

Government of Madras

PUBLIC (SERVICES) DEPARTMENT

G.O. No. 1900, 26th November 1936

Madras Public Service Commission Report for 1935-36—Reviewed.

Order—No. 1900, Public (Services), dated 26th November 1936.

Recorded.

2. During the year under review the Madras Public Service Commission selected candidates for 63 classes of posts in the Provincial and Subordinate Services and for five miscellaneous posts, and nominated candidates for 14 Provincial services from among the members of the normal feeder subordinate services. They gave their opinion in regard to the orders to be passed on 31 appeals, 10 memorials and 38 disciplinary cases calling for original orders.

3. The Commission has referred in its report to certain instances in which the Government have deviated from their advice. A statement giving the reasons for deviation is attached to the report. In paragraph 37 of their report, while not claiming infallibility nor suggesting that their recommendations should necessarily be accepted where matters of policy are involved, the Commission urge that it is desirable to establish firmly the convention that their recommendations be accepted except where there is really strong reason for not so doing. The Government desire to draw the attention of the Commission to their observations on this point in their review of the Madras Public Service Commission Administration Report for 1934-35.

The other matters referred to by the Commission in their report are briefly indicated below :—

Paragraph 12 of the report.—The Commission say that no definite principle has been followed by the Government in referring amendments to the statutory service rules to them for advice. Before the coming into force of the Madras Public Service Commission Act, 1936, there was no statutory obligation on the part of the Government to consult the Commission in regard to statutory service

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MADRAS PUBLIC SERVICE COMMISSION.

No. 1044-A/36.

From

M.R.RY. RAO BAHADUR C. P. KARUNAKARA MENON

AVARGAL,

Secretary, Public Service Commission,

Madras,

To

THE CHIEF SECRETARY TO GOVERNMENT,

PUBLIC (SERVICES) DEPARTMENT.

Dated Madras, the 3rd October 1936.

SIR,

[The Madras Public Service Commission—Proceedings—Report
for 1935-36.]

I am directed to submit, as required under section 13 of the Madras Public Service Commission Act, 1936, the accompanying report of the Commission's proceedings for 1935-36.

I have the honour to be,

Sir,

Your most obedient servant,

C. P. KARUNAKARA MENON,

Secretary.

[Report

ADMINISTRATION REPORT OF THE MADRAS PUBLIC SERVICE COMMISSION FOR THE YEAR 1935-36.

I. PERSONNEL.

During the year under review Sir Daniel Richmond, *Kt.*, C.I.E., Chairman, went on leave for four months from 21st June 1935. During that period Mr. M. Ruthnaswamy, C.I.E., Member, was appointed to officiate as Chairman.

II. RECEIPTS AND EXPENDITURE.

2. Receipts—

	RS.
(1) Fees from candidates appearing for selections	59,540
(2) Fees from candidates appearing for Special Tests, etc.	27,413
Total ...	<u>86,953</u>

Expenditure—

	RS.
(1) Pay of officers	1,00,469
(2) Pay of establishment	24,959
(3) Travelling and other compensatory allowances	5,229
(4) Advertisement charges	5,254
(5) Other contingencies including Service Postage stamp, rent for office premises ...	9,389
(6) Remuneration paid to Examiners for Special Tests and Departmental examinations.	12,670
(7) Contingent expenditure connected with examinations	2,261
Total ...	<u>1,60,231</u>

III. ASSISTANCE RENDERED TO DEPARTMENTS NOT UNDER THE LOCAL GOVERNMENT.

3. As in previous years, a member of the Commission served, at the instance of the Local Government, on the Committee for the selection of candidates for appointment to the Indian Police.

IV. VOLUME OF CORRESPONDENCE.

4. The Commission dealt with 52,501 references as against 52,635 in the previous year. These as usual consisted mainly of—

- (1) enquiries from candidates,
- (2) requests from heads of departments for advice in connexion with the application of the Services Rules and recruitment to the subordinate services, and
- (3) consultations by the Government on amendments to the Services Rules, promotions, the preparation of approved lists of persons for appointment to the Provincial Services and disciplinary cases.

V. EXAMINATIONS CONDUCTED BY THE COMMISSION.

5. *Special Tests Examinations.*—The Special Test Examinations were held in June and December 1935 and were conducted at 27 centres in the Madras Presidency and also at Pudukkottah and Mercara. An analysis of the results in the various tests is given in Appendix 'B.'

In the Special Test Examinations, June 1935, the papers of four candidates were invalidated for copying answers from a common source. The candidates were debarred from appearing again for any of the Special Test Examinations.

6. *Amendment to the Special Test Notification.*—The Special Test Notification was amended authorizing the Commission to condone, in its discretion, delay in the submission of an application in cases where the delay was not due to the fault of the candidate.

7. *Departmental Tests.*—The examinations in the Departmental Tests were conducted by the Commission in June and December 1935 at 25 centres. Two additional tests, namely, the Departmental Test for Motor Vehicle Inspectors and the Electricity Department Account Test were newly instituted. The Commission conducted the first examination in the Departmental Test for Motor Vehicle Inspectors in January 1936.

8. *Police Training School Final Examination.*—As usual the Commission conducted the Police Training School Final Examination at Vellore in September–October 1935 for which 76 Probationary Sub-Inspectors under training in the Police Training School, Vellore, appeared. Eight other Probationary Sub-Inspectors who had failed in the previous examinations also appeared for this examination in their respective districts. A re-examination for the unsuccessful candidates was held in April 1936.

9. *Periodical Test in Shorthand for Government Stenographers.*—The Commission conducted the Periodical Test in Shorthand for the third time in June 1935. In view of the large

number of failures in it, the Commission suggested to the Government the advisability of conducting a re-examination for the failed candidates. At the same time the Commission pointed out that if the stenographers employed under the several departments of the Government were used regularly there would be no need for the Periodical Test at all, the efficiency of a shorthand-writer being best tested by the officer under whom he worked. As the large number of failures in the three examinations conducted by the Commission seemed to indicate that the stenographers were not sufficiently used and were therefore unpractised the Commission suggested an enquiry into the question with a view to adjusting the number of stenographers to actual requirements, the test being continued until such time. The Government abolished the test and directed that officers under whom stenographers work should certify in March every year whether or not the stenographers are able to discharge their duties efficiently, the continuance of their allowance being dependent on such certificates.

10. *Madras Ministerial Service Examination.*—The fourth competitive examination for the Madras Ministerial Service was held during the year. The number of candidates that applied for the examination, the number found eligible for admission and the number selected are given below. For purposes of comparison similar figures for the examinations held in 1931, 1932 and 1934 are given—there was no examination in 1933 :—

Year.	Number of appli- cations.	Number ad- mitted.	Number selected.
1931	4,470	4,154	1,750
1932	3,173	2,862	546
1934	1,671	1,479	524
1935	1,640	1,489	648

An analysis of the results with reference to the educational qualifications of the candidates is given in Appendix 'B.' A perusal of this analysis will show that the proportion of the number selected to the number that sat for the examination was 51 per cent among graduates, 47 per cent among intermediates and 42 per cent among S.S.L.Cs.

The total number of vacancies estimated was 827. Against this estimate only 648 candidates possessing typewriting and the vernacular qualifications prescribed by the Government for appointment as clerks were available. For the remaining vacancies candidates qualified in the vernacular as shown below were required :—

Telugu	...	...	...	...	...	...	103
Tamil	...	...	...	...	...	...	39
Oriya	...	...	...	...	...	...	23
Kanarese	...	...	...	...	...	...	14

Total ... 179

As candidates with the typewriting qualification and with a knowledge of these vernaculars were not available selection could not be made for these vacancies. In the competitive examination held in 1934 candidates qualified in typewriting and in vernacular could not be found for 52 out of 576 vacancies, i.e., for 9 per cent of the total number of vacancies estimated. In the examination of 1935 qualified candidates could not be found for 179 out of 827 vacancies, 22 per cent of the total number of vacancies estimated. Thus the percentage of vacancies estimated for which candidates qualified in typewriting and in the district vernacular could not be selected rose from 9 per cent in 1934 to 22 per cent in 1935. As a result of the short selection made a number of temporary appointments were made in the districts in 1935 and 1936 of candidates not selected by the Commission. The 648 candidates selected during the year under review were distributed among the various communities as follows:—

Non-Brahman (Hindus).	Brahmans.	Muham- madans.	Indian Christi- ans.	Scheduled Classes.
175	411	24	35	3

Nearly 63 per cent of the candidates selected were Brahmans, 27 per cent were Non-Brahman (Hindus) and 10 per cent were Muhammadans, Christians and Scheduled Classes. The number of candidates that should have been selected according to the communal rule was—

Non-Brahman (Hindus).	Brahmans.	Muham- madans.	Indian Christi- ans.	Scheduled Classes.
270	108	108	108	54

The small percentage in the number selected under the minority communities should in the absence of any other contributory cause be ascribed as in the previous year to the typewriting qualification prescribed by the Government for appointment as clerks. The communal rule could not therefore be applied in the case of this selection as the required number of qualified and successful candidates from the Non-Brahman (Hindu) and minority communities was not forthcoming. As a result of the position created by the selections made during the last two years, the Government have since abolished the typewriting qualification as a *sine qua non* for recruitment to the Madras Ministerial Service. In the meantime the Commission had noticed, in the course of its interviews of candidates for all classes of posts, how large a number was undergoing a training in typewriting, no doubt as a result of the orders then in force on the subject of this being an essential qualification for appointment as clerk.

11. *Reports from Examiners*—(a) *Special and Departmental Tests*.—The general defects in the answers noticed in the previous reports continue. Most of the question papers are to be answered with books. There is a marked tendency to neglect real study of the subjects and to depend upon the ability to copy from the

books, which has resulted in verbatim copying of matter which often is not to the point, and a general inability to attempt questions of a practical nature. Ignorance of the English language, its spelling and grammar, lack of power of expression and verbosity were noticed by most of the examiners. These defects were responsible for candidates adopting strange methods of expressing themselves, or failing to do so. The following are some examples :—

Perjury.

(a) If men perjure evidence is shaken and justice is not met with.

(b) If perjury is encouraged justice will not meet both ends.

(c) The perjury section in the Code is a greater nuisance (than perjury) to the administration of justice.

(d) Good people sometimes give false evidence.

(e) Unless there is fear we cannot expect men to utter truth.

(f) People are prone to perjury and only natural, to win their case.

(g) With certain limitations perjury is healthy to a nation as a whole.

(h) Perjury should be put down with a grit.

Public Servants.

(a) Public servants are expected to know everything.

(b) A judge shifts the evidence according to his experience.

(c) When the wife of a public servant gets something and begins to influence her husband, even then she is punishable.

(d) Misappropriation of public money by a public servant is a serious offence which necks them out of office and then undergo penal punishment.

(e) Confidence is shaken when officials commit offences.

Miscellaneous.

(a) The hypothesis of delinquency should be consistent with facts proved.

(b) A woman noted for her tooth beauty—by losing a tooth she may lose thousands in money—unless insured. This thing occurs among western nations.

(c) Death is a kind of punishment, taking away liberty in one stroke, in a sense.

(d) Above all a Magistrate in a criminal court is guided by law and common sense unlike Judges in the civil court who hold law degrees.

(e) Civil courts aim at greater degree of accuracy than criminal courts—nay complete certainty.

(f) Evidence in civil courts is only taken after everything has been tampered.

(g) Abusive language is so sonorous to hear for the decent public that they would feel horrific at the language.

(h) When sudden danger of life to an individual he can shoot the opponent off and declare his position as such.

(i) First offences are usually caused through lack of jurisprudence or unavoidable want of subsistence.

Spelling.—Tearer for terror, motar for motor, garge for garage, nife for knife, tussel for tussle.

“Victim” was used to mean deceased judgment-debtor. “Voluntarily” was defined as “an act done without intention,” “an act done without previous preparation and motive and suddenly,” “an act done without proper care and attention,” “an act which is known to be prohibited,” “an act which effects a cause or thing which he knows or reason to believe the causing of effect.” “Red loams” was translated to mean as “lands in which red things grow,” and the sentence “the land is barely scratched and sown with castor, horsegram or millet” to mean “the land is neither tilled nor sown with castor, etc.”

But it is with no desire to ridicule these, or any other candidates with whom the Commission has been concerned, that these examples are noted. Such defects and the general lack of knowledge of the simple facts, geographical and otherwise, of their own country and districts on the part of candidates tend to show that educational methods are defective and the individual experience of the Commissioners is that the general standard is lower than it was in the past.

(b) *Madras Ministerial Service—Précis-writing.*—The ability of candidates to express themselves in correct English is extremely low. Bad grammar and worse idioms are common; and a most exasperating tendency to vernacularize English is also noticed. As for “the ability to express in the form of a brief, connected and well-composed narrative,” this was totally lacking in almost all candidates.

Speaking generally, the candidates from the South gave a much better account of themselves than the Andhras. The results cannot be regarded as satisfactory. An inadequate knowledge of English continues to be noticeable in the case of the majority of candidates, few of whom were able to write a passage in their own words in a coherent form, whilst gross mistakes in grammar and syntax were all too frequent.

Generally the answers were much below the standard one would expect in clerks destined for the public service.

The candidates generally scored marks by mentioning the important points and not by presenting a readable narrative.

English Composition.—The question paper was of the usual type, designed to test the candidate's skill in the use of accurate English in simple sentences and the expression of simple thoughts in a coherent and orderly manner.

The standard reached was very low, ungrammatical English being very common and faults in idiom marring every paper. A wrong use of the definite article, an almost systematic misuse of "due to," confusion in the sequence of tenses, and the indiscriminate use of "females," where girls or women are meant; these are some of the more frequent defects. Speaking of a hockey match one candidate writes: "At 5-30 the bully was announced to be off." Another poignantly asks: "What can the singlehanded goal-keeper do?"

Misspellings were not so frequent in the papers of the better candidates but they were prolific in the lower strata: "The bride was a bony lass," "the vigil (a common misspelling in Andhra papers) is blown by the empire and the play begins." Touches of unconscious humour, however, relieve the gloom, e.g., "The house must have a drawing room where guests are drawn and there must be a guest house where guests are quartered." "A white elephant; this is said of a mother-in-law."

An improvement—a slight one—over the results of the previous examination was noticeable. This may be due to the fact that candidates are preparing for the examination or it may be that unemployment amongst graduates compels them to enter for an examination which is not meant primarily for them.

Slovenly handwriting and untidiness of presentation seemed to be the rule rather than the exception. In these respects there is a marked deterioration in the last twenty-five years.

General knowledge.—The standard of performance of the candidates was distinctly better than last year. The answers were also more straightforward and to the point and the general level of knowledge displayed is higher.

The answers were however not free from howlers. A list of them is given in Appendix 'A.'

VI. STATUTORY RULES.

(i) *Promulgation and Amendments.*

12. During the year under report the Government issued 183 amendments to the Statutory Rules for the Provincial and Subordinate Services. In about 50 of these, they consulted the Commission before issuing the amendments. No definite principle has been followed in referring amendments to rules to the Commission for advice. For example, while in respect of some services or posts the rules to be issued for the first time were referred to the Commission, they were not so referred in

other cases. Rules prescribing qualifications for posts were referred to the Commission in some cases, while in others they were not. In important cases such as the revision of the age-limit for recruitment to a Provincial Service, the Commission was not consulted, while in an unimportant case—the inclusion of a post as a separate class in a service—the draft rule was sent to the Commission for remarks. While in unimportant matters like the fixing of a cadre, or making verbal alterations, there is no need to consult the Commission, it would be helpful to the Government as well as to the Commission to let it see the draft amendments affecting qualifications or other terms of recruitment to the Public Services. This procedure will enable the Government to ascertain with reference to the experience of the Commission in the field of recruitment the practicability or the sufficiency of the conditions to be introduced. It will also enable the Commission to understand the 'objects and reasons' of the rules which it has to work in practice.

13. The General Rules for the Provincial and Subordinate Services were amended as a result of which

- (a) consultation with the Commission was dispensed with in the following cases;
 - (i) promotion to a selection category or to a selection grade and
 - (ii) special promotion for conspicuous merit and ability;—
- (b) the provision for the communication to the Commission of orders of temporary promotions (under the emergency powers) and discharge of men so promoted was dispensed with.

Special Rules were issued for the Madras Sanitary Engineering Service and for the post of Personal Assistant to the Inspector of Municipal Councils and Local Boards which has been included in the Madras General Service under Class XV. Revised Special Rules have been issued for all the Provincial Services except the following:—

- (1) Madras Medical Service (General Branch).
- (2) Madras Medical Service (Special Branch).

14. *The Madras General Service Rules.*—In framing rules for the following Judicial Department posts, the Government provided for consultation with the High Court in recruiting candidates to those posts and not the Madras Services Commission as in the case of other Provincial Services posts:—

- (1) Chief Judge of the Court of Small Causes, Madras.
- (2) Administrator-General and Official Trustee, Madras.
- (3) Judge of the City Civil Court, Madras.
- (4) Chief Presidency Magistrate, Madras.
- (5) Puisne Judge of the Court of Small Causes, Madras.

In reply to an enquiry by the Commission, the Government stated that the rules merely followed the longstanding practice of consulting the High Court instead of the Commission in the matter of appointments to Judicial posts. This is inconsistent with the general practice now followed by the Government in the matter of recruitment to the services and is also inconsistent with the provisions of the new Government of India Act, in respect of the Judge of the City Civil Court and the Puisne Judge of the Court of Small Causes, as those provisions require consultation with the Commission in recruiting to these posts. It is not evident why the ordinary method of consultation with the Commission is unsuitable in respect of these posts.

The rules also do not prescribe any probation in respect of these posts. The Government have considered it unnecessary because persons appointed to these posts are required to possess high legal qualifications and several years' standing at the bar. But probation is prescribed now for other equally important posts—such as those of heads of departments—to which are appointed persons of approved qualifications and merit and of longstanding in the Government service.

(ii) The Special Rules for the following subordinate services were revised with reference to the revised General Rules :—

- (i) Agricultural Subordinate Service,
- (ii) Co-operative Subordinate Service,
- (iii) Excise Subordinate Service,
- (iv) Minor Irrigation Subordinate Service,
- (v) Malabar Special Police Subordinate Service,
- (vi) Port Subordinate Service,
- (vii) Survey Subordinate Service, and
- (viii) Veterinary Subordinate Service.

In the revised rules, for recruitment to the post of Sub-Deputy Registrar of Co-operative Societies in the Co-operative Subordinate Service and Sub-Inspector of Excise in the Excise Subordinate Service, the rule of communal proportion applies according to which recruitment is made from the communities most disadvantageously situated with reference to the communities to which persons already in service belong; to the Agricultural, Survey and Veterinary Subordinate Services and to the post of Junior Inspector in the Co-operative Subordinate Service the rule of communal rotation applies according to which recruitment is made in a specified order of communities irrespective of the number of persons of each community already in the service. Neither the rule of communal proportion nor the rule of communal rotation applies for recruitment to the Minor Irrigation, Malabar Special Police and Port Subordinate Services.

(iii) The ministerial establishment of the Government Secretariat was constituted into a separate service called " The Madras Secretariat Service " and Special Rules were issued for this service.

(iv) *The Madras Educational Subordinate Service Rules.*—Applications were invited during the year for appointment to a number of minor posts in the Women's Branch such as Secondary-grade teacher, Pandit and Munshi, Physical Training Instructress, Drawing Mistress, etc. The number of applications received was either nil or negligible with reference to the number of vacancies. In bringing this inadequate supply of women teachers to the notice of the Government the Commission pointed out the need for making the service more attractive. As a result of this the Government in consultation with the Director of Public Instruction abrogated the age-limit of 30 years prescribed for appointment to these posts in the hope that it might tend to increase the supply of candidates to some extent.

(v) *The Madras Engineering Subordinate Service Rules.*—The rules of the Engineering College, Guindy, prescribed a higher age-limit (22 years) for the admission of candidates belonging to the Muhammadan and Scheduled Classes communities. As this concession was found to be of little practical importance in the absence of a corresponding concession in the matter of age for appointment to the service the age-limit for appointment to the post of Supervisor was raised from 26 to 28 in respect of candidates belonging to these two communities.

(vi) *Madras Ministerial Service Rules.*—With a view to secure a reasonable representation of all linguistic areas in the ministerial establishments in the offices of the heads of departments the Government introduced with effect from 1st August 1935 a system of appointment on linguistic basis. According to this system, candidates for appointment as Upper Division clerk or Lower Division clerk or typist should, so far as suitable and qualified candidates conversant with the vernacular languages are available, be made in the following order separately in each of the offices specified below :—

Offices—

- (1) Office of the Board of Revenue (all branches taken together).
- (2) Office of the Surgeon-General with the Government of Madras.
- (3) Office of the Director of Public Instruction.
- (4) Office of the Inspector-General of Police (excluding the Special Branch of the Criminal Investigation Department).
- (5) Office of the Director of Public Health.
- (6) Office of the Director of Industries.
- (7) Office of the Commissioner of Excise.

Order of Rotation—

- (1) One candidate conversant with Tamil.
- (2) One candidate conversant with Telugu.
- (3) One candidate conversant with Tamil.
- (4) One candidate conversant with Malayalam.

- (5) One candidate conversant with Tamil.
- (6) One candidate conversant with Telugu.
- (7) One candidate conversant with Kanarese.
- (8) One candidate conversant with Tamil.
- (9) One candidate conversant with Telugu.
- (10) One candidate conversant with Tamil.
- (11) One candidate conversant with Telugu.
- (12) One candidate conversant with Malayalam.

This scheme would not apply to the appointment of a candidate belonging to the Muhammadan, Anglo-Indian or Parsee community but every such candidate should pass within the period of his probation the translation test in one of the vernacular languages specified above. The heads of the departments concerned were requested to submit a report to the Government not later than 1st September 1936 as to how the system worked and with what result. The necessary amendments to the Madras Ministerial Service Rules were also issued.

(vii) *Madras Registration Subordinate Service Rules*.—The Government amended these rules directing that appointment as Sub-Registrar by transfer of clerks of the Registration Department should be made alternately from persons who on 16th January 1935 were graduate clerks and from non-graduate clerks.

(viii) *Madras Forest Subordinate Service Rules*.—These rules were amended so as to dispense with the physical measurements which had been prescribed for the post of Forest Guard.

15. The Government excluded from the scope of the Statutory Rules—

- (i) the temporary Sub-Assistant Surgeons employed by the Surgeon-General in connexion with Famine work—on 3rd April 1935,
- (ii) the temporary maistris in the Minor Irrigation Department—on 16th April 1935,
- (iii) the temporary Village Investigators of the Agricultural Department sanctioned for work connected with the Scheme of Economic Enquiry into the cost of cultivation of crops—on 15th August 1935, and
- (iv) the Lay Secretary appointed for the non-technical organization of the medical administration of the Government hospitals in the City of Madras and the King Institute at Guindy—on 26th August 1935

on the ground that these rules could not suitably be applied to them. Although in connexion with the Commission's report for 1933-34 the Government stated in December 1934 that they would have no objection to consult the Commission and give it an opportunity of placing its views before them before such an important decision on a service question was arrived at, the Commission was not consulted in the four cases referred to.

(ii) *Violations.*

16. (1) *Rule 9 (c) (i) of the General Rules for Provincial Services.*—(a) In February 1936, the Government in the Finance Department brought to the Commission's notice a case relating to the completion of probation by an officer in a post under its administrative control. The rules relating to the post at the time of the officer's first appointment to it prescribed a probation of one year. Subsequently, the rules were revised and the period of probation for the post was fixed as two years on duty within a continuous period of three years. But the revised rules could not apply to him so far as the period of probation was concerned as they affected him adversely. Rule 9 (c) (i) of the General Rules for Provincial Services requires the appointing authority to consult the Commission at the end of the prescribed period of probation on a probationer's suitability for full membership of a service. Under General Rule 9 (c) (iv), if no order is issued by the appointing authority, after consulting the Commission, within three months after the expiry of the prescribed period of probation, the probationer should be deemed to have satisfactorily completed his probation on the date of the expiry of the prescribed period of probation. The officer in question completed his one year's probation in the post in November 1935. But under a misapprehension that the revised rule prescribing two years as the period of probation was applicable to him, steps were not taken in time to consult the Commission on his suitability for full membership in the post. By the time the mistake was discovered, it was too late to consult the Commission, as three months had elapsed after the officer had completed his probation and he had therefore to be deemed to have satisfactorily completed his probation in the post.

(b) In a notification published in the *Port St. George Gazette* of the 6th November 1934, the Government in the Local Self-Government Department announced the confirmation in the post of Sanitary Engineer to Government of a Deputy Sanitary Engineer. The Commission was not consulted on the officer's suitability for confirmation, as required in the General Rules for Provincial Services issued in 1933. At the time of the confirmation the posts of Sanitary Engineer and Deputy Sanitary Engineer had not been classified under a Provincial Service, but were special posts with separate special rules applicable to them and issued in 1929. These rules, issued before the establishment of the Commission, did not, of course, provide for consultation with the Commission on an officer's suitability for confirmation in the post of Sanitary Engineer. But the requirement in the General Rules for Provincial Services for such consultation should have been complied with as the Government had held in other cases that the General Rules for Provincial Services should apply to special posts in anticipation of their formal classification under Provincial Services since the Civil Services (Classification, Control and Appeal) Rules did not recognize special posts as such. The

Commission, therefore, enquired of the Government in the Local Self-Government Department why it had not been consulted before the Deputy Sanitary Engineer was confirmed in the post of Sanitary Engineer. In reply, the Government stated that though on the issue of the Classification Rules the posts of Sanitary Engineer and Deputy Sanitary Engineer should notionally be regarded as a Provincial Service, there was no warrant for the assumption that these posts automatically and without any necessity for classification became distinct categories in that service (in the technical sense in which that expression is used in the General Rules) so as to attract the operation of the General Rules requiring consultation with the Commission, that it was, therefore, considered that the self-contained provisions of the old special rules governing the posts, which did not require consultation with the Commission, should prevail over the provision in the General Rules requiring consultation, and that on the basis of this interpretation of the rules, consultation with the Commission had been considered unnecessary for the confirmation of the Deputy Sanitary Engineer in the post of Sanitary Engineer. The Government thus virtually agreed that the General Rules for Provincial Services applied to special posts as, according to them, such posts should notionally be regarded as Provincial Service posts. If this be so, it follows that all the provisions of the General Rules should apply to the special posts. Rule I of the General Rules states that these rules shall apply to all Provincial Services and to all persons appointed to any such service before, on, or after 1st October 1933, except to the extent otherwise expressly provided by or under any law for the time being in force or in the special rules. There was nothing expressly provided in the old special rules governing the post of Sanitary Engineer which was inconsistent with the provision in the General Rules regarding consultation with the Commission. It follows, therefore, that the provision in this respect in the General Rules should have been held to apply to the confirmation in question and the Commission should have been consulted. The Government's statement that there was no warrant for the assumption that the posts of Sanitary Engineer and Deputy Sanitary Engineer became distinct categories automatically, and without necessity for classification, is not borne out by the definition of the term "category" in the General Rules for Provincial Services. There "category" is defined as meaning the holders of all the posts borne on the cadre of a service or class, the duties of which are of the same character and importance and which are either known by the same designation or the scales of pay of which are the same. As the posts of Sanitary Engineer and Deputy Sanitary Engineer are not of the same importance and are not on the same scale of pay, they should have been treated as distinct categories for the purpose of the General Rules and the confirmation in the higher category of a member of the lower category should have been made in consultation with the Commission. The Commission brought these facts to the notice of the Government and

pointed out the illegality of the confirmation. The Government, however, adhered to the view previously taken by them.

(2) *Madras Public Health Subordinate Service*.—In December 1933, in connexion with a requisition of the Director of Public Health to recruit candidates to the post of Health Inspector the Commission noticed and reported to the Government the following irregularities in the appointments which had been made in this class of post :—

- (i) Non-observance of the rule of communal rotation which applied to the service from 26th October 1929.
- (ii) Failure to consult the Commission though such consultation had been prescribed in the rules from 1st May 1931.

The Government passed final orders in January 1936, relaxing the statutory rule regarding communal rotation in the case of persons (numbering 23) appointed after 26th October 1929, but before 1st May 1931 and directing that appointments made after 1st May 1931 without consulting the Commission be regarded as temporary appointments (not counting for probation).

(iii) *Relaxations.*

17. During the year under report, the Government relaxed the provisions of the statutory rules in the following four cases on the ground that a strict application of the rules would cause hardship to the individuals concerned :—

- (i) in the case of a Tahsildar in the Revenue Subordinate Service, in order to enable him to be appointed as Deputy Collector ;
- (ii) in the case of a Reserve Sub-Registrar, who though a graduate with honours, did not satisfy the provisions of the Special Rules for the service regarding language qualification, viz., possession of Secondary School-Leaving Certificate with marks in either Tamil, Telugu, Malayalam, Kanarese, Hindustani or Oriya ;
- (iii) in the case of a retrenched subordinate of the Public Health Department who was employed as Assistant to the Malaria Special Officer and who requested to be appointed as Second-class Health Officer; the age-limit prescribed for selection for appointment to the post by direct recruitment was relaxed in this case in order to enable the subordinate to apply to the Commission for selection in one of the vacancies advertised; and
- (iv) in the case of a candidate who consequent on his irregular appointment as Sub-Inspector of Excise, after he had exceeded the prescribed age-limit, lost both that appointment and also his previous appointment as clerk for no fault of his own,

VII. RECRUITMENT TO THE SERVICES.

18. *Direct recruitment*.—The Commission selected candidates for 63 classes of posts in the Provincial and Subordinate Services and for five other miscellaneous posts. The figure for the previous year was 53.

A list of these posts is appended (Appendix C) with particulars regarding the number of candidates that applied, the number qualified and interviewed and the number selected for each class of post and their qualifications.

Candidates for the posts of Sub-Inspector of Police, Sub-Inspector of Excise, Reserve Sub-Registrar, Junior Inspector of Co-operative Societies, Overseer, Draughtsman and Tracer in the Madras Engineering Subordinate Service and typist were interviewed by the Commission at different centres in the Presidency. The number of applicants interviewed during the year was 3,135, as against 2,115 in 1934-35.

In respect of four classes of posts the selections were abandoned at the instance of the Government or the head of the department concerned, and the fees paid by the applicants were refunded to them :—

- | | |
|---|--|
| 1 Lecturer, Law College .. | Government, Law and Education Department. |
| 2 Compounder, Madras Medical Subordinate Service. | Surgeon-General with the Government of Madras. |
| 3 Superintendent, Experimental Filters. | } Madras Sanitary Engineering Department. Government, Local Self-Government Department. |
| 4 Supervisor | |

19. *Recruitment to Provincial Services from Subordinate Services*.—During the year under report, the Commission dealt with 44 references under section 11 of the Madras Services Commission Act, 1929, as against 35, dealt with in the previous year, and drew up lists of officers of the Subordinate Services qualified for appointment, or advised on the suitability of officers nominated for appointment, to the following Provincial Services :—

- (1) Madras Agricultural Service.
- (2) Madras Civil Service (Executive Branch).
- (3) Madras Co-operative Service.
- (4) Madras Educational Service.
- (5) Madras Electrical Service.
- (6) Madras Engineering Service.
- (7) Madras Excise Service.
- (8) Madras Fisheries Service.
- (9) Madras General Service, Class IX—(Assistant Secretaries to Government).
- (10) Madras Industries Service.
- (11) Madras Medical Service (General Branch).
- (12) Madras Police Service.
- (13) Madras Registration Service.
- (14) Madras Veterinary Service.

20. *Civil Judicial Department—Appointment of candidates selected by the Commission.*—It was stated in the last year's report that the Government had decided that appointment to posts of clerk, etc., in the Civil Judicial Department should be made from an approved list drawn up by the Commission. The draft rules constituting the subordinates in that department into a separate service called the Madras Judicial Subordinate Service and prescribing the method of recruitment, conditions of service, etc., are under the consideration of the Government. Pending the issue of the rules, no recruitment was made by the Commission.

21. As in previous years, the number of applications from candidates belonging to the Scheduled Classes continued to be small, as also applications for posts to be filled entirely by women. While, generally, there was a large number of applicants for posts requiring merely literary qualifications, there was little or no competition for posts requiring specialized technical qualifications.

VIII. PAUCITY OF QUALIFIED AND SUITABLE CANDIDATES.

22. In May 1935, the Commission advertised at the instance of the Government (Development Department) the post of Lecturer in Pathology and Bacteriology, Madras Veterinary College (pay Rs. 200—30/2—260—40/2—700 per mensem). In view of the great responsibilities attaching to the post, the Government prescribed and the Commission announced certain special qualifications in lieu of those prescribed for the post in the special rules for the Madras Veterinary Service. According to the special qualifications announced, a candidate should be a M.R.C.V.S. (London), he should have undergone training in the Imperial Institute of Veterinary Research for a period of at least one year and he should have served under an able and experienced Pathologist for a period of at least one year. Only one candidate—from the Punjab—applied in response to the Commission's notification and he was not qualified as he had not undergone the required training at Muktesar.

23. Two vacancies in the post of Shift Operator, College of Engineering, Guindy—Class XXXI of the Madras Educational Subordinate Service—were advertised by the Commission in December 1934; but no candidate applied in response to its notification. The age-limit then prescribed in the Statutory Rules and announced in the notification was 25 years. The Government subsequently raised the age-limit for the post to 30 years and the Commission readvertised the vacancies announcing the revised higher age-limit. Three candidates applied in response to this notification, but none of them possessed the qualifications prescribed.

24. It was stated in the report for 1934-35, that for two vacancies in the post of Electrical Draughtsman, there were only two qualified candidates, that out of these only one was

found suitable for appointment and that he was accordingly selected. In view of the difficulty experienced in obtaining qualified candidates for this post the Government, in consultation with the Chief Engineer for Electricity, instituted in December 1935 a scheme for the training of two apprentices in the department itself. The scheme provides for the training on Electrical Works and draughtsmanship for a period of 6 months of two suitable candidates possessing the academical qualification prescribed for the post. The scheme further provides that during the period of apprenticeship, they shall be paid a remuneration of Rs. 30 per mensem and that on the completion of the training, they shall serve in the department for a minimum period of five years.

25. The following are other classes of posts for which there were no qualified applicants :

Lecturer in Physiology, Lady Willingdon Medical School for Women.

Lecturer, I Grade, Madras Central Co-operative Institute, Madras.

Assistant Lecturer in Sanskrit (selection from among Christians and Non-Brahman Hindus) (Madras Educational Subordinate Service).

Physical Training Instructor (Madras Educational Subordinate Service).

Lecturer in Textiles, Government Textile Institute, Madras.

Weaving Instructor (Madras Jail Subordinate Service).

Physical Training Instructor (Madras Jail Subordinate Service).

Mason Instructor (Madras Jail Subordinate Service).

Bandmaster (Madras Jail Subordinate Service).

I Grade Draughtsman, Madras Sanitary Engineering Department.

Shift Chargeman, Government General Hospital, Madras.

In respect of the following classes of posts, there was not sufficient competition as the number of applicants was small :—

Inspector of Boilers.

Woman Specialist in Physical Education.

Superintendent, Government Hobart Secondary and Training School for Muhammadan Women (from Muhammadan women).

Chief Accountant (Madras Electrical Service).

Inspector of Excise (from the Scheduled Classes).

Woman Assistant Surgeon.

Deputy Superintendent of Police (from the Scheduled Classes).

Assistant Harbour Master, Cochin.

Professor of Mechanical Engineering, College of Engineering, Guindy.

Professor of Electrical Engineering (College of Engineering, Guindy).

Music Mistress (Madras Educational Subordinate Service).

Assistant Lecturer in Chemistry, Lady Willingdon Medical School for Women, Madras (Woman) (Madras Educational Subordinate Service).

Assistant Lecturer in Chemistry (from Muhammadans and Non-Brahman Hindus) (Madras Educational Subordinate Service).

Persian Munshi, Government Muhammadan College, Madras (Madras Educational Subordinate Service).

Supervisor (Mechanical), II Grade (Madras Electrical Subordinate Service).

Supervisor (Mechanical), I Grade (Madras Electrical Subordinate Service).

Tracer (Madras Engineering Subordinate Service).

Storekeeper, Public Works Stores, Madras (Madras Engineering Subordinate Service).

Instructor, Government Industrial School, Madura (Madras Industries Subordinate Service).

Farm Manager (Madras Industries Subordinate Service).

Assistant Teacher (Enamelling), School of Arts and Crafts, Madras (Madras Industries Subordinate Service).

Mechanic, Industrial Engineering Section (Madras Industries Subordinate Service).

Tracer, Industrial Engineering Section (Madras Industries Subordinate Service).

Textile Testing Demonstrator (Madras Industries Subordinate Service).

Assistant Lecturer, Government Industrial School, Calicut (Madras Industries Subordinate Service).

Compounder (Madras Jail Subordinate Service).

Secondary Grade Teacher (Madras Jail Subordinate Service).

Mechanic, King Institute, Guindy (Madras Medical Subordinate Service).

Nurse (Madras Medical Subordinate Service).

Woman Sub-Assistant Surgeon (from communities other than Brahmans) (Madras Medical Subordinate Service).

Woman Compounder (Madras Medical Subordinate Service).

Motor Vehicle Inspector.

Bandmaster, Police Training School, Vellore.

Veterinary Assistant Surgeon (from communities other than Brahmans).

Aluminium Foreman, Central Jail, Salem.

II Grade Draughtsman (Madras Sanitary Engineering Department).

III Grade Draughtsman (Madras Sanitary Engineering Department).

Tracer (Madras Sanitary Engineering Department).

IX. APPEALS, MEMORIALS AND PROPOSALS FOR DISCIPLINARY ACTION.

26. The Commission advised the Government on 31 appeals, 10 memorials and 38 proposals for disciplinary action as against 30 appeals, 9 memorials and 49 proposals for disciplinary action dealt with in the previous year. The Government accepted the recommendations of the Commission in all but three of these cases. The excepted cases are dealt with in Chapter X.

27. In advising the Government in January 1934, on a disciplinary case in which there was theft of Government money at a bank, the Commission considered that the instructions then in force, namely, that officers remitting large amounts should take reasonable precautions against loss and that they would be held personally responsible for any loss, were inadequate as they did not provide against theft at the bank as actually occurred in the case and against the menial to whom the bills were entrusted himself making away with the money, even if the risk of his being robbed on the way was to be ignored. In order to guard against a similar misuse of discretion, the Commission suggested that, if possible, more precise instructions be issued governing the conduct of officers in the matter of remittances and the drawing of money. The Government (Finance Department) then considered that the instructions already issued were adequate and that it was not necessary to issue any further instructions in the matter. At the instance of the Board of Revenue, the Government have since issued in May 1935 more precise instructions for the guidance of all officers in cashing bills or in remitting money from one office to another.

X. THE GOVERNMENT AND THE RECOMMENDATIONS OF THE COMMISSION.

28. *Examinations—Madras Ministerial Service—Alterations in the marks of a candidate—Examiner's conduct.*—In connexion with the examination held in September 1935 for the recruitment of clerks to the Madras Ministerial Service, a suspicious looking correction was detected in the mark list sent by one of the examiners. A careful scrutiny of the mark list and the answer papers valued by the examiner disclosed the fact that the examiner had made irregular alterations in the marks allotted to a

particular candidate evidently to help him by giving him additional marks so as to raise his rank in the list of candidates approved for appointment. The examiner explained that the alterations were *bona fide*, that it had occurred to him that he had overvalued that particular candidate's paper (out of 296 answer papers) and that he had therefore revalued it and actually *reduced* the marks. But all the facts of the case pointed to an *increase* and not a *reduction* in the marks allotted to the candidate. The examiner was a Government servant, and the Commission considered that his conduct called for severe disciplinary action. The facts were, therefore, reported to the Government. The Government, however, stated that after carefully considering the circumstances of the case, they were not convinced that any moral turpitude was implied by the conduct of the examiner and considered that no disciplinary action was called for, though they expressed the opinion that the officer should be deprived thereafter of the privilege of being an examiner.

29. *Madras Forest Subordinate Service Rules—Amendment.*—According to the Madras Forest Subordinate Service Rules, as they originally stood the qualifications prescribed for appointment as Forest Guard are as follows:—

- (1) Ability to read plain vernacular writing and to write a simple letter of report; and
- (2) possession of good physique with a minimum height of 5 feet 5 inches and minimum chest measurement of 32 inches.

The Government proposed to amend the rules cancelling the provision in respect of a minimum height and chest measurement referred to at item 2 above, as the prescription of these measurements which considerably narrowed the field of selection was considered unnecessary and invited the Commission's remarks on the proposal. As a result of further correspondence with the Government, it was ascertained that the question of dispensing with physical measurements for the post of Forest Guard was informally discussed at the Conservators' Conference and agreed to as those measurements had been pitched too high and had the effect of narrowing the field of selection. The Commission pointed out that a recommendation of so important a nature should not have been made as the result of an informal discussion and that nothing was advanced in support of the statement that the field of selection was restricted as a consequence of the prescription of these measurements. The Commission, therefore, suggested that there should be a specified standard for subordinates of this class as there is for others and that if the standard prescribed had been found by actual experience to be too high, it should be replaced by one equally specific even if lower. While not accepting the Commission's suggestion, the Government stated that they agreed with the Chief Conservator of Forests that no specific standard need be prescribed for this class of post and that the general requirement of 'good physique' should suffice. They

also issued the necessary amendment to the rules accordingly and gave the amendment retrospective effect from 1929, the date of the issue of the Madras Forest Subordinate Service Rules.

30. *Madras Registration Subordinate Service Rules—Amendment.*—The Commission was consulted on a proposal to give preference to graduate clerks over non-graduate clerks in the matter of appointment to the post of Sub-Registrar. The Commission was of the opinion that the record of the clerks' work and not their educational qualification should be the deciding factor and that the proposed preference would adversely affect the application of the communal rule, as graduate clerks were not likely to be available from the minority communities. The Commission accordingly did not favour the proposal. The Government, however, amended the rules providing for preference to be given to graduate clerks who were in service on 16th January 1935, subject to the provisions of the communal rule. This amendment of the rules has the effect of putting unnecessary premium on the possession of a University degree for the appointment as Sub-Registrars of clerks who are already permanent in the department.

31. *Madras Educational Service Rules—Amendment.*—The Government sent for the Commission's remarks a draft amendment to the Special Rules for the Madras Educational Service. The amendment proposed to make Superintendents in the office of the Director of Public Instruction, eligible for appointment by transfer to the categories of District Educational Officers, Inspector of European Schools and Superintendent of Sanskrit Schools in the Madras Educational Service. The reason for this proposal was, the Director of Public Instruction thought that "from the nature of work, they are called on to do which include a critical examination of the various proposals received from the departmental subordinate officers and putting up review and recommendations", the Superintendents in the office of the Director of Public Instruction might be expected to make useful District Educational Officers. But the Commission did not agree with this view, as it could hardly be the case that this was the main work of a District Educational Officer. A District Educational Officer is charged with the task of inspecting schools with a view to correcting and improving the methods of teaching, to examine the qualifications of teachers, and the equipment and laboratories of schools, etc. To enable him to do this work efficiently, he should have been a teacher himself, or have been at least in touch with the latest developments of educational thought and practice. The proposal to promote to this post a person who had not had the requisite experience and whose work had all along been of a sedentary character appeared to the Commission to be unsound. The Commission suggested that if avenues of promotion were to be opened for deserving Superintendents in the Director of Public Instruction's office, the rules might be suitably amended enabling these Superintendents to be promoted to administrative

posts in that office, such as Personal Assistant to the Director of Public Instruction. But as the Commission was opposed to the principle of transferring to executive posts, persons whose duties have been altogether of a sedentary nature, it was unable to support the proposal to make the Superintendents eligible for appointment as District Educational Officers or to other inspecting or teaching posts in the Madras Educational Service. The Government, however, did not agree with the Commission, but amended the rules as they proposed. They accepted the Commission's suggestion that the Superintendents might be made eligible for appointment to administrative posts in the office of the Director of Public Instruction and accordingly declared them eligible also for appointment to the post of Personal Assistant to the Director of Public Instruction. Its advice that Superintendents in the office of the Director of Public Instruction should not be made eligible for appointment as District Educational Officers or to other inspecting or teaching posts in the Madras Educational Service, was not accepted by the Government. One of the arguments advanced for not accepting the Commission's advice was that Superintendents in certain other departments are eligible for transfer to executive posts under the existing rules, e.g., office of the Board of Revenue, Excise Department and the Secretariat. No gazetted executive post is open to the clerks or Superintendents in the office of the Board of Revenue or the Secretariat unless they had put in certain prescribed periods of service in the subordinate executive posts. Even in the Excise Department, Superintendents are eligible for appointment as Inspectors only after they have put in at least one year's approved service as Assistant Inspector. Further, the analogy of other departments such as Excise, is not appropriate here as those departments do not demand for inspecting work, the preliminary attainments required in the Education department.

32. *Madras Civil Service (Executive Branch)—Special rules—Amendment.*—(a) In June 1935, the Government requested the Commission's advice on the question whether there was a case for raising the age-limit from 23 to 24 years for direct recruitment to the Madras Civil Service (Executive Branch) as in the case of the Madras Police Service. Pending the decision on this point, the Government stated that the selection of candidates from Muhammadans and Scheduled Classes, which had then been notified by the Commission, should be postponed. For the selections advertised, there were already 54 applications from candidates belonging to the Muhammadan community and 11 from Scheduled Classes who were qualified according to the existing rules for one vacancy each. The Commission, therefore, considered it better to await the result of the selections before it advised the Government on their proposal. It accordingly suggested that the selections then advertised need not be postponed as the results of the selections would, to a great extent, indicate how far there was need for raising the age-limit. The Government, however, replied that so far as the Muhammadan

community was concerned, they had decided that the age-limit for direct recruitment to the Madras Civil Service (Executive Branch) should be raised at once and desired that fresh applications should be called for from Muhammadans. But as regards the Scheduled Classes, they stated that the then existing rules would continue to apply. The Government proposed to raise the age-limit to 24 years only in the case of Muhammadans from which community 54 applications were already received and not in the case of the Scheduled Classes from which only 11 applications were received. The reasons for this were not communicated to the Commission. As the Government had stated that the existing age-limit would apply to the Scheduled Classes, the Commission proceeded with the selection of a candidate from the Scheduled Classes. Subsequently, when the special rules for the Madras Civil Service (Executive Branch) were revised, the age-limit for direct recruitment to the service was raised from 23 to 24 years in respect of Muhammadans and Scheduled Classes. After the issue of these rules fresh applications were called for from Muhammadans announcing the revised age-limit for the vacancy to be filled by a member of this community. The circumstances which made it impossible for the Government to accept the Commission's advice were not communicated to it.

(b) The Commission's selection of a candidate from the Scheduled Classes, referred to in the previous paragraph, was not accepted by the Government. They required a fresh selection to be made for direct recruitment as Deputy Collector of a member of these classes, with the revised age-limit of 24 years. The Commission accordingly re-advertised the vacancy. Two qualified candidates applied in response to the advertisement. One other applicant was between 24 and 25 years of age, but was qualified in other respects. In the meanwhile, the Government enquired of the Commission whether, in view of the paucity of qualified candidates belonging to the Scheduled Classes, it was not desirable to raise the age-limit in their case so as to enlarge the field for selection. The Commission replied that although there was likely to be some increase in the number of qualified applicants, if the age-limit was raised, it did not expect the increase to be appreciable. Pending the Government's decision on the question, the interview of the two qualified applicants was deferred. The Government amended the rules prescribing an age-limit of 25 years for direct recruitment to the post of Deputy Collector from the Scheduled Classes and the Muhammadan community. (The Government's original proposal was to raise the age-limit only for the Scheduled Classes). The Commission re-advertised the vacancy with the age-limit of 25 years and selected a candidate from the Scheduled Classes for appointment. The Government accepted the selection. The vacancy was thus advertised three times before a candidate was appointed to it.

33. *Recruitment (Transfer)—Madras Civil Service (Executive Branch)—Relaxation of rule.*—The rule for the Madras Civil

Service (Executive Branch) lay down *inter alia* that a candidate appointed to the Madras Revenue Subordinate Service as Tahsildar by transfer from some other service should have served either as a Stationary Sub-Magistrate, with second-class powers, or as a Deputy Tahsildar Sub-Magistrate in full magisterial charge of a taluk or sub-taluk with second-class powers for six months to be eligible for appointment to the Madras Civil Service (Executive Branch). An officer appointed as Tahsildar by transfer from the Madras Ministerial Service did not serve as Stationary Sub-Magistrate for six months, but the Board proposed that the rule might be relaxed in his favour, that he might be placed in the list of officers approved for appointment to the Madras Civil Service (Executive Branch), and that he might be given a rank higher than some already on it. The reason advanced for this proposal was that the rule requiring six months' service as Stationary Sub-Magistrate was issued after he had completed his probation as a Tahsildar. The Commission, through which the Board of Revenue submitted its recommendations to the Government, did not support the proposal because the relaxation of the rule, which the Board had recommended, would be justified only if the rule had caused hardship to the individual concerned. The Commission could not see what hardship was caused to the person in this case, unless it was assumed that every Tahsildar had a right to be appointed as a Deputy Collector as a matter of course, which is not a fact. Further, having issued a definite rule requiring service for a certain period as Stationary Sub-Magistrate for appointment as Deputy Collector, the Commission considered that there was no justification for making exceptions by relaxing the rule. The Government, however, considered that the rule caused hardship to the officer and relaxed it in his favour and placed his name in the approved list above some already on it.

34. *Recruitment (Transfer)—Madras Civil Service (Executive Branch).*—(a) A Tahsildar was placed in the list of officers approved for appointment as Deputy Collector in 1931. In 1934, the Board reported that he was a failure as a Huzur Sarishtadar. The Government requested the Board to send a specific report with the next half-yearly reports regarding the fitness of this officer to continue on the approved list. The Collector did not express a definite opinion on this officer in the report for the half-year ending 30th September 1934 as the officer was on leave. The Board called for a specific report for the next half-year ending 31st March 1935. The Commission advised the Government that the officer's retention in the approved list should be finally decided when the next report was considered. In the next report (31st March 1935), the Board again stated that the Collector had not even then given a specific report and that it would prefer to wait until it received a definite opinion. The Commission pointed out that the Collector in the latest report recommended that the officer might be given a chance as Deputy Collector, that the real charge against him was that he was not a success as a Huzur Sarishtadar and that that was not an adequate reason for not trying him as

Deputy Collector in his turn. The Government, however, proposed to await a further report. In the next report (31st September 1935) the Collector after reviewing the officer's faults recommended his retention in the approved list but the Board stated that the officer was reported to be a slack disciplinarian and that he was no use as a Deputy Collector. The Commission has held the view, in drawing up list of officers suitable for appointment to Provincial Services, that officers should not be lightly approved as fit for selection for appointment to a service and that once approved they should not be removed from the approved list without *substantial* reason. In the Commission's opinion, the Collector's report on the officer was not definitely against him and it, therefore, recommended his retention on the approved list. The Government, however, differed from the Commission and removed the officer's name from the approved list on the ground, that they require only the best men and that from the reports on the officer, they did not consider that he was one such.

(b) One of the qualifications for appointment by transfer to the Madras Civil Service (Executive Branch) is that a candidate should have served for a total period of at least six months to the satisfaction of the District Magistrate concerned as Stationary Sub-Magistrate with second-class magisterial powers. The District Magistrate's reports on one of the officers nominated by the Board for appointment as Deputy Collector showed that his work as Stationary Sub-Magistrate had not been altogether satisfactory. The Commission, therefore, considered that he was not qualified for appointment as Deputy Collector. The Government held that though the reports on him for a portion of the period he worked as Stationary Sub-Magistrate were not satisfactory, those relating to the other portions were good, that the fact that he was confirmed as Stationary Sub-Magistrate and promoted as Tahsildar showed that the Collectors concerned were satisfied with his work and that therefore his service as Stationary Sub-Magistrate could not be considered to have been unsatisfactory or that he was technically disqualified for appointment as Deputy Collector.

(c) A third Tahsildar, nominated for appointment as Deputy Collector had not served as Stationary Sub-Magistrate for six months as required in the Statutory Rules. The Board of Revenue recommended relaxation of the Statutory Rules in his favour. The Commission, however, thought that this was not a case calling for relaxation of the Statutory Rules but suggested that if the provision in the Statutory Rules regarding service as Stationary Sub-Magistrate was considered to involve hardship to Tahsildars who had not served as Stationary Sub-Magistrates, the proper course was to amend the rules rather than to relax them in individual cases. The Government did not accept the Commission's recommendations.

35. *Selection of candidate—Inspector of Factories.*—The Government requested the Commission to advertise one vacancy in the

post of Inspector of Factories and to nominate two candidates in order of preference. After the vacancy was advertised and just before the applicants were to be interviewed, the Government found that an Assistant Inspector of Factories was qualified for promotion to the post of Inspector. They accordingly reported to the Commission that the vacancy would arise only in the post of Assistant Inspector and that, therefore, the candidates who had applied in response to the Commission's notification might be informed at the interview that if they were selected, they might have to accept the post of Assistant Inspector. The Commission did this and nominated, as required by the Government, two candidates *in order of preference* for the one vacancy. *Both of them possessed the qualifications prescribed by the Government for the post* and were willing to be appointed as Assistant Inspector. The Government appointed the Commission's second nominee and in communicating the order of the appointment, stated that the second nominee was considered to be more suitable. No further reasons were given for their choice. According to the rules framed by the Government, if in any instance, it is proposed not to accept the Commission's advice for reasons not before the Commission when its recommendation was made, the Commission should ordinarily be given reasonable opportunity of reconsidering its opinion and, if necessary, of making a fresh recommendation. The Commission, therefore, addressed the Government enquiring whether they had any special reasons for not following this procedure in this case and whether they had any other information before them which the Commission had not, which made them consider the Commission's second nominee to be more suitable than the first. The Government's reply was that they had proceeded strictly in accordance with the rules and that there was no necessity for the Commission to have addressed them in the matter. Presumably, the Government did not accept the recommendation of the Commission for reasons that *were* before the Commission when it made the selection and the Government's decision is due only to a difference of opinion. Whatever the reason, the Commission, at any rate, had the advantage, which the Government had not, of a personal interview with the candidates in arriving at a choice of the best among those who were qualified.

36. (a) *Disciplinary action*.—Successive bad reports on an Assistant Engineer of the Madras Engineering Service led the Chief Engineer to recommend to the Government the stoppage of the Assistant Engineer's increment of pay for one year without such stoppage affecting his future increments in pay. When consulted on the case, the Commission, after going through the confidential reports on the Assistant Engineer, came to the conclusion that mere stoppage of increment would not improve his work, and suggested a more severe punishment. But the Government considered stoppage of increment an adequate punishment and ordered accordingly.

(b) The Government consulted the Commission on a proposal to stop at the efficiency bar a member of a provincial service. An officer stopped at the efficiency bar cannot draw further increments of pay in the time-scale of pay prescribed for the post he holds until the bar is removed. The head of the department in which the officer in question was serving recommended the stoppage on the basis of certain orders which the Government had issued expressing dissatisfaction with the officer's work and conduct. The Commission was of the opinion that the head of the department must not base his recommendation on the previous orders of the Government, but must state on his own responsibility whether in view of the work and conduct of the officer after the last punishment he considered him fit or unfit to pass the bar and what exactly the grounds were for this view. The Government communicated the Commission's opinion to the head of the department and directed him to report in the light of that opinion. In reply he cited five instances to show that the officer's work and conduct were not such as to justify his being permitted to cross the bar. As these five instances indicated specific faults, the Commission recommended that the officer's explanation be obtained before the question of stopping him at the bar was considered. The Commission's recommendation was based on an executive order of the Government that where it is proposed to withhold an officer's increment on the ground that his work and conduct are generally unsatisfactory the order withholding the increment should be based on the records bearing on his work and conduct, but that his explanation should be obtained before his increment is withheld for a specific fault. [According to the Civil Services (Classification, Control and Appeal) Rules stoppage at the efficiency bar ranks as a punishment with withholding of increment and therefore the procedure applicable to withholding of increment applies to stoppage at the efficiency bar also.] The Government, however, thought it unnecessary to obtain the officer's explanation because the head of the department had recommended the punishment for the reason that the officer's work and conduct had been unsatisfactory and that it was in response to the Commission's desire to know the grounds of this opinion that he cited the five instances. This difference of opinion between the Commission and the Government was in regard to the procedure to be followed before the imposition of the penalty. The Commission had not advised the Government on the merits of the case. The Government, however, passed orders stopping the officer at the bar.

(c) In connexion with a loss of Rs. 1,329-5-9 sustained by the Government in the purchase and sale of Nandyal indigo seed in the Agricultural Department in 1932-33 the Government sought the Commission's advice on the responsibility of the officers concerned and the punishment to be imposed on them. The following are the facts of the case:—

On 30th August 1932 the Assistant Director of Agriculture, Cuddalore, submitted to the Deputy Director of

Agriculture, IV Circle, an indent for 33,260 lb. of Nandyal indigo seed to be supplied not later than 30th November 1932. The seed had to be purchased by the Assistant Director, Kurnool, in the III Circle. So, the Deputy Director, IV Circle, forwarded the indent to the Deputy Director, III Circle, but failed to inform him that the supply should be made not later than 30th November 1932. The Deputy Director, III Circle, in his turn forwarded the indent to the Assistant Director, Kurnool. There was a change in the personnel of the post of Assistant Director, Cuddalore, in September 1932, and the new incumbent of the post reminded the Deputy Director, IV Circle, on 20th October 1932 regarding the supply of the seed. The Deputy Director, IV Circle, reminded the Deputy Director, III Circle, on 18th November 1932 and the latter communicated the reminder to the Assistant Director, Kurnool. Neither of the two Deputy Directors replied to the reminders they received. On 6th December 1932 the Assistant Director, Cuddalore, sent a reminder direct to the Deputy Director, III Circle, and a copy of it to the Deputy Director, IV Circle. Even to this he got no reply. Thereupon, he wired to the Deputy Director, III Circle, on 16th December 1932 for immediate supply of the seed and also wrote to that officer stating that the season had already commenced and the ryots were pressing him for the seed and that if the seed was not received in time a large quantity would be left unsold. The seed was received in the IV Circle towards the end of December 1932.

Owing to the high price at which the Assistant Director, Kurnool, had to purchase the seed it had to be sold at a price higher than that at which it was offered for sale by merchants locally. This, coupled with the late receipt of the seed, resulted in a large part of the stock being left unsold. The sale price had, therefore, to be lowered, and this resulted in a loss of Rs. 1,329-5-9 to the Government.

After perusing the explanations obtained from the officers, the Commission found that only the two Deputy Directors could be held responsible for the loss. Of these, the Commission considered the Deputy Director, IV Circle, the more responsible as he had failed to intimate to the Deputy Director, III Circle, the latest date by which the seed had to be supplied. If he had done so and taken steps to secure the supply in time, a larger quantity might have been sold and there might have been little or no loss to the Government. The Commission recommended the termination of the officer's probation as Deputy Director of Agriculture and his

reversion to the post of Assistant Director. As regards the Deputy Director, III Circle, the Commission considered it sufficient if he was censured.

The Government differed from the Commission both in regard to the officers responsible for the loss and in respect of the punishment to be awarded. They considered that besides the two Deputy Directors, the two officers who held the post of Assistant Director, Cuddalore, were also responsible for the loss. According to the Government the indent for 33,260 lb. of the seed was an over-estimate compared to the indent for the previous year (11,616 lb.) and that the Assistant Director who made the indent was guilty of not properly scrutinizing the indents of the Agricultural Demonstrators and of preparing an indent for an unnecessary quantity. The Commission had considered this point before it made its recommendation. It appeared to the Commission that the Assistant Director had only exercised his discretion as the officer on the spot and taken the responsibility of ordering the quantity of seed he thought was needed, and that he could be held responsible for the loss only if the seed had been supplied in time and had yet remained unsold.

Regarding the officer who took charge of the post of Assistant Director, Cuddalore, in September 1932 and who sent reminders to the Deputy Directors, the Government thought that he should have scrutinized the indent again and reduced the quantity as the supply had not been received in time and the selling season was drawing to a close; instead of doing so, he had sent a telegraphic reminder to the Deputy Director, III Circle. Granting this remissness on the Assistant Director's part, there was still an extenuating circumstance in his favour, that to none of his reminders had he received a reply. If he had been informed of the high price at which the seed would have to be purchased, he might probably have reduced the quantity indented for.

The Government, disagreeing with the Commission's recommendations, ordered stoppage of the increments of the four officers for one year without cumulative effect.

The two Assistant Directors appealed to His Excellency the Governor against this order. His Excellency was of opinion that there was justification for taking a more lenient view of the conduct of these officers, and was pleased to allow the appeals and cancel the order of stoppage of increment in so far as it related to them.

XI. GENERAL.

37. The Commission would invite the notice of Government to paragraphs 82 and 83 of its report for 1934-35. While not

claiming infallibility or that its recommendations should necessarily be accepted where matters of policy are involved, the Commission would again urge the desirability of establishing firmly the convention that its recommendations be accepted except where there is really strong reason for not so doing. In the review of the report for 1933-34 the Government have stated that they must reserve the right to refuse to accept the Commission's recommendations when they find it impossible to do so. This clearly must be so; but the Commission would ask that impossibility be not applied to ordinary cases of difference of opinion. Finally the Commission would particularly bring to notice how undesirable it is, and how it shakes the confidence of the public in the Commission, that the terms of notification once issued should be varied.

C. P. KARUNAKARA MENON,
Secretary, Madras Public Service Commission.

APPENDIX A.

HOWLERS APPEARING IN THE ANSWER PAPERS IN THE MADRAS MINISTERIAL
SERVICE EXAMINATION.*Barometer—*

is an instrument by which we can know how much heat is in the lands.

is a mathematical instrument.

is an instrument to find the depth of the water.

is an instrument by which we can find out the pressure of temperature in hilly places.

Beetle—

is a kind of leave in South India.

Binoculars—

are guindie glasses.

are vacuum brakes of a motor.

are similar to tongs by which the bodies are lifted up.

is a kind of flower in England.

are cold-measuring watch.

are instruments used for finding diameters of circles.

are certain diseases pertaining to boils.

is a muscle.

is an animal called Mullampantri.

is used for telescoping distant visions.

are sea-shells.

is an instrument used by doctors to examine the body.

“Bi” means two and “noculars” means inventors.

Birds or trees—

The kite kills baby hens.

The crow is a common animal.

The crow can be seen in India abundantly.

The crow is a bird which gives an unwilling sound.

Owls are like men in shape.

The cock lays 15 to 20 eggs at a time.

The Goose; its feet resemble a row.

The Duck's body is quoted with oil.

Bulbul—

is a small beautiful and tender beard.

is a string instrument.

Cauliflower—

is a flower belonging to the caste of cabbage.

Drumsticks—

are names of the bones in the ear which beat against the drums when they receive any sound.

are agents who have caused much humbug under the supervision of some manager.

cause heat in our bodies.

Echo—

is a stone.

is a sound produced by men of great strength.

some magnet or load-stone is necessary to produce it.

is the retaliation of sound.

The roaring of the lion is sometimes called the echo.

is the sound generally produced at a successful attempt after which boundless joy is created.

Football inflator—

throws large bumps of air.

Frederick the Great—

was the King of London.

even gave order to publish the book on George II.

Even Jesuits found safety in England.

was mad after religion.

There was freedom of speech in England under his reign

There was no religion under his Government.

Highest Peak—

Kanchinchanga, the peak of Mount Everest, is the highest.
 is Cinchenchango.
 is Mount Alps.
 Everest is supposed to be one of the middle aged wonders.
 The difficulty in climbing Everest is that purity is required.

Lightning conductor—

conducts light.
 is a machine which gives light.

Microscope—

is an instrument by which one can talk from the transmitter and
 another can hear at the receiver.
 is a very small jerm.
 Its nature is to amplify the size of objects.

Orion—

is a man who belongs to Oriya nation or Oriya country.
 is the language spoken by the people of Orissa.
 is a lake in North America.
 is one of the installations.
 is a company.
 is a kind of liquor.
 is East.
 is a bird with fine plumage.
 is a kind of gramophone.

Pecpul—

is a third stage of the worm.
 is a reddish powder in a flower.
 is the opening in the eye through which light passes.
 and Margosa trees are supposed mates (husband and wife).

Planets—

are ecclesiastical objects.
 are spheres which are providentially kept in the air.
 are important things which helps in the study of astronomy.
 may be of wool or of cotton and wool, used to protect against cold.
 by their appearance some events will signify.

Rocket—

is an instrument used for playing cricket.
 is a roval shaped instrument.
 is a larger bird than eagle.
 is a disease of children.
 is a tool used in Archimedes' Principle; a cylinder fits it.
 is a part of the bat without the cutts.
 is an insect.
 is a long stick of iron in an umbrella.
 is tied by nerves very closely.
 is a stand in which one hangs his clothes.
 is a place in the sea where there are a group of rocks.
 is a kind of cradle.
 is a jewel worn by Indian women.

Sea-plane—

is supposed to have the same height at all places.
 can fly under the water.

Skimmed milk—

is nothing but condensed milk untouched by hand.
 By skimmed milk we mean milk supplied by the buffalow at the
 time of its giving birth to a child.
 is the milk without the yeast on it.
 Milk is perfect food because it lubricates the body.
 A man can live alone with milk any number of years.
 Even a deceased person will drink milk.
 Butter is made by spurning, chukklng, twinkling, chewing of the
 stick, cheaving, skimming, chirping with a staff ending in a bump.
 is called a perfect food because it contains iron tonic.

Zebra—

is a wild horse with big bars on its body and looks like tiger.
 is a kind of snake.
 is a mathematical symbol.
 is an ass belonging to the beast caste.
 is an animal with black scars on its body.
 is a horse with straps all over its body.
 is an ass resembling an horse.
 is a lined horse.
 is a vegetable animal.
is used for traffic purposes.

Expressions—

Then this curred will be churred when butter comes floating.
 Just like moles become mounts.
 To the walls barometers and thermometers will have been hanged.
 The arrangements and other disciplinary measures were beyond words.
 Pin drop silence prevails.
 Misslanious beros.
 When milk is stirred a kind of fomentation comes on top; this is
 'skim.'
 The most beautiful of the cows and other horses will be exhibited.
 Then the woman of the house gets the churn and churns.
 It is difficult to climb one-third of the height on account of the iceness
 and stand still of the air at the place.
 When we boil milk for a considerable time, a screen forms.
 The hen is a bird which is feminine in gender; it lays eggs which so
 many people eat upon.
 Pitch-cold weather; they cannot withstand the burning cold.
 "Even a worm will turn." —
 is a kinetic energy problem.

APPENDIX B.

MADRAS MINISTERIAL SERVICE EXAMINATION.

Comparative analysis of the results of the competitive examination held in 1931,
 1932, 1934 and 1935 with reference to the educational qualifications.

	1931.	1932.	1934.	1935.
Number of candidates admitted to the examination	4,154	2,862	1,479	1,489
Number of absentees	102	73	34	60
Number of candidates who sat for the examination	4,052	2,789	1,445	1,429
Number of candidates selected ..	1,750	546	524	648
Number of graduates who sat for the examination	897	543	364	396
Number of graduates selected ..	578	243	146	201
Number of Intermediates who sat for the examination	716	612	269	307
Number of Intermediates selected ..	372	163	109	145
Number of S.S.L.Cs. who sat for the examination	2,439	1,634	812	726
Number of S.S.L.Cs. selected ..	800	140	269	302

Special Test Examinations (June 1935).

Name of test.	Number admitted.	Number of absentees.	Number examined.	Number passed.		Number failed.	Percentage of passed to examined.	
				I Class.	II Class.		June 1935.	December 1934.
The Translation Test—								
Tamil ..	20	Nil.	20	2	5	7	35.0	45.0
Telugu ..	11	2	9	2	3	5	60.0	36.0
Kanarese ..	1	Nil.	1	1	..	1	100.0	33.0
Malayalam ..	1	Nil.	1	1	..	1	100.0	66.0
Hindustani ..	1	Nil.	1	..	1	1	100.0	100.0
Tulu ..	1	Nil.	1	1	..	1	100.0	100.0
The Civil Judicial Test								
The Criminal Judicial Test	151	21	130	Nil.	12	12	48.0	70.0
The Revenue Test	325	27	298	2	28	28	21.5	22.6
The Account Test for Public Works Department Officers and Subordinates								
The Account Test for Executive Officers	8	2	6	Nil.	2	2	33.3	30.0
The Account Test for Subordinate Officers, Part I ..	36	7	29	..	..	11	38.0	89.0
The Account Test for Subordinate Officers, Part II								
The Jail Test	542	73	*469	5	182	187	40.0	45.0
The Agricultural Department Test	70	6	64	3	35	38	59.0	81.0
	1	Nil.	1	Nil.	Nil.	Nil.	Nil.	60.0
	15	Nil.	15	Nil.	4	4	26.6	77.8

* The papers of four candidates were invalidated.

Special Test Examinations (December 1935).

Name of test.	Number admitted.	Number of absentees.	Number examined.	Number passed.		Number failed.	Percentage of passed to examined.	
				I Clags	II Class.		December 1935.	June 1935.
The Translation Test—								
Tamil ..	12	1	11	1	2	3	27.3	35.0
Telugu ..	9	Nil.	9	8	Nil.	8	88.8	60.0
Malayalam ..	1	Nil.	1	Nil.	Nil.	Nil.	Nil.	100.0
Kanarese ..	2	Nil.	2	1	1	2	100.0	100.0
The Civil Judicial Test	43	4	39	3	19	22	56.4	48.0
The Criminal Judicial Test	168	23	145	1	20	21	14.5	21.5
The Revenue Test ..	304	24	280	Nil.	39	39	13.9	27.2
The Account Test for Public Works Department Officers and Subordinates ..								
The Account Test for Executive Officers ..	18	1	17	1	2	3	17.6	33.3
The Account Test for Subordinate Officers, Part I ..	41	4	37	..	..	21	56.8	38.0
The Account Test for Subordinate Officers, Part II ..	527	51	*476	12	195	207	43.6	40.0
The Account Test for Subordinate Officers, Part II ..								
The Jail Test ..	59	Nil.	59	Nil.	30	30	50.8	59.0
The Agricultural Department Test ..	5	1	4	Nil.	1	1	25.0	Nil.
	32	2	30	Nil	12	12	40.0	26.6

* The papers of four candidates were invalidated.

Departmental Examinations (June 1935).

Name of test.	Number admitted.	Number of absentees.	Number examined.	Number passed.			Number failed.	Percentage of passed to examined.	Remarks.
				I Class.	II Class	Total.			
Account Test for Public Works									
Work shops officers ..	1	Nil.	1	..	..	..	1	Nil.	Conducted for the first time.
Departmental Test for Officers of the Madras Agricultural Service									
.. ..	1	Nil.	1	..	..	1	..	100	
Fisheries Department Test ..	3	Nil.	3	..	..	2	1	66	
Port Department Test ..	4	Nil.	4	..	..	4	Nil.	100	
Veterinary Department Test ..	12	2	10	..	..	10	Nil.	100	
Departmental Test for Government Press Officers ..	1	Nil.	1	..	..	1	Nil.	100	Conducted for the first time.
Departmental Test for clerks in the office of the Administrator-General and Official Trustee.									
Local Fund Audit Department Test—	4	Nil.	4	..	..	1	3	25	Do.
Local Acts and Rules framed thereunder ..	39	11	28	..	..	10	18	35.7	
Accounts and Audit ..	51	12	39	..	..	17	22	43.6	
Fundamental Rules and Travelling Allowances Rules.	51	14	37	..	..	7	30	18.9	
Commercial Book-keeping ..	61	25	36	..	..	16	20	44.4	
Subordinate Accounts Service Examination—									
Fundamental Rules and Civil Service Regulations.	27	2	25	..	..	2	23	8	
Local Acts, etc. ..	16	2	14	..	..	5	9	35.7	
Accounts and Audit (Theoretical) ..	28	2	26	..	..	3	23	11.5	
Accounts and Audit (Practical).	28	2	26	..	..	1	25	3.8	
Commercial Book-keeping.	20	3	17	..	..	4	13	23.5	

Survey Department Tests—
Head Surveyor and Sub-
Assistant's Test
Revenue Draughtsman's Test
Computation Test
Deputy Surveyor's Test
Field Surveyor's Test

3	Nil.	3	..	..	1	2	33.3
2	2	Nil.	..	..	Nil.	Nil.	Nil.
6	2	4	..	..	4	4	..
1	Nil.	1	..	..	1	Nil	100
1	Nil.	1	..	..	1	Nil.	100

Registration Department Test—
Group I—The Registration
Act, Registration Rules and
the Table of Fees—Circulars
and orders

109	30	79	29	50	36.7
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Group II—The Stamp Act
and Rules thereunder

77	24	53	32	21	60.38
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Group III—Miscellaneous
Acts

80	32	48	30	18	62.5
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Vernacular Test for the Registration Department—

Tamil	29	9	17	3	85
Telugu	64	25	27	12	69.23
Malayalam	21	11	..	..	5	5	50
Kanarese	30	3	..	..	21	6	77.78
Hindustani	6	2	..	..	3	1	75
Oriya	7	1	..	..	3	3	50

Departmental Examinations—(December 1935)—

Account Test for Public Works Workshops Officers.	1	Nil.	..	..	1	Nil.	100
Fisheries Department Test ..	1	Nil.	..	..	Nil.	1	Nil.
Veterinary Department Test.	9	1	..	..	8	Nil.	100

Local Fund Audit Department Test—

Local Acts and Rules framed thereunder	23	9	4	10	28.6
Accounts and Audit	28	10	..	..	7	11	39
Fundamental Rules and Travelling Allowances Rules	38	12	..	..	5	21	19
Commercial Book-keeping ..	38	23	..	..	5	10	33.3

Departmental Examinations (June 1935)—*cont.*

Name of test.	Number admitted.	Number of absentees.	Number examined.	Number passed.			Number failed.	Percentage of passed to examined.	Remarks.
				I Class.	II Class.	III Class.			
Survey Department Tests—									
Head Surveyor and Sub-Assistant's Test	3	Nil.	3	..	..	Nil.	3	Nil.	
Computation Test	6	Nil.	6	..	..	Nil.	6	Nil.	
Revenue Draughtsman's Test, Deputy Surveyor's Test (Tamil)	2	Nil.	2	..	..	Nil.	2	Nil.	
Deputy Surveyor's Test (Malayalam)	2	Nil.	2	..	..	Nil.	2	Nil.	
Field Surveyor's Test (Malayalam)	1	Nil.	1	..	..	Nil.	1	Nil.	
Departmental Test for clerks in the Police Department. Deputy Inspector's Test, Part I (three papers)	39	4	35	..	..	1	15	56	
Deputy Inspector's Test Part II (Linguistic)—	56	9	47	..	..	7	40	14.9	
Tamil	4	Nil.	4	..	..	2	2	50	
Telugu	7	Nil.	7	..	..	3	4	42.8	
Malayalam	5	1	4	..	..	1	3	25	
Kanarese	6	3	3	..	..	3	Nil.	100	
Urdu	2	1	1	..	..	Nil.	1	Nil.	
Oriya	1	Nil.	1	..	..	Nil.	1	Nil.	
Registration Department Test—									
Group I—The Registration Act, Registration Rules and the Table of Fees—Circulars and Orders	87	16	71	..	..	19	52	26.8	
Group II—The Stamp Act and Rules thereunder	60	12	48	..	..	28	20	58.33	
Group III—Miscellaneous Acts	69	22	47	..	..	34	13	72	

Vernacular Test for the Registration Department—

Tamil ..	15	Nil.	15	..	12	3	80
Telugu ..	28	4	24	..	17	7	70.8
Malayalam ..	20	3	17	..	9	8	52.9
Kanarese ..	19	4	15	..	12	3	80
Hindustani ..	6	1	5	..	4	1	80
Oriya ..	4	Nil.	4	..	4	Nil.	100

Departmental Test for Motor Vehicle Inspectors (January 1936).

Indian Motor Vehicles Act and the Rules framed thereunder and the Madras Motor Vehicles Taxation Act ..	7	Nil.	7	..	4	3	57.14
Code of Criminal Procedure and Police Orders and Practice ..	7	1	6	..	4	2	66.7

Periodical Test in Shorthand—(June 1935).

192	9	183	..	27	156	14.7
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Police Training School Final Examination—(September-October 1935).

Police Orders ..	76	Nil.	76	..	40	36	53
Special and Local Laws including Police Act ..	81	1	80	..	79	1	98.75
Criminal Procedure Code ..	77	1	76	..	62	14	81.57
Medical Jurisprudence ..	76	1	75	..	58	17	77.3
Indian Penal Code ..	76	1	75	..	75	Nil.	100
Indian Evidence Act ..	77	1	76	..	76	Nil.	100
Survey and Observation ..	76	1	75	..	60	15	80
First Aid (Theoretical) ..	81	1	80	..	68	12	85
First Aid (Practical) ..	81	1	80	..	74	6	92.5
Drill ..	76	Nil.	76	..	66	10	86.8

Selections made by the Madras Public Service Commission under section 10 of the Madras Services Commission Act (1929) during 1935-36.

Number of vacancies.	Applications received.	Applicants qualified.	Appeared for interview.	Recommended.	Qualifications of the candidates recommended.	Remarks.
PROVINCIAL SERVICES.						
1. Inspector of Boilers, Madras Boiler Service.						
(2)	11	2	2	2	B.E. (Mechanical), Madras University	1
					B.Sc. (Mechanical and Electrical), Benares Hindu University.	1
						2
2. Deputy Collector, Madras Civil Service (Executive Branch).						
(1) 2	96	75	69	3	B.A. (Hons.)	1 Applications invited from Muhammadans only; the vacancy was first advertised in May 1935 and re-advertised in September 1935 with revised age-limits.
					B.A.	2
						3
(2) 1	18	11	11	1	B.A.	Applications invited from the members of the Scheduled classes only. Selection held in August 1935.
(3) 1	6	4	4	1	B.A.	Applications invited from members of the Scheduled classes only; the vacancy was first advertised in October 1935 and re-advertised in January 1936, with revised age-limit.

1	40	35	35	2	B.A. (Hons.) in Economics of the Madras University	1	Applications invited from Muham- madans only.
					B.Sc. in Economics (second class Honours) of the London University. 1	1	
<hr/>							
3. Deputy Registrar, Madras Co-operative Service.							
4. Woman Specialist in Physical Education, Madras Educational Service.							
1	4	1	1	1	Oxford and Cambridge School Certificate, Diploma of the Bedford Training College.		
5. Superintendent, Government Hobart Secondary and Training School for Muhammadan Women, Madras Educational Service.							
1	4	2	2	1	M.A. (English), Calcutta University ; Teacher's Diploma, London University.		Applications invited from Muham- madan women only. The post was first advertised in January 1935 and again in June 1935.
6. Chief Accountant, Madras Electrical Service.							
(1) 1	11	2	2	..	.....	..	The vacancy was first advertised in January 1935 ; neither of the two qualified candidates was found suitable. The vacancy was then re-advertised in July 1935 with revised qualifications.
(2) 1	5	4	4	1	B.A.; passed G.D.A. Examination.		
7. Inspector of Excise, Madras Excise Service.							
(1) 1	2	2	2	1	B.A. ....	..	Applications invited from mem- bers of the Scheduled classes only ; selection held in October 1935.
(2) 2	..	..	..	..	.....		Applications invited from mem- bers of the Scheduled classes only ; the vacancy advertised in February 1936. No applica- tion was received.

Number of vacancies	Applications received.	Applicants qualified.	Appeared for interview.	Recom- mended.	Qualifications of the candidates recommended.	Remarks.
8. Inspector of Factories, Madras Factory Service.						
1	18	13	12	2	Diploma of the Indian School of Mines, Dhanbad B.Sc. (Mechanical and Electrical), London University,	1 1 <hr/> 2
9. Assistant Surgeon (Woman), Madras Medical Service (General Branch).						
(1) 4	8	6	6*	4	M.B.B.S.	Applications invited from women belonging to Non Brahman Hindu, Brahman, Muhammadan Anglo-Indian, Christian, or Non-Asiatic communities ; * Selection held in August 1935. selection and not by interview. Applications invited from Non- Brahman Hindu, Muham- madan and Scheduled Classes communities ; selection held in February 1936.
(2) 2	3	1	1	1	M.B.B.S.	Applications invited from Non- Brahman Hindu, Muham- madan and Scheduled Classes communities ; selection held in February 1936.
10. Lecturer in Physiology, Lady Willington Medical School for Women, Madras Medical Service (Special Branch).						
1	5	..	1†	—	....	† The candidates was not fully qualified and was not selected.
11. Deputy Superintendent of Police, Madras Police Service.						
1	2	2	2	2	B.A.	Applications invited from members of the Scheduled classes only.

12. *Assistant Harbour Master, Cochin, Madras Port Service.*

2	6	3	3	2	Certificate of Competency as Master of Foreign-going Steamship.
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13. *Assistant Superintendent, Government Press, Madras Stationery and Printing Service.*

2	7	5	5	2	Course of instruction in Printing in the London School of Printing, London.
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14. *Lecturer in Pathology and Bacteriology, Madras Veterinary Service.*

1	1	There was no qualified candidate.
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15. *Professor of Mechanical Engineering, College of Engineering, Guindy.*

1	4	1	1	1	M.Sc. (Engineering), London University.
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16. *Lecturers, Law College, Madras.*

5	96	The selection was abandoned as the existing holders of the posts were re-appointed; the fees paid by the candidates were refunded to them.
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17. *Professor of Electrical Engineering, College of Engineering, Guindy.*

1	2	1	1	1	Ph. D. in Electrical Engineering, Manchester University; Certificate of Electrical Technology of the Indian Institute of Science, Bangalore; Associate Member of the Institution of Electrical Engineers, etc.
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Number of vacancies.	Name of community.	Applications received.	Applicants qualified.	Appeared for interview.	Recommended.	Qualifications of the candidates recommended.	Remarks.
1	Brahman	8	5	5	1	M.A. (Botany and Geology).	

SUBORDINATE SERVICES.

MADRAS AGRICULTURAL SUBORDINATE SERVICE.

1. Assistant for Plant Physiology.

2. Upper Subordinate.

37	Non-Brahman Hindu.	43	39	37	24	B.Sc. (Agriculture).
	Muhammadan ..	2	1	1	1	
	Christian ..	3	2	2	2	
	Brahman ..	55	55	55	10	
		103	97	95	37	

MADRAS CO-OPERATIVE SUBORDINATE SERVICE.

3. Junior Inspector of Co-operative Societies.

80	Non-Brahman Hindu.	121	97	96	62	E.S.L.C. ..	1
	Muhammadan ..	11	4	4	4	S.S.L.C. ..	55
	Christian ..	13	6	6		Intermediate	6
	Brahman ..	101	83	83	5	B.A. ..	17
		246	190	189	80	B.A. (Hons.)	1
							80

4. *Principal, Madras Central Co-operative Institute, Madras.*

	2	2	2	..	M.A., Diploma in Commerce.
1 Non-Brahman Hindu.	2	2	2	..	
Christian ..	1	1	1	..	
Brahman ..	4	3	3	1	
	7	6	6	1	

5. *Lecturer, I Grade, Madras Central Co-operative Institute, Madras.*

1 Brahman ..	1	There was no qualified candidate.
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MADRAS EDUCATIONAL SUBORDINATE SERVICE.

6. *Shift Operator, College of Engineering, Guindy.*

2 Non-Brahman Hindu.	1	..	..	..	There was no qualified candidate.
Muhammadian ..	1				
Brahman ..	1				
	3				

7. *Sub-Assistant Inspectress and Licentiate School Assistant.*

	8	5	5	1	B.A.	4	Applications invited from Muhammadians only for 6 appointments and from all communities other than Anglo-Indian, Christian or Non-Asiatic, for 2 appointments.
Non-Brahman Hindu.	4	4	4	4	B.A., L.T.	2	
Muhammadian ..	5	2	1	1	..	6	
Brahman ..	17	11	10	6	..	—	

8. *Assistant Lecturer in Sanskrit, Queen Mary's College, Madras.*

1 Non-Brahman Hindu.	2	1	1	1	B.A. (Hons.)	..	Applications invited from women only.
Christian ..	1	1	1	1	..		
Brahman ..	1	1	1	1	..		
	4	3	3	1	..		

Number of vacancies.	Name of community.	Applications received.	Applicants qualified.	Appeared for interview.	Recommended.	Qualifications of the candidates recommended.	Remarks.
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MADRAS EDUCATIONAL SUBORDINATE SERVICE—cont.

9. Music Mistress.

3	rahman ..	3	3	3	3	Diploma in Indian Music, Madras University ..	2
						Government Technical Examination in Indian Music (Violin) (Higher Grade) ..	1
							3
							—

10. Assistant Lecturer in Chemistry, Lady Willingdon Medical School for Women, Madras.

1	Non-Brahman Hindu.	1	1	1	1	B.Sc. (Hons.) ..	..
	Brahman ..	1	1	1	..		..
		2	2	2	1		Applications invited from women only.
		—	—	—	—		

11. Assistant Lecturer in Chemistry.

1	Non-Brahman Hindu.	2	2	2	1	M.Sc. ..	..
							Applications invited from Muhammadans and Non-Brahman Hindus.

12. Assistant Lecturer in Sanskrit.

1	Non-Brahman Hindu.	2	..	..	..	..	..
							Applications invited from Anglo-Indians, Christians or Non-Asiatics and Non-Brahman Hindus. There was no qualified candidate.

13. *Licentiate School Assistant and Deputy Inspector of Schools.*

19	Muhammadian	..	50	41	38	17	B.A. (Hons.)	..	8	Applications invited from Muhammadans only.
							B.A., L.T.	..	1	
							B.A., B.Ed.	..	5	
							M.A., L.T.	..	1	
								..	2	
									17	
									—	

14. *Physical Training Instructor.*

2	No application was received.
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15. *Persian Munshi, Government Muhammadan College, Madras.*

1	Muhammadian	..	3	2	2	1	M.A. (Arabic and Persian), Afzal-Ul-Ulama and Munshi-i-Fazil, Madras University.	
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MADRAS ELECTRICAL SUBORDINATE SERVICE.

16. *Junior Electrical Engineer.*

15	Non-Brahman Hindu.	16	7	7	6	B.E., Madras	..	8
	Brahman	46	13	13	8	B.Sc., Benares	..	4
	Christian	9	1	1	1	Doctorate in Electrical Engineering of the Rensselaer Polytechnic Institute, Troy,		
		71	—	21	15	New York and Diploma in Mechanical Engineering of the College of Engineering, Guindy		1
			—	—	—	Certificate of Proficiency in Electrical Technology, Indian Institute of Science, Bangalore		2
								15
								—

Number of vacancies.	Name of community.	Applications received.	Applicants qualified.	Appeared for interview.	Recommended.	Qualifications of the candidates recommended.	Remarks.
MADRAS ELECTRICAL SUBORDINATE SERVICE—cont.							
17. Supervisor (Electrical).							
19	Non-Brahman Hindu.	12	6	6	1	L.E.E. of the Government School of Technology, Madras	
	Muhammadian ..	2	1	1	1		
	Christian ..	11	7	7	6		
	Brahman ..	39	23	23	11		5
	Scheduled Classes ..	1	..	..	..	(1) Certificate (Lower) and (2) Diploma in Electrical Engineering of the School of Engineering, Bangalore ..	2
		65	37	37	19	Service in the Electricity department	12
		—	—	—	—		19

18. Supervisor (Mechanical), II Grade.							
	Non-Brahman Hindu.	9	3	3	1	M.Sc. (Mechanical Engineering) of the Chartered University of Huson, U.S.A.	
	Christian ..	2	..	..	..
	Brahman ..	6	..	..	..
		17	3	3	1		

19. Supervisor (Mechanical), I Grade.

					B.E.
1	Non-Brahman Hindu.	2	..	..	..
	Christian	1	..	..	..
	Brahman	2	2	2	1
		5	2	2	1
			—	—	—

20. Chief Storekeeper, Mettur Hydro-Electric Scheme.

					Experience in Stores Accounting.
1	Non-Brahman Hindu.	2	2	2	..
	Christian	2	2	2	1
	Muhammadian	1	..	..	..
	Brahman	4	3	3	..
		9	7	7	1
			—	—	—

MADRAS ENGINEERING SUBORDINATE SERVICE.

21. Supervisor.

									Applications invited from candidates belonging to
30	Non-Brahman Hindu.	53	42	42	3	24	Upper Subordinate Diploma	20	Non-Brahman Hindu,
	Muhammadian	3	3	3	3	3	Engineering Diploma.	5	Muhammadian, Anglo-
	Christian	4	4	3	..	..	B.E.	5	Indian, Christian or
	Brahman	1	..	..	..	..	..	30	Non-Asiatic and Scheduled Class communities.
	Scheduled Classes	1	..	..	..	..	..	—
		62	49	48	—	30	—	—	
			—	—	—	—	—	—	

22. Overseer.

15	Non-Brahman Hindu.	20	17	17	12	12	Lower Subordinate Certificate	13	
	Christian	1	1	1	1	1	Upper Subordinate Diploma	2	
	Brahman	72	65	63	..	2	..	15	
	Scheduled Classes	2	2	2	2	15	..	—	
		95	85	83	—	—	—	—	
			—	—	—	—	—	—	

Number of vacancies. Name of community. Applications received. Applicants qualified. Appeared for interview. Recommended. Qualifications of the candidates recommended. Remarks.

MADRAS ENGINEERING SUBORDINATE SERVICE—cont.

45	Non-Brahman Hindu. Brahman Scheduled Classes ..	23 112 1	17 102 1	17 99 1	2 43 ..	Draughtsman Certificate Lower Subordinate Certificate Upper Subordinate Diploma	12 17 16 45	
		136	120	117	45			

23. *Draughtsman.*

24	Non-Brahman Hindu. Christian Brahman	5	4 1 2	4 1 2	4 1 2	Passed Government Technical Examinations in Geometrical Drawing, etc. Draughtsman Certificate Lower Subordinate Certificate	5 1 1	
		10	7	7	7			

24. *Tracer.*

25. *Store-keeper, Public Works Stores, Madras.*

1	Non-Brahman Hindu. Christian Brahman	2 2 3	1 1 ..	1 1 ..	.. .. ..	S.S.L.C.		
		7	2	2	1			

MADRAS EXCISE SUBORDINATE SERVICE.

26. *Sub-Inspector of Excise.*

Non-Brahman Hindu.	479	421	410	25	S.S.L.C.	14
Muhammadan	103	88	85	10	Intermediate	17
Christian	102	88	85	10	B.A.	21
Brahman	210	177	173	10	B.Sc.	2
Scheduled Classes	10	8	8	3	B.A. (Hons.)	2
					M.A.	1
	904	782	761	58	B.A., B.L.	1
						58

MADRAS FOREST SUBORDINATE SERVICE.

27. *Probationary Forester.*

Non-Brahman Hindu.	239	204	113	3	Intermediate	3
Muhammadan	61	48	25	1	B.A.	3
Christian	66	52	30	3	B.Sc.	2
Brahman	120	99	65	1	B.A. (Hons.)	1
Scheduled Classes	6	4	4	1		1
	492	407	237	9		9

MADRAS INDUSTRIES SUBORDINATE SERVICE.

28. *Instructor, Government Industrial School, Madura.*

Non-Brahman Hindu.	3	1	1	1	Certificate of completion	Selection held in August
Muhammadan	2	1	1	1	of Mechanical Engi-	1935.
Brahman	3	1	1	1	neering Course of the	
	8	2	1	1	Government Indus-	
					trial Institute, Madura.	

Number of vacancies.	Name of community.	Applications received.	Applicants qualified.	Appeared for interview.	Recommended.	Qualifications of the candidates recommended.	Remarks.
MADRAS INDUSTRIES SUBORDINATE SERVICE—cont.							
28. <i>Instructor, Government Industrial School, Madura—cont.</i>							
(2)	Non-Brahman Hindu.	3	1	1	..	Certificate in Metal Work of the	Selection held in November 1935.
	Muhammadian ..	1	1	1	..	Government In-	
	Christian ..	1	..	..	..	dustrial Institute, Madura ..	
	Brahman ..	2	2	2	2	..	
		—	—	—	—	Underwent 5 years' course in Wood-	
		7	4	4	2	working in the	1
		—	—	—	—	Government In-	—
						dustrial Institute, Madura ..	1
						..	—
						..	2

29. <i>Lecturer in Textiles, Government Textile Institute, Madras.</i>							
1	Non-Brahman Hindu.	1	..	..	..	....	There was no qualified candidate.
30. <i>Pathological Assistant.</i>							
B.Sc.							
1	Non-Brahman Hindu.	1	1	1	..	..
	Brahman ..	2	2	2	1	..	
		—	—	—	—	—	
		3	3	3	1	1	
		—	—	—	—	—	
31. <i>Farm Manager.</i>							
B.Sc.							
2	Brahman ..	3	2	2	2	2	

32. Assistant Teacher (Enamelling), School of Arts and Crafts, Madras.

1	Non-Brahman Hindu.	3	2	2	1	Diploma in Engraving of the School of Arts and Crafts, Madras.
---	--------------------	---	---	---	---	--

1	Non-Brahman Hindu.	2	1	1	1	Certificate in Mechanical Engineering of the P.T. Chengalvaraya Nair's Technical Institute, Madras.
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..

1	Scheduled Class	1	
3	1	1	1	1	1	
—	—	—	—	—	—	

33. Mechanic, Industrial Engineering Section.

34. Tracer, Industrial Engineering Section.

1	Christian	1	1	1	1	Certificate in Mechanical and Machine Drawing of the Government School of Technology, Madras.
---	-----------	---	---	---	---	---

35. Textile Testing Demonstrator.

1	Brahman	4	1	1	1	Supervisor Course Certificate of the Government Textile Institute, Madras.
---	---------	---	---	---	---	--

36. Assistant Lecturer, Government Industrial School, Calicut.

(1) 1	Christian	..	..	..	..	.....	The vacancy was first advertised in November.
(2) 1	Brahman	3	1	1	1	1	1935, applications being invited from Anglo-Indians, Christians and Non-Asiatics; as no application was received, the vacancy was re-advertised in January 1936, applications being invited from all communities.
		4	2	2	1	1	
		—	—	—	—	—	

Number of vacancies.	Name of community.	Applications received.	Applicants qualified.	Appeared for interview.	Recommended.	Qualifications of the candidates recommended.	Remarks.
MADRAS JAIL SUBORDINATE SERVICE.							
37. Compounder.							
3	Non-Brahman Hindu.	1	..	..	..	Passed Government Technical Examination in Practical Dispensing.	
	Christian ..	1	..	1	1		
	Brahman ..	2	2	2	1		
		—	—	—	—		
		4	3	3	2		
		—	—	—	—		
38. Weaving Instructor.							
2	Christian ..	1	..	..	..	.....	There was no qualified candidate.
	Brahman ..	2	..	..	..	.....
		—	—	—	—		
		3	—	—	—		
39. Physical Training Instructor.							
1	.....	..	..	..	..	.....	No application was received.
40. Secondary Grade Teacher.							
3	Christian	1	1	1	1	Secondary Grade Teacher's Certificate.	
41. Higher Elementary Grade Teacher.							
6	Non-Brahman Hindu.	9	7	7	..	Higher Elementary Grade Teacher's Certificate.	
	Christian ..	4	3	3	2		
	Muhammadan ..	1	1	1	..		
	Brahman ..	8	7	7	3		
		—	—	—	—		
		22	18	18	5		
		—	—	—	—		

1	Brahman	..	..	1	..	..	..	..	There was no qualified candidate.
(1)	1	Non-Brahman Hindu.	..	..	1	1	1	..	Selection held in April 1935.
		Brahman	..	..	4	3	..	B.Sc. (Agriculture)	
			..	5	5	4	1	..	
(2)	1	Non-Brahman Hindu.	..	..	3	2	1	..	Selection held in March 1936.
		Brahman	..	..	2	2	..	B.Sc. (Agriculture)	
			..	5	4	4	1	..	
1	..	..	..	..	..	..	..	..	No application was received.

44. Bandmaster.

MADRAS MEDICAL SUBORDINATE SERVICE.

45. Compounder.

46	Non-Brahman Hindu.	183	..	..	..	..	..	..	The selection was abandoned as there was a large number of persons available who had already acted as compounders and were eligible for reappointment in the vacancies. The fees paid by the candidates were refunded to them.
	Muhammadian	28	..	..	..	..	..	..
	Christian	49	..	..	..	..	..	..
	Brahman	137	..	..	..	..	..	..
	Scheduled Classes	3	..	..	..	..	..	..
		400	..	..	..	..	..	..

46. Mechanic, King Institute, Guindy.

1	Non-Brahman Hindu.	5	..	..	..	..	..	..	The only qualified candidate was found to be eligible for appointment without selection by the Commission, by virtue of his previous service in the post.
	Brahman	2	..	..	..	..	..	..
		7	..	..	..	..	..	..

Number of vacancies

MADRAS MEDICAL SUBORDINATE SERVICE—cont.

Name of community.		Applications received.	Applicants qualified.	Appeared for interview.	Recommended.	Qualifications of the candidates recommended.	Remarks.
47. Deputy Overseer, Mental Hospital, Madras.							
1	Non-Brahman Hindu.	2	2	2	1	Intermediate.	
	Christian	4	3	2	..		
	Scheduled Class	1	1	1	..		
		—	—	—	—		
		7	6	5	1		
		—	—	—	—		
48. Nurse.							
62	Non-Brahman Hindu.	5	3	3	3	Trained Nurse's Certificate and Midwifery Certificate.	The post was advertised in February 1935 and again in June 1935.
	Christian	92	61	61	58		
	Brahman	3	1	1	1		
		—	—	—	—		
		100	65	65	62		
		—	—	—	—		
49. Sub-Assistant Surgeon (Woman).							
(1) 1	Non-Brahman Hindu.	3	2	2	1	L.M.P.	Applications invited from candidates belonging to the Scheduled Class, Muhammadan and Non-Brahman Hindu communities; Selection held in September 1935.
		—	—	—	—		
(2) 1	Non-Brahman Hindu.	3	2	2	..	L.M.P.	Applications invited from candidates belonging to the Scheduled Class, Muhammadan, Non-Brahman Hindu, Anglo-Indian, Christian or Non-Asiatic communities; Selection held in March 1936.
	Christian	3	1	1	1		
		—	—	—	—		
		6	3	3	1		
		—	—	—	—		

50. *Woman Compounder.*

(1) 2	Christian	..	..	2	2	2	Certificate in Practical Dispensing.	Selection held in August 1935.
(2) 1	Christian	...	..	1	1	1	Certificate in Practical Dispensing.	Selection held in March 1936.

MADRAS MINOR IRRIGATION SUBORDINATE SERVICE.

		51. <i>Minor Irrigation Overseer.</i>						
		30	22	22	5		Lower Subordinate Certificate	9
15	Non-Brahman Hindu.						Upper Subordinate Diploma	6
	Muhammadan	1	1	1	1			15
	Christian	3	3	3	..			—
	Brahman	69	56	54	9			—
	Scheduled Class	1	1	1	..			—
		104	83	81	15			—

MADRAS POLICE SUBORDINATE SERVICE.

52. *Motor Vehicle Inspector.*

		12	1	..	..		Matriculation Examination and experience in driving motor vehicles.	Selection held in September 1935.
(1) 2	Non-Brahman Hindu.	3	..	..	..
	Muhammadan	7	2	2	1			
	Christian	3	..	..	..
	Brahman	25	3	2	1			
		3	..	..	..
	Non-Brahman Hindu.	1	..	..	..
(2) 2	Muhammadan	5	1	..	..		S.S.L.C., experience in driving motor vehicles ..	Selection held in December 1935.
	Christian	7	2	2	2		B.A., B.L., experience in driving motor vehicles.	
	Brahman	16	3	2	2			
		—	—	—	—			
		—	—	—	—			

Number
of
vacancies.

Name of community.

Applications
received.

Applicants
qualified.

Appeared for
interview.

Recom-
mended.

Qualifications of the
candidates
recommended.

Remarks.

MADRAS POLICE SUBORDINATE SERVICE—cont.

53. Sergeant.

(1) 8	....	72	35	31	8	....	Selection held in June 1935.
(2) 19	....	60	46	28	19	....	Selection held in November 1935.

54. Sub-Inspector of Police.

61	Non-Brahman Hindu.	423	359	351	25	Cambridge Senior	1
	Muhamadan ..	76	67	66	11	School Certificate.	35
	Christian ..	78	58	57	10	S.S.L.C. ..	11
	Brahman ..	223	179	177	11	Intermediate ..	10
	Scheduled Classes ..	8	5	5	4	B.A. ..	4
		808	668	656	61	B.A. (Hons.) ..	61

55. Bandmaster, Police Training School, Vellore.

1	5	4	1	1	The post was first advertised in August 1935, and re-advertised in October 1935 without physical qualifications.
---	------	---	---	---	---	------	--

MADRAS PUBLIC HEALTH SUBORDINATE SERVICE.

56. Second Class Health Officer.

4	Non-Brahman Hindu.	2	2	2	2	L.M.P.	..	3
	Christian	1	1	..	..	M.B.B.S.	..	1
	Brahman	7	6	6	2			4
		10	9	8	4			

MADRAS REGISTRATION SUBORDINATE SERVICE.

57. Reserve Sub-Registrar.

10	Non-Brahman Hindu.	197	169	164	3	S.S.L.C.	..	1
	Muhammadian ..	24	21	21	2	Intermediate	..	1
	Christian	33	28	27	2	B.A.	..	7
	Brahman	94	77	73	1	B.Sc. (Hons.)	..	1
	Scheduled Class ..	6	5	5	2			10
		354	300	290	10			

MADRAS VETERINARY SUBORDINATE SERVICE.

58. Veterinary Assistant Surgeon.

20	Non-Brahman Hindu.	18	17	17	14	G.M.V.C.	..	19
	Muhammadian ..	2	2	2	2	G.B.V.C. (Bengal).	..	1
	Christian	8	5	5	4			20
		28	24	24	20			

Applications invited from Non-Brahman Hindu, Muhammadan, Christian, Anglo-Indian or Non-Asiatic and Scheduled Class communities.

59. Veterinary Compounder.

6	Non-Brahman Hindu.	14	12	12	4	Government Technical Examination in Practical Dispensing (Higher Grade).		
	Muhammadian ..	3	3	1	..			
	Christian	1	..	..	..
	Brahman	7	6	5	2			
		25	21	18	6			

Number of vacancies.	Name of community.	Applications received.	Applicants qualified.	Appeared for interview.	Recommended.	Qualifications of the candidates recommended.	Remarks.
OTHER POSTS.							
60. Aluminium Foreman, Central Jail, Salem.							
1	Non-Brahman Hindu.	2	1	1	1	Experience in the working of Aluminium.	
61. Superintendent, Experimental Filters, Madras Sanitary Engineering Department.							
1	Non-Brahman Hindu.	2	1	..	..	....	The selection was abandoned and the fees paid by the candidates were refunded to them.
	Muhammadian	1	1	..	..	....
	Christian	1	1	..	..	....
	Brahman	11	6	..	..	....
		15	9	..	..	..
62. Supervisors, Madras Sanitary Engineering Department.							
2	Non-Brahman Hindu.	4	..	..	..	....	The selection was abandoned and the fees paid by the candidates were refunded to them.
	Christian	3	2	..	..	....
	Brahman	11	6	..	..	....
		18	8	..	..	..
63. I Grade Draughtsman, Madras Sanitary Engineering Department.							
2	Non-Brahman Hindu.	1	..	..	..	....	There was no qualified candidate.
	Muhammadian	1	..	..	..	....
	Brahman	1	..	..	..	....
		3	..	..	..	..

64. II Grade Draughtsman, Madras Sanitary Engineering Department.

		2	..	..	B.E.
5	Non-Brahman Hindu.	2	..	..	..
	Brahman	5	1	1	1
		—	—	—	—
		7	1	1	1
		—	—	—	—
10	Non-Brahman Hindu.	6	5	3	2
	Christian	1	..	..	Upper Subordinate Diploma
	Brahman	15	6	4	Draughtsman Certificate
		—	—	—	2
		22	11	11	7
		—	—	—	—

65. III Grade Draughtsman, Madras Sanitary Engineering Department.

		2	..	..	B.E.
5	Non-Brahman Hindu.	2	..	..	..
	Christian	1	1	1	1
	Brahman	15	6	4	2
		—	—	—	7
		22	11	11	7
		—	—	—	—

66. Tracer, Madras Sanitary Engineering Department.

		2	2	2	Lower Subordinate Certificate
6	Non-Brahman Hindu.	3	1	1	1
	Christian	1	1	1	..
	Brahman	5	5	5	3
		—	—	—	Technical Examination in Geometrical Drawing, etc.
		9	8	8	5
		—	—	—	6

67. Shift Chargeman, Government General Hospital, Madras.

		1	..	..	There was no qualified candidate.
1	Christian	1	..	..	..
	Muhammedan	1	..	..	..
		—	—	—	—
		2	..	..	—
		—	—	—	—

68. Archæological Assistant, Government Museum Madras.

		4	3	..	B.A. (Hons.) in Sanskrit.
1	Non-Brahman Hindu.	5	4	3	..
	Brahman	17	8	7	1
		—	—	—	—
		22	12	10	1
		—	—	—	—

STATEMENT GIVING REASONS WHICH LED GOVERNMENT TO DEVIATE FROM THE COMMISSION'S RECOMMENDATIONS DURING THE YEAR 1935-36.

I.—Chapter X—Paragraph 28—Examinations—Madras Ministerial Service— Alterations in the marks of a candidate—Examiner's conduct.

One of the Translators to Government was appointed by the Madras Public Service Commission as an examiner in Vernacular Translation and Composition for the Madras Ministerial Service Examination held in September 1935. In December 1935 the Commission brought to the notice of the Government that, out of 296 answer papers valued by that examiner, alterations were made by him in the marks in a particular answer paper so as to raise the rank of the candidate in the list of candidates approved for appointment. The Commission considered that the conduct of the examiner called for severe disciplinary action. The Government on careful consideration of the circumstances of the case noticed that there was no allegation that the answer paper did not deserve the marks finally given by the examiner. There was also no suggestion that any bribe was paid or any recommendation received which caused the examiner to change the marks which he originally gave. The practice of revaluing answer papers was common with all examiners when the circumstances of the case needed it. The Government were not convinced from the records that there was any moral turpitude involved in the action of the examiner. They therefore considered that no disciplinary action was called for against the individual except that he be deprived of the privilege of being an examiner in such papers in future.

II.—Paragraph 29—Madras Forest Subordinate Service Rules— Amendment.

Rule 4 (b) (ii) of the Special Rules for the Forest Subordinate Service, as it stood in April 1935, provided that no person should be eligible for selection for admission to the service in class III (Forest Guards) unless he was able to read plain vernacular writing and to write a simple letter of report and was of good physique with a minimum height of 5 feet 5 inches and minimum chest measurement of 32 inches. In April 1935 the Chief Conservator of Forests recommended exemption from the qualifications relating to minimum height and chest measurement in respect of an acting forest guard of the Palghat division.

It was suggested that the modification of the rule might be considered. The Chief Conservator was thereupon requested to state whether the qualifications could be lowered and, if so, to submit proposals in that regard. The Chief Conservator observed that the prescription of the qualification resulted in a narrowing of the field of selection. He stated that the subject was informally discussed at the Conservators' Conference and that the Conservators unanimously agreed to the abolition of the prescriptions and that it would suffice if the standard was defined as "good physique." The Government accepted the proposal and the consequent draft amendment to the rule and sent the latter for an expression of views of the Madras Public Service Commission. The Commission observed with surprise that a recommendation of so important a nature was made as the result of an informal discussion and that there was nothing advanced to support the statement that the field of selection was restricted as a consequence of the prescription of minimum height and chest measurement. They were of opinion that there should be a specified standard for subordinates of the class of forest guards and that if the standard now prescribed had been found by actual experience to be too high, it should be replaced by one equally specific. The Government, however, considered that the opinion of the superior officers of the department, which was endorsed by the head of the department, was sufficient and that the amendment suggested might remain. The amendment was accordingly issued, and the Commission was also informed of it.

III.—Paragraph 30—Madras Registration Subordinate Service Rules— Amendment.

In May 1934 the graduate clerks in the Registration department submitted memorials to the Government requesting that they might be given preferential treatment in the matter of selection for admission to the

Madras Registration Subordinate Service. The Government considered that getting a degree of B.A. was no criterion of efficiency or good work. The request of the petitioners was therefore not complied with.

The question of according preferential treatment to graduates came up again for consideration when the graduate clerks in the West Godavari-Kistna district submitted a petition in July 1934. Their main contention was that it had been the practice from 1908 in the Registration department to give clerks with higher educational qualifications preferential treatment in the matter of their promotion as Sub-Registrars. The remarks of the Inspector-General of Registration were obtained on the correctness of this statement, and the Inspector-General reported that an examination of the past history showed that graduates had been given some preference. He recommended the amendment of the Madras Registration Subordinate Service Rules providing for preferential treatment to graduate clerks. The Madras Public Service Commission was consulted in this regard. At the same time it was pointed out to the Commission that the concession would be restricted to the graduate clerks already in service. The Commission was not in favour of any special consideration being shown to graduate clerks. It was ascertained from the Inspector-General subsequently that the number of graduate clerks, who were qualified for promotion and whose claims to preferential treatment should be considered was only 13. The Government considered that the apprehension of the Commission that the proposal would adversely affect the application of the communal rule was not justified because in the absence of a qualified graduate clerk of any particular community, the chances would go to a non-graduate clerk of that community. It was therefore decided that 50 per cent of the total vacancies in each year should be reserved for promotion from the Ministerial to the Subordinate Registration Service until all these 13 clerks were absorbed. By this arrangement both graduate and non-graduate clerks will get their due share though during this period the proportion of direct recruits will be reduced from 75 per cent to 50 per cent. This concession was not intended to be extended to future entrants. The rules were amended accordingly. In the letter to the Commission informing them of these amendments it was made clear that the concession allowed to graduate clerks was restricted to those who were qualified for appointment as Sub-Registrars and who had been in service at the time and that the old ratio of 1 : 3 in the matter of direct recruitment and of appointment by transfer to the Registration Subordinate Service would be restored as soon as all the graduate clerks became absorbed in the Registration Subordinate Service.

IV.—Paragraph 31—Madras Educational Service Rules—Amendment.

The Director of Public Instruction proposed last year that Superintendents in his office should be made eligible for promotion to administrative posts in the Madras Educational Service (including the posts of District Educational Officers) provided they possessed the prescribed qualifications and were considered suitable for those posts. The Public Service Commission which was consulted was not in favour of the proposal to declare superintendents eligible for promotion to posts of District Educational Officers. The Government, however, did not accept the advice of the Commission but agreed with the Director mainly on the following grounds:—

- (1) That there was provision in other departments for the transfer of officers in the ministerial service to executive posts and that such transfers had been made with success in the Educational department in the past;
- (2) that superintendents who had undergone a course of training in the theory and practice of teaching would alone be thought of for promotion to the Madras Educational Service; and
- (3) that only such of the superintendents as were, in the opinion of the Director, fit to undertake inspection work would be recommended for promotion as District Educational Officers.

V.—Paragraph 32 (a)—Madras Civil Service (Executive Branch) —Special rules—Amendment.

The Government felt that although as many as 54 Muhammadans had applied for the post of Deputy Collector, the field of selection should be

widened so as to ensure the appointment of the best man they could get. That was why they decided to raise the age-limit at once to 24 years in the case of Muhammadans and asked the Commission to invite fresh applications. They took up at the same time the question whether the age-limit should not similarly be raised to 24 years for other minority communities and subsequently fixed 24 years as the age-limit for appointment of Muhammadans and scheduled classes to the Madras Civil Service (Executive Branch). The age-limit in the case of Muhammadans and scheduled classes has since been raised to 25.

*VI.—Paragraph 32 (b)—Madras Civil Service (Executive Branch)—
Selection of a candidate from the scheduled classes.*

The candidate first selected by the Commission was a permanent officer of the Co-operative department drawing a pay of Rs. 390 in the scale of Rs. 300—30—450—500—50—750. The scale of pay fixed for the post of Deputy Collector is Rs. 250—50/2—700. Under the revised rules for the Madras Civil Service (Executive Branch), the officer if appointed a Deputy Collector would draw only Rs. 200 per mensem during the period of his instruction and training. After that period, he would draw an initial pay of Rs. 350 in the time-scale of Rs. 250—700 *plus* a personal pay of Rs. 40 which would be absorbed in his increment in that scale. The officer thus stood to lose by his appointment as a Deputy Collector. Under the rules, a full member or an approved probationer of any service should not be transferred to another service, carrying less pay except as a punishment or with his consent. There were also other considerations which rendered the acceptance of the Commission's recommendation administratively undesirable. The officer had put in about 11 years' service in the Co-operative department. All the knowledge and experience gained by him of a somewhat technical subject would have been entirely lost to the Government if he had been appointed as a Deputy Collector. He would not be of great use as a Deputy Collector until he had put in several years of service in that capacity. He was already holding a post under the Government of a status similar to that of a Deputy Collector and his transfer from one service to another would not have benefited the scheduled class community. In these circumstances, the Government were unable to accept the Commission's recommendation.

*VII.—Paragraph 33—Recruitment (Transfer)—Madras Civil
Service (Executive Branch)—Relaxation of rule.*

In the case referred to, the officer had been holding the post of Tahsildar since 1931. The rule requiring six months' service as a Stationary Sub-Magistrate with second-class powers as a necessary qualification for appointment as a Deputy Collector was issued after he had completed his probation as a Tahsildar. He could not therefore serve as a Stationary Sub-Magistrate for six months without a virtual reduction for that period. Both the Board of Revenue and the Collector agreed that he was fit for appointment as a Deputy Collector. There could therefore be no doubt that the rule in question caused hardship to the officer. The Government therefore considered that his case was a fit one for relaxation of the rule under rule 12 of the Civil Services (Classification, Control and Appeal) Rules. The Board's recommendation was submitted through the Madras Public Service Commission with reference to the question whether the officer was suitable for appointment as a Deputy Collector and not with reference to the question whether it was a fit case for a relaxation of the rules. The Madras Public Service Commission did not say that the officer was unsuitable for the post of Deputy Collector. The question of relaxation of the rules was a matter entirely for the Government and for His Excellency the Governor and the Madras Public Service Commission was not concerned with it.

*VIII.—Paragraph 34—Recruitment (Transfer)—Madras Civil Service
(Executive Branch).*

(a) No officer has a right to be included in the approved list or to be retained in that list unless he is considered entirely suitable for appointment as a Deputy Collector. The Government obtain reports every half-year with a view to see whether the officers included in the approved list

continue to be fit. The reports on the officer in question showed that he was no longer suitable for appointment as a Deputy Collector and the Government removed his name from the list as they required only the best men as Deputy Collectors and from the reports received they did not consider that he was one of them. This decision did not contravene the Madras Public Service Commission's view that officers once included should not be removed without substantial reason, for the Government certainly did not remove the officer in question without substantial reason.

(b) The rules only require that an officer recruited by transfer from the Madras Revenue Subordinate Service should have served as a Stationary Sub-Magistrate to the satisfaction of the District Magistrate for a minimum period of six months. The Madras Public Service Commission took the view that the officer in question was not qualified because the reports of the District Magistrate relating to a portion of his service as Stationary Sub-Magistrate were not satisfactory. The officer's total service as Stationary Sub-Magistrate was four years and five months and the reports of the District Magistrate relating to other portions of his service as Stationary Sub-Magistrate were good. The officer was confirmed as a Stationary Sub-Magistrate and had even been promoted as Tahsildar. The Government could not therefore consider that his whole service as Stationary Sub-Magistrate was unsatisfactory or that he was technically disqualified for appointment as a Deputy Collector.

IX.—Paragraph 34 (c).

The rule requiring six months' service as a Stationary Sub-Magistrate with second-class powers for six months as a necessary qualification for appointment as a Deputy Collector was issued in November 1933. In February 1934 the Board of Revenue stated that if the rule could not be waived in cases where an officer who did not possess this qualification was acting as Tahsildar and was not likely to revert from that post, the individuals adversely affected should be allowed to serve as Stationary Sub-Magistrate on their pay as Tahsildar, a supplementary post of Tahsildar being created for this purpose. The Government informed the Board that if in any particular case it considered that an officer who was otherwise qualified and fit for trial as Deputy Collector was barred because of the rule referred to above, it might make a specific recommendation for the relaxation of the rule on his behalf under rule 12 of the Civil Services (Classification, Control and Appeal) Rules. With reference to this instruction, the Board recommended and the Government sanctioned the relaxation of the rule in several cases. The case of the officer referred to by the Madras Public Service Commission was one of such cases. The officer had been serving as Tahsildar for a long time. He was first appointed to that post in 1930, i.e., long before the new rule was issued. He was not likely to revert from that post. He could not therefore serve as a Stationary Sub-Magistrate for six months without a virtual reduction of the officer for that period. Both the Board of Revenue and the Collector agreed that he was fit for appointment as a Deputy Collector. There could therefore be no doubt that the rule in question caused hardship to the officer. The Government therefore considered that his case was a fit one for relaxation of the rule under rule 12 of the Civil Services (Classification, Control and Appeal) Rules.

X.—Paragraph 35—Selection of a candidate—Inspector of Factories.

A, an Inspector of Factories, was granted leave for four months from 24th April 1935 and as there was no one available who could be promoted to the post, the Madras Public Service Commission was asked to advertise and select two candidates in order of preference, and forward their names to Government. It was at that time thought that B, Assistant Inspector of Factories, was not eligible for promotion as Inspector of Factories as he did not possess the revised qualifications prescribed for that post. Subsequently the Government ruled that B was eligible for promotion as Inspector of Factories without possessing the special qualifications prescribed for the post. The Government accordingly requested the Commission to inform the candidates who came for interview that it was possible that, if they were selected, they may have to accept the post of Assistant Inspector.

The Commission recommended a candidate C as most suitable for appointment and suggested the name of another D, as a second candidate

and stated that both the candidates were willing to accept the appointment of Assistant Inspector of Factories. The qualifications of the two candidates are as follows:—

C—

- (1) Intermediate examination of the Madras University.
- (2) Awarded Madras Government scholarship to study in the Indian School of Mines and obtained a diploma of the Indian School of Mines, II class.
- (3) Certificate of the Indian School of Mines, I class.
- (4) Passed the first aid examination of the St. John Ambulance Association.
- (5) Had practical experience in—

	Months.	Days.
Mica Mines	1	11
Saltore Colliery	1	24
Pure Jharia Colliery	1	13
Jogta Colliery	1	26
Pure Jharia Colliery	1	13
Bright Jharia	2	14

- (6) Languages known—Tamil, Malayalam and Hindustani.

D—

- (1) Graduate of the Madras University.
- (2) B.Sc. (Internal, Special) Degree of the London University in Mechanical Engineering.
- (3) Diploma of the A.C.G.I. of the City and Guilds of the London Institute in Engineering.
- (4) An apprentice in Smith's Motor Works, Eastbourne, in August and September 1932.
- (5) Had technical training in Newtons of Taunton (Electrical Manufacturers) in August and September 1933.
- (6) Visited many factories and workshops in England and Wales.
- (7) Taken a course of lectures in works administration and factory organization.
- (8) Languages known—Tamil and Telugu.
- (9) Awarded a first aid certificate by the St. John Ambulance Association, London.

4. The Government preferred the second candidate *D*, and orders were issued appointing him as Assistant Inspector of Factories. The Services Commission were also informed that the Government had selected him as he was considered to be more suitable for the post. The Commission then enquired whether the Government had any other information before them, which the Commission had not, which made them consider *D* to be more suitable for the post. It was also pointed out that according to paragraph 4 of G.O. No. 312, Public (Services), dated 27th February 1930, the Commission should have been given an opportunity to reconsider its recommendation. The question was then examined, and it was pointed out to the Commission that Government proceeded strictly in accordance with paragraph 4 of G.O. No. 312, Public (Services), dated 27th February 1930, and that they considered that there was no necessity for the Commission to have addressed the Government in the matter.

VI.—Paragraph 36—Disciplinary action.

In view of the unsatisfactory reports on an Assistant Engineer for three successive half-years the Chief Engineer recommended that the Assistant Engineer's increment might be withheld for a period of one year without cumulative effect. The Madras Public Service Commission which was consulted in the matter considered that a mere stoppage of increment would not improve the Assistant Engineer's work and suggested that the question of reducing him to the position of a supervisor might be considered after observing the procedure prescribed in rule 55 of the Civil Services (Classification, Control and Appeal) Rules.

Though the last three half-yearly reports on the Assistant Engineer indicated some measure of lack of initiation, lack of self-reliance and a tendency to be unobservant on occasion, the reports on him for the previous three years were by no means unsatisfactory. The Government considered that it would be very difficult to frame any definite charges against the Assistant Engineer on the sketchy expressions of opinion given in the confidential reports. Even if that could have been done and the charges were found against him, reduction to the grade of supervisor would have been too severe as he had acted as Assistant Engineer more or less continuously from 1926 and has been a permanent Assistant Engineer from 1931. In the circumstances the Government were unable to accept the recommendations of the Commission.

XII.—Paragraph 36 (b)—Fisheries department—Disciplinary action.

On the 10th May 1935, the officer referred to was due to cross the efficiency bar in the scale of Rs. 250—25—500—efficiency bar—50—750. On the 31st May he applied to the Director of Fisheries to obtain the orders of Government in the matter. The Director of Fisheries addressed Government and informed them that, in view of the fact that in several instances the Government had expressed their dissatisfaction at the attitude of the officer and also warned and censured him, he was unable to recommend the officer being permitted to cross the bar. The Commission which was thereupon consulted considered that the Director must not base his recommendations on the previous orders of Government but must state on his own responsibility whether in view of the work and conduct of the officer after the last punishment he considered him fit or unfit to pass the efficiency bar and what exactly were the grounds for his opinion. The Director, in response to the Commission's desire to know the grounds for his opinion, quoted several specific instances of the officer's behaviour after the last punishment awarded to the officer and stated that he was of opinion that he was not fit to cross the efficiency bar. The Commission thereupon considered that stoppage at the efficiency bar was a punishment similar to the withholding of increment and that, as, according to rules, there should be a call for explanation and an explanation in writing obtained before an officer's increment is withheld as a punishment, a similar procedure should be followed before the question of stopping him at the efficiency bar was considered.

The question was examined by Government who considered that there was no necessity to frame charges and obtain his explanation and that orders might be passed stopping the officer at the efficiency bar and that in this case the officer was to be stopped at the efficiency bar for general unsatisfactory work and conduct based on specific instances quoted by the Director of Fisheries. The Government also held that there was no need to ask the Commission for their opinion again as they had not accepted the Commission's view. Orders were therefore passed accepting the Director's recommendation.

XIII.—Paragraph 36 (c)—Agricultural department—Disciplinary case.

Of the six officers involved in this transaction the Commission considered the cases of four officers referred to them and they found that two of them were responsible for the loss and that one of them X was the more responsible as he failed to intimate the date by which the seeds were required. They recommended that his probation should be terminated and that he should be reverted to the lower category and that another officer Y who failed to reply to reminders and to give instructions regarding the purchase of seeds be censured. The Commission found the other two free from blame.

The Government on a careful consideration of all the aspects of the case held that all the four officers were directly responsible for the loss though in varying degrees, and that the third officer, Z, who prepared the original indent did not exercise sufficient circumspection. It was the view of the Government that the quantity of the seeds for which he indented was too high and that his action did not justify the abnormal increase in the indent for 1932-33 which was nearly three times the quantity of seeds sold in the previous year. He was considered guilty of not properly scrutinizing the indents of the demonstrators and of preparing an indent for an unnecessary quantity.

The fourth officer, who succeeded Z, had every chance to scrutinize the indent and to reduce it; instead of doing this he was urging the despatch of the original indent even though it was late and the selling season was drawing to a close.

The officer X neither checked the indent nor intimated to the supplying officers the date by which the seeds were required. This failure directly contributed to the loss. If he had specified the date, the supplying officers would certainly have informed him whether they could or could not supply the seeds by that date.

The officer Y did not reply to the reminders, nor did he care to enquire when the seeds were required. If he had done either, some of the loss could have been averted. He could also have easily intimated the high price to Z.

It was in these circumstances that the Government held all the four responsible. They at the same time thought that the recommendation of the Commission to revert X was disproportionate to his share of the responsibility for the loss. The Government therefore ultimately decided to stop the increments of all the four officers for a year without cumulative effect.

It is true that two officers appealed against these orders to His Excellency and the order of stoppage of increments was cancelled. His Excellency on a consideration of all the facts of the case came to the conclusion that there was justification for taking a more lenient view of the conduct of the two officers and therefore allowed the appeal. At the same time he placed on record his expression of displeasure at the way in which these officers carried out their duties in connexion with the transaction.
