

EAST INDIA (LEAVE AND PENSION RULES OF THE  
CIVIL (UNCOVENANTED) SERVICE).

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RETURN to an Address of the Honourable The House of Commons,  
dated 3 August 1896,---for,

“ COPY of further CORRESPONDENCE between the Secretary of State for  
India and the Government of India regarding the Leave and Pension Rules  
of the Civil Officers formerly termed Uncovenanted Servants (in continuation  
of Parliamentary Paper, No 168, of Session 1892) ”

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India Office, }  
7 August 1896. }

ARTHUR GODLEY  
Under Secretary of State for India

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(*Mr. Barnes.*)

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*Ordered, by The House of Commons, to be Printed,*  
*11 August 1896.*

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COPY of further CORRESPONDENCE between the Secretary of State for India and the Government of India regarding the Leave and Pension Rules of the Civil Officers formerly termed Uncovenanted Seryants (in continuation of Parliamentary Paper, No. 168, of Session 1892).

## No. 1.

The Secretary of State to the Governor General of India in Council.—No. 15  
(Revenue).

(Extract)

5 February 1891.

THE proposals discussed in the foregoing paragraphs deal finally with the recommendations of the Public Service Commission, so far as the Forest Department is concerned. A minimum sterling rate has also been fixed at which forest officers are to draw their pensions in England. There remains, however, the consideration expressed in the last paragraph of my Despatch, which said, "It should be remembered that the scale of pensions now allowed to the members of the Public Works Department was fixed under exceptional circumstances, in consequence of the serious block in promotion which had occurred, and it consequently cannot necessarily be assumed that this scale will be suitable either for members of other branches of the service, or even for those who may in future be appointed to the Public Works Department itself." I shall await an expression of your final views upon this point.

## No. 2.

The Government of India to the Secretary of State for India.—No. 17  
(Public).

My Lord,

Calcutta, 25 March 1891.

WITH reference to the correspondence marginally noted, we have now the honour to furnish your Lordship with the conclusions at which we have arrived, after giving full consideration to the views of the Local Governments and Administrations and other authorities, in regard to the recommendations of the Public Service Commission respecting the following special Departments, namely,—

To Secretary of State, No 58 (Public),  
dated 9th October 1888

From Secretary of State, No 104 (Public),  
dated 12th September 1889

- The Archæological Survey Department.
- The Customs Department.
- The Educational Department.
- The Forest Department.
- The Geological Survey Department
- The Jail Department
- The Meteorological Department.
- The Mint (Assay) Department
- The Opium Department
- The Pilot Department.
- The Police Department.
- The Postal Department.
- The Registration Department.
- The Salt Department
- The Survey Department.

Your Lordship has been separately addressed regarding the proposals of the Commission as they affect the Accounts, Public Works, and Telegraph Departments. The views of Local Governments and Administrations, except the Punjab, regarding the Jail, Police, and Registration Departments, and, except the Bengal and Punjab Governments, regarding the Educational Department, will be found in the Enclosures to our Public Despatch, No 58, of 9th October 1888. We now forward copy of a letter from the Punjab Government conveying the Lieutenant Governor's views as to the Jail, Police, and Educational Departments.

#### *Archæological Survey Department*

2. We accept the conclusions and recommendations of the Commission contained in paragraph 53 of Chapter X. of its Report in regard to this Department.

#### *Customs Department*

3. The recommendations of the Commission in respect of this Department are contained in paragraph 97 of Chapter IX., and paragraphs 54-57 of Chapter X., of its Report, and are briefly these.—

(a) That the appointment of Commissioner of Customs, Salt, and Opium in the Bombay Presidency should continue to be a scheduled appointment.

(b) That the appointments of Collectors of Customs at Calcutta and Bombay should ordinarily be held by members of the Indian Civil Service.

(c) That the appointments of Collector of Customs at Madras and Assistant Collector of Customs at Bombay need not be included in the *cadre* of the Indian Civil Service for purposes of recruitment.

(d) That in respect to the other superior appointments in the Department the present system of recruitment by selection should be retained, but that if these appointments are not filled by promotion from the subordinate ranks, or by transfer from the Provincial Service, the persons appointed should hold their offices provisionally until they have satisfied substantial probationary tests.

(e) That the Appraisers and Preventive Branches should be open to qualified candidates of any race.

We referred these proposals to the Governments of Madras, Bombay, and Bengal, and to the Chief Commissioner of Burma, for an expression of their views, and asked them at the same time to frame rules for the recruitment of the Department based on the principles laid down for the Provincial Service.

We now append a copy of correspondence, from which it will be seen that the Local Governments practically accept the suggestions of the Commission, but that the Governments of Madras and Bombay are of opinion that the offices of Collector of Customs at Madras and Assistant Collector at Bombay should ordinarily be held by members of the Indian Civil Service. We have communicated to those Governments our general concurrence in their views, and in the rules for recruitment which they have respectively proposed.

#### *Educational Department*

4. The recommendations of the Commission as to this Department are contained in paragraph 99 of the Report, and in paragraphs 58 to 64 of Chapter X. Briefly stated, the proposals are, (a) that the graded service should be abolished, (b) that the teaching or professorial staff should be distinct from the inspecting staff; (c) that the professorial staff, reduced in strength by the gradual withdrawal of Government from the management of all colleges except one in each province, should be recruited in England for terms of years, and (d) that the inspecting staff should be recruited on terms common to the rest of the Provincial Service, *i. e.*, recruited in India.

5. We are opposed to the proposal that the graded service should be at once abolished, first, because we do not desire either to dispense with the services of the present staff of officers or to compensate them; and, secondly, because it is impossible to say at present what other system we shall substitute for that now in force. The plan of engaging officers for terms of years is, as your Lordship is aware, being tried, but it is necessary to gain experience of it before we can determine whether it will prove successful, how far re-engagements should be encouraged, and what conditions should be fixed as to pay, leave, and pension. While we recognise the advantage of having a succession of fresh men as professors in some branches of learning, we do not feel assured that the prospect of temporary service in India without claim to leave and pension will be attractive enough to secure professors of a high standard of competency, and we are not convinced that for the work of professors in ordinary subjects, experience of India is not of still greater importance. Such experience would be essential in the case of inspectors, and we do not accept the recommendation of the Commission that all inspectors should be recruited in India, as we do not consider that inspection by native agency alone will be sufficiently thorough. The Government is in all provinces engaged in handing over the control of education to municipal committees and local boards, and we have, in our Resolution of 23rd October 1884, on the Education Commission's Report, laid down the principle that "in proportion as the Department withdraws from pushing its own institutions its machinery for inspection will require strengthening. A grant in aid system postulates a thorough inspection of all institutions brought under it." For this reason we are in favour of maintaining such a European element in the inspecting staff as will enable us to test with unfailing accuracy, from time to time, how teaching is being conducted in each part of the country, and thus afford a corrective to the reports of the native agency. We therefore propose that a certain proportion of the inspecting staff of each province should continue to be recruited in England, the minimum being fixed by us according to local circumstances.

The question of pay has to be considered (*a*) in its relation to the officers to be recruited in England, and (*b*) in its relation to the officers to be recruited in India. So far as the former class is concerned, only experience can show what terms will prove sufficient to induce the class of men required to come temporarily to India, but we are at present disposed to think that a maximum pay of 1,200 rupees a month ought to suffice for the principalship of a college, and 800 rupees a month for a professorship or an inspectorship under the new arrangements of temporary contracts.

The pay of the members of the Subordinate Educational Service varies in different provinces. It is highest in Bengal, where a maximum of 500 rupees a month is given. In the North-Western Provinces and the Punjab it does not ordinarily rise over 300 rupees and 350 rupees respectively, though special officers draw higher rates. So far as Bengal is concerned, we recommend that two more grades be added, one on 600 rupees and the other on 700 rupees a month, for those professors and inspectors who are not to be recruited from England. It would be necessary to make a similar addition to the grades in the other provinces on higher pay than is now given to the senior subordinate officers, and any increase in pay in any province would have to be covered by the decrease in the salaries resulting from deductions in the graded list. Such an arrangement would suitably provide for the claims of senior officers appointed inspectors of schools or professors of colleges, and while it would result in the disappearance of the existing difference between the graded and the subordinate service, it would be possible to maintain the principle of the Public Service Commission's Report by dividing the new educational service into two classes: the Provincial Service, including all appointments above 200 rupees, while all posts on 200 rupees or under would be treated as subordinate.

#### *Forest Department*

6. The recommendations of the Public Service Commission for the improved constitution of the Forest Department have been, in the main, fully met by a scheme for the reorganisation of the controlling staff of this department, which has already received your Lordship's sanction. The Commission suggested

suggested that the controlling staff should be divided into an Imperial and a Provincial Branch, of which the former should be a *corps d'élite* recruited in England and limited to the number necessary to fill superior controlling appointments with such a proportion of assistants as will secure a complete training for the junior officers, and that at the same time the policy of training in India men qualified to take charge of the higher administrative appointments should be kept in view, so as to avoid the undue expansion of the Imperial Branch of the service.

The sanctioned scheme provides for a definitely limited service of "Upper Control," in which four-fifths of the appointments will be filled by officers recruited in England and one-fifth by officers recruited in India, and also for a service of "Minor Control," including administrative appointments of minor importance, which will be held entirely by officers recruited in India. In order to enable natives of India to qualify for duties of a more important character than have hitherto been assigned to them, proposals, which your Lordship has sanctioned, have been made for the improvement of the training school of Forestry at Dehra Dun, which will now be equipped with a strong and capable staff of professors. The number of control appointments in the Provincial Branch, including one-fifth of the appointments of Upper Control, will now be 126, on an average pay of 327 rupees a month, whereas hitherto the number was 47 only, with an average pay barely exceeding 200 rupees a month.

In paragraph 67 of Chapter X of the Commission's Report, a recommendation is made that the rule which disqualifies married men from presenting themselves at examinations in England should be modified, and we agree that a relaxation may be permitted in favour of natives of India.

The only remaining suggestion made by the Commission is that the conditions of service as to leave and pension should, for the Imperial Branch, be assimilated to those of the Imperial Branch of the Public Works Department.

We support this proposal, in respect to which your Lordship has been separately addressed.

#### *Geological Survey Department.*

7. We accept generally the recommendations of the Commission as given in paragraphs 70 to 74 of Chapter X of its report, and intend shortly to submit to your Lordship a separate scheme for the recruitment of the Geological Department, which will be framed, as far as possible, in accordance with them.

#### *Jail Department.*

8. The proposals of the Commission in regard to this Department are —

(1) That when Superintendents of Central or District Jails are not medical officers, more opportunities of employment in that capacity might be given to natives, and

(2) That no one should be appointed to the post of Superintendent of a Central Jail who has not served three years in the Jail Department, or in the superior grades of the Police Department, or in both combined.

Our present policy prescribes that, as a general rule, the civil surgeon of the district shall have charge of the district jail, and that the superintendents of central jails shall be commissioned medical officers. This policy has been adopted in the three-fold interest of discipline, of sanitation, and of economy. It is, as your Lordship is aware, a matter of very great importance to us to maintain in times of peace a war reserve of medical officers. This reserve can be economically maintained only by finding civil employment for the officers composing it when their services are not required with the army. The post of superintendent of a jail is one which peculiarly calls for methodical habits, firmness of will, patience, and impartiality. When these qualities are found in a native, there is at present no obstacle to his employment in the jail department in vacancies to which it may be inconvenient to appoint a commissioned medical officer. The attention of local governments and administrations will be drawn to the recommendations of the Commission with a request that, when natives possessing the necessary qualifications are available, they may be tried in the post of superintendent of a district jail, and that after three years' approved

SERVICE

service in that capacity, they may be considered eligible for the charge of central jails

The question of the rate of pay to be granted to superintendents of central jails is under consideration. All superintendents who are not taken from the Commissioned Medical Service will be members of the Provincial Service

#### *Meteorological Department.*

9 No recommendations were made by the Commission for any change in the system of recruitment for this Department

#### *Mint (Assay) Department*

10 The Commission, it will be seen, was of opinion that on general grounds it would be desirable to enlarge the field of selection for recruiting the Assay Department by the withdrawal of the restriction imposed by our Notification No 3,570, dated 19th September 1884, in consequence of which only commissioned officers are declared to be eligible, as a general rule, for appointment to the Department. We may observe that the Notification does not absolutely exclude everyone who is not a commissioned officer, but provides that, *as a general rule*, only commissioned officers shall be appointed, so that the proposal of the Commission, if adopted, would only alter the form of the present rule. In these circumstances, and in view of the fact that the Assay Department only contains four officers of gazetted rank, we do not consider that any change should be made in the existing rules.

As regards the other point raised in the Commission's Report, viz, whether the present scheme of training candidates for temporary appointments involves unnecessary expense to the State, we may remark that the question has been carefully considered in consultation with the Assay Master, Calcutta, and that it is thought to be neither necessary nor desirable to make any change in present arrangements.

#### *Opium Department*

11 The recommendation of the Commission in regard to this Department is that the system of appointing natives by selection to a proportion of the vacancies should be discontinued, and that the future recruitment for this Department should be as for the provincial service, without any restriction as to race or class

We have consulted the Bengal Government in this matter, and our final conclusions are contained in our financial secretary's letter, No. 4843, dated 20th September 1889, to the address of that Government. It will be seen that we have not deemed it expedient to make any essential change in the present system of recruitment

#### *Bengal Pilot Department.*

12. The views of the Commission respecting this Department are that Government is bound to maintain such rules as are deemed by professional experts necessary to secure thoroughly efficient pilots, and that no sufficient reasons exist for the establishment of a special school for the instruction of youths born and educated in India, who wish to adopt a seafaring life as a profession.

The Government of Bengal concurs generally in these views. We had the question of establishing a training school under consideration for a long time in 1883, and our conclusion was the same as that stated by the Commission. It was communicated to your Lordship's predecessor, with our financial despatch, No 23, dated the 7th April 1884. The papers which accompanied our financial despatches, No 24, dated the 23rd May 1885, and No. 305, dated the 11th December 1888, state the views we took of the recruitment of the service and the rules which are now in force. We have only to add that in our opinion it would be desirable to transfer the Hooghly Pilot Service to the Calcutta Port Trust, but the Local Government has hitherto objected to the transfer

*Police Department*

13 The recommendations of the Commission in regard to the police are given in paragraph 117 of its report, and paragraphs 86 to 90 of Chapter X. They are—

(1) That though for many years to come the European element in the police must predominate, natives should not be excluded, as is at present the case in some provinces, but that endeavours should be made to introduce a reasonable proportion of native officers, due regard being had to the efficiency of the service ;

(2) That the present system of recruitment for the post of assistant district superintendent of police in most provinces is unsatisfactory, as not affording a sufficient guarantee of educational qualifications and habits of industry, and that admission to this grade should be by—

(a) Limited competition amongst candidates selected in England for such portion of the appointments in each province as the Government of India may decide to be necessary ;

(b) Limited competition among candidates selected in India, such candidates being chosen on the grounds of good physique, knowledge of the vernacular languages prescribed for the provincial service, and high educational qualifications of an English kind ,

(c) Promotion from the grade of inspectors for exceptional merit or ability shown in active service ,

(3) That both competitive examinations should be conducted in accordance with rules approved by the Government of India ;

(4) That appointments to inspectorships should, as a rule, be made from the lower grades of the force, and that in no case should outsiders be appointed to inspectorships merely as a training ground for the higher offices , and

(5) That the subordinate police, especially the officers in charge of stations, should receive better remuneration and prospects

At present the higher appointments in the police are chiefly recruited from Englishmen in India, but we think that, if the vacancies in the grade of assistant superintendent were recruited from England, we should obtain a much better stamp of men than we get now. If your Lordship sees no objection to such an arrangement, we suggest that, as an experiment for a year or two, a certain number of gentlemen should be selected from the candidates who have done fairly, but failed to secure appointments at the Indian Civil Service examinations, or at Sandhurst, and that they should be sent out to fill the post of assistant superintendent. At present temporary vacancies in the police are in most provinces filled by making acting appointments of gentlemen who do not hold any permanent appointment under Government. We think that if this arrangement were replaced by one under which there would be a limited number of probationers in each province, a guarantee of continuous employment, dependent, of course, on efficiency, could be given to gentlemen from England, and that this could be arranged without any increase of expenditure. Should your Lordship feel disposed to approve this suggestion, we would at the proper season of each year communicate to you the number of vacancies which should be so filled. We recommend that if this arrangement is adopted the concession of the more favourable leave rules granted to district superintendents of police and officers of higher rank in the police by Article 330, Civil Service Regulations, should be extended to assistant district superintendents of police recruited in England.

We propose to leave to Local Governments discretion as to accepting the recommendation of the Commission that Native Inspectors, when found qualified, should be promoted to the higher ranks of the police, and we have suggested that they should be ordinarily eligible for promotion in what is now the Subordinate Executive Service. We do not approve the proposal of the Commission that Inspectors should generally be selected from the subordinate grades of the force ;



force; they seem to come above the line which is to divide the Provincial Service into two branches—the upper and the subordinate, and we think that the principle adopted in other departments should also be applied to the police, namely, that only a small proportion of the upper posts should be filled by promotion from those below the line. We have in separate correspondence, reported to your Lordship in our Despatch No 24 (Judicial), dated the 8th July 1890, expressed to Local Governments and Administrations our opinion that the pay of the subordinate police, and particularly of station-house officers, should be improved.

*Postal Department.*

14. The recommendations of the Commission in respect of this department are—(1) that, in order to enable natives to compete on equal terms with Europeans and Eurasians for employment in it, a certain number of appointments carrying salaries of from 80 rupees to 100 rupees a month should be filled by competition, the successful candidates being selected after practical training for the grades of superintendent, and (2) that of the seven highest appointments in the department now filled by Indian civilians, not less than three should ordinarily be filled by promotion within the department.

We forward a copy of a letter from the Director General of the Post Office, whom we consulted on the subject, and agree in the views expressed therein as regards the recommendations specified above.

We accept the proposal to fill three of the seven highest appointments in the department by promotion of departmental officers who do not belong to the Indian Civil Service, subject to the reservation that it shall be acted upon only when men fit for this promotion are available. The greatest importance is attached to this reservation, as in view of past experience, and of the nature of the arrangements under which it is proposed to recruit for the lower supervising appointments, it is considered by no means improbable that there may sometimes be no Deputy Postmaster General or other officer in the department below the rank of Postmaster General, fit for promotion to that rank. Indeed, the development of the Post Office, and the number of points at which it is now being connected with other branches of the Administration, render it perhaps less likely than formerly that an officer trained solely in the department will make a thoroughly efficient Postmaster General.

In paragraph 4, on page 39 of the Proceedings of the Sub-Committee, a decided opinion is expressed by Sir F. R. Hogg, that the discretion of the Director General should not be fettered in choosing from the ranks of the department the best men available to fill the more important posts, other than those of Postmasters General. As regards departmental promotion, we concur generally in the views of the Director General, but we are of opinion that there should be a further reservation in respect of the appointments below the rank of Postmaster General, and above that of Superintendent. These consist of one Inspector General, Railway Mail Service, two Assistant Directors General, nine Deputy Postmasters General, and three Presidency Postmasters. It has been proposed by both the Commission and the Government of India, that the latter should reserve the power, to be exercised in very special cases, and under prescribed conditions, of making direct appointments to offices in the higher grades of the Provincial Service. Similarly, in the case of the 15 appointments referred to, power will be specifically reserved to the Government, but not to the Director General, to appoint officers from other departments of the Provincial Service. The Comptroller of the Post Office and his office, we may observe, have since the publication of the Report of the Public Service Commission been placed under the control of the Comptroller General and the Finance Department of the Government of India. In this connection it is to be noted that there is nothing in the recommendations of the Public Service Commission to prevent the occasional appointment of officers of the Imperial Service to offices which are not mentioned in the schedule to the Statute 24 and 25 Vict, cap, 54, on the contrary, on page 72, paragraph 2 of its report, the Commission has expressly stated that it does not wish it to be understood that members of the Imperial Service are to be appointed to the reserved posts only and to no others.

*Registration Department*

15. The recommendation of the Commission is that the appointment of Inspector General of Registration should not be included in the *cadre* of the Imperial Service for the purpose of recruitment. In regard to this proposal, it is only necessary to remark that the Inspector Generalship of Registration is a separate office only in Madras and Bengal. In Madras it is not included among the posts for which Civil servants are recruited in England, and as a matter of fact, it has for many years past been held by uncovenanted officers, in Bengal, it has been removed from the list of *cadre* appointments proposed for the future in our Public Despatch No 41, dated 22nd July last. In the remaining provinces the Inspector Generalship of Registration is combined with some office to fill which members of the Indian Civil Service are recruited in England.

*Salt Department*

16. The Commission recommends in paragraph 123 of Chapter IX and paragraphs 103-105 of Chapter X of its report (a), that the appointments of Commissioners of Salt Revenue in Northern India, and in the Madras and Bombay Presidencies, shall be retained in the schedule attached to 24 & 25 Vict, c. 54, (b) that sufficient precautions being taken to ensure the requisite physical qualifications, the principles recommended by the Commission in connection with the formation of the Provincial Service should govern the recruitment for, and promotion in, the Department, and (c) that rules to give effect to this recommendation should be framed in the case of the Northern India Salt Department by the Government of India, and in the case of the departments in Madras and Bombay by the Local Governments, subject to the approval of the Government of India. The Commissioner, Northern India Salt Revenue, and the two Local Governments, were accordingly asked to draft rules and to furnish their views on the proposals of the Commission, and a copy of the correspondence is enclosed for your Lordship's information. It will be observed that the rules are generally in accord with the recommendations of the Commission, and that in addition the Government of Madras proposes that the appointment of Secretary to the Commissioner of Salt and Abkari and one of the Deputy Commissionerships in the Department shall ordinarily be held by members of the Indian Civil Service. The Government of Bombay also intends that the office of Collector of Salt Revenue in that province, not referred to in the recommendations of the Commission, shall be retained as a scheduled appointment. We have intimated to the local governments and to the Commissioner of Northern India Salt Revenue our general approval of their proposals and concurrence in their views.

*Survey Department.*

17. The proposals of the Commission regarding this Department are given in paragraph 125 of its report, and paragraphs 106 to 108 of Chapter X.

We enclose a copy of a letter from the Surveyor General of India, who, it will be seen, raises no objection to any of the recommendations made by the Commission. We therefore accept them.

18. In your Financial Despatch No 41, dated 6th March 1890, your Lordship remarked that, among the numerous questions which would come under our consideration in connection with the recommendations of the Public Service Commission, one of the most important would be the scale of pensions to be awarded in future to the members of the Special Departments. We do not find in the Public Service Commission's Report any basis upon which we could re-consider the existing scale of pensions. We are of opinion that in many of the Special Departments no changes will be required in the pension rules, and we are not at present in a position to suggest to your Lordship that the rules which apply to any Department should be revised. Since your Lordship's Despatch above referred to was written, the Parliamentary Committee which considered the grievances of the European Uncovenanted Services has submitted its report, and while some of its recommendations have already been adopted and the modifications made in the rules have been published, others are still under

under consideration We have not at present any further recommendations to make on this subject.

We have, &c.  
 (signed) *Lansdowne.*  
*G. Chesney.*  
*A. R. Scoble.*  
*P. P. Hutchins*  
*D. Barbour.*  
*R. C. B. Pemberton*

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No 3.

The Government of India to the Secretary of State for India.—No 154  
 (Financial)

My Lord,

Simla, 16 June 1891.

In paragraph 5 of your Lordship's Despatch No 15 (Revenue), dated the 5th February 1891, we are invited to express our final views upon the extension of the Civil Engineers' pension rules to the officers of the Forest Department appointed under covenant

2. Your Lordship observes that the Despatch above quoted deals finally with the recommendations of the Public Service Commission so far as the Forest Department is concerned, that a minimum sterling rate has now been fixed at which Forest Officers are to draw their pensions in England, and that it would be desirable to dispose of the sole remaining question involving the proposed amelioration of the pension rules for the officers of the Department appointed under covenant. Your Lordship informs us that the officers consulted by your Lordship have strongly advised that the scale of pensions granted to the Public Works Department should be granted also to the Forest Department, and we are requested to consider the question once more with reference to the last paragraph of your Lordship's Despatch No 41, dated 6th March 1890.

3 The point indicated in the latter Despatch, that the special pensions had been conceded to certain officers in the Public Works Department in order to remove a serious block in promotion, had been under the consideration of the Government of India previously to our addressing your Lordship in Despatch No 312, dated the 1st October 1889, and we have no reason for altering the opinion arrived at after deliberate consideration, that there are sufficient grounds why the officers of the Forest Department selected by open competition in England should, apart from considerations of equity, be placed on the same level as those similarly recruited in the Public Works and Telegraph Departments in regard to the special pension rules in force. For we consider that the scale of pensions granted to these Departments is not higher than is sufficient to attract competent and desirable candidates to a Department which demands for its Upper Controlling Staff exceptional qualifications and training as well as intelligence of a high order

4 In Lord Salisbury's Financial Despatch No 310, dated the 10th August 1876, it was stated that the specially educated officers of the Forest Department occupied a position closely analogous to that of the Public Works Department. In now repeating our recommendations, we follow, therefore, the lines laid down by Lord Salisbury. If the special rules should at any time be withdrawn from the officers of the Public Works Department, the Forest Officers will cease to have a claim to the concession, but in the meantime we would urge on your Lordship the advisability, for the reasons above stated, of treating the three Departments which are now recruited from Cooper's Hill College on precisely the same footing as regards pension and leave

We have, &c.  
 (signed) *Lansdowne*  
*F. S. Roberts.*  
*P. P. Hutchins.*  
*D. Barbour.*  
*A. E. Miller.*  
*H. Brackenbury.*  
*R. C. B. Pemberton.*

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## No 4.

The Government of India to the Secretary of State for India.—No. 155  
(Financial).

My Lord,

Simla, 16 June 1891.

WE have the honour to submit, for your Lordship's consideration, renewed memorials from certain officers of the Forest Department appointed under covenant on the subject of their claims to more favourable rules of service.

2 The memorialists complain that they were led to believe that they would be given an opportunity of stating their grievances before a Select Committee of the House of Commons, but that, owing to their accredited witnesses having been prevented by interested persons from tendering their evidence, the Parliamentary Committee was left entirely in the dark regarding their special claims. They fear, therefore, that a consideration of the evidence recorded at the Parliamentary inquiry may lead to their claim, that as technically trained officers appointed in England they are entitled to more favourable treatment than is accorded to untrained officers appointed in India, being overlooked. In forwarding the appended memorials, we take the opportunity to explain the present position of this question.

3. The proposal to extend to the officers of the Forest Department appointed under covenant the concessions granted to similar officers of the Public Works and Telegraph Departments was first discussed in our Despatch No 312 (Financial) of the 1st October 1889, in which we recommended that, on the grounds of equity and of economical administration, the concession should be granted. Your Lordship, in Despatch No 41 (Financial), dated 6th March 1890, informed us in reply that, on being furnished with our matured conclusions with regard to the seventeen departments dealt with in the Public Service Commissioners' Report, you would be prepared to examine the claims of the Forest Department together with those of other branches of the Civil Service, and in paragraph 5 of Despatch No 15 (Revenue), dated 5th February 1891, your Lordship has reminded us that you await an expression of our final views on the subject.

4. These views we have expressed in our Despatch No 17, dated the 25th March 1891, dealing with the recommendations of the Public Service Commissioners, and in our Despatch No 154 of this date, replying to paragraph 5 of your Lordship's Despatch No 15 of the 5th February last, we have repeated our proposal that the concessions made to the Public Works Department should, for reasons apart from considerations of equity, be extended to the officers of the Forest Department.

5. In submitting the accompanying memorials, we have therefore nothing to add to the observations recorded in our previous Despatches on the subject, but would again urge, for your Lordship's favourable consideration, the recommendations we have already made.

We have, &c  
(signed) *Lansdowne*  
*F. S. Roberts*  
*P. P. Hutchins*  
*D. Barbour.*  
*A. E. Miller*  
*H. Brackenbury*  
*R. C. B. Pemberton*

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No. 5

The Secretary of State to the Governor General of India in Council, 25th June  
1891.—No. 125 (Financial)

See page 11 of Return 168 of 1892

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The Secretary of State to the Governor General of India in Council.—No. 104  
(Public)

(Extract)

30 September 1891.

I HAVE considered in Council the letter of your Government, No 17, dated the 25th of March last, informing me of the conclusions at which you have arrived (after communication with the Local Governments and Administrations and other authorities) regarding the recommendations of the Public Service Commission as to certain of the special Departments

The views expressed by your Excellency in Council with respect to the Archæological Survey, Customs, Geological Survey, Jail, Meteorological, Mint, Opium, Post Office, Registration, and Survey Departments have my general concurrence I concur also in your observations as to the Forest Department, with this exception, that I reserve for separate notice in this Despatch the suggestion that the conditions of service in that Department "as to leave and pension should, for the Imperial Branch, be assimilated to those of the Imperial Branch of the Public Works Department"

The Hooghly Pilot Service has, on the whole, done such good work, and is so efficient under the control of the Local Government, that no changes seem at present necessary, and I am inclined to think it is not desirable that the Department should be transferred to the Calcutta Port Trust.

On the subject of the Educational Department I propose to address your Lordship hereafter, as the recently received proposals made in your letter, No. 231 (Financial), dated the 18th ultimo, for the reorganisation of the service in the North Western Provinces and Oudh, and in the correspondence with the Government of Bombay which is transmitted with your letter of the same date, No 13 (Educational), require further consideration.

I approve of the suggestion that the experiment should be tried of obtaining from England recruits for the grade of assistant superintendent of police, by selection from among candidates who have done well at the competitive examinations for admission to the Royal Military Academy at Woolwich and the Royal Military College at Sandhurst. If your Excellency in Council will submit to me a matured scheme for carrying out the suggestion, I shall be prepared to communicate with the Civil Service Commissioners regarding the necessary arrangements. But I do not think it would be advisable to include in the field for selection the unsuccessful candidates for the Civil Service of India

The question as to usually selecting inspectors of police from the subordinate grades of the force is one which, I think, is properly left to the discretion of the Local Administrations, and I am not disposed to object to the recommendation of the Public Service Commission in the matter.

The only observation which it seems necessary for me to make with respect to the Salt Department (dealt with in paragraph 16 of your letter) is, that I doubt whether it is necessary or desirable to declare that the office of Secretary to the Commissioner of Salt and Abkari in Madras shall ordinarily be held by a member of the Civil Service of India.

In the concluding paragraph of the letter under reply I am informed that you are of opinion that in many of the special Departments no changes will be required in the pension rules, and that you are not in a position to suggest that the rules which apply to any Department should be revised. But as to the Forest Department you (in paragraph 6) support a proposal that the conditions of service in that Department as to leave and pension should, for the "Imperial Branch," be assimilated to those of the "Imperial Branch" of the Public Works Department. This point is discussed at greater length in your Excellency's more recent letter, dated the 16th of June, No. 154 (Finance), in which, in reply to the inquiry made in my Despatches of 6th March 1890, No. 41 (Financial), and 5th February 1891, No 15 (Revenue), you record your deliberate opinion that the scale of pensions granted to the Public Works and Telegraph Departments is not higher than is sufficient to attract competent and desirable candidates to a Department demanding for its upper controlling staff

exceptional qualifications and training as well as intelligence of a high order, and that the officers of the Forest Department who are selected by open competition in England should be placed, in regard to leave and pension rules, on the same level with those in the Public Works and Telegraph Departments.

I am not, however, prepared at present to give my assent to this proposal regarding the Forest Department, nor do I think that the general question of leave and pension in the various special Departments can satisfactorily be left as it now stands.

The principle adopted by the Public Service Commission, as may be gathered from their Report, was that, the whole of the superior branch of the service being divided into an Imperial Service consisting of men recruited in England, and a Provincial Service consisting of men recruited in India, separate and independent rules as to pay, leave, and pension should be laid down for each of these two services. That principle has been approved by the Government of India and by me, and must not be lost sight of. From this point of view it seems necessary, before deciding whether the conditions of service as to leave and pension for the branch of the Forest Department recruited in England are to be assimilated to those of the Public Works Department in the manner proposed, to consider whether these conditions should also be extended to the officers similarly recruited in other Departments. It is unnecessary to remind your Lordship that every such concession to one Department leads inevitably to demands from other quarters for similar concessions.

Moreover, before settling the rules to be applied to persons hereafter entering the service, the extent of their application to those now in it must be fixed. In the superior branch of the Forest Department there are officers who received their appointments in India, and were not recruited from England. Again, the higher officers of the police have not hitherto been recruited in England, but it is now proposed to obtain in this country assistant district superintendents, and to give them the better rules. It will be necessary for your Excellency in Council to consider, after looking at the matter in all its bearings, whether officers in the higher branches who have been appointed in India shall be placed on the same footing as regards leave and pension as those who were recruited in England, it will be most important also to ascertain the financial effect of a decision that they shall be so placed, its effect with reference not only to the Forest Department, but to its bearing upon the several other special Departments which do not enjoy terms as favourable as those which have been granted to the Public Works. The whole question is one which demands very careful investigation and treatment as regards both the men now in the several Departments and those who may in future be appointed to them, and I request that I may be favoured at an early date with the detailed views of your Government upon it, accompanied by a statement showing accurately the leave and pension rules which you propose should be applicable to each separate Department and its several branches.

I think it possible that individual instances may exist in which officers already members of a special Department are subject to leave rules which, in a general revision of these rules, it will perhaps be well to relax with relation to men who will be ranked as in the highest branch of the service. It is essential that, as regards all officers already in special Departments, it should be distinctly declared whether they rank, for purposes of pay, leave, and pension, in the highest branch of the service or in the provincial.

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No. 7

The Secretary of State to the Governor General of India in Council — No. 214  
(Financial)

My Lord Marquis,

5 November 1891

I HAVE to acknowledge the receipt of the letters from your Excellency, dated the 16th of June, Nos. 154 and 155, relating to the pension and leave rules of the Forest Department

2. From my Despatch in the Public Department, dated the 30th of September, No. 104, regarding the conclusions at which your Government have arrived respecting

respecting certain of the special Departments, your Excellency will perceive that I find myself unable at present to decide the question, and that I am compelled to await the expression of your views as to the manner in which the officers now in the service, as well as those to be hereafter recruited, shall be dealt with in regard to their leave and pensions

3. With reference to the complaint in the memorials of the forest officers, that their case was not adequately represented before the Select Committee of the House of Commons, I may point out that the Government have no control over the proceedings of Committees of the House of Commons, and that it lies entirely within the discretion of such a Committee to determine what witnesses it is necessary to examine. I request, however, that the memorialists may be assured that their claims will not be prejudiced by any witness not having been heard by the Committee of the House of Commons, though I am unable to decide thereon until I shall be in possession of complete information as to the views of your Government.

I have, &c.  
(signed) Cross.

No. 8

The Government of India to the Secretary of State for India.—No. 283  
(Financial)

(Extract.)

Simla, 12 October 1892.

IN this connection we request that your Lordship will favour us with an explanation of the effect which the Orders contained in paragraph 12 of Lord Cross's Financial Despatch, No. 125, dated the 25th June 1891, were intended to have. In the paragraph quoted the opinion was expressed that "persons whose health may have broken down in India, and who are ordered by a medical board to seek the restoration of their health in a temperate climate," should be treated exceptionally, and accordingly a minimum furlough allowance was authorised for cases of "sick leave." From this we have inferred that the minimum was admissible only on leave on medical certificate out of India, granted under the rules in the Civil Service Regulations authorising such leave.

No. 9.

The Secretary of State to the Governor General of India in Council.—No. 203  
(Financial).

My Lord Marquis,

20 October 1892.

I HAVE considered in Council your Excellency's letter, dated the 16th of August, No. 226, relative to the pensions to be awarded to Mr. A., lately Deputy Auditor General, and Mr. B., lately Deputy Comptroller General.

2 These officers entered the service of your Government in 1854, and they claim that their pensions should be regulated by the Superannuation Rules of 1831, which were in force at that time, and that they should be exempted from the operation of alterations made since their entry into the service.

3 In a Despatch dated the 25th of June 1891, No. 125, Viscount Cross disclaimed any intention of interfering with your Excellency's power of altering the regulations from time to time, and Article 7 of the Civil Service Regulations remains valid, by which "an officer's claim to pension is governed by the rules in force at the time when he resigns or is discharged from the service of Government, he is not entitled to concessions withdrawn before, or made after, his resignation or discharge." Lord Cross, however, desired that, if any apparent hardship should have arisen through changes made after an officer's appointment, the case should be examined on its merits when he retired from the service, and, in accordance with that decision, I proceed to consider the claims of Mr. A. and Mr. B.

4. By the Rules of 1831 it was laid down that, "if the period of actual service shall have been 30 years or upwards, the amount of the pension shall not exceed one-half of the salary or authorised allowance of the individual," calculated on the average of the five years preceding his application for pension. But in 1854 it was further conceded that, if an officer should have served faithfully for 35 years, the Government might grant "a pension equal to half the average salary." . . . "These pensions are to be regarded as the rewards of good service, they will not, in any case, be claimable as of right, and every pension," it was said, "which you may see sufficient reason "to grant must be reported to us, with a statement of the grounds of your proceedings "

5. In Mr. A.'s memorial it is claimed that this Despatch of the 5th of May 1854 promised to the officers "a specific pension equal to half the salary received, without limit or reserve, upon the fulfilment of certain named conditions" In this view I am unable to concur. The Despatch in no way abrogated the general conditions of the Regulations of 1831, by which the rates of pensions were to be "fixed on a graduated scale, within the prescribed limitations, with reference to the responsibility and arduousness of the employment, the degree of merit of the individual, and the nature and length of his service" And while one-half of the average salary was fixed as the *maximum* amount of pension to be awarded, it was expressly stated that that proportion was not to be "claimable as of right."

6. It is evident that this was the intention of the Court of Directors, for, when in 1855 they were commenting on the fact brought to their notice that, owing to the high salaries to which some of the uncovenanted servants were beginning to rise, a limit of half-pay considerably exceeded the amount of pension hitherto awarded, they ruled that, while that limit remained in force as regarded persons appointed before that date, those nominated subsequently should in no case receive more than 500*l* per annum. The case of a very distinguished officer, Mr. Elliot, which shortly afterwards arose, proves that the Court did not recognise any claim to a pension equal to half his salary, for, while the salary amounted to 36,000 rupees, his pension was limited to 700*l* a year (or, more correctly, 7,000 rupees, since they insisted on its being drawn in India).

7. Thus, at the time when the direct government of India was assumed by the Crown, the uncovenanted servants were eligible for pensions to be determined on the merits of each case, usually amounting to half average salary after 35 years' service, with a maximum limit of that amount in all cases, and of 5,000 rupees (the equivalent at that time in India of 500*l*) for those appointed after the Orders of 1855

8. I observe that Mr. A. limits his claim "to a maximum of 1,000*l*. a year, as it could not have been intended that an uncovenanted officer should get a higher pension than a covenanted officer." He appears to overlook the fact that, by the contributions paid by covenanted civil servants towards their annuities, from which uncovenanted officers are exempt, the former have bought a large proportion of the annuity of 1,000*l*. awarded to them. The amount which, under the rules of the funds, the Government contributed towards that annuity was usually from 400*l* to 600*l*, but in certain cases the value of the officer's contributions exceeded that of his annuity.

9. Considering the claims, then, of Mr. A. and Mr. B. in the spirit of the Rules of 1831, as amplified in 1854, and without reference to subsequent regulations, I come to the conclusion that the services of Mr. A. will be adequately rewarded by a pension of 5,000 rupees a year, the maximum granted in ordinary instances. In the case of Mr. B., whose service has been of exceptional merit, I have much pleasure in complying with your Excellency's recommendation that, in addition to the ordinary pension of 5,000 rupees which you have sanctioned, he be granted a special pension of 1,000 rupees a year

I have, &c  
(signed) Kimberley



## No. 10.

The Secretary of State to the Governor General of India in Council.—No 231  
(Financial).

My Lord Marquis,

17 November 1892.

I HAVE considered in Council your letter dated the 12th of October, No 283, relative to the interpretation of the authority given in my predecessor's Despatch of the 25th of June 1891, No 125, for the grant of minimum rates of absentee allowance to officers on sick leave

2 The view taken in that Despatch was that persons whose health may have broken down in India, and who are ordered by a medical board to seek the restoration of their health in a temperate climate, have a claim to such a moderate rate of absentee allowance as may enable them to avail themselves of the leave ordered for them; and this claim does not appear to me to be affected by the fact that the officer whose health has broken down is granted leave for which he would have been eligible without a medical certificate

3. In all cases, therefore, in which the Government or other authority granting the leave is satisfied that the state of an officer's health compels him to proceed to a temperate climate, the minimum rates of absentee allowance sanctioned for sick leave should be conceded; and, if the leave is not technically sick leave, the fact that it was granted on the report of a medical board should be noted in the leave and pay certificate.

4. Under this decision, Mr ———, of the Survey Department, whose case is referred to in the third paragraph of your letter under reply, and whose application for the minimum rate of absentee pay was forwarded for your opinion in my Despatch of the 22nd of September, No 181, is entitled to that rate of allowance; and I have given instructions for the issue of his furlough pay accordingly, pending the receipt of a revised leave and pay certificate

5 I request that you will give instructions for the transmission of amended leave and pay certificates for all officers whose absentee allowances are affected by this ruling, and who may have left India before the issue of orders by your Government under this Despatch

I have, &c.  
(signed) Kimberley.

## No. 11

The Government of India to the Secretary of State for India —No 7  
(Financial).

My Lord,

Calcutta, 11 January 1893.

WE have the honour to reply to Lord Cross's Despatch No. 49 (Judicial), dated the 9th October 1890, in which the question of the pension to be granted to officers who, on account of their professional qualifications, have been for the first time appointed to the Government service at an advanced age, was raised in connection with the case of Mr ———, Barrister-at-Law, Deputy Superintendent and Remembrancer of Legal Affairs in Bengal. Having completed 12 years' service, Mr ——— wished to retire at the end of his furlough in 1891, by which time he would have reached the age of 50 years, and, with reference to his memorial to this effect, we recommended that he should be granted a pension of 6,000 rupees a year, and that definite rules should be laid down determining the pension to be granted to future incumbents of the office held by him, in the manner suggested in the Despatch marginally noted. Lord Cross, while rejecting the recommendation regarding Mr ———, expressed his readiness to sanction special rules for the class of officers who, like Mr ———, have for professional or other qualifications been appointed to posts under Government at an age much above

To Secretary of State, No 164  
(Financial), dated 29th June 1883

above that at which public service usually begins. His Lordship mentioned Presidency Magistrates and Judges of Presidency Small Cause Courts as officers of the class referred to, and desired us, after ascertaining the number and exact position of all such officers, to forward for his previous approval a draft of the rules deemed suitable for them as a class. He further requested that in framing these rules the following conditions might be observed :—

- (a) that the ordinary age for retirement (save on medical certificate) should be not less than 55 years,
- (b) that an actual service of 15 years should be required; and
- (c) that the maximum ordinary pension should not exceed 5,000 rupees a year.

2. The Local Governments and Administrations, except Assam, were consulted on the subject, and we enclose, for your information, a copy of the replies received. After carefully considering the whole question we are of opinion that, if your Lordship considers it desirable to make new pension rules for officers of the class mentioned, they might suitably be prepared on the following lines :—

- (1) Twenty years' actual service should be required for full pension
- (2) Voluntary retirement should not be permitted before 55 years of age; an officer who retires at or after the age of 55 years, but who has not rendered 20 years' service, should receive a proportionate pension
- (3) After 10 years' service retirement on medical certificate should be allowed on a pension bearing the same proportion to the full pension as the number of completed years of service bears to 20
- (4) The full pension admissible should be equivalent to half average salary, subject to a maximum of 5,000 rupees a year.
- (5) When the service is not less than 15 years, one year on leave out of India should be included in the qualifying service
- (6) The rule contained in Article 521 of the Civil Service Regulations for the reduction of pension in certain cases should not apply to the appointments to which these rules are extended
- (7) There should be a condition, similar to that laid down in Article 441 of the Civil Service Regulations, that the service for which pension is claimed has been passed wholly in one or other of the offices to which these rules are to be applied.

3. We consider that the lists forwarded by the Local Governments and Administrations of officers holding appointments which they regard as belonging to the class described in Lord Cross's Despatch of October 1890 are unnecessarily comprehensive. In attempting to lay down a special scale of pension for the *class* of officers to which gentlemen are ordinarily appointed at an age above that at which public service usually begins, the Local Governments have included many officers to whom there is no need to grant any special pensionary privileges, and they have set aside the principle of the rule contained in Article 521 of the Civil Service Regulations to such an extent as to render the continuance of that rule practically impossible. The selection of offices for the purposes of the proposed rules is surrounded with great difficulties; but it appears to us that the list should be confined to those appointments now actually in existence which have ordinarily to be filled from a profession, and for which officers over 30 years of age must usually be selected in order that they may have gained the necessary experience in that profession. Appointments which are ordinarily filled by younger men in the usual way, but for which men are occasionally selected at a more advanced age, need not be included in the list. In our opinion any rules of the kind should only be applied to —

(1) Barristers, Advocates, Solicitors and Vakils appointed after the age of 30 to the offices of—

(a) Deputy Legal Remembrancer, Bengal.

(b) Presidency

- (b) Presidency Magistrate
- (c) Judge of Small Cause Court at a Presidency Town (other than Chief Judge) and at Rangoon
- (2) The Astronomer at Madras
- (3) The Director of the Colaba Observatory.

4. This list, however, includes only a small proportion of the offices which will be filled by men appointed for the first time at an age somewhat above the usual age for entering Government employ, and it seems to us impossible to draw up any list which is likely to remain exhaustive, as there will probably be many other offices filled in future by professional or scientific men which cannot be enumerated at present. One of the rules sanctioned in connection with the report of the Public Service Commission permits the appointment to judicial offices in the Provincial Service of professional lawyers of ten years' standing, and some concession as regards pension will have to be made to any persons who may be appointed under this rule. Specialists in education or science are frequently brought out to this country under temporary engagements, and many of them will renew their engagements, or make them permanent upon reasonable terms as to pension. A special concession has been made to educational officers in Article 441 of the Civil Service Regulations under which three years' service is conceded to officers who are appointed for the first time somewhat late in life on account of their special experience, and it would, in our opinion, be feasible by extending the principle of this article to deal with the great majority of cases of the kind under consideration.

5. For these reasons we are of opinion that it is desirable not to lay down rules even for the offices enumerated in paragraph 3 of this Despatch, and we would prefer to deal with all such cases by extending to them the principle of Article 441 of the Civil Service Regulations as occasion arises, and by dealing specially with the small number of cases to which this article could not be made applicable. Holding these opinions, we beg to renew the recommendation in our Financial Despatch No 178 of 24th June 1890, that Mr. ——— should, on retirement, receive a pension of 6,000 rupees a year.

We have, &c.  
(signed) *Lansdowne.*  
*P. P. Hutchins.*  
*D. Barbour.*  
*A. E. Miller*  
*H. Brackenbury.*  
*C. B. Pritchard.*

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No. 12.

The Secretary of State to the Governor General of India in Council.—No. 17  
(Financial).

My Lord Marquis,

26 January 1893

I TRANSMIT, for any observations which your Excellency may desire to make, a copy of two printed papers which have been laid before me, with a request that I will receive a deputation from the London Branch of the European Civil Services Association respecting their grievances.

2 In a Despatch addressed to your Excellency on the 30th of September 1891, No. 104 (Public), Viscount Cross requested to be furnished with the detailed views of your Government upon the question of the application of the leave and pension rules of the Imperial and the Provincial Services respectively to the existing members of the several Departments and their different branches. Until I receive this report, I am unable to form an opinion how far it may be practicable to admit to more favourable rules than they at present enjoy the higher officers of the Departments, or to give an adequate reply to such a deputation as it is proposed that I shall receive on the subject.

I have, &c.  
(signed) *Kimberley.*

## Enclosure 1, in No. 12

## EUROPEAN Civil Services (Indian Uncovenanted) Association.

1. THE accompanying "Memorandum on the Position of the Claims of the European Services" was drawn up by the Central Committee of the Uncovenanted Services in Calcutta, after the issue of the Resolution of the Government of India in the Financial Department, dated the 4th December 1891. The Committee of the Association in England, while adopting the Memorandum and giving it their entire adhesion, desire to support the position taken up in it by the following further statements and arguments.

2. The ordinary maximum pension which an uncovenanted officer can now obtain on retirement is 437*l.* 10*s.* a year, the equivalent of 5,000 rupees converted at the rate of 1*s.* 9*d.* the rupee. To limit the maximum pension to this amount, whatever be the amount of salary which the retiring officer has drawn, is, the Association submit, to fix it at an illiberal and inadequate rate. Under the Civil Service Regulations, the pension for uncovenanted servants is nominally half the average salary, but the limits by which that liberal rule is restricted give it a widely different meaning in practice, in the case of all the more highly-paid officers of Government. An officer drawing a salary of 1,500 rupees or of 2,000 rupees a month would, if the half-salary rule were really, and not merely nominally in force, be entitled to a retiring pension of 787*l.* 10*s.* or of 1,050*l.*, the rupee being converted at the sanctioned rate of 1*s.* 9*d.* The Association have no desire to go behind the settlement under which that rate of conversion was fixed for pensionary purposes, but they submit that, on grounds of reason and justice, they may fairly claim, in the first place, that the ordinary pension should be restored to the amount of 500*l.* a year in the case of all officers whose half-salary on retirement, converted at the fixed rate, would justify such a pension, an amount which, as Mr. Waterfield admitted in his evidence before the Select Committee, was no more than such officers expected to receive, and in the second place, that higher limits still should be allowed in the case of the more highly-paid officers of Government, so that throughout the Services the pension earned should correspond more nearly than it now does with the salary an officer has drawn, and the importance of the duties he has discharged. This principle has already been conceded in the case of the highest officers of the Public Works Department, a superintending engineer being allowed a pension of 6,000 rupees, and a chief engineer a pension of 7,000 rupees. The Association submit that an Accountant General or a Director of Public Instruction, whose salaries are equal to, or greater than, those of the officers named, whose duties are not less arduous and important, nor their responsibilities lower, should be entitled to similar privileges in regard to pension. The distinction now made is regarded as invidious and unjust, and has given rise to deep dissatisfaction among officers of the less favoured Services, and the Association submit that difference of this kind should, once for all, be removed.

3. The Association consider that their claim for a higher maximum pension is fully borne out by the pension rules of the Eastern services of the Colonial Office, as well as by those in force for the officials of the India Office. In the former, the maximum pension obtainable is limited to  $\frac{35}{60}$  of salary, and it is paid at 1*s.* 10*d.* to the rupee or 3*s.* 8*d.* to the dollar. This gives a maximum of 884*l.* in the Ceylon service, 834*l.* in that of the Straits Settlements, and 695*l.* in that of Hong Kong. The limit of pensions for the India Office employes is two-thirds of the salary, which gives a maximum of 800*l.* for heads of departments. They are paid, as are the uncovenanted officers, from Indian revenues, but they have the advantage of serving in their own country, they have no trying climate, and suffer none of the inconveniences and expenses of exile. In the matter of salary, that of the India Office official and of the uncovenanted officer may be looked upon as equal, as they both receive sufficient to live on, but not sufficient to enable them to lay by, and the Association submit that their maximum should not be less.

4. It is necessary to meet one possible objection. It may be said that were the India Office limit applied, it would cause the pensions of uncovenanted employes

employés to be in excess of those given to members of the so-called covenanted service. The case of the covenanted officer stands, however, on an altogether different footing. The salaries of the covenanted service were fixed, as Lord Cornwallis, in his Minute of 31st January 1788, states, "so that the allowances annexed to the principal and most responsible offices be such as will enable the possessors of them, with proper economy, to return to Europe with a competency in a moderate period of service." "Proper economy" has, doubtless, not always been effected, and early in the century the civil servants in India proposed to start an annuity fund of their own, and in a very humble manner asked the Court of Directors to assist them. The Court admitted that without the support of the Company the fund could not live, and they generously offered to pay, subject to certain conditions, half the annuities given, which were to be fixed at 1,000*l*. Government now pays a good deal more than half. It will thus be seen that the salaries of covenanted officers were intended to include pensions, and that the annuity is practically an additional pension, so that no comparison between them and uncovenanted pensions is admissible.

5. The great inequalities that exist in the matter of furlough are also the cause of serious discontent. Some uncovenanted officers can obtain two years' furlough after eight years' service, and six years' furlough in all, while others can obtain only one year after ten years' service, and two years' furlough in all, in addition to sick leave, which can only be taken under considerable restrictions as to pay. The head of an office may be under the less favourable rules, while one of his assistants enjoys the more favourable.

6. The association submit that these differences are unnecessary and inequitable, that the existing anomalies and eccentricities of the rules cause endless heartburning and discontent, and that it is desirable to have one set of rules for all. They would be fair both for the eminent Bengal civilian and for the Hughli pilot, referred to by Mr. Curzon in his reply on the question raised by Sir R. Lethbridge on the Indian Budget last June.

7. The rules would be the same for Europeans and for Natives of India; but, as regards the latter, they would operate in practice as the present rules do, since few Natives will take furlough or retire to Europe.

8. Mr. Curzon drew attention to the fact that uncovenanted officers had gained 52,000*l* a year by the payment of their pensions at 1*s* 9*d* instead of at the annual rate of exchange, but he failed to mention that the covenanted service gain 165,000*l* a year by their annuities being paid at 2*s* instead of 1*s* 9*d*., and that the small body of India Office pensioners gained 17,000*l*. a year. It seems clear that the case of the uncovenanted services, as then presented to the House, suffered from the absence at the India Office of anyone to represent them.

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#### Enclosure 2, in No 12

MEMORANDUM on the Position of the Claims of the European Services, after the issue of Financial Department Resolution, No. 4863, dated 4th December 1891.

THE Government of India have now issued their further Orders on the recommendations made in the Report of the Select Committee of the House of Commons on East India (Civil Servants). These Orders have dealt with the claims of the services in such a manner as to give rise to a widespread feeling of dissatisfaction and discontent. It has, therefore, become necessary to review the present position of the services and to ascertain what advance they have made in establishing their claims.

2. The claims of the services placed before the Select Committee were as follows —

- (a) The pension claim, namely, that officers retiring to Europe should be paid their pensions in sterling, or at the rate of 2*s* the rupee, and that the maximum of 500*l* for ordinary pensions, as declared in the original Orders, should be recognised

(b) The

- (b) The claim regarding the age at which pensionable service should commence; namely, that service before the age of 22 should not be wholly set aside
  - (c) The claim that a certain portion of furlough should count as pensionable service.
  - (d) The claim for a shorter period of service; namely, that pension should be claimable after a service of 25 instead of 30 years.
  - (e) The claim for equality of furlough rules for all taking leave to Europe, namely, that all officers holding certain specified classes of appointments should be placed under the same furlough rules
- Note.*—This includes the claim regarding minimum furlough allowances
- (f) The claim regarding *ex post facto* alteration of rules, namely, that the rule of the Civil Service Regulations reserving to Government the power of modifying leave and pension rules should be abrogated, and that the services should be effectually protected against the alteration of rules to their disadvantage.

3. These claims have been very fully put forward by the association, and supported by reference to Despatches and other documents bearing on the several subjects in the following published documents, which have been widely circulated, and which can be obtained from either the Central Committee in India or from the London Committee.—

- I.—A Statement of the Case of the Uncovenanted Service in India, prepared in 1888, together with a brief abstract.
- II.—The Pensions of the Uncovenanted Service, prepared in 1890
- III.—Memorandum on the Furlough Rules of the Uncovenanted Service

An abstract of the case was also drawn up for the information of the Select Committee of the House of Commons, and can be obtained

4. The Select Committee in their Report made three general recommendations, viz. :—

First. That the pensions of uncovenanted civil servants resident in the United Kingdom should be re-adjusted, in consequence of the unforeseen change in the relative value of gold and silver money

Second. That in future there should be, as nearly as possible, a uniform scheme which should explicitly describe the terms of pension and furlough, in order to remove the grievances due to the ambiguity in which the terms of service have from time to time been stated.

Third. That the question of the obstacles in taking furlough arising from the insufficiency of the present furlough pay should be considered

They also passed the following specific Resolutions —

- 1. That a minimum rate of exchange for payment of pensions should be fixed by the Government
- 2. That the minimum rate shall be one shilling and ninepence (1s 9d.) to the rupee.
- 3. That no distinction in the furlough and pension rules should be made between Europeans and Natives of India
- 4. That some period of furlough should in all cases count as service for pension
- 5. That pensionable service should commence at the age of 20

5. Leaving the three general recommendations for consideration below, it may be stated that, in pursuance of the specific Resolutions of the Select Committee set forth above, the following Orders have been issued by the Government :—

(a) As regards the pension claim, that the rupee pensions of officers retiring to a gold currency country should be paid at a minimum exchange rate of 1s. 9d. to the rupee.

(b) As

(b) As to the claim regarding the age at which service should begin to count for pension that 20 instead of 22 years should be the minimum limit.

(c) As to the claim to count a certain portion of furlough service: that one year's leave with allowances in 15 years' service, and two years' in 25 years' service, should count as service for pension, if taken out of India.

It will be seen that the Orders on the first and second points (a) and (b) merely reproduce the specific Resolutions passed by the Select Committee. With regard to (c) it will be noted that the concession granted, the value of which there is no desire to minimise, is nevertheless the very smallest that could possibly have been made, and that the amount of furlough allowed to count as service is below that already admissible to certain classes of officers. It may reasonably be contended that the amount of furlough which should be allowed to count as service should not be less than that which in ordinary circumstances an officer requires for the maintenance of his health. This cannot be placed at less than four years in the whole period of service, seeing that under the more favourable leave rules an officer of the European services is entitled to six years' furlough. A separate claim which the services have strenuously urged is, that the compulsory term of service should be reduced from 30 to 25 years, including two years spent on furlough. Both demands have the same object, and it is essential that, by one method or the other, the term of compulsory service in India should be reduced, as was indeed admitted by the Financial Secretary to the India Office in his evidence before the Select Committee (Q. 2291-4). It is contended that the term of 28 years' active service still required under the recent concession is far too long.

6. The three general recommendations may now be considered. With regard to the first, prescribing a general re-adjustment of pensions, the Government have not gone one step beyond the specific Resolution fixing an exchange rate of 1s 9d for the rupee. In other words, the first general recommendation is ignored altogether. It will hardly be contended that the specific Resolution of the Select Committee regarding the rate of exchange covers, or was intended to cover, anything like the whole ground included in the general recommendation of the Committee that pensions should be re-adjusted in consequence of the unforeseen change in the relative value of gold and silver money. One of the most important claims put forward by the services is, that the maximum of ordinary pensions paid in gold currency countries should be 500l. and not 5,000 rupees. The services consider that in the pamphlet on this question issued by the Central Committee in 1890 they established an indefeasible claim in equity for ordinary pensions up to a maximum of 500l., as proved by reference to the wording and intention of the original Orders of Government.

It is important to notice that Mr. Waterfield, in his evidence before the Select Committee, admitted that a pension of 500l. in the case of officers appointed up to 1871 was no more than what was contemplated and expected (Q. 2215-16).

It may be added that, in certain correspondence\* which took place in 1868 between the Secretary of State and the Government of India, the limit of 500l. pensions proposed by the Secretary of State was explicitly stated in pounds sterling, while salaries were uniformly expressed in rupees, a difference which leaves little doubt as to the intentions of the Government at that time.

7. With the second general recommendation, condemning the ambiguity in which the terms of service have from time to time been stated, and recommending the adoption, as far as possible, of a uniform scheme which shall explicitly describe the terms of pension and furlough, may be taken the third specific Resolution quoted above, that no distinction in the furlough and pension rules should be made between Europeans and Natives of India, in other words, the rules were to be (1) clear and explicit, and (ii), as far as possible, uniform. The Government propose to meet the first requirement, not by any alteration of the rules, but by the issue of a "pamphlet containing the more important regulations in a condensed form." This position is defended on the ground that

“ the regulations cannot be materially abbreviated or simplified without risk of causing ambiguity and further uncertainty ” The inconsistency between this position and the decision of the Select Committee is manifest

8. With regard to the instruction to prepare, as nearly as possible, a uniform set of pension and furlough rules, applicable to Europeans and Natives alike, all that can be said is that the Government decline to make any attempt to carry out the requirement. While it may be admitted that there are difficulties in the way of preparing a single uniform scheme applicable to all classes of officers, yet we are confronted with the fact that the very widest differences exist, as regards furlough and pension, and even, in some cases, salary, between officers doing precisely the same work in the same Department. It was understood and hoped that the effect of the Select Committee's Report would be to remove, at any rate, the most glaring of these anomalies, but nothing whatever has been done in this direction. It would not be giving too wide or too liberal an interpretation to the recommendations of the Committee to suppose that their intention was to suggest that, by a liberal exercise of its discretion, the Indian Government should sweep away the mass of invidious distinctions between men of the same service, which are the cause of the great bulk and the complexity of the code of rules called the Civil Service Regulations. This code may be fitly described as a vast ill-digested accretion of case law, formed, as it is, out of decisions on particular cases, the fundamental conception of such precedents being the restriction to particular classes or persons of special privileges which they had succeeded in gaining, either through special accidents of appointment, or through pressure which the Government had, at one time or another, felt itself unable to resist. It is the gradual growth of privileges on the one hand, and of enforced exceptions on the other, that has given rise to the multiplicity and complexity of rules of which the Select Committee complained, and it is the differences thus resulting to men discharging the same duties that this association has been trying all along to break down. The Select Committee having recommended that “ no distinction in the furlough and pension rules should be made between Europeans and Natives of India,” it would follow, *a fortiori*, that there should be none between Europeans and Europeans. But no attempt has been made, in the Orders of the 4th December 1891, to remove any of the anomalies complained of, the Government of India defend the complexity of the rules, maintain its necessity, and decline to alter it.

9. With regard to the general question of simplifying the rules, and of the way in which this can best be accomplished, it has been pointed out before, and it is in fact one of the claims that has been put forward by the services, that the principal rules affecting their interests should be crystallised once for all by a legislative enactment. It has been proved that it is only by such an enactment that the pensions of the covenanted service have been saved from the same fate as those of the uncovenanted services, and it is one of the grievances of the services that their treatment in this respect has been so different from that of the covenanted service. It has been pointed out that the rules of the English Civil Services are embodied in Acts of Parliament. A legislative enactment is, it is believed, the only method by which simplicity and freedom from ambiguity, as well as due equality to men of the same class, no less than just and suitable differences to men of different classes, can be secured. The existence of such an enactment would not only be beneficial to the services, but it would save the Government itself from the continuous agitation, which has been going on for more than one generation of official life, to improve the existing rules. It would be impossible for any code of rules which had to pass through the ordeal of legislation, whether in the House of Commons or in the Indian Legislative Council, to emerge therefrom in the form which the code of Civil Service Regulations has assumed by reason of the continuous alteration to which it has been subjected in the Secretariats of the Government of India.

It is reasonable to suppose that the Select Committee, when recommending a uniform scheme which should explicitly describe the terms of pension and furlough, had in their minds the idea of a code which would be likely to pass muster as an Act of the Legislature. In preparing such a code there can be



no doubt that the present invidious distinctions between men who discharge the same duties would disappear, and that whatever distinctions were finally considered necessary would be based on simple and clear principles, such as could be readily understood. At present the services are well aware that the rules are unintelligible to all outside a narrow circle of experts, and one great obstacle to getting their grievances redressed has been that they are not understood.

10. The question of a uniform scheme of rules, interpreted in the light of the preceding remarks, is intimately connected with another matter which, though not referred to in the Select Committee's Report, was discussed in the course of the inquiry, viz, the power reserved by Government to alter the rules and conditions of service with retrospective effect. The Under Secretary of State for India repeatedly declared, in the most explicit and emphatic terms, that the Secretary of State had never claimed, and would not in future exercise, such a right. This is no doubt the reason why the Select Committee refrained from passing any resolution on the subject. The Government of India, on the other hand, declare that the right of altering the pension and furlough rules with retrospective effect must be maintained, subject to the condition that care should be taken, as in the past, to prevent the introduction of any new rules from operating harshly, and it is left to the Local Governments and the Government of India to consider, and if necessary to make recommendations on, specific cases of hardship which may be shown to have been caused to individuals by the alteration of the rules. The services are unable to accept as a satisfactory settlement of their claim the discretion left to the several Governments to take up individual cases and to inquire whether there be hardship or not, they ask that it may be rendered impossible to alter the terms of service to an officer's disadvantage. It is unnecessary to quote individual cases in which the interests of Government servants have been injuriously affected by such alteration of rules, they have been already quoted and discussed.

11. The Government of India justify their contention by the statement that they "have always been careful to exercise the right of altering rules with due consideration for the rights of servants," and they add: "The ordinary course adopted to prevent hardship arising from any change of rule found necessary, has been either to defer the introduction of the change for some time after its publication, or to give the officers affected the right of choosing whether they shall come under the operation of the old or of the new rules." With regard to this declaration, attention may once more be drawn to the note which was inserted in the fourth edition of the Civil Pension Code, as an interpretation of the Resolution of the Government of India in the Financial Department, No. 1555, dated 1st July 1870. That Resolution explicitly stated the maximum limits of pension in pounds sterling, and in that form it was published for many years without comment, and was so understood by all officers then in the service. In the fourth edition of the Code, issued in the year 1879, the following note was found prefixed to the Resolution —

*Note* — Whenever, in the following Resolution, a pension is stated in sterling the equivalent in rupees is meant, at 2s. the rupee, which had been, at the time, for several years the fixed rate of exchange for the adjustment of financial transactions between the Imperial and Indian Governments."

This note, professing to be merely an interpretation of a rule, vitally affected the position of every officer then in the service who intended to retire to and take his pension in England. The present declaration of the Government of India makes it necessary to ask the question what "due consideration" was then given by the Government to the rights of officers so seriously affected? Was any exception made in the case of those officers who, as Mr Waterfield admitted, had entered the service in the expectation of a pension of 500*l.*? What record is there of any proceedings in any department of the Government to show that the effect of this ruling had been fully discussed before its introduction was decided on? In what published Resolution of the Government was the decision announced and justified? Were officers affected given the right of choosing whether they would come under the operation of the old or of the new rule?

rule? It may be confidently asserted that the answers to these questions would disclose the fact that, while the intentions of the Government of India towards their servants are, as may be freely allowed, governed by that consideration for which they claim credit, there have been instances in which, through inadvertence or other cause, grievous hardship has been inflicted by the issue of orders without full consideration by the highest authorities of their actual effect

12. The third and last recommendation draws attention to the obstacles in taking furlough arising from the insufficiency of the present furlough pay. This recommendation the Government meet by a declaration that "the leave rules are sufficiently liberal in the concessions made to those who voluntarily take leave of absence," but they make a certain concession, viz., a minimum furlough allowance of 200*l* a year, or 75 per cent of the salary, whichever is less, in the case of those whose health has broken down. Thus, while the Select Committee declared that the furlough allowances were insufficient, the Government maintain that they are sufficient, while the Select Committee intended, as is abundantly manifest from the evidence, to allow officers much fuller and more frequent opportunities of taking furlough while still in health, the Government make no concession whatever, except in the case of those who are ordered by a medical board to leave the country. On the other hand, on a reasonable construction of the recommendation of the Select Committee, as interpreted by the evidence, it may fairly be held that their intention was to improve furlough allowances generally, and thus to remove the obstacles complained of. Sir John Gorst stated before the Committee, "it is quite clear that if the furlough pay is so bad men will not take leave" (Question 1553). The anomaly and injustice of fixing the minimum allowance so low as 200*l*., and restricting it to sick leave, will be manifest when these conditions are compared with the minimum of 250*l* allowed to military officers under military rules, and of 500*l* allowed to covenanted civil servants and to military officers in civil employ, when taking furlough of any kind either with or without medical certificate.

It may be added, with reference to the question of furlough allowance, that the anomalous rule which restricts the maximum furlough allowance of an uncovenanted officer to 800*l* a year, while it allows 1,000*l* to an officer of the covenanted or military service doing the same work, is perpetuated. Such inequalities, it is only fair to suppose, it was the object of the Select Committee to remove when they recommended a uniform scheme of pension and furlough free from ambiguities. The inequality just mentioned can only affect a few of the more highly-paid uncovenanted officers, whose position of itself entitles them to as high consideration as any other officers of Government, the distinction is extremely invidious, it would cost little to remove, and it is the cause of great and well-grounded discontent.

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No 13.

The Government of India to the Secretary of State for India —No. 169  
(Financial).

My Lord,

Simla, 6 June 1893.

IN Lord Cross's Despatch, No 104, dated 30th September 1891, we were asked to consider the question of the leave and pension rules applicable to the several special departments. It was pointed out in that Despatch that the principle adopted by the Public Service Commission was that the whole of the superior branch of the service being divided into an Imperial service consisting of men recruited in England and a provincial service consisting of men recruited in India, separate and independent rules as to leave and pension should be laid down for each of these two services, and the opinion was expressed that the general question of leave and pension in the various special departments could not satisfactorily be left as it now stands.

2. The

## 2. The special departments are—

Accounts	Gaols.
Archæological.	Meteorological.
Botanical	Mint (Assay)
Civil Veterinary	Opium.
Customs	Pilot
Economic Products.	Police.
Education	Postal
Forest.	Public Works
Geological Survey. .	Registration.
Imperial Survey	Salt.
Indian Museum.	Telegraph.

3. In considering the whole question on which our opinion is desired, we have kept in view the principle laid down by the Public Service Commission. In the Forest, Public Works, and Telegraph Departments a clear division has been made between Imperial and provincial services, and we have issued orders constituting two separate services in each of these three departments. But in the case of the other departments no distinct line has yet been drawn between appointments which should be regarded as Imperial and those which should be regarded as provincial, and we are of opinion that in certain cases such a division may prove to be neither desirable nor feasible. For the purposes of the present reference, however, we have assumed generally that all appointments in the special departments which are, as a rule, held by members of the Indian Civil Service, officers of the Army, and officers recruited in England, may be classed as Imperial, and that all other appointments held by gazetted officers may be classed as provincial

4. Proceeding on these lines we have carefully examined the pension and leave rules at present applicable to the members of each department, and have considered what improvements, if any, in their position should be proposed. As regards members of the Indian Civil Service and officers of the Army no question is raised, and their case need not be further referred to. As regards the other officers, whose case is under consideration, it may be convenient, before submitting our recommendations, to specify briefly the rules regarding pension and leave to which they are at present subject.

5. The general body of the officers are subject to the ordinary pension rules contained in chapters XV to XIX. of the Civil Service Regulations . . .

Special and more favourable rules have been laid down for certain officers of the Public Works and Telegraph Departments, which will be found in chapter XXIX of the Civil Service Regulations.

Officers holding certain appointments in the Education Department are entitled to the privileges specified in Article 441, and officers of the graded list of the Geological Survey Department and certain officers of the Forest Department enjoy the privileges mentioned in Articles 446 and 520 of the Civil Service Regulations

In regard to leave, those officers who have been appointed by the Secretary of State or with his particular sanction to any of the offices enumerated in Article 330 (c) of the Civil Service Regulations and those whose names are entered in Appendix 3 of these regulations, enjoy the benefits of the more favourable leave rules contained in chapter XIII. The remainder are as a body subject to the less favourable leave rules in chapter XIV.

The pilot service has special pension and leave rules, which are contained in chapter XXXII of the Civil Service Regulations.

6 We now proceed to state the conclusions at which we have arrived on the important question referred for our opinion. We have very carefully considered the circumstances of the appointments in each department. We do not think it necessary to lengthen this Despatch by setting forth in detail the considerations applicable to each department separately, and we content ourselves with describing in the following paragraphs the changes which we desire to recommend as the result of the full and detailed examination of the case which Lord Cross's Despatch required us to make

I.—*Pension Rules*

7. For the reasons set forth at length in the Despatches quoted in the margin, we are of opinion that the special pension rules in force for covenanted officers of the Public Works and Telegraph Departments should be extended to similar officers of the Forest Department who have been or may hereafter be recruited in Europe, and, in view of the manner in which the higher appointments in the Forest Department are recruited, we consider it desirable for the efficiency of the department that this step should be taken without further delay

Financial Despatches to Secretary of State for India, No 46, dated 10th February 1885  
No 312, dated 1st October 1889  
Nos 154 and 155, dated 16th June 1891

8. This is the only alteration in the pension rules which we recommend. As regards the Education Department, however, it may be necessary to submit further proposals to your Lordship when the reorganisation of the department has been carried out.

9. In the event of our recommendation being accepted, we beg to repeat the proposal made in paragraphs 6 and 7 of our Despatch, No. 312 (Financial), dated 1st October 1889, on the subject of the institution of a provident fund for all covenanted forest officers and the right of election by them of the new rules

10. We see no sufficient ground for extending to officers of the Forest Department appointed in India the benefits which we have proposed for officers of that department recruited in Europe. We consider that the claims of the latter officers are far superior to those of the former. Apart from the expense of studying during several years for the competitive examination for admission to the Forest Department, the officer recruited at home spends a considerable sum for his training. The sum thus invested and the technical knowledge thereby acquired are of little or no money-making value to him on his retirement. He has to purchase his appointment by application to study and by direct expenditure of money, for which he cannot (by obtaining employment such as engineers can often secure) be recouped on retirement unless he obtains a better scale of pension. Moreover, one of the reasons which rendered it necessary to appoint officers in India to the Forest Department was that recruits from England were not forthcoming in sufficient numbers, and it was partly due to the fact that the scale of pensions for the superior officers of the Public Works Department was so much better that recruits did not come forward in England for service in the Forest Department. Officers of the Forest Department appointed in India may, therefore, be said to owe their appointments to the prospects of pension being unfavourable, and cannot, in our opinion, claim to share in the improved scale of pensions now recommended.

II.—*Leave Rules*

11. The question of what changes should be made in the leave rules seems to us to be open to argument. We incline, however, to the opinion that the more favourable leave rules are not much, if at all, more expensive to the State than the less favourable leave rules, natives of India take little or no long leave, and the average amount of long leave taken by Europeans is considerably below the maximum amount admissible under the less favourable rules. We, therefore, consider that there would be no great objection to a somewhat considerable extension of the application of the former. We believe that an undue restriction of the amount of leave admissible to officers acts prejudicially on the efficiency of the administration, and that many officers at present take less leave than their health requires, their work in consequence being rendered less efficient.

12. These views influence us in recommending the following improvements in the leave rules.—

(a) In departments in which distinct "Imperial" and "Provincial" services already exist, and in which such services may hereafter be created, all members of the Imperial Service to be entitled to the more favourable leave rules.

(b) All

(b) All officers holding any of the appointments of which a list is given in Article 330 (c) of the Civil Service Regulations to be entitled to the more favourable leave rules

13 We add recommendation (b) to (a) because in many Departments there may be no distinct line between "Imperial" and "Provincial" services, and the restriction imposed by Article 330 (c) Civil Service Regulations as to appointment by the Secretary of State for India is, in our opinion, no longer necessary. It will be observed that recommendation (b) will affect certain officers who are not members of the special Departments

14 We also recommend that the following appointments should be included in the list contained in Article 330 (c) Civil Service Regulations.—

Gaols.—Superintendents of Central and Presidency Gaols  
Police—All Assistant Superintendents of Police.  
Indian Museum—Assistant Superintendents

15. In the case of the Education Department, we consider that, instead of the more favourable leave rules being made generally applicable to the "graded list," the rules should be applied only to the superior service of the Department under any system that may hereafter be devised when the reorganisation of the Department has been carried out.

16. We do not propose that the benefits of the more favourable leave rules should be extended to officers of the new Provincial services of the Public Works Department sanctioned in our Resolution in the Public Works Department, No. 2112-G, dated the 19th July 1892, a copy of which was forwarded to the Home Government with our Despatch No 52-P W, dated the 23rd August 1892, nor to Superintendents and Assistant Superintendents in the new Provincial services of the Telegraph Department sanctioned in our Resolution in the Public Works Department, No. 156-T.E., dated the 25th August 1892, a copy of which was forwarded to the Home Government with our Despatch No. 14 (Telegraph), dated 13th September 1892. Proposal (b) in paragraph 12 would at present include these officers, but it is our intention to specially exclude them

17 We may hereafter find it desirable to propose further additions to Article 330 (c) Civil Service Regulations, but, for the reasons already given in paragraph 11, that prospect need not, we consider, be regarded with apprehension.

18 We take this opportunity of suggesting a change in the orders regarding the grant of a minimum rate of furlough allowance. In paragraph 8 of our Despatch No. 393, dated 17th December 1890, we proposed that all officers appointed in England should be allowed a minimum leave allowance, during leave out of India, of 250*l*. a year, or their last salary, converted at the rate fixed yearly for the adjustment of leave allowances, whichever is less. In his Despatch No. 125, dated 25th June 1891, Lord Cross decided that our proposals were unnecessarily liberal, and asked us, if we agreed, to issue orders granting a minimum furlough allowance of 200*l*. a year, or 75 per cent. of the last salary in India, in cases of sick leave. We foresaw that this concession would not be considered as sufficient by the officers concerned, and also that the rule would add to the complications of the leave rules and would give rise to difficulties in application, but we accepted the decision with the object of ending the discussion of the matter. Experience has shown that the concession has not allayed the discontent of the officers affected, and that there are great difficulties and complications in working the rules as to the minimum. The ruling given in your Lordship's Despatch No. 231, dated 17th November 1892, that the minimum is not to be restricted to leave granted on medical certificate, but is to be allowed in all cases in which the leave has become necessary owing to the state of the officer's health whatever the nature of the leave granted, will very materially add to those difficulties and complications.

We therefore strongly recommend that the rule on the subject should be altered, and that the minimum should be allowed during all leave out of India, whether or not the leave has been necessitated by bad health. In the majority of cases considerations of health form the main inducement to an officer to take

long leave; and it seems to us inexpedient that the rules should have any tendency to induce an officer to defer taking leave, which he requires to fit him for the efficient discharge of his duties in India, until his health has actually broken down or is on the point of breaking down

As the concession made in Lord Cross's Despatch of 25th June 1891, was not confined to officers appointed in England, and officers not so appointed have therefore for more than two years enjoyed the concession of a minimum furlough allowance in certain cases, it would be inexpedient now to restrict the minimum to officers appointed in England, and we recommend that the minimum should be allowed to all officers, whether European or Native, and whether appointed in England or in India.

In 1890 we recommended a minimum of 250*l.* a year, or last salary, whichever is less, Lord Cross considered 200*l.* a year or three-fourths of last salary sufficient. We are still of opinion that the rate we proposed was not more than enough to secure the object in view, and we submit the matter for your Lordship's decision.

We have, &c  
(signed) *Lansdowne*  
*G. S. White.*  
*P. P. Hutchins.*  
*D. Barbour.*  
*A. E. Miller*  
*H. Brackenbury.*  
*C. B. Pritchard.*

No. 14

The Government of India to the Secretary of State for India. —No 188  
(Financial)

My Lord,

Simla, 20 June 1893

A QUESTION has been raised whether an officer who takes furlough out of India for two years under Article 371 Civil Service Regulations, on account of the state of his health, is entitled to the minimum rates of absentee allowance sanctioned in paragraph 3 of your Lordship's Despatch, No 231 (Financial), dated 17th November 1892, for the full period of the leave or for the first 15 months only, as in the case of leave granted under Article 369. It will be seen from the copy of the correspondence enclosed that two of our Account officers are of opinion that the intention is that in the case mentioned the minimum rates of absentee allowance should be granted for the first 15 months only. We are doubtful whether this view is correct, and we therefore refer the question for your Lordship's orders.

We have, &c  
(signed) *Lansdowne.*  
*G. S. White.*  
*P. P. Hutchins*  
*D. Barbour*  
*A. E. Miller*  
*H. Brackenbury*  
*C. B. Pritchard*

No. 15

The Secretary of State to the Governor General of India in Council —No 150  
(Financial)

My Lord Marquis,

3 August 1893

I HAVE considered in Council your Letter dated the 20th of June, No 188, relative to the absentee allowance of an officer who has been granted furlough for two years under Article 371 of the Civil Service Regulations on the ground of ill-health.

2 Such

2. Such an officer is entitled to half average pay during the whole period of his furlough, under Article 373 (b) of the Civil Service Regulations, and the concession to him of 200*l* a year, or three-fourths of last salary, as a minimum rate of allowance, applies to the whole period of his furlough, and not to the first 15 months only, as in the case of an officer on leave on medical certificate under Article 369.

I have, &c  
(signed) *Kimberley.*

No. 16.

The Government of India to the Secretary of State for India —No. 274  
(Financial)

My Lord,

Simla, 22 August 1893

WE have recently had under consideration the question of the extent of the application of the Orders in Lord Cross's Despatch No. 125, dated 25th June 1891, regarding minimum leave allowances. Hitherto we have assumed that the orders were intended to apply only to members of what was formerly termed the Uncovenanted Service; and on receipt of the Despatch of June 1891 we embodied the orders in Chapters XIII. and XIV. of the Civil Service Regulations only, and did not make any alterations in the chapters which contain the leave rules applicable to special departments or special officers in Part V. of the Regulations

2 We may explain that our assumption was based on the fact that the grant of the minimum relief allowance was one of the results of the representations made by the general body of the so-called Uncovenanted Service, and that the majority of the witnesses who appeared before the Select Committee of the House of Commons which sat in 1890 were members of that service. The propriety, however, of thus restricting the concession has recently been questioned, and, on further consideration, we are doubtful whether our assumption was correct. We therefore refer the matter for your Lordship's orders.

3. The classes of officers with special rules are—

- |                               |                                      |
|-------------------------------|--------------------------------------|
| (1) Lieutenant Governors.     | (7) Law Officers.                    |
| (2) Members of Council        | (8) State Railway establishments.    |
| (3) Judges of the High Court. | (9) Bengal Covenanted Pilot Service. |
| (4) Barristers                | (10) Port Blair Police               |
| (5) Statutory Civil Servants  | (11) Assam Military Police.          |
| (6) Ecclesiastical officers.  |                                      |

Classes (1), (2), (3), (4), and (6) would not be affected, owing to their high rates of pay, or to the fact that better minimum leave allowances have been fixed by their own special rules. Law officers might in certain cases benefit by the concession

We have, &c  
(signed) *Lansdowne.*  
*G. S. White.*  
*P P Hutchins*  
*D Baibour*  
*A. E. Miller.*  
*H. Brackenbury.*  
*C. B. Pritchard.*

No. 17.

The Government of India to the Secretary of State for India.—No. 311  
(Financial).

My Lord,

Simla, 20 September 1893.

WE have the honour to acknowledge the receipt of your Lordship's Financial Despatch, No. 17, dated the 26th January 1893, forwarding, for any observations which the Government of India may desire to make, a copy of two papers submitted by the European Civil Services Association respecting their grievances in the matter of leave and pension. The object of both these papers is to show that

that greater concessions should be made to the services in respect of leave and pension than have been made as the result of the recommendations of the Select Committee of the House of Commons which sat and reported in 1890.

2 In the first place we desire to state that in our opinion the improvements already made or proposed in the leave and pension rules applicable to the members of what was formerly termed the Uncovenanted Service must be regarded as the full limit of all reasonable concessions, and we are therefore unable to recommend that any of the further concessions now asked for by the service should be granted or that any of the suggestions made by them should be adopted. We deem it necessary, however, to offer some general remarks on the details of the whole case as now put forward in the two papers submitted to your Lordship, and in the paragraphs which follow we shall deal separately with each of the points raised by the Association.

3. The claim that the ordinary maximum limit for pensions should be 500*l.* and not 5,000 rupees as at present (*vide* the first half of paragraph 2 of Enclosure No. 1, and paragraph 6 of Enclosure No. 2 of the Despatch)

The Calcutta Committee endeavour to show that the Select Committee of the House of Commons, appointed in 1890 to consider and report upon the alleged grievances of the Uncovenanted Services of India, intended in the clause marked (1) of their report to recommend that the limit for pensions should be fixed in pounds sterling as above, or at any rate that this concession would come within the spirit of that clause. They call that clause the first of the Select Committee's "general recommendations," and charge the Government of India with altogether ignoring it. We do not think that Clause (1) of the Select Committee's Report was intended to be a separate recommendation. It is stated as the ground for the proposals which follow it; and the recommendations of the Report numbered (2) and (3) appear to us to have been intended by the Select Committee to give effect to the opinion expressed in Clause (1) of their Report. This is the interpretation which has been placed on this portion of the Report by both the Secretary of State for India and the Government of India, and in our opinion there is no doubt that it is the correct interpretation. The Select Committee recommended that pensions should be converted at the rate of 1*s.* 9*d.* the rupee. There is nothing to lead to the belief that they intended a different rate of exchange, namely, 2*s.* the rupee, to be applied to the maximum pension of 5,000 rupees.

The London Committee, though adopting generally the views of the Calcutta Committee, do not repeat the argument under this head in the form adopted by the latter committee, but urge that 500*l.* should be fixed as the ordinary maximum limit for pensions "on grounds of reason and justice."

The Select Committee of the House of Commons had this claim definitely before them, and made no recommendation that it should be acceded to. In our opinion it is desirable that the Report of the Select Committee should be taken as a final settlement of the alleged grievances on all points in which the recommendations were definite, and that this claim should be negatived.

Our honourable colleague Sir A. Miller dissents from this conclusion. He thinks that the true effect of the Despatch of the Court of Directors dated 28th February 1855, was to fix the maximum limit of these pensions at 500*l.* a year irrespective of exchange, and that the object of the introduction of the words "or 5,000 rupees" into the resolution which was issued on receipt of that despatch was to give to pensioners who desired it an option of receiving their pensions in rupees. (The Resolution referred to was quoted in paragraph 9 of our Despatch, No 226, dated 16th August 1892.) There are, he understands, pension regulations still in force under which the pensions are payable in sterling or rupees according to the residence of the recipient in England or India. He is aware that this view is opposed to that expressed by your Lordship's predecessor in his Despatch, No. 5 (Financial), dated 9th January 1890, and reiterated in your Lordship's Despatch, No 203 (Financial), dated 20th October 1892, but he cannot discover from the papers accompanying either of these Despatches that the precise point involved was adequately raised or discussed, and he desires to represent the question as a proper one for reconsideration by your Lordship.



4. The claim that higher pensionary limits than 500*l.* or 5,000 rupees should be fixed for the more highly paid officers of the State, and that officers like the Director General of Public Instruction have equal claims to the higher pensions allowed to officers of the public works and telegraph departments (*vide* the second half of paragraph 2 of Enclosure No 1 of the Despatch)

The propriety of making any such concession was fully considered by the Government of India at the time that our Despatch No. 169, dated 6th June 1893, regarding the leave and pension rules applicable to members of the special departments, was written. The conclusion arrived at was that, for the present at any rate, the concession should be extended only to the officers of the Forest Department who have been, or may hereafter be, recruited in Europe. With reference to the argument in paragraph 3 of Enclosure No. 1 of the Despatch, we may observe that we cannot admit that there is any such analogy between the position of the officers whose case is under discussion serving in India and those in the India Office or in the service of the Governments of Ceylon, Hong-Kong, or the Straits Settlements, as would justify the Government of India in raising the pensions of its servants to the rates which obtain in those services. The scale of pensions of each branch of the Indian service must be determined with reference to the general circumstances of the service, the class of men whom the Government of India desire to attract, and the means at their disposal to meet the growing charges for pensions of all kinds. In the case of officers of exceptionally good service the Government of India specially recommend an addition to the pensions admissible under the ordinary rules. The argument which the London Committee have adopted in the fourth paragraph of their memorandum is not applicable to the circumstances of the Indian Civil Service alone. It is equally applicable to all or nearly all the other services in India. There was originally no intention of giving pensions to the servants of the Government of India, and the practice of giving them has grown up in all the services alike.

5 The claim that the amount of furlough out of India allowed to count as service for pension should be more than one year in 15 and two years in 25; or, alternatively, that the period of active service required for pension should be reduced to 25 years (*vide* paragraph 5 of Enclosure No. 2 of the Despatch).

These alternative claims are correctly stated to have the same object, namely, the reduction of the term of compulsory service in India required for pension.

The Select Committee, who had before them all the facts and arguments regarding this claim, recommended that a portion of furlough out of India should be allowed to count as service for pension in preference to reducing the period of active service required for pension. On the principle, therefore, of treating, as far as possible, the Report of the Select Committee as a final settlement of all the claims laid before them, the decision arrived at by that Committee in the matter should, we consider, be adhered to. Moreover, the Select Committee recommended that no distinction in the furlough and pension rules should be made between Europeans and natives of India, and it is admitted that 28 years of active service is not too long a period to require for pension from a native of India.

6 The claim that greater facilities in respect of furlough and pension in other respects than those specifically recommended by the Select Committee, or mentioned in other parts of the papers under consideration, should be granted to European members of the services (*vide* paragraphs 5, 6, 7 of Enclosure No. 1, and paragraphs 7, 8, and 9 of Enclosure No. 2 of the Despatch).

The London Committee merely call attention to the great inequalities which exist in the matter of furlough, and urge that they should be removed by applying the principle of levelling up. They propose that the rules thus modified should apply to Natives as well as Europeans, remarking, however, that the change would in practice operate in favour of Europeans only.

The Calcutta Committee, however, endeavour to prove that this claim is

covered by the recommendations of the Select Committee. They base their contention on the two following recommendations of the Select Committee —

- (a) "Your Committee are further of opinion that the greater part of the grievances of the Uncovenanted Services is due to the ambiguity in which the terms of service have from time to time been stated, and recommend that in future there shall be as nearly as possible a uniform scheme, which shall explicitly describe the terms of pension and furlough.
- (b) "That no distinction in the furlough and pension rules should be made between Europeans and natives of India."

It is contended that these two recommendations should be read together and treated as two clauses of one recommendation. We find it difficult to understand how it could be thought that the two resolutions have any connection. In regard to the first resolution, the object of the Select Committee is distinctly stated by them to be the removal of ambiguity from the existing rules, and no other construction was placed upon it by your Lordship's predecessor or by the Government of India in the Orders and discussions on the Report of the Select Committee. In paragraph 8 of Despatch No. 190, dated the 28th August 1890, Viscount Cross stated the opinion (in which the Government of India concurred) that the existing rules were not ambiguous. In paragraph 9 of the same Despatch his Lordship ruled that it was impossible to have one scheme for all Civil servants in India. Paragraph 6 of the Government of India's Despatch No. 393, dated the 17th December 1890, and paragraphs 2, 3, and 4 of their Resolution No. 4863, dated 4th December 1891, also construed the recommendation in question in the same way as Viscount Cross had read it. There can, we consider, be no doubt that the Select Committee did not contemplate that any other meaning than that stated above should be attached to this part of their recommendations, and did not intend to propose the grant of additional privileges as supposed by the Calcutta Committee.

The Calcutta Committee also endeavour to prove that the two recommendations quoted above were intended by the Select Committee to include a proposal to make the pension and furlough rules of all European officers in India uniform with the most favourable rules in the Civil Service Regulations. In substance their argument is: "If no difference is made between Europeans and Natives, *a fortiori*, no difference should be made between Europeans and Europeans." We find it quite impossible to read into these resolutions the meaning thus assigned to them. As stated in paragraph 11 of this Despatch, we have proposed, for your Lordship's approval, certain improvements in the pension and leave rules of the special departments, and, as already stated, we do not consider that any further changes are called for or desirable.

7. The request that the principal rules regarding pension and leave should be crystallised once for all by legislative enactment (*vide* paragraph 9 of Enclosure No. 2 of the Despatch).

As regards this request we have merely to observe that we do not consider that sufficient reason has been shown for its adoption.

8. The protest against the power reserved by the Government of India to alter the rules from time to time (*vide* paragraphs 10 and 11 of Enclosure No. 2 of the Despatch).

On this point we have nothing to add to what has already been said in the marginally-noted correspondence, except that the particular instance cited by the Calcutta Committee in paragraph 11 of their Memorandum was not a change of rule as contended by them, but simply a statement of what has all along been the intention and meaning of the rule, and that the Government of India and the Secretary of State have frequently explained that the orders limiting pensions ordinarily to 5,000 rupees a year did not withdraw from the services concerned any privilege which they had, under the rules, any right to claim.

9. The

Despatch from the Secretary of State, No. 100 (Financial), dated the 28th August 1890, paragraph 11

Despatch to the Secretary of State, No. 393, dated the 17th December 1890, paragraphs 9 to 12

Despatch from the Secretary of State, No. 125 (Financial), dated the 25th June 1891, paragraphs 3 to 5

Resolution by the Government of India, No. 4863 dated the 4th December 1891, paragraph 6

9 The obstacles in taking furlough arising from the insufficiency of the present furlough pay (*vide* paragraph 12 of Enclosure No. 2 of the Despatch).

On this point we have again addressed your Lordship in our Despatch No 169, dated 6th June 1893, and we have no further remarks to make on the subject.

10. Since the receipt of your Lordship's Despatch we have received a further Memorandum from the Calcutta Committee, in which they urge that members of the services represented by the association should be taken into counsel, either by the appointment of a committee, or otherwise, before the claims now under consideration are finally disposed of. We enclose a copy of the Memorandum for your Lordship's information, and beg to state that we do not recommend compliance with the request. The views of the persons interested in the matter have already been fully stated and fully considered both by the Secretary of State and the Government of India

11. With reference to paragraph 2 of your Lordship's Despatch, we beg to refer to our Financial Despatch No 169, dated 6th June 1893, which contains our recommendations and views in regard to the leave and pension rules applicable to the special departments.

We have, &c.

(signed)

Lansdowne.  
G. S. White.  
P. P. Hutchins.  
D. Barbour.  
A. E. Miller.  
H. Brackenbury.  
C. B. Pritchard.

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Enclosure in No. 17.

MEMORANDUM by the Central Committee of the European Civil Services Association in Calcutta

20 March 1893.

THE Central Committee of the European Civil Services Association desire respectfully to bring the following facts and suggestions to the notice of the Government of India.

2. In the course of the debate on the Indian Budget on the 20th June 1892, a promise was obtained from Mr. Curzon, the Under Secretary of State for India, that "the India Office would press the Indian Government to consider the conditions which have been applied to officers of the higher grades, and how far they are applicable to these Uncovenanted Civil Servants."

3. This promise was made with reference to remarks made by Sir Roper Lethbridge, K.C.I.E., M.P., in the House of Commons on the subject of the grievances of the Uncovenanted Services of India, in connection with the recommendations made by the Select Committee of the House of Commons in 1890, and the manner in which the recommendations had been dealt with by the Government of India, with special reference to the Orders of Government contained in the Resolution in the Financial Department, No 4863, dated the 4th December 1891.

4. In December 1892, a Statement and Memorandum of the Case of the Services, drawn up on the basis of Sir Roper Lethbridge's remarks in the House, was forwarded to Lord Kimberley in accordance with a permission to that effect previously obtained from the Under Secretary of State, Mr. Russell. On the 25th of January last, a communication was received from Sir Arthur Godley, Permanent Under Secretary of State, a copy of which is attached, together with the Statement and Memorandum referred to. From this reply it is understood that the communication to the Government of India, promised by Mr. Curzon, was made by Lord Cross, and is still under consideration.

5. The communication of the Secretary of State and the reply of the Government of India doubtless deal with the matters affecting the interests of the

European Civil Services which have been so many years under discussion, and it is probable that the reply to the Secretary of State, now under consideration, will, so far as finality is attainable in such matters, indicate the final decision of the Home Government on the whole case

6. Under these circumstances, the Central Committee of the European Civil Services Association would respectfully urge for the consideration of Government that it is very desirable that the decision of the Government of India should not be solely guided by advisers who belong to a different Service to those whose interests are under deliberation. They would urge that members of their own Service should be taken into counsel, and that, in some form or other, either by the appointment of a committee of persons representing the Government and the Services, or otherwise, as the Government may direct, the views of the persons interested may be considered before finally disposing of the case

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No. 18

The Secretary of State to the Governor General of India in Council.—  
No 188 (Financial).

My Lord Marquis,

21 September 1893

I HAVE considered in Council your Excellency's letter, dated the 6th of June last, No. 169, relating to the leave and pension rules of the several special departments in your service.

2. Your Excellency, in the recommendations which you have made, has kept in view the principle laid down by the Public Service Commission, and accepted by Viscount Cross, that, the superior branch of the service being divided into an Imperial service consisting of men recruited in England, and a provincial service recruited in India, independent rules as to leave and pension should be framed for the two services. It is also necessary to bear in mind the recommendation of the Select Committee of the House of Commons in 1890, "that no distinction in the furlough and pension rules should be made between Europeans and Natives of India," and "that in future there shall be as nearly as possible a uniform scheme, which shall explicitly describe the terms of pension and furlough."

3 I concur in the opinion expressed by Lord Cross, in his Despatch of the 28th of August 1890, No. 190, that the meaning of the Select Committee must have been that no difference should be made on account of race or birth between the various officers of the Government in respect of their leave and pension, and I hold that those who have obtained similar appointments in the same manner should be allowed similar privileges, whatever their race, so far as concerns the amount of leave granted to them during their service, and their pension when it shall be completed.

4. Holding this view, I am aware of no more satisfactory manner of drawing the distinction which is inevitable between the leave rules of the higher and lower branches of the service than that advocated by the Public Service Commission. In all branches of the service which have been or may be divided into a higher or, as it is sometimes termed, Imperial service, and a lower or provincial service, I consider that those who originally enter the former should be granted the leave rules of the European services, and those in the latter the rules of the Indian services. This concession of the better rules to all members appointed to the Imperial service is in accordance with the recommendation made in paragraph 12 (a) of your letter

5. Your Excellency would also grant the more favourable rules to all officers holding an appointment contained in the list given in Article 330 (c) of the Civil Service Regulations, and you propose to add to the list Superintendents of Central and Presidency Jails, Assistant Superintendents of Police, and Assistant Superintendents of Museums, while in the Education Department, you would give the more favourable rules only to the superior service instead of to the graded list generally, and in the Public Works and Telegraph Departments you would exclude those in the provincial service

6 I consider

6 I consider that in all such cases the class of leave rules to which the officer is to be entitled must primarily be determined by the nature of his original appointment, but, if he entered the Provincial service, and were subsequently appointed to a post usually held by an officer of the Imperial service, I see no objection to his being allowed thereafter the benefit of the European Leave Rules

7. As your Excellency observes, there are many Departments in which no distinct line can be drawn between Imperial and Provincial Services. In such cases it will be necessary for your Government to submit for my consideration a list of the appointments, and if necessary of individuals, to whom you desire in each Department to grant the better leave rules. It is, of course, understood that all who have already been admitted thereto will retain the privilege, even if the appointment which they hold be not considered to rank in the Imperial class.

8 Turning to the pension rules, I find that, while for the present reserving your opinion respecting the Education Department, the only alteration which you wish now to recommend is that officers of the Forest Department recruited in Europe should have the special pension rules in force for Public Works and Telegraph Officers, and that they should be admitted to the benefits of the provident fund, but you do not recommend such a concession to the Forest officers recruited in India.

9 As in the case of the leave rules, I think it highly desirable that the pension rules should be simplified as much as possible, and I am of opinion that it is practicable to bring all officers under one or other of two sets of rules. I do not, however, think that it is necessary to give in all Departments the exceptional privileges granted to the Public Works Department owing to the block of promotion, and continued or extended in consequence of the low rate of exchange. The guarantee of a minimum sterling rate of exchange of 1s. 9d. per rupee has materially lessened the difficulties of the retired officers, and in other respects measures are now being taken to remove some part of the hardship to which they, in common with all your officers, have unquestionably been exposed in recent years

10 While permitting all officers now in the Service to retain their existing privileges, I am of opinion that, as regards those hereafter entering it, whether in the Public Works, Telegraph, or any other branch, the maximum pension should in ordinary circumstances be Rs 5,000 per annum. But in all the larger Departments, and in any of the smaller Departments as to which you may be prepared to make a recommendation for the purpose, I authorise your Government to grant an extra pension of Rs 1,000 per annum, to any officer who shall have rendered not less than three years' approved service as the head of the Department in any province, and whose special merits you may consider to be deserving of such a concession

11 Subject to this condition, I sanction the extension of the scale of pension now granted to the covenanted officers of the Public Works and Telegraph Departments to officers appointed from England to the Forest Department, and I have no objection, for the sake of simplification, to allow to the graded officers of the Geological Survey Department, who are now entitled to invalid pensions to the extent of 10 to 14 forty-fifths, of their salary after 10 to 14 years' service, the higher scale of 20 to 24 sixtieths, and the other benefits of the Public Works pension rules. I do not understand your Excellency to make any such recommendation for the Geological Survey Department in the future; and those who hereafter enter it will come under the less favourable rules.

12 In my Despatch of the 30th of March last, No 15 (Judicial), I communicated to your Excellency my decision as to the manner in which officers entering the Service at a mature age should be treated for superannuation. This may be viewed rather as the method of applying the pension rules than as a different scale, and, as it will be applicable to the Educational as well as the Judicial Service, it makes it unnecessary to retain the condition that officers of the former Department entering it after the age of 25 may add three years to their qualifying service

13. I have carefully considered the application made by the European Services Association, that officers under the less favourable pension rules may be allowed to retire, without a medical certificate, on the completion of 25 instead of 30 years' qualifying service, and I regret that I find myself unable to accede to the request. If an officer's health has given way, he can retire after 25 years' service, and, if he is in good health, I see no hardship in his being required to serve till the age of 55, unless he shall have previously completed 30 years' service, the presumption being that his experience will make him a valuable public servant during the later years. In this country no officer can retire on a superannuation pension before the age of 60.

14. The Association have also made three other requests which are not noticed in your letter,—that the minimum rate of exchange for pensions shall be raised above 1s. 9d. the rupee, that in the case of those under the less favourable rules the amount of furlough allowed as qualifying service for pension shall be extended from two to four years, and that the maximum limit of absentee allowance shall be fixed at 1,000*l.* instead of 800*l.* a year. I have not failed carefully to consider these requests, but I regret that I am unable to accede to them.

15. Finally, I have to deal with the proposal which your Excellency has renewed regarding the minimum furlough allowance. You adhere to your opinion that this should be 250*l.* a year, or the last salary, whichever is the less, during leave out of India; and, in consequence of the fact that Lord Cross granted the allowance which he sanctioned on medical certificate to officers of all kinds, you now recommend that it be allowed to all officers, whether European or Native, and whether appointed in England or India. It appears to me that your Government can hardly have been aware of the extent of this proposal; not only would it permit the lower class of officers to take furlough to England on full pay, but a servant of Government in Southern India, who when taking leave would in India be restricted to half pay, would double his pay by crossing to Ceylon, and one in Burma would do so by going to the Straits. Except for the ordinary holiday or privilege leave, I consider that officers taking leave out of India should not be allowed full pay, and the limit of 75 per cent. seems to me to be very liberal. Nor do I see any sufficient reason for raising the limit from 200*l.* to 250*l.*, or for granting the benefit of a minimum allowance except when the officer is compelled by sickness to come to Europe; and the only modification in this respect that I can sanction is the substitution of the word "Europe" for "England," so that officers ordered or desiring to seek health-resorts on the Continent may benefit by the concession.

16. In my telegram of the 16th of August, I signified my assent to your proposals for granting an exchange allowance in India sufficient to raise one-half of the officer's salary (within a limit of 1,000*l.*) to the basis of payment at 1s. 6d. the rupee, and for the issue of furlough pay at that rate. I trust that these important concessions, which it is calculated will cost the State in the present year no less than Rx. 680,000 per annum, together with such advantages as I have felt myself at liberty to sanction in this Despatch, will be accepted as proving my readiness to give reasonable consideration to any measures which may be found desirable for improving the position of the Civil Departments.

I have, &c  
(signed) *Kimberley.*

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No 19.

The Secretary of State to the Governor General of India in Council.—  
No 189 (Financial)

My Lord Marquis,

21 September 1893

My attention has been drawn to the amended leave and pay certificate of Mr —, of the Indian Postal Department, which was transmitted with the letter from the Comptroller General of the 11th July, No I/76, and to the decision of your Government that Mr —, whose furlough under Article 371 has

has been commuted in this country to leave on medical certificate, is not entitled to the minimum rate of absentee allowance, as stated in the certificate first furnished to him.

2. This decision is no doubt based on the terms of paragraph 12 of my predecessor's Despatch of the 25th of June 1891, No. 125, in which a distinction is drawn between the claims of an officer who is compelled to leave India by ill-health, and those of one who takes leave voluntarily

3. This construction does not, however, appear to have been kept in view when the rule in regard to minimum rates of absentee pay was inserted in Articles 346, 347, and 374 of the Civil Service Regulations; and I am of opinion that an officer, who is prevented by illness from returning to India, has a fair claim to the benefits of a concession, which was intended to secure such a moderate amount of absentee allowance as would enable officers to avail themselves of the leave necessary for their restoration to health.

4. I have accordingly given instructions that the minimum rate of absentee pay is to be applied in all cases of leave granted on a medical certificate out of India

5. Mr. ———'s furlough under Article 371 having been commuted to leave on medical certificate, he will, in accordance with this decision, be entitled to the minimum rates of absentee pay specified in Article 374, during the whole period of his leave.

I have, &c.  
(signed) Kimberley.

No. 20.

The Secretary of State to the Governor General of India in Council.—  
No. 201 (Financial).

My Lord Marquis,

5 October 1893.

I HAVE considered in Council your Letter dated the 22nd of August, No. 274, enquiring whether the orders in the Despatch of the 25th of June 1891, No. 125, in regard to minimum allowances for Civil officers on sick leave, should be applied to the special Departments and special officers who are subject to the leave rules in Part V. of the Civil Service Regulations.

2. The object of the new rule was to grant such a moderate amount of pay as would enable officers to avail themselves of the leave to Europe, which their state of health rendered necessary; and it does not appear to me to be right to restrict the concession to officers under the European or Indian Services leave rules.

3. I accordingly authorise your Excellency to make such alterations in the Civil Services Regulations as may be necessary to extend the minimum rate of leave allowance to all officers for whom there are special leave rules, who would be benefited by the concession.

I have, &c.  
(signed) Kimberley.

No. 21.

The Secretary of State to the Governor General of India in Council.—  
No. 117 (Financial.)

My Lord,

21 June 1894.

WITH reference to Lord Kimberley's Despatch of the 21st of September 1893, No. 188, and to the Letter from your Government of the 20th of September last, No. 311, I forward a copy of a letter from the European Civil Services Association, and request that I may be informed, as early as may be practicable, what decision you have arrived at in regard to the leave and pension

Dated 6 June 1894.

pension rules of the several special Departments in your service, and that I may be furnished with a copy of any orders which you may have issued on the subject

2. The views expressed in the Letter from your Government of September 20th 1893, have not been communicated to the Association, pending a settlement of the question of the special Departments.

I have, &c.  
(signed) *Henry H Fowler.*

Enclosure in No 21

The European Civil Services (Indian Uncovenanted) Association to the Under Secretary of State for India

Sir,

45, Pall Mall, 6 June 1894.

I AM requested by the London Committee of this Association to call your attention to the deputation that waited on your predecessor on the 10th August 1893, and to the promise that Lord Kimberley then held out of the speedy settlement of the question of the claims of the Services, and the undisposed of recommendations of the Select Committee of the House of Commons in 1893

It is understood that a Despatch by the late Secretary of State to the Indian Government was sent out last autumn but has not been published, as it did not deal with the demands made by the Services and endorsed by the Select Committee, but practically rejected them.

The Committee therefore desire me to express the hope that you will be so good as to go into the merits of the case, as laid before Lord Kimberley by the deputation, and give the points on which redress is sought by the Services your early and favourable consideration.

I have, &c.  
(signed) *J. S Heyman, Secretary.*

No 22.

The Government of India to the Secretary of State for India —  
No. 206 (Financial)

Sir,

Simla, 7 August 1894

WE have the honour to acknowledge the receipt of your Despatch No. 117 (Financial), dated 21st June 1894, and in reply to say that we have not yet issued any orders in regard to the leave and pension rules of the special Departments. The questions involved, which are very wide and complicated, are receiving every consideration, and we hope to submit our recommendations on the subject at an early date.

We have, &c.  
(signed) *Elgin.*  
*G S. White.*  
*A. E. Miller.*  
*H. Brackenbury*  
*C. B. Pritchard*  
*J. Westland.*  
*A. P. MacDonnell*



— No 23 —

The Government of India to the Secretary of State for India.— No 9  
(Financial).

Sir,

Calcutta, 9 January 1895.

WE have the honour to acknowledge the receipt of Lord Kimberley's Despatch No. 188 (Financial), dated 21st September 1893, regarding the leave and pension rules of the several special departments.

2 As regards the question of the leave rules, Lord Kimberley was of opinion that the most satisfactory manner of drawing the distinction, which is inevitable between the leave rules of the higher and lower branches of the service, was that advocated by the Public Service Commission, namely, that the whole of the superior branch of the service being divided into an Imperial service consisting of men recruited in England and a Provincial service consisting of men recruited in India, separate and independent rules as to leave should be framed for the two services. His Lordship therefore considered that in all branches of the service which have been or may be divided into a higher or Imperial service and a lower or Provincial service, all those who originally enter the former should be granted the leave rules of the European services, and those in the latter service the leave rules of the Indian services. The class of leave rules to which an officer would be subject would accordingly be primarily determined by the nature of his original appointment, but if an officer entered the Provincial service and were subsequently appointed to a post usually held by an officer of the Imperial service, Lord Kimberley saw no objection to the officer being allowed thereafter the benefit of the European leave rules. As regards departments in which it might be found neither desirable nor feasible to draw a distinct line between appointments which should be regarded as Imperial and those which should be regarded as Provincial, his Lordship considered that it would be necessary for us to submit a list of the appointments, and, if necessary, of individuals to whom it might be desirable in each department to grant the better leave rules.

3 We have considered, department by department, the question of the classes of appointments, the holders of which should be admitted to the more favourable leave rules, with reference to the principles and views recited above, and we have now the honour to communicate for your orders the conclusions at which we have arrived in respect of all departments other than the Public Works and Telegraph Departments, as to which we shall address you separately hereafter.

We trust that we are acting within the meaning of Lord Kimberley's Despatch in giving, in the matter of leave rules, special consideration to the officers of those departments which, though recruited in India, are, under the orders of the Secretary of State of 1879, largely composed of Europeans. The reasons which make it necessary to officer these special departments by Europeans make it also necessary to maintain these Europeans in vigour and in health; and although during the earlier part of their service they should not expect the same leave privileges as officers recruited in England, it seems to us necessary for the efficiency of the public service that they should, when they are older and in a more advanced stage of service, have opportunities of maintaining their health by taking leave other than medical leave, which it is not necessary to give to natives of this country, or to officers of departments which have not been officially recognised as requiring in an especial degree to be officered by men possessing the mental and physical vigour of a European constitution.

4 In the case of the following departments only, *i.e.*,—

The General (Executive and Judicial) Administration,  
The Education Department,  
The Forest Department,  
The Survey Department,

have we found it possible to effect a complete division between the Imperial and Provincial branches, and in their case we accept the view that the favour-

able leave rules should apply, as a general rule, only to officers in the Imperial branch of the service.

In the case of the General (Executive and Judicial) Administration, except as regards the appointments at Presidency towns and one or two other miscellaneous appointments specified below (*see* paragraph 6), the distinction between Imperial and Provincial services is clear. All officers holding posts in the *cadre* of the Indian Civil Service, other than members of the Provincial service and natives of India appointed, in accordance with rules framed under Section 6 of 33 Vict c 3, to posts listed as open to the Provincial service, form the Imperial branch of the service and will be subject to the more favourable leave rules. All other officers, including those specially appointed to listed posts, will belong to the Provincial service, and will come under the less favourable rules. The above principle will also apply generally to the Berar Commission, the native portion of which corresponds to the portion of the Provincial service in other provinces holding listed posts. The European portion corresponds to the body of Indian civilians on mixed Commissions in other provinces, and should be similarly treated. We accordingly recommend that the better leave rules should be given to European members of the Berar Commission.

In the Education Department the members of the future European Educational Service, together with officers who will have the option of entering that service but prefer to retain their present graded posts, will form the Imperial branch of the Department, and they alone will come under the leave rules for the European services in Chapter XIII of the Civil Service Regulations. The list of appointments in Appendix A., however, contains certain special educational posts mostly under the Foreign Department to the incumbents of which the better leave rules should, in our opinion, be extended.

The Forest Department has already been divided into Imperial and Provincial branches. The Imperial branch is manned by officers recruited in England, and will ultimately consist of 80 per cent. of the present staff of upper control. All the members of this Imperial branch will be entitled to the more favourable leave rules. The less favourable rules will apply to the members of the Provincial branch, which is to be recruited in India, from natives of India, and to consist of (a) the entire lower controlling staff, and (b) eventually 20 per cent. of the upper controlling staff.

In the Survey Department, the Imperial branch has been formed out of the present Senior Division *minus* ten appointments which have been surrendered to the Provincial branch, and will ultimately consist of 39 appointments. The Provincial branch will consist of the present Junior Division with the addition of the 10 appointments taken from the present Senior Division, and will eventually include 142 appointments in all. The recruitment for the Imperial branch will be, as at present, restricted (with two exceptions) to military officers, who will all be entitled to the more favourable leave rules. The exceptions alluded to are the civilian specialists appointed, either by yourself or with your special sanction, to the Dehra Computing\* Office and the Calcutta† Photographing Office, and these also will receive the benefit of the better rules. There will be open recruitment from amongst natives of India for the Provincial branch by competition amongst approved candidates, and the less favourable leave rules will apply to all members of this branch.

\* Despatch No 29 (Revenue), dated 19th March 1885

† Despatch No 69 (Statistics and Commerce), dated 2th July 1886.

5. But in the case of the majority of the special departments, as was anticipated, we have found it impracticable to draw a line between the Imperial and Provincial branches of the service. In some few cases we have been able to bring the distinction, which it is desired to define, under the terms of a general rule; but for the most part we have been obliged, as suggested in paragraph 7 of the Despatch of 21st September 1893, to prepare a list of the appointments, and, in a few cases, of the individuals to whom we consider it necessary and desirable to grant the leave rules for the European Services contained in Chapter XIII. of the Civil Service Regulations. This list, marked A, is appended, and we will now proceed to state briefly the grounds which in our opinion justify us in selecting for the favourable rules the appointments included in the list.

6 *Special Judicial Appointments*.—Our recommendation in respect of appointments included under this head is, except in the case of judgeships of the Punjab Chief Court, confined to barristers. Barrister Judges of the Chief Court are entitled to the leave rules contained in Chapter XXIV of the Civil Service Regulations, and in our opinion the importance of the office entitles Judges of the Court, who are neither barristers nor members of the Indian Civil Service, to the more favourable leave rules.

While our opinion is that it will not, as a rule, be necessary to give the better leave rules to holders of the other judicial appointments enumerated unless they are barristers, we have a special recommendation to make in favour of Mr. O. R. Jones, Chief Presidency Magistrate of Madras, whose case is referred to in the correspondence ending with Lord Kimberley's Financial Despatch No 209, dated the 19th October 1893. His Lordship desired that Mr. Jones' case should be dealt with in accordance with the decision conveyed in his Despatch No 188, dated the 21st September 1893. The circumstances under which Mr. Jones was appointed were very exceptional, and we strongly recommend that he be admitted to the more favourable leave rules as a special case.

7 *Police Department*—After again considering the question whether it would be feasible to create a Provincial Service in the Police Department, we have been forced to the conclusion that this is not possible. The police officers recruited in India will perform the same duties and receive the same pay as those recruited in England, and it would be impossible, in our opinion, to apply less favourable rules in regard to leave and pension to the members of the service of European parentage recruited in India without causing discontent such as might imperil the efficiency of the department. There are, in our opinion, special reasons for treating the superior police force liberally in such matters. The controlling service must always remain substantially European. The District Superintendent of the Police is, next to the District Magistrate, the most important official who is, under our system of administration, brought executively into daily contact with the people of a district. For the proper performance of his duties, vigour and activity are peculiarly essential. As, under recent arrangements, the service involves the control and discipline of in some cases a large, and in all cases a considerable body of armed men, the necessity of maintaining the service as mainly European has been emphasised, while the reduction in the number of Indian Civilians renders it more important even than formerly that the Europeans recruited for the police should be of high character and good physique. Moreover, the great majority of the Assistant District Superintendents are recruited merely to fill vacancies in the grade of District Superintendent of Police, and not as the main body of the Service. But while we consider that it is not practicable to divide the controlling staff of the police force in each province into two classes, Imperial and Provincial, we recognise that the concession of the more favourable leave rules to natives of India, who may be admitted to the controlling staff, cannot be justified on the grounds referred to above; and we therefore recommend that the Indian leave rules should continue to apply to members of the controlling force who are of Asiatic race.

For the above special reasons we would, with the preceding exception, recommend that all assistant superintendents of police who belong to the A. class (*i.e.*, who are eligible for promotion to the higher grades), as well as officers of higher rank in the police, should be given the leave rules applicable to the European Services. This concession will, if sanctioned, apply to Assistant Superintendents recruited in England in 1893 and 1894.

8 *Jail Department*—In the correspondence ending with Lord Kimberley's Despatch No 46 (Judicial), dated the 16th November 1893, it has been decided that a service of Jail Superintendents shall be constituted to supply Superintendents of Central Jails, and that selected Medical Commissioned Officers shall be trained by holding collateral charge of district jails to hold these appointments. Eventually the Superintendentships of Central Jails will all be held by Commissioned Medical Officers. Non-medical Superintendents at present in Government service are not inferior as a class to the officers in the superior grades of the Police Department. We consider that Superintendents of Central and Presidency Jails should be admitted to the more favourable rules.

9. *Assistant Superintendents and Executive Officers of higher rank in Port Blair.*—It is intended that members of the Port Blair Commission should in future be recruited, so far as possible, from the grades of assistant superintendents of police, so that, as in the case of gaol superintendents, it is necessary to extend to them the more favourable leave rules.

10. *Account Department.*—The higher appointments in this Department are—

- (a) Comptroller and Auditor General and four Accountants General; appointments reserved for members of the Indian Civil Service.
- (b) One Accountant General of the same class as appointments included under (a), but open to and usually to be held by a member of the Enrolled List.
- (c) Forty-one officers of the Enrolled List divided into six classes and five probationers

The Account Service, though almost entirely an indoor employment, is peculiar in the high standard of pay allowed. Of 33 offices which have to be filled by a service of 42 men, 20 are thus classed as regards pay —

1	on a pay of Rs. 2,250,	rising to Rs 3,000.
2	”	” 1,500, with a possible rise to Rs 1,800
2	”	” 1,500.
3	”	” 1,250
5	”	” 1,000.
7	”	” 800

In consideration of the importance of the duties of the Department (as to which the scale of pay may be regarded as a fair criterion), and of the facts that the Department has been recognised as specially an European Department, natives of India being only sparingly admitted into the gazetted grades, and that a certain proportion of the officers in the Department in the classes from Class IV. upwards is recruited from members of the Indian Civil Service we think that the officers of the Department, when they substantively reach Class IV, the pay of which is 800 rupees a month, should be admitted to the more favourable leave rules. This will leave them, as a rule, for about half their service under the less favourable rules; but after that we think it advisable that for the maintenance of their vigour of body and mind it is advisable that they should not be too narrowly restricted in the matter of leave.

11. *Postal Department.*—The principal appointments in the Postal Department are the following :—

- (a) Director General, Deputy Director General, and five Postmasters General. Of these high appointments, three are open to departmental officers not belonging to the Indian Civil Service
- (b) Fourteen principal appointments, namely .
  - 1 Inspector General, Railway Mail Service
  - 3 Assistant Directors General.
  - 7 Deputy Postmasters General
  - 3 Presidency Postmasters.

The departmental officers promoted to the three high appointments mentioned in Clause (a) may, without doubt, be held eligible for the more favourable leave rules, inasmuch as they hold appointments of a class recruited partly from the Indian Civil Service or Imperial Service

The other 14 principal appointments enumerated above are officered by men recruited in this country, and it might, therefore, be argued that, strictly speaking, they should be regarded as belonging to the same class as those in the Provincial Service, but under the existing rule in Article 330 (c) of the Civil Service Regulations, Presidency Postmasters, Deputy Postmasters General, and Postal officers of higher rank are, if appointed by the Secretary of State, entitled to the better leave rules. This includes all officers in receipt of a pay of 600 rupees a month and upwards. On the basis of this rule, we recommend that all Postal officers of higher rank and pay than superintendents should be admitted to the leave rules applicable to the European Services. We may observe that there are in this Department 118 superintendents in four grades of pay between 200 rupees and 500 rupees, and that we propose to treat them in the matter of leave rules in the same way as members of the Provincial Service.

There

There will thus be only 17, out of 135, higher appointments in the Postal Department the holders of which will, if our recommendation is accepted, come under the more favourable rules.

We also recommend that the Comptroller, Post Office, should be admitted to the better leave rules, and we have included his name in the appended list, marked A

12 *Opium Department*—We consider that Sub-Deputy Opium Agents and officers of higher rank should be allowed the more favourable leave rules. Their admission to those rules is, in our opinion, justified by the special rules laid down for the recruitment of the Department, which recognise the necessity for maintaining a high proportion of Europeans (three out of four) in the service. The duties of the Department also necessitate a considerable amount of exposure, and the better leave rules seem to us required in the interests of the efficiency of the Department for reasons similar to those which we have given in the case of the Account Department

13. *Salt Department*—Like the Opium Department, the Salt Department has, under existing Orders, to be mainly recruited from the European element, and the work involves, in many cases, much hardship and exposure. Service at salt works and at many posts on the frontiers and elsewhere is as trying physically as perhaps any other Government service. Many of the posts are in most unhealthy localities, and must be filled by Europeans, and a longer period of leave is necessary in order to recruit health than can be taken under the Indian Service leave rules. It is, in our opinion, necessary to extend the more favourable leave rules to the higher grades in the Department in order to maintain efficiency, and in the interests of the general health of the members. We would draw the line at officers who have reached a substantive pay of 500 rupees a month and over. We append a statement, marked B, which shows that officers of this standing form but a small proportion of the whole service, so that the concession will not be a very wide one, and as such officers will either be Europeans specially appointed as possessing special qualifications, or will, if promoted from the lower grades, have reached a somewhat advanced stage of their service, and duties of some considerable responsibility, we consider that it is on this ground desirable to grant them some concessions in the matter of leave to enable them to maintain health and vigour

The proposed concession would apply to those officers of the Customs Department in Bombay who also perform the duties of Salt officers.

14. *Minor Scientific Departments*.—In the case of the minor Scientific Departments, namely, the Geological Survey, Meteorological, and Botanical Departments, the officers of the Indian Museum, and the Reporter on Economic Products, the staff in each case is too small to allow of its formal division into imperial and provincial branches. But after careful consideration of the individual appointments, of the circumstances under which their present incumbents were appointed, and of the manner in which they are to be filled up in future, we find that all the appointments of which the duties and status are such as to fairly entitle their holders to the enjoyment of the better leave rules may be brought under a general rule following the principle upon which the separation between imperial and provincial in the larger services is based. We propose, therefore, that in these Departments those officers, and those only, shall enjoy the better leave rules who have been originally appointed to the public service by Her Majesty's Secretary of State or with his special sanction. The greater number of the appointments which seem to us to entitle their holders to this privilege must, under existing Orders, be thus filled up. And the few which it is open to the Government of India to fill up, without reference to you, are all appointments which require special qualifications, and for which suitable men are not likely to be found in India, at any rate outside the public service. They would ordinarily be filled up by direct appointment from England, if at any time we had a qualified man on the spot whom we proposed to appoint, it would always be open to us to ask the Secretary of State's sanction to bringing him under the better leave rules, and we propose to refer to the Home Government when the occasion for doing so arises

15. The existing staff of the Departments under consideration are sufficiently covered by the proposed general rule; and we have no individual recommendations to make in their behalf.

16. We will now deal with the question of the special additional pension of 1,000 rupees a year referred to in paragraph 10 of the Despatch dated 21st September 1893.

17. Lord Kimberley was of opinion that in the case of all officers entering the service, whether in the Public Works or Telegraph Departments or any other branch of the service, the maximum pension should, in ordinary circumstances, be 5,000 rupees a year. But in all larger Departments, and in any of the smaller Departments in regard to which we might be prepared to make a recommendation for the purpose, his Lordship authorised the Government of India to grant an extra pension of 1,000 rupees a year to any officer who should have rendered not less than three years' approved service as the head of the Department in any province, and whose special merits might be considered deserving of such a concession.

18. After giving this question our best consideration, we have come to the conclusion that the importance and responsibility of the duties of the appointments specified in the appended list, marked C, warrant us in recommending that the holders thereof, when they belong to what was formerly termed the uncovenanted service, should be classed as "heads of Departments" for the purposes of the special pension of 1,000 rupees a year. It will be seen that under the Forest Department we have shown only the Inspector General of Forests as entitled to a special pension. We do not, however, wish this to be understood as being our final recommendation. The claims of the Forest Service to be placed on an equality with the Public Works and Telegraph Departments have been strongly urged in previous correspondence, and are accepted in the Despatch to which we are now replying. The question of special pensions in the case of the Public Works and Telegraph Departments is still under consideration, and when our proposals are matured we shall submit, together with them, proposals for the treatment of the Forest Department in this respect.

19. Most of the officers in list C obviously come within the terms of Lord Kimberley's concession as being heads of Departments in a province or in a circle larger than a province, and we do not consider that reasons need be given for the inclusion of each individual officer. But there are so many differences in the positions which the various Departments occupy in the system of administration, that it is not possible to adhere closely to the definitions applicable to heads of Departments. In some of the services there are officers who, though not heads of Departments, hold a position and exercise responsibilities much greater than the heads of Departments in other services, and in some cases, even in the same service, an officer who is not the "head of a Department" is senior to and holds a much more responsible and highly paid office than his junior, who may be classed as a "head". On this ground we find it necessary, for the sake of justice and equal dealing, to depart from this strict standard in respect of eligibility to the higher pension of 1,000 rupees. For example, we have included the Deputy Comptroller General and the Deputy Auditors General, the Assistant Secretary in the Finance Department, and the Deputy Director General of the Post Office, because, though not technically heads of Departments in a province, they hold very high appointments, higher than, and equally important with, those of such provincial heads, and we are of opinion that it would be impossible to deny to them a concession which is made to such heads. We trust that our recommendations in this respect will commend themselves to you as based upon considerations of fairness and equal dealing with the varying circumstances and prospects of the officers of the different services.

20. Our honourable Colleague Sir C. Pritchard dissents from our recommendations as regards the Salt and Customs Departments. A copy of his Minute of dissent is appended.

We have, &c  
 (signed) *Elgin*  
*G. S. White*  
*A. E. Miller.*  
*H. Brackenbury.*  
*C. B. Pritchard*  
*J. Westland*  
*A. P. MacDonnell.*

## Enclosure 1, in No 23.

## APPENDIX A

List showing the Appointments, the holders of which are specially recommended for admission to the better Leave Rules.

*Special Judicial Appointments.*

Judgeships (other than Chief Judgeships) and Registrarships of Presidency Small Cause Courts, Judgeship of the Small Cause Court, Rangoon; Presidency Magistracies, additional Judicial Commissioner of Oudh, when these appointments are held by barristers Also Judgeships of the Punjab Chief Court, when not held by a barrister

*Police Department.*

Assistant Superintendentships of European parentage (excepting Assistant Superintendents on a "B" list not eligible for promotion), and officers of higher rank who are of European parentage.

*Jail Department*

Inspector Generalships and Superintendentships of Central and Presidency Jails.

*Port Blair.*

Assistant Superintendentships and executive officers of higher rank.

*Account Department.*

Officers of Class IV. of the enrolled list and of higher rank.

*Postal Department*

Officers of higher rank than Superintendent; namely, at present—

Director General	-	-	-	-	-	-	} *3
Deputy Director General	-	-	-	-	-	-	
Postmasters General	-	-	-	-	-	-	
Inspector General, Railway Mail Service	-	-	-	-	-	-	1
Assistant Directors General	-	-	-	-	-	-	3
Deputy Postmasters General	-	-	-	-	-	-	7
Presidency Postmasters	-	-	-	-	-	-	3
Comptroller, Post Office	-	-	-	-	-	-	1

*Opium Department.*

Sub-Deputy Opium Agents and officers of higher rank.

*Salt Department*

All officers of the Salt Department who have reached a substantive pay of 500 rupees a month or more.

*Minor Scientific Departments*

All officers originally appointed to the public service by Her Majesty's Secretary of State or with his special sanction

*Education.*

Principal of the Lawrence Military Asylum, Sanawar.  
Principal, Mayo College, Ajmere.  
Principal, Residency College, Indore.  
Principal, Government College, Ajmere

\* There are seven appointments in these classes, but four of them are held by officers of the Indian Civil Service

## APPENDIX B.

STATEMENT showing Appointments on 200 Rupees and over in the Salt Department.

Number.	Appointments.	Monthly Pay	REMARKS.
	<b>NORTHERN INDIA SALT REVENUE</b>	<b>Rs</b>	
1	Commissioner - - - -	2,500	
1	Deputy Commissioner - -	1,000—1,200	Present incumbent draws a personal allowance of 250 rupees
6	Assistant Commissioners - each	500—50 - 800	Graded as Magistrate and Collector Draws local allowance of 200 rupees
1	Personal Assistant to the Commissioner - - -	500	
12	Superintendents, 1st grade - each	400—20—500	
22	Ditto - 2nd " - "	300—20—400	
3	Ditto - 3rd " - "	200—20—300	
2	Ditto - 4th " - "	200—250	Maximum is drawn after one year's approved service
	<b>BENGAL</b>		
1	Superintendent - - - -	800—40—1,000	
1	Inspector, 1st grade - - -	450	
7	Inspectors, 2nd grade - each	300—400	
2	Preventive Officers, 1st grade - - - - "	300	
4	Preventive Officers, 2nd grade - - - - "	275	
6	Preventive Officers, 3rd grade - - - - "	250	
6	Preventive Officers, 4th grade - - - - "	225	
10	Preventive Officers, 5th grade - - - - "	200	
	<b>BOMBAY</b>		
1	Collector of Salt Revenue - -	2,325	
1	Native Assistant to Collector of Salt Revenue - -	300	
1	Deputy Collector - - - -	1,000	
8	Assistant Collectors, 1st class - - - - each	800	
2	Assistant Collectors, 2nd class - - - - "	600	
3	Assistant Collectors, 3rd class - - - - "	450	
2	Assistant Collectors, 4th class - - - - "	350	
1	Superintendent - - - -	300	
1	Assistant Superintendent - -	200	
2	Inspectors - - - - each	250	
7	Ditto - - - - "	200	
1	Preventive Inspector - - -	400	
5	Ditto Inspectors - each	300	
1	Superintendent - - - -	200—300	
	<b>MADRAS.</b>		
3	Deputy Commissioners - each	1,200—40—1,400	
2	Assistant Commissioners, 1st class - - - - "	800	
2	Assistant Commissioners, 2nd class - - - - "	700	
3	Assistant Commissioners, 3rd class - - - - "	600	
6	Assistant Commissioners, 4th class - - - - "	500	
9	Inspectors, 1st grade - - -	400	
13	Ditto, 2nd " - - -	350	
18	Ditto, 3rd " - - -	300	
28	Ditto, 4th " - - -	250	
9	Probationary Inspectors - "	200	



APPENDIX C.

LIST of Officers who may be classed as Heads of Departments for the purposes of the Special Pension of 1,000 rupees a year

*Registration Department.*

Inspectors General under Local Governments, but not under Chief Commissionerships.

*Police Department.*

Inspectors General under Local Governments and Administrations.

*Jail Department.*

Inspectors General under Local Governments, but not under Chief Commissionerships

*Education Department.*

Directors of Public Instruction under Local Governments and Administrations.

*Account Department.*

Comptroller and Auditor General  
Accountant General.  
Deputy Comptroller General.  
Deputy Auditors General.  
Assistant Secretary, Finance Department.  
Comptroller, India Treasuries.

*Postal Department.*

Director General of the Post Office	} The pension could ordinarily be earned by only three men in the department at the same time, as only three of the higher posts are held by men who are not members of the Indian Civil Service
Deputy Director General of the Post Office	
Postmaster General	

*Forest Department.*

Inspector General of Forests.\*

*Geological Survey Department*

Director.

*Survey Department.*

Surveyor General (if a Civilian).

*Meteorological Department.*

Meteorological Reporter to the Government of India.

*Political Department.*

Officers of the rank of Resident in the graded list of the Political Department.

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\*See paragraph 18 of Despatch

## Enclosure 2 in No. 23.

MINUTE of Dissent by Sir *Charles Pritchard*.

I DISSENT from the proposals in paragraph 13 of the Despatch, so far as they concern the controlling officers of the Bombay Salt Department. The Assistant Collectors in Bombay are entrusted with duties of the same kind and responsibility as the Assistant Commissioners in the Northern India and Madras Departments, and the service in these several classes is recruited throughout the Departments in the same way. It will be seen, on reference to Appendix B. of the Despatch, that officers serving in the two lowest grades of Assistant Collector in Bombay will be excluded from, while officers serving in all the grades of Assistant Commissioner in the Northern India and Madras Departments will be admitted to, the more favourable leave rules. I would recommend the removal of this inequality by making special provision for the admission of all European officers holding the substantive appointment of Assistant Collector in the Bombay Salt Revenue Department.

I would also recommend that European officers of the Customs Department holding the appointments of Deputy or Assistant Commissioner, Assistant Collector, or Appraiser be admitted to the more favourable rules. It is essential that some of these posts should be held by Europeans, for the very same reasons that apply in the case of the Police, Opium, and Salt Departments, which is dealt with in paragraphs 7, 12, and 13 of the draft Despatch. The appointments should, I submit, be placed on the same footing as those of the Police Department, *i.e.*, Europeans holding them should be admitted to, while natives are excluded from, the more favourable rules.

The case of the European subordinates in the Customs, Salt, and Excise Departments also demands consideration. Some hundreds of Europeans are thus employed on pay ranging from 100 rupees to 400 rupees, and in a few cases to 450 rupees and 500 rupees a month. Their work often lies in unhealthy places, and they are subjected to constant exposure. The mortality and loss of health among them is, within my knowledge, very great. The efficiency of the Departments depends to a great extent on these men, whose services are needed to give the preventive establishments strength and stiffness to cope with smugglers, and also to supervise and secure an honest check on the operations of the subordinate revenue-collecting, weighing, and examining establishments which are scattered about the country. Leave is as necessary for the preservation of the health of these men as for the preservation of that of their superior officers. They do not obtain employment in competition with natives, they are employed because they are of European race and because the entertainment in the posts they fill of a certain proportion of Europeans is held by Government to be essential. The principle on which the general body of men belonging to the Provincial Service is excluded does not, I submit, rightly apply in this case. I would recommend that provision be made for admitting to the more favourable leave rules European subordinates of fifteen years' service and upwards in the Customs, Salt, and Excise Departments.

7 January 1895.

(signed) *C. B. Pritchard.*

## No. 24.

The Government of India to the Secretary of State for India.—No. 74  
(Financial).

Sir,

Calcutta, 20 March 1895

WE have now found it desirable to give effect to that portion of Lord Kimberley's Despatch No. 188 (Financial), dated 21st September 1893, which  
sanctions

sanctions the extension of the scale of pensions laid down in Article 712 of the Civil Service Regulations to the officers of the Forest Department. We have accordingly issued a Resolution on the subject, a copy of which is enclosed for your information.

2 For the reasons stated in paragraph 2 of the Resolution, it is necessary to allow these officers the option of choosing between the scale of pensions in Article 712 of the Civil Service Regulations and that laid down in the existing rules now applicable to them. We have accordingly allowed every officer a period of six months wherein to make his choice between the two scales.

3 As several of the officers to whom the Resolution applies are now on leave in England, we have the honour to request that you will obtain from each of them a decision as to the scale of pensions they would prefer to abide by, and communicate the result to us.

We have &c.  
 (signed) *Elgin*  
*G. S. White*  
*A. E. Miller*  
*H. Brackenbury.*  
*C. B. Pritchard.*  
*J. Westland.*  
*A. P. MacDonnell.*

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Enclosure in No. 24.

RESOLUTION of the Government of India, 18th March 1895, No. 1303 P.

Read,—

Despatch to the Secretary of State for India, No. 169, dated 6th June 1893.

Despatch from the Secretary of State for India, No. 188 (Financial), dated 21st September 1893.

RESOLUTION — The Governor General in Council is pleased to announce that Her Majesty's Secretary of State has sanctioned the extension of the scale of pensions laid down in Article 712 of the Civil Service Regulations to officers of the Forest Department who have been, or may hereafter be, appointed from England to that Department.

2. The provisions of that Article are accordingly extended to the officers in question, but inasmuch as the existing rules (Articles 518 to 520 of the Civil Service Regulations) now applicable to officers of the Forest Department are in certain contingencies more advantageous than the scale laid down in Article 712 of the Regulations, His Excellency in Council is pleased to allow every officer of the Forest Department appointed from England, now in the service, the option of choosing between the two scales of pension, and to direct that the new scale shall not be extended to any officer who prefers to remain under the existing rules of his service.

3. All officers appointed from England to the Forest Department in India, who are now in the service, are accordingly required to state, within a period of six months from the date of this Resolution, whether they prefer to remain under the existing rules which govern their pension, or elect the scale in Article 712 of the Civil Service Regulations. In the event of an officer electing to remain under the existing rules, the privilege of retiring under those rules will be reserved for him so far as he is concerned, and the new scale will not apply to him. In all other cases the old scale of pensions will cease to apply.

4. The decision arrived at by each officer in India as to the scale of pensions he prefers to abide by should be communicated by the Local Government or Administration

Administration concerned to the Government of India in the Revenue and Agricultural Department.

5 The question of granting to the members of the Forest Department special additional pensions of the kind mentioned in Article 714 of the Civil Service Regulations is now under the consideration of the Government of India, and any such pension which may be admitted hereafter will apply equally to officers under the new scale of pensions and to those who may elect to remain under the existing scale. Article 503 of the Civil Service Regulations will also for the present apply, whichever scale of pension may be elected, and should any change hereafter be made in respect of the superannuation of Forest officers, no difference will be made between officers on the different scales of pension.

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No 25.

The Secretary of State to the Governor General of India in Council —No 59  
(Financial).

My Lord,

11 April 1895.

I HAVE considered in Council the letter from your Government, No 9, dated the 9th of January last, conveying your proposals regarding the Leave and Pension Rules of the officers in the various special departments of your Civil Service.

2. With regard to the Leave Rules, you have found no difficulty in applying to the General (Executive and Judicial) Administrative body, and to the Education, Forest, and Survey Departments, the principle laid down in Lord Kimberley's Despatch of the 21st September 1893, that the rules of Chapter XIII. should regulate the leave of all those who are appointed to the Imperial branches, and the rules of Chapter XIV should apply to all who are appointed to the Provincial Service.

3. But in the case of the majority of special Departments, you have found it impracticable to draw a line between the Imperial and Provincial branches of the Service, and in dealing with these you have endeavoured to follow the course indicated in paragraph 7 of Lord Kimberley's Despatch. I understand that it is with reference to those Departments that you have averted to the orders of the Secretary of State in 1879, which, while they had it in view to secure to natives of India all appointments for which they are recognised as fit, excluded from the operation of the orders certain Departments in which it was not then deemed possible to restrict the employment of Europeans. That Europeans admitted on this ground to those Departments should have the more favourable leave rules, appears to be consistent with the principles laid down on this subject by the Secretary of State in 1871,\* which were that, on the one hand, "All Europeans appointed in India to offices which could be fitly held by Natives, should receive no greater advantages of any kind, furlough, of course, included, than would be enjoyed by Natives holding such posts or offices." But on the other hand, "With regard to those uncovenanted servants who are appointed in England to offices for which they have special qualifications the case is different, and I have already expressed my willingness to allow them the benefit of more favourable rules. This benefit is also due to those Europeans who for special reasons may have been, or with my sanction may be hereafter, appointed in India to certain exceptional posts." The Departments now under consideration, to which the last clause of this extract may be held to apply, are the Police, Salt, Opium, and Account Departments (which were all excepted from the orders of 1879), and also the Jail and Postal Departments. You appear to have had it in view to extend the more favourable rules to the holders of the higher appointments in those Departments, and of the subordinate appointments in which men are prepared or trained for the higher appointments; and to this I see no objection.

\* 6 December 1871,  
No. 451.

4. It must, however, be remembered that, although the Rules of Chapter XIII were undoubtedly designed to meet the requirements of Europeans, the Select Committee of the House of Commons in 1890 considered that no distinction in the furlough rules should be made between Europeans and Natives of India, a condition which was taken by Lord Kimberley to mean that "those who have obtained similar appointments in the same manner should be allowed similar privileges, whatever their race, so far as regards the amount of leave granted to them during their service." If, therefore, a Department is for special reasons largely composed of Europeans recruited in India, and in a less degree of Natives, and the rules of Chapter XIII. are granted to the Europeans, they must be granted to the Natives also.

5 Applying these principles to the various cases stated in your letter, I observe that your proposals for the Berar Commission do not appear to conform to them. It is not clear to me how the Native portion of the Commission corresponds to the portion of the Provincial Service in other provinces holding listed posts, or that the Europeans who are not members of the Indian Civil Service or Staff Corps have obtained their appointments in any other manner than the Natives. I am constrained, therefore, to ask your Excellency to reconsider these proposals

6. In your proposals for the Police I generally agree. It is impossible, however, on the grounds stated above, to exclude from the rules granted to the Europeans "the members of the controlling force who are of Asiatic race." With this proviso I am prepared to admit to the more favourable rules the superintendents and officers of higher rank, as well as that portion of the assistant superintendents from which the superintendents are ordinarily selected. I understand that the division of assistants into A and B classes does not prevail in all the provinces, and, if so, I shall leave it to your Excellency to adopt some other definition which meets the case. The same remarks cover the case of the Port Blair Commission, and also of the Salt Department, and (as far as necessary) the Customs Department. In the Salt Department I see no objection to granting the rules of Chapter XIII. to the grades of Assistant Commissioner and Collector generally, if they fulfil the above definition.

7. I have no objection to offer to your proposals for the Departments of Jails, Accounts, and Opium, and for scientific officers.

8 I sanction the grant of the better rules to holders of the Judicial, Postal, and Educational appointments specially enumerated in your Appendix A, as well as to Mr. O R Jones personally. I observe, however, that Registrars of the High Courts, and the principal of the Rajkumar College at Rajkote, are not included in that Appendix. If these omissions or either of them are due to oversight, I authorise your Excellency in Council to rectify them without further reference to me, sending a copy of your orders for my information. If the exclusion of either of these offices was intentional, I shall be glad to know the grounds on which it was based.

9 I approve of the list of officers whom you propose to regard as eligible for the additional pension of Rs. 1,000 a year authorised in the case of heads of Departments, provided that they shall have rendered not less than three years of effective service in that capacity, and provided also (I lay special stress on this point) that in each case during such service the officer has shown such special energy and efficiency as may be considered deserving of the concession.

I have, &c.  
(signed) *Henry H. Fowler.*

No. 26.

EXTRACT from the "Gazette of India," 22 June 1895.

No. 2958-P.—22 June 1895.

RESOLUTION by the Government of India, Finance and  
Commeice Department.

Read,—

Despatch to the Secretary of State for India, No. 169, dated 6th June  
1893Despatch from the Secretary of State for India, No. 188 (Financial),  
dated 21st September 1893.

Despatch to the Secretary of State, No. 9, dated 9th January 1895

Despatch from the Secretary of State, No 59, dated 11th April 1895

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RESOLUTION.—The Governor General in Council is pleased to announce that Her Majesty's Secretary of State has decided that officers holding any of the appointments enumerated in the list appended to this Resolution and belonging to what was formerly termed the Uncovenanted Service shall be eligible for an additional pension of Rs 1,000 a year, provided they shall have rendered not less than three years of effective service in the appointment, and provided also that in each case during such service the officer has shown such special energy and efficiency as may be considered deserving of the concession.

2. No appointments in the Public Works Department, the Telegraph Department or the Forest Department (except the Inspector General of Forests) are included in the list. Orders regarding these Departments will be issued hereafter.

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LIST of Officers eligible for an Additional Pension of Rs. 1,000 a year.

*Registration Department.*—Inspectors General under Local Governments, but not under Chief Commissionerships

*Police Department.*—Inspectors General under Local Governments and Administrations.

*Jail Department* —Inspectors General under Local Governments, but not under Chief Commissionerships.

*Education Department.*—Directors of Public Instruction under Local Governments and Administrations.

*Account Department.*—Comptroller and Auditor General, Accountant General Deputy Comptroller and Auditors General Assistant Secretary, Finance Department. Comptroller, India Treasuries

*Postal Department* —Director General of the Post Office. Deputy Director General of the Post Office. Postmaster General.

*Forest Department* —Inspector General of Forests.

*Geological Survey Department.*—Director.

*Survey Department* —Surveyor General.

*Meteorological*

*Meteorological Department.*—Meteorological Reporter to the Government of India.

*Political Department.*—Officers of the rank of Resident in the graded list of the Political Department.

**ORDER** — Ordered that this Resolution be communicated to the Departments of the Government of India; to the several Local Governments and Administrations; to the Heads of Departments under the Finance Department; to the Comptroller and Auditor General, and to all Accountant Generals and Comptrollers

Ordered also that the Resolution be published in the "Gazette of India."

No. 2959-P—22 June 1895.

**RESOLUTION** by the Government of India, Finance and Commerce Department.

Read,—

Despatch to the Secretary of State for India, No. 169, dated 6th June 1893.

Despatch from the Secretary of State for India, No. 188 (Financial), dated 21st September 1893.

Despatch to the Secretary of State, No. 9, dated 9th January 1895.

Despatch from the Secretary of State, No. 59, dated 11th April 1895.

**RESOLUTION**—The Governor General in Council is pleased to announce that Her Majesty's Secretary of State has decided that the leave rules contained in Chapter XIII of the Civil Service Regulations (Long Leave—European Services) shall apply to the officers belonging to the Branches and Departments of the public service enumerated in the following list. For this purpose regard should be had to substantive position only.

2 For the purpose of applying the rule contained in Article 338 (a) of the Civil Service Regulations, an officer admitted by the present orders to the leave rules above specified will be considered to have been so admitted on the 11th October 1893 (the date of the receipt of the Secretary of State's Despatch No. 188, dated 21st September 1893), or on such subsequent date as he is substantively appointed to one of the offices in the list. Under the Article quoted, only half of the active service rendered by him before that date will be taken into account.

#### LIST.

##### *General.*

The Imperial Branch of the following Departments (see explanatory note below) in which a complete division has been effected between the Imperial and the Provincial Branches

The General (Executive and Judicial) Administration.

The Education Department.

The Forest Department.

The Survey Department.

*Judicial Department*

(1) Judgeships (other than Chief Judgeships) and Registrarships of Presidency Small Cause Courts, Judgeship of the Small Cause Court, Rangoon, Presidency Magistracies, Additional Judicial Commissioner of Oudh, when these appointments are held by Barristers (2) Judgeships of the Punjab Chief Court, when not held by a Barrister (3) Registrarship, original side, Calcutta and Madras High Courts, Mastership and Registrarship in Equity, original side, Bombay High Court, Prothonotary, Testamentary and Admiralty Registrarship, original side, Bombay High Court, when these appointments are held by Barristers.

*Police Department.*

Assistant Superintendships (excepting Assistant Superintendships, 2nd class, in the Punjab, and Assistant Superintendships, B List of Division, in the Central Provinces and Burma) and offices of higher rank

*Jail Department*

Inspector Generalships and Superintendships of Central and Presidency Jails.

*Port Blair Commission.*

Assistant Superintendships and offices of higher rank

*Account Department*

Officers of Class IV of the Enrolled List and of higher rank

*Postal Department*

Officers of higher rank than Superintendent

*Opium Department.*

Sub-Deputy Opium Agents and officers of higher rank

*Salt Department.*

Assistant Commissioners and Assistant Collectors and officers of higher rank.

*Minor Scientific Departments*

All officers originally appointed to the public service by Her Majesty's Secretary of State or with his special sanction

*Education Department*

Principal of the Lawrence Military Asylum, Sanawar. Principal, Mayo College, Ajmere. Principal, Residency College, Indore. Principal, Government College, Ajmere.

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