

Acts of Parliament between 1773 and 1793 looked into the education and training of civil servants in India.

To the open question as to whether administration would be efficiently conducted by only Indians, a mixed agency or exclusively by the British, Cornwallis provided the answer by deciding on the policy of complete Europeanisation. All higher positions in Government service were filled by the Company's British covenanted servants. The Charter Act of 1793 took care of this and provided the Charter or Rights of civil servants. Promotion was by seniority. Duties of different departments were defined. Salaries were proportionate to responsibility.

Wellesley realised that civil servants of the Company had to discharge functions of Magistrates, Judges, Ambassadors, etc. To discharge these duties efficiently they had to be not only well acquainted with the languages, laws and usages of the people but be well informed on the British Constitution and be well versed in Ethics, Civil Jurisprudence, the laws of nations and general history. To provide all these, Wellesley set up the College of Fort William in Calcutta. The civil servants of Bombay and Madras had to undergo training at the College like those of Bengal for three years.

The three year course provided for instruction in liberal arts, classical and Modern History and Literature, Law of Nations, Ethics and Jurisprudence. The syllabus also included Indian languages, different codes and regulations. The college aroused mental and intellectual powers of the civil servants and improved their morals to a considerable extent. But the College was short-lived. After seven years it continued as only a language school.

In 1805, the Hailey bury college was set up in England and that really spelt the end of the College at Fort William. The young recruits to the covenanted Civil Service had to spend two years at Hailey bury and for the next 50 years the ICS was the product of the Hailey bury College.

The syllabus drawn up by Wellesley for his College was followed at the Hailey bury College. The young civil servants had to continue their mathematical and classical education for two years under expert guidance. They had also to read Political Economy, principles of jurisprudence, elements of Indian history and rudiments of Indian legal codes and regulations and Indian languages.

But admission was still on the basis of patronage. Each of the Company's Directors could nominate one candidate while Chairman and Deputy Chairman could nominate two candidates each. Though there was an entrance test, it was so simple, that no one ever failed it. Though candidates did equip themselves with liberal education, the standard at Hailey bury was not really high or else it would have resulted in a high rate of failures. The admission system, though modified later, was at best, one of qualified patronage.

Despite this, the College had a good name and its products were known for their corporate outlook and spirit comradeship which they brought to India. These men in far-flung parts of India still upheld old Hailey bury ties. They set healthy traditions especially in honesty and integrity. But at the same time they felt high and mighty and some did become despotic in outlook and dictatorial in behaviour.

In 1837, an arrangement was made for the preliminary examinations to Hailey bury College. Yet it did not achieve the expected results. The men who came out to India were not of the level of competence demanded by the work. Meanwhile, opposition was developing in England against patronage since 1833, when the Company lost the last vestige of commercial monopoly. The Northcote Trevelyan Report submitted to Parliament in 1854 suggested that patronage must give place to open competitive examination. Among those happy to promote merit system was Macaulay. Once the principle of competition was accepted, the necessary regulations had to be framed. For this an expert body was appointed of which Macaulay was Chairman. The committee recommended that candidates be between ages 18 and 23 and the examination should be in subjects of liberal study. The introduction of the competitive test meant the end of the Hailey bury College.