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# Government of Mad

PUBLIC (SERVICES) DEPARTMENT

**G.O. No. 858, 9th June 1932**

Madras Services Commission—Report for 1930-31—Recorder

READ—the following paper :—

Letter from M.R.Ry. Rao Sahib C. P. KARUNAKARA MENON Avargal, S. Services Commission, to the Chief Secretary to the Government of (Services) Department, dated Madras, the 30th September 1931, D

[Madras Services Commission—Proceedings—Report for 1930

I am directed to submit, as required by section 20 of the Commission Act (Act XI of 1929), the following report of the the Commission for the year 1930-31.

2. There was no change in the personnel of the Commission Rao Sahib C. P. Karunakara Menon Avargal continued to be its Sec

3. During the year under review the Government passed order proposals and schemes submitted by the Commission and referred i year's report, for the taking over ultimately of all the duties prescribed for the Commission by the Madras Services Commissi of 1929).

The work done by the Commission under the various section Services Commission Act are reviewed in paragraphs 5 to 14 belo

4. During the year under review the Commission dealt with 3 against 891 references dealt with in the previous year (three mo references remained to be finally disposed of at the end of the y

5. *Section 8 of the Act.*—The Commission examined and ad ment on the draft rules framed by the Government for the vario the Civil Services (Classification) Rules and also on questions co recognition for appointment to services in this Presidency of c fications not specified in the Statutory Rules.

6. *Section 9 of the Act.*—The Government accepted the s by the Commission for the recruitment of clerks and typists fo offices under the Local Government throughout the Presidency. Fc into four groups 4

of view of the educational qualifications of the candidates who have  
amination, an analysis of the results with reference to these qualifica-  
ed to this report (Appendix A). Several candidates with Intermediate  
nal qualifications have secured better results than many graduate

ports of the Examiners suggest the following observations:—

*composition.*—The report of the Examiners reveals the distressing  
gross mistakes in grammar, syntax, and spelling. In view of the  
of correctness in spelling and composition in Government offices,  
ools and the Secondary School-Leaving Certificate Board may with  
ndidates for employment in public service insist on a higher standard  
in these respects than seems to prevail at present.

*writing.*—The results of the examination in “ Précis-writing ” were  
k of the candidates seem to have had no training in précis-writing.

responsible for the framing of the Secondary School-Leaving  
abus may consider the advisability of restoring précis-writing to  
ects that may be offered by candidates for the Secondary School-  
ate examination.

*lars.*—The Examiners report “ a general attempt to conceal  
e meaning of particular words or expressions by a verbose display  
esses ”, and “ that of the more frequent errors the most common  
incorrect construction of long sentences, particularly the careless  
ent words and clauses and a wrong winding up of the sentence.”  
ig were also common in vernacular composition.

*knowledge.*—“ Howlers ” are not uncommon in this subject. But  
palling ignorance when one candidate says that among the States  
eing after the Great War were the Raja of Panagal and the Raja  
d another candidate says that monsoons are the various phases of  
d the air; and yet a third informs us that by means of the barometer  
the heights of hills and depths of rivers.

ination for typists was held as the number of qualified applicants  
an the estimated number of vacancies. Now that in the syllabus  
e examination prescribed for clerks and typists, additional marks  
roiciency in typewriting and shorthand, it is hoped that the study  
ill be encouraged and the number of candidates qualified in these  
ually increase in future.

ting the scheme of the competitive examination, the Commission  
Government proposals for the exemption of persons who had put  
riods of officiating service as clerks or typists from undergoing  
amination. The Government accepted the Commission’s pro-  
ations were invited from candidates for inclusion in the list of  
Nearly 3,500 applications were received for exemption and were  
Commission before their inclusion in the list of exempted men.

owing rates of fees were prescribed by Government in respect of  
Commission for selection by direct recruitment:—

Per application

should be made by the appointing authorities after consultation with the Government accepted the proposals of the Commission and undertook recruitment to these posts as amendments to the Statute various services were issued by the Government authorizing such etc

During the year under review the Commission was consulted the recruitment of candidates for the following classes of posts:—

*Provincial and Specialist Services.*

- (1) Deputy Superintendent of Police (for only Indian C.
- (2) Deputy Superintendent of Police (for only Brahmans)
- (3) Inspector of Boilers.
- (4) Do.
- (5) Do.
- (6) Assistant Director of Rural Pisciculture.
- (7) Junior Electrical Inspector to Government.
- (8) Superintendent, Government Cinchona Plantations.
- (9) General Superintendent, Madras Engineering Works
- (10) Anæsthetists and Lecturer in Anæsthesia, Medical C and Vizagapatam.
- (11) Assistant Director of Public Health (Women).
- (12) Soil Physicist.
- (13) Professor of Pathology, Medical College, Madras.
- (14) Inspector of Factories.

*Subordinate Services.*

- (15) Sub-Assistant Surgeons.
- (16) Sergeants, Madras City Police.
- (17) Sub-Deputy Registrars of Co-operative Societies.
- (18) Assistant Lecturers in Colleges and Licentiate Sc
- (19) Veterinary Assistant Surgeons.
- (20) First Assistant, Fisheries Training Institute, Calicut.
- (21) Assistant Inspectors of Excise.
- (22) Deputy Tahsildars.
- (23) Physical Director, Kumbakonam College.
- (24) Junior Workshop Instructor, College of Engineerin
- (25) School Assistants and Sub-Inspectresses of Schools
- (26) Veterinary Compounders.
- (27) Hydraulic Laboratory Assistant, College of Enginee
- (28) Mechanical Laboratory Assistant, College of Engin
- (29) Electrical Laboratory Assistant, College of Eng
- (30) Assistant Physical Director to Government and Muhammadan College.
- (31) Physical Directress, Queen Mary's College.

The Commission selected candidates for all these posts during the except items Nos. 2, 13—15, 25 and 27—31. The preliminary ar selection of candidates for the excepted posts were made during t selection taking place after its close. The vacancies in respect c

for the reason that a Telugu-knowing candidate was required and minee of the Commission did not know Telugu. This qualification er, been mentioned to the Commission when it was requested to es.

on with the selection of Assistant Inspectors of Excise (item No. 21 mission brought to the notice of the Government a case of violation ioner of Excise of the rule of communal rotation in selecting candi- tment as Assistant Inspector of Excise. The Government ordered of the mistake.

statistics of applications received and registered, from the various d the numbers selected are given in Appendix B.

11 of the Act.—About 66 proposals for recruitment by promotion Services were considered by the Commission during the year. The drew up lists of qualified candidates for admission to the following es :—

- dras Jail Service.
- dras Civil Service (Executive Branch).
- dras Excise Service.
- dras Educational Service (Men's Branch).
- dras Educational Service (Women's Branch).
- dras Medical Service.
- dras Engineering Service.
- dras Registration Service.
- dras Co-operative Service.
- dras Veterinary Service.

t was actually submitted to Government in April 1931.) made during the year under report from these lists were all made he Commission's recommendations.

o of the Act—*Special tests*.—The Government directed in May mission should take over the work done by the Commissioner for ination personally in connexion with the examinations conducted f members of the Provincial and Subordinate Services and holders l probationers. Agreeably to these orders, the Commission under- m 1st August 1930. The Secretary to the Commissioner for inations conducted the examinations under the Commission's

931 the Government directed that with effect from 1931–32 the ; to the conduct of the examinations should be taken over by the

5 and 16 of the Act—During the year under review the Commis-

...	...	...	...	...	...	...	35
regarding punishments	...	...	...	...	...	...	32
...	...	...	...	...	...	...	5

ecommendations were accepted by the Government in all cases wing :—

a certain arbitration case. Considering the seriousness of the charge against the appellant, the Commission also recommended his dismissal. The Government, however, were pleased merely to dispense with his

15. *General.*—It will be seen from the above that the scope of the activities greatly expanded during the year. Since the close of the activities have further extended to include recruitment for several subordinate services in the mufassal. The Commission has experienced difficulties in carrying out its work save in regard to recruitment to Provincial appointments by selection from the subordinate executive. Proposals under section 11 of the Act to make its scope and meaning clearer have been sent to the Government.

16. The work falling on the Secretary and office staff of the Commission has been very heavy in connexion with the examinations held and scrutiny of individual applicants. The Commission has much pleasure in acknowledging the services of Mr. M. R. Rao Sahib C. P. Karunakara Menon Avargal and the office staff who have discharged their duties with unfailing industry and capacity.

## APPENDIX A.

### ANALYSIS OF THE RESULTS OF THE COMPETITIVE EXAMINATION FOR CLE

Number of candidates admitted to the examination ...	...
Number of absentees ...	...
Number of candidates who sat for the examination ...	...
Number of candidates selected ...	...
Number of graduates who sat for the examination ...	...
Number of graduates selected ...	...
Number of Intermediates who sat for the examination ...	...
Number of Intermediates selected ...	...
Number of S.S.L.Cs. who sat for the examination ...	...
Number of S.S.L.Cs. selected ...	...
Number of candidates who sat for the examination and who possessed shorthand-typewriting qualifications ...	...
(Persons who have passed Government Technical and other examinations in shorthand and typewriting and who have taken these subjects as one of the optional subjects in the S.S.L.C. examination.)	
Number of candidates selected who possess shorthand-typewriting qualifications ...	...

APPENDIX B.

VACANCIES MADE BY THE COMMISSION UNDER SECTION 10 OF THE ACT.

18	Applicants qualified.	Appeared for interview.	Recommended.	Remarks.
	<i>Deputy Superintendent of Police.</i>			
	20	12	3	
or tian,	..	..	..	This vacancy was reserved for "Anglo-Indian, or Christian or Non-Asiatic" community.

*Inspector of Boilers.*

(a) Selection in June 1930.

	10	10	4
6 Non-Brahman (Hindus) ..	5	Non-Brahman (Hindus) ..	5
5 Brahmins ..	2	Brahmins ..	2
Anglo-Indians, Indian Christians, etc. ..	3	Anglo-Indians, Indian Christians, etc. ..	2
4			

(b) Selection in September 1930.

	5	2	None	..	..
4 Non-Brahman (Hindus) ..	1	Non-Brahman (Hindus) ..	1		
8 Anglo-Indians, Indian Christians, etc. ..	3	Others ..	1		
9 Others ..	1				
2					

The Commission did not find any of these candidates suitable. Two of the four candidates recommended at the first selection were recommended for these vacancies.

(c) Selection in March 1931.

	2	2	1
Brahmins ..	1	Brahmins ..	1 (Is a European.)
Anglo-Indians, Indian Christians, etc. ..	1	Anglo-Indians, Indian Christians, etc. ..	1

*Assistant Director of Rural Pisciculture.*

	12	10	..
Non-Brahman (Hindus) ..	5	Non-Brahman (Hindus) ..	3
Brahmins ..	3	Brahmins ..	3
Anglo-Indians, Indian Christians, etc. ..	4	Anglo-Indians, Indian Christians, etc. ..	4

The vacancy was advertised by the Director of Fisheries and the applications received were forwarded to the

No. 858, PUBLIC (SERVICES), 9TH JUNE 1932

Selections made by the Commission under section 10 of the Act—20<sup>th</sup>

Number of vacancies.

Applications received. Applicants qualified. Appeared for interview. Recommended.

*Soil Physicist.*

1	31	30	27	2
Non-Brahman (Hindus) ..	7	Non-Brahman (Hindus) ..	6	....
Brahmans ..	20	Brahmans ..	20	17 (Brahmans).
Anglo-Indians, Indian Christians, etc. ..	4	Anglo-Indians, Indian Christians, etc. ..	4	4

*Superintendent, Government Cinchona Plantations.*

2	92	13	11	4
Non-Brahman (Hindus) ..	2	Non-Brahman (Hindu) ..	1	..
Brahmans ..	2	Brahmans ..	2	Brahman .. 1
Anglo-Indians, Indian Christians, etc. ..	9	Anglo-Indians, Indian Christians, etc. ..	8	Anglo-Indians, Indian Christians, etc. .. 3

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*Sergeants, Madras City Police--November 1930.*

Europeans.

3	36	15	11	3
1 Non-Brahman.	167	127	119	2

*Sub-Deputy Registrars of Co-operative Societies--July 1931.*

1 Muhamma-dans ..	40	34	32	2
1 Depressed classes ..	5	5	4	2

*Assistant Lecturers in Colleges and Licentiate School Assistants--J*

Brahmans ..	146	111	108	18
Non-Brahmans ..	60	23	22	7
Indian Christians.	17	8	8	6
Muhamma-dans ..	21	11	11	7

*Veterinary Assistant Surgeons--August and December 1931*

Brahmans ..	9	7	5	4
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lections made by the Commission under section 10 of the Act—cont.

ns	Applicants qualified.	Appeared for inter- view.	Recommended.	Remarks
<i>Veterinary Compounders.</i>				
..	7	6	5	
..	7	5	3	
ns.	2	1	Nil.	
ians.	4	2	2	

*First Assistant, Government Fisheries Training Institute, Calicut.*

..	2	Nil.	Nil.	Nil.
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*Physical Director, Kumbakonam College.*

..	2	1	1	1
ans.	1	1	1	..

*Junior Workshop Instructor.*

..	2	1	1	..
ans.	1	1	1	1

31.

C. P. KARUNAKARA MENON,  
Secretary, Madras Services Commission.

**, Public (Services), dated 9th June 1932.**

h 11 of the Report.—Recruitment of a Sub-Deputy Registrar of Coes.—Government have since issued orders directing that the language v, which candidates should possess should be decided and com- mission when the latter is requested to nominate candidates— 18, Public, dated the 19th May 1932, a copy of which has been com- Commission separately.

h 14 (2) of the Report—Discharge of a Sub-Deputy Registrar of eties.—Government regret that the Commission was not informed r deviation from its advice. They are being communicated separa-

tion of the Madras Services Commission is <sup>inserted</sup> requested to the under- raised in the Legislative Council debate on its report for 1930-31, copy is enclosed, viz.,

ie report of the Commission should be submitted earlier than at er it would be feasible to require candidates for selection for Public Services to produce certificates of medical fitness after Madras Services Commission instead of before approval as at

e report of the Commission should contain more detailed informa- ure and amount of work transacted during the year under report. be glad if the Madras Services Commission would consider





From

M. R. RY. RAO SAHIB C. P. KARUNAKARA MENON  
AVARGAL,

Secretary, Madras Services Commission,

To

THE CHIEF SECRETARY TO THE GOVERNMENT  
OF MADRAS, PUBLIC (SERVICES) DEPARTMENT.

*Dated, Madras, the 29th September 1933.*

SIR,

[Administration Report—Madras Services Commission—  
1932-33.]

I am directed to submit as required by section 20 of the Madras Services Commission Act (Act XI of 1929) the accompanying report of the proceedings of the Commission for the year 1932-33.

2. The Commission regrets that this report could not be submitted earlier. Pending organization of the work connected with the conduct of the Departmental Examinations transferred to the Commission in the last year, there was congestion of work in the office of the Commission especially during the last six months. This work has now been organized, the examinations having been conducted once, and the Commission does not expect such delays in the future.

I have the honour to be,

Sir,

Your most obedient servant,

C. P. KARUNAKARA MENON,  
*Secretary.*

## REPORT OF THE MADRAS SERVICES COMMISSION FOR THE YEAR 1932-33.

*Personnel.*—Sir Norman Marjoribanks, K.C.S.I., K.C.I.E., vacated in October 1932 his office of Chairman under section 4 (2) of the Madras Services Commission Act and Khan Bahadur Muhammad Bazl-ul-lah Sahib Bahadur, C.I.E., O.B.E., and Mr. R. D. Richmond, C.I.E., were appointed as Chairman and Member respectively. M.R.Ry. Rao Sahib C. P. Karunakara Menon Avargal was appointed by the Commission as its permanent Secretary.

2. *Amendment of the Madras Services Commission Act.*—Consequent on the amendment to the Civil Services (Classification, Control and Appeal) Rules issued by the Secretary of State in Council, the Madras Services Commission Act, 1929, was amended vesting the power of appointment and removal of the Chairman and Members of the Madras Services Commission in the Governor instead of in the Governor in Council.

### 3. Receipts and expenditure for the year 1932-33—

#### *Receipts—*

	RS.
Fees from candidates appearing for selection ...	30,600
Fees from candidates appearing for Special Test Examinations ... ..	20,000
	50,600

#### *Expenditure—*

Salary of Commissioners and Secretary ... ..	86,270
Salary of establishment ... ..	18,480
Travelling allowance ... ..	2,500
Advertisement charges ... ..	2,660
Other contingencies including service postage stamps, rent for office premises, etc. ... ..	9,750
Remuneration paid to examiners for Special Test examinations ... ..	15,160
Contingent expenditure connected with examinations ... ..	1,110
	1,35,930

4. *Fresh duties undertaken during the year—*(a) *Departmental examinations.*—The conduct of the following departmental examinations was transferred to the Commission:—

#### *Education Department—*

(1) The Deputy Inspectors' Test.

#### *Printing and Stationery Departments—*

(2) Departmental Test for Government Press Officers.

(3) Departmental Test for Assistant Superintendent of Stationery.

#### *Veterinary, Fisheries and Agricultural Departments—*

(4) Departmental Test (Veterinary).

(5) Departmental Test (Fisheries).

(6) Departmental Test (Agricultural).

*Local Fund Audit Department—*

- (7) Subordinate Accounts Service Examination.
- (8) Departmental Examination.

*Public Works and Electricity Departments—*

- (9) Account Test for Public Works Workshops and Stores Officers and Assistant Electrical Engineers.

*Registration Department—*

- (10) Registration Test and Vernacular Test.

*Jail Department—*

- (11) Examination in Departmental Manuals and Codes for Superintendents of Jails, Borstal Schools and Certified Schools other than those promoted from the rank of Jailors.

*Office of the Administrator-General and Official Trustee—*

- (12) Departmental Test for Subordinates.

*Survey Department—*

- (13) Survey Departmental Test.

*Police Department—*

- (14) Departmental Tests in Police Orders and Practice for Clerks.
- (15) The Police Training School Final Examination for Sub-Inspectors and Inspectors.

*Port Department—*

- (16) Departmental Test for Gazetted Officers.
- (17) Departmental Test for Subordinates.
- (18) Special Account Test for Harbour Engineering Staff.

The first examination in these Departmental Tests was held by the Commission in June 1933.

(b) *Periodical Test in Shorthand.*—On the recommendation of the Retrenchment Committee that the continuance of the grant of the special pay for qualification in shorthand should depend upon the production of satisfactory evidence that the holder had requalified himself according to the latest requirements, the Government instituted a periodical test in shorthand to be undergone every three years by all persons in receipt of the special pay. At the instance of the Government, the Commission undertook the conduct of this test. The first examination was held in June 1933.

(c) *Examinations conducted by the Board of Examiners—Proposal to transfer to the Madras Services Commission—Preparation of a scheme.*—The Retrenchment Committee recommended that the possibility of transferring from the Board of Examiners to other examining bodies such of the examinations for which the services of the Board were not essential be investigated. The Government forwarded to the Commission a list of the examinations held by the Board of Examiners and enquired whether any of them might be transferred to the Commission. The Commission agreed to take over the responsibility of all the examinations conducted by the Board

of Examiners, and prepared a scheme and forwarded it to the President of the Board of Examiners for his remarks before submitting it to the Government for the necessary approval.

(d) *Service on Selection Board for Recruitment to Indian Police.*—At the instance of the Government a member of the Commission was nominated to serve on the Selection Committee to interview candidates for admission to the competitive examination for the selection of Assistant Superintendent of Police.

(e) *Recruitment to services—Further delegation to the Commission.*—The question of transferring to the Commission the duty of recruiting to a number of further posts in the subordinate services is under consideration. Recruitment to one Provincial Service remains to be transferred to the Commission, viz., the Madras Civil Service (Judicial Branch).

5. *Volume of correspondence.*—The Commission dealt with 31,900 references during the course of the year as against 54,820 in the previous year. The fall in the number was due to retrenchment in the several departments during the year. The competitive examination for clerks was not held in the year and normal recruitment to all the classes of posts was not resorted to. As usual, a large part of the correspondence related to enquiries from candidates, Collectors and Heads of offices and departments regarding the statutory rules.

6. *Violations in the application of statutory rules.*—Although there has been an improvement in the correct application of the statutory rules by appointing authorities, violations of them are still of frequent occurrence.

(a) *Violation of the statutory rules in respect of the Madras Ministerial Service (clerks and typists).*—There were 23 cases in which appointments to the Madras Ministerial Service were made in violation of the statutory rules. The most common cases were—

- (1) The unauthorized continuance in appointment of persons not approved by the Commission;
- (2) the irregular temporary appointments of candidates for more than the maximum period of three months prescribed in the rules;
- (3) the temporary appointment of outsiders when approved candidates were available;
- (4) the confirmation of unqualified candidates; and
- (5) the transfer, without consulting the Commission, of probationers outside the groups and districts in which they were selected for appointment.

These irregularities were brought to the notice of the appointing authorities, heads of departments, or the Government, according to the circumstances of each case and were subsequently regularized. The following are typical instances of such violations of the rules:—

- (i) *Unauthorized retention in appointment of a clerk.*—The Collector of North Arcot brought to the notice of the Commission that in the office of a Deputy Inspector of Schools, a candidate who had neither been selected by the Commission on the results of the competitive examination, nor been

exempted from appearing for it, was continued in appointment. The District Educational Officer, North Arcot, who was requested by the Collector to state the circumstances under which such a candidate was retained in service informed him in reply that the orders of the Government requiring selection to be made from the list of persons approved by the Commission for appointment in districts had effect only from the 15th August 1931, whereas the candidate referred to above had been appointed by him in July 1931. This was contrary to the specific instructions of the Government issued in 1931 to the effect that candidates who had not been declared to be probationers or who had not come out successful in the examination for clerkships should be replaced at the earliest opportunity by persons included in the list published by the Madras Services Commission. The Commission brought this to the notice of the Director of Public Instruction and the Government. The candidate was discharged and the Government, in order to see whether more of such cases existed, called from Heads of departments for lists of officiating and temporary clerks still in service who had not been either selected on the results of a competitive examination, or exempted from appearing for it.

- (ii) *Confirmation of a candidate not selected by the Commission.*—The District Superintendent of Police, Ganjam, confirmed a candidate as clerk in his office with effect from 6th August 1931. This candidate appeared for the competitive examination held by the Commission in 1931 and from his application forwarded by the District Superintendent of Police, Ganjam, it was observed that the candidate had been appointed as officiating clerk in the District Police office, from 4th March 1930. He applied for selection for appointment in offices in group III in Ganjam district. On the results of the examination he was not selected for appointment as clerk in any group of offices in any district. As he had not put in either one year's continuous or two years' total service as clerk on 1st January 1931, he was not eligible for exemption from appearing for the examination. The District Superintendent of Police, however, ordered his confirmation. The Commission pointed out to the Government that his order of confirmation was irregular and unjustifiable. The Inspector-General of Police then dispensed with the services of the candidate.
- (iii) *Unauthorized continuance in appointment of a candidate in a district for which he was not selected.*—The permanent typist in the office of the Assistant Director of Survey, No. I Party, Detachment, Vizagapatam, went on seven days' casual leave from 28th January 1932 and subsequently extended the leave by 15 days on medical certificate. A candidate selected by the Commission for appointment as typist in offices in group II in Ganjam district was appointed in that vacancy. The permanent incumbent further extended his leave by four months on medical certificate and the candidate temporarily appointed was allowed to continue in that vacancy. The Assistant Director did not send the

report of appointment till 27th June 1932. He stated that, as the permanent incumbent was likely to extend his leave further, steps were being taken to obtain through the Collector of Vizagapatam a candidate approved for appointment in that district. There was no justification in this case either for the retention in appointment from 3rd February 1932 to 3rd July 1932 of the candidate temporarily appointed, especially when a candidate approved for appointment in Vizagapatam district was available, or for the delay in reporting the appointment to the Commission until 27th June 1932, which delay rendered it impossible for the Commission to watch the temporary appointment and to point out in time the failure to take steps to obtain an approved candidate at once. This was pointed out to the Government who censured the officer concerned.

- (b) *Violation of the rule governing temporary appointments.*—Under the statutory rules for the several services, appointing authorities are empowered in cases of emergency to make temporary appointments for a maximum period of three months without consulting the Commission. The Government have explained the object of this provision and stated that it is intended to meet cases of emergency such as vacancies arising unexpectedly from the death, transfer, or sudden departure on leave of an officer where in order to avoid dislocation of work some *ad interim* arrangement must be made without delay. In some cases, temporary appointments were not reported to the Commission by appointing authorities and in others, the full reasons therefor were not given as required by the statutory rules. At the instance of the Commission, the Government issued orders impressing on appointing authorities the necessity for reporting to the Commission with full information the date of appointment, previous history of the person, etc., as soon as a temporary appointment is made. When scrutinizing these reports, the Commission entertained a doubt as to whether persons who do not possess the qualifications prescribed in the statutory rules could be appointed even temporarily and referred the question to Government. The Government held that such unqualified persons could be appointed temporarily, but that no unqualified person should be appointed if a qualified person was available.
- (c) *Abuse of the rule governing temporary appointment in the Madras District Board Engineering Service.*—The Commission noticed that a post of District Board Engineer fell vacant on 4th August 1932. Government made an *ad interim* arrangement by placing the senior Local Fund Assistant Engineer in charge and continued him for the full period of three months, the maximum period up to which the temporary appointment was permissible. The vacancy was subsequently filled by the posting of another District Board Engineer. There was no doubt that the vacancy had arisen unexpectedly; but after making an *ad interim* arrangement, the Government ought to have selected a candidate from the list of those recommended by the Commission as suitable for appointment as District Board Engineers. There were at the time three candidates in that list awaiting selection. If the provision empowering

appointing authorities to make temporary appointments had been applied properly, the temporary appointment need not have been continued up to the maximum period of three months, but a candidate on the waiting list should have been selected for appointment at the earliest opportunity.

7. *Amendments to the statutory rules.*—The Commission's advice was sought by the Government before the amendments to the statutory rules for the various services were issued. The Commission also brought to the notice of the Government cases where amendments to the statutory rules were considered necessary in the light of its experience in recruiting candidates. The following amendments call for special notice.

8. *Amendments in accordance with the Commission's advice—*  
 (a) *Age-limit for the minority communities.*—The age-limit prescribed for selection for appointment to technical posts, such as, posts in the Madras Engineering Subordinate Service, Madras Industries Subordinate Service, etc., is 25 years. Since qualified candidates within that age-limit were not forthcoming in sufficient numbers from the minority communities, viz., Muhammadans and Depressed Classes, the limit in their cases has been raised to 26 years. This concession to Muhammadans and Depressed Classes will be in force until 1936.

(b) *Age-limit for Indian Christians, Anglo-Indians and non-Asiatics for appointment to the Madras Ministerial Service.*—The age-limit prescribed for selection for appointment to posts in the Madras Ministerial Service is 25 years. Since qualified candidates within the prescribed age-limit were not available in sufficient numbers from the minority communities, viz., Muhammadans and Depressed Classes, the age-limit in their cases was raised to 27 years until 1936. This concession has been extended also to Indian Christians, Anglo-Indians and non-Asiatics.

(c) *Amendment to the Excise Subordinate Service Rules relating to the rule of communal rotation.*—According to the statutory rules for the Madras Excise Subordinate Service, as they originally stood, the rule of communal rotation was applicable to the post of Sub-Inspector of Excise. There are two methods of recruitment to this class of post, viz., direct recruitment and recruitment by transfer of clerks of the Excise Department. The rules for the Service did not, however, specify that the communal rotation was to be applied separately to appointments of Sub-Inspector of Excise by direct recruitment and by transfer of clerks. Accordingly, the communal rule should have been applied to all appointments of Sub-Inspector of Excise whether made by direct recruitment or by transfer of clerks. The Commission understood from the Commissioner of Excise that in order to avoid practical difficulties in its application, the rule of communal rotation was applied separately to appointments by direct recruitment and to appointments by transfer of clerks. As this was not in accordance with the statutory rules, the Commission suggested to the Government that the statutory rules for the Madras Excise Subordinate Service be suitably amended so as to provide for the application of the communal rule separately to the two methods of recruitment. The Government accepted the Commission's suggestion and amended the rules.

9. *Amendments not according to the Commission's advice—*  
 (a) *Amendment of the rule relating to the minimum general educational qualification.*—Under the Secondary School-Leaving Certificate Scheme previously in force, candidates had to take up three compulsory subjects under group 'A,' viz., English, Vernacular and Mathematics and two optional subjects out of the subjects prescribed in group 'C.' The candidates became eligible for appointment to posts in the public service if they obtained 35 per cent of the marks in each of the subjects in group 'A' and in each of the two subjects in group 'C' of which one at least should be a subject mentioned in the statutory rules. But in the revised Secondary School-Leaving Certificate Scheme, candidates are required to take up two extra subjects under group 'A,' viz., Elementary Science, History and Geography and one optional subject out of the subjects prescribed in group 'C.' When the Government consulted the Commission regarding the minimum general educational qualification to be prescribed for appointment to posts in the public service under the revised Secondary School-Leaving Certificate Scheme, the Commission suggested that the same standard, viz., 35 per cent of marks, prescribed under the old scheme, might be prescribed under the new scheme until further experience was gained. The Government, however, amended the rules prescribing different standards of qualification for different communities, viz., a higher standard of qualification for Brahmans and non-Brahman (Hindus) and a lower standard of qualification for candidates belonging to other communities.

(b) *Amendment to the Madras Ministerial Service Rules prescribing typewriting qualifications.*—With effect from 1st January 1934, the Government have directed that a pass in typewriting by the higher or lower grade should be an essential qualification for appointment as clerk and a pass in typewriting by the higher grade an essential qualification for appointment as typist. The Commission suggested that no qualification in typewriting need be prescribed for appointment as clerk and that until there is an adequate supply of typists with higher grade qualification, candidates with lower grade qualification should be eligible for appointment as typists, a statutory disability being imposed upon such candidates in respect of confirmation until they pass the higher grade examination. The Commission's suggestions were not accepted and the rules were amended as stated above. It seems to the Commission that this rule will be unworkable in practice. There is no reason to expect an adequate supply by 1st January 1934 of candidates with the qualifications in typewriting now prescribed for appointment either as clerks or as typists.

(c) *Amendment to the Madras Veterinary Service Rules regarding qualification for posts of lecturers.*—The Madras Veterinary Service Rules before their amendment in 1932 laid down the following qualifications:—

“ No person shall be eligible for selection for admission to the service by direct recruitment unless—

(a) he possesses a diploma or degree of any of the following Veterinary Colleges, namely:—

- (1) the Royal Veterinary College, London,
- (2) the Royal (Dick) Veterinary College, Edinburgh,
- (3) the Glasgow Veterinary College (Incorporated),
- (4) the University of Liverpool School of Veterinary Science,



- (5) the Royal Veterinary College of Ireland, Dublin,
- (6) the Madras Veterinary College,
- (7) the Bombay Veterinary College,
- (8) the Calcutta Veterinary College, and
- (9) the Lahore Veterinary College, and

(b) he has undergone a post-graduate course outside India or Ceylon in case he possesses a diploma or degree from one of the Veterinary Colleges in India in clause (a)."

Government proposed to amend it as follows:—

"No person shall be eligible for selection for admission to the Service—

(a) by direct recruitment unless—

(i) he possesses a diploma or degree of one of the following Veterinary Colleges, namely:—

- (1) the Royal Veterinary College, London,
- (2) the Royal (Dick) Veterinary College, Edinburgh,
- (3) the Glasgow Veterinary College (Incorporated),
- (4) the University of Liverpool School of Veterinary Science,
- (5) the Royal Veterinary College of Ireland, Dublin,
- (6) the Madras Veterinary College,
- (7) the Bombay Veterinary College,
- (8) the Calcutta Veterinary College, and
- (9) the Lahore Veterinary College, and

(ii) in case he possesses a diploma or degree of one of the Veterinary Colleges in India mentioned in clause (i) has undergone a post-graduate course outside India or Ceylon;

(b) by transfer to the post of lecturer in the Madras Veterinary College unless he possesses the qualifications mentioned in sub-rule (a) and if the qualification is a degree or diploma of an Indian College, has had teaching experience in the particular subject at a Veterinary College for a period of not less than five years."

After examining the amendment with reference to the number of officers in the Subordinate Service who possessed the revised qualifications the Commission advised the Government against the amendment. In doing so, it pointed out that the amendment would unduly restrict the field of selection and it doubted the practicability of prescribing teaching experience as an *essential* qualification for promotion to the Provincial Service though it considered that it was a factor to be borne in mind when selections were actually made. The Commission was of the view that even if a post-graduate course outside India or Ceylon and five years' teaching experience in a Veterinary College were prescribed as alternative qualifications, it would not improve the position as there were only two officers in the Subordinate Service who possessed either of the proposed qualifications. Government, however, issued the amendment, though in a somewhat revised form, prescribing a post-graduate course outside India or Ceylon and teaching experience as alternative qualifications for selection. The amendment was issued on 20th December 1932 and was given retrospective effect from 7th April 1930. The Commission is not aware

of the reason for the retrospective effect given to the amendment. The Commission has pointed out that if the object was to ratify, in contravention of the statutory rules, appointments of, or advantages allowed to, persons who were not eligible for them, the practice of giving retrospective effect to amendments to the statutory rules was a dangerous one. The Government's reply is awaited.

10. *Applicability of new qualifications to persons already selected by the Madras Services Commission or by any other competent authority.*—In order that a statutory rule prescribing new or higher qualifications may not prejudicially affect persons already selected by the Madras Services Commission, or by any other authority, or who had already applied to such authority for a post, the Government issued a general rule that such a statutory rule shall not be applicable to such candidates.

11. *Competitive examination for recruitment of Civil Assistant Surgeons—Delay in passing orders.*—A competitive examination for the recruitment of Civil Assistant Surgeons was held in June 1931. The Commission drew up and submitted to the Government in August 1931 a list of candidates on the results of that examination. The Government have not yet passed orders on this list. The desirability of expediting orders has been pointed out to the Government.

12. *Examination for clerkships.*—Since the institution of the scheme of competitive examination, the Commission held two examinations (one in March 1931 and the other in March 1932) and selected 2,278 candidates for appointment as clerks in the various Government offices in the Presidency. In view of the fact that on 1st November 1932 nearly 50 per cent of the candidates selected had not been absorbed, the Commission decided, with the approval of the Government, not to hold another examination in March 1933. Though the number of candidates selected by the Commission in the two previous years was based on the estimates of vacancies forwarded by appointing authorities, the selected candidates were not appointed as quickly as had been anticipated. The reasons for this were mainly that subsequent to the selection, there was retrenchment and that persons who had been officiating as clerks before the introduction of the scheme of selection by competitive examination were exempted from appearing for the examination under certain schemes of exemption since sanctioned by the Government.

13. *Selection of typists.*—Similarly out of the 240 candidates selected for appointment as typists in the two previous years, about 120 candidates were awaiting appointment on 1st November 1932. No fresh selection was, therefore, held during the year. Most of these candidates have, however, since been appointed.

14. *Exemptions from the competitive examination for clerkships.*—It was stated in the previous year's report that the applications received from candidates who were employed as storekeepers, examiners, etc., and the applications from candidates who were employed in offices in the Presidency under the control of the Government of India were under scrutiny. Two lists containing the names of 17 candidates who were employed as storekeepers, examiners, etc., and of 56 candidates who were employed in offices in the Presidency under the control of the Government of India were issued during the year.

It was mentioned in the last report that mufassal clerks and typists who, because their age exceeded 25 years on 1st April 1931, did not apply or were prevented from sitting for the competitive examination held in March 1931, were exempted by the Commission provided that their appointment was made by a competent authority before 1st October 1930. Under this scheme, the Commission had exempted only such of the clerks and typists as were continuously in employment from 1st October 1930. The Government since explained that their intention was that a clerk or typist who had been appointed prior to 1st October 1930, whenever and for whatever period, should be exempted whether or not he was actually in service on 1st October 1930. The Commission thereon re-examined the applications for exemption with reference to this intention and in October 1932 issued a further list of 200 exempted candidates.

15. *Placing of the scheme of competitive examination on a permanent basis.*—The scheme of competitive examination was sanctioned by the Government for two years in the first instance and the Commission was requested to report at the end of that period whether the scheme had worked satisfactorily and whether it might, with or without modification be permanently adopted. Before it submitted the report called for, the Commission desired to have experience of the working of the lists of candidates selected in 1931 and 1932. Two important questions connected with the scheme, viz., (i) the selection of candidates for appointment according to the district vernacular, and (ii) the applicability of the Ministerial Service Rules to the establishment of the Judicial Department were under the consideration of the Government and no decision has yet been arrived at. In these circumstances, the Commission suggested to the Government that the submission of the report might be deferred till 1st September 1933. This suggestion was accepted by the Government.

16. *Opening of an institute for training candidates for clerkships.*—At the instance of the Government, the Commission examined during the year the advisability of opening, as an experimental measure, an institute in which persons desirous of joining the Madras Ministerial Service would be given special training which would better fit them for the clerical profession. Considering the fact that the competitive examination conducted by the Commission is only an elementary one and that the rules for selection already insist not only upon candidates possessing a minimum educational qualification, but on their acquiring it in a regular educational institution, the Commission was of opinion that the proposed experiment would be of doubtful educational and administrative value. The Government thereupon dropped the proposal.

17. *Direct recruitment to services.*—During the year under review the Commission interviewed applicants for more than 30 classes of posts. The details of the selections held are given in Appendix A. As usual, the selection of candidates was made on estimates of vacancies obtained from the Heads of departments. In respect of the posts of Sub-Inspector of Police, Sub-Inspector of Excise, Junior Inspector of Co-operative Societies and Reserve Sub-Registrars for which the number of applicants was very large, the Commission interviewed the candidates at different centres of the Presidency.

18. *Medical certificates—Production after selection.*—In commenting on the report of the Commission's activities for 1930-31, the

Government drew the attention of the Commission to the point raised during the Legislative Council debate as to whether it would be feasible to require candidates recruited by the Commission to produce certificates of physical fitness *after* approval by the Commission instead of *before* approval. On the advice of the Commission the Government directed that the production of medical certificates along with applications might be dispensed with except in the case of applicants for posts for which physical measurements are prescribed in the statutory rules or are required by appointing authorities and for admission to the competitive examination for posts in the Madras Ministerial Service (clerkship examination). The question of dispensing with the production of certificates of physical fitness along with applications even for the post of clerk is under consideration in the light of the debate in the Legislative Council on the Commission's report for 1931-32.

19. *Medical certificates for selection to Provincial Services—Enhancement of the rate of fee.*—In February 1932, the Government informed the Commission that, on a suggestion made by the Government of India, the Local Government proposed to increase the fee for medical examination for certificates of physical fitness from Rs. 7-8-0 to Rs. 16 in the case of candidates for Provincial Services and invited the Commission's views on the proposal. No reasons were advanced in support of the suggestion. The Commission stated that as candidates had to pay a fee of Rs. 20 on application, it was inadvisable to enhance the fee on medical certificates. The Local Government, nevertheless, agreed to the adoption of a fee of Rs. 16 for the grant of certificates of physical fitness.

20. *Lists of candidates drawn up by the Commission—Period of currency.*—At the instance of the Commission, the Government directed that lists of candidates selected by the Commission for appointment in the various classes of posts in the Subordinate Services drawn up in advance against vacancies expected to arise during the year or during any other definite period following the drawing up of the lists shall remain in force till all the candidates included in them have been placed on probation or have been removed from them on account of age or for other reasons. Candidates included in one list who are not so absorbed before the next list is prepared are to be brought on to the new list and placed at the top. In accordance with this decision, it is announced in the Commission's notifications inviting applications for various posts that persons already selected for the posts who were awaiting appointment need not apply again, but will be appointed, provided that they are within the prescribed age-limit.

21. *Appointment otherwise than by open competitive examination—Weight to be given to the status of a candidate's family.*—The Government have after consultation with the Commission directed that, other things being equal, the status of a candidate's family and his family connexions should be taken into account in selecting candidates for appointment otherwise than by competitive examination.

22. *Selections against the Commission's advice—(a) Professor of Natural Science, Queen Mary's College, Madras.*—At the instance of the Director of Public Instruction, Madras, the Commission invited applications for the post of Professor, Natural Science, Queen Mary's College, Madras. Two candidates applied and after interviewing them the Commission recommended one of the two. The Government, however, appointed the other candidate.

The Statutory Rules for the Madras Educational Service lay down that a candidate for selection should be a British *Indian* subject or a subject of a State in India who has obtained the previous permission of the Local Government to apply. Besides this statutory provision, the Government have also prescribed in an executive order that where selection for admission is made in consultation with the Madras Services Commission the latter may at its discretion permit subjects of Indian States to apply for the posts, but the notice inviting applications should contain a specific warning that such candidates would be considered only if qualified and suitable British Indian candidates were not forthcoming in the required numbers. In accordance with these orders, the Commission specified in the notification inviting applications for the post in question that subjects of Indian States could also apply but that their applications would be considered only if qualified and suitable British Indian candidates were not forthcoming in sufficient numbers. The candidate who was selected by the Commission was a British *Indian* candidate and was qualified for the post. The candidate who was appointed by the Government was a subject of an Indian State and her selection by the Government in preference to the British Indian candidate was a violation of their own order that subjects of Indian States are eligible only if qualified and suitable British Indian candidates are not forthcoming. The Government's selection also contravened the Statutory Rules as the candidate selected by them had not obtained the previous permission of the Local Government to apply for selection. In explanation for rejecting the Commission's nomination, the Government stated that the candidate appointed by them had been awarded a scholarship with the specific intention that she should later be appointed to the post in question; but if the Government had already come to this determination it is not evident why the processes of the Commission involving public and private expense should have been brought into operation. As regards the contravention of the Statutory Rules, the Government stated that the candidate was *deemed* to have obtained the previous permission of the Local Government though it is difficult to appreciate how the provisions of a statutory rules may be *deemed* to have been complied with when they were not actually complied with.

(b) *District Board Engineers.*—The Government estimated that there would be 9 vacancies of District Board Engineers in 1932-33 and stated that to fill half these vacancies candidates should be recruited directly, the remaining half being filled from the ranks of Local Fund Assistant Engineers. The Commission drew up a list of Assistant Engineers qualified for selection after the perusal of their confidential reports. It understood that communal considerations were not to apply to selections from the rank of Local Fund Assistant Engineers and accordingly drew up the list on considerations of seniority and the confidential reports on the officers. All the selected officers belonged to the same community. The Commission advertised the remaining vacancies. Subsequently the Government brought to the Commission's notice that Local Fund Assistant Engineers were eligible for selection also by direct recruitment and applications should be invited also from them. The Commission accordingly re-advertised the vacancies inviting applications from Local Fund Assistant Engineers and, after interviewing the qualified applicants, drew up a combined list of Local Fund Assistant

Engineers and outsiders whom the Commission considered most suitable for appointment as District Board Engineers. In submitting that list to the Government the Commission recommended that the first list might be cancelled because that list had been prepared merely after a perusal of the officers' confidential reports—a procedure permissible only under section 11 of the Madras Services Commission Act, i.e., in respect of promotions of officers to a Provincial Service from a Subordinate Service, and as Local Fund Assistant Engineers were not Government servants, their selection for appointment as District Board Engineers would fall not under section 11 but under section 10 of the Madras Services Commission Act. The second list was prepared according to the procedure prescribed in section 10, viz., after advertising the vacancies, inviting applications and selecting candidates after interview, and the number of Local Fund Assistant Engineers selected in the second list was more than half the total number of selected candidates (as required by the Statutory Rules). At the time when the Commission suggested that the first list should be cancelled, it had ascertained from the Government that only one candidate, the first candidate on the list, had at that time been selected for admission to the Madras District Board Engineering Service from the first list. He was a senior Local Fund Assistant Engineer with a good record of work and as the Commission would in any case have included him in the second list it did not object to his selection. The Government, however, have made further selections from the first list notwithstanding the Commission's advice that it should be cancelled. Seven months after the Commission had made the suggestion in question, the Government informed the Commission that the two sets of selection made by the Commission should stand, their reason being that the procedure followed by the Commission in drawing up the two lists was in accordance with the *intention* of the Government and had not prejudiced the chances of selection of any of the candidates, that the irregularity pointed out by the Commission might be regarded as a technical one not vitiating the merits of the selection and that they have decided to amend the Statutory Rules so as to avoid the difficulty brought to notice by the Commission. The Commission has pointed out that the first list was not prepared in accordance with the Madras Services Commission Act and that the Commission is not sure that the legality of appointments made from that list is not open to question. The Government's reply is awaited.

(c) *Madras Co-operative Subordinate Service—Junior Inspector of Co-operative Societies.*—After the Commission had drawn up and communicated a list of Junior Inspectors of Co-operative Societies against the estimate of vacancies for 1931–32, the Registrar of Co-operative Societies forwarded a list of 52 persons who were appointed by him as Junior Inspectors of Co-operative Societies without consultation with the Commission in contravention of the Statutory Rules requiring such consultation and requested the Commission to approve their appointments. As the appointments were irregular they were liable to be cancelled. In order, however, to avoid any administrative inconvenience that might be caused by such cancellation the Commission interviewed such of the men (36) who had been appointed between 14th July 1930 (the date of the issue of the Statutory Rules requiring consultation with the Commission) and 22nd July 1931 (the date of the Commission's notification inviting applications for vacancies in 1931–32) and recommended the

selection of all of them except those who were ineligible for selection on the date of the interview through the operation of the age-limit. At the same time, the Commission brought to the notice of the Government that it would be a hardship to those who were not selected if they were to be thrown out of employment owing to the irregular action of the Registrar in employing them without consultation with the Commission. The Government thereupon regularized the appointments by amending the Statutory Rules so as to dispense with consultation with the Commission in respect of those appointments.

(d) *Appointment of part-time Lecturer in Geography, Queen Mary's College, Madras.*—In September 1932, the Government proposed to keep the post of Assistant Lecturer in Geography in the Queen Mary's College, Madras, unfilled, and to create in its place a part-time post on Rs. 125 and to appoint a *man* in that post. The whole-time post of Assistant Lecturer in the Queen Mary's College, which is on a pay of Rs. 125—5—175—7½—250 per mensem (old scale), is included in the Madras Educational Subordinate Service and recruitment to it should be made after consultation with the Commission. When the proposal mentioned above was referred to the Commission it stated that, though strictly it was not concerned with the creation of a part-time post, on the merits of the case it could not recommend the proposed appointment for the following reasons:—

- (1) there was no economy in the arrangement proposed because the initial pay of the whole-time post of Assistant Lecturer was only Rs. 125 which was the pay proposed for the part-time post;
- (2) the appointment, even though part-time, of a *man* in a women's institution was against the spirit of the Statutory Rule which required that no *man* should be appointed in a women's institution;
- (3) that it was not evident whether the candidate proposed for appointment possessed the qualifications prescribed in the Statutory Rule for the full-time post of Assistant Lecturer, viz., a degree or diploma in teaching.

The Government did not accept the Commission's recommendation; they created a part-time post and appointed the candidate. No reasons for the non-acceptance of the Commission's recommendation were disclosed and when the Commission desired to know those reasons the Government stated that as the Commission considered that no consultation with it was necessary for the appointment in question, no reasons for differing from the Commission's view were stated. They also stated that there was no time to arrange for the filling of the vacancy in the usual manner by advertising the vacancy and selecting the candidate after interview; and further that it would not be possible to retain the candidate so selected in service when the permanent incumbent joined duty; also that the Director of Public Instruction was satisfied that no woman with a qualification in Geography nor any man other than the Director of Public Instruction's nominee was available for the temporary post.

The permanent incumbent was relieved of her duties in the College on 17th August 1932, having been granted leave for one year, so that her intention to go on leave and the consequent vacancy must

have been known still earlier. The Commission was addressed about the filling of this vacancy on 1st September 1932. If steps had been taken to advertise the post in time, the selection of a suitable candidate could have been made.

23. *Recruitments to Provincial Services from Subordinate Services.*—During the year under report the Commission dealt with 22 references under section 11 of the Act and drew up lists of officers of the Subordinate Services qualified for selection for admission or advised on the suitability of officers nominated for selection to the following Provincial Services:—

- Madras Agricultural Service.
- Madras Civil Service (Executive Branch).
- Madras Co-operative Service.
- Madras Educational Service (Men's Branch).
- Madras Excise Service.
- Madras General Service (Class III)—Senior Assistant to the Government Analyst.
- Madras General Service (Class VI)—Assistant Secretary to Government.
- Madras Medical Service (General Branch).
- Madras Police Service.
- Madras Public Health Service.
- Madras Registration Service.
- Madras Veterinary Service.

24. *Departure from the communal rule and from the order of preference suggested by the Commission—Madras Veterinary Service.*—In April 1931 the Commission drew up a list of Veterinary Assistant Surgeons, arranged in order of merit under each community, who were qualified and suitable for selection for admission to the Madras Veterinary Service, and that list was approved by the Government with slight modifications. In it under a certain community the Commission placed an officer third. In July 1931, the Government promoted him in supersession of the two officers above him in the approved list and his selection was out of the communal order prescribed in the Statutory Rule for his community. Although according to the orders of the Government a copy of the order of appointment should have been communicated to the Commission, as soon as the appointment was made, no such copy was received in the case in question until after six months and then only when it was called for by the Commission after it had noticed from the Civil list that the officer had been promoted. The Commission immediately pointed out to the Government that the selection was irregular as it contravened the communal order prescribed in the Statutory Rules and that it was in supersession of two officers of his community above him in the approved list. Nothing was heard from the Government until September 1932 when they proposed to revise the rules prescribing qualifications for selection for the Madras Veterinary Service. The Commission noticed that few officers in the Department possessed the proposed qualifications and it doubted whether those revised qualifications were not designed so as to suit the particular officer who was promoted out of his turn. Whatever may have been the reason for revising the qualifications at that stage, when its advice was sought on the proposal to revise the qualifications, the Commission after a careful examination of the proposed qualifications, advised



that they were not suitable. But the Government nevertheless amended the Statutory Rules prescribing those qualifications and gave retrospective effect to the rules so amended. (This amendment of the rules is dealt with in detail in paragraph 9.) Thus a year after a selection had been made irregularly, the Government ratified their action by suitably amending the Statutory Rules with retrospective effect. The Commission cannot too strongly deprecate such framing or amendment of the Statutory Rules so as to suit particular individuals.

After the irregular appointment referred to above had been ratified in the manner described above, the Government promoted yet another officer of the same community and they proposed to promote a third. The second officer promoted was the only officer satisfying the revised qualifications and the communal rule was set aside on that ground.

The third was senior to both the officers already promoted, but he did not possess the qualifications, as revised. The Government, therefore, resorted to Rule 12 of the Civil Services (Classification, Control and Appeal) Rules for his selection for the Provincial service. Under that rule all or any of the rules framed for a service may be relaxed with the concurrence in writing of His Excellency the Governor in individual cases in which the Government are satisfied that a strict application of the rule or rules would cause hardship. Under this rule, the Government suspended the operation of the rule of communal rotation in favour of the third officer mentioned above and have proposed to promote him without consideration of the communal order. The Government have explained that the officer had already suffered a hardship by the promotion of his juniors and that he would suffer further hardship should his promotion be deferred until he could be promoted in the turn prescribed for his community. It is evident to the Commission that the officer suffered hardship by the promotion of his juniors belonging to his own community, but that hardship was caused by the amendment of the rules as stated above. The Government amended the Statutory Rules against the Commission's advice and after giving the benefit of that amendment to two members of a particular community, they have made it a reason also for the promotion of a third of the same community.

25. *Appeals, memorials and proposals for punishment.*—During the year under review, the Commission advised the Government on 28 appeals, 8 memorials and 40 proposals for punishment.

26. *Failure to observe rules governing procedure in departmental enquiries.*—Failure to observe strictly the procedure prescribed in the statutory rules before an officer is punished is still of frequent occurrence. The Commission had to advise in twelve instances that the procedure was defective and that the authorities empowered to punish should hold a fresh enquiry in accordance with the procedure prescribed in the statutory rules and revise or confirm the previous order on the records of such re-enquiry. Rule 55 of the Civil Services (Classification, Control and Appeal) Rules, requires that the grounds on which it is proposed to take action against an accused officer should be reduced to the form of a definite charge or charges, that he should be required within a reasonable time to put in a written statement of his defence and to say whether he desires to be heard in person; if he so desires, or if the authority concerned so direct, an oral enquiry should be held. In some cases which were examined by the Commission, the accused had not been called upon to say whether he desired to be heard in person nor had an oral enquiry been held. In other

cases it was noticed that an oral enquiry was first held, then charges were framed and then the explanation of the accused was obtained, whereas the Statutory Rule requires that the oral enquiry should follow and not precede the written explanation of the accused.

In some other cases it was noticed that the authorities conducting the enquiry did not record their findings. The Statutory Rule requires that the proceedings should contain a sufficient record of the evidence and a statement of the findings and the grounds therefor.

It is necessary to make it perfectly clear to authorities competent to punish officers that they should adhere strictly to the procedure prescribed in the Statutory Rule, and that it is not open to them, except as provided in the rule itself, to waive the requirements of the rule or to vary the order of the several stages of the enquiry prescribed by it.

27. *Non-acceptance of Commission's recommendations in appeals and proposals for punishment.*—The Commission's recommendation was not accepted in the following cases:—

(a) In one case the accused was a Sub-Magistrate, and the District Magistrate concerned framed charges against him. The charges related to the accused's conduct both on the Revenue side and the Magisterial side. The accused was found guilty by the District Magistrate who enquired into the charges, and also by the Board of Revenue of harassing unduly the Sub-treasury staff of the Taluk office; using intemperate language; delaying the issue of cash from the double lock, thereby causing much inconvenience and annoyance both to the public and to the Taluk staff and of failure to appear before the District Magistrate for purposes of enquiry. There were also other charges which disclosed a lack of magisterial decorum and self-control, insubordination and dereliction of duty. The District Magistrate recommended that the Sub-Magistrate be removed from service and the Board of Revenue, while agreeing with the District Magistrate, considered that the accused was not a fit person to represent the Revenue Department in relation to either members of the public or other officers of the Government. The Commission, after a careful consideration of the case, was of opinion that the charges as proved showed the accused to be so ill-tempered and perverse in the execution of his duty that it was impossible usefully to employ him in future, but that there was nothing to indicate any moral turpitude. The Commission recommended that the accused be removed from service and that, in consideration of his past service, he be granted such compassionate pension as was admissible under the rules. The Government agreed with the Commission that the accused had shown faults of temperament and perversity which rendered him unfit for the responsible position of a Sub-Magistrate; but, instead of ordering his removal from service, reduced him to the post of Head Accountant on Rs. 125, the reason given being that the order of removal from service was too severe a punishment.

(b) In a second case, the probation of an officer in the Madras Engineering Service was terminated in May 1931 in consultation with the Commission as his work disclosed certain faults

of a serious and general nature, and he was reverted to his permanent post in the Madras Engineering Subordinate Service. In November 1931, he submitted a revision petition to His Excellency the Governor and it was rejected. He submitted an appeal in January 1932. It was referred to the Commission which advised that there was no ground for revising the orders already passed. Its advice was based on two points—(i) rules of procedure and (ii) merits of the case.

Regarding procedure the Commission stated that the appeal was inadmissible on two grounds—

- (1) That the appellant was not a member of a Provincial Service and he was not, therefore, entitled to an appeal to His Excellency the Governor under rule 57 (5) of the Civil Services (Classification, Control and Appeal) Rules under which the appeal was submitted; and
- (2) that there was no provision in the statutory rules for an appeal against an order of termination of probation.

On the merits of the case, the Commission stated that the gravamen of the charge against the appellant was that he disobeyed the clear orders of the Executive Engineer and that in the words of the Chief Engineer he was prone to hastiness and short temper and, therefore, was unfitted for the charge of a subdivision.

The Government did not accept the Commission's advice but directed that the officer be restored to his place in the list of officiating Assistant Engineers.

28. *Delay in passing orders on appeals.*—(a) The appeal mentioned in item (b) of paragraph 27 above was received in October 1931 and was not referred to the Commission for advice until after nine months, viz., in July 1932. The Commission's reply was sent to the Government in September 1932 and, after a further delay of about nine months, the Government passed orders in June 1933.

(b) In another instance, the Government (Development Department) delayed passing orders on an appeal for nearly nine months after the Commission had advised on the case.

In the interests of appellants it seems desirable that orders on appeals should be passed more expeditiously.

29. *Special Test examinations.*—The Special Test examinations were held in June and December 1932 and were conducted at 26 centres in the Presidency, and also at Pudukkottai and Mercara. An analysis of the results in the various tests is given in Appendix B. The results in the "Agricultural Department Test" and the "Criminal Judicial Test" show a steady improvement, though the percentage of "passed" to "examined" in the "Criminal Judicial Test" is still low. The results in the "Revenue Test" continue to be poor, the percentage of "passed" to "examined" for the examination held in December 1932 being as low as 11.4. The position in regard to the "Civil Judicial Test" is not much better, the percentage having come down from 80.4 in January 1932 to 56.8 in June 1932 and 50.0 in December 1932. Though the examiners report a slight improvement in the standard of answers, the tendency to copy indiscriminately from text books is still prevalent among the majority

of candidates. An instruction is printed at the head of the question papers that candidates are expected to give their answers in their own words as far as possible; but the instruction does not seem to have had any appreciable effect. Very few have attempted to answer the practical questions set for the examinations. Another defect noticeable is the poor knowledge of English possessed by many candidates. The examiner in the paper on "Revenue Acts and Regulations" for the "Revenue Test" reports a marked deterioration in the English of the candidates examined. The majority of the candidates who sat for the "Civil Judicial Test" could not express their ideas in correct English; some of them could not even understand the questions. Extracts from the reports of the examiners for the examinations held in June and December 1932 are given in Appendix C.

30. *Enhancement of fees for Special Tests.*—In January 1932, Government ordered the enhancement of the fees prescribed for the various Special Tests. At the same time, exemption from payment of examination fees was granted to Government servants under the following conditions:—

- (a) Where a test was prescribed as part of the probation and training of an officer appointed by direct recruitment; and
- (b) where it had been newly imposed on a person already in service.

These conditions of exemption have since been modified as follows:—

- (a) Where a test is prescribed as part of the probation and training of an officer whether recruited direct or by transfer; and
- (b) where it has been newly imposed on persons already in the service concerned when the test is prescribed.

31. *Amendment to the Special Test Notification.*—In July 1932, Article 4 of the Special Test Notification was amended so as to include the employees of the Court of Wards in the class of persons eligible for admission to the Special Test Examinations. The syllabus for the "Agricultural Department Test" was simplified by the deletion of the paper on the "Agricultural College and Estate Manual." A new book, the "Handbook of Instructions for payment of Military Pensions" was added to the list of books prescribed for the "Account Test for Subordinate Officers, Part II."

32. *Duty of Government officers to assist the conduct of the Special Test examinations.*—On the Commission's suggestions, the Government issued orders in February 1933 emphasizing the duty of every Government officer to assist in the conduct of the examinations held by the Commission, if requested to do so, and specifying the classes of persons who are to be nominated by the Collectors for appointment as Chief Superintendent and Assistant Superintendents for the examinations.

33. *Personal records of officers—Need for proper maintenance.*—Personal reports of officers must be relied on to a great extent when lists of those considered fit for selection for the Provincial Services from the corresponding Subordinate Services are drawn up and when the Commission advises on proposals for punishment and on appeals.

The Commission has noticed that in some departments such records are not maintained systematically, i.e., there is no system of reporting on officers at regular intervals and of recording these reports. Records are often prepared for the occasion when an officer's promotion is under consideration. The Government have recently ordered the proper and regular maintenance of confidential reports on officers and their periodical scrutiny by heads of departments and the Commission hopes that such reports will be maintained systematically in future. Heads of departments continue to send only copies or extracts of confidential reports instead of the originals. This is against the Government's instructions referred to above, while the danger of basing recommendations regarding promotions or punishments on copies or extracts of documents is obvious. The Commission has had in many cases specially to call for the originals of the reports. Delays in the disposal of these cases would be avoided were the Government's instruction to send to the Commission the originals of confidential reports strictly followed.

34. *Proposal to amend sections 6, 7 and 11 of the Madras Services Commission Act.*—In paragraph 15 of its report for 1930-31, the Commission stated that it experienced no special difficulty in carrying out its work save in regard to recruitment to Provincial Service appointments by selection from the Subordinate Executive and that proposals to amend section 11 of the Madras Services Commission Act which governs the procedure to be followed by the Commission in advising on such appointments so as to make its scope and meaning clearer, had been submitted to the Government. In paragraph 28 of its report for 1931-32, the Commission drew attention to the need for deleting the provisos to sections 6 and 7 of the Act. These sections of the Act have not yet been amended. The Commission's difficulty in drawing up lists of candidates for selection for the Provincial Services from the corresponding Subordinate Services continues in the absence of specific powers enabling it to consider, while drawing up those lists, the cases of all persons eligible for such selection. The Commission is obliged to confine its recommendations to the claims of those nominated by the Head of the department even though those recommendations involve the supersession of senior officers with records as good as those of the officers nominated. The Commission's examination of such proposals is bound to be ineffective so long as it is not empowered as stated above, and it urges the need for expediting the amendment of the Act in this respect.

35. *General.*—In conclusion, the Commission would invite attention to the instances mentioned above in which the Commission's recommendations have not been accepted by the Government. It was pointed out in the Commission's report for the previous year that the setting aside of the Commission's recommendations, when there is merely a difference of opinion, appears incompatible with the objects for which the Commission was established and may go far to defeat those objects as political influences become more active. The Commission regrets that there should still be cases in which the Government disagreed with the Commission's recommendations and would point out again that if the Commission is to fulfil the objects for which it was established, and if the personnel of the services is to be placed outside the pale of political influence, it is desirable that its recommendations should be accepted in almost all cases.

## APPENDIX A.

*Selections made by the Madras Services Commission under section 10 of the Act.*

Number of vacancies.	Applications received.	Applicants qualified.	Appeared for interview.	Recommended.	Qualifications of those recommended.	Remarks.
6	51	30	29	8	(1) B.E. (Civil). (2) B.A., Diploma in Civil Engineering. (3) Diploma in Civil Engineering. (4) Do. (5) B.E. (Mechanical). (6) Diploma in Civil Engineering. (7) Do. (8) B.Sc. (Aligarh), B.E. (Mechanical).	
PROVINCIAL SERVICES.						
<i>District Board Engineers.</i>						
1	13	7	7	1	B.A. (Hons.) in the Mechanical Sciences Tripos of the Cambridge University, etc.	This vacancy was reserved for "Anglo-Indians, Christians and non-Asiatics of Indian domicile."
<i>Senior Workshop Instructor in the College of Engineering, Guindy.</i>						
1	2	*2	2	1	M.A., L.T.	*One candidate was a subject of an Indian State.
<i>Professor of Natural Science, Queen Mary's College.</i>						
<i>Vice-Principal, Law College, Madras.</i>						
1	28	24	24	2	(1) B.A., B.L. (Madras), B.A., LL.B. No. (1) was appointed. (Cantab), Bar.-at-Law. (2) B.A., M.L.	

Number of vacancies.	Applications received.	Applicants qualified.	Appeared for interview.	Recommended.	Qualifications of those recommended.	Remarks.
PROVINCIAL SERVICES— <i>cont.</i>						
<i>Inspector of Boilers.</i>						
1	3	1	1	1	Associate Member of the Institute of Mechanical Engineers.	
<i>Professor, Law College, Madras.</i>						
1	28	28	26	2	(1) B.A., M.L. (2) M.A. (Cantab), Bar-at-Law.	No. (1) was appointed.
<i>Deputy Superintendent of Police.</i>						
1	5	2	2	1	B.A.	This vacancy was reserved for "Any other community including depressed classes."
<i>Port Officer.</i>						
1	6	6	5	1	Board of Trade's Certificate of Competency as Master Mariner.	
<i>Consulting Architect to Government.</i>						
1	3	2	2	1	Diploma of the Sir Jamsetji Jijibhai School of Art, Bombay.	
<i>Statistical Officer in the Office of the Board of Revenue.</i>						
1	78	64	* 63	2	(1) B.A. (Hons.) Mathematics, (Madras), B.Sc. (Special), Statistics (London). (2) M.A., Mathematics (Madras).	No. (1) was appointed. * One candidate was absent.

Number of vacancies.	Name of community.	Number of applications received.	Applicants qualified.	Appeared for interview.	Recommended.	Qualifications of the candidates recommended.	Remarks.
SUBORDINATE SERVICES.							
<i>Sub-Assistant Inspectresses and School Assistants (Women).</i>							
30	Non-Brahman Hindu.	6	6	6	6	M.A., L.T.	1
	Christian	4	4	3	3	B.A. (Hons.)	}
	Brahman	2	1	1	1	L.T.	
	Other community including Depressed Classes.	2	2	1	1	B.A., L.T.	9
		15	13	11	11		
2	Non-Brahman Hindu.	1	1	1	1	M.A., L.T. (Madras)	1
	Christian	1	2	2	1	B.Sc. (Hons.)	1
	Brahman	2	2	3	2	(London).	
		4	3	3	2		
<i>Assistant Lecturers in Chemistry and in Physics, Queen Mary's College (Women).</i>							
	Non-Brahman Hindu.	1	1	1	1	M.A., L.T. (Madras)	1
	Christian	1	2	2	1	B.Sc. (Hons.)	1
	Brahman	2	2	3	2	(London).	
		4	3	3	2		
<i>Assistant Lecturers in Chemistry (Men).</i>							
2	Non-Brahman Hindu.	1	1	1	1	M.Sc. (Benares Hindu University)	
	Christian	1	2	2	2	and B.Ed. (Andhra)	2.
	Brahman	3	2	2	2		
		5	2	2	2		
		2	2	2	2		
<i>Physical Director, Government Arts College, Rajahmundry.</i>							
1	Non-Brahman Hindu.	1	1	1	1	B.A.	1
	Christian	1	1	1	1		
		2	2	2	2		



Number of vacancies.	Name of community.	Number of applications received.	Applicants qualified.	Appeared for interview.	Recommended.	Qualifications of the candidates recommended.	Remarks.
SUBORDINATE SERVICES— <i>cont.</i>							
<i>Sub-Inspectors of Police.</i>							
31	Non-Brahman Hindu.	322	269	261	12	B.A., B.L.	1
	Muhammadian	76	60	60	5	B.A. (Hons.)	1
	Christian	54	38	36	7	B.A.	5
	Brahman	140	114	111	4	Intermediate	6
	Other community including Depressed Classes.	11	11	11	3	S.S.L.C.	18
		603	492	479	31		
<i>Sergeants.</i>							
11	.....	46	29	26	11	.....	Selection held in August 1932.
7	.....	38	28	21	7	.....	Selection held in April 1933.
<i>Sub-Inspectors of Excise.</i>							
7	Non-Brahman Hindu.	168	134	133	4	B.A., L.T.	1
	Muhammadian	28	23	23	1	B.A.	3
	Christian	27	23	23	1	Intermediate	1
	Other community including Depressed Classes.	2	1	1	1	S.S.L.C.	2
		225	181	180	7		
<i>Upper Subordinate (Agricultural).</i>							
2	Muhammadian	5	2	2	2	B.Sc. (Agriculture).	2 Applications invited from Muhammadans only.

	Supervisor (Industries).				Supervisor (Industries).			
1	Non-Brahman Hindu.	5	3	1	1	1	1	B.E. (Madras).
57	1	Non-Brahman Hindu. Brahman .. ..	1	1	1	1	1	Technical Certificate (Ramakrishna Mission Students Home Industrial School).
10	8	Non-Brahman Hindu. Christian .. .. Brahman .. ..	7	7	7	2	2	Draughtsman Test.
			1	1	1	1	1	
			42	42	42	7	7	
			53	50	50	10	10	
8	14	Non-Brahman Hindu. Christian .. .. Brahman .. .. Other community including Depressed Classes.	12	11	11	5	5	Upper Subordinates 5 (College of Engi- neering, Guindy). Lower Subordinates 2 (College of Engi- neering, Guindy). Civil Engineering 1 Diploma (Govern- ment Technical Institute, Insein).
			..	..	..	..	..	
			24	24	24	3	3	
			1	..	..	..	..	
			40	36	35	8	8	
2	32	Muhammadian .. .. Christian .. .. Other community including Depressed Classes.	30	27	27	1	1	B.A., B.L. .. 1 B.A. (Hons.) .. 1 B.A. .. .. 1
			49	46	46	1	1	
			5	3	3	1	1	
			86	80	76	3	3	

*Sub-Deputy Registrars of Co-operative Societies.*

Number of vacancies.	Name of community.	Number of applications received.	Applicants qualified.	Appeared for interview.	Recommended.	Qualifications of candidates recommended.	Remarks.
SUBORDINATE SERVICES— <i>cont.</i>							
<i>Junior Inspectors of Co-operative Societies.</i>							
50	Non-Brahman Hindu.	156	136	130	22	B.A. (Hons.) ..	2
	Muhammadian ..	28	25	21	9	M.A. ..	1
	Christian ..	26	23	21	9	B.A. ..	16
	Brahman ..	131	121	113	9	Intermediate ..	11
	Other community including Depressed Classes.	2	2	2	1	S.S.L.C. ..	20
		343	307	287	50		50
<i>Junior Chemical Assistant (Medical).</i>							
1	Non-Brahman Hindu.	1	..	..	..	M.Sc. (Dacca).	
	Brahman ..	5	5	5	1		
	Other community including Depressed Classes.	1	..	..	..		
		7	5	5	1		
<i>Demonstrator, Medical College, Vizagapatam.</i>							
1	Non-Brahman Hindu.	3	2	2	1	B.Sc. (Andhra) ..	The candidate has not been appointed as the post is held in abeyance.
	Christian ..	1	..	..	..		
	Brahman ..	6	6	6	..		
		10	9	8	1		
<i>Junior Assistant to Public Analyst.</i>							
1	Non-Brahman Hindu.	2	2	2	1	B.A. (Madras), L.T.C.	The Commission did not advertise the vacancy, but selected a candidate from eight applications forwarded by the Surgeon-General.
	Christian ..	2	1	1	..	Diploma (Victoria Jubilee Technical Institute, Bombay).	
	Brahman ..	4	4	3	..		
		8	8	6	1		

## Clerk in the C.I.D. (Madras Ministerial Service).

1 Non-Brahman Hindu.  
 Muhammadan ..  
 Christian ..  
 Brahman ..  
 Other community in-  
 cluding depressed  
 classes.

32  
 14  
 12  
 9  
 21  
 20  
 1

32  
 12  
 9  
 20  
 1

31  
 12  
 9  
 18  
 1

..  
 ..  
 1  
 ..  
 ..

E.S.I.C.

80

74

71

1

## Reserve Sub-Registrars.

20 Non-Brahman Hindu.  
 Muhammadan ..  
 Christian ..  
 Brahman ..  
 Other community in-  
 cluding depressed  
 classes.

395  
 67  
 45  
 234  
 10

375  
 61  
 40  
 212  
 8

371  
 60  
 37  
 205  
 8

..  
 ..  
 ..  
 ..  
 ..

.....  
 The final selection of the  
 candidates has not yet  
 been made pending orders  
 of the Government.

751

696

681

..

## Lecturer, Law College, Madras.

1 Non-Brahman Hindu.  
 Muhammadan ..  
 Christian ..  
 Brahman ..  
 Other community in-  
 cluding depressed  
 classes.

20  
 6  
 4  
 15\*

20  
 6  
 4  
 15\*

20  
 6  
 3  
 15  
 ..

..  
 ..  
 ..  
 2  
 ..

M.A. (Cantab.), Bar.-  
 at-Law.  
 M.A., B.L.

\*Includes one lady candidate.

46

45

44

2

APPENDIX B.

Special Test Examinations (June 1932).

Name of test.	Number of Number admitted, absentees, examined.		Number passed.		Number failed.	Percentage of passed to examined.	
	I Class.	II Class.	I Class.	II Class.		June 1932.	January 1932.
The Translation Test—							
Tamil .. .. .	9	Nil.	1	4	4	55.6	50.0
Telugu .. .. .	2	1	Nil.	1	Nil.	100.0	53.3
Kanarese .. .. .	1	Nil.	Nil.	1	Nil.	100.0	33.3
Malayalam .. .. .	1	Nil.	1	Nil.	Nil.	100.0	100.0
Oriya .. .. .	1	Nil.	1	Nil.	1	Nil.	..
The Civil Judicial Test	47	3	Nil.	25	19	56.8	80.4
The Criminal Judicial Test	126	11	Nil.	20	94	17.4	11.9
The Revenue Test	179	18	2	33	126	21.7	18.8
The Account Test for Public Works Depart- ment Officers	24	1	Nil.	4	19	17.4	39.5
The Account Test for Executive Officers	99	16	..	..	22	72.3	56.0
The Account Test for Subordinate Officers, Part I .. .. .	597	72	20	248	257	51.0	65.1
The Account Test for Subordinate Officers, Part II	85	4	3	50	28	65.4	56.7
The Jail Test .. .. .	5	Nil.	4	4	1	80.0	50.0
The Agricultural Department Test	36	3	10	18	5	84.8	41.3
Code of Criminal Procedure .. .. .	4	1	Nil.	3	Nil.	100.0	Nil.
The paper on "Laws, Rules, Regulations and Orders relating to Jail Management".	3	Nil.	..	..	1	66.7	100.0

\* The paper of one candidate was invalidated.

*Special Test Examinations (December 1932).*

The Translation Test—											
Tamil .. .. .	5	Nil.	5	2	1	3	2	60-0	55-6	50-0	
Telugu .. .. .	7	Nil.	7	Nil.	3	3	4	42-9	100-0	53-3	
Malayalam .. .. .	2	Nil.	2	Nil.	1	1	1	50-0	100-0	100-0	
Oriya .. .. .	3	Nil.	3	Nil.	1	1	2	33-3	Nil.	..	
The Civil Judicial Test .. .. .	24	4	20	1	9	10	10	50-0	56-8	80-4	
The Criminal Judicial Test .. .. .	128	5	*123	Nil.	37	37	85	30-1	17-4	11-9	
The Revenue Test .. .. .	229	18	211	Nil.	24	24	187	11-4	21-7	18-8	
The Account Test for Public Works Department Officers and Subordinates .. .. .	32	4	28	2	13	15	13	53-6	17-4	39-5	
The Account Test for Executive Officers .. .. .	163	12	151	..	..	93	58	61-6	72-3	56-0	
The Account Test for Subordinate Officers, Part I .. .. .	481	45	436	17	251	268	168	61-5	51-0	65-1	
The Account Test for Subordinate Officers, Part II .. .. .	68	2	66	6	29	35	31	53-0	65-4	56-7	
The Jail Test .. .. .	5	Nil.	5	Nil.	3	3	2	60-0	80-0	50-0	
The Agricultural Department Test .. .. .	12	Nil.	12	1	10	11	1	91-7	84-8	41-3	
Code of Criminal Procedure .. .. .	3	Nil.	3	..	..	2	1	66-6	100-0	Nil.	
The paper on "Laws, Rules, Regulations and Orders relating to Jail Management" .. .. .	3	2	1	..	..	Nil.	1	Nil.	66-7	100-0	

\* The paper of one candidate was invalidated.

## APPENDIX C.

*Extracts of reports from Examiners in the Special Test Examinations.*

*The Translation Test (Oriya)*—June 1932.—Candidates lack in rendering the English legal terms into vernacular equivalents. Spelling and grammar mistakes are still noticed.

December 1932.—The candidates commit awful spelling mistakes throughout. The construction of sentences is not grammatical and arranged in logical order. From my perusal of answers, it is difficult to make out the subject matter of the original passages. Very often candidates omit the translation of whole passages. The answers showed want of knowledge of legal expressions on the part of the candidates.

*The Civil Judicial Test*—June 1932.—The answers were satisfactory. The direction that answers must be given as far as possible in the candidate's own words has been useful this time also in eliciting intelligent answers.

December 1932.—The answers show that the majority of the candidates cannot express their ideas in correct English. Some of them cannot even understand the questions. This may not be a matter for surprise, considering the low educational qualifications of most of the candidates.

*The Criminal Judicial Test (Medical Jurisprudence)*—June 1932.—The answer papers this year, though not much better than in previous years, show one improvement, there is a tendency for the candidates to answer the questions asked, instead of referring the Examiner to particular paragraphs or pages of any text-book. The majority of the papers show that the candidates are trying to understand the subject a little more.

December 1932.—The answer papers in Medical Jurisprudence this term were better in this sense, that the candidates tried to answer without quoting books extravagantly, or directing the examiner to refer to particular pages and paragraphs in the text-book. On the whole, the defect that has been stated in previous years still continues, that the candidates are in a position to answer only stereotyped questions, and cannot express themselves when slight variations in the nature of the question are offered. The misunderstanding of the question still continues, and this can only be accounted for by the rather superficial nature of the study. For instance, when signs of recent delivery are asked, the candidate describes the different changes in the infant during the first ten days. The question "How would you estimate the age in a woman" has not been understood and candidates have confined themselves to one or two signs peculiar to women, whereas obviously what was expected was that they should deal with the general signs bearing upon the determination of age, and refer also to any of the special signs peculiar to women. On the whole, the answers were fairly satisfactory though the average is still somewhat low.

*(The Indian Penal Code)*—June 1932.—The performance of the candidates this time was much better than on the last occasion.

December 1932.—The answers to questions on general principles clearly indicate that most of the candidates have not studied the Code carefully.

*The Revenue Test (Revenue Acts and Regulations)*—June 1932.—The result may be deemed good, but there seems to be an appreciable fall in the standard of replies given. Mere parrot-like repetitions from the Code, with mistakes in grammar and spelling seem most marked. To quote one instance, in connexion with the benefit accruing from the Land Improvement Loans Act, a candidate says: "The intention of Government is to improve the land and the ryot also, and to see the better condition of the country." Another candidate, while describing the remedy open to a landholder to recover arrears of rent, puts his idea in a jumble of words thus: "He can occupy the crop on the field or after it is harvested, and possess his share equivalent in value to the rent due to him." Candidates do not take the trouble carefully to study the Acts and Regulations and this is clear from the fact that practical questions based on the provisions of the Act are rarely tackled, and where attempted, the replies consist of a mere paraphrase of the questions. However, it may be stated on the whole that the majority of the candidates know where to find the rules bearing on any subject dealt with by them.

*December 1932.*—The candidates are getting to be mere book-worms in that they are ready to repeat *verbatim* the provisions of the Acts dealt with, but rarely ever tackle intelligently the problems set before them, upon the exact interpretation of the provisions in actual working. There is a marked deterioration in the English of the candidates examined due evidently to a fall in the general standard of recruits to the Revenue Department. I have come across such expressions as "heredition." One student has defined "Enfranchisement" as a kind of *inam* and another describes "cist" as a kind of disease.

*The Standing Orders of the Board of Revenue—June 1932.*—The standard of answers in the present examination is definitely higher than it was last time. Considering the nature of the questions set, which required not merely a knowledge of the text-book but a knowledge sufficiently intelligent to be able to apply it to actual concrete cases, the result may, I think, be described as definitely encouraging. There was, of course, the usual unintelligible nonsense served up, as for instance the following given by a candidate as his remarks on "Permanently-settled estate": "Such of the *inams* situated in zamindaris and other existing private estates as were included from the assets on which the permanent *peishkash* was fixed is a permanently settled estate." But there was appreciably less of that sort of thing than one usually comes across in answer papers of examinations of this kind.

*December 1932.*—Speaking generally, the candidates have not attempted to answer questions which required an intimate knowledge of the books; and there is evidence that the majority of the candidates have relied on the index to the Board's Standing Orders. Direct answers to the questions set are the exception, and often irrelevant matter is copied from the books. Absurd answers such as "Kistbandi is Jamabandi", "A 'memo' is the draft sent to subordinates", "Revenue registry is kept up to date by grant of land on darkhast under Standing Order 15" are not uncommon. My general impression after valuing the answer papers is that the candidates do not generally take the trouble to familiarise with the books and hence their inability to find readily the orders bearing on any given subject.

*Manuals of Village and Taluk Accounts and the Special Funds Code—June 1932.*—Though the questions were simple, the answers were not to the point. The general standard of the examinees is very low. They are not able to answer the questions in their own language without making bad mistakes in grammar. Intelligent answers as a rule are rare.

*December 1932.*—The candidates do not seem to have understood the questions in many cases and in some others the answers were at random and out of point. Where attempts were made to answer in their own words, many candidates did not fare well in diction. My experience is that the average ability of the candidates is too low.

*The Account Test for Public Works Department Officers and Subordinates—Madras Public Works Department Code—June 1932.*—While it is clear that many of the candidates knew the general principles and the more usual provisions of the Code of every-day use, which of course is satisfactory, there is evidence of a general lack of ability to apply the more difficult rules correctly to specific cases.

*December 1932.*—The candidates on the whole displayed a good grasp of the Code rules and a working-knowledge of the practical application of the rules. A more careful and systematic study of the rules was clearly discernible.

*Public Works Account Code—June 1932.*—The answers to questions indicate that the candidates have done much better than at the last half-yearly examination. They seem to have a practical knowledge of accounts.

*December 1932.*—The answer papers indicate that candidates are still lacking in sufficient knowledge of the cash book and payment of contractors' bills.

*The Account Test for Executive Officers—June 1932.*—The results are satisfactory on this occasion. Most candidates would appear to have prepared well for the test.

*December 1932.*—Although the percentage of passes is lower than in the previous examinations, the results may be considered satisfactory on the whole. The larger number of failures is due mainly to the candidate's lack of practical knowledge of the subject. Most of them would appear to have attached undue importance to the Introduction to Indian Government Accounts and Audit and treated it as a code of rules binding on Government servants in the Madras Presidency in the same way as the Madras Financial and Account Code and the Madras Budget Manual.



*The Account Test for Subordinate Officers, Part I—June 1932.*—This year the question paper was intended to be a little searching and this was enough to upset the wits of the candidates. Apart from a few, the majority did not show an intelligent grasp of the problems. Many answered the book questions easily, but when it came to application of the rules to facts they blundered. Some answers were, however, very good and pointed.

*December 1932.*—The quality of the answers has improved. But still a large majority of candidates have failed to solve the practical problems given. The tendency to copy the texts *verbatim* is still prevalent. The handwriting of several is bad.

*The Account Test for Subordinate Officers, Part II—June 1932.*—On looking into the points for report, I find that they centre round the general complaint common to the examinations "with books" that whole pages, not to say of paragraphs, are quoted in extenso from the Codes and so often the Examiner has to hunt out the answer to his question from the articles of the Code or Manual reproduced in the answer books.

*The Jail Test—June 1932.*—Generally speaking, the questions were answered poorly, the candidates giving correct answers by quoting from the text-book, but not proving that they really understood the subject.

*December 1932.*—The results are disappointing, candidates still copying freely from the text-books and introducing much irrelevant matter, probably through not reading the questions carefully.

*The Agricultural Department Test—June 1932.*—The answers are generally good as regards the Departmental manual questions and not so with regard to Estate Manual. The questions being of a general type and not at all bookish, many could not obtain a high percentage of marks.

*December 1932.*—The answers show that the candidates have a more bookish than practical knowledge of things. Their inability to apply their knowledge in dealing with practical questions kept them all within a certain moderate range of marks, none being able to procure much more than 50 per cent.

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