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CIVIL SERVICE COLLEGE.

(34)
REPORT OF A PUBLIC MEETING

Of Members of the Civil Service,

HELD IN THE

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LECTURE HALL OF THE GEOLOGICAL MUSEUM

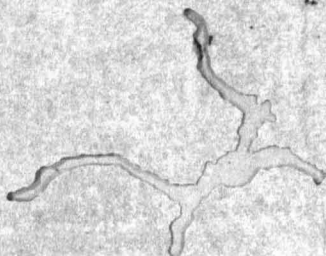
29th MAY, 1867,

THE RIGHT HON. EARL RUSSELL, K.G., IN THE CHAIR.

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1867.



THE CIVIL SERVICE COLLEGE.

A Public Meeting, to promote the Institution of the above College, was held at the Lecture Hall of the Royal Geological Museum, 29th May, 1867. EARL RUSSELL, the President, took the Chair at 5 o'clock, supported by the following noblemen and gentlemen:—Earl Granville, The Earl of Shaftesbury, the Bishop of Oxford, The Right Hon. Milner Gibson, M.P., Mr. Stansfeld, M.P., The Right Hon. Sir Edward Ryan, Sir Roderick Murchison, and many of the leading members of the Civil Service. Several Members of the present Government, who had promised to take part in the proceedings, were prevented by an important debate in the House of Commons from being present.

EARL GRANVILLE, who was received with loud applause, having been called upon by the Chairman to propose the first resolution, rose and said:—My Lords and Gentlemen, the Committee have requested me to take the great honour on myself of moving the first resolution. It is this:—"That it is expedient to establish a school which shall provide for the sons of the Civil Servants of the Crown, a sound and liberal education on the most reasonable terms, to be called The Civil Service College." There are two reasons why I was requested to move this resolution. First, because some of the members of the present Cabinet who would wish to have been present have been prevented, and secondly, from a sense of official propriety having been long, though unworthily, connected

with the Educational Department of the State, it was thought I was the proper person to do so. The object of this Meeting is to devise a means of procuring the best, and at the same time the most economical education for the children of the Civil Servants of the State. Now, with regard to the Civil Service, great changes have taken place of late years. There has been a tendency on their part, which did not exist in former years, to combine as a body. They have their own club; they have their own newspaper; they have their athletic sports and their musical entertainments; and the other day I had the pleasure of seeing one of the smartest corps in the Kingdom—the volunteers of the Civil Service—on the battle field. Now, there are some persons who profess to feel some alarm at this sort of consolidation, from fear of strengthening too much the power of what is called the “bureaucracy” in this country. I am free to confess, that if we were now assembled in some countries of Europe, indeed in some of the most civilized of them, that so far from being willing to bear a share in promoting such consolidation, I should be happy to apply any dissolvent to it in my power. I believe, however, that such a danger is absolutely imaginary in this country. In the first place, I think that our representative institutions and the manner in which they work, sometimes for good, sometimes for bad, changing the political chiefs of the State, is a very important power in modifying the action of any bureaucracy, bringing, as it does, into office persons who have taken views perhaps exactly opposed to those of their predecessors on any of those questions which get wholesomely modified by those Civil Servants, who know so well the practical details of such questions. Thanks to our meetings, the way in which every single question is discussed by the press, and the way in which the House of Commons examines every detail of executive administration, I think the danger of a bureau-

cracy in this country is rendered infinitesimal, if it has in reality any kind of existence. [Hear, hear.] I have been for more than a quarter of a century employed in some public office, and I can bear my humble testimony in confirmation of what has been so often stated in Parliament and elsewhere, by some of the most distinguished statesmen of this country, that it is impossible to exaggerate the good qualities of the Civil Servants of this country. Their scrupulous sense of honour, their industry, the zeal which is shown by them in the prosecution of great objects, for the accomplishment of which very often others more than themselves obtain the credit, is beyond all praise. I can add, that during that time, some of the most valued personal friendships which I have made—friendships which I hope to retain—are among those men with whom I was only brought into contact by the transaction of official business. There is another change that has in recent times taken place with regard to the Civil Service. It is that, instead of admission to the service being entirely open to private patronage, all candidates are at present subjected to an educational examination at the outset of their career. Now, I am not going to discuss the advantages or disadvantages of competitive examination. I believe that that system has not produced abler men than some of the able men who formerly existed and still exist in our public departments; but this I am sure of, that such a system of examination coupled with a year of probation strictly carried out, must, infallibly, raise the character of the Civil Servants of the State. [Hear, hear.] But one result of this examination must have been, as we see it is, to prove in a practical manner to the Civil Servants of the State how every day the avenues to all those objects which a man of ambition so naturally follows, or which his parents may desire for him, are more open to those who by their

industry and good conduct obtain an education which fits them for the pursuits of after life. It is not unnatural that so intelligent and practical a body as the Civil Servants of the Crown, should wish to secure for their children and those of their colleagues, those advantages which they see become more necessary and more useful. It is under the influence of this feeling, I understand, that we have been this day called together to aid in the establishment of the proposed College. They have felt some shame, I might almost say, that while the military, naval, medical and clerical professions have institutions of their own for the education of their children, up to this time this distinguished body has made no provision for the education of their children. I am glad to perceive that it is not intended to exclude the children of the members of other professions from the benefits of the College. I believe that is a very wise determination. I rejoice greatly at the calculation as to the prices at which it is thought that, if this building is once erected, it will be possible to give an education of the highest character to the students of that College. Some years ago, when making inquiries respecting the education of a near connection of mine,—my step-son, Sir John Acton—I was struck with the wonderful cheapness, in proportion to other institutions, of some of the Roman Catholic Colleges of the country. I am not certain whether it may not be the result of the peculiar circumstances of Roman Catholicism in this country; but it does give me the greatest satisfaction to find that some of the best men of business in this country, members of your body, after having examined the question, think that within the sum of £45 per year, you will be able to give a first-rate education to your sons and others whom you admit to these advantages. [Hear, hear.] I have no doubt these calculations have been carefully made, and I am quite sure that if

they are carried out, not only will you confer a great benefit on the students of this College, but you will introduce a revolution of a beneficial character with regard to the education of all classes in this country. I believe there are none more aware of the value of time than the Civil Servants of this country, and I feel that I should not be acting according to your wishes (more particularly as some of the most eloquent men I know of are to address you) if I add any more to the remarks I have made. I will only say that I have a very strong feeling with regard to the funds that are to be provided for the erection of this building (the Institution afterwards is to be self-supporting), considering the immense services the Civil Servants render to the State in general, and to the public at large. I therefore, for these reasons, most cordially and most sincerely recommend this resolution to your approval. [Cheers.]

The EARL OF SHAFTESBURY, in seconding the resolution, said :—My Lords and Gentlemen, the fact of this meeting being convened at five o'clock in the day, and of my having the prospect of taking the chair at another meeting almost immediately in a distant part of the town, would, if there were no other reason, make what I have to say to you very brief. If our noble friend, Lord Granville, should make an apology for attending, there is much more need for me to do so, as I am scarcely aware if I am a member of the Civil Service, but I am one of the public at large, and the public at large have a deep and vital interest in the character of the Civil Service. We know well the Civil Servants of this country and the Civil Servants of India have maintained, and will continue to maintain, by God's blessing, the most exalted character of all the Civil Servants of the earth, by their intelligence, their capacity, their diligence, and above all, their fidelity to the State. How rarely does it ever happen that secrets that ought to be kept secrets, are betrayed by the members

of the Civil Service. This is the great distinction between the Civil Service of England and the Civil Service of the Continent, and diplomatists will tell you, that after having succeeded in obtaining all the information they desired in Berlin, Vienna, or in Paris, they have been completely checkmated, with all their cleverness, when they came to try their skill on the Civil Servants of England. [Hear, hear.] In gratitude to the past we owe them the effort we are to make on this day, that the sons may be like the fathers, and serve the country in the same way for generations to come; and it is our duty to establish a College in which they may receive an education both secular and religious to maintain the character of this country. Therefore, my Lord, I heartily second this resolution, and pray the College may be a success. [Hear, hear.]

The CHAIRMAN then put the resolution to the meeting, and it was carried unanimously.

Mr. C. P. MEASOR, the Honorary Secretary, stated that letters expressive of regret at inability to attend the meeting, and of entire sympathy with the object contemplated, had been received from several noblemen and gentlemen—amongst others from the Duke of Marlborough, Earl Dalhousie, Earl de Grey and Ripon, Lord Dufferin, Lord Stanley, M.P., the Right Hon. Sir Stafford Northcote, M.P., Lord Eliot, M.P., the Right Hon. Sir J. Pakington, M.P., Sir R. Palmer, M.P., the Right Hon. Mr. Bruce, M.P., and Mr. Dodson, M.P.

The following extract from a letter received from Sir Charles Trevelyan was read to the meeting:—

“ I much regret that the present state of my health will prevent me attending the inaugural meeting of the Civil Service College, but I feel such a warm interest in the object, and there are so many familiar names on your Com-

mittee reminding me of the labours of bygone days, that I cannot pass over the occasion in silence.

"I sincerely congratulate the Members of the Committee on the present greatly improved position and prospects of their branch of the public service. Nothing can be more striking than the contrast between its existing state and that which prevailed 27 years ago, when I first had the honour of belonging to it. The establishments of the different offices were then a fortuitous collection of units without cohesion or corporate character. Even the term "Civil Service" was unknown. When I first used it, in pursuance of my Indian habits, I was told that there was no *Civil Service* but only the *establishment of this or that civil office*. But this was far from being the worst. The civil establishments were tainted at their source by their connection with Parliamentary patronage, and no effectual check had been placed on the appointment of incompetent persons. . . . The older members of the Civil Service will remember with mixed feelings, the manner in which official persons were popularly regarded at that day, I will not further describe it, than by saying that it formed one of the strongest incentives to remove the causes which prevented us from taking the position which we felt was our due in the estimation of our fellow countrymen.

"The public acknowledgment contained in the following paragraph of your prospectus marks an epoch in the public service:—'The establishment of the Civil Service Commission, and the adoption of a system of examination for appointments in the public service, have given an educational status to the Civil Servants of the Crown and have rendered them more than ever anxious that their sons should be fitted by a good education for success in professional life and qualified to compete successfully for junior appointments in the various departments of the State.'

“Not many years ago it was difficult to find a person in London society willing to incur the unpopularity of confessing his approval of this measure, and now it is referred to as the effective cause of a great and happy change. This is the branch cast into the fountain whereby the waters are made sweet. We may now look the whole world in the face, because the Civil Service has an ‘educational status’ and has taken rank as a liberal profession. A new spirit has been infused into the whole body of the Civil Servants. A highly efficient corps contributed to the national volunteer force. Social intercourse promoted by the establishment of a Civil Service Club. Athletic games instituted for the young, and a musical society for those disposed to cultivate that art. But the crowning expression of the corporate spirit of the Civil Service is the establishment of this College. Every public body instinctively recurs to the principle of its origin, and as the condition of success in the British Civil Service is now ‘a good education,’ the members of that Service naturally desire that their sons should have this indispensable qualification. The Civil Service College will, I hope, soon take its place on a par with the Wellington College; and with this view I have already suggested that the sons of persons not connected with the Civil Service should be freely admitted, in order that the institution may feel the healthy influence of competition. The Committee will, I feel sure, take it in good part from one who long laboured among them, and heartily desires their success, if I express a strong sense of the importance of avoiding every appearance of the “bureaucratic” spirit which is so distasteful to the English genius. Do nothing merely for show; and when you act separately from the rest of the community, let it be only for undeniably beneficial objects like these which have hitherto engaged your attention. It is our

privilege that we are engaged in the permanent service of the State in the promotion of its most cherished interests; the welfare of our order is indissolubly connected with the full and faithful discharge of the trust reposed in us, and our highest reward is the respect of our countrymen. We can most of us remember the time when official administration was in such disrepute that we were told to revise our proceedings on the model of private establishments. That reproach has been taken away by the admitted satisfactory state of some of the public departments. What remains to be done is to bring up the remainder to the standard of the most advanced. When this has been accomplished, the Civil Service will finally take the high place which justly belongs to it among English liberal professions."

THE BISHOP OF OXFORD: My Lords and Gentlemen, the resolution which I have to move is one which will need no commendation at all from the mover of it; the subject is abundantly sufficient to commend itself; it is that the Earl Russell be the President of the Civil Service College, [applause,] and that the noblemen and gentlemen named in the Prospectus be Vice-Presidents. I have very great pleasure in moving this resolution. I have heard that letter read from Sir Charles Trevelyan. I think he speaks with peculiar authority from his long connection with the subject which has brought us together this day. It is a testimony of the greatest possible value—from a man of great observation and of singular ingenuity of mind. He has set his various faculties of observation and his power of mind to bear upon this particular subject, and he gives you, I have no doubt, with perfect truth, the real estimate of the beneficial change which has passed upon the Civil Service. As to carrying this on—to found this College—the step seems to me simple, almost a natural one. It is of the utmost moment that those sons who may naturally look

to this profession as that which is to be the object of their lives, should have special opportunities afforded them for preparing themselves for the work that is before them. It is due to those who have given their own lives to the work, and who have raised so highly, as we have heard it has been raised, the standard of this service. I think it is of great moment to this nation. The more political power descends from its high fastnesses, and pervades the whole body of the people, the more important it is, that all those who are to be employed in the service of the State should be thoroughly well prepared for that service. [Hear, hear.] The executive in every part of its extension must keep itself intellectually and morally in fair progress with the spread of political power, or else the spread of that political power would be a danger to the people. I think there are certain moral advantages which young men can only get in a college. The mere teaching them to prepare them for an examination, I am sure you will agree with me, is the smallest part that we must do to fit them for their work in life. We must make head against the necessary temptation to a cramming system, [hear, hear,] and the great way to make head against that is to introduce the collegiate system as its antidote. If the cramming system is brought to bear upon a favorable specimen, the immediate results are perfectly wonderful. [A laugh.] If the turkey-crop—to use an illustration, which will not perhaps be wholly out of place in this hall of science—is capable of facile enlargement, capable of receiving that which is thrust down it, and capable afterwards of regurgitation, [a laugh,] with similar facility, then, gentlemen, we would see that the cramming system as applied to my turkey example would enable a man with the least conceivable real gain to pass what would seem to be a most satisfactory examination. [Hear, hear, and laughter.] It is really by a collegiate life that

this is to be prevented. The wonderful power of man upon man, it is impossible to overrate. That power is highest in youth, because in youth the character is less fixed, it is therefore the more receptive of foreign influences. There is the wax before you in its almost fluid condition, and whatever you put down on that wax, that image may be stamped for life. It is therefore by bringing boy to bear upon boy, young men upon young men, with a common object, with a common estimation of the high character of their future profession, brought to bear in the passing trial of the collegiate life, and by their being brought to use that influence wholesomely one upon the other, that you can make your gain, not the evanescent profit which throws itself off in a passing examination, but a profit which is fixed in the intellectual and moral development of the youthful student. If the effect of this movement is great, I ask, could we possibly have a more hopeful name, a better leading name, as the first President, than that of the noble Chairman, [cheers,] a name not only connected with almost every great civil and political movement for many years past in this country, [hear, hear,] but an European as well as an English name, and that name inherited from a succession of ancestors, who have in their several generations been dear to the heart of England, [hear, hear,] because they maintained with an almost uniform consistency what England deemed its highest principle and its dearest interest. [Cheers.] I beg to move the resolution which has been put into my hand. [Renewed cheers.]

SIR EDWARD RYAN seconded the resolution.

SIR R. MURCHISON, in supporting it, said, that as the head of the Geological Museum, it gave him the most sincere gratification, when he learnt that so many noblemen and gentlemen required the use of that theatre, for so national a purpose as the founding of a college for the education of the children of Civil Servants of the State.

It added greatly to his gratification, when he knew it was to be presided over by his distinguished friend Earl Russell, because he considered it the greatest possible compliment that could be paid to that School; and he was sure it would give to every man of science the greatest gratification to hear of the foundation of this admirable College, towards the erection of which he should be happy to pay his humble subscription. [Hear, hear.]

SIR EDWARD RYAN having put the resolution to the meeting, it was agreed to unanimously.

The CHAIRMAN: Gentlemen, I beg to thank you for your acceptance of this resolution, moved as it has been by one of the greatest ornaments of the Church of England, and seconded by one of so much experience in the Civil Service, and so much respected in those spheres in which he moves. For my part, gentlemen, I thought that, when it was suggested that I might be accepted as President, it was due in point of gratitude on my part, that I should not decline any responsibility or any labour connected with the establishment of a College for the Civil Servants of the Crown, because I have always felt, and more than once expressed in Parliament, that while there are others who have all the excitement of parliamentary debate, and who have all the rewards of parliamentary distinction, there are those who, in the different offices of the Crown, really furnish very often all the materials of judgment by which that distinction is earned. [Hear, hear.] It requires—as, having had experience in several offices, I can well testify—it requires a perfect knowledge of the details of former events. It requires in the case of the Chancellor of Exchequer a knowledge of all the circumstances of the revenue. It requires in the case of the Foreign Office a minute acquaintance with the history of events, in order to enable the Civil Servants of the Crown to point out to those who, perhaps

without much experience, have entered on most responsible offices, on what the welfare and fate of this country depends. I say it requires all these acquirements to point out to them in what manner their judgment can be maturely formed. [Hear, hear.] I say this more particularly at this time, because I have observed what certainly appears singular, but which is not so when one comes to reflect upon it, that in the midst of the blaze of light which surrounds us with regard to all the transactions of the world, the events of the world and of this country are being carried on so rapidly, that frequently political writers and those who are engaged in the discussions of Parliament, having before them the exact state of facts, as they have recently happened, are totally ignorant of that which happened 20, 30, or 40 years ago; but those gentlemen who have been occupied for years in the Civil Service are well informed on those subjects, and while it is proper that those who have to form their judgment, should do so from the state of things as it exists, it would be unpardonable, it would be dangerous I should say to the country, if they were not informed of all the engagements of the Crown, of all that happened in former days, of the manner in which former experiments were made, and of the results of those experiments. It is, therefore, to the Civil Servants of the Crown that those who are in responsible situations are indebted for the greater part of their knowledge and the elements by which their ultimate decision is formed. I would also say, that while these gentlemen have neither the excitement of parliamentary debate, nor the rewards of parliamentary distinction, they should have the means of doing that which always affects the heart of every feeling man who has a family, that they should be able to bring up their sons in such a manner that they may hope hereafter for competence and distinction in any profession for which they may be fit and in which they

may be qualified to serve. I speak not only of entering the Civil Service of the Crown, because many of those sons may prefer other professions, and may have a genius for either science, literature, military, or naval occupations; but in every way they ought to receive that education which will fit them to pursue their course in life. With regard to all the details connected with the establishment of this College, these no doubt have been well considered, and it would not become me to enter upon them, but the Chairman of the Committee will, at the end of this meeting, state some particulars in answer to some objections which have been made. I thank you most heartily for the distinction you have conferred upon me, and I trust I may be of some use in forwarding and promoting the objects of this admirable undertaking. [Cheers.]

Mr. STANSFELD, M.P. : My Lords and Gentlemen, the resolution I have to propose is in these words:—"That the present Provisional Committee, with power to add to their number, shall be a Committee for taking such steps as may be necessary for the collection of funds and otherwise promoting the establishment of the College." No one who has served, as I have had the honour to serve, for however short a period, and in however subordinate a position, in a public department, could have done otherwise than carry away with him a keen and lasting sense of obligation to the permanent Civil Servants of the Crown. When a public man for the first time enters, but it may be for a short term, into that service, who is it but those who are permanent members of it who guide with a willing and directing hand his first hesitating steps? And if the opportunities of the time, and if his own desire to do some service to the State, urge and perhaps enable him to effect some of those improvements and reforms which from time to time are required in all human institutions, it very often

is from gentlemen in the various public offices, unknown mostly to the public, that he derives his inspiration; and undoubtedly it is by their zealous co-operation and aid alone that he can hope for a successful issue to his efforts. We are accustomed in this country to a free and sometimes severe criticism of our great public departments. It is necessary that this should be so. I believe that those members of the Civil Service whom I now address would not be behind the public to admit and to appreciate the value, and indeed I would say the necessity, of that constant public supervision, criticism, and control. [Hear, hear.] Certainly, that public man would not only not be true to his duty to the country, but would not be serving the true and lasting interest of the Civil Service itself, who hesitated in the path of any necessary reform. Having come as an outsider for a short and passing time within the limits of your service, I would wish to give this testimony, that no one can so come and remain, without having his notions of the capacities of the Civil Service enlarged and increased, and without feeling a deep consciousness of the existence of that high sense of honour to which Lord Shaftesbury referred, which struck me more than perhaps anything else in the Civil Service, which I believe distinguishes it above perhaps all other Civil Services in the world, and which I have found, and which others have found, in what I will call the *élite* of that service in every grade and rank of the profession. Such a body of men, so numerous, so intelligent, of such a growing consciousness of power and of responsibility, must have some strong and distinct *esprit de corps*. It is inevitable—it is not to be wished that it should be otherwise. All that we are entitled to hope and desire, and if we could, to bargain for, is this, that that common spirit which induces people to

desire to do something for the interests of the whole-body of which they are members, that that should take a good direction and should be directed to worthy and admirable objects. [Hear, hear.] Now, my lords and gentlemen, it would be to be regretted if that spirit were to manifest itself, for instance, in what you might call a mere "Trades' Union" spirit. [Laughter and cheers.] In that kind of spirit, which, to be frank, does pervade more or less every class and every person. [Hear, hear.] But in the Civil Service of the Crown, this at least is secure. The permanence of employment is secure, and the wherewithal to live, and there is not the same security in what we may call the "labour market." [Hear, hear.] I think that those whom I have the honour to address will agree heartily with me, when I say, that an ungrudging labour is due to the State in whose employ we are. The organization of men associated together as you are for one good common object, is good. It is good because the object is desirable. It is good because it stimulates the public spirit, and that honourable ambition which when aroused in the breasts of men makes them better servants of the State, and benefactors of their fellow men. Amongst all such objects I think, my lords and gentlemen, it would be impossible to conceive one more utterly unobjectionable on the one hand, and, on the other hand, more meritorious than the proposal to found such an institution as that which you are about to establish; the object of which I believe is to raise the educational status of the service in the full meaning of the term, with all the admirable results of a collegiate life, well administered by able men, which have been so marvellously depicted to you by the Bishop of Oxford. [Hear, hear.] What can be more admirable than an institution with such objects, which is designed to stimulate the public spirit of the sons of those who are in the service of the Crown, and who by the aid of

this educational arrangement will in future be entitled to have a large share of the functions, responsibilities, and offices which their fathers now hold? [Hear, hear.] The names of the Provisional Committee are known to all I address; they are names of men of whom every thing I may have said seems to me but faint and unequal praise. I say those names are a guarantee to you of the fertility of that invention and resource, of that capacity of conception and design, of that energy, public spirit and good practical business management, to which, if you trust the fortunes of this Institution, success will, I feel confident, await its future. [Cheers.]

The Hon. GERALD TALBOT, in seconding the resolution, in the absence of the Right Honorable Stephen Cave, said it was proposed with such eloquence as to render it unnecessary for him to do more than echo the sentiments of the proposer. But that, as he was the first actual Civil Servant who had been called upon to say anything on this occasion, and also as a member of the Committee, he felt bound to say a few words. In the first place he would remark that, had they taken ten times the trouble to have enlisted the sympathies of men like those noblemen and gentlemen who had addressed the Meeting, it would be an ample reward, and a very great encouragement to the objects they all had in view. [Hear, hear.] Although they had severally arrived at honorable positions in the State service, he could not but feel how much more efficient their service might have been had they had the advantages of the Institution they were now endeavouring to establish. Should the College prove the success he hoped, it would be gratifying to feel that its interests would in no way have suffered by being intrusted to the Committee. He also felt that if they were enabled to extend those benefits to others who are not in the service of the Crown

the benefit to the country might not be inconsiderable. The Chairman of the Committee would return thanks, but he hoped he might be permitted, as an humble member, to say for himself, that they all felt much gratitude to Earl Russell for his kindness in presiding. [Hear, hear.] He would not detain his Lordship any longer, except to mention that the present Committee was provisional and would shortly make way for a more permanent one. [Hear, hear.]

The resolution was carried unanimously.

MR. CHAS. WALPOLE: My Lords and Gentlemen, it falls to me to move the resolution which follows upon the one you have just carried:—"That hereafter a Permanent Council for the management of the College be appointed by the Subscribers." I believe this resolution was put into my hands as having acted as Chairman of the Provisional Committee. The resolution is to acquaint the Civil Service that we contemplate having a more permanent government of the College than this Committee. Our wish is to retire as soon as we may be from our position as a Provisional Committee, and to see the matter pass into more responsible hands for the permanent well being of the College. My Lord, it falls to me, as I said, acting as Chairman of this Committee, to appear before you to-day; albeit a more worthy representative of the gentlemen whose names Mr. Stansfeld has spoken of with so much kindness, might have been readily found. [Cries of No, No.] I will, on behalf of the Committee, venture to offer our thanks for the kind manner in which the Service has been spoken of. The Civil Servants who have appeared before your Lordship to-day are highly gratified to have heard it said, that they are of assistance to Ministers in this great State. [Hear, hear.] It is an observation we have had the pleasure of hearing before, but it comes with the greater gratification, because

we believe it to be no empty compliment. [Hear, hear.] We desire that the Service should be as efficient as possible, and, my Lord, I do not know of anything more calculated to make it thoroughly efficient than to combine it in the manner alluded to to-day. That very able letter of Sir Charles Trevelyan points back to a time when this was not so. I have passed through various grades in the Civil Service, and I know there are others who will look back to the time to which Sir Charles Trevelyan refers, with a knowledge that in those days it was not a united body, but a congregation of units, and that if there was any feeling on this subject, it was a desire to dissociate ourselves from those who were brought in contact with us officially. There has come a great change in this respect over the service. I will not repeat the various matters that have contributed to this result, as the rifle corps, &c.; they are patent to the public. We now stand before the public as a profession, and are looked upon as a valuable service. I believe the great moving cause of this change is, the valuable measure which emanated, I think, under your Lordship's administration, the appointment of a commission to examine candidates before they enter the Civil Service. I believe that has done a greater good to the general body of the service than any other thing; it has given them an educational status. [Hear, hear.] The service is made up of persons taken from various classes. We have persons from all ranks of life; but we welcome them all—the mixture is beneficial. And why do we feel pleasure in welcoming them? It is simply because they have that educational qualification that gives the character to our body. [Hear, hear.] Well, my Lord, if that is so, if many of these gentlemen come from various positions in life, with very inadequate means to educate their children, is there anything which is more appropriate than to put

before them the means of providing for their own sons education, and giving them, perhaps, a better one than that which passed themselves into the Civil Service? That is what we desire to do, and, considering the small amount of salary received by many members of the Civil Service, undoubtedly it is desirable to reduce the cost of education for their children to a minimum; and I doubt whether it is possible to furnish a liberal education for a lower charge than is stated in this paper. We do not wish to put before the sons of the Civil Servants an inferior education. [Hear, hear.] We wish that it should be of the highest quality, that their sons may be able to move in any position as gentlemen, able to enter either the service or any other profession. I believe, therefore, that we cannot do better than this. There are various ways in which the Civil Servants can educate their children. A home education would perhaps be the cheapest, but on that system they do not get the advantages which the learned Bishop spoke of, the training of mind and character of those educated in public schools. Then there are the private schools, but they do not give the particular character to a boy which we desire to give to our children. We do not wish to make the Civil Service College a "Cram Shop." [Hear, hear.] However useful it may be in certain and particular cases to cram a certain amount of knowledge in a small space of time into the mind of the pupil, it is not the object we have in view in establishing this College. We want the pupils to have the greatest amount of self-reliance, self-control, self-respect, and at the same time the smallest amount of self-consciousness, and I believe this is only to be had by uniting the strictest discipline with the greatest amount of freedom of action they can have. I would wish to be allowed to say one word to the gentlemen opposite, who are members of the Civil

Service, it is, that I hope they will not allow your Lordship to leave this room without giving a hearty acknowledgment of their gratitude to you and the other noblemen and gentlemen for coming to support us on this occasion. I believe it is the first occasion on which the Civil Service ever received such a compliment, [hear, hear,] and if there is anything that would raise the character of the Service, it is the fact of a great statesman shewing before the world that he takes a lively interest in those proceedings which interest us most. Mr. Walpole then proposed the following resolution:—"That a permanent Council for the Government of the College be hereafter appointed by the Subscribers."

Mr. J. W. KAYE, in seconding the resolution, said that, in consequence of the lateness of the hour and the exhaustive manner in which this subject had been treated by the previous speakers, it was unnecessary for him to trespass upon his Lordship's time, and that of the meeting; he thought everything had been said by previous speakers *for* the Civil Service, and, through his friend Mr. Walpole, *by* the Civil Service; therefore, he would simply say he had great pleasure in seconding the resolution. [Hear, hear.]

The CHAIRMAN having put the resolution to the meeting, and the same being carried unanimously, he returned thanks to the meeting for the kind manner they had spoken of him, and said that any trouble he had taken at this meeting was only a very trifling acknowledgment of the great benefits he had received from the Civil Service in the course of a long public life. The Chairman then resumed his seat amidst loud cheers.

Mr. W. H. MELVILL, before his Lordship moved from the chair, thought that the members of the Civil Service should not leave that Hall without publicly thanking Sir R. Murchison, for lending it for the purpose of holding that

meeting. Though he had only been a member of the Civil Service a year and a half, he was proud of that service, and he did not think the Service could have shown their pride in their profession more than by asking Earl Russell to be their President. They all heartily thanked him. [Cheers.]

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