

Inquiry into the Indian Civil Service

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1882-1883

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*I wrote on
Jan 12/83*



India Office
30 Dec- 1882

My dear Sir

Acting under your
suggestion I called yesterday
at the London Library and tho'
I did not succeed in seeing Mr
Harrison yet I received much
courtesy and attention from Mr
Guthrie who referred to
Brydes Catalogue of Publishers
without however being able to
get the address so we are no
better



rather informed or enlarges the
limit of knowledge than before.
He has promised however to
use his efforts in search of
Suppos Indian C.S. & competi-
tion system and to let me know
if possible and where

It rather suspect, and so does
my informant, that Bryde has
very since departed from this
world or retired into obscurity

Anyhow, should you again
see Mr Walcott, I shall be
Very

very pleased to get a look of the
Book which at present cannot
be spared

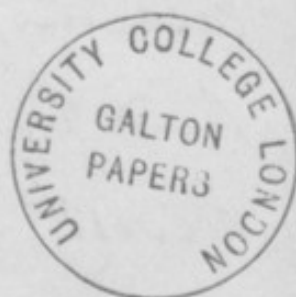
I am working at the Circulars
antecedent to 1856 but find
that it will take some time
to take the deaths of each
individual appointed ~~from~~ ^{between}
the years 1826 & 1856 (30 years
involving as I have ascertained
some thousands and names. I am
eager to arrive at the results
and to ascertain whether the
theory I laid down in the
pursuer of Gen^l. St. Arden and
generally

you should turn out to
be correct so I will do it with
pleasure

Believe me with best
wishes & compliments for the
approaching new year

Yours very faithfully
Chas. H. Pearson

Francis Galton Esq



Dec 19

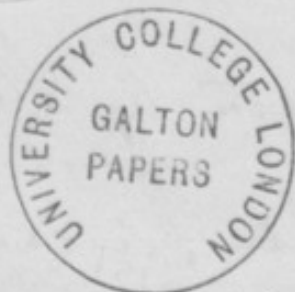
Mr H. Maine told me of
Tupper's pamphlet - acquired
at Allen's.

Mr H. Wickham says men
who succeed have perseverance
& unity

Dec 20

Gen. Stucky arranged to
me to come to him 22nd at
12 $\frac{1}{2}$ at India Office. Advises
asking men about their
contemporaries.

Saw Walwood at Athenaeum
who will send me Tapp.
& with I am sure give future
help.



India Office
11 Jan'y 1883

Dear Sir

Will you kindly
look in upon me at your
convenience and I will show
you what I have been able
to prepare of the Civilian
appointed between 1826 and 1853
(inclusive) a period of 30 years
and of the number of deaths
with a view to comparison with
the



The results set forth by Mr
Duff in his paper, and could
you also bring this with you.

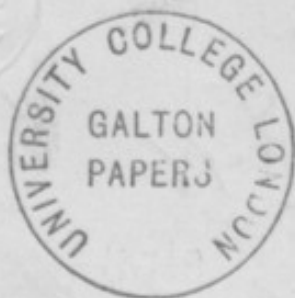
I am not quite certain
whether Veterans' letters
from bad health or ^{from} the natural
limitation of service should
not be also brought into
account

Believe me,

Yours truly,

Chas. F. Parnisep

Francis Gallie Esq



India Office
6 July 1883

My dear Sir

Yours of the 30th
June did not reach me till
yesterday when I returned to
Office after a few days absence
in consequence of ill health.

I have been expecting to
see you call upon me for
some time past as I had
prepared a list of all Civilian
for 30 years previous to the
date



at which Mr Tupp began his
Calculations as to the result
of the work of Quinquina in
India on their healths and
life in general, and the result
did not turn out at all as
I expected and as I then actually
believed and when expressed
to you. I don't find in
short that the percentage
of deaths was ~~great~~ less in the
Calicut

On Her Majesty's Service

f. 8r



Francis Galton Esq
42 Rutland Gate

INDIA OFFICE

INDIA OFFICE.

Hydrabad

S. W.

Prinsep

f. 8v



By same author
Tuppi. Indian Service
Competitive System
(Bygones) h¹ 1874

7. Galton
42. Newton
f1

THE
COMPETITIVE CIVIL SERVICE
OF INDIA:
1856-1882.



BY
A. COTTERELL TUPP,
BENGAL CIVIL SERVICE.
*Accountant General
Bombay*

See in Civil Serv. Com. Rep. 1862 p. 410
account of Position of Indian Service & salaries
up to date

Accountant General Madras

BOMBAY:
PRINTED AT THE BOMBAY GAZETTE STEAM PRESS, RAMPART ROW, FORT.
1882.

Note 12. The tendency in the Civil Serv. of India, of the selected candidates, should be determined according to the order in which they stand in the list resulting from the further examinations.

No. candidatures are given before 1856 in India Register.

Second part p 11

f. 2 c

THE COMPETITIVE CIVIL SERVICE.

1856 I.

TWENTY-SIX years ago the first competitive examinations for the Civil Service of India were held in London. From the year 1856 till the present time these examinations have been held annually and, with slight modifications, on the same system; and the result now is that about 88 per cent. of the whole Civil Service of India is composed of the officers so selected; Haileybury now claims only 12 per cent., or 118 in all.

This being the case, it may not be uninteresting to see how time has dealt with those who came out in the earlier years of the Competitive system. In the first five years 1856-60 104 officers were appointed. Of these 49 (or 47 per cent.) are dead or have retired, and 55 (or 53 per cent.) are still in the service. As yet only those who came out in 1856 and 1857 are entitled to retire on the full pension, so that the proportion of retirements in

those years is, of course, greater than in the three subsequent ones. The figures are—

	1856	1857	1858	1859	1860	Total.
No. of Appointments ...	10	20	12	20	32	104
No. of Deaths, & Retirements	10	12	4	10	13	49
Percentage	50	60	33	50	41	47
No. of Deaths	6	5	3	7	10	31
No. of Retirements	4	7	1	3	3	18

The percentage of deaths is as follows:—

	1856	1857	1858	1859	1860	Total.
No. of Appointments ...	20	20	12	20	32	104
No. of Deaths	6	5	3	7	10	31
Percentage	30	25	25	35	31	30
Period	years	26	25	24	23	24

We thus find that the highest percentage of deaths is not among those who have been longest in the country, but in 1859, only 23 years ago, and the next highest is in the last year we have examined, 1860, or only 22 years ago. The years 1857 and 1858 are particularly healthy, with only 25 per cent., and the first year, 1856, is intermediate with 30 per cent.

We find that out of the 31 deaths 20 occurred in India, 4 in Europe, and 1 in Australia, and in the case of 6 persons the place of death is unknown.

In the following list the name, standing, last appointment, salary, province, and cause of removal are given of all those whose names have been removed from the list of the years 1856 to 1860.

No.	NAMES.	Years of Service at Death or Retirement.	Last Appointment held.	Salary.	Province.	Cause of Removal.
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26 years' standing, 1st year, 1856, 20 Appointments; 10 Dead and Retired.

1	Wells Butler	59	3	Asst. Magt.	500	Bengal ...	Died at Sherghatti.
2	W. Cornell	81	23	Judge	2,500	Bengal ...	Retired on full pension.
3	W. L. Heely	76	20	Insp. Genl. of Jails....	2,250	Bengal ...	Died.
4	R. H. M. Warrand	64	8	Joint Magt.	900	N. W. P. ...	Died at Etawah.
5	R. H. Pomeroy	75	1	Asst. Magt.	500	N. W. P. ...	Died at Benares.
6	T. H. Thornton, C. S. L.	81	25	Judge Chief Court	3,500	Panjab ...	Retired on full pension.
7	Ht. Wilson	66	10	Asst. Settlt. Offr.	1,250	N. W. P. ...	Died at Fatehgarh.
8	H. Bell	77	21	Supdt. Legal Affairs ...	2,500	Bengal ...	Retired on graded pension.
9	W. G. Pedder	79	23	Municipal Commr.	2,500	Bombay ...	Retired on graded pension.
10	Corn. Daly	63	7	.....	...	Bombay ...	Died.

25 years' standing, 2nd year, 1857, 20 Appointments; 12 Dead and Retired.

11	H. D. Sweeting	58	1	Asst. Magt.	500	Bengal ...	Died at Rangpur.
12	S. H. Boulton	50	2	Asst. Magt.	500	N. W. P. ...	Resigned on gratuity.
13	T. Walton	76	19	Judge	2,500	Bengal ...	Died at Faridpur.
14	W. Oldham	77	20	Magt. and Collr.	2,250	N. W. P. ...	Retired on graded pension.
15	J. W. Furrell	63	6	Joint Magt.	700	Bengal ...	Resigned in India.
16	E. S. Robertson	77	20	Magt. and Collr.	2,250	N. W. P. ...	Retired on full pension.
17	W. H. Newnham	82	25	Judge	2,333	Bombay ...	Retired on full pension.
18	J. W. S. Wyllie	69	12	Under-Secy. For. Dept.	1,500	India ...	Resigned 69 Died in England 70.
19	R. B. Worthington	74	21	.....	...	Bombay ...	Retired on graded pension.
20	A. B. Falcon	76	19	Judge	2,500	Bengal ...	Died at Murshidabad.
21	R. Taylor	77	20	Insp. Local Offices of Account	2,200	India ...	Retired on graded pension.
22	H. M. Thelwall	58	1	.....	...	Bombay ...	Died.

24 years' standing, 3rd year, 1858, 12 Appointments; 4 Dead and Retired.

23	C. W. Carpenter	76	18	Commr.	2,500	N. W. P. ...	Killed at Jabalpur by fall.
24	W. Wavell	77	19	Magt. and Collr.	2,250	Bengal ...	Retired on graded pension.
25	H. C. Sutherland	78	20	Judge	2,500	Bengal ...	Died at Bakarganj.
26	S. M. Moens	81	23	Judge	2,500	N. W. P. ...	Died at Aligarh.



23 years' standing, 4th year, 1859, 20 Appointments ; 10 Dead and Retired.

27	H. Le P. Wynne	74	15	Resident Kashmir	2,900	India	Died in Calcutta.
28	H. Morris	67	8	Asst. Magt.	500	N. W. P.	Retired on Medical pension.
29	J. Geoghegan	77	18	Secy. to Hd. of Rev.	2,900	Bengal	Died in Calcutta.
30	T. F. W. Smith	70	11	Asst. Magt.	500	Bengal	Died at Maimansingh.
31	C. G. Sperling	61	2	Asst. Magt.	500	N. W. P.	Died in England.
32	E. H. Whinfield	79	20	Magt. and Collr.	2,250	Bengal	Retired on graded pension.
33	W. C. Kades	66	7	Joint Magt.	700	Bengal	Retired on Medical pension.
34	J. Ward	74	15	Addl. Judge	2,000	Bengal	Died at Dinajpur.
35	A. Brown	60	1	Student	40	Bengal	Died in Calcutta.
36	A. M. Macgregor	65	6	Joint Magt.	700	Bengal	Died.

22 years' standing, 5th year, 1860, 32 Appointments ; 13 Dead and Retired.

37	C. G. Walker	69	9	Sub. Collr.	1,166	Madras	Died at Melbourne.
38	W. J. Mulligan	66	6	Joint Magt.	700	N. W. P.	Died at Saharanpur.
39	A. C. Burnell	82	22	Judge	2,333	Madras	Retired on graded pension.
40	R. D. Hime	81	21	Magt. and Collr.	2,250	Bengal	Retired on graded pension.
41	C. Twigg	71	11	Joint Magt.	1,000	N. W. P.	Retired on Medical pension 71.
42	W. H. Smith	79	19	Magt. and Collector	2,250	N. W. P.	died 74.
43	C. Montagu	75	15	Joint Magt.	1,000	N. W. P.	Died at Paris.
44	J. Wilson	65	5	Joint Magt.	700	N. W. P.	Died at Aligarh.
45	H. C. B. Raban	71	11	Offg. Magt.	1,500	Bengal	Died at Mussorie.
46	E. H. Little	74	14	.....	.....	Bombay	Died at Chittagong.
47	J. E. Armstrong	67	7	.....	.....	Madras	Died.
48	G. Graham	75	15	Offg. Magt.	1,500	Bengal	Retired on Medical pension 75
49	G. E. Makgill	73	13	Joint Magt.	900	Bengal	died at Cannes 77.
							Retired Medical pension.

It will be seen that the last two years have a much higher percentage of losses than the year 1858, which in 24 years has lost only one-third of its numbers.

If we now pass on from totals to individuals, we miss many a well-known name, while at the same time we find many who died or resigned so early in their career that they never became known in India at all.

In 1856 there were 20 appointments, and of those who came out 10 have died or retired, and 10 still remain. Those who are dead are (1) Wells Butler, the senior Competitioner, who died at Shergatti in Lower Bengal on the 20th June, 1859, only two years after he had come out. He was an officer of the highest promise, and his death was greatly regretted. (2) Wilfred Lucas Heely, who after rising to be Inspector-General of Jails in Bengal, died in May, 1876, at 20 years' service. (3) R. H. M. Warrant, died at Etawah, N.-W. P., in October, 1864; he was an able man and a writer of brilliant *vers de société*, but he never did himself justice. (4) R. H. Pomeroy, died at Benares in August, 1857, a few months after he came out. (5) Herbert Wilson, a Settlement Officer of great promise, died at Fatehgarh in June, 1866, at ten years' standing. (6) C. Daly died in February, 1863, in the Bombay Presidency. The four who have retired are: (1) W. Cornell, who rose to be a District Judge in Lower Bengal, and was for 25 years the senior Competitioner in the service owing to Wells Butler's death. He retired in November, 1881. (2) T. H. Thornton, C. S. I., the well-known Secretary to the Punjab Government, who was afterwards a Judge of the Lahore Chief Court, and Officiating Foreign Secretary. He retired in September, 1881. (3) Henry Bell, retired in December, 1877, after becoming Superintendent of Legal Affairs in Calcutta; he is, we believe, practising as a barrister there. (4) W. G. Pedder, the well-known Municipal Commissioner of Bombay, who retired in May, 1879, and is now the Revenue Secretary to the India Office.

In 1857 there were 20 appointments, and of those who came out 12 have died or retired, and only 8 still remain. The five who are dead are (1) H. D. Sweeting, a great mathematician, who died in August, 1858, at Rangpur, only a year after coming out. (2) T. Walton, who became Judge of Faridpur in Lower Bengal, and died there in October, 1876. (3) J. W. S. Wyllie, the brilliant Under-Sec-

retary in the Foreign Department, who resigned in 1869 with the intention of entering Parliament, but who failed in his attempt, and died in 1870. (4) A. B. Falcon, who became Judge of Moorsheadabad and died in May, 1876. (5) H. M. Thelwall, who died in 1858 in Bombay.

The seven who have retired are (1) Swinton H. Boulton, who very soon got tired of the service and resigned in 1859. He became a barrister in London, and wrote an article in *Macmillan* to prove that the Indian Civil Service was all vanity and vexation. (2) W. Oldham, who became Magistrate of Ghazipur and retired in December, 1877, on one of the graded pensions granted by the Secretary of State. (3) J. W. Furrell, who resigned the service in May, 1863, when Joint Magistrate of Saran. (4) E. S. Robertson who retired on a graded pension in March, 1877, when Magistrate of Azamgarh. He is now a well-known writer in Dublin. (5) W. H. Newnham, the Judge of Poona and Agent for the Sirdars of the Deccan, who retired in May of this year. (6) R. B. Worthington, who retired from Bombay in December, 1878 and (7) Robert Taylor, who entered the Accounts Department very early in his career, and resigned when Inspector of Local Offices of Account in August, 1877, taking one of the graded pensions offered by the Secretary of State.

In 1858 there were only 12 appointments, and of those who came out 8 still remain, only 4 having died or retired; of these four, three died and one retired. Those who died are (1) C. W. Carpenter, who, after a most promising career as a Settlement Officer, had just been appointed Commissioner of Jubbulpur when he was killed in a steeple-chase in March, 1876. (2) H. C. Sutherland, who became Judge of Bakarganj, and died in December, 1878. (3) S. M. Moens who died, when Judge of Aligarh, in July, 1881. The one who retired was (1) W. Wavell, who, when Magistrate of Bogra, took a graded pension in December, 1877.

In 1859 there were 20 appointments, and of those who came out 10 have died or retired, and 10 are still in the service. Of the former 10, 7 are dead and 3 have retired. The seven who have died are (1) H. LeP. Wynne, who after being Under Foreign Secretary became Resident in Kashmir and died in May, 1874, at 15 years' standing. (2) John Geoghegan, who was Under Home Secretary and then Secretary to the Board of Revenue in Calcutta. He died in October,

1877. (3) T. F. W. Smith, died at Mymensing in May, 1870. (4) C. G. Sperling died in England in Jan., 1861, after only two years' service. (5) J. Ward, who became Additional Judge of Dinagepur, and died there in November, 1874. (6) Alex. Brown, died while a student in January, 1860. This is the first of the Competitors who died before even entering on any active duties. (7) A. M. Macgregor, who died when Joint Magistrate of the 24 Pergunnahs (Calcutta) in January, 1865.

The three who have retired are (1) Hugh Morris, who resigned at 8 years' standing in Jan., 1867. (2) E. H. Whinfield, who resigned when Magistrate of Burdwan in Feb., 1879. (3) W. C. Eades, who resigned after 7 years' service when Joint Magistrate of Chumpan in July, 1866.

In 1860 there were 32 appointments, and of those who came out 13 have died or retired, and 19 still remain in the service. Of the former 13, 10 are dead and 3 have retired. The 10 who have died are (1) C. G. Walker, the first Competitor who went to Madras, and who was there making a reputation for himself, when he died while on leave at Melbourne in July, 1860. (2) W. J. Mulligan, who died at Saharanpur when Joint Magistrate there in August, 1866. He was one of the Bengal Civilians selected for an Honorary Degree by the Queen's University in Ireland, this year, 16 years after his death. (3) Conolly Twigg, who retired when Joint Magistrate of Shahjehanpur in August, 1871, and who died in 1874. (4) W. H. Smith, well known as a Settlement Officer in the N.-W. P. He died at Paris in June, 1879, almost directly after his marriage. (5) E. Montagu died at Aligarh when Joint Magt. there in August, 1875. (6) J. Wilson died at Mussoorie in September, 1865, when Joint Magistrate of Banda. (7) H. C. B. C. Raban, who died when Officiating Magistrate of Chittagong in March, 1871. (8) E. H. Little, who died in the Bombay Presidency in February 1874. (9) J. E. Armstrong, who died in Madras in July, 1867. (10) G. Graham, the author of "Life in the Mofussil, by an Ex-Civilian," a most readable book. He retired in bad health in October, 1875, and died about two years later in the South of France. The three who have retired are (1) A. C. Burnell, C. I. E., the famous Sanskrit scholar and palaeographer, who has been Judge of Tanjore for the last five years, and has just retired from bad health. (2) R. D. Hime, the first man of his year, who retired when a Magistrate and Collector in Bengal in September, 1881. (3) G. E. Makgill, who resigned in March, 1873, when Joint Magistrate of the 24 Pergunnahs (Calcutta).

II.

II.—We have now traced the history of all those who belong to the first five years and who have left the service either by death or retirement, and it is time to turn to the living and to see how the survivors have fared. In India, although certain posts carry with them more repute than others, still, in the end, everything is measured by pay, and in estimating the comparative success which has attended those who still remain as survivors of the earlier ages of Competition, we can really only gauge them by the salaries to which they have attained. This, of course, is merely a measure of their official success; any literary, scientific or other reputation they may have acquired, and even any honorific distinctions such as C. S. I's. and C. I. E's. are here left out of consideration. Of course, a Civilian's salary depends also on his standing in the service; so if we divide his monthly pay by the number of years he has served, we obtain a rough estimate of the official appreciation of his merits. Thus Sir C. Aitchison is of 26 years' service

and receives Rs. 8,333 a month; his "figure of merit" is therefore 321; and, as this is nearly double that of the Competitor who comes next to him in merit (Hon. C. D. Field with 189), we may conclude that he has distanced all his competitors by almost half the length of the course.

A list is appended of the surviving Civilians year by year, which gives the province in which they are serving, the appointment they now hold, the salary they receive, and the proportion it bears to the number of years they have served. From this we find that in the first year 1856 Sir C. Aitchison is the most successful with 321, and Mr. J. Reynolds (Member of the Revenue Board in Calcutta) and W. Brittain Jones (the new Resident at Hyderabad) are equal next with 154 each. Of the men of 1857 Mr. C. A. Elliott, C. S. I., the Chief Commissioner of Assam, is the most fortunate with 166, while Mr. C. Robertson, Secretary to the N.-W.P. Government, is a bad second with 120, and Mr. Quinton and Mr. A. Smith, the Commissioners respectively of Allahabad and Orissa, are third with 117 each. In 1858 Mr. C. H. T. Crosthwaite, the Judicial Commissioner, of the Central Provinces and Member of the G. G.'s Legislative Council, is an easy first with 160; while we have a dead heat for the second place (146) between Mr. D. G. Barkley, and Mr. J. W. Smith, both Judges of the Chief Court of the Punjab. In 1859 Mr. Tyrrell, officiating Judge of the High Court, N.-W. P., is first with 157; and Mr. D. Fitzpatrick, Secretary to the Government of India in the Legislative Department, is second with 152. In the last year 1860 the Hon. C. D. Field, Judge of the High Court, Calcutta, is first with 189; but Sir Lepel Griffin, K. C. S. I., Agent of the Governor-General in Central India, runs him hard with 182, Mr. H. L. Harrison, Commissioner of Police, Calcutta, being a bad third with 136.

1st year, 1855.—20 Appts.—26 years' standing.

Name.	Prov.	Appointment.	Pay.	Proportion of Pay to standing.
1 H. J. Reynolds.	B.	Secy. to Govt. of Bl. Offg. Member Bd. of Revenue.	4000	154 2
2 Sir C. U. Aitchison, K. C. S. I.	P.	Lieut. Govr. of Panjab Dist. Judge 1st Gr. Saharanpur	8333	321 1
3 R. M. King	W.	Comr. Peshawar Div.	2500	96
4 J. G. Cordery	P.	Revenue Secy. to Govt.	2500	96
5 J. B. Peile, C. S. I.	Bo.	Comr. Multan Div.	3125	120
6 H. E. Perkins	P.	Judl. Comr. Maisur offg. Resident.	2500	96
7 J. D. Sandford.	I.	Resident Haidarabad.	3532	147 4
8 W. B. Jones	L.	Magt. 1st Gr. Nasik	4000	154 2
9 W. Ramsay	Bo.	Judge High Court, Bombay	2325	90 2
10 R. West.	Bo.	Judge High Court, Bombay	3750	140 5

10 Dead and Retired out of 20, or 50 per cent.

2nd year, 1857.—20 Appts.—25 years standing.

1 W. Young	W.	Dist. Judge 1st Gr. Bareilly	2000	107
2 J. W. Quinton	W.	Comr. Allahabad Div.	2916	110
3 C. Robertson	W.	Secy. to Govt. N. W. P.	3000	120
4 J. B. W.	B.	Dist. Judge 1st Gr. Kattak	2500	100
5 C. A. Elliott	I.	Chief Comr. Assam	4166	166
6 R. Wall	W.	Comr. of Excise	2250	90
7 A. Smith	B.	Comr., Orissa Div.	2916	117
8 J. B. Richey	Bo.	Magt. 1st Gr. Ahmedabad	2325	92
C. S. I.				

12 Dead and Retired out of 20 or 60 per cent.

The salary measures the relative success of men of same no. of years standing but Quere does salary give better measure relative success of men of different years.

3rd year, 1858.—12 Appts.—24 years standing.

1 H. Beveridge ...	B.	Dist. Judge, 1st Gr., Patna.	2500	104
2 J. Monro ...	B.	Insp.-Genl. of Police, Bengal, Offg. Comr. Pry. Div.	2916	121
3 D. G. Barkley ...	P.	Judge, Chief Court, Punjab.	3500	146
4 W. Duthoit ...	W.	Judge, 1st Gr., Offg. Judicial Comr. Oudh.	2833	118
5 A. P. Howell ...	L.	Comsr., Berar.	2500	104
6 T. B. Tracy ...	W.	Magt. 1st Gr., Moradabad.	2250	94
7 C. H. S. Crosthwaite ...	L.	Judl. Comr., C. P. & Member, G. G.'s Legs. Council.	3833	160
J. W. Smyth ...	P.	Judge, Chief Court, Punjab.	3500	146

4 Dead and Retired out of 12 or 33 per cent.

4th year, 1859.—20 Appts.—23 years standing.

1 D. Fitzpatrick ...	P.	Sy. to Govt. of India, Legal.	3500	152
2 C. W. P. Watts ...	W.	Magt., 1st Gr., Offg. Judge, Agra.	2500	109
3 D. M. Gardner ...	W.	Dist. Judge, 3rd Gr., Offg. 1st Benares.	2500	109
4 C. J. Powlett ...	W.	Magt., 1st Gr., B. sti.	2250	98
5 J. F. K. Hewitt ...	B.	Comr., Chota Nagpur Div.	2500	109
6 W. Tyrrell ...	W.	Judge, 1st Gr., Offg. Judge, High Court, N. W. P.	3600	157
7 J. S. Armstrong ...	B.	Magt., 1st Gr., Birbhum.	2250	98
8 H. M. Birdwood ...	Bo.	Judl. Comr. in Sindh.	2333	101
9 F. Jones ...	B.	Magt. 1st Gr., Tipperah.	2250	98
10 T. F. Bignold ...	B.	Dist. Judge, 1st Gr., Chittg.	2500	109

10 Dead and Retired out of 20 or 50 per cent.

5th year, 1860.—32 Appts.—22 years standing.

1 J. D. Tremlett ...	P.	Depy.-Comr., 1st Gr., Offg. Addl. Comr. Jalandhar.	2210	100
2 C. D. Field ...	B.	Judge, High Court, Calcutta.	4166	189
3 W. R. Larmine ...	B.	Magt., 1st Gr., Burdwan.	2250	102
4 W. Wedderburn ...	Bo.	Judge, 1st Gr., Poona and Agent for Dekhan.	2525	115
5 H. L. Harrison ...	B.	Comr. of Police, Calcutta.	3000	136
6 J. R. Reid ...	W.	Magt., 1st Gr., Offg. Secy. to Govt. N. W. P.	2850	130
7 Sir L. H. Griffin ...	L.	Agent, G. G. Central India.	4000	182
8 C. B. Ison ...	Bo.	Judge, 1st Gr., Ratnagiri.	2325	105
9 J. Grose ...	M.	Magt., 1st Gr., Neilur.	2333	106
10 G. M. Macpherson ...	Bo.	Judge, 1st Gr., Surat.	2325	105
11 A. Sells ...	W.	Magt., 1st Gr., Offg. Judge, 1st Gr., Cawnpore.	2500	114
12 J. Tweedie ...	B.	Dist. Judge, 1st Gr., Shahabad.	2500	114
13 W. Wilson ...	M.	Mgt. 1st Gr., & Irrig. Accts.	2777	126
14 W. M. Tidy ...	W.	Magt., 1st Gr., Muzaffarnagar.	2250	102
15 F. S. Growse ...	W.	Magt., 1st Gr., Bulandshahr.	2250	102
16 T. T. Allen ...	B.	Judge, 1st Gr., Offg. Rem. Legal Affairs.	2600	118
17 Joshua King ...	Bo.	Magt., 2nd Gr., Offg. 1st Gr., Ahmednagar.	2265	103
18 W. S. Foster ...	M.	Magt., 1st Gr., Godavari.	2333	106
19 L. B. B. King ...	B.	Dist. Judge, 1st Gr., Dindigul.	2500	114

13 Dead and Retired out of 32, or 41 per cent.

It is also interesting to compare the success of the various competitors in after-life with their success in the examinations of their youth; a list is therefore given of all the above civilians arranged in order of merit (according to the test of proportion of salary to years of service), and with the places they took in the open Competitive and the Final examinations in England; but in the first three years 1856-57-58 there were no Final examinations, so in those years the places in the open Competition can alone be given. From this we find that the 1st of all, Sir C. Aitchison, was 6 out of 20 in his year, a good but not a remarkably high place. The 2nd, Mr. Justice Field, was 22nd out of 40, a little more than half way down the list; while the 3rd, Sir Lepel Griffin, was 18th in the same year. The 4th, Mr. C. A. Elliot, was 14th out of 20, and the 5th Mr. C. Crosthwaite, was 9th out of 12, both of them well into the second half of the list. In the 6th, Mr. Justice Tyrrell, who was 3rd out of 20, we come to the first of the now successful civilians who was

also very high in the Competitive examination; but it may be stated at once that the reason why none of those who were highest in the competitions appear in this list is that the first and second in the competitions of each year have all died or retired except Mr. Beveridge, who was first in 1858; by a curious fatality the 3rd is the highest survivor in each year with that one exception, and the third men are Mr. Reynolds now 2nd in his year, Mr. W. Young now 5th, Mr. Monro now 4th, Mr. Tyrrell now 1st, and Mr. Wedderburn now 7th.

Order of Merit.	NAMES.	Figure of Merit.	Place in Open Competition.	Place in Final Examination.	Out of how many Competitors.	Years.
1	Sir C. Aitchison	321	6	...	20	56
2	C. D. Field	189	22	3	40	60
3	Sir L. Griffin	182	18	10	40	60
4	C. A. Elliot	166	14	...	20	57
5	C. Crosthwaite	160	9	...	12	58
6	W. Tyrrell	157	3	10	20	59
7	H. J. Reynolds	154	3	...	20	56
8	W. B. Jones	152	16	...	20	56
9	D. Fitzpatrick	152	6	5	20	59
10	J. D. Sandford	147	15	...	20	56
11	D. G. Barkley	146	4	...	12	58
12	J. W. Smyth	140	10	...	12	58
13	R. West	140	19	...	20	56
14	H. L. Harrison	136	27	8	40	60
15	J. R. Reid	130	24	9	40	60
16	W. Wilson	129	3	19	40	60
17	J. Monro	121	3	...	12	58
18	J. B. Peile	120	10	...	20	56
19	C. Robertson	120	5	...	20	57
20	W. Duthoit	118	6	...	12	58
21	T. T. Allen	118	23	22	40	60
22	J. W. Quinton	117	4	...	20	57
23	W. Wedderburn	115	7	...	20	57
24	A. Sells	115	3	7	40	60
25	L. B. B. King	114	15	26	40	60
26	J. Tweedie	114	8	18	40	60
27	C. W. Watts	114	7	6	20	59
28	D. M. Gardner	109	7	...	20	59
29	J. F. Hewitt	109	9	...	20	59
30	T. F. Bignold	109	21	20	21	59
31	W. S. Foster	106	29	24	40	60
32	J. Grose	106	37	14	40	60
33	C. B. Ison	105	34	11	40	86
34	G. M. Macpherson	104	29	16	40	60
35	H. Beveridge	104	1	...	12	58
36	A. P. Howell	103	7	...	12	59
37	Joshua King	103	25	23	40	60
38	W. R. Larmine	102	12	5	40	60
39	W. M. Tidy	102	19	20	40	60
40	F. S. Growse	101	16	21	40	60
41	H. M. Birdwood	101	17	17	20	59
42	W. Young	101	3	...	20	57
43	J. B. Worgan	100	13	...	20	57
44	J. D. Tremlett	99	9	2	40	60
45	C. J. Powlett	98	10	8	20	59
46	J. S. Armstrong	98	15	15	20	59
47	F. Jones	98	19	19	20	59
48	R. M. King	96	7	...	20	56
49	J. G. Cordery	96	8	...	20	56
50	H. E. Perkins	96	14	...	20	56
51	T. B. Tracy	94	8	...	12	58
52	J. B. Richey	93	19	...	20	57
53	R. Wall	90	15	...	20	57
54	W. Ramsay	90	17	...	20	56

III.

If we analyse the whole list in one, we find that out of the 55 Civilians—

- 1 (Sir C. Aitchison) receives more than 300 a month for every year of Service.
- 0 receive between 200 and 300 for every year of Service.
- 2 (Hon. C. D. Field and Sir L. Griffin) receive between 175 and 200.
- 6 receive between 150 and 175.
- 7 receive between 125 and 150.
- 26 receive between 101 and 125.
- 13 receive between 90 and 100.

55 Total.

The half way point in the list is between No. 27 and 28 who receive 114 and 109 respectively, so that we may say that an average civilian receives (when over 20 years standing) 112 Rs. a month for every year of Service that he has completed. The first third of the list ends with 120 and the last third begins with 103, and one may reckon that a fortunate man receives from 120 to 150 a month for every year's service, an average man receives from 103 to 120 a month, and an unlucky man receives from 90 to 120. If any one receives less than 90 or more than 150 he may reckon himself respectively very unfortunate or very fortunate, for both cases are quite exceptional. Any civilian can test his own position in this way, but the test does not apply to those of less than 15 years' service.

Position of each Civilian in his own year.

26 years, 1st year, 1856, 20 appointments; 10 still in the service.

Number.	NAMES.	Figure of Merit.	Place in Open Competition.
Very high.			
1	Sir C. Aitchison K. C. S. I.	321	6
High.			
2	H. J. Reynolds	154	3
3	W. B. Jones	154	16
Average.			
4	J. D. Sandford	147	15
5	R. West	140	19
6	J. B. Peile, C. S. I.	120	10
Low.			
7	R. M. King	96	3
8	J. G. Cordery	96	14
9	H. E. Perkins	96	14
10	W. Ramsay	89	17

25 years, 2nd year, 1857, 20 appointments; 8 still in the service.

Very high.	1	C. A. Elliott, C. S. I.	166	14
	2	C. Robertson	120	5
High.	3	J. W. Quinton	117	4
	4	A. Smith	117	17
Average.	5	J. B. Worgan	100	13
	6	W. Young	100	3
Low.	7	J. B. Richey, C. S. I.	93	19
	8	R. Wall	90	15

24 years, 3rd year, 1858, 12 appointments; 8 still in the service.

Very high.	1	C. H. T. Crosthwaite	160	9
High.	2	D. G. Barkley	146	4
	3	J. W. Smyth	146	10
Average.	4	J. Monroe	121	3
	5	W. Duthoit	118	6
Low.	6	H. Beveridge	104	1
	7	A. P. Howell	104	7
	8	T. B. Tracy	94	8

23 years, 4th year, 1859, 20 appointments; 10 still in the service.

Very high.	1	W. Tyrell	157	6
	2	D. Fitzpatrick	152	12
Average.	3	C. W. P. Watts	109	20
	4	D. M. Gardner	109	21
	5	J. F. K. Hewitt	109	21
	6	T. F. Bignold	109	21
Low.	7	H. M. Birdwood	101	17
	8	C. J. Powlett	98	10
	9	J. S. Armstrong	98	15
	10	F. Jones	98	19

The 1st, 2nd, 4th, 5th, 8th, 11th, 12th, 13th, 14th, & 18th have died or resigned. The 16th resigned in England and another was nominated.

22 years, 5th year, 1860, 32 appointments; 19 still in the service.

Very high.	1	Hon. C. D. Field	189	12
	2	Sir Lepel Griffin, K. C. S. I.	182	18
High.	3	H. L. Harrison	136	24
	4	J. R. Reid	130	24
	5	W. Wilson	126	38
Average.	6	T. T. Allen	118	23
	7	W. Wedderburn	115	34
Low.	8	A. Sells	114	15
	9	L. B. B. King	114	15
	10	J. Tweedie	114	15
	11	J. Grose	106	27
	12	W. S. Foster	106	27
	13	C. B. Izon	105	34
	14	G. M. Macpherson	105	30
	15	Joshua King	103	25
	16	W. R. Larminie	102	12
	17	W. M. Tidy	102	20
	18	F. S. Growae, C. I. E.	102	16
	19	J. D. Tremlett	100	9

The 1st, 2nd, 3rd, 28th, 29th, 31st, 33rd, and 40th have died or retired. The 14th did not come out to India till the next year. The 4th, 13th, 19th, 32nd, 33th, 34th, 35th, 36th, 37th, 38th, 39th, 41st, 42nd, 43rd, 44th, 45th, 46th, 47th, 48th, 49th, 50th, 51st, 52nd, 53rd, 54th, 55th, 56th, 57th, 58th, 59th, 60th, 61st, 62nd, 63rd, 64th, 65th, 66th, 67th, 68th, 69th, 70th, 71st, 72nd, 73rd, 74th, 75th, 76th, 77th, 78th, 79th, 80th, 81st, 82nd, 83rd, 84th, 85th, 86th, 87th, 88th, 89th, 90th, 91st, 92nd, 93rd, 94th, 95th, 96th, 97th, 98th, 99th, 100th, 101st, 102nd, 103rd, 104th, 105th, 106th, 107th, 108th, 109th, 110th, 111th, 112th, 113th, 114th, 115th, 116th, 117th, 118th, 119th, 120th, 121st, 122nd, 123rd, 124th, 125th, 126th, 127th, 128th, 129th, 130th, 131st, 132nd, 133rd, 134th, 135th, 136th, 137th, 138th, 139th, 140th, 141st, 142nd, 143rd, 144th, 145th, 146th, 147th, 148th, 149th, 150th, 151st, 152nd, 153rd, 154th, 155th, 156th, 157th, 158th, 159th, 160th, 161st, 162nd, 163rd, 164th, 165th, 166th, 167th, 168th, 169th, 170th, 171st, 172nd, 173rd, 174th, 175th, 176th, 177th, 178th, 179th, 180th, 181st, 182nd, 183rd, 184th, 185th, 186th, 187th, 188th, 189th, 190th, 191st, 192nd, 193rd, 194th, 195th, 196th, 197th, 198th, 199th, 200th, 201st, 202nd, 203rd, 204th, 205th, 206th, 207th, 208th, 209th, 210th, 211st, 212nd, 213th, 214th, 215th, 216th, 217th, 218th, 219th, 220th, 221st, 222nd, 223rd, 224th, 225th, 226th, 227th, 228th, 229th, 230th, 231st, 232nd, 233rd, 234th, 235th, 236th, 237th, 238th, 239th, 240th, 241st, 242nd, 243rd, 244th, 245th, 246th, 247th, 248th, 249th, 250th, 251st, 252nd, 253rd, 254th, 255th, 256th, 257th, 258th, 259th, 260th, 261st, 262nd, 263rd, 264th, 265th, 266th, 267th, 268th, 269th, 270th, 271st, 272nd, 273rd, 274th, 275th, 276th, 277th, 278th, 279th, 280th, 281st, 282nd, 283rd, 284th, 285th, 286th, 287th, 288th, 289th, 290th, 291st, 292nd, 293rd, 294th, 295th, 296th, 297th, 298th, 299th, 300th, 301st, 302nd, 303rd, 304th, 305th, 306th, 307th, 308th, 309th, 310th, 311st, 312nd, 313th, 314th, 315th, 316th, 317th, 318th, 319th, 320th, 321st, 322nd, 323rd, 324th, 325th, 326th, 327th, 328th, 329th, 330th, 331st, 332nd, 333rd, 334th, 335th, 336th, 337th, 338th, 339th, 340th, 341st, 342nd, 343rd, 344th, 345th, 346th, 347th, 348th, 349th, 350th, 351st, 352nd, 353rd, 354th, 355th, 356th, 357th, 358th, 359th, 360th, 361st, 362nd, 363rd, 364th, 365th, 366th, 367th, 368th, 369th, 370th, 371st, 372nd, 373rd, 374th, 375th, 376th, 377th, 378th, 379th, 380th, 381st, 382nd, 383rd, 384th, 385th, 386th, 387th, 388th, 389th, 390th, 391st, 392nd, 393rd, 394th, 395th, 396th, 397th, 398th, 399th, 400th, 401st, 402nd, 403rd, 404th, 405th, 406th, 407th, 408th, 409th, 410th, 411st, 412nd, 413th, 414th, 415th, 416th, 417th, 418th, 419th, 420th, 421st, 422nd, 423rd, 424th, 425th, 426th, 427th, 428th, 429th, 430th, 431st, 432nd, 433rd, 434th, 435th, 436th, 437th, 438th, 439th, 440th, 441st, 442nd, 443rd, 444th, 445th, 446th, 447th, 448th, 449th, 450th, 451st, 452nd, 453rd, 454th, 455th, 456th, 457th, 458th, 459th, 460th, 461st, 462nd, 463rd, 464th, 465th, 466th, 467th, 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611st, 612nd, 613th, 614th, 615th, 616th, 617th, 618th, 619th, 620th, 621st, 622nd, 623rd, 624th, 625th, 626th, 627th, 628th, 629th, 630th, 631st, 632nd, 633rd, 634th, 635th, 636th, 637th, 638th, 639th, 640th, 641st, 642nd, 643rd, 644th, 645th, 646th, 647th, 648th, 649th, 650th, 651st, 652nd, 653rd, 654th, 655th, 656th, 657th, 658th, 659th, 660th, 661st, 662nd, 663rd, 664th, 665th, 666th, 667th, 668th, 669th, 670th, 671st, 672nd, 673rd, 674th, 675th, 676th, 677th, 678th, 679th, 680th, 681st, 682nd, 683rd, 684th, 685th, 686th, 687th, 688th, 689th, 690th, 691st, 692nd, 693rd, 694th, 695th, 696th, 697th, 698th, 699th, 700th, 701st, 702nd, 703rd, 704th, 705th, 706th, 707th, 708th, 709th, 710th, 711st, 712nd, 713th, 714th, 715th, 716th, 717th, 718th, 719th, 720th, 721st, 722nd, 723rd, 724th, 725th, 726th, 727th, 728th, 729th, 730th, 731st, 732nd, 733rd, 734th, 735th, 736th, 737th, 738th, 739th, 740th, 741st, 742nd, 743rd, 744th, 745th, 746th, 747th, 748th, 749th, 750th, 751st, 752nd, 753rd, 754th, 755th, 756th, 757th, 758th, 759th, 760th, 761st, 762nd, 763rd, 764th, 765th, 766th, 767th, 768th, 769th, 770th, 771st, 772nd, 773rd, 774th, 775th, 776th, 777th, 778th, 779th, 780th, 781st, 782nd, 783rd, 784th, 785th, 786th, 787th, 788th, 789th, 790th, 791st, 792nd, 793rd, 794th, 795th, 796th, 797th, 798th, 799th, 800th, 801st, 802nd, 803rd, 804th, 805th, 806th, 807th, 808th, 809th, 810th, 811st, 812nd, 813th, 814th, 815th, 816th, 817th, 818th, 819th, 820th, 821st, 822nd, 823rd, 824th, 825th, 826th, 827th, 828th, 829th, 830th, 831st, 832nd, 833rd, 834th, 835th, 836th, 837th, 838th, 839th, 840th, 841st, 842nd, 843rd, 844th, 845th, 846th, 847th, 848th, 849th, 850th, 851st, 852nd, 853rd, 854th, 855th, 856th, 857th, 858th, 859th, 860th, 861st, 862nd, 863rd, 864th, 865th, 866th, 867th, 868th, 869th, 870th, 871st, 872nd, 873rd, 874th, 875th, 876th, 877th, 878th, 879th, 880th, 881st, 882nd, 883rd, 884th, 885th, 886th, 887th, 888th, 889th, 890th, 891st, 892nd, 893rd, 894th, 895th, 896th, 897th, 898th, 899th, 900th, 901st, 902nd, 903rd, 904th, 905th, 906th, 907th, 908th, 909th, 910th, 911st, 912nd, 913th, 914th, 915th, 916th, 917th, 918th, 919th, 920th, 921st, 922nd, 923rd, 924th, 925th, 926th, 927th, 928th, 929th, 930th, 931st, 932nd, 933rd, 934th, 935th, 936th, 937th, 938th, 939th, 940th, 941st, 942nd, 943rd, 944th, 945th, 946th, 947th, 948th, 949th, 950th, 951st, 952nd, 953rd, 954th, 955th, 956th, 957th, 958th, 959th, 960th, 961st, 962nd, 963rd, 964th, 965th, 966th, 967th, 968th, 969th, 970th, 971st, 972nd, 973rd, 974th, 975th, 976th, 977th, 978th, 979th, 980th, 981st, 982nd, 983rd, 984th, 985th, 986th, 987th, 988th, 989th, 990th, 991st, 992nd, 993rd, 994th, 995th, 996th, 997th, 998th, 999th, 1000th, 1001st, 1002nd, 1003rd, 1004th, 1005th, 1006th, 1007th, 1008th, 1009th, 1010th, 1011st, 1012nd, 1013th, 1014th, 1015th, 1016th, 1017th, 1018th, 1019th, 1020th, 1021st, 1022nd, 1023rd, 1024th, 1025th, 1026th, 1027th, 1028th, 1029th, 1030th, 1031st, 1032nd, 1033rd, 1034th, 1035th, 1036th, 1037th, 1038th, 1039th, 1040th, 1041st, 1042nd, 1043rd, 1044th, 1045th, 1046th, 1047th, 1048th, 1049th, 1050th, 1051st, 1052nd, 1053rd, 1054th, 1055th, 1056th, 1057th, 1058th, 1059th, 1060th, 1061st, 1062nd, 1063rd, 1064th, 1065th, 1066th, 1067th, 1068th, 1069th, 1070th, 1071st, 1072nd, 1073rd, 1074th, 1075th, 1076th, 1077th, 1078th, 1079th, 1080th, 1081st, 1082nd, 1083rd, 1084th, 1085th, 1086th, 1087th, 1088th, 1089th, 1090th, 1091st, 1092nd, 1093rd, 1094th, 1095th, 1096th, 1097th, 1098th, 1099th, 1100th, 1101st, 1102nd, 1103rd, 1104th, 1105th, 1106th, 1107th, 1108th, 1109th, 1110th, 1111st, 1112nd, 1113th, 1114th, 1115th, 1116th, 1117th, 1118th, 1119th, 1120th, 1121st, 1122nd, 1123rd, 1124th, 1125th, 1126th, 1127th, 1128th, 1129th, 1130th, 1131st, 1132nd, 1133rd, 1134th, 1135th, 1136th, 1137th, 1138th, 1139th, 1140th, 1141st, 1142nd, 1143rd, 1144th, 1145th, 1146th, 1147th, 1148th, 1149th, 1150th, 1151st, 1152nd, 1153rd, 1154th, 1155th, 1156th, 1157th, 1158th, 1159th, 1160th, 1161st, 1162nd, 1163rd, 1164th, 1165th, 1166th, 1167th, 1168th, 1169th, 1170th, 1171st, 1172nd, 1173rd, 1174th, 1175th, 1176th, 1177th, 1178th, 1179th, 1180th, 1181st, 1182nd, 1183rd, 1184th, 1185th, 1186th, 1187th, 1188th, 1189th, 1190th, 1191st, 1192nd, 1193rd, 1194th, 1195th, 1196th, 1197th, 1198th, 1199th, 1200th, 1201st, 1202nd, 1203rd, 1204th, 1205th, 1206th, 1207th, 1208th, 1209th, 1210th, 1211st, 1212nd, 1213th, 1214th, 1215th, 1216th, 1217th, 1218th, 1219th, 1220th, 1221st, 1222nd, 1223rd, 1224th, 1225th, 1226th, 1227th, 1228th, 1229th, 1230th, 1231st, 1232nd, 1233rd, 1234th, 1235th, 1236th, 1237th, 1238th, 1239th, 1240th, 1241st, 1242nd, 1243rd, 1244th, 1245th, 1246th, 1247th, 1248th, 1249th, 1250th, 1251st, 1252nd, 1253rd, 1254th, 1255th, 1256th, 1257th, 1258th, 1259th, 1260th, 1261st, 1262nd, 1263rd, 1264th, 1265th, 1266th, 1267th, 1268th, 1269th, 1270th, 1271st, 1272nd, 1273rd, 1274th, 1275th, 1276th, 1277th, 1278th, 1279th, 1280th, 1281st, 1282nd, 1283rd, 1284th, 1285th, 1286th, 1287th, 1288th, 1289th, 1290th, 1291st, 1292nd, 1293rd, 1294th, 1295th, 1296th, 1297th, 1298th, 1299th, 1300th, 1301st, 1302nd, 1303rd, 1304th, 1305th, 1306th, 1307th, 1308th, 1309th, 1310th, 1311st, 1312nd, 1313th, 1314th, 1315th, 1316th, 1317th, 1318th, 1319th, 1320th, 1321st, 1322nd, 1323rd, 1324th, 1325th, 1326th, 1327th, 1328th, 1329th, 1330th, 1331st, 1332nd, 1333rd, 1334th, 1335th, 1336th, 1337th, 1338th, 1339th, 1340th, 1341st, 1342nd, 1343rd, 1344th, 1345th, 1346th, 1347th, 1348th, 1349th, 1350th, 1351st, 1352nd, 1353rd, 1354th, 1355th, 1356th, 1357th, 1358th, 1359th, 1360th, 1361st, 1362nd, 1363rd, 1364th, 1365th, 1366th, 1367th, 1368th, 1369th, 1370th, 1371st, 1372nd, 1373rd, 1374th, 1375th, 1376th, 1377th, 1378th, 1379th, 1380th, 1381st, 1382nd, 1383rd, 1384th, 1385th, 1386th, 1387th, 1388th, 1389th, 1390th, 1391st, 1392nd, 1393rd, 1394th, 1395th, 1396th, 1397th, 1398th, 1399th, 1400th, 1401st, 1402nd, 1403rd, 1404th, 1405th, 1406th, 1407th, 1408th, 1409th, 1410th, 1411st, 1412nd, 1413th, 1414th, 1415th, 1416th, 1417th, 1418th, 1419th, 1420th, 1421st, 1422nd, 1423rd, 1424th, 1425th, 1426th, 1427th, 1428th, 1429th, 1430th, 1431st, 1432nd, 1433rd, 1434th, 1435th, 1436th, 1437th, 1438th, 1439th, 1440th, 1441st, 1442nd, 1443rd, 1444th, 1445th, 1446th, 1447th, 1448th, 1449th, 1450th, 1451st, 1452nd, 1453rd, 1454th, 1455th, 1456th, 1457th, 1458th, 1459th, 1460th, 1461st

in the first column of the preceding table, to avoid repeating the names, &c., over again.

We have now, therefore, sketched the history and ending of the career of those civilians of the years 1856 to 1860 who have already left the service by death and retirement; and we have given a list of those who still remain in the service, with their pay and appointments, and have analysed this so as to show who, at the end of from 22 to 26 years' service, may be considered fortunate, average, and unfortunate. It is hoped that this paper will show some facts and results with regard to the Competition service which were not known or realized before; and it is believed that it is for the interest of the great experiment which the British nation have now been trying for 26 years in governing their greatest colony that these facts and results should be as widely known as possible, both to guide those who may think of adopting the Indian Civil Service as a career, and to help those who have to decide whether the present system of recruiting the service has been a success, or whether it requires modification in any way. It may be said in conclusion that, though many have fallen by the way—and the dangers of an Indian career can hardly be said to be exaggerated when 49 out of 104 civilians have vanished from the lists in 25 years (only 3 of whom have retired in the ordinary way on full pension at the end of 25 years' service)—yet the survivors have in every way justified the system under which they were selected, and those who organised it have every reason to be proud of its results. Of the 55 civilians still remaining in the service, not a single one has been retarded in his promotion or disqualified in any way, and even the least fortunate are all holding judgeships and collectorships, the highest appointments to which they could rise in the ordinary line of the service. That there should not be even one man out of 55 who was considered disqualified for a judgeship or the charge of a district is beyond doubt a thing of which the Competition service may well be proud. Having thus traced the careers of the civilians of the first five years of the service, we hope before long to give a similar account of the next five years, or 1861 to 1865; and meantime we may summarize the results of the present inquiry as follows:—

- (1.) The death-rate among the Competition Civilians for an average of 24 years is 30 per cent.
- (2.) The losses by both deaths and retirements during the same period amount to 47 per cent.
- (3.) The Indian Civil Service is composed now of 88 per cent. of Competitors and 12 per cent. of Haileybury Civilians, who number 118 in all.
- (4.) In the first 5 years of the competition system (1856-60) 104 appointments to the service were made. Of these 104 persons 55 are still in the service, 31 are dead, and 18 have retired, or 49 in all.
- (5.) The highest percentage of deaths has occurred among the men of 1859, of whom 35 per cent. are dead.
- (6.) If a Civilian belong to the first 5 years, i.e., 1856-60 he will draw:—

90 to 102 Rs. a month for every year's service, if unfortunate
103 to 119 " " " " " if average.
120 to 150 " " " " " if fortunate.
Above 150 " " " " " if very fortunate.

- (7.) Official success is best estimated by the proportion which an officer's salary bears to the number of years he has been in the service, and this proportion may be called his "figure of merit."
- (8.) If so tested, the most fortunate civilians of 1856-60 are—

- (1.) Sir C. U. Aitchison, K.C.S.I., with 321
- (2.) Mr. Justice C. D. Field with 189
- (3.) Sir Le, el Griffin, K.C.S.I., with 182

- (9.) All those who were 1st and 2nd in the open competitions of those years have died and retired except Mr. Beveridge, who was 1st in 1858; but all

those who were 3rd in the open competition are still in the service, and are in the first half of the successful list, except one man.

- (10.) The 55 Civilians still remaining may be classified thus:—

1 above 200 a month for every year of service extraor-	dinarly fortunate.
8 between 150 and 200 " "	very fortunate.
10 between 120 and 150 " "	fortunate.
19 between 103 and 119 " "	average.
17 between 90 and 102 " "	below average.
55 Total.	

- (11.) An average Civilian receives Rs. 112 a month (when over 20 years standing) for every year of service completed, and a Civilian may consider himself fortunate or unfortunate, as his salary ranges above or below that standard.
- (12.) Only 3 competition Civilians have as yet retired on full pension on completion of 25 years' service and 21 years residence.
- (13.) No civilian out of the 55 remaining has been retarded in his promotion, and all have reached the grade of Judge or Magistrate of a district.

IV.—Number of Fortunate men in the whole Competition Service.

THERE are at present 781 Competition Civilians in the Service. These may be divided into three classes, viz.—I. The Fortunate who draw more than Rs. 120 a month for every year of service. II. The Average who draw from Rs. 90 to Rs. 120. III. The Unfortunate who draw less than Rs. 90. We at present have to deal only with the first class, i.e., those who draw more than Rs. 120 a month for every year of service. There are 93 of these, and they may again be sub-divided into the following grades:—

	Rs.	No.
I. Extraordinarily Fortunate who draw above 180	180	6
II. Very Fortunate.....	150	19
III. Decidedly Fortunate.....	130	26
IV. Fortunate.....	120	42
Total...		93

The two following tables show the name, province, pay, figure of merit, year and appointment of these 93 Fortunate Civilians. The first table is arranged year by year from 1856, the first year of competition, down to 1873, the latest year which is any criterion of success. The second table is arranged in the order of merit or success according to the figure of merit of each civilian (determined in the above way), and is divided into the four classes mentioned above.

Table I. of all Competition Civilians drawing more than Rs. 120 a month for each year of service, arranged according to years.

1856, 20 appointments, 26 years, 3120 standard.

Number.	NAMES.	Province.	Pay.	Figure.	Remarks.
1	H. J. Reynolds	B	4,000	151	
2	J. D. Sandford	I	3,966	153	
3	Sir C. U. Aitchison, K. C. S. I.	P	8,333	323	
4	J. B. Pelle, C. S. I.	Bo.	3,125	121	
5	W. B. Jones.....	I	4,000	154	
6	Hon. R. West	Bo.	3,750	144	

1857, 20 appointments, 25 years, 3000 standard.

1	I. C. A. Elliott.....	I	4,166	166	
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1858, 12 appointments, 24 years, 2880 standard.

1	J. Monro	B.	2,916	122
2	D. G. Barkley	P.	3,500	146
3	W. Duthoit	W.	3,000	125
4	C. H. T. Crosthwaite	CP.	4,000	166
5	J. W. Smyth	P.	3,500	146

1859, 20 appointments, 23 years, 2760 standard.

1	D. Fitzpatrick	I.	3,500	152
2	Hon. W. Tyrrell	W.	3,600	157

1860, 32 appointments, 22 years, 2640 standard.

1	J. R. Reid	W.	2,850	130
2	Sir L. H. Griffin, K. C. S. I.	I.	4,000	182
3	Hon. C. D. Field	B.	4,166	189
4	H. L. Harrison	B.	3,200	145
5	T. T. Allen	B.	2,700	123
6	W. Wilson	M.	2,936	133

1861, 68 appointments, 21 years, 2520 standard.

1	Hon. J. O'Kinealy	B.	3,600	171
2	E. C. Buck	I.	3,500	166

1862, 61 appointments, 20 years, 2400 standard.

1	W. W. Hunter	I.	3,333	166
2	J. Westland	I.	3,500	175
3	A. Mackenzie	I.	3,500	175
4	G. E. Porter	B.	2,500	125
5	F. W. J. Rees	B.	2,500	125
6	R. M. Towers	B.	2,500	125
7	E. F. Atkinson	I.	2,750	138
8	C. E. R. Girdlestone	I.	2,500	125
9	T. W. Rawlins	I.	2,500	125
10	A. C. Tupp	I.	2,750	138
11	J. R. Naylor	Bo.	2,500	125

1863, 91 appointments, 19 years, 2280 standard.

1	F. W. R. Cowley	B.	2,500	132
2	W. H. Grimley	B.	2,300	121
3	D. M. Barbour	I.	3,500	184
4	R. J. Crosthwaite	CP.	2,721	143
5	W. M. Young	P.	2,500	132
6	M. H. Scott	Bo.	2,325	122
7	A. C. Watt	Bo.	2,325	112
8	A. J. Stuart	M.	2,333	123
9	H. E. Stokes	M.	2,333	123
10	H. W. Bliss	M.	2,400	126
11	J. C. Hughesdon	M.	2,333	123
12	J. F. Smith	M.	2,333	123
13	W. H. Glenney	M.	2,333	123
14	J. Kelsall	M.	2,333	123
15	J. Wallace	M.	2,333	123
16	C. S. Crole	M.	2,333	123
17	S. T. McCarthy	M.	2,333	123
18	H. St. A. Goodrich	M.	2,333	123
19	H. Wigram	M.	2,333	123
20	G. A. Parker	M.	2,333	123
21	F. H. Wilkinson	M.	2,333	123

1864, 52 appointments, 18 years, 2160 standard.

1	J. W. Neill	CP.	2,500	139
2	F. Venning	CP.	2,500	139
3	G. J. S. Hodgkinson	BB.	2,444	136
4	S. N. Tagore	Bo.	2,265	126
5	J. Jardine	Bo.	2,800	155
6	C. G. Blathwayt	Bo.	2,245	126
7	J. Nugent	Bo.	2,383	133
8	H. G. Turner	M.	2,200	122

1865, 36 appointments, 17 years, 2040 standard.

1	A. D. Carey	Bo.	2,300	135
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1866, 0 appointments 16 years, 1920 standard.

1867, 45 appointments, 15 years, 1800 standard.

1	T. Weir	M.	1,900	127
2	H. J. S. Cotton	B.	2,500	166
3	H. Luttman Johnson	B.	1,833	122
4	J. S. Mackintosh	W.	2,000	133
5	D. M. Smeaton	BB.	1,850	123
6	C. L. B. Cumming	M.	1,835	122
7	L. Neill	CP.	2,111	140
8	A. D. Pollen	Bo.	2,120	141
9	F. E. Gibson	M.	1,835	122

1868, 39 appointments, 14 years, 1680 standard.

1	J. Crawford	B.	1,700	121
2	T. J. C. Plowden	I.	2,500	178
3	J. A. Davies	M.	1,822	130
4	E. C. K. Ollivant	Bo.	2,500	178

1869, 47 appointments, 13 years, 1560 standard.

1	G. G. Dey	B.	1,633	126
2	E. J. Sinkinson	I.	2,100	162
3	E. McG. H. Fulton	Bo.	1,700	131
4	T. H. Davies	Bo.	1,600	124

1870, 41 appointments, 12 years, 1440 standard.

1	G. D. Burgess	BB.	2,200	183
2	C. P. L. Macaulay	B.	3,166	264
3	J. A. Bourdillon	B.	1,500	125
4	C. E. Buckland	B.	1,500	125
5	S. H. James	W.	1,600	133
6	F. A. H. Elliot	Bo.	1,800	150

1871, 47 appointments, 11 years, 1320 standard.

1	B. L. Gupta	B.	1,586	144
2	S. Jacob	I.	1,896	170
3	A. H. L. Fraser	CP.	1,733	157
4	A. U. Fanshawe	I.	1,500	136
5	J. Pollen	Bo.	1,200	...

1872, 40 appointments, 10 years, 1200 standard.

1	F. F. Handley	B.	1,333	133
2	H. M. Durand, C. S. I.	I.	1,500	150

1873, 33 appointments, 9 years, 1080 standard.

1	E. R. Henry	B.	1,300	144
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Table II. of all Competition Civilians drawing more than Rs. 120 a month for each year of Service, arranged according to figure of merit.

6 Extraordinarily Fortunate (above 180).

Number.	NAMES.	Province.	Pay.	Figure of Merit.	Year.	Appointment.
1	Sir C. U. Alchison, K. C. S. I.	I.	8333	32356		Lieut. Govr.
2	C. P. L. Macaulay	B.	3166	26470		Secy. to Govt.
3	Hon. C. D. Field	B.	4166	18900		Judge High Court.
4	D. M. Barbour	I.	3500	18463		Secy. Finl. Dept. G. I.
5	G. D. Burgess	BB.	2200	18370		Secy. to Chief Comr.
6	Sir L. H. Griffin, K. C. S. I.	I.	4000	18260		Agent. to G. G.

10 Very Fortunate (above 150).

7 T. J. C. Plowden	I	2500	178 68	Consul General.
8 E. C. K. Ollivant	Bo.	2500	178 68	Municipal Commr.
9 J. Westland	I	2500	175 62	Compt. Genl.
10 A. Mackenzie	I	3500	175 62	Secy. Home Dept.
11 Hon. J. O'Kinealy	B	3000	171 61	Judge High Court.
12 S. Jacob	I	1866	170 71	Acct. Genl. Bengal.
13 C. A. Elliott, C. S. I.	A	4166	166 57	Chief Commr.
14 C. H. T. Crosthwaite	CP.	4000	166 58	Judl. Commr.
15 E. C. Buck	I	3500	166 61	Secy. Agric. Dept.
16 W. W. Hunter	I	3333	166 62	Director Genl. of Statistics.
17 H. J. S. Cotton	B	2500	166 67	Secy. Board of Rev.
18 E. J. Sinkinson	I	2100	162 69	Acct. Genl. N. W. P.
19 Hon. W. Tyrrell	W	3600	157 59	Judge, High Court.
20 A. H. L. Fraser	CP.	1733	157 71	Secy. to Chief Commr.
21 J. Jardine	BB.	2800	155 64	Judl. Commr.
22 H. J. Reynolds	B	4000	154 56	Member Bd. of Rev.
23 W. B. Jones	I	4000	154 56	Resident Hyderabad.
24 J. D. Sandford	I	3966	153 56	Resident Maisur.
25 D. Fitzpatrick	I	3500	152 59	Secy. Legisl. Dept. G. I.

26 Decidedly Fortunate (above 130).

26 F. A. H. Elliott	Bo.	1800	150 69	Tutor to Gaekwar of Baroda.
27 H. M. Durand, C. S. I.	I	1500	150 72	Under Secy. Foreign Dept. G. I.
28 D. G. Barkley	P	3500	146 58	Judge Chief Court.
29 J. W. Smyth	P	3500	146 58	Judge Chief Court.
30 H. E. Harrison	B	3200	145 60	Commr. of Police, Calcutta.
31 Hon. R. West	Bo.	3750	144 56	Judge High Court.
32 Bihari Lal Gupta	B	1586	144 71	Presidency Magt. & Coroner.
33 E. R. Henry	R	1300	144 73	Offg. Magt. & Collr.
34 R. J. Crosthwaite	CP.	2721	143 68	Offg. Judl. Commr.
35 A. D. Pollen	Bo.	2120	141 67	Deputy Judge.
36 L. Neill	CP.	2111	140 67	Offg. Commr.
37 J. W. Neill	CP.	2500	139 64	Commissioner.
38 F. Venning	CP.	2500	139 64	Commissioner.
39 E. T. Atkinson	I	2750	138 62	Acct. Genl. Bengal.
40 A. C. Tupp	I	2750	138 62	Acct. Genl. Bombay.
41 G. J. S. Hodgkinson	BB.	2444	136 64	Offg. Commr.
42 A. U. Fanshawe	I	1500	136 71	Postmaster Genl.
43 A. D. Carey	I	2300	135 65	Offg. Commr. of Inland Customs.
44 W. Wilson	M	2936	133 60	Offg. Mem. Board of Revenue.
45 J. Nugent	Bo.	2383	133 64	Offg. Rev. Secy. to Govt.
46 J. S. Mackintosh	W	2000	133 67	Secy. Board of Rev.
47 S. H. James	W	1600	133 70	Registr. High Court.
48 F. F. Handley	B	1333	133 72	Offg. Insp. Genl. of Registration.
49 F. W. R. Cowley	B	2500	132 63	Judge, 1st Grade.
50 W. M. Young	P	2500	132 63	Secy. to Govt.
51 E. Mc. G. Fulton	Bo.	1700	131 69	Registr. High Court.

42 Fortunate (above 120).

52 J. R. Reid	W	2850	130 60	Offg. Secy. to Govt.
53 J. A. Davies	M	1822	130 68	Offg. Judge 1st Gr.
54 T. Weir	M	1900	127 67	Regtr. High Court & Tamil Trans r.
55 H. W. Bliss	M	2400	126 63	Commr. of Salt Revenue.
56 S. N. Tagore	Bo	2265	126 64	Offg. Judge 1st Gr.
57 C. G. Blathwayt	Bo	2265	126 64	Offg. Magt. 1st Gr.
58 G. G. Dey	Bo	1633	126 69	Offg. Judge 2nd Gr.
59 W. Duthoit	W	3000	125 58	Offg. Judl. Commr. Oudh.
60 G. E. Porter	B	2500	125 62	Offg. Judge 1st Gr.
61 F. W. J. Rees	B	2500	125 62	Do.
62 R. M. Towers	B	2500	125 62	Do.
63 C. E. R. Girdlestone	I	2500	125 62	Resident in Nipal.
64 T. W. Rawlins	I	2500	125 62	Account. General, Punjab.
65 J. R. Naylor	Bo	2500	125 62	Remembrancer Legal Affairs.

66 J. A. Bourdillon	B	1500	125 70	Insp. Genl. of Registration.
67 C. E. Buckland	B	1500	125 70	Offg. Magt. & Collr., 2nd Grade.
68 T. H. Davies	Bo	1600	124 69	Managr. Encumbered Estates, Sindh.
69 T. T. Allen	B	2700	123 60	Offg. Remembrancer Legal Affairs.
70 A. J. Stuart	M	2333	123 63	Magt. & Collector, 1st grade.
71 H. E. Stokes	M	2333	123 63	Do.
72 J. C. Hughesdon	M	2333	123 63	Judge 1st grade.
73 J. F. Snaith	M	2333	123 63	Do.
74 W. H. Glenny	M	2333	123 63	Magt. & Collector, 1st grade.
75 J. Kelsall	M	2333	123 63	Judge 1st grade.
76 J. Wallace	M	2333	123 63	Do.
77 C. S. Crole	M	2333	123 63	Do.
78 S. T. McCarthy	M	2333	123 63	Do.
79 H. St. A. Goodrich	M	2333	123 63	Magt. & Collr., 1st Gr.
80 H. Wigram	M	2333	123 63	Judge 1st Gr.
81 G. A. Parker	M	2333	123 63	Do.
82 F. H. Wilkinson	M	2333	123 63	Do.
83 D. M. Smeaton	BB	1850	123 67	Settlt. Secy. to Chf. Commr.
84 J. Monro	B	2916	122 58	Offg. Commr.
85 M. H. Scott	Bo	2325	122 63	Judge 1st Gr.
86 A. C. Watt	Bo	2325	122 63	Judge 1st Gr.
87 H. G. Turner	M	2200	122 64	Offg. Magt. & Collr., 1st Gr.
88 H. Lattman Johnson	A	1833	122 67	Depy. Commr. 1st Gr.
89 C. L. B. Cumming	M	1835	122 67	Offg. Judge 1st Gr.
90 F. E. Gibson	M	1835	122 67	Offg. Magt. 1st Gr.
91 W. H. Grimley	B	2300	121 63	Offg. Collr. of Customs.
92 J. Crawford	B	1700	121 68	Registrar High Court.
93 J. B. Pelle, C. S. I.	Bo	3125	121 56	Revenue Secretary to Govt.

These tables are compiled from the various Civil Lists as they stood on the 1st July, 1882.

V.—Actual Number of Fortunate in each Province.

The first facts to be ascertained from these lists are the actual numbers of Fortunate Civilians serving in each Province. As each Province is apt to consider itself unduly neglected and its neighbour unduly favoured, it is interesting to ascertain from the impartial evidence of statistics whether these jealousies are well or ill-founded, and if we examine each of the four classes separately we shall find that—

Of the 6 Extraordinarily Fortunate (above 180):

The 1st, 4th, and 6th belong to Government of India. The 2nd and 3rd belong to Lower Bengal, and the 5th to British Burmah. They vary from 182 to 323.

Of the 19 Very Fortunate (above 150).

The 1st, 3rd, 4th, 6th, 9th, 10th, 12th, 17th, 18th and 19th, or 10 in all, belong to the Government of India (178 to 152). The 2nd belongs to Bombay (178). The 5th, 11th, and 16th belong to Lower Bengal (171 to 154). The 7th belongs to Assam (166). The 8th and 14th belong to the Central Provinces (166 and 157). The 13th belongs to the North-West Provinces (157). The 15th belongs to British Burmah (155).

Combining the two above lists we find that the 25 Extraordinarily and Very Fortunate are thus distributed:—

PROVINCE.	Nr.
Government of India	13
Lower Bengal	5
British Burmah	2
Central Provinces	2
Bombay	1
N. W. Provinces	1
Assam	1
	25

It is therefore clear that the belief that the Government of India is the best paymaster is well-founded, and Lower Bengal is obviously next-Madras and the Punjab have no place in this list.

Of the 26 Decidedly Fortunate (above 130) :

The 1st, 6th, 10th, 20th and 26th, or 5 in all (150 to 131), belong to Bombay. The 2nd, 14th, 15th, 17th and 18th, or 5 in all (150 to 135), belong to the Government of India. The 3rd, 4th, and 25th, or 3 in all (146 to 132), belong to the Punjab. The 5th, 7th, 8th, 23rd and 24th, or 5 in all (145 to 132), belong to Lower Bengal. The 9th, 11th, 12th, and 13th, or 4 in all (143 to 139), belong to the Central Provinces. The 16th belongs to British Burmah (135). The 19th belongs to Madras (133). The 21st and 22nd belong to the N. W. P. (133).

The 51 Extraordinarily, Very, and Decidedly Fortunate are thus distributed in the different Provinces.

Extra. and Very.	Decidedly.	Total.	Percentage.	Province.
13	5	18	35	Government of India.
5	5	10	19	Lower Bengal.
1	5	6	12	Bombay.
12	4	6	12	Central Provinces.
12	1	3	6	British Burmah.
1	3	3	6	N. W. P.
1	3	3	6	Punjab.
1	1	1	2	Assam.
1	1	1	2	Madras.
25	26	51	100	

We see from this table that the Government of India still maintains its marked predominance with 35 per cent., while Bengal is still next with 19 per cent.; but Bombay is now third instead of British Burmah, the Central Provinces remaining 4th as before. The N.-W. P. and the Punjab count only 3 each among the "Very and Decidedly Fortunate;" and Madras and Assam count only one each.

Of the 42 who are only classed as "Fortunate."

Percentage.	Actual No.	
5	2	Belong to the N. W. P.
5	2	Belong to the Govt. of India.
45	19	Belong to Madras.
2	1	Belong to Brit. Burmah.
17	7	Belong to Bombay.
2	1	Belong to Assam.
24	10	Belong to Beng l.
100	42	Total.

In this table the percentages are changed in a very marked manner for Madras, which has hitherto been nowhere now jumps to the top of the list with 45 per cent. of the appointments. Bengal is next with 24 per cent., and Bombay 3rd with 17 per cent. The Punjab and the Central Provinces have none.

If we now combine the three grades of good fortune into one table, we shall be better able to ascertain the position of the different Provinces as regards the proportion of the fortunate Competitors which each possesses.

Extra and Very Fortunate.	Decidedly Fortunate.	Fortunate.	Total.	Province.
13	5	2	20	Govt. of India.
5	5	10	20	Bengal.
1	1	19	20	Madras.
1	5	7	13	Bombay.
12	4	6	6	Central Provinces.
12	1	3	5	N. W. P.
2	1	1	4	British Burmah.
1	3	3	3	Punjab.
1	1	1	2	Assam.
25	26	42	93	Total.

From this we see that the Government of India Bengal, and Madras each possess about 20 per cent. of the Fortunate Civilians, but the Government of India has the large majority in the two higher classes, while Madras has all but one in the lowest; in Bengal they are more equally distributed. Every Province is represented more or less, but the Punjab is the most unfortunate with only three in the 2nd class and none in the 1st or 3rd.

VI.—Percentage of Fortunate out of total number of Civilians in each Province.

In considering the good or bad fortune of each Province, we must of course not only count the actual number of Fortunate Civilians serving in each Province, but the number of Fortunate as compared with the total number of Competition Civilians in that province, i. e., the *percentage* of fortunate officers, which is the real test of a Province's good or bad position from a Civilian's point of view.

The total number of Competition Civilians in each province is as follows :—

Order.	Province.	No.	Percentage of the whole.
1	Bengal	183	23.4
2	N.-W. Provinces	154	19.7
3	Madras	133	17.0
4	Bombay	125	16.0
5	Punjab	83	10.6
6	Government of India	35	4.5
7	British Burmah	24	3.1
8	Central Provinces	23	3.0
9	Assam	21	2.7
	Total	781	100.0

And if we compare the number of "fortunate" Civilians with the total number in each province, we obtain the following results :—

No.	Total Num- ber of Civi- lians.	Number of Fortunate.	Percentage.	Province.
1	35	20	57.1	Government of India.
2	23	6	26.0	Central Provinces.
3	24	4	16.6	British Burmah.
4	133	20	15.0	Madras.
5	183	20	11.0	Bengal.
6	125	13	10.4	Bombay.
7	21	2	9.5	Assam.
8	83	3	3.6	Punjab.
9	154	5	3.3	North-West Provinces.
Total..	781	93	11.9	

We now see that, though the Government of India still maintains its place at the head of the list and has not only the largest actual number of fortunate Civilians, but also double the percentage of fortunate ones that any other Government has, yet the other provinces change in a very marked manner the order they had in the other table. When we take our figures from this comparative table, we find that the Government of India is by far the first with 57 per cent. of "fortunate" ones, or more than double of the next in the list; the Central Provinces is clearly second with 26 per cent.; British Burmah and Madras come third with 16 and 15 per cent.; while Bengal, Bombay, and Assam have only about 10 per cent.; and the Punjab and North-West Provinces only 3 per cent.

It should also be added that there are 14 Civilians of the year 1862 in Madras, who are all drawing Rs. 2,333 a month, and who fall only slightly below the standard of Rs. 120 a month for every year of service, i.e., their figure of merit is 116.5; and, if these were reckoned, Madras would have 34 "fortunate" ones, or 25.6 per cent. of all its appointments, and would rank third in the list of provinces instead of fourth, being then almost as fortunate as British Burmah. The inequalities thus shown to exist in the different provinces are very striking, and it is certainly a great anomaly that a Civilian who is attached to the North-West Provinces or the Punjab has only one-third as good a chance of drawing specially high pay as one who goes to Assam, Bombay, and Bengal, and only one-fifth as good a chance as if he went to Madras, British Burmah or the Central Provinces, although we must admit that the position occupied numerically by the latter province is exceptional, and does not represent its real chances, as it is due to three or four very lucky men who hold high appointments, some of them only temporarily. The mass of Civilians in the Central Provinces are, on the contrary, very unlucky, although they, perhaps, scarcely emulate the Punjab in that respect.

The Central Provinces, Assam, and Burmah are small provinces, where the percentages are easily altered by one or two men's good or bad fortune, and the Government of India is, of course, in an exceptional position with regard to the other Governments; so that the only way to obtain a really accurate estimate of the comparative good or bad fortune of different provinces is to take the five great provinces which have a large number of Civilians attached to them, and in which the figures are more permanent and less likely to be deranged by one or two exceptional appointments. If we do this we find the figures are :-

Number.	Total Number of Civilians.	Number of Fortunate.	Percentage.	Province.
1	133	20	15	Madras.
2	183	20	11	Bengal.
3	125	13	10	Bombay.
4	83	3	3.6	Punjab.
5	154	5	3.3	North-West Provinces.
Total...	678	61	9	

These figures represent the real chances of promotion to highly-paid appointments, and we find that Madras is much above the average, Bengal and Bombay slightly above the average, and the North-West Provinces and Punjab very much below the average. There would appear to be little doubt that the introduction of graded Magistracies and Judgeships in the North-West Provinces and the low scale of pay for Deputy Commissioners in the Punjab has done much to cause the absence of any high salaries among the Civilians in those provinces, but, it must be remembered, that the average rate of pay in a province may be fairly high, while the absence of exceptionally fortunate men keeps its percentage in the above table very low, and this is believed to be at any rate partially the case in the North-West Provinces.

VII.—Percentage of Fortunate in each Year of the Competition.

If we examine the results year by year, instead of province by province, we find that they are as follows :-

Year.	Number of Civilians sent out.	Number of Fortunate.	Percentage of Fortunate to Total.	Order.
1876.....	30	6	30	2
1857.....	30	1	5	13
1858.....	12	5	42	1
1859.....	20	2	10	11
1860.....	32	6	19	5
1861.....	68	2	3	14
1862.....	61	11	18	6
1863.....	91	21	23	3
1864.....	52	8	15.4	7
1865.....	36	1	2.8	15
1866.....	0	0	0	18
1867.....	45	9	20	4
1868.....	39	4	10.3	10
1869.....	47	4	9	12
1870.....	41	6	15	8
1871.....	47	5	11	9
1872.....	40	1	2.5	17
1873.....	36	1	2.8	16
Total.....	707	95		

From this table we see that the most fortunate year is 1858, which has 42 per cent. of fortunate men in it, and the next is 1856 with 30 per cent.; the most unfortunate is 1872 with only 2.5 per cent., and the next most unfortunate are 1865 and 1873 with only 2.8 per cent.; but the years 1872 and 1873 are too recent to have got up to their full percentage as yet.

The most unfortunate of the older years are 1865 and 1861 with only 2.8 and 3 per cent., and the next most unfortunate is 1857 with only 5 per cent. The earlier years vary very markedly, for while 1856 has 30 per cent. and 1858 42 per cent., 1860 has only 19 per cent. and 1859 and 1857 only 10 and 5 per cent., respectively.

If we classify the years according to their percentage, we find they fall as follows :-

Year.
Very unfortunate under 5 per cent. 1872, 1865, 1873, 1861.
Unfortunate under 10 per cent. 1871, 1869.
Rather unfortunate under 15 per cent. 1859, 1868, 1871.
Average under 20 per cent. 1870, 1864, 1862, 1860.
Rather fortunate under 25 per cent. 1867, 1863.
Fortunate with 30 per cent. 1856.
Very fortunate with 42 per cent. 1858.

VIII.—Permanent good and bad fortune not always shown accurately in the preceding tables.

It must always be remembered that all that the preceding tables profess to show is the good or bad fortune of a particular officer, a particular province, or a particular year at the present time. They do not profess to show which officer, province, or year has had the best or worst fortune throughout the whole time the competition system has lasted. Thus it is, of course, quite possible that an officer should have been very fortunate indeed throughout the greater part of his career, and that he would be amongst the highest, if his total salary could be reckoned against that of others; while at the same time owing to increasing seniority or bad luck late in his career he may not at the present moment appear among the fortunate ones at all.

It would, of course, be an almost impossible task to take out each competition civilian's salary from the service registers, and arrange them all according to the total salaries they have drawn, though this would be the only way of ascertaining with perfect accuracy the relative position as regards good fortune in pay of each civilian with every other. But though the labour of compiling a complete list of this kind would be greater than the value of the results to be expected from it, an attempt in the same direction can be made by taking a few typical instances, i.e., one or two officers from each province, and then ascertaining exactly what pay each has drawn throughout the whole of his career.

This attempt has been made in the following table which shows what pay each of four officers (one being chosen from each of the four great provinces)

has drawn in each year of his service, and the total pay drawn by each. The officers are all, of course, of one year (1862), and in each province an officer with average fortune has been taken, who may be considered a fair representative of the officers of that year. To these four columns has been added a fifth showing the salary drawn by a special officer in the N. W. P. who, as will be seen, has drawn in all Rs. 62,000 more pay than the average officer of that province, and yet is Rs. 53,000 short of the pay drawn by the average Madras officer, and Rs. 16,000 short of the pay drawn by the average Bengal officer, and is only Rs. 16,000 above the pay drawn by the average Bombay officer.

Salary drawn during whole Service by Competition Civilians.

Year.	Average N. W. P. Officer.	Average Madras Officer.	Average Bombay Officer.	Average Bengal Officer.	Special N. W. P. Officer.
1863	4,470	4,200	5,320	4,610	4,500
1864	4,800	5,620	8,000	5,100	4,800
1865	5,200	8,770	11,840	5,700	5,150
1866	5,750	9,950	10,800	7,800	6,950
1867	6,000	13,674	10,800	12,396	8,000
1868	6,900	14,004	9,900	9,198	10,500
1869	6,000	14,004	5,400*	9,996	15,000
1870	9,332	14,004	5,900*	9,996	15,000
1871	8,598	9,589*	10,800	15,329	15,000
1872	8,932	7,0-0*	13,464	17,196	15,000
1873	9,198	17,719	10,800	17,196	15,000
1874	5,844*	18,672	10,800	19,296	10,000*
1875	4,992*	23,340	10,800	21,996	15,000
1876	10,194	26,832	13,200	21,996	15,000
1877	13,932	27,996	6,000*	16,941	17,249
1878	16,599	27,996	14,800	16,881*	18,000
1879	23,500	17,332*	21,654	16,440*	14,272*
1880	24,750	14,666*	27,060	21,596	24,000
1881	13,700*	27,996	27,000	21,596	22,497
Total ..	188,691	303,453	234,938	266,062	250,978

* Figures with asterisks refer to periods when the officer was on furlough, and therefore drawing half the average pay of the previous three years, subject to the maximum limit.

IX.—Comparative total salaries in the different Provinces.

We find that the total salaries come in the following order :—

1. Average Madras officer	303,453
2. Do. Bengal "	266,062
3. Special N.W.P. "	250,978
4. Average Bombay "	234,938
5. Do. N.W.P. "	188,691

and if we divide the total salary by the number of years served, we shall get the *permanent* figure of merit, just as in the previous tables we obtained the *present* figure of merit by dividing the *present* salary by the number of years served.

We thus obtained the following results :—

No.	Province.	Total Salary.	No. of years served.	Average Annual Salary.	Permanent Figure of Merit.
1	Average Madras ..	303,453	19	15,971	100
2	Do. Bengal ..	266,062	19	14,003	140
3	Special N.W.P.	250,978	19	13,209	132
4	Average Bombay ..	234,938	19	12,365	124
5	Do. N.W.P.	188,691	19	9,931	99

The *permanent* figure of merit is, of course, the average annual salary drawn throughout an offi-

cer's whole service and we see that this is very nearly represented by the figures 16, 14, 13, 12; and 10 for the above five instances.

The average pay is, of course, affected by the amount of furlough an officer has had, but in these instances this does not vary much, the average N. W. P. and Bombay officers having had three years each, the Madras four years, and the Bengal and the special N. W. officers two years. These latter are therefore somewhat at a disadvantage in the comparison, for their comparatively high totals are partly the result not of high pay, but of shortness of furlough.

If we examine the totals of annual salary (excluding the special N. W. Officer for the present), we find that in the first four years the Bombay officer drew most salary, but in the fifth year the Madras officer passed him, and remains first till the twelfth year, when the Bengal officer obtains the lead, which, however he loses again next year (thirteenth), and the Madras officer retains the first place for the remaining six years (except when on furlough), while in the fifteenth and sixteenth years the Madras officer was drawing nearly double the salary of any of his contemporaries, and this without obtaining any appointment out of the regular line.

The N. W. officer draws the least salary from the second to the sixteenth year, when he passes the Bombay officer only. The respective excess or deficit of salary drawn by each officer as compared with the others is shown in this table :—

	Madras.	Bengal.	Port. N. W.P.	Bombay.	Aver. N. W.P.
Madras is to ..	.....	+37,391	+52,475	+68,515	+114,762
Bengal is to ..	-37,391	.....	+15,084	+31,124	+77,371
Port. N.W.P. is to ..	-52,475	-15,084	.....	+16,040	+62,287
Bombay is to ..	-68,515	-31,124	-16,040	.....	+46,247
Aver. N.W.P. is to ..	-114,762	-77,371	-62,287	-46,247	.....

This is to be read thus Madras is to Bengal + 37,391 i.e., the Madras officer has drawn Rs. 37,391, more salary than the Bengal one : Bengal is to Bombay 31,124, i.e., the Bengal officer has drawn Rs. 31,124 more salary than the Bombay one ; and so on for each instance.

The excessively high salaries drawn by Madras officers of that year do not, of course, apply to all Madras officers : on the contrary, a Madras officer low down in the list of the year 1864 has almost certainly drawn less salary than a Bengal or Bombay officer, and probably as little as an average N. W. P. officer. It must therefore be remembered that this table is only intended to compare the total salaries (for 19 years) of officers of that particular year, 1862.

PART III.

Statistics of the years 1861 to 1865.

X.—Deaths and retirements in those years.

We now proceed to redeem the promise given at the end of part IV. that we would give a similar account of the years 1861 to 1865 to that already given of the years 1856 to 1860.

None of the civilians of 1861 to 1865 are as yet entitled to retire on their full pension, and the retirements will therefore be found to be less than in the earlier years.

In the second five years of the competitive system 308 officers were appointed. Of these 70 (or 23 per cent.) are dead or have retired, and 238 (or 77 per

cent.) are still in the service. The figures for the 5 years are :—

	1861	1862	1863	1864	1865	Total
No. of Appointments..	68	61	91	52	35	308
No. of Deaths and Retirements.....	16	12	26	9	7	70
Percentage of Deaths and Retirements.....	23.5	19.6	28.6	17.3	19.5	22.7
No. of Deaths	14	6	18	8	4	50
No. of Retirements	2	6	8	1	3	20
Percentage of Deaths.....	20.6	9.8	19.8	15.5	11.1	16.2
Percentage of Retirements	2.9	9.8	8.8	1.8	8.4	6.5

We thus find that the highest percentage of deaths is 20.6 in 1861, the earliest year; but the next, 19.8, is in 1863. The healthiest years are 1862 with only 9.8 per cent. and 1865 with 11.1 per cent. Out of the 50 deaths, 39 occurred in India, and 11 in Europe. The highest percentage of losses by both death and retirement is 28.6 in 1863, or nearly a third of the whole; and the next is 23.5 in 1861. The lowest is 17.3 in 1864, and the next 19.5 in 1865.

In the following list the name, standing, last appointment, salary, province, and cause of removal are given of all those whose names have been removed from the list of the years 1861 to 1865.

1861—21 years' standing—6th year—68 appointments—16 Dead and Retired.

Number.	NAMES.	Year of death or Retirement.	Total service at death or retirement.	Last appointment held.	Salary.	Province.	Cause of removal.
1	J. C. Geddes	80	19	Judge 1st gr.	2500	B	Died at Muzaffarpur.
2	W. Murray	65	4	Asst. Magt.	500	B	Died at Rajshahi.
3	J. S. Carstairs ..	73	12	Joint Magt.	900	B	Do.
4	E. W. Barron ..	67	6	Asst. Magt.	500	W	Died at Bijoor.
5	D. R. Parke	64	3	Asst. Magt.	500	W	Do.
6	T. H. H. Shortt..	73	12	Offg. Magt.	1500	B	Died at Maimansingh.
7	W. T. Baldwin..	67	6	Asst. Magt.	500	W	Resigned.
8	H. Linton	66	5	Asst. Magt.	500	M	Died at Madras.
9	R. R. Price	66	5	Asst. Magt.	500	B	Died at Hazaribagh.
10	V. Irwin	73	12	Offg. Magt.	1500	B	Died at Kattak.
11	H. F. Tyrrell....	70	9	Joint Magt.	700	W	Died in England.
12	G. J. Richards..	62	1	Student	380	B	Died at Calcutta.
13	H. Clarke	70	9	Insp. of Schools....	1000	B	Died in Bengal.
14	J. G. Robertson.	73	12	Joint Magt.	900	W	Died at Fatehgarh.
15	F. Thelwall	72	11	Offg. 1st Asst. Collector..	900	Bo.	Died at Khanda.
16	C. E. C. Merington	73	12	Asst. Magt.	700	B	Resigned.

1862—20 years standing—7th year—61 appointments—12 dead and retired.

Number.	NAMES.	Year of death or Retirement.	Total service at death or retirement.	Last appointment held.	Salary.	Province.	Cause of removal.
1	P. L. Roberts	74	12	Sub. Collr.	1166	M	Resigned.
2	J. Stewari	68	6	Joint Magt.	700	B	Died at Champaram.
3	A. Yardley	68	6	Joint Magt.	700	B	Died at Bhagalpur.
4	E. S. Moseley	78	16	Joint Magt.	1000	B	Died at Bakarganj.
5	H. M. Rogers	75	13	Joint Magt.	1000	W	Resigned.
6	F. R. H. Sharp....	79	17	Judge	2333	M	Resigned.
7	J. M. Lister	67	5	Asst. Magt.	500	W	Resigned.
8	T. W. Gribble	80	18	Postmr. Gnl.	1800	B	Died at Calcutta.
9	J. C. Graves	68	6	Asst. Settlt. Officer	600	W	Died in Ireland.
10	E. Storr	76	14	Sub. Collr.	1166	M	Resigned.
11	W. S. Lilly	72	10	Under-Secy.	1000	M	Resigned.
12	W. H. Comyn	81	19	Magt. & Collr.	2333	M	Died.

1863—19 years standing—8th year—91 appointments—26 dead and retired.

Number.	NAMES.	Year of death or Retirement.	Total service at death or retirement.	Last appointment held.	Salary.	Province.	Cause of removal.
1	G. Butt	79	16	Secy. Bd. of Revenue....	1666	W	Died at Allahd.
2	G. Smith	67	4	Student	400	M	Retired.
3	H. Newman	76	13	Sub. Collr.	1166	M	Died on Voyage.
4	T. G. Hanson	72	9	Asst. Settlt. Officer	900	W	Died at Naini Tal.
5	G. H. Johns	76	13	1st Asst Collr.	900	Bo.	Died at Poona.
6	R. Jardine	69	6	Asst. Magt.	500	W	Died at Agra.
7	D. M. Testro	82	19	Offg. Magt.	1500	B	Resigned.
8	T. N. Wilson	67	4	Asst. Comr.	500	W	Died at Partabgarh.
9	A. G. Walker	76	13	Asst. Comr.	500	W	Dismissed.
10	W. E. Kinsey	74	11	S.C.C. Judge	833	W	Died at Alexandria.
11	J. Cameron	76	13	Sub. Collr.	1166	M	Died at Tanjur.
12	W. M. Souttar....	81	18	Comr. of Police	3000	B	Died in England.
13	G. K. Webster....	77	14	Joint Magt.	900	B	Resigned.
14	A. W. Crichton..	63	...	.....	...	B	Resigned without joining.
15	C. F. Magrath	81	18	Offg. Magt.	1500	B	Died at Madras.
16	A. W. Hume	63	...	.....	...	B	Resigned without joining.
17	J. E. Andre	75	12	Asst. Collr.	500	Bo.	Resigned in England.
18	P. Hurley	76	13	Joint Magt.	900	B	Resigned.
19	J. Birkmyre	67	4	Asst. Comr.	500	B	Died at Kachar.
20	E. H. Harrison....	75	12	Regt. Chief Court	1200	P	Died in Panjab.
21	C. J. Crosthwaite	81	18	Offg. Collr.	1933	M	Died. Ma. sulptm.

No. of appointments—1861

1861 68
2 61
3 91
4 52
5 36
308

Survivors
1861 52
2 49
3 65
4 43
5 29
232

22 J. H. Lloyd	73	10	Junr. Secy....	1300	W	Died at Naini Tal.
23 W. C. Bovell.....	65	2	Student	380	B	Drowned in Hughli
24 M. S. Champneys ..	68	5	Asst. Comr....	500	P	Died in Punjab
25 W. H. Thompson ..	68	5	Asst. Collr....	500	B	Resigned
26 W. H. Maber	65	2	Asst. Collr....	500	Bo.	Died at Thana.

1864—18 years standing—9th year—52 appointments—9 dead and retired.

1 G. Smeaton	70	6	Asst. Magt....	500	B	Died at Burdwan.
2 E. K. Lidderdale ..	66	2	Asst. Collr....	500	Bo.	Died at Satara.
3 A. Lyon	77	13	Offg. Judge....	1500	Bo.	Died on voyage to England.
4 T. C. Huddleston ..	67	3	Asst. Comr....	500	P	Died at Peshawar.
5 H. W. Wellesley ..	78	14	Secy. Chief Comr. Mal-sur	1500	1	Died in England
6 G. K. Chamberlain ..	76	12	Head Asst....	768	M	Resigned
7 C. J. Knox	81	17	Offg. Collr....	1233	M	Died.
8 F. C. Hall	69	5	Asst. Collr....	500	M	Died at Colombo
9 G. Ayerst	76	12	Offg. Judge....	1266	Bo.	Died at Lowestoft.

1865—17 years standing—10th year—36 appointments—7 dead and retired.

1 G. E. Low	70	10	Offg. Sanitary Comr.	1500	W	Died in London
2 H. Priestley	74	9	Asst. Comr....	500	P	Resigned
3 J. B. Jones	77	12	Senr. Asst....	768	M	Resigned
4 W. Thaine	69	4	Asst. Magt....	500	W	Died at Cawnpore.
5 T. F. Harkness ..	79	14	Offg. Magt....	1666	W	Died at Muzaffarnagar.
6 E. L. Pearse	78	13	Og. Sub. Colr.	1050	M	Died at Negapatam.
7 S. F. A. Smith	79	14	Depy. Comr.	1333	B B	Resigned

XI.—Details of deaths and retirements in each year.

If we now examine each year separately, we find that in 1861 there were 68 appointments, and of these 14 have died, and 2 have retired or 16 (or 23·5 per cent.) in all. Of the 14 who died, 8 came from Lower Bengal, 4 from the North-West Provinces, (1 H. F. Tyrrell, on his way home) 1 from Madras and 1 from Bombay. The best known of these are J. C. Geddes, the Comtist and philosophical writer, who died when Judge of Muzaffarpur in 1880; J. S. Carstairs, Magistrate of Rajshahi; and Valentine Irwin, Magistrate of Cuttack, who both died in 1873; J. G. Robertson, a well-known Settlement Officer in the N. W. P., who also died in the same year; and F. Thelwall, who died at Khandesh.

The two who resigned are W. T. Baldwin, who retired after 6 years' service in the N.-W. P.; C. E. C. Merington, who after 12 years' service in Lower Bengal, threw up the service and retired on an invalid pension.

In 1862 there were 61 appointments, and of these 6 have died and 6 have resigned, or 12 (or 19·6 per cent.) in all. Of the 6 who died, 4 came from Lower Bengal, 1 from the N. W. P., and 1 from Madras. Of the 6 who resigned, 4 came from Madras and 2 from the N. W. P.

Of these the best known are H. M. Rogers, a Settlement Officer in the N.-W. P., who retired in 1873 on account of bad health; and T. W. Gribble, who died

of cholera in Calcutta when Postmaster-General of Bengal.

In 1863 there were 91 appointments (the largest number ever given), and of these 18 have died and 8 have retired, or 26 (or 28·6 per cent.) in all. Of the 18 who died, 6 were from the N.-W. P., 4 from Madras, 4 from Bengal, 2 from Bombay, and 2 from the Punjab. All died in India except 2, W. E. Kinsey, at Alexandria, and W. M. Souttar, in England. Of the 8 who resigned, 5 came from Bengal, 2 from Bombay, and 1 from the N.-W. P.

Of these the best known are G. Butt, Secretary to the Board of Revenue at Allahabad, who died suddenly in January, 1879; W. E. Kinsey, Judge of the S. C. Court at Mupoorie, who died at Alexandria, on his way home in 1874; W. M. Souttar, the Calcutta Commissioner of Police, and Chairman of the Municipality, who died in England, last year; C. F. Magrath, Magistrate of Faridpur, who died at Madras on his way home in 1881; E. H. Harrison, the Registrar of the Chief Court at Lahore, who died in 1875; and C. J. Crosthwaite, the Collector of Kistna, in Madras, who died there in 1881.

In 1864 there were 52 appointments, and of these 8 have died and 1 has retired, or 9 (or 17·3 per cent.) in all. Of the 8 who died, 3 were from Bombay, 2 from Madras, 1 from the Punjab, 1 from Bengal, and 1 from Mysore (G. I.) All died in India, except H. W. Wellesley, from Mysore, who died in England. The one who resigned was from Madras.

Of these the best known are A. Lyon, who published several works on legal subjects and died on the voyage home in 1877; H. W. Wellesley, who was Secretary to the Chief Commissioner of Mysore, and who died in England, after a long illness, in 1878; and C. J. Knox, the Collector of Kistna, who died in the Red Sea in 1881. In 1865 there were 36 appointments, and of these 4 have died and 3 have retired, or 7 (or 19·5 per cent.) in all. Of the 4 who died, 3 were from the N.-W. P. and 1 from Madras; all died in India except G. E. Low, who died in London immediately after his arrival from India. Of the three who resigned, 1 was from the Punjab, 1 from Madras, and 1 from British Burmah.

Of these the best known are G. E. Low, officiating Sanitary Commissioner of the N.-W. P., who after long illness in India died on reaching London in 1875; T. F. Harkness, who died suddenly when officiating Magistrate of Muzaffarnagar in 1879; and S. F. A. Smith, who after serving for several years in the N. W. P., was transferred to British Burmah, and after long ill-health resigned in 1879.

XII.—Deaths and retirements in each province.

If we now tabulate these results according to the different provinces to which the officers were attached, we shall find that the deaths and retirements were distributed as follows:—

Year.		Bengal.	N. W. P.	Punjab.	Bombay.	Madras.	Burmah.	Government of India.	Total.
1861	Deaths.....	8	4	...	1	1	...	...	14
	Retirements.....	1	1	...	...	...	...	...	2
	Total.....	9	5	...	1	1	...	...	16

1862	Deaths	4	1	...	...	1	...	...	6
	Retirements .....	...	2	...	...	4	...	...	6
	Total.....	4	3	...	...	5	...	...	12
1863	Deaths	4	6	2	2	4	...	...	18
	Retirements	5	1	...	2	...	...	...	8
	Total.....	9	7	2	4	4	...	...	26
1864	Deaths	1	...	1	3	2	...	1	8
	Retirements .....	...	...	...	...	1	...	...	1
	Total.....	1	...	1	3	3	...	1	9
1865	Deaths .....	...	3	...	...	1	...	...	4
	Retirements .....	...	...	1	...	1	1	...	3
	Total.....	...	3	1	...	2	1	...	7
Total of 5 years.....		23	18	4	8	15	1	1	70

But in order to judge which province is the healthiest it will, of course, be necessary to give not only the actual number of deaths and retirements, but also the percentage on the total number of civilians of these years employed in each province. This is shown in the following table, in which the first line gives the total number employed, the second the number of deaths, and retirements, and the third the percentage of deaths &c., on the number employed.

Province.	C. P.	Assam.	Bengal.	N.-W. P.	Punjab.	Bombay.	Madras.	Burmah.	Government of India.	Total.
Total number of civilians 1861-5.....	6	4	78	69	31	31	72	4	13	308
Number of deaths & retirements .....	...	...	23	18	4	8	15	1	1	70
Percentage of deaths &c., to total number .....	...	...	29.5	26.1	12.9	25.8	20.8	25	7.7	22.4

We find from this table that the order of the provinces according to the proportion of deaths and retirements is :

The Central Provinces and Assam cannot be compared with the others, as no deaths or retirements have occurred in these provinces among the civilians of 1861-65. But of the remaining provinces, we see that Bengal, N.-W. P., Bombay, and Burmah are all about the same, with 25 per cent. of deaths and retirements,

in an average period of 19 years, Madras is decidedly healthier with 20 per cent. and the Punjab twice as healthy with 13 per cent. ; while among the Civilians attached to the Government of India the casualties have been only 7.7 per cent. in the same period.

The total proportion for all India is 22.4 per cent., or 1.18 per cent. per annum.

The distribution of the Civilians among the different provinces in each year is shown in the following table, and it certainly exhibits extraordinary variations.

Province.	1861	1862	1863	1864	1865	Total.
Bengal.....	31	14	21	6	6	78
N.-W. P.	27	12	18	1	11	69
Madras	2	19	27	19	5	72
Government of India.	1	7	1	2	2	13
Assam	1	2	1	...	...	4
Punjab.....	4	2	12	9	4	31
Bombay	2	4	9	9	7	31
Burmah .....	...	...	1	2	1	4
Central Provinces.....	...	1	1	4	...	6
Total.....	68	61	91	52	36	308

Thus in Bengal only 12 officers were sent out in 1864-5, while 45 arrived in 1861-2. In the N.-W. P. the numbers were respectively 12 and 39, or nearly as great a disproportion. In Madras 65 officers were sent out in the three years 1862-3-4, and only 7 officers in the other two years 1861 and 1865: thus the last Civilian of 1864 is 65 places below the first Civilian of 1862, although there is only two years difference between them, and the whole Madras service only consists of 160 members. This difference of 65 places means approximately 12 years difference in promotion, instead of 2 to 3 years as it should be. So in the Punjab 21 officers were posted to it in 1863-4, and only 10 in the remaining three years, and in Bombay 18 in 1863-64 against 13 in the remaining three years. These inequalities of supply are now carefully avoided, but their effects will be felt for many years yet.

XIII.—The Survivors of the years 1861-65.

We have traced the history of all those of the second five years who have retired or died, and we have now to see what has become of the survivors.

Applying the same method of gauging official success as we used in Part II. for the years 1856-60, i.e., dividing each Civilian's salary by the number of years he has served, we find that of the 308 Civilians who came out from 1861 to 1865, the most fortunate, i.e., the one who has the highest figure of merit determined in the above manner is Mr. D. M. Barbour, the Financial Secretary to the Government of India, who draws Rs. 4,166 at 19 years' standing, and whose figure of merit is therefore 219; the second is Mr. J. Westland, the Comptroller General, who draws Rs. 3,500 at 20 years' standing, and whose figure is therefore 175; and equal with him is Mr. A. Mackenzie, Home Secretary to the Government of India, who also draws Rs. 3,500 at 20 years' standing.

A list is appended (as was done in Part II. for the years 1856-60) of the surviving Civilians of the years 1861-65, which gives the Province in which they are serving, the appointment they hold, the salary they receive, and their figure of merit, or the proportion borne by the salary to the number of years they have served.

Numbers of 17 survivors
of the 308 who were appointed

1861	52
2	49
3	65
4	43
5	29
5	238
	40

From this we find that the most successful men in each year are :—

Year.	Name.	Province.	Pay.	Figure of Merit.	Appointment.
1861.....	J. O. Kinealy	B.	3,600	171	Judge High Court.
1862.....	J. Westland	I.	3,500	175	Comptroller General.
1863.....	A. Mackenzie	I.	3,500	175	Home Secretary to G. I.
1864.....	D. M. Barbour	I.	4,100	219	Financial Secretary to G. I.
1864.....	J. Jardine (Bo.)	B. B.	2,880	160	Judicial Commr. British Burmah.
1865.....	A. D. Carey (Bo.)	I.	2,300	135	Commr. of Inland Customs.

6th Year—1861—68 Appointments—21 years' standing—52 remaining.

No.	Name.	Province.	Appointment.	Pay.	Figure of Merit.
1	F. Henvey	I.	Commissioner of Berar	2,500	119
2	J. S. Porter	W.	Magistrate, 1st Grade, Shahjahanpur	2,250	107
3	W. E. Ward	A.	Judge, Assam Valley	2,500	119
4	G. E. Ward	W.	Magistrate, 1st Grade, Jaunpur	2,250	107
5	E. G. Glazier	B.	Magistrate, 1st Grade, Dinajpur	2,250	107
6	C. C. Stevens	B.	Magistrate, Officiating Secretary, Board of Revenue ..	2,500	119
7	R. D. Spedding	W.	Magistrate, 1st Grade, Gorakhpur	2,250	107
8	J. C. Price	B.	Magistrate, 1st Grade, Champaran	2,250	107
9	R. J. Leeds	W.	Judge, 3rd Grade, Gorakhpur	2,250	107
10	J. W. Edgar, C.S.I.	B.	Magistrate, 1st Grade, Offg. Commr., Chota Nagpur ..	2,500	119
11	H. C. Barstow	W.	Magistrate, 1st Grade, Cawnpore	2,250	107
12	H. Beverley	B.	Judge, 1st Grade, 24 Parganahs	2,500	119
13	B. H. B. Powell	P.	Deputy Commr., 2nd Class, Offg. Commr. Lahore	2,223	106
14	J. Boxwell	B.	Magistrate, 1st Grade, Darbhanga	2,250	107
15	A. C. Brett	B.	Judge, 1st Grade, 24 Parganahs	2,500	119
16	D. R. Lyall	B.	Magistrate, 1st Grade, Offg. Insp. Genl. of Police ..	2,300	110
17	W. A. Howe	W.	Magistrate, 1st Grade, Etawah	2,250	107
18	Jas. Anderson	B.	Magistrate, 2nd Grade, Officiating 1st Bankura	2,250	107
19	M. A. McConaghey	W.	Magistrate, 1st Grade, Bareilly	2,250	107
20	W. R. Burkitt	W.	Magistrate, 1st Grade, Azamgarh	2,250	107
21	T. W. Smyth	P.	Deputy Commissioner, 2nd Class	1,666	79
22	E. C. Buck	I.	Secretary Revenue and Agriculture, Govt. of India ..	3,500	166
23	A. R. Bulman	P.	Deputy Commissioner, 3rd Class, Offg. 2nd Gujranwala	1,666	79
24	A. C. Trevor	Bo.	Collector of Customs, Bombay	2,400	114
25	Jas. O'Kinealy	B.	Supdt. Legal Affairs, Offg. Judge High Court	3,600	171
26	W. W. G. Cornwall	W.	Magistrate, 1st Grade, Fatehgarh	2,250	107
27	W. H. Hudson	W.	Judge, 3rd Grade, Moradabad	1,833	87
28	W. Coldstream	P.	Deputy Commissioner, 2nd Class, Offg. 1st Simla	1,833	87
29	A. M. Markham	W.	Magistrate, 1st Grade, Offg. Commissioner Rae Bareli	2,500	119
30	J. Quinn	W.	Magistrate, 1st Grade, Offg. Commissioner Faizabad ..	2,500	119
31	F. Wyer	B.	Magistrate, 2nd Grade, Officiating 1st Grade Hughli ..	2,250	107
32	R. H. Wilson	B.	Magistrate, 2nd Grade, Offg. 1st Grade Midnapur	2,250	107
33	J. Smith	W.	Magistrate, 1st Grade, Etawah	2,250	107
34	C. W. Mellor	W.	Magistrate, 1st Grade, Fatehpur	2,250	107
35	J. A. Hopkins	B.	Magistrate, 2nd Grade, Saran	1,800	86
36	R. T. Hobart	W.	Depy. Insp. General, Offg. Insp. General of Police ..	2,166	103
37	T. Smith	B.	Judge, 1st Grade, Bardwan	2,500	119
38	C. F. Worsley	B.	Magt. 2nd Grade, Offg. 1st Grade Muzaffarpur	2,250	107
39	P. D. Dickens	B.	Judge, 2nd Grade, Offg. 1st Grade Naddia	2,500	119
40	G. S. D. Dale	W.	Magistrate and Collector, 2nd Grade	1,833	87
41	J. H. Nelson	M.	Judge, 1st Grade, S. Arkat	2,333	111
42	J. M. C. Steinbelt	W.	Judge, 3rd Grade, Banda	1,833	87
43	P. Whalley	W.	Magistrate, 2nd Grade, Pilibhit	1,833	87
44	J. J. Livesay	B.	Magistrate, 2nd Grade, Bogra	1,800	86
45	C. F. Hall	W.	Magistrate and Collector, 2nd Grade	1,833	87
46	G. Adams	W.	Deputy Commissioner, Offg. Magistrate, 1st Grade ..	2,116	101
47	A. Weekes	B.	Magistrate, 2nd Grade, Offg. 1st Grade Parniah	2,250	107
48	J. H. Fisher	W.	Magistrate, 2nd Grade	1,833	87
49	R. H. Pawsey	B.	Magistrate, 2nd Grade, Kattak	1,800	86
50	C. A. Kelly	B.	Judge, 2nd Grade, Offg. 1st Grade Pabna	2,500	119
51	H. J. Newbery	B.	Magistrate, 2nd Grade, Bakarganj	1,800	86
52	Reg. Porch	B.	Magistrate, 2nd Grade, Maldah	1,800	86

7th year—1862—61 Appointments—20 years' standing—49 remaining.

No.	Name.	Province.	Appointment.	Pay.	Figure of Merit.
1	J. H. Carter	W.	Joint Magt., 1st Grade, Offg. Judge 3rd Grade	1,555	77
2	W. W. Hunter	I.	Director General of Statistics	3,166	158
3	J. Westland	I.	Comptroller General and Head Commr. of Currency	3,500	175
4	Alex. Mackenzie	I.	Secy. to Govt. of India, Home Department	3,500	175
5	M. S. Howell	W.	Judge, 3rd Grade, Offg. 2nd Grade Shahjahanpur	2,277	113
6	E. F. T. Atkinson	I.	Accountant General, Bengal	2,750	137
7	A. L. Clay	B.	Deputy Commissioner, 1st Grade, Manbhum	1,833	91
8	C. W. M'Minn	C. P.	Deputy Commissioner, 2nd Class	1,666	83
9	T. Norman	B.	Magistrate, 2nd Grade, Rangpur	1,800	90
10	J. B. Pennington	M.	Magistrate, 1st Grade, Tinnevely	2,333	116
11	C. E. R. Girdlestone	I.	Resident in Nepal	2,500	125
12	F. H. Woodruffe	M.	Judge, 1st Grade, North Tanjore	2,333	116
13	J. Hope	M.	Judge, 1st Grade, Chingleput	2,333	116
14	T. W. Rawlins	I.	Accountant General Panjab	2,750	137
15	T. H. Stewart	Bo.	Survey and Settlement Commissioner	2,325	116
16	J. R. Daniel	M.	Judge, 1st Grade, Ganjam	2,333	116
17	F. H. M'Laughlin	B.	Judge, 2nd Grade, Bakarganj	2,000	100
18	A. Cadell	W.	Magistrate, 2nd Grade, Mirzapur	1,833	91
19	G. E. Porter	B.	Judge, 2nd Grade, Offg. 1st Grade Gaya	2,500	125
20	A. H. Harrington	W.	Dy. Commr. 2nd Gr., Offg. Magt., 1st Gr., Saharanpur	2,116	105
21	H. J. Stokes	M.	Magistrate, 1st Grade, Madura	2,333	116
22	F. W. J. Rees	B.	Judge, 2nd Grade, Offg. 1st Grade Noakhali	2,500	125
23	W. B. Mulock	Bo.	Junior Collector, Offg. Senior Collector Thana	2,265	113
24	F. Brandt	M.	Judge, 1st Grade, Trichinopoly	2,333	116
25	A. F. Millett	W.	Judge, 2nd Grade, Lucknow	1,666	83
26	W. Logan	M.	Magistrate, 1st Grade, Malabar	2,333	116
27	W. M. Clay	B.	Magistrate, 2nd Grade, Khulna	1,800	90
28	S. O. B. Ridsdale	W.	(Late) Secretary to Chief Commissioner, Assam	2,000	100
29	E. J. Barton	B.	Magistrate, 2nd Grade, Jessur, Offg. do.	1,800	90
30	A. C. Tupp	I.	Accountant General, N. W. P., Offg. Bengal	2,750	137
31	H. W. Steel	P.	Deputy Commissioner, 3rd Class, Offg. 2nd	1,666	83
32	J. B. Naylor	Bo.	Remembrancer of Legal Affairs	2,500	125
33	W. E. Neale	W.	Magistrate, 2nd Grade, Muttra	1,833	91
34	J. C. Leupolt	W.	Joint Magistrate, 1st Grade, Offg. Magt. Mirzapur	1,833	91
35	W. Barry	W.	Joint Magt., 1st Grade, Offg. Judge, 3rd Gr., Jaunpur	1,555	77
36	J. W. Best	M.	Judge, 1st Grade, S. Kanara	2,333	116
37	J. F. Price	M.	Magistrate, 1st Grade, Chingleput	2,333	116
38	C. Donovan	A.	Deputy Commissioner, 1st Grade	1,833	91
39	S. H. Philpotts	Bo.	Judge, 1st Grade, Ahmedabad	2,325	116
40	M. L. Ferrar	W.	Deputy Comr., 3rd Grade, Offg. 2nd Bahraich	1,666	83
41	R. M. Towers	B.	Judge, 2nd Grade, Offg. 1st. Tipperah	2,500	125
42	J. G. Horsfall	M.	Magistrate, 1st Grade, Kistna	2,333	116
43	H. Sewell	M.	Magistrate, 1st Grade, Trichinopoly	2,333	116
44	A. Cruickshank	M.	Magistrate, 1st Grade, S. Arkat	2,333	116
45	E. V. Westmacott	B.	Magistrate, 3rd Grade, Offg. 2nd Dacca	1,800	90
46	H. P. Gordon	M.	Magistrate, 1st Grade, Bellary	2,333	116
47	G. M. Currie	B.	Magistrate and Collector, 3rd Grade	1,500	75
48	Boyd Horsbrugh	M.	Judge, 1st Grade, Nellore	2,333	116
49	C. R. Hawkins	P.	Deputy Commissioner, 3rd Cl., Offg. 2nd Amritsar	1,666	83

8th year—1863—91 Appointments—19 years' standing—65 remaining.

No.	Name.	Province.	Appointment.	Pay.	Figure of Merit.
1	T. W. H. Tolbort	P.	Deputy Commissioner, 3rd Officiating 2nd Grade	1,666	88
2	A. J. Stuart	M.	Magistrate, 1st Grade, N. Arkat	2,333	123
3	F. W. R. Cowley	B.	Judge, 2nd Grade, Officiating 1st Grade, Parniah	2,500	131
4	H. E. Stokes	M.	Magistrate, 1st Grade, Tanjur	2,333	123
5	W. Irvine	W.	Magistrate, 2nd Grade, Ghazipur	1,833	96
6	H. W. Bliss	M.	Commissioner of Salt Revenue	2,400	126
7	J. C. Hughesdon	M.	Judge, 1st Grade, Tinnevely	2,333	123
8	J. H. Twigg	W.	Magistrate, 2nd Grade, Hamirpur	1,833	96
9	F. W. V. Peterson	B.	Judge, 2nd Grade, Jessore	2,000	105
10	J. F. Snaith	M.	Judge, 1st Grade, S. Arkat	2,333	123
11	W. H. Glenny	M.	Magistrate, 1st Grade, Karnul	2,333	123
12	A. B. Patterson	W.	Joint-Magt., Offg. Magt., 1st Grade, Allahabad	1,833	96
13	Jas. Kennedy	W.	Joint-Magt., Offg. Magt., 1st Grade, Gorakpur	1,833	96
14	W. H. Grimley	B.	Magistrate, 2nd Grade, Offg. Collector of Customs	2,300	121
15	J. Woodburn	W.	Revenue Secretary to Government	1,833	96
16	J. Kelsall	M.	Judge, 1st Grade, Godavari	2,333	123
17	T. Roberts	P.	Deputy Comr., 3rd Grade, Offg. 2nd Grade, Gurgaon	1,666	88
18	D. M. Barbour	I.	Secretary to Government of India, Financial Dept.	4,166	219

No.	Name.	Pro- vince.	Appointment.	Pay.	Figure of Merit.
19	J. Wallace.....	M.	Judge, 1st Grade, Kaddapah	2,333	123
20	C. S. Crole.....	M.	Judge, Officiating Magistrate, 1st Grade, Madura	2,333	123
21	S. T. McCarthy	M.	Judge, 1st Grade, Kistna	2,333	123
22	J. W. Tawney	C. P.	Deputy Comr., 4th Grade, Offg. 3rd, Chindwara	1,266	66
23	H. St. A. Goodrich.....	M.	Magistrate, 1st Grade, Ganjam.....	2,500	131
24	Ht. Mosley	B.	Magistrate, 3rd Grade, Officiating 2nd Murshidabad...	1,800	95
25	G. M. Ogilvie	P.	Deputy Comr., 3rd Officiating, 2nd Grade, Hissar	1,666	88
26	Ht. Wigram	M.	Judge, 1st Grade, Coimbatore	2,333	123
27	H. F. D'O. Moule	W.	Joint Magistrate, Offg. Magt., 1st Grade, Bijnor.....	1,833	96
28	G. Smyth	P.	Deputy Comr., 3rd Offg., 2nd Grade, Firozpur	1,666	88
29	H. S. Boys	W.	Deputy Comr., 3rd Offg., 2nd Grade, Faizabad.....	1,666	88
30	T. E. Coxhead	B.	Magistrate, 3rd Grade, Offg. 2nd Dinajpur.....	1,800	95
31	J. T. Crawford.....	W.	Deputy Commissioner, 3rd Offg., 2nd Grade, Unao	1,666	88
32	E. H. Ruddock	B.	Magistrate, 3rd Grade, Offg. 2nd, Rajshahi	1,800	95
33	G. H. D. Wilson	Bo.	Magistrate, 2nd Grade, Ratnagiri	1,800	95
34	F. N. Wright	W.	Joint Magistrate, Offg. Magt., 1st Grade, Meerut	1,833	96
35	A. H. Benton	P.	Deputy Commissioner, 3rd Offg., 2nd Grade	1,666	88
36	J. D. B. Gribble	M.	Sub-Collector	1,166	61
37	C. C. Quinn	B.	Magistrate, 3rd Grade, Offg. 2nd Saran	1,800	95
38	C. A. Roe	P.	Deputy Commissioner, 2nd Grade, Hoshiarpur	1,666	88
39	G. A. Parker	M.	Judge, 1st Grade, S. Tanjur	2,333	123
40	F. H. Wilkinson.....	M.	Judge, 1st Grade, Salem	2,333	123
41	W. F. Grahame	M.	Magistrate, 2nd Grade, Anantapur.....	1,800	95
42	J. C. Williams	W.	Joint Magistrate, Offg. Magistrate, 1st Grade, Etah	1,833	96
43	W. A. East	Bo.	Magistrate, 2nd Offg., 1st Grade, Kolaba	2,265	119
44	R. J. Crosthwaite	C. P.	Judge, 3rd Grade, Offg. Judicial Commissioner	2,722	143
45	W. H. Verner	B.	Judge, 2nd Grade, Bhagalpur	2,000	105
46	A. L. Lister	M.	Magt., 2nd Grade, Offg. Judge, 1st Gr., Vizagapatam..	2,266	119
47	M. H. Scott	Bo.	Judge, 1st Grade, Ahmednagar	2,325	122
48	J. Frizelle	P.	Deputy Commissioner, 2nd Grade, Amballa	1,666	88
49	M. M'Auliffe.....	P.	Judicial Asst., Offg. Deputy Comr., 3rd Grade.....	1,433	75
50	G. D. Irvine	M.	Judge, 1st Grade, Karnul	2,333	123
51	T. M. Kirkwood	B.	Judge, 2nd Grade, Maimansingh.....	2,000	105
52	C. W. W. Martin	M.	Sub-Collector, Offg. Magistrate, 1st Grade	1,944	102
53	G. McWatters	M.	Sub-Collector, Offg. Mag., 1st Grade, Chingalpat	1,944	102
54	G. J. B. T. Dalton	B.	Deputy Commissioner, 2nd Grade, Kuch Bahar	1,666	88
55	O. G. R. McWilliam	A.	Deputy Commissioner, 2nd Grade, Lakhimpur.....	1,666	88
56	N. A. Roupell	M.	Sub-Collector, Offg. Mag., 1st Grade, Anantapur	1,944	102
57	J. B. Spedding.....	M.	Sub-Collector	1,166	61
58	E. O'Brien	P.	Deputy Commissioner, 3rd Offg., 2nd Grade Multan ..	1,636	88
59	H. S. Beadon	B.	Mag., 3rd Grade, Offg. 2nd Balasur	1,800	95
60	C. A. Galton	M.	Secretary Board of Revenue	2,000	105
61	W. Woodward	Bo.	Mag., 2nd Grade, Offg. 1st Grade, Panch Mahals	2,265	119
62	A. C. Watt	Bo.	Judge, 1st Grade, Dharwar	2,325	122
63	W. M. Young	P.	Secretary to Punjab Government	2,500	131
64	F. J. G. Campbell	B.	Judge, 2nd Grade, Faridpur	2,000	105
65	W. T. Church	W.	Superintendent of Dehra Dun	1,000	53

9th year—1864—52 Appointments—18 years' standing—43 remaining.

No.	Name.	Pro- vince.	Appointment.	Pay.	Figure of Merit.
1	R. F. Rampini.....	B.	Judge, 2nd Grade, Dacca	2,000	111
2	W. A. Happell	M.	Sub-Collector, Offg. Collector, 1st Grade, Godavari ..	1,944	108
3	J. W. Neill	C.P.	Commissioner Nagpur	2,500	139
4	C. M. Rivaz	P.	Superintendent Kapurthalla State.....	2,000	111
5	S. N. Thakur	Bo.	Judge, 2nd Grade, Kanara	1,800	100
6	S. S. Thorburn.....	P.	Judicial Assistant Offg. Deputy Comr., 3rd Grade, Dera Ismail Khan	1,433	80
7	J. Sturrock	M.	Sub-Secretary Bd. of Rev., Offg. Mag. S. Kanara	2,055	114
8	F. W. R. Fryer	P.	Deputy Comr., 3rd Grade, Offg. 2nd Dera Ghazi Khan ..	1,933	107
9	A. W. Stogdon	P.	Judicial Asst. on Spl. Duty, Military Department	1,633	91
10	F. Venning	C.P.	Commissioner Jabalpur	2,500	139
11	R. W. Trafford	P.	Judicial Asst. Offg. Deputy Commr., 3rd Grade, Sirsa ..	1,266	70
12	D. Buick	M.	Sub-Collector, Offg. Judge, 1st Grade, N. Arkat	1,944	108
13	J. R. Hallett.....	B.	Judge, 2nd Grade, Rangpur	2,000	111
14	H. J. Turner.....	M.	Postmr. Genl., Offg. Magt., 1st Grade, Vizagapatam..	2,200	122
15	F. D'O. Bullock	P.	Judl. Asst. Offg. Deputy Comr., 3rd Grade, Jalandhar...	1,266	70
16	C. A. Bird	M.	Sub-Collector, Officiating Magistrate, 1st Grade	1,944	108
17	J. Jardine	B. B.	Judicial Commissioner	2,880	160
18	L. A. Campbell	M.	Under-Secy. to Government, Offg. Magt., 1st Grade ..	1,944	108
19	H. B. Grigg	M.	Director of Public Instruction	2,100	117
20	H. W. Gordon	B.	Judge, 2nd Grade, Muzaffarpur	2,000	111

Tagore is the best
? change name. the 1st time.

No.	Name.	Province.	Appointment.	Pay.	Figure of Merit.
1622	<i>Eraser</i>				111
1607	21 T. V. D. Hardinge.....	M.	Sub-Collector, Officiating Magistrate, 1st Grade	1,944	108
1592	22 W. P. Austin.....	M.	Sub-Collector, Officiating Magistrate, 1st Grade	1,944	108
1572	23 H. F. Clogstoun.....	M. (I.)	Accountant General, Madras.....	2,500	139
1549	24 J. W. Gardiner.....	P.	Judicial Asst. Offg. Deputy Comr., 3rd Grade	1,433	80
7942	25 F. P. Beachcroft.....	P.	Judicial Asst. Commissioner, 1st Grade, Kangra	1,100	61
	26 J. Lee-Warner.....	M.	Sub-Collector, Offg. Magt., 1st Grade, Nellur	1,944	108
	27 L. R. Burrows.....	M.	Sub-Collector, Offg. Magt., 1st Grade, Kaddapah	1,944	108
	28 E. Turner.....	M.	Sub-Collector, Offg. Judge, 1st Grade, S. Malabar	1,944	108
	29 J. M. Pears.....	W.	Joint-Magistrate, Offg. Magt., 1st Grade, Mainpuri	1,833	102
	30 R. Rice.....	M.	Head Assistant Offg. Magistrate, 1st Grade	1,833	102
	31 E. N. Overbury.....	M.	Sub-Collector, Offg. Magt., 1st Grade, Salem	1,944	108
	32 E. Gibson.....	M.	Sub-Collector, Offg. Secretary, Board of Revenue	1,722	96
	33 A. J. B. Atkinson.....	M.	Sub-Collector, Offg. Judge, 1st Grade, Nellore	1,944	108
	34 G. J. Nicholls.....	C. P.	Judge, S.C.C., Offg. Deputy Comr., 4th Gr., Narsingpur	1,200	66
	35 A. Manson.....	B.	Joint-Magt., Offg. Magt., 2nd Grade, Chittagong	1,500	83
	36 C. G. Blathwayt.....	Bo.	Magistrate, 2nd Grade, Kaladgi	1,800	100
	37 W. F. Meres.....	B.	Joint-Magt., Offg. Judge, 2nd Grade, Midnapur	1,633	91
	38 T. E. Ellison.....	C. P.	Asst. Comr., Offg. Deputy Comr., 4th Grade, Chanda	1,200	66
1521	39 J. Nugent.....	Bo.	First Assist. Collector, Offg. Revenue Secy. to Govt.	2,383	132
1366	40 G. J. S. Hodgkinson.....	B.B.	Deputy Commissioner, 1st Gr., Offg. Comr. Irawadi.....	2,444	136
1350	41 E. Cordeaux.....	Bo.	Judge, Second Grade, Offg. Legal Remembrancer	2,100	117
1336	42 M. B. Baker.....	Bo.	Judge, Second Grade, Khandeish	1,800	100
1331	43 G. F. M. Grant.....	Bo.	First Assist.-Collr., Offg. Magt., 2nd Grade, Kaira	1,500	83
6764					

10th year—1865—36 Appointments—17 years' standing—29 remaining.

No.	Name.	Province.	Appointment.	Pay.	Figure of Merit.
1938	1 W. E. Purser.....	P.	Deputy Commissioner of Settlement.....	1,700	100
1907	2 H. B. Finlay.....	W.	Joint Magistrate, Offg. Magistrate, 1st Grade, Agra.....	1,833	108
1784	3 A. T. Arundel <i>Tagg</i>	M.	President Municipal Commission, Madras.....	1,800	106
1764	4 A. D. Carey.....	Bo.	Collector of Salt Rev., Offg. Comr. Inland Customs	2,300	135
1762	5 J. R. Middleton.....	Bo.	1st Asst. Collr., Offg. Magistrate, 2nd Grade, Dharwar.....	1,500	88
9155	6 T. O. Wilkinson.....	P.	Judicial Asst., Offg. Deputy Commissioner, 3rd Class.....	1,288	76
	7 H. St. G. Tucker.....	P.	Judicial Asst., Offg. Deputy Comr., 3rd Class, Kohat.....	1,288	76
	8 G. Toynbee.....	B.	Joint Magistrate, Offg. Magt., 2nd Grade, Tipparah	1,500	88
	9 J. F. Stevens.....	B.	Joint Magt., Offg. Judge, 2nd Grade, Saran	1,633	96
	10 F. W. Porter.....	W.	Joint Magt., Offg. Magt., 1st Grade, Benares	1,833	108
	11 G. E. Knox.....	W.	Judge, S. C. C., Offg. Judge, 3rd Grade, Mirzapur.....	1,622	95
1619	12 G. R. C. Williams.....	W.	Joint Magistrate, 1st Grade, Offg. Magt., 2nd Grade.....	1,533	90
1605	13 W. T. Martin.....	W.	Joint Magistrate, Offg. Judge, 3rd Grade, Bareilly	1,555	91
1552	14 H. E. M. James.....	Bo. (I.)	Postmaster General, Bengal	1,850	109
1540	15 A. P. MacDonell.....	B.	Joint Magistrate, Secy. to Govt. Revenue, Dept.	1,967	116
1484	16 J. G. Charles.....	B.	Joint Magistrate, Offg. Judge, 2nd Grade, Rajshahi	1,633	96
7900	17 J. L. Armstrong.....	B.	Magistrate, 2nd Grade, Howrah	1,800	106
	18 W. J. H. LeFanu.....	M.	Sub-Collector, Offg. Magistrate, 1st Grade, Salem	1,944	115
	19 W. Blennerhassett.....	W.	Sub-Judge, Offg. Deputy Comr., 3rd Grade	1,155	68
	20 T. D. Mackenzie.....	Bo.	Under-Secretary, Revenue Department	1,250	73
	21 E. T. Candy.....	Bo.	Judicial Assistant, Kathiawar	1,400	82
	22 A. Keyser.....	Bo.	1st Asst. Collr., Offg. Magt., 2nd Grade, Ahmadnagar	1,500	88
	23 H. P. Mulock.....	W.	Joint-Magistrate, 1st Grade, Shahjahanpur	1,000	59
	24 J. M'L. Campbell.....	Bo.	1st Asst. Collector, Offg. Collector of Customs	1,500	88
1312	25 R. E. Candy.....	Bo.	1st Asst. Collr., Offg. Magt., 2nd Grade, Kanara	1,500	88
1291	26 W. B. Oldham.....	B.	Deputy Comr., 2nd Grade, Sonthal Parganahs.....	1,633	98
1285	27 J. K. Spence.....	Bo.	1st Assistant Collector, Offg. Magt., 2nd Grade	1,500	88
1242	28 C. D. Maclean.....	M.	Under-Secy. to Govt., Offg. Magt., 1st Grade, Salem.....	2,155	127
1116	29 A. Robinson.....	W.	Joint-Magt., Offg. Magt., 1st Grade, Ballia	1,833	108
6246					

Out of the six men (two being equal in 1862) who are first in each of these 5 years, we find that 4 belong to Lower Bengal and 2 to Bombay, but 3 out of the 4 Lower Bengal men are serving under the Government of India and the two Bombay men are both under the Government of India, 1 directly and 1 in British Burmah. So that 5 out of the 6 first men of these years are serving under the Gov-

ernment of India and the 6th is in the Calcutta High Court which, though it corresponds to the Provincial High Courts of other Provinces, is administratively under the Government of India. If we take the 6 first men in the whole list for 1861-65, we find it consists of the same six names except that Mr. Buck, Revenue Secretary to the Government of India, on Rs. 3,500 replaces Mr. Carey,

XIV.—The fortunate Civilians of the first ten years.

In the following list all the Civilians of the first "figures of merit" down to those who are not less than 120 years, 1856 to 1865 are shown in the order of their figures of merit:—

Combined List of all Civilians of the first ten years, 1856-1865 in the order of their Figure of Merit, down to 120.

No.	Name.	Province.	Pay.	Figure of Merit.	Year.	Appointment.
	2 above 200.					
1	C. U. Aitchison	P.	8,333	320	56	Lieutenant Governor of Panjab.
2	D. M. Barbour	I.	4,166	219	63	Financial Secretary to G. I.
	15 above 150.					
3	C. D. Field	B.	4,166	189	60	Judge High Court.
4	L. H. Griffin	I.	4,000	182	60	Agent G. G. Central India.
5	J. Westland	I.	3,500	175	62	Comptroller General.
6	A. Mackenzie	I.	3,500	175	62	Home Secretary G. I.
7	J. O'Kinealy	B.	3,600	171	61	Judge High Court.
8	E. C. Buck	I.	3,500	166	61	Revenue Secretary G. I.
9	C. A. Elliott	A.	4,166	166	57	Chief Commissioner.
10	C. H. Crosthwaite	I.	4,000	163	58	Judicial Comr. C. P. & M. of G. G.'s C.
11	J. Jardine	B. B.	2,880	160	64	Judicial Commissioner.
12	W. Tyrrell	W.	3,600	159	59	Judge High Court.
13	W. W. Hunter	I.	3,166	158	62	Dir. General of Statistics and M. G. G. C.
14	H. J. Reynolds	B.	4,000	154	56	Member Board of Revenue.
15	W. B. Jones	I.	4,000	154	56	Resident Haidarabad.
16	J. D. Sandford	I.	3,966	153	56	Resident Maisur.
17	D. Fitzpatrick	I.	3,500	152	59	Legislative Secretary G. I.
	19 above 130.					
18	D. G. Barkley	P.	3,500	146	58	Judge Chief Court.
19	J. W. Smyth	P.	3,500	146	58	Judge Chief Court.
20	H. A. Harrison	B.	3,200	145	60	Commissioner of Police, Calcutta.
21	R. West	Bo.	3,750	144	56	Judge High Court.
22	K. J. Crosthwaite	C. P.	2,721	143	63	Judicial Commissioner.
23	J. W. Neill	C. P.	2,500	139	64	Commissioner.
24	F. Venning	C. P.	2,500	139	64	Commissioner.
25	H. F. Clogston	I.	2,500	139	64	Accountant General, Madras.
26	E. T. Atkinson	I.	2,750	137	62	Accountant General, Bengal.
27	A. C. Tupp	I.	2,750	137	62	Accountant General, Bombay.
28	T. W. Rawlins	I.	2,750	137	62	Accountant General, Panjab.
29	G. J. Hodgkinson	B. B.	2,444	136	61	Commissioner.
30	A. D. Carey	I.	2,300	135	65	Commissioner Inland Customs.
31	W. Wilson	M.	2,436	133	60	Member Board of Revenue.
32	J. Nugent	Bo.	2,333	132	64	Revenue Secretary to Government.
33	H. St. A. Goodrich	M.	2,500	131	63	Magistrate and Political Agent.
34	W. M. Young	P.	2,500	131	63	Secretary to Government.
35	F. R. Cowley	B.	2,500	131	63	Judge, 1st Grade.
36	J. R. Reid	W.	2,850	130	60	Secretary to Government.
	28 above 120.					
37	C. D. Maclean	M.	2,155	127	65	Officiating Magistrate, 1st Grade.
38	H. W. Bliss	M.	2,400	126	63	Commissioner of Salt.
39	W. Duthoit	W.	3,000	125	58	Officiating Judicial Commissioner, Oudh.
40	C. E. R. Girdlestone	I.	2,500	125	62	Resident in Nepal.
41	G. E. Porter	B.	2,500	125	62	Judge, 1st Grade.
42	F. W. Rees	B.	2,500	125	62	Judge, 1st Grade.
43	J. R. Naylor	Bo.	2,500	125	62	Remembrancer of Legal Affairs.
44	R. M. Towers	B.	2,500	125	62	Judge, 1st Grade.
45	A. J. Stuart	M.	2,333	123	63	Magistrate, 1st Grade.
46	H. E. Stokes	M.	2,333	123	63	Magistrate, 1st Grade.
47	J. C. Hughesdon	M.	2,333	123	63	Judge, 1st Grade.
48	J. F. Snaith	M.	2,333	123	63	Judge, 1st Grade.
49	W. H. Glenney	M.	2,333	123	63	Magistrate, 1st Grade.
50	J. Kelsall	M.	2,333	123	63	Judge, 1st Grade.
51	J. Wallace	M.	2,333	123	63	Judge, 1st Grade.
52	C. S. Crole	M.	2,333	123	63	Judge, 1st Grade.
53	S. T. McCarthy	M.	2,333	123	63	Judge, 1st Grade.
54	Herbert Wigram	M.	2,333	123	63	Judge, 1st Grade.
55	G. A. Parker	M.	2,333	123	63	Judge, 1st Grade.
56	F. H. Wilkinson	M.	2,333	123	63	Judge, 1st Grade.
57	G. D. Irvine	M.	2,333	123	63	Judge, 1st Grade.
58	T. T. Allen	B.	2,700	123	60	Remembrancer of Legal Affairs.
59	J. Monro	B.	2,916	122	58	Officiating Commissioner.
60	M. H. Scott	Bo.	2,325	122	63	Judge, 1st Grade.
61	A. C. Watt	Bo.	2,325	122	63	Judge, 1st Grade.
62	H. G. Turner	M.	2,200	122	64	P. M. G. Officiating Magistrate.
63	J. B. Peile*	Bo.	3,125	121	56	Revenue Secretary to Government.
64	W. H. Grimley	B.	2,300	121	63	Officiating Collector of Customs.

* Since this table was compiled Mr. Peile has been appointed Member of the Bombay Council on Rs. 5,120 a month: his figure will therefore be 127 and he will be 3rd on the list.

† Since nominated Chief Commissioner of the Central Provinces.

F. 11 v

Total places in 1861 - 5 then completed
 = about 340 = 68 on an average 32 = half way
 Total in further 6 years 235 average 47

Place in open competition
 Place in further 6 years

19
17
13
17
17
16
13

The following are the nine who draw the least pay of the Civilians of 1861 to 1865, viz., less than Rs. 70 per month for each year of Service.

No.	Name.	Pro- vince.	Pay.	Figure of Merit.	Year.	Appointment.
1	W. Blennerhassett	W.	1,155	68	64	Officiating Deputy Commissioner.
2	J. W. Tawney	C. P.	1,266	66	63	Officiating Deputy Commissioner.
3	J. B. Nicholls	C. P.	1,200	66	64	Officiating Deputy Commissioner.
4	T. E. Ellison	C. P.	1,200	66	64	Officiating Deputy Commissioner.
5	J. D. Gribble	M.	1,166	61	63	Sub Collector.
6	J. B. Spedding	M.	1,166	61	63	Sub-Collector.
7	F. P. Beachcroft	P.	1,100	61	64	Judicial Assistant, 1st Grade.
8	H. P. Mulock	W.	1,000	59	65	Joint Magistrate, 1st Grade.
9	W. T. Church	W.	1,000	53	63	Superintendent Dehra Dun.
10	R. W. Trafford	P.	1,266	70	64	Officiating Deputy Commissioner

9) 195 319
22 35

The following are the first 10 per cent. of each year, i.e., who draw the highest pay.

6th year—1861—52 Survivors—21 years' standing.

No.	Name.	Pro- vince.	Pay.	Figure of Merit.	Appointment.
1	J. O'Kinealy	B.	3,600	171	Offg. Judge, High Court.
2	E. C. Buck	I.	3,500	166	Revenue Secretary G. I.
	F. Henvey	I.	2,500		Commissioner, Berar.
3	W. A. Ward	A.	2,500	119	Judge Assam Valley.
	C. C. Stevens	B.	2,500		Offg. Secretary Board of Revenue.
	J. W. Edgar	B.	2,500		Offg. Commissioner.

7th year—1862—49 Survivors—20 years' standing.

No.	Name.	Pro- vince.	Pay.	Figure of Merit.	Appointment.
1	J. Westland	I.	3,500	175	Comptroller General.
	A. Mackenzie	I.	3,500		Home Secretary G. I.
3	W. W. Hunter	I.	3,166	158	Director General of Statistics.
	E. T. Atkinson	I.	2,750		Accountant-General, Bengal.
4	A. C. Tapp	I.	2,750	137	Accountant-General, Bombay.
	T. W. Rawlins	I.	2,750		Accountant-General, Panjab.

8th year—1863—65 Survivors—19 years' standing.

No.	Name.	Pro- vince.	Pay.	Figure of Merit.	Appointment.
1	D. M. Barbour	I.	4,166	219	Financial Secretary G. I.
2	R. J. Crosthwaite	C. P.	2,721	143	Judicial Commissioner.
	H. St. A. Goodrich	M.	2,500		Magistrate and Political Agent.
3	W. M. Young	P.	2,500	131	Secretary to Government.
	F. R. Cowley	B.	2,500		Judge, 1st Grade.
6	H. W. Bliss	M.	2,400	126	Salt Commissioner.

9th year—1864—43 Survivors—18 years' standing.

No.	Name.	Pro- vince.	Pay.	Figure of Merit.	Appointment.
1	J. Jardine	B. B.	2,880	160	Judicial Commissioner.
	J. W. Neill	C. P.	2,500		Commissioner.
2	F. Venning	C. P.	2,500	139	Commissioner.
	H. F. Clogstoun	I.	2,500		Accountant General, Madras.
5	G. J. Hodgkinson	B. B.	2,444	136	Commissioner.

10th year—1865—29 Survivors—17 years' standing.

No.	Name.	Province.	Pay.	Figure of Merit.	Appointment.
1	A. D. Carey	I.	2,300	135	Commissioner Inland Customs.
2	C. D. Maclean	M.	2,155	127	Officiating Magistrate, 1st Grade.
3	A. P. MacDonell	B.	1,907	116	Officiating Revenue Secretary to Government.
4	W. J. Le Fanu	M.	1,944	115	Officiating Magistrate, 1st Grade.

From this last list we find that in 1861 Mr. O'Kinealy is the most fortunate with 171, while Mr. Buck is close to him with 166. No one else is even above 120.

In 1862 Messrs. Westland and Mackenzie are equal first with 175 each, and Mr. Hunter 3rd with 158. No others are above 140.

In 1863 Mr. Barbour is easily first with 219 (the highest figure in these 5 years), while Mr. R. J. Crosthwaite is next with 143. No others are above 140.

In 1864 Mr. J. Jardine is easily first with 160. No others are above 140, but Messrs. J. W. Neill, Venning, and Clogstoun are equal second with 139.

In 1865 no one has above 140. Mr. Carey is first with 135, and Mr. C. D. Maclean second with 127; the figures of this year are very low.

In the first five years of the Competition system 104 officers were appointed to the Service, and in the second five years 308 officers or 412 in the first ten years; and it may be mentioned that only 1 out of these 412 officers appointed by Competition has had to be removed from the service during the whole period.

XV. Comparative success in the Examinations and in after-life.

In the following list the first thirty Civilians of 1861 to 1865 (i.e. all who get 135 or more) are given with their places in the open and Final Examinations in England in the same way as they were given for the years 1856 to 1860 in Chapter II:—

No.	Name.	Figure of merit.	Place in open Competition.	Place in Final Examination.	Year.	No. of Competitors.
1	C. U. Aitchison	320	6	...	16	20
2	D. M. Barbour	219	6	23	63	80
3	C. D. Field	189	22	3	60	40
4	L. H. Griffin	182	18	10	60	40
5	J. Westland	175	1	2	62	80
6	A. Mackenzie	175	2	3	62	80
7	J. O'Kinealy	171	23	30	61	80
8	E. C. Buck	166	63	26	61	80
9	C. A. Elliott	166	14	...	57	20
10	C. H. Crosthwaite	166	9	...	58	12
11	J. Jardine	160	41	21	64	60
12	W. Tyrrell	159	3	10	59	20
13	W. W. Hunter	158	5	1	62	80
14	H. J. Reynolds	154	3	...	56	20
15	W. B. Jones	154	16	...	56	20
16	J. D. Sandford	153	15	...	56	20
17	D. Fitzpatrick	152	6	5	59	20
18	D. G. Barkley	146	4	...	58	12
19	J. W. Smyth	146	10	...	58	12
20	H. L. Harrison	145	27	8	60	40

* To these must now be added Mr. Pelle with 197: he was tenth in the open Competition of the men of 1866.

No.	Name.	Figure of Merit.	Place in open Competition.	Place in Final Examination.	Year.	No. of Competitors.
21	R. West	144	19	...	56	20
22	R. J. Crosthwaite	143	19	60	63	80
23	J. W. Neill	139	4	4	64	60
24	F. Venning	139	14	13	64	60
25	H. F. Clogstoun	139	60	28	64	60
26	E. T. Atkinson	137	24	6	62	80
27	A. C. Tupp	137	13	33	62	80
28	T. W. Rawlins	136	60	16	62	80
29	G. J. Hodgkinson	136	19	48	64	60
30	A. D. Carey	135	36	7	65	40

We, therefore, find that in the 30 most fortunate Civilians of the first ten years (1856-65) there is only one who was first in the open Competitions, Mr. Westland of 1862, but it must be remembered that only 1 of the first men (Mr. Beveridge) of the first five years survives, that in 1861 Mr. Giffard the first man resigned without coming out to India, in 1863 Mr. T. W. Tolbort the first man is in the Panjab, where promotion is so slow that he is still only a Deputy Commissioner, in 1864 Mr. G. Smeaton the first man is dead, and in 1865 the first man Mr. W. T. Martin is still a Joint Magistrate in the N. W. P.

There is only one who was 2nd in the open Competitions, Mr. A. Mackenzie of 1862; but there are two who were third, Messrs. Tyrrell and Reynolds, and two 4ths, Messrs. Barkley and J. W. Neill, one 5th Mr. W. W. Hunter, and three 6ths, Messrs. Aitchison, Barbour, and Fitzpatrick, so ten, or one-third of the whole, out of the first 30 in after-life were among the first six of their year in the open Competitions; while 13 out of the first 30 were not in the upper half at the open Competitions of their year.

If we now return to the general list of those who came out from 1861 to 1865, we find that out of the 238 Civilians still in the Service

1 (D. M. Barbour) draws more than Rs. 200 a month for each year of service.

6	draw between	150 & 200
13	"	130 & 149
24	"	120 & 129
44	"	110 & 119
58	"	100 & 109
33	"	90 & 99
40	"	80 & 89
10	"	70 & 79
9	" less than	70

238 Total.

The half way point is at about Rs. 105, and all who draw more than that may consider themselves somewhat fortunate, while those who draw less than Rs. 100 are decidedly unfortunate.

We have now only to summarize the results we have arrived at for the years 1861-65, and for the whole period of ten years (1856-65) as we did the results for 1856-60 at the end of Chapter III.

21 men out of 238 (survivors) civil servants.
or 7%.

average place
in further examination
21 is 6th. No. of the
civil 1861 is 10th
first 30 of the list
below. average
place is 35.7

21/35.7 (17.
14.7)

and average of 66
applicants
x 7 48 survivors

average of
most
5th fortunate
survivors

13
14
30/57.1 (19
30)

20 27.1
21 20

pk with men
place of 1st
open competition
in 1861-5
was 12th
in 1866-70
was 12th

10/143.3
12th

in 1861-5
was 12th
in 1866-70
was 12th

5/30.8
or 61

5/23.8
48

The mean
also
is about
this

* Mr. Peile must now be added with 197.

selected, the examinations should be held in England; and should be merely an extension of the present Covenanted Civil Service Examinations, i.e., instead of 40 vacancies to the Covenanted Executive and Judicial Services being announced each year, 100 vacancies (or whatever number might be necessary) should be announced, and the candidates who did not pass in the first 40, and who could not therefore get into the Covenanted Service should be allowed to choose the other Departments in the order in which they passed the examination.

Thus the next 10 (40 to 50) might choose educational, the sixth 10 (50 to 60) Financial, the seventh 10 (60 to 70) Forests, the eighth 10 Police, the ninth 10 Public Works, and so on. These open competitions should of course be examinations in general knowledge only, and the special training should come afterwards: but before the candidate went to India.

No exchange from one Department to another should be permitted except with the sanction of the Secretary of State in Council, or else a young man who passed very low might, if he had interest, be exchanged from one Department to another till he got to the highest, or even into the Covenanted Civil Service; and no exchange from another Department into the Covenanted, Executive and Judicial Service should be permitted under any circumstances, as it would give too much room for favouritism. This system besides providing a constant succession of competent officers for each Department of the Administration, would have the great advantage of stopping or at least greatly diminishing the inter-departmental jealousies which are now so rife, and which not only cause unpleasant

feelings among officials, who as Englishmen in a strange land ought all to be on friendly terms, but actually impede the conduct of public business by the friction which is generated through them.

If all public servants above a certain grade (say those who began on Rs. 300 a month, all below that should be Natives of India) were chosen by open Competition in the same examination, and were allotted appointments in exactly the order in which they passed the examinations, there could be no subsequent jealousy between the different departments as regards pay and promotion; for each man would have had his chance given him, and would be rewarded afterwards in exact proportion to the merit which he had proved himself to possess. If he passed high in the examinations, he would obtain one of the favorite departments; if he passed low, he must content himself with one of the less favored branches. Those who have sons and nephews to provide for need not be alarmed at a proposal like this, for there would be the same number of appointments to give away as before; and those who are now unable to obtain nominations might fairly hope that their protégés would obtain a place in some department or other when all were open to merit; the only persons who would be excluded would be the absolutely stupid, incompetent and idle, and their success can hardly be wished for, it being the great merit of the proposed system that it would absolutely exclude all those who could not reasonably be expected to become fairly competent public servants, and who now too often find admission to the service of the State under the system of nomination.

9th November, 1882.

A. C. T.

hope to
all are
well if
exam. pass
incl. fore
of future
activity

INDIA CIVIL SERVICE Competitions

Indian Civil Service (1882-3)
Inquiry into connection between high marks &
success in after life. Did not lead to much, because the
selected candidates are all good men.

5.

XI.



Gregg's
Buckingham Palace
Road
Victoria Station

J. Galton Esqr F.R.S.

42 Rutland Gate

GREGG'S
FOREIGN
CIRCULATING LIBRARY,
86, BUCKINGHAM PALACE
ROAD,
VICTORIA STATION, S.W.

APJ

The Selection & training of Candidates for the Indian
Civil Service. C. 1446. price 3¹/₅. 1876

(The system was founded about 1855)
^{2 candidates}

36. Sir W^m Pall. The robustness of the candidates is higher than the mean. their average height 5ft-10.

"It is a further fact worthy of record, that the men who come of large families are generally the strongest"

The rejected men are usually on account of valvular affections brought on in otherwise strong men & for the most part traceable to over muscular exertion. - Thinker comes of life of sound intellectual training conducted ^{in India}

N^o of men examined 274 (in two years)

"I still continue to be impressed with the fact that a sound physical constitution is a necessary element of success in these competitive examinations"

37. Subsequent success of Candidates

141. Sayce - article in Fortnightly Jan 1875 on Compet: Examⁿ

142. Mr. Lebel Griffin has written in Fortnightly Review April 1875 on

forfeiture of places from results of past examinations

143. Bennett. The grounds of the charge against competition is not that it selects the worst men but that it spoils the best.

240. Memoir to the Hon W. Haddesley

"Notwithstanding Sir W. Pall's opinion to the contrary, a considerable proportion of the 'competitive men' are mentally, & physically prematurely aged when they come to India and there is consequently a want of vivid interest in their work & surroundings, & a general deficiency generally of elasticity mental & physical in many of them, which appears to me in marked contrast to the average of those who joined the service under the old system, and to be detrimental to the efficiency of administration."

127. N.S. Melville denies the inference from this - because the men are overworked & their vigor is impaired.

7. Walrond asks if Indian Govt. possess any information showing in what manner the conditions, hitherto ascribed have afflicted themselves when brought to the test of actual work

D. An Louis Malet replies that no such information exists.

244. Walrond - fewer come from homes where horses are kept and out of door life encouraged & probably in some few cases early mental exertion has permanently lowered physical energy.



315 ^(Yule) John S. Perry is quoted to say that in the manner of selection for the old Indian Civil Service there was nothing to create an anticipation of remarkable merit & yet the result of the system was the best Civil Service that ever existed

2 things common to all their meritorious body, were 1, that they all went into comparative poverty & were early thrown into arduous positions 2, that they all went to Harrow by

[now known here as to other common conditions - parental merit was F.S.]

323 ^(Salisbury to the) Governor General of India in Council

a conflict of testimony exists as to the physical inferiority of the selected candidates. The evidence of actual observers substantiated by the comparative high average statistics appears to incline to the less favorable view, but there are distinguished medical witnesses on England on the other side. The question appears to require further examination



I

Inquiry into the correctness with which the future efficiency of Indian Civil Servants is predicted by their place in the present Class Lists ? in Mr. Tupper's classification fairly correct.

II

Also into the existence of data now overlooked but which might be taken into consideration, as well, in order to make the predictions more correct.

Information is sought as to Hereditary tendencies that do not fully show themselves until after the age at which candidates pass their examinations, such as —
Health & energy as tested by family lineage and to some degree by fertility of healthy children — is who do not die young.
Perseverance throughout life as tested by history of successes in family.

(b) Influences that were ^{or expected to be} helpful or hindrances to the candidate in obtaining his place in the class lists.
Education, character of.
Family tastes and influences towards hard work at books or the country, as gathered from the home life under Sanatory conditions & the reverse.

(c) Influences family and social that will

On the degree of correctness with which the relative merits of Indian Civil servants in their manhood was foreshadowed in ~~by~~ their youth by their place in the class lists.

~~We have first to consider~~ ^{In considering} the principles ^{by} which the degree of correctness may be appreciated ~~in doing this~~ we will ~~for the moment~~ neglect any difficulty that may be felt as to classifying the relative merits in after life but will suppose this ^{has} been done & that we are in possession of two lists or rather sets of lists the one the giving the names in the order of their success in the examination list & the other in the order of their success in after life and that we have to appreciate the degree of correctness with which the former predicts the latter.

If the ~~correctness~~ ^{correct} of prediction was absolute, the names that appeared 1st 2nd &c in the exam list would ~~severally~~ appear 1, 2, &c in the after ~~life~~ ^{life} lists.

- (1) ^{was 1 & 2} If the ~~correctness~~ ^{tendency of prediction} were ~~imperfect~~ ^{on the whole} prediction showed ~~was~~ ^{some correct though liable to error} correct in showing a prevalent tendency, then those who stood appeared 1, 2, &c in the exam list would ~~severally stand~~ appear 1, 2, &c in the after lists (more often) than in any other specified places. The force of the tendency would be ~~shown~~ ^{measured} by the 'mean' error or the 'probable error', that is, by the prediction might be ~~found~~ ^{described as} to be on the average so many places wrong, or it might be stated that there does an even chance of the prediction exceeding or falling short of so many places. // ^{it is by no means a matter of course} It does not of course that the mean error should be the same for all the places, therefore a separate investigation would be required, ~~for~~ ^{and} necessary for every place but for groups of places at different parts of the class.

On the most probable place in ~~series of~~ ^{series of} merit in after life that corresponds with the various places in the ~~first~~ ^{first} list.
(2) The tendency itself may be only approximately corrected, in which case the man who stands 1, 2, or 3 in the Exam. I. list would severally stand ^{in after life} ~~the 1st~~ ^{probably} in certain other definite ^{that is quite frequent} places ~~lower~~ ^{than} in any other ^{place} that can be specified. Then the ~~first~~ ^{with Exam} man ~~might~~ ^{might} be more often found ^{say} in the eighth place than in any other, in which case

This erroneous tendency of course admits of strict definition and the error would as in the previous paragraph require to be separately determined for each several place, & it is obvious that if position for part of the list is ~~negative~~ ^{is a negative} in another, ^{wherever it exists at all, it will be} to take

As an imaginary example; - we might find that the tenth man in the Exam. I. list had ^{on the whole} a ~~greater~~ ^{greater} tendency the 2nd place be ^{the} eighth in after life, but that ^{the tendency was so slight that} ~~it was~~ ^{not} ~~as~~ ^{likely as not} to differ ~~8~~ ⁹ places from that mean position. Again, it might be found that the 20th man in the Exam. I. list had a tendency to be 20th in after life but that he was as likely as not to deviate 10 places from that mean position.

All the total results ^{found in this way for any pair of lists} might be summarised ~~briefly~~ ^{briefly} by giving the mean deviation of the tendency and the mean force of the tendency. ^{perhaps even position a slight negative} ^{a slight extreme deviation} Thus we may suppose that in the above series the mean deviation of the tendency was equal to one place, ^{negative for the first half & positive for the second} but that ^{if reached a mean position} ~~the~~ ^{the} mean force of the tendency was such as to cause ^{that} an average uncertainty of 2 places.

The only difficulty is that which arises with the head & tail of the series. The first man in the one list cannot be higher, though he may be lower than the first man of the other list. Consequently the deviation on either side of the most likely number ^{when that number is the first} cannot be equally distributed on either side of it. All that would have gone to a superlatum series ^{if only had existed} of terms are mapped about the first. The method of meeting this difficulty is to

accept the symmetry of the tendency to deviate, or, any other law of distribution within the observation or lower place may suggest, & to subtract from the number of cases of first ^{place} as many as are found to fall in lower places & to suppose the residue to be those ^{that} are properly assigned to a first place, & that the other ^{places} are marked upon it, ^{theoretically} referring to unmarked terms higher than the first. This same principle would be adopted for all the higher terms, and tantamount to the last & all the lower terms of the series.

On the most probable places in the order of merit that correspond with the several places in the Examⁿ. list.



Probability of an event happening in one trial $\frac{1}{50}$
 happening at least once in 5 trials is about $\frac{1}{11}$
 $\frac{1 - \frac{49}{50}^5}{1 - \frac{49}{50}} = \frac{5 \times 49^4}{50^5} = 10.8$

The ^{mean} chance against any one specified place in a class list of 50 being filled at least once in 5 trials by a man of a specified rank is about $\frac{1}{11}$ $\frac{5 \times 49^4}{50^5} = 10.8$

Now we find that among the first class men one (Huntley) first of his year in after merit.

The chance of the place being above or below being filled at least once is $\frac{2}{11}$ or so for any other place.

No of Candidates		Successes		Chances of success		Logarithms		Results	
1061	52	3:49	1:42	$\frac{5 \times 49^4 \times 3}{50^5}$		$\log 1061$	3.0253	$\log 1061$	3.0253
2	49	3:46				$\log 2$	0.3010	$\log 2$	0.3010
3	65	3:62	1:57	$\frac{5 \times 62^4 \times 3}{65^5}$		$\log 3$	0.4771	$\log 3$	0.4771
4	43	3:40	1:3.8			$\log 4$	0.6021	$\log 4$	0.6021
5	29	3:26	1:17			$\log 5$	0.6990	$\log 5$	0.6990
6:1 against success									
5 times		26	1.1020	$\frac{1 \times 17^4 \times 5}{26^5}$		$\log 5$	0.6990	$\log 5$	0.6990
5 cases	5 times	29	1.1950	$\frac{5 \times 19^4 \times 5}{29^5}$		$\log 5$	0.6990	$\log 5$	0.6990
4 times						$\log 4$	0.6021	$\log 4$	0.6021

It appears that in the years 1861-5, ^{if we regard the surviving servants alone,} there are 3 or 4 cases of a man occupying ~~the same~~ one or other of the first five places in the examⁿ list who occupied some 20 years later the either an identical place in the next list of the men of his year or else one above or one below it. It also appears that in a similar comparison as regards the five lowest places, there are 2 ind correspondences. How far is this correspondence due to hazard and how far to a tendency towards correspondence?

As regards the hazard: -

Taking the number of Civil Servants ^{in each year} at an average of 45, the chance of the correspondence in any one case is at 3:45. The chance of ^{one correspondence} in any group of five cases is found by the binomial term $\frac{n \cdot a^{n-1} \cdot b}{(a+b)^n}$ where $n=5$ $a=45$ $b=3$; of two correspondences by the next term $\frac{n \cdot n-1}{2} \cdot a^{n-2} \cdot b^2$, & so on. The value of the former chance is at 1:4. (If we calculate the years separately, in which the number of survivors are respectively 52, 49, 45, 43, 29, we obtain 3 cases of 1:4, 1 case of 1:5 and 1 case of 1:3, so that the general average of 1:4 may be accepted)

I have however taken five of these groups. The first consists of all the men who were 1st in the further examⁿ in the 5 years 1861-5, the second consists of all who were 2nd in the same year, & so on to the 5th place. The chance of ^{one or more of} ~~successes~~ correspondences in these five groups is as follows.

no group	$\frac{a^n}{(a+b)^n} = \frac{45^5}{5^5} = \frac{1024}{3125}$	say 1:3	2124
one group	$\frac{n \cdot a^{n-1} \cdot b}{(a+b)^n} = \frac{5 \cdot 45^4}{5^5} = \frac{256}{625}$	say 1:2.5	1280
two groups	$\frac{n \cdot n-1}{2} \cdot \frac{a^{n-2} \cdot b^2}{(a+b)^n} = \frac{10 \cdot 45^3}{5^5} = \frac{128}{625}$	say 1:4	440
three groups	$\frac{n \cdot n-1 \cdot n-2}{6} \cdot \frac{a^{n-3} \cdot b^3}{(a+b)^n} = \frac{10 \cdot 45^2}{5^5} = \frac{32}{625}$	say 1:20	160
four groups	$\frac{n \cdot n-1 \cdot n-2 \cdot n-3}{24} \cdot \frac{a^{n-4} \cdot b^4}{(a+b)^n} = \frac{4}{625}$	say 1:156	20
five groups	$\frac{1}{3125}$	1:3125	1
			3125
			3125

Hence the chance of three or four correspondences being due to mere hazard is very remote and may be disregarded, but not so as regards one or two correspondences

1. Deciderata analysis of measures (1861-5)

1.9

I. Ranked according to success in life.

(see Table p. 19)

Analysis of comparison of performance in competitive examⁿ of the first & the last

a First & last of each year

b First 2 & last two of each year

c First 3 & last three of each year

d Omittⁿ first men (? or 2) - First five & last five.

f First 9 & last 9 of the four years.

II. Ranked according to place in open competition

a
as above b

c
d

e place in final examⁿ
f

III. Ranked according to place in final exam

a
as above b
c
d

Result the first four men of the several years are more fortunate than the average. The fifth man & the last four men are all average.
in the ratio of 100 : 84

e place in open competition.
f

IV Deaths and retirements among original candidates, who were

a
b
c
d
e

I

I			I		
Most fortunate	concluding from top	Place among survivors of trial exam.	Least fortunate	concluding from bottom.	Place among survivors of trial exam.
1861	Kennedy Hendley	25 27	121 119	166	21 23
	Stevens	6	119	22	23
	Edgar	10	119		35
	Beverly	12	119		44
	Brett	15	119		51
	Markham	29	119		52
	Quinn	30	119		27 28 40 42 43 45 46
	Smith	37	119		47
	Sidons	39	119		48
	Kelly	50	119		49
52	For upper half	(Middle best half way rear)	5	For lower half	11
1862	Westland	3	175		47
	Mackenzie	4	175		35
	Hunter	2	158		1
	Atkinson	6	137		49
	Newton	14	137		40
	Tuff	30	137		31
	Groverline	11	125		25
	Porter	19	125		8
	Naylon	32	125		8
10	For upper half	41	125		8
1863	For upper half	18	219		65
	For lower half	44	143		57
		23	131		36
		13	131		22
		6	126		49
		4	123		55
		2	123		54
		7	123		48
		10	"		38
		11	"		29
		16	"		20
		19	"		25
		21	"		17
		26	"		13
		30	"		4
		39	"		4
		40	"		4
		50	"		4

I continued

F. 11

	Place among survivors of final lot		Place among survivors of final lot
1864	17 3 23 40 39 14 $\frac{6}{136}$ 28	160 139 139 136 132 122	25 34 38 15 11 $\frac{5}{123}$ 25
43 early median 22	above median 3 below " 3		above median 2 below median 3
1865	4 28 15 18 $\frac{4}{165}$ 16	135 127 116 115	19 18 20 6 $\frac{7}{110}$ 25
29 early 15 median	above median 1.5 below " 2.5		above median 2 below 2

Total results

	above median	below A	above median	below A
1861	7	5	2	11
2	4	3	2.5	5.5
3	13	5	4	9
4	3	3	2	3
5	1.5	2.5	2	2
	31.5	18.5	14.5	30.5

about 2 to 1

- a, that the fortunate were in the upper half
b, that the unfortunate were in the lower half

Out of 21 very fortunate 1861-5 Tubbs test p 21
only 3 were in lower half of their lots in further exam.

figs over above 120	above 140 & above	150 above	160 above	mean place of upper lot	mean place of lower lot
Kinead 25	under 170 22	150 above but under 160 2	160 above but under 170 44	1861 23	38
Wentland 3	22			2 16	30
Wachowski 4	17			3 23	40
Barlow 18				4 23	25
				5 16	25
40	2/39	2	44	$\frac{5}{101}$	$\frac{5}{158}$
39	15			20	32
44					
8 195					

Extract from previous table giving the first & last
groups not any specified number of men of each year

Year	First in Success	Place among Survivors in Final Exam	Celestial road - final	Last in Success	Place among Survivors in Final Exam	Matt Lomax from bottom at 1st 100 ft	Bilge from bottom		
1861	Kinialy	25	171	Smythe	21	79	31	32	
52 places	Buck	22	166	Bushman	23	79	29	30	
mean		23			22		30	31	
1862	Westland	3	175	Currie	47	75	2	3	
49 places	Mackenzie	4	175	? Carter	1	77	48	49	
	Haster	2	158	Kearr,	35	77	14	15	
mean		3		(on Smith's Coast)	28		22	22	
					41		32	32	
1863	Barbarr	18	219	Church	65	53	0	1	
65 places	Croftworth	44	143	Spedding	57	61	8	9	
mean		33		Gribble	36	61	29	30	
				Tarvay	22	66	43	44	
					45		21	21	
1864	Jacouie	17	160	Beachcroft	25	61	18	19	
43 places	Neill	3	139	Nicholls	34	66	9	10	
hemming		10	139	Ellison	38	66	5	6	
Clogston	23	139			32		12	12	
mean		13							
1865	Carey	4	135	Wennerhauss	19	68	10	11	
29 places				Mackenzie	20	73	9	10	
					19		10	10	
Average number of places 48 half way place 24.									
General mean of means 5/76				(on Smith's Coast)				14 6	96 5/96 (19
								159	106 / 106 (21
1856	Aitchison	3	323	Ramsay	9	90	2		
10				Heke					
do not count this year				Low					
				and					
				with					
1857	Elliot	6	166	Niches	8	92	1		
1858	Crothornite	7	160	Tracy	6	94	3		
1859	Tyorch	6	157	Powlett	4		7		
10	Fitzpatrick	1	152	armstrong	7		4		
		3		Jones	9		2		
					7		4		
1860	Sitt Griffith	7	182	Trencler	1	100	19		
19				Lammie	3		16		
				Tidy	14		5		
				Erdose	15				
General mean 5/25								8	12
								38	5/22

July 1859 General
hundred

Henie	25	.
Mulligan	25	.
Wedderburn	24	7
Boxwell	24	.
Twigg	24	.
Sells	24	8
W H Smith	23	.
Tweedie	23	10
Tremble	23	19
Makgill	22	.
Larmine	21	16
Ward	21	.
King	21	.
King	21	9
Groose	20	18
Wilson	20	.
Giffin	20	2
Stechen	20	.
Tidy	20	17
Montagu	20	.
Field	19	1
Allen	19	6
Need	19	4
King	19	15
Raban	19	.
Harwin	19	3
Graham	19	.
Forbes	19	12
Macpherson	19	14
Walker	19	.
Brett	19	.
Armstrong	19	.
Izon	19	13
Richard	18	.

July 1855-

F. 14

Wells	23	.
Cornell	19	.
Magruder	18	2
Healy	16	.
Warrand	16	.
Aicheon	15	1
King	15	7
Cordery	14	8
Pomeroy	14	.
Pette	14	6
Thomson	14	.
Wilson	13	.
Bell	13	.
Perkins	13	9
Sandford	13	4
Jones	12	3
Ramsay	12	10
Pedder	11	.
West	11	5
Daly	11	.

Baron	18
Groose	18 11
Wilson	18 5
Ward	17
Barnell	17

Little
Sca
Barley

37

July 1856

Sweeting	28	.
Boulton	27	.
Young	25	6
Quinton	23	3
C. Robertson	22	2
Watson	22	.
Oldham	22	.
Furrell	21	.
E.S. Robertson	21	.
Newham	21	.
Wyllie	21	.
Worthington	20	.
Worgan	20	5
Elliott	20	1
Wall	20	8
Falcon	19	.
Smith	19	4
Taylor	18	.
Nichie	17	7
-----	17	
Thelwall	17	

July 1857

f. 15

Beveridge	24	6
Carpenter	24	.
Munro	23	4
Barkley	23	2
Wavell	22	.
Guthrie	22	5
Howell	21	7
Tracy	21	8
Crosthwaite	21	1
Smyth	21	3
Sutherland	20	.
Moore	19	.

July 1855

f. 16

Geochagan	29 .
7 W. Smith	27 .
Tyrrell	26 1
Wynne	24 .
Morris	23 .
Fitzpatrick	23 2
Watts	23 3
Sherlin	22 .
Gardner	21 4
Powlett	21 8
Whymfield	20 .
Rader	20 .
Ward	19 .
Brown	19 .
Armstrong	18 9
Macdonald	18 6
Birdwood	18 7
Macgregor	18 .
Jones	17 10
Hewitt	16 5

- 9 - Biggals 5

1860 Continued
from another page

Mean in
from calculations
roughly correct

P. 51

	Irwin	17		Dale	13	40	41
22	Smyle	17	21	Nafting	13		
	Shott	17		Harbort	13	36	42
	Clark	17		Nelson	13	41	43
23	Hopkins	16	35	Parke	13		
	Stark	16		Linton	13		
24	Shedding	16		Adams	13	46	44
	McNaughton			Smith	13	33	45
25	Edgar	16	10	Price	12	38	46
26	Howe	16	17	Gough	12		
27	Mellor	16	34	Kirwan	12		
28	Porch	16	52	Currie	12		
29	Bullman	16	23	Steel	12		
	Mestmair	16					
30	Legall	16	16				
31	Weekes	15	47				
	Yardley	15					
	Livesey	15					
32	Steinbelt	15	42				
	Allen	15					
	Motley	15	38				
	CH Weeks	15					
33	T. Smith	15	37				
	Rodger	15					
34	Pawley	14	49				
	Clad	14					
35	Leets	14	9				
36	Newberry	14	51				
37	Worsley	14	38				
38	Buck	14	22				

39	Fisher	14	48				
40	Quinn	13	30				
	Balpin	13					

1861 79

1862 83

1863 82

1864 58

1865 40

5/340
68 average

52

49

65

43

29

5/238
47

July 1860.

July 1861

F. 48r

Eiffard	Eiffard	29	
Edwards	Geddes	26	
Cecil	Stevens	25	5
William	McKinn	25	
Francis	Tyrell	23	
Samuel	Carstairs	23	
Callard	Pride	23	
Robert	Burkett	22	20
Arthur	Kelly	22	50
Grant	Robertson	22	
Arthur	Cornwall	22	26
Fredricks	Hall	22	45
William	Murray	21	
	Glostream	21	28
	Porter	20	2
	Markham	20	29
	Powell	20	13
	Beverley	20	12
	Anderson	19	18
	Hudson	19	27
	Tucker	19	
	Wyer	19	31
	O'Kinealy	19	25
	Whalley	19	43
	Treor	19	24
	Barstrow	19	11
	McConaghey	18	19
	Barton	18	
	Henbey	18	7
	Thelwall	18	
	Wilson	17	32
	Tibbs	17	
	Glazier	17	4

3 missing marks
 3 Ward
 14 Boxwell
 15 Brett
 16 Lacey
 2 dead muf.
 Barn
 Richards

Westhead	30	3	Andre	16
Mackenzie	29	4	Westcott	
Howell	27		Harrington	
Cadell	23		Berner	
Hunter	23		Patterson	
Gribble	23		Scott	
Donner	21		Phillips	
Magrath	21		Sharp	
Clay	20		Naylor	
Swan	20		Pennings	
Neale	20		Johns	15
Towers	20		East	
Tapp	19		Stewart	
Girdlestone	19		Grant	
Norman	19		Mulock	
Porter	19		Lilly	
Leipolt	18		Brandt	
Nees	18		Wallace	
Millet	18		McC Watten	14
Ferris	18		Koberly	
Hame	18		Woodroffe	
Mitsdale	18		Gordon	
Leiter	18		Sewell	
Atkinson	18		Danell	
— rejected hull	17		Horsbrugh	
Boys	17		Hope	
Barrie	17		Price	
Ogilvie	17		Graham	
Hawkins	17		Spedding	
Graves	17		Slotes	
Testro	17		Slott	13
Donnoan	16		Stuart	13
Bento	16		Bosquet	13

Continued on another
page

See over

Continued Exam 1161

f. 48v

Sharp 13

Gleanny

Newman

Swan

Logan

Best

Blip

12

Goodie

—

Horstall

Goodrich

Nowden

Irvine

Groffin

Cruickshanks

Comyn



June 1863

1864

F. 19

1	Smeeton 32	Grigg 16	Martin 28
	Purser 28	Hare	Williams 26
	Lidderdale 24	Klathwagh	Low 24
	Neill	Happell	Knox
	Nicols 23	Harding	Tucker 23
	Bullock 22	Agarst	Harshup
	Beachcroft	Jardine	Porter 22
	Trifford 21	Lambert	Le Fane
	Stogdon 20	Tagore	Stevens
10	Gardiner	—	STAF Smith 21
	Hallett 19	Grant	Bachman
	Rampini	Bird	McDonnell
	Nichols	Lyon	Finlay
	Vennings 18	Gibson 15	Robinson
	Fryer	Lee Warner	Candy
	Haddledine	Wellesley	Mutlock
	Elliot	50 Hall	Wickman
	Murray	—	Thane
	Meres	Nugget	Blennerhassett
20	Hodgkinson	Turner	Prestley 20
	Manson 17	Oberbury	Armstrong
	Hocking	Bark	Candy
	Gordon	Pughe	Charles
	Pear	Atkinson	Purser
	O'Donnell	Chamberlain	Oldham
	Thorburn	Clogston	Keyser 19
	Baker	Knott	Smith
	Cordeaux	60 Burrows 14	Toynbee
	Power		Tagg
30	Slivrock		Maclean
	Starkey		Mackenzie
	Nice		Forrest 18
	Campbell		Pearse
	Turner		Jones

James 18
 Carey
 Middleton 17
 Campbell
 Crompton
 Spence

July 1862

F. 20

Tordbock 25	Webster 16	Martin 13
Jardine 25	Miller 15	Croft
Huddock 21	Denning	Lisler
Stokes	Lewer	CA Galton
Moule	Thompson	Croftthwaite
Barbours	Crawford	Lloyd
Kinsley 20	Quinn	Austin 12
Crichton	Harvey	Ronpell
Kennedy 19	Butt 14	Wigham
Roe	Bozell	McCarthy
Harrison	Horton	Hughes Jr
Walker	Young	Grubb
Church	Roberts	Smith
McCliffle 18	Woodburn	Cameron
Kinsley	Armstrong	
Woodward	Wright	
Taney	Copland	
Williams 17	Buck	
Croftthwaite	Lloyd	
Grimley	Harley	
Wilson	Maber	
Macdonald	Beard	
Campbell	Souttar	
McWilliam	Kirkwood 13	
Twigg	Oliver	
Hallett	Cowley	
Pelerson 16	Lucas	
Irvine	Hills	
Champney	Watt	
Dutton	Lister	
Frizelle	Carmichael	
Wilson	Witherson	
Smyth	Parker	
Birkmyre	Kelsall	

Forecast of merit from Tupp's lists

	1856	1857	1858	1859	1860	1861	1862	1863	1864	1865
First five ^{clerk} / ₁₀₀	154 ₂₈	107 ₃₂	104 ₂₈	152 ₃₈	100 ₃₁	559 ₃₅	498 ₄₁	561 ₃₆	549 ₃₄	537 ₃₄
Middle five	108 ₂₇	133 ₄₀	118 ₃₂	133 ₃₄	108 ₃₄	538 ₃₅	518 ₃₁	462 ₃₀	546 ₃₂	518 ₃₃
Last five	140 ₃₅	92 ₂₈	146 ₄₀	109 ₂₈	114 ₃₅	464 ₃₀	480 ₂₈	530 ₃₄	568 ₃₄	509 ₃₃
	402	332	368	394	322	1581	1696	1553	1683	1564

Percentage usually

Year	first five	middle five	last five
------	------------	-------------	-----------

1856	38	27	35
1857	32	40	28
1858	28	32	40
1859	38	34	28
1860	31	34	35
Per cent	16.7 33.4	16.7 33.4	16.6 33.2

1861	35	35	30
1862	41	31	28
1863	36	30	34
1864	34	32	34
1865	34	33	33

Per cent	18.0	16.1	15.9
Grand total	34.7	32.8	32.5

more insert

Place in paper count

19	35	15
19	34	2
19	19	152

19/466 (24.5)

38	86
76	100

Barbours	6	23
Fulford	22	3
Griffith	18	10
Lowthion	1	2
MacKenzie	2	3
Kennedy	23	30
Black	63	26
Jardine	14	21
Tyrell	3	10

152	128
195	319



Year	First of survivors counting from top	Figured merit	Place in open competition	Place in final exam among survivors marks in final exam	111	Last of survivors counting from bottom	Figured merit	Place in open competition	Place in final exam among survivors marks in final exam
1861	First man Hemsey	119				First man Porch	86		
62	^{as in this exam} Carter	77	2	Hunter 158	(3)	Hawkins	83		
63	Tolbert	88				Church	53		
64	Ramsey	111				Grant	83		
65	Purser	100				Robinson	108		
very low success in this year.		495		576	650	very low success in this year		413	490 :: 100 : 84
1861	Second man Porter	107				Second man Newberg	86		
2	Hunter	158	2	Westland 171	(2)	Horsburgh	116		
3	Stuart	123				Campbell	105		
4	Happell	108				Baker	100		
5	Finlay	108				Maclean	127		
		604		625			534		:: 100 : 88
1861	Third man Ward	119				Third man Kelly	119		
2	Westland	175	2	Maclean 175	(4 or 2)	Currie	75		
3	Cowley	131				Young	131		
4	Neill	139				Cordeaux	117		
5	Arundel	106				Spence	88		
		670					530		:: 100 : 79
1861	Fourth man Ward	107				Fourth man Rawley	86		
2	MacKenzie	175	2	Howell 113		Gordon	116		
3	Slater	123				Watt	122		
4	Rioaz	111				Hodgkinson	136		
5	Carey	135				Oldham	98		
		651		589			558		:: 100 : 86
1861	Fifth man Glazier	107				Fifth man Fisher	87		
2	Howell	113	2	Atkinson 137		Westmacott	90		
3	Irwin	96				Woodward	119		
4	Thakur	100				Nugent	132		
5	Middleton	88				Candy	88		
		504		528			516		omit this :: 100 : 102
Number above 105		20				above 105	12		
below 105		3				below 105	12		
		25				of 105	1		
							25		
						} men 105 is half way			

1862

first
Hervey

III
first

Place d'Orléans

Place d'Orléans

loup
Porch

1862 f. 22 v



Swift men

186	1	Stevens	119
	2	Clay	91
	3	Bluff	126
	4	Thorburn	80
	5	Wilkinson	76
			<hr/> 492

seawall

1	Shedding	107
2	M ^o Munin	83
3	Hagherda	123
4	Sturrock	114
5	Tucker	76
		<hr/> 503

scotch

1	Price	107
2	Norman	90
3	Twigg	96
4	Fryer	107
5	Torabee	88
		<hr/> 488

munt

1	Leeds	107
2	Pennington	116
3	Pelston	105
4	Stogdon	91
5	Stevens	96
		<hr/>
		515

munt

1	Edgar	119
2	Girdlestone	125
3	Snaitt	123
4	Penning	139
5	Porter	108
		<hr/> 614

List of turnovers
counted from top
ford

1855	Reginald	154
6	Young	107
7	Beaverden	104
8	St. Pauline	152
9	Twinklet	100
		<hr/> 617

second

1855	Ditcher	321
6	Quinton	110
7	Monro	121
8	Walter	109
9	Field	189
		<hr/> 850

List of turnovers
counted from bottom
ford

1855	Webb	140
6	Nichols	92
7	Smith	146
8	Braxton	109
9	King	114
		<hr/> 601

second

1855	Namory	90
6	Smith	117
7	Croftworth	160
8	Jones	98
9	Foster	106
		<hr/> 571

III continued

The total marks gained in the five years 1881-5
by the four first = 37710, by the four last = 23100
or in the ratio of 100 : 61

$$\text{say as } 4 : 3\frac{3}{4}$$

The total salary gained (on the basis of merit principle = $\frac{\text{Salary}}{\text{marks gained}}$)
is 100 : 84

or, as the figure of merit of the four last is exactly average

$$\text{say } 119 : 100$$

$$\text{or roughly } 10 : 8\frac{1}{2}$$

That is the fact of being in the first 4 makes it probable that the eventual salary will be $\frac{1}{5}$ th more than the average.

or better - having two fifths more marks imply getting eventually one fifth more salary.

Range of salary (figure of merit)

$$\text{utmost } 320 : 53 = 100 : 17$$

$$\text{Cutting off first \& last } 219 : 59 = 100 : 24$$

$$\text{" } 2 \text{ first \& 2 last } 189 : 61 = 100 : 32.5$$

Range of marks

$$\text{utmost } 202 : 102 = 100 : 50$$

$$\text{Cutting of 2 first \& 2 last } 194 : 106 = 100 : 55$$

$$\text{Therefore the range of } \frac{\text{merit}}{\text{salary}} = \text{range of marks} \therefore \frac{100}{32.5} : \frac{100}{55}$$

$$\text{say as } 3 : 2$$

Hence if marking gave a true prophecy, we should find that two fifths more marks give $\frac{3}{2} \times \frac{2}{5}$ th = $\frac{3}{5}$ th more salary whereas it only gives $\frac{1}{5}$ th or $\frac{1}{3}$ th predicted amount.

Comparison

The failures during the first four years are

Year	Place Rank	First Rank	Take 5 word on which year
1861	1	Carter 77	1861 107
1863	1	Tolbert 88	
1864	2	Hopper 100	2
1865	2	Futag 100	3
1864	1	Nampane 111	4
1864	4	Neving 111	5

The principal successes among the last four years are

Year	Place Rank	Success	Score
1864	4	Hodgkinson	136
1863	3	Young	131
1863	4	Watt	122
1863	1	Kelly	119
1863	2	Hordburgh	116
1863	4	Cordeaux	117
1862	4	Gordon	116

The fortunate among the first & the last four is order of success

Westland	175	[the last four]
Mackenzie	175	
Hunter	158	
Neill	139	
[Hodgkinson]	136	
Carey	135	
Cowley	131	
[Young]	131	
Stewart	123	
Stokes	123	
[Watt]	122	
8 others below 120		
[13 others below 120]		

Sum first five ^{III} Marks at Further Exam of middle five of last five

f. 27c

1861	8640	128	6777	100	78	5348
1862	9468	132	6978	100	74	5141
1863	9829	134	6365	100	90	5703
1864	9525	137	7942	100	97	6764
1865	9155	117	7800	100	80	6246
	668		500		419	
	1336		1000		838	

		relative figure / merit (same relation as fig)				
1861	559	100	558	100	83	464
1862	758	117 698	518	100	92	480
1863	561	122	462	100	117	530
1864	569	104	546	100	104	568
1865	537	104	518	100	98	509
		<u>567</u>		<u>500</u>	<u>574</u>	<u>568</u>
		1154		1000	1028	

Grouped Marks vary from 1336 to 838 in 100 to 63
 core group of fig 115 to 103 in 100 to 89

14
13
12
11
10
9
8
7
6
5
4
3
2
1
0

103 to 115. The lowest class men ^{are generally} 10 per cent left fig after 20 years service though their marks were 40 per cent

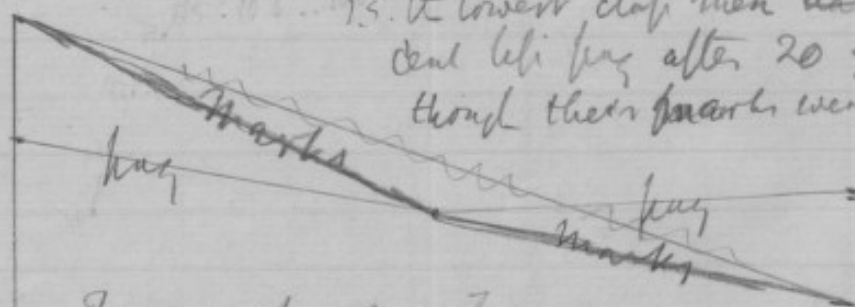


Figure 1 merit

	first	last	first two	last two	first 3	last 3	first 4	last 4
1861	119	86	226	172	345	291	452	377
1862	158	83	333	209	620	274	758	390
1863	88	53	215	158	508	342	821	411
1864	111	83	219	183	358	300	469	436
1865	100	108	208	235	314	323	449	428
	576	413	1201	957	1867	1477	2456	2035
	100	72	100	100	100	78	100	82

See over

Continued from overleaf

Page f. 27v

	First 6	Last 6	First 7	Last 7	First 8	Last 8	First 12	Last 12
1861	678	571	785	672	892	759	282	238
1862	849	596	932	712	1020	828	289	239
1863	687	635	710	730	806	818	257	220
1864	649	634	763	659	870	759	230	212
1865	613	597	689	656	777	744	198	184
	3466	3035	3879	3429	4265	3908	1256	1093
	100	87	100	88	100	92	100	87

first & last	100	72
2 " "		80
3 " "		78
4 " "		82
5		89
6		87
7		88
8 " "		92
9		.
10		.
11		.
12		87

70

Smoother curve



First attempt

F. 28

Deaths and resignations among the first few () men ⁱⁿ in all the years since competitive examⁿ have been established (from Tubbs book)

Final Exam				Open Competition			
Place	Deaths	Resignations	Delinquents	Place	Deaths	Resignations	Delinquents
1	III	II		1	III		
2	III			2	III	II	
3	I			3	III		
4	III			4	III		
5	II			5	III		
6	I			6	III		
7	I			7	III		
8	III			8	III		
9	III			9	III		
10	II			10	II		

(Second attempt)

f. 29

Deaths and resignations among the first few () men in the final examinations in all the years since competitive examⁿ have been established, up to 1879 inclusive from Tupper's book

(open examⁿ the first 2 years (no final then established)

Final Exam ⁿ Place in list	Deaths (year of)	Resignations	Retirement	Dismissed
1	56, 59, 60, 61, 65	57	56	
2	57, 58, 64	57, 59, 65	58	
3	59	65	58	
4	56, 59, 60, 61	59	58	
5	56	59	58	
6	57	59	58	
7	63	58, 62	58	69
9	56, 61, 63	59	58	
10	68, 78	59	58	
11	57, 58, 59, 64, 72	59	58	
12	56, 61, 64	59	58	
13	60, 69, 70	59	58	
14	59, 62, 75	59	58	
15	60, 75	59	58	
16	57, 59, 67,	59	58	

495 : 413 :: 100 : 84

604 534 88

670 530 79

651 558 86

504 516 102

Mean of the 4 front & 4 last men 1861-5

/61	191	104
	172	105
	169	106
	166	108
	<u>698</u>	<u>423</u>

/12	194	100
	194	100
	191	104
	191	104
	<u>770</u>	<u>408</u>

/h3	214	127
	195	123
	193	116
	192	106
	<u>794</u>	<u>447</u>

/h4	202	137
	192	135
	189	134
	187	133
	<u>770</u>	<u>539</u>

/65	194	129
	191	128
	178	124
	176	112
	<u>739</u>	<u>493</u>

20	698	423
	770	408
	794	447
	770	539
	739	493
	<u>3771</u>	<u>2310</u>

Westland 175
 MacKenzie 175
 Hunter 158

$\frac{5}{4} \times \frac{5}{4}$
 $\frac{5}{4} \times \frac{4}{2} \times \frac{3}{3}$
 $\frac{5}{4} \times \frac{4}{2} \times \frac{3}{3}$
 $\frac{5}{4} \times \frac{4}{2} \times \frac{3}{3}$
 $\frac{5}{4} \times \frac{4}{2} \times \frac{3}{3}$

Neill 139
 [Hodgkinson 136]

Carey 135
 Cowley 131
 [Young 131]

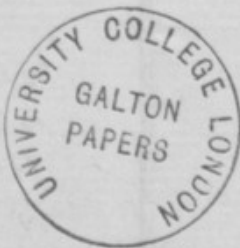
Stuart 123
 Stokes 123
 [Walt 122]

1024
 1280
 1440
 201
 3125

Ward 119
 [Kelly 119]
 Henvey 119
 [Cordeaux 117]

highest
 463
 529
 992
 866
 lowest
 455
 411

calling out the highest
 numbers from each
 group 1855-9



Fugate Creek Service

Years leave	Deaths 1856-60	Retirements & Discharge 1856-60	Total	1+2+1	1+2+1 4
1	||||	||	5 10	20	5
3	||	||	5 13	18	5
5	||	||||	3 8	16	4
7	||	||||	5 22	20	5
9	||	||||	7 22	29	7
11	||	||||	10	30	7
13	||	||||	3 5	18	4
15	||	||||	2 10	12	3
17	||	||||	5 9	16	4
19	||	||||	4	18	5
21	||	||||	5 21	26	6
23	||	||||	12	38	9
25	||	||||	9 15	36	9
			6 20	26	7
			5 6	17	4
			1 8	9	2
			2 8	11	3
			6	22	5
			8	23	7
			6		



Figures of merit

	First	Last	First 2	Last 2	First 3	Last 3	No. of survivors
1856	154	140	475	230			10
7	107	92	217	209			8
8	104	144	225	306			7
9	152	109	161	207			10
1860	100	114	289	120			19
	100	97	100	78			
	617	601	1367	1072			

	John Campbell	Further	Number	
	Highest marks	Lowest	Highest	Lowest
1856	23	11		
7	28	17		
8	24	19		
9	26	16		
1860	25	17	19	10
1	29	12	19	10
2	30	12	21	10
3	25	12	20	13
4	32	14	19	11
5	21	17	17	13
	273	147	92	59

Holmes' system of ranks
first second Percents

F. 38

1855 24, 31 = 44, 56
1856 41, 25 = 30, 70
1857 17, 19 = 47, 53
1858 18, 37 = 33, 67
1859 106, 104 = 50, 50
5 | 204 | 296
41 | 59



1860 same of class places after life in first ten of class last 233
last ten 399

if there had been no collection marks in the places w^d be 283
last mark about = $\frac{52 \times 53}{2} = \frac{2756}{2} = 1378$ surface =
then into 76

the first 5 = the median = the largest 5 =

1860 5 4 36
45 20 21 41
50 35 46
26 7 3
45 10 8
146 67 134

	From the first month	From the fifth month	From the last month	From the figures of merit in last 5	From the figures of merit in last 10	From the figures of merit in last 15
1855	2	6	5	559	558	464
1856	5	3	7	698	518	480
1857	6	5	2	561	462	530
1858	2	2	3	569	564	568
1859	20	25	27	537	518	509
1860						
1861				1856	154	108
1862				1857	107	133
1863				1858	104	118
1864				1859	152	133
1865				1860	100	108

Open competition
with fig of merit

4th time shows the house of fig of merit
that the men occupy of that place, coming
between them. In this the very successful
individuals are shown. (taken
p. 21 of Timp.)

Place

Further exam

with fig of merit

