundred and fifty rupees a month after passing the Departmental Examination by the Lower Standard. After passing the Departmental Examination by the Higher Standard (unless specially exempted), and after having been confirmed in their appointments, 64 per cent. of what would be the gross pay or salary of the office if it were held by a Covenanted Civil Servant appointed after competitive examination in England.

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198. Can you suggest any other way of providing different rates of pay?—See answer to No. 197.

199. If you consider there should be no difference of pay, how do you justify the application of the same rates of pay in the case of Natives who have satisfied the very high tests required by the examination in England and Natives who have not?—See answer No. 195.

200. On the same assumption, what are your reasons for holding that the high rate of pay which is considered to be necessary to secure the services of persons of tested qualifications in a country far from their homes, and under various other unfavorable conditions, should be given to persons whose qualifications have not been so tested and who serve in their own native country?—See answer No. 195.

201. Have you any remarks to make on the leave rules embodied in the Civil Leave Code which apply to Statutory Civilians?—None.

202. At what age do you consider that Natives appointed to Covenanted posts otherwise than through the competitive channel

in England should be entitled to retire on pension?—They should have the same rules as Uncovenanted officers.

203. After what length of service do you consider that such persons should be entitled to retire on pension?—They should have the same rules as Uncovenanted officers.

204. At what age should they be obliged to retire on pension?—They should have the same rules as Uncovenanted officers.

205. After what length of service should they be obliged to retire on pension?—They should have the same rules as Uncovenanted officers.

206. What amount of pension should, in your opinion, be granted to Natives so appointed if they serve the prescribed period for voluntary and compulsory retirement respectively?—They should have the same rules as Uncovenanted officers.

207. If, before serving the prescribed period for pension, they are compelled to retire on medical certificate, what gratuity, if any, would you give them?—They should have the same rules as Uncovenanted officers.

#### VII.—General.

208. How far is the existing system of education in the higher schools and colleges in India well adapted for training young men to the public service? Can you suggest any improvements?—It is adapted for training men for the Subordinate Executive and Judicial Administration. (Too large a subject to answer here.)

209. In 1854 Lord Macaulay's Committee were of opinion that the best, the most liberal, and the most finished education to be procured in England was a necessary qualification for admission to the Civil Service. Do Indian schools and colleges at present supply an education of so high a standard?—Certainly not. The whole system in India is inferior both as regards standards exacted, the qualifications and attainments of teachers available, and in almost every respect.

210. Do you consider that Indian schools at present develop the force of character and other qualities required for English administration?—Not as a rule.

211. What has been the actual experience in your Province as to the general efficiency of educated Natives—graduates of the Indian Universities—employed in administrative work?—They have been generally efficient.

212. How have Natives, placed in charge of sub-divisions or in other quasi-independent positions, discharged their duties in your Province?—Exceedingly well as a rule.

213. Do we now obtain for Government service Natives of the classes who under Native rule carried on the civil administration of the country?—Yes, to a very great extent. No answer needed to No. 214.

215. How far would any system of appointment which involves a journey to and residence in England be regarded by the Native community as open to objection on the ground that it requires Hindu candidates to abandon their caste as a condition of entering the Civil Service?—Such objection as exists is among the older men, and is rapidly disappearing in the younger generation.

216. How far would such a system be regarded as open to objection on the ground that it restricts the field of selection to those candidates who are wealthy enough to undertake the cost of a journey to and residence in England?—It would not be objected to on that ground.

217. Are the Natives who go to England from your Province for purposes of education limited to the wealthier classes?—No; they chiefly belong to the middle classes, but as yet very few have gone.

218. Are they limited to any particular section of the community or to any particular creed?—No; but among Hindus those who have gone are mainly Khatrias.

219. Does a voyage to or residence in England involve the loss of social position or other unfavorable consequences in the case of any section of the Native community?—It has not generally been found so with those who have gone.

220. Does it result in placing those Natives who undertake it more or less out of touch and sympathy with their fellow-countrymen on their return to India?—It has not been found so with them who have gone.

221. Would the requirement of a temporary residence in England as a condition

precedent to or following on appointment to the Government service have the effect of excluding from such appointment any considerable or important section of the Native community?—Not necessarily.

222 & 223. If the Statutory system is discontinued, should special provision be made for the appointment to Covenanted posts of Natives who, for religious or other sufficient reasons, are unable or unwilling to undertake a journey to and residence in England?—No.

224. If the Statutory system is discontinued, do you consider that special provision should be made for the appointment to Covenanted posts of capable members of the professional classes?—Occasionally, but exceptionally, and under precautions as already stated.

225. If so, what provision should be made for this purpose?—A provision similar to sections 3 and 4, Statute 24 and 25 Vic., Chap. 54, or some similar arrangements.

226 & 227. Whatever system or systems may be adopted, ought power to be reserved to Government to appoint to Covenanted post candidates of high family subject to such antecedent guarantees of fitness as may be considered sufficient in each case?—Very exceptionally, and subject to the restrictions mentioned in answer to 225.

228. If a thorough knowledge of English were made an essential qualification for appointment to Covenanted posts, would the field of selection in the case of persons already in the Uncovenanted Service, or engaged in the exercise of a profession, be unduly limited thereby?—Natives of India in the ordinary sense who possess a thorough knowledge of English are as yet very few in the Punjab.

229. If such is likely to be the case, could the difficulty be obviated by requiring proficiency in the English language to be tested by periodical examinations *after* selection, but during a probationary period?—No, certainly not.

230. Should provision be made for the occasional appointment in very special and exceptional cases to Covenanted posts of persons of known ability and local influence whom, although they may never have held office and may not possess special professional qualifications, and although their age may exceed the limit laid down for untried candidates, it might nevertheless be considered desirable to appoint to the higher grades for political or other reasons?—Occasionally, but very rarely, and under restrictions as in answer No. 225.

231. To what extent if any, could the prescribed Covenanted Civil Service *cadre* in your Province be reduced without increase

to the Uncovenanted Service?—It could not be reduced without such increase.

232. To what extent could the prescribed Covenanted Civil Service *cadre* in your Province be reduced if a corresponding increase were made in the English element of the Uncovenanted Service, or in the Native element, or partly in one and partly in the other?—The sanctioned scale of the Punjab Commission is that appended to the Government of India despatch No. 313, dated 5th November 1883, to the Secretary of State for India.

2. Since this scale was sanctioned another Judge has been added to the Chief Court Bench, and the Senior Settlement Officer has been converted into a Director of Settlements and Revenue Records.

3. One of the principles accepted by the Secretary of State in the recent reorganisation of the Service is that stated as follows in the papers noted,\* *viz.*,—

“That the Covenanted Civil Service† shall be looked upon as a *corps d'élite*, and its number limited to what is necessary to fill the chief administrative appointments of the Government, and such a number of the smaller appointments as will ensure a complete course of training for junior Civilians”

This number to be sufficient to provide for a due proportion of officers absent on leave of all kinds.

4. The number of “charges,” that is, of posts requiring to be provided for, so that the administration may be duly carried on, was fully discussed in the abovementioned papers, and the proportion of this number, which it was considered necessary to fill from the ranks of the ‘Covenanted’ Service (including Military and Uncovenanted Officers of the Commission), was given (under the arrangements then existing) at 104.

5. To determine the actual number of such charges under existing arrangements, the revised scale sanctioned by the Secretary of State must be taken, and the same principles applied to this scale.

6. This scale will be found from the papers mentioned in the first two paragraphs of this answer to be as follows:—

(1). Administration‡	... 15
(2). Headships of Districts	... 31
(3). Chief Court	... 3
(4). Divisional Judges	... 13
(5). District Judges §	... 9

The above are definitely fixed. Those which follow have to be determined on averages, as the numbers vary.

(6). *Government of India*.—An average of 7 was taken by the Government of India in 1881. The actual number was 10. At

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\* Government of India, Home Department, Resolution No. 68-2024-35, dated 15th December 1881  
Government of India, Financial Department, letter No. 2229, dated 29th December 1881.

† Including in the Punjab, Military and Uncovenanted Officers of the Commission.

‡ Lieutenant-Governor	... .. 1
Secretaries and Under-Secretaries	... .. 4
Financial Commissioners	... .. 2
Financial Commissioner's Secretaries	... .. 2
Commissioners	... .. 6

§ One held at present by a Native of India.

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the present time, including officers permanently transferred, it is 14.\* Judging from the demands hitherto made on the ranks of the Punjab Commission for such appointments, it would not be safe to take a lower average than 10.

(7) *Sub-divisional charges.*—The total number of Sub-divisional charges is 14†—the same as given in the Government of India calculation; but some of these are, in practice, held from time to time by Uncovenanted Officers as well as by officers of the Covenanted Service.

(8) *Miscellaneous Appointments.*—The number assumed as an average by the Government of India in 1881 was 13. The actual number at the present time is 11.‡ There is no reason for taking more than 11, as there were 7 Settlement Officers among the 13 taken by the Government of India, and this number is not likely to be required in future.

7. Our present *cadre* appointments are therefore, on the above calculation, 106§

8. If to this be added, according to the scale adopted by the Government of India—

	Per cent.
(1) For men on leave ...	27·39
(2) Ditto in training ...	10·58
	37·97

we have a total of 146 for the whole Commission, including officers permanently transferred.

9. Assuming that Natives cannot at present be employed with advantage in classes (1), (2), and (3) of the classes composing the Covenanted Civil Service *cadre*, given in the foot-note to paragraph 7 of this Note, (*viz.*, Government of India, Administration and Headships of districts),

the other posts could perhaps ultimately be reduced by the following:—

Sub-divisional offices ...	6
Chief Court ...	1
Divisional Judges ...	3
District Judges    ...	4
Miscellaneous ...	1
	15

provided such posts could be efficiently officered from the Uncovenanted Service or other effective agency, and the appointments could be so given away without undue prejudice to the interests of present members of the Covenanted Service. This will have the effect of giving 20 appointments away from the Covenanted Service.¶

10. If these posts were officered from the Uncovenanted Service or the professional classes, inequalities in the promotion of Covenanted judicial officers in the *cadre* would not arise. Nor would the general efficiency of the administration be injuriously affected, provided care is taken to give the appointments only to men of proved merit and ability whose practical efficiency is established beyond question, as the work can be done by Natives probably as well as by Europeans.

11. At the same time, in the special circumstances of the Punjab, a large staff of European officers is essential for the efficient administration of the country, and the above reduction in the Covenanted *cadre* could only be made if the orders of the Secretary of State of 1879 were cancelled, and the Uncovenanted Service, equally with the Covenanted Service, were thrown open to all qualified subjects of Her Majesty. The Local Government should also watch the effect of the system of recruitment of the

- \* 1 Agent, Biluchistan.  
1 Do, Central India.  
1 Do., Hyderabad.  
1 Do, Mysore.  
2 Commissioners, Burma.  
1 Deputy Commissioner, Burma.  
1 Major the Hon'ble G. C. Napier.  
1 Khyber Officer.  
1 Boundary Commission.  
1 Under-Secretary, Revenue Department.  
3 Assistant Political Officers or Assistant Commissioners in Administrations under the Government of India.

14

- 1 Murree.  
2 Dalhousie.  
3 Kulu.  
4 Kasauli.  
5 Mardan.  
6 Thal.  
7 Rajanpur.  
8 Pind Dadan Khan.  
9 Attock.  
10 Sirsa.

11. Fazilka.  
12. Kasur.  
13. Bhakkar.  
14. Manwali.

- † 1 Registrar.  
1 Government Advocate.  
1 Income Tax Officer.  
1 Superintendent of Kapurthala.  
1 Private Secretary.  
1 Director of Settlements.  
5 Settlement Officers.

11

§ 1. Government of India ... ..	10
2. Administration ... ..	15
3. Headships of Districts ... ..	31
4. Sub-divisional Officers ... ..	14
5. Chief Court ... ..	3
6. Divisional Judges ... ..	13
7. District Judges ... ..	9
8. Miscellaneous ... ..	11
	106

|| One appointment is now held by a Native

¶ <i>Cadre</i> appointments ... ..	106
Leave and training at 37·97 per cent. ... ..	40
	146
<i>Cadre</i> appointments (106-15) ... ..	91
Leave and training at 37·97 per cent. ... ..	35
	126
Difference ... ..	20

Uncovenanted Service; and if that system should result in a continued reduction of European officers in its ranks, the system would have to be altered so as to secure the appointment of a sufficient number of European officers.

12. One question remains to be considered, viz, whether the direct appointments of members of the Uncovenanted Service to the posts proposed for reduction from the Covenanted Civil Service *cadre* would at the present time afford reasonable dissatisfaction to the officers superseded.

13. The power to make such appointments previous to 1870 was not barred by any Statute, though not expressly reserved. By 33 Vic., cap. 3, section 6, the power was expressly taken, though rules under the Statute were not framed till 1879. There is, therefore, no legal bar to making the appointments proposed above. The objection to such appointments is based upon the expectation regarding promotion formed by the members of the Commission, on the procedure ordinarily adopted by Government, in regard to such appointments.

14. This expectation is not an unreasonable one, and cannot be disregarded. But here the existing possibilities come to our aid. It is not probable that so many men qualified for these posts could be found at the present time. What is desired is to provide a career, not necessarily to make the appointments at once; and if the appointments to District and Divisional Judgeships were not filled up from outside the Covenanted Service until members of the Covenanted Service who competed before 1870 had received their promotion, and if the intentions of Government were publicly declared, all reasonable ground of dissatisfaction ought to be removed.

233. Assuming a fixed proportion to be maintained between Europeans and Natives in the Civil Service *cadre*, in what posts or classes of appointments do you consider that Europeans and Natives respectively might be employed with most advantage to the interests of the public service?—On the assumption mentioned; and speaking generally and with reference to the present circumstances of the Punjab, Europeans might be employed with most advantage in executive, and Natives in judicial charges.

234. Would it be desirable to rule that the proportion of persons, being Muhammadans and Hindus respectively, who are from time to time or over a series of years appointed to the Covenanted ranks in any Province, should bear a certain relation to the number of the two classes composing the population of the Province concerned?—There need be no fixed proportion, but it is desirable that in a general way offices should be fairly distributed between Hindus and Muhammadans. Sikhs should also be considered separately.

235. What classes, ranks or professions of the Native community should be included among Muhammadans and Hindus, respec-

tively, for the purpose of ascertaining the proportion of the population of each of those classes in the several Provinces?—Unnecessary to go into such a detail, as the proportion of appointments held by each section should not be fixed.

236. How far should appointments in each Province to Covenanted posts be restricted to Natives of the Province concerned?—Persons appointed to the Civil Service by competition in England should be available for service wherever the Government thinks fit. Persons appointed otherwise should, unless in very exceptional cases, be Natives of the Province in which they are to serve.

237. How would the following scheme be regarded by the Native community:—

- (1) The Covenanted Civil Service to be reduced to a fixed number of European officers, admission being by competition in England confined to European candidates only.
- (2) The appointments taken from the Covenanted Civil Service to be filled by appointment in India, Natives only being eligible?—The

Native community, who take any great interest in the question, would regard it unfavorably. What they desire is equality of treatment.

238. How would you regard such a scheme?—The Lieutenant-Governor would object to it very strongly.

239. How would the Native community regard the following:—

- (1) The Covenanted Civil Service to be reduced to a fixed number of appointments to be filled by competition in England to which Natives and Europeans alike would be admitted.
- (2) The appointments taken from the Covenanted Civil Service to be filled by appointment in India, both Natives and Europeans being eligible?—Uncertain, but would probably be looked upon with favor.

240. How would you regard such a scheme?—The Lieutenant-Governor is strongly in favor of it.

241. If either of the above schemes were adopted, how would the Native community view a proposal to combine the higher appointments of the Uncovenanted Service with the appointments taken from the Covenanted Civil Service so as to form an enlarged Civil Service to be recruited in India?—As No. 239.

242. How would you view such a proposal?—As No. 240.

243. How would the Native community regard the following scheme:—

- (1) A certain number of appointments in the Covenanted Civil Service to be reserved for Natives.
- (2) A certain proportion of that number to be filled by competition or by some other system in India.



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- (3) The remainder to be filled by competition in England?—As No. 237.
244. How would you regard such a scheme?—*Vide* No. 238.
245. Assuming a system of nomination or of limited competition among nominated candidates, would Native opinion be in favor of giving a preference, as between candidates possessed of certain preliminary essential qualifications and having on general grounds fairly equal claims, in the following or any other order, to—(a) members of families of tried loyalty and distinguished service; (b) persons of good social status and influence in the country; and (c) persons of superior educational attainments, such as persons who have taken the degree of M.A.?—Men of the old school would.
246. What is your opinion as to giving such preference?—On the distinct assumption that a system of nomination or of limited competition among nominated candidates is maintained, the Lieutenant-Governor approves of it.
247. How would the Native community regard a system of nomination on the ground of merit and ability shown in the service of Government or in the exercise of a profession, alternating with a system of selection by means of competition, whether entirely open or amongst nominated candidates?—The Lieutenant-Governor does not think that it would be acceptable.
248. How would you regard such a system?—The Lieutenant-Governor would strongly object to it, as introducing invidious distinctions between officers of Government holding practically the same offices.
249. If the Statutory system were maintained, and if a probationary period were required from nominees or selected candidates before final appointment, would it be necessary to insist upon such probationary period in all cases, *e.g.*, in the case of a person who has done good service in the Uncovenanted ranks?—No.
250. In the case of persons nominated from the professional classes, is it desirable that a probationary period should be prescribed?—No.
251. If so, is it necessary that the incidents of such period as to duration and pay should be the same as those attached thereto in the case of Statutory Civilians appointed on probation to the lowest grade of the Covenanted Service?—No.
252. On what principle should the promotion of Natives appointed to Covenanted posts otherwise than by the channel of the competition in England be regulated?—Where appointments are made to particular posts and not to a service, it will be difficult to regulate promotion otherwise than by considering the manner in which they have discharged their duties in the posts they hold.
253. Would you regulate such promotion only by considerations of fitness and approved personal merit?—The Lieutenant-Governor sees no other way.
254. How would the appointment of Natives to the higher reserved posts without passing through the lower grades affect the vested rights or the reasonable expectations and prospects of officers who entered the Covenanted Civil Service before the year 1870?—It would affect them very slightly, inasmuch as the appointments would be made only exceptionally, and the earlier Statute of 1861 gave distinct intimation that such appointments might be made.
255. If those rights, expectations, or prospects would be prejudicially affected, how could they be safeguarded?—No special measure is necessary.
256. Should Natives appointed to Covenanted posts be required to pass the departmental examinations?—Yes, if new men. No, if appointed as a reward for long and tried service.
257. Should they be required to pass the departmental examinations by both the Lower and Higher Standards within their probationary period, subject to the penalty of forfeiture of appointment if they fail to pass within that time, unless the period is for special reasons extended?—Yes, in the case of men appointed otherwise than as a reward for long and tried service.
258. Should a period longer than the probationary period be allowed for passing the departmental examination by the Higher Standard?—No.
259. Should the present rule be maintained under which probationers may be confirmed in their appointments at the close of the probationary period of two years, provided that they pass within that period the departmental examination by the Lower Standard prescribed for Covenanted Civilians appointed in England, no obligatory period being fixed for passing the Higher Standard, but no promotion or increase of pay being attainable until the Higher Standard examination has been passed, and power being retained to the Government to dispense with the services of a Statutory Civilian who may fail to pass by the Higher Standard within a reasonable time?—No. If they do not pass the Higher Standard they ought to be removed. The rules for such very high appointments should be very strictly enforced.
260. What rule in regard to passing the departmental examinations should be applied in the case of persons appointed to Covenanted posts on the ground of merit and ability proved in the service of Government or in the exercise of a profession?—They should not be required to pass.
261. Should subjects of Native States be eligible for appointment to Covenanted posts in British India?—Yes.
262. If so, should this be extended to all Native States in alliance with the Crown, or only to those in subordinate alliance?—Only to those in subordinate alliance.
263. What system, if any, is at present adopted in your Province for bringing into the public service persons who, from their

position or otherwise, cannot be expected to enter the service of Government in the lowest grades, and for giving them the necessary apprenticeship?—See rules for appointment of Extra Assistant Commissioners, Tahsildárs and Munsifs forwarded with answers Nos. 276 to 286.

*VIII.—Composition, recruitment, &c., of the Subordinate Executive and Subordinate Judicial Services.*

265. Of what different classes of appointments is the Subordinate Executive Service in your Province composed, including in the term "Subordinate Executive Service" all Subordinate Executive offices down to and including the office of Tahsildár or other office corresponding to that of Tahsildár, which are not reserved by law for, or not ordinarily held by, members of the Covenanted Civil Service?—(1) Extra Assistant Commissioners (2) Tahsildárs. (3) Superintendents of Settlements.

266 & 267. Into what grades is each class of the above executive appointments divided in your Province, and of how many appointments does each grade consist? What rate of pay is attached to each grade?—The following table gives the information asked for in these two questions:—

GRADES.	No. of appointments.	Rate of pay.
77 EXTRA ASSISTANT COMMISSIONERS		
1st Grade	2	800
2nd "	2	700
3rd "	3	600
4th "	8	500
5th "	24	400
6th "	23	300
7th "	15	250
123 TAHILDARS.		
1st Grade	18	250
2nd "	27	200
3rd "	36	175
4th "	42	150
22 SETTLEMENT SUPERINTENDENTS.		
1st Grade	3	250
2nd "	5	200
3rd "	6	175
4th "	8	150

268. Of what different classes of appointments is the Subordinate Judicial Service in your Province composed, including in the term "Subordinate Judicial Service" all Subordinate Judicial offices down to and including the office of Munsif or other office corresponding to that of Munsif, which are not reserved by law for, or not ordinarily held by, members of the Covenanted Civil Service?—(1) Extra Judicial Assistants. (2) Munsifs.

269 & 270. Into what grades is each class of the above judicial appointments divided in your Province, and of how many appointments does each grade consist? What rate of pay is attached to each

264. Does the system work well, and what improvements can you suggest?—The system might be improved by adopting for Tahsildárs a double system of appointment analogous to that prescribed for Extra Assistant Commissioners.

grade?—The following statement gives the information required:—

GRADES.	No. of appointments.	Rates of pay.
17 EXTRA JUDICIAL ASSISTANTS.		
1st Grade	2	1,000
2nd "	2	800
3rd "	2	700
4th "	3	600
5th "	8	500
84 MUNSIFS.		
1st Grade	13	250
2nd "	18	200
3rd "	25	175
4th "	28	150

271. In the existing Subordinate executive staff how many persons are (1) Europeans; (2) Natives of India of pure descent; (3) Eurasians and others who, though not Natives of India of pure descent, fall within the meaning attached to the words "Natives of India" by the Statute of 1870 (33 Vic., cap. 3, section 6); and (4) persons who are neither Europeans nor Natives of India, whether of pure descent or within the statutory meaning?—

(1) Europeans	...	...	1
(2) Natives of India of pure descent	...	...	213
(3) Natives of India within Statutory definition	...	...	8*
(4) Other persons	...	...	0

\* NOTE.—In (2) are included Natives of Afghanistan (see Government of India, Home Department, Resolution No. 12—441-457, dated 20th March 1882). There are a few such, but the exact number cannot be stated without enquiry; several of those who originally came from Afghanistan have become domiciled in India and fulfil the conditions of (3).

272 & 273. What particular appointments in the Subordinate Executive Service are at present held in your Province by persons falling under each of the above classes? What rates of pay are attached to the appointments thus held in each case?—

- (1) The only European is an Extra Assistant Commissioner of the 4th grade on Rs. 500.
- (2) Of the 213 Natives of India of pure descent, 68 are Extra Assistant Commissioners of different grades, 123 are the Tahsildárs referred in questions Nos. 266 and 267, 22 are the Settlement Superintendents.



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(3) Of the eight Natives of India within the Statutory definition—

One is an Extra Assistant Commissioner ...	1st grade, on Rs.	800
Ditto ditto ...	2nd " "	700
Ditto ditto ...	4th " "	500
Ditto ditto ...	5th " "	400
Three are Extra Assistant Commissioners ...	6th " "	300
One is an Extra Assistant Commissioner ...	7th " "	250

(4) There are no other persons.

274 & 275. What particular appointments in the Subordinate Judicial Service are at present held in your Province by persons falling under each of the above classes? What rates of pay are attached to the appointments thus held in each case?—

(1) There are four Europeans holding appointments as follows:—

One is an Extra Judicial Assistant ...	1st grade, on Rs.	1,000
Ditto ditto ...	3rd " "	700
Ditto ditto ...	4th " "	600
Ditto ditto ...	5th " "	500

(2) There are 92 Natives of India of pure descent, including Natives of Afghanistan—see 271, note; 84 hold the 84 appointments of Munsifs specified in answers 269 and 270; the other 8 are Extra Judicial Assistants holding the following appointments:—

One is an Extra Judicial Assistant ...	2nd grade, on Rs.	800
Ditto ditto ...	4th " "	600
Six are Extra Judicial Assistants ...	5th " "	500

(3) There are five Natives of India—

One is an Extra Judicial Assistant ...	1st grade, on Rs.	1,000
Ditto ditto ...	2nd " "	800
Ditto ditto ...	3rd " "	700
Ditto ditto ...	4th " "	600
Ditto ditto ...	5th " "	500

(4) There are no persons other than those specified above.

276 to 286. Under what system of selection or nomination are appointments at present made in your Province to the Subordinate Executive Service, as above defined?

Under what system are appointments similarly made to the Subordinate Judicial Service, as defined above?

Have any rules been framed for the purpose of regulating such appointments, and, if so, what are they (a) in the case of the Subordinate Executive Service, and (b) in that of the Subordinate Judicial Service?

What preliminary qualifications, if any, are required in the case of the Subordinate Executive Service and in that of the Subordinate Judicial Service, respectively, in regard to the age of candidates?

In regard to their educational attainments?

In regard to their moral, social and physical fitness?

In other respects (if any)?

Are the same qualifications, if any, required on the part of the holders of all appointments in the Subordinate Executive and Subordinate Judicial Services, respectively, as above defined, or are different qualifications required on the part of candidates for different classes of appointments?

If the latter, what are the qualifications required, and to what class or classes of appointments do they respectively apply?

Are appointments to the Subordinate Executive and Subordinate Judicial Services, respectively, as above defined, made on probation?

If so, what is the length of the probationary period required?—The rules for the appointment and probation of—

- (1) Tahsildárs,
- (2) Munsifs,
- (3) Extra Assistant Commissioners,

are contained in the following papers, copies of which are enclosed:—

- (1) Financial Commissioner's Book Circular 2 of 1873.
- (2) Chief Court's Book Circular XIV of 1844.
- (3) Punjab Government Notification No. 804S, dated 25th July 1885; No 1397S, dated 19th September 1885.

287. What are its incidents as to pay and in other respects?—Officers officiating in any of the appointments referred to in the foregoing answers (Nos. 276–278) draw rates of pay under the rules of the Pay and Acting Allowance Code, varying according to the appointments in which, and the substantive appointments, &c., from which, they officiate. There is the single exception in the case of persons appointed to the post of Extra Assistant Commissioner by competition, who get only Rs. 100 a month for the period of probation in the Settlement Department noticed in Rule 16, Punjab Government Notification No. 804S, dated 25th July 1885.

288. If a probationary period is required, is it insisted upon in all cases, or is it dispensed with in any, and if so in what cases?—A probationary period is insisted upon in all cases. It is never dispensed with.

289. What departmental examinations (if any) are persons appointed to the Subordinate Executive and Subordinate Judicial Services, respectively, as above defined, required to pass?—*Tahsildárs and Munsifs* are required to pass the departmental examination prescribed for them, unless specially exempted, but the cases of exemption are now very rare.

*Extra Assistant Commissioners* are required to pass the departmental examination prescribed for Assistant Commissioners and Extra Assistant Commissioners by the Higher Standard.

*Extra Judicial Assistants and Settlement Superintendents* must have passed their respective examinations as Extra Assistant Commissioners and Tahsildárs, respectively, before they attain to their positions as Extra Judicial Assistants and Settlement Superintendents.

290. Within what period (if any) from the date of original appointment must such examinations be passed?—*Tahsildárs* (unless specially exempted) and *Extra Assistant Commissioners* appointed by selection must pass their respective departmental examinations before appointment.

*Extra Assistant Commissioners* and *Munsifs* appointed by competition are required to pass within two years of their appointment as Officiating Extra Assistant Commissioners and *Munsifs* respectively.

*Munsifs* appointed by selection are required to pass before appointment unless they are specially exempted, or have already passed the final examination in law of the Punjab University.

291. What is the penalty for failure to pass the examinations within the period prescribed?—*Munsifs* appointed by competition cannot be confirmed in their officiating appointments until they have passed. *Extra Assistant Commissioners* appointed for political reasons, or by competition, are liable to removal from their officiating appointments if they fail to pass their Departmental examinations in two successive years after their appointment, unless there are special reasons to account for their failure.

292 to 295. How is promotion regulated in the Subordinate Executive and Subordinate Judicial Services, respectively, as above defined?

Does such promotion depend on fitness only or merely on seniority? or

Is it regulated by considerations of fitness combined with considerations based on seniority?

If so, what relative weight is attached to fitness and seniority respectively?—Promotions in the Subordinate Executive Service and in the grades of *Munsifs* are regulated by seniority combined with fitness, as much weight being attached to one as to the other. In making appointments to the post of Judicial Extra Assistant Commissioner, more weight is attached to fitness for judicial work than to seniority.

296. How is the present system of regulating appointments to the Subordinate Executive and Subordinate Judicial Services, respectively, regarded by influential sections of the Native community?—Generally the older men prefer nomination and patronage. The younger generation and educated classes would prefer either the system for *Extra Assistant Commissioners* or open competition.

297. Has the existing system the effect of securing for the Subordinate Executive and Subordinate Judicial Services, respectively, persons who are found to be tho-

roughly qualified for the performance of their duties?—Yes.

298. To what sections of Native society do the persons belong who accept under existing conditions appointments in the Subordinate Executive and Subordinate Judicial Services, respectively?—The middle and poorer upper classes.

299. To what extent do Natives of good family and education in your Province offer themselves as candidates for Subordinate Judicial and Executive appointments?—Freely, especially if the family is poor.

300. Do Natives who have been to England for purposes of study on their return to India willingly accept such appointments?—Too few Natives have been to England to admit of this question being answered.

301. How far are such appointments in your Province restricted to persons *bonâ fide* resident in (and connected with) the Province?—Almost entirely so restricted, though there are some from the North-West Provinces and a few from Afghanistan.

302. How far are the professional classes represented in the Subordinate Executive and Subordinate Judicial Services, respectively, in your Province?—Hardly at all.

303. Do members of the professional classes in your Province readily accept employment in those services?—No. The prospects are not good enough for professional men whom it would be worth while to employ.

304. Whatever system or systems may at present be adopted for the purpose of regulating appointments to the Subordinate Executive and Subordinate Judicial Services, respectively, are any class or classes of persons expressly or practically excluded from such appointments?—Europeans are expressly excluded from all appointments above Rs. 200 per mensem, except with previous sanction of the Secretary of State.

305. If so, how is such exclusion justified?—The Lieutenant-Governor considers that it cannot be justified.

306. Is it the case that certain classes of Uncovenanted appointments are practically reserved for Natives of pure descent owing to the fact that conditions are imposed which have resulted in shutting out Eurasians and other Statutory Natives of mixed descent?—Not in the Punjab.

307. If so, how is such reservation justified?—The Lieutenant-Governor considers that it could not be justified.

308. What has been the effect on the efficiency of the Subordinate Executive and Subordinate Judicial Services in your Province of the orders of the Government of India, dated 18th April 1879, which debar, unless with the previous sanction of the Governor-General in Council, (1) the appointment of any person, not being a Native of India within the Statutory meaning, to an office carrying a salary of Rs. 200 a month or upwards; and (2) the promotion

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to such an office of persons, not being Statutory Natives, who entered the department concerned after the 1st January 1879?—The number of Europeans has been reduced, and Government has lost the services of some good men. It would be difficult to say whether the efficiency of the service has been affected, except that the reduction in the number of Europeans has occasionally been felt by Government as inconvenient to the Administration.

309. Since the issue of the orders above cited, have any undomiciled Europeans or other persons, not being Statutory Natives of India, been appointed either to the Subordinate Executive Service or to the Subordinate Judicial Service in your Province?—A few Natives of Afghanistan have been appointed under the orders of the Government of India.

310. If so, how many such persons have been appointed, and under what circumstances were the appointments made?—No persons other than "Natives of India" have been appointed permanently to the Subordinate Executive or Judicial Services in the Punjab. Two Kabul Sardárs have been appointed to officiate, with the cognizance of the Government of India, in the Foreign Department, and still hold their officiating appointments.

311. Is it, in your opinion, necessary that there should be a proportion of Europeans either in the Subordinate Executive Service or in the Subordinate Judicial Service, or in both of those services?—Most decidedly.

312. If so, on what grounds do you consider that an admixture of Europeans is necessary?—The same grounds that make a Covenanted Civil Service necessary. The Lieutenant-Governor would rather not go into the details.

313. What, in your opinion, is the requisite proportion to be maintained between Europeans and Natives in those services?—The number of Europeans employed in the Commission and in the Uncovenanted Service should not be less than that at present employed; and with reference to the fact that, owing to the orders of the Secretary of State issued in 1879, Europeans who are not Statutory 'Natives of India' have not been appointed in recent years, the number is at present abnormally low.

314. How do European members of the Subordinate Executive and Subordinate Judicial Services, respectively, work with Native members of those services?—Exceedingly well.

315. Has experience shown that Europeans serving in such capacities become dissatisfied with their position and with the general conditions as to pay, promotion and retiring annuity under which they hold their appointments, and that their efficiency as public servants is consequently impaired?

—Yes; but it cannot be said that their efficiency has become impaired except in a general way.

316. Are you in favor of laying down a rule that high educational capacity should be regarded as an essential qualification for appointment to the Subordinate Executive and to the Subordinate Judicial Services as defined for the purposes of these questions?—Yes.

317. If so, what test would you apply?—In the case of all persons not appointed as a reward for good service, the Entrance Examination, at least, for the next few years for those for whom such test or a higher one is not already prescribed, and thereafter a University degree.

318. Do you think that the test should vary according to the character of the office to be filled?—Yes.

319. Generally, what system do you advocate for filling appointments in the Subordinate Executive and Subordinate Judicial Services as above defined?—A double system, partly (1) appointment as a reward for good service in inferior appointments, and partly (2) direct appointment by competition, either limited or open, according to circumstances.

320. What preliminary qualifications would you require on the part of candidates for those appointments in regard to age and in other respects?—Those prescribed for Extra Assistant Commissioners.

321. Is it possible to devise any one system which would be equally applicable to all Provinces, having regard to the varying educational standards reached in the several Provinces and the varying conditions prevalent therein?—Certainly not.

322. Do you advocate the requirement of a probationary period, and, if so, what should be the incidents of such period as to duration, pay, and in other respects?—Yes. One or two years' apprenticeship in the department in which the work of the office can be best learnt, on pay not less than two-thirds of the lowest pay of the appointment.

323. Would you require a probationary period in all cases, or would you dispense with it in certain, and if so in what, cases?—Should be dispensed with in all cases of appointments given as a reward for service in lower posts.

324. If an open competitive examination were held in India for the Covenanted posts reserved for Natives, would persons who gained high marks in that examination and showed decided proficiency, but who failed to secure a place amongst the successful candidates, form suitable nominees for Subordinate Judicial and Executive appointments in the Uncovenanted Service?—Yes, on the supposition that appointments to the Subordinate Executive and Judicial Services are made by nomination.

## II.

No. 2067, dated Lahore, the 26th December 1886.

From—H. MAUDE, Esq., Under-Secretary to the Government of the Punjab and its Dependencies,

To—The Secretary to the Public Service Commission.

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I AM directed by the Lieutenant-Governor to forward, for the information of the Members of the Public Service Commission, copies of a memorandum on the special features of the Punjab which bear upon its administration.

*Memorandum on the special features of the Punjab bearing upon its administration.*

THE area of the Punjab with its Feudatory States, thirty-four in number, is 142,449 square miles, and its population 22,712,120 souls. Of the area, 106,632 square miles are British territory, with 18,850,437 inhabitants; while 35,817 square miles, with a population of 3,861,683 persons, are comprised within the Native States. With the exception of some 220 miles on its eastern boundary, adjoining the North-West Provinces, the Punjab is almost entirely surrounded by Native States and independent tribes. Contiguous to the latter are 704 miles on the north-western frontier. Among the former are the important States of Jummoo and Kashmir on the north, and on the south that of Bahawalpur and some of the States of Rájputáná. Lying within the British dominions are the territories of Patiála, Jínd and Nábhá, which stretch from the Simla Hills nearly across the south-eastern portion of the Punjab, and almost completely sever the districts of the Delhi Division from the more northerly regions of the Province.

2. More than 30,000 square miles of British territory in the Punjab consist of rugged mountains and unculturable waste, while nearly 40,000 square miles, though culturable, have not been utilised. The cultivated area is nearly 37,000 square miles, or little more than one-third of the Province.

3. The mass of the population, whether including or excluding the Native States, consists of Mussalmáns, Hindús and Sikhs, the number of Jains, Buddhists, Christians and others being numerically unimportant. The following table gives the numbers of Mussalmáns, Hindús and Sikhs :—

	Mussalmáns.	Hindús.	Sikhs.
British territory ... ..	10,525,150	7,130,528	1,121,004
Native States ... ..	1,137,284	2,121,767	595,110
Total ... ..	11,662,434	9,252,295	1,716,114

More than eleven millions of the Mussalmáns are Sunnis; Shiáhs and Wahábís forming but a very small percentage.

4. Only three towns in the Punjab contain 100,000 inhabitants, viz.,—

Delhi ... ..	173,393
Amritsar ... ..	151,896
Lahore ... ..	149,369

and only in the following five instances does the population exceed 50,000 :—

Pesháwar ... ..	79,982
Mooltan ... ..	68,674
Umballa ... ..	67,463
Ráwalpindi ... ..	52,975
Jullundur ... ..	52,119

There are thirty-eight towns containing less than fifty but more than ten thousand inhabitants, and in eighty-six there are less than ten but more than five thousand residents. The population of these 132 towns amounts to 2,082,034, so that the bulk of the provincial population may be classed as villagers, or as residents of towns which are little more than superior villages.

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5. For administrative purposes the Punjab is divided into six Divisions or Commissionerships, which are subdivided into thirty-one districts, under the control of Deputy Commissioners. The names of the divisions and districts are as follows :—

Division,	District.
DELHI	Hissar. Rohtak. Gurgaon. Delhi. Karnal. Umballa. Simla.
JULLUNDUR	Kángra. Hoshiárpur. Jullundur. Ludhána. Ferozepore.
LAHORE	Mooltan. Jhang. Montgomery. Lahore. Amritsar. Gurdáspur.
RAWALPINDI	Siálkot. Gujrát. Gujránwála. Shahpur. Jhelum. Ráwalpindi.
PESHAWAR	Hazára. Pesháwar. Kohat.
DERAJAT	Bannu. Dera Ismail Khan. Dera Gházi Khan. Muzuffargarh.

The last two Divisions are the strongholds of the Biluch and Pathan races, the former being found in the Deraját, the latter mostly in the Pesháwar Division. The Játs and Rájputés are the dominant tribes inhabiting the Cis-Indus districts of the Province, and together they comprise no less than 27 per cent. of the total population of the Punjab. The Bilúchís are manly and courageous, frank and open in their manners. Not less independent are the Patháns, but turbulent, treacherous and fanatical as they are, to control them is more difficult. Pride of blood is the characteristic of the Rájputés: they regard manual labor as derogatory, and driving the plough as degrading: hence they are inferior cultivators, and generally less amenable to control than the races who are good husbandmen. Among these the Ját yields the palm to none. No less sturdy and manly than the frontier tribes and Rájputés, and if anything more self-willed, he combines an honesty and industry which makes him *par excellence* the revenue payer of the Province. The Játs are chiefly found in the central tracts of the Punjab. Of the other castes, which, although individually few in numbers, collectively account for the greater part of the population of the Punjab, it is unnecessary to specify more than the Brahmíns, the number of whom exceeds one million; but it must not be forgotten that the minor agricultural and professional castes have their own occupations, interests and prejudices, and the prevention of friction on these accounts is an important part of the administration. Indeed, throughout the Punjab, with its manly and independent races of different creeds and castes, the repression of religious and other animosities requires constant vigilance and care.

6. Exclusive of Simla, which contains only 77 square miles, the area of the districts in the Punjab varies from 1,271 square miles in the case of Delhi to 9,296 square miles in that of Dera Ismail Khan. Roughly, it may be said that the average area is about 3,000 square miles. Each district is divided into tahsils or sub-collectorates, in charge of Tahsildárs, while in some districts one or more tahsils form sub-divisions in charge of Assistant Commissioners or Extra Assistant Commissioners, as the case may be. There are usually fourteen such Sub-Divisional Officers, while the number of tahsils aggregates 127.

7. The system of administration by Commissioners and Deputy Commissioners was imported from the North-West Provinces immediately after the annexation of the Punjab

Lord Dalhousie's instructions were that the Commissioner should perform the functions of the officer of the same denomination in those Provinces, but that he should be required to exercise a stricter supervision and control over the Deputy Commissioner than would be necessary where a regular routine of business was well established and understood. With regard to Deputy Commissioners, it was laid down that in the Departments of Revenue and Police they should exercise the powers of a Collector and Magistrate in the Regulation Provinces. Until very recently, Commissioners disposed of both civil and sessions cases in addition to their other duties, and Deputy Commissioners were the chief original civil courts of the districts. Since the reorganization of the Punjab Commission took effect in 1884, Commissioners have been relieved of all criminal and civil work, their numbers being reduced from ten to six; while Deputy Commissioners, though still in some districts nominally District Judges, are but very seldom required to decide civil cases, whether original or on appeal.

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8. Excluding their political functions, which will be noticed separately, the duties of Commissioners may be briefly thus described. They have charge of any settlements which may be in progress in their Divisions; they are appellate courts in respect of revenue suits under the Punjab Courts Act; the supervision of land revenue, excise, and income-tax collections rests with them, and they control the working of District Boards and Municipal Committees. Assignments of land revenue and pensions, grants and leases of waste lands, matters connected with the Court of Wards, all claim their attention, while the general control of the various districts within the Division and the supervision of the different officers connected with the administration of them, in addition to other more exactly defined duties, renders the post of Commissioner very responsible and onerous.

9. The amount and nature of the Commissioner's political work varies with the number and importance of the Native States under his control, and, in the case of the officers in charge of the two frontier divisions, with the state of our relations with the independent tribes upon the border. The large States of Patiala, Bahawalpur, Jind and Nabha are under the direct supervision of the Lieutenant-Governor, but the Commissioner of Delhi controls the Simla Hill States, twenty in number, which are under the more immediate superintendence of the Deputy Commissioner of Simla, and directly supervises the States of Maler Kotla, Kalsia, Pataudi, Loharu and Dujana. Under the Commissioner of Jullundur are the States of Kapurbala, Faridkot, Mandi, and Suket, and under the Commissioner of Lahore that of Chamba.

In a brief sketch like the present it is impossible to explain the precise nature of the duties which the control of the various States entails upon Commissioners, but generally it may be said that they are required to see that the various Chiefs fulfil the engagements of the treaties under which they hold their fiefs, and that injustice and oppression are not practised.

No Native State is included within the limits of the Commissionership of Rawalpindi, but that division marches for many miles with the State of Jummoo and Kashmir, and questions of extradition, boundary disputes, and irrigation rights in rivers and streams are not unfrequently referred to the Commissioner for investigation or decision.

The nature of the political work in the frontier divisions will be treated separately in connection with the independent tribes abutting on our border.

10. In many respects the work of the Deputy Commissioner in his district is similar to that of the Commissioner in his Division; the same subjects demand his attention, his subordinate officers require the same supervision and control. But as the immediate executive representative of Government, the Deputy Commissioner is brought into closer contact both with the people of his district and also with the officers of other departments of Government who are either not under his control at all, or who are only generally subject to his orders. Among the latter are the District Superintendent of Police and his Assistants, the Civil Surgeon, the Cantonment Magistrate, where such exists, the Superintendent of the Jail, and the officers of the Educational and Registration Departments. Forest Officers are also now under the control of the Deputy Commissioner.

By law the administration of the Police throughout a district vests in the District Superintendent, but subject to the general control and direction of the Deputy Commissioner, who is District Magistrate. The relations between these officers must therefore be close and intimate. The Civil Surgeon, who is usually also the Superintendent of the Jail, superintends the hospitals and dispensaries throughout the district. His advice is also required on sanitary questions. The Cantonment Magistrate is, under the Cantonment Act, a Magistrate in charge of a division of a district, and as such subordinate to the Deputy Commissioner.

11. The Departments of Government with which the Deputy Commissioner has no direct concern are in the Punjab, as elsewhere in India, numerous: it is sufficient here to mention the Postal, Railway, Telegraph, and Salt Departments. The Public Works Department, including the Irrigation Branch, has many interests common with those with which the Deputy Commissioner is charged, but its officers, as elsewhere, are not under his control.

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12. But there is one class of Government servants which assumes more prominence in the Punjab than in any other province of India, namely, the Military servants of the Crown. On March 31st, 1886, no less than 39,740 troops of the Bengal establishment were quartered in the Punjab, while the Frontier Force on the same date comprised 13,281 men, making a total of 53,021 of all arms. Of these, 18,004 were British troops, distributed over nineteen cantonments, forts or hutted camps. Excluding the frontier, with the exception of the Pesháwar District, the European and British troops were quartered in thirty different localities. On the frontier, exclusive of Pesháwar, there are seven cantonments occupied by the Punjab Frontier Force, besides numerous small outposts which will be referred to afterwards. Altogether in the Province there are thirty-seven places, excluding frontier outposts, in which troops are quartered, and in nineteen of these places the normal number of men exceeds one thousand. Chief among these may be mentioned the important cantonments of Delhi, Umballa, Jullundur, Mián Mir, Ferozepur, Mooltán, Siálkot, Ráwalpindi, and Pesháwar.

The presence of so large a garrison in the Province demands the performance by many Deputy Commissioners of duties of a special character. The Deputy Commissioner is *ex-officio* a member of the Cantonment Committee; where Cantonments and Municipalities adjoin each other, questions such as taxation, drainage, or water-supply affecting both institutions are often referred for his consideration; supplies and carriage are matters constantly demanding his attention; so that for a variety of reasons a cordial understanding between the civil and military officers is imperative.

The duties devolving upon Deputy Commissioners in connection with this subject during the Abyssinian Campaign in 1868, the Afghánistán Campaigns of 1878—1880, the Campaign in Egypt in 1884-85, and the recent Military preparations in 1885 were specially arduous.

The Sub-Division.

13. The following are the fourteen civil outposts or sub-divisions of districts in the Province:—

- |               |                     |
|---------------|---------------------|
| 1. Murree.    | 8. Pind Dadan Khan. |
| 2. Dalhousie. | 9. Attock.          |
| 3. Kulu.      | 10. Sirsa.          |
| 4. Kasauli.   | 11. Fázilka.        |
| 5. Mardán.    | 12. Kasúr.          |
| 6. Thal.      | 13. Bhakkar.        |
| 7. Rajanpur.  | 14. Miánwáli.       |

The first four are Hill sub-divisions, and, with the exception of Kulu, are required on account of the British soldiers and other Europeans residing at those places during the hot weather. Kulu is a remote tract in the Kangra district, where a Sub-Divisional Officer is necessary on account of the distance of the sub-division from Dharmasala, the headquarters of the district; a number of European planters have also settled in the Kulu valley. Mardán, Thal and Rajanpur are all frontier sub-divisions, and, with the exception of Thal, are cantonments of the Punjab Frontier Force. Pind Dadan Khan is an outpost in the Jhelum district, where the salt mines require the presence of a civil officer. The above remarks are sufficient to indicate the reasons why it is considered expedient that a European Assistant Commissioner should be in charge of the first eight sub-divisions; and when sufficient officers are available this arrangement is carried out. At Sirsa also it is desirable that a European officer should be posted, as it is a central point on the Rewari-Ferozepur Railway, where a number of Europeans are employed in connection with the workshops and other matters pertaining to the railway. The remaining sub-divisions are generally officered by Native Extra Assistant Commissioners.

The Assistant Commissioner or Extra Assistant Commissioner in charge of a sub-division, so far as the law goes, is only distinguished from any other officer of the same grade by the fact that he is Sub-Divisional Magistrate under the Code of Criminal Procedure, and as such has certain powers which other Subordinate Magistrates are not ordinarily competent to exercise; but so far as the administration is concerned, he is considered primarily responsible for the sub-division, subject to the control of the Deputy Commissioner of the district. Where he is not competent to pass orders himself, the orders of the Deputy Commissioner are issued through him, and are carried out under his supervision. Generally it may be said that the Sub-Divisional Officer has an independent charge, though in some respects the Deputy Commissioner exercises a more active control within the sub-division than does the Commissioner within the districts under him.

In the frontier sub-divisions the Assistant Commissioner in charge has much to do with the independent tribes; indeed, the Thal outpost was recently established in order to give the Turis of the Kurram Valley the benefit of a British officer to advise and aid them in administering their affairs.

14. In the frontier divisions and districts the work of the Commissioners and Deputy Commissioners is rendered very responsible by the necessity for maintaining relations with the numerous independent tribes which fringe the British border. Although it is in a general sense customary to regard Afghánistán and British India as contiguous, nowhere does the direct authority of the Amír of Kabul extend over the tribes which

Frontier Commissioners and Deputy Commissioners.



actually touch our frontier. Each tribe is independent, and although the weaker units are sometimes coerced by their more powerful neighbours, the British Government can appeal to no central authority for the reparation of wrongs, nor, except by its own power, can it exact punishment for outrages committed on its subjects. The maintenance of friendly relations with the tribes, and the concurrent prevention of outrages upon our territory, is one of the most important duties of frontier officers; and the arduous nature of the task will be more readily apprehended when the number of fighting men among the tribes is borne in mind. The following table shows approximately the fighting strength of each tribe beyond the Punjab frontier :—

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Locality.	Tribe.	Race.	Number of fighting men.
Adjoining the Hazára district	Cis-Indus Swátis ...	Pathán	10,800
	Hassanzais ...		2,000
	Akazais ...		700
	Chugárzais ...		5,300
	Parári Saiads ...		400
	Mada Khel ...		3,000
	Amazais ...		1,500
Adjoining the Pesháwar district	Utmanzais ...	400	
	Gaduns ...	2,500	
	Khudu Khel ...	1,800	
	Chamláwals ...	1,000	
	Bonerwáls ...	8,000	
	Swát Bazzais ...	6,000	
	Swát Razizais ...	3,000	
Utman Khel ...	5,000		
Mohmands ...	20,000		
Adjoining Pesháwar and Kohát	Afridís ...	Pathán	26,500
Adjoining Kohát	Urakzais ...	Pathán	24,800
	Zaimushts ...		3,500
	Turis ...		6,100
Kohát, Bannu and Dera Ismail Khan	Wazírís ...	Pathán	41,500
	Batáms ...		3,000
Bannu	Dawáris ...	Pathán	9,000
Dera Ismail Khan	Shiránís ...	Pathán	3,500
	Ustáránís ...		900
Dera Ghazi Khan	Kasránis ...	Bilúch	1,500
	Bozdárs ...		2,700
	Khosas ...		4,000
	Lagharis ...		3,700
	Khetráns ...	Pathán and Bilúch	2,200
	Gurchánís ...	Bilúch	2,600
	Mazáris ...		2,000
Marris ...	3,000		
Bugtis ...	1,500		
Total ..			213,400

The above figures, which are only approximate, comprise all the male adults capable of bearing arms, and no single tribe could bring into the field more than half the numbers given, even if the deadly feuds which are always rife among the Afgháns permitted the presence of so many men as half. Still the danger of raids and other outrages is always very real, and special measures have had to be adopted to preserve the peace of the border.

\* Abbottabad  
Mardán.  
Kohát.  
Edwardesabad or Bannu.  
Dera Ismail Khan.  
Dera Gházi Khan  
Rájanpur

To this end, the regiments of the Punjab Frontier Force are stationed in seven cantonments\* from Abbottabad in the north to Rájanpur at the extreme southern limit of the Punjab frontier, and a line of posts, military militia and police, has been established for the defence of the plain country against incursions from the hills.

The following table, compiled from the Quartermaster-General's Return for November 1st, 1886, gives a list of the Military and Militia posts in which regular troops or Militia,



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the Punjab Frontier Force, were maintained on that date. The position of these posts will be seen from the accompanying map:—

## HAZARA DISTRICT.

- \* Oghi (Agtor).

## YUSAFZAI DISTRICT.

- \* Abazai.

## KOHAT DISTRICT.

- \* Fort Garnett.
- \* Fort Muhammadzai.
- \* Láchi.
- \* Bándá.
- \* Bahádur Khel.

## BANNU DISTRICT.

- \* Latammar.
- Barghanatto.
- Gumatti Tower.
- Gumatti.
- \* Kurram.
- Barán.
- Toohí.
- Burji
- \* Jáni Khel.
- Walli.
- Tajori.
- Khairu Khel.

## DERA ISMAIL KHAN DISTRICT.

- Bain Pass.
- Mullazai.
- Kot Nasran.

- \* Tánk.
- \* Tánk Zám.
- Kot Khirgi.
- \* Girni.
- \* Jatta.
- \* Mánjhi.
- Luni.
- Zarákni.
- \* Drában.

## DERA GHAZI KHAN DISTRICT.

- Vihowa.
- Jhok Bodo.
- \* Mangrotha.
- Mahoi.
- Nurpur.
- \* Vidor.

## RAJANPUR DISTRICT.

*Rajanpur District Head-Quarters.*

- \* Harrand
- \* Drigri.
- \* Muhammadpur.
- Rumka Thul.
- Sabzalkot.
- Toziáni.
- Dilbar.
- \* Bandowála.
- Shekhwáli

Of the military posts it is unnecessary to say more than that they are garrisoned by the regular troops of the Punjab Frontier Force, relieved at stated intervals by fresh detachments.

The Militia outposts require more explanation; but first it may be noted that the Militia as here described are found only on the frontier of the Deraját; the Border Militia in the Pesháwar Division, which will be afterwards referred to, being quite distinct. Previous to the year 1872 the Frontier Militia or Military Police on the Deraját border were far from efficient. The numerous retainers of Chiefs who had rendered conspicuous service in the war of 1848-49 had to be provided for, and were nominated to the Militia. In the course of years many were found to be incapable from old age; others, being strangers in that part of the country, were found deficient in local knowledge of the border, an essential qualification of a frontier militia. The whole system was consequently reformed, and under that now adopted, nominations to horse and foot are given to each tribe according to the number of passes and the length of its territory on the border. But while the power of nomination rests with the Chiefs of the tribes, subject to the approval of the Deputy Commissioner, the right of rejection and discharge rests with the Military Officer commanding the outposts. Thus the relations between the Deputy Commissioner and the military authorities are somewhat close so far as the management of the Militia on the Deraját border is concerned.

In the Pesháwar Division the Border Militia, as they are termed, are constituted on a different system. Throughout the Deraját, troops stationed in the cantonments, or quartered for a period at the outposts, all belong to the Punjab Frontier Force, the officers of which, as it is a local force, have, as a rule, an intimate knowledge of the frontier and of the languages of its tribes. But the troops in the Pesháwar Valley (with the exception of the Corps of Guides at Mardán) have always formed part of the regular Bengal Army under the control of His Excellency the Commander-in-Chief. The officers of the Pesháwar Brigade have generally been wanting in local knowledge of the border, and of Pashtu, the language of the residents in and around the valley. It was therefore considered necessary to separate the Border Militia entirely from the Military authorities and to place the control in the hands of the Deputy Commissioner, with a specially selected police officer under his immediate orders. This system was also adopted in the district of Kohát, although no police officer has been specially appointed to the charge. In Hazára no Militia has yet been organized as a service paid by Government, but the various Chiefs and Kháns have ere this been called upon to furnish contingents of armed retainers as a condition of their service grants.

\* The military posts have an asterisk placed before them. The remainder are Militia.

But although the Border Militia in the Pesháwar Division are not directly or indirectly controlled by the Military authorities, it has often happened that the regular troops have been required to co-operate with the Militia in the defence of the border, and it is as essential in Pesháwar as in the Deraját that the most cordial relations should exist between the civil and military officers.

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15. Such being a brief indication of the work to be performed by Divisional, District and Sub-Divisional Officers, both generally and on the frontier, the agency at the disposal of the Local Government may now be considered. This agency consists of the officers of the Commission and those of the Uncovenanted or Subordinate Service.

Excluding the highest offices, such as Lieutenant-Governor, Judges of the Chief Court, Financial Commissioner, and the Secretariat Offices attached to them, the sanctioned strength of the Commission is as follows :--

<i>Administrative.</i>				No.
Commissioners of Divisions	...	...	...	6
Deputy Commissioners of districts (3 grades)	...	...	...	31
Assistant Commissioners (3 grades)	...	...	...	30
<i>Judicial.</i>				
Divisional and Sessions Judges (3 grades)	...	...	...	13
* District Judges (2 grades)	...	...	...	9

These appointments are held by Covenanted Civilians, by Military Officers, and by Uncovenanted Officers. There are also at the present time (December 1st) twenty-six supernumerary Assistant Commissioners, who fill the places of officers on leave, or who are considered to be in training. Of the total number of officers employed in the Commission, as above mentioned, 69 are Covenanted Civilians, 33 are Military Officers, 6 are Uncovenanted European Officers, and 7 are Natives. The subordinate service consists of the following officers :--

Extra Judicial Assistant Commissioners, 1st grade	...	...	...	2
Ditto ditto, 2nd "	...	...	...	2
Ditto ditto, 3rd "	...	...	...	2
Ditto ditto, 4th "	...	...	...	3
Ditto ditto, 5th "	...	...	...	8
Total	...	...	...	17
Extra Assistant Commissioners, 1st grade	...	...	...	2
Ditto ditto, 2nd "	...	...	...	2
Ditto ditto, 3rd "	...	...	...	3
Ditto ditto, 4th "	...	...	...	8
Ditto ditto, 5th "	...	...	...	24
Ditto ditto, 6th "	...	...	...	23
Ditto ditto, 7th "	...	...	...	15
Total	...	...	...	77
Táhsildárs	...	...	...	123
Munsifs	...	...	...	84

Of these the Extra Judicial Assistant Commissioners and the Munsifs perform only judicial functions. In the subordinate service there are 18 European and 283 Native Officers. Excluding, therefore, the judicial officers both in the Commission and in the subordinate service, there remain the following for carrying out the administration of the various units into which the Province is divided—

- 6 Commissioners for the 6 Divisions.
- 31 Deputy Commissioners for the 31 Districts.
- 14 Assistant Commissioners or Extra Assistant Commissioners for the 14 Sub-divisions.
- 123 Táhsildárs for the 127 Táhsils or Sub-Collectorates.†

Allowing for the necessary number of Assistant Commissioners and Extra Assistant Commissioners to replace officers on special duty and absentees, the remaining Assistant Commissioners and Extra Assistant Commissioners are employed in the districts as Revenue Officers and Subordinate Magistrates, or as Civil Judges, or generally to assist in the administration of the district.

16. A general idea having been gathered of the nature of the duties imposed upon the officers immediately responsible for the administration of the Province, and statistics having been given of the staff thus employed, it will not be out of place to consider any special features in the circumstances of the Punjab which perhaps do not exist elsewhere. Whether from climatic influences or from the fact that the British rule in the Punjab dates from less than forty years ago, there is no doubt that its races are more independent than the inhabitants of Hindustan and Southern India. But, though in some respects impatient of control and tenacious of their rights, the tribes of the Punjab have not lost their respect for their feudal Chiefs. There is

\* One of these is at present held by a Native of India.  
† Four of these are controlled by Náb Táhsildárs.

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in this Province a very distinct aristocracy ; through extravagance and inattention to business it has perhaps lost much of its material wealth ; and in point of education it has certainly been far outstripped by the middle classes, but its influence is still powerful. In the Himalayan tracts there are Rajput Chiefs who practically control estates larger than some of the Simla Hill States ; in the centre of the Province there are Sikh Chiefs or Sardars (in some cases relatives of the rulers of the independent Sikh States) whose authority is widely recognised ; in the Derajat Division the Biluch Tumandárs are acknowledged, not only by the people, but by Government, as tribal Chiefs ; and in Pesháwar the Arbábs and Kháns assert prerogatives over their fellow-tribesmen which are not disputed or denied.

Much assistance in the administration, especially in times of emergency, has been rendered to our Deputy Commissioners by these Chiefs.

17. The necessity of repressing religious animosities has already been briefly alluded to. The following brief summary of facts is an example of the difficulties with which the officers of Government

Religious animosities.

have during the last five years been forced to contend. In 1881 in Mooltan a serious disturbance occurred between the Muhammadans and Hindus, in connection with the slaughter and importation of beef into the city. Although no lives were lost, order was for some time completely subverted in that city ; a number of religious edifices were destroyed or partially damaged, property to the value of more than two lakhs of rupees was lost, and military force was required to restore tranquility. In the cities of Lahore and Karnal riots occurred last year on the occasion of the celebration of the Dasehra and Muharram festivals, troops being called out in the former case to re-establish order. On the occasion of the 'Id festival last September, there were disturbances at Umballa and Ludhiana owing to the religious antagonism of the Muhammadans and Hindus. More recently at Hoshiarpur and Delhi very serious riots resulting in loss of life broke out at the synchronous celebration of the Dasehra and Muharram festivals : in each case it was found necessary to invoke military aid. It is true that in all these cases, except the first, the coincidence of a Hindu and Muhammadan-festival precipitated a collision between the rival sects, which otherwise might not have occurred, but instances are not wanting in which serious religious antagonism has prevailed in the absence of such special circumstances. For example, in one large municipality, Muhammadan members of the committee refused to serve unless one of their co-religionists was elected president, and similarly the Hindus objected to any but a Hindu president. In another important municipality the Hindu members of the committee refused to guard the public rights when a Brahmin appropriated a public well ; while the minority, consisting of Muhammadans and a few Christians, could only record a futile protest. It is needless to cite more instances of religious animosities : it will suffice to remark that elements of discord on this account are never absent in the Punjab. The question of the slaughter of kine is of itself a matter requiring the unremitting attention of all District Officers, and it is only the strictest impartiality which prevents religious disturbances from being more frequent than they are.

18. A brief sketch has now been given of the work of administration as required in the Punjab ; the character of its people, the position of its aristocracy has been alluded to, the special circum-

Conclusion.

stances of its long line of frontier have been considered. It remains to note some of the material improvements which have been made in the Province under its present system of administration. In 1875-76 the capital invested in canals in the Punjab amounted to Rs. 3,32,71,760 ; in the year 1885-86 this sum has risen to Rs. 6,71,67,121, and the irrigated area has increased within the same period from 1,098,500 to 1,787,567 acres. The extension of the Railway system during the last few years has been remarkable. There are now 1,535 miles of open line in the Province, while the Sind-Sagar line is being rapidly pushed on. It is in great part due to this increase in the means of communication with the seaboard that the export of wheat from the Punjab has assumed the importance which it has. During the past year 1885-86 no less than 16,417,760 maunds of wheat were exported by rail and river from the Province. This alone is a sufficient indication of the improved condition of the Punjab ; much, however, remains to be done in developing the resources of the country.

#### *Explanation of the Map.\**

The Commissionerships or Divisions are marked with a blue line ; those independent Native States which are under the control of the Commissioner are included in the Delhi, Jullundur, and Lahore Divisions.

The districts are denoted by a narrow red line.

The head-quarters of each sub-division are shown in shaded red.

The Military and Militia outposts mentioned in paragraph 14 are numbered in order from north to south, commencing with Oghi in the district of Hazara. It has not been found practicable to show the posts held by the Pesháwar Border Militia.

\* The map will be found in a pocket in the binding.

## III.

LETTER AND RULES REFERRED TO IN THE ANSWERS OF THE PUNJAB GOVERNMENT  
TO QUESTIONS 70 AND 276 TO 286.

No. 2554, dated Lahore, 7th November 1885.

From—C. L. TUPPER, Esq., Officiating Secretary to Government, Punjab,  
To—The Secretary to the Government of India, Home Department.

I AM directed by the Lieutenant-Governor to acknowledge the receipt of your confidential letter No. 25—1078, dated 8th June 1885, which forwarded a draft set of revised rules for the appointment of Statutory Civilians, and requested an expression of the opinion of His Honor upon these rules. The Government of India has also asked to be furnished with a draft of the subsidiary regulations (referred to in rule 3) which the Lieutenant-Governor would propose to lay down for the Punjab.

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2. In reply, the Lieutenant-Governor desires me to forward copies of the opinions expressed by the officers marginally noted, and to say that these rules, considered merely as rules under the Statute, are, if the Statutory system is to be maintained, a considerable improvement upon the old rules. In particular, they remove the unquestionable illegality in the former rules, to which attention was drawn in paragraph 8 of His Honor's Minute of the 7th July 1884, communicated to the Government of India with my letter No. 231,

D G Barkley, Esq.  
Financial Commissioners.  
Mr. Fryer.  
Sardar Bikrama Singh, C.S.I.  
Pandit Ram Narain.  
Colonel Nisbet.  
Mr. Macnabb.  
Perkins  
Colonel Gordon Young

dated the 11th July 1884. Sir Charles Aitchison, however, thinks that they still require very material alteration, and, instead of attempting to deal with this question in the Secretariat by correspondence, he would suggest to the Government of India the advisability of nominating a Committee representing the different Administrations and Governments to report on the whole question, and (if the system is to be retained) submit draft rules for the consideration of the Government of India.

3. As regards details, the Lieutenant-Governor would observe that the definition of "Native of India" is narrower than the definition in the Statute, and is open to the objection taken to it by Mr. Barkley, that the draft rule as it stands would exclude any child of Indian parents born during a temporary absence of the parents from Her Majesty's dominions in India, even if absent in the service of the State, say, at Gwalior or Quetta, or serving in Berar. His Honor thinks also that rule 2 is objectionable, inasmuch as it bases the calculation of nominations on the total number of Civil Servants appointed by the Secretary of State for the whole of India in each year, and puts no limitation upon the distribution of the nominees to the various Local Governments and Administrations. Under this rule, not only would it be possible for one Local Government to get more than its proper number of nominees, but it would be possible for one Province to have nominees of another Province sent to it either in addition to or in lieu of Civilians appointed in England. It is needless to enlarge on this serious objection. The measures to prevent it are two, viz., to rule—

- 1st—that nominees shall be eligible for service only in the Province which nominates them, unless other Provinces are willing to accept them; and  
2nd—that the provincial nominations in each year shall not exceed the proportion fixed for recruitment in India in that Province by the letter of the Government of India in the Financial Department, No. 2229C, dated the 29th December 1881.

This would also meet the enquiry made by the Government of India in paragraph 9 of their letter under reply as to the mode of securing regular promotion to the Covenanted Civil Service. So long as the proportion of admissions under the Statutory system does not exceed the proportion calculated as correct for recruitment under that system, practical difficulties are not likely to arise so far as initial appointments go. But a very important point is raised by Colonel Nisbet, which ought certainly to be provided for, viz., the retirement of the Statutory men. The rule of compulsory retirement on the attainment of 55 years of age, or the completion of a fixed period of service, ought to be embodied in the rules and strictly enforced, otherwise it will result that the high appointments will be choked with Statutory men as they are now in the Punjab by Military Civilians.

4. Sir Charles Aitchison thinks that the general rules ought to prescribe English qualifications. This is too important a matter to be left to Local Governments, and he

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begs to draw attention to the stress laid by Lord Macaulay and the Parliament of 1855 on the paramount importance of English education for Civil Servants in India. The education which they considered essential was not merely education in the English language, but "the best, the most liberal, the most finished education" which England could give—an education indeed which cannot be obtained in India at the present time. The lowering of the educational standard expected in candidates for these exceptional, first class appointments will be a grave injury to the administration of the country. For this reason the Lieutenant-Governor thinks that the Government of India ought to prescribe the standard in the rules; and, however much more Local Governments may choose to exact, it ought not to be in their power to accept less.

5. His Honor is inclined to think that rule 5 will prove inconvenient. The examinations referred to in rule 6 ought, he thinks, to be the ordinary provincial examinations to which officers in the service are subjected, and the approval of the Governor-General in Council is an unnecessary complication. Lastly, he agrees in the opinion of Colonel Gordon Young, that to give retrospective effect to the cancellation of the Government of India Resolution No. <sup>3d</sup> <sub>1322-27</sub> of the 25th August 1880, will have a very bad effect and be considered a breach of faith. Whatever may be done for the future, it is not advisable to withdraw privileges from men already admitted to appointments under the Statute; all the conditions in force at the time of their appointment, or subsequently extended to them, should, in the Lieutenant-Governor's opinion, be continued to them individually, even at the cost of much inconvenience.

6. As regards the Punjab, the Lieutenant-Governor would ask the Government of India to excuse him from attempting to draft subsidiary rules until the general principles are settled and rules definitely framed by the Government of India. Till then he does not see that the drafting of subsidiary rules can be usefully attempted. So far as he can judge at present, the nominees from the Punjab will be so few that elaborate subsidiary regulations will not be required. The scale of recruitment as fixed by the Governor-General in Council for the Punjab is for the whole Commission 6 21 per annum, of whom 3.63 are to be recruits from England, 1.55 recruits from the Military and Uncovenanted Services, and 1.03 recruits in India, by which His Honor understands Statutory Civilians to be meant. The nominees from the Punjab will therefore be only one every year, and two in every thirty-third year. With so small a number it appears to be sufficient for the present (while retaining power to nominate untried men) to look in the first instance to Natives of proved merit in the Uncovenanted Service, giving a nomination in alternate years to a Hindu and a Muhammadan. But, as already said, the Lieutenant-Governor would prefer to reserve the making of any specific rules or proposals till the Government of India has finally settled the question of principle.

7. For his own part Sir Charles Aitchison is sincerely sorry that it has been determined to adhere to the Statutory principle at all. It was an ill-considered provision adopted at the eleventh hour of discussion of a Bill introduced for a totally different object and suddenly tacked on at the fag end of it, and it has been the fruitful source of unnumbered evils. It has its foundation in indefensible distinction of race; it confessedly accepts inferior qualifications, and as a consequence, invidious differences in pay: it causes discontent in the Civil Service proper; and it is practically a reflection on the intelligence and ability of the Natives. Whatever rules may be framed, the system will never, in the Lieutenant-Governor's opinion, work well, or result in anything but anomalies and difficulties. And he begs to repeat the opinion given at length in his Minute of the 7th July 1884, that the true solution of the question is to raise the age for admission to the examination in England, so as to let the Natives compete on fair and equal terms, to close the side-door of admission by nomination in India, to considerably reduce the cadre of the Civil Service, reserving it strictly for those who enter by the examination, and in lieu of the reduced numbers to create a parallel service to be officered exclusively in India. The Lieutenant-Governor strongly advises the appointment of a representative Committee to report and advise the Government of India in the matter, because he hopes that, instead of merely amending the rules in a manner that cannot lead to a final solution of the problem,—this opportunity may be taken to review the whole principle.

Dated Lahore, 16th July 1885.

From—D. G. BARKLEY, Esq., Judge, Chief Court, Punjab,  
 To—The Officiating Secretary to Government, Punjab.

WITH reference to your confidential No. 649S, dated 13th instant, I have the honour to say that the draft rules for regulating the appointment of Natives of India to offices ordinarily reserved for members of the Covenanted Civil Service appear suitable.

The only amendment I have to suggest is, that in the 1st rule the wording of the Act should be more closely followed by substituting "include" for "mean." The rule as it stands in the draft would exclude any child of Indian parents born during a

temporary absence of the parents from Her Majesty's dominions in India, *e.g.*, a child born in London, Goa, Pondicherry, Ceylon or the Mauritius.

I understand that my opinion is asked only as to the rules, and I do not think that I could make any useful suggestion as to the local rules to be framed in addition to the instructions of the Government of India on the subject.

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No. 66C, dated Simla, 17th July 1885.

From—R. E. YOUNGHUSBAND, Esq., Offg. Junior Secretary to Financial Commissioner, Punjab,

To—The Officiating Secretary to Government, Punjab.

IN reply to your letter No. 649S, dated the 13th instant, I am directed to submit a copy of a memorandum recorded by Colonel W. G. Davies, c.s.i., the First Financial Commissioner.

#### MEMORANDUM.

ON receipt of Secretary to Government, Punjab's confidential letter No. 649S of the 13th instant, forwarding for my opinion a confidential letter No. 25—1078 of 18th June (with enclosure), from the Government of India, regarding the revision of the rules for regulating the appointment of Natives of India to offices reserved ordinarily for members of the Covenanted Civil Service, I sent the papers confidentially for the opinion of the Senior and Junior Secretaries, and received from them notes of which the following are copies :—

#### *Notes on Revised Rules for Statutory Civilians.*

THESE revised rules do not appear to me to differ essentially from those already in force; for the distinction between appointment to a post and appointment to a service will in nearly all cases be found to be unimportant and illusory in practice, and the publication of a code of local regulations for selection of nominees is mainly a matter of detail. But I confess I look with apprehension and dislike upon the 5th and 7th rules in the present draft, and upon the commentary which is supplied in the 7th and 8th paragraphs of the Government of India letter. If these rules are adopted as they stand, I do not say that evil results are inevitable; but I do think that we create large facilities for a long series of most undesirable jealousies, doubts, and heart-burnings, such as we have already had a brief experience of in connection with the case of Ram Nath. What I object to is the power given to appoint and promote Native Statutory Civilians regardless of all seniority and gradation. As the rules stand there is nothing to prevent a Statutory Civilian being appointed direct to the post of Deputy Commissioner, or District or Divisional Judge. Indeed, in regard to Natives who are already in the Uncovenanted Service, such direct appointments are directly inculcated by the Government of India. Every time that such a direct appointment is made we shall have all the old jealousies, outcries about race distinctions, endless complaints, petitions, and invidious comparisons of merit. Nothing, in short, can be conceived better fitted to make the rules work badly and to do more harm than good. I say nothing about the uncertainty which will attach to every one's prospects, although it is clear that no one will know how often he may be superseded at every stage of his career. I quite admit the difficulty of the case. The natural plan is for every one to enter at the foot of the ladder, and this plan is perfectly sufficient so far as the younger generation is concerned. But I admit that it is desirable to attract to the Government service some of the men who have made their mark in independent professions, and to offer some prospects of further promotion to men who have proved really capable in the Uncovenanted Service. This can only be done by an offer of direct appointment to posts not in the lowest grade. But if this offer is to be made, I think it should be accompanied by some guarantees to the men already in the service, whether European or Native. The only possible form of guarantee is that of numerical limitations. Thus I would say that so many posts of Assistant Commissioners and so many District Judgeships shall be held by Statutory Civilians if so many are available and competent. That is to say, I would give Local Governments power to make appointments up to a certain maximum number, but not beyond. I do not think this is an ideal solution of the case, but it seems to me the only practical one to meet the just claims both of the Native aspirants and of the men already in the service. The latter will of course lose so many appointments; but, on the other hand, they will secure a reasonable certainty, and their impaired general prospects can be separately considered if need be.

The 14th July 1885.

R. G. THOMSON.

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I HAVE nothing to add to Mr. Thomson's note, except that I think it represents the feelings of most of the Junior Civilians. Recognizing the desirability of holding out hopes of rising to Uncovenanted men, and especially to Natives, and also the fact that Government must and will provide for their advancement, I think that the claims of officers already in the Commission, whether Civilians, Military men, or Natives, should also be recognized, and that a certain fixed number of appointments should be set apart for men in the Uncovenanted Service and professional men, to be held exclusively by such persons if competent to do so.

The 14th July 1885.

R. E. YOUNGHUSBAND.

After reading these I added a marginal note to the following effect :—

"This, it seems to me, is practically done by laying down that the number of nominations of Natives of India for appointments ordinarily reserved for members of the Covenanted Civil Service, to be made each year, shall not exceed *one-fifth* of the total number of Civil Servants appointed by the Secretary of State in that year. There is the further restriction that untried men admitted for the first time to the service, and the younger men promoted from the Uncovenanted Service, would at starting be posted only to be Assistant Commissioners of the *lowest grade*. After a Native has once been appointed to one of the posts reserved for members of the Civil Service, he would ordinarily rise in the same way as other men in the Commission, and would not be promoted out of his turn unless he showed special aptitude for some particular post. In this respect he would be on the same footing, I imagine, as every other member of the Commission. It would be impossible to lay down beforehand that so many particular appointments shall be allotted to the Statutory Civilians, and so many to Covenanted Civilians and to Military Civilians."

I then sent the papers to the Junior Financial Commissioner for perusal and any remarks he might wish to add. In reply Colonel Wace furnished me a short memorandum, of which the following is a copy :—

*Revised Rule for Statutory Civilians.*

THE proposed rules appear to me to be a distinct improvement on the existing rules, for the reason that under them it will be in the power of Government to appoint Natives of India to offices hitherto reserved to the Covenanted Civil Service without thereby making the nominees members of that service.

To take this power and see that it is rightly used, will, I think, be better than to continue the present rule under which Government is restricted from utilising in its service as occasion arises, men of established merit and distinction.

At the same time I hope the considerations urged by Mr. Thomson will be borne in mind, and it would much improve Government's position in respect of this question if some favourable response could be made to the petitions recently submitted by the less fortunate junior members of the Civil Service.

E. G. WACE, *Lieut.-Col.*

The 16th July 1885.

2nd Financial Commissioner, Punjab.

I will only add, in conclusion, that, for the reasons given by him, I concur with Colonel Wace in thinking that the proposed rules are an improvement on the existing rules.

W. G. DAVIES,

The 16th July 1885.

1st Financial Commissioner, Punjab.

No. 1451, dated 23rd July 1885.

From—F. W. R. FRYER, Esq., Deputy Commissioner, Hazara,  
 To—The Officiating Secretary to Government, Punjab.

IN reply to your confidential letter No. 649S, dated the 13th instant, regarding the revision of the rules for regulating the appointment of Natives of India to offices reserved ordinarily for members of the Covenanted Civil Service, I have the honour to say that the draft rules proposed appear to me to be unexceptionable.

2. In selecting the nominees for the Punjab, I would suggest that the pupils at the Umballa Wards' School should receive a nomination to be competed for annually. This would act as an encouragement to pupils to join the school, and the class from which the pupils at this school are drawn is one from which it would be very suitable to select Statutory Civilians.



3. A knowledge of English should not, I think, be insisted upon in the Punjab as yet. It might be demanded from untried men; but in the case of men already in the service, or men in the exercise of a profession, to make a knowledge of English an essential qualification for appointment to offices ordinarily reserved for the Covenanted Civil Service, would very much limit the Local Government in its choice of nominees.

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Dated Jullundur City, 27th July 1885.

From—Sardar BIKRAMA SINGH, Ahluwalia,  
To—The Offg. Secretary to Government, Punjab.

WITH reference to your letter No. 649S, dated the 13th instant, I have the honour to submit respectfully my opinion on the subject of the revision of the rules for regulating the appointment of Natives of India to offices reserved ordinarily for members of the Covenanted Civil Service.

It appears from the printed enclosures to your letter that it is the intention of Government practically to abolish the branch of service known as the Statutory Indian Civil Service, which was opened for the Natives of India. The service will no longer exist, but candidates will be selected from among the Natives of India for appointment to offices, places and employments reserved for members of the Covenanted Civil Service.

The proposed rules show that a limited number of men will be selected every year for such appointments, and consequently in the course of a few years there will be a considerable number of men eligible for such appointments and actually holding such appointments.

It does not appear what the position and prospects of such men will be. The appointments are not to be graded, nor will there be any definite rules for promotion, as are provided in other branches of service. It does not appear, therefore, what special advantage these men will have; a man being appointed once may never have a chance of promotion, specially his promotion will depend upon recommendation and not on any rule.

It appears to be desirable, therefore, that there should be grades of offices and rules of promotion for the service.

As regards the rules for the selection of candidates, I would submit that there should be some regard for family distinction in the selection, and a proportion of candidates should be members of families distinguished for loyalty and services to Government. There is an universal desire now even among the higher classes of Natives for the acquisition of superior educational qualifications, and there will soon be young men in the Punjab belonging to high families possessed of adequate educational qualifications. Special consideration should be shown to such young men in the selection of candidates.

Dated Lahore, 28th July 1885.

From—Pandit RAM NARAIN, Pleader, Chief Court, Punjab,  
To—The Officiating Secretary to Government, Punjab.

IN reply to your office letter No. 649S, dated 13th July 1885, I beg to submit herewith my remarks on the proposed rules for regulating the appointment of Natives of India to offices reserved ordinarily for members of the Covenanted Civil Service.

#### REMARKS.

THE subsidiary regulations to be framed for this Province would relate to the mode of appointment of—

- (a) untried men to be admitted for the first time to service;
- (b) younger men to be promoted from the Uncovenanted Service; and
- (c) men of more senior standing or superior qualifications eligible for higher offices.

2. A competitive examination for the whole of India with each province as a centre of examination will sooner or later have to be established for the selection of candidates for the lowest grade of Assistant Commissionership. The highest candidate or candidates from each province in such examination could then be nominated to the vacancy or vacancies in that province. In the absence of such an examination a competitive examination for each province can only be suggested as the door for admission of young untried men to the lowest appointment in the Civil Service.

3. Nomination by Government of untried young men without a competitive examination is open to very serious objections. Some of these objections are well described in His Honor's Resolution of 4th September 1882 (paragraph 2), and I do not propose to discuss the subject here any further.



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4 The qualifications prescribed in rule 7 of the rules for the appointment of Extra Assistant Commissioners in the Punjab would for the present be sufficient for the selection of candidates for this competitive examination, with this modification only, that the candidate should at least have passed the B.A. examination.

5. I am, however, very doubtful whether a competitive examination in this Province will attract the best candidates, unless the examination is held every year, and the number of appointments available in any year is notified at least six months previously. A competitive examination held not every year and on such a short notice as could be given under rule 3 of the draft rules framed by the Government of India would be practically useless as a public examination.

6. Strictness in the selection of candidates to these appointments is both necessary and desirable in the interest of the State as well as of the public. Duly qualified Natives, if appointed, will not fail in soon proving themselves to be useful and valuable public servants. In the course of a few years the Government will have in its service a large number of competent Natives from amongst whom really efficient and well-deserving men could be selected for promotion to higher offices. The present cry of higher appointments not being thrown open to the Natives and the usual reply that none are yet competent, will thus gradually disappear.

Bearing this object in view, and being under the impression that the number of appointments in this province, under the rules in question, is not to exceed one or two in a year, I think it would be desirable at present to give the lowest grade of Assistant Commissionership only as a prize to the most efficient Extra Assistant Commissioner of three years' standing appointed from Register B. The Government will thereby be appointing gentlemen "of proved merit and ability" (as required by Statute 33 Vic., cap. 3, section 6), and the chances of the nominee not proving an efficient member of the service will be reduced to a minimum.

7. This system will further render competition for the post of Extra Assistant Commissioner more keen, as thereby extra inducement will be held out to really good men to compete for that examination.

8. A competent knowledge of English should, in my opinion, be held to be indispensable in the case of all candidates appointed to posts reserved for members of the Civil Service. An imperfect knowledge of English in the case of any nominee would mar his efficiency, and must prove a great obstacle in the way of his promotion.

9. With regard to appointments to higher offices of men of senior standing or superior qualifications, no hard-and-fast rule can be suggested. A good deal must depend on the opinion which the Local Government may have formed of the personal qualifications of the individual concerned, his education, character, reputation and fitness for the post to which he is to be nominated.

10. The rules proposed by the Government of India are altogether silent on the subjection [*sic*] of promotion. If the ordinary rule of promotion by seniority is not to apply to such appointments, the principle laid down in paragraph 8 of the letter should be published in the rules. This will avoid all misunderstandings in future. It is only fair both to the Government and its servants that the terms of service (which naturally include prospects of promotion) should be definitely laid down and thoroughly understood on both sides.

RAM NARAIN, *Pandit*,

*Pleader, Chief Court, Punjab.*

No. 1724G, dated 30th July 1885.

From—Major R. P. NISBET, Deputy Commissioner, Rawalpindi,  
To—The Officiating Secretary to Government, Punjab.

In reply to your confidential No. 649S, dated 13th July 1885, forwarding for opinion copy of a confidential letter No. 25—1078, dated 18th ultimo, with enclosure, from the Government of India, regarding the appointment of Natives of India to offices reserved ordinarily for members of the Covenanted Civil Service, I have the honour to reply as follows.

2. In No. 2 of the draft Rules attached to Government of India letter, it appears to me that the nomination of Natives of India to offices ordinarily reserved for members of the Civil Service, in the proportion of one-fifth, would be unreasonably high at first, or for some few years to come. The number of Covenanted Civil Servants in the Punjab Commission being now 89, I think one-eighth would, at present, be as fairly high a proportion of Natives of India as could expect to be nominated to such appointments.

3. Although nominations in future are not to be confined to young men or others of high family, I certainly trust that in the Punjab—a Province where there are still plenty of men of good position, and where much regard is had by the people to hereditary descent and family dignity—social position, when associated with a high standard of

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6. Strictness in the selection of candidates to these appointments is both necessary and desirable in the interest of the State as well as of the public. Duly qualified Natives, if appointed, will not fail in soon proving themselves to be useful and valuable public servants. In the course of a few years the Government will have in its service a large number of competent Natives from amongst whom really efficient and well-deserving men could be selected for promotion to higher offices. The present cry of higher appointments not being thrown open to the Natives and the usual reply that none are yet competent, will thus gradually disappear.

Bearing this object in view, and being under the impression that the number of appointments in this province, under the rules in question, is not to exceed one or two in a year, I think it would be desirable at present to give the lowest grade of Assistant Commissionership only as a prize to the most efficient Extra Assistant Commissioner of three years' standing appointed from Register B. The Government will thereby be appointing gentlemen "of proved merit and ability" (as required by Statute 33 Vic., cap. 3, section 6), and the chances of the nominee not proving an efficient member of the service will be reduced to a minimum.

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10. The rules proposed by the Government of India are altogether silent on the subjection [*sic*] of promotion. If the ordinary rule of promotion by seniority is not to apply to such appointments, the principle laid down in paragraph 8 of the letter should be published in the rules. This will avoid all misunderstandings in future. It is only fair both to the Government and its servants that the terms of service (which naturally include prospects of promotion) should be definitely laid down and thoroughly understood on both sides.

RAM NARAIN, *Pandit*,

*Pleader, Chief Court, Punjab.*

No. 1724G, dated 30th July 1885.

From—Major R. P. NISBET, Deputy Commissioner, Rawalpindi,  
To—The Officiating Secretary to Government, Punjab.

In reply to your confidential No. 649S, dated 13th July 1885, forwarding for opinion copy of a confidential letter No. 25—1078, dated 18th ultimo, with enclosure, from the Government of India, regarding the appointment of Natives of India to offices reserved ordinarily for members of the Covenanted Civil Service, I have the honour to reply as follows.

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11. What I would propose, then, as regards "untried candidates" is that they should be appointed by selection, subject to passing a special examination of a high standard.

Demi-official dated Murree, 17th August 1885.

From—H. E. PERKINS, Esq., Commissioner and Superintendent, Rawalpindi Division,

To—The Officiating Secretary to Government, Punjab.

IN reply to Mr. Leigh's note, forwarding draft Rules for the admission of Statutory Civilians to the service, I only need say that I have no specific amendments to suggest, save this, that seeing how large is the excess of Hindus over Muhammadans in the public service, in every branch save the Educational Department (where Mussalmans fully hold their own), I should like it to be carefully considered whether some proviso could not be added that the proportion of Hindus to Mussalmans nominated should bear a certain relation to the numbers of the two classes composing the population in the province whose Government makes the nomination.

Dated Dharmasala, 31st August 1885,

From—Colonel G. GORDON YOUNG, Commissioner and Superintendent, Jullundur Division,

To—The Officiating Secretary to Government, Punjab.

I HAVE the honour to reply to your confidential letter No. 649S, dated 13th ultimo, with which copies of certain papers relating to the appointment of Natives of India to the Statutory Civil Service were enclosed for opinion.

2. The rules now proposed must be considered from two points of view, viz, (1) as affecting the class for whose benefit they are framed, and (2) as affecting the prospects of the Covenanted Civil Service.

3. The immediate effect of cancelling the Resolution, No. 36—1322, dated 25th August 1880, and explaining that the appointments hitherto made, and to be made in the future, will not place the nominee in the ranks of "the Covenanted Civil Service, will undoubtedly cause disappointment to men who believe themselves already duly appointed to the ranks of such service, and will inevitably be regarded as a breach of faith, and will cause dissatisfaction as discouraging hopes which they may have justly held, and which it is now found inadvisable to gratify.

4. Against this backward step, however, is to be placed the improved prospect now held out of allowing the Local Governments to confer at once on persons they may esteem fit, whether already in Government employ or not, posts of value, far beyond any hitherto granted, except to English officers after a considerable period of approved service. I cannot doubt that this will be esteemed a great boon by Natives of India; and it is probable that, under the provisions of this rule, the Government may be able to avail itself of conspicuous talent in exceptional cases to the distinct benefit of the Government service at large.

5. But in considering the suitability of this rule to the case of the Punjab, it appears to me probable that either the Government in practice will not make appointments to any comparatively high offices (as *e.g.*, District Judgeships) or, if pressed to do so, will perforce appoint very second or third-rate men.

6. The only learned profession from which the public service is likely to be recruited, as far as I can see, is that of the law; but any man of ability so conspicuous as to be a worthy nominee to, say, a District Judgeship, if he has been "a reasonable time in practice" will probably be earning more than the emoluments such an appointment would afford; and hence not the best men, but men who are comparatively failures in their own profession, will form the field for selection.

7. And now as to the second consideration. The time has gone by for attempting to argue that if there are Natives of India to be had as well qualified as European Covenanted Civilians, they are not entitled to expect that the field should be opened to them, and there can be no valid objections to the appointment of such persons; but it cannot for a moment be said that a Native of India of no administrative experience, of little natural ability, and perhaps of doubtful moral character, trained—not in the school of Government service, but—in the highly unpleasing surroundings of the Native Bar—can have any claim to such a prize, nor that there can be any justification for giving it him.

8. But the inevitable must be accepted, and I conceive it is contemplated that direct appointments shall be made to even higher grades, that is to say, to Divisional



Judgeships, to the Bench of the Chief Court, and such posts as that of Accountant-General; and, if so, I think that, in the interests of the European branch of the Civil Service, some *limit* should be fixed as to the number of such appointments to the higher grades that may be made. That is to say, it might be laid down from the first that not more than one-third or one-fifth of the direct appointments to be made should be made to any but the lowest grade of Assistant Commissioner, as this would tend to remove any uncertainty the Covenanted Civil Servants may feel as to how the Government is likely to exercise the patronage which will come to it, and will enable them to calculate their own prospects accordingly.

9. But paragraph 9 of the Government letter enquires what steps should be taken to secure a fair proportion of the higher offices to Natives of India, "*with due regard to maintenance of regular promotion in the Covenanted Civil Service*," and this is a very important and pertinent question; for anything more unfortunate than the spirit of discontent with their prospects which lately pervaded the junior members of the service in this Province it is difficult to conceive.

10. The only system that I can think of under which promotion or, in the absence of promotion, compensation can be secured is—

- (1) By granting personal allowances to men who do not attain to the emoluments after so many years' service which may be found to be such as, on the average, they should reach—as, say,

Rs.			} Or whatever other sums may be fixed on as fair.
1,000	after 10 years		
1,200	" 12 "		
1,500	" 15 "		
2,000	" 20 "		

- (2) By again offering to military officers in civil employ the terms offered a few years back of one year's pay as a bonus in sterling at *par*, in addition to retiring pension; and
- (3) By tendering graduated pensions to Covenanted Civilians proportionate to service.

11. To sum up. I may say that I think the new departure will please no one, and will accentuate the differences between Europeans and Natives. It would be better to let the Statutory Civilians *already appointed* remain in the list, and new appointments be made only to the lowest grade, as a rule, allowing perhaps one in every five appointments to be made to one of the superior appointments; or perhaps a rule should be prescribed that only one appointment in each grade above that of Assistant Commissioner, 3rd class, *i.e.*, one Divisional Judge (not one in each grade of Divisional Judge), one District Judge, one Assistant Commissioner, 1st class, one Assistant Commissioner, 2nd class, should be held at one time by a Native of India, so as to remove *uncertainty* on the point as much as possible (and which is what, I believe, at present causes uneasiness in the junior ranks); while, if a certain number of valuable appointments are thus set aside for Natives, a scheme to compensate Covenanted Civilians for the loss of prospects should be devised.

The Rules attached to the Government letter appear suitable.

No. 144, dated Lahore, 19th January 1886.

From—C. L. TUPPER, Esq., Offg. Secretary to Government, Punjab,  
To—The Secretary to the Government of India, Home Department.

IN compliance with the request contained in paragraph 7 of your letter No. 2039, dated the 8th December 1885, I am directed by the Lieutenant-Governor to submit a proposed draft of local subsidiary regulations for the appointment of Natives of India to offices, places, and employments ordinarily reserved for members of the Covenanted Civil Service.

*Proposed Draft Rules for regulating the appointment of Natives of India to offices, places, and employments reserved for members of the Covenanted Civil Service in the Punjab.*

I.—The number of appointments ordinarily available in the Punjab for Natives of India under Statute 33 Victoria, chapter 3, section 6, is one per annum.

II.—In making these appointments preference will generally be given, in the first instance, to persons who have proved their merit and ability in Government employment,



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and next to persons who have proved their merit and ability in the practice of a learned profession.

III.—When it is proposed to make the appointment from the above classes, the Lieutenant-Governor will submit to the Governor-General in Council three names, with all necessary information, for consideration and selection.

IV.—When in any year it is proposed to make the appointment from other classes than the above, the following rules shall be observed, subject to the provisions of the general rules published in Government of India Notification No. , dated

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1. A notification of the intention will be published in the *Punjab Gazette* in at least three issues between the 1st of January and 31st of March.
  2. Six candidates for the appointment will be nominated by the Lieutenant-Governor.
  3. The qualifications indispensable as a preliminary to nomination are the following :—
    - (a) The applicant, if not a B.A., must pass an examination of equal difficulty to the B.A. Examination of the Punjab University, under arrangements to be made by Director of Public Instruction.
    - (b) He must furnish the certificate of physical fitness prescribed by section 106, clause 2 of the Civil Pension Code (6th Edition).
    - (c) He must give satisfactory evidence of (i) good moral character; (ii) habits of personal activity; and (iii) gentlemanly bearing.
  4. Among applicants possessed of the above essential qualifications, preference will invariably be given in the following order to—
    - (a) Members of families of tried loyalty and distinguished service.
    - (b) Persons of good social status and influence in the country.
    - (c) Persons of superior educational attainments, such as persons who have taken the degree of M.A.
  5. Applications for nomination should be made to the Financial Commissioner, and the Financial Commissioner's recommendations must reach the Lieutenant-Governor not later than 30th June. If any candidates considered by the Financial Commissioner to be in other respects suitable have not satisfied the requirements of Rule IV (3) (a), the Director of Public Instruction will, on the requisition of the Financial Commissioner, arrange for the examination of those candidates in time to admit of the submission of recommendations by the prescribed date.  
The Lieutenant-Governor reserves power to make nominations otherwise than on the recommendation of the Financial Commissioner.
  6. The six nominees will be subjected to a competitive examination to be held at Lahore about the middle of October, commencing on a date to be previously notified in the Gazette.
  7. The subjects prescribed for examination and the conditions of examination will be notified at the same time and in the same issues of the Gazette as the notification under Rule IV, clause (1).
  8. A fee of Rs. 50 shall be paid by every candidate before admission to the examination. The fee may be paid into any Government Treasury.
  9. The names of the two candidates who stand highest in the examination will be submitted with all necessary information to the Government of India for consideration and selection.

Financial Commissioner's Book Circular No. 2-69, dated Lahore, 4th January 1873.

To—All Commissioners and Deputy Commissioners, Punjab.

THE Financial Commissioner is pleased to issue the annexed rules for the appoint-

ment, transfer, and removal of Tahsildárs and Naib-Tahsildárs, which have received the approval of His Honor the Lieutenant-Governor, and which supersede all previous instructions upon the subject.

2. The rules have been framed with advertence to the terms of section 4 of the Punjab Land Revenue Act, 1871, which vest the authority to appoint or remove Tahsildárs in the Deputy Commissioner, with the previous sanction of the Financial Commissioner. On the same principle the appointment of Naib-Tahsildárs has now been declared to rest with the Deputy Commissioner, the sanction of the Commissioner, however, being required.

3. The following circulars and orders, containing the previous rules on the subject, are declared to be no longer in force :—

Punjab Government Notification No. 2341, dated 11th September 1860, so far as not superseded by Act XIX of 1865.

Punjab Board of Administration's Circular No. 23 of 1850, —Fining of Tahsildárs.

## FINANCIAL COMMISSIONER'S CIRCULARS.

- No. 25 of 1854,—Criminal prosecutions of Tahsildárs, so far as not already superseded.  
 Book No. III of 1858,—Nomination Rolls of Tahsildárs.  
 Do. „ LXI of 1859,—Creation of Office of Náib-Tahsildár.  
 Do. „ LXXVIII of 1859,—Nomination Rolls of Tahsildárs.  
 Do. „ XXVII of 1860,—So far as it relates to candidates for Tahsildárships.  
 Do. „ XLIV of 1860,—Gazetting of Tahsildárs.  
 Do. „ XLVIII of 1861  
 Do. „ XLIV of 1863  
 Do. „ XXVIII of 1864 },—Nomination for entry in the list of accepted candidates.  
 No. 21 of 1868,—Appointment of Náib-Tahsildárs.  
 Book No. XIII of 1871,—Suspension and dismissal.  
 Do. „ VII of 1872,—Promotion of Náib-Tahsildárs to the post of Tahsildár.

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(Translated.)

APPOINTMENT, TRANSFER, AND REMOVAL OF TAHŚILDARS AND NÁIB-TAHŚILDARS.

*Rules made by the Financial Commissioner as Chief Controlling Revenue Authority, and approved by the Lieutenant-Governor of the Punjab and its Dependencies.*

REGISTERS of approved candidates for the offices of Tahsildár and of Náib-Tahsildár

Registers of approved candidates. respectively are kept up in the Financial Commissioner's office.

2. When a Deputy Commissioner is satisfied that a subordinate official, or a Native

Recommendation of candidate for entry in the register.

gentleman of his district desirous of employment, is specially qualified for the office of Tahsildár or of Náib-Tahsildár, he may submit, through the Commissioner of the Division, to the Financial Commissioner, a nomination roll, in the annexed form (A), with the certificates of the candidate. In the nomination roll, or in the covering letter, the qualifications of the candidate for the office should be fully stated, especially as respects education and ability, character, and social standing.

Such nomination roll may be submitted by the Commissioner without any recommendation by the Deputy Commissioner, when he has had special opportunities of forming an opinion of the qualifications of the candidate, as when he has been serving in the Commissioner's own office.

3. The Commissioner may decline to forward the nomination roll if he considers the candidate ineligible; otherwise he shall forward it to the Financial Commissioner after adding his remarks.

Powers of Commissioner.

4. The Financial Commissioner will consult the Chief Court as to the qualifications

Procedure after receipt of nomination roll by Financial Commissioner.

of the nominee for judicial office, and, if he approve of his admission as a candidate for the post for which he is recommended, will cause his name to be entered in the proper register, and the Commissioner and Deputy Commissioner will be informed that this has been done. The name of the candidate will then be entered in a similar register in the offices of the Commissioner and Deputy Commissioner, with a reference to the number and date of the Financial Commissioner's letter.

If the Financial Commissioner approve of the nomination of a candidate who is considered by the Chief Court not to be qualified to exercise judicial functions, he will refer the case to Government for decision before ordering the entry of the candidate's name in the register.

5. When a candidate has been approved by the Financial Commissioner, he shall

\* Approved candidates eligible for employment in any district.

be eligible for the post for which his name has been registered in any district in the Province, so long as his name remains upon the register.

6. A half-yearly return (B) shall be submitted by Deputy Commissioners on or

Half-yearly return of candidates.

about the 1st April and 1st October of each year, showing the names of persons who have been recommended during the preceding six months for the offices of Tahsildár and of Náib-Tahsildár, and the names of persons who have ceased to be available during that period.

7. On the occurrence of a vacancy, temporary or permanent, in the office of Náib-

Appointment of Náib-Tahsildárs.

Tahsildár, the Deputy Commissioner of the district may, with the sanction of the Commissioner of the Division,

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appoint any person whose name appears in the register of approved candidates for that office, or for the office of Tahsildár, kept up in the Financial Commissioner's office. If the candidate has not already passed the Tahsildárs' examination, such appointment shall be provisional until he passes the examination, or is specially exempted from examination by the Local Government. Unless so exempted, he shall be required to present himself at the first annual examination of Tahsildárs occurring not less than six months after the date of his appointment; and if he fail to pass at the second such examination, the Financial Commissioner may direct his removal from office.

8. On the occurrence of a vacancy, temporary or permanent, in the office of Tahsildár, the Deputy Commissioner, of the district shall submit, through the Commissioner of the Division, for the sanction of the Financial Commissioner, a nomination roll, in the annexed form (C), containing the name and stating the qualifications of the person whom he proposes to appoint. The Commissioner shall forward this nomination roll to the Financial Commissioner, after adding his remarks.

9. The person whom it is proposed to appoint must be either a Náib-Tahsildár who has held that office for two years, and has passed the Tahsildárs' examination, or a candidate whose name is in the register of approved candidates for the office of Tahsildár, maintained in the Financial Commissioner's office.

10. No candidate shall be eligible for appointment as Tahsildár until he has passed the Tahsildárs' examination, unless specially exempted from examination by the Local Government.

11. If an unforeseen vacancy occurs, the nominee of the Deputy Commissioner, if approved by the Commissioner, may be placed in charge of the Tahsil pending the sanction of the Financial Commissioner. Whenever possible, however, the nomination should be made in sufficient time to allow of the receipt of the orders of the Financial Commissioner before the office becomes vacant.

12. The appointment of a Tahsildár or Náib-Tahsildár to fill a permanent vacancy shall be considered as an appointment to the lowest grade in the district, unless his appointment to any higher grade which may be vacant be sanctioned by the Financial Commissioner.

13. Tahsildárs or Náib-Tahsildárs may be transferred from one Tahsil to another within the same district by the Deputy Commissioner with the consent of the Commissioner of the Division.

14. The transfer of a Tahsildár or Náib-Tahsildár to another Tahsil in a different district of the same division may be directed by the Commissioner if the Deputy Commissioners of both districts agree to the transfer.

15. When a transfer to another division is proposed, the orders of the Local Government must be obtained through the Financial Commissioner. Government also reserves the power of directing any transfer which may be required by the exigencies of the public service.

16. Before a Tahsildár or Náib-Tahsildár is called upon to answer a charge of any offence or misconduct, otherwise than under the orders of a Criminal Court having jurisdiction to entertain the charge, the Deputy Commissioner must obtain the sanction of the Commissioner to institute the enquiry. The Deputy Commissioner may, if necessary, with the previous sanction of the Financial Commissioner, suspend the Tahsildár or Náib-Tahsildár, if invested with judicial powers, from office pending the enquiry. A Náib-Tahsildár, without judicial powers, may be suspended with the sanction of the Commissioner, but such suspension shall be immediately reported to the Financial Commissioner and shall be subject to his orders. Provided that in a case of political emergency, the Commissioner, or in his absence, the Deputy Commissioner, may suspend, without previous sanction, any Tahsildár or Náib-Tahsildár whose conduct he deems unsatisfactory, such suspension being immediately reported to the Financial Commissioner and being subject to his orders.

17. If the Deputy Commissioner consider that a Tahsildár or a Náib-Tahsildár, exercising judicial powers, should be removed from office for proved incompetence or misconduct, he shall report the grounds on which he recommends his removal to the Commissioner of the Division, who shall submit them, with his remarks, to the Financial Commissioner for orders. A Náib-Tahsildár, not exercising judicial powers, may be removed by the Deputy Commissioner with the sanction of the Commissioner. Such removal shall be at once reported to the Financial Commissioner and shall be subject to his orders.

PUBLIC SERVICE COMMISSION.

A.

Nomination Roll of a candidate recommended to fill the post of

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Name, with caste and age.	Parentage and place of family residence.	PREVIOUS OFFICES HELD UNDER BRITISH GOVERNMENT.			Remarks of Deputy Commissioner.	Remarks of Commissioner.
		Post and pay.	Date of appointment.	Date of transfer, resignation or removal.		

Deputy Commissioner's Office; }  
DISTRICT, }  
The 18 . }

Deputy Commissioner.

The certificates of the candidate should accompany this nomination roll. If he has been employed in any Government office, a certificate of character from the office where he last served should in all cases be given. If he has already passed the 'Tahsildárs' examination, this should be certified, with the date of the examination.

B.

Return of candidates recommended, or who have ceased to be available for the post of—during the half-year ending—

DISTRICT.	Date and No. of Commissioner's report to Financial Commissioner.	Name and caste of candidate.	Name of candidate who has ceased to be available.	Cause, whether death, promotion, or otherwise.	REMARKS.

Deputy Commissioner's Office; }  
DISTRICT, }  
The 18 . }

Deputy Commissioner.

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## Nomination Roll of a Tahsildár to be appointed in the district of

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1	2	3	4	5	6
Name, with caste and age.	Parentage and place of family residence.	Name of Tahsil to which appointed, and in whose place.	Brief account of past services.	Remarks of Deputy Commissioner.	Remarks of Commissioner.

Deputy Commissioner's Office ;  
The DISTRICT,  
18 . }

Deputy Commissioner.

If the nominee is an accepted candidate, it will be sufficient, in filling up column 4, to give a reference to his nomination roll as a candidate recommended for the post of Tahsildár, with a statement of offices held subsequent to the date of submitting that roll.

In filling up column 5, the Deputy Commissioner should state whether the nominee has filled the office of Náib-Tahsildár for two years, or is an accepted candidate, and whether he has passed the Tahsildárs' examination, giving the year.

The covering letter should state the qualifications of the nominee, unless these are sufficiently stated in column 5 or in a previous nomination roll, and should specify the judicial powers with which it is desired that he should be invested; and if he is a Náib-Tahsildár exercising judicial powers, what powers he exercises as such.

Book Circular No. XIV—2559½, dated Lahore, 23rd October 1884.

From—T. GORDON WALKER, Esq., Registrar, Chief Court, Punjab,  
To—All Divisional Courts, Deputy Commissioners, and District Judges in the Punjab, and other persons concerned.

THE following rules for the appointment of Munsifs, having been sanctioned by the Hon'ble the Lieutenant-Governor, are issued for general information and guidance in supersession of all former rules on the subject.

(Translated.)

## GENERAL RULES.

I.—Two registers of candidates for the office of Munsif will be kept in the Chief Court Office, viz:—

A.—A register of candidates who are eligible for appointment without passing the competitive examination hereinafter provided for.

B.—A register of candidates who are only eligible for appointment after passing the competitive examination above mentioned.

II.—Admission to Register A and appointment therefrom will be regulated by the rules contained in Schedule A attached hereto. Rules for the admission of candidates to Register B and for the examination and appointment of such candidates are contained in Schedule B.

III.—On the occurrence of a vacancy, permanent or temporary, in the office of Munsif, the Deputy Commissioner or the District Judge of the district in which the vacancy occurs shall send immediate intimation of the fact, through the Divisional Court,

to the Chief Court. Permanent vacancies will be filled up alternately from Register A, and the candidates selected by competition from Register B. Temporary vacancies will ordinarily be filled up from Register A; and, in appointing to such vacancies, the recommendation of the local authorities will be duly considered.

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### SCHEDULE A.

#### *Rules for the admission of Candidates to Register A and for the appointment of such Candidates to be Munsifs.*

1. The number of candidates admissible to Register A in each Judicial Division will be intimated hereafter.

2. The only persons who will ordinarily be admitted to Register A are—

- (a) Officials who appear to be fitted for the office.
- (b) Members of families who have rendered good service to the Government.
- (c) Persons of good social position and influence in the country.

3. When a Deputy Commissioner or District Judge is satisfied that an official or other person described in the preceding rule is in all respects qualified for admission to Register A, he shall cause his name to be entered in a register to be maintained for that purpose in each District Office. An official in any department under Government may be recommended by the head of his office to the Deputy Commissioner or District Judge for entry in the district register, but it will rest with the Deputy Commissioner or District Judge to accept or reject the recommendation.

4. Deputy Commissioners or District Judges should submit to their respective Divisional Courts, between the 1st and 15th of September in each year, nomination rolls of the candidates whom they desire to recommend to fill any permanent vacancies which may have occurred during the preceding year in the list of the Division to which their districts are attached, or to complete the Divisional list, where the sanctioned number has not been reached. The rolls must be prepared in the prescribed form (Civil Form No. CXXVI), and should be accompanied by certified copies of the candidates' certificates. In the appropriate column of the roll the qualifications of the candidates should be fully stated, especially as regards education, ability, character, and social standing. The Deputy Commissioner or District Judge should also specify the order in which he desires to recommend the candidates.

5. With these rolls should be submitted a list, in the annexed form, of the candidates who have from any cause ceased to be available for appointment during the previous year, or who are liable to be removed from the register of accepted candidates under rule 8 of this schedule. In the case of these last, the Deputy Commissioner's or District Judge's recommendations should be recorded in column 3.

6. On receipt of the Deputy Commissioner's or District Judge's nominations, the Judges of the Divisional Courts shall, not later than the 1st October, forward, with their own remarks duly recorded, the rolls of such of the candidates as they desire to recommend for acceptance, with the rolls of any additional candidates, not exceeding two in number, of whose qualifications they have had opportunities of personally judging: Provided that the total number of candidates recommended shall not exceed twice the number of Divisional vacancies, and that in making their selections from Deputy Commissioner's or District Judge's nominations, and specifying the order in which they desire to recommend the selected candidates, Divisional Courts shall be generally guided by the scale to be hereafter prescribed for the purpose.

In the same cover should be forwarded the list referred to in rule 5, the Divisional Courts' recommendations being recorded, when necessary, in column 4.

7. The nomination rolls received from Divisional Courts will be laid before the Judges of the Chief Court. When orders have been passed thereon, the name of each accepted candidate will be entered in Register A, and intimation will be given to the Divisional Court concerned, which will cause the name of such candidate to be registered in its office, with reference to the number and date of the Chief Court's letter of acceptance. The rolls and certificates of the rejected candidates will be either retained in the Chief Court Office or returned, according as it is intended that the rejection be final or that the candidate may be again recommended in a subsequent year.

8. Every candidate on Register A will be eligible for an appointment in any district in the Province as long as his name remains on the register. A candidate's name will ordinarily be retained on Register A for five years only, and will then be removed, unless for special reasons the Court thinks fit to retain his name on the register for such further period as shall be specified in its order for such retention.

9. Every candidate admitted to Register A will, unless he has already qualified in this respect, be expected to present himself at the first departmental examination held

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after his acceptance; and, if he fails to pass at that examination or the one next following, will be liable to have his name removed from the list of accepted candidates. As the result of each examination is published, Divisional Courts will be requested to report regarding the candidates whose names should be struck off under this rule, and on the receipt of these reports final orders will be passed in the matter.

10. No candidate on Register A will be given a permanent appointment, and ordinarily no such candidate will be appointed to officiate as Munsif, unless he has passed, or has been specially exempted from passing, the departmental examination prescribed for Tahsildárs and Munsifs, or the Final Examination in Law of the Punjab University, which will be deemed equivalent thereto.

Every candidate appointed to a permanent vacancy will, in the first instance, hold his appointment on probation for a year, at the end of which period he will be reported on by the Divisional Courts and Deputy Commissioners or District Judges under whom he has served: Provided that if the fitness of the candidate has been satisfactorily established during officiating appointments, the Judges may, at their discretion, dispense with a further period of probation.

11. A revised list of candidates on Register A will be prepared annually in the Chief Court Office and circulated to Divisional Courts, Deputy Commissioners, and District Judges.

*Statement showing the names of Candidates of the District who have ceased to be available for Munsifships during the year ending 31st August 188 , or who have been five years on Register A.*

1	2	3	4
Name of candidate.	Reason for removing his name from Register A of accepted candidates for the office of Munsif.	Recommendation of the Deputy Commissioner or District Judge.	Recommendation of the Divisional Court.

#### SCHEDULE B.

*Rules for the admission of candidates to Register B and for the examination and appointment of such candidates.*

1. In each Civil Divisional Office shall be kept a register of candidates whom the Divisional Court desires to recommend for admission to Register B.

2. The persons eligible for nomination are Natives of India, as defined in 33 Vic., chap. 3, section 6, who possess the following qualifications:—

- (a) The applicant must be a Native of, or domiciled in, the Punjab or the territories adjacent thereto, and must be not under 20 nor over 24 years of age last birthday.
- (b) He must have graduated as B.L., B.A. or B.O.L. at one of the recognised Universities in British India, or have passed the Final Examination in Law or the High Proficiency in Arts Examination of the Punjab University, or give satisfactory evidence that his educational attainments are not inferior to those required for one of the above tests.
- (c) He must furnish the certificate of physical fitness required by rule 2 under section 102 of the Civil Pension Code (5th Edition).
- (d) He must give satisfactory evidence of good moral character and gentlemanly bearing.
- (e) If Urdu is not his vernacular, he must give satisfactory evidence that he possesses a thorough knowledge of that language.

3. Recommendations should be submitted to the Chief Court yearly, in the month of July, by Divisional Courts. Recommendations should be made in Form A attached hereto, and should be accompanied by certified copies of the candidates' certificates. In the case of candidates who have not graduated at any University or passed one of the examinations mentioned in clause (b) of the last rule, clear proof should be given that the candidate possesses the necessary educational attainments.

4. The names of the candidates who are accepted by the Chief Court will be entered in Register B, and a certificate (in Form B attached) will be forwarded to every

accepted candidate through the Divisional Court who recommended him. Candidates who are not accepted will be so informed through the same channel.

5. An estimate will be made every year in the month of July and published in the issues of the *Punjab Government Gazette* during the month of August of the number of appointments expected to become available for candidates on Register B in the following year, and these appointments will be conferred in accordance with the results of a competitive examination as provided below.

6. If the actual number of vacancies in any year falls short of the number notified, the successful candidates for the notified number of vacancies will be appointed without further examination during the following year, and the estimate of available vacancies for that year will be correspondingly reduced. On the other hand, if the actual number of vacancies exceeds the number notified, the vacancies will either be filled up temporarily from Register A and the number be added to the estimate of the following year, or the first of the unsuccessful candidates (provided that he has duly qualified as required by rule 10 below) be appointed, as the Chief Court may in each case determine.

7. An examination will be held annually at Lahore, simultaneously with the departmental examination for Tahsildárs and Munsifs, during the month of September or on some subsequent dates, to be notified in the Gazette. Every candidate whose name is on Register B may, on presentation of the certificate referred to in rule 4, appear at this examination, provided that he has, on or before the 1st of September, signified in writing to the Divisional Court in which he resides his intention to do so. Any candidate on Register A who has passed the departmental examination may likewise, with the permission of the Divisional Court of the Division to which he belongs, appear at this examination.

8. The name of every candidate on Register B who fails to gain an appointment at the first examination held after he attains the age of 25 will be removed from the register.

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*Revised Rules.*

9. The examination will be held in the following subjects:—

		SUBJECT.
First day	Morning	... Composition—A subject for an essay will be prescribed at the time of the examination.
	Afternoon	... History of India.
Second day	Morning	... Civil Procedure Code and Law of Evidence.
	Afternoon	... Acts VII of 1870, IX of 1872, I, III, and XV of 1877, I of 1879.
Third day	Morning	... Mathematics—Arithmetic, Algebra, and Euclid.
	Afternoon	... Candidates who answer in English will have their knowledge of Urdu tested.

Three hours will be allowed for each paper, and each paper will carry a maximum of 100 marks. Answers may be written in English, and extra marks, not exceeding 10 in each paper, will be awarded to candidates who answer in English and show a competent knowledge of that language. Candidates who answer in English will be required to show that they possess a competent knowledge of Urdu by reading a petition written in that language and translating a judgment from English into Urdu.

10. No candidate will be held to have qualified for an appointment unless he obtains three-fifths of the aggregate marks assigned for the whole examination and two-fifths of the marks assigned for each subject. For the purposes of this rule, the two papers in Law will be deemed to constitute one subject. The qualified candidates who obtain the highest aggregates of marks will, up to the number of estimated vacancies, be deemed to be successful candidates. Successful candidates will be appointed to vacancies in the order of merit in which they pass.







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11. If at any examination a sufficient number of candidates do not qualify for the estimated number of vacancies, any vacancies which may fall to Register B in the following year in excess of the number of qualified candidates will be filled up permanently from Register A, and not as provided in Rule 6 above.

12. Every Munsif appointed from Register B will hold his appointment on probation for two years, within which period he will be required to pass the prescribed departmental examination, unless he has already qualified in this respect. Failure to pass the departmental examination within the prescribed period will be held to disqualify the probationer for confirmation, and no probationer will be confirmed if it appear that he is from any other cause unfit to hold a judicial appointment. Before a probationer is confirmed, reports as to his fitness will be called for from the Divisional Courts and Deputy Commissioners or District Judges under whom he has served.

*Nomination Roll of a Candidate recommended for admission to Register B of Candidates for the office of Munsif.*

A.

Name and caste of candidate.	Date and place of birth.	Parentage and domicile of parents.	Where educated, what examinations passed or degrees obtained.	Extent of knowledge of English.	Present appointment or occupation.	Opinion of Deputy Commissioner or District Judge.	Opinion of Divisional Court.
1	2	3	4	5	6	7	8

B.

*Certificate of Acceptance.*

This is to certify that \_\_\_\_\_ has been admitted to Register B of candidates for the office of Munsif, and that he is entitled to appear at any examination held for the selection of Munsifs by competition up to and during the year 188 \_\_\_\_\_.

*Registrar, Chief Court, Punjab.*

Notification No. 804S, dated 25th July 1885.

THE following Rules for the appointment by competition of Extra Assistant Commissioners in the Punjab have been approved by the Lieutenant-Governor, and are published for general information in supersession of those annexed to Resolution No. 280S, dated 4th September 1882:—

**GENERAL.**

Two registers shall be kept in the Office of the Secretary to Government, viz.—

*Register A.*—Containing the names of officials who, by approved service, are considered to have earned a claim to the appointment of Extra Assistant Commissioner.

*Register B.*—Containing the names of approved candidates for admission to the competition for direct appointments.

2. Nomination to, and appointments from, Register A will be governed by separate rules made in that behalf.

3. Register B will consist of persons not already in the service of Government ; but—

- (a) any official on Register A may, with the permission of the Lieutenant-Governor, have his name transferred to Register B ; and may, if he fails in the competition, and the Lieutenant-Governor so directs, be restored to Register A in such place as may be considered appropriate ;
- (b) persons of special merit may be recommended for entry in Register B, notwithstanding they may have already accepted office, and the name of no candidate shall be removed from Register B merely on the ground of his having entered the service of Government after his admission to the Register.

4. The Lieutenant-Governor may, for reasons which appear to him sufficient, remove any name from Register B.

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#### NOMINATION TO REGISTER B.

5. The qualifications which are indispensable for nomination, in persons other than officials on Register A whose names may be transferred to Register B, under Rule 3 (a), are the following:—

- (a) The applicant must be a Native of India as defined in Statute 33 Vic., chapter 3, section 6.
- (b) He must not be under 20 or over 25 years of age last birthday.
- (c) He must give satisfactory evidence that he possesses a minimum educational qualification equivalent to the Entrance standard of the Punjab University.
- (d) He must furnish the certificate of physical fitness prescribed by section 106, clause 2 of the Civil Pension Code (6th Edition).
- (e) He must give satisfactory evidence of (i) good moral character ; (ii) habits of personal activity ; and (iii) gentlemanly bearing.
- (f) If Hindustani is not his vernacular, he must have passed the examination in that language by the higher standard, as laid down in G. G. O. (Military Department) No. 734, dated 9th September 1864.

6. Among applicants possessed of the above essential qualifications, preference will generally be given to Natives of, and persons domiciled in, the Punjab, and the Natives States in political connection with the Punjab ; and special preference will invariably be given in the following order to—

- (a) members of families of tried loyalty and distinguished service ;
- (b) persons of good social status and influence in the country ;
- (c) persons of superior educational attainments, such as graduates of an Indian University.

7. Recommendations may be submitted by the Financial Commissioner and the Chief Court from time to time as may be convenient, and should be made in the Form A attached to these Rules.

Subject to such inquiries as may be deemed necessary with reference to Rule 6, the Lieutenant-Governor will be glad to receive recommendations in the Form A (omitting columns 9, 10 and 11) from the Senate of the Punjab University.

8. Recommendations, at whatever time submitted during the course of the year, will be considered by the Lieutenant-Governor together once in the year, usually in the month of March or April.

9. The number of names to be borne on the Register will not for the present exceed fifty at any one time.

10. Every candidate whose name is admitted to the Register will receive a certificate in the Form B attached to these Rules. The certificate will be forwarded through the authority by whom the candidate was recommended.

11. Recommendations on behalf of candidates not accepted may be again submitted in future years if not finally rejected by the Lieutenant-Governor, and if the candidate continues to be admissible under these Rules.

#### APPOINTMENT.

12. An estimate of the number of appointments expected to become available for award by competition will be published in the *Punjab Government Gazette* during the months of August and September in each year.

As many of these appointments as are actually available will, as vacancies occur, be conferred upon successful candidates.

If the actual number of vacancies in the course of the year following the competition falls short of the estimated number notified for competition, the successful candidates for the

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notified number of vacancies who have not been provided with appointments will be appointed, without further examination, during the succeeding year, before candidates who are successful at the competition held in the latter year; and the estimate of available vacancies for that year will be correspondingly reduced.

Appointments to vacancies will be made from among successful candidates in the order of merit in which they pass.

13. Half of the appointments to be given by competition in each year will be reserved for candidates possessing a thorough knowledge of English.

14. The name of every candidate who fails to gain an appointment at—

(a) three competitive examinations, or

(b) the first examination held after he attains the age of 25 years,

shall be removed from the Register.

*Note.*—Rule 14 (b) does not apply to officials whose names have been transferred from Register A to Register B under Rule 3 (a).

15. If a sufficient number of candidates to fill the vacancies notified in any year do not appear at or pass the examination, the appointments remaining unfilled will be held available for deserving officials on Register A, or for direct appointments under Rule 17.

16. Successful candidates will be appointed, subject to the rules\* relating to departmental examinations for the time being in force.

A successful candidate who has not served in a settlement or as Tahsildár will, after his examination, be required to serve for 12 months in a settlement, and will ordinarily be so employed for such period on a salary of Rs. 100 a month.

17. Notwithstanding anything in these Rules, the Lieutenant-Governor reserves power, for political or other sufficient reasons in special cases, and generally in Frontier districts, to make direct appointments to the office of Extra Assistant Commissioner without requiring an examination to be passed.

#### THE COMPETITIVE EXAMINATION.

18. A competitive examination† will be held annually at Lahore, about the middle of October, commencing on such date as may from time to time be notified in the Gazette.

19. Any candidate admitted to Register B may, subject to the provisions of Rule 14, present himself at any competitive examination held under these Rules; provided that he has on or before the 1st October signified in writing to the Commissioner of the Division in which he resides his intention to do so.

20. A fee of Rs. 20 shall be paid by every candidate before admission to examination. A like fee shall be paid on each occasion on which a candidate is admitted to examination. The fee may be paid into any Government Treasury.

21. Every candidate shall produce his certificate of admission to Register B, and the Treasury receipt for the fee, on the first day of the examination, and before the first paper is given out. The officer superintending the examination will retain the Treasury receipt for the admission fee, but will return the certificate after noting on it the examination to which admission has been made.

22. The examination papers shall be set, marks awarded, and the results announced by the following Committee of Examiners:—

The Accountant-General,— *President*;

The Registrar, Chief Court;

One of the Secretaries to the Financial Commissioners; and such other officers as may be nominated Examiners by the President.

An officer will be appointed (on special duty) Secretary to the Committee of Examination. An Extra Assistant Commissioner, possessing a competent knowledge of English, will be deputed to assist the Secretary of the Committee. The Secretary of the Committee and Extra Assistant Commissioner so deputed shall conduct the examination and all correspondence connected therewith, and shall act generally under the orders of the President of the Committee.

23. There shall be three fixed and three optional subjects. Every candidate must take up all the fixed subjects, and may take up not more than two of the optional subjects.

The fixed subjects shall be (1) Composition, (2) Indian Law and Revenue, and (3) Mathematics. The optional subjects shall be (1) Elementary Principles of British Government, (2) History, and (3) a Classical Language.

\* These rules are at present contained in the Resolution of the Punjab Government in the Home Department, No. 5153, dated the 19th September 1884; Notifications No. 1632, dated 15th April 1885, and No. 7068, dated 15th July 1885.

† Rules 13 to 23 inclusive will not take effect till the examination to be held in October 1885. The examination to be held in October 1885 will be regulated by the rules annexed to Resolution No. 2503, dated the 4th September 1882.

The details of fixed and optional subjects are given in Table C.

24. A candidate who fails to obtain one-half of the maximum number of marks in each of the three fixed subjects shall be deemed to have failed.

Unless one-half of the maximum number of marks is obtained in any optional subject taken up by a candidate, his marks for that subject shall not be counted in the examination.

25. The candidates who qualify shall be arranged in order of merit, according to the aggregate number of marks obtained by them, respectively, in all subjects taken up under Rule 23 in which they have qualified.

26. The subjects of competitive examination are the same for all candidates, and the questions may be answered either in English or Vernacular. But (with reference to rule 13) candidates competing for appointments reserved for those possessing a thorough knowledge of English will—

- (a) be expected to record their answers in English ;
- (b) if their vernacular is not English, or if they have not graduated in English in any University, have their knowledge of English tested by a special examination in that language.

27. In order to qualify in the special English test, half the maximum number of marks allotted to that subject must be obtained. The marks obtained in this test examination will not form part of the aggregate number of marks mentioned in Rule 25.

28. Failure to pass by the English test will not disqualify a candidate for any of the other appointments which in other respects he may have earned.

*Illustration.*—In 1885 there are two appointments. One of them is reserved for a candidate with English qualifications. The three highest candidates in the general examination are—A, who gains 90 per cent., B, who gains 80, and C, who gains 75 per cent. C is the only one of the three who qualifies in English. The appointments go to A and C.

Similarly, in 1886, there are two appointments. D gains 85 per cent., E 80 per cent., and F 75 per cent.; D professes English in addition, but fails; E and F do not profess English. D gains an appointment, and the English appointment remains vacant.

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Sec. I.  
Sub-Sec. B.  
Paper III.  
—  
Punjab  
Government.

FORM A.

*Nomination Roll of a Candidate for the Competitive Examination for the office of Extra Assistant Commissioner.*

1	2	3	4	5	6	7	8	9	10	11	12
DISTRICT.	Name, age with date of birth, caste, place of birth.	Parentage and domicile of parents.	Services, social status, or influence of candidate or his family.	Where educated, examinations passed or degrees obtained.	Extent of knowledge of English possessed.	Present appointment or occupation.	Abstract of certificates of recommendation accompanying the application.	OPINION OF			REMARKS WITH SPECIAL REFERENCE TO PERFORMANCE UNDER RULE 6.
								Deputy Commissioner.	Commissioner.	Chief Court or Financial Commissioner.	

- Notes.—(1) The same form, omitting columns 9, 10, and 11, may be used by the Senate of the University.  
 (2) A separate recommendation must be submitted for each candidate.  
 (3) Authorities submitting nomination rolls should keep copies of them, as the originals will be filed for record in the Secretariat.

## FORM B.

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 Sec. I.  
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 Paper III.  
 Punjab  
 Government.

THIS is to certify that \_\_\_\_\_  
 has been accepted as a candidate for admission to the competitive examination for the appointment of Extra Assistant Commissioner in the Punjab; and that he is entitled to appear at any examination (not exceeding three in all) held under Punjab Government Notification No. 804S, dated the 25th of July 1885, up to and including the examination in October 188 .

*Secretary to Government, Punjab.*

- 
1. This candidate was admitted to the examination which commenced on  
 188 .

*Secretary to the Committee of Examination.*

2. This candidate was admitted to the examination which commenced on  
 188 .

*Secretary to the Committee of Examination.*

3. This candidate was admitted to the examination which commenced on  
 188

*Secretary to the Committee of Examination.*



TABLE C.

*Details of fixed and optional subjects of Examination.*

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No.	Subject.	Paper, day, and time.	Subjects and marks.
<i>Maximum Marks.</i>			
I	FIXED SUBJECTS. COMPOSITION ...	PAPER (1) <i>First day.</i> <i>Time 3 hours.</i>	Writing an original essay on a subject prescribed at the time of examination... 100
		PAPER (2) <i>First day.</i> <i>Time 3 hours.</i>	Writing an analysis or précis of an official document or file of papers ... 50
		PAPER (3) <i>Second day.</i> <i>Time 3 hours.</i>	Outlines of the system of Revenue Administration in the Punjab ... 75
II	INDIAN LAW AND REVENUE.	PAPER (4) <i>Second day.</i> <i>Time 3 hours.</i>	The Indian Penal Code; the Indian Contract Act; and the Indian Evidence Act 75
III	MATHEMATICS ...	PAPER (5) <i>Third day.</i> <i>Time 3 hours.</i>	The whole of Arithmetic ... 100
		PAPER (6) <i>Third day.</i> <i>Time 3 hours.</i>	(a). Algebra to Simple Equations, including Ratio and Proportion ... 50 (b). The first three books of Euclid ... 50
200			
OPTIONAL SUBJECTS.			
IV	ELEMENTARY PRINCIPLES OF BRITISH GOVERNMENT.	PAPER (7) <i>Fourth day.</i> <i>Time 3 hours.</i>	Outlines of General Jurisprudence ... 75
V	HISTORY ...	PAPER (8) <i>Fourth day.</i> <i>Time 3 hours.</i>	Outlines of the Constitution of the Government of England and India ... 75
		PAPER (9) <i>Fifth day.</i> <i>Time 3 hours.</i>	The History of India ... 75
VI	A CLASSICAL LANGUAGE, VIZ. :— Arabic or Sanskrit.	PAPER (10) <i>Fifth day.</i> <i>Time 3 hours.</i>	The History of England ... 75
		PAPER (11) <i>Sixth day.</i> <i>Time 3 hours.</i>	Grammar and Explanation ... 50
		PAPER (12) <i>Sixth day.</i> <i>Time 3 hours.</i>	An easy essay in the language ... 50
100			
	SPECIAL EXAMINATION IN ENGLISH QUALIFICATIONS.	PAPER (1) <i>Seventh day.</i> <i>Time 1½ hours.</i>	Grammar and Explanation ... 50
		PAPER (2) <i>Translation.</i> <i>Seventh day.</i> <i>Time 1½ hours.</i>	Translation from and into English ... 50
100			

MEMORANDUM.—No special text-books are prescribed, but questions will not be put from books which are not available in the vernacular languages. The following list of books and references will indicate the standard to be required and the nature of the test in each subject:—

Subject II, Paper (3)—Barkley's Directions for Settlement Officers and Collectors of Land Revenue; Powell's Manual of the Land Revenue systems of India, pages 395 to 428;\* The Punjab Land Revenue and Tenancy Acts.

Paper (4)—The Indian Penal Code and amending Acts; the Indian Contract Act; and the Indian Evidence Act.

Subject III, Papers (5) and (6)—Todhunter's School Series in English; or the Vernacular text-books in Arithmetic, Algebra and Euclid prescribed by the Punjab Educational Department.

\* No questions will be set from these pages until they are translated.

- Subject IV, Paper (7)—As in the Law Manual of the Punjab University, No. 1.  
 Paper (8)—As in first five chapters of Blackstone and the Indian Council's Act and amending Acts.\*
- Subject V, Papers (9) and (10)—The Outlines of the History of England and India as in Collier's History of the British Empire (*Tārīkh-i-Saltanat Englishia*), and Lethbridge's Easy Introduction to the History of India.
- Subject VI, Papers (11) and (12)—Entrance (Arts) Standard, Punjab University.

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 Sec. I.  
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 Paper III.  
 Punjab  
 Government.

Notification No. 1397S, dated 19th September 1885.

THE following Rules have been approved by the Lieutenant-Governor and are published for general information :—

RULES FOR THE APPOINTMENT BY SELECTION OF EXTRA ASSISTANT COMMISSIONERS  
 IN THE PUNJAB.

A Register (Register A) shall be kept in the office of the Secretary to Government containing the names of officials who, by approved service, are considered to have earned a claim to the appointment of Extra Assistant Commissioner. Nominations to, and appointments from, the Register will be made in accordance with the following rules.

2. No candidate whose name is not already on Register A shall be recommended unless he has passed the examination for Extra Assistant Commissioner by the Higher Standard.

3. The maximum number of candidates who will at any one time be shown as accepted candidates in Register A shall be forty, of whom ten will be nominated from the list of the Chief Court, and twenty-five from the list of the Financial Commissioner.

4. Recommendations may be submitted by the Financial Commissioner and Chief Court from time to time as may be convenient, and should be made in the Form A attached to these Rules.

5. The Lieutenant-Governor will, from time to time, make selections to fill vacancies in the Register.

6. The candidates will ordinarily be tahsildárs, Superintendents of Settlements and Munsifs, but the claims of Head Clerks of divisional and district offices should not be overlooked.

7. Candidates who have not served in a Settlement or as tahsildárs will after appointment be required to serve for twelve months in a Settlement.

8. Every accepted candidate will be eligible for appointment as an Officiating Extra Assistant Commissioner, in any district in the Province, as long as his name remains on the Register.

9. The Register will be revised periodically, and names will not be retained on it for an indefinite time.

10. If any authority who has recommended a candidate sees subsequent reason to modify or withdraw his recommendation, he is expected to communicate the fact to Government without delay.

FORM A.

*Nomination Roll of a candidate for appointment by selection to the office of Extra Assistant Commissioner.*

1	2	3	4	5	6	7	8	9	10	11
DISTRICT.	Name of candidate, age with date of birth, native place, caste, parentage.	Where educated.	Whether and to what extent he knows English.	What examinations he has passed.	Present appointment, date from which he has held it, and abstract of services.	Whether nominee enjoys a personal allowance	REASONS FOR RECOMMENDATION GIVEN BY			REMARKS.
							Deputy Commissioner or District Judge.	Commissioner or Divisional Judge.	Financial Commissioner or Chief Court.	

Law Manual No. 2 of the Punjab University is in course of publication, and is recommended when available

NOTES—(1) A separate recommendation must be submitted for each candidate.

(2) Authorities submitting nomination rolls should keep copies of them, as the originals will be filed for record in the Secretariat.

(3) In the case of a Native candidate, it should be stated in column 4 whether his knowledge of English is sufficient for the charge of a Treasury

(4) In the case of a candidate recommended by the Financial Commissioner, it should be stated in column 10 whether the candidate is competent to exercise the Revenue powers of a Deputy Commissioner under the Punjab Court's Act for the purpose of trying original suits.

## IV.

No. 3, dated 16th November 1886.

Vol. I.  
Sec. I.  
Sub-Sec. B.  
Paper IV.From—F. O. DAUKES, Esq., Secretary, Public Service Commission,  
To—The Secretary to the Government of the Punjab.Punjab  
Government.

WITH reference to the Resolution of the Government of India in the Home Department, No. 34—1573-83, dated 4th October 1886, on the subject of the appointment of a Commission for the purpose of enquiring into the question of the employment of Natives of India in the Public Service, I am directed to request that, with the permission of His Honor the Lieutenant-Governor, you will be good enough to favor the Commission with full details showing the number of "charges" or offices in which Covenanted and Uncovenanted officers, engaged in the Executive and Judicial administration of the country, are at present employed, together with complete information as to the apportionment of these "charges" or offices amongst members of the Covenanted and Uncovenanted Services respectively in the Punjab.

2. Columns 2—14, inclusive of the statement embodied in paragraph 7 of the Resolution of the Government of India in the Home Department, No. 68—2024-35, dated 15th December 1881, show the nature of the statistics required, and I am to request that the return now asked for may be rendered as complete as possible so as accurately to represent existing facts. I am at the same time to enclose detailed lists of appointments upon which the figures given in the Resolution of 15th December 1881, in regard to the Punjab, were based, and to request that corresponding details may be furnished of the figures entered under each column of the present return.

3. The Commission would also be glad to be furnished with figures showing the existing *cadre* of the Covenanted Civil Service in the Punjab, together with information regarding the proportion to the total strength of that service of (1) effective, (2) officers on leave and other non-effectives, and (3) officers in training respectively.

## THE PUNJAB.

*Government of India—7.*

- 1 Agent, Biluchistan.
- 1 Forest Officer.
- 1 Khyber Officer.
- 1 Major the Hon'ble G. C. Napier.
- 1 Under-Secretary, Agricultural Department
- 1 Financial Department.
- 2 Messrs. Hewson and Lawrence, Political.
- 1 Resident, Baroda.
- 1 Governor-General's Agent, Central India.

Total 10

It has been considered sufficient to take 7 as a fair average.

*Administration—18.*

- 1 Lieutenant-Governor.
- 1 Financial Commissioner.
- 4 Secretaries to Lieutenant-Governor.
- 2 Secretaries to Financial Commissioner.
- 10 Commissioners.

Total 18

*Headships of Districts—32.*

- 11 Deputy Commissioners, 1st class.
- 11 Ditto ditto, 2nd "
- 10 Ditto ditto, 3rd "

Total 32

*Sub-Divisional and similar officers—98.*

- 13 Members of Commission.
- 78 Extra Assistant Commissioners.
- 7 Cantonment Magistrates (one belonging to Commission).

Total 98

*Tahsils and similar minor Executive charges—128.*

Total 128

*High and Chief Courts and Judicial Commissioner—3.*

- 3 Chief Court.

Total 3

*District Judges—3.*

- 2 Additional Commissioners
- 1 Civil and Sessions Judge.

Total 3

*Assistant or Subordinate Judges and Munsifs—101.*

- 14 Judicial Assistants.
- 8 Extra Judicial Assistants.
- 5 Small Cause Court Judges (one Covenanted).
- 74 Munsifs.

Total 101

*Average of higher miscellaneous appointments held by Covenanted Civil Servants or other Members of Commission of rank of Assistant Commissioner and upwards—13.*

- 1 Registrar.
- 1 Government Advocate.
- 7 Settlement Officers.
- 1 Census Officer
- 2 Political Department.
- 1 Private Secretary

Total 13

## V.

No. 1, dated the 3rd January 1887.

From—H. MAUDE, Esq., Under-Secretary to the Government of the Punjab,  
To—The Secretary, Public Service Commission, Allahabad.Vol. I.  
Sec. I.  
Sub-Sec B.  
Paper V.Punjab  
Government

I AM directed to forward two revised statements showing (1) the number of "charges" or offices amongst members of the Covenanted and Uncovenanted Services in the Punjab, and (2) the existing strength of the Covenanted Civil Service in the Punjab, in supersession of those forwarded with my letter No. 2013, dated the 18th December 1886.

[No. 2.]

Statement showing the existing strength of the Punjab Commission.

GRADES OF OFFICERS.	Effective.	Non-effective.	In training.	Total.	REMARKS.
Commissioners ...	6	.....	.....	6	
Deputy Commissioners, 1st grade ...	7	3	.....	10	
Ditto ditto, 2nd " ...	8	2	.....	10	
Ditto ditto, 3rd " ...	8	3	.....	11	
Divisional Judges, 1st " ...	.....	3	.....	3	
Ditto, 2nd " ...	5	..	.....	5	
Ditto, 3rd " ...	5	.....	.....	5	
District Judges, 1st " ...	5	.....	.....	5	
Ditto, 2nd " * ...	3	.....	.....	3	* One of these appointments is at present held by a Native Uncovenanted officer who is not a member of the Commission
Assistant Commissioners, 1st " ...	6	1	.....	7†	
Ditto, 2nd " ...	12	2	.....	14	
Ditto, 3rd " ...	20	5	9	34	
Special appointments ...	7	9	.....	16	
Officers serving under Government of India...	1†	4	.....	5	† One Assistant Commissioner, 1st grade, who is Political Officer, Khyber, is serving under Government of India.
Grand Total ..	93	32	9	134	

The proportions to the total strength shown above, therefore, are as follows:—

Effective ...	...	...	69·4
Non-effective ...	...	...	23·8
Officers in training	...	...	6·8
		Total	100

[No. 1.]

*Apportionment of "charges" or offices amongst members of the Covenanted and Uncovenanted Services employed in the Executive and Judicial Administration of the Punjab.*

1	COVENANTED, INCLUDING MEMBERS OF COMMISSIONS.								UNCOVENANTED.					TOTAL.			
	EXECUTIVE.				JUDICIAL.				EXECUTIVE.		JUDICIAL.			Covenanted.	Uncovenanted.	Grand Total.	
	Government of India.	Administration.	Districts.		High and Chief Court Judges and Judicial Commissioners.	Districts.		General.	Sub-divisional officers.	Tahsildars, mamuldaris, sub-deputes, &c.	High and Chief Courts Judges and Judicial Commissioners.	District or Special Judges and the like.	Subordinate Judges, Munisifs, and the like.				
2	3	4	5	6		7	8							9	10	11	12
Classification adopted in paragraph 7 of the Resolution of the Government of India, in the Home Department No. 68-2024-35, dated the 15th December 1881.																	
Number of officers in the Punjab ... ..	10	15	81	14	3	13	9	11	85	145	1	.....	101	108	332	438	
Classification adopted to suit the present circumstances of the Punjab.	Government of India.	Administration.	Headships of districts.	Sub-divisional officers.	Judges of Chief Court.	Divisional and Sessions Judges.	District Judges.	Miscellaneous appointments.	Sub-divisional officers.	Tahsildars.	Judges of Chief Court.	Divisional and Sessions Judges.	Judicial Extra Assistants and Munisifs.	Covenanted.	Uncovenanted.	Grand Total.	

EXPLANATORY NOTES.—Column 4 includes two appointments held by Uncovenanted Europeans, and one by a "Native of India" within the Statutory definition.  
 Column 5 contains six sub-divisional charges at present held by Extra Assistant Commissioners.  
 Column 10 comprises eight Cantonment Magistrates and seventy-seven Extra Assistant Commissioners. These Extra Assistant Commissioners, however, perform duties similar to Assistant Commissioners who have been excluded from the statement of "charges." These duties are partly judicial and partly executive. No separation of judicial and executive duties in regard to these classes has been made.

*Detailed statement showing executive and judicial charges held by officers in the Province of the Punjab.*

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Paper V.

*Punjab Government.*

Class of charge.	NAMES OF OFFICERS OR "CHARGES."		Where shown in abstract statement above.	REMARKS.
	Covenanted.	Uncovenanted.		
Government of India.	1 Agent, Biluchistan. 1 Do., Central India. 1 Do., Hyderabad. 1 Do., Mysore. 3 Commissioners, Burmah. 1 Deputy Commissioner, Burmah. 1 Major the Hon'ble G. C. Napier.  1 Khyber Officer. 1 Boundary Commission. 1 Under-Secretary, Revenue Department. 3 Assistant Political Officers or Assistant Commissioners in Administrations under the Government of India.	Nil ... ..	Column 2.	An average of 7 was taken by the Government of India in 1881. The actual number was 10. At the present time, including officers permanently transferred, it is 14. Judging from the demands hitherto made on the ranks of the Punjab Commission for such appointments, it would not be safe to take a lower average than 10.
Administration.	1 Lieutenant-Governor. 2 Financial Commissioners. 4 Secretaries to Lieutenant-Governor 3 Secretaries to Financial Commissioners. 6 Commissioners.	Nil ... ..	Column 3.	
Headships of districts.	10 Deputy Commissioners, 1st grade. 10 Ditto ditto, 2nd do. 11 Ditto ditto, 3rd do.	2 Deputy Commissioners, 1st grade, at present held by Uncovenanted officers. 1 Deputy Commissioner, 2nd grade, at present held by an Uncovenanted officer	Column 4.	
Sub-divisional charges.	Fourteen sub-divisional charges at present.	Six sub-divisional charges at present held by Extra Assistant Commissioners. Eight Cantonment Magistrates. 77 Extra Assistant Commissioners.	Column 5 ... Column 10.	The six sub-divisions at present held by Extra Assistant Commissioners are— 1. Attock.           4. Kasur. 2. Sirsa.             5. Bhakkar. 3. Fazilka.          6. Mianwali.
Tahsildar.	... ..	123 Tahsildars 22 Superintendents of Settlements.	Column 11.	
Chief Court Judges.	8 Judges, Chief Court ... ..	1 Judge, Chief Court ... ..	Column 6. Column 12.	
Divisional and District Judges, Extra Judicial Assistants and Munsifs.	13 Divisional Judges ... .. 9 District Judges ... ..	1 District Judgeship at present held by a Native Uncovenanted Officer. 17 Extra Judicial Assistants. 84 Munsifs ... ..	Column 7. Column 8. Column 14.	
Miscellaneous.	1 Registrar. 1 Government Advocate. 1 Income-tax Officer. 1 Superintendent, Kapurthala. 1 Private Secretary. 1 Director of Settlements. 5 Settlement Officers.	Nil ... ..	Column 9.	

## VI.

No. 89, dated Allahabad, 5th January 1887.

From—F. C. DAUKES, Esq., Secretary, Public Service Commission,  
To—The Secretary to the Government of the Punjab.

Vol. I.  
Sec. I.  
Sub-Sec B.  
Paper VI.  
Punjab  
Government.

I AM directed to request that, with the permission of His Honor the Lieutenant-Governor, you will be good enough to favour the Public Service Commission with accurate statistics showing how many persons at present employed in the Subordinate Judicial Service and in the Subordinate Executive Service in the Punjab have (1) passed the Entrance examination, (2) passed the First Arts or other corresponding examination, and (3) taken the degree of Bachelor or Master of Arts at an Indian University.

2. I am to explain that the information is required for each class of appointments separately, and that the terms "Subordinate Judicial Service" and "Subordinate Executive Service" are intended to embrace respectively all Subordinate Executive and Judicial offices down to and including the office of Munsif or Tahsildar, or other office corresponding to that of Munsif or Tahsildar, which are not reserved for, or not ordinarily held by, members of the Covenanted Civil Service.

3. The favour of an early reply is requested.

No. 552, dated Lahore, 16th March 1887.

From—H. MAUDE, Esq., Under-Secretary to the Government of the Punjab,  
To—The Secretary to the Public Service Commission.

In reply to your letter No. 89, dated the 5th January 1887, I am directed to forward a statement showing for each class of appointments separately the number of officers serving in the Subordinate Executive and Subordinate Judicial Services in this Province who have taken certain University degrees.

*Statement showing the Executive and Judicial Officers of the Subordinate Services in the Province of the Punjab who have taken certain University degrees.*

1	2	3	4
GRADE.	HAVE PASSED—		
	Entrance Examination.	First Arts or corresponding examination.	B.A. or M.A.
<i>Subordinate Executive.</i>			
Extra Assistant Commissioners ... ..	7	.....	7 M.As.
Tahsildars ... ..	5	.....	5 B.As.
Superintendents of Settlement ... ..	.....	1	.....
<i>Subordinate Judicial.</i>			
Extra Judicial Assistants ... ..	2	.....	1 B.A.
Munsifs ... ..	4	3	2 M.As.* 5 B.As.
Total ... ..	18	4	20

\* Besides these seven officers there is also one M.O.L. (Master of Oriental Learning).

## VII.

No. 102, dated Bombay, 22nd January 1887.

From—F. C. DAUKES, Esq., Secretary, Public Service Commission,  
To—The Secretary to the Government of the Punjab.

Vol. I.  
Sec. I.  
Sub-Sec. B.  
Paper VII.  
Punjab  
Government.

I AM directed to request that, with the permission of His Honor the Lieutenant-Governor, you will be good enough to favour the Public Service Commission with a return in the annexed form showing the nationalities and castes of the several persons at present employed in the Subordinate Judicial Service and in the Subordinate Executive Service in the Punjab.

2. I am to explain that the information is required for each class of appointments separately, and that the terms "Subordinate Judicial Service" and "Subordinate Executive Service" are intended to embrace respectively all Subordinate Executive and Judicial offices down to and including the office of Munsif or Tahsildar, or other office corresponding to that of Munsif or Tahsildar, which are not reserved for, or not ordinarily held by, members of the Covenanted Civil Service.

3. The favour of an early reply is requested.

No. 922, dated Lahore, 27th April 1887.

From—W. M. YOUNG, Esq., Secretary to the Government of the Punjab,  
To—The Secretary, Public Service Commission.

In reply to your letter No. 102, dated the 22nd January 1887, I am directed to forward a statement showing the castes and nationalities of the several persons employed in the Subordinate Executive and Judicial Services in this Province.

*Statement showing the Castes and Nationalities of the several persons employed in the Subordinate Executive and Judicial Services in the Punjab.*

CLASS OF APPOINTMENTS.	Europeans or Eurasians domiciled in India.	Europeans or Eurasians not domiciled in India at the time of appointment.	HINDUS.								Total for each class of appointment.	
			Mahomedans.	Brahmins including Shenvys.	Kshatriyas.	Kayasths (Parbhua).	Bannyas and Vysias.	Shudras.	Others.	Sikhs.		Others.
<i>Subordinate Executive Service.</i>												
Extra Assistant Commissioners ...	8	1	(1)32	9	14	1	5	...	3	4	...	77
Tahsildars ...	...	...	(2)55	15	26	(3)9	4	...	(4)4	7	1	123
Superintendents of Settlements ...	...	...	6	5	5	(5)2	(6)1	1	1	1	...	23
<i>Subordinate Judicial Service.</i>												
Extra Judicial Assistants ...	5	4	3	...	2	1	(7)1	...	1	...	...	17
Munsifs ...	...	...	(8)31	(9)12	25	5	4	3	...	3	1	84
Total for each caste or nationality .	13	5	127	41	72	18	15	6	9	15	2	323

(1) Two belong to the North-Western Provinces.

(2) One belongs ditto ditto.

(3) Ditto ditto ditto.

(4) Ditto ditto ditto.

(5) Ditto ditto ditto.

(6) Belongs to the North-Western Provinces.

(7) Ditto ditto ditto.

(8) Four belong ditto ditto.

(9) One belongs ditto ditto.



## VIII.

No. 112, dated Madras, 5th February 1887.

From—F. C. DAUKES, Esq., Secretary, Public Service Commission,  
To—The Secretary to the Government of the Punjab.Vol. I.  
Sec. I.  
Sub-Sec. B.  
Paper VIII.  
—  
Punjab  
Government.

I AM desired to request that, with the permission of His Honor the Lieutenant-Governor, the Public Service Commission may be favoured with a return in the annexed form showing (1) the number of persons who have passed the Entrance Examination, the First Arts or other corresponding examination, or who have taken the degree of Bachelor or Master of Arts at the Punjab University during each of the past five years, and (2) the nationalities and castes to which such persons belong.

2. The favour of an early reply is requested.

No. 875, dated Lahore, 22nd April 1887.

From—H. MAUDE, Esq., Under-Secretary to the Government of the Punjab,  
To—The Secretary, Public Service Commission.

IN reply to your letter No. 112, dated the 5th February 1887, I am directed to forward herewith a copy of a letter, No. 689, dated the 18th March 1887, from the Director of Public Instruction, Punjab, submitting a statement showing the number of persons who have taken certain degrees at the Lahore University.

2. It will be observed that candidates who have taken the degrees of B.O.L.

Punjab Government letter No. 653,  
dated 28th March 1887, to the Director  
of Public Instruction Punjab.From the Director of Public Instruc-  
tion, Punjab, No. 882, dated 16th April  
1887.

and M.O.L. have been separately entered, and that the information is not given in the exact form in which it was asked for. I am to forward for information a copy of the correspondence noted in the margin, and to express regret that it has been found impossible to give the various

castes of the successful candidates.

*Copy of a letter No. 689, dated 18th March 1887, from the Director of Public Instruction, Punjab, to the Secretary to the Government of the Punjab.*

WITH reference to your No. 434, dated 26th ultimo, and subsequent endorsement No. 473, dated 4th instant, regarding the information required by the Public Service Commission, I have the honor to forward a copy of letter No. 591, dated 17th March 1887, from the Registrar, Punjab University, together with an enclosure, in original.

It will be noticed that the Registrar expresses his inability to classify the persons who have passed the various examinations according to castes and nationalities.

*Copy of a letter No. 591, dated 17th March 1887, from the Registrar, Punjab University, Lahore, to the Director of Public Instruction, Punjab.*

IN compliance with your No. 568 of the 7th instant, I have the honor to enclose a statement shewing the number of candidates that have passed the various Arts examinations of the University since 1882, and to state that it is impossible for this office to classify the candidates into various castes to which they each belong.

YEAR.	Number of persons who have passed the Entrance examination.				Number of persons who have passed the First Arts examination.			Number of persons who have taken the degree of Bachelor of Arts.				Number of persons who have taken the degree of Bachelor of Oriental Learning.				Number of persons who have taken the degree of Master of Arts.				Number of persons who have taken the degree of Master of Oriental Learning.				REMARKS.	
	Hindus.	Mahomedans.	Christians.	Parsees.	Hindus.	Mahomedans.	Christians.	Parsees.	Hindus.	Mahomedans.	Christians.	Parsees.	Hindus.	Mahomedans.	Christians.	Parsees.	Hindus.	Mahomedans.	Christians.	Parsees.	Hindus.	Mahomedans.	Christians.		Parsees.
1882	63	18	..	..	10	5	1	..	1	1	..	..	1	..	..	..	1	1	..	..	..	..	..	..	..
1883	..	..	..	..	23	1	..	..	19	5	..	..	1	..	..	..	1	1	..	..	..	..	..	..	..
1884	..	..	..	..	155	54	3	..	29	5	..	..	13	..	..	..	1	1	..	..	..	..	..	..	..
1885	..	..	..	..	240	81	3	..	27	4	..	..	13	..	..	..	1	1	..	..	..	..	..	..	..
1886	..	..	..	..	193	50	3	1	57	15	..	..	13	..	..	..	..	..	..	..	..	..	..	..	..

REGISTRAR'S OFFICE,  
LAHORE,  
March 1887.

F. LARPENT,  
Registrar, Punjab University.

*Copy of a letter No. 653, dated 28th March 1887, from the Under-Secretary to the Government of the Punjab, to the Director of Public Instruction, Punjab.*

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I AM directed to acknowledge the receipt of your letter No. 689, dated the 18th March 1887, forwarding a statement of the persons who have taken certain University degrees, but expressing an inability on the part of the Registrar of the Punjab University to classify the persons according to castes.

2. In reply, I am to say that it is a matter of importance that the castes should be given, and I am to request that another effort may be made to supply the information in the form required.

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*Copy of a letter No. 882, dated 14th April 1887, from the Director of Public Instruction, Punjab, to the Secretary to the Government of the Punjab.*

WITH reference to your No. 653, dated 28th ultimo, requesting that another effort may be made to classify according to castes the candidates who have passed certain University examinations, I have the honour to forward for information a copy of my letter No. 788, dated 31st ultimo, to the Registrar, Punjab University, and his reply No. 729, dated 5th instant, in which he points out the reasons why he is unable to supply the required information.

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*Copy of a letter No. 788, dated 31st March 1887, from the Director of Public Instruction, Punjab, to the Registrar, Punjab University, Lahore.*

WITH reference to your No. 591, dated 17th March 1887, forwarding a statement shewing the number of candidates who have passed the various Arts examinations since 1882, and stating your inability to classify the candidates according to the various castes to which they belong, I have the honour to forward a copy of letter No. 653, dated 28th March 1887, from the Secretary to Government, Punjab, requesting that another effort may be made to supply the information in the form required, as it is a matter of importance that the castes should be given; and to request that you will kindly do your best to supply the information required. Perhaps a reference to the original applications of candidates may help in furnishing the required information.

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*Copy of a letter No. 729, dated 5th April 1887, from the Registrar, Punjab University, to the Director of Public Instruction, Punjab.*

IN reply to your letter No. 788, dated 31st March 1887, I regret that it is quite impossible with any degree of accuracy to classify the candidates at the various University Arts examination since 1882 according to the various castes to which they belong.

The original applications of candidates give only the following personal particulars:—

Age.  
Race.  
Religion.  
Present occupation.

These particulars are not supplied accurately or upon any uniform plan; for instance, among six applications for the B.A. examination of 1887 now before me, the race of three is entered as Aryan and their religion as Hindu, while the race of two is entered as Hindu and their religion as Aryan. I can of course furnish a statement shewing the particulars of race and religion according to the entries in the original application of candidates, and will do so if the Government so desire; but such a statement cannot, for the reason given above, be of any value whatever.

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## IX.

No. 131, dated Calcutta, 7th March 1887.

From—F. C. DAUKES, Esq., Secretary, Public Service Commission,  
 To—The Secretary to the Government of the Punjab.

I AM desired to request that, with the permission of His Honor the Lieutenant-Governor, you will be good enough to furnish the Public Service Commission with information showing the extent to which encouragement is offered to Natives of the Punjab, by means of Government scholarships or otherwise, to proceed to England for the purpose of completing their education. The Commission are aware of the fact that certain scholarships have been recently established for this purpose by the Government of India, but the present enquiry is made with a view to ascertain (1) whether any similar encouragement is offered by Local Governments and Administrations, and, if so, subject to what rules and conditions, and (2) to what extent advantage is taken of the same.

2. It would be convenient if you would be good enough at the same time to supply such information as may be available regarding scholarships, if any, which may have been established with a similar object in the Punjab, but the cost of which is not borne by the State.

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*Copy of a letter No. 761; dated 26th March 1887, from the Director of Public Instruction, Punjab, to the Under-Secretary to the Government of the Punjab, Revenue Department.*

WITH reference to your endorsement No. 578, dated 21st instant, forwarding a copy of a letter, No. 131, dated 7th March 1887, from the Secretary to the Public Service Commission, in which the Commission desire to be furnished with information showing the extent to which encouragement is offered to Natives of the Punjab, by means of Government scholarships or otherwise, to proceed to England for the purpose of completing their education, I have the honour to state that there are no Government or other scholarships in this Province for the purpose referred to.

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No. 742, dated Lahore, 6th April 1887.

From—The Secretary to the Government of the Punjab,  
 To—The Secretary, Public Service Commission.

Copy forwarded to the Secretary to the Public Service Commission, in reply to his letter No. 131, dated the 7th of March 1887.