

proper incentive to the stenographers at Government headquarters if they are also given a chance when the selection of reporters is made. The Department have asked for a scale of Rs. 150—10—350 for Translators. Consistent with the recommendation we have made elsewhere for Translators in the I. & B. Department, we consider the scale of Rs. 160—10—380 would be appropriate. As regards the Watch and Ward Assistants the Department have proposed a scale of Rs. 100—10—250 for the junior Assistants and Rs. 120—10—300 for the senior Assistants against the existing scale of Rs. 60—150 and Rs. 80—200 respectively. We consider a grade of Rs. 80—5—120—8—200 adequate for the junior Assistants, while the posts of senior Assistants may be on a selection grade of Rs. 120—10—250.

U.—POLITICAL DEPARTMENT

The Political Department which functions under the Governor General in his capacity as Crown Representative deals with all business connected with the exercise of the functions of the crown in its relations with Indian States. At the head is the Political Adviser to the Crown Representative and next below him is the Political Secretary. The Secretariat contains the usual type of posts in common with other Secretariats. Relations with Indian States are maintained on behalf of the Crown Representative through an organisation of Residents or Political Agents—there being a grouping of the smaller States for the functioning of certain political agencies. The Office of the Crown Representative has been constituted under Letters Patent and in accordance with the powers vested in him the Crown Representative has directed that rules made from time to time by the Secretary of State or the Governor General in Council (and all orders of the nature of interpretation of such rules) as the case may be shall be applied *mutatis mutandis* in relation to persons wholly or mainly employed in connection with the exercise of the functions of the Crown in its relations with Indian States. In view of the fact that special provision has been made under Section 145 of the Government of India Act (1935) for meeting the expenses of the Crown in connection with Indian States, the staff serving under the Crown Representative are not directly under the rule-making control of the Governor General-in-Council and as such their conditions of service do not fall directly within the terms of our reference. Nevertheless in view of the convention mentioned above, it is not unlikely that our recommendations, in so far as they apply to staff under the rule-making control of the Governor General in Council, might also be extended to the case of the staff under the rule-making control of the Crown Representative. It is for this reason that we have, though not at great length, dealt with the appointments in the Political Department.

2. As far as the Secretariat of the Political Department is concerned, as already stated, it contains the usual type of posts and if the present practice of treating this Secretariat on a par with other Government of India Secretariats continued, our recommendations in this behalf for the Government of India Secretaries might be found appropriate for all grades of posts in the case of the Political Department Secretariat also.

3. All the superior posts on the cadre of the Political Department are at present manned by members of the Indian Political Service which functions both for the Political Department as well as for the External Affairs Department. It is not possible for us to foresee to what extent a

U₂—POLITICAL DEPARTMENT

common cadre may continue in the future or if there will be a political cadre at all for filling posts dealing with relations with Indian States. All that we can say at this stage is that for any Indianised cadre, the general recommendations which we have made, in para. 64 of the Report, Pt. II, in the case of the Indian Foreign Service or para. 62, *ibid* in the case of the All India Administrative Service are likely to form a satisfactory guide.

4. Besides the superior posts on the cadre of the Political Service, there are in the various residencies and Political Agencies a number of other gazetted posts as well as technical posts since certain local areas are administered by Residents or Political Agents. The following statement gives some indication of the variety of these posts:—

Mysore Residency—

| | Rs. |
|---|---------------------------------------|
| Extra Assistant to the Resident | 500—25—600 (Cl. II). |
| 1st Class Magistrate | 250—700 |
| Excise Superintendent | 375 |
| Veterinary Superintendent | 125 to 300 (old) 110 to 250 (new). |
| Dy. Controller of Civil Supplies | <i>ad hoc</i> scale of 1211. |
| House Surgeon, Bowring Hospl. | 175 to 400 |
| Surgeons, Pathologists etc. | 175 to 400 150 to 300 |
| Dy. Commissioner of Police | 400 to 500 |
| Asstt. Commissioner of Police | 375 to 400 |
| Inspector of Police | 200 to 325 |
| Chief Fire Officer | 200 to 325 |
| Inspector of Schools | 800 to 1,000 |
| District Munsiff | 250 to 500 |
| Treasury & Income-tax Officer and Financial Adviser | 500 to 850 |

Central India Agency—

| | |
|---|---|
| Judicial Officer, Mhow | 800 to 1000 (old) <hr/> 600 to 800 (new) |
| Judicial Officer, Neemuch | 600—700 (old) 280—500 (new) + 75 S. P. |
| Asstt. to the Political Agent | 450—600 (old) 280—500 (new) |

Baroda, Western India & Gujrat Agencies—

| | |
|--|--|
| Assistant Secretary | 300—600 (old) 280—600 (new). |
| Accounts & Finance Officer, Rajkot | 300—600 (old). 280—600 (new). |
| Deputy Political Agent | 300—600 (old). 280—600 (new). |
| Dy. Superintendent of Police | 250—750 (old) <hr/> Gr. I—475—600 Gr. II—250—450 |

Punjab State Agency—

| | |
|--|---------|
| Assistant Secretary | 400—500 |
| Registrar | 350—400 |
| Extra Assistant to the Resident in Kashmir | 400—600 |
| Assistant Secretary, Kolhapur Residency | 400—500 |

PART III

Madras States Agency—

| | |
|--------------------------------------|---------|
| Assistant to the Resident | 600—800 |
| Manager & Treasury Officer | 300—350 |

Hyderabad Residency—

| | |
|---|-----------|
| Asstt. Secretary & Treasury Officer | 800—1,000 |
|---|-----------|

Manipur Political Agency—

| | |
|---------------------|---------|
| Registrar | 175—225 |
|---------------------|---------|

Military Adviser in Chief I. S. P.—

| | |
|--------------------------------------|-----------|
| Financial Advisory Officer | 950—1,200 |
| Superintendent | 500—700 |

Ajmer-Merwara—

| | |
|------------------------------|----------------|
| Railway Magistrate | 300—800 (old). |
| | 250—750 (new). |

There is even greater variety of scales in regard to ministerial and subordinate Technical posts as will be found from the instances given below:—

Mysore Residency—

| | Rs. |
|--|-------------------------------|
| Superintendent | 300—400 |
| Upper Division Clerk | 100—200 (old). |
| | 100—175 (new) |
| Lower Division Clerk | 35 to 100 (old). |
| | 40—90 (new). |
| Jemadar | 22 and 20. |
| Peons | 16 and 15. |
| Sheristadar | 150—200 (old). |
| | 125—175 (new) |
| Head Clerk | 80—120 (old). |
| | 70—100 (new) |
| Revenue Inspector and Clerks | 35—65 (old). |
| | 30—55 (new). |
| Sub-Inspectors Exoise | 90, 80, 60. |
| Veterinary Assistants | 60—120 (old). |
| | 75—150 (new). |
| Sub-Assistant Surgeon | 75—200 (old). |
| | 65—170 (new). |
| Compounders | 28—40 |
| Nursing Superintendent | 250—350 |
| Nursing Sisters | 120—180 (old). |
| | 140—180 (new). |
| Charge Nurses | 70—100 |
| Indian Nurses | 31 and 23. |
| Sub-Inspector of Police | 75—150 (old). |
| | 70—130 (new) |
| Head Constables | 42, 38 and 35. |
| Police Constables | 22—30 |
| Deputy Inspector of Schools | 75—150 |
| Headmaster, Elementary Schools | 35—65 (old). |
| | 30—50 (new). |
| Treasure Assistants | 150—200 + 50 S. P. |
| Head Accountant | 80—100 (old). |
| | 75—85 (new). |
| Manager, Residency Press | 175—225 (old). |
| | 150—195 (new). |
| Foreman | 75—100 (old). |
| | 65—85 (new). |
| Compositors | Various grades from 15 to 35. |

U.—POLITICAL DEPARTMENT

Mysore Residency—contd.

Central India Agency—

Rs.

| | |
|---|--------------------------------|
| Assistant Inspector of Schools | 150—350 |
| Excise Inspector | 250—300 (old) |
| | 175—250 (new). |
| Sub-Inspector, Excise | 100—120 (old) |
| | 50—90 (new). |
| Jail Superintendent and Medical Officer | 500 |
| Jailer | 120—250 (old) |
| | 100—200 (new). |
| Assistant Jailer | 40—95 (old) |
| | 35—80 (new). |
| Warders | 20—25 |
| Headmaster | 30—35 |
| Sub Assistant Surgeon | 125—140 (old). |
| | 60—120 (new). |
| Superintendent, Opium Facotry | 150—300 |
| Factory Chemist | 40—120 |
| Warehouse Clerk | 35—55 |
| Inspectors of Police | 280—300 |
| Sub-Inspectors of Police | Grades ranging from 70 to 150. |
| Head Constables | 30—45 Including Railway |
| | Police & Malwa Bhil Corps. |
| Constables | 22—27 |

This lack of uniformity in regard to scales of pay for similar categories of staff under the Crown Representative serving in different places is due partly to the circumstance that so far there has been very little uniformity in regard to scales of pay of ministerial and lower posts among departmental offices of Central Government generally and also to the fact that in many cases staff are borrowed from the service of other Governments and for that reason the scales of pay bear some sort of relation to the scales prevailing in adjoining provincial areas from which personnel are usually recruited. Our general observations regarding the proper classification of posts, the principles of salary determination and the desirability of having uniform scales for the same categories of posts carrying similar duties and responsibilities will apply to the staff of the Political Department as well. On that basis we would suggest that for the ministerial and lower posts, our recommendations in the case of subordinate departmental offices of the Central Government would appear to be appropriate. The only differentiation which we would make in regard to ministerial scales would be to suggest that in the case of offices of Residents of Political Agents working directly under the control of the Political Department, the special scales which we have suggested in this behalf in Pt. III of the Report may be applied.

In regard to the gazetted posts not borne on the cadre of the Political Service, suitable scales may be found within the range of the Class II scale while for subordinate technical posts such as those of Sub-Asstt. Surgeons, Nurses, Deputy Inspector of Schools, Headmasters, Teachers, Sub-Inspectors and Inspectors of Police, etc., a suitable guide may be found in the scales of pay recommended elsewhere in the report for posts of comparable description or responsibility.

W.—DEFENCE DEPARTMENT

By the amended terms of reference we have been required to deal also with the conditions of service of civilians paid from Defence Esti-