

## Note on the Educational Services.

The main papers regarding the Educational Services are put up. In the note below, I summarise the history of these services, chiefly from the time of the Commissions of 1882 and of 1886-87 up to date. The subject may be divided as follows :—

- I. The services previous to the Education and Public Service Commissions.
- II. The reorganisation consequent on the Commission of 1886-87.
- III. Subsequent history of the services up to date.
- IV. Recent proposals for reorganisation of the Provincial Educational Service.
- V. Recent proposals for reorganisation of the Indian Educational Service.

The services principally treated of are :—

- (i) the Indian Educational Service which contains Europeans and a few Indians recruited in England as Principals and Professors of colleges, Inspectors and Inspectresses of schools, a few headmasters of high schools and other special officers ;
- (ii) the Provincial Educational Service, which contains Indians and a few Europeans recruited in this country and performing duties similar to those performed by Indian Service men, as well as those of Assistant Inspectors, headmasters of collegiate schools, etc.

Mention will also have to be made of the Subordinate and Lower Subordinate Services and outside posts, which include a large and heterogeneous class of officers, generally Indian, but with a few Europeans, recruited in this country as Assistant Professors, Deputy and Sub-Deputy Inspectors, headmasters of high and middle schools, teachers of English, classical and vernacular languages, etc. But it is to be remembered that the Government services include only the inspecting staffs and the instructing staffs of, generally, the higher educational institutions. The great mass of teachers, including many college professors, both European and Indian, and teachers in high, middle and, still more, primary schools, are not Government servants at all, but are employed by Local or Municipal Boards, private bodies of management, etc.

A separate note is appended regarding European officers in Chiefs' Colleges.

### *I.—The Services previous to the Education and Public Service Commissions.*

The organisation is described by the Education Commission in paragraph 340 of their Report. The higher officers had been graded in the sixties in four classes, rising from Rs. 500 to Rs. 1,500 a month, and with incremental pay within each class. There were nearly a hundred such graded officers. The Directors of Public Instruction were outside the graded service. Originally Indians drew equal pay with Europeans ; but, on the motion of Lord Ripon's Government, their pay was reduced to two-thirds of that drawn by Europeans. The service in that year was constituted as follows :—

Class.	No. of posts.	Pay.
		Rs.
1	8	1,250—50—1,500
2	18	1,000—50—1,250
3	30	750—50—1,000
4	43	500—50—750

Other officers were arranged in various manners and often classed in no particular service.

The figures for 1887—the year of the Commission—are given below. The table contains information regarding Directors of Public Instruction, the graded service, and posts not in the graded service divided according as the officers received Rs. 200 or more or received less.

*Educational Services in 1887.*

Province.	Actual pay of European Directors of Public Instruction.	MEMBERS OF OLD GRADED SERVICE.			AGGREGATE MONTHLY PAY IN OLD GRADED SERVICE.			POSTS ON Rs. 200 AND ABOVE.						POSTS ON PAY BELOW Rs. 200.						REMARKS.
		Europeans.	Indians.	Total.	Europeans.	Indians.	Total.	OFFICERS.			AGGREGATE MONTHLY PAY.			OFFICERS.			AGGREGATE MONTHLY PAY.			
								Europeans.	Indians.	Total.	Europeans.	Indians.	Total.	Europeans.	Indians.	Total.	Europeans.	Indians.	Total.	
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.		
Madras ...	2,250	15	2	17	13,050	1,083½	14,133½	17	14	31	8,075½	3,920	11,995½	2	45	47	300	5,275	5,575	* Includes 5 European Headmasters on Rs. 260 to Rs. 500.  † Includes 9 European Headmasters on Rs. 200 to Rs. 400. The Civil List shows 32 Headmasters of Normal and Municipal Board Schools but does not indicate their salaries. ‡ Includes 5 European Headmasters on Rs. 200 to Rs. 400.
Bombay ...	2,500	15	2	17	16,000	1,250	17,250	18	48	66	7,608	14,120	21,728	1	23	24	150	3,210	3,360	
Bengal ...	2,400	39	7	36	28,100	4,643½	32,743½	13	58	71	4,380	15,060	19,440	5	32	37	650	5,305	5,955	
North-Western Provinces and Oudh.	2,000	11	...	11	11,650	...	11,650	11	14	25†	3,900	3,510	7,410	...	10	10	...	1,275	1,275	
Punjab ...	2,000	4	1	5	3,750	500	4,250	4	12	16	2,250	3,085	5,335	1	2	3	175	330	505	
Burma ...	1,250	2	...	2	1,750	...	1,750	8	7	15‡	2,930	1,500	4,430	...	10	10	...	1,483½	1,483½	
Central Provinces ...	1,500	3	...	3	2,750	...	2,750	3	1	4	1,150	210	1,360	...	2	2	...	310	310	
Assam ...	...	1	...	1	1,000	...	1,000	1	2	3	200	400	600	...	16	16	...	1,775	1,775	
<b>Total ...</b>	<b>13,900</b>	<b>80</b>	<b>12</b>	<b>92</b>	<b>78,050</b>	<b>7,476½</b>	<b>85,526½</b>	<b>75</b>	<b>156</b>	<b>231</b>	<b>30,493½</b>	<b>41,805</b>	<b>72,298½</b>	<b>9</b>	<b>140</b>	<b>149</b>	<b>1,275</b>	<b>18,963½</b>	<b>20,238½</b>	

*N.B.*—Vacant and temporary appointments have not been included in this statement.

It will be seen that, inclusive of Directors of Public Instruction, there were 171 Europeans in employ, drawing aggregate pay of Rs. 1,23,718½, or an average of about Rs. 723 a month; and 308 Indians drawing an aggregate of Rs. 68,245 or an average of about Rs. 221 a month. The posts below the graded service but carrying Rs. 200 or more a month may be regarded as roughly answering (together with the majority of the posts in the graded service held by Indians) to the present Provincial service. It will be seen that there were among these officers 75 Europeans drawing an average pay of nearly Rs. 407 a month and 156 Indians drawing an average pay of Rs. 268 a month.

*II.—The reorganisation consequent on the Commission of 1886-87.*

The Education Commission made certain proposals (Appendix I) of which the most noteworthy was the employment of a larger number of Indians than heretofore as Inspectors of schools.

The recommendations of the Public Service Commission (Appendix II) were more detailed, and may be thus summed up:—

- (i) The limitation of recruitment in England.
- (ii) The separation of the professional and inspecting staffs.
- (iii) The recruitment of the former to be for principalships and for subjects in which India had not attained sufficient advancement; specialists to be obtained for a term of years on pay fixed with reference to attainment and duties.
- (iv) The recruitment in England of Inspectors to be reduced.
- (v) All other appointments to be filled up in India on the principles recommended for the general provincial service.

The report of the Public Service Commission appointed in 1886 was submitted on the 23rd December 1887. In March 1888 the Home Department addressed the various Departments of the Government of India and the Local Governments asking for their views. In October 1888 a despatch was sent to the Secretary of State, who replied in his Public Despatch of the 12th September 1889. In March 1890 the Government of India sent to the Secretary of State copies of the letters issued to the Local Governments with the object of carrying into effect the decision conveyed in the despatch of September 1889. In May 1890 a short despatch from the Secretary of State was received in which he objected to the word "Provincial."

In a despatch of the 25th March 1891 (Appendix III) the Government of India informed the Secretary of State of the interpretation they placed on the recommendations, raised certain difficulties and foreshadowed the distinction between provincial and subordinate services.

The Secretary of State replied on the 28th January 1892 (Appendix IV), explaining that short term service had not been meant, but the re-institution of a probationary term of five years with a view to getting rid of unsatisfactory officers. Also, with a view to improving the prospects of those recruited in England and thus getting a better class of men, he suggested a time-scale of Rs. 500 rising to Rs. 1,000 in 10 years. He also suggested the transfer of one-half the inspectorate to the Provincial Service, and the occasional transfer of professors and headmasters to the inspecting line.

The Government of India then twice addressed Local Governments. They first forwarded the portion of the Secretary of State's despatch which dealt with the Educational Services, and called for detailed schemes. Then, on receipt of these, they found it necessary to refer back certain points to Local Governments. Then followed further references on cases of certain individual officers. On the 11th December 1895 (Appendix V), another despatch, with proposition statements, was issued to the Secretary of State. It is needless to go over the points of this communication, as all are mentioned in connection with the Resolution which presently followed, having in the meantime been accepted, save in the case of certain details, in the Secretary of State's despatch of the 12th March 1896 (Appendix VI). These exceptions were:—

\* *Designation.*—The Secretary of State preferred the term "Indian" to "European" for the Europe-recruited branch of the service, as less descriptive of race distinction and more descriptive of a service of which all the duties would be performed in India.

*Dividing line between Provincial and Subordinate Services.*—The Secretary of State proposed some latitude of discretion to Local Governments, as he was not certain that Deputy Inspectors and headmasters of high schools could properly be classed in the latter service.

*Length of service in the Indian Educational Service.*—The Secretary of State disallowed the application of Article 441\* of the Civil Service Regulations, ruling that Article 441† would henceforth be applicable.

\*Article 403, 5th Edition.

†Article 404, 5th Edition.

*Selection of Directors of Public Instruction.*—The Government of India had proposed that, *ceteris paribus*, these appointments should be given to a member of the educational service. The Secretary of State disallowed the injunction, preferring to give Local Governments a free hand.

The final orders were published in Resolution No. 204-205, dated the 23rd July 1896 (Appendix VII). This, read with the previous despatches, shows that the services were to be divided as follows:—

Superior { (a) Indian Educational Service.  
(b) Provincial Educational Service.  
Subordinate Educational Service.

The general result (as given in the proposition statements which, owing to the inclusion or exclusion of certain posts, are slightly discrepant from Appendix A to that Resolution) shows, as the then existing scale, 112 posts which might be classed as falling in the Indian Educational Service, and 211 which might be classed as falling in the Provincial Educational Service, and, as the proposed scale, 95 in the Indian Educational Service, and 213 in the Provincial Educational Service. But the proposed Indian Educational Service scale contained a certain number of posts on considerably less than the ordinary sanctioned scale. The main points treated of in the resolution are:—

(i) *Designation.*—The Superior Service was to be divided into the "Indian Educational Service," if necessary with the addition of the words "appointed in England," and the "Provincial Educational Service."

(ii) *Ordinary rate of pay of the Indian Educational Service.*—

(a) *Ordinary pay.*—Officers of the Indian Educational Service were placed on pay of Rs. 500 a month rising by annual increments of Rs. 50 to Rs. 1,000 in ten years.

(b) *Consolation allowances.*—To provide for some promotion after this period, an allowance of Rs. 100 a month was permitted to an officer who, having completed 15 years' service, have not attained a salary of more than Rs. 1,000.

(c) *Personal allowances.*—A certain number of allowances were allotted to provinces, of two kinds—Junior allowances of Rs. 200-10-250, and Senior allowances of Rs. 250-50-500. The total was 20, viz., 12 Junior and 8 Senior allowances. Ordinarily, the appointments carrying these allowances were fixed (*e.g.*, the two highest would go to the most senior Principal and the most senior Inspector, and so on); but in some provinces, a certain latitude was permitted.

(iii) *Special rates of pay of the Indian Educational Service.*—

(a) *Headmasters* were to draw pay of Rs. 500-50-750 (in some cases it has been up to Rs. 700) but to be eligible for inspectorships, when they would draw full pay.

(b) *Inspectresses* were placed on somewhat lower rates of pay, e.g., Rs. 450-20-500 and Rs. 500-20-600.

(iv) *Leave, pension, etc., in the Indian Educational Service.*—Officers appointed in England were to be eligible for leave under European Service leave rules, and for pension under the superior pension rules in Chapters XVIII and XIX of the Civil Service Regulations, modified by Article 441A.\* Directors

\* Article 404, 5th Edition.  
of Public Instruction who had served for three years as such and had been specially commended, would be eligible for an additional pension of Rs. 1,000 a year. Probationary and temporary services were to count towards leave, pension and increments.

(v) *Directors of Public Instruction.*—These posts were excluded <sup>1</sup>/<sub>4</sub> from the list of appointments in the superior service, the reason being that the Secretary of State considered Local Governments should be fettered by no rule or instruction purporting to give a preferential claim to any particular Department. The Directors are on special rates of pay.

(vi) *The Provincial Educational Service.*—The dividing line between the Provincial and Subordinate services was to be according to the nature of office held, viz., in the Provincial Educational Service, Professors, Inspectors, and Joint and Assistant Inspectors, also headmasters of collegiate high schools; in the Subordinate Educational Service, all others, provided their pay was less than Rs. 200, while those on more than Rs. 200 (such as senior Deputy Inspectors in Bengal) might, at the discretion of the Local Government, be classed in the subordinate service (and, in effect, have been so placed, though permitted the privileges of gazetted officers). The highest grade was in all cases put at Rs. 700. Ordinarily, but not always, these services were arranged in grades, not upon a time-scale.

(vii) *Provincial Educational Service officers acting in the Indian Educational Service.*—A uniform allowance of Rs. 100 a month was to be allowed to these, provided the salary of the existing incumbent should not be higher than the pay of the officer for whom he acts.

(viii) *Methods of appointment.*—The general rule was to be, as heretofore, that members of the Indian Educational Service should be appointed by the Secretary of State in England, those of the Provincial Educational Service by Local Governments. Natives of India desirous of entering the educational service were ordinarily to be appointed in the latter manner—in India and to the Provincial Educational Service. There might, however, be exceptional cases in which the Secretary of State would consider it desirable to appoint in England a native of India; and, in such cases, the full pay admissible to Europeans was to be granted to them.

(ix) *Outside posts.*—There were to be some posts outside any service. These are not shown in the proposition statements as such, but are apparently included as posts on special pay in the Indian Educational Service.

(x) *Division of Inspecting Staff.*—In the despatch of the 28th January 1892, the Secretary of State had expressed the hope that one-half of the inspecting staff should early be transferred to the Provincial Educational Service. This was not found possible at once in all provinces, partly because of the existence of European schools, partly because of a dearth of qualified Indians (see paragraph 8 of the Despatch of the 11th December 1895, to the Secretary of State). The result was for all provinces, 17 Inspectors in the Indian Educational Service, and 11 in the Provincial Educational Service. (In Appendix A to the Resolution, the numbers are shown as 21 and 14; but this is by reason of the inclusion of posts of Inspectresses, etc.)

(xi) *Interchange of professional and inspecting staff.*—Full discretion was to be allowed to Local Governments.

(xii) *Transitory arrangements.*—The general principle was that no officer then in the graded service should suffer by the reorganisation. Europeans would be given the choice of remaining in the graded service or coming into the Indian Educational Service. Natives of India, most of whom were drawing two-thirds of the full pay, would be given the choice of remaining in the graded service subject to the two-thirds rule, and entering the Provincial Service.

The detailed proposals dealt only with the superior service; and the proposition statements did not show the subordinate services. Moreover, Burma, Assam, Coorg and Berar were excluded altogether from the proposals, and the figures.

A copy of this Resolution was forwarded to the Secretary of State in a despatch of the 11th August 1896, with certain remarks regarding the analogy of Mamltdars and Tahsildars. This, and a despatch of the 8th June, together with its reply from the Secretary of State, dated the 30th July 1896, regarding the promotion of four European officers from the Provincial to the Indian Educational Service, and a despatch of the Government of India, dated the 29th June 1897, regarding the transfer of Indian Educational Service officers, are not put up, as having no substantial bearing on the case.

### *III.—Subsequent history of the Services up to date.*

The history of the Educational Services from 1896 up to date has been one of expansion along the lines fixed in the former year. The Indian, the Provincial and the Subordinate Services have all been increased. But the principle has not altered. The main changes have been the raising of the minimum pay of the Provincial Services to Rs. 200 where previously it was Rs. 150, and the creation of a Provincial Service in Burma. These and other changes are briefly dealt with in the next paragraph.

In 1901, it was represented that the Provincial Service was, in some provinces at all events, discontented with its pay, prospects and social status. The Government of India regarded the statement, if true, as one of very grave import. They invited Local Governments to consider whether existing conditions sufficed to provide a contented and qualified class of officers. In reply the provincial administrations submitted proposals. In Madras the service was regraded within the same limits of pay but with a larger proportion of higher paid posts at an additional cost of Rs. 14,400 a year; this sum, however, included the creation of certain additional posts. The Bombay Government proposed no new expenditure but only certain alterations in the classification of the service. In Bengal a costly reorganisation entailing a net additional expenditure of Rs. 72,800 a year was sanctioned. Its main characteristics were the raising of the minimum pay of the service from Rs. 150 to Rs. 200, and the rearrangement of the grading so as to admit of more equable promotion. The recruitment of persons with special qualifications for particular posts constituted a question of some difficulty which still remained to be solved; and the Secretary of State had objected in a Bengal case to the recruitment of Provincial Service officers from England. To make such appointments in England with a lower standard of qualifications and social position than those demanded for the Indian Educational Service would, he held, be very detrimental to the prestige and popularity of the Provincial Service, which was intended to represent side by side with the Indian Educational Service, the highest class of educational employment open to natives of India. Subsequently to the above-mentioned reorganisation 3 inspectors and 14 assistant inspectors were added to the Bengal Provincial Service cadre at an additional cost of Rs. 61,800. As a result of the partition of Bengal this additional staff was proportionately distributed between Bengal and the then new province of Eastern Bengal and Assam. After a full discussion with the Governments of Bengal and Eastern Bengal and Assam, the Government of India recommended to the Secretary of State proposals for the constitution of the provincial and subordinate educational service in Eastern Bengal and Assam. The proposals

referred to the distribution of men and appointments in the service between Bengal and Eastern Bengal and Assam, the inclusion in that service of certain ungraded appointments in Assam, and the addition to it of various appointments. The extra annual expenditure involved in the case of the Provincial Educational Service was Rs. 95,453-6-0 and in that of the Subordinate Educational Service Rs. 1,34,440 a year. The Secretary of State sanctioned the proposals. In the United Provinces the Provincial Service inspectorate was strengthened by the addition of three officers at a cost of Rs. 18,000 a year. The Punjab Government obtained a regrading of its Provincial Service at a cost of Rs. 14,400 a year, the lowest grade on Rs. 150 being abolished. The pay of Assistant Inspectors in Burma was improved at a cost of Rs. 6,000 a year and shortly afterwards a Provincial Service was constituted in that province. The service did not consist of regular grades but of appointments on special rates of pay grouped together in classes. In the Central Provinces no measures were suggested.

As for the officers who remained in the old graded service it was ruled that none should receive promotion to Classes II or I till he would have had a legitimate expectation of preferment on the supposition that all officers had elected to remain in that service. A similar rule was made regarding the junior and senior allowances in the Indian Educational Service. (Subsequently, it was further ruled that officers in class II should, on attaining 20 years of service, receive the maximum pay of the grade; and similarly those in class I after attaining 25 years of service.) Of the statutory natives of India who were in the graded service in 1892, three are still in employ. Two (Mr. P. B. Mukherji and Mr. A. Venis) receive two-thirds of the pay of the class to which they have attained, and also allowances. One (Mr. J. C. Bose) receives the full pay of his class as an exceptional case and an allowance. He also draws two lump allowances of Rs. 2,000 and Rs. 2,500 a year for research work, for the latter of which accounts have to be presented.

Three Indians have, since the reorganisation of 1896, been appointed by the Secretary of State to the Indian Educational Service—all on full pay. One of them is now dead.

In 1906 the Secretary of State reconsidered the decision arrived at 10 years previously that Local Governments and Administrations should be allowed freedom of choice in the selection of an officer for the appointment of Director of Public Instruction, and that they should not be fettered by any rule or instruction purporting to give a preferential claim to one officer of any particular department; and he directed a reversion to the old rule which prevailed prior to 1896. That rule, while not giving members of the educational service an absolute claim to succeed to the post of Director, contemplated that before appointing a person not belonging to the service Local Governments should, in the event of their considering it desirable to fill the post otherwise than from the local educational staff seek the assistance of the Government of India with a view to procuring a suitable selection from the educational department of some other province. The Secretary of State also considered it desirable that in order to provide a properly qualified successor in the event of a vacancy arising in the Directorship measures should be taken in good time to give the officer on whom the choice would most probably fall a wide experience of the working of the department in all its branches.

At the present day, the educational services consist of:—

- (i) The Indian Educational Service, recruited by the Secretary of State in England and composed almost entirely of Europeans, filling the posts of Directors, Inspectors, Principals, Professors, headmasters of certain schools, etc. An officer ordinarily commences service on Rs. 500, rising to Rs. 1,000 after 10 years. There are also 16 allowances (excluding 4 for Chiefs' colleges) distributed among provinces, and given on certain conditions. If an officer after 15 years' service has not obtained one of these allowances, he receives a consolation allowance of Rs. 100 a month. The average pay of the service (including these allowances and exchange compensation allowance) is Rs. 974 a month. Certain posts carry free houses

or house-allowances. Directors receive special rates of pay but are not eligible for any of the allowances. Some of the officers in Chiefs' Colleges receive special rates. Headmasters are on Rs. 500-50-700 or 750; but the Government of India have recently proposed that they be placed on the ordinary scale. Ladies receive from about Rs. 300 to about Rs. 500 or Rs. 600 a month. The length of service qualifying for pension is ordinarily 30 years. The amount of pension is governed by Article 274 of the Civil Service Regulations, the full amount being Rs.  $\frac{1}{60}$ ths of the average emoluments, or, in the case of those on the ordinary scale of pay, Rs. 5,000 a year, converted, at 1s. 9d. the rupee, to £437-10-0 a year. A Director of 3 years' standing, if specially commended, gets a further pension of Rs. 1,000 a year, which brings his total pension up to £525 a year.

- (ii) The Provincial Educational Service, recruited by nomination by Local Governments in India, and composed for the most part of Indians, filling a few posts of Principals, and posts of Inspectors, Assistant and Joint Inspectors, Professors, headmasters of collegiate high schools, headmasters of some normal schools, etc. The arrangement of the services differs from province to province. A typical arrangement is that of Bengal, where the service in 1904 was graded on the following lines:—

			Rs.		No. of Posts.
Class I	...	...	700	...	4
" II	...	...	600	...	6
" III	...	...	500	...	6
" IV	...	...	400	...	8
" V	...	...	350	...	11
" VI	...	...	300	...	16
" VII	...	...	250	...	21
" VIII	...	...	200	...	33

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(This represents the regular grading; with the territorial redistribution, the number of officers in Bengal has changed and now stands at 137; and the grading has been temporarily disturbed). Madras also possesses a graded service. In some provinces the pay is according to posts and is sometimes fixed, sometimes progressive. The average pay of the services likewise differs; before the territorial redistribution it stood as follows:—

					Rs.
Madras	...	...	...	...	363
Bombay	...	...	...	...	355
Bengal	...	...	...	...	319
United Provinces	...	...	...	...	322
Punjab	...	...	...	...	314
Burma	...	...	...	...	404
Eastern Bengal and Assam	...	...	...	...	319
Central Provinces	...	...	...	...	273

The members of the Provincial Educational Service are subject to the Indian Service Leave Rules, and as regards pension to the general rules in Chapters XVIII and XIX of the Civil Service Regulations. As in the case of officers of the Indian Educational Service the amount of pension is regulated by the scale laid down in Article 474, and the length of service qualifying for a full retiring pension is 30 years. For the purpose of travelling allowance they are governed by the general rules in Part XI of the Civil Service Regulations, the rate of allowance being dependent on the class to which, under Article 1002, an officer belongs. With few exceptions Provincial Service officers are not eligible for exchange compensation allowance.



- (iii) The Subordinate Educational Service, which is similarly recruited by Local Governments and composed for the most part of Indians, filling the posts of Deputy Inspectors, headmasters, assistant teachers, etc. The Government of India have not full information about these services, and they are very differently constituted in different provinces. In Bengal, the service is arranged in eight grades, from Rs. 50 to Rs. 250 and the average pay, is Rs. 96. In the Punjab, the service contains (somewhat anomalously) a few posts on Rs. 400. These services contain large numbers of officers.
- (iv) The Lower Subordinate Service, which exists only in certain provinces and contains officers on pay generally below Rs 50.
- (v) Outside posts, generally of a special nature, which cannot conveniently be fitted into any service. Special rates of pay, varying largely according to the requirements of the posts, are assigned to these officers.

The table given below shows the higher posts in the educational services, *i.e.*, those on Rs. 200 or upwards. The statement has been compiled from the provincial civil lists and does not show the officers in the lower grades of the Subordinate or in the Lower Subordinate Services. It includes Directors of Public Instruction, though these posts have not in the past been reckoned as in the Indian Educational Service. It does not include officers serving in Chiefs' Colleges, regarding whom a separate note is given below, nor officers serving under the Government of India. It is probable that some of those classed as Europeans are members of the domiciled community. But on this point also full information is not available. There are now 323 Europeans in employ drawing aggregate pay of Rs. 2,19,381 or an average of about Rs. 667 a month, and 467 Indians drawing an aggregate pay of Rs. 1,36,299 or an average of Rs. 292 a month.

Province.	Actual pay of European Directors of Public Instruction.	INDIAN EDUCATIONAL SERVICE.						SPECIAL POSTS OUTSIDE THE REGULAR SERVICES.						PROVINCIAL EDUCATIONAL SERVICE Rs. 200 TO Rs. 700).						SUBORDINATE EDUCATIONAL SERVICE Rs. 200 AND ABOVE.						REMARKS.
		POSTS HELD BY			AGGREGATE PAY OF			POSTS HELD BY			AGGREGATE PAY OF			POSTS HELD BY			AGGREGATE PAY OF			POSTS HELD BY			AGGREGATE PAY OF			
		Europeans.	Indians	Total.	Europeans.	Indians.	Total.	Europeans.	Indians.	Total.	Europeans.	Indians.	Total.	Europeans.	Indians.	Total.	Europeans.	Indians.	Total.	Europeans.	Indians.	Total.	Europeans.	Indians.	Total.	
	Rs.				Rs.	Rs.	Rs.				Rs.	Rs.	Rs.				Rs.	Rs.	Rs.				Rs.	Rs.	Rs.	
Madras ...	2,500	30	...	30	24,250	...	24,250	9	5	14	7,400	1,550	8,950	9	29	38	4,050	9,700	13,750	2	1	3	450	200	650	
Bombay ...	2,300	30	...	30	24,290	...	24,290	4	12	16	1,360	4,110	5,470	1	35	36	300	12,200	12,500	1	26	27	250	6,050	6,300	
Bengal ...	2,300	36	3	39	27,367	2,750	30,117	10	13	23	3,847	4,820	10,667	8	128	136	3,600	40,300	43,900	9	32	41	2,100	6,950	9,050	
United Provinces ...	2,000	27	...	27	21,860	...	21,860	19	2	21	8,885	620	9,505	12	26	38	5,117	7,550	12,667	4	15	19	1,000	3,609	4,609	
Punjab ...	1,900	14	...	14	11,950	...	11,950	4	...	4	2,000	...	2,000	4	27	31	1,600	8,140	9,740	8	16	24	2,550	3,400	5,950	
Burma ...	2,000	13	...	13	11,310	...	11,310	3	2	5	1,700	450	2,150	10	9	19	4,120	3,720	7,840	10	12	22	2,880	2,600	5,480	
Bihar and Oriasa ...	2,000	11	...	11	8,060	...	8,060	2	6	8	1,035	1,500	2,535	6	20	26	2,350	5,450	7,800	3	12	15	650	2,600	3,250	
Central Provinces ...	1,700	11	...	11	7,660	...	7,660	...	...	...	...	...	...	3	13	16	1,100	2,030	4,030	...	4	4	...	800	800	
Assam ...	1,250	5	...	5	2,840	...	2,840	1	...	1	200	...	200	...	13	13	...	2,950	2,950	...	6	6	...	1,350	1,350	
North-West Frontier Province.	1,300	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	
<b>TOTAL ...</b>	<b>19,250</b>	<b>177</b>	<b>3</b>	<b>180</b>	<b>1,39,587</b>	<b>2,750</b>	<b>1,42,337</b>	<b>52</b>	<b>40</b>	<b>92</b>	<b>28,427</b>	<b>13,050</b>	<b>41,477</b>	<b>53</b>	<b>300</b>	<b>353</b>	<b>22,237</b>	<b>92,940</b>	<b>1,15,177</b>	<b>37</b>	<b>124</b>	<b>161</b>	<b>9,880</b>	<b>27,559</b>	<b>37,439</b>	

N.B.—Vacant and temporary appointments have not been included in this statement.

IV.—*Recent proposals for reorganisation of the Provincial Educational Service.*

In the Secretary of State's despatch of the 6th January, 1905, it was laid down that "the Provincial Service was intended to represent side by side with the Indian Educational Service the highest class of employment open to natives of India. Both of these branches, that recruited in England and that recruited in India, together form the superior service of the Education Department, the difference between them being not in status or duties but in the conditions of employment as regards pay, leave and service for pension". This has been the theory. But expressions in the press and interpellations and speeches in the Legislative Councils have recently shewn that it is no longer accepted as the fact. There is a movement among the educated middle class for (i) better terms for the rank and file of the Provincial Service, and (ii) the opening of the Indian Educational Service to distinguished members of the Provincial Service. The reasons for this feeling are that the difference in the emoluments and method of promotion prevailing in the two services is considerable; many Indians in the Provincial Service find themselves performing the same duties as Europeans in the Indian Service; the Provincial Service has to some extent been expanded and debased by the inclusion of heterogeneous appointments demanding officers of special, but not of the highest, academical attainments; and Indians who possess European degrees and are really highly qualified have not been promoted out of this service into the Indian Service.

There have been very few such promotions, and those of Europeans. It is open to the Secretary of State to nominate Indians direct to the Indian Service. This has seldom been done; and two recent nominations of Indians have called attention to the fact that the men so nominated were young and untried while a distinguished chemist like Dr. P. C. Roy, of long service, has been left unpromoted.

The Government of India took up the question in 1907, and twice addressed Local Governments confidentially. In the first letter Local Governments were asked whether there was justifiable dissatisfaction in the ranks of the Provincial Educational Service, an examination of its grading and its maximum pay was suggested, as well as the question of transferring posts from the Indian to the Provincial branch, and from the latter branch to the Subordinate Service, and enquiry was made whether the disability of Provincial Service officers for holding the posts of College Principals and of Assistant Directors of Public Instruction should be removed.

In the second letter the Government of India, without pressing for assimilation of different systems, offered certain comments which it was thought would be of assistance in the further treatment of the case. The main practical suggestion made was the addition to the Provincial Service (the highest grade of which was hereafter to be fixed at Rs. 800) of a higher scale roughly corresponding to the system of listed posts which obtains in the Executive and Judicial Services, with pay rising from Rs. 800 to Rs. 1,300 by periodical increments of Rs. 100. It was contemplated that promotion to this higher scale should be limited to Indian officers of the Provincial Service, that the number of officers admissible should in the first instance be a matter of temporary arrangement, but should ultimately bear some constant proportion to the strength of the Service in each province, and that the higher scale should not be restricted to the holders of specified posts. Other suggestions were the limitation of the Provincial Service to Indians, progressive pay as against graded services, and the interchangeability of posts included in the Provincial and in the Indian Service between the two according to circumstances.

The replies of the Local Governments showed that there was an emphatic feeling that the European element in the educational services was already numerically weak; but proposals were confidentially made for the amelioration of the Provincial services. These proposals were on widely divergent lines as regards both the scale and the method on which improvements were to be effected. They were under consideration by the Government of India when news of the appointment of a Royal Commission was received. The Government of India therefore deferred action pending the recommendations of the Commission, but are considering some temporary measures of alleviation of a nature which will not affect the main question.

The problems which appear to emerge from the correspondence which has passed are the following :—

- (i) How far are there legitimate grievances in the Provincial Educational Service?
- (ii) If there are legitimate grievances, can they best be met by either of the following alternatives :—
  - (a) Maintaining the theory that the Indian Educational Service and the Provincial Educational Service are equal branches of a superior service, but with different conditions of pay, leave and service for pension; and improving prospects by adding higher grades and modifying the grading below.
  - (b) Relegating certain posts to the Subordinate Service, bettering the prospects in the posts left in the Provincial Service, and perhaps adding to it some posts from the Indian Service?
- (iii) Or can they best be met by reorganising the Provincial Service as a service inferior to the Indian and breaking down the barrier between the two? In that case :—
  - (a) How is a sufficiency of Europeans to be preserved?
  - (b) On what system are promotions from the Provincial to the Indian Service to be made—*e.g.*, would those only with European degrees be promoted, or would the qualification be merely approved service?
  - (c) Should the present system of direct recruitment in England of Indians to the Indian Educational Service be preserved; or should such recruitment be in India, from the Provincial Service; and what should be the maximum of posts in the Indian Educational Service to which such promotions should be permissible?
  - (d) What rate of pay should the Indian officers so promoted receive? And what should a European so promoted receive?
  - (e) Would such officers be eligible for any allowances available in the Indian Service?
  - (f) What would be their status, precedence, listing and travelling allowance?

#### *V.—Recent proposals for the reorganisation of the Indian Educational Service.*

In 1907 the Secretary of State warned the Government of India that it was useless for them to ask him to recruit any more officers for the Indian Educational Service for the present, as candidates were not forthcoming. The Director General of Education was placed on special duty to consider the question of recruitment in India. In 1908 it was found that there were 30 vacancies in the Service. It was also noticed that 9 officers had recently resigned or, having held temporary appointments, had refused permanent employment. It was obvious, in fact, that the service was unattractive and unpopular. Furthermore, in 1910, a number of memorials were received from members of this service making various complaints and requests.

The reasons for discontent, to judge from the memorials and other sources, are as follows :—

- (a) The service seeks for candidates of the same antecedents as the Indian Civil Service, but generally of maturer age, with some teaching experience, and with good academic qualifications. But the pay and prospects are generally, in the latter part of his career, worse than those offered in the Public Works, Forests, Indian Medical Service or Police, and very much worse than in the Indian Civil Service.

- (b) While the terms during the first ten years are satisfactory there is a long wait for promotion after that period, and, save for the allowance of Rs. 100 after 15 years' service, it is not certain there will be any promotion at all.
- (c) There are only 16 junior and senior allowances (excluding 4 for Chiefs' Colleges), the numbers having remained the same while the strength of the service has greatly increased: Hence the chances of promotion have been lessened.
- (d) There are very few posts offering duties different from those of an Inspector or a Professor or carrying superior pay. There are the posts of Directors of Public Instruction. These have sometimes been given to members of other services. And it was particularly noticed that when in 1905, Mr. Earle, of the Civil Service, was appointed Director in Bengal, he was given at once a salary of Rs. 2,800, whereas officers of the Indian Educational Service hold the same post on Rs. 2,000—100—2,500.
- (e) The period of service requisite for earning pension (save on medical certificate or the attainment of 55 years of age) is long, especially as officers often enter the service at a later age than is customary in other services.
- (f) The pension is small.
- (g) The daily allowance permitted to inspectors when on tour is lower than in the case of officers of other departments of equal or even inferior standing.
- (h) The rates of pay for lady members of the Service (which have never been unified) are too low to attract and keep in contentment the kind of ladies who have to be recruited.
- (i) The cost of living has seriously risen during recent years.

Accordingly, in a letter dated 26th August 1909, the Government of India addressed Local Governments pointing out the present condition of affairs and suggesting that the present time-scale instead of terminating at Rs. 1,000 a month should be extended to Rs. 1,300 so that the initial pay of the service would be Rs. 500—50—1,300 per mensem, and that there should likewise be a higher scale of Rs. 1,400—200—1,800 to which officers who deserve special advancement would be eligible for promotion. It was further suggested that the total number of posts in the higher scale should be limited to 20 per cent of the whole strength of the service exclusive of ladies and that these posts should be equitably distributed among provinces. Thus the service was to consist of a general time-scale and likewise a selection time-scale. The concession of exchange compensation allowance would presumably be withdrawn save in the case of Directors of Public Instruction and for transitory arrangements. The consolation allowance of Rs. 100 and the junior and senior allowances would likewise be withdrawn. It was also proposed that an allowance of Rs. 100 a month should be given to an Assistant Director; that headmasters should in future be recruited on the same terms as Inspectors and Professors and that ladies should be recruited on pay of Rs. 400—20—500 a month with the offer of a free passage home at the end of five years or, should they elect to remain in service, a further time-scale of Rs. 500—25—750.

With two exceptions the Local Governments generally approved these suggestions:—

*Madras.*—Approves the proposals but strongly advocates the reduction of the period of compulsory service to 25 years.

*Bombay.*—Accepts the proposals but would have the initial pay of the time scale raised and would exclude certain posts from the benefits of the higher scale

*Bengal.*—Accepts the scheme but would have the initial pay of the time scale raised in order to recoup officers for the loss of exchange compensation allowance.

*United Provinces.*—Does not accept the proposals but would have a general time-scale of Rs. 500—50—1,500 with special allowances for special posts.

*Punjab.*—Does not accept the proposals. The ordinary time-scale should go up to Rs. 1,250. It is not clear what is proposed beyond this. In view of the fact that some 7 Professors have resigned in the Punjab among those appointed since 1890 a system of short term recruitment for five years on a fixed pay of Rs. 1,000 is suggested.

*Burma.*—Accepts the proposals but having regard to the conditions of other services would decrease the pay suggested for the time-scale and increase that suggested for the higher scale.

*Eastern Bengal and Assam.*—Accepts the proposals while not considering them perfect.

*Central Provinces.*—Accepts the scheme with minor modifications but lays great stress on the present disabilities of the service and considers that the proposals just fall short of what is required.

A rough calculation on an actuarial basis would appear to show that the revision suggested by the Government of India would increase the average pay of an ordinary educational officer throughout his whole service from Rs. 974 to Rs. 1,028 or by Rs. 54 per mensem.

As in the case of the Provincial Educational Service, the Government of India deferred action in the case of the Indian Service, and proposed to defer the question to the Royal Commission. In this case, no temporary measures have been suggested.

The main problems which arise out of the correspondence regarding this service are the following :—

- (i) The amount of the ordinary scale.
- (ii) The amount of the higher scale and the number of posts to be included in it.
- (iii) Should allowances be attached to the post of Assistant Director of Public Instruction?
- (iv) Should allowances be attached to certain posts? If so, what should be their amount and should they be attached to posts of Principals of colleges only or to those of senior Inspectors or to both?
- (v) As regards the pay of headmasters, the limitation to Rs. 700 or Rs. 750 has generally been nominal only and the Secretary of State has already been asked to recruit these officers on the usual terms.
- (vi) Should the pay of the Directors of Public Instruction be raised? If so, to what scale in each province?
- (vii) What special terms should be arranged for Principals and Professors of Chiefs' Colleges?
- (viii) On what terms should ladies be recruited? And should they be offered a free passage home after the expiry of a period of service?

H. SHARP,

September 21st, 1912.

*The Chiefs' College Service.*

The existence of the Chiefs' College Service as a Service dates from Lord Curzon's scheme for the revision and improvement of the Chiefs' Colleges in India. This reorganisation commenced in 1902 and was concluded in 1907.

2. The Chiefs' College Service, which consists of fourteen appointments, including two leave reserve appointments, is a branch of the Indian Educational Service. Though officers on the Chiefs' College cadre are primarily members of the Indian Educational Service they are under the administrative control of the Foreign Department, and their names are borne on the Quarterly List of that Department.

3. Officers for the Chiefs' College Service are recruited either from the Indian Educational Service or direct from England through His Majesty's Secretary of State. Officers thus selected by the Secretary of State are appointed to the Indian Educational Service, and posted to the particular Chiefs' College when their services are required.

4. The appointments in the Chiefs' College Service are distributed between the four Colleges as shown below :—

*Mayo College, Ajmer.*

- 1 Principal, Rs. 1,250—50—1,500 a month.
- 1 Vice Principal, Rs. 750—50—1,000 a month.
- 2 Assistant Masters, Rs. 500—50—1,000 a month.

*Aitchison College, Lahore.*

- 1 Principal, Rs. 1,200—10—1,250 a month.
- 2 Assistant Masters, Rs. 500—50—1,000 a month.

*Rajkumar College, Rajkot.*

- 1 Principal, Rs. 1,000—50—1,250 a month.
- 1 Vice Principal, Rs. 500—50—1,000 a month.

*Daly College, Indore.*

- 1 Principal, Rs. 1,250—50—1,500 a month.
- 2 Assistant Masters, Rs. 500—50—1,000 a month.

And two leave reserve Masters on Rs. 500—50—1,000 a month.

5. The Government of India pay a fixed annual subvention to each of the four Chiefs' Colleges, towards the cost of the salaries of the European Staff. This subvention is of the nature of a contract grant, calculated on the basis of the excess of expenditure on the staff after reorganisation over the expenditure on the staff before reorganisation. Any expenditure over and above the amount of this grant the College is expected to meet from its own resources. The amount of each subvention is :—

	Rs.
Mayo College ... ..	38,018 a year.
Aitchison College ... ..	21,634 a year.
Rajkumar College ... ..	24,966 a year.
Daly College ... ..	50,000 a year.

The pay of the leave reserve masters is met by Government (Imperial Funds). In addition, the Government of India bear all liability for the pensions of these officers : and the whole service of the European staff is treated as pensionary Government service.

## APPENDIX I.

*Certain recommendations made by the Education Commission of 1883 in regard to the internal administration of the Education Department.*

That when an educational officer enters the higher graded service of the Education Department, his promotion should not involve any loss of pay.

That the remuneration of subordinate inspecting officers be reconsidered in each Province with due regard to their enhanced duties and responsibilities.

That, as a general rule, transfer of officers from Professorships of colleges to Inspectorships of schools, and *vice versa*, be not made.

That it be distinctly laid down that native gentlemen of approved qualifications are eligible for the post of Inspector of Schools, and that they be employed in that capacity more commonly than has been the case hitherto.

That Inspectresses be employed where necessary for the general supervision of Government, aided, and other girls' schools desiring inspection.



## APPENDIX II.

*Recommendations of the Public Service Commission 1886-87.*

*Education Department (paragraph 99 of Report).*

58. That recruitment should be made in England only for:—

- (a) Principalships of Colleges ;
- (b) Professorships in those branches of knowledge in which the European standard of advancement has not been attained in India ; and
- (c) a smaller number of Inspectorships than at present.

59. That recruitment of Professors should be ordinarily of specialists, and, when practicable, for a term of years, with power of re-appointment.

60. That the remuneration of officers recruited in England should be fixed with reference to the attainments required and the duties to be performed in each case.

61. That the present graded lists of the superior branch of the Department should be abolished, due regard being had to the interests of existing incumbents.

62. That all other educational appointments should be filled up locally by the present mode or modes of recruitment, on the principles recommended in this Report as to conditions of service for the general Provincial Service.

63. That there should be in each Presidency and in the larger Provinces at least one college with a staff of Professors capable of teaching up to the highest European standards, under a European Principal ; and that the same object should as far as practicable be kept in view in smaller colleges.

64. That the inspection of schools and colleges should be carried on by an agency entirely separate from the teaching staff and recruited from a different source.

## APPENDIX III.

*Extract (paragraphs 4 and 5) of a Despatch from the Government of India, to the Secretary of State, No. 17 (Public), dated 25th March 1891.*

\* \* \* \* \*

*Educational Department.*

4. The recommendations of the Public Service 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 recognize 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 shew 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 Rs. 1,200 a month ought to suffice for the Principalship of a College, and Rs. 800 a month for a Professorship or an Inspectorship under the new arrangement 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 Rs. 500 a month is given. In the North-Western Provinces and the Punjab it does not ordinarily rise over Rs. 300 and Rs. 350, respectively, though special officers draw higher rates. So far as Bengal is concerned, we recommend that two more grades be added, one on Rs. 600 and the other on Rs. 700 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 reductions 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 services into two classes, the Provincial Service including all appointments above Rs. 200, while all posts on Rs. 200 or under would be treated as subordinate.

## APPENDIX IV.

*From Her Majesty's Secretary of State for India, to the Government of India,—No. 9-Public (Educational), dated the 28th January 1892.*

In my Despatch No. 104-Public of the 30th September, I informed Your Lordship that I had reserved for a later communication that portion of the letter of your Government, No. 17, dated 25th March, which dealt with the recommendations of the Public Service Commission respecting the Educational Department. In considering the proposals which you have made on this subject, I have also had before me the scheme for the reorganization of the Educational Department in the North-West Provinces and Oudh, and the statement

\* No. 231 F. and C., 18th August 1891, No. 13, of the opinion of the Bombay Government as to Home—Educational, 18th August 1891. the recruitment for its Educational Service, which were submitted to me with two Despatches\* of your Government, dated 18th August.

2. I understand the purport of the conclusions stated in paragraphs 4 and 5 of your letter of 25th March to be as follows. Your Lordship's Government is not prepared to abolish the graded system at once, both because you do not desire either to dispense with the services of the present staff of graded officers or to compensate them, and because it is impossible to say at present what other system should be substituted. You recognize the advantage of engaging Professors for short terms in certain cases, but you doubt whether temporary service without claim to leave or pension will attract Professors of high quality. You are not convinced that experience of India is not of greater importance than freshness of knowledge for the work of Professors in ordinary subjects; and you are satisfied that such experience is essential for Inspectors. You consider that part of the inspecting staff should be recruited in England, and presumably for long service. I infer that you contemplate recruitment in England both for continued service and for short terms. For short terms you propose a maximum pay of Rs. 1,200 per mensem for a Principal and of Rs. 800 for a Professor or Inspector. You further suggest the division of the present Subordinate Educational Service into a Provincial and a Subordinate Service. In the Provincial Service would be included offices bearing salaries of Rs. 600 and Rs. 700 a month (to be transferred, apparently, from the graded list, which would be proportionately reduced) "for those Professors and Inspectors who are not to be recruited from England."

3. I agree with Your Lordship's Government that the graded system should not be at once abolished. But there appears to have been some misconception of the proposal of the Public Service Commission on this point. In advising the abolition of the graded system the Commission admitted that it must be retained so far as regards existing officers engaged on that system. Nor did the Commission contemplate that there should be no permanence of service in the case of officers recruited in England in future. The intention is explained to be, not that all recruits should be engaged for a short term, and discharged absolutely at the end of it, but they should be engaged in the first instance for a short term with a power of re-appointment, which would be exercised if their services are judged to be valuable. The proposal is, in fact, rather a restoration of a part of the long established practice which has fallen into disuse than a radical change of system. Your Lordship is doubtless aware that the written terms of appointment of Educational Officers have almost invariably been for a term of five years only. Since the introduction of the graded system the nature of this engagement has been overlooked. It should in future have definite effect, the five years' term being regarded as probationary, and the future employment of each officer being made dependent on the judgment passed on his services during that term. This will be the ordinary rule. It is possible, however, that for some

† To the Government of India, No. 1369, dated 7th July 1891. exceptional cases, such as the lectureships or chairs described by the Government of Bombay, † a simple engagement for a short term of years, or on other special conditions, may be advantageous.

4. In the other recommendations made in your letter of 25th March I concur generally, but some more definite exposition of your policy seems to be required before the subject can be deemed to be exhausted. By Your Lordship's Educational letter of 6th May, No. 9, Home Department, I am referred to paragraphs 4 and 5 of the letter of 25th March, as containing the views of Your Lordship's Government on the important question what is to be in future the general position of Educational Officers in India, on which in my Despatch No. 39 (Educational), of 9th March, I desired to have the mature proposals of your Government. It is probably the intention of Your Lordship to place before me a detailed scheme for each province after the general principles have been settled. I observe, however, that in the scheme for the reorganisation of the Educational Department in the North-West Provinces and Oudh, which was recommended for adoption in your letter No. 231 (Finance and Commerce), of 18th August, the staff is divided into graded and non-graded officers (two Professors recently selected by me in England being shown as non-graded) and not according to recruitment in England and India, respectively, and no definite position is given to a Provincial Service. It is for consideration whether in each provincial scheme

there should not be shown the detail of Principalships, Professorships, and Inspectorships which are to form the higher staff, and also those which it is proposed now or ultimately to fill by appointing members of the Provincial Educational Service recruited in India. There is the further question of the salaries appropriate for officers of the latter class when holding such posts.

5. Moreover, as the essential part of the graded system, *vis*, the prospect of continued service, after probation, is to be retained, the question presents itself for consideration, how the condition of continued service can be cleared of any reasonable objections which have been advanced against the present graded system in the evidence recorded by the Public Service Commission. The general purport of the proposals of that Commission is that the number of officers recruited in England should be diminished, and their standard of quality raised. To secure University men of high attainments, a fairly attractive prospect must be offered; and if cost is reduced by the transfer of some officers from the present graded list to the Provincial Branch of the Department, somewhat more favourable terms may be conceded to graduates in honours recruited in England. I shall await the result of the further consideration of the subject by Your Lordship's Government, either in the form of general proposals or in that of a detailed scheme for each province separately; but it may save time if I here communicate to you some suggestion of the measures to which I should be prepared to give favourable consideration.

6. The English recruits as a rule are engaged for the probationary term as Professors, and many of them continue to be Professors throughout their service. As, with one exception, the Educational Departments of the Indian provinces are very small, promotion is slow, and the advance from the fourth to the third grade is long deferred, I am inclined to think that the Indian Professoriate would be placed on a better footing if all Professors were allowed to rise in ten years' service to a salary of Rs. 1,000 per mensem. The probationary five years' service would either be passed on a salary of Rs. 500, rising to Rs. 750 by yearly increase of Rs. 50 per mensem, or might carry a fixed salary of Rs. 600 or Rs. 700 per mensem. In the second term of five years the salary would rise from Rs. 750 to Rs. 1,000 per mensem. Whether higher pay should not be open to a Professor as such is a question on which I desire Your Lordship's opinion. There are also the higher salaries of grades 1 and 2, which should in my opinion, be almost invariably attached to the Principalships of Colleges (and the Senior Inspectorships). It may be found a preferable plan to attach to the office of Principal a special pay of Rs. 250 to Rs. 500 per mensem on account of the extra work and responsibility falling on the Professor who undertakes it. Of the Inspectorships I think that at least one-half should at an early date be transferred to the Educational Provincial Branch. One or two Senior Inspectorships should be held by officers of Indian experience, who would ordinarily be promoted Professors or Head Masters recruited in England. I do not look with favour on the appointment of Professors to officiate as Inspectors, but a permanent transfer from the former to the latter office may sometimes be in the public interest. The position of Head Masters recruited in England has never been very satisfactorily defined, and is of sufficient importance to merit attention in any future reorganization.

7. There is one other point which requires careful consideration, namely, the best way to deal with Educational Officers who, after some period of continued service, are found to be useless and inefficient, though not absolutely incapacitated by ill-health. In the five years' agreements hitherto executed by English recruits power is reserved to the Government to discharge the officer at six months' notice, and it seems to be understood that this condition extends to subsequent service, though I believe it has never been enforced. Educational Officers recruited in England serve under the ordinary "Uncovenanted" rules as to pension and are therefore eligible on medical certificate, after less than ten years' service, to gratuities, and after ten years of completed service and upwards to pensions proportionate to the years of completed service. It is a question for careful consideration whether among the terms of Educational Service should not be included a stipulation that the Government reserves the right to require an Educational Officer recruited in England to retire on the gratuity or pension appropriate to his length of service (being over five years), if it is deemed to be to the public interest that he should so retire, though not declared permanently incapacitated by bodily or mental infirmity.

8. I request the careful attention of Your Lordship's Government to these suggestions, in the conviction that no duty of the State is of greater importance than the introduction from England into India of a teaching agency of the highest quality and character. The conditions of service communicated to candidates for the Educational Department, and the form of agreement which they execute, will have to be recast after conclusions have been reached on the questions which I have raised in this Despatch. Any conditions of continued service after the term of probation which may be finally sanctioned will of course be extended to those gentlemen who, while the future position of Educational officers has been under discussion with Your Excellency's Council have, in the words of my Despatch No. 39 (Educational), of 19th March, been appointed as ungraded officers for five years only, with no furlough or pension advantages.

## APPENDIX V.

*From the Government of India, Finance and Commerce Department, to Her Majesty's Secretary of State for India,—No. 351, dated the 11th December 1895.*

We have now the honour to reply to Lord Cross' Despatch No. 9 (Public—Educational), dated the 28th January 1892, regarding the reorganization of the Educational Services in India. We regret that the necessity for twice referring to Local Governments and Administrations, which will be apparent from the papers referred to in the annexed list, and the protracted correspondence with the Government of Bengal on certain matters of detail, have so considerably delayed this reply; but we preferred that the scheme put forward should, as far as possible, be complete. We would observe at the outset that in requesting Local Governments and Administrations to submit proposition statements showing the effect of the reorganization in each Province, we impressed upon them the necessity of keeping strictly within the limits of existing expenditure so far as that was compatible with the adoption of the new scheme. It is to be understood, therefore, in those instances in which the proposed scale exceeds the present, that the additional expenditure is essential to the reorganization. We proceed to notice the more important features of the scheme.

2. It will be observed that the reorganization will affect only the Educational Departments in Madras, Bombay, Bengal, the North-Western Provinces and Oudh, the Punjab and the Central Provinces. In Burma there are, in the service of Government, no Principals or Professors of Colleges: and the Government of India accepted the Officiating Chief Commissioner's view that the Province was not ready for the constitution of a Provincial Educational Service. It was agreed also that the Inspectorships of Schools in Burma must be filled by recruitment in England: and that they should be filled in future on conditions similar to those on which officers will be recruited for the European Educational Service generally. There is, therefore, no proposal for a general reorganization of the Service in Burma. In Assam the Director of Public Instruction alone will be in the European Service; and this officer, who is on the Bengal Establishment, will be recruited for by the Government of Bengal. There will be no Provincial Service in Assam, since all the Educational officers, except the Director, fall in the Subordinate Service. The Inspector of Schools for Coorg belongs to the Madras Educational Department, and the question of the recruitment and pay of future incumbents of the post of Head Master of the Mercara Central School need not be considered until the time comes for the appointment of the next officer. We accept the opinion of the Resident at Hyderabad that the Educational Department in Berar may with advantage be left upon its present footing.

3. The first question for decision is the designation to be given to the three Services of which the Educational Department will consist in future. In accordance with the principles which have been adopted for the Judicial and Executive Services and some other Departments, the Educational Department should, we think, be divided broadly into (A) the Superior Service, and (B) the Subordinate Service. The former should consist of two branches, one including all posts to be filled by persons appointed in England, which we propose to call "the European Educational Service," and the other including all posts to be filled by recruitment in India, which we propose to name "the Provincial Educational Service." We have selected these terms after much deliberation with the object of recognizing facts. We prefer the term "European" to the term "Imperial," which has been adopted in certain other Departments, as the latter would not be suitable for an Educational Service which is restricted to a particular province.

4. It is necessary next to decide where the dividing line should be drawn between the Superior (Provincial) and Subordinate Services. In paragraph 5 of the Despatch of Lord Lansdowne's Government, No. 17 (Public), dated the 25th March 1891, it was proposed that the line should be drawn so as to include in the former service all appointments on pay of more than Rs. 200 a month, and in the latter service all appointments of less value. On further consideration, however, we are of opinion that the correct principles of demarcation are—

- (1) that the line between the two services should be drawn rather according to the nature of the office held than according to pay;
- (2) that, generally, Professors, Inspectors and Joint and Assistant Inspectors should be included in the Provincial Service; and that Deputy Inspectors, Head Masters of District Schools and officers of lower rank should be classed in the Subordinate Service;
- (3) as regards *other* offices, that those carrying less pay than Rs. 200 a month should not, except for very special reasons, be placed in the Provincial Service; and that on the other hand, offices on higher pay than Rs. 200 (such as the senior Deputy Inspectorships in Bengal) may at the discretion of the Local Government, be classed in the Subordinate Service.

It will be perceived that under these principles it is impossible to accept the proposal of the Government of Bombay (*vide* paragraph 11 of their letter No. 417, dated 23rd February 1894) that Deputy Educational Inspectors and Head Masters of High Schools should be included in the Provincial Service. The appointment of Deputy Inspector of Bombay does not, as stated by the Bombay Government, correspond to those of Assistant and Joint Inspectors in Bengal, for while the jurisdiction of the latter officers extends through several districts and is really conterminous with the jurisdiction of the Commissioner of a Division, the duties of a Deputy Inspector in Bombay, as in Bengal, are confined to a single district. If, therefore, the Deputy Inspector in Bengal should properly be classed in the Subordinate Service, so should the Deputy Educational Inspector in Bombay. Similarly Head Masters of High Schools in Bombay are not comparable with Head Masters of Collegiate Schools in Bengal. The Head Masters of High (*i. e.*, Zillah or District) Schools in Bombay are neither better paid nor of better social or educational status than Head Masters of Zilla Schools in Bengal, who are included in the Subordinate Service. We are prepared to agree to the Head Masters of certain Collegiate Schools in Bombay, *vis.*, the Elphinstone Pooná, Ahmedabad and Karachi High Schools, being entered in the Provincial Service, but we find it impossible to go further. The local Government will be informed of this decision when Your Lordship's orders on the whole scheme have been received, and the list of appointments in the Bombay Provincial Service now forwarded by us will be subject to modification on this account. All the Deputy Inspectorships have been removed from the Provincial list. We have accepted the view of the Government of Madras that in that Presidency the Provincial Service may be organized by grades, on the basis of pay, since, in the result, the line between the Provincial and Subordinate Services is much the same as that drawn elsewhere. The Government of the North-Western Provinces and Oudh had included in its Provincial list four Head Masterships of District Schools on Rs. 400 a month and two Head Masterships on Rs. 350 a month. It is stated that the District Schools are ordinary High Schools, teaching up to the Entrance Examination, and that the present Head Masters are, with few or no exceptions, graduates of a University. The six appointments mentioned constitute the two highest grades. We agree to the retention of these six appointments in the Provincial Service on the understanding that the schools to which these officers are appointed are of the Collegiate class. We have removed the Registrar, Education Department, Punjab, from the Provincial to the Subordinate Service, as we do not consider the status of this officer to be such as to justify his retention in the former service.

In other respects the Provincial schemes now submitted adhere generally to the principles enunciated above, but in Bengal and the Punjab we have permitted the inclusion of the grade of Rs. 150 in the Provincial Service as it is represented that efficient men can be obtained on that initial salary. The maximum salary has, however, everywhere been fixed at Rs. 700 a month. As will be seen from our Home Secretary's letter No. 118, dated 22nd February 1895, we have acquiesced in the repeated recommendation of the Government of Bengal that a certain number of Deputy Inspectors, Masters, etc., at present in Government employ, should be included in the Provincial Service list in Bengal, on personal grounds, the concession not extending to their successors in office. We append a list showing the appointments to be included in the European and Provincial Services, respectively, of the several Provinces affected by the reorganization.

5. Turning to the financial aspect of the reorganization, we entirely concur in the opinion expressed in paragraph 6 of Lord Cross' Despatch of 28th January 1892 that the prospects of Professors recruited in England during their earlier years of service should be improved. We have accordingly decided to accept for officers of the European Service the scale of pay there suggested, namely, that during the probationary period of five years the salary should be Rs. 500—50—700 a month, it being open to the Secretary of State to offer a fixed pay of Rs. 600, or even Rs. 700, in special cases when the services of a competent officer cannot otherwise be secured; and that, in the second period, the salary should rise from Rs. 750 to Rs. 1,000, the maximum being attained at the end of ten years. This will be the general rule, but in the exceptional cases (*e.g.*, the Superintendship of the School of Arts, Calcutta) it may be necessary to appoint persons with special qualifications on higher rates of pay. There are also several appointments included in the European Service list, because they will have to be recruited for in England as a rule, but these appointments will carry special salaries, and the holders of them will not, as a matter of course, be eligible for the pay of Rs. 500, rising to Rs. 1,000, which will be reserved for Professors, Inspectors and Principals.

6. As regards the question whether higher salary should be open to a Professor as such, which was specifically raised in paragraph 6 of Lord Cross' Despatch of 28th January 1892, we were inclined to think that, although, as observed above, the position and the prospects of Educational Officers will be considerably improved in the earlier years of their service, yet it might be undesirable, as being likely to create discontent in the Department, if a large proportion of its members were to attain after ten years the highest pay open to them. In this view it seemed to us that it might be desirable to adopt such a proposal as that put forward by the Government of Bombay, namely, that an officer of 20 years' approved service, whose total salary did not exceed Rs. 1,000, should be given a special allowance of Rs. 100 a month, and that, if the allowance were refused to him, he should be called

upon to retire. We accordingly invited the opinion of Local Government, and Administration, on a modification of the Bombay Government's proposal, whereby 15 years' service was substituted for 20 as the period after which the special allowance might be given, or the officer called upon to retire; and we asked that this modified proposal should be considered with reference to the suggestion in Lord Cross' Despatch that a stipulation should be included among the terms of Educational Service, reserving to Government the right of requiring an officer of more than five years' service to retire if it were deemed to be to the public interest that he should so retire thought not permanently incapacitated by bodily or mental infirmity. Of the Local Governments consulted, the Chief Commissioner of the Central Provinces alone opposed the enforcement of the condition that an officer should be required to retire from the service if the special allowance were refused to him. But on a further consideration of the matter, we have concluded that it would be inexpedient to reserve and to notify this power of compulsory retirement. When such a power is not found necessary in other Departments, it cannot be said to be indispensable in the Education Department, and it would probably injure the popularity of the service to expressly warn recruits that they are liable to be required to retire on a small pension at a comparatively early age. We recommend, therefore, that the special allowance of Rs. 100 per mensem should be given after 15 years' service to meritorious officers who are not drawing a personal allowance, without prescribing any rule for the compulsory retirement of those to whom the special allowance is not given.

7. We have adopted the plan suggested by Lord Cross, of attaching personal allowances to the office of Principal and Senior Inspector of Schools. We think that there should be two grades of allowances of Rs. 250—50—500 and Rs. 200—10—250 a month, respectively, so as to correspond to some extent with the higher rates of pay in the present Graded List, which will be supplanted by the new system. We are of opinion that the allowances should be strictly *personal*, within the meaning of the Civil Service Regulations, *i.e.*, that they should be held continuously by officers whether on duty or on leave, and not be given to those who act for them during their absence. We recommend the following scale of allowances for the several Provinces:—

*Madras.*—(a) Two allowances of Rs. 250—50—500, to be given to the Principal, Presidency College, and the Senior Inspector of Schools; and (b) two allowances of Rs. 200—10—250, to be given, respectively, to the Principals of the Rajahmundry and Kumbakonam Colleges. It will be open to the Government of Madras, however, to give one of the lower allowances to an Inspector of long standing and approved service if his claims to it are considered superior to those of one of the Principals.

*Bombay.*—(a) Two allowances of Rs. 250—50—500 a month, to be given to the Senior Principal and the Senior Inspector; and (b) three allowances of Rs. 200—10—250 a month, to be given to the remaining two Principals of Colleges, and to the second Senior Inspector.

*Bengal.*—(a) Two allowances of Rs. 250—50—500 a month; and (b) three allowances of Rs. 200—10—250 a month. The allowances will be open to the two Senior Professors only at the Presidency College, Calcutta, and to Principals of Colleges and Inspectors of Schools generally, the rule being that they should be given to the senior (or most deserving) men, and should not be treated as staff allowances attached to certain offices.

*North-Western Provinces and Oudh.*—(a) One allowance of Rs. 250—50—500 a month; and (b) two allowances of Rs. 200—10—250 a month, to be distributed as His Honour the Lieutenant-Governor and Chief Commissioner may think best.

*Punjab.*—(a) One allowance of Rs. 250—50—500 a month to be given ordinarily to the senior of the two officers holding the appointments of Principal of the Lahore Government College and Senior Inspector of Schools; and (b) one allowance of 200—10—250 a month, to be given ordinarily to the junior of the officers holding the above-mentioned appointments.

*Central Provinces.*—One allowance of Rs. 200—10—250 a month to be given to the Principal of the Jubbulpore College.

8. In paragraph 6 of the Despatch of 28th January 1892, Lord Cross expressed the opinion that at least one-half of the Inspectorships should at an early date be transferred to the Provincial Branch of the Educational Service. We have considered this question in consultation with Local Governments, and have decided upon the following distribution of Inspectorships between the European and Provincial Services in each Province:—

*Madras.*—Two Inspectors to be recruited in England and two in India.

*Bombay.*—Three Inspectors to be recruited in England and one in India. It will be observed from paragraph 6 of the letter from the Government of Bombay, No. 1725, dated

the 13th August 1892, that two of the Inspectors inspect the large European or Indo-European Schools in the Presidency town and in Poona for boys and girls, for which institutions it is essential, in view of the curriculum and other circumstances, that there should be European supervision. The province of Sindh, with its numerous Muhammadan institutions, also requires European Inspection, as the strong antagonism of race and religion which prevails in that Province would render it very difficult for a Native Inspector to control the Educational Department so far removed from the personal influence of the Director of Public Instruction. For these reasons we entirely concur in the view of the Bombay Government that it is not possible to transfer more than one Inspectorship to the Provincial List.

*Bengal.*—Four Inspectors (including the Inspector of European Schools) to be recruited in England, and four Inspectors (one being a joint Inspector of Orissa) to be recruited in India. It will be seen from the papers cited in the annexed list that we have been unable to accept the proposals of the Government of Bengal in this matter. The Local Government had recommended that there should be two Inspectors (excluding the Inspector of European Schools, whom it was originally proposed to include in the Provincial Service) recruited in England, and three Inspectors (including the Joint Inspector for Orissa) recruited in India. We are, however, strongly of opinion that this staff is not sufficient to secure the thorough inspection of schools in Bengal. At present most of the Inspectors cannot visit all their districts in any single year, and a division is inspected fully every other year and incompletely in the intermediate years. In three out of the four circles which the Bengal Government proposed to maintain, even if an Inspector's work were restricted to inspecting Secondary Schools, he would have to inspect on an average nearly two schools a day (Sundays included). But an Inspector's work is not confined to the inspection of Secondary Schools. He is an administrator, he has office work, and it is necessary that he should keep himself informed of progress made in Collegiate and Primary Education. The operations of the Education Department in Bengal extend over an area of 165,930 square miles containing 73,043,697 inhabitants, and include the supervision of 67,217 schools, public and private, of which 2,463 are Secondary. The system of teaching in schools, the subjects taught, the books used, the discipline maintained, and the practices of masters and scholars, require close attention and supervision at the hands of superior officers of the Department. For the adequate performance of these duties we are convinced that the inspecting staff recommended by us is the lowest possible.

*North-Western Provinces and Oudh.*—Three Inspectors to be recruited in England and two in India. Sir Auckland Colvin had proposed that two of these officers should be included in the European Service, and three in the Provincial; but we consider that at least three of them should belong to the former Service, since one will be required for the inspection of European Schools, and two Inspectors will be too small a number from which to make the selection of a Director of Public Instruction. In its letter No. 581, dated the 25th October 1893, the Local Government has repeated the proposal previously made; \*but as the main reason here urged is the necessity for meeting the expectations of three officers of advancement in the Provincial Service, and as one of them (Mr. Budden) has already been provided for by his appointment\* to the European Service, there is no longer any ground for including, even temporarily, three Inspectorships in the Provincial Service.

\* *Vide* Sir H. Fowler's Despatch No. 61 (Public—Educational), dated 12th July 1894.

*Punjab.*—Three Inspectors to be recruited in England and two in India. A third Inspectorship will be transferred to the Provincial Service as soon as there is a prospect of securing a sufficiency of Native gentlemen of the Province with the necessary qualifications; but the Government of the Punjab is of opinion that this cannot be done at present with due regard to the full efficiency of the Service.

9. The idea of appointing Professors to officiate as Inspectors was not favoured by Lord Cross, but he was of opinion that a permanent transfer from the former to the latter class might sometimes be in the public interest. We have consulted Local Governments on this question, and we think that it is a matter in which full discretion must be allowed to them, as they are in the best position to judge when such transfers are desirable or necessary.

10. It was observed, in paragraph 6 of Lord Cross' Despatch of 28th January 1892 that the position of Head Masters recruited in England had never been very satisfactorily defined, but that it was of sufficient importance to merit attention in any future reorganization. Head Masters appointed in England are to be found only in the Bombay Educational Service, and the Local Government propose that three Head Masterships should be recruited for in England, that a pay of Rs. 500—50—750 a month be assigned to each, and that the holders of them should be eligible for vacancies among the Inspectorships reserved for the European Service. We approve these proposals and recommend them for Your Lordship's sanction.

It will be necessary also to recruit for another Head Mastership in England, namely, the Head Mastership of the Central Model School in the Punjab; but this will be a special appointment, carrying a salary of Rs 400 a month.



11. The question of the leave and pension rules to be applied to Educational Officers appointed in England has already been settled in the correspondence ending with Your Lordship's Despatch No. 59, dated the 11th April 1895. All such officers will be eligible for the more favourable leave rules contained in Chapter XIII of the Civil Service Regulations; but their pensions will be regulated by the ordinary Superior Service pension rules in Chapters XVIII and XIX modified by the concession of adding, in certain cases, three years to their qualifying service allowed by Article 441, and the concession admitted to Directors of Public Instruction, by the Despatch of 11th April 1895, referred to above, of an additional pension of Rs. 1,000 a year, provided they have satisfied certain conditions. The probationary service of officers whose services have been continued beyond the probationary period, as well as the previous service of those who have been engaged, in the first instance, on temporary contracts without leave or pension advantages, but have been subsequently confirmed, will, as observed in paragraph 8 of the Despatch of 28th January 1892, reckon both towards leave and pension, and we recommend that such service should also count for increments under the new scheme.

In this connection we would refer to the application\* from the Madras Government for the immediate admission of Mrs. Brander and Miss Carr, Inspectresses of Schools in that Presidency, to the favourable leave rules in Chapter XIII, Civil Service Regulations. We have accepted the Local Government's opinion that these posts should, for the present, be included in the list of appointments to be recruited in England, as in the present state of female education it will not be possible to fill them by recruitment in India. We accordingly recommend that, so long as the posts are held by ladies appointed in England, the holders should be entitled to the more favourable leave rules.

12. It is necessary here to refer to the question of the treatment of existing members of the graded service. We are of opinion that no officer now in the Service should suffer by the reorganization, and for this reason it will not be possible to abolish the Graded Service at once, as much dissatisfaction would doubtless be caused if those now in the 3rd and 4th grades were declared ineligible to rise to the two higher grades. We, therefore, propose to allow every European officer, who has been permanently appointed to the Graded List, the option of coming under the new scheme, or of continuing on the Graded List and obtaining promotion as vacancies occur in it, subject to the condition that only those considered fit for promotion will get it. Native officers of this service, most of whom are drawing two-thirds of the salary of European officers, will be given the choice between continuing in the Graded Service under the two-thirds rule, and entering the Provincial Service. Such cases are those of Mr. Venis, of the North-Western Provinces and Oudh Educational Service, and Messrs. Percival, P. B. Mukerjea and R. P. Mukerjea and J. C. Bose of the Bengal Service, regarding whom the Local Governments concerned have already been addressed. Another is that of Rai Bahadur Piyari Lal of the Punjab Service, whose position, with reference to the reorganisation, it will be necessary to explain to the Punjab Government. We agree with the Government of Bombay in thinking that the principle that existing members should in no case suffer by the reorganization should be equally applicable to the Provincial Service.

13. Connected with the question of the treatment of Native officers at present in the Graded Service, is the question of the position of Natives of India who may in future be appointed in England to the Educational Service. The Government of Bombay have recommended (paragraph 2 of their letter No. 1725, dated the 13th August 1892) that if any Native of India is recruited for the Imperial (European) Branch by the Secretary of State in England, he should be eligible for all the advantages attached to that Service, just as a member of the Indian Civil Service is entitled to enjoy the salary and prospects of that Service irrespective of nationality. It seems to us, however, that the analogy suggested by the Bombay Government does not hold. The Indian Civil Service, is recruited by open competition, and it is impossible to refuse to a successful candidate the advantages offered to all competitors, because he is a Native of India. The system of selection for the Educational Service is quite different; and we are of opinion that Native candidates in England for employment in that service who possess European degrees, should ordinarily, as has been done in the past, be referred to the authorities in this country for appointment, since a well-qualified candidate of the kind is certain to be welcomed for any vacancy which he may be suited to fill. There may, however, be exceptional cases in which the Secretary of State may consider it desirable in the public interests to appoint in England a Native of India, and, in such cases, we consider that the full pay admissible to European officers should be granted also to them.

14. The question of the pay to be given to members of the Provincial Service when acting in temporary vacancies in posts ordinarily filled by members of the European Service, remains to be referred to. Various proposals have been made by Local Governments, and we were at first inclined to think that the principle involved in the suggestion of the Government of Bombay that the salary of the Provincial officer so officiating should be assimilated to that of the Professor or Inspector on the Provincial list (or, in other words, that an officer of the Provincial Service acting in a Professorship or Inspectorship on the European list should draw acting allowance on the salary of a

Provincial Professor or Inspector), was the right principle. It appears, however, that the adoption of this principle would lead to certain complications, and the majority of the Local Governments to whom we referred the question are in favour of the proposal of the Government of Madras that Provincial officers acting for officers on the European list should receive a uniform allowance of Rs. 100 a month in all cases. We recommend that the proposals may be sanctioned, subject to the proviso that the salary of the acting incumbent shall not be higher than the pay of the officer for whom he acts.

15. Passing finally to the details of each Provincial scheme, it will be observed that the Office of Director of Public Instruction has been excluded from the lists, but Local Governments and Administrations have been informed that the omission of the post from the lists should not interfere with the principle that *ceteris paribus*, the appointment is to be given to a member of the Educational Service. In the Madras Presidency and in the North-Western Provinces and Oudh, however, the post is included in the cadre of the Indian Civil Service. As we have recommended that the position of Art Schools in India should remain unchanged for the present, the Principalships of these schools have been included in the European Service lists, except in the Punjab, where the Local Government has decided that the appointment should not be recruited for in England, as will be seen from our Despatch No. 13, dated the 23rd October 1895.

We have had proposition statements prepared for each of the Provinces effected by the reorganization. These statements have been drawn up on a uniform basis and represent, in most cases, the financial effect of the reorganization more accurately than the statements submitted by Local Governments.

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(The intervening paragraphs deal with local arrangements.)

22. The above summary of the financial results of the proposed changes, as appearing in the proposition statements that we submit, requires to be corrected by two considerations. In the first place, the proposition statements do not take account of the allowances of Rs. 100 a month which it is intended to give to deserving officers of the European Service after 15 years, if they are not drawing personal allowances. It is estimated that in the European Services of all the Provinces under consideration there would ordinarily be 29 officers of over 15 years' standing. Twenty of these would be in receipt of personal allowances, and nine would, therefore, be the maximum number who would receive the allowance of Rs. 100 per mensem, the cost of which consequently will not exceed Rs. 900 per mensem. The second point to be noticed is that the option allowed to European Officers of the present Graded Service of either entering the European Service or retaining their present position will in some Provinces result in a temporary increase of expenditure. We conveyed our decision that this option would be allowed in our letters of August 1893 to Local Governments. It is no less desirable to improve the position of the present junior members of the Service than to improve that of future recruits; and the intention has throughout been that men who choose to enter the new European Service shall at once draw the pay to which the length of their service entitles them under that scheme, and shall also count their service previously rendered towards the 15 years, after which an allowance of Rs. 100 is admissible. The most serious increase of expenditure that will result from officers of the existing staff joining the European Service is expected in Bengal, where the Local Government estimate it at Rs. 1,500 a month. The Lieutenant-Governor has, however (paragraph 4 of the letter from the Government of Bengal, No. 2832, dated 14th August 1895), agreed to the additions to salaries, excepting the allowances of Rs. 100 per month, which have been already earned by nine officers who have rendered 15 years' service. As these officers can retain their present position if they like, we think that the question of providing the allowances of Rs. 100 per mensem may be left to His Honour. As requested by the Government of Bengal, and also by that of the Punjab, discretion will be allowed to Local Governments as to the time within which the scale of numbers and pay fixed for the Provincial Service shall be fully worked up to. The recommendations of the Public Service Commission, in which the present scheme originated, pointed to a large reduction in the staff recruited from England and an increase in that locally recruited: and Lord Lansdowne's Government, in the Despatch No. 17, dated 25th March 1891, so far accepted those recommendations as to contemplate increases to the salary of the Provincial or locally recruited Service in various Provinces adding that "any increase in pay in any Province would have to be covered by the decrease in the salaries resulting from reductions in the Graded List." Lord Cross, in his Despatch of 2nd January 1892, said that part of the saving resulting from reductions in the Graded List should be devoted to giving more favourable terms to graduates in honours recruited in England, so as to raise the quality of the European Service; but the main intention of the scheme remains that previously described, *viz.*, to reduce the European and augment the Provincial staff, and increases or improvements in the latter must as a rule await funds being set free by changes in the Graded Service.

23. There are two other questions, which have arisen out of the case regarding the promotion of Mr. J. Oliver, of the Bombay Subordinate Educational Service, to an Inspectorship in the European Service, to which it is necessary to refer in this Despatch. The first is the question raised in paragraph 3 of Sir H. Fowler's Despatch No. 41 (Public—

Educational), dated the 26th June 1895, whether there are any other officers whom, like Mr. Oliver, it would be desirable to promote to the European Service. This matter has been referred to Local Governments and Administrations, and our recommendations will be communicated to Your Lordship on receipt of their replies. Meanwhile we consider it unnecessary to still further delay the submission of the reorganization scheme on this account.

24. The other question has arisen out of the remark in paragraph 3 of Sir H. Fowler's Despatch to the Government of Bombay, No. 5 (Public—Educational), dated the 26th June 1895, that the Secretary of State reserves to himself the power to make even temporary appointments of officers of the Non-graded Service to the Graded List. Your

\* Addressed to the Government of Bombay.

Lordship will see from our Home Secretary's letter\* No. 354, dated the 7th October 1895 (copy enclosed), that we have never understood the orders of the Secretary of State in this sense. It has been the practice to allow Local Governments and Administrations to make temporary appointments of non-graded European Officers to the Graded Service, and we believe that our orders from time to time expressing this view of the rule must have come under the notice of the Secretary of State in our proceedings. After the reorganization of the Educational Services has been effected, however, the question as to which is the proper authority to sanction temporary appointments to the European Service will not arise. Provincial Officers will not be eligible for admission to the European Service; but we have proposed that a Provincial Officer may be appointed to act in a post belonging to the European Service, and that he should receive an allowance of Rs. 100 a month conditionally on his salary not being more than the pay of the officer of the European Service for whom he acts. If this proposal is accepted by Your Lordship, it will be open to the Local Government, whenever occasion arises, to provide for a temporary vacancy by appointing a member of the Provincial Service to officiate.

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NOTE.—The proposition statements are not given, since they are identical with those attached to Appendix V, save that the cost of the Provincial Service is slightly raised in the latter. But the list of appointments is given below.

*List of Appointments to be included in the two Services in the several Provinces—vide paragraph 4 of Despatch.*

PROVINCE.	EUROPEAN SERVICE.					PROVINCIAL SERVICE.							Unclassified, i.e., not definitely placed either in the European or Provincial Service.	Total Superior Service.
	Inspectors.	Principals.	Professors.	Other appointments.	TOTAL.	Inspectors.	Junior and Assistant Inspectors.	Professors.	Junior and Assistant Professors.	Head Masters of Collegiate Schools, Training Colleges and High Schools.	Other appointments.	TOTAL.		
Madras ...	4 (a)	5 (b)	6	4 (c)	19	2	9	3	2	3	16 (f)	35	.....	54
Bombay ...	3	4 (1)	8	6 (2)	21	1	...	8	5†	21	3‡	38	.....	59
Bengal ...	5 (3)	5	13	4 (4)	27	5	10	58¶	...	24*	7**	104††	.....	131
North-Western Provinces and Oudh.	3	2	6	..	11	2	8	6	1	6 (g)	1 (h)	24	.....	35
Punjab ...	3	1	2	1 (d)	7	3 (i)	6	2	3	1 (j)	2 (k)	17	.....	24
Central Provinces.	3 (c)	1	1	...	5	1	...	3	...	...	...	4	2 (vis., Principal, Training School, Nagpur, and Lady Superintendent, Female Training School, Jubulpore.)	11

(a) Includes two Inspectresses.

(b) Includes the principals of the Teachers' College and College of Agriculture.

(c) Includes the Superintendent, School of Arts, the Vice-Principals of the Teachers' College, and College of Agriculture and the Superintendent, Presidency Training School for Mistresses.

(d) i.e., Head Mastership, Central Model School, Lahore.

(e) Includes the Inspector-General of Education, Central Provinces.

(f) Includes 7 Lecturers in First Grade Colleges; the Personal Assistant to the Director of Public Instruction; the Vice-Principal, Rajamundry Training College; the 1st and 2nd Assistants, Teachers' College, and the 1st Assistant, College of Agriculture; two Instructors in Engineering and Surveying, College of Engineering; the Assistant Superintendent, School of Arts, and the Deputy Superintendents, Reformatory School.

(g) These are Head Masters of Zilla (or District) Schools.

(h) Mathematical Lecturer, Allahabad.

(i) Includes one Inspectress.

(j) vis., the Principal, Central Training College, Lahore.

(k) These are the Vice-Principal, Mayo School of Art, Lahore, and the Assistant Superintendent, Central Training College, Lahore.

(1) Includes the Principal, Sir Jamsatjee Jeejeebhoy School of Art.

(2) These are the Head Masterships of the Elphinstone, Poona, and Belgaum High Schools; the Vice-Principalship, School of Art and the Lady Superintendents of the Poona and Ahmedabad Female Training Colleges.

(3) Includes the Director of Public Instruction, Assam, and the Inspector of European Schools.

(4) i.e., the Superintendent, School of Arts, and three officers to supply vacancies.

\* Includes the Head Mistress, Eden Female School.

† These are called Lecturers in the Bombay List.

‡ These are the Vice-Principal of the Poona Training College, the Head Assistant, Director of Public Instruction, and the Superintendent, Mechanical Branch, College of Science.

|| Includes a Joint Inspector for Orissa, and Inspectress of Female Schools.

¶ Includes 6 Principals of College, and the Lady Principal and 2 Professors, Bethune College.

\*\* These include the Assistant Superintendent and the Head Master, School of Arts, the Personal Assistant to the Director of Public Instruction, and 4 reserved appointments.

†† For the present there will be a temporary increase of nine in these totals, owing to the 9 officers to be admitted into the Provincial Service on personal grounds.

## Appendix VI.

*Despatch from the Secretary of State, to the Government of India, No 22 Public (Education), dated 12th March 1896.*

With Financial letter No. 351, dated 11th December 1895, your Government submitted the conclusions at which you have arrived, after very full and deliberate consideration, with regard to the organization of the various Educational Services in India upon an improved footing in consequence of the recommendations submitted by the Public Service Commission. The scheme which has been formulated follows in most respects the principles suggested in Lord Cross' despatch of the 28th January 1892, No. 9, which I need not recapitulate. Your proposals have received my most careful attention in Council, and are now approved, subject only to certain exceptions and observations which I proceed to state, keeping as far as possible to the order observed in the letter under reply.

2. In paragraph 3 you propose to call that branch of the Educational Services to which appointments are to be made in England "the European Educational Service." This designation seems open to two objections. Although it is intended only to indicate the country of recruitment, it nevertheless suggests a distinction of race; and it is certainly an inadequate, if not a misleading, description of a service of which all the duties are to be performed in India. I prefer to follow the nomenclature adopted in some other special Departments, and I desire that the branch which is to include the appointments to be made in England may be designated "the Indian Educational Service," with the addition, whenever more particular differentiation is needed of the words "appointed in England." I have not overlooked the argument advanced at the end of your third paragraph, but it is not improbable that you may find it convenient, when permanently engaging an officer, after his term of probation, to impose the condition that he shall serve wherever required in India. The second branch of the Service should be called the Provincial Educational Service of Bengal, Madras, and so forth.

3. With reference to paragraph 4, I have entertained some doubt as to the propriety of classifying such responsible officials as Deputy Inspectors and Head Masters of District (High) Schools in a service which is to be termed "Subordinate." It has occurred to me that upon this point the several Governments might be permitted some such latitude of discretion as was, I understand, conceded under your orders in regard to the class of officers known in Bombay as Mamlatdars, and elsewhere as Tahsildars.

4. Paragraph 11 of your letter deals with the subject of leave and pensions, and in the course of it you refer to Article 441 of the Civil Service Regulations as intended to remain in force. As to this, I have to invite your attention to paragraph 12 of Lord Kimberley's Financial Despatch No. 188, dated 21st September 1893. It was there intimated that Article 441-A would be applicable to the Educational, as well as to the Judicial, Service, and that it would consequently be unnecessary to retain the concession contained in Article 441, that certain Educational officers may add three years to their qualifying service. It would seem, therefore, that this privilege cannot be allowed to officers who may be appointed after due notice of this decision has been given.

5. In paragraph 12 you discuss the claims of the statutory natives of India who have been appointed to the graded list under the old condition that they should draw two-thirds of the salaries fixed for European officers. You propose to allow them the option of continuing in the graded list on the same terms or of entering the new Provincial Services. This is in accordance with the decision arrived at in the analogous case of statutory civilians, and seems to be fair and reasonable. As regards the future employment of Native gentlemen in the Educational Service, I accept the views stated by you in paragraph 13.

6. In the fifteenth paragraph of your letter it is stated that Local Governments and Administrations have been informed that the omission from the list of Educational appointments of the office of Director of Public Instruction should not interfere with the principle that, *cæteris paribus*, it is to be given to a member of the Educational Service. I am aware that this principle is founded on a Despatch of the Secretary of State dated so long ago as the 7th April 1859. I have, nevertheless, considerable doubt whether it is now expedient to re-affirm it, or to renew any pledges that might be understood as establishing a right of priority in favour of the Department. The office of Director of Public Instruction is one of very great importance, and demands, in the holder of it, not only attainments of a high order, but considerable administrative capacity. The questions that are raised are often of great public interest. The Director controls a Department in intimate relation with Municipal Councils and District Boards, and he has to deal with the managers of numerous aided colleges and schools, as well as with the teachers employed in the Government institutions under his supervision. A very important part of his work is to watch and stimulate the progress of primary instruction,—a matter in which he has to enlist the co-operation of the District Officers throughout the Province in which he is employed. In many of the Provinces the departmental staff is far too small to afford any guarantee for

the presence, among its members, of an officer thoroughly qualified for these important administrative functions. On full consideration of the past history of the Department, I have arrived at the conclusion that the Local Governments and Administrations should be allowed a free hand in the selection of a Director, and should not be fettered by any rule or instruction purporting to give a preferential claim to an officer of any particular department.

7. For the reasons stated at the end of your letter under reply, it is unnecessary to discuss further the power of your Government to sanction the officiating appointment of a European officer to the Graded List.

8. With your letter No. 4, of the 13th March 1895, Your Excellency in Council forwarded a memorial from Mr. R. M. Spence, Superintendent of the Normal School at Nagpur, praying that he may be recognised as belonging to the service which is now to be called the Indian Educational Service. Your Government regarded Mr. Spence's appointment as one which may be recruited for in England or in India, but you had determined to treat it specially, and not to include it in either branch of the Educational Service. The case is in some respects analogous to that of the Head Masters of High Schools which I have discussed in paragraph 3 *supra*. I concur in your opinion that Mr. Spence is not entitled to look for promotion among Professors and Inspectors, or for the increments of pay now to be granted to officers of that class, but I am not sure that the office which he holds ought not to be classed in the Imperial Branch of the Service, so long as it is recruited for in England. In various parts of the letter under reply reference is made to other appointments which have been treated specially as regards remuneration, but nevertheless included in the Indian Educational Service. Thus paragraph 16 mentions five such posts in Madras, while, according to paragraph 17, there are four in Bombay, which the Local Government wished to exclude from both services, just as Mr. Spence's appointment has been excluded, but which Your Excellency in Council, nevertheless, determined to classify in the higher branch. I think it desirable that Mr. Spence's case should be reconsidered with reference to the later orders contained in paragraphs 16 and 17 of the letter under reply. Meanwhile, I observe, with reference to all these posts to which appointments may be made either in England or in India, that the salaries appear to have been fixed for European officers. If so, they should be specially reconsidered whenever a suitable candidate can be found in India.

## APPENDIX VII.

*Extract from Proceedings of the Government of India in the Home Department, No. 6220, dated Simla, the 23rd July 1896.*

READ—

- The Report of the Public Service Commission, paragraphs 98-99 and 128 (sections 58-64), containing their views regarding the Educational Service in India.
- Despatch from the Government of India to the Secretary of State, No. 17 (Public), dated the 25th March 1891, paragraphs 4 and 5.
- Despatch from the Secretary of State to the Government of India, No. 9 (Public-Educational), dated the 28th January 1892.
- Home Department Circular to Local Governments and Administrations, dated the 26th March 1892, and the replies to the Circular.
- Home Department letters to Local Governments and Administrations, dated the 22nd August 1893, together with the replies thereto, and certain further correspondence with the Government of Bengal.
- Despatch from the Government of India to the Secretary of State, No. 351 (Financial), dated the 11th December 1895.
- Despatch from the Secretary of State to the Government of India, No. 22 (Public-Educational), dated the 12th March 1896.

## RESOLUTION

The recommendations of the Public Service Commission regarding the Education Department are contained in paragraph 99, and in sections 58 to 64 of Chapter X of their Report. They were that—

- (1) the graded list of the superior branch should be abolished, due regard being had to the interests of existing incumbents;
- (2) recruitment should be made in England only for—
  - (a) Principalships of Colleges;
  - (b) Professorships in those branches of knowledge in which the European standard of advancement has not been attained in India; and
  - (c) a smaller number of Inspectorships than at present;
- (3) recruitment of Professors should ordinarily be of specialists, and, when practicable for a term of years with power of re-appointment;
- (4) the remuneration of officers recruited in England should be fixed with reference to the attainments required and the duties to be performed in each case.
- (5) all educational appointments, other than those in the graded lists of the superior branch, should be filled up locally by the existing mode of recruitment, on the principles recommended in the report, as to conditions of service for the general Provincial Service;
- (6) there should be in each Presidency, and in the larger Provinces, at least one College with a staff of Professors capable of teaching up to the highest European standards, under a European Principal, and the same object should be kept in view in smaller Colleges as far as practicable; and
- (7) the inspection of the Schools and Colleges should be carried on by an agency entirely separate from the teaching staff and recruited from a different source, recruitment being more largely made than heretofore in India.

2. In paragraphs 4 and 5 of the Despatch of 25th March 1891, cited in the preamble, which were intended to place before the Secretary of State, for his opinion, a general indication of the conclusions which the Government of India were disposed to adopt, they stated their objections to the immediate abolition of the Graded Service on the grounds that they did not desire either to dispense with the services of the existing staff of officers or to compensate them and that it was not then possible to determine what system should be substituted for the one then in force. The plan of engaging officers for terms of years was then under trial, but sufficient experience had not been gained to show whether it would be a success and what permanent arrangements as to pay and pension should be made. The system had, the Government of India observed, the manifest advantage of

securing a succession freshmen as Professors, but it had not been established that the prospect of temporary service in India without claim to leave and pension was attractive enough to secure competent Professors, or that, for the work of Professors of ordinary subjects, experience of India was not of still greater importance than in freshness of knowledge. Such experience, the Government of India considered, was essential in the case of Inspectors, and in view of the transfer of the control of education to local bodies, and of the extension of the grant-in-aid system, they wished to maintain such a European element in the inspecting staff as would enable them to test with unflinching accuracy from time to time how teaching was being conducted in each part of the country. They accordingly recommended that a certain proportion of the inspecting staff of each Province should continue to be recruited in England, the minimum being fixed according to local circumstances. The question of pay had to be considered in its relation to the officers to be recruited (a) in England, and (b) in India. So far as the former were concerned, the Government of India were disposed to think that a maximum pay of Rs. 1,200 a month was sufficient for the Principalship of a College, and Rs. 800 a month for a Professorship or an Inspectorship under the arrangement of temporary contracts. The pay of members of the Subordinate Educational Service, it was observed, varied in different Provinces. It was highest in Bengal, where it rose to a maximum of Rs. 500; while in the North-Western Provinces and Punjab it did not, though special officers drew higher rates ordinarily rise over Rs. 300 and Rs. 350 respectively. The Government of India recommended that two grades should be added to the Provincial Service in Bengal—one on Rs. 600 and one on Rs. 700—for Professors and Inspectors recruited in India, and remarked that a similar addition would be necessary in other Provinces, and that an increase in expenditure in any Province would have to be covered by a decrease resulting from reductions in the graded list. Such an arrangement would, it appeared to the Government of India, suitably provide for the claims of senior officers appointed Inspectors or Professors, and while it would result in the disappearance of the existing difference between the Graded and the Subordinate Service, would make it possible to maintain the principle of the Public Service Commission's Report by dividing the new Educational Services into two classes,—*vis.*, the Provincial Service including all posts above Rs. 200 in value, and the Subordinate Service comprising all appointments on Rs. 200 or less.

3. In his Despatch of the 28th January 1892, the Secretary of State agreed that the Graded Service should not be at once abolished, but remarked that the intention of the Public Service Commission had been not to interfere with officers already in the Graded Service, nor to abolish all permanency of service, but to provide that for the future officers recruited in England, should, in the first instance, be engaged for a short term with a power of re-appointment, which would be exercised if their services were judged to be valuable. His Lordship observed that this proposal was in fact a restoration of a long-established practice which had fallen into disuse (inasmuch as the written terms of appointment were nearly always for five years only), and desired that in future it should have definite effect, the first five years of an officer's service being regarded as probationary and his future employment being made dependent on the judgment passed on his services during that term. In exceptional cases, he observed, a simple engagement for a short term of years or on other special conditions might be made. While concurring generally in the remaining recommendations of the Government of India, His Lordship suggested that their policy should be explained in greater detail, lists being prepared to show in the case of each Province, the Principalships, Professorships, and Inspectorships which should form the higher staff recruited in England, and also those which it might be proposed to fill by appointing members of the Provincial Educational Service recruited in India. Viscount Cross proceeded to indicate those measures to which he was prepared to give favourable consideration. Observing that the general purport of the proposals of the Public Service Commission was to diminish the number of officers recruited in England and to raise their standard of quality, he said that to secure University men of high attainments a fairly attractive prospect must be offered; and that, if cost were reduced by the transfer of some officers from the graded lists to the Provincial Service, somewhat more favourable terms might be conceded to graduates in honours appointed in England. His Lordship remarked that as the Educational Departments in the several Provinces were, with one exception, very small, promotion was slow, and the advance from the fourth (Rs. 500—750) to the third grade (Rs. 750—1,000) of the graded list was long deferred; and he therefore thought that the Professoriate would be placed on a better footing if all Professors were allowed to rise in ten years' service to a salary of Rs. 1,000 a month, the probationary five years being passed either on a salary of Rs. 500 rising to Rs. 750, by yearly increments of Rs. 50 per mensem, or on a fixed pay of Rs. 600 or Rs. 700 a month, and their salary rising, in the second term of five years, from Rs. 750 to Rs. 1,000 a month. His Lordship further suggested that the Government of India should consider the question whether higher pay should not be open to a Professor as such, and expressed the opinion that the higher salaries of Classes I and II of the Graded Service should be almost invariably attached to Principalships of Colleges and the senior Inspectorships. He suggested that it might be found a preferable plan to attach to the office of Principal a special pay of Rs. 250 to Rs. 500 per mensem on account of the extra work and responsibility falling on the Professor who undertakes it. Of the Inspectorships, he thought that at



least one-half might be transferred to the Provincial branch of the Service at an early date. His Lordship did not look with favour on the appointment of Professors to officiate as Inspectors, though he admitted that a permanent transfer from the former office to the latter might sometimes be in the public interest. He suggested also that the position of Head Masters recruited in England, which had never been satisfactorily defined, was of sufficient importance to merit attention in the future organization of the Department. His Lordship observed in conclusion, that any conditions of continued service after the term of probation which might be finally sanctioned would be extended to those gentlemen who, while the future position of Educational officers was under discussion, were engaged as ungraded officers for five years only, with no furlough or pension advantages.

4. The Secretary of State's Despatch was circulated in the spring of 1892, for opinion to Local Governments and Administrations, and they were at the same time asked to submit detailed schemes for the reorganization of the Superior Educational Service on the lines marked out in His Lordship's Despatch. Having considered the replies of Local Governments and Administrations, the Government of India, in their letters of the 22nd August 1893, communicated to Local Governments and Administrations the decision they had arrived at on many of the points under discussion, and, in calling for the Proposition Statements requisite to display the financial effect of the reorganization, requested a further expression of opinion on some questions which remained unsettled. One of these was the question, which had been raised by the Secretary of State, whether any increase of pay should be given to officers recruited in England after they have attained the maximum of Rs. 1,000 a month. The Government of India were inclined to favour a modification of a proposal made by the Government of Bombay, and made a suggestion that an officer of fifteen years' approved service, whose total salary did not exceed Rs. 1,000, should be given a special allowance of Rs. 100 a month. It was at first intended that an officer not considered deserving of that special allowance should be required to retire, but that proposal has since been dropped. Another question referred to Local Governments, in the letters of 22nd August 1893, related to the pay to be given to members of the Provincial Service when acting in temporary vacancies in posts ordinarily filled by members of the Educational Services recruited in England. The last of the replies to the Home-Department letters of 22nd August 1893 was received in March 1894; but it was not till August 1895 that the Government of India received the final reply of the Government of Bengal upon certain questions which it was found necessary to further discuss with that Government before a complete scheme could be placed before the Secretary of State. The scheme was finally placed before His Lordship in December 1895, and the general features of the organization, as approved by him, are set forth below.

5. It must be observed, in the first place, that the reorganization will affect only the Educational Departments in Madras, Bombay, Bengal, the North-Western Provinces and Oudh, the Punjab and the Central Provinces. In Burma there are in the service of Government no Principals or Professors of Colleges; and the Chief Commissioner's view has been accepted that the Province is not ready for the constitution of a Provincial Educational Service. It has also been decided that the Inspectorships of schools in Burma must be filled by recruitment in England, and that they should be filled in future on conditions similar to those on which officers will be recruited for the Indian Educational Service (*vide* next paragraph), generally. There is, therefore, no proposal for a general reorganization of the service in Burma. In Assam, the Director of Public Instruction will be the only officer recruited in England, and he will be recruited for on the Bengal establishment. There will be no Provincial Service in Assam, since all the Educational Officers, except the Director, will be in the Subordinate Service. The Inspector of Schools for Coorg belongs to the Madras Educational Department, and the question of the recruitment and pay of future incumbents of the post of Head Master of the Mercara Central School need not be considered until the time comes for the appointment of the next officer. The opinion of the Resident at Hyderabad that the Educational Department in Berar may with advantage be left upon its present footing has been accepted by the Government of India.

6. In accordance with the principles which have been adopted for the judicial and Executive Services and some other Departments, the Educational Department will in future be divided broadly into (A) the Superior Service, and (B) the Subordinate Service. The former will consist of two branches, one including all posts to be filled by persons appointed in England, which will be called "the Indian Educational Service;" and the other including all posts to be filled by recruitment in India, will be known as "the Provincial Educational Service" (of Madras, Bombay, Bengal, and so forth). The words "appointed in England" may be added after "The Indian Educational Service," whenever particular differentiation is needed.

7. The principles upon which appointments recruited for in India are to be classed in the Provincial or in the Subordinate Service are—

- (1) that the line between the two Services will be drawn rather according to the nature of the office held than according to pay;
- (2) that generally Professors, Inspectors, and Joint and Assistant Inspectors are to be included in the Provincial Service; and Deputy Inspectors, Head Masters of District Schools, and officers of lower rank in the Subordinate Service;

- (3) as regards *other* offices, that those carrying less pay than Rs. 200 a month should not, except for very special reasons, be placed in the Provincial Service; and that, on the other hand, officers on higher pay than Rs. 200 (such as the senior Deputy Inspectorships in Bengal), may, at the discretion of the Local Government, be classed in the Subordinate Service.

The Government of Bombay recommended that Deputy Inspectors of Schools and Head Masters of High (*i.e.*, Zilla or District) Schools in that Presidency should be placed in the Provincial Service, but the Government of India have come to the conclusion that, in accordance with the principles stated above, it is necessary that they should be placed in the Subordinate Service, as in other Provinces. The duties of a Deputy Inspector in Bombay or in Bengal are confined to a single district, and the status of such an officer is not comparable, for instance, with that of Assistant and Joint Inspectors in Bengal, whose jurisdiction extends over several districts and is really conterminous with the jurisdiction of the Commissioner of a Division, and who have properly been classed as Provincial Officers. Similarly Head Masters of High (Zilla or District) Schools in Bombay are neither better paid nor of better social or educational status than Head Masters of Zilla Schools in Bengal who belong to the Subordinate Service. While, however, the Government of India have not been able to accept, in its entirety, the view of the Government of Bombay as to the classification of Head Masterships of High Schools, they have agreed to the inclusion in the Provincial Service of the Head Masters of certain Collegiate Schools in Bombay—*viz.*, the Elphinstone, Poona, Ahmedabad and Karachi High Schools. The view of the Government of Madras has been accepted, that in the Presidency the Provincial Service may be organized by grades on the basis of pay, since, in the result, the line between the Provincial and Subordinate Services is much the same as that drawn elsewhere. In the North-Western Provinces and Oudh four Head Masterships of District Schools on Rs. 400 a month and two on Rs. 350 a month have been classed in the Provincial Service on the understanding that the Schools to which these officers are appointed are of the Collegiate class. The Government of the Punjab recommended that the Registrar of the Education Department in that Province should be included in the Provincial Service, but the status of this officer did not, in the opinion of the Government of India, justify his retention on this list, and he has been entered in the Subordinate Service.

In other respects the several Provincial schemes adhere generally to the principles enunciated above, but in Bengal and the Punjab the inclusion in the Provincial Service of the grade of Rs. 150 has been permitted as it was represented that efficient men can be obtained on that initial salary. The maximum salary is, however, everywhere, the same *viz.*, Rs. 700 a month. On the repeated recommendation of the Government of Bengal a certain number of Deputy Inspectors, Masters, etc., at present in Government employ, have been included in the Bengal Provincial Service list, on personal grounds, on the understanding that the concession will not extend to their successors in office.

A list (Appendix A) is appended to this Resolution, showing the appointments falling within the Indian Educational and Provincial Services, respectively, of the several Provinces affected by the reorganization. It will be observed that, except in the Central Provinces (where the pay of the Inspector-General of Education is only Rs. 1,250—50—1,500), the post of Director of Public Instruction has been excluded from the list of appointments in the Superior Educational Service. This omission has been made in accordance with the decision of the Secretary of State, communicated in his Despatch of the 12th March last. His Lordship observed—

“In the fifteenth paragraph of your letter, it is stated that Local Governments and Administrations have been informed that the omission from the list of Educational appointments of the office of Director of Public Instruction should not interfere with the principle that, *cæteris paribus* it is to be given to a member of the Educational Service. I am aware that this principle is founded on a Despatch of the Secretary of State dated so long ago as the 7th April 1859. I have nevertheless considerable doubt whether it is now expedient to re-affirm it, or to renew any pledges that might be understood as establishing a right of priority in favour of the Department. The office of Director of Public Instruction is one of very great importance and demands, in the holder of it, not only attainments of a high order, but considerable administrative capacity. The questions that are raised are often of great public interest. The Director controls a Department in intimate relation with Municipal Councils and District Boards, and he has to deal with the managers of numerous aided Colleges and Schools as well as with the teachers employed in the Government Institutions under his supervision. A very important part of his work is to watch and stimulate the progress of primary instruction—a matter in which he has to enlist the co-operation of the District Officers throughout the Province in which he is employed. In many of the Provinces the Departmental staff is far too small to afford any guarantee for the presence among its members of an officer thoroughly qualified for these important administrative functions. On full consideration of the past history of the Department, I have arrived at the conclusion that the Local Governments and Administrations should be allowed a free hand in the selection of a Director, and should not be fettered by any rule or instruction purporting to give a preferential claim to an officer of any particular Department.”

8. The scale of pay for officers of the Indian Educational Service will be that proposed by Viscount Cross and stated in paragraph 3 above, *vis.* :—

- (a) during the probationary period of five years Rs. 500—50—750 a month, it being open to the Secretary of State to offer a fixed pay of Rs. 600 or even Rs. 700 in special cases when the services of a competent officer cannot otherwise be secured ;
- (b) in the second period Rs. 750—50—1,000, the maximum being attained at the end of ten years from first appointment.

This will be the general rule, but in certain exceptional cases it may be necessary to appoint persons with special qualifications on higher rates of pay. There are also several appointments which have been included in the Indian Educational Service List, because they will have to be recruited for in England as a rule, but these appointments will carry special salaries and the holders of them will not, as a matter of course, be eligible for the pay of Rs. 500 rising to Rs. 1,000, which will be reserved for Professors, Inspectors and Principals.

9. Although the position and prospects of officers of the Indian Service will, under the reorganization of the Department, be considerably improved in the earlier years of their service, it appeared to the Government of India to be undesirable and likely to create discontent in the Department, that a large proportion of its members should attain after ten years' service to the highest pay open to them. It has accordingly been decided to give a special allowance of Rs. 100 a month, after fifteen years' service, to officers whose total salary does not exceed Rs. 1,000 and who are considered by the Local Government to merit this increase of pay.

10. The plan suggested by the Secretary of State in 1892 of attaching personal allowances to the office of Principal and senior Inspector of Schools has been adopted. There will be two grades of allowances of Rs. 250—50—500 and Rs. 200—10—250 a month, respectively, so as to correspond to some extent with the higher rates of pay in the graded lists, which will be supplanted by the new system. The allowances will be strictly *personal* within the meaning of the Civil Service Regulations—*i.e.*, they will be held continuously by officers whether on duty or on leave (subject to the provisions of the leave rules in regard to allowances during leave), and will not be given to those who act for them during their absence. The following is the scale of allowances allotted to the several Provinces :—

*Madras.*—(a) Two allowances of Rs. 250—50—500 to be given to the Principal, Presidency College, and the senior Inspector of Schools; and (b) two allowances of Rs. 200—10—250 to be given, respectively, to the Principals of the Rajahmundry and Kumbakonam Colleges. It will be open to the Government of Madras, however, to give one of the lower allowances to an Inspector of long standing and approved service if, in their opinion, his claims to it are superior to those of one of the Principals.

*Bombay.*—(a) Two allowances of Rs. 250—50—500 a month to be given to the senior Principal and the senior Inspector; and (b) three allowances of Rs. 200—10—250 a month to be given to the remaining two Principals of Colleges and to the second senior Inspector.

*Bengal.*—(a) Two allowances of Rs. 250—50—500 a month; and (b) three allowances of Rs. 200—10—250 a month. The allowances will be open to the two senior Professors only at the Presidency College, Calcutta and to Principals of Colleges and Inspectors of Schools generally, the rule being that they should be given to the senior or most deserving men, and should not be treated as staff allowances attached to certain offices.

*North Western Provinces and Oudh.*—(a) One allowance of Rs. 250—50—500 a month; (b) two allowances of Rs. 200—10—250 a month, to be distributed as His Honour the Lieutenant-Governor and Chief Commissioner may think best.

*Punjab.*—(a) One allowance of Rs. 250—50—500 a month, to be given ordinarily to the senior of the two officers holding the appointments of Principal of the Lahore Government College and senior Inspector of Schools; and (b) one allowance of Rs. 200—10—250 a month, to be given ordinarily to the junior of the officers holding the above-mentioned appointments.

*Central Provinces.*—One allowance of Rs. 200—10—250 a month, to be given to the Principal of the Jubbulpore College.

11. In connection with the suggestion made by Lord Cross that at least one-half of the Inspectorships should at an early date be transferred to the Provincial Branch of the Educational Service, the following distribution of Inspectorships between the Indian and Provincial Services in each Province has been decided on :—

*Madras.*—Two Inspectors to be recruited in England and two in India.

*Bombay.*—Three Inspectors to be recruited in England and one in India. It is not possible to transfer more than one Inspectorship to the Provincial List, as two of the

Inspectors inspect the large European or Indo-European Schools in the Presidency towns and in Poona for boys and girls, for which institutions it is essential, in view of the curriculum and other circumstances, that there should be European supervision, and the special circumstances of the Province of Sindh required that there should be a European Inspector for it.

*Bengal.*—Four Inspectors (including the Inspector of European Schools) to be recruited in England, and four Inspectors (one being a joint Inspector for Orissa) to be recruited in India.

*North-Western Provinces and Oudh*—Three Inspectors to be recruited in England and two in India.

*Punjab.*—Three Inspectors to be recruited in England and two in India. A third Inspectorship will be transferred to the Provincial Service as soon as there is a prospect of securing a sufficiency of Native gentlemen of the Province with the necessary qualifications. This cannot be done at present with due regard to the full efficiency of the service.

12. As observed above (paragraph 3), the Secretary of State expressed in 1892 his doubts whether Professors should be appointed to officiate as Inspectors, though he was of opinion that the permanent transfer of an officer from a Professorship to an Inspectorship might sometimes be in the public interest. It has since been decided, however, to allow full discretion in this matter to Local Governments and Administrations, on the ground that they are in the best position to judge when such transfers are desirable or necessary.

13. It was observed in the Secretary of State's Despatch of 28th January 1892 that the position of Head Masters recruited in England had never been very satisfactory defined, but that it was of sufficient importance to merit attention in any future reorganisation. Head Masters appointed in England are at present found only in the Bombay Educational Service, and it has been decided that three Head Masterships in that service should be recruited for in England, that a pay of Rs. 500—50—750 a month should be assigned to each, and that the holders of them should be eligible for vacancies among the Inspectorships reserved for the Indian Service.

One more Head Mastership will also be recruited for in England, namely, the Head Mastership of the Central Model School in the Punjab: but this will be a special appointment carrying a salary of Rs. 400 a month.

14. All officers appointed in England will be eligible for the more favourable leave rules contained in Chapter XIII of the Civil Service Regulations. Their pensions will be regulated by the ordinary Superior Service Pension Rules in Chapters XVIII and XIX modified by the concession in Article 411-A (which will apply to those who enter the Indian Educational Service after the date of this Resolution in substitution for the provisions of Article 44). Directors of Public Instruction will, under Financial Department Resolution No. 2958 P., dated the 22nd June 1895, be eligible for an additional pension of Rs. 1,000 a year, provided they have rendered not less than three years of effective service in the appointment, and provided also that in each case during such service they have shown such special energy and efficiency as may be considered deserving of the concession. The probationary service of officers whose services have been continued beyond the probationary period, as well as the previous service of those who have been engaged, in the first instance, on temporary contracts without leave or pension advantages, but have been subsequently confirmed, will reckon towards leave and pension as well as towards increments under the new scheme.

15. It has been decided that no officer now in the Graded Service should suffer by the reorganization of the Department. Every European officer, therefore, who has been permanently appointed to the Graded List, will be given the option of coming under the new scheme or of continuing on the graded list and obtaining promotion as vacancies occur in it, subject to the condition that only those considered fit for promotion will get it. Those officers who elect to come under the new scheme will count their past service on the graded list for the purpose of fixing their pay and increments as well as towards leave and pension. All officers appointed to the Graded Service as Natives of India, most of whom are drawing two-thirds of the salary of European officers, will be given the choice between continuing in the Graded Service subject to the two-thirds rule, and entering the Provincial Service. The principle that existing members shall in no case suffer by the reorganization will be equally applicable to the Provincial Service. In future Natives of India who are desirous of entering the Educational Department will usually be appointed in India and to the Provincial Service.

16. It will be open to Local Governments and Administrations, whenever occasion arises, to provide for temporary vacancies in posts ordinarily filled by members of the Indian Educational Service by appointing members of the Provincial Service to officiate. In all such cases the acting Provincial Officer will receive a uniform allowance of Rs 100 a month, subject to the proviso that the salary of the acting incumbent shall not be higher than the pay of the officer for whom he acts.

17. In Appendix B will be found the Proposition Statements for reorganization of the Indian and Provincial Services in the several Provinces as they have been approved by the Secretary of State. It is only necessary in conclusion to observe that discretion will be allowed to Local Governments and Administrations as to the time within which the scale of numbers and pay fixed for the Provincial Service shall be fully worked up to. As the effect of the reorganization scheme is to reduce the staff of officers recruited in England and to augment the Provincial staff, increases or improvements in the latter may fairly, if necessary, await funds being set free by changes in the Graded Service.

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**ORDER.**—Ordered, that a copy of this Resolution be forwarded to all Local Governments and Administrations for information and guidance; and to the Department of Finance and Commerce for information.

Ordered also, that the Resolution be published in the Supplement to the *Gazette of India*.

## Appendix A to Appendix VII.

List of appointments included in the Indian and Provincial Educational Services in the several Provinces.

PROVINCE.	INDIAN SERVICE.					PROVINCIAL SERVICE.							Unclassified, i.e., not definitely placed either in the Indian or Provincial Service.	Total Superior Service.
	Inspectors.	Principals.	Professors.	Other appointments.	Total.	Inspectors.	Junior and Assistant Inspectors.	Professors.	Junior and Assistant Professors.	Head Masters of Collegiate Schools, Training Colleges and High Schools.	Other appointments.	Total.		
Madras	4(a)	5(b)	6	4(c)	19	2	9	3	2	3	16(d)	35	...	54
Bombay	3	4(e)	8	6(f)	21	1	...	8	5	6	3(g)	23	...	44
Bengal	5(h)	5	13	4(i)	27	5(j)	10	5(k)	...	24(l)	7(m)	104(n)	...	131
North Western Provinces and Oudh.	3	2	6	...	11	2	8	6	1	6(o)	1(p)	24	...	35
Punjab	3	2	2	1(q)	8	3(r)	6	2	3	1(s)	2(t)	17	...	25
Central Provinces	1(u)	2(v)	1	...	6	1	...	3	...	...	...	4	...	10

(a) Includes 2 Inspectresses.

(b) Includes the Principals of the Teachers' College and College of Agriculture.

(c) Includes the Superintendent, School of Arts, the Vice-Principals of the Teachers' College and College of Agriculture, and the Superintendent, Presidency Training School for Mistresses.

(d) Includes 7 Lecturers in First Grade Colleges; the Personal Assistant to the Director of Public Instruction; the Vice-Principal, Rajahmundry Training College; the 1st and 2nd Assistant, Teachers' College, and the 1st Assistant, College of Agriculture; 2 Instructors in Engineering and Surveying, College of Engineering; the Assistant Superintendent, School of Arts, and the Deputy Superintendents, Reformatory School.

(e) Includes the Principal, Sir Jamsetjee Jeejeebhoy School of Art.

(f) These are the Head Masterships of the Elphinstone, Poona and the Belgaum High Schools; the Vice-Principalships, School of Art, and the Lady Superintendents of the Poona and Ahmedabad Female Training Colleges.

(g) These are the Vice-Principal of the Poona Training College, the Head Assistant, Director of Public Instruction, and the Superintendent, Mechanical Branch, College of Science.

(h) Includes the Director of Public Instruction, Assam, and the Inspectors of European Schools, Bengal.

(i) i.e., the Superintendent, Schools of Arts, and 3 officers to supply vacancies.

(j) Includes a Joint Inspector for Orissa and Inspectress of Female Schools.

(k) Includes 6 Principals of Colleges, and the Lady Principal, and 2 Professors, Bethune College.

(l) Includes the Head Mistress, Eden Female School.

(m) These include the Assistant Superintendent and the Head Master, School of Arts, the Personal Assistant to the Director of Public Instruction, and 4 reserved appointments.

(n) For the present there will be a temporary increase of 9 in these totals, owing to the 9 officers to be admitted into the Provincial Service on personal grounds.

(o) These are Head Masters of Zilla (or District Schools).

(p) Mathematical Lecturer, Allahabad.

(q) i.e., Head Mastership, Central Model School, Lahore.

(r) Includes Inspectress.

(s) *Vis.*, the Principal, Central Training College, Lahore.

(t) These are the Vice-Principal, Mayo School of Art, Lahore; and the Assistant Superintendent, Central Training College, Lahore.

(u) Includes the Inspector-General of Education, Central Provinces.

(v) Includes for the present the Principal, Training School, Nagpur.

APPENDIX B TO APPENDIX VII.

MADRAS.

Statement of Proposition for Revision of Establishment.

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
<b>A.—INDIAN EDUCATIONAL SERVICE.</b>			<b>Rs. a. p.</b>		
1	1st Class Officer, Rs. 1,250—50—1500	1,416 10 8	14	Officers on Rs. 500—1,000	11,200 0 0
2	2nd " " " 1,000—50—1,250	2,333 5 4	...	Two Personal Allowances, Rs. 250—50—500	833 5 4
4	3rd " " " 750—50—1,000	3,666 10 8	...	" " " 200—10—250	466 10 8
8	4th " " " 500—50—750	5,373 5 4	3(a)	Supernumeraries, Rs. 500—50—750	2,000 0 0
1	Superintendent, School of Arts, Rs. 500—50—1,000	800 0 0	1	Senior Inspectors, Rs. 500—20—600	566 10 8
1	Professor of Physics, Presidency College, Rs. 500—50—700	633 5 4	1	Junior " " 450—20—500	483 5 4
1	Principal, Teacher's College, Rs. 600—50—1,000	866 10 8	2	Officers on Rs. 400—20—500	933 5 4
1	College of Agriculture, Rs. 500—50—900	766 10 8	1	Superintendent, Presidency Training School, Rs. 350—10—450.	410 0 0
1	Senior Inspectors, Rs. 500—20—600	566 10 8			
4	Officers, Rs. 400—20—500	1,866 10 8			
	<b>TOTAL</b>	<b>18,250 0 0</b>	<b>22</b>	<b>TOTAL</b>	<b>16,893 5 4</b>
<b>B.—PROVINCIAL SERVICE.</b>					
2	Assitant Inspectors, Rs. 400—10—500	920 0 0	1	Officer on Rs. 550	550 0 0
3	" " " 300—10—400	1,080 0 0	4	Officers " " 500	2,000 0 0
4	" " " 200 10—300	1,040 0 0	3	" " " 450	1,350 0 0
3	Upper Subordinates " 400—20—500	1,400 0 0	4	" " " 400	1,600 0 0
5	" " " 300—20—400	1,833 5 4	4	" " " 350	1,400 0 0
9	" " " 200—20—300	2,400 0 0	5	" " " 300	1,500 0 0
1	Officer on Rs. 400	400 0 0	5	" " " 250	1,250 0 0
1	" " " 250	250 0 0	6	" " " 200	1,200 0 0
1	" " " 200—10—250	233 5 4			
1	" " " 200	200 0 0			
	<b>TOTAL</b>	<b>9,756 10 0</b>	<b>32</b>	<b>TOTAL</b>	<b>10,850 0 0</b>
	<b>GRAND TOTAL</b>	<b>28,006 10 8</b>	<b>54</b>	<b>GRAND TOTAL</b>	<b>27,743 5 4</b>

(a) Three appointments (2 on Rs. 700 and one on Rs. 600) will be created in the Provincial Service on the absorption of the 3 supernumeraries costing Rs. 2,000 a month.

BOMBAY.

Statement of Proposition for Revision of Establishment.

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
		Rs. A. P.			Rs. A. P.
<b>A.—INDIAN EDUCATIONAL SERVICE.</b>					
2	Officers on Rs. 1,250—50—1,500	2,833 5 4	14	Officers on Rs. 500—50—1,000	11,200 0 0
3	" " " 1,000—50—1,250	3,500 0 0	...	Two allowances of Rs. 250—50—500	833 5 4
4	" " " 750—50—1,000	3,666 10 8	...	Three " " " 200—10—250	700 0 0
1	Officer " " 800+Personal allowance, Rs. 250	1,050 0 0	1	Officer on Rs. 800+Personal allowance, Rs. 250	1,050 0 0
3	Officers " " 700	2,100 0 0	3	Officers " " 500—50—750	2,000 0 0
1	Officer " " 500—50—750	666 10 8	1	Officer " " 500—50—700	633 5 4
1	" " " 500—50—700	633 5 4	1	" " " 350—30—500	450 0 0
2	Officers " " 600	1,200 0 0	1	" " " 300	300 0 0
1	Officer " " 500	500 0 0			
1	" " " 400	400 0 0			
1	" " " 350—30—500	450 0 0			
1	" " " 300	300 0 0			
21	TOTAL	17,300 0 0	21	TOTAL	17,166 10 8
<b>B.—PROVINCIAL SERVICE.</b>					
CLASS I.					
1	Officer on Rs. 750—50—1,000	916 10 8	2	Officers on Rs. 700	1,400 0 0
1	" " " 500	500 0 0	1	Officer " " 600	600 0 0
2	Officers " " 333—33—500	888 14 2	1	" " " 500	500 0 0
2	Officer " " 350—25—500	415 8 11	3	Officers " " 400	1,200 0 0
2	Officers " " 400	800 0 0	2	" " " 350	700 0 0
1	Officer " " 250—20—350	316 10 8	2	" " " 300	600 0 0
1	" " " 266-10-8	266 10 8	2	" " " 250	500 0 0
1	" " " 200—10—250	233 5 4	1	Officer " " 200	200 0 0
2	Officers " " 200	400 0 0			
1	Officer " " 150—10—200	183 5 4			
1	" " " 100—20—200	166 10 8			
...	Personal allowance of Rs. 50	50 0 0			
14	TOTAL	5,137 12 5	14	TOTAL	5,700 0 0



*Statement of Proposition for Revision of Establishment—concl'd.*

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
	<b>CLASS II.</b>	<b>Rs. A. P.</b>			<b>Rs. A. P.</b>
1	Officer on Rs. 500 ...	500 0 0	1	Officer on Rs. 500 ...	500 0 0
2	Officers,, ,, 400 ...	800 0 0	1	" " " 400 ...	400 0 0
1	Officer ,, ,, 350 ...	350 0 0	4	Officers ,, ,, 300 ...	1,200 0 0
7	Officers ,, ,, 300 ...	2,100 0 0	1	Officer ,, ,, 250 ...	250 0 0
5	" " " 250 ...	1,250 0 0	(1	" " " 200 ...	200 0 0
7	" " " 200 ...	1,400 0 0	1	" " " 150 ...	150 0 0
1	Officer ,, ,, 150 ...	150 0 0			
24	<b>TOTAL</b> ...	6,550 0 0	9	<b>TOTAL</b> ...	2,700 0 0
38	<b>Total, Provincial Service</b> ...	11,687 12 5	23	<b>Total, Provincial Service</b> ...	8,400 0 0
59	<b>GRAND TOTAL</b> ...	28,987 12 5	44	<b>GRAND TOTAL</b> ...	25,566 10 8

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BENGAL.

Statement of Proposition for Revision of Establishment.

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
<b>A.—INDIAN EDUCATIONAL SERVICE.</b>					
		Rs. A. P.			Rs. A. P.
2	Officers on Rs. 1,250—50—1,500	2,833 5 4			
6	" " " 1,000—50—1,250	7,000 0 0			
11	" " " 750—50—1,000	10,083 5 4			
1	Officer " " 500—33—660 $\frac{1}{2}$	611 1 9 $\frac{1}{2}$	26*	Officers on Rs. 500—50—1,000	20,800 0 0
16	Officers " " 500—50—750	10,666 10 8		Two Personal Allowances, Rs. 250—50—500	833 5 4
1	Officer " " 500—10—750	600 0 0		Three " " " 200—10—250	700 0 0
2	Officers " " 333 $\frac{1}{2}$ —33—500	888 14 2 $\frac{1}{2}$			
1	Superintendent, School of Art	1,000 0 0	1	Superintendent, School of Art	1,000 0 0
1	Inspector on Rs. 500—50—750	666 10 8			
41	TOTAL	34,350 0 0	27	TOTAL	23,333 5 4
<b>B.—PROVINCIAL SERVICE.</b>					
5	Officers on Rs. 400—20—500	2,333 5 4	2	Officers on Rs. 700	1,400 0 0
8	" " " 300—20—400	2,933 5 4	4	" " " 600	2,400 0 0
29	" " " 200—20—300	7,733 5 4	6	" " " 500	3,000 0 0
17	" " " 150—10—200	3,116 10 8	8	" " " 400	3,200 0 0
20	" " " 100—10—150	2,750 0 0	12	" " " 300	3,600 0 0
4	" " " 300	1,200 0 0	22	" " " 250	5,500 0 0
5	" " " 250	1,250 0 0	26	" " " 200	5,200 0 0
1	Officer " " 200—10—250	253 5 4	33	" " " 150	4,950 0 0
3	Officers " " 200	600 0 0			
8	" " " 150	1,200 0 0			
100	TOTAL	23,350 0 0	113	TOTAL	29,250 0 0
141	GRAND TOTAL	57,700 0 0	140	GRAND TOTAL	52,583 5 4

\* Including the Director of Public Instruction, Assam.

NORTH-WESTERN PROVINCES AND OUDH.  
Statement of Proposition for Revision of Establishment.

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
<b>A.—INDIAN EDUCATIONAL SERVICE.</b>					
		Rs. A. P.			Rs. A. P.
1	Officer on Rs. 1,250—1,500	1,416 10 8	11	Officers on Rs. 500—1,000	8,800 0 0
4	Officers " " 1,000—1,250	4,666 10 8		One Allowance of Rs. 250—500	416 10 8
3	" " " 750—1,000	2,750 0 0		Two Allowances of Rs. 200—10—250	466 10 8
4	" " " 600	2,400 0 0			
12	TOTAL	11,233 5 4	11	TOTAL	9,683 5 4
<b>B.—PROVINCIAL SERVICE.</b>					
6	Officers on Rs. 400	2,400 0 0	1	Officer on Rs. 700	700 0 0
2	" " " 350	700 0 0	1	" " " 600	600 0 0
1	Officer " " 300	300 0 0	6	Officers " " 400	2,400 0 0
8	Officers " " 200—250	1,866 10 8	2	" " " 350	700 0 0
1	Officer " " 200—240	226 10 8	4	" " " 300	1,200 0 0
2	Officers " " 150—250	433 5 4	3	" " " 200—250	700 0 0
3	" " " 200	600 0 0	7	" " " 200	1,400 0 0
	One Personal Allowance	50 0 0		One Personal Allowance	50 0 0
23	TOTAL	6,576 10 8	24	TOTAL	7,850 0 0
35	GRAND TOTAL	17,810 0 0	35	GRAND TOTAL	17,433 5 4

PUNJAB.

Statement of Proposition for the Revision of Establishment.

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay:
<b>A.—INDIAN EDUCATIONAL SERVICE.</b>		Rs. A. P.			Rs. A. P.
2	Officers on Rs. 1,000—1,250 ... ..	2,333 5 4	7†	Officers on Rs. 500—1,000 ... ..	5,600 0 0
3	" " " 750—1,000 ... ..	2,750 0 0		One allowance of Rs. 250—50—500 ... ..	416 10 8
3	" " " 500—750 ... ..	2,000 0 0		" " " " 200—10—250 ... ..	233 5 4
1	Principal, Mayo School of Art, Lahore ... ..	800 0 0	1	Officer on Rs. 400* ... ..	400 0 0
9	TOTAL ... ..	7,883 5 4	8	TOTAL ... ..	6,650 0 0
<b>B.—PROVINCIAL SERVICE.</b>					
2	Officers on Rs. 500 ... ..	1,000 0 0	1	Officer on Rs. 700 ... ..	700 0 0
1	Officer " " 400—20—500 ... ..	466 10 8	2	Officers " " 600 ... ..	1,200 0 0
1	" " " 300—400 ... ..	366 10 8	2	" " " 500 ... ..	1,000 0 0
3	Officers " " 350 ... ..	1,050 0 0	1	Officer " " 400 ... ..	400 0 0
2	" " " 300 ... ..	600 0 0	2	Officers " 350 ... ..	700 0 0
3	" " " 250 ... ..	750 0 0	2	" " " 300 ... ..	600 0 0
2	" " " 225 ... ..	450 0 0	3	" " " 250 ... ..	750 0 0
2	" " " 200 ... ..	400 0 0	3	" " " 200 ... ..	600 0 0
16	TOTAL ... ..	5,083 5 4	17	TOTAL ... ..	6,100 0 0
25	GRAND TOTAL ... ..	12,966 10 8	25	GRAND TOTAL ... ..	12,750 0 0

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\* Head Master, Central Model School, Lahore.  
 † Includes the appointment of Principal, Mayo School of Art, Lahore.

CENTRAL PROVINCES.

Statement of Proposition for Revision of Establishment.

NATURE OF CHARGE.					
PRESENT SCALE.			PROPOSED SCALE.		
No.	Designation.	Pay.	No.	Designation.	Pay.
<b>A.—INDIAN EDUCATIONAL SERVICE.</b>		Rs. A. P.			Rs. A. P.
1	Officer on Rs. 1,250—1,500 ... ..	1,416 10 8	1	Officer on Rs. 1,250—1,500 ... ..	1,416 10 8
1	„ „ 750—1,000 ... ..	916 10 8	4	Officers „ 500—1,000 ... ..	3,200 0 0
2	Officers on Rs. 500—750 ... ..	1,333 5 4	1	Officer „ 300—40—500 ... ..	433 5 4
1	Officer „ 300—400 ... ..	366 10 8		One Allowance of Rs. 200—250 ... ..	233 5 4
5	<b>TOTAL</b> ... ..	4,033 5 4	6	<b>TOTAL</b> ... ..	5,283 5 4
<b>B.—PROVINCIAL SERVICE.</b>					
1	Officer on Rs. 500 ... ..	500 0 0	1	Officer on Rs. 500—700 ... ..	633 5 4
1	„ „ 200—250 ... ..	233 5 4	1	„ „ 200—250 ... ..	233 5 4
2	Officers on Rs. 150—200 ... ..	366 10 8	2	Officers on Rs. 150—200 ... ..	366 10 8
4	<b>TOTAL</b> ... ..	1,100 0 0	4	<b>TOTAL</b> ... ..	1,233 5 4
9	<b>GRAND TOTAL</b> ... ..	5,133 5 4	10	<b>GRAND TOTAL</b> ... ..	6,516 10 8

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