

APPENDIX A

FORM OF BONDS GIVEN BY THE FACTORS FOR THE THIRD AND SUBSEQUENT VOYAGES (JANUARY, 1606-07)¹

The condicion of this obligacon is such that whereas upon the spetiall request and intreatie of the above bound A.B. the Governor and Companie of the merchants of London tradinge into the East Indies have interteyned him the said A.B. into their service. And alsoe the said A.B. hath agreed and promysed to serve the said Governor & Companie & their Successors as their
The factors bonds
bonds in 1000 marks
 ffactor & covenant servant in all & every such their traffique of merchandize busynes & affaires whatsoever as they or any by them authorized shall thinke fitt to ymploy him in, as well att, in, unto, & from the East Indies, as att or in any other place or places whatsoever dureing the space of 5 yeares next ensueing the date above written, or dureing soe many & such tyme of the said ffive yeares as the said Governor & Companie or their Successors or such as shall be by them authorized shall thinke meete for such wage & consideracon as alreadie is agreed upon betweene the said Governor & Companie & him the said A.B. And which is specified & sett downe in the Courte booke of the said Companie. If therefore the said A.B. doe henceforth dureing all the said terme of 5 yeares, or soe longe tyme thereof as the Governor & Companie, or their Successors shall reteyne him in their service well trulie & honestlie serve the said Governor & Companie their Successors & assignes as

¹ Taken from *The First Letter Book of the East India Company, 1600-1619*, edited by Sir George Birdwood and W. A. Foster (1893), p. 140.

their ffactor in all & every such affaires & busynes whatsoever as they or such as shall be by them authorized shall thinke good to ymploy him. And doe from tyme to tyme dureing all the tyme of his service diligentlie ymploye & endeavor himselfe to the uttermost of his power knowledge and skill and to the best profit he can devise for the use and behoose of the said Companie in & aboute the manageing exerciseing performaunce & execution of all & every such traffique business matters affaires & things whatsoever as by the said Governor & Companie or by their assignes aucthorized for the tyme being he shall be directed or appointed to deale in, performe and doe. And alsoe yf the said A.B. doe from tyme to tyme & att all tymes to the uttermost of his power strength and skill not onclie resist & withstand all & every such person and persons as shall attempt or practise any matter or thinge whatsoever to the hindraunce hurte or damadge of the said Companie, or of their goods merchandize trade or any of them or any parte thereof: but alsoe prevent and defeate all & every such practizes attempts & accons whatsoever which shall or may tend to the damadge defraudinge or prejudice of the said Companie or of their goods or traffique or any parte thereof in any wyse. And ffurther yf the said A.B. doe from tyme to tyme give true notice & intelligence by the spediest meanes he possiblie cann unto the Governor & Comitties for the tyme being or to such as shall be by them authorized, or some of them, of all & every such deceipts wronges abuses & hindrances as he shall knowe or understand, or crediblie heare to be att any tyme or tymes practized done or offered agaynst the said Governor & Companie or their goods or trade, or any of them, by any person or persons in any place or places, together with the names of those persons by whom the same shall be soe offered practised or perpetrated. And alsoe yf the said A.B. doe from tyme to tyme within

14 daies next after every reasonable request to him to be made by the said Governor & Comitties for the tyme being or by any by them in that behalfe to be aucthorized not onelie make yeald & give to the said Governor & Comitties for the tyme being or to such of their officers or mynisters as in this behalfe shall be authorized or appointed a true just & perfect Accompte in writeinge of all & every such money goods merchandize & other things whatsoever, as before the makeing of the same Accompt shall have come to the hands chardge or possession of him the said A.B. or shall have beene consigned unto him for the use or behoose of the said Companie, and of the disposinge factorage and ymployment of all the same money goods merchandize and other things whatsoever & every parte thereof, But doe alsoe upon the makeing of the same Accompt, or within sixe daise then next ensueinge well & truelie deliver & paie unto the said Governor & Comitties for the tyme beinge, or their officers or mynisters in that behalfe to be appointed, or to some of them. All & every such money jewels pearles precious stones Bezar stones muske & muske coddys sivit amber greece, goods wares & merchandize whatsoever as by the ffootte of the same Accompte shall appeare to be & remayne in his hands or possession and for which he ought to be chardgable or aunswerable in any manner or wyse. And furthermore yf the said A.B. doe not att any tyme hereafter dureing the tyme of his service aforesaid directlie or indirectlie by himselfe or by any other deale in use or practise any buieing selling tradeing or merchaundiseinge for the use or benefitt of himselfe or of any other person or persons whatsoever (except what is now ordered lyMITTED & allowed him by the said Companie as by their Register appeareth¹): but

¹ " Yt is resolved & agreed That yt shall be lawfull for every of the said factors to Adventure and ymploye in every voyadge for their private profitte to & agayns in the Companies shupps, the some, or value of XXVli sterlinge in any

onellie to & for the sole & propper use & benefitt of the Companie aforesaid and their Assignes. And also yf the said A.B. doe from tyme to tyme with as much speede as possiblie he cann geve intelligence & notice to the said Governor & Comitties for the tyme being as well of all & every such person & persons, whose being now or att any tyme hereafter shall be ymployed in the service & affaires of the said Companie, doe or shall use exercyse or practyse any secret or private tradinge buieing selling or merchandizing in any place or places whereby the said Companie shall or may susteyne or incurr any hindraunce or damadge, as alsoe of every particular of the same private tradinge & dealing accordinge to his best knowledge & understandinge. And alsoe yf the said A.B. at all tymes dureing the tyme of his service aforesaid doe gentlelie, faithfullie & diligentlie use behave & demeane him selfe as a good & dutifull servant towards the said Governor & Comitties & those by them authorized. That then this present obligacon etc :

FORM OF BONDS ENTERED INTO BY COVENANTED SERVANTS

(19 FEBRUARY, 1740)

Know all men by these Presents, That we W. A. Price & C. D. of are held and firmly bound unto the United

Comoditie of those partes, except spices and drugges, and all manner of pestering Commodities, paynge freight and other ordinarie duties for the same. The which 25li or value wherof, is to be registered here in England before shippinge of the same . . . as alsoe how the same is ymployed in the partes beyond the seas, & that in such manner as the Companie may have publicke notice & knowledge thereof The which said stocke of 25li with the proffitt of the same is to be returned in every voyadge without any other private trade of the same & gaine thereof, dureinge the Continuance of their service with the said Companie, & furdre to give advice in every voyadge whereby the Companie may have knowledge thereof, that the same may be Registered accordingly for better satisfacon herein & for performance of their Bondes formerlie entered into for abstaynenge from all other private trade & such like."

(COURT MINUTES, 20 January, 1606-07)

Company of Merchants, . . . , in the sum of (Five hundred ¹) Pounds of Lawful Money of Great Britain, to be paid to the said United Company or their certain Attorney or Successors. To which Payment well and truly to be made, we bind ourselves and each of us, jointly and severally, and our and each of our Heirs, Executors, and Administrators. Sealed with our Seals, dated the Nineteenth day of February in the year of our Lord, One Thousand Seven Hundred and Forty and in the Fourteenth year of the Reign of our Sovereign Lord George the Second by the Grace of God, of Great Britain, France and Ireland, King Defender of the Faith, and so forth.

Whereas William A. Price of London Writer is appointed and chosen Writer to the above named United Company, etc., The condition of this Obligation is such, That if the said W. A. Price do, and shall, from Time to Time, and at all Times hereafter, during his continuance in the said office or service, Faithfully, Honestly, Diligently, and Carefully, Execute, Perform and Discharge the said Office or Service. And further, if the said W. A. Price, his Heirs, Executors, Administrators, and Assigns, and every of them, shall and do well and truly Observe, Perform, Pay, Fulfill and Keep all and every the Conditions, Covenants, Payments, Articles and Agreements, Contained, and Specified in one Pair of Indentures, bearing even Date with these Presents, and made between the above-named United Company, etc. . . of the One Part, and the said W. A. Price . . . on the other Part, which on the Part and behalf of the said W. A. Price, his Heirs, Executors, Administrators, and Assigns, or any of them, are, or ought to be Observed, Performed, Paid, Fulfilled, and Kept, and that in all Things according to the Tenour, Effect and true Meaning of the said Indentures : Then this obligation to be void

¹ The sum varied with different grades of servants.

and of none effect, or else to remain in full Force and Virtue.

Sealed and Delivered
in the presence of us.

Sd/. W. PRICE. (Seal)
Sd/- C. D. „

Sd/—

Sd/—

(Copy from the “Bond Book for Covenanted Servants Abroad,” Vol. I, I. O. R. This is the earliest copy available in the India Office Records.)

APPENDIX B

Forms of Covenants Subscribed by Civil Servants in Different Periods

COVENANT No. 1. 1756-1770¹

(*Vide* Appendix to the First Report of the Select Committee of the House of Commons to enquire into the nature, state, and condition of the East India Company, dated the 26th May, 1772.)

(Some portions, which are not so important have been omitted.)

“ This Indenture, made the.....in the year of our Lord One thousand Seven hundred and.....and in theyear of the Reign of our Sovereign Lord.....by the Grace of God, of Great Britain, France, and Ireland, King Defender, etc.....; Between the United Company of Merchants of England, trading to the East Indies, of the one Part, and A.B. of London, Writer of the other Part. Whereas the said United Company, etc....., have (upon the special request and entreaty of the said A.B. and upon the conditions and agreements hereinafter contained,

¹ According to this Report, this Covenant (No. 1) was in force from 1756 to 1770. But from India Office Records this form can be traced so far back as 1740, the earliest year for which manuscript copies have been preserved. (In Bond Book, Vol. I, see the copy of a Covenant of a Writer named W. A. Price, dated the 19th Feb., 1740). The above form was supplemented by another Covenant in 1764 directed against the prevention of the practice of taking gifts and presents from highly placed natives, which is reproduced as Covenant No. 2. Since 1765 both these Covenants were enforced. In July, 1770, the form of Covenant No. 1 was slightly modified by the addition of a few clauses. We shall call this Covenant No. 3, only the new clauses are reproduced here. This remained in force up to May, 1772, the date of the Report in question and much later as appears from the Bond Book in India Office mentioned above. Subsequently alterations have taken place as necessity has been felt for change till it has taken the shape of the Covenants of the present-day members of the Indian Civil Service.

on the part of the said A.B. to be performed) received and entertained him the said A.B. into their service, as their Writer and Covenant Servant, at their Chief Settlement of Fort William in Bengal in the East Indies, to serve them for the term of five years, and to be employed in all or any of the Traffic or Merchandizes, businesses, and affairs, in any place or places whatsoever, between the Cape of Good Hope, and the Straits of Magellan, as the said Company, or their Court of Directors for the time being or any thirteen or more of them, or any by them authorised, shall appoint, at and for the Wages or Sum of Five pounds of lawful Money of Great Britain, by the Year, to commence from the Time of his Arrival at Fort William aforesaid. Now this Indenture witnesseth, that the said A.B. for himself, his Heirs, Executors, and Administrators,¹ doth hereby covenant and agree, to and with the said United Company of Merchants of England, trading to the East Indies, their successors,² in Manner and Form following ; (that is to say,)

“ That he the said A.B., from the Time of his Arrival at Fort William aforesaid, for, and during, and unto the full End and Expiration of Five years, shall faithfully, honestly, diligently, and carefully, serve the said Company at such Place and Places, and in all and every such Affairs and Businesses of the said Company, as the said A.B. shall be employed in ; and shall also, from time to time, and at all times, observe, keep and fulfil, all and every the orders of the said Company, and of said Court of Directors, made and to be made, for the Government of their Factories and Settlements, Offices, Agents, or Servants abroad ; and shall and will also observe, keep, and fulfil, all such Orders, Instructions, and Directions, which he shall herewith or hereafter receive under the Seal of the said Company

¹ These words will be kept blank below.

² Words after ' Company ' will be omitted below.

or from the said Court of Directors of the said Company for the time being, or any Thirteen or more of them, or from any Persons authorised thereunto by such Directors; and shall and will, to the utmost of his power and skill, resist and withstand all and every such Person or Persons, as shall break or endeavour to break, the said Orders, Instructions, or Directions, or any of them, and the said A.B. doth hereby for himself, his heirs, etc.....covenant and agree, to and with the said United Company, etc....., that he will not do, attempt, or practise, nor shall wittingly or willingly permit or suffer any other Person or Persons whatsoever, to do, attempt, or practise, any Matter or thing whatsoever, to the Hindrance, Hurt, Prejudice Damage, or defrauding of the said Company or their successors, or of their servants; or any of them, or of the said Company's Goods, Merchandizes, Trade, or Traffick, or any of them, or any Part thereof; but shall, as much as in him lies, prevent and defeat the same.....And he the said A.B. doth hereby, etc.....agree, to and with the said United Company, etc.....that he will not engage or employ, either the Stock of the said Company or any Part thereof, or make use of the credit of the said Company, in any kind, or other Way and Manner howsoever, than for the Affairs of the said Company, and as by the major Part of the Court of Directors of the said Company, for the Time being, under their Hands, or under the Common Seal of the said Company, shall be ordered and directed. And the said A.B. doth, etc.....agree,....that he the said A.B. shall and will, at all Times, keep and conceal the said Company's Secrets, and every Matter and thing committed to him as such by the said Court of Directors, or their Agents, Factors, Officers, and Servants, or any of them. And also that he the said A.B. shall and will, from Time to Time, and at all Times henceforth, during his said Employment, keep, or cause to be kept, a true and particular

Journal or Day Book, of all Passages and Proceedings relatively to the Affairs of the said Company, and also Books of Accounts ; in which Journal, Day Book, and Books of Accounts, he shall daily, duly, truly, and fully, enter, or cause to be entered, the Accounts of all and every particular Buying, Selling, Receipts, Payments, Barterings and all other Transactions and Occurrences relating to his Trust, during the Time he shall continue in the said Company's Service and Employment and he the said A.B. doth hereby, etc.....agree, to and with the said United Company, that he will not place, or consent to the placing, to the said Company's Account, nor otherwise charge the said Company with any more or greater sums than he shall really, and in good Faith, pay for all or any Goods, Merchandizes, or Effects, which he shall buy, or cause, procure, or consent to be bought, for, or on Account of, the said Company. And he the said A.B. doth hereby, etc.....agree, to and with the said United Company, etc.....that he shall and will bring to the Account of the said Company, in the Books of the said Company, the full Rates and Prices for which he shall sell, or cause to be sold, any of the said Company's Goods, Merchandizes, or Effects ; and the said A.B. doth hereby, etc.....further covenant and agree, etc.....that he will not directly or indirectly, take, accept, or receive, or agree to take, accept, or receive, any Gift, Reward, Gratuity, Allowance, Compensation, Sum or Sums of Money whatsoever, from any Person or Persons, of whom he the said A.B. shall, by himself, or any Agent for him, buy or barter, any Goods, Merchandizes, Treasure, or Effects, for, or upon Account of, the said Company ; and further, that he will not take, accept, or receive, or agree to take, accept, or receive, any Gift, Reward, Gratuity, Allowance, Compensation, Sum or Sums of Money whatsoever, from any Person or Persons to whom he the said A.B. shall, directly or

indirectly, by himself, or any Agent for him, sell or barter any Goods, Merchandizes, Treasure, or Effects, of or belonging to; or for, upon account of, the said Company,..... And further, that he the said A.B. shall and will well and truly deliver and pay unto the said United Company, etc., their successors, all and every such Moneys, Goods, Merchandizes, and Things whatsoever, as by the Foot of his Account, or otherwise, shall be due from him, or remain at his hands and possessions, and for which he ought to be chargeable or answerable in any manner or wise; and also, that he, the said A.B. shall and will (before he shall leave the said Company's Factories or Settlements) pay and discharge all and every such sum or sums of Money as he shall justly owe, or be indebted to any of the Black Merchants or Natives of the Country where the said A.B. shall be, together with such other sums as he shall owe abroad to any other Merchants or Persons not being subjects of His Majesty the King of Great Britain, or his successors; And upon condition, that the said A.B. shall in all Things perform his Covenant and Agreements with the said Company, and to encourage him so to do, It is further covenanted and agreed, by and between the said Parties to these Presents, That it shall and may be lawful to and for the said A.B. and the said Company doth accordingly license the said A.B. during the said Five Years, commencing as aforesaid, freely to trade and traffick, *for his own account only, from port to port in India*, or elsewhere, within the Limits aforesaid, but not to or from any place without the same, without any Lett, Hindrance or Interruption, from them the said Company, their Successors or Assigns, so as the said Trade and Traffick, so to be carried on and driven in India or elsewhere, within the Limits aforesaid, or any Part thereof, be subject to such Rules, Regulations and Limitations, as the said Company, or the Court of Directors for the time

being of the said Company, have already directed, or shall from Time to Time hereafter direct and appoint, and be not to the Hurt or Prejudice of the said Company and their Successors, or of their Trade and Commerce ;.....

“ And for as much as grievous Complaints have been made to the said Company, that several of the said Company's Presidents and Chiefs of their Factories, and several of such Persons as are of their Councils in their Factories, or some of them, as also their Factors, Agents, and Servants, have committed very heinous and grievous offences in such Factories of the said Company, and elsewhere in the East Indies, and other Places within the said Company's Limits of Trade, by unjustly menacing, imprisoning, assaulting, abusing, and evil treating, the Natives and Black Merchants, and others with whom the said Company have had dealings or Correspondence ; and by such Means, and other Violences, Abuses, and Injuries, have, as hath been alleged, extorted and forced great sums of Money, and other valuable Effects, from such injured Persons, who by Reason of the great Distance from this Kingdom, and the wholesome Laws thereof, and by Reason that the said Company have not been enabled to obtain and render satisfaction for such Injuries and Misdemeanours, are and have been remediless : Now it is hereby agreed by and between the said Parties to these Presents, and the said A.B. doth hereby covenant and agree, to and with the said Company that in case any Sum or Sums of Money, Goods or Chattels whatsoever, shall at any Time or Times hereafter, be extorted, forced, or taken, by him, the said A.B. (either separately or jointly with others) from any Person, or Persons whatsoever, within the said Company's Limits of Trade, by the Means or Use of Imprisonments, Assaults, Violences, Menaces, or other Force or Compulsion whatsoever, then and as often as any such Offence or Offences shall be committed, it shall and may be useful, to and for

every Person or Persons injured thereby, to make and send over Complaints and Attestations thereof in Writing to the Court of Directors of the said Company for the Time being, and that upon the Receipt of such Complaints, and Attestations, it shall and may be lawful to and for the Court of Directors of the said Company, for the Time being, to enquire into the Truth of the said Complaints, by all such Ways and Means as they shall think just and equitable, and thereupon to hear the Matter of the said Complaint, or Complaints, and thereupon finally to judge and determine, the same, and to award Satisfaction and Reparations to be made by the said A.B. to the said Company, for the Benefit of such injured persons. And the said A.B. doth hereby etc., covenant and agree, to and with the said Company, well and truly to pay to the said Company, at such Time or Times as shall be limited by the said Court of Directors (or the major Part of them) for that Purpose, all and every such sum and sums of Money as shall be so awarded by the said Court of Directors, etc..... to be paid as aforesaid: But in Trust nevertheless, and to the Intent, that the said Company may and do render, and pay over, the Monies received or recovered by them, to the Parties injured or defrauded, which the said Company accordingly hereby agree and covenant to do: And the said A.B. doth furthermore, for himself, his Heirs, etc.... covenant and agree, to and with the said Company to pay and satisfy to the said Company, for their own Use and Benefit, all such Damages as they shall have sustained by Reason or Means of any such offence or offences as aforesaid. And the said A.B. doth hereby, etc..... covenant and agree, to and with the said Company, etc..... that he the said A.B... will not at any Time, during his Residence in the East Indies, or within the said Company's Limits, directly or indirectly, by himself, or in conjunction with any Person or Persons

whatsoever, carry on or use, or be concerned in, any sort of Trade, Traffick, or Merchandize, either from Euorpe to the East Indies, or to any Place within the said Company's Limits, between the Cape of Good Hope, and the Straits of Magellan, or from the East Indies, or from any Place within the said Company's Limits, to Europe, or to or from any Place whatsoever, altho' not within the said Company's Limits of Trade, save and except for, and on Account of, the said Company, nor shall carry on, use, or be concerned in, any Trade or Traffick whatsoever, but such as is expressly allowed by and according to the true Intent and Meaning of these Presents. And he the said A.B. for himself, etc.doth hereby covenant and agree, that he the said A.B., etc.....shall and will pay, or cause to be paid, unto the said Company, as and by Way of stated Damages, double the value of all and every the Goods and Merchandizes traded for, bartered, or trafficked with, by the said A.B. his Agent or Agents, contrary to the true Meaning of these Presents, and moreover, shall forfeit and lose all and every the Benefits and Advantages which the said A.B., etc.... would otherwise be entitled unto, from the said Company, and shall also from thenceforth cease to be the said Company's servant or Agent.....Lastly, it is hereby covenanted, concluded, and agreed, by and between the Parties hereto, and it is their true Intent and Meaning, that if the said A.B. shall continue in the said Company's service after the Expiration of the said Term of Five Years, that such continuance shall be upon the same Terms, Conditions and Agreements, as are hereinbefore made and agreed upon, for the said Term of Five Years, save and except that if the said A.B. shall rise to any superior place or office than what he is hereby employed in or appointed for, that then he the said A.B. shall have and receive such Wages as are usually paid to officers in the like advanced Stations, Places, or Employments. In witness whereof, the

said United Company have to one Part of these Indentures set their Common Seal ; etc.....”.

A. B.

COVENANT No. 2

The Specimen of a Covenant of Writers (from May, 1764 to 1770), Civil No. 1000, 1770.¹

This Indenture, made the.....day of.....in theyear of the reign of our sovereign Lord.....by the grace of God, King of Great Britain, France, and Ireland, Defender of the Faith and so forth, and in the year of our Lord one thousand seven hundred and seventy, between A.B. of London, writer, of the one part, and the United Company of Merchants of England, trading to the East Indies of the other part ;

Whereas the said A.B. is now employed in the service of the said United Company as one of their writers and covenant servants, at their chief settlement of Fort William in Bengal, in the East Indies ; Now this Indenture witnesseth, and the said A.B. in compliance with a Resolution of a General Court of the said United Company and for and in consideration of what he is, or shall be, entitled to receive from the said Company, in respect of his said service, or in respect of any other station, capacity or employment, in which the said A.B. may hereafter be retained or employed by the said United Company, or their Court of Directors, doth hereby for himself, his Heirs, Executors, and Administrators, covenant, promise and agree, to and with the said United Company, that he the said A.B. shall not, nor will at any Time or Times hereafter during his being employed in the said Company's service, in any station or capacity whatsoever, either by himself

Vide First Report from the Select Committee appointed to enquire into the nature, state and condition of the East India Company and of the British affairs in the East Indies, 26th May, 1772.

or by any other person or persons whomsoever, in trust for him or for his use, directly or indirectly, accept, take or receive or agree to accept, take or receive, any gift or grant of lands; or rents or revenues issuing out of lands or any territorial possession, jurisdiction, dominion, power or authority whatsoever, from any of the Indian Princes, Sovereigns, Subahs or Nabobs or any of their ministers, servants or agents for any service or services, or upon any account or pretence whatsoever, without the licence or consent of the Court of Directors for the time being, of the said United Company, signified under their Hands, nor shall or will, at any time or times hereafter, during his being employed in the said United Company's service, in any station or capacity, whatsoever, either by himself, or by any other person or persons whomsoever in trust for him, or for his use, directly or indirectly, accept, take or receive, or agree to accept, take or receive any gift, reward, gratuity, allowance, donation or compensation in Money, Effects, Jewels or otherwise howsoever from any of the Indian Princes, Sovereigns, Subahs or Nabobs or any of their ministers, servants or agents exceeding the value of four thousand rupees, for any service or services performed, or to be performed, by the said A.B. in India or upon any other account or pretence whatsoever, without the like licence or consent of the said Court of Directors of the said United Company signified as aforesaid; nor any such reward, gratuity, allowance, donation, or compensation exceeding the value of one thousand rupees, and under the value of four thousand rupees, without the licence or consent of the President and Council for the time being, of the Presidency or Settlement where the said A.B. shall be employed; and that he the said A.B. shall and will convey, assign and make over to the said United Company, for their sole and proper use and benefit, all and every such Gifts, and Grants of Lands, or Rents or

Revenues issuing out of Lands or any such territorial possession, jurisdiction, dominion, power or authority whatsoever; and also account for and pay to the said United Company for their sole and proper use and benefit, all and every such gifts, rewards, gratuities, allowances, donations or compensations whatsoever, which, contrary to the true intent and meaning of these presents, shall come to the hands, possession or power of the said A.B. or any other person or persons in trust for him, or for his use as aforesaid. In witness whereof, to one part of these indentures the said A.B. hath set his hand and seal, and to the other part thereof, the said United Company have caused their common seal to be put, the day and year above written.

A.B.

Sealed and delivered (being first duly stamped) in the presence of.....

I acknowledge to have read this within covenant, before I executed the same

A.B.

Witness.....

NEW CLAUSES OF COVENANT No. 3, FROM JULY, 1770
ONWARDS

“ Provided always, and it is hereby expressly covenanted, declared and agreed, between the Parties to these Presents, and it is the true Intent and Meaning thereof, that in case the said A.B. shall make default in any of the Covenants hereinbefore contained, or shall embezzle any of the said Company's Money, Goods, or Effects, or be guilty of any Breach of Trust towards the said Company, or shall be concerned in buying, bartering, selling, or disposing of any Artillery, Ordnance, Musquets, Fire-Arms, Ammunition, or Warlike stores, to or for the

use of any Prince, Nabob or Country Power in India, or of the Natives there, without the express Licence of the said Company, or their Court of Directors for the time being or a majority of them, or of the said Company's President and Council, at the respective Settlement where such buying, bartering, or selling, shall be ; or in case the said A.B. shall, at any Time during the continuance of these Presents, without the like Licence and authority as aforesaid, hold correspondence with any Prince, Nabob or Country Power in India, or any of their Ministers, or shall supply, lend to, or procure, for the use of any Foreign Company trading in, or to India, or any Person or Persons trading under the Licence or Authority of such Foreign Company, any Money, at *Respondentia* or any other security, Loan, or Engagement whatsoever ; that then, and in each and every of the said cases, it shall be lawful for the said Company and their said Court of Directors, etc. . . or the President and Council at the respective Settlement, and they are hereby respectively declared to have full Power and Authority for that Purpose, to suspend, or wholly dismiss, the said A.B. from the Company's Service and Employment ; the said A.B. having first had Notice given him of such his Offence or Default, and a reasonable Time allowed to make his Defence against the same, and having been convicted thereof. And it is hereby further expressly covenanted and agreed by and between, etc. . . . that in case of such Dismission as aforesaid, or in case the said A.B. shall, during the continuance of these Presents, be minded to quit or resign the said Company's service, and such Resignation shall be accepted and agreed to, by the said Company or their Court of Directors, or their President and Council at such Settlement, etc. that then, and in either of the said cases of Dismission from, or voluntary Resignation of, the said Service, it shall not be lawful for the said A.B. to enter into any new or fresh Engagements

or Concerns whatsoever, in the way of Trade or Merchandize ; but he shall wholly forbear and be prohibited therefrom ; but nevertheless, the said A.B. shall, in any or either of the said cases, be at Liberty, and have power and authority to sell and dispose of his Merchandizes and Effects, which he shall have on Hand, or which shall be then fairly and truly belonging to him, and to collect and get in such outstanding Debts as shall be then due and owing to him in Trade, or otherwise. And for the more effectually carrying the said last mentioned Covenant and Agreement into Execution, it is hereby declared to be the true Intent and Meaning of these Presents ; and the said A.B. doth hereby covenant, promise and agree, to and with the said United Company that in case of such Dismission from, or quitting and resigning, the said Company's Service and Employment, he the said A.B. shall and will, within one year after the same shall happen, or by the first Passage that can be obtained after the expiration of the said One Year, transport himself, together with his Family, to Great Britain, in such ship employed by the said Company, or by their Court of Directors, or their President and Council as aforesaid ; and shall not, nor will upon any account or Pretence whatsoever, stay or continue any longer in the East Indies : And moreover, in case the said A.B. shall make Default in the said last mentioned Covenant, the said A.B. doth hereby consent and agree with the said United Company that from and immediately after such Default, it shall and may be lawful for the said Company, or their Court of Directors, or their President and Council at the Settlement....to cause the said A.B. to be apprehended and detained, and to put him and his family on Board any Ship employed by the said Company, for the Purpose of being Transported to Great Britain, so nevertheless that no unnecessary Delay be sought, nor any fit Occasion or Opportunity lost in so doing. And

further in case of such apprehending, putting on Board and Transporting, the said A.B. doth hereby covenant, promise, and agree to and with the said United Company that he the said A.B., etc. . . . shall not, nor will commence, sue, or prosecute the said Company or their Court of Directors, or any of their Presidents and Council, Commanders or Officers of any such Ship, or any other Person employed in any of the Matters aforesaid, in or by any Action, Suit, or other Prosecution, Civil or Criminal, in respect of such Apprehending and Detaining him the said A.B. or of Putting on Board and Transporting him and his Family, to Great Britain, in Manner aforesaid, etc. ”

(For reasons of adding the above clauses see Letter from the Court, dated the 10th of April, 1771, in *Bengal Despatches*, Vol. 4.)

COPY OF A COVENANT OF AN I.C.S. OFFICER
EXECUTED IN 1891

This indenture made the....day of.....in the year of our Lord 1891, between.....hereinafter called the covenantor, of the first part;hereinafter called the surety, of the second part: and the Secretary of State in Council of the third part. Whereas the Secretary of State in Council has appointed the covenantor to serve Her Majesty as a member of the Civil Service of India in the Presidency of Fort William in Bengal, in the East Indies (with the option to the Government of India at any time and from time to time to require him to serve elsewhere in India), such service to continue during the pleasure of Her Majesty, Her Heirs and Successors, to be signified under the hand of the Secretary of State for India, *but with liberty for the said covenantor to resign the said service,*¹ with the permission of the said Secretary of

State in Council or of the Governor-General of India in Council. And whereas by reason of the said Covenantor's minority the said surety hath agreed to become a party to and execute these presents as a surety for the due performance of the covenants hereinafter contained on the part of the said covenantor. Now this Indenture witnesseth, and the said covenantor and the said surety do and each of them doth hereby severally covenant and agree with and to the Secretary of State in Council, in manner and form following; that is to say,—

1st. That while he the said covenantor shall be employed in the said service he will faithfully, honestly, and diligently do all such things as shall be lawfully committed to his charge by or on the part of the Secretary of State in Council or of the Government of India, or in execution of his duty.

2nd. That he will perform and obey all such general rules and regulations of the Secretary of State in Council and of the said service as shall be in force in relation to all things to be committed to his charge or to be done by him, or to any rank, office or station in which he shall act, and will observe and obey all such orders relating to himself or his conduct as he shall receive from the Secretary of State in Council, or the Government of India, or any person who shall have lawful authority to command him.

3rd. That he will regularly and justly keep all accounts touching his transactions for the Government in India, and will preserve and keep all such documents, chattels, and realty as shall be committed to his charge, or as it shall be his duty to preserve and keep, and shall not wilfully obliterate, cancel or injure, nor permit to be obliterated, cancelled, or injured, any documents, chattels, or realty belonging to Her Majesty or in the custody of any person or persons on account of the Government, and will deliver all such documents, chattels, and realty as shall be in

his custody or power to any person to whom he ought to deliver the same. And on demand made by or on behalf of the Secretary of State in Council, or of the Government of India, will deliver to such person or persons as shall be authorised to demand the same, all documents whatsoever touching any of the affairs or concerns of the Government, or anything in which he shall have been engaged as a servant in the Civil Service of India : such delivery to be made without obliteration or concealment of any part of the books, papers, or writings to be delivered up, and notwithstanding that they may not be the property of Her Majesty or that there may be any entry or entries relating to his own affairs or those of any other person or any other reason whatever.

4th. That he shall not make use of or apply the property of Her Majesty which he may have for any purposes other than those for which he ought to use and apply it in the course of his said service, save and except such furniture, goods and chattels as he may be justly entitled to the use of for his own proper accommodation.

5th. That he shall not nor will divulge, disclose or make known any matter relating to the affairs or concerns of the Government in India, or relating to any matter or thing in which he may act or be concerned or which may come to his knowledge in the course of his said service which may require secrecy, and which ought to be kept secret (save and except as his duty may require), unless he shall be authorized or required to disclose and make known the same by the Secretary of State in Council or the Government in India, or some other person or persons having competent authority for that purpose.

6th. That he shall not at any time, directly or indirectly, ask, demand, accept, or receive any sum of money, or security for money, or other valuable thing or service whatsoever, or any promise or engagement by way of

present, gift or gratuity, from any person or persons with whom or on whose behalf he shall, on the part of the Government in India, have any dealings or transactions, business or concern whatsoever, or from any person or persons from whom, by law or any orders or regulations of the Secretary of State in Council or of any of the branches of the Government of India, he is or shall be restrained from demanding or receiving any sum of money or other valuable thing as a gift or present, or under colour thereof.

7th. That he shall not nor will by himself, or in partnership with any other person or persons, or by the agency of any other person or persons, either as principal, factor or agent, directly or indirectly engage, carry on, or be concerned in any trade, dealings or transactions whatsoever.

8th. That he shall not nor will at any time return to Europe, nor remove from or leave the Presidency, within which he shall be serving, without the previous permission of the Governor-General of India in Council in writing : and previously to any such return or removal he shall pay, satisfy and perform all such debts, sums of money, duties, and engagements as he shall owe or be liable to perform to Her Majesty or to the Government in India, or any branch or department of the same.

9th. That he shall and will forthwith upon his arrival at the said Presidency, and from time to time, so long as he shall continue in the service of Her Majesty, make such payments as, under the rules and regulations which shall be in force within the said Presidency of Fort William in Bengal, shall become due or payable by him on account of the provision for his own pension or for pensions to his wife, or children or shall at the option of the Secretary of State in Council or of the Governor-General of India in Council, allow the amount of such subscriptions to be deducted out of the money due or payable by the Government to him.

In witness whereof, the said covenantor, the said surety, and.....being two members of the Council of India, have hereunto set their hands and seals, the day and year first above written.

Signed, sealed, and delivered by
the above-named covenantor
in the presence of Sd/- (seal)
Sd/-

Signed and sealed, and delivered
by the above-named surety
in the presence of Sd/- (seal)
Sd/-

Signed and sealed, and delivered
by the above-named two
members of the Council of
India in the presence of Sd/- (seal)
Sd/-

(From Bengal Secretariat Records, by kind permission
of the Government of Bengal.)

COPY OF A COVENANT OF I.C.S. OFFICERS IN 1931

This Indenture made the....day of.....in the year of our Lord 1931, between.....(hereinafter called "the covenantor") of the one part and the Secretary of State in Council of the other part. Whereas the Secretary of State in Council has appointed the covenantor to serve His Majesty as a Member of the Civil Service of India, in the Presidency of Fort William in Bengal in the East Indies (with the option to the Government of India at any time and from time to time to require him to serve elsewhere in India), such service to continue during the pleasure of His Majesty, His heirs and successors, to be signified under the hand of the Secretary of State for India,

but with liberty for the said covenantor to resign the said service, with the previous permission of the Secretary of State in Council or of the Government under which he may for the time being be serving. Now this Indenture witnesseth, and the said covenantor doth hereby covenant and agree with and to the Secretary of State in Council, in manner and form following, that is to say,—

1st. That while he shall be employed in the said service he will faithfully, honestly and diligently do all such things as shall be lawfully committed to his charge by or on the part of the Secretary of State in Council or of the Government in India, or in execution of his duty.

2nd. That he will perform and obey all such general rules and regulations of the Secretary of State in Council and of the said service as shall be in force in relation to all things to be committed to his charge or to be done by him or to any rank, office, or station in which he shall act, and will observe and obey all such orders relating to himself or his conduct as he shall receive from the Secretary of State in Council, or the Government in India, or any person who shall have lawful authority to command him.

3rd. That he will regularly and justly keep all accounts touching his transactions for the Government in India, and will preserve and keep all such documents, chattels and realty as shall be committed to his charge, or as it shall be his duty to preserve and keep, and shall not wilfully obliterate, cancel or injure, nor permit to be obliterated, cancelled, or injured, any documents, chattels, or realty belonging to His Majesty, or in the custody of any person or persons on account of the Government and will deliver all such documents, chattels and realty as shall be in his custody or power to any person to whom he ought to deliver the same, and on demand made by or on behalf of the Secretary of State in Council, or of the Government in India, will deliver to such person or persons

as shall be authorised to demand the same, all documents whatsoever touching any of the affairs or concerns of the Government or anything in which he shall have been engaged as a servant in the Civil Service of India—such delivery to be made without obliteration or concealment of any parts of the books, papers, or writings to be delivered up, and notwithstanding that they may not be the property of His Majesty, or that there may be an entry or entries relating to his own affairs or those of any other person, or any other reason whatever.

4th. That he shall not make use of or apply the property of His Majesty which he may have, for any purposes other than those for which he ought to use and apply it in the course of his said service, save and except such furniture, goods, and chattels as he may be justly entitled to the use of for his own proper accommodation.

5th. That he shall not nor will divulge, disclose or make known any matter relating to the affairs or concerns of the Government in India, or relating to any matter or thing in which he may act or be concerned or which may come to his knowledge in the course of his said service which may require secrecy and which ought to be kept secret (save and except as his duty may require), unless he shall be authorised or required to disclose and make known the same by the Secretary of State in Council, or the Government in India, or some other person or persons having competent authority for that purpose.

6th. That he shall not at any time, directly or indirectly, ask, demand, accept, or receive any sum of money or security for money, or other valuable thing or service whatsoever, or any promise or engagement by way of present, gift or gratuity, from any person or persons with whom or on whose behalf he shall, on the part of the Government in India, have any dealings or transactions, business or concern whatsoever, or from any person or

persons from whom, by law or any orders or regulations of the Secretary of State in Council or of any of the branches of the Government in India, he is or shall be restrained from demanding or receiving any sum of money or other valuable thing as a gift or present or under colour thereof.

7th. That he shall not nor will by himself, or in partnership with any other person or persons, or by the agency of any other person or persons, either as principal, factor or agent, directly or indirectly engage, carry on or be concerned in any trade, dealings or transactions whatsoever.

8th. That he shall not nor will at any time return to Europe, nor remove from or leave the Presidency or province within which he shall be serving, without the previous permission of the Government in writing, and previously to any such return or removal he shall pay, satisfy, and perform all such debts, sums of money, duties and engagements as he shall owe or be liable to perform to His Majesty or to the Government in India, or any branch or department of the same.

9th. That he shall and will forthwith upon his arrival at the said Presidency, and from time to time, so long as he shall continue in the service of His Majesty, make such payments as, under the rules and regulations which shall be in force in India, shall become due or payable by him to the Indian Civil Service Provident Fund and for pensions to his wife or children, or shall, at the option of the Secretary of State in Council, or of the Government, allow the amount of such subscriptions to be deducted out of any money due or payable by the Government to him.

10th. That for the purpose of calculating the pay admissible to him under the time-scale this covenant shall have effect as from the 1st day of November, 1931. Provided that pay shall be drawn only from the date of disembarkation in India, subject to his proceeding to take up his duties without avoidable delay.

In witness whereof, the said covenantor.....and
.....being two members of the Council of
India have hereunto set their hands and seals the day and
year first above written.

Signed, sealed and delivered by
the covenantor in the
presence of Sd/- (seal)
Sd/-

Signed, sealed and delivered by Sd/- (seal)
the above-named two
members of the Council of
India in the presence of Sd/- (seal)
Sd/-

(From Bengal Secretariat Records. By kind permission of
the Government of Bengal.)

APPENDIX C

I. GRADES AND SALARIES OF CIVIL SERVANTS [*Bengal Civil Servants, Vol. I (1706-1760), I. O. R.*]

Old Company		New Company	
	£	31st December, 1706 Grades	Salary £
Chairman and Cashier	100	Mr. Winder,	Chairman and Cashier .. 100
Accountant	40	} Council	and Cashier .. 40
Import Warehouse Keeper	40		Export Ware- .. 40
Buxie	40		house Keeper
Senior Merchant	40		Jomindar .. 40
Junior Merchant	30		Secretary .. 40
Factor in the Secretary's Office	15	" Maister,	Factor in the .. 15
		" King.	Export Ware- .. 15
			house
			Factor in the .. 15
			Secretary's
			Office
			Factor in the .. 15
			Accountant's
			Office
			Factor in .. 15
			Import Ware-
			house
			Writer under .. 20
			the Buxie
			Writers . 20

II. LIST OF THE UNITED COMPANY'S COVENANTED SERVANTS IN BENGAL, THE 15TH DAY OF FEBRUARY, 1713-14

	Names	Dignity	Year of arrival in India	Salary	Present Salary	Present Position
				£	£	
Council	R. Hedges	Arrived Councillor	17th Aug. 1710	40	300	President
	A. Adams	" Writer	5th July 1699	20	40	Second
	E. Pattle	" "	31st Oct. 1692	5	40	Third
	S. Featre	" "	26th May 1700	5	40	Fourth
	J. Willoughson	" Factor	25th Aug. 1702	15	40	Fifth
	E. Page	" Junior Merchant	17th Aug. 1710	30	40	Sixth
	S. Browne	" Junior Merchant	17th Aug. 1710	30	40	Seventh
	J. Deane	" Writer	25th Aug. 1702	5	40	Eighth
	J. Frankland	" Factor	14th Jan. 1708-9	15	40	Ninth

	Names	Dignity	Year of arrival in India	Salary £	Present Salary £	Present Position
Senior Merchants	J. Ravenhill	Arrived Writer	17th July, 1682	10	40	
	W. Spencer	" "	2nd Aug. 1699	20	40	at Bala- sore
	J. Eyne	" "	14th June 1701	20	40	
Jr. Mer- chant	J. Thompson	" Factor	25th Dec. 1708-09	15	30	in the Ex- port Ware- house
Factors	W. Collett	" "	14th Jan. 1709-10	15	15	Ditto
	J. Cole	" "	Do.	15	15	Ditto
	J. Surman	" Writer	19th Aug. 1707	5	15	at Patna
	J. Pratt	" "	14th Jan. 1709-10	5	15	Ditto

**LIST OF THE HON'BLE COMPANY'S COVENANTED SERVANTS ON THE BENGAL ESTABLISHMENT
WITH THEIR EMPLOYMENTS, SALARIES, ALLOWANCES, ETC. (8TH OCTOBER, 1764)**

[Bengal Civil Servants, Vol. II (1760-1783), I. O. R]

Names and employments	Arrival	Station	Salary per annum Rs.	Monthly Allowance Rs.	House-Rent	Amount per annum Rs.	Gratuity	Total Rs.
1 The Hon'ble Henry Vansittart, Esq., Cash Keeper	27th July, 1760	President and Governor	24,000	..	Company's house	..	2% of the net proceeds of Calcutta Lands plus 1% mint duty plus 4% consularage on coral and silver	
2 Stanlake Datson, Esq.	Do	Writer in Council	360	..	Do	..	..	..
3 John Carnac, Esq.	1760	Major in Council	2,900	..	Do	..	..	..
4 William Rillers, Esq., Chief at Patna	16th July, 1749	Writer in Council	360	500	..	6,000	..	6,360
5 Harry Verolest, Esq., Chief at Chittagong	Do	Do	360	500	Company's house	6,000	..	6,360
6 John Cartier, Esq., Chief at Dacca	25th Sept., 1750	Do	360	250	Do	3,000	..	3,360
7 W. Hastings, Esq., Export Warehouse-Keeper	Do	Do	360	98-7-6	..	1,181-10-0	..	1,541-10-0
8 John Johnstone, Esq., Chief at Burdwan	August, 1751	Do	360	..	..	..	..	360
9 Randolph Marriott, Esq., Custom Master, and Register of Duties	26th July, 1753	Do	360	98-7-6	Company's house	1,181-10-0	..	1,541-10-0
10 Hugh Watts, Esq., Resident at Durbur	Do	Do	360	500 plus public servants	..	6,000	..	6,360
11 A William, Esq., (Senior) Chief at Kasimbazar	Do	Do	360	333-5-4	..	4,000	..	4,360
12 Samuel Middleton, Esq., Import Warehouse Keeper, Mint Master	Do	Do	360	98-7-6	Company's house	1,181-10-0	600	2,141-10-0
	..	..	..	..	..	..	$\frac{1}{2}$ % on silver & $\frac{1}{2}$ % on gold coinage	

**LIST OF HON'BLE COMPANY'S COVENANTED CIVIL SERVANTS ON THE BENGAL ESTABLISHMENT
WITH THEIR EMPLOYMENTS, SALARIES AND ALLOWANCES ON 1ST JANUARY, 1784**

[*Bengal Civil Servants, Vol. III (1784-87), I. O. R.*]

Names	Arrival	Rank at Arrival	Present rank ; Employment	Salary and other allowances (Sicca Rs.)	Monthly Income			Annual Income		
					Rs.	A.	P.	Rs.	A.	P.
1 W. Hastings	..	..	Governor General	Salary at 25,000 per annum at the exchange by which it is monthly paid him being 1s. 9 ¹¹ / ₁₆ d. per current Rupees Allowance of S. Rs. 6,000 For a Garden house, S. Rs. 500 Rent of Governor-General's Town house, S. Rs. 1,625 Ditto of the family house S. Rs. 1,200 3,325 Batta 16 p c. 532 Total	23,604	2	8			
2 Ed. Wheler, Esq.	11 Dec., 1777	..	Second in Council	Salary at S. Rs. 10,000 per annum at the above exchange Allowance of House Rent as second member of Bengal Government, S. Rs. 1,000	9,441	10	8			
					1,160	0	0			
					10,601	10	8	1,27,220	0	0
3 John Macpherson, Esq.	1 Oct., 1784	..	Third in Council	Salary at 10,000 per annum at the above exchange	9,441	10	8	1,13,300	0	0
4 John Stable, Esq.	6 Nov., 1782	..	Fourth in Council	Salary at 10,000 per annum at the above exchange	9,441	10	8	1,13,300	0	0

5 Will. Barton, Esq.	20 Aug., 1762	Winter	President of the Board of Trade	Family allowance, Rs. 20				
				Allowance as President of Board of Trade, Rs. 1,666-11-9				
				House Rent as above, Rs. 1,080-0-0				
				Commission at 2% on the Invoice value of Diamonds exported on the Hon'ble Com- pany's freighted ships, com- puted by its produce from 1 Feb., 1779 to 30 April, 1783, Rs 839-13-10				
				Consulage at 2% on the Sales of Coral imported by ditto, estimated by the pro- portion which these bear to the duties collected by the Hon'ble Company in the same period, Rs. 88-4-5	3,694	14	0	44,338 8 0
6 Ed. Stephenson, Esq.			First Member, Board of Trade	Allowance as a Member, Rs. 1,250-0-0	1,270	0	0	15,240 0 0
				Family allowance, Rs. 20-0-0				

(Total Number on the Establishment on 1 January, 1784, was 263.)

APPENDIX D

A NOTE ON THE SCALE OF SALARIES OF THE CIVIL SERVANTS OF THE COMPANY

(from Proceedings of the President and Council, Bengal,
dated Oct. 3, 1757 A.D.)¹

Account of salary due to the Hon'ble Company's covenanted servants for six months²
from the 25th March to the 29th Sept., 1757 :—

	Rs.	A.	P.	Rs.	A.	P.
The Hon'ble Roger Drake Esq —						
Salary 6 months at £200 per annum	800	0	0			
Gratuity 6 months at £100	400	0	0	1,200	0	6
Charles Manningham, Esq —						
Salary 6 months at £40 per annum	160	0	0			
Gratuity 6 months at Rs. 4,000	1,777	12	6	1,937	12	0
Major James Killpatrick—						
Salary 6 months at £40 per annum	160	0	0			
Richard Becher, Esq	160	0	0	3,457	12	6
William Frankland, Esq., salary 6 months at £40 p a.	160	0	0			
Mathew Collett, Esq, salary 6 months	160	0	0			
William Mackett, Esq, salary 6 months	160	0	0			
Peter Amyatt, Esq, salary 6 months	160	0	0			
Thomas Boddam, Esq, salary 6 months	160	0	0	4,257	12	6
The Rev. Richard Cobbe—						
Salary at £50 per annum 4m. 3d., £17 9s 4d	139	11	6			
Gratuity at £50 per annum 4m 3d., £17 9s 4d	139	11	6	279	7	0
Senior merchants at £40 per annum—						
Messrs. Richard Court—						
Salary 6 months	160	0	0			
Gratuity as sub-accomptant 6 months	250	0	0			
Gratuity as sub-Zemindar 6 months	250	0	0			
Gratuity for keeping the mayor's court book	125	0	0	785	0	6
John Cooke—						
Salary 6 months	160	0	0			
Gratuity as Secretary	500	0	0	660	0	0
				1,445	0	0

¹ Quoted in *Selections from Unpublished Records of Government for the years 1748 to 1767*, by Rev. J. Long, Vol. I, No. 249.

² It was common then to pay salaries every six months but men had other perquisites and therefore, the delay was not so inconvenient. Private trade brought in far more profit.

	Rs.	A.	P.	Rs.	A.	P.
<i>Junior Merchants at £30 per annum</i>						
<i>Messrs. Luke Scrafton—</i>						
Salary 6 months				120	0	0
William Ellis, salary 6 months, as Factor £4 12s 6d (3m. 21 days) .	37	0	0			
William Ellis, salary 6 months, as Jr. Merchant (2m. 13d. at £6 1s 8d) .	48	10	6	85	10	6
<i>Culling Smith—</i>						
Salary as Factor 3m. 21d. £4 12s 6d .	37	0	0			
As Jr. Merchant 2m. 13d. £6 1s 8d ..	48	10	6			
Gratuity as Sub-Import Warehouse keeper .	260	0	0	335	10	6
<i>Factors at £15 per annum</i>						
<i>Messrs Charles O'Hara—</i>						
Salary 6 months	60	0	0			
Gratuity as Sub-Treasurer . . .	260	0	0	310	0	0
W. Ride, salary 6 months				60	0	0
J. Johnstone, salary 6 months . . .				60	0	0
F. Sykes, salary 6 months				60	0	0
				1,031	5	0
				7,013	8	6
<i>Doctors at £36 per annum</i>						
G. Gray, salary 6 months	144	0	0			
W. Fullerton, salary 6 months . . .	144	0	0	288	0	0
				7,301	8	6
<i>Writers at £5 per annum—</i>						
<i>Messrs W. Hay, salary 6 months ..</i>						
R. Marnott, salary 6 months .. .	20	0	0			
etc. etc.	20	0	0			
				380	0	0
Total sicca rupees	7,681	8	0			
Batta 12½%	960	3	6			
Current rupees	8,641	11	6			

Errors excepted

R. Becher,

Accomptant.

**GENERAL ABSTRACT OF THE SALARY AND EMOLUMENTS OF
THE COMPANY'S CIVIL SERVANTS AT FORT WILLIAM
AND SUBORDINATES FROM 1762 TO 1772**

(*Vide* Ninth Report from the Committee of Secrecy of the House of Commons to enquire into the State of the East India Company, dated the 30th June, 1773, p. 503, I. O. R.)

Years	Council	Senior Merchants	Junior Merchants	Factors	Writers	Chaplains	Surgeons	Amount of Salary and emoluments Current Rupees	or	£ Sterling
1762	10	..	9	19	27	1	2	1,55,014	9 6	17,439 2 10
1763	13	..	8	18	36	2	2	1,65,842	14 6	18,657 6 6
1764	14	..	3	21	43	2	4	1,74,786	7 0	19,663 9 6
1765	14	..	15	11	51	1	4	2,03,071	1 3	22,845 9 11
1766	11	..	14	11	76	1	4	1,82,407	3 6	20,520 16 2
1767	11	..	16	11	88	2	4	2,00,181	12 3	22,520 9 0
1768	12	8	9	28	63	1	4	2,20,013	5 0	24,751 9 11
1769	10	6	7	27	62	2	4	2,11,552	1 0	23,799 12 2
1770	12	4	13	43	108	..	2	1,77,031	2 0	19,916 0 0
1771	7	9	23	41	80	..	.	1,76,170	15 0	20,156 14 7
1772	14	4	33	39	118	.	.	1,78,936	9 0	20,130 7 3
								20,48,008	0 0	230,400 17 11

' And your Committee called for the several states of the salaries, allowances, and gratuities held by the Company's Servants at their settlements in India, which were presented by Wilks and Mr. Hoole, & which are as follows, viz :'

[Ninth Report from the Committee of Secrecy appointed by the House of Commons to enquire into the State of the E. I. Company, 1773 (I. O. R.), p. 460.]

An account of the stated salaries and allowances to the Company's Civil Servants in India together with that of their commission upon Indian revenues

	Salary and allowances			Commission on the revenues		
	Bengal	Fort St. George	Bombay	Bengal	Fort St. George	Bombay
	£	£	£	£	£	£
The Governor, p.a.	4,800	3,000	1,668 15	18,516 6	4,037 5	3,000
Second in Council	368 15	276 10	287 9	2,687 17	1,067 7	900
Third in Council	342 13	129 10	145 0	1,194 12	480 12	450
Fourth in Council	342 13	129 10	125 0	1,194 12	480 12	450
The rest in Council, each	342 13	129 10	125 0	1,194 12	480 12	450
Senior merchants, each	81 0	80 0	85 0			
Junior merchants, each	75 0	70 0	75 0			
Factors, each	60 0	60 0	70 0			
Writers, each	50 0	60 0	60 0			

MEMORANDUMS : Besides salary and diet, such as are not provided with apartments, are allowed house rent; viz. at Bengal, £30 per annum; at Bombay, £30.

The above salaries and allowances are exclusive of any emoluments from a chieftship, or any other office or employ.

The words 'rest in Council' at Bengal include 7, at Fort St. George 7, and at Bombay 6 members.

EAST INDIA HOUSE : }
The 11th June, 1773. }

JOHN HOOLE,
Auditor of Indian Accounts.

APPENDIX E

EXTRACTS FROM A LETTER WRITTEN BY MR. VERELST ON THE
EVE OF RESIGNING HIS GOVERNORSHIP, TO JOHN CARTIER,
ESQ. AND THE GENTLEMEN OF THE COUNCIL OF FORT
WILLIAM, DATED DECEMBER 16TH, 1769, GIVING A PIC-
TURE OF THE CONTEMPORARY CONDITION OF BENGAL ¹

“ The ascendancy of the English in Hindostan, is in the number of those events which are distinguished by a series of fortunate and unforeseen occurrences ; not the result of any fixed or connected plan of policy. A colony of merchants, governed by laws, and influenced by principles merely commercial ; have acquired a political title and influence over a country, which for extent, populousness, and annual revenue, may be compared to many the most consequential states of Europe ; that commerce which was once prosecuted in subjection to a tyrannical government, ever ready to take advantage of our weakness, and to construe the slightest omissions into encroachments, is now but a secondary consideration ; and the native authority being too weak to controul the power which our agents derive from our name, the rights of the natives have been generally superseded. The substantial have declined risking their property in trade under such disadvantages, and the poor and industrious receive but a faint encouragement to their labours ; we see, we feel, the increasing poverty of the country, from the diminution of specie, as well as the slowness and partiality of its circulation ;

¹ Vide H. Verelst, *A View of the Rise, Progress, and Present State of the English Government in Bengal* (1772), App. No. XXVII, pp. 120-24.

"The native government is now fallen in the eyes of the inhabitants, yet such restrictions have hitherto cramped our proceedings, as to prevent us from taking that intimate part which our present character and dignity require.....

"In the infancy of our settlement, with all our care and prudence, we could ill defend ourselves from the forged accusations or open attacks of the government; we looked no farther than the provision of the Company's investment; we sought advantages to our trade with the ingenuity, I may add, selfishness of merchants. All our laws were local and municipal, reaching no farther than our own exigencies and conveniences; all our servants and dependents were trained and educated in the same notions; the credit of a good bargain was the utmost scope of their ambition.

"No sooner did we begin to feel our own strength, than our successes followed one another with such rapidity, as to advance us from a state of obscurity or mediocrity, to power, affluence, and national reputation. At length we saw ourselves, though yet under the name of merchants, masters and administrators of a legislative authority: we began to plan, direct, and inspire every measure of government, whether with regard to foreign treaties or domestic regulations..... But this was rather a temporary than a solid situation; and we soon discovered, that though our acquisitions had been made in so short a space as scarcely to be paralleled, considering their immensity, yet a well digested system was necessary to introduce permanency in our establishment. The defects and imperfections of which were too apparent to escape our observation. Our dependents, accustomed to apply their talents to present gain, and to extract advantages from the smallest opening, assumed an importance proportionable to our successes, grew immoderate, and disclaimed their dependency on the native government.

“ In this situation we could not retract without exposing ourselves to a second stage of obscurity, perhaps lower than the first. Our circumstances impelled us forward, and the grant of the Dewanny became as much an object of necessity as it was of advantage. Thus we insensibly broke down the barrier betwixt us and government, and the native grew uncertain where his obedience was due. Such a divided and complicated authority gave rise to oppressions and intrigues unknown at any other period; the officers of government caught the infection, and being removed from any immediate controul, proceeded with still greater audacity.

“ In the mean time we were repeatedly and peremptorily forbid to avow any public authority over the officers of government in our own names, and enjoined to retain our primitive characters of merchants with the most scrupulous delicacy.

“ The consequences are but too evidently exemplified in the decline of commerce and cultivation, the diminution of specie, and the general distresses of the poor; a train of evils which could only have sprung from the above causes, since every advantage of a long and uninterrupted tranquility has been on our side. Experience must convince the most prejudiced, that to hold vast possessions, and yet to act on the level of mere merchants, making immediate gain our first principle; to receive an immense revenue, without possessing an adequate protective power over the people who pay it; to be really interested in the grand and generous object, the good of the whole, and yet to pursue a narrow and partial end;—are paradoxes not to be reconciled, highly injurious to our national character, dangerous to the best defended establishment, and absolutely bordering on inhumanity.

“ The people give us the labour of their hands, and in return we owe them our protection; common prudence,

as well as laws of society, require that those obligations should be reciprocal, or the tie must soon be dissolved; for the firmest security of every government is the affections of the people; and for obtaining them, there never, perhaps, presented a more favourable opportunity, or more noble field, than what the English possess in Bengal. The mildness of our government, properly diffused over these provinces, will form so conspicuous a contrast to Mahomedan despotism, that it must bind them to us and our cause for ever.....

“To form such an administration, I not only think possible but easy. I would propose that, from the admission of a member into Council, he put an entire conclusion to his trade; and, in lieu of it, that he receive a certain allowance, chargeable upon the country; which allowance should be augmented in proportion to the improvements made, and its internal prosperity: a method of reward the most honourable that can be devised for those that are to receive it, and the most beneficial to the community, being unincumbered with the consequences, anxieties, and relations of private affairs. The members of administration will have a more undivided attention to the public, and their orders be more thoroughly respected, and more vigorously obeyed, etc., etc.”

APPENDIX F

FORM OF INSTRUCTIONS TO BE ISSUED BY THE RESIDENT AT THE DURBAR TO THE SEVERAL SUPRAVISORS ¹

To

Mr.

SIR,

As the Board have judged it expedient to appoint supra-visors on behalf of the Company in each particular province, with a view to ascertain in a minute, clear, and comprehensive manner, a variety of circumstances which intimately concern the welfare of the country ; the province of..... is hereby placed under your inspection, and the following objects are pointed out and distinguished under respective heads, as a direction for your conduct, and an explanation of the service expected from you in your department.

1. *A Summary History of the Province*

You are to collect, under this head, the form of the ancient constitution of the province, compared with the present ; an account of its possessors or rulers, the order of their succession, the revolutions in their families, and their connections ; the peculiar customs and privileges which they, or their people—have established and enjoyed ; and, in short, every transaction which can serve to trace their origin and progress, or has produced any material changes in the affairs of the province.

¹ Vide Extract of Fort William Select Committee proceedings, dated August 16th, 1769, in H. Verelst, op. cit., Appendix (No. 134), pp. 227-39.

2. *The State, Produce, and Capacity of the Lands*

The first measure which should occur to your attention in an enquiry of this nature, is to procure a complete Hustabood, or rent-roll, with the number of Begahs, or measures of land, contained in each district, according to the original surveys and measurements, and the method in which they were laid out and appropriated. The next is to fix the ancient boundaries and divisions. This being completed, you may proceed to trace the alterations which chance, favour, art, or oppression, have gradually produced in the face of the country until the present time. Many portions of land have been added to, or separated from the ancient divisions; these should be rigidly scrutinized and carefully noted. The Zemindars have enjoyed considerable tracts rent free, on various pretences, and for various purposes. The abuses in the bestowal and sale of Talooks are notorious, being generally the reward of the creatures of government, obtained by unwarrantable means, and held with extraordinary immunities. The titles of the present possessors should therefore be examined, together with the valuation of such lands before they became Talooks, and before their owners acquired that independent footing; so that some judgment may be formed of their real revenue, and in what degree the limitation of the grant is exceeded by the quantity now held. Charitable and religious donations, which successive princes have made, many through zeal, but most through vanity, —for no inconsiderable part of some districts: and as it may reasonably be supposed, that in a course of years the produce of such benefactions has been misapplied and perverted, or that the particular persons or societies, in whose support they were granted, have fallen or decayed,—it is expected that you diligently search into and report their true state. You are also to particularize the extent, production and

value of Jagheers ; the titles of the present possessors, etc. as in the Talooks. Of the lands called Coss, which are under the immediate superintendence of government, for want of farmers. Of the Comar, which are lands cultivated by contract. Of the Ryotty, which are tenanted and cultivated by the natives on the spot. And of the waste lands, distinguishing such as are cleared, and have been neglected through a decrease of population, from such as are covered with Jungle.¹

These informations, provided they be derived from genuine authorities, and confirmed by an accurate inspection of your own, will enable you to compute what the productions of the country, deducting the consumption of the inhabitants, will yield for the purposes of commerce ; and how far the wealth and prosperity of it may be augmented by an encouragement being given to the culture of any particular article, either as a necessary of life, or as a material in manufactures.

3. *The amount of the Revenues, the Cesses, or arbitrary Taxes, and of all demands whatsoever which are made on the Ryot, either by Government, Zemeendar, or Collector, with the manner of collecting them ; and the gradual rise of every new impost.*

One capital grievance being the inequality of assessments arising from the multitude of Talooks, and sequestered lands above-mentioned, you are to penetrate through the chicanery of those employed, and acquire an exact detail of every particular tax or cess ; noting in what particular part of the country the burthen falls, where partial exemptions are allowed, and what is the equitable proportion to the whole. Another grievance, which is equal to the former, is the variety of demands which the collector, from the Aumil and Zemeendar to the lowest

Pyke, impose without any colour or licence from the government; some of which have been so long exacted and paid, that the Ryots begin to imagine the oppression is sanctified by government, and is not the mere fraud of the collectors. The multiplying of superfluous agents and inferior collectors may be also deemed a source of extortion; and it is a very essential part of your duty to inform yourself in what respect their numbers have been causelessly increased; to enumerate their perquisites, and how much they may be supposed to exceed them. As likewise the expence and arrangement of Gauts and public markets, with the duties collected at each upon the inhabitants or traders, and the application of sums to be levied.

Drogahs, Cutwalls, and Pykes, maintained for the protection of the tenants, are, it is to be feared, too often the instruments of their oppression; at least fall very short of answering the end proposed by them. Accounts should be taken of their number and expence, how they are arranged, and how paid.

A third and equally important object of your attention, under this head, is to fix the amount of what the Zemeendar receives from the Ryot, as his income or emolument; wherein they generally exceed the bounds of moderation, taking advantage of the personal attachment of their people, and of the inefficacy of the present restrictions upon them; since the presence of the Aumil more frequently produces a scene of collusion than a wariness of conduct. When the sum of the produce of the lands, and of each demand on the tenant, is thus ascertained with certainty, the proportion of what remains to him for the support of his family, and encouragement of his industry, will clearly appear, and lead us to the reality of his condition.

Amongst the chief effects which are hoped for from your residence in that province, and which ought to employ

and never wander from your attention, are to convince the Ryot that you will stand between him and the hand of oppression ; that you will be his refuge and the redresser of his wrongs ; that the calamities he has already suffered have sprung from an intermediate cause, and were neither known nor permitted by us : that honest and direct applications to you will never fail producing speedy and equitable decisions : that, after supplying the legal due of government, he may be secure in the enjoyment of the remainder ; and, finally, to teach him a veneration and affection for the humane maxims of our government.

4. *The Regulation of Commerce*

Equal intricacy and similar combinations will be found to oppose your progress in this work. The power, the artifice, the complicated connections of public and private agents, Pycars, and Dellols, will all unite in preserving their usurpations on the manufacturer and Ryot ; which they have hitherto done by precluding their access to our tribunals, and destroying every kind of intercourse between them and us. That one enquiry may precede another without confusion, or blending different causes with different effects, you should open your discoveries with an estimate of the productions of every district, both in quantity and kind ; the amount of manufactures and the number of manufacturers employed in each branch, with the annual duties collected on them ; not confining yourself to the present time, but recurring to past years ; that, at one view, you may discern their state of increase and decrease ; and by remarking the prices and qualities at distinct periods, you will in like manner become acquainted with the improvement or decline in the quality.

Your next consideration is to find the channels through which the several articles, produced by the joint labour of

the manufacturer and cultivator, have been diffused. The proportion which fell to the shares of the English, French, Dutch, and other foreigners, as well as to the native merchant; likewise what was retained for the consumption of the districts themselves; concluding this research with a comparative view of the rise and fall in the demand, and stating the ballance of the trade as it occasionally varied in favour of one or the other merchant. After you have advanced thus far, the most difficult and consequential task still remains for you to surmount; which is, to lay open and abolish the several species of imposition which are practised by Gomastahs, Pycars, Dellols, and the whole chain of agents through whose hands the articles of merchandize pass from the loom of the manufacturer, or the store-house of the cultivator, to the public merchant or exporter; so that clandestine agreements and extraordinary demands may no longer exist, to the utter despondency of the poor; but a way being opened for them to deal with the fair trader, their industry may be quickened by the certainty of their profits.

5 *The Administration of Justice*

It is difficult to determine whether the original customs or the degenerate manners of the Mussulmen have most contributed to confound the principles of right and wrong in these provinces. Certain it is, that almost every decision of theirs is a corrupt bargain with the highest bidder. The numerous offences which are compromised by fines have left a great latitude for unjust determinations. Trifling offenders, and even many condemned on fictitious accusations, are frequently loaded with heavy demands, and capital criminals are as often absolved by the venal judge. Your conduct in all capital offences should be to enforce justice where the law demands it, checking every composition by

fine or mulct; and where any disputes arise in matters of property, you should recommend the method of arbitration to any other; and inculcate strongly in the minds of the people that we are not desirous to augment our revenue by such impositions, but to acquire their confidence by the equity and impartiality of our proceedings, and by our tenderness for their happiness. The arbitrators should be men chosen by the parties themselves, and of known integrity, and whose circumstances may suppose them exempt from venality, and promise best to insure their rectitude. In capital crimes, the sentence should, before execution, be referred to me, and by me to the ministers, that they may ultimately approve or mitigate it, according to the peculiarity of the case. You are farther to observe, that the want of regular registers of all causes and determinations has encouraged the natural propensity of the judge to bribery and fraud, by making him easy with respect to any future prosecution on a rehearing of the cases which have been thus partially determined. Whereas, whilst a reference to records is always open, he must live in perpetual fear of detection. One of these registers should be lodged in the principal Cutcherry of the province, and an authenticated copy transmitted to Murshedabad. As to suits on account of revenues, these will, we are flattered, be much obviated in future by the happy consequences of our possessing a real, local, and undisguised knowledge of the country; which we promise ourselves from the investigations above-mentioned, and from your diligence and exactness in the performance of the several duties.

For the Ryot being eased and secured from all burthens and demands but what are imposed by the legal authority of government itself, and future Pottahs¹ being granted him, specifying that demand; he should be taught that

¹ Leases

he is to regard the same as a sacred and inviolable pledge to him, that he is liable to no demands beyond their amount. There can, therefore, be no pretence for suits on that account; no room for inventive rapacity to practise its usual arts: all will be fair, open, regular. Every man will know what he can call and defend as his own; and the spirit of lawless encroachment subsiding, for want of a field for exercise, will be changed into a spirit of industry; and content and security will take place of continual alarms and vexations.

I shall now proceed to give you such instructions for effecting the above points, as experience has proved to be most eligible;” [Then follow minute and detailed instructions under each of the above heads. The letter concludes as follows.]

Having now spoken to all points which at present occur, and are looked for from your appointment, I shall here subjoin some remarks on the importance of the object, and your own conduct in the pursuit of it.

Your commission entrusts you with the superintendence and charge of a province, whose rise and fall must considerably affect the public welfare of the whole. The exploring and eradicating numberless oppressions which are as grievous to the poor as they are injurious to the government; the displaying of those national principles of honour, faith, rectitude, and humanity, which should ever characterise the name of an Englishman; the impressing the lowest individual with these ideas, and raising the heart of the Ryot from oppression and despondency to security and joy, are the valuable benefits which must result to our nation from a prudent and wise behaviour on your part. Versed as you are in the language, depend on none, where you yourself can possibly hear and determine. Let access to you be easy, and be careful of the conduct of your dependents. Aim at no undue influence yourself, and check it in all others. Great share of integrity, disinterested-

ness, assiduity, and watchfulness is necessary, not only for your own guidance, but as an example to all others; for your activity and advice will be in vain unless confirmed by example. Carefully avoid all interested views by commerce, or otherwise, in the province, whilst on this service; for, though ever so fair and honest, it will awaken the attention of the designing, double the labour of developing stratagems, and of removing burthens and discouragements with which the commerce of the country in general has been loaded. You have before you a large field to establish both a national and private character; lose not the opportunity, which is to be temporary only, for your whole proceedings will be quickly revised; a test which the board consider due to themselves, as a confirmation of the propriety of their choice; to you, as an act of justice to your conduct; and to the public, for the security of its interests. As the extent and importance of your trust are great, so in proportion will be the approbation or censure, arising from your good or ill conduct in it, be attended with unusual distinction or particular severity. Sentiments which I convey to you, to show the degree of confidence the Board repose in your integrity and abilities; but by which I mean not the remotest suspicion, either in them or myself, of your disappointing their expectations.

You are to be careful to acquaint me, or the resident at the Durbar for the time being, with every material circumstance worthy of remark; your correspondence must, consequently, be regularly and closely kept up; and you are to follow all such farther orders as I may judge necessary to send you.

I wish you success in this undertaking, and am,

Sir, your most obedient humble servant,

APPENDIX G

REGULATIONS FOR THE SETTLEMENT AND COLLECTION OF THE REVENUE—PASSED ON MAY 14TH, 1772¹

1st. That the farms shall be let for the fixed term of five years, to commence from the 1st of this instant, Bysaac 1179, or the 10th April, 1772.

2nd. That the farms shall consist of entire Pergunnahs, provided they do not exceed the annual amount of one lack of rupees; in which case, they shall be divided into such equal proportions, as shall reduce the amount of each considerably below that sum, unless the acknowledged responsibility and good character of the farmer shall support his pretensions to rent the whole Pergunnah; and that all villages or portions of lands, which have been hitherto let in separate farms, shall be re-annexed to the Pergunnahs to which they originally belonged.

3rd. That a Committee of the Board shall be appointed to go on a circuit through the province, and to form the Bundibust or settlement at the Sudder Cutcherry of each district.

4th. That the said Committee shall consist of the President and four Members from the Board, *viz.* Messrs. Middleton, Dacres, Lawrell, and Graham.

5th. That the settlement of the districts of Hugly, Hedgelee, Calcutta Pergunnahs, Burdwan, Midnapore, Beerbhoom, Bissenpore and Pacheat, shall be determined by the remaining Members of the Board.

¹ *Vide* Fifth Report from the Committee of Secrecy of the House of Commons (December 1st, 1772 to November 30th, 1773), appointed "to enquire into the State of the East India Company, etc . . ."

6th. That as the Company have determined to stand forth as Duan, the servants employed in the management of the collections shall be henceforward styled "Collectors",—instead of the present appellation of "Supervisors."

7th. That a fixed Dewan shall be chosen and nominated by the Board, who shall be joined with the collector in the superintendency of the revenues. That he shall keep separate accounts of the collections, according to the established forms of the country, countersign all orders circulated in the Mofussil, all receipts granted to the farmers, and all invoices and accounts transmitted to the Sudder.

8th. That the collector shall not use his own private seal in the execution of the business; but that a general seal be struck, with a proper inscription, in the name of the Company, as Dewan of the provinces; and that one be lodged with each collector, to be by him affixed to all public deeds and orders, where the custom of the country and rules of the service render it necessary. And wherever this seal is affixed, the collector shall attest it with his name.

9th. That neither the Collector nor Dewan shall send Sepoys, Peons or any other persons with authority, into the lands belonging to the farmers, excepting only on such occasions as shall indispensably require it for the maintenance of the peace or the immediate execution of justice, in which the authority of the farmer shall be insufficient; that on such occasions a warrant under the public seal, and signed by the collector, shall be given in writing to the officer employed, and be recorded in the judicial proceedings, with the reasons for issuing it; but that no person be summoned on ordinary occasions, except by a Tullub Chitty to the farmer, or order, requiring him to produce the person summoned in a certain space of time.

10th. That the farmer shall not receive larger rents from the Ryots than the stipulated amount of the Pottahs, on any pretence whatsoever ; and that for every instance of such extortion, the farmer on conviction, shall be compelled to pay back the sum which he shall have so taken from the Ryot, besides a penalty equal to the same amount to the Sircar : and for a repetition or a notorious instance of this oppression of his Ryots, the farmer's lease shall be annulled.

11th. That the farmer's payments to government shall in like manner be ascertained and established, and no demand be made upon them above what shall be expressed in the Doul or rent-roll delivered them with their lease.

12th. That no Mhatoots or assessments, under the name of Mangun, Baurie Gundee, Sood or any other Aboab or tax, shall be imposed upon the Ryots ; and that those articles of Aboab which are of late establishment, shall be carefully scrutinized, and at the discretion of the Committee abolished, if they are found in their nature to be oppressive and pernicious.

13th. That all Nazzars and Salamies, which are usually presented at the first interview as marks of subjection and respect, be totally discontinued, as well to the superior servants of the Company and the collectors, as to the Zemindars, farmers and other officers.

14th. That the old farmer shall settle his accounts with such of the Ryots as are forth-coming, in the presence of the new farmer or his agents, and the balances which shall be proved shall be on account of the new farmer.

15th. That a Mohrir, or writer of accounts, shall be appointed on the part of the government to every farm, who shall take an account of all the receipts of the rents with the farmer, and transmit the same monthly to the collector at the Sudder Cutcherry of the province, but without any authority to interfere in the collections.

16th. That the collector be forbid, on pain of dismission from his office, to be concerned directly or indirectly, in the purchase or sale of grain.

17th. That no Peshcar, Banyan, or other servant, of whatever denomination, of the collector, or relation or dependant of any such servant, be allowed to farm lands, nor directly or indirectly to hold a concern in any farm, nor to be security for any farmer; that the collector be strictly enjoined to prevent such practices; and that, if it shall be discovered that any one, under a false name, or any kind of collusion, hath found means to evade this order, he shall be subject to a heavy fine, proportionate to the amount of the farm, and the farm shall be re-let or made Khass: and if it shall appear, that the collector shall have countenanced, approved, or connived at a breach of this regulation, he shall stand, *ipso-facto*, dismissed from his collectorship; neither shall any European, directly or indirectly, be permitted to rent lands in any part of the country.

18th. That it be given in especial charge to the committee to find out some means of preventing the practice of lending money on exorbitant usury, by which the Ryots are often involved in heavy debts, without the hope, or scarce the possibility of relief; and not only the fruits of their industry, but often the farmer's dues (which in effect, are those of the state) become the property of the money-lenders. That in the meantime the collector be forbid, on pain of removal from his office, either to lend money himself, or to suffer his Banyan, or any other of his servants or dependants, to lend money to the Zemindars, Talukdars, farmers, Ryots, or any other person whatever, within the district of which he shall have charge. That in like manner the Zemindars, Talukdars, Shicdars, and other officers of the government, be forbid to lend money to the Ryots: And that all debts contracted contrary to

the tenor of this order, after the publication of it, shall be void : That this restriction is not to prevent the farmer from affording the usual and necessary aids of Tuccabee to the Ryots, but the premium of such advances be fixed at two per cent. per mensem, and payment received, not in kind, but in money.

19th. And to relieve the farmer from the necessity of borrowing money for the payment of his Kists or instalments, that the Kistbundee for the ensuing leases be so regulated, as that Kists may be made payable at the usual periods of the harvest, proportioned to the estimated quantity and value of the crops, and as local circumstances shall direct.

20th. That to enable the Committee to fix the necessary establishments in each district for its safeguard and protection, and preserving peace and tranquility, the collector be instructed to prepare and have in readiness accurate accounts of the Chakaran lands, together with a detail of the purposes for which they have been allotted, and their opinion of the number of land-servants it will be necessary to retain for the service above expressed.

21st. That all Zemindaree Chowkies shall be abolished, and none kept but such as immediately depend on the government under the Puchuttera, Bucksbbunder, and Shahbunder, subject to such regulations as shall be hereafter established.

22nd. That orders be sent through the channel of the board of revenue to the collectors, to publish the substance of the above resolutions, with lists of the Pergunnahs respectively under their charge, or other divisions proposed for farm by the second resolution : and to advertise for sealed proposals, from such as are willing to take farms to be delivered in at the Sudder Cutcherry of each district, by the 1st of Sawan or 10th of July, excepting the provinces of Nuddea and Jessore ; the proposals for the former of which to be delivered in at Kishnagur the 1st of Assar,

or 10th of June ; and for the latter the 5th of Assar or 15th of June.

23rd. That orders be also sent to the collectors to prepare an exact and explicit rent-roll of each farm, arranged in Pergunnahs, together with full account of all charges, Sudder and Mufussul, accompanied with an explanation of their use, and reasons for their being deemed necessary. To render the rent-roll more perfect, they are further to prepare a separate account, tracing the Jumma of each farm to the highest value it has ever stood at, and assigning the cause of its decrease to the present standard.

24th. That as the supervisorship of Dacca, not only from the extent of its limits and the magnitude of its revenue, but also from its being entirely composed of a multitude of inconsiderable Zemindarces, or Taluks, appears to be a charge of too complicated a nature to be managed by the Chief at Dacca, at the present seat of its residence, with proper care and success ; and as it appears further, that many of the subsidiary districts, annexed to the other supervisorships, are in their situation so distant and scattered as to be liable to the same inconveniences, the committee shall be authorized, so to regulate the Dacca province, and those subsidiary districts, as to bring them into a proper compass for the management of a collector, and within the scope and efficacy of these regulations.

ADDITIONAL REGULATIONS REGARDING THE SETTLEMENT—
PASSED ON MAY 28TH, 1772

That such farmers as desire it, shall be permitted to pay their Kists immediately into the Treasury at Calcutta, instead of the Sudder Cutcherry of the District ; but in such case the payments shall be made in ready money, not in bills ; nor shall a longer delay be allowed in the

payment after the expiration of the stipulated term of the Kist, than twenty days for the most distant parts of the province, and a proportionate time for the rest.

That the offices and forms which are now established, for the administration of justice in the districts of the province, shall be examined and new regulated, upon such a footing as shall be most conducive to the security of property, and the general ease of the people, by facilitating the access to justice, by expediting its decrees, and rendering equal right to all men. If the party in any cause shall not be satisfied with the decree of the court of the district, he shall be allowed an immediate appeal to the governor in Calcutta, where the cause shall be reheard, and finally decided, by Courts duly constituted for the purpose.

That all persons shall have access to the papers of the Jumma, Wassil, Baukee, at the Sudder Cutcherry of each district and at the collector's office in Calcutta.

Resolved, that these be also translated into the Bengali and Persian languages, and sent to Moorshedabad, with directions to add to the advertisement, That all persons shall have access at the Sudder Cutcherry of each district, to the rent-roll, and Jumma-Wassil-Baukee accounts.

APPENDIX H

SHORT TITLES OF SOME IMPORTANT REGULATIONS OF 1793 (CORNWALLIS CODE)

Passed on 1 May, 1793 :—I. A Regulation for enacting into a Regulation certain Articles of a Proclamation bearing date, the 22nd of March, 1793, declaring the assessment of land revenue in Bengal, Bihar and Orissa to be permanent.

II. A Regulation for abolishing the Courts of Maal Adawlut or Revenue Courts, and transferring the trial of the Suits which were cognizable in those Courts to the Courts of Dewanny Adawlut ; and prescribing rules for the conduct of the Board of Revenue and the Collectors.

III. A Regulation for extending and defining the jurisdiction of the Courts of Dewanny Adawlut, or Courts of Judicature, for the trial of Civil Suits in the first instance, established in the several Zillahs, and in the cities of Patna, Dacca, and Moorshidabad.

IV. A Regulation defining and elaborating the procedure in the Courts of Dewanny Adawlut.....

V. A Regulation for establishing four Provincial Courts of Appeal for hearing appeals from decisions passed in the several Zillahs, and the three City Courts, and defining their Powers and Duties ; and prescribing rules for receiving and deciding upon appeals, and other causes of which they are declared to have cognizance.

VI. A Regulation extending and defining the powers and duties of the Courts of Sudder Dewanny Adawlut, and prescribing Rules for receiving and deciding upon appeals from the decisions of the Provincial Courts of Appeal.

VII. A Regulation for the appointment of Vakeels or native pleaders in the Courts of Civil Judicature in Bengal, Bihar and Orissa.

VIII. A Regulation for re-enacting, with modifications and amendments, the rules for the Decennial Settlement of the public revenue payable from the lands of the Zemindars, independent Talookdars and other actual proprietors of land, etc.

IX. A Regulation for re-enacting with alterations and modifications, the Regulations passed by the Governor-General in Council on December 3rd, 1790, and subsequent dates, for the apprehension and trial of persons charged with crimes or misdemeanours.

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XII. A Regulation for the appointment of the Hindu and Mahomedan law officers of the Civil and Criminal Courts of Judicature.

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XIV. A Regulation for the recovery of arrears of the public Revenue assessed upon the lands from Zemindars and other actual proprietors of land.

* * * * *

XVII. A Regulation empowering Landholders to distrain and sell the personal property of under-farmers, Ryots and others for arrears of rent or revenue, and for preventing Landholders from confining or inflicting corporal punishment on their undertenants to enforce payment.

XVIII. A Regulation for preserving the records of the Civil and Criminal Courts.

* * * * *

XX. A Regulation for empowering the Zillah and City Courts, the Provincial Courts of Appeal and the Sudder Dewanny Adawlut and the Nizamut Adawlut, to propose regulations regarding matters coming within their cognizance.

* * * * *

XXII. A Regulation for re-enacting, with alterations and amendments, the regulations passed by the Governor-General in Council on December 7th, 1792, for the establishment of an efficient police throughout the country.

XXIII. A Regulation for raising an annual fund for defraying the expense of police establishments entertained under Regulation XXII of 1793.

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XXVIII. A Regulation for prohibiting British subjects (excepting King's officers serving under the Presidency of Fort William and Civil covenanted servants of the Company and their military officers) residing at a greater distance from Calcutta than ten miles, unless they render themselves amenable to the Courts of Dewanny Adawlut, in civil suits which may be instituted against them by any of the descriptions of persons mentioned in Sec. 7, Regulation III, 1793; and for enabling British subjects to recover any demands recoverable under the Regulations which they may have upon such persons.

* * * *

XXXI. A Regulation for re-enacting the rules passed on the 23rd of July, 1787, and subsequent dates, for the conduct of the Commercial Residents, and Agents, and all persons employed in the provision of the Company's Investment.

* * * *

XXXVIII. A Regulation for re-enacting, with modifications, such parts of the Rule passed on the 27th of June, 1787, as prohibits covenanted civil servants of the Company employed in the administration of justice, or the collection of public revenue, lending money to Zemindars, and others holding farms immediately of Government, or the underfarmers, or Ryots, etc., and for re-enacting with alterations, the existing rules prohibiting Europeans of any description,

holding possession of lands that may be mortgaged to them, or purchasing or renting lands for any purpose without the sanction of the Governor-General in Council.

* * * * *

XL. A Regulation for granting commissions to Natives to hear and decide civil suits for sums of money or personal property, of a value not exceeding fifty sicca rupees; and prescribing rules for the trial of the suits, and enforcing the decisions which may be passed upon them.

* * * * *

XLI. A Regulation for forming into a regular code all Regulations that may be enacted for the internal government of the British territories in Bengal.

[*Note.*—There were altogether fifty-one Regulations passed on the same date.]

APPENDIX I

EXTRACTS FROM THE GOVERNOR-GENERAL'S NOTES FOR AN OFFICIAL DESPATCH, TO BE FORWARDED TO THE COURT OF DIRECTORS, WITH RESPECT TO THE FOUNDATION OF A COLLEGE AT FORT WILLIAM

FORT WILLIAM, 10 JULY, 1800¹

“ The British possessions in India now constitute one of the most extensive and populous empires in the world. The immediate administration of the Government of the various provinces and nations composing this empire, is principally confided to the European civil servants of the East India Company.

The duty and policy of the British Government in India, therefore, require that the system of confiding the immediate exercise of every branch and department of the government to Europeans, educated in its own service, and subject to its own direct control, should be diffused as widely as possible, as well with a view to the stability of our own interests, as to the happiness and welfare of our native subjects. This principle formed the basis of the wise and benevolent system introduced by Lord Cornwallis, for the improvement of the internal government of the provinces immediately subject to the Presidency of Bengal.

2. In proportion to the extension of this beneficial system, the duties of the European civil servants of the East India Company are become of greater magnitude and

¹ See *Home Miscellaneous Series*, No. 457, pp. 63-142 (I. O. R.) See also *Parliamentary Paper* (House of Commons), Vol. X of 1812-13, pp. 3-18

importance. The denominations of writer, factor and merchant, by which the several classes of civil service are still distinguished, are now utterly inapplicable to the nature and extent of the duties discharged, and of the occupations pursued by the civil servants of the Company.

3. To dispense justice to millions of people of various languages, manners, usages and religions; to administer a vast and complicated system of revenue throughout districts equal in extent to some of the most considerable Kingdoms in Europe; to maintain civil order in one of the most populous and litigious regions of the world; these are now the duties of the larger proportion of the civil servants of the Company. The Senior Merchants, composing the five Courts of Circuit and Appeal under the Presidency of Bengal, exercise in each of those Courts a Jurisdiction of greater local extent, applicable to a larger population, and occupied in the determination of causes infinitely more intricate and numerous than that of any of the regularly constituted courts of justice in any part of Europe. The Senior or Junior merchants, employed in the several magistracies and Zillah Courts, the writers or factors filling the stations of registers and assistants to the several courts and magistrates, exercise, in different degrees, functions of a nature either purely judicial or intimately connected with the administration of the police, and with the maintenance of the peace and good order of their respective districts. Commercial and mercantile knowledge is not only unnecessary throughout every branch of the judicial department, but those civil servants who are invested with the powers of magistracy, or attached to the judicial department in any ministerial capacity, although bearing the denomination of merchants, factors or writers, are bound by law, and by the solemn obligation of an oath, to abstain from every commercial and mercantile pursuit; the mercantile title which they

bear, not only affords no description of their duty, but is entirely at variance with it.

4. The pleadings in the several courts, and all important judicial transactions, are conducted in the native languages ; the law which the Company's judges are bound to administer throughout the country, is not the law of England, but that law to which the natives had long been accustomed under their former sovereigns, tempered and mitigated by the voluminous regulations of the Governor-General in Council, as well as by the general spirit of the British constitution. These observations are sufficient to prove, that no more arduous or complicated duties of magistracy exist in the world, no qualifications more various or more comprehensive can be imagined, than those which are required from every British subject who enters the seat of judgment within the limits of the Company's empire in India.

5. To the administration of the revenue, many of the preceding observations will apply with equal force ; the merchants, factors, and writers employed in this department, also are bound by law to abjure the mercantile denomination appropriated to their respective classes in the Company's service ; nor is it possible for a collector of the revenue, or for any civil servant employed under him, to discharge this duty with common justice either to the state or to the people, unless he shall be conversant in the language, manners, and usages of the country, and in the general principles of the law as administered in the several courts of justice. In addition to the ordinary judicial and executive functions of the judges, magistrates, and collectors, the judges and magistrates occasionally act in the capacity of governors of their respective districts, employing the military and exercising other extensive powers. The judges, magistrates, and collectors, are also respectively required by law to propose from time to time

to the Governor-General in Council such amendments of existing laws, or such new laws as may appear to them to be necessary for the welfare and good government of their respective districts. In this view, the civil servants employed in the departments of judicature and revenue, constitute a species of subordinate legislative council to the Governor-General in Council, and also a channel of communication by which the government ought to be enabled at all times to ascertain the wants and wishes of the people. The remarks applied to these two main branches of the civil service, namely, those of judicature and revenue, are at least equally forcible in their application to those branches which may be described under the general terms of the Political and Financial Departments; comprehending the offices of the chief secretary, the various stations in the secretary's office, in the treasury, and in the office of Accountant General, together with all public officers employed in conducting the current business at the seat of government: To these must be added the diplomatic branch, including the several residencies at the courts of our dependent and tributary princes, or of other native powers of India.

6. It is certainly desirable, that all these stations should be filled by the civil servants of the Company; it is equally evident, that qualifications are required in each of these stations, either wholly foreign to the commercial habits, or far exceeding the limits of a commercial education.

7. Even that department of this empire which is denominated exclusively commercial, requires knowledge and habits different in a considerable degree from those which form the mercantile character in Europe; nor can the Company's investment ever be conducted with the greatest possible advantage and honour to themselves, or with adequate justice to their subjects, unless their

commercial agents shall possess many of the qualifications of statesmen, enumerated in the preceding observations. The peace, order, and welfare of whole provinces may be materially affected by the malversations or even by the ignorance and errors of a commercial resident, whose management touches the dearest and most valuable interest, and enters into the domestic concerns of numerous bodies of people, active and acute from habitual industry, and jealous of any act of power injurious to their properties or contrary to their prejudices and customs.

8. The civil servants of the English East India Company therefore can no longer be considered as the agents of a commercial concern, they are in fact the ministers and officers of a powerful sovereign; they must now be viewed in that capacity, with reference not to their nominal but to their real occupations; they are required to discharge their functions of magistrates, judges, ambassadors and governors of provinces, in all the complicated and extensive relations of these sacred trusts and exalted stations, and under peculiar circumstances which greatly enhance the solemnity of every public obligation, and aggravate the difficulty of every public charge. Their duties are those of statesmen in every other part of the world, with no other characteristic differences than the obstacles imposed by an unfavourable climate, a foreign language, the peculiar usages and laws of India, and the manners of its inhabitants. Their studies, the disciplines of their education, their habits of life, their manners and morals, should therefore be so ordered and regulated as to establish a just conformity between their personal consideration and the dignity and importance of their public stations; and a sufficient correspondence between their qualifications and their duties. Their education should be founded in a general knowledge of those branches of literature and science, which form the basis of the education of persons destined to similar

occupations in Eupore ; to this foundation should be added an intimate acquaintance with the history, languages, customs and manners of the people of India ; with the Mahomedan and Hindoo codes of law and religion ; and with the political and commercial interests and relations of Great Britain in Asia. They should be regularly instructed in the principles and systems which constitute the foundation of that wise code of regulations and laws, enacted by the Governor-General in Council, for the purpose of recurring to the people of this empire the benefit of the ancient and accustomed laws of the country, administered in the spirit of the British constitution. They should be well informed of the true and sound principles of the British constitution, and sufficiently grounded in the general principles of ethics, civil jurisprudence, the law of nations and general history, in order that they may be enabled to discriminate the characteristic differences of the several codes of law administered within the British empire in India ; and practically to combine the spirit of each in the dispensation of justice and in the maintenance of order and good government. Finally, their early habits should be so formed, as to establish in their minds such solid foundations of industry, prudence, integrity and religion, as should effectually guard them against those temptations and corruptions, with which the nature of this climate, and peculiar depravity of the people of India, will surround and assail them in every station, especially upon their first arrival in India. The early discipline of the service should be calculated to counteract the defects of the climate, and the vices of the people, and to form a natural barrier against habitual indolence, dissipation and licentious indulgence ; the spirit of emulation, in honourable and useful pursuits, should be kindled and kept alive by the continual prospect of distinction and reward, of profit and honour : nor should any precaution be relaxed in India,

which is deemed necessary in England, to furnish a sufficient supply of men qualified to fill the high offices of the state with credit to themselves and advantage to the public. Without such a constant succession of men in the several branches and departments of this government, the wisdom and benevolence of the law must prove vain and inefficient. Whatever course and system of discipline and study may be deemed requisite in England to secure an abundant and pure source for the efficient supply of the public service, the peculiar nature of our establishments in the East (so far from admitting any relaxation of those wise and salutary rules and restraints) demands that they should be enforced with a degree of additional vigilance and care, proportioned to the aggravated difficulties of the civil service, and to the numerous hazards surrounding the entrance of public life in India.

9. It is unnecessary to enter into any examination of facts to prove, that no system of education, study, or discipline, now exists either in Europe or in India, founded on the principles, or directed to the objects described in the preceding pages : But it may be useful in this place to review the course through which the junior civil servants of the East India Company now enter upon the important duties of their respective stations, to consider to what degree they now possess or can attain any means of qualifying themselves sufficiently for those stations, and to examine whether the great body of civil servants of the East India Company at any of the residencies, can now be deemed competent to discharge their arduous and comprehensive trusts in a manner correspondent to the interests and honour of the British name in India, or to the prosperity and happiness of our native subjects.

10. The age at which the writers usually arrive in India, is from sixteen to eighteen. Their parents or friends in England, from a variety of considerations, are

naturally desirous not only to accelerate the appointment at home, but to despatch the young man to India at the earliest possible period. Some of these young men have been educated with an express view to the civil service in India, on principles utterly erroneous, and inapplicable to its actual conditions; conformably to this error, they have received a limited education, confined principally to commercial knowledge, and in no degree extended to those liberal studies which constitute the basis of education of public schools in England: even this limited course of study is interrupted at the early period of 15 or 17 years.

11. It would be superfluous to enter into any argument to demonstrate the absolute insufficiency of this class of young men to execute the duties of any station whatever in the civil service of the Company, beyond the menial, laborious, unwholesome, and unprofitable duty of a mere copying-clerk. Those who have received the benefits of a better education, have the misfortune to find the course of their studies prematurely interrupted at the critical period when its utility is first felt, and before they have been enabled to secure the fruits of early application.

12. Both descriptions of young men, those whose education has been originally erroneous and defective, and those the early promise of whose studies has been unseasonably broken, once arrived in India, are equally precluded from the means, either of commencing a new and judicious course of study adapted to their own situation, or of prosecuting that course which had been unseasonably interrupted. Not only no encouragement is offered by the present constitution and practice of the civil service to any such pursuits, but difficulties and obstacles are presented by both, which render it nearly impossible for any young man, whatever may be his disposition, to pursue any systematic plan of study, either with a view to remedy

the defects, or to improve the advantages, of his former education. .

13. On the arrival of the writers in India, they are either stationed in the interior of the country, or employed in some office at the presidency.

14. If stationed in the interior of the country, they are placed in situations which require a knowledge of the language and customs of the natives ; or of the regulations and laws, or of the general principles of jurisprudence, or of the details of the established system of revenue, or of the nature of the Company's investment, or of many of these branches of information combined. In all these branches of knowledge, the young writers are totally uninformed ; they are consequently unequal to their prescribed duties.

15. Positive incapacity is the necessary result of these pernicious habits of inaction ; the principles of public integrity are endangered, and the successful administration of the whole government exposed to hazard. This has been the unhappy course of many who have conceived an early disgust, in provincial stations, against business to which they have found themselves unequal, and who have been abandoned to the effects of dishonesty and sloth.

16. Even the young men whose dispositions are the most promising, if stationed in the interior of the country at an early period after their arrival in India, labour under great disadvantages. They also find themselves unequal to such duties as require an acquaintance with the languages, or with the branches of knowledge already described. If intensely employed in the subordinate details of office, they are absolutely precluded from reviving any former acquirements, or from establishing those foundations of useful knowledge, indispensably necessary to enable them hereafter to execute the duties of important stations with

ability and credit; harassed with the ungrateful task of transacting papers and accounts, or with other equally fatiguing and fruitless labours of a copying-clerk or indexer, their pursuits of useful knowledge cannot be systematic, if attempted in any degree; their studies must be desultory and irregular; and their attention to any definite pursuit is still more distracted by the uncertainty of the nature of those employments to which they may hereafter be nominated. No course of study having been pointed out by public institution, no selection prescribed by authority, of the branches of knowledge appropriated to each department and class of the service; diligence is lost for want of a guide; and the most industrious are discouraged by the apprehension, that their studies may prove fruitless, and may frustrate instead of promoting their advancement in the public service.

17. When their rank in the service has entitled them to succeed to offices of importance, the current duties of those offices necessarily engross their whole attention. It is then too late to revert to any systematic plan of study, with a view to acquire those qualifications, of which, in the ordinary discharge of their official functions, they feel the hourly want.

19. All these descriptions of young men, upon their first arrival in India are now exposed to a disadvantage the most perilous which can be encountered at an early period of life. Once landed in India, their studies, manners, morals, expenses or conduct, are no longer subject to any degree of regulation or direction: no system is established for their guidance, improvement, or restraint; no authority has been constituted with either the duty or power of enforcing any such system; and they are abandoned at the age of sixteen or eighteen, with affluent incomes, to pursue their own inclinations, without the superintendence or controul of parent, guardian, or master, often without

a friend to advise or admonish, or even to instruct them in the ordinary details and modes of an Indian life....

25. Under all these early disadvantages, without rule or system to direct their studies; without any prescribed object of useful pursuit connected with future reward, emolument or distinction: without any guide to regulate or authority to control their conduct, or to form, improve, or preserve their morals; it is highly creditable to the individual characters of the civil servants of the East India Company, that so many instances have occurred in various branches and departments of the civil service at all the presidencies, of persons who have discharged their public duties with considerable respect and honour.

26. It has been justly observed, that all the merits of the civil servants are to be ascribed to their own characters, talents and exertions, while their defects must be imputed to the constitution and practice of the service, which have not been accommodated to the progressive changes of our situation in India, and have not kept pace with the growth of this empire, or with the increasing extent and importance of the functions and duties of the civil servants.

27. The study and acquisition of the languages have, however, been extended in Bengal and the general knowledge and qualifications of the civil servants have been improved. The proportion of civil servants in Bengal, who have made a considerable progress towards the attainment of the qualifications requisite in their several stations, appears great, and even astonishing, when viewed with early disadvantages, embarrassments, and defects of the civil service. But this proportion will appear very different when compared with the exigencies of the state, with the magnitude of these provinces, and with the total number of civil servants which must supply the succession to the great offices of the government. It must be admitted

that the great body of the civil servants in Bengal, is not at present sufficiently qualified to discharge the duties of the several arduous stations in the administration of this empire ; and that it is peculiarly deficient in the judicial, fiscal, financial and political branches of the government.

28. The state of the civil services of Madras and Bombay is still more defective than that of Bengal ; various causes have concurred to aggravate in an extreme degree, at both these presidencies, all the defects existing in the civil service of Bengal ; while many circumstances peculiar to these presidencies have favoured the growth of evils at present unknown in this.

31. That the civil or military service of the East India Company has supplied persons calculated to meet all the wonderful revolutions of affairs in India, is a circumstance not to be attributed to the original or peculiar constitution of either service at any period of time ; that constitution has undergone repeated alterations, at the suggestion and under the direction of the great characters which it has produced, and it has still been found answerable to every new crisis of an extraordinary nature. But it must never be forgotten, that the successive efforts of these eminent personages, and the final result of various revolutions and wars, have imposed upon the East India Company the arduous and sacred trust of governing an extensive and populous empire. It is true that this empire must be maintained in some of its relations, by the same spirit of enterprize and boldness which acquired it. But duty, policy, and honour require, that it should not be administered as a temporary and precarious acquisition ; as an empire conquered by prosperous adventure, and extended by fortunate accident, of which the tenure is as uncertain as the original conquest and successive extension were extraordinary : it must be considered as a sacred trust, and a permanent possession. In this view, its

internal government demands a constant, steady, and regular supply of qualifications, in no degree similar to those which distinguished the early periods of our establishment in India, and laid the foundations of our empire. The stability of that empire, whose magnitude is the accumulated result of former enterprize, activity and revolution, must be secured by the durable principles of internal order; by a pure, upright, and uniform administration of justice; by a prudent and temperate system of revenue; by the encouragement and protection of industry, agriculture, manufacture and commerce; by a careful and judicious management of every branch of financial resource; and by the maintenance of a just, firm, and moderate policy towards the native powers of India. To maintain and uphold such a system in all its parts, we shall require a succession of able magistrates, wise and honest judges, and skilful statesmen, properly qualified to conduct the ordinary movements of the great machine of government.

33. The early education of the civil servants of the East India Company is the source from which will ultimately be derived the happiness or misery of our native subjects; and the stability of our government will bear a due proportion to its wisdom, liberality, and justice.

34. From the preceding discussion, it appears, that the actual state of the Company's civil service in India is far removed from perfection or efficiency, and that the cause of this defect is to be found principally, if not exclusively, in the defective education of the junior civil servants, and in the insufficient discipline of the early stages of the service. The facts which have been reviewed in the course of this discussion, furnish the main principles on which an improved system of education and discipline may be founded, with a view to secure the important ends of such an institution.

The defects of the present condition of civil service may be comprised under the following heads :—

First, an erroneous system of education in Europe, confined to commercial and mercantile studies.

Secondly, the premature interruption of a course of study judiciously commenced in Europe.

Thirdly, the exposed and destitute condition of young men on their first arrival in India, and the want of a systematic guidance and established authority to regulate and controul their moral and religious conduct in the early stages of the service.

Fourthly, the want of a similar system and authority to prescribe and enforce a regular course of study, under which the young men upon their arrival in India, might be enabled to correct the errors or to pursue and confirm the advantages of their European education, and to attain a knowledge of the languages, laws, usages and customs of India ; together with such other branches of knowledge as are requisite to qualify them for their several stations.

Fifthly, the want of such regulations as shall establish a necessary and inviolable connection between promotion in the civil service, and the possession of those qualifications requisite for the due discharge of the several civil stations.

48. Under all these circumstances, the most deliberate and assiduous examination of all the important questions considered in this paper, determined the Governor General to found a collegiate institution at Fort William, by the annexed regulation.

49. This regulation comprises all the fundamental principles of the institution. The detailed statutes for the internal discipline and good government of the college, will be framed gradually as circumstances may require.

50. A common table and apartments are to be provided in the College, for all the civil servants who may be attached to the establishment.

51. The benefits of the establishment are extended to the junior civil servants of Fort St. George and Bombay, who will be directed to proceed to Fort William, as soon as the accommodations requisite for their reception shall have been provided.

59. While attached to the institution, the junior servants will have the most ample means afforded to them of completing the European branch of their education, or of correcting its defects; of acquiring whatever local knowledge may be necessary for that department of the service, in which (after mature reflection on their own inclinations and talents) they may determine to engage; of forming their manners, and of fixing their principles on the solid foundations of virtue and religion.

62. It is intended, that the allowance of every civil servant of less than three years' standing, being a student in the College, should be brought to one standard of three hundred rupees per month, without any allowance for a moonshy.

70. The reasons which induced the Governor-General to found the College without any previous reference to England were these; his conviction of the great immediate benefit to be derived from the early commencement even of the partial operation of the plan.

71. His experience of the great advantages which had been already derived by many of the young men from their attendance on Mr. Gilchrist, in consequence of the first experiment made on a contracted scale, with a view to a more extended institution.

72. His anxiety of imparting to the very promising young men, arrived from Europe within these last three years, a share of the advantages described in this paper; and his solicitude to superintend the foundation of the institution, and to accelerate and witness its first effects.....

74. With regard to the funds for defraying the expense of the institution, the Governor-General does not intend, without the sanction of the Honourable Court of Directors, to subject the Company to any expense on account of the institution, beyond that which has already received their sanction, independently of the institution.

77. The expense of the institution will be provided for by a small contribution from all the civil servants in India, to be deducted from their salaries. This resource will probably be sufficient for all present purposes, with the addition of the fund now applied to the moonshies' allowance, and of the profits to be derived from a new arrangement of the government printing press.

78. The Governor-General has not deemed it proper, in the first instance, to subject the Company to any additional expense on account of the institution; the Honourable Court of Directors will however reflect, that this institution is calculated to extend the blessings of good government to many millions of people whom Providence has subjected to our dominion; to perpetuate the immense advantages now derived by the Company from their possessions in India; and to establish the British empire in India on the solid foundations of ability, integrity, virtue and religion. The approved liberality of the Honourable Court will therefore certainly be manifested towards this institution, to an extent commensurate with its importance.

81. The early attention of the Governor-General will be directed to the Mahomedan College founded at Calcutta and to the Hindoo College established at Benares. In the disorders which preceded the fall of the Mogul empire, and the British conquests in India, all the public institutions calculated to promote education and good morals were neglected, and at length entirely discontinued; the institutions at Calcutta and Benares, may be made the means of aiding the study of the laws and languages in the College

at Fort William, as well as of correcting the defective moral principles too generally prevalent among the natives of India.

82. An establishment of Moonshies and native teachers of the languages, under the control of the collegiate offices at Fort William, will be attached to the new College, and the young men will be supplied from the establishment, instead of being left (as at present) to exercise their own discretion in hiring such Moonshies as they can find in Calcutta or in the provinces.

90. The Governor-General means to recommend, that the Court of Directors should hereafter nominate all persons destined for the civil service at any of the Presidencies in India, to be Students of the College at Fort William ; to each studentship (as has already been observed) will be annexed a salary of 300 rupees, together with apartments and a common table ; it will be for the Honourable Court to decide, whether the ultimate destination of the student to the civil establishment of Bengal, Fort St. George or Bombay, shall be specified in the original appointment to the Studentship at the College of Fort William : it would certainly be more advantageous to the public service that no such appointment should be made in England, and that the ultimate destination of each Student should be determined in India under the authority of the government on the spot, according to the inclination and acquirement of the students respectively. The improved state of the Civil Service at Fort St. George, and the indispensable necessity of introducing the same improvements into the service at Bombay, will speedily render the civil service at each of those presidencies no less advantageous and respectable than that of Bengal.

91. The Governor-General highly applauds the wisdom of the late order of the Court regulating the rank of the Cadets for the artillery, according to the period of time

when they may be respectively reported to be qualified for commissions, under the institutions of the academy at Woolwich; it would be a most beneficial regulation to declare, that the rank of all students appointed to the College of Fort William, in the same season, should be regulated according to their respective progress in the prescribed studies of the college, and to the public testimonials of their respective merit, established according to the discipline and institutions of the college.

92. If the Court of Directors should approve the principles and objects of this institution, and should accordingly order the Governor-General to endow it with a rent charge upon the land revenue of Bengal and Mysore, it would be a gracious act to relieve the civil service in India from the tax which the Governor-General intends to impose on the public salaries for the support of the College. The tax will indeed be very light, but the Court of Directors may probably be of opinion that such an institution as the present ought to be supported, rather by the munificence of the sovereign of the country than by any diminution, however inconsiderable, of the established allowances of the public officers.

FORT WILLIAM,
August 18th, 1800.

Sd/- WELLESLEY

APPENDIX J

REGULATION IX (1800)*

A Regulation for the foundation of a College at Fort William in Bengal, and for the better instruction of the junior civil servants of The Honourable The English East India Company, in the important duties belonging to the several arduous stations to which they may be respectively destined in the administration of justice, in the general government of the British Empire in India, passed by the Governor General in Council on the 10th July, 1800.

“Whereas it hath pleased the Divine Providence to favour the counsels and arms of Great Britain in India with a continued course of prosperity and glory; and whereas, by the victorious issue of several successive wars, and by the happy result of a just, wise, and moderate system of policy, extensive territories in Hindostan, and in the Decan, have been subjected to the dominion of Great Britain; and under the government of The Honourable The English East India Company, in process of time a great and powerful empire has been founded, comprehending many populous and opulent provinces, and various nations, differing in religious persuasions, in language, manners, and habits, and respectively accustomed to be governed according to peculiar usages, doctrines and laws; and whereas the sacred duty, true interest, honour and policy, of the British nation require, that effectual provision should be made at all times for the good government of the British empire in India, and for the prosperity

* Extract, Bengal Judicial Consultations, dated July 10, 1800, quoted in P. P., Vol. X of 1812-1813, pp. 18-21. Also Home Misc. No. 487 (I. O. B.), pp. 147-162,

and happiness of the people inhabiting the same ; and many wise and salutary regulations have accordingly been enacted from time to time by the Governor-General in Council, with the benevolent intent and purpose of administering to the said people their own laws, usages and customs, in the mild and benignant spirit of the British constitution : and whereas it is indispensably necessary, with a view to secure the due execution and administration of the said wise, salutary, and benevolent regulations in all time to come, as well as of such regulations and laws as may hereafter be enacted by the Governor-General in Council, that the Civil Servants of the Honourable The English East India Company, exercising high and important functions in the government of India, should be properly qualified to discharge the arduous duties of their respective offices and stations ; should be sufficiently instructed in the general principles of literature and science, and should possess a competent knowledge, as well of the laws, government, and constitution of Great Britain, as of the several native languages of Hindostan and the Decan ; and of the laws, usages and customs of the provinces which the said civil servants respectively may be appointed to govern : And whereas the early interruption in Europe of the education and studies of the persons destined for the civil service of the Honourable The English East India Company, precludes them from acquiring, previously to their arrival in India, a sufficient foundation in the general principles of literature and science, or a competent knowledge of the laws, government, and constitution of Great Britain ; and many qualifications, essential to the proper discharge of the arduous and important duties of the civil service in India, cannot be fully attained, otherwise than by a regular course of education and study in India, conducted under the superintendence, direction, and controul of the supreme authority of the government of these possessions :

And whereas no public institution now exists in India, under which the junior servants appointed at an early period of life to the civil service of The Honourable The East India Company, can attain the necessary means of qualifying themselves for the high and arduous trusts to which they are respectively destined; and no system of discipline or education has been established in India for the purpose of directing and regulating the studies of the said junior servants, or of guiding their conduct upon their first arrival in India, or of forming, improving, or preserving their morals, or of encouraging them to maintain the honour of the British name in India, by a regular and orderly course of industry, prudence, integrity and religion: The most Noble Richard Marquis Wellesley, Governor-General in Council, deeming the establishment of such an institution, and system of discipline, education, and study, to be requisite for the good government and stability of the British empire in India, and for the maintenance of the interests of The Honourable The English East India Company, his Lordship in Council hath therefore enacted as follows:

II. A College is hereby founded at Port William in Bengal, for the better instruction of the junior civil servants of the Company in such branches of literature, science, and knowledge, as may be deemed necessary to qualify them for the discharge of the duties of the different offices constituted for the administration of the government of British possessions in the East Indies.

III. A suitable building shall be erected for the College, containing apartments for the superior officers, for the students, for a library, and for such other purposes as may be found necessary.

IV. The Governor-General shall be the Patron and Visitor of the College.

V. The members of the Supreme Council, and the Judges of the Sudder Dewanny Adawlut, and of the Nizamut Adawlut, shall be the Governors of the College.

VI. The Governor-General in Council shall be trustee for the management of the funds of the College; and shall regularly submit his proceedings in that capacity to the Honourable the Court of Directors.

VII. The Comptrolling Committee of Treasury shall be the Treasurers of the College.

VIII. The Accountant-General and Civil Auditor shall be respectively accountant and auditor of the accounts of the College.

IX. The Advocate-General and the Honourable Company's Standing Counsel, shall be the law officers of the College.

X. The immediate government of the College shall be vested in a Provost and such other officers as the Patron and Visitor shall think proper to appoint, with such salaries as he shall deem expedient. The Provost, Vice-Provost, and all other officers of the College, shall be removable at the discretion of the Patron and Visitor.

XI. The Provost shall always be a clergyman of the Church of England, as established by law.

XII. Every proceeding and act of the Patron and Visitor shall be submitted to the Honourable the Court of Directors, and shall be subjected to their pleasure.

XIII. The primary objects of the Provost shall be, to receive the junior civil servants on their first arrival at Fort William, to superintend and regulate their general morals and conduct, to assist them with his advice and admonition, and to instruct them in the principles of the Christian religion, according to the doctrine, discipline, and rites of the Church of England, as established by law.

XIV. The Patron and Visitor shall establish such professorships with such endowments as shall be judged proper.

XV. Professorships shall be established as soon as may be practicable, and regular courses of lectures commenced in the following branches of literature, science, and knowledge :

Languages : Arabic, Persian, Sanscrit, Hindoostanee, Bengali, Telinga, Mahratta, Tamul, Canara, Mahomedan Law, Hindoo Law, Ethics, Civil Jurisdiction, and the Law of Nations, English Law.

The Regulations and Laws enacted by the Governor-General in Council, or by the Governors in Council at Fort St. George and Bombay respectively, for the civil government of the British territories in India.

Political Economy, and particularly the commercial institutions and interests of the East India Company.

Geography and Mathematics.

Modern languages of Europe.

Greek, Latin and English Classics.

General History, Ancient and Modern.

The History and Antiquities of Hindoostan and the Decan. Natural History. Botany, Chemistry, and Astronomy.

XVI. The Patron and Visitor may authorise the same professor to read lectures in more than one of the enumerated branches of study, and may at any time unite or separate any of the said professorships or may found additional professorships in such other branches of study, as may appear necessary.

XVII. The Provost and Vice-Provost, after having remained in the government of the College for the complete period of seven years, and any professor after having read lectures in the College for the complete period of seven years, or of twenty-eight terms, and after having respectively received, under the hand and seal of the Patron

and Visitor, a testimonial of good conduct during that period of time, shall be entitled to an annual pension for life, to be paid either in Europe or in India, according to the option of the party.

XVIII. All the civil servants of the Company who may be hereafter appointed on the establishment of the Presidency of Bengal, shall be attached to the College for the first three years after their arrival in Bengal, and during that period of time the prescribed studies in the College shall constitute their sole public duty.

XIX. All the civil servants now on the establishment of the Presidency of Bengal, whose residence in Bengal, shall not have exceeded the term of three years, shall be immediately attached to the College for the term of three years, from the date of this regulation.

XX. Any of the junior civil servants of the Company in India, whether belonging to the establishment of this Presidency, or to that of Fort St. George, or of Bombay, may be admitted to the benefits of the institution by order of the Governor-General in Council, for such term, and under such regulations, as may be deemed advisable.

XXI. Any of the junior military servants of the Company in India, whether belonging to the establishment of this presidency, or that of Fort St. George, or of Bombay, may be admitted to the benefits of the institution by order of the Governor-General in Council, for such term, and under such regulations, as may be deemed advisable.

XXII. In the College at Fort William, four terms shall be observed in each year; the duration of each term shall be two months. Four vacations shall also be established in each year; the duration of each vacation shall be one month.

XXIII. Two public examinations shall be holden annually, and prizes and honorary rewards shall be publicly distributed by the Provost, in the presence of the

Patron and Governors, to such students as shall appear to merit them.

XXIV. Degrees shall be established, and shall be rendered requisite qualifications for certain offices in the civil governments of Bengal, Fort St. Geogre, and Bombay ; and promotion in the civil service shall be the necessary result of merit publicly approved, according to the discipline and institutions of the College.

XXV. Statutes shall be framed by the Provost of the College, under the superintendence of the Governors of the College, respecting the internal regulation, discipline and government of the College ; but no Statute shall be enforced until it shall have been sanctioned by the Patron and Visitor. The statutes so sanctioned shall be printed, according to a form to be prescribed by the patron and visitor.

XXVI. The Patron and Visitor shall be empowered at all times, of his sole and exclusive authority, to amend or abrogate any existing statute, or to enact any new statute from the regulation, discipline and government of the College.

XXVII. A regular statement of all salaries, appointments, or removals of the officers of the College, shall be submitted by the Patron and Visitor of the College at the expiration of each term, to the Governor-General in Council, and by the Governor-General in Council to the Honourable Court of Directors ; printed copies of Statutes enacted by the Patron and Visitor shall also be submitted to the Governor-General in Council and to the Honourable the Court of Directors, at the same periods and time, and in the same manner.

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