

Government of Madras.

EDUCATIONAL DEPARTMENT

FOR RECORD ONLY.

17
G.O., No. 350, 14th June 1909.

Indian Educational Service.

Informing the Director of Public Instruction that Mr. Grieve's memorial praying that he may be placed in the Indian Educational Service on the Rs. 500 to Rs. 1,000 grade as an Inspector with seniority from the date of his arrival in India will be submitted to the Secretary of State for India.

EDUCATIONAL DEPARTMENT

Recd.

Regd.

} 1909.

Enclosures

Spare copies

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GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following paper :—

Memorial—from R. G. GRIEVE, Esq., Vice-Principal, Teachers' College, Saidapet.
To—His Excellency the Governor in Council of Fort St. George (through the Director of Public Instruction).
Dated—Madras, the 30th March 1909.

MAY IT PLEASE YOUR EXCELLENCY,—The humble memorial of Robert George Grieve, Indian Educational Service, most respectfully sheweth that :

1. In 1904 he applied to the India Office for an appointment in the Indian Educational Service. He saw Sir Charles Lyall who held out hopes of an appointment and advised him to undergo a course of training and gain some experience in actual teaching. This he did, and subsequently in July 1906 Mr. Gowers of the India Office informed him that he had been appointed to the Indian Educational Service on the same scale of pay as Headmasters in it and that he had the same prospects of promotion to the inspectorate as any other officer. His agreement with the Secretary of State contains the express statement that he is appointed to the Indian Educational Service.

2. When he came out to India it was certainly with the impression that he had been appointed to the Indian Educational Service and that his place in the list of officers would be fixed by the date of his reporting his arrival in Madras. He was somewhat disconcerted to find, however, that, although his original appointment was "in the Indian Educational Service", he was not precisely in the same position as the other officers in that service but that he was considered to be in a grade by himself—Rs. 500—50—750. He contented himself, however, with the expectation that he would be placed in the regular grade at the first opportunity. He thinks that he was justified in this belief because similar promotion had been given to his two predecessors at Saidapet though their position on appointment was inferior to his as regards salary. Mr. Duncan was, he believes, at first not in the Indian Educational Service; and both he and Mr. Braithwaite were on a salary of Rs. 400—20—500 while the memorialist came out in the Indian Educational Service on Rs. 500—50—750.

3. He has reason to believe that his work in the Educational Department has been such as to secure the approval of the Head of his Department; for, when the redistribution of circles was sanctioned about a year ago, the Director recommended him for one of the Inspectorships.

4. As regards his qualifications, he took a good honours' degree at Oxford, holds the Oxford diploma in Education, and was an assistant master in an English Public school (Dulwich) for a year. In India he was Vice-Principal and acting Principal of the Teachers' College, Saidapet, for about eighteen months and had acted as Inspector of Schools in the heaviest circle for seven months at the time the appointments in question were made. He has also passed in Tamil, and he therefore submits that he has all the necessary qualifications for an Inspectorship.

5. Since he came out, seven officers have been appointed to the department. Of these four were specialists. Although these appointments affected his seniority, he did not feel justified in representing the matter then, but confidently expected that the next vacancy not of a special character would be given to him. Quite recently, however, several new appointments have been made to the Indian Educational Service and he finds that he has been passed over three times in succession.

6. He is very seriously disturbed as this supersession affects his whole career. He begs to point out that in the Indian Educational Service the only promotion open to officers in it (excluding the Directorship) after they have reached the maximum pay of the regular grade, i.e., Rs. 1,000, is that of appointment to one of the four personal allowances. These appointments are, he believes, given to the senior men provided that their service has been satisfactory. Even if he is now appointed to the regular grade but placed at the bottom of the list, the effect of this would be to render it very unlikely, if not wholly impossible, that he would ever be given one of the allowances; for (excluding the specialists referred to) there are now ten men on the list without allowances who were appointed to the service before his arrival in India.

7. He trusts that, taking into consideration the circumstances set forth above, Government will be pleased to place him in the Indian Educational Service on the Rs. 500 to Rs. 1,000 grade as an Inspector with seniority from the date of arrival in India.

8. He submits, in conclusion, that the salary he now draws as an officer of the Indian Educational Service is actually higher than that of six out of the seven officers appointed since he came out, the seventh officer being under a special agreement. In admitting him to the list, therefore, in the place he asks for, Government would be putting him in the place to which his present salary entitles him. He would merely be placed above his juniors, all drawing less pay.

"N" Ref. on Cl. No. 22, dated 2nd April 1909.

Submitted to the Secretary to Government, Educational Department.

A. G. BOURNE,
Director of Public Instruction.

Order—No. 350, Educational, dated 14th June 1909.

Mr. Grieve's case will be submitted to the Right Honourable the Secretary of State for orders.

[Here enter despatch No. 5, Educational, dated 16th June 1909.]

(True Extract.)

L. M. WYNCH,
Ag. Secretary to Government.

To the Director of Public Instruction.

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O., No 350, EDUCATIONAL,
DATED 14TH JUNE 1909.

[SUBJECT.—*Mr. R. G. Grieve's Memorial praying that he may be placed in the Indian Educational Service on the Rs. 500 to Rs. 1,000 grade with seniority from the date of his arrival in India.*]

Demi-official—from A. Y. G. CAMPBELL, Esq., I.C.S., Private Secretary to His Excellency the Governor.

To—A. BUTTERWORTH, Esq., I.C.S., Acting Secretary to Government, Educational Department.

Dated—Guindy, the 3rd March 1909.

No.—258.

Mr. Grieve asked for an interview with His Excellency, and under His Excellency's instructions I asked Mr. Grieve to put in writing in the first place what he wished to represent to His Excellency. I enclose his written representations. Will you kindly put up a note for His Excellency's consideration with connected papers? The file should of course come through the Honourable Member in charge of the department.

ENCLOSURE.

Letter—from R. G. GRIEVE, Esq., Vice-Principal, Teachers' College, Saidapet.

To—the Private Secretary to His Excellency the Governor

Dated—Madras, the 2nd March 1909.

I have the honour to submit, for His Excellency's consideration, the following facts in connection with the appointments recently made in the Indian Educational Service.

2. In 1904 I applied to the India Office for an appointment in the Indian Educational Service. I saw Sir Charles Lyall and he held out hopes of an appointment. He advised me to undergo a course of training and gain some experience in actual teaching. This I did, and subsequently in July 1906 Mr. Gowers of the India Office informed me that I had been appointed on the same scale of pay as Headmasters in the Indian Educational Service and that I had the same prospects of promotion to the Inspectorate as any other officer. My agreement with the Secretary of State contains the express statement that I am appointed to the Indian Educational Service.

3. When I came out to India it was certainly with the impression that I had been appointed to the Indian Educational Service and that my place in the list of officers would be fixed by the date of my reporting my arrival in Madras. I was somewhat disconcerted to find, however, that, although my original appointment was "in the Indian Educational Service," I was not precisely in the same position as the other officers in that service but that I was considered to be in a grade by myself, Rs. 500—50—750. I contented myself, however, with the expectation that I should be placed in the regular grade at the first opportunity. I think that I was justified in this belief because similar promotion had been given to my two predecessors at Saidapet, though their position on appointment was inferior to mine as regards salary. Mr. Duncan was, I believe, at first not in the Indian Educational Service; and both he and Mr. Braithwaite were on a salary of Rs. 400—20—500 while I came out in the Indian Educational Service on Rs. 500—50—750.

4. I have reason to believe that my work in the Educational Department has been such as to secure the approval of the head of my department; for, when the redistribution of circles was sanctioned about a year ago, the Director recommended me for one of the Inspectorships.

5. As regards my qualifications, I may state that I took a good honours' degree at Oxford, I hold the Oxford diploma in Education, and I was an assistant master in an English Public school (Dulwich) for a year. In India, I was Vice-Principal and acting Principal of the Teachers' College, Saidapet, for about eighteen months and I have acted as Inspector of Schools in the heaviest circle for seven months. I have also passed in Tamil, and I therefore submit that I have all the necessary qualifications for an Inspectorship.

6. Since I came out, seven officers have been appointed to the department. Of these, four were specialists. Although these appointments affected my seniority, I did not feel justified in representing the matter then. But I confidently expected that the next vacancy not of a special character would be given to me. Quite recently, however, several new appointments have been made to the Indian Educational Service and I find that I have been passed over three times in succession.

7. I am very seriously disturbed as this supersession affects my whole career. I beg to point out that in the Indian Educational Service the only promotion open to officers in it (excluding the Directorship) after they have reached the maximum pay of the regular grade, i.e., Rs. 1,000, is that of appointment to one of the four personal allowances. These appointments are, I believe, given to the senior men provided that their service has been satisfactory. Even if I am now appointed to the regular grade but placed at the bottom of the list, the effect of this would be to render it very unlikely, if not wholly impossible, that I should ever be given one of the allowances; for (excluding the specialists I have referred to) there are ten men on the list without allowances who were appointed to the service before my arrival in India.

8. I trust that, taking into consideration the circumstances set forth above, Government will be pleased to place me in the Indian Educational Service on the Rs. 500 to Rs. 1,000 grade as an Inspector with seniority from the date of my arrival in India.

9. I may point out, in conclusion, that the salary I now draw as an officer of the Indian Educational Service is actually higher than that of six out of the seven officers appointed since I came out, the seventh officer being under a special agreement. In admitting me to the list, therefore, in the place I ask for, Government would be putting me in the place to which my present salary entitles me. I should merely be placed above my juniors, all drawing less pay than I do.

Mr. Grieve was appointed Vice-Principal of the Teachers' College, Saidapet, from 31st October 1906 on a salary of Rs. 500—50—750. He now draws Rs. 600. By the terms of his agreement

Mr. Grieve has bound himself "to serve His Majesty in India as a member of the Indian Educational Service and Vice-Principal of the Teachers' College, Saidapet, Madras, etc.". He is now acting as Inspector of Schools, Third Circle, in the place of Mr. H. S. Duncan who is on

G.O., R. No. 314, dated 28th July 1908. combined leave for fifteen months and four days from 1st August 1908. Mr. Grieve requests that he may be placed in the Indian Educational Service on the Rs. 500—50—1,000 grade as an Inspector with seniority from the date of his arrival in India.

2. Mr. Grieve bases his request on the following main considerations, namely:—

(1) that, at the time of his appointment, he was given to understand by Mr. Gowers of the India Office that he had been appointed "on the same scale of pay as Headmasters in the Indian Educational Service" and that he had "the same prospects of promotion to the Inspectorate as any other officer," and that his agreement with the Secretary of State contains the express statement that he is appointed to the Indian Educational Service;

(2) that, on his arrival, he found that he was not precisely in the same position as the other officers in that service, but was considered to be in a grade by himself on Rs. 500—50—750;

(3) that, since his arrival, seven new officers have been appointed to the Indian Educational Service, of whom four were specialists, and although these four appointments affected his seniority he did not feel justified in representing the matter, in the expectation that the next vacancy, not of a special character, would be given to him;

(4) that quite recently several new appointments have been made to the Indian Educational Service and that he has been passed over three times in succession; and

(5) that the salary he now draws (Rs. 600 per mensem) is actually higher than that of six of the seven officers appointed since he came out, the seventh officer being under a special agreement.

3. Mr. Grieve points out that in admitting him to the list in the place he asks for, Government would be putting him in the place to which his present salary entitles him and that he would merely be placed above his juniors all drawing less pay than he does.

4. The following are the seven officers who have been appointed to the Indian Educational Service subsequently to Mr. Grieve's appointment:—

No.	Name.	Date of appointment.	Terms of the agreement as to post and pay, and the present pay.
G.O., No. 670, Educational, dated 4th October 1907.	1 W. E. Smith	5th October 1907.	Member of the Indian Educational Service and Professor of Chemistry in the Presidency College. Pay Rs. 500—50—1,000. Draws Rs. 550.
G.O., No. 745, Educational, dated 8th November 1907.	2 C. L. Cartwright	11th November 1907.	Member of the Indian Educational Service and Professor of Mechanical Engineering at the Madras College of Engineering. Pay Rs. 500—50—1,000. Draws Rs. 550.
G.O., No. 712, Educational, dated 21st October 1907.	3 W. S. Hadaway	12th November 1907.	Member of the Indian Educational Service and Superintendent of the Madras School of Arts. Pay Rs. 750—25—1,000. Draws Rs. 775.
G.O., No. 265, Educational, dated 3rd April 1908.	4 C. H. Lobban	12th March 1908.	Member of the Indian Educational Service and Professor of Civil Engineering, College of Engineering. Pay Rs. 500. Draws Rs. 550.
G.O., No. 787, Educational, dated 24th November 1908.	5 H. Champion	21st November 1908.	Member of the Indian Educational Service and an Inspector of Schools. Pay Rs. 500—50—1,000. Draws Rs. 500.
G.O., No. 60, Educational, dated 29th January 1909.	6 O. J. Couldrey	1st February 1909.	Member of the Indian Educational Service and an Inspector of Schools. Pay Rs. 500—50—1,000. Draws Rs. 500.
G.O., No. 830, Educational, dated 21st December 1908.	7 H. W. Kershaw	6th February 1909.	Member of the Indian Educational Service and an Inspector of Schools. Pay Rs. 500—50—1,000. Draws Rs. 500.

5. There are two classes of appointments in the Indian Educational Service:—

(1) In the first or regular class are included appointments which carry a pay of Rs. 500—50—1,000 and which are reserved for Professors, Inspectors and Principals. There are twenty appointments under this head.

(2) In the second class are included appointments which have to be recruited in England as a rule and which carry special salaries. There are six appointments, namely, the Vice-Principal, Teachers' College, Saidapet, the Headmaster of the Mercara High School, the three Inspectresses of Schools and the Superintendent, Presidency Training School for Mistresses. The holders of these latter appointments are not, as a matter of course, eligible for the pay of Rs. 500 rising to Rs. 1,000—paragraph 8, pages 2 to 9 of G.O., No. 479, dated 10th August 1896. The pay attached to the post of Vice-Principal of the Teachers' College, Saidapet, which comes under the latter class, was originally Rs. 400—20—500, but was raised in 1906 to Rs. 500—50—750—G.O., No. 171, Educational, dated 12th March 1906.

6. Messrs. H. S. Duncan and P. P. Braithwaite, who first came out as Vice-Principal of the Teachers' College, were subsequently promoted to the regular line of the Indian Educational Service—*vide* G.Os., R. No. 207, dated 23rd April 1903, and No. 825, Educational, dated 15th December 1905.

7. The question of appointing Mr. Grieve to a post in the regular line of the Indian Educational Service was considered in connection with the two new Inspectorships recently created. The Hon'ble Dr. Bourne said:

"On further consideration, I think Grieve, Vice-Principal at Saidapet, would make a good Inspector. He would be available when Hall returns from leave."

8. The Secretary Mr. Taylor noted :

"The sanction of the Secretary of State to the transfer is not apparently necessary as Grieve is already a member of the Indian Educational Service. Please see Mr. Braithwaite's case, K.W. G.O., No. 825, Educational, dated 15th December 1905."

But no orders were passed on this proposal, and in despatch No. 2, dated 25th March 1908, the Secretary of State was requested to select and send out two suitable men to fill the two new Inspectorships.

9. There appears to be no permanent vacancy at present in the Indian Educational Service to which Mr. Grieve may be appointed. It is, however, proposed to create four new posts in the Indian Educational Service in connection with the reorganization of the Government Colleges, but the scheme has to be approved by the Secretary of State.

10. Mr. Grieve cannot, it is submitted, be assigned a place in the regular line of the Indian Educational Service unless he is appointed permanently to a post in that line. Attention is solicited to the case of Mr. Braithwaite disposed of in G.O., No. 649, Educational, dated 1st October 1907, in which the Government decided that Mr. Fyson, who was appointed to the regular line of the Indian Educational Service on 3rd July 1904, must be regarded as senior to Mr. Braithwaite, who, though admitted to the Indian Educational Service on 27th July 1903 as Vice-Principal of the Teachers' College, was taken on to the regular line only from 13th November 1905.

11. The pay of the appointment of Vice-Principal of the Teachers' College, which was Rs. 400—20—500 in Mr. Braithwaite's time, has now been altered to Rs. 500—50—750, and as observed by the Accountant-General in paragraph 6 of his endorsement on page 3 of G.O., No. 649, Educational, dated 1st October 1907, the ruling in Mr. Braithwaite's case may not hold good in the case of Mr. Grieve, whose initial salary is the same as that of the posts in the regular line of the Indian Educational Service.

K. RANGASWAMI AIYANGAR—11-3-09.

There seems no possibility of putting Mr. Grieve into the higher grade of the Indian Educational Service now. But the Director of Public Instruction should see the case. Before it is circulated it may go to him u.o.

C. A. SOUTER—12-3-09.

Yes.

A. BUTTERWORTH—13-3-09.

To the Director of Public Instruction.

There are two matters at stake for Mr. Grieve—

(1) His chance of drawing pay above Rs. 750 in amount.

There are four personal allowances—

Two of Rs. 250—50—500 for the Principal, Presidency College, and the Senior Inspector.

This was the original arrangement. It has since been modified, but that is immaterial.
A. BUTTERWORTH.

Two of Rs. 200—10—250 to the Principals, Rajahmundry and Kumbakonam Colleges (or to one such Principal and the Inspector.)

A. BUTTERWORTH.

(2) His chance of securing later on one of the personal allowances.

So far as (1) is concerned if he gets into the regular grade while or before drawing Rs. 750 he will lose nothing.

With regard to (2) his prospects are indeed small and his position on the list is all-important.

All reference to position on the list in what follows must be read in connection with the possible grant in the future of a personal allowance.

2. According to the letter of his agreement Mr. Grieve has no case, but, as compared with those who preceded him in the same post and considering the vague information given at the India Office, he stands a chance of being most unfortunate; seven officers have already been more or less permanently appointed to the regular grade since his arrival and four more appointments are pending.

G.O., No. 670, dated 4th October 1907.

Why?

" " 715, dated 8th November 1907.

A.B.

3. There is no question in regard to Messrs. Smith and Cartwright.

Mr. Hadaway's position is peculiar; at any rate he draws different pay from any one else—in a way he is outside the regular grade and his position on the list is not quite free from dispute.

G.O., No. 712, dated 21st October 1907.

Mr. Lobban has a peculiar agreement; he draws Rs. 500 for two years and does not now draw Rs. 550 as stated in the Civil list and the office-note: he is about to raise the question of his future and position.

Mr. Champion's case is very peculiar; practically he is a temporary officer acting for Mr. Logan, but his agreement is for two years ending with 24th November 1910, while Mr. Logan's leave ends on the 3rd January 1910, so that should Mr. Logan return to duty there would be no post for Mr. Champion. Mr. Logan is, however, not likely to wish to return, would have to apply for extension (under the fifty-five years' rule) if he did, and this might be refused. I only mention the matter as an example of an anomaly in regard to an agreement given at the India Office. Mr. Champion's agreement appoints him as a member of the Indian Educational Service and an Inspector of Schools for two years and promises him pay rising to Rs. 1,000 if retained after two years.

G.O., No. 787, dated 24th November 1908.

The agreements of Messrs. Couldrey and Kershaw are quite regular except that in them and many former agreements the reference to a particular post (in this case Inspector of Schools) appears to be quite unnecessary and undesirable as it rests with the Madras Government to post officers in the Indian Educational Service to any appointment included in the cadre of the Indian Educational Service after the probationary years and should so rest from the beginning. Suppose, for instance, it were found to be desirable to post Mr. Couldrey as Principal, Rajahmundry College, during this year, it seems that an objection on his part would be upheld by the letter of his agreement until the expiry of the two years (when in such case his services would doubtless be dispensed with).

4. I have mentioned all this to show that there is some justification for addressing the Secretary of State on the general question and the particular case of Mr. Grieve might then be also dealt with.

It should have been (perhaps it was) within the power of this Government to put in Mr. Grieve permanently as an Inspector leaving one of the new men to go to Saidapet. I did suggest that this should be done.

5. As it is, none of the seven officers have yet passed their probationary period and it is, I presume, open to the Government to assign to Mr. Grieve any place on the list with regard to them that they think fit if he is permanently posted to one of the posts listed in the regular grade. Herein lies the difficulty. An opportunity will doubtless occur to put Mr. Grieve in the regular grade before he would in any case be eligible to draw more than Rs. 750, and what I think might be done, if the Government desire to do something for him, is to warn demi-officially any of these seven officers when confirming them that should Mr. Grieve be subsequently admitted to the regular grade he may be considered to rank above them.

I think he should rank next to Mr. Cartwright or at any rate above Mr. Champion.

A. G. BOURNE—16-3-09.

Submitted to the Secretary.

K. RANGASWAMI AIYANGAR—18-3-09.

C. A. SOUTER—19-3-09.

I do not think that the agreements entered into by Mr. Grieve or the lately appointed Inspectors present any difficulty or call for a reference to the Secretary of State as the Director of Public Instruction supposes.

Clause 2 distinctly provides that the person appointed, though appointed to a specified post, is bound to serve in any other office on the cadre of the Indian Educational Service if required to do so by Government. It therefore seems open to Government to treat Mr. Grieve (or any other officer appointed to a specified post) as simply a member of the Indian Educational Service and to permit him to draw more than Rs. 750 provided that he is holding a post to which a maximum pay of Rs. 750 is not attached as it is in the case of the Vice-Principalship of the Teachers' College.

This is the view I took when I discussed the matter a fortnight ago with the Director of Public Instruction, but I had not the papers.

G. S. F[ORBES].

This is another point?

G. S. F[ORBES].

I submit that the pay of Rs. 500—750 is attached to the post of Vice-Principal and not to the man who holds it. If Mr. Grieve is put into the ordinary line, there is no reason for restricting his pay to that attached to the Vice-Principalship.

A. BUTTERWORTH—4-5-09.

He was appointed on 31st October 1906 and the later appointments are the following:—

(1) Mr. W. E. Smith	5th October 1907.
(2) Mr. Cartwright	11th November 1907.
(3) Mr. Hadaway	12th "
(4) Mr. Lobban	12th March 1908.
(5) Mr. Champion	21st November 1908.
(6) Mr. Couldrey	1st February 1909.
(7) Mr. Kershaw	6th "

The Director of Public Instruction says there is "no question in regard to (1) and (2)". He means that they must go above Mr. Grieve. I do not follow this. Both were appointed after Mr. Grieve and began on the same rate of pay. I think Mr.

Could we do so *ab initio*?

G. S. F[ORBES].

Grieve should clearly be placed above them. The fact that they are specialists does not seem to affect the question of seniority.

The case of (3) is different. His minimum pay was Rs. 750. On the analogy of the ruling in G.O., No. 649, Educational, dated 1st October 1907, it would seem that Mr. Hadaway must take rank above Mr. Grieve. But, if that principle is extended, Mr. Hadaway will take rank above all the men of 1903 and take Mr. Hunter's place as ninth on the list. That would be unjust, and it seems reasonable to hold that the Superintendent of the School of Arts takes rank according to seniority only. Accordingly Mr. Grieve should go above Mr. Hadaway. Nos. (4) and (5) hold only temporary appointments and in their case and that of Nos. (6) and (7) Mr. Grieve has a good claim to go above them.

A. BUTTERWORTH—21-3-09.

In any case I think we should have to go to the Secretary of State to save future disputes. But the first thing now to do is for Mr. Grieve to make a formal representation to Government when his case can be dealt with.

G. S. F[ORBES]—23-3-09.

Please instruct Mr. Grieve to make a formal representation to Government through the regular official channel.

A. L[AWLEY]—23-3-09.

I have sent the following demi-official to Mr. Grieve.

A. Y. G. CAMPBELL—23-3-09.

Demi-official—from A. Y. G. CAMPBELL, Esq., I.C.S., Private Secretary to His Excellency the Governor.

To—R. G. GRIEVE, Esq., Madras.

Dated—Guindy, the 28th March 1909.

With reference to your letter to me, dated the 2nd of March, regarding the appointments recently made in the Indian Educational Service, I am desired to ask you to make a formal representation to Government through the regular official channel.

Await formal reference.

A. BUTTERWORTH—29-3-09.

From the Director of Public Instruction, dated 2nd April 1909, No. 22.

Mr. Grieve's formal representation has been received through the Director of Public Instruction.

T.K.—8-4-09.

Attention is solicited to the Secretary's remarks on page 6 *supra*.

K. RANGASWAMI AIYANGAR—10-4-09.

The cases of Messrs. Duncan and Braithwaite are alluded to. Please note briefly below the manner in which each of these gentlemen was absorbed into the ordinary line of the Indian Educational Service.

A. BUTTERWORTH—13-4-09.

Mr. Duncan's appointment to the regular line of the Indian Educational Service.—Mr. H. S. Duncan came out to India in September 1894 as Vice-Principal of the Teachers' College, Saidapet, on a pay of Rs. 400—20—500 (*vide* G.O., No. 655, Educational, dated 4th September 1894). On the expiration of the period of five years for which Mr. Duncan was engaged, the Director of Public Instruction addressed the Government in 1899 pointing out that as the Government had not intimated their intention to dispense with Mr. Duncan's services the latter continued in the service under the terms of his agreement. The Director of Public Instruction, however, stated that as Mr. Duncan's pay of Rs. 400—20—500 was too low as the permanent and final pay of a member of the Indian Educational Service and that as Mr. Duncan accepted his

Mr. Duncan's agreement with the Secretary of State did not appoint him to the Indian Educational Service but to a specific appointment.

G. S. F[ORBES].

This is rubbish. He could have had no such reasonable expectation when he was appointed. G. S. F[ORBES].

Director of Public Instruction) trusted that on the next vacancy among Rs. 500—50—1,000 appointments, the Government would consider Mr. Duncan's qualifications for

promotion. The Director of Public Instruction's letter was merely recorded in G.O., No. 348, Educational, dated 13th June 1899. Shortly after this, Mr. Duncan was appointed to act as Principal of the Rajahmundry College, and the question of appointing him permanently to the Rajahmundry College came up for consideration in November 1899; but it was allowed to lie over until a decision was come to on the question of continuing the Rajahmundry College permanently. Please see pages 1 to 5 of the notes with G.O., No. 794, Educational, dated 28th November 1899.

2. Mr. Duncan was subsequently appointed Principal of the Rajahmundry College in April 1903—*vide* G.O., R. No. 207, Educational, dated 23rd April 1903. Mr. Duncan was appointed permanently apparently on the strength of the pronouncement of the Secretary of State in Miss Arnold's case—*vide* the telegram to His Excellency the Governor on page 1 of K.W. G.O., No. 448, Educational, dated 12th August 1901, in which the Secretary of State said that as Miss Arnold was already in the Indian Educational Service it was within the power of this Government to appoint her to the new post of Inspectress in that service.

Miss Arnold was already in the Indian Educational Service: and this was a new appointment: but whether of higher pay than any (if any) specified in agreement with the Secretary of State does not appear.

G. S. F[ORBES].

3. *Mr. Braithwaite's case.*—Mr. Braithwaite was also first appointed Vice-Principal of the Teachers' College on a salary of Rs. 400—20—500 in July 1903—*vide* G.O., No. 380, Educational, dated 13th August 1903. In letter No. 327, Educational, dated 17th May 1905, this Government addressed the Government of India on the subject of increasing the strength of the superior staff of the Inspecting agency in this Presidency by the appointment of two Inspectors, and in paragraph 5 of the letter it was stated that if the proposals were accepted the Government were desirous of conferring one of the appointments on Mr. Braithwaite and that the Secretary of State might be moved to select and send out two persons—one to take Mr. Braithwaite's place as Vice-Principal of the Teachers' College and the other to be an Inspector. The Government of India recommended the proposals of this Government for the appointment of two new Inspectors to the Secretary of State for sanction but requested him to defer the appointment of a successor to Mr. Braithwaite as they thought that the pay attached to the post of Vice-Principal of the Teachers' College required revision. The Secretary of State accordingly sanctioned the proposal to appoint two new Inspectors and stated that he would select only one gentleman to fill one of the posts of Inspectors—*vide* Secretary of State's despatch No. 141, Public (Education), dated 27th October 1905. On receipt of this sanction, the Government appointed Mr. Braithwaite to one of the new Inspectorates—*vide* G.O., No. 825, Educational, dated 15th December 1905, and G.O., R. No. 4, Educational, dated 9th January 1906.

The Secretary of State's despatch of 27th October 1905 was in reply to India's of 7th September 1905 specifically requesting Secretary of State to appoint Mr. Braithwaite to an Inspectorate.

G. S. F[ORBES].

4. As regards the revision of the pay of the Vice-Principalship of the Teachers' College, which the Government of India referred to in paragraph 3 of their despatch to the Secretary of State, No. 301, Education, dated 7th September 1905, they invited this Government to consider the advisability of placing it on an equality with that of other members of the Indian Educational Service so that candidates should commence on the initial pay ordinarily

attached to appointments in that service and have before them on recruitment the prospect of rising to the ordinary maximum of Rs. 1,000 a month. They set out the following arguments in favour of their proposal:—

“(a) It is undesirable in the interests of the Indian Educational Service to include in the cadre officers of qualifications inferior to those of the ordinary recruit who enters the inspectorate;

“(b) it is undesirable in the interests of individuals, if an officer possesses the same qualifications as the ordinary recruit, to give him less pay;

“(c) the qualifications desired for the particular work are those of a person of University education, who has undergone training in the theory and practice of teaching. It may be added that this latter qualification is even more necessary for the Vice-Principalship of the Teachers' College than for appointments as Headmaster and Inspector.”

5. This Government accepted the suggestion of the Government of India and proposed that the pay of the appointment might be raised from Rs. 400—20—500 to Rs. 500—50—1,000—*vide* letter No. 621, Educational, dated 13th September 1905. The Government of India submitted the proposal for the favourable consideration of the Secretary of State in their despatch No. 377, dated 23rd November 1905. The Secretary of State concurred in the opinion of the Government of India as to the inadequacy of the pay of the post of Vice-Principal of the Teachers' College, but thought that it would be preferable to attach to the appointment the scale of salary applicable to Headmasters of High schools in the Indian Educational Service rather than the higher scale to which Inspectors and Professors were entitled. He accordingly sanctioned a pay of Rs. 500—50—750 for the post and said that, like Headmasters, the incumbent of the Vice-Principalship would be eligible for promotion to the other branch of the service—*vide* Secretary of State's despatch No. 7, Public, dated 19th January 1906, on pages 2 and 3 of G.O., No. 171, Educational, dated 12th March 1906.

I.e., eligible for promotion from the Provincial to the Imperial Branch: but the despatch does not say that Secretary of State's sanction is to be dispensed with. In Mr. Grieve's case, it is not a question of promotion from Provincial to Imperial.

G. S. F[ORBES].

6. It will thus be observed that Mr. Grieve can be appointed to be an Inspector or Professor without reference to the Secretary of State when a vacancy occurs in the regular line of the Indian Educational Service, but the question of his position on the list will perhaps have to be settled by a reference to the Secretary of State—*vide* paragraph 6 of the Accountant-General's Endorsement, dated 30th August 1907, on page 3 of G.O., No. 649, Educational, dated 1st October 1907.

7. Papers had to be traced and collected and this in consequence of the move could not be done earlier.

T.K.—1-5-09.

K. RANGASWAMI AIYANGAR—1-5-09.

It seems to me that there is no need to address the Secretary of State at all. It seems competent to this Government to put Mr. Grieve into the higher appointments of the Indian Educational Service and, if this is so, there seems no reason why Government should not be able to fix his seniority as they please. It seems entirely a matter for the Local Government. Both Mr. Duncan and Mr. Braithwaite were so promoted.

C. A. SOUTER—3-5-09.

In my previous note I expressed the opinion that no reference to the Secretary of State is necessary and the correspondence referred to in the last office-note supports that view. As to position in the service, I have already submitted (page 6) that Mr. Grieve should take rank by priority of appointment and so be placed above all the officers mentioned on page 6.

A. BUTTERWORTH—4-5-09.

There has been a good deal of discussion about this case: and I talked it over with the Director of Public Instruction.

2. The correspondence to which the office refers is, as I have noted in the margin, not at all clear on the point at issue. Neither Mr. Duncan's nor Miss Arnold's cases are on all fours. Nor is Mr. Braithwaite's, for India specifically asked the Secretary of State's sanction to his appointment, and the Secretary of State's despatch of 13th January 1906 (*vide* paragraph 5 of office-note, page 9 *supra*) refers rather to a different point.

3. The difficulty here is that Mr. Grieve's salary was specifically limited in his agreement even if he should be retained beyond the original term of engagement—*vide* paragraph 5 of agreement on page 4 of G.O., No. 698, Educational, dated 2nd November 1906. And this agreement was executed by the Secretary of State subsequent to his despatch of January 1906.

This limitation of emolument may, no doubt, be interpreted as referring to the pay he is to receive in the Vice-Principalship should he be retained in that post beyond two years. The agreement, however, embodies a condition requiring him to perform the duties of any post in the Indian Educational Service during his employment under Government.

As I told the Director of Public Instruction, I think the safe and proper course is to ask the Secretary of State specifically whether the limitations above referred A to debar our confirming Mr. Grieve in the Indian Educational Department for all purposes, and appointing him to any suitable post in the service on the regular scale pay of that service.

G. S. F[ORBES]—1-6-09.

I agree that we should represent fully Mr. Grieve's case to the Secretary of State and then ask the question as propounded by the Hon'ble Mr. Forbes at A above.

A. L[AWLEY]—5-6-09.

Draft please.

L. M. WYNCH—7-6-09.

Draft submitted for approval.

T. KANAKASUNDARAM PILLAI—10-6-09.

C. A. SOUTER—11-6-09.

L. M. WYNCH—12-6-09.

Draft approved with a slight addition: the point raised by paragraph 2 of the agreement and referred to in my note has been rather missed.

G. S. F[ORBES]—13-6-09.

Issue.

L. M. WYNCH—14-6-09.

Yes.

L. M. WYNCH—15-6-09.

I think we may omit "for which act of kindness, etc.", from the memorial. It is a meaningless shibboleth. The

Secretary need not read the proof which I have checked.

C. A. SOUTER—15-6-09.

[G.O., No. 350, Educational, dated 14th June 1909.]

OOTACAMUND.

EDUCATIONAL (1909) DEPARTMENT.

(COPY.)

Letter to the Right Honourable the Secretary of State
for India.

No. 5, 16th June 1909.

SUBMITTING for orders a memorial from Mr. R. G. Grieve, Vice-Principal, Teachers' College, Saidapet, praying that he may be placed in the Indian Educational Service on the Rs. 500 to Rs. 1,000 grade with seniority from the date of his arrival in India.

EDUCATIONAL DEPARTMENT.

LETTER—to

THE RIGHT HONOURABLE THE SECRETARY OF STATE FOR INDIA.

MY LORD,

We have the honour to submit, for Your Lordship's orders, a memorial from Mr. R. G. Grieve, Vice-Principal of the Teachers' College at Saidapet, and acting Inspector of Schools, Fourth Circle, Madras, praying that he may be placed in the Indian Educational Service on the Rs. 500 to Rs. 1,000 grade as an Inspector with seniority from the date of his arrival in India.

2. Mr. Grieve was appointed by Your Lordship in September 1906 as a member of the Indian Educational Service and as Vice-Principal of the Teachers' College at Saidapet on a salary of Rs. 500 rising to Rs. 750 by five annual increments of Rs. 50. Mr. Grieve arrived in Madras on the 30th October 1906 and joined his appointment on the following day. He is now acting as an Inspector of Schools in the place of Mr. H. S. Duncan on leave. His present pay is Rs. 600.

3. There are two classes of appointments in the Indian Educational Service.

(1) In the first or regular class are included appointments which carry a pay of Rs. 500—50—1,000 and which are reserved for Professors, Inspectors and Principals.

(2) In the second class are included appointments which are recruited in England as a rule and which carry special salaries. The holders of these appointments are not, as a matter of course, eligible for the pay of Rs. 500 rising to Rs. 1,000. The post of Vice-Principal of the Teachers' College at Saidapet to which Mr. Grieve was appointed in 1906 and which is still his permanent appointment, comes under this class.

4. Since Mr. Grieve's appointment in October 1906, seven new officers have, as

No.	Name.	Designation.	Date of appointment.
1	W. E. Smith	Professor of Chemistry	5th October 1907.
2	C. L. Cartright	Professor of Mechanical Engineering	11th November 1907.
3	W. S. Hadaway	Superintendent, School of Arts	12th "
4	C. A. Lobban	Professor of Civil Engineering (temporary).	12th March 1908.
5	H. Champion	Inspector of Schools (temporary)	21st November 1908.
6	O. J. Couldrey	Inspector of Schools	1st February 1909.
7	H. W. Kershaw	Do. do.	6th "

noted on the margin, been appointed to the higher branch of the Indian Educational Service on a pay of Rs. 500—50—1,000. Of these officers, Mr. Hadaway draws a higher initial salary (Rs. 750—25—1,000) under a special agreement and Mr. Lobban's pay is fixed at Rs. 500. The remaining five officers now draw a lower salary than Mr. Grieve. But Mr. Grieve, if he continues to hold his present post of Vice-Principal

of the Teachers' College, cannot draw a higher pay than Rs. 750, while the other officers who have all been appointed to the Indian Educational Service subsequent to Mr. Grieve and who now draw a lower salary will in due course draw a pay of Rs. 1,000 and will have the chance of securing later on one of the personal allowances attached to the Indian Educational Service.

5. Mr. Grieve therefore requests that he may be placed, with effect from the date of his arrival in India, in the higher branch of the Indian Educational Service to which a pay of Rs. 500—50—1,000 is attached. But the difficulty in the way of complying with his request arises from the terms of his agreement. Paragraph 5 (set out in the margin) specifically limits his salary to Rs. 750, even if he should be retained beyond the original term of his engagement. This limitation may be interpreted as referring to the pay which Mr. Grieve is to receive while he holds the post of Vice-Principal of the Teachers' College. On the other hand, the agreement (paragraph 2) requires him to perform the duties of any other office in the Indian Educational Department.

6. We desire to be specially informed whether the conditions of the agreement debar us from appointing Mr. Grieve to any suitable post in the higher branch of the Indian Educational Service on the grade pay of Rs. 500—50—1,000 and including him for all purposes in that service. If we are entitled to do so, we solicit Your Lordship's orders as to whether Mr. Grieve will be entitled on being so appointed to take rank in the higher scale above the seven officers referred to in paragraph 4 *supra* who were admitted to the Indian Educational Service subsequent to his appointment, or below them and from the date of his appointment to the higher scale.

We have the honour to be,

My Lord,

Your Lordship's most obedient, humble servants,

ARTHUR LAWLEY.

G. S. FORBES.

M. HAMMICK.

OOTACAMUND,
16th June 1909.

Memorial—from R. G. GRIEVE, Esq., Vice-Principal, Teachers' College, Saidapet.
To—His Excellency the Governor in Council of Fort St. George (through the
 Director of Public Instruction).
Dated—Madras, the 30th March 1909.

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

” ” ” ” ” ” 190

C. No. 726, From the ~~D. P. D.~~, No. 22, dated 2-4 1908

" " " " ,, "

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190

No. 350, dated 14-6-1909

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12/6/09

To the D.P.I.

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LETTER: no. 5 dt 16-6-9

Drop with memorial
16-6-09

The Right Honourable
The Secretary of State for India.

My Lord,

We have the honour to submit for Your Lordship's orders a memorial from Mr. R.G. Grieve, Vice-Principal of the Teachers' College at Saidapet, and acting Inspector of Schools, Fourth Circle, Madras, praying that he may be placed in the Indian Educational Service on the Rs.500 to Rs.1,000 grade as an Inspector with seniority from the date of his arrival in India.

2. Mr. Grieve was appointed by Your Lordship in September 1906 as a member of the Indian Educational Service and as Vice-Principal of the Teachers' College at Saidapet on a salary of Rs.500 rising to Rs.750 by five annual increments of Rs.50. Mr. Grieve arrived in Madras on the 30th October 1906 and joined his appointment on the following day. He is now acting as an Inspector of Schools in the place of Mr. H.S. Duncan on leave. His present pay is Rs.600.

3. There are two classes of appointments in the Indian Educational Service.

Para 7 on page 7 of C.F.

G.O. no. 698 Edl M
2-11-06

G.O. Pno 361 Edl N
30-10-06

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Para 8 on page 7 of L.O. 479
10-8-96 T

(1) In the first or regular class are included appointments which carry a pay of Rs.500-50-1,000 and which are reserved for Professors, Inspectors and Principals;

(2) In the second class are included appointments which ~~have to be~~ ^{are} recruited ~~in~~ in England as a rule and which carry special salaries. The holders of these appointments are not, as a matter of course, eligible for the pay of Rs.500 rising to Rs.1,000. The post of Vice-Principal of the Teachers' College at Saidapet to which Mr. Grieve was appointed in 1906 and which ~~is~~ ^{his permanent appointment} still ~~continues to hold~~ comes under this class.

4. Since Mr. Grieve's appointment in October 1906, seven new officers

No.	Name.	Designation.	Date of appointment.	have, as noted on the margin, been appointed to the higher branch of the Indian Educational Service on a pay of Rs.500-50-1,000. Of these Officers Mr. Hadaway ^{highly initial} draws a higher salary (Rs.750-25-1,000) under a special agreement and Mr. Lobban's ^{fixed at} pay is Rs.500 fixed .
(1)	W.E. Smith	Professor of Chemistry	5th October 1907.	
(2)	C.L. Cartright	Professor of Mechanical Engineering	11th November 1907.	
(3)	W.S. Hadaway	Superintendent, School of Arts	12th November 1907.	
(4)	C.A. Lobban	Professor of Civil Engineering (Temporary)	12th March 1908.	
(5)	H. Champion	Inspector of Schools (Temporary)	21st November 1908.	
(6)	O.J. Couldrey	Inspector of Schools	1st February 1909.	
(7)	H.W. Kershaw	-Do.-	6th February 1909.	

Page 4 of
the note file

4
9

14

The remaining five officers now draw a lower salary than Mr. Grieve. But Mr. Grieve, if he continues to hold his present post of Vice-Principal of the Teachers' College, cannot draw a higher pay than Rs.750, while the other officers who have all been appointed to the Indian Educational Service subsequent to Mr. Grieve and who now draw a lower salary will in due course draw a pay of Rs.1,000 and will have the chance of securing later on one of the personal allowances attached to the Indian Educational Service.

4. Mr. Grieve therefore requests that he may be placed, with effect from the date of his arrival in India, in the higher branch of the Indian Educational Service to which a pay of Rs.500-50-1,000 is attached. But the difficulty in the way of complying with his request ^{arises from the terms} is ~~paragraph 5~~ of his ^{under paragraph 5} agreement, noted in ^{(set out in} the margin, which specifically limits his salary to Rs.750, even if he should be retained beyond the original term of his engagement.

Pages 25 & 26 of N.F.

40. no.
698 Ed
2-11-06

5. That from the date of the party of the first part reporting his arrival at Madras the Government will pay him so long as he shall remain in the said service and actually perform his duties a salary at the rate of Five hundred rupees per mensem for the first year and Five hundred and fifty rupees per mensem for the second year. And if he shall remain in the service beyond that period then six hundred rupees per mensem for the third year rising by annual increments of Fifty rupees per mensem to seven hundred and fifty rupees per mensem.

Page 26 of N.F.

This limitation may ~~however~~ be interpreted as referring to the pay which ^{only} Mr. Grieve is to receive ^{while he holds the post of} Vice-Principal of the Teachers' College ^{as he are} but we consider it ~~uncertain whether this is the correct interpretation~~ it ~~is~~ to submit the case to Your ^{consideration}

On the other hand the Agreement (Article 2) requires him to ^{perform the} duties of any other officer ^{in the Sd.} Ed. Dep't

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Pages 26 & 27 of N.A.

including him for all purposes in that Service. If we are entitled to do so we shall V.L. orders as to be entitled in being so appointed to

Lordship for orders.

6. We desire to be specially informed whether the ^{conditions of the Report} ~~limitations above~~ referred to ^{us from} ~~debar~~ appointing Mr. Grieve to any suitable post in the higher branch of the Indian Educational Service on ^{the grade} ~~a~~ pay of Rs 500-50-1,000, and if it does not so ~~debar~~ ^{and we have the} power to appoint him to the higher branch, whether Mr. Grieve will, ~~if~~ ^{if} ~~so~~ appointed, take rank in the higher scale above the seven officers referred to in para.4 supra ^{who were} ~~as having been~~ admitted to the Indian Educational Service subsequent to his appointment or below them and from the date of his appointment to the higher scale.

We have etc.

7H.
11-6-09

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11-6-9

12/6/09

PRESS SLIP.

ORDINARY.

PREFERENCE.

URGENT (a).

EDUCATIONAL
LEGISLATIVE DEPARTMENT.

Current No., dated 190 ..

G.O., No. 350, dated 14 6 1909.

Number of MS. pages sent { Correspondence including order or orders (b)
Notes (b¹) 28

Docket Indian Govt. Services

Informing the S.P. J. that Mr. Gurus case will be submitted to the Sec. of State for India

Number (c) of copies required when struck off (not including copies for volumes and editors' table which are retained in the Press).

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