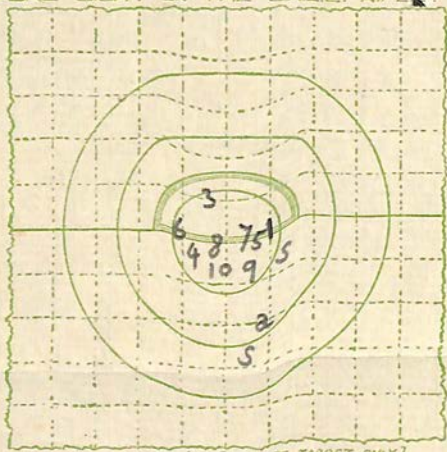


THE SIDE OF EACH OF THE SMALL SQUARES REPRESENTS AN APERTURE SIGHT ON THE SMALL RIFLE. ONE M



TARGET DIMENSIONS
 300.
 12" -- BLANK
 9" -- BULL
 18" -- INNER
 27" -- MIDDLE
 48" -- OUTER

300 YDS SCALE $\frac{1}{16}$ [PART OF TARGET ONLY]

ELEVATION	13.	-	+5	-	-	14	-	-	-	-	-	-	-
WIND	-3	-1	-1	-	-	-	-	-	-	-	-	-	-
SCORE	4	3	5	4	5	5	5	5	5	5	5	5	5

300 TOTAL 49

EVENT _____ DATE _____ TIME _____ PLACE _____ WEATHER _____

300				
600				

REMARKS: Zero Two Right Image Rising One.



facts that had come to the notice of the Executive. Very much perturbed at such a drastic action, Maude consulted his North London Club friends, who were astounded with the ruling and advised an appeal to the Bisley Committee. His appeal was granted, and the case was fully dealt with at a Committee meeting which Maude was asked to attend, with the result that he was fully exonerated from all blame, and the decision of the Executive was reversed. Maude explained the nature of the prizes won by him in Jersey, and in reply to various questions stated that our local competitions, except sweeps, were only open to members of the I.R.A.

He also asked if anyone had made a complaint against his eligibility, and was formally told that no complaint had been made, but that the Secretary of the J.R.A. had deemed it his duty to inform the Executive that, in his opinion, he (Maude) and other Jersey Competitors were attempting to enter Classes in which they were not entitled to fire, and that the Executive were naturally bound to take note of a statement made by a recognised Jersey official.

As a matter of fact other Jersey competitors had their entrance fees returned by the N.R.A. They were not informed at whose instigation this had been done, but in view of the facts disclosed in Maude's case, it is fairly obvious.

We congratulate young Maude on his pluck, and the Bisley Committee on giving a sensible ruling, and shewing a true spirit of British sportsmanship and fair play.

The case, from our point of view, is rather peculiar, and we cannot, for a single instant, understand the action of the Secretary of the J.R.A. in attempting to prejudice Maude's and other Jersey competitors' interests at Bisley; rather we would have expected him to assist and to back up our men. Further, why should the Secretary of the J.R.A. meddle or interfere with the private affairs of the members of the Association?

We do not believe that his action was prompted by jealousy or malice, but suppose it is merely the act of a too officious person who wished to shew his authority and interfere with the private affairs of other people. We suggest he should become a candidate for Centenier at the next vacancy. We greatly deprecate his action, which will take a lot of explaining, and has left a nasty taste in the mouth at Bisley as regards Jersey sportsmanship.

Naturally, Guernsey were concerned in the result, which might have affected the status of their men in future. Luckily for Mr. Le Cocq he had disappeared from Camp when the matter was investigated, otherwise he would have had a "mauvais quart d'heure."

There is no doubt in our mind, that neither Jersey nor Guernsey is a Nation, Dominion or State, but that we are on a par with the County Associations in England. We pay the same amount in the way of affiliation fee as they do, and the Bisley Committee very rightly gave a ruling on this interpretation. As the Guernsey "Evening Press" rightly said, competitors at Bisley, who have never previously won a prize, are as rare as blackberries in May.

The Bisley Meeting.

WHY MAUDE WAS DISQUALIFIED

THE FACTS.

The meeting is now well over, and has proved one of the most successful in the annals of the N.R.A. The weather kept very fine during the whole period the Jersey contingent were on the famous Common, in fact on the Tuesday (Kolapore Day), and Wednesday (King's first stage), the weather proved the undoing of our local marksmen, who are unaccustomed to such heat for a protracted period. On the whole our men fired well, Guernsey probably better. In the Kolapore we scored five points less than last year, Guernsey six points less.

The very bad light proved our undoing at 600 yards. A well-known competitor, who has attended Bisley for over 30 years, declared he could not recall such a peculiar light, the numbers over the targets being in some cases indistinguishable.

At the same time one hopes that in future arrangements will be made so that all local residents may have a chance of inclusion in the teams. This year the following were debarred:—Macartney, Maude, Renouf and Le Sautour. As a matter of fact Maude fired for India, and right well did he represent them, scoring three 47's. We wonder if Guernsey would be prepared to allow some of their best shots to look on simply because some official thinks it his duty to try to make a camel pass through the eye of a needle? We think not.

The Jersey side were not by any means favoured by the most efficient set of markers at the butts, no fewer than 4 challenges having to be made at 600 yards, three of which proved successful. This, by the way, was the reason we were last to finish.

Guernsey has to be met again at Crabbe next month, in the first match for the Lieutenant-Governors' Cup (formerly under the auspices of the C.I. Olympiad), and it will be rather interesting to see which of the members of the Kolapore eight retain their places for this event. Guernsey are dead keen on annexing the trophy at the first meeting. On our own range we should put up a stubborn fight.

In the Individual Competitions, Le Gresley, Maude, Pallot and Renouf were prominent all through, their figures in the grand aggregate speaking for themselves. The first-named placed in the Grand and All Comers, the best proof of consistency. As a matter of fact Le Gresley fired as well as anyone on the range at 600, losing only eleven points in a possible of 255, besides two others in the shoots for the Wimbledon Cup and St. George's. Renouf's eye gave him a good deal of pain and difficulty in the first few days. It was very unfortunate that J. B. Michel had to return home after doing so well in the King's first stage. At the long ranges, 900 and 1,000, Pallot and Le Gresley performed creditably with 47 and 44, and 46 and 44 respectively in the Duke of Cambridge and Corporation of the City of London. As a matter of fact Pallot had never fired over 600 yards before the meeting. Le Sautour scarcely did as well as was expected, but there is no doubt that the fact that he was not

allowed to compete in the King's was a great disappointment, and was bound to affect his shooting. Surely it is up to our local authorities to assist him. If the proper steps were taken he could easily be placed in the Militia Reserve. We appeal strongly to the powers that be to lend him their assistance, otherwise we may find one of our best men losing interest in the sport and dropping out. We were particularly pleased to see Young Mallet put up such a fine effort in the Alexandra (48), which won him £4 in Classes B and C; unfortunately this places him in Class A only for next year. This lad has not yet attained his majority, and has a big future ahead of him; we venture to state he'll be in the Kolapore team next year. Our old friend, "W.T." shot consistently right through.

For Guernsey, Bisset, who won the Service Rifle Championship (service conditions), veteran Smith, Young and Domaille were very consistent, and the non-inclusion of Young in the team caused a great surprise. Veteran Smith has twice tied for the Prince of Wales', and this year placed third.

A well-known Jersey marksman, A. J. Mourant, who competed on the Saturday, stayed in the Jersey Camp, and fired very creditably.

On the whole, the performances of our men were satisfactory, and it was not so much the lack of practice on Bisley Common, as suggested by the "Evening Post," that handicapped them, as the great heat on the Tuesday and Wednesday of the meeting.

THE CASE OF H. E. MAUDE.

The great sensation at Bisley was, of course, the disqualification of Ar-Sergt. Uglow and Lt. Medland for discreditable conduct, but the disqualification of Maude from Classes B and C was also sensational, and from a Channel Islands point of view, of great importance. Our Guernsey friends were equally interested in the question, and the matter did not by any means increase our prestige with the N.R.A.

Maude, who is 19, entered in Classes B and C. Class B is open to competitors who have not won a prize of money or kind of £2 or over during the past three years in a squadded competition at a **National, Dominion or State Rifle Meeting**. Class C is open to tyros or competitors who have never won a prize in money or kind in a squadded competition at a **National, Dominion or State Rifle Meeting**.

Maude, in good faith, entered in these Classes. He had never previously competed at Bisley, and, as a lad of 19, could scarcely be termed anything else than a tyro. Firing particularly well (probably much better than he anticipated) Maude during the first four days, won about £15 in prize money. This in itself was a great credit to him and incidentally to the J.R.A., of whom he has been a member during the last couple of years.

During the meeting he was informed by the Hon. Sec. of the J.R.A. that he was not eligible for Class C, having won various minor prizes at Crabbe. Some time after his successes had been posted up on the Bisley prize list notice board, Maude was notified to attend the N.R.A. office, where he was informed that his entrance fees for Classes B and C would be forfeited, and his prizes confiscated, in view of

LES VAUX,
ST SAUVOUR'S JERSEY

I have much pleasure in commending to notice my young friend, M^r. Henry E. Maude who is anxious to enter the Fiji Civil Service.

Gentlemanly & affable, manly & with a natural capacity to lead, he should be just the type of a youthful Englishman likely to become a successful administrator; and no doubt, were he admitted into the Fiji Civil Service, he would be a credit to it.

I have known M^r. Maude's

LES VANX
ST SAVOIR & JERSEY

family for many years,
his father Sir Walter Maude
K.C.S.G., C.S.G. being an intimate
friend.

As regards educational
attainments, Mr. Maude
took at Cambridge 2nd class
Honours in Economics in his
Part I Tripos a year ago; and
now he is completing his time
at Jesus College, hoping to enter
next term for the 2nd part of his
Tripos in Anthropological
Honours. Born in India,
he acquired early a working

knowledge of Hindustani
& Tamil.

He is a good rifle shot,
having got his half blue
at Cambridge.

George Macartney
(HM. Consular Service
Rtd.)

Jersey,
Apr. 5. 1929.

THE SCHOOL HOUSE,
HIGHGATE,
MIDDLESEX.

20th March 1929.

Dear Maude,

I am very glad to send you the enclosed reference
and sincerely hope you will realise your wishes and get out
on to the fringe of the Empire for work that you will love.

Yours sincerely,



H. E. Maude Esq.,
1, Almorah Crescent,
St. Helier's,
Jersey,
C.I.

THE SCHOOL HOUSE,
HIGHGATE,
MIDDLESEX.

20th March 1929.

I am pleased to state that Mr. H. E. Maude, formerly a member of the Vith Form at Highgate and School Prefect, bore an excellent character during the whole of his time at the School. He had a distinct personality as a boy, and always gave me the impression of being one who would find the right line and make a distinct success of his life. He was original in his ideas, but well capable of maintaining order and discipline.

He excelled in shooting and took a prominent part in the games life.

He is just the type that would accept responsibility cheerfully and carry out all his duties conscientiously and well.

John Johnston
S. M. D. L. C.

Headmaster of
Highgate School.

10/4/29

THE CROFT,
PARK HILL,
EALING, W.

I have known Harry ^{Maud's}
family for nearly 30 years -
His father - Sir Walter ^{Maud}
rose to a high position in
the Indian Civil Service, was
a colleague of mine in the
Govt of Bihar & Orissa.
I knew Harry himself
as a boy. It is some years
since I last saw him, but

from what I have heard?
gather that he has always
been of good & steady
Character & is quite suitable
for appointment to the
Western Pacific or other
Colonial Civil Service.

Yours truly

Oldholm
Dicy Road
Jucey
10-4-29

My dear Harry,

I hear that when you leave Cambridge you are going to apply for an appointment in one of the Colonial Civil Services. I write to applaud the scheme and wish you success. I have known your mother since childhood and so take an interest in the careers of her children, and specially in yours, as I have seen you growing up during the years that have elapsed since your parents settled in Jucey. Both your father and your mother's father rose to high positions in the Indian Civil Service, so that, if there is anything in heredity, you should have inherited brains and administrative ability, for success, besides these, you will require steadiness and application, & these, from your school & College history. I know you have, so that you should do well in your chosen career. If the Colonial Office select you for an appointment they will I think have picked a winner.

Wishing you all luck.

Yours sincerely
O. Osborn

Accident at Grosney.

My son states;-

I was driving up a slight slope, and having got to the top endeavoured to slow down for a bad corner which was in front. The foot brake snapped, and the hand brake refused to act, and owing to a slight incline the car gathered speed, and I was unable to stop it. A horse and cart were around the corner where I did not know of their presence. The cart was about to turn in to a farm, and was in the centre of the road. The car hit the horse on the chest, cutting it rather badly. As it was hit, it reared up, and the car passed underneath it and hit a wall.

gggg GGGG

* All efforts were directed towards controlling the car and it was impossible in the short space of time to think of anything else.

A

Form S D.
460



Officers Training Corps.

CERTIFICATE "A."

This is to certify that

Mr. Henry Evans Maude
of the Highgate School Contingent,
Junior Division, Officers Training Corps, has

fulfilled the necessary conditions as to efficient service, and has qualified in the Infantry syllabus of examination, as laid down in the Regulations for the Officers Training Corps. He is, therefore, eligible for consideration for a commission in the Regular Army Reserve of Officers, Militia, Territorial Army, or Active Militia of Canada.

In the event of a national emergency, involving the mobilization of the Regular Army and the embodiment of the Territorial Army, he is requested to notify his address immediately to the Under Secretary of State, The War Office S.W.1, with any offer of service he may wish to make.

The total number of marks he obtained in the examination was 388

On offering himself as a candidate for—

- | | |
|--|--|
| (1) Admission to the Royal Military Academy, Woolwich, | (5) A commission in the Royal Army Medical Corps, |
| (2) " " " " College, Sandhurst, | (6) " " " " Royal Army Veterinary Corps, |
| (3) " " " " Royal Air Force Cadet College, Cranwell, | (7) A Paymaster Cadetship in the Royal Navy, |
| (4) A commission in the Naval Medical Service, | (8) A Naval Cadetship or supplementary first appointment to a commission in the Royal Marines, |

he will be entitled to the privileges conferred on holders of this Certificate as set forth in the Regulations concerned, and to any further privileges that may be authorised after the date of this Certificate.

THE WAR OFFICE,

Date 28th May 1925.

Major-General,

Director of Staff Duties.

Cambridge University Officers Training Corps,
Market Street,
CAMBRIDGE.

5th March, 1928.

Dear *Maudie*

I am writing this letter today after very full consideration of the recent events in the C.U.R.A.

I cannot withdraw from my opinion that the Officers of the C.U.R.A. who were responsible for the posting of the objectionable notice we discussed and who have acted contrary to the rules of the Association in which they held official positions are undesirable members both of the C.U.R.A. and of the C.U.O.T.C. or any other unit which the C.U.R.A. represents.

you considered I consider that the action ~~in which you~~ ^{which} were involved tampered with the constitution of the C.U.R.A. I have therefore instructed the Adjutant to publish an Order accepting your resignation from the Corps.

Further, in view of the power conferred on me by paragraph 5.c.2., I forbid you to use the Range from this date, at times reserved for the C.U.R.A.

Yours sincerely,

G. Powell

Brigadier General,
Commanding.

Cambridge University Officers Training Corps,
Market Street,
CAMBRIDGE.

14/3/28

Dear Maud

You will have heard of
our late Council Meeting and,
if I may do so, I should like
to say how I view things.

I consider that two issues have
been involved; the first -
disciplinary one between myself
& the Capt & Treasurer of the C.U.O.C.,
the second, very much of a side
issue, the feasibility, desirability
of questioning certain existing
rules.

I personally consider you were
wrong to resign in support of the
first issue with its flouting of these
officials of existing rules, agreements,
& their consequences, and their
attitude towards myself as President
but I think you were in a
very difficult position.

anyhow I forbade your use of the
Range because I wished to place
the disarming position beyond question.

I feel that this has been done
and if you wish it should be
glad to welcome you back to the
Corps and to your post in the U.S.A.
as the Council have expressed.

It will give me great pleasure if
you accept the Corps conditions
frankly and having done so if you
bring up any legitimate alterations
in a legitimate way.

Yours sincerely
E. J. O'Sullivan

With regard to the article in the "Cambridge
Review", I assume you either composed it, or
helped to compose it, and saw the article for
the first time in the Review itself.

Yours truly

H. E. Maude.

although we deplore the attitude adopted by the
President of the C.V.O.T.C.R.A. which has resulted in the
demise of the C.V.R.A. & disagree strongly with the method
by which this result was obtained, we should like to
~~express~~ the names of the former body the meeting. — Thank you

of the late C.V.R.A. for the support in our struggle to free
R.S. from the petrifying influences of dull & dogma.

at some future date the authorities may advise

that shooting is a start as well as a
mil. exercise; but until then no true progress.
will ever be made. at C.C.

SARAWAK GOVERNMENT OFFICES.

TELEGRAMS { INLAND "SARAGOVFF" PARL. LONDON.
FOREIGN "SARAGOVFF" LONDON.

CODES { A.B.C. 5TH EDITION.
BENTLEY'S.

Ref: Applons.

MILLBANK HOUSE,
WESTMINSTER, S.W. 1.

1st November, 1928.

H.E. Maude, Esq.,
38, New Square,
CAMBRIDGE.

Sir,

With reference to your letter of the 30th ult., there are two vacancies at present for Cadets in the Sarawak Civil Service, commencing at a salary of \$250 per mensem, £ 350. (\$ = 2/4d.) the age limit for which is 22 years.

If you would like your name put forward for consideration please let me know your age, where educated, and give the names of at least two references.

I am, Sir,

Your obedient servant,



Government Agent.

ALL COMMUNICATIONS
TO BE ADDRESSED
TO THE GOVERNMENT AGENT."

TELEGRAPHIC ADDRESS:
"KINABALU, STOCK, LONDON."
TELEPHONE No. 1484,
LONDON WALL.



17, ST HELEN'S PLACE,
LONDON, E.C. 3.

31st October, 1928.

H.E. Maude Esq.,
88, New Square,
Cambridge.

Dear Sir,

In reply to your communication of the 30th
instant, I enclose particulars relating to the North
Borneo Civil Service together with a form of application.

Yours faithfully,

Eric F. Colman

Acting Secretary.

Appointments in the Service of The British North Borneo (Chartered) Company.

Court of Directors.

MAJOR-GENERAL SIR NEILL MALCOLM, K.C.B., D.S.O., *President.*

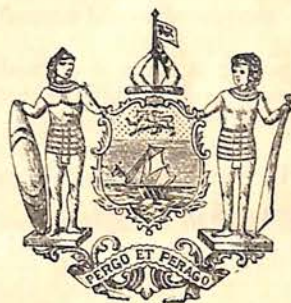
DOUGAL O. MALCOLM, Esq., *Vice-President.*

THE HON. MOUNTSTUART ELPHINSTONE, *Managing Director.*

G. E. B. BROMLEY-MARTIN, Esq.	CECIL MALLET, Esq.
EDWARD DENT, Esq.	CAPTAIN A. G. COWIE.

- (1). Appointments are classified as :—
 - A. Appointments open to Cadets (*i.e.*, the Administrative Service).
 - B. Professional and Miscellaneous Appointments (see attached " Classification " Scheme).
- (2). Cadets are appointed by nomination by the Court of Directors. The age limits are about 22 to 25. The marriage of any Cadet or other junior officer who has served less than eight years is not permitted by the Court of Directors.
- (3). Appointments in the Professional Branch are also filled by nomination, but candidates must possess the necessary special or technical qualifications.
- (4). Particulars relating to the Pension Scheme are appended.
- (5). All appointments are subject to a satisfactory certificate from the Company's Medical Officer.
- (6). All appointments in the Administrative Service are permanent and pensionable. Professional and Miscellaneous appointments are usually governed by contract for four years' resident service, renewable by mutual arrangement for a further period of four years' service.
- (7). Leave is granted as follows :—
 - A. Administrative Service : Eight months' furlough leave on half-pay (computed at 3s. to the dollar) after each period of four years' resident service. Vacation or local leave on full pay may be granted up to six weeks in any one year, and this may be accumulated up to two months to be taken in conjunction with furlough.
 - B. Professional and Miscellaneous Appointments : Four months' leave on half-pay (computed at 3s. to the dollar) on completion of four years' resident service, and an additional like period—making eight months' furlough leave on half-pay in all—should a further term of service be mutually agreed upon. Vacation or local leave may be granted up to six weeks during the second year of appointment, and up to a similar period during the third year of service.
- (8). Newly-appointed Officers are provided with outward passages, and receive half-pay during the voyage. Passages are also paid when an Officer is going on or returning from furlough, or—in the case of a Professional Officer—on completing his contract.
- (9). Officers on appointment receive an outfit allowance of £40 (in the case of Cadets £15 is payable in England, £15 in Singapore, and £10 in Borneo) towards the cost of necessary kit.
- (10). The value of the dollar is 2s. 4d.
- (11). Plainly furnished quarters and free medical attendance are provided.

The British North Borneo Company.



CLASSIFICATION SCHEME FOR ADMINISTRATIVE SERVICE.

(Effective from July 1st, 1920.)

1. Cadets are required to pass the following examinations :—
In Malay : Lower and Higher Standard.
In Law : Three examinations to qualify respectively for appointment as 3rd, 2nd and 1st Class Magistrate.
2. A Cadet on joining will receive an outfit allowance of £40, payable as follows :—£15 in England, £15 by the Government Agents in Singapore and £10 in North Borneo. On completing two years' resident service, if he has passed both Malay examinations and has qualified as a 2nd Class Magistrate, he will enter Class B of the Civil Service on a salary of \$3,000 per annum (\$250 per mensem), and will be eligible for any of the posts in Schedule I hereto. If within three years from his arrival in the State he has failed to pass his Malay and Law Examinations, or if otherwise he does not appear likely to become an efficient officer, his name may be submitted to the Court of Directors with a view to the termination of his services.
3. An Officer of Class B will draw the salary to which he may be entitled by length of service, under Schedule III hereto, and the duty and other allowances attached to any post in Class B, in which he may be serving. He will also be eligible to be selected to occupy, temporarily or substantively, any other post in Schedule I or II.
4. The Court of Directors reserve the right to grant years of seniority for specially meritorious work, or for special technical or professional qualifications.
5. Before paying to any Officer the increment accruing after the tenth and eighteenth year of service, the Treasury shall require a certificate signed by the Governor to the effect that such Officer is fully efficient. The Court of Directors shall from time to time lay down the method by which efficiency shall be gauged. If the Governor shall withhold his certificate he shall forthwith report the circumstances to the Court, furnishing the Officer with a full statement of the case against him. If the Court, after affording the Officer an opportunity for explanation, decide that the suspension of increments shall be confirmed, the Officer shall not be eligible for further increments or promotion until the disability is removed.
6. Notwithstanding the provisions of Clause 5, the Governor will instruct the Treasury at any time to withhold the increments of an Officer who, in his judgment, has not earned the same by diligence and efficiency. In such case the procedure described in Clause 5 shall be followed.
7. The Court of Directors reserve in addition the right to require an Officer who may be judged inefficient, to retire from the Service if, in their opinion, his removal is desirable in the public interests. In such case, the gratuity or pension which he shall be awarded shall not exceed that for which he would have been eligible had he been compelled to retire through ill-health.
8. Appointments in the Staff and in Class A shall be filled by selection and without regard to seniority. No officer shall permanently be appointed to the Staff or Class A without the previous approval of the Court of Directors.
9. Any Officer, on completion of 25 years' service, may be required by the Court of Directors to retire on a pension equal to $\frac{2}{5}$ of his salary. = £350.
10. The following appointments shown in Schedule I (Staff or Part 1), will not necessarily be filled from the Cadet Service. The salaries and allowances shown against these posts will not necessarily be adhered to if the posts are filled from outside the Cadet Service, viz. :—
Judicial Commissioner. Commandant. Sub-Commandant.

11. Seniority and increments will be reckoned from the date of substantive promotion to Staff or Class A. Increments will accrue as from January 1st or July 1st whichever date is nearer to the date from which the increment would normally accrue.

12. An Officer of Class B acting in Class A or Staff to draw half his own pay and half the minimum pay of the higher class, plus the minimum duty allowance of the higher class. This clause does not apply to the Public Works Department.

13. Passages of Officers, with wives and families, to be paid as follows :—

1st Class between Borneo and Singapore.

1st Class mail between Singapore and England in the case of Officers drawing \$350 or more.

2nd Class mail or 1st intermediate for Officers drawing less than \$350. Provided that Government may at its discretion grant permission to travel 1st Class mail between Singapore and England in the case of Officers proceeding on their second furlough after completion of two full terms of service.

Detention Allowance (Singapore) :—Married Officers \$8 per diem, Single Officers \$5 per diem.

Passages will only be paid when an Officer is going on or returning from furlough. Special permission may be obtained for wife and family to travel separately if medical certificate shews necessity.

Passages will only be provided for children under 16 years of age.

This concession will take effect as from 1st January, 1920, until further notice.

Provided that the marriage of the Officer in question has received the approval or sanction of the Court of Directors.

14. Officers of Staff and Class A will commence to draw the Duty Allowance at the minimum rates scheduled.

SCHEDULE I.

Staff.—2 Appointments: Government Secretary. Salary \$8,571, Duty Allowance \$1,500—B \$300—\$2,400. Entertainment Allowance \$75 per mensem.

Judicial Commissioner. Salary \$6,857—\$343 A—\$8,571. Duty Allowance \$1,500—B \$300—\$2,400.

PART I. APPOINTMENTS OPEN TO CADETS.

Class A. 6 Appointments: Salary \$7,200. Duty Allowance \$1,200—B \$240—\$2,400.

Commissioner of Lands	Resident West Coast
*Commissioner of Customs and Excise	Resident Interior
Resident Sandakan	Commandant.

* Staff appointment during tenure of present holder.

The Residents of the West Coast and Sandakan will draw a carriage allowance of \$35 per mensem, and also an entertainment allowance of \$100 per mensem for each month during which the Governor and Government Secretary are not in residence and of \$50 per mensem during which either is in residence.

Class B.Appointments. Salary \$3,000 to \$7,200. Duty allowance as per Schedule IV.

Resident, East Coast.	9 District Officers
Resident, Kudat.	3 Assistants to Commissioner of Customs and Excise
Protector	2 Superintendents of Police
Postmaster General (if held separately)	Assistant District Officers
Sub-Commandant	Junior Superintendents of Police
Assistant Government Secretary	Private Secretary to the Governor
Adjutant	

The Resident, Kudat, will draw an entertainment allowance of \$25 per mensem.

Cadets—Salary \$3,000.

PART 2. APPOINTMENTS NOT SPECIALLY RESERVED FOR CADETS.

Class A. One Appointment. Salary \$7,200. Duty Allowance \$1,200—*B* \$240—\$2,400:
Financial Commissioner.

Class B. Four Appointments. Salary \$3,000 to \$7,200. Duty Allowance as per Schedule IV:
Auditor
Chief District Treasurer, Jesselton
Chief District Treasurer, Sandakan
Assistant Auditor

(All increments will accrue as from the 1st January or 1st July in each year, whichever date may be the nearer to date of appointment).

SCHEDULE II.

PROFESSIONAL AND MISCELLANEOUS APPOINTMENTS.

MEDICAL.

Principal Medical Officer	..	..	..	..	..	..	..	£800	<i>A.</i> £40—£1,000
3 Medical Officers	..	..	..	..	..	..	..	£650	<i>A.</i> £25— £725
2 Nurse Matrons	..	..	..	..	..	..	..		£250

PUBLIC WORKS DEPARTMENT.

Director of Works	..	..	..	..	..	..	..
2 Executive Engineers	..	..	..	..	..	..	..
2 Assistant Executive Engineers	..	..	..	..	..	..	..

SURVEY DEPARTMENT.

Chief Surveyor	..	..	..	..	..	..	..	\$5,400	<i>B.</i> \$240—\$7,200
Surveyors	..	..	..	..	..	..	..	\$4,800	<i>B.</i> \$240—\$5,040

POST AND TELEGRAPH DEPARTMENT.

Postmaster-General & Superintendent of Telegraphs and Wireless	..	..	..	..	..	..	..	\$5,400	<i>A.</i> \$180—\$6,600
Assistant do.	..	..	..	..	..	..	..	\$3,000	<i>A.</i> \$214—\$3,858
Wireless—Assistant	..	..	..	..	..	..	..		\$4,200

FORESTRY AND AGRICULTURAL DEPARTMENT.

Conservator and Director of Agriculture	..	..	..	..	..	..	..		£1,000
Assistant Conservator	\$5,142— <i>A</i>	\$171—\$6,000

MYCOLOGIST DEPARTMENT.

Mycologist and Agricultural Adviser		
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(All increments will accrue as from the 1st January or 1st July in each year, whichever date may be the nearer to date of appointment.)

SCHEDULE III.

SALARY SCALE FOR OFFICERS OF THE CADET SERVICE.

Year of Service.	Annual Salary.	Monthly Salary.	Remarks.
1st	\$3,000	\$250	} As unpassed Cadet
2nd	3,000	250	
3rd	3,000	250	
4th	3,180*	265	
5th	3,360	280	* If he has qualified.
6th	3,540	295	
7th	3,720	310	
8th	3,900	325	
9th	4,080	340	
10th	4,260	355	Efficiency bar.
11th	4,440	370	
12th	4,680	390	
13th	4,920	410	
14th	5,160	430	
15th	5,400	450	
16th	5,640	470	
17th	5,880	490	
18th	6,120	510	Efficiency bar.
19th	6,360	530	
20th	6,600	550	
21st	6,840	570	
22nd	7,080	590	
23rd	7,200	600	
24th	7,200	600	
25th	7,200	600	
26th	7,200	600	
27th	7,200	600	
28th	7,200	600	
29th	7,200	600	
30th	7,200 = 840	600	

SCHEDULE IV.

Duty Allowance \$900 ....	....	....	....	{ Resident, East Coast. Resident, Kudat. Secretary for Chinese Affairs
Duty Allowance \$800 ....	....	....	....	{ Assistant Government Secretary.
Duty Allowance \$720 ....	....	....	....	{ District Officer, Beaufort. District Officer, Sandakan. District Officer, South Keppel.
Duty Allowance \$600 ....	....	....	....	{ Protector. Sub-Commandant. Chief District Treasurer, Jesselton Legal Adviser. District Officer, Lahad Dato'. Assistant Commissioner of Excise. Assistant Secretary for Chinese Affairs.
Duty Allowance \$480 ....	....	....	....	{ District Officer, Marudu.
Duty Allowance \$360 ....	....	....	....	{ Adjutant. Auditor. Editor. District Officer, Tenom. District Officer, Mempakul. District Officer, Papar. Assistant District Officer, Kinabatangan. Assistant District Officer, Labuk. Assistant Commissioner of Customs, Sandakan. Inspector of Schools.
Duty Allowance \$240 ....	....	....	....	{ Assistant District Officer, Tawau. Assistant Commissioner of Customs, Jesselton. Private Secretary.

British North Borneo Service.

=====
PARTICULARS TO BE FILLED IN BY APPLICANT FOR
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Name in full.....
(and Address)

Date of Birth.....

Married or Single.....

Parentage
(including particulars of Father's profession or occupation)

Education
(Names of Schools and length of time at each)

How occupied since leaving school.....

Present employment (if any).....

Qualifications
(Ordinary)

Qualifications
(Special)

References.....

Date..... *Signature*.....

PENSION SCHEME FOR OFFICERS ON THE FIXED ESTABLISHMENT.

1. Every officer in the service on 1st January, 1924, shall contribute to a Pension Fund a proportion of his substantive pay, which shall be deducted from the amount payable to him at the end of each month, such proportion to be on the following basis:-

On salaries of	\$4,200 or over	.....	5%		
"	"	"	\$3,300 to \$4,199	.....	4%
"	"	"	below \$3,300	.....	3%

2. All officers joining the Cadet Service after the 1st January, 1924, shall contribute to the Fund 5% of his pay, which shall be deducted from the amount payable to him at the end of each month.

3. No officer shall be entitled to pension until he shall have completed 25 years service. xx

4. Any officer on completion of 25 years service may be required by the Court of Directors to retire, or he may apply for permission to retire, on a pension equal to 25/60 of his then full pay, calculated at the rate of 2s.4d. to the dollar. The Court of Directors, however, reserve the right to withhold their sanction to any application for permission to retire until a later period. xx

5. For each completed year of service after 25 years an officer will be entitled to an additional 1/60 of his full pay, calculated at the rate of 2s.4d. to the dollar, but each officer will compulsorily retire on pension on the completion of 30 years service; subject to a mutual arrangement for a further extension of his service, the amount of his pension to be one-half of his then full pay calculated at 2s.4d. to the dollar. xx

6. When an officer is on half pay leave his contributions will be based on the pay he then receives, i.e. on half pay at 3s. to the dollar.

7. Officers in the service on January 1st, 1912, will be allowed full benefit of the scheme as from the date of joining the service. They will not be called upon for arrears of contribution.

8. The Government will contribute to the Fund an annual sum at least equal to the total subscribed by the officers.

9. If an officer is obliged to retire through ill-health before completing 10 years service his contributions will be refunded to him.

10. If an officer is obliged to retire through ill-health, not occasioned by his own fault, if he shall have completed 10 years service at the time of such enforced resignation, he shall be granted a bonus on retirement equal to the total of the amounts contributed by him to the Fund, plus half such amount to be contributed by the Government.

11. If an officer who has completed 18 years service is obliged to retire through ill-health, the grant of a pension, under the special circumstances of the case, will be at the discretion of the Court of Directors.

12. If an officer voluntarily retires before becoming entitled to pension he shall forfeit all contributions paid in.

13. Vacation leave may not be taken immediately prior to retirement, but an officer retiring from the Service shall be entitled before going on pension to such furlough leave as may be due in

respect of his last term of service calculated at the rate of two months furlough for each completed year of service. Such period of furlough leave will not count towards pension which shall be payable as from the date of expiration of furlough leave.

14. If any officer dies before becoming entitled to pension his contributions to the Fund will be refunded to his estate, but no contribution will be made by Government; should, however, a married officer die after 10 years service, but before retirement, his widow will be granted an annuity for life, or so long as she remains in widowhood, equal to $1/120$ of her deceased husband's pay at the time of his death for each year of service completed by him.

15. If a married officer dies after retirement his widow will draw an annuity for life, or so long as she remains in widowhood, equal to one-half of the amount of the deceased officer's pension.

16. This scheme shall be compulsory as regards all officers permanently joining the service on or after January 1st, 1912, but is optional to officers who have joined the service before that date.

17. No officer in the service on January 1st, 1912, will be entitled on retirement to any pension, unless he shall have contributed to the Fund from its commencement, but the grant of any bonus on the retirement of such officer shall be at the discretion of the Court of Directors.

18. In the case of the appointment to the service of officers with special qualifications, the Court of Directors shall decide to what extent, if any, such officers, other than cadets, shall be credited with years of service for the purposes of a pension.

19. If an officer of the Service shall be appointed Governor of the State and shall hold that position for a period of not less than three years, he may be awarded upon retirement from the Service a pension in respect of that appointment not exceeding £200 per annum in addition to the pension applicable to the total number of years of his service. An officer so appointed Governor shall continue his membership of the Pension Scheme, and shall continue to pay his contributions based on the salary scale laid down in Schedule III of Appendix A of the Civil Service List.

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Exclusive of leave taken on medical or other special grounds.

THE HOS OF

THE

KOLHAN

Being a lecture to the Anthropological Society of Cambridge given
on Wednesday March 13th. 192~~2~~ by H.E. Maude Esq.

THE HOS OF THE KOLHAN.

In the Hos, who inhabit the Kolhan in Chota Nagpur we find perhaps the Kol at his best and finest. Linguistically and ethnically allied to the tribes around him, the Mundas, Bhumij, Santals etc. he yet stands above them in both physical characteristics and moral qualities.

The Ho, best of all the Chota Nagpur tribes, has preserved his old customs and institutions intact, having a contempt for all foreigners, particularly the Hindus, as is well shown by the elaborate purification ceremonies which have to be undergone by any tribesman who has been excommunicated for being so misguided as to accept water or food from one of them. Extremely sensitive - a harsh word or even a disparaging comment is liable to lead him to commit instant suicide, he is at the same time one of the kindest of mortals and seems on the whole far happier and more likable than any of the other Kolarians. While the Ho then offers perhaps the best material for an ethnographic study of the Kol unaffected by Hindu influences there has been no book on them, at any rate in English, and although articles have appeared from time to time, they are hard to obtain and at the best fragmentary.

I propose, in these few notes on them to give a short sketch of the ceremonies that a man must undergo from birth

to death, in other words the more important Rites de Passage, and at the same time attempt to demonstrate how the belief in Reincarnation is the real key to Ho and indeed all Kol belief and customs.

Their belief in reincarnation is a very real thing. "The soul" say the Hos, "never dies, but hovers round the family Burial ground and seizes the earliest opportunity of conception, thereby gracing the family in the rôle of the new born child," and logically enough they pay little respect to their "Sasans" or ancestral Grave yards, arguing that the Sasans are really empty, the Ancestral Souls having left to be reincarnated. Since Reincarnation is necessarily limited by the number of conceptions in the family every Ho is anxious for a child, particularly a male child to look after him in his old age. - Barrenness is regarded as a great curse and as more than a curse, it is a punishment due to sins committed during the present or more often during previous incarnations. Curiously enough, unlike most Kolarians who employ low cast Ghasi women as midwives, it is the duty of the husband among the Hos to help deliver the child, and he cuts the Umbilical cord himself with the skein of the Maize plant, the lying-in room being Tabu to everyone else. They again, alone among the Kols have accorded^{my} to Bompas, the Couvade the Father being, after the birth of the child, isolated and ceremonially unclean in exactly the same way as the Mother is. Their explanation of this curious Institution is very interest-

ing as giving a clue as to its functions in the social scheme. They state that they observe the Couvade because on conception the "life has gone out of the man" using the Bangali word "Jiban"; in other words they consider that man consists of both body and spirit and that while the woman contributes the bodily structure of the child which grows in her womb, the man adds the no less important spiritual element, and thus if the birth of the child's body is a time of danger to the Mother the birth of its spirit may be equally dangerous to the Father. An analogy may here be drawn with the Bhutias of Sikkim who hold that the bone descends from the father's side and the flesh from the mother's.

These two institutions, that of the Couvade and of the father assisting in the delivery of the child seem to me to be really associated phenomena, for since the father is regarded as in such a real sense contributing a share to the child and since the child, as seems probable, receives it "Jiban" from him at the moment of Birth, it would appear only natural that he should be the person to help in the performance. The mother, father, and child are confined to the room for a month, being regarded as ceremonially unclean, and it is only after a feast has been given that the pair can be readmitted into the Society.

The name-giving ceremony as we should expect, gives a striking illustration of the dominance of the belief in Reincarnation. The child is first examined carefully to see if any similarity can be found between it and any deceased relative,

in which case, of course, they conclude that the infant is the deceased come to life again, and in such cases the name of the relative is given to the child. Failing any outward sign they endeavour to ascertain which ancestor it is that has been reborn by processes of Divination. In the most popular method a grain of rice is thrown into an earthenware jar full of water, a second grain is then dropped over the first and at the same time the relatives round mention the name of some deceased relation; if the second grain touches the first that name is selected and the child is regarded as the reincarnation of that man, if not the process is begun again. Sometimes the father takes a handful of grain in his palm. On a name being suggested they count the grains to see if the number is odd or even, if even the name is given, while if odd the lottery is repeated. There is a more or less recognised sequence for calling the names, the Grandfather being usually called first, followed by the Maternal Grand Uncle, the Mother's Brother and the Maternal cousins; in the case of a girl the most usual sequence is Grandmother, Mother's Brother's Wife and cousin, presuming, of course, that none of them have been reborn already.

Great care has to be taken that no man or beast shall get hold of the Placenta, as anyone doing so, if maliciously inclined, and they are great believers in Witches, can work untold harm to the child by means of Contagious magic. They

therefore obtain a huge stone slab and place it in the courtyard of the house, burying the placenta and Umbilical cord under it in a new pot. The slab being very heavy and in full view of the house they can rest confident that no one can work harm on their child. On birth, the Ho mother will carefully press the back and sides of the baby's soft skull, and work its nose upwards by pinching it with her fingers pressed against the sides. They have strong notions as to the ideal head shape and take great pains to effect it by artificial means if need be, a practice which seems to justify the scepticism felt in India regarding Anthropometry as a test of race, as of course the artificial moulding of features is not confined to the Hos but is well known all over India - a Hindoo mother for instance will never suckle her child lying down, for fear of flattening its nose.

Continuing, we find no bachelors' house or analogous institution among the Hos and no trace of initiation ceremonies, and so the next "Rite de passage" undergone is marriage, which brings him to his full status in the tribe and enables him to reproduce and thus insure his own Reincarnation in the second generation.

Their actual marriage ceremonies are in most points the same as those of the other Kolarian tribes round them. I fancy we could find among them most if not all of the eleven forms of legal marriage which their neighbours the Santals

indulge in. There is nothing in their ceremonies however, as far as my facts go, analogous to Tree marriage, probably because, as we shall see, they definitely regard their ancestors as awaiting their reincarnation in the house and not in the branches of a Mango tree.. They recognise "Marriage by Capture" or rather elopement, and the form known as "Ghardi Jawaë" or House-husband marriage, though it is extremely rare.

Widows may remarry by the special "Sanga" ceremony, but the husband's younger brothers have the first claim on her, then any younger cousin, then any one of the husband's "Kili" and generation, and only failing them may she marry anyone not of her husband's Kili, and even then never her husband's elder brother nor any elder relative, for the Hos though strictly Endogamous as regards the tribe are at the same time strictly Exogamous as regards the numerous Patrilineal Kilis or sib6 into which the tribe is divided.

I must confine myself to describing one only of their forms of marriage, the so-called "Marriage by intrusion" which is the true female equivalent of marriage by capture. A girl in love with a man, who from coldness or his parents' opposition will not propose, may take the step of entering his house with a pot of rice beer on her head. The man's Mother or female relatives, short of using physical force, which is forbidden by custom, may employ every device imaginable for getting her out, the one found most generally effective is to close all apertures by which air may get in and

fling red pepper on the fire, and literally smoke the girl out. If however all proves unavailing she is legally married from that day.

There is one interesting feature concerned with their marriage customs and that is the way in which their extraordinary bride price has affected the Institution of Marriage as well as the Terminology of Relationship. Their bride price, unlike most tribes, is not fixed by custom, and in spite of the efforts of Col. Dalton many years ago, it has soared to an amazing extent, and due possibly to the Reciprocity which is always inherent in these social institutions no one seems able to bring it down. Thirty heads of cattle, forty to sixty silver coins and forty rupees of ornaments is commonly demanded from the prospective bridegroom's father, plus the expense of providing a feast for the members of two or more villages. Now thirty head of cattle will cost at the least a thousand rupees, which compared with other tribes is an extraordinarily high bride price indeed.

This has affected them in two ways, firstly by greatly decreasing the number of regular marriages. It is becoming almost the usual thing now-a-days for the Ho to do without any Marriage Ceremony whatsoever, merely being content to live together as husband and wife, society winking at it unless a child is born, when the village "Panchayat" or council of elders meets and fixes a sum, relatively moderate

and never exceeding the couple's needs, as a bride price for the father-in-law; and now-a-days they often go further and avoid the payment of any Bride Price at all by means of abortion, an art in which they are especially skilful, and by various contraceptive devices.

The second result of the high bride price is seen in the enormous part played by "Marriage by Exchange" - out of 14 pairs of relations who, according to Rivers, should bear the same name if this were so, twelve among the Hos do, for example the Mother's brother and the Father's Sister's Husband, and it seems probable that their peculiar Relationship Terminology is due entirely to the high Bride price, an interesting example of the effect of a social custom on terminology. Cross-cousin Marriage is not practised; but there is one thing about marriage which I should have mentioned and that is that it involves the prohibition of certain relatives mentioning each other's names, for instance the husband and wife themselves. If they do their offspring will be born deaf or dumb, or both.

We now pass from marriage to sickness and death. All Sickness is regarded as being the work of either witchcraft or an evil spirit, and the local practitioner is called on to give his opinion on the specific witch or spirit who is working the mischief. If the practitioner decides that a certain spirit has been offended the appropriate sacrifices are made,

but if he decides it is the evil eye, then although the Hos are naturally the kindest of peoples, woe betide the man or woman accused of witchcraft; at any rate before the advent of the British, the least he or she could expect was banishment from the village.

In their funeral ceremonies we once again find the dominance of Reincarnation. The dead are cremated and the bones carefully picked out from the ashes and placed on a winnowing fan to dry; while in the meantime two new earthenware jars have been procured and in one of these the bones are placed and covered with leaves, the other jar is also covered up and in it they believe the disembodied spirit of the deceased takes up his abode. The relatives then address the Spirit in the jar saying:- "You have been taken away by your God and are isolated from us up to now. We shall take you home on the third day." The jar is then buried and on the third day ashes are spread in the "Ading" or sacred altar in the deceased's house; two men then conduct the spirit from the buried jar to its house by laying a trail of boiled rice and water, and at the same time producing a noise by striking a spade against a plough share. When the spirit is considered to have entered the house the ashes are carefully examined for footprints which indicate the cause of death. Human footprints indicate death by witch-craft or magic, the marks of a tiger or snake show that if the deceased had lived

longer he would have been killed by a tiger or snake, while the claw marks of a bird indicate a natural death.

After his death, then, the Ho takes up his abode among the rafters of his house, now occupied probably by his eldest son and daughter-in-law, but his influence in Ho society is far from ceasing, indeed in many ways it rather increases; as the Ho credits his ancestral spirits with a very real and lively interest in the affairs of his descendants, coupled with considerable powers of annoying and interfering with them unless kept in a good temper, not only by appropriate sacrifices, but also by taking care to lead lives regulated by the traditional customs of the tribe.

In conclusion therefore I would once again emphasise the importance of the belief of reincarnation in Ho Psychology. It is a factor leading to his birth, for one of the main reasons for a Ho desiring children is to insure his own rebirth, it affects his name and through that his Social Status in the tribe, for that depends largely upon who he was in the last stage, it affects his marriage, it is at any rate one of the contributory factors in maintaining the chastity of his women, it affects his funeral rites, for it is not every one who is regarded as fit for rebirth but only those who have died natural as opposed to accidental or sudden deaths, and finally it affects his Eschatological beliefs. In fact the belief in Reincarnation is the great stabiliser of the tribal customs

and the main force acting to maintain the social cohesion
so necessary in tribal life.

EXCELSIOR

SUPERFINE

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