

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

} 1908.

Enclosures

Spare copies

G.O., No. 764, 13th November 1908.

Establishment.

Approving, subject to certain modifications recommended by the Director of Public Instruction, the proposals of the Committee of the Lawrence Asylum, Ootacamund, for the revision of —
of the asylum.

2

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

} 1908.

Enclosures

Spare copies

G.O., No. 764, 13th November 1908.



Establishment.

Approving, subject to certain modifications recommended by the Director of Public Instruction, the proposals of the Committee of the Lawrence Asylum, Ootacamund, for the revision of — of the asylum.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following papers :—

I

Letter—from the Rev. W. H. G. PADFIELD, M.A., Principal and Secretary, Lawrence Asylum, Ootacamund.

To—the Director of Public Instruction.

Dated—Lovedale, the 21st August 1908.

No.—1969.

In accordance with resolution No. 7 passed at the meeting of the Committee held on the 18th instant, I have the honour to submit herewith a copy of the report of a sub-committee which was appointed on the 21st July last to consider the question raised by the Principal of revising the staff of this institution and increasing the salaries of some members of it.

2. I am to say that the recommendations of the sub-committee have the entire approval of the Committee and to request that as there are now, apart from that created by the recent appointment of the Headmaster as Secretary to the Commissioner for Government Examinations, three vacancies on the teaching staff—one dating as far back as January last—all of which it has been found impossible to fill with qualified teachers, owing to the inadequacy of existing salaries, the scheme now submitted may be forwarded, as soon as possible, for the early and favourable consideration of Government.

ENCLOSURE.

Report of the Sub-Committee appointed to consider the question of revising the staff of the Lawrence Asylum, Ootacamund.

We, the sub-committee appointed under resolution No. 14 passed at the meeting of the Committee held on the 21st July last, beg to make the following report.

2. After considering the papers placed before us, we have arrived at the conclusion that the salaries of the entire teaching staff and those of a portion of the executive establishment require revision in the direction of enhancement, and that the funds of the asylum can bear the increased call upon them which the adoption of the proposals that we are now making would involve.

3. We append statements of the existing establishments, in both branches, and of those which we consider are absolutely necessary for the proper working of the asylum. It has been owing merely to the fear of trenching too heavily on the income of the school that we have refrained from making more extensive and costly recommendations than we have.

Designation.	Present (1908).		Proposed.		Remarks.
	Salary per mensem.	Special allowance.	Salary per mensem.	Special allowance.	
<i>General.</i>	RS.	RS.	RS.	RS.	
Principal, Secretary and Chaplain.	500—50—750	..	500—50—750	..	
Chief Clerk	225	..	* 150	..	* In accordance with the terms of G.O., No. 283, Educational, dated 15th May 1897.
Clerk	45—1—50	20	40—1—50	† 20	† Typewriting for boys' school.
Principal Medical officer	Civil Surgeon.	50	Civil Surgeon.	50	
Resident Medical officer	I.S.M.D. pay.	50	I.S.M.D. pay.	50	
Total ..	770—1,025	120	690—950	120	
<i>Boys' School.</i>					
Headmaster (to be designated under the revised scheme as Headmaster and Vice-Principal).	300	..	300—20—400	..	High school, viii and ix.
First assistant master ..	125	30	150—5—175	§ 30	Middle school, vii and organist.
Second do. ..	100	..	130—2—140	..	Middle school, vi.
Third do. ..	85	..	120—2—130	§ 20	Middle school, v and game supervision.
Fourth do. ..	75	10	110—2—120	§ 10	Middle school, iv and typewriting girls' school.
Fifth do. ..	70	With board.	100—2—110	..	Middle school, iii.
Sixth do. ..	65	..	100	..	Middle school, ii.
Senior sergeant ..	100	..	100—5—120	..	
First junior sergeant ..	50	..	75—1—80	..	
Second junior sergeant ..	‡ 50	..	..	..	‡ This appointment will be abolished as soon as present incumbent vacates.
Gymnastic instructor ..	80	..	80—2—90	..	
Band instructor ..	85	..	90—2—100	..	
Steward ..	85	20	90	§ 20	Shoeing supervision.
Upper school matron ..	50	..	50—2—60	..	
Hospital matron ..	50	..	50—2—60	..	
Boys non-commissioned officers	22½	..	22½	..	
Telegraph instructor ..	100	..	100	..	
Special instructor in non-technical subjects required to qualify for Telegraph Department.	150	..	..	..	It is proposed to abolish the post as a vacancy occurs, i.e., when the present occupant ceases to hold it, boys being drafted direct into Telegraph class from vii standard.
Drawingmaster ..	50—5—60	..	..	..	Temporary, until vacancy occurs; class teachers can pass in drawing so that it can be taken as a class subject.
Munshi ..	..	..	50—2—60	..	The teaching of a vernacular has been strongly urged by Inspector of Schools.
Total ..	1,692½—1,702½	60	1,717½—1,957½	80	
<i>Girls' School.</i>					
Headmistress ..	175	With board, etc.	175—5—200	With board, etc.	High school, viii and ix.
First assistant mistress ..	70	..	70—3—85	..	Middle school, vii.
Second do. ..	60	..	60—2—70	..	Do. vi.
Third do. ..	50	..	50—2—60	..	Do. v.
Fourth do. ..	45	..	45—1—50	..	Do. iv.
Fifth do. ..	40	..	40—1—45	..	Do. iii.
Sixth do. ..	35	..	35—1—40	..	Do. ii.
Seventh do. ..	30	..	..	..	This appointment will be abolished as soon as the present incumbent vacates and the Kindergarten Department is formed.

§ These allowances need not go to particular posts.

Designation.	Present (1908).		Proposed.		Remarks.
	Salary per mensem.	Special allowance.	Salary per mensem.	Special allowance.	
<i>Girls' School—cont.</i>	RS.		RS.		
Head matron	50		50—2—60		Proposal was sanctioned in G.O., No. 573, Educational, dated 4th August 1908.
First assistant matron ..	35		35—1—40		
Second do.	35		..		
Girls orderlies	30		10		
Hospital matron	30		35—1—40		
Kitchen matron	35		35		
Total	690		640—735		
<i>Kindergarten Department.</i>					
Head teacher	..		100		i (a). i (b). Infants A. Do. B and C.
First assistant teacher ..	60		60		
Second do.	50		50		
Pupil teachers	10		20		
Matron	50		40		
Total	170		270		

	Present.		Proposed.	
	Total.		Total.	
	Minimum.	Maximum.	Minimum.	Maximum.
	RS. A. P.	RS. A. P.	RS. A. P.	RS. A. P.
General	890 0 0	1,145 0 0	810 0 0	1,070 0 0
Boys' school—				
Staff	1,752 8 0	1,762 8 0	1,797 8 0	2,037 8 0
Kindergarten	170 0 0	170 0 0	270 0 0	270 0 0
Girls' school	690 0 0	690 0 0	640 0 0	735 0 0
Total	* 3,502 8 0	† 3,767 8 0	* 3,517 8 0	† 4,112 8 0

Difference—plus—

* In minimum—Rs. 15 per mensem or Rs. 180 per annum.

† In maximum—Rs. 345 „ or Rs. 4,140 „

4. The chief difference, apart from anything of a financial nature in the entries referring to the Male Branch, is the provision, in the statement containing our proposals, of a Headmaster and Vice-Principal in lieu of a Headmaster. It has, we believe, long been felt by those most interested in the well-being of the asylum that there should be on the staff of it a graduate of some recognised University in the United Kingdom; a man with experience of good schools in England, who would have a considerable measure of control over the boys, when out of school, could take part in their games, etc., and exercise some healthy influence over their daily lives; and who could, when needs be, fill the place of the Principal in the case of absence or death. The desirability, apart from educational considerations, of an arrangement of this nature has been emphasised by what occurred when the late Principal and Secretary had suddenly to proceed to England on account of ill-health; and again when he died, not long after his return. We have reason to think that we are correct in saying that a person with the qualifications mentioned could be obtained on the terms proposed, but not for less. It was, we may mention, motives of economy alone that have deterred us from suggesting, in this case, a salary of Rs. 300—25—450. As the duties which might be required of the holder of the new office would not be those of a Headmaster, pure and simple, we consider that he should be designated Headmaster and Vice-Principal. The present Headmaster having recently obtained an appointment in the Educational Department, the requisite vacancy has been created and there is nothing to preclude steps being at once taken to carry out this portion of the proposals made by us, if Government would be pleased to sanction it as a special measure, and one apart from the general scheme for revision of establishments. The necessity for filling the appointment which has just become vacant is very pressing, as the school is now too short of the sanctioned strength of subordinate teachers, and will very soon lose another master.

5. That the post of master, in what one may call the subordinate educational staff of the asylum, is not sufficiently paid is, we consider, rendered evident by the extreme difficulty which exists in obtaining suitable or even fairly suitable men on the terms which, under existing conditions, can be offered. One mastership has been vacant for some months, and no candidate worth trial has applied for the post; another master has recently resigned; there will, in a few days' time, be a third vacancy, and there seems, from the enquiries already made by the Principal, but small chance of finding other teachers likely to prove satisfactory. In the girls' school, this difficulty has not been so acute, but it has, for considerable time, been recognised that the salaries of the mistresses are inadequate. Modern methods and a higher standard of teaching are now insisted on by the Educational Department, and a better class of teacher involves a higher scale of remuneration.

6. The chief change, apart from the revision of salaries arising from our proposals with regard to the Female Branch, is the treatment of kindergarten teaching as a separate branch of instruction, an arrangement which is entirely in accordance with the views of the Educational Inspecting officers.

7. The scheme, if sanctioned, will require some time to bring it into final working shape, as portions of it depend upon the occurrence of vacancies. These cases are noted in the remark column of the statement at paragraph 3.

8. With regard to the financial aspect of the scheme, the following statement shows the cost of the establishment per mensem: (a) when the Principal was receiving Rs. 950 per mensem, (b) on the existing basis, (c) and (d) the minimum and maximum figures of the proposed scheme. The last of these, it is to be observed, includes the total annual increments in the salary of the Principal, an item which had been sanctioned before the scheme now under consideration was brought forward, and which, therefore, should not be considered as part of the extra charges involved in the introduction of this measure.

Designation.	(1906). (a)		Existing (1908). (b)		Proposed.			Remarks.
	Salary per mensem.	Special allowance.	Salary per mensem.	Special allowance.	(c)	(d)	Special allowance.	
					Minimum per mensem.	Maximum per mensem.		
<i>General.</i>	RS.	RS.	RS.	RS.	RS.		RS.	
Principal, Secretary and Chaplain.	950	..	500—50—750	..	500—50—750		..	
Chief Clerk	225	..	225	..	150	150	..	In accordance with the terms of G.O., No. 283, Education- al, dated 15th May 1897, when present incumbent vacates.
Clerk	45	..	45—1—50	20	40—1—50	* 20		Typewriting for Boys' school.
Principal Medical officer ..	Civil Surgeon.	50	Civil Surgeon.	50	Civil Surgeon.		50	
Resident Medical officer ..	I.S.M.D. pay.	50	I.S.M.D. pay.	50	I.S.M.D. pay.		50	
<i>Boys' School.</i>								
Headmaster and Vice- Principal.	300	..	300	..	300—20—400		..	High school, viii and ix.
First assistant master ..	125	30	125	30	150—5—175		* 30	Middle school, vii and organist.
Second do. ..	100	..	100	..	130—2—140		..	Middle school, vi.
Third do. ..	85	..	85	..	120—2—130		* 20	Middle school, v and game supervision.
Fourth do. ..	75	..	75	10	110—2—120		* 10	Middle school, iv and Typewriting girls' school.
Fifth do. ..	70	..	70	With board.	100—2—110		..	Middle school, iii.
Sixth do. ..	65	..	65	..	100	100	..	Do. ii.
Senior sergeant ..	100	..	100	..	100—5—120		..	
First junior sergeant	50	..	50	..	75—1—80		..	
Second do. ..	† 50	..	† 50	..	..	..	..	† This appointment will be abolished as soon as present incumbent vacates.
Gymnastic instructor ..	80	..	80	..	80—2—96		..	
Band instructor ..	85	..	85	..	90—2—100		..	

* These allowances need not go to particular posts.

Designation.	(1906). (a)		Existing (1908). (b)		Proposed.			Remarks.
	Salary per mensem.	Special allowance.	Salary per mensem.	Special allowance.	(c)		(d)	
					Minimum per mensem.	Maximum per mensem.		
	RS.	RS.	RS.	RS.	RS.		RS.	
Steward	85	20	85	20	90	90	† 20	Shoeing supervision.
Upper school matron ..	50	..	50	..	50—2—60	..	..	
Hospital matron ..	50	..	50	..	50—2—60	..	..	
Boys non-commissioned officers.	22½	..	22½	..	22½	22½	..	
Telegraph instructor ..	100	..	100	..	100	100	..	* It is proposed to abolish the post as soon as a vacancy occurs, boys being drafted direct into Telegraph class from vii standard. Temporary, until vacancy occurs, class teachers can pass in drawing so that it can be taken as a class subject.
Special instructor in non-technical subjects required to qualify for Telegraph Department.	* 150	..	* 150	..	..	..	..	
Drawingmaster	60	..	50—5—60	..	..	..	..	
Typewriting instructor ..	50	..	..	..	..	..	..	The teaching of a vernacular has been strongly urged by the Inspector of Schools.
Munshi	..	..	..	..	50—2—60	..	..	
Girls' School.								
Headmistress	175	With board, etc.	175	With board, etc.	175—5—200	With board, etc.	..	High school, viii and ix. Middle school, vii. Do. vi. Do. v. Do. iv. Do. iii. Do. ii. † Will be abolished when vacancy occurs.
First assistant mistress ..	70		70		70—3—85		..	
Second do. ..	60		60		60—2—70		..	
Third do. ..	50		50		50—2—60		..	
Fourth do. ..	45		45		45—1—50		..	
Fifth do. ..	40		40		40—1—45		..	
Sixth do. ..	35		35		35—1—40		..	
Seventh do. ..	† 30		† 30		..		..	
Head-matron	50	With board, etc.	50	With board, etc.	50—2—60	With board, etc.	..	Proposal was sanctioned in G.O., Mis. No. 573, Educational, dated 4th August 1908.
First assistant matron ..	35		35		35—1—40		..	
Second do. ..	35		35		..		..	
Girls orderlies	..		..		10		10	
Hospital matron	30	With board, etc.	30	With board, etc.	35—1—40	With board, etc.	..	
Kitchen matron	35		35		35		35	
Kindergarten Department.								
Head teacher	..	With board.	..	With board.	100	100	i (a) i (b) Infants A. Do. B and C.	..
First assistant teacher ..	60		60		60	60		
Second do. ..	50	50	50	50				
Two pupil teachers ..	..	10	20	20				
Matron	40	Without board.	50	Without board.	40	40	..	
	3,812½	150	3,322½	180	3,317½	3,912½	200	
			3,587½					
Total ..	3,962½		3,502½		3,517½	4,112½		
			3,767½					

† This allowance need not go to particular post.

9. It will be seen, from the statement, that the difference between the monthly cost when the Principal was drawing Rs. 950, a figure which the funds of the institution very easily bore, and the maximum monthly outlay, if the proposed scheme is adopted, will, when the salary of the Principal has attained its utmost limit, be Rs. 150 per mensem or Rs. 1,800 per annum.

10. We have ascertained that the average credit closing balance of the asylum for the ten years ending 31st March 1908 has been Rs. 15,455. In only two years of this period was the balance below Rs. 10,000, and in these two instances completely satisfactory explanation of the reasons for the decreases—one of which was on paper only, as Rs. 10,000 were spent in the purchase of Government securities—have been given.

11. We are quite aware that the increase which of late years has occurred in the income of the institution has been largely derived from the profits accruing from the Lawrence Asylum Press, and that it is quite within the range of possibility that there may, in the future, be a falling off in these, but we think that the decline, if any should occur, will not be so great as to hamper the working of the scheme if sanctioned. It is the most economical one that we have been able to devise. We do not say that it is sufficient. It is, however, we venture to advance, a decided improvement on the existing system and is, in our opinion, within the means of the asylum.

12. We understand that considerable doubts exist as to the authority of the Principal to exercise superintendence over the tuition of the children in the asylum. Although the wording of the beginning of No. 14 of the rules would seem to allow of the Committee's placing this, or any other power, in the hands of the Principal, we consider that it would be advisable to make the position more clear by slightly altering rules 14, 16 and 17 as follows:—

Rule 14.—Lines 1 and 2, for the words commencing with "perform" and ending with "Committee", inclusive, substitute the following "be responsible for the working of the asylum and will, subject to the orders of the Committee, have the direction and control of every department."

Rule 16.—Line 1, between the words "shall" and "superintend" insert the words "under the orders and control of the Principal", and line 2, for the word "Principal" substitute the word "he".

Rule 17.—The same alterations as have been suggested with regard to rule 16 should be made in the first two lines of this. We further consider that in line 3, between the words "responsible" and "for" the words "subject to the supervision and orders of the Principal" should be inserted.

J. H. ROBERTSON,
Vice-Chairman.

FREDERICK PRICE.
W. H. G. PADFIELD.

N. Ref. on Cur. No. 5855, dated 3rd October 1908.

Submitted to Government and recommended that the increases proposed seem necessary and may be approved.

2. I would, however, suggest the adoption of the following scale in the case of the undermentioned teachers as it seems to be more suitable than that proposed by the Committee:—

	Committee's scale.				Revised scale now proposed.			
	RS.				RS.			
Second assistant	..	..	..	..	130—2—140	125—5—150	..	..
Third	..	..	..	..	120—2—130	100—5—125	..	..
Fourth	..	..	..	..	110—2—120	90—2—100	..	..
Fifth	..	..	..	..	100—2—110	90—2—100	..	..
Sixth	..	..	..	..	100	90—2—100	..	..
Senior sergeant	..	..	..	..	100—5—120	100—4—120	..	..

3. With regard to the girls' section, the Inspectress states that each class should have a separate teacher in view of its daily attendance which is steady and not fluctuating, as in other schools, and that the Headmistress should devote more time to supervision. I agree with the Inspectress in this view and consider the entertainment of an additional assistant necessary. I accordingly recommend that provision be made for a new mistress on Rs. 125—5—150, who will be a trained European graduate, and who will also replace the Headmistress in case of absence or illness.

4. The alterations suggested in the rules seem desirable and may be sanctioned.

A. G. BOURNE,
Director of Public Instruction.

II

Memorandum No. 2158-1, Educational, dated 17th October 1908.

With reference to paragraph 2 of his endorsement R.O.C. No. 5855, dated 3rd October 1908, forwarding to Government the proposals of the Committee of the Lawrence Asylum for the revision of the staff of the institution, the Director of Public Instruction is requested to report at a very early date the grounds on which he bases his opinion that the scale of salaries as revised by him is more suitable than the scale recommended by the Committee.

(By Order.)

C. A. SOUTER,
Ag. Under Secretary to Government.

To the Director of Public Instruction,
with copy of his endorsement, dated 3rd October 1908.

III

Letter—from the Hon'ble Mr. A. G. BOURNE, D.Sc., F.R.S., C.I.E., Director of Public Instruction, Madras.

To—the Secretary to Government, Educational Department.

Dated—the 28th October 1908.

No.—Ref. on Cur. 5855.

With reference to Memorandum No. 2158-1, Educational, dated 17th October 1908, asking me to state the grounds on which I based my opinion that the revised scale of salaries proposed by me for the Lawrence Asylum, Ootacamund, seemed more suitable than that proposed by the Committee, I have the honour to submit that in cases where the minimum of pay of an appointment is not less than Rs. 100, increments of Rs. 5 and a wider range between the minimum and maximum pay seem to me to be more suitable. With regard to the second and third assistants, the difference between the scales of salaries proposed by the Committee both as regards minimum and maximum is very slight, being only Rs. 10, whereas the difference in pay according to my scale is Rs. 25. Such a difference would appear to be desirable in view of the responsibility and position of the teachers. Further, it is no incentive to a teacher on Rs. 100 and above to expect to get an extra Rs. 10 after an approved service extending over five years. With regard to the fourth, fifth and sixth assistants, I thought that they might have the same pay, as to grade these subordinate members of the staff with small differences in pay seemed a little invidious. No reason was given for assigning a fixed pay only to the post of sixth assistant. I thought it should also be progressive.

As regards the senior sergeant, the increment of Rs. 5 proposed was altered into Rs. 4 to make the period of rise five instead of four years.

Order—No. 764, Educational, dated 13th November 1908.

The proposals of the Committee of the Lawrence Asylum, Ootacamund, to abolish the posts of second master, Male Branch (Rs. 150), drawingmaster (Rs. 60) and second junior sergeant (Rs. 50), and to revise generally the establishment of the asylum, are approved, subject to the modifications recommended by the Director of Public Instruction in paragraphs 2 and 3 of his endorsement No. 5855, dated 3rd October 1908. The Committee's proposal to change the designation of the Headmaster, Male Branch, into that of "Headmaster and Vice-Principal" does not, however, commend itself to Government; and the present designation should be retained.

2. The scale of the establishments of the Male and Female Branches of the asylum, as now revised, will be as follows:—

						Rs.
<i>Male Branch.</i>						
Headmaster ..	..	..	..	..	..	300—20—400
First assistant ..	..	..	..	..	..	150—5—175
Second ..	..	..	..	..	..	125—5—150
Third ..	..	..	..	..	..	100—5—125
Fourth ..	..	..	..	..	..	90—2—100
Fifth ..	..	..	..	..	..	90—2—100
Sixth ..	..	..	..	..	..	90—2—100
Vernacular munshi ..	..	..	..	..	..	50—2—60
Gymnastic instructor ..	..	..	..	..	..	80—2—90
Telegraph instructor ..	..	..	..	..	..	100
Band instructor ..	..	..	..	..	..	90—2—100
Steward ..	..	..	..	..	..	90
Senior sergeant ..	..	..	..	..	..	100—4—120
Junior sergeant ..	..	..	..	..	..	75—1—80
Upper school matron ..	..	..	..	..	..	50—2—60
Hospital matron ..	..	..	..	..	..	50—2—60
Boys non-commissioned officers ..	..	..	..	..	..	25½

<i>Female Branch.</i>						
Headmistress ..	..	..	..	..	..	175—5—200
First assistant ..	..	..	..	..	..	125—5—150
Second ..	..	..	..	..	..	70—3—85
Third ..	..	..	..	..	..	60—2—70
Fourth ..	..	..	..	..	..	50—2—60
Fifth ..	..	..	..	..	..	45—1—50
Sixth ..	..	..	..	..	..	40—1—45
Seventh ..	..	..	..	..	..	35—1—40
Head matron ..	..	..	..	..	..	50—2—60
Assistant matron ..	..	..	..	..	..	35—1—40
Girl orderlies (2) ..	..	..	..	..	..	10
Hospital matron ..	..	..	..	..	..	35—1—40
Kitchen matron ..	..	..	..	..	..	35

Kindergarten Department.

Head teacher ..	..	..	..	..	..	100
First assistant ..	..	..	..	..	..	60
Second ..	..	..	..	..	..	50
Pupil teachers (2) ..	..	..	..	..	..	20
Matron ..	..	..	..	..	..	40

3. As regards the post of eighth assistant mistress, Female Branch, it is not clear whether the Director of Public Instruction accepts the proposal of the Committee to abolish it. He will be requested to report on the point.

4. The Government approve the alterations proposed by the Committee in rules 14, 16 and 17 of the rules for the working of the Lawrence Asylum sanctioned in G.O., No. 689, Educational, dated 22nd December 1900. The rules as now revised will be as follow:—

" 14. The Principal shall be responsible for the working of the asylum, and will, subject to the orders of the Committee, have the direction and control of every department. He shall be responsible for the moral and intellectual training of the pupils. If a clergyman, he shall have pastoral charge of the institution. He shall be the executive officer of the Committee and shall be held responsible for the accounts; and he shall make all necessary disbursements, subject to the provisions of rule 62. He shall communicate with the Chairman or, in his absence, with the Vice-Chairman, either directly or through the Secretary, if there be a separate Secretary, on all important matters which cannot be conveniently postponed to the next meeting of the Committee and shall generally be immediately subordinate to the Chairman or Vice-Chairman as representing the Committee.

"16. The Headmaster shall, under the orders and control of the Principal, superintend the tuition in the Male Branch, and take such part in the teaching as the Principal may direct.

"17. The Headmistress shall, under the orders and control of the Principal, superintend the tuition in the Female Branch and take such part in the teaching as the Principal may direct. She shall also be responsible, subject to the supervision and orders of the Principal, for the moral and intellectual training of the girls, who shall be subject to her control, both in and out of school."

(True Extract.)

H. D. TAYLOR,
Secretary to Government.

To the Director of Public Instruction.
,, Committee of the Lawrence Asylum
(through the Director of Public Instruction).

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O., No. 764, EDUCATIONAL, DATED 13TH NOVEMBER 1908.

[SUBJECT.—*Proposals for the revision of the establishment of the Lawrence Asylum, Ootacamund.*]

Previous papers.

G.O., No.	272, Educational, dated 22nd Sept. 1901.
" "	326 " " 6th July 1903.
" "	74 " " 29th Jan. 1904.
" "	160 " " 8th Mar. "
" "	433 " " 14th July "
" "	219 " " 4th Apl. 1905
" "	290 " " 24th " 1906.
" "	191 " " 2nd " 1907.
" "	240 " " 27th Mar. 1908.

From the Director of Public Instruction, dated 3rd October 1908, No. 5855.

The Committee of the Lawrence Asylum, Ootacamund, appointed a Sub-Committee on the 21st July 1908 to consider the question raised by the Principal (Mr. Padfield) of revising the staff of the Asylum and of increasing the salaries of some members of it. The Sub-Committee considered the question and submitted a report thereon on the 12th August 1908. The Committee of the Lawrence Asylum now submit the Sub-Committee's report for the early and favourable consideration of Government and state that the recommendations of the Sub-Committee have their entire approval.

2. The Committee state that in addition to the post of headmaster of the Male branch which has now become vacant by the appointment of Mr. Maddox as Secretary to the Commissioner for Government Examinations, there are now three vacancies on the teaching staff which it has been found impossible to fill with qualified teachers, owing to the inadequacy of the existing salaries. They therefore request that the present proposals for increasing the salaries of some of the staff may be sanctioned at an early date.

3. The present scale of establishment and that proposed by the Sub-Committee are given below :—

Designation.	Present scale.	Proposed scale.	Average.	Remarks.
<i>Male Branch.</i>				
Headmaster	Rs. 300	Rs. 300—20—400	Rs. 366 ² / ₃	To be abolished at the next vacancy.
Second Master	150	..	..	
Third	125	150—5—175	166 ² / ₃	
Fourth	100	130—2—140	136 ² / ₃	
Fifth	85	120—2—130	126 ² / ₃	
Sixth	75	110—2—120	116 ² / ₃	
Seventh	70	100—2—110	106 ² / ₃	
Eighth	65	100	100	
Vernacular munshi	..	50—2—60	56 ² / ₃	Do.
Drawing Master	60	..	..	
Gymnastic Instructor	80	80—2—90	86 ² / ₃	
Telegraph	100	100	100	
Band	85	90—2—100	96 ² / ₃	
Steward	85	90	90	
Senior Sergeant	100	100—5—120	113 ¹ / ₃	
First Junior Sergeant	50	75—1—80	78 ¹ / ₃	
Second Junior	50	..	..	Do.
Upper school matron	50	50—2—60	56 ² / ₃	
Hospital matron	50	50—2—60	56 ² / ₃	
Boys—non-commissioned officers	22 ¹ / ₂	22 ¹ / ₂	22 ¹ / ₂	
Total ..	1,702 ¹ / ₂	Increase Rs.	1,877 ¹ / ₂ 176	

Designation.	Present scale.	Proposed scale.	Average.	Remarks.
<i>Female Branch.</i>				
Headmistress	Rs. 175	Rs. 175-5-200	Rs. 191 $\frac{2}{3}$	
Second Mistress	70	70-3-85	80	
Third	60	60-2-70	66 $\frac{2}{3}$	
Fourth	50	50-2-60	56 $\frac{2}{3}$	
Fifth	45	45-1-60	48 $\frac{1}{3}$	
Sixth	40	40-1-45	43 $\frac{1}{3}$	
Seventh	35	35-1-40	38 $\frac{1}{3}$	
Eighth	30	..	..	
Head matron	50	50-2-60	56 $\frac{2}{3}$	To be abolished at the next vacancy.
First Assistant matron	35	35-1-40	38 $\frac{1}{3}$	
Second Assistant	35	..	..	
Girls' orderlies	..	10	10	
Hospital matron	30	35-1-40	38 $\frac{1}{3}$	
Kitchen	35	35	35	
Total	690	..	703 $\frac{1}{3}$	
		Increase Rs.	13 $\frac{1}{3}$	

Kindergarten Department.

	Present.	Proposed.
Head teacher	Rs. 60	Rs. 100
First Assistant	60	60
Second	50	50
Pupil teachers	10	20
Matron	50	40
	170	270
Increase	..	100

4. The proposed scale involves an increased expenditure of Rs. 288 $\frac{1}{3}$ per mensem or Rs. 3,460 per annum as follows:—

	Present scale.	Proposed scale (average).	Increase.
	Rs.	Rs.	Rs.
Male branch	1,702 $\frac{1}{2}$	1,877 $\frac{1}{2}$	175
Female	690	703 $\frac{1}{3}$	13 $\frac{1}{3}$
Kindergarten department	170	270	100
Total	2,562 $\frac{1}{2}$	2,850 $\frac{1}{3}$	288 $\frac{1}{3}$

5. The present establishment shown under "Kindergarten Department" does not appear under that head in the list of establishments appended to the budget estimates of the Lawrence Asylum—*vide* pages 10 and 11 of G.O., No. 240, Educational, dated 27th March 1903. The nursery teacher on Rs. 60, the assistant nursery teacher on Rs. 50, and the nursery matron on Rs. 50 shown under the Male branch on page 10 of the above Government Order are shown in the statements now submitted by the Committee under "Kindergarten Department" with an allowance of Rs. 10 for pupil teachers. It is proposed to employ a head teacher for this Department on a salary of Rs. 100 per mensem and to raise the allotment for pupil teachers from Rs. 10 to Rs. 20 per mensem.

6. The chief features of the proposed revision of establishment, apart from the general increase in the salaries, are—

- (1) the substitution of a progressive scale of salaries for the existing scale of fixed salaries,
- (2) the conversion of the post of headmaster into one of headmaster and Vice-Principal,
- (3) the abolition of the following appointments:—

	Pay.
	Rs.
(i) Second master, Male branch	150
(ii) Drawing	60
(iii) Second Junior Sergeant, Male branch	50
(iv) Eighth mistress, Female Branch	30

(4) the creation of the following appointments:—

	Rs.
(i) Vernacular munshi, Male Branch	50-2-60
(ii) Head teacher, Kindergarten Department	100

(5) the constitution of a separate "Kindergarten Department".

7. *Male Branch.*—As regards the appointment of a Headmaster and Vice-Principal, the Sub-Committee states—

"It has long been felt by those most interested in the well-being of the Asylum that there should be on the staff of it a graduate of some recognised University in the United Kingdom; a man with experience of good schools in England, who would have a considerable measure of control over the boys, when out of school, could take part in their games, etc., and exercise some healthy influence over their daily lives; and who could, when needs be, fill the place of the Principal in the case of absence or death. The desirability, apart from educational considerations, of an arrangement of this nature, has been emphasised by what occurred when the late Principal and Secretary had suddenly to proceed to England, on account of ill-health; and again when he died, not long after his return."

8. With regard to the proposed abolition of the posts of second master and drawing master in the staff of the Male branch, the following explanations are given:—

Second master.—This master is shown in the Committee's report as "special Instructor in non-technical subjects required to qualify for the Telegraph department". The post will be abolished, it is said, when the present incumbent ceases to hold it and boys will then be drafted direct into the Telegraph class from the seventh standard.

Drawing master.—The post will be abolished on the next vacancy. Class teachers, it is said, can pass in drawing, so that it can be taken as a class subject.

9. Referring to the proposed appointment of a vernacular munshi, the Sub-Committee states that the teaching of a vernacular language to the pupils of the Asylum has been strongly urged by the Inspector of Schools. As regards the constitution of a separate Kindergarten Department they state that the treatment of Kindergarten teaching as a separate branch of instruction is an arrangement which is entirely in accordance with the views of the Educational Inspecting Officers.

10. With regard to the financial aspect of the proposals, the Sub-Committee state—

"We have ascertained that the average credit closing balance of the Asylum But the balance is not a surplus, it is practically "for the ten years ending 31st March carried forward from year to year. "1908 has been Rs. 15,455. In only H. D. TAYLOR—12-10-08. "two years of this period was the balance G. S. F[ORBES]. "below Rs. 10,000, and in these two "instances completely satisfactory explanation of the reasons for the decreases—one of which was on paper only, as Rupees "10,000 were spent in the purchase of Government securities—has been given."

"We are quite aware that the increase which of late years has occurred in the The report of the Press for 1907-1908 shows a "income of the institution has been "record" year as regards profits. "largely derived from the profits accruing from the Lawrence Asylum Press, H. D. TAYLOR—12-10-08. "and it is quite within the range of "possibility that there may, in the future, be a falling off in these, but we think that "the decline, if any should occur, will not be so great as to hamper the working of "the scheme, if sanctioned. It is the most economical one that we have been able to "devise. We do not say that it is sufficient. It is, however, we venture to advance, "a decided improvement on the existing system, and is, in our opinion, within the "means of the Asylum."

The average credit closing balance of the Asylum for the last ten years ending 31st March 1908 was Rs. 11,543 and not Rs. 15,455 as stated by the Committee—*vide* statement below showing the closing balance of the Asylum for the last ten years :—

Years.	Male Branch.	Female Branch.	Total.
	RS.	RS.	RS.
March 1908	12,737	2,744	15,481
" 1907	9,736	5,510	15,246
" 1906	5,227	— 205	5,022
" 1905	5,917	— 5,208	709
" 1904	17,187	817	18,004
" 1903	10,703	405	11,108
" 1902	10,082	—	10,082
" 1901	17,773	— 1,100	16,673
" 1900	16,482	— 908	15,574
" 1899	8,699	— 1,144	7,555
Total ..	1,14,543	9,476	1,15,454
		8,555	
		911	
		Average ..	11,545

The proposed revision of the establishments involves an extra expenditure of Rs. 3,460 per annum. The Committee consider that the proposals are within the means of the Asylum.

11. The Director of Public Instruction recommends that the increases proposed seem necessary and may be approved. He, however, suggests that the following scale may be adopted in the case of the undermentioned teachers as being more suitable than that proposed by the Committee :—

Male Branch.	Committee's scale.		Scale proposed by the Director of Public Instruction.	
	RS.	Average.	RS.	Average.
Second Assistant	130—2—140	136½	125—5—150	141½
Third do.	120—2—130	126½	100—5—125	116½
Fourth do.	110—2—120	116½	90—2—100	96½
Fifth do.	100—2—110	106½	90—2—100	96½
Sixth do.	100	100	90—2—100	96½
Senior Sergeant	100—5—120	113½	100—4—120	113½
Total ..		700		661½

The modification proposed by the Director of Public Instruction may be accepted.

H. D. TAYLOR.
G. S. F[ORBES]—14-10-08.

The adoption of the scale suggested by the Director of Public Instruction will reduce the extra cost of the proposals from Rs. 288½ per mensem to Rs. 250 per mensem, and the additional annual cost from Rs. 3,460 to Rs. 3,000.

12. *Female Branch.*—With regard to the teaching staff of the Female branch, the Committee propose to abolish the post of eighth mistress on Rs. 30 per mensem. But the Director of Public Instruction states that each class of this branch should have a separate teacher in view of its daily attendance, which is steady and not fluctuating, and that the headmistress should devote more time to supervision. He therefore proposes the appointment of a new mistress on Rs. 125—5—150 who will be a trained European graduate and who will also replace the headmistress in case of absence or illness. The Female branch is of the Lower Secondary standard and has eight classes. The teaching staff of this branch at present consists of eight members, including the headmistress. It is not clear whether the proposed new mistress on Rs. 125—5—150 should be in addition to the existing staff of eight mistresses or

whether she is to take the place of the eighth mistress on Rs. 30 whose appointment

G. S. F[ORBES].

* That is by Rs. 1,725 per annum if the new mistress is to be an addition to the existing staff and Rs. 1,365 per annum if she is to replace one of the existing mistresses on Rs. 30.

K. RANGASWAMI AIYANGAR—10-10-08.

the Committee propose to abolish. The Director of Public Instruction may be requested to state what his proposal exactly is. In any case the Director of Public Instruction's proposal will raise considerably * the cost of the staff of the Female Branch.

13. *Powers of Principal—Alteration of rules.*—Besides the revision of establishment above dealt with, the Committee also propose slight alterations in rules 14, 16 and 17 of the Asylum rules approved in G.O., No. 689, Educational, dated 22nd December 1900. The proposed alterations are intended to define the authority of the Principal more clearly. The Committee state that considerable doubts exist as to the authority of the Principal and that "it would be advisable to make the position more clear by slightly altering rules 14, 16 and 17".

Vide paragraph 4 of his endorsement.

The Director of Public Instruction states that the alterations suggested seem desirable and may be sanctioned.

14. Rule 14 runs—

"14. The Principal shall perform such duties as may be enjoined on him by the Committee. He shall be responsible for the moral and intellectual training of the pupils. If a clergyman, he shall have pastoral charge of the institution. He shall be the executive officer of the Committee and shall be held responsible for the accounts; and he shall make all necessary disbursements, subject to the provisions of rule 62. He shall communicate with the Chairman, or, in his absence, with the Vice-Chairman, either directly or through the Secretary, if there be a separate Secretary, on all important matters which cannot be conveniently postponed to the next meeting of the committee and shall generally be immediately subordinate to the chairman or vice-chairman as representing the committee."

15. It is proposed to substitute the words "be responsible for the working of the Asylum, and will, subject to the orders of the Committee, have the direction and control of every department", for the words "perform such duties as may be enjoined on him by the Committee" in the first sentence.

H. D. TAYLOR.

G. S. F[ORBES].

The alteration may be approved.

16. Rule 16 runs—

"16. The headmaster shall superintend the tuition in the Male branch, and take such part in the teaching as the Principal may direct."

17. The proposal is to insert the words "under the orders and control of the Principal" between the words "shall" and "superintend". This alteration may be approved. If the Government accept the proposal of the Committee to change

I would not add "Vice-Principal".

G. S. F[ORBES].

H. D. TAYLOR.

the designation of "Headmaster" into "Headmaster and Vice-Principal", the words "and Vice-Principal" may be inserted between the words "Headmaster" and "shall".

18. Rule 17 runs—

"17. The headmistress shall superintend the tuition in the Female branch, and take such part in the teaching as the Principal may direct. She shall also be responsible for the moral and intellectual training of the girls, who shall be subject to her control, both in and out of school."

19. It is proposed to insert the words "under the orders and control of the Principal" between the words "shall" and "superintend" in the first sentence, on the lines of the modification proposed in rule 16 and the words "subject to the

"supervision and orders of the Principal" between the words "responsible" and "for" in the second sentence. These alterations may also be approved.

H. D. TAYLOR.

G. S. F[ORBES].

T.K.—9-10-08.

K. RANGASWAMI AIYANGAR—10-10-08.

G.O., No. 240, Educational, dated 27th March 1908, pages 6 and 9.

The estimated closing balances of the two branches for 1908-1909 are—

	RS.
(a) Male branch	8,954
(b) Female „	1,290

The average for the last ten years in each has, however, been (a) Rs. 11,454 and (b) Rs. 91. It would seem therefore that while the Male branch can afford a considerable expenditure on establishment, the Female branch cannot. It seems very doubtful whether the addition proposed by the Director of Public Instruction to the latter is advisable. It must also be remembered that there are proposals to build extensively, some of the cost of which may fall on Asylum funds.

But I observed from the report on the working of the Press for last year that there was a record surplus some of which may be devoted to building extensions.

H. D. TAYLOR.

2. A case seems to have been made out for an increase in establishment but the matter is one of funds.

C. A. SOUTER—12-10-08.

In calculating the financial resources of the institution the Committee appears to regard an annual balance, as a *surplus* of receipts over expenditure in each year, overlooking the fact that the balance is carried forward, and that really there is no *surplus*. The balance would be absorbed in three or four years.

2. Sir Frederick Price has mentioned this subject to me and is very anxious that the scheme at any rate as regards the Male branch should be carried through at an early date. I understand from him that the Committee has in view a suitable person for appointment as *Headmaster* and Vice-Principal whom they may lose, if the scheme is not sanctioned at an early date.

3. It does not appear that the receipts from the Lawrence Asylum Press are likely to diminish materially. It is at present working at a considerable profit, and it seems probable that the present contribution from this source to the funds of the Asylum will be sustained. The

Vide paragraph 6 of the report.

A sum of Rs. 24,000 was carried forward to capital account.

H. D. TAYLOR.

press contributed Rs. 37,500 to the Asylum in 1907.

4. I submit that the proposals as regards the reorganization of staff in the Male branch, and the revision of the rules may be approved at once.

As regards the Female branch, further inquiry seems necessary before final orders can issue.

The question may be dealt with separately.

In paragraph 5 of G.O., No. 326, Educational, dated 6th July 1903, the Committee of the Lawrence Asylum were requested to state whether they would be prepared to take over the girls of the Military Female Orphan Asylum with the available funds, "on the understanding that no extra cost was thereby to be thrown on the funds already belonging to the Lawrence Asylum." The Committee accepted the transfer—*vide* Mr. Mullaly's letter on page 13 of G.O., No. 74, Educational, dated 29th January 1904. The funds available annually towards the maintenance of the girls transferred from the Military Orphan Asylum amount approximately to Rs. 32,000—*vide* G.O., No. 433, Educational, dated 14th July 1904.

The extra cost now proposed in respect of the female branch seems to be due, to some extent, to the taking over of the Military Female Orphan Asylum girls and cannot, on this ground, be justified.

H. D. TAYLOR—14-10-08.

I am prepared to approve of the introduction of the proposals regarding the Male branch *at once*, the proposals of the Committee being modified as suggested by the Director of Public Instruction, but first let me have the figures of what for the last five years was the *real surplus* on the side of the Male branch. The figures for the Female branch may as well be given at the same time, including the funds of the Female Orphan Asylum, since 1903.

I am however opposed to giving the Headmaster the title of Vice-Principal. Names are dangerous things to play with. The Headmaster will not ordinarily be the sort of person to be appointed to be Principal on a vacancy: but if we designate the Headmaster, Vice-Principal, he will assuredly consider that this gives him a claim to the promotion, hedge the appointment about with conditions as we please. Headmaster is quite a sufficient title. For a temporary vacancy it is always open for Government or the Committee to appoint the Headmaster to take charge of the office till a Principal is appointed, or any one else.

G. S. F[ORBES]—14-10-08.

G.O., No. 240, Educational, dated 27th March 1908.

G.O., No. 191, Educational, dated 2nd April 1907.

G.O., No. 290, Educational, dated 24th April 1906.

G.O., No. 219, Educational, dated 4th April 1905.

G.O., No. 169, Educational, dated 8th March 1904.

The statement below shows the receipts, charges and surplus of the male and female branches of the Asylum during the past five years as entered in the budgets:—

Year.	Openig balance.	Receipts.	Charges.	Surplus or deficit.	Closing balance.
<i>Male branch.</i>					
	RS.	RS.	RS.	RS.	RS.
1903-1904	10,703	1,11,162	1,04,678 (a)	+ 6,484	17,187
1904-1905	17,187	1,12,206	1,23,476 (b)	—11,270	5,917
1905-1906	5,917	1,10,548	1,11,238	— 690	5,227
1906-1907	5,227	1,09,024	1,04,485 (c)	+ 4,543	9,766
1907-1908	9,766	1,23,752	1,20,781	+ 2,981	12,737
<i>Female branch.</i>					
	RS.	RS.	RS.	RS.	RS.
1903-1904	405	22,221	21,809	+ 412	817
1904-1905	817	33,713	37,738	— 6,025	— 5,208
1905-1906	— 5,208	55,711	50,708	+ 5,003	— 205
1906-1907	— 205	53,413	47,698 (d)	+ 5,705	5,510
1907-1908	5,510	48,704	41,470	— 2,766	2,744

(a) Includes Rs. 10,000 invested in Government securities and Rs. 2,793 expenditure on new buildings.

(b) " " 1,200 for gratuities.

(c) " " 7,500 " and Rs. 4,820 for new buildings.

(d) " " 1,230 on new buildings.

K. RANGASWAMI AIYANGAR—15-10-08.

2. The following contributions have been made to the Male branch by the Lawrence Asylum Press during the last five years—

	RS.
1903-1904	27,000
1904-1905	27,000
1905-1906	26,900
1906-1907	19,500
1907-1908	37,500

* Includes Rs. 7,500 of the previous year.

3. The budgets are prepared for the official year, but the annual reports and statements are prepared for the calendar year. It would be advisable to direct that the period dealt with in the annual report should tally with the period for which the budgets are framed. The Lawrence Asylum Press accounts are also made up for the calendar year. The year 1907 closed with an actual balance of Rs. 28,001-8-3 under the Male branch, and Rs. 6,741-15-11 under the Female branch. The balances on 31st March are not known and cannot be compared with the budget figures.

4. When the Military Male Orphan Asylum was transferred to Lovedale in 1871, it was decided that the accounts of the male and female branches of the amalgamated asylum should be kept distinct and the grant of Rs. 48,000 per annum formerly made to the combined institution (male and female branches) at Lovedale was apportioned to the male and female branches respectively in the ratio of 66:34. Paragraph 21 *ibid.*
Paragraph 23 *ibid.*
It was however stated that if the income of the Female branch proved insufficient without aid from the funds of the Boys' Asylum, the Government would be prepared to consider the question of redistributing this grant.

H. D. TAYLOR—15-10-08.

The additional cost of Male branch is estimated with the Director of Public Instruction's modifications at Rs. 136½ per mensem; of the Female branch at Rs. 13½ and of the Kindergarten at Rs. 100: or a total for the whole institution of Rs. 250 per mensem or Rs. 3,000.

Of late there has been a good deal of new building: and there was an exceptional expenditure of Rs. 7,500 on a gratuity.

I think on the whole the expenditure may be faced.

G. S. F[ORBES]—16-10-08.

The Director of Public Instruction does not state the grounds on which he bases his opinion that the scale of salaries as revised by him is "more suitable" than the scale recommended by the Committee.

The latter are much embarrassed at present owing to the short-handedness of the teaching staff on the male side and I think that the reason of their difficulty in getting efficient teachers lies in the fact that they cannot offer an adequate salary.

Their present proposals seem to me moderate.

Rs. 100 seems a modest stipend for an efficient teacher.

Will the Director of Public Instruction kindly say why he considers the Committee's proposals should be revised?

It might then be advisable to invite the opinion of the Committee on the proposals of the Director of Public Instruction.

A. L[AWLEY]—17-10-08.

Please draft an urgent reference to Director of Public Instruction, sending him a copy of his endorsement.

H. D. TAYLOR—17-10-08.

A draft memorandum is placed below for approval.

K. RANGASWAMI AIYANGAR—17-10-08.

Issue.

C. A. SOUTER—17-10-08.

[Memorandum No. 2158-1, dated 17th October 1908.]

From the Director of Public Instruction, R. O. C. No. 5855, dated 28th October 1908.

The Director of Public Instruction states that the grounds on which he based his opinion that the revised scale of salaries proposed by him were more suitable than those proposed by the Committee, were as follows:—

(1) In cases where the minimum pay of an appointment is not less than Rs. 100, increments of Rs. 5, and a wider range between the minimum and the maximum pay seemed desirable.

(2) With regard to the Second * and Third Assistants, the difference between the minimum and the maximum pay and between the scales of salaries proposed by the Committee was very slight, namely, only Rs. 10, whereas according to the scale proposed by the Director of

	Committee's scale. RS.	Director of Public Instruction's scale. RS.
* Second Assistant ..	130-2-140	125-5-150
Third ..	120-2-130	100-5-125

Public Instruction, the difference between the minimum and the maximum pay and between the scales of pay is Rs. 25. Such a difference would appear to be desirable in view of the responsibility and position of the teachers. Further it is no incentive to a teacher on Rs. 100 and above to expect to get an extra Rs. 10 after an approved service extending over five years.

(3) As regards the Fourth, Fifth and Sixth Assistants, the Director of Public

	Committee's scale. RS.	Director of Public Instruction's scale. RS.
Fourth Assistant ..	110-2-120	90-2-110
Fifth ..	100-2-110	90-2-110
Sixth ..	100	90-2-110

Instruction considered that they might have the same pay, since grading these subordinate members of the staff with small differences in pay seemed invidious. No reason was assigned for proposing a fixed pay only to the post of Sixth Assistant. The Director of Public Instruction thought that it should also be progressive.

	Committee's scale. RS.	Director of Public Instruction's scale. RS.
Senior Sergeant ..	100-5-120	100-4-120

(4) With regard to the Senior Sergeant, the increment of Rs. 5 proposed by the Committee was altered into Rs. 4, so as to make the period of rise five instead of four years.

The above information was called for with reference to His Excellency's remarks on page 8 of the notes *supra*.

K. RANGASWAMI AIYANGAR—30-10-08.

C. A. SOUTER—30-10-08.

Circulated.

H. D. TAYLOR—4-11-08.

COUNTY BOROUGH OF SALFORD EDUCATION COMMITTEE.

MUNICIPAL SECONDARY SCHOOL FOR BOYS.

Principal: H. B. Knowles, M.A. (Oxon).

A FORM MASTER, to teach chiefly Mathematics, Elementary Science and Geography, is required, to commence duties if possible, at the beginning of September next. Commencing salary, from £130 to £150 per annum, according to qualifications and experience. Candidates should be graduates of a British University. Further particulars, form of application, and scale of salaries, may be obtained from the undersigned, to whom applications must be sent not later than Tuesday, August 18, 1908.

OGILVIE DUTHIE,
Director of Education.

THE UNIVERSITY OF SHEFFIELD.

APPOINTMENT OF DEMONSTRATOR IN BOTANY.

The Council are about to appoint a Demonstrator in Botany. Salary, £150 per annum. Application should be made to the undersigned, from whom further particulars may be obtained, not later than February 22, 1908.

W. M. GIBBONS,
Registrar.

COUNTY BOROUGH OF LONDONDERRY.

The Technical Instruction Committee require the services of a Lecturer in Chemistry and Physics. Salary, £140 per annum. To commence duties on September 1, 1908. Conditions of appointment and form of application may be had on application to the Principal, Municipal Technical School, Londonderry. Applications must be sent in not later than June 2, 1908.

L. A. WILLIAMS.

The Committee are short of funds and the Director of Public Instruction's scale besides being, I think, better graded, is a little cheaper. It will be a tight squeeze to get the funds for even that accession.

A pay of Rs. 100 for a Eurasian or even country-born Britisher of the standard required is not low, considering the advantages of the situation and compare very favourably with salaries in England where money on food, lodging and clothing goes only half as far. I cut out from nature some advertisements to show the sort of salary men of far higher attainments get in England.

G. S. F[ORBES]—6-11-08.

No. 764, EDUCATIONAL, 13TH NOVEMBER 1908.

Very well ! I accept the scale proposed by the Director of Public Instruction.

A. L[AWLEY]-8-11-08.

Draft please.

H. D. TAYLOR—9-11-08.

Draft submitted for approval.

T.K.—9-11-08.

K. RANGASWAMI AIIYANGAR—10-11-08.

C. A. SOUTER-11-11-08.

H. D. TAYLOR—12-11-08.

G. S. F[ORBES]—12-11-08.

Issue in manuscript first and then print sharp.

H. D. TAYLOR--13-11-08.

*Extract from the notes and orders on the slip forwarded by the Superintendent,
Government Press, with regard to placing the Government Order on the Editors'
Table.*

Order only may be placed on Editors' Table.

K. RANGASWAMI AIYANGAR.

C. A. SOUTER—25-11-08.

No. There is no need, I think, for this to go to Editors' Table. It is not a Government Institution.

H. D. TAYLOR—25-11-08.

[G.O., No. 764, Educational, dated 13th November 1908.]

$$\left[\frac{E.}{12} \right]$$

READ AGAIN G.O., No., dated 190

190

READ ALSO:—

C. No. 2158, From the D.P.I., No. 5855, dated 3rd October 190

" " 2331 " " " D.P.I. " 5855 " 28th October 190

190

ORDER.

P.S.

No. 764, dated 13 - 11 - 1908

The proposals of the Committee of the Lawrence Asylum, Ootacamund, ~~for the abolition of the posts~~ *to abolish* of ~~the~~ second master, Male Branch, (Rs150) ~~the~~ drawing master (Rs60) and second junior sergeant (Rs50), *to revise generally* and ~~for the general revision of the~~ establishment of the Asylum, are approved, Subject to the modifications recommended by the Director of Public Instruction in paragraphs 2 and 3 of his endorsement. *no 5855 D 3-10-08* The Committee's proposal to change the designation

designation of the headmaster, Male Branch, into that of "Headmaster and

Vice-Principal" does not however ~~meet~~ *Commend itself to*

~~with the approval of Government:~~ *& the present designation & the retained*

2. The scale of the establishments of the male and female branches of the Asylum, as now revised, will *be* stand as follows:

Male Branch.

Headmaster ...	Rs 300-20-400
First Assistant	Rs 150- 5-175
Second Assistant	Rs 125- 5-150
Third ,,	Rs 100- 5-125
Fourth ,,	Rs 90- 2-100
Fifth ,,	Rs 90- 2-100
Sixth ,,	Rs 90- 2-100
Vernacular Munshi	Rs 50- 2- 60
Gymnastic Instructor	Rs 80- 2- 90
Telegraph Instructor	Rs 100
Band Instructor	Rs 90- 2-100
Steward	Rs 90
Senior Sergeant	Rs 100- 4-120
Junior Sergeant	Rs 75- 1- 80
Upper School I	
Matron I	Rs 50- 2- 60
Hospital Matron	Rs 50- 2- 60
Boys Non Commis- sioned officers	Rs 25½

Female Branch.

Headmistress ...	Rs 175-5-200
First Assistant	Rs 125-5-150
Second ,,	Rs 70-3-85
Third ,,	Rs 60-2-70

Fourth

80-764806
13-11-04
New

188
13

3.

Fourth Assistant	Rs 50-2-60
Fifth ,,	Rs 45-1-50
Sixth ,,	Rs 40-1-45
Seventh ,,	Rs 35-1-40
Head Matron	Rs 50-2-60
Assistant Matron	Rs 35-1-40
Girl Orderlies (1)	Rs 10
Hospital Matron	Rs 35-1-40
Kitchen Matron	Rs 35

Kindergarten Department.

Head teacher ...	Rs 100
First Assistant	Rs 60
Second ,,	Rs 50
Pupil teachers (2)	Rs 20
Matron ...	Rs 40

Assistant

3. As regards the post of Eighth Mistress, Female Branch, it is not clear whether the Director of Public Instruction accepts the proposal of the Committee to abolish it. He will be requested to report on the point.

3. The Government approve the alterations proposed by the Committee in rules 14, 16 & 17 of the Rules for the working of the Lawrence Asylum, sanctioned in G.O.No. 689, Educational, dated 22nd December 1900. The rules as ^{7/11} now revised will stand as follows

To,
The Director of Public Instruction.
" Committee of the Lawrence Asylum, thro' the D.P.I.

80/2
14-11-8

P.T.O.

W

19.5.8

be responsible for the working of the Asylum, and will, subject to the orders of the Committee, have the direction and control of every department.

14. The Principal shall perform such duties as may be enjoined on him by the committee. He shall be responsible for the moral and intellectual training of the pupils. If a clergyman, he shall have pastoral charge of the institution. He shall be the executive officer of the committee and shall be held responsible for the accounts; and he shall make all necessary disbursements, subject to the provisions of rule 62. He shall communicate with the chairman or, in his absence, with the vice-chairman, either directly or through the secretary, if there be a separate secretary, on all important matters which cannot be conveniently postponed to the next meeting of the committee and shall generally be immediately subordinate to the chairman or vice-chairman as representing the committee.

under the orders and control of the Principal,

16. The headmaster shall superintend the tuition in the male branch, and take such part in the teaching as the Principal may direct.

under the orders and control of the Principal.

17. The headmistress shall superintend the tuition in the female branch and take such part in the teaching as the Principal may direct. She shall also be responsible for the moral and intellectual training of the girls, who shall be subject to her control, both in and out of school.

Subject to the supervision and orders of the Principal,

10.4.08

Chas 11.8

12.11.08

J. F. E.

A	B	C
Please send proof in triplicate. The papers have been carefully edited.	Proof returned corrected. Please strike off and send number of copies as indicated.	As the matter is clear manuscript and has been carefully edited, (b) proof need not be sent. Please print and supply number of copies as indicated.
Type may be released after usual interval at once.	Type may be released after usual interval at once.	Type may be released after usual interval.
.....Clerk.	Clerk.	Clerk.
.....Supdt.	Supdt.	Supdt.

(b) Three copies of proof of all notes should be sent for approval, except when instructions are given to the contrary.

SPECIAL INSTRUCTIONS.

TO BE FILLED IN BY THE PRESS.

Diary.	Initials of Press official.
Received in Press on.....	16/11/08
First proof furnished on.....	21/11/08
Call for revised proof received on.....	
Revised proof furnished on.....	
Corrected proof received for striking on.....	28/11/08
Final copies supplied on.....	5/12/08

Account of copies.	Complete copies.	Notes.	Issue copies.
Supplied to Secretariat for Record.....	34	15	
" " " Issue.....	10		
For Volumes.....	16		
For E. T.....			
Total ...	60	15	