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OPINIONS OF THE PRESS
ON THE
CLAIMS
OF THE
IRISH CIVIL SERVICE:
WITH A
REPORT OF THE PROCEEDINGS
AT THE
DEPUTATION
TO
THE RIGHT HON. C. P. FORTESCUE,
Chief Secretary for Ireland,
AND
LEADING ARTICLES OF THE JOURNALS THEREON.

FIAT JUSTITIA.

DUBLIN:
JOHN FALCONER, 53, UPPER SACKVILLE-STREET,
PRINTER TO HER MAJESTY'S STATIONERY OFFICE.

1869.

Houses of the Oireachtas

JOHN FALCONER, PRINTER, 53, UPPER SACKVILLE-STREET, DUBLIN.

INTRODUCTION.

THE Committee of the Irish Civil Service have thought it advisable to republish, in pamphlet form, the articles which have appeared from time to time, within the last few months, in the leading organs of public opinion in Ireland, on the statement of the claims of that branch of the Civil Service to be placed on an equality, in point of remuneration, with the English Branch.

In doing so, the Committee gladly avail themselves of the opportunity of expressing their sense of the warm advocacy and support which those claims have received from the Irish Press generally, representing all shades of public opinion, and which they believe, cannot fail to be of material service to the cause of the Irish Civil Servants.

The Committee fear that some articles on the subject may have appeared which have not come under their notice. Should there, therefore, be any omission of leading articles from this publication, the Committee beg the proprietors and editors of the papers in which the articles appeared, to accept this explanation.

COMMITTEE ROOMS,

212, Great Brunswick-street, Dublin.

Houses of the Oireachtas

OPINIONS OF THE PRESS.

SAUNDERS'S NEWS-LETTER.

Some time ago we drew attention to the position of inferiority, as regards pay and promotion, in which the officials of the Irish Post-office are placed, compared with those who are connected with that branch of the public service in England. The members of other departments of the Irish Civil Service, who have a similar grievance to complain of, have recently issued a statement for Her Majesty's Government, in which they set forth their claims to be placed on an equality with the Civil servants in England. The reader of this carefully compiled and temperate document will, no doubt, wonder that such a very great injustice as is here laid open to the public should in this age of fair play and even-handed justice be permitted to continue so long. Abuses and anomalies have wonderful tenacity. It is remarkable to reflect how much time and patient labour it will require to remove what is on the face of it an inconsistency, or an injustice, as the case may be, and in favour of which nothing can be urged except the feeble plea that it has been a long time in existence. Numbers of persons have no idea whatever of the unfavourable position of the Irish Civil servants as compared with those in England. Some few of us had a general knowledge that the Irish officials were in some cases not as well paid as those at the other side of the water; but the best informed amongst us on the subject were not prepared for the fact which we find stated in this pamphlet, that the salaries are, on the whole, 33 per cent. less in the Irish than in the English offices. The very natural query that at once suggests itself is, what is the ground, if any, of this very serious difference? Is it that the Civil servants individually in England have more work to do than those in Ireland that the pay of the former is so much more liberal than that of the latter, and that their prospects of promotion are much larger? That this cannot be fairly alleged as the ground of the inequality is shown in the statement, in which it is pointed out that, though "the larger area and population and the vast commercial wealth of England necessarily create an important difference in the aggregate business transacted in the respective departments in both countries, it should be remembered that the staff in each English department is proportionately larger, and that where the true test is applied—namely, the amount and quality of work

which devolves upon each individual—it will be found that in this respect the Irish Civil Service stands in no inferior position.” As to the actual work done, as a matter of fact, the duties performed by the Dublin clerks in many cases are larger in amount and more varied in character than those discharged in the corresponding departments in London ; and in the appendix to the pamphlet we find the statement, that “in some instances duties of an important character are performed by Irish offices which do not devolve upon the corresponding English department.” In the Metropolitan Police Offices, for instance, the returns show a larger amount of duty performed by each clerk in Dublin as compared with London ; and the same observation applies to the Long Room of the Custom-house. We are told, as regards the Stamp Office, that “facts can be referred to which show that a higher average of efficiency is required from those employed on the limited staff of the Irish office.” The only difference, then, in the amount of work and the nature of it is, that in some cases more work, and of a more peculiar character, is done by the Irish officers for less pay than is given to the English Civil servants.

The argument that the cost of living in Ireland is less than in England has, we know, done duty for a considerable time, as an answer to the appeals by the Civil servants in Ireland for an increase in the scale of salaries. This was, perhaps, a fair enough answer, so long as it was founded in fact ; but the argument based on the alleged difference in the cost of living in the two countries has flourished for a long time after it ceased to have any foundation. The members of the Irish Civil Service, having been unable to find out any ground on which the inequality of the salaries in England and Ireland is defended but this point as to the supposed comparative cost of living, have applied themselves to examine it ; and all who read their facts and study their figures will admit that they have satisfactorily shown that this ground cannot be maintained. It is shown that for many years past the difference which existed in the expense of living, as between England and Ireland, has been gradually disappearing, owing to the continually advancing prices of food of every description in Ireland, and to the increase of house rent and taxes, and that it now exists but to a comparatively trifling extent. Indeed, it is a question whether just now the cost of living in Dublin is not in fact greater than in London.

It is impossible to look through the comparative analysis given in this pamphlet and not to be struck by the manifest and the many disadvantages under which those gentlemen labour who serve the Government in a civil capacity at this side of the Channel. Their present position as regards remuneration is inferior to that of the English Civil servant, and their future prospects are so regulated that by no length of service, by no amount of assiduity and ability in the discharge of their duties, can they hope to reach the position which may be secured by their more fortunate,

or, rather, more favoured brethren in the sister country. It is a matter of no little importance in the consideration of this subject that the clerks in the Paymaster-General's Office, the Stationery Office, the Legacy and Succession Duty Office, and the Excise branch of the Inland Revenue are in the enjoyment of salaries under the English scale. This, as the pamphlet puts it, admits the equality of the Civil servants of both countries; but it is little more than the admission of the principle, and its effect is to render the inferior position of the rest of the Irish Civil servants more remarkable, and, indeed, more humiliating. The several public departments, the officers of which have set forth their grievances (which are well founded, and by no means sentimental, as the figures which substantiate them abundantly prove) in this statement, which has been laid before the Chief Secretary for the consideration of Government, and who respectfully urge that justice may be done them, are the Court of Probate Offices, the Customs, the Four Courts' Marshalsea, the General Register Office, the Government Prisons, the Inland Revenue, the Metropolitan Police Offices, the Poor Law Offices, and the Public Works. The statement must commend itself to those to whom it is specially addressed by its moderate and respectful tone. It is compiled with ability and good taste, and in it the case of the Irish Civil servants is stated well and judiciously. The members of the Irish Civil Service do not pretentiously assert themselves; they simply state incontrovertible facts, involving an unquestionable grievance. They ask not for any special indulgence, but only that, on the principle of just and fair treatment, they shall be placed on the same footing as regards salary as their brethren serving in England. As to the character and efficiency of the gentlemen composing the Irish Civil Service, they are well known and universally admitted; and, without at all desiring to institute an invidious comparison, we may say that, for intelligence, character, and conduct, the Irish Civil servants, as a rule, will bear most favourable comparison with the English officials.

It is refreshing in these times to find a subject in which neither political nor sectarian considerations are mixed up. This question of the Irish Civil servants is, happily, of this character, and we trust it will receive the sympathy and support of our Irish members of Parliament of every shade of political opinion, and, indeed, of all who desire to see simple justice extended to a large, a respectable, and an important section of the community.

FREEMAN'S JOURNAL—12th July, 1869.

The great importance of the questions which have been under discussion for the past year has scarcely left room for the consideration of other subjects affecting particular classes which, though interesting in them-

selves, and possessing strong claims on public attention can hardly be expected to make much way while the mind of the country is fixed on the great question of the hour. But it is obvious that these subjects, too, must sooner or later receive their share of discussion, and if possessed of real merits will, at the fitting time, force themselves into public notice. We are led to make these remarks by the appearance of a pamphlet issued by the Irish Civil servants, in which their claims for "equality," in point of salary, with the Civil servants in England are put forth. We confess we are both pleased and surprised at the manner in which these claims have been given to the public. The statement is a specimen of judicious writing and careful compilation, which reflects much credit on the Civil servants of this country, and will, we have no doubt, receive that attention from the Government to which its moderation of tone and well stated facts entitle it. That some differences existed in the remuneration of the officials in both countries to the disadvantage of Ireland we were prepared to hear, but we were not prepared to learn that the English scale averaged 33 per cent. higher than that of Ireland. This is a serious difference, indeed, and one that sound policy should seek to remove. It is scarcely necessary, at this time of day, to go into the prices of food to establish that no ground for so great a disparity exists. Every man of experience can judge for himself the little advantage, if any, that Ireland enjoys in that respect. The pamphlet, however, enters into a discussion of this ground, and gives shortly the prices of the principal articles of food at different periods. Taking the last eighteen years, from 1851 to 1869, it shows that the prices of food have largely increased in this country, and then, comparing them with English prices for the same period, it points out that while at the former date the principal necessaries of life were 42 per cent. cheaper in Ireland, in the present year the advantages of a residence in this country to a Civil servant with a salary of £200 per annum, and with a family of five persons, is represented by five per cent. The basis on which the salaries of Civil servants in Ireland were originally fixed being the relative cheapness of the necessaries of life it would necessarily seem to follow that when the prices in both countries were all but assimilated a corresponding change should also take place in the salaries of the officials. This is a proposition which we assume will not be disputed. It may, however, be asked how are both branches of the Civil Service to be compared so as to show an equality in the nature and importance of the duties devolving on each official? That question is satisfactorily answered. There are in both countries departments and establishments discharging analagous duties, and thus a simple ground of comparison is at once afforded. They are, for instance, the offices of the Court of Probate, the Customs, the Four Courts Marshalsea, the General Register Office, the Government Prisons, the Stamp Office, the Metropolitan Police, the Poor Law, the Public Works, the Quartermaster-

General's Office, &c. Now, comparing these offices here with those in England, what do we find? Why, that the English departments are paid 33 per cent. higher on an average, and that in some particular cases the difference reaches 50 per cent. This is unquestionably an anomalous state of things. As we are on this point we may notice an argument often urged against placing Irish departments on the same footing with their corresponding English offices. It is said there is a larger amount of business transacted in England, and that, consequently, the departments in that country should receive higher pay. The larger establishment must necessarily cost more than the smaller one, but that affords no ground for giving each individual official a higher remuneration in the one country than in the other. This view of the case is thus stated and answered in the pamphlet:—"The larger area of population and the vast commercial wealth of England necessarily create an important difference in the aggregate business transacted in the respective departments in both countries; but it should be remembered that the staff in each English department is proportionately larger, and where the true test is applied—namely, the amount and quality of the work devolving on each individual, it will be found that in this respect the Irish Civil servant stands in no inferior position." That, we think, is a sufficient answer to an objection too often urged by those who consider the question only superficially. The true criterion is not the aggregate work performed by the department, but the share of it allotted to and discharged by each individual, and any system in which this test is disregarded cannot be other than a vicious and a faulty one. We notice the objection merely because it has been too hastily adopted by many who are otherwise prepared to accept the principle of equality for both countries. The position of the Civil servants cannot be without interest to every class of Irishmen. There is no order of society that is not in some way connected with it, and has not some concern in its welfare. Though they have in a spirit of moderation addressed themselves to the particular question of pay above, yet, it is obvious there are other questions, as for instance, the narrow and too restricted system of promotion, which might justly give ground for investigation and discussion. However, we must assume them to be the best judges of their own interests in the matter, and we will not more particularly refer to it. So far as they have gone we think they have made out a clear case for the improvement in their position which they seek, and we do not think the present is an inopportune time for urging their claims upon the attention of the Government. There can be no complaint of the manner in which these claims are stated, being at once moderate and respectful, and we are confident that public opinion will sustain them in their efforts to obtain for themselves the advantages in point of remuneration which their more fortunate English brethren enjoy. The spirit of the present Government is that of full justice and equal rights to this

country, and in the development of that policy the case of the Irish Civil servants cannot be overlooked. The time is happily past when national predilections were permitted to interfere with the claims of this country to equal rights and privileges with their English fellow subjects. The public opinion of the empire has long since condemned any difference in the treatment of the two countries, and the sentiment is now fully recognized and adopted by the Legislature. In taking advantage of that sentiment and putting their claims before the Government the Civil servants of Ireland have, we believe, acted wisely; and we have no doubt their movement will meet that success which just and reasonable claims moderately urged cannot fail to command with all right-thinking people.

DAILY EXPRESS.

WHILE the public mind is absorbed with political questions and party manœuvres, subjects of social interest are in danger of being totally overlooked. One of them, most deserving of attention, relates to the position now occupied by the Irish branch of the Civil Service as compared with the English branch. We hear much of the cry of "equality" and "justice to Ireland," from the present Government, but how do they enforce the principles which they profess? A class of public servants deserving the highest consideration for their unimpeachable integrity, their untiring diligence, and their great intelligence, are treated with the most marked and flagrant inferiority. They are banned and branded for no other reason than because that they are Irish. They discharge duties similar in all respects to those performed by their more fortunate English brethren. They discharge them at least as efficiently, and in some departments they have additional labour imposed upon them, from which the officials at the other side of the Channel are exempt. Not a shadow of reproach can be cast upon them by the most jealous critics or exacting taskmasters. Their faithful services are acknowledged in civil phrases by the authorities, but what substantial reward do they receive? They are each, with scarcely an exception, placed as regards salary upon a lower level than their English brethren. In a very clear and temperate statement of the claims of the Irish Civil Service, which has just been published, the injustice of their treatment is pointed out and illustrated by statistical evidence of a convincing character. A minute comparative analysis of the public departments in the two countries has been drawn up in separate tables, and the disparity between the salaries which it discloses, must strike the most cursory reader as grossly unfair and humiliating to the Irish departments. As a rule the scale of payment laid down from the highest to the lowest rank is below that adopted at the other side of the Channel, the maximum figure here, in many instances, being the minimum there. On the whole, we find that 33 per

cent. less is allowed in the Irish than the English departments. Now, it may fairly be asked, why was this glaring disproportion originally adopted, or why is it now retained? At first there was some show of reason to justify it, but now it is a merely arbitrary regulation, enforced without regard to equitable claims. The plea put forward in defence of the Irish scale was that the price of provisions and general cost of maintenance were so much less in this country than in England, that practically the two branches of the service were equally well paid. Now, at one period—as the statement to which we refer, which has been laid before Parliament, frankly admits—this was substantially true. But times are changed now. The price of the necessaries of life, as the experience of us all can testify, and unerring records prove, has enormously increased within the last 17 years. Whether this be a proof of the prosperity or decay of the country we shall not now discuss, but it is a fact as interesting as it is indisputable. It appears from the reports of the Poor Law Commissioners, which are most carefully prepared, that the price of provisions has increased, since 1851, as much as 150 per cent. This is illustrated by the difference in the cost of maintaining an Irish pauper, which in 1851 was only 1s. per week, and is now 2s. 6 $\frac{3}{4}$ d. It may be objected that these observations only apply to the commonest necessaries of life, and that in other respects the Irish Civil Servant has still a great advantage in point of economy. This is shown to be utterly fallacious. Rents have increased in Dublin from 12 to 20 per cent.; and the cost of clothing and the better class of provisions is only a mere shade below that in London, and in some items it is positively greater here. To these considerations are to be added the more limited opportunities of advancing their families which the Civil Servants in Ireland possess. There is also a circumstance which is not to be forgotten, namely, that in some departments there is a perfect assimilation with those in England. This is a plain recognition of the fairness of the principle contended for, and at the same time renders the inferiority of others more striking and invidious. Here are no sentimental, but solid grievances. Let the cry of “financial equality” be raised, and it will find an echo in the country. Here is the right direction in which to apply the policy of “levelling up.” Let the Government begin to prove their consistency and justice by sending “a message of peace” to the Irish Civil Service.

IRISH TIMES—19th July, 1869.

THERE is nothing more admirable in human nature than the fortitude with which we endure the grievances of our neighbour. If forced to listen to them, we administer consolation to ourselves, and perhaps to the complainant, by observing that he is no worse off than others of equal merit, or that things will take, perhaps, a better turn by-and-bye, or that he has a great many blessings to be thankful for, or that, at the

worst, what can't be cured must be endured. Notwithstanding, however, all these recondite reflections, it does sometimes happen that people grumble with just cause, and even that a useful purpose is served by bringing their grievances under the notice of the public. Such we take to be the case with respect to the complaints which the officials of the Irish Civil Service have recently put into print, and pressed on the attention of the Government. The pamphlet which sets forth the statement of these gentlemen's case is a business-like and well-reasoned document, fortified by authentic statistical tables, and containing matter which interests a much wider circle of readers than that of the persons for whose immediate benefit it was written. The members of the Irish Civil Service allege that they are not placed, in respect to remuneration for their services, upon an equality with their English brethren; and they prove this by instituting a detailed comparison between the two, office with office, and rank with rank. They candidly admit at the outset that there are certain great offices of State in England—such as the Treasury, the Foreign Office, and the other departments of the principal Secretaries of State—which have business of peculiar importance to administer, and require, therefore, a peculiarly high scale of official salaries. These offices the members of the Irish Service exclude from comparison with their own. They limit their comparison between English and Irish offices to those the duties of which are precisely similar, and the *employés* of which are members of the same general department. These offices are enumerated as follows:—The Court of Probate; (Principal Registry); Customs; Four Courts Marshalsea; General Register Office; Government Prisons; Inland Revenue; Metropolitan Police; Poor Law; Public Works; and Quartermaster-General.

The general result of the elaborate comparison thus instituted may be briefly stated. The Irish salaries are, on the whole, 33 per cent. lower than the corresponding English ones. The proportion of chief and first-class clerkships to inferior ones is greater in England than in Ireland, thus causing a more timely promotion; and lastly, that a higher average of efficiency is required from the Irish official than from the English of the same nominal class.

We are bound to say that the pamphlet gives facts and quotations from Government reports which fully establish these three general allegations. Thus, in the Customs there are five classes of clerks both in the London and Dublin "Long Rooms." The average salaries of these several classes are as follows:—

Rank.	England.	Ireland.
1	£450	£375
2	330	325
3	265	230
4	185	160
5	110	100

The difference of pay in the parallel ranks of this department are much less, it will be seen, than in most cases. But the second kind of inferiority above mentioned is very marked. The prizes of the office, namely—the ranks which we have numbered 1 and 2, are One in every Six Clerkships in London. One in every Ten in Dublin. As to the third species of inferiority, it is the necessary result of the larger scale of the English establishments, and the greater division of labour and restriction of functions consequent thereon.

The apology usually pleaded for this inferiority of pay and prospects in the Irish Service, is that the cost of living is considerably lower in this country than in England, and that it is, therefore, possible for an officer to maintain an equally respectable and independent position here on the lower scale of remuneration. In refutation of this apology, the pamphlet gives some very valuable and interesting statistics on the comparative cost of living in both countries, and on the marked rise in the price of provisions in Ireland between the years 1851 and 1867. On the last point they quote from the reports of the Poor Law Commissioners the following prices of the food used in Irish Workhouses:—

Date.	Average Weekly Cost.
1851	1s. 0d.
1854	1s. 9d.
1858	1s. 11d.
1864	2s. 0d.
1866	2s. 2d.
1867	2s. 5½d.

It may, however, be alleged that the necessaries of life to the Irish pauper are but a trifling part of the expenditure of the Irish official. To meet this objection, the pamphlet furnishes the following instructive table of Dublin prices:—

Year	Beef	Mutton	Bacon	Bread	Butter	Eggs	Potatoes	Coals
April, 1851	per lb 5½d.	per lb 5½d.	per lb 6d.	per 4lb 5½d.	per lb 10d.	per 120 5s. 2d.	per stone 7d.	per ton delivd. 14s. 6d.
April, 1869	9d.	8¾d.	10d.	7d.	16d.	10s.	9d.	21s. 0d.
Increase per cent.	68	59	66	27	40	99	28	65

being an increase in the cost of living, usual in the middle classes of society, of no less than 56 per cent.

The simultaneous increase in England has been trifling. In three of

the articles—namely, bread, butter, and eggs, the difference between London and Dublin prices has disappeared. In mutton, it has fallen from 2½d. in 1851 to ½d. in 1869. In bacon, from 3d. to ¼d. In coals, from 10s. 6d. to 4s. As the Irish prices of commodities have risen, it is but reasonable that the remuneration for Irish labour should rise in the same proportion, unless, indeed, it be alleged that the English officials are over-paid, which does not appear to be the case.

DUBLIN EVENING MAIL.

The Government have had lately presented to their attention, in a respectful and creditable manner, the claims of the Irish Civil Servants to a revision of incomes. Mr. Gladstone's principle is "Exceptional legislation for Ireland," but we hope it does not extend to the doing of injustice to Irish *employés* of the public, as compared with Englishmen. Mr. Fortescue has the advantage of having the whole case of the Irish Civil Servants stated with a care in details worthy of a report of a Commission. The pamphlet-statement in circulation puts their case completely, and proves this at least to demonstration—that any lower scale of payment to public clerks in Dublin than in London is indefensible on any ground that living is cheaper here. Living (as appears by the market-tables which they supply) in reality is *nearly fifty per cent.* dearer in Dublin than in the year 1851. This change is in itself a large basis for the claim made. We fear that Mr. Lowe will not be found very tractable in matters involving an increase of expenditure, however slight it may be. But the civil servants have taken a proper course in submitting their claims to the judgment of the public; and we can honestly urge them to persevere, in the belief that even Mr. Lowe may be obliged to yield to a just demand. The second and third classes of clerks appear to us to have the strongest case; and it is put forward unaccompanied by any sentimental appeals, and urged upon no false grounds, in the able compilation to which we have referred.

THE NATION.

The "Statement on behalf of the Irish branch of the Civil Service," lately published by that body, puts very clearly before the general public the grievance complained of by Irish Civil Service officials in the material point of salary. The line of argument adopted and pursued is logical enough for even the fastidious taste of Mr. Chancellor Lowe, who can only avoid the resistless arguments set down by falling back on his peculiar and virulent antipathy to all that bears the name of Irish. It is here avowed, and, as we consider, proved, that while the cost of living

in Ireland is now practically the same as it is in England, in consequence of the regular and steady increase during recent years of the prices of food in this country, yet the salary of an Irish Civil servant is very often but one-half, and very rarely beyond two-thirds, of the salary paid to an English Civil servant who fills a corresponding position. Two facts regarding the increase in the cost of living are these: Firstly, that from the Poor Law Commissioners' Reports it is ascertained that the average weekly cost of maintaining a workhouse inmate was only one shilling in 1851, but was fractionally in excess of half-a-crown last year; and, secondly, that while the prices of the principal articles known as "necessaries" were in '51 not quite three-fifths of the London prices, they are now, at the least, seven-eighths—an increase of 30 per cent. in seventeen years, leaving only a difference of ten pounds annually between Dublin and London to a family income of two hundred. If the first of these facts, when standing alone, can be considered inconclusive, it is surely anything but inconclusive when we take it coupled with the second. The statement is further confidently made that though the total work in an English department is greater than in an Irish one, the work done by each individual is in the latter case much heavier than in the former; and, we need scarcely say, in this age of the world, that if consideration of the labour done is held to govern the salary paid, then it should surely be the individual labour that would influence the individual pay. In these remarks we have strictly confined ourselves to the narrow and practical question of the equitable money value of certain service given, and this, of course, is the sole true question between employer and employed. A more general consideration of the present subject would make it needful for us to show that the facts put forth by the writers of this "statement" form part of the disproof of their own assertion, that Ireland is an "integral part" of "the United Kingdom;" and would lead us to regret that Irishmen in public employments should be driven to regard the amalgamation of Irish with English departments as the crowning triumph of their hopes. But however we and others may feel about these things, we must yet agree that an Irishman, appointed to do certain work, and doing that work, whatever it may be, satisfactorily, should be paid, to the last penny, as much as the very same employer pays over to an Englishman for services precisely similar. Or, if this will not be done, let us be given to understand that there is some pretty scheme of centralising policy, or that the Irishman, as a sort of inferior animal, must quietly munch what crumbs are thrown to him, and say nothing but in the way of thanks!

CORK EXAMINER.

Elsewhere we give from *Saunders* a very interesting summary of the case of the Civil Servants of the Crown in Ireland, which shows abundantly how unjust the treatment is in most of the public offices of this country. In its enumeration our contemporary has omitted to refer to one branch of the public service which appears to have been badly treated. The Convict Service involves difficult and important duties; the labours in Ireland are heavier than in England and far more successful, yet the pay is far inferior in the normal amount, and is destitute of any scale of increment. Thus while in England officers are encouraged to the faithful performance of their duty by a yearly-increasing salary, in Ireland there is no difference in point of pay between the probationer and the tried and proved servant. We heartily sympathize with the demands of the Civil servants in Ireland generally, but we hope their movement may be carried on in an impartial spirit, seeking fair play for all. We venture to say that once their case has been fairly ventilated in Parliament there can be no longer a possibility of persevering in an inequality which is unjust and offensive to this country.

NORTHERN WHIG.

The members of the Civil Service in Ireland are, so far as we know anything of them, a laborious, intelligent, persevering, and courteous class of men. We have heard of nothing, at all events, seriously affecting them to the contrary; and, in the case of gentlemen coming so much as they do in contact with the public, it is more than probable that any disagreeable idiosyncrasies they may be possessed of would be felt, marked, and resented. For it must be admitted that, as a rule over the kingdom, public Servants, Civil or otherwise, have not always the most enviable reputation for urbanity of manner. But to discuss this, either for refutation or confirmation, is not our present purpose. We believe the Irish Civil Servants cannot be seriously blamed in that disagreeable respect to which we have referred; and these gentlemen, civil and hard-working as they are, have, it appears, a grievance of which, probably, very few of the public generally have any precise idea. This is what we now wish to direct attention to. It is a grievance affecting the fairness and justice of their remuneration—one of those sharp drawbacks in life which all men are quick to discover and zealous to remedy. But in this case it cannot be said that the Irish Civil servants have been too quick in making the discovery of their pecuniary inequality as compared with their English brethren, or over-zealous in seeking a remedy. It is of old standing; and the little reason there is for its continuance we shall consider presently. Their complaint is that for doing more work

they receive less pay than the precisely similar class of public servants in England. The complaint certainly, if well substantiated, is a natural one proper to be favourably considered by the Government. And it is, we understand, likely soon to be so considered. A statement of the case on behalf of "The Irish Branch of the Civil Service" has been prepared and laid before the Government; and the Irish Chief Secretary has intimated that the matter will receive careful attention. The statement referred to is a moderate and sensible one. The Irish Civil servants therein set down figures plainly, group conclusions judiciously; so that unless you are able to confound or contradict the figures it is impossible to resist the justice of the conclusions. But here it may be not altogether unnecessary to point out, that this is not a question affecting this or that Government—though one journal, while fairly enough advocating the claims of this class to better remuneration, has, with the bad taste characteristic of the pure Irish Tory journalist, sneered and carped at the present Government, as if they alone were responsible for the present inequality in the pay of the Irish Civil servant. Now, of course, this is not the case. That rate of remuneration was fixed many a year ago. It was fixed on the principles as to the justness of which we need not argue now, but the effect of which was to place the salaries of Irish very much below those of English Civil servants. The present is an economical Government, but they did not, from thrifty purposes, cut down the salaries of this useful and necessary class of officials. Ministers have shown themselves, even to the extent of regulating quill-mending, careful to prevent waste in the public expenditure; but they are not cheese-paring in their economy; and we believe the Irish Civil Service will find the present quite as ready to consider and accede to their just claims as the most generous and lavish of Tory Governments. Only they will, in the interests of the public whom they represent, see that the claims are just and proper to be conceded.

This is what the Irish Civil servants have set themselves to show in the moderate and respectful statement of their case now before us. They complain that, over all, they are paid at a rate of 33 per cent. lower than the rate of pay in the English branch of the service. This seems a serious discrepancy, and one for which there ought to be some good and substantial reason before it is allowed to continue. About the fact there can be no doubt. In the statement referred to, analogous departments of the service in both countries are selected, the minimum and maximum salaries in each country are given in parallel columns; and the inequality of the remuneration in each is manifest at once. 33 per cent. is but the average difference. In some cases it rises as high as 50 per cent.; and in only one or two isolated instances is there equality, or anything like it. This is surely unfair. It is quite true that in one or two departments the English scale has of

late years been adopted; but this only makes the injustice to the others the more glaring. There appears to be no real ground whatever for so marked a difference in the remuneration of the two branches of the service—or, indeed, for any difference at all. The cost of living in Ireland has been urged as one reason. It has been said that people may live more cheaply in Ireland than in England. No doubt this may at one time have been the case, and, probably, that has been the reason which has weighed with those who had the regulation of the present rate of salary. But that was long ago. It is not the case now. A very cursory glance at the figures in the pamphlet we are noticing will demonstrate this. It is shown that for many years the cost of living in Ireland has been gradually advancing until in this respect the two countries are as nearly on an equality as it is possible or agreeable for them to be. It is one of those things in which we certainly should not object to a little inequality in favour of Ireland; but then it does not exist; it is inevitably becoming more and more impossible of attainment, and we must take things as they are. Food is not dearer in Ireland, but it is shown here to be as dear, and house rents also are rising. This, then, is no reason for the existing inequality of the pay of the two branches of the Civil Service. But another reason has been urged. England, it is argued, is more prosperous than Ireland—more commercial; and, consequently, the public departments have more work to do. Undoubtedly there is great truth in this. England is more prosperous than Ireland, and, of course, it must be admitted that more work is done in her public departments. But this, it should be remembered, is not a full and fair statement of the case. As we are reminded in this statement, “the staff in each English department is proportionately larger; and where the true test is applied—namely, the amount and quality of work which devolves upon each individual—it will be found that in this respect the Irish Civil Service stands in no inferior position.” This proposition, like every other advanced in the statement, is well substantiated by perfectly fair comparisons between the various departments in England and Ireland. Indeed, it would appear that the only real difference in this respect between the two services is that in the Irish branch the underpaid servant has often a good deal more to do than the analogous English servant has. We do not mean to enter into particulars in the matter: it is unnecessary. The facts, however, seem to be indubitably established. They are stated, as we have said, with perfect fairness and moderation. There is no parade of grievances, but a candid consideration of things as they are. This was the right way to go about it; and we have little doubt that the Chief Secretary for Ireland, when he has fully considered the matter, will recommend it to the favourable attention of the Government. It is certainly a new claim for “levelling up,” but seems well-grounded, reasonable, and is one which, in the circumstances, nobody would object to see granted.

FREEMAN'S JOURNAL.—26th July, 1869.

We noticed a short time since the publication of a statement advocating the equalization of the Irish and English departments of the Civil Service, but we were then unable to do more than glance at its general features. The more fully, however, we examine the subject the more striking appear the differences now existing between these branches of the public service. Without seeking to be placed on a footing with the higher offices in England, such as the departments under the immediate control of the principal Secretaries of State, the Irish Civil servants take what may be called the second-class English departments, and ask that the rule and measure adopted there should be extended to this country. It is not quite clear why a comparison of their claims as a body should stop short of the higher offices in England, except, perhaps, to avoid the appearance of asking too much. In principle we see no reason why the Irish Civil Service should not in every respect appeal to the best English standard. Be it, however, as it may, we are not now concerned with that view, as it has not been urged by the parties most interested. We stated in our previous notice that in the departments in both countries where a clear comparison could be instituted there existed a difference in pay of 33 per cent. against Ireland, and in some cases 50 per cent., and even more. The Irish scale of salaries was established many years ago under conditions which do not now exist, and although there may have been, from time to time, some slight changes made in particular departments, yet no general revision has taken place so as to meet the total alteration both in the condition of this country and in the development of the public service. A portion of the Civil Service statement is devoted to the evidence supplied by the annual reports of the Poor Law Commissioners for Ireland, showing the great increase in the prices of food as proved by the continually advancing cost of maintenance in the Irish workhouses. On this point a concise but valuable body of evidence is collected. It will be interesting to the public to learn from official sources that the cost of maintenance in workhouses has risen 150 per cent. during the seventeen years that have elapsed from 1851 to 1868. This is a remarkable fact. That the increased cost had not reference alone to the articles of food used in workhouses and by the poorer classes is proved by the recommendation of the Commissioners to the Treasury, contained in their report for the year 1867, to the effect that the salaries of the members of their staff should be increased on the express ground of the "enhanced cost of living in this country." This is the strongest testimony that could be afforded on behalf of the Irish Civil Service, for, of course, the reasons for that recommendation apply with equal force to the general body. It is, in fact, admitting the increase, in the cost of living, not only to the

poorer classes, but to people of certain social standing. It implies, in effect, the wholesale increase in the price of almost every article, and in a country so peculiarly situated as ours, without those internal resources which offer so wide a field for employment and enterprise in England, the struggle for subsistence must necessarily be the more difficult. The facts stated by the Commissioners would appear to make out the case of the Civil Servants. It is obviously unjust to retain in this country a scale of remuneration made at a time when a different order of things prevailed, and this country *did* actually possess advantages in prices which have long since passed away.

TIPPERARY FREE PRESS.

Now that the Government adopts the principle of "Justice to Ireland," and manifests its sincerity by boldly grappling with the monster grievances which have so militated against the onward progress of the country, it will be necessary that a general supervision of minor matters shall be inaugurated with the view to completing thoroughly the scheme intended to be accomplished. Amongst the latter the anomalous position of the members of the Irish branch of the Civil Service as contrasted with that of their collaborateurs in England will need interposition—for the wrong done to them, by the State is of a character which, in equity, needs complete and immediate redressal. Our attention has been attracted to this subject by the perusal of a pamphlet just issued by the Irish Civil Servants, and the facts therein set forth, evidence the addition of insult to injury, in the present State recognition of Irish worth and intelligence, which should never have been offered nor longer tolerated. However, the very respectable class to which we allude have adopted the course which wisdom points out as the most effectual, in this age of enlightenment, to ensure a redressal of their grievances, by appealing to Her Majesty's Government in plain and outspoken language, supporting their claims to equality by the inexorable logic of facts, and asking for compliance with their legitimate demands in the sacred name of JUSTICE. The members of the Permanent Civil Service of the Crown in Ireland ask to be placed upon an equality in respect to remuneration for their services with the Civil Servants in England, for the reasons that there are no just or reasonable grounds for the disparity now existing in the scale of salaries in the two countries. Before time and space had been annihilated by modern science and the genius of invention, a valid reason existed for paying a higher rate of remuneration to officials in England than in Ireland, even though the duties to be performed were analogous, inasmuch as the cost of provisions &c., in the former was excessive as compared with prices in Ireland; but that reason no longer exists in an appreciable degree. When beef and mutton were 8d. per lb. in London, and but 5½d. in

Dublin, as was the case in 1851, and other necessaries relatively dear, it was but just that salaries should be granted proportionately; but the authentic quotations of the present prove that the advantages of a residence in this country to a civil servant with a salary of two hundred pounds per annum, and with a family of five persons, is represented by 5 per cent. and of course a lower per centage where the income is larger. Notwithstanding this state of things the officials in English departments are paid 33 per cent. higher on an average, and in some instances the difference amounts to 50 per cent., though the duties performed in the two countries are strictly analogous, while the more extensive business in England is equalised, as regards individual labour, by the employment of officials numerically proportionate. At the conclusion of their temperate, but very able statement, the Irish Civil Servants quote the observation of the Prime Minister, who, when, not long since, discussing the question, "What is to be the nature of our policy towards Ireland," used the following words:— "If you ask me what contribution I have to offer towards the solution of this great and most pressing problem, I have only to say that past history teaches us that there is a marvellous power of enchantment in the promotion of just and fair dealing * * * You must be prepared for a long and patient well-doing towards Ireland up to the full bond of reason and justice, though not one jot beyond them." In this spirit the Civil Servants of the Crown serving in Ireland, desire that their case may be considered, and public opinion will aid them in repealing a statute of "*practice*," which, undervaluing good and faithful service, reflects upon ability, efficiency, and worth, for the simple reason that they are employed on the Irish side of St. George's Channel.

KING'S COUNTY CHRONICLE.

"*Justice to Ireland.*"

We confess to a desire to quote these words of the Premier when we draw attention to subjects of Irish interest. "We thank thee, Jew, for teaching us that word." Justice in Mr. GLADSTONE'S vocabulary, means not alone confiscation of the money and property of one class of Irishmen without giving them any equivalent—but also wronging them in other ways. The manner in which the Whig Radical Governments have always treated Ireland—in spite of their generous professions, has been brought before us forcibly this week in the perusal of two pamphlets or reports which have been issued—one by the Irish Civil Servants and the other by the National Schoolmasters. The various branches of civil service in Ireland can contrast favourably with those of the English civil service and we can see no reason why "equality" should not be extended to them, except in the fact that they are Irish. We hear a great deal of

grandiloquence about "equality;" we should like to see some of the practice, and we have no doubt so would the civil servants of the crown in Ireland. These officers are personally and collectively intelligent, trustworthy and honourable servants of the Crown—defalcations among them are scarcely known, and the manner in which the business of the various offices has been conducted has drawn forth most flattering commendations from Royal Commissioners and others. The difference between the salaries of the Irish and English branches is stated to be 33 per cent. in favour of the latter. We all know that adequacy of pay in proportion to the work done and the position to be maintained is looked upon as being the interest as well as the duty of the employer. The opposite would seem to have been the motive of our rulers, as if to impress upon everything Irish a sense of inferiority, and then congratulate themselves when they find that better work can be and is done in Irish offices, as is notably the case in the Land Register Office which has attained a rare perfection in Ireland, while the same project absolutely fell through in England, owing to the inability of the *employés* to cope with the difficulties of the undertaking. We do not think that any consideration should be given to the supposed advantage to be derived from the cost of living in Ireland as compared with England—with the exception of the article of house rent, the advantage is infinitesimal, and the drawbacks to the Irish officers more than counterbalance it.

We recommend the attention of the Premier, in connexion with these questions, to his famous declaration:—"What is to be the nature of our policy towards Ireland. If you ask me what contribution I have to offer towards the solution of this great and most pressing problem, I have only to say that past history teaches us that there is a marvellous power of enchantment in the promotion of just and fair dealing." We hope, however, he will not apply his policy in the same Machiavellian manner that he has done to the Irish Church.

LONDONDERRY SENTINEL.

It appears that the cry of financial equality is about to be raised as well as that of religious equality, and with greater reason. We have received a pamphlet, published by Mr. Falconer, of Dublin, containing a statement for her Majesty's Government on behalf of the Irish branch of the Civil Service, adopted at a general meeting of that body, held in Dublin in May last. They claim, with justice, to be placed, in respect to remuneration for their services, upon an equality with the civil servants in England. They compare the scales of salaries in departments entrusted with similar duties. A carefully prepared table shows the salaries at a glance, while details are fully given in an appendix. The appendix, too, shows that there are important duties performed by Irish offices which do not devolve

on the corresponding English departments. The table shows that the salaries are, on the whole, 33 per cent., or about a-third, less in the Irish than in the English offices. Why should this be the case? This is a much larger question than that of the out-door-officers of Customs, and that of the Inland Revenue officers, which we formerly advocated. The cost of living in Ireland was once less than in England, but the difference of late years has almost disappeared. Prices of food have increased, and so have rent and taxes. The reports of the Poor-Law Commissioners prove that the weekly cost of maintenance in Irish Workhouses has risen from 1s. a head in 1851 to 2s. 6d. in 1868, an increase of more than 150 per cent. in seventeen years. A comparison of the market notes of the year '51 and the present time shows an increase of 56 per cent., or more than one-half in the "necessaries of life," consumed by the better classes in Ireland. The prices of the same articles in London and Dublin, at the same periods, are compared, and the difference in favour of Dublin is only 12 per cent. Successive Governments have testified to the efficiency of the Irish branch of the Civil Service. Irish civil servants are upright, intelligent, hard-working men; and why should they be treated worse than English civil servants in the matter of pay? Is this the Gladstonian idea of justice, which is so often on the lips of the Premier? The Irish civil servants fairly submit that the saving of 5 per cent. on their incomes by living in Ireland cannot justify the difference of 33 per cent. in the scale of their salaries. In some few departments the English scales of salary are given so that the principle is recognized, and why should they not be extended to all? We trust that justice will be done, and without delay, to the Irish civil servants in this matter. Their request is reasonable, and should be complied with, and that gracefully, without the slightest hesitation.

LONDONDERRY STANDARD.

The officials connected with the Civil Service of Ireland have been engaged, during a considerable time past, in agitating for a scale of remuneration for their labours equal to that awarded to their brethren in England for parallel services. On behalf of the Irish *employés* an ably-prepared "Statement for Her Majesty's Government" has been printed in a pamphlet form, containing comparative tables of the salaries paid to English and Irish officials in the public departments respectively, accompanied with tabulated estimates of the expenses of living, &c., in the two countries, and one logical consequence seems inevitably to follow from the premises established, viz., either that the civil servants of the Government in England are enormously over-paid, or their Irish brethren have an indefeasible moral right to the remunerative equality which they now claim.

The pamphlet before us goes minutely into the several departments, English and Irish, giving, in regard to each, classified details in parallel columns, so as to exhibit the precise differences existing, and the general result is, that, "in the departments named, the salaries, taking the maximum as the basis of the calculation, are, on the whole, 33 per cent. less in the Irish than in the English Offices." At the same time, while it is admitted that formerly the cost of living was much less in Ireland than in England, yet at the present day the difference is barely appreciable, while in regard to family education, and to facilities for obtaining employment for young persons, English officials have immense advantages over their Irish brethren. In regard to the necessaries of life, the authors of this pamphlet quote the Reports of the Poor Law Commissioners from the year 1851 to 1868, showing that in consequence of the "steady and continuous rise in the prices of food in Ireland, the cost of maintenance in the Irish workhouses has risen from one shilling per head per week in the year 1851, to 2s 6 $\frac{3}{4}$ d. in the year 1868, being an increase of more than 150 per cent. within the seventeen years embraced in that period." The writers next enter into detailed statistical comparisons between the prices of all the principal articles of consumption in London and Dublin, in the years 1851 and 1869 respectively, and the result is, that, whereas in the former of these years there was a difference of 42 per cent. in favour of Dublin, this favourable difference is now practically extinguished, while in collateral departments of family expenditure, residents in England have advantages beyond the reach of dwellers in the Irish metropolis. The tabular calculations contained in this publication have a general value over and above the immediate objects contemplated by its authors.

A large Appendix is added to the pamphlet, showing the officials employed, the salaries paid, and the work performed in the several departments of the Civil Service in England and Ireland, together with the per centage of comparative under-payment to which Irish officials are now compelled to submit, and this difference is certainly very glaring in the great majority of instances. We cannot presume to express any other than the relative opinion already intimated, namely, that if the civil functionaries in England are not greatly overpaid for their labours, then the officers employed in the Irish branch of the Government Service are palpably treated with unfairness. The explanations, which accompany these ably-compiled tables, show the nature and extent of the work done in all the leading divisions of the civil department, and in this respect they contain much interesting and valuable information. The account given respecting the labour gone through in the "Registrar of Deeds' Office" reveals the whole internal machinery of this great national establishment, through which between nine and ten millions of property annually pass, and which is charged with the title-deeds of landed and

other property throughout the kingdom, and the stupendous nature of the duties here fulfilled must excite general amazement. The labour to be accomplished in making ordinary searches in regard to names and lands would be hardly credible, were it not minutely recorded in this interesting portion of the Appendix, which, from the novelty of its details, cannot fail to attract public attention.

FREEMAN'S JOURNAL—5th October, 1869.

We are glad to learn that the movement on behalf of the Irish Civil Service which we noticed some months since in these columns has attracted public attention, and received favourable consideration at the hands of the provincial press. In fact it is a movement which furnishes no ground for any party or section in the country to cavil at, and if noticed at all could not fail to elicit an expression of sympathy and approbation from all classes. The object of the movement may be expressed in a word, to "level up" the Irish Civil Service to the English standard. It at once recommends itself to every impartial mind because of its justice, and we have no doubt the Government of the country will recognize both its justice and its necessity. Indeed, we are happy to learn that there is every disposition on the part of the authorities to deal with the subject in no unfriendly spirit, and to consider the case on its own merits.

The Civil Service pamphlet which has been published (the leading features of which we have already noticed) puts before the Government a statement of the inferior position of the civil servants on this side of the Channel, and of the reasons which would reasonably suggest a revision of the existing scale of salaries in this country. When, many years ago, the rate of remuneration was fixed for the several departments in Ireland, it was grounded on what might then be considered, perhaps, a just basis, having regard to the fact that the general expenses of living were lower in this country than in England. Since that period, however, many and important changes have taken place in the condition of this country. In fact everything has changed. The prices of food have advanced with an alarming rapidity, and it may, too, be observed that the introduction of the competitive system of examination for public appointments has materially affected, if it has not entirely altered, the character of the Civil Service; but we believe we are right in stating that with some small exceptions the old standard of remuneration remains practically unchanged. It is obvious that the Civil Service of to-day differs from that of thirty or forty years since. This is principally attributable to the system of examination now in force for upwards of fourteen years, which applies certain educational tests, and demands

certain qualifications from every candidate for a public appointment. That in itself would seem to afford a ground for improvement in the pecuniary position of the civil servants; but if to that be superadded the wholesale increase in the prices of food which has neutralized all the advantages which this country formerly possessed, a case appears to be made out which invites the serious attention of the Government. It will naturally be asked, if Irish civil servants are subjected to the same system of examination as their English colleagues, if equal qualifications are demanded, and if their individual labours be the same, how can the Irishman be asked to take 50, 40, or 30 per cent. lower than the Englishman who is similarly employed. The question of prices has ceased to furnish any ground for the great differences now existing; there are now no qualifying circumstances in favour of this country, and we see no reason why the Irish vineyard should not be made as remunerative as that of the sister country to those who labour in it. "The labourer is as worthy of his hire" in Ireland as in England.

In the other great services of the state—in the army or navy—no such anomalies are to be found. A military man serving in this country is not paid less for that reason, and a cruise on the Irish coast would scarcely afford ground for reducing the pay of a naval man. Whether serving in England or in Ireland there is no difference in their pay, and how then can it be defended that in the Civil Service alone the Irishman should be content with 30 or 40 per cent. less? We cannot but believe that if attention had been drawn to this subject before, the Government would, ere this, have investigated and removed any grounds for dissatisfaction and discontent. We have no doubt the public would regard with approbation any efforts made to place on a sound and satisfactory footing a body of men who are charged with the varied and complicated duties connected with the administration of the country.

GALWAY EXPRESS.

We have before us a pamphlet, issued by and on behalf of the officers of the Irish branch of the Civil Service, setting forth, for the information of Her Majesty's Government, the grievances as regards remuneration and promotion under which they labour—a fact which a few short tabular statements abundantly prove, when contrasted with the more enviable position of the fraternity at the other side of the Channel. An air of truthfulness commends every page of this little compilation from its commencement to its close; no small portion of its merit consisting in its extremely temperate tone and the absence of any expression which could by possibility be taken exception to by the severest and most sensitive officialism. That the pay of the Irish Civil

Service is 33 per cent. below that of the corresponding department in England is an assertion which, if made upon any other authority, and unsupported by an array of figures which no sophistry can set aside, we would simply dismiss as utterly incredible. Assuming the grounds for this disparity to be that the cost of living in Ireland is proportionally less—a plea which might with some degree of propriety be advanced some twenty years ago—we are supplied with a list of prices of the bare necessities of life, which, while it shows a remarkable rise in every item of agricultural produce in Ireland since 1851, shows at the same time that the difference existing between them at present and those prevailing in England is hardly appreciable; while in some respects, as regards house rent, &c., the advantages are most decidedly not on our side. The following statement, the only one which we have room to insert, while it fortifies to the fullest extent the claims of our Irish civil servants, affords a practical evidence that free trade has not yet had the effect of reducing prices of agricultural produce in Ireland to a point rendering the occupation of the farmer a losing game. On the contrary, agriculture has acquired an impetus, and prices have progressed to an extent which protection failed to impart:—

Year	Beef per lb.	Mutton per lb.	Bacon per lb.	Bread per 4 lbs.	Butter per lb.	Eggs per 120	Potatoes per stone	Coals per ton delivered		
April, 1851, - -	d. 5½	d. 5½	d. 6	d. 5½	d. 10	s. d. 5 2	d. 7	s. 14	d. 6	
April, 1869, - -	9	8¾	10½	7	16	10 0	9	21	0	
Increase in '69 over '51, - }	3½	3¾	4½	1½	6	4 10	2	6	6	
	per lb.	per lb.	per lb.	per 4 lbs.	per lb.	per 120	per stone	per ton		

We are not sanguine enough to expect a very ready compliance on the part of the Government with the just claims of the Irish Civil Service, although we feel certain of their ultimate success. There is a spirit of economy abroad not always wise or discriminating, and a manifest tendency to centralization, by which we will have to bear the maximum of taxation and to be content with the minimum of imperial expenditure, which must be resisted so long as at least a parchment ligature makes us an integral portion of the British Empire. And while it is desirable that the question of raising the condition of our Irish Civil servants be discussed simply upon its own merits, we cannot help alluding to the fact that the commutations to Maynooth and to the Presbyterian Church—hitherto charged to the Consolidated Fund—are now to be defrayed

out of the "surplus"—*involving a corresponding diminution in the money circulation of this country*—and of expressing a hope that upon these grounds alone, every legitimate claim for increased Imperial expenditure in this country will meet with general sympathy.

IRISH TIMES—7th October, 1869.

The Irish civil servants have reason to complain of a serious grievance. In education, social position, and trustworthiness, they must be equal to the gentlemen connected with the same branches of the Government departments in England. In zeal and efficiency they are, to say the least, not inferior to their English colleagues. Yet the salaries conceded to the Irish civil servants are considerably below the standard of those given to the members of the English branch. The disparity is felt all through the active years of a man's life, but it becomes peculiarly oppressive in the case of superannuation, or the break up of a department. With great difficulty, then, can the civil servant enter upon other occupations. He is sentenced to a paltry superannuation allowance, while his English brother is, in comparison, comfortably pensioned.

The only ground upon which the disparity could be excused at the outset is this: When the salaries of the Irish civil servants were originally fixed, now very many years since, all the necessaries and conveniences of life were far more costly in England than in Ireland, and especially in London. But that ground no longer exists. The network of railways through both kingdoms, in conjunction with steamboats, has equalized prices, and every householder in Ireland feels how much more costly every article of life has become here. In fact, most articles of daily consumption are, in comparison, cheaper in London than in Dublin. In the former city, too, the householder can obtain the exact quantity of everything he requires. Although the rent of mansions suitable for the nobility and affluent gentry is very high in London, yet the rent of houses fitted for the middle class is not higher in London than in Dublin. And in London there is scarcely a modern-built house which does not contain a number of contrivances and conveniences which save a considerable sum of money in the year. But even if this were not the case, there are abundant reasons why the salaries of Irish civil servants should be increased. The salaries were fixed about 35 years since, and it is well known that the value of money has decreased one-sixth, at least, in reference to commodities it procures, while public taxes have steadily increased. We have heard loud professions of an earnest intention on the part of Ministers to remove all just causes of complaint or dissatisfaction. The middle class should not be the only one whose interests are not considered. We have pointed out a glaring case of "injustice to Ireland," and it remains now with the representatives from this country to see that it be removed.

TELEGRAPH OR CONNAUGHT RANGER.

THE Civil Servants of the Crown serving in Ireland have experienced ("as which of us has not?") the protective influence of the British Legislature. This class complain that, though they perform the same duties, and are liable to the same expenses, and in every respect encounter the same responsibilities as their English brethren, still their pay falls miserably short of that received for similar services in the sister country.

We have now before us "A Statement for her Majesty's Government on behalf of the Irish Branch of the Civil Service, adopted at a general meeting of that body, held at Dublin on the 7th May, 1869," in pamphlet form. The work is well done. It shows that the author or authors are thoroughly conversant with the subject, and, we may add, thoroughly satisfied that they are not treated fairly by their foreign employers. The Irish Branch of the Civil Service seem at a loss to understand the reason why an officer should be paid, say £1,000 a-year, for doing certain work in an English town, for which he would be only paid £500 if he happened to live in an Irish town.—For example, a clerk posting up his ledger in London receives £1,000 per annum; while, if he were totting up the same items in Dublin, he could only be allowed at the rate of £500 a-year. This the Irish Branch of the Civil Service affirm to be an anomaly, inasmuch as the Union makes the two countries one, each being an integral portion of the thing called the Empire.

We would advise the Irish Branch of the Civil Service to pay a little more attention to politics henceforth, and they will soon learn the why and the wherefore of which they are in search. They will divest themselves of the childish impression, that as they do as much in their several departments for the Crown as their English fellow-labourers in similar situations do, that, therefore, they should receive an equal amount of wages.

DEPUTATION
OF THE
IRISH CIVIL SERVICE
TO
THE RIGHT HON. THE CHIEF SECRETARY AT DUBLIN CASTLE.

(From the DAILY EXPRESS—23rd October, 1869).

AN influential deputation, representing the majority of the departments in the Irish Civil Service, waited on the Chief Secretary, yesterday, to press upon him the necessity of equalizing the salaries of civil servants in Ireland with those of the occupants of similar appointments in England, and to request that he should exert his influence with the Government towards that end.

The deputation consisted of the following gentlemen:—

Board of Works.—J. H. Owen, M.A., Architect; W. S. Stack, Chief Clerk; C. H. Brien, Honorary Secretary to the Civil Service Committee. Government Prisons.—J. W. Young, M.D., Surgeon; B. Lawless; Rev. D. Stuart, A.M., Episcopalian Chaplain; Rev. R. Flemyng, do.; (office in Castle) W. Mackenzie. Four Courts' Marshalsea.—R. J. Pilkington, Deputy Marshal. Registry of Deeds.—A. M. Day, J. Leyne, J. J. Mattson, R. Rogers, Albert Nicholson. Record and Writ Office, Chancery.—W. Overend. Court of Probate.—H. Bagley. Deputy Quartermaster-General's Office.—J. H. V. Pooley, J. R. Clarke. Inland Revenue, Solicitor's Department.—J. Gelston, T. J. M'Carthy. Stamp Office.—Robert Daniell. General Registry Office.—R. E. Mathieson, Richard Winter, H. Jones, H. Parr. Charitable Bequests Office.—W. Gernon, M.A., Sec. Customs.—James Macalister, George Brereton, Wm. Corby, John G. Macfie. Poor Law Office.—G. W. Finlay, T. Collot, R. H. Jephson, J. G. M'Veigh.

The gentlemen having been introduced by Mr. Gernon,

Mr. G. W. Finlay said,—The members of the Civil Service, serving in Ireland, respectfully claim to be placed on a footing as regards salary with the members serving in England, on the ground that the services are rendered in both countries to the same employer—the Government; that the same time is devoted to the performance of their respective

duties; and the same amount of zeal and efficiency brought to their discharge in Ireland as in England. In former times the cost of living in Ireland was very much less than in England, and while it was, therefore, fair to fix a lower standard of pay for Irish civil servants than for English, the difference in the cost of living in the two countries was not sufficient to justify the very great difference which was made in the scales of pay, amounting, in the case of the departments named in the statement which we have had the honour, sir, to place in your hands for her Majesty's Government, and which may be taken to fairly represent the entire service in Ireland, to upwards of 30 per cent. This ground for the distinction, however, no longer exists. It has been demonstrated in the statement by facts within the knowledge of every resident in Ireland, and which cannot be controverted, that the cost of food has increased enormously in Ireland within the last twenty years. This is shown by the annual reports of the Poor Law Commissioners, a body of the very highest authority, of which you, sir, are yourself a member, as well as by the table of prices given in the statement. So that while in 1851 the prices of the principal articles of family consumption were 42 per cent. less in Dublin than in London, the difference in favour of Dublin is at present, at the utmost, only 12 per cent.; which represents, in the case of a family of five persons residing in Dublin, and having an income of £200 a-year, a difference in their gross annual expenditure, as compared with a family of equal extent and income in London, of only about £10, or 5 per cent. It is not necessary to remind you, sir, that this great change, although beneficial to the food-producer in Ireland, must fall with great severity on persons, such as the members of the Civil Service, who are only food-consumers, and living on fixed incomes. This small saving by living in Ireland is more than counterbalanced by the superior advantages possessed by the English civil servant (residing, as he does, in the great centre of wealth and commerce), for placing his children out in the world, and by the increased chances of promotion presented by the larger English departments. There is a further anomaly in the existing arrangements regarding the Civil Service, to which, I hope, I may be permitted to advert. In the Paymaster-General's Office, the Stationery Office, the Legacy and Succession Duty, and the Excise Branch of the Inland Revenue Department, and in some other departments, the officers serving in England and in Ireland receive an equal amount of pay; while in the other branches of the Inland Revenue—namely, the Comptroller's, the Solicitor's, and the Income Tax, the Customs, and in other departments having their head-quarters in London—the officers serving in Ireland receive a very much lower remuneration than officers of the same class serving in England, although discharging duties of a like character, and under the same board. In other departments, such as the Registrar-General's, the Government Prisons, the Metropolitan Police, the Poor

Law, the Public Works, the duties are identical, or nearly so, with those performed in the corresponding departments in England. It will be seen, however, on a reference to the case of each department, as given in the Appendix to the Statement, that in some cases duties of a very important character are performed by the lower paid Irish Department which do not devolve on the corresponding English Department. As an instance of the unsatisfactory character of the existing arrangement in regard to the rate of remuneration in the two countries, and of the injustice with which it operates, it may be mentioned that gentlemen in some of those departments referred to as having their head-quarters in London, who have been removed from the Dublin office to the London, owing to incompetence for the duties here, are now in the enjoyment of much higher salaries than their former colleagues in Dublin, whose official career has been marked by efficiency. The civil servants in Ireland naturally feel that this is a humiliating state of things. They submit that their services are equally valuable to the State as those of their brethren in England, and should receive an equal recompense; and that it is not consistent with justice that they should be longer kept in their present position of inferiority, but that they should be placed in all respects on a footing of perfect equality with the members of the Civil Service in England. Ours, sir, is no mere sentimental grievance. It is a real, palpable grievance, which vitally affects a large body of men in Ireland, who discharge their duties to the State faithfully and well, and whose claim simply is, that they may receive from her Majesty's Government the same rewards for their services as men similarly employed in England receive for theirs. We come to you, sir, in the hope that, as the Minister to whose hands Irish interests and the management of Irish affairs are confided, you will lay our case before your colleagues, and support with your influence this just and reasonable claim of the Irish Civil Service. This is one of the few questions which arise in this country into which polemics or party politics do not enter. It is one on which, judging from the tone of the public Press throughout the length and breadth of the land since this statement was published, all—Conservative and Liberal, Roman Catholic and Protestant—agree with a singular unanimity. We, therefore, feel justified in saying that the concession of our claim by the Government would be hailed with universal satisfaction in Ireland.

The Chief Secretary asked if any other gentleman wished to address him.

Mr. William Gernon said there was a department immediately under the superintendence of the Chief Secretary himself, where the principle of assimilating the salaries of Irish and English offices had been carried out. That was the Under Secretary's office. Until last year the salary

had been £2,500 per annum, but now the salary had been reduced to the amount received by the Under Secretaries of the Home Department, for the Colonies, and for Foreign Affairs—£2,000. Probably that was on the principle of assimilation, but in the wrong direction; yet he used it as an argument in favour of the Irish Civil Service.

Chief Secretary.—The offices to which you refer are not represented here to-day. The Chief Secretary's office is not represented, and a good many others also. However, gentlemen, this is a case in which it is peculiarly necessary for any one in my position to listen a great deal and very attentively, and say very little. It is often necessary in receiving deputations, but it never was more necessary than for me in this case. Even if I had anything to do with the finances of the empire, which I have not, I could do nothing but promise careful consideration. However, having nothing whatever to do with the finances of the country, I, of course, am obliged to be very guarded and very silent. In fact I had some doubt whether it was my duty to receive the deputation at all, because I need not remind you that my position here is something like that of a Home Secretary for Ireland. Such is as nearly as possible what the office of the Chief Secretary is, and, undoubtedly, in England, if the gentlemen representing a great number of branches of the Civil Service desired to have their salaries increased, they would not apply to the Home-Secretary for the purpose. It would not, probably, occur to them. It would not be his duty to receive them. But I was very anxious not even to appear to do anything ungracious to so important a body as the Irish civil servants, and I thought that any refusal on my part to receive the deputation might have worn that appearance, which would be very far indeed from my thoughts and feelings. Therefore, I am very glad to have met you here to-day, but I am bound to say to you not only what I have already said, but also to add that a great many of the offices represented here to-day are in no respect dependent upon the Chief Secretary's office. If I am not mistaken, I should think the majority of the gentlemen present belong to departments which are not direct dependencies to the Chief-Secretary's office, but of the Treasury.

Mr Finlay said he thought not. The departments to which the Chief Secretary referred were the Inland Revenue and the Customs, which had their head-quarters at the other side of the water. The Registry of Deeds, the Board of Works, and the Poor Law Board had their head offices in Dublin.

Chief Secretary.—The Board of Works is a direct dependency of the Treasury. I know that by experience, but I have no sort of control over the Board of Works as Chief Secretary.

Mr. Brien said that they felt the difficulty that had been mentioned by the Chief Secretary. We were aware that the Financial Secretary of the Treasury or the Chancellor of the Exchequer would probably be the Minister to whom we should apply, but Mr. Burke thought it advisable to consult you first. We saw that many of these officers were directly under the Treasury, but we thought that you would be able to enlighten us as to the most suitable mode of bringing our case before the proper Minister.

Chief Secretary.—I can feel that motive, and my motives in receiving you are the same. Because, going beyond mere official and departmental arrangements, of course any one in my position, and particularly an Irishman in my position, must feel the greatest interest in the whole of the Irish Civil Service, of which we have great reason to be proud. But, as to the mode of making this very important application,—because it is a very important one, and, no doubt, attended with great difficulties,—as to the mode of making it, my strong impression is, that if it is to be seriously made to the Government, it must be made to the financial department of the Government.

Mr. Finlay said that their claim was that they should be placed upon a footing with the men serving in England. It was something more than one of mere pounds, shillings, and pence.

Chief Secretary.—The financial department is that which has the means and the habit of reviewing and preparing all the different scales of remuneration, and estimating the comparative importance and amount of duty for which that remuneration is provided, and so on. Both in point of information and habit, they have means of dealing with this question which I cannot pretend to have; and I must again say I conceive that this application, if it is to be made, should be made to the financial department. But I will add that, as Irish Minister, I feel that it is of great importance, and no effort shall be spared on my part to have it fully and impartially considered by the Government.

Mr. Finlay—That is all we ask.

Chief Secretary—As a member of the Cabinet, I shall be bound to take care that that shall be done. Without now expressing my opinion—which it would be very wrong for me to do—I must heartily express my interest in your welfare as a body, and my desire to take care that the Government shall give the fullest consideration to the representations coming from such a body.

A member of the deputation said—All we ask for is to have the matter brought by you before the Government.

The deputation then withdrew.

THE FOLLOWING COMMENTS ON THE INTERVIEW WITH
THE CHIEF-SECRETARY HAVE APPEARED IN THE
IRISH PAPERS:—

SAUNDERS'S NEWS-LETTER.

A DEPUTATION of Civil Servants, representing the various offices of the Government in Ireland, waited yesterday on the Chief Secretary, to lay before him a statement of their claims to be placed on an equality with the Civil Servants in England. The case of the Irish Civil Servants was explained by Mr. G. W. Finlay, of the Poor Law Board, in a very lucid manner. Briefly stated, the grievance complained of is this—that gentlemen serving the Government in Ireland are paid on a much lower scale, while they are quite as hard worked as their brethren in England. Irish salaries were originally fixed at the lower scale, because the cost of living in this country was then cheaper than in England; but that state of things has long gone past, while the salaries remain at their old figures. It is now, we believe, an admitted fact that house-rent and the prices of food are as high in Ireland as in England; and, if that be so, we are at a loss to understand why the Irish official, discharging the same duties and possessing the same qualifications as the English, should be placed in an inferior position. Assuming, as we do, that the case presented on behalf of the service in Ireland has been accurately stated, there ought not to be any hesitation in complying with the reasonable request to remedy the palpable anomaly and injustice which exists. The Chief Secretary received the deputation with his proverbial courtesy, but did not give them any hope of effectual assistance on his part to remedy the inequality between the services in England and Ireland. We acknowledge that a man in Mr. Fortescue's position is bound to be very careful and cautious in making promises of any kind; but we think that, in perfect consistency with caution, he might have told the deputation that if, on careful investigation, he found their statements borne out, he would urge on the Lords of the Treasury the necessity of conceding their just claims. This is the course which we would expect from the responsible Minister for Ireland if he felt himself a strong and independent member of the Cabinet. Can it be that Mr. Fortescue is afraid of Mr. Lowe?

DAILY EXPRESS.

Deputations waited yesterday upon the Chief Secretary with reference to two subjects of importance to all classes of Irishmen. They were received in the spirit of a Whig Minister who desires to get rid of such

troublesome applicants. There are various modes of doing this, and we must do the Whig officials at Dublin Castle the justice to say that they exhibit a versatility and freshness of invention in their treatment which does not belong to any other class of officials. They have cultivated this branch of diplomatic art with great care, and each in his own way has shown some special talent for his task. "How not to do it" is the object which they keep steadily in view when a question of practical and not merely party interest is to be solved, or some substantial grievance to be redressed. They have acquired celebrity for their peculiar mode of dealing with deputations. One Minister found a homily on "self-reliance," an effectual expedient for dispersing the most influential body of gentlemen, when seeking a fair share of the Imperial expenditure for some useful local object. A late popular nobleman with genial blandness bowed them out. A successor of his, with cynical curtness, frowned them out. Mr. Fortescue has a method of his own. He reaches the same end by an original way which runs between the two examples. With chilling courtesy he apologizes for receiving them at all. The advantage of having extended to this country the provisions of the English Local Government Act have long been felt, especially in Dublin. Many sanitary improvements have been retarded, and heavy loss to the rates incurred, from the want of such a measure. In fact, a bill was actually in progress through Parliament two years ago, and would have been carried but for the change of Government. Instead of at once consenting to have the matter taken up by the Government, and a bill introduced in the next session, the Chief Secretary tells them to go and agitate amongst the corporate bodies of Ireland, and obtain a general expression of "anxiety" to carry out the measure. He is an observer of the delightful harmony which prevails in those assemblies upon such questions, and knows he is safe in making a promise which is only to be redeemed when they become unanimous.

THE SUBJECT OF THE SECOND DEPUTATION WAS OF MORE DIRECT IMPORTANCE. It affects a large and meritorious body of public servants in all parts of Ireland. Their case was stated with great clearness and force in the temperate and judicious address of Mr. Finlay. His facts and arguments are unanswerable. They bring conviction home to every intelligent mind, and appeal to the sense of justice which even Ministers of the Crown must feel. The claim of the Civil Servants to be put upon a footing of equality with their official brethren in England rests upon the arguments that they are employed by the same Government, devote the same time, discharge the same duties with equal zeal and efficiency, while their pay is twenty per cent. less than that of the English officials. They show that the only pretext which could have been alleged for this—namely, the supposed economy of living here as compared with London, for example,—no longer exists, the price of provisions and rent having enormously

increased since the present scale was laid down, while the greater opportunities for advancement which are open to those in England, and of which they are deprived, increase the disadvantages of their position. They mention special circumstances which aggravate the grievance. Is it not intolerable, for instance, that an officer who is sent from this to a lower position in London, on the ground of his inferior qualifications, should receive better pay than the more competent men whom he has left behind? They used an effective argument when they referred to the manner in which the Under Secretary's department has been dealt with. It happened that the *employés* here were better paid in this exceptional instance; and how was the inequality adjusted? Not by levelling up, but by levelling down. The clerks here found their salaries reduced to the same standard as those of the Under Secretaries' offices in London. The deputation rightly contend that the principle of assimilation is recognized in this change, and they ask that it shall, as a matter of justice, be applied in one direction as well as in the other. Mr. Fortescue, however, gives them little encouragement. He bids them appeal to the tender mercies of the Treasury, with the complacent assurance that he cannot interfere—that it is no affair of his. Now, we regret we cannot concur with the Chief Secretary in the limited view which he takes of his office. It is the first time we have had it stated that, although we have an Irish Minister who is supposed to have a voice in all Irish departments, and who is a member of the Cabinet, the centralizing system of the Whigs is to be carried out to such an extent that Irish *employés* here who have grievances must proceed to London to make them known, instead of communicating with the Irish Government. The fact that the departments referred to by the deputation are under the direct control of the authorities here deprives Mr. Fortescue of even the semblance of a plea for shirking all trouble in such a case. It would be an ungenerous, even if it were a valid plea, and we, therefore, hope that it is the last instance we shall have to record of an Irish Chief Secretary telling such a deputation to go to—the Treasury.

IRISH TIMES.

Two deputations waited on the Chief Secretary for Ireland yesterday. One proceeded from the Corporation, and sought the extension of the Towns' Improvement Act (England) to this country. The citizens will be glad to hear that by means of this Act a better system of public accounts can be introduced. This deputation departed with the comfortable assurance that if the other Corporations in Ireland join in the request, it is not probable any opposition will be offered to their petition.

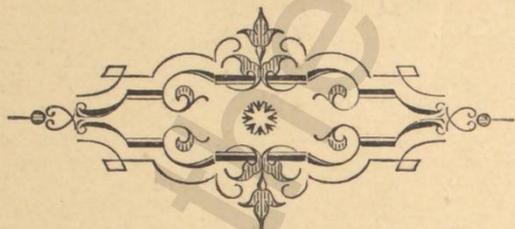
But the gentlemen of the Civil Service made a mistake. They laid their grievances before the Irish Chief Secretary, but they ought to have sought an audience of the Lords of the Treasury, or of the Chancellor of the Exchequer. The Irish Civil servants perform the same services in their various departments as their English colleagues perform. They must pass successfully the same examination, and be, at least, equal to them in all respects but one. That one is, to them, a serious matter, for it relates to the matter of salaries. The Civil servant in England receives about 30 per cent. more remuneration than the Irish Civil servant for the same work. As this is the age of "Equality" this wrong should be redressed without delay. The Chief Secretary assured the deputation that he would take care their memorial should meet with due consideration. That is all he could promise, for etiquette prevents one Minister from interfering with the departments of other Ministers. A wrong must be endured for a time, because we do not know precisely where the special department lies which alone has the privilege of redressing it.

The case of the Civil servants is so just and so strong that it must speedily be considered. The memorialists are assured of the aid of the Chief Secretary, and we think it is only necessary to secure the assistance of the Irish representatives to place the matter carefully before the House of Commons to gain a successful result.

CORK EXAMINER.

A deputation of Civil servants has waited upon the Chief Secretary to ask him to represent to the Government the injustice of compelling men in the employment of the State to work in Ireland at lower salaries than in England. In the speech with which Mr. Finlay explained the object of the deputation there was an irresistible case made out. The Irish Civil servants do their work at least as efficiently as the English, and therefore deserve as well. There was a sort of pretence for the distinction adverse to them when the cost of living—that is to say, of food—was considerably lower in Ireland than in England; but that distinction has been almost annihilated. The difference between the price of bare necessaries of life in Ireland and in England has been reduced to a trifle. But amongst persons above the lowest class food is after all only an item in the cost of living, and the higher you ascend in the social scale the smaller is the proportion it bears. Now, if there be a slight advantage in Ireland on some articles of food, it is more than counteracted by drawbacks in other respects. English cities present far more conveniences to persons of moderate means than Irish cities, and practically it will be found that living in London is quite as cheap, if not cheaper than living in Dublin.

It is quite absurd, therefore, to retain the Irish Civil servants under disadvantages for which at no time was there any adequate justification, but which certainly cannot exist now. At a time when great efforts are being made by legislators to establish equality amongst the two countries it certainly is not worth while to retain an inequality which is so marked, and which seems to declare that the services of an Irishman are not of the same value as the services of an Englishman in the same office.



Houses of the Oireachtas