

Government of Madras.

EDUCATIONAL DEPARTMENT

Recd.

Regd.

1909.

Enclosures

Spare copies

G.O., No. 368, 21st June 1909.

School of Arts, Madras.

Accepting, subject to certain modifications, the proposal of the Director of Public Instruction in regard to the teaching staff and the clerical and menial establishments required for the — under the reorganization scheme.

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GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT

READ—the following papers:—

I

G.O., No. 504, Educational, dated 8th July 1908.

ABSTRACT.—Accepting generally the scheme for the future conduct of the School of Arts, Madras, as recommended by the Director of Public Instruction, and requesting that officer to submit a proposition statement showing the changes proposed in the staff and a revised budget for the school on the basis of the proposal made for its reorganisation.

II

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 (through the Accountant-General).
Dated—the 8th October 1908.
No.—Ref. on Cur. 9122/07.

With reference to G.O., No. 504, Educational, dated 8th July 1908, accepting generally the scheme for the reorganization of the School of Arts, I have the honour to submit herewith, for the sanction of Government, the proposition statement called for therein.

2. The reason and necessity for the present proposals have already been explained in my letter, Ref. on Cur. No. 9122 of 1907, dated 23rd April 1908, but before going into their details, I beg to submit that the first of the scales proposed in paragraph 4 of that letter represents the maximum requirements of the school in its fully-developed state and that the second scale mentioned therein is quite sufficient for the present.

As has been stated already, the school will be divided into an Art and Industrial Department. Under the former there will be four different classes with the scale of staff noted below:—

Lacquer work and Special Painting class.—Two teachers—1 (Rs. 100—5—150) and 1 (Rs. 50—2—60).

Ladies' Drawing class.—One teacher—(Rs. 75—5—100).

Engraving class.—Five teachers—1 (Rs. 40—2—50), 1 (Rs. 30—2—50) and 3 (Rs. 20—1—30).

Drawing class.—Three teachers—1 (Rs. 75—5—100), 1 (Rs. 50—2—60) and 1 (Rs. 20—1—30).

For the Industrial section the Superintendent proposes a Personal Assistant to him on Rs. 125—5—1.0. This rate of pay being suggested on more or less personal grounds, I do not see sufficient reasons for accepting the Superintendent's scale. I, therefore, adhere to my original recommendation that his pay be fixed at Rs. 100—5—150, the same as that proposed for the head teacher in the Lacquer work and Special Painting class. With regard to the special classes coming under this department the following scale of staff is proposed:—

Wood-carving and Carpentry class.—One head maistry and 2 assistants on (Rs. 50—2—70), (Rs. 30—2—50) and (Rs. 20—1—30).

Metal work classes.—One head maistry on (Rs. 50—2—70) and 2 assistants, (Rs. 40—2—50).

Goldsmith class.—One head maistry and 1 assistant, Rs. (30—2—50) and Rs. (20—1—30).

It is proposed to employ in connection with this class a teacher in jewellery and repoussé work as the Superintendent states that this branch of jewellery working is very important and that it would be a valuable addition to the class. The pay of the post is proposed to be Rs. 20—1—30 so as to be in keeping with the pay proposed for the junior assistants, but if, as the Superintendent thinks, a good man cannot be had for a less salary than Rs. 25, the first incumbent of the post may be allowed to start on that salary as a special case. The proposal which was not included in my original scheme may, I submit, be approved for the reasons given by the Superintendent.

Carpet-weaving class.—One head maistry (Rs. 30—2—50), 1 assistant (Rupees 20—1—30) and 1 dyer (Rs. 20—1—30).

Modelling class.—One maistry (Rs. 30—2—50).

These appointments are considered necessary in view to the efficiency of the several classes.

3. The Superintendent proposes to retain some of the present instructors and teachers in the school and to pay them the higher rate of salaries now proposed, regard being had to the fact that most of them have hitherto been part-time servants whose monthly income is derived from various sources and who would demur to accept any salary that would not approximate their average monthly emoluments when their appointments are included in the permanent staff. He considers the men to be efficient and deserving of the salary which, in each case, is fixed with reference to their present total emoluments in and outside the school, their long service, their ability and the general lack of prospects in the service in the case of technical teachers. He, further, states that the full-time maistries and teachers already employed in the school are able and skilled men and are in no way inferior to their part-time colleagues and that all these men are working faithfully for a long time in the hope of getting a reasonable salary on the reorganization of the school. In the selection of teachers for these posts I shall see that great care is taken to get the best men available.

4. In the concluding portion of paragraph 3 of my letter, Ref. on Cur. No. 9122 of 1907, dated 23rd April 1908, I stated that the question of revising the present scale of clerical and menial establishments would be separately dealt with. It is now time that this matter is also considered, and I accordingly recommend the following scale of permanent establishment for the school:—

Clerical establishment.	Present scale.	Proposed scale.	
	RS.	RS.	
Head clerk	50—5—75	60—4—80	To be termed Head clerk and Accountant.
Assistant clerk	14	20—1—25	To be termed Museum-keeper and librarian.
Short-hand clerk	50	40—2—50	To be termed 1st Assistant clerk.
Storekeeper	40	40—2—50	To be termed storekeeper and Assistant Accountant.
Museum-keeper	25	25—2—35	To be termed 2nd Assistant clerk.
Bill collector	10	10—1—15	Intended for the present Assistant clerk on Rs. 14.
Duster	9	9	
Peons	2 (9), 1 (8), 1 (7).	1 (10), 2 (9), 1 (8), 1 (7).	
Duster and lamp-lighter	10	10	
Gardeners	1 (7) and 1 (6).	1 (8), 1 (7), 1 (6)	
Night watchmen at Rs. 7 each	2 (7).	2 (7).	
Paint-grinder	8	8	
Attenders	2 (6), 1 (10).	1 (10),	

It is proposed to dispense with the other members of the temporary establishment now working in the school and to designate the duster, duster and lamp-lighter and attender as peons. The scale of establishment proposed herein is the minimum that is required for the efficient working of the school and will be found from a glance at the proposition statement and the revised budget to be more economical than the existing scale. The slight increase proposed for the Head clerk, who is virtually the Manager of the office, is in view of the increased responsibility which will devolve on him under the present scheme, while the pay of the other members of the establishment has been fixed with reference to their present pay and service. The extra peon on Rs. 10 is required as a gate peon. There was such a peon when the Chrome-tanning Department was located in the premises of the school, and on the

removal of that department from the school in March last and the consequent withdrawal of that peon, his work has been distributed among the other servants of the school with very unsatisfactory results. Hence the proposal to have a separate gate peon who can be held responsible for seeing that only the articles mentioned in the gate-pass are let out and that no apprentices or coolies go out during working hours. As regards the gardeners I beg to invite the attention of Government to my letter, Ref. on Cur. No. 3780/08, dated 24th September 1908.

5. With regard to the Assistant Superintendent, I have adopted the scale of pay, viz., Rs. 200—10—300 sanctioned for the office in G.O., No. 842, Educational, dated 31st December 1906, but as the present incumbent thereof is in receipt of Rs. 350, a personal allowance of Rs. 50 per mensem is included in the proposition statement submitted herewith.

6. In paragraph 2 of the Government Order under reply, Government sanctioned the creation of 30 scholarships to be awarded to pupils of exceptional merit. As there are at present 74 apprentices on the rolls and they have been drawing the present rate of stipend from January last, the Superintendent recommends that the present scholarship-holders be left unaffected until the end of the current year. This recommendation has my support.

7. I beg to submit also a revised budget for the school on the basis of the above proposals. A reappropriation statement will be submitted, if necessary, on receipt of orders on this communication.

8. I have instructed the Superintendent to issue the usual notices to those temporary members of the staff and establishment whose services will have to be dispensed with on the reorganization of the school.

ENCLOSURE.

Number in budget estimate, 1908-1909.	Number in revised estimate, 1908-1909.	School of Arts, Madras.	Revised estimate, 1908-1909.*		Budget estimate, 1908-1909.		Actuals, 1907-1908.	
			RS.	RS.	RS.	RS.	RS.	RS.
1	1	Salaries—						
		Superintendent (500—50—1,000)	9,080		8,400		7,025	
		Assistant Superintendent (200—10—300); personal allowance (50).	4,380		3,600		3,850	
28	25	Teachers 2 (100—5—150), 2 (75—5—100), 2 (50—2—70), 2 (50—2—60), 3 (40—2—50), 5 (30—2—50) and 9 (20—1—30).	9,323		8,928		7,912	
		Exchange compensation allowance	567		525		269	
		Deduct—Probable savings			21,453			
					95			
		Establishment—		23,350		21,358		19,056
8	5	Clerks (60—4—80), 2 (40—2—50), (25—2—35); Museum-keeper and librarian (20—1—25).	4,500		3,192		4,766	
20	15	Servants (10—1—15), 3 (10), 3 (9), 3 (8), 4 (7) and 1 (6).			1,692			
		Travelling allowance of officers and establishment.	500	4,500	200	4,884	57	4,766
		Supplies and services—		500		200		57
		Library and prizes	300		300		394	
		Materials	4,000		4,000		4,564	
		Stipends of apprentices	3,000		4,800		4,677	
		Wages for coolies	5,000		4,000		5,636	
		Furniture and apparatus	1,000		1,000		200	
		Preparation of illustrated pattern books.	800		1,000		377	
		Tools and plant	1,500		2,000		1,200	
		Famine batta	390				138	
		Contingencies (including the wages of sweepers and scavengers).	3,560	15,990	3,358	17,100	2,795	17,185
			3,560		3,358			2,795
			47,900		46,900			43,859

* The revised estimate has been worked out on the assumption that the reorganization will be sanctioned with effect from 1st October 1908.

No. R.A.-3/7261, dated 23rd October 1908.

Forwarded to Government.

2. The entries in the column "Present scale" have been compared with the registers of this office and are correct.

3. The proposal of the Director of Public Instruction contained in the last paragraph on page 2 of his letter that the first incumbent of the post of teacher in jewellery on Rs. 20—1—30 should be allowed to start on a salary of Rs. 25 per mensem is within the sanctioning powers of the local Government (*vide* articles 156 to 157-B of the Madras supplement to the Civil Service Regulations introduced by slip No. XII, dated 5th August 1908).

4. The reorganization scheme which includes the proposal to raise the pay of the Assistant Superintendent, School of Arts, to Rs. 200—10—300 with a personal allowance to the present incumbent of Rs. 50 per mensem should be submitted to the Government of India for sanction with reference to their letter No. 792 (Home Department—Educational), dated 15th October 1906 [*vide* also article 76 (i) of the Civil Service Regulations].

A. MONTAGU BRIGSTOCKE,
Accountant-General.

III

Memorandum No. 2304-1, Educational, dated 3rd December 1908.

With reference to his letter, R.C. No. 9122, dated 8th October 1908, submitting a proposition statement for the reorganization of the School of Arts, Madras, the Director of Public Instruction is requested to report as early as possible the present strength of the several classes, in the institution, so far as they are comparable with the strength of the corresponding classes prior to the introduction of the scheme of reorganization sanctioned in G.O., No. 504, Educational, dated 8th July 1908.

2. He is also requested to state whether in the majority of the departments, a single assistant teacher instead of two as now proposed will not be sufficient to start with, leaving the appointment of the additional assistant to be made as attendance increases, and if this is possible, what reduction can be effected in the number of teachers (25) now proposed.

H. D. TAYLOR,
Secretary to Government.

To the Director of Public Instruction.

IV

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 22nd December 1908.

No.—Ref. on Cur. 9122/07.

With reference to Government Memorandum No. 2304-1, dated 3rd December 1908, I have the honour to furnish below a statement showing the present strength of each of the Drawing and Industrial classes in this school and also their strength on the 1st July 1908 :—

Classes.	Present strength, i.e., on 9th December 1908.			Strength on 1st July 1908.		
	Boys.	Girls.	Total.	Boys.	Girls.	Total.
<i>Drawing classes.</i>						
Pre-elementary	112	5	117	138	4	142
Elementary	25	6	31	36	6	42
Intermediate	18	5	23	21	6	27
Special Painting	9	1	10	10	1	11
Advanced	18	3	21	18	5	23

Classes.	Present strength, i.e., on 9th December 1908.			Strength on 1st July 1908.		
	Boys.	Girls.	Total.	Boys.	Girls.	Total.
<i>Industrial classes.</i>						
Carpentry	45	..	45	50	..	50
Metal work	19	..	19	24	..	24
Jewellery	16	..	16	12	..	12
Lacquer work	34	..	34	38	..	38
Modelling	9	..	9	10	..	10
Engraving	57	..	57	64	..	64
Carpet weaving	11	..	11	13	..	13

2. The Superintendent states that, though there has been a slight decrease in the strength since the introduction of the scheme of reorganization, it is not sufficient to effect a reduction in the number of teachers and that the only classes in which more than one assistant is needed or has been proposed are the Engraving class which is the largest class in the school and requires five teachers on account of its strength and the Metal Work department which has to do with such a variety of operations that skilled assistants are necessary in the different branches as no single teacher could be found to deal with all of them. It is assumed in the above statement that the Drawing classes form three "departments" and that Carpentry and Wood-work (Carving) are separate "departments". With regard to these the Superintendent reports that the assistants provided for the Drawing classes are practically three separate teachers for the advanced, intermediate and elementary classes and that similarly the Carpentry and Wood-work (carving) departments, though working to a certain extent together, are really two separate departments requiring separate teachers (not assistants). So long as all the departments are maintained, and I think they should be until it is clear that there is but little demand for any one or more of them, the staff which has been proposed seems to be the minimum necessary.

V

Memorandum No. 2304-2, Educational, dated 29th January 1909.

In the proposition statement for the reorganization of the School of Arts submitted with the Director's letter, R.C. No. 9122, dated 8th October 1908, under the head "Present scale", the permanent teaching staff of the school is entered as seven instructors on a total minimum salary of Rs. 205 per mensem and a maximum salary of Rs. 235 per mensem. The Director of Public Instruction is requested to report what the pay of each instructor is, what subject is now taught by each of them and whether each of them is now a whole-time servant.

2. The Director is also requested to state whether the 24 teachers whom it is now proposed to employ on enhanced salaries can all have sufficient work at the school to occupy their full time. It is difficult to see, for example, how the teacher for the Women's Drawing class whom it is proposed to pay Rs. 75—5—100 per mensem will have work for a whole day at the School of Arts.

3. It is requested that a reply to this reference may be sent at a *very early date*.

(By Order.)

C. A. SOUTER,
Assistant Secretary to Government.

To the Director of Public Instruction.

VI

Letter—from J. H. STONE, Esq., M.A., Acting Director of Public Instruction.
To—the Secretary to Government, Educational Department.
Dated—Madras, the 11th February 1909.
No.—Ref. on Cur. 9122/07.

With reference to Memorandum No. 2304-2, Educational, dated 29th January 1909, calling for certain particulars in connection with the reorganization of the School of Arts, I have the honour to state that the seven instructors mentioned in paragraph 1 are whole-time servants on the permanent establishment of the school and that the following are the particulars regarding their designation, pay and the nature of their work:—

Designation.	Pay.	Nature of work.
1. Pupil teacher	RS. 25	(7-9) Teaching Geometry (Intermediate) and Design (Elementary) alternately by weeks
2. Pupil teacher	25	(9-4) Maistry in charge of Lacquer Work department.
3. Silversmith	35—3—50	(7-9) Teacher in Pre-elementary Drawing.
4. Wood-carver	35—3—50	(9-4) Maistry, Engraving department.
5 & 6. Two carpenters on Rs. 25 and Rs. 20.	45	Head maistry, Metal Work department.
7. Carpet maistry	40	Head maistry and Designer in the Carpentry department.
		Assistant maistries in the Carpentry department.
		Vacant.

2. With regard to the question whether the 24 teachers that it is now proposed to employ on enhanced salaries can all have sufficient work at the school to occupy their full time, I beg to submit the following explanation:—

At present the method of working the school is for all the pupils to assemble at 8 A.M. in the various Drawing classes for one or two hours' instruction in drawing; and for giving this instruction it has been possible to employ part-time men. After the Drawing classes follow the various industrial classes in which the pupils spend the rest of the day up to 4 P.M. These classes are at present taught entirely by men of the artisan class who are more of craftsmen than artists.

Mr. Hadaway's new system is (1) to abolish the drawing hour or two hours, (2) to send each pupil at 8 A.M. to one of the Industrial departments and to keep him there for the day, and (3) to organize drawing teaching in close relation with the industrial work.

For this latter purpose one or two teachers will be attached to each Industrial department whose business it will be to teach drawing and also to help in designing for the department. The drawing instruction will go on more or less throughout the day, the pupils being sent from their industrial work to the drawing master in small squads of half a dozen or so. The head drawing teacher in each department is also to be responsible for the materials, tools, etc., of that department. The advantages of this system are, I think, patent. The drawing instruction will gain immensely in thoroughness and in adaptation to the artistic needs of the craft with which it is connected.

At the same time the new system involves a great increase in the number of hours of teaching to be provided by the staff and precludes the future employment of part-time teachers. It does not however, I think, account fully for the demands for increase of staff. But Mr. Hadaway clearly aims at greater thoroughness of teaching and a more complete correlation of the art with the industrial work of the school. It should be borne in mind that industrial teaching to be effective can only be addressed to individual pupils or at most to small groups of pupils, so that in the School of Arts we must expect to find a larger proportion of instructors to pupils than in schools for general education.

The Women's Drawing class is admittedly outside the ordinary work of the school. It was established to meet a demand for drawing teaching on the part of native and European ladies. This class is steadily increasing in numbers and Mr. Hadaway

does all that is possible to make it successful and attractive by teaching in it himself for a part of the time and encouraging the pupils in every possible way. Many of the pupils attending it would attend the whole day if a teacher were available. Some already attend in the afternoon and are taught by Mr. Hadaway.

It is also the case that there is need for good drawing teaching for women teachers. The proposed establishment of a post of lady teacher in the school would make it possible to organize a class there for women teachers which might with advantage be attended by, among others, teachers from the Presidency Training School for Mistresses. As the result of Mr. Hadaway's personal supervision and instruction the class has become very popular and useful, and he is particularly anxious that it should be retained.

Order—No. 368, Educational, dated 21st June 1909.

The papers read above relate to the question of the teaching staff and the clerical and menial establishments required for the School of Arts, Madras, under the scheme of reorganization sanctioned in G.O., No. 504, Educational, dated 8th July 1908.

2. The Government have carefully considered the proposals submitted by the Director of Public Instruction with his letter, dated 8th October last, but are not satisfied that the whole of the staff he has proposed need be employed at once, although ultimately, when the various art and industrial classes have increased in strength, it may be necessary to employ it. As the reorganization of the school has been long under consideration, the Governor in Council does not wish at this stage to postpone the matter further by any attempt to find out precisely what staff will be required to meet present needs and accepts the proposals of the Director of Public Instruction subject to the following modifications:—

(a) With regard to the Women's Drawing class it is not at present necessary to employ a full-time teacher and the existing arrangement under which a part-time instructor is employed should continue.

(b) The proposal to remove the post of Assistant Superintendent from the cadre of the Provincial Educational Service requires the sanction of the Government of India and will be separately dealt with.

(c) In view of the contingency that the whole of the proposed staff may not be required to be employed at once, discretion will be given to the Director of Public Instruction to employ fewer teachers than the full sanctioned scale, if he considers that the attendance does not justify it; the sanctioned scale may be introduced gradually as the attendance increases.

(d) As it is doubtful whether all the members of the existing staff are fully qualified to perform the duties which will be required of them under the new scheme, the higher pay now sanctioned should not be given to them as a matter of course; it should be granted with great care and withheld from those who are not in the opinion of the Director of Public Instruction fully qualified.

3. The proposition statement submitted by the Director of Public Instruction, as altered in accordance with the foregoing remarks, will be sanctioned and this sanction will have effect from the reopening of the school after the summer vacation.

4. The scheme of scholarships sanctioned in paragraph 2 of G.O., No. 504, Educational, dated 8th July 1908, may now be introduced; it does not call for any modification at present.

5. As it is apparent that effect has already been given to Mr. Hadaway's proposal sanctioned in paragraph 3 of G.O., No. 504, Educational, dated 8th July 1908, that no general education test should be prescribed for the admission of pupils into the School of Arts and that the selection should be left to the Superintendent, the Government desire to have information as to the general educational attainments of the pupils who are now attending the school. The information may probably best be procured by deputing a Sub-Assistant Inspector of Schools to visit the institution and find out how many of the pupils hold a primary school certificate; while in the

case of those pupils who do not hold any education certificate he should be able to ascertain by a few simple questions their general attainments in reading, writing and arithmetic.

(True Extract.)

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

To the Director of Public Instruction.
Financial Department,
with proposition statement.
Pension Department.
Editors Table (Order only).

ANNEXURE.

STATEMENT of proposition for revision of establishment.

Order sanctioning present establishment.			Nature of charge.										Proposition.			
Number.	Date.	Office to which the proposition refers.	Present scale.					Proposed scale.					Permanent.			
			Designation.			Pay.		Number.	Designation.			Pay.				
			Minimum.	Increment.	Maximum.	Average cost.			Minimum.	Increment.	Maximum.	Average cost.		Amount.	Increase per month.	Decrease per month.
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Permanent establishment.																
Superintendent, Indian Educational Service.																
			1	1	50	5	75	63	12	1	200		300	261		
			2	2	64		64	64	0	1	75		100	91		
			1	1	40		40	40	0	2	100		120	113		
			1	1	25		25	25	0	3	120		150	140		
			7	7	205		235	227	8	2	100		140	124		
			14	Total ..	384		439	425	4	5	150		250	211		
Temporary establishment.																
Sergeant																
			1	1	20		20	20	0	26	Total		1,330	1,176		
			1	1	10		10	10	0		Clerical and menial establishments.					
			1	1	9		9	9	0							
			4	4	33		33	33	0	1	Head clerk and accountant		80	75		
			2	2	10		10	10	0	1	Store clerk and assistant accountant		50	47		
			2	2	13		13	13	0	1	First Assistant clerk		50	47		
			2	2	14		14	14	0	1	Second Assistant clerk		35	32		
			2	2	9		9	9	0	1	Museum-keeper and librarian		25	23		
			2	2	6		6	6	0	1	Bill-collector		20	18		
			8	8	102		102	102	0	3	Peons 3 (10), 3 (9), 1 (8), 1 (7)		15	13		
			1	1	100		100	100	0	2	Gardeners (8), (7), (6)		72	72		
			5	5	104		104	104	0	2	Night watchmen, Rs. 7 each		21	21		
			1	1	8		8	8	0	1	Paint grinder		14	14		
										20	Total		370	365		

STATEMENT of proposition for revision of establishment—cont.

Order sanctioning present establishment.		Nature of charge.										Proposition.												
		Present scale.					Proposed scale.																	
Number.	Date.	Office to which the proposition refers.	Number.	Designation.				Pay.				Designation.				Pay.				Amount.	Increase or Decrease per month.	Amount.		
				Minimum.	Increment.	Maximum.	Average cost.	Minimum.	Increment.	Maximum.	Average cost.	Minimum.	Increment.	Maximum.	Average cost.									
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17								
		Temporary establishment—cont.																						
		2	Attenders at Rs. 6 each	..	12	..	12	0	..	Teacher (Women's Drawing class)				..	15	..	15	0	..	Rs.	Rs.			
		1	Fireman	..	7	..	7	0	..					..	..	..	..	..	..	..	..			
		4	General Education teachers (20), (15), (12), 10.	..	57	..	57	0	..					..	..	..	..	..	..	..	..			
		1	Wood-carving Assistant	..	100	..	100	0	..					..	..	..	..	..	..	..	..			
		1	Metal-worker	..	40	..	40	0	..					..	..	..	..	..	..	..	..			
		1	Carpentry clerk	..	35	..	35	0	..					..	..	..	..	..	..	..	..			
		1	Attender	..	10	..	10	0	..					..	..	..	..	..	..	..	..			
		1	Modeller	..	18	..	18	0	..					..	..	..	..	..	..	..	..			
		1	Miscellaneous clerk	..	17	..	17	0	..					..	..	..	..	..	..	..	..			
		44	Total ..	..	734	..	734	0	..					..	..	..	..	..	..	..	..			
		..	Grand total ..	..	1,118	..	1,173	1,159	4					..	1,715	1,646	103	387 63	..	..	..			
		Grand total ..																						
		Temporary establishment.																						
		Teacher (Women's Drawing class)																						
		Grand total ..																						
		1,260																						
		1,715																						
		1,646																						
		103																						
		387 63																						
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EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O., No. 368, EDUCATIONAL, DATED
21ST JUNE 1909.

[SUBJECT.—*Proposition statement for the reorganisation of the School of Arts,
Madras.*]

Previous papers.

G.O., No. 573, Educational, dated 27th August 1906.
" " 504 " " 8th July 1908.

From the Director of Public Instruction, No. 9122, dated 8th October 1908.

Please see G.O., No. 504, Educational, dated 8th July 1908, and the notes therewith.

2. In that order the Government accepted generally the scheme for the future conduct of the School of Arts formulated by Mr. Hadaway, the new Superintendent. They observed that it was absolutely necessary that the school should be reorganised and thoroughly well equipped

Paragraph 1 of G.O., No. 504, Educational, dated 8th July 1908. in every particular, especially in the matter of good expert staff, if the institution was to be raised in public estimation and its efficiency secured to such a degree as would attract pupils of the right class in sufficient numbers. Before, however, sanctioning finally the staff proposed by Mr. Hadaway and the Director of Public

Paragraph 1 of G.O., No. 504, Educational, dated 8th July 1908. Instruction, the Government wanted to be satisfied as to the reason and necessity for it, and called on the Director of Public

Instruction to submit a proposition statement showing exactly the changes proposed, and a revised budget for the school showing the present cost of the school under each head compared with the cost under the proposed scheme. The Government further observed that if the pay of some of the teachers was to be raised, it must be in order to secure more efficient instructors and not merely to increase the emoluments

Paragraph 1 of G.O., No. 504, Educational, dated 8th July 1908. of present incumbents who might be inefficient and whose services it might be desirable to dispense with.

3. The Director of Public Instruction now submits the proposition statement and the budget called for. He states that of the two scales of teaching staff proposed

Paragraph 9 of G.O., No. 504, Educational, dated 8th July 1908. in paragraph 4 of his letter, dated 23rd April 1908, the first scale consisting of 38 teachers represented the *maximum*

requirements of the school in its fully developed state, and that the second scale of 24 teachers was what was considered sufficient for the present.

4. Dr. Bourne observes that under the proposed scheme the school will be divided into two departments—Art and Industrial.

5. *Art department.*—In this department there will be four different classes with the following staff :—

(1) Lacquer work and special painting class—

	RS.
One teacher	100—5—150
One „	50—2—60
Total, two teachers—Average cost ..	187½

(2) Women's drawing class—

One teacher	75—5—100
Average ..	91½

(3) Engraving class—

One teacher	40—2—50
One „	30—2—50
Three teachers	20—1—30
Total, five teachers—Average cost ..	166½

(4) Drawing class—

One teacher	75—5—100
One „	50—2—60
One „	20—1—30

Total, three teachers—Average cost .. 175

Total for Art department, 11 teachers—Average cost .. 620½ per mensem.

6. *Industrial department.*—There will be five different classes in this department with the following staff :—

(1) Wood-carving and Carpentry class—

	RS.
One head maistry	50—2—70
One assistant maistry	30—2—50
One „	20—1—30
Total, three maistries—Average cost ..	130½

(2) Metal work classes—

One head maistry	50—2—70
Two assistants	40—2—50
Total, three maistries—Average cost ..	155½

(3) Goldsmith class—

One head maistry	30—2—50
One assistant	20—1—30
One assistant for jewellery and repousse work	20—1—30
Total, three maistries—Average cost ..	94½

(4) Carpet-weaving class—

One head maistry	30—2—50
One assistant	20—1—30
One dyer	20—1—30
Total, three—Average cost ..	94½

(5) Modelling class—

One maistry	30—2—50
Average ..	42½

In addition to this staff, it is proposed to employ one general assistant for the Industrial department on Rs. 100—5—150. There will thus be 14 teachers in this department and the average cost will be Rs. 647½ per mensem.

7. *Teaching staff.*—The teaching staff for both the Art and Industrial departments will thus consist of 25 teachers costing on an average Rs. 1,268½ per mensem. The second scale mentioned in paragraph 4 of the Director's letter, dated 23rd April 1908, consisted of 24 teachers. The increase of one teacher in the scale now submitted is due to the inclusion of a teacher on Rs. 20—1—30 for jewellery and repousse work for the Goldsmith class—*vide* paragraph 6 (3) *supra*.

8. *The post of Assistant Superintendent.*—The post of Assistant Superintendent of the School of Arts is now included in the cadre of the Provincial Educational Service and the present incumbent of the post, Mr. Velayudasari, is in the 6th grade drawing Rs. 350 per mensem. This appointment is now to be removed from the cadre of the Provincial Educational Service, and is to be made a special appointment on a pay of Rs. 200—10—300. As Mr. Velayudasari will continue to hold this appointment, the Director of Public Instruction proposes to give him the maximum pay of the new appointment and a personal allowance of Rs. 50 per mensem. As pointed out by the Accountant-General, the scheme of reorganization which involves the raising of the pay of the

There seems no objection to dealing with this separately provided that the total additional cost does not exceed Rs. 50,000.

H. D. TAYLOR.
25-1-08.

post of Assistant Superintendent to Rs. 200—10—300 with a special personal allowance of Rs. 50 per mensem requires the sanction of the Government of India.

9. *Clerical and menial establishments.*—The Director of Public Instruction also submits proposals for revising the clerical and menial establishments of the school.

The present and the proposed scales compare as follows :—

Designation.	Present scale.	Average cost.	Number of appointments.	Proposed scale.	Average cost.
Head clerk	RS. 50—5—75	RS. 68½	1	RS. 60—4—80	RS. 75
Shorthand clerk	50	50	1	40—2—50	47½
Store-keeper	40	40	1	40—2—50	47½
Museum-keeper	25	25	1	25—2—35	32½
Assistant clerk	14	14	1	20—1—25	23½
Bill-collector	10	10	1	10—1—15	13½
Peons (4)	33	33	(5)	43	48
Attenders (3)	22	22	(1)	10	10
Dusters and lamp-lighters (2)	19	19	(2)	19	19
Paint grinder (1)	8	8	(1)	8	8
Gar-eners (2)	13	13	(3)	21	21
Night watchmen (2)	14	14	(2)	14	14
Total	..	316½	20	..	355

10. *Cost of revision.*—The additional cost involved by the proposed revision of the teaching staff and establishment of the school according to the proposition statement is Rs. 775—3½ per mensem. But this does not take into account the saving caused by the deletion of the post of Assistant Superintendent from the Provincial Educational service. That will depend on the grade in which a post in Provincial Educational service is abolished. Allowing for this saving, the increased cost of the reorganization will be Rs. 358 per mensem or Rs. 4,302½ per annum.

Rs.
775 ¾
416 ⅔
358 ⅞

H.D.T.

11. *Budget*.—The revised budget submitted by the Director of Public Instruction has been worked out on the assumption that the reorganization will be sanctioned with effect from the 1st October 1908. The revised budget amounts to Rs. 47,900 against Rs. 46,900, the sanctioned budget. The increase is mostly due to the higher pay of the Superintendent and Assistant Superintendent who now draw Rs. 750 and Rs. 350 respectively against Rs. 700 and Rs. 300 provided in the budget. Under detailed heads, the provision for "Stipends of Apprentices" has been reduced from Rs. 4,800 to Rs. 3,000.

12. *Scholarships*.—In paragraph 2 of G.O., No. 504, Educational, dated 8th July 1908, the Government sanctioned the creation of 30 scholarships to be awarded to pupils of exceptional merit. The Director of Public Instruction states that there are at present 74 apprentices on the rolls and that they have been drawing the present rate of stipend from January last. He recommends that they may be left unaffected until the end of the current year. This proposal may, it is submitted, be approved.

13. *Pay of Jewellery Assistant*.—The Director of Public Instruction has proposed a pay of Rs. 20—1—30 to the Assistant Maistry for Jewellery and Repousse work and states that if a good man cannot be had for a less salary than Rs. 25 per mensem, the first incumbent of the post may be allowed to start with Rs. 25, as a special case. The Accountant-General states that this proposal is within the sanctioning powers of the Local Government—*vide* articles 156 and 157-B of the Madras Supplement to the Civil service Regulations. It is for consideration whether the proposal of the Director of Public Instruction may be approved.

14. With regard to the question of retaining or dispensing with the services of the present instructors, the Director of Public Instruction states:—

"The Superintendent proposes to retain some of the present instructors and teachers in the school and to pay them the higher rate of salaries now proposed, regard being had to the fact that most of them have hitherto been part time servants whose monthly income is derived from various sources and who would demur to accept any salary that would not approximate their average monthly emoluments when their appointments are included in the permanent staff. He considers the men to be efficient and deserving of the salary which, in each case, is fixed with reference to their present total emoluments in and outside the school, their long service, their ability, and the general lack of prospects in the service in the case of technical teachers. He further states that the full-time maistries and teachers already employed in the school are able and skilled men and are in no way inferior to their part-time colleagues and that all these men are working faithfully for a long time in the hope of getting a reasonable salary on the reorganization of the school. In the selection of teachers for these posts I shall see that great care is taken to get the best men available."

I doubt whether the question of reorganization ever entered their heads. They should not be employed on the new scale unless deemed fully qualified for the posts.

G. S. F[ORBES].

15. It is for consideration whether the proposition statement submitted by the Director of Public Instruction may be sanctioned, omitting the post of Assistant Superintendent, the question of its removal from the Provincial Educational service being dealt with in connection with the reorganization of the training schools, which has been raised in a separate file.

T. K.—23-11-08.

K. RANGASWAMI AIYANGAR—24-11-08.

It is not easy to give any useful criticism on these proposals. Mr. Hadaway should know what staff he requires. He is quite new to the country, and apt to be misled in many ways.

G. S. F[ORBES].

G.S.F.

The proposition statement may be sanctioned except as regards Velayudasari's appointment which may be separately considered.

2. The proposal to continue the 74 apprentices on the rolls until the end of the year may be approved.

C. A. SOUTER—25-11-08.

In paragraph 8 of his note of 29th May 1908 on page 14 of K.W., G.O., No. 504, Educational, dated 8th August 1908, the Hon'ble Mr. Stokes noted as follows: "As regards staff, it is proposed to increase the staff from one costing Rs. 746 to one costing Rs. 2,014, or an increase of cost of Rs. 15,216. This will raise the cost of the school from Rs. 46,900 to Rs. 62,116 or by very nearly 33 per cent."

The present proposals raise the cost by Rs. 775 per mensem or by Rs. 9,300 per annum.

2. The Director of Public Instruction proposes for the present to exclude from the proposition statement 13 of the 38 teachers who will eventually be required. He does not state how soon they will be required. What would be the additional cost of those teachers?

H. D. TAYLOR—25-11-08.

The Director of Public Instruction proposes for the present to appoint 25 of the 38 teachers who will eventually be required. The cost of the 13 teachers who are now excluded from the proposition statement will be Rs. 740 per mensem or Rupees 8,880 per annum as follows:—

	Rs.
Six on Rs. 50—2—70 average Rs. 62½	373
Four on Rs. 50—2—60 average Rs. 56½	226
Three on Rs. 40—2—50 average Rs. 46½	110
Total	740

T. KANAKASUNDARAM PILLAI—26-11-08.

The total cost of all the 38 teachers who will be eventually required is Rupees 1,268½ + Rs. 740 or Rs. 2,008½ per mensem, against Rs. 2,014 as originally estimated by the Director of Public Instruction, the difference of Rs. 6 being due to the salary of the dyer having now been fixed at Rs. 20—1—30 per mensem, instead of Rs. 20—2—40*, as originally proposed.

K. RANGASWAMI AIYANGAR—27-11-08.

The cost will be some Rs. 24,000 per annum.

C. A. SOUTER—27-11-08.

The extra cost of establishment involved by the proposed revision of the staff and establishment of the School of Arts, as now submitted for approval, is Rupees 775 per mensem, or Rs. 9,300 per annum.

2. If the cost of the 13 teachers who are stated to be eventually required, is also included the total extra cost of the staff and establishment will be Rs. 775 + 740 * or Rs. 1,515 per mensem, or Rs. 18,180 per annum.

The proposals may be approved with the concurrence of the Financial Department.

H. D. TAYLOR—30-11-08.

What is the present strength of the classes? So far as they are comparable with existing classes.

It seems to me that to begin with even 25 teachers are too many. In most departments one Assistant instead of two should suffice, leaving additions to be made as attendance increases.

G. S. F[ORBES]—1-12-08.

There is no information in the office as to the present strength of the several classes in the School of Arts. The Director of Public Instruction may be asked by memorandum to furnish the information at an early date.

2. A draft memorandum is placed below for approval.

K. RANGASWAMI AIYANGAR—2-12-08.

The draft seems to carry out Honourable Member's wishes.

C. A. SOUTER—2-12-08.

Issue.

H. D. TAYLOR—3-12-08

[Memorandum No. 2304-1, dated 3rd December 1908.]

From the Director of Public Instruction, R.O.C., No. 9122, dated 22nd December 1908.

In Memorandum No. 2304-1, dated 3rd December 1908, the Director of Public Instruction was requested to report

(1) the present strength of the several classes in the School of Arts, so far as they were comparable with the strength of the corresponding classes prior to the reorganization of the institution on 1st July 1908; and

G.O., No. 504, dated 8th July 1908.

(2) whether in the majority of the departments a single Assistant, instead of two, as now proposed, would not be sufficient for the present.

2. The Director of Public Instruction submits the following statistics :—

Classes.	Present strength, i.e., on 9th December 1908.			Strength on 1st July 1908, previous to reorganization.		
	Boys.	Girls.	Total.	Boys.	Girls.	Total.
<i>Drawing Classes.</i>						
Pre-elementary	112	5	117	138	4	142
Elementary	25	6	31	36	6	42
Intermediate	18	5	23	21	6	27
Special Painting	9	1	10	10	1	11
Advanced	18	3	21	18	5	23
<i>Industrial Classes.</i>						
Carpentry—						
Elementary	45	..	45	50	..	50
Intermediate						
Advanced						
Metal work—						
Elementary	19	..	19	24	..	24
Intermediate						
Advanced						
Jewellery—						
Elementary	16	..	16	12	..	12
Intermediate						
Advanced						
Lacquerwork—						
Elementary	34	..	34	38	..	38
Intermediate						
Advanced						
Modelling—						
Elementary	9	..	9	10	..	10
Intermediate						
Advanced						
Engraving—						
Elementary	57	..	57	64	..	64
Intermediate						
Advanced						
Carpet weaving—						
Elementary	11	..	11	13	..	13
Intermediate						
Advanced						

3. The Superintendent states that though there has been a slight decrease in the strength since the introduction of the scheme of reorganization, it is not sufficient to effect a reduction in the number of teachers and that the only classes in which more than one Assistant is needed or has been proposed, are the engraving class which

Office.—But 5 are provided for this class.

Please explain.

A. BUTTERWORTH—8-1-09.

It is submitted that the word "two" in paragraph 2 of the Director of Public Instruction's letter is understood to be a slip for "five". The office-note has been modified accordingly. Please see telephonic message.

K. RANGASWAMI AIYANGAR—11-1-09.

C. A. SOUTER—12-1-09.

"departments". With regard to these the Superintendent reports that the assistants provided for the drawing classes are practically three separate teachers for the advanced, intermediate and elementary classes and that similarly the carpentry and wood-work "carving" departments though working to a certain extent "together", are really two separate departments requiring separate teachers "not assistants". The Director of Public Instruction points out that so long as all the departments are maintained, the staff which has been proposed is the minimum necessary.

4. The above information has been obtained with reference to the Hon'ble Mr. Forbes's remarks on page 6 *supra*.

K. RANGASWAMI AIYANGAR—4-1-09.

C. A. SOUTER—5-1-09.

Submitted to Honourable Member.

A. BUTTERWORTH—15-1-09.

I have gone over the School of Arts this morning with the Acting Director of Public Instruction (Mr. Stone) and the Superintendent Mr. Hadaway and discussed the question of establishments *inter alia*.

The very much enhanced salaries which the Superintendent puts in the proposition statement have been proposed, he tells me, partly because under the reorganization the teachers will be whole-time servants, and partly because he thinks "a Government ought to give good salaries". This latter argument does not give much weight to the consideration that we are not justified in using the taxpayer's money to pay more than the market value of a good article.

As to the former argument, the Superintendent will have to make it clear that the wholtime of these teachers is at the disposal of Government. The teacher for "women's drawing class" for example gets now a very small salary but she has other engagements and teaches in other schools.

It is proposed to give her Rs. 75—5—100. I am not sure that there will be work for her for a whole day at our Arts School. I omitted to ask about this. I had not the proposition statement with me, and so in other cases.

In the proposition statement the cost of "instructors" is simply entered as "7 instructors, Rs. 205". Please get me the pay of each and the branch which he teaches and whether he is now whole time, and at the same time enquire of the Director of Public Instruction by official memorandum whether the 24 teachers whom it is now proposed to employ on enhanced salaries can all be employed full time, and instance the case of the teacher for the women's drawing class, in which it is difficult to see how she can be employed for a full working day. Ask a very early reply.

G. S. F[ORBES]—27-1-09.

Draft official memorandum.

A. BUTTERWORTH—28-1-09.

Draft memorandum submitted for approval.

T.K.—29-1-09.

K. RANGASWAMI AIYANGAR—29-1-09

Issue.

C. A. SOUTER—29-1-09

[Memorandum No. 2304-2, dated 29th January 1909.]

From the Director of Public Instruction, dated 11th February 1909, No. 9122.

The Director of Public Instruction reports that the seven instructors now employed in the School of Arts are *whole-time* servants on the permanent establishment of the school. The particulars regarding their designation and pay and the nature of their duties are given in paragraph 1 of the Director's letter.

2. *Necessity for the proposed staff of teachers.*—In reply to the question whether the 24 teachers whom it is now proposed to employ on enhanced salaries can have sufficient work to occupy their full time, the Director of Public Instruction states that the proposed staff is necessary mainly for the following reasons:—

(1) Under the existing system instruction in drawing is given for an hour or two a day by part-time men to all the pupils who assemble at 8 A.M. in the various drawing classes. But according to Mr. Hadaway's system one or two teachers will be attached to each industrial department and instruction in drawing will go on more or less throughout the day.

(2) Greater thoroughness of teaching and a more complete correlation of the art with industrial work is aimed at and consequently a larger proportion of teachers to pupils is necessary than in schools for general education.

(3) Industrial teaching to be effective can only be addressed to individual pupils or at most to small groups of pupils.

3. *Women's drawing class.*—With regard to the necessity for a woman's drawing class with a lady-teacher, the Director of Public Instruction states—

(1) that the women's drawing class was established to meet a demand for the teaching of drawing on the part of Native and European ladies and that this class is steadily increasing in popularity, and

(2) that the proposed creation of the post of a lady teacher in the school would facilitate the organization of a class for women teachers which might, with advantage, be attended by, among others, teachers from the Presidency Training School for Mistresses.

The Director of Public Instruction also observes that under Mr. Hadaway's personal supervision and instruction this class has become very popular and useful and that Mr. Hadaway is particularly anxious that it should be retained.

P.R.—15-2-09.

K. RANGASWAMI AIYANGAR—15-2-09.

C. A. SOUTER—16-2-09.

Honourable Member with reference to his remarks on page 7.

A. BUTTERWORTH—17-2-09.

I have had a talk with Dr. Bourne about the reorganization.

2. *I. Art and Industrial male teachers.*—When I went over the school with Mr. Stone and Mr. Hadaway, I was not satisfied that the whole of the proposed staff need be employed at once, though ultimately when the classes increased this might be so. Nor was Mr. Stone. Hence my reference. Mr. Stone on further examination though he argues in favour of the employment of the staff is evidently not quite satisfied yet, for he admits that Mr. Hadaway's scheme "does not, however, account fully for the demands for the increase of staff."

3. In sanctioning therefore the staff for the Art and Industrial departments as set out in paragraphs 5 and 6 of the office-note (pages 1 and 3 *supra*), the sanction may be given for 24 *whole-time* male teachers as there shown; and also the rates of pay. At the same time, in view of Mr. Stone's remark, discretion may be given to the Director of Public Instruction to employ fewer teachers than the full-sanctioned scale if he considers that the present attendance does not justify it, and completing the scale as the attendance increases.

4. My inspection also showed, I think, that some of the present teachers were not fully qualified and that for the higher pay now proposed more accomplished instructors can be obtained. In this matter too the Director of Public Instruction may be instructed to withhold the new pay until such instructors are substituted.

5. *II. Female teacher for drawing classes.*—With regard to the *female class*, it is not at present necessary to employ a full-time teacher; and the present arrangement by which she is paid should continue. Dr. Bourne agrees. I never proposed to abolish it as apparently has been thought. It should certainly be continued.

6. *III. Clerical and menial establishments.*—The scale proposed by Director of Public Instruction may now be sanctioned.

7. *VI. Scholarships.*—The rates and number of scholarships proposed by Government may now be brought into force.

Mr. Hadaway was anxious for an almost unlimited number of small scholarships being much impressed with the "poverty" of the pupils. But it was quite plain that, owing to his very short acquaintance with the country, he was ready to believe any story told by his boys. Some boys he instanced were the sons of carpenters and blacksmiths, men who in Madras earn excellent wages. I do not propose to alter what was settled in this matter.

8. *V. Assistant Superintendent.*—This appointment may be dealt with separately as suggested.

9. *VI. Educational qualifications of pupils.*—In the Government Order of 8th July 1908, paragraph 3, the Government accepted Mr. Hadaway's proposal that no general education should be prescribed for admission to the school. Mr. Hadaway was quite new to the country when he made the proposal, and I think he must have underrated the educational qualifications of the class of boys who would attend the school. On principle too, it seems a very extraordinary proposition that it should be thought fit to educate boys in art, who are unable to read, write or do arithmetic. I spoke to Mr. Hadaway about his proposal; and in what, so far as I could make out, his objection lay was the plan of having inside the School of Art "general education classes" which were both out of place and interfered with the proper control of the students. This, I find, is all he advocated in the correspondence recorded in the Government Order of 8th July 1908. This proposal was expanded on a marginal note of the Hon'ble Mr. Hammick's on page 3 of the K.W. *ibid* to the effect that Mr. Hadaway was much against any educational test at all into the order abolishing any educational test as a condition of admission, the office having suggested the leaving certificate of the primary school (4th standard). That there may be an *avis rarissima* who is a real artist but can neither read nor write is possible; but we cannot, in my opinion, foster such a breed. An artist or a person who is to follow an industry and cannot read or write or calculate the dimensions of his work by simple addition and multiplication ought not to be reared at the expense of the State, nor can he prove useful to the public who pay for his artistic or industrial teaching.

10. Nothing can exact less than the proposed primary school certificate: and, in my opinion, no boy should be admitted who does not hold such a certificate. The public must get the best value for their money. But the order has gone out and I do not propose to delay this further in order to have the point reconsidered. But at the same time I should like the Director of Public Instruction to obtain for us merely

information as to the general educational attainments of the pupils who are attending the School of Art. A Sub-Inspector could visit the school and find out from the boys how many of them do hold a primary school certificate, and in the case of those who do not put a few simple questions to ascertain whether they can read and write and do arithmetic. If it is found, as I think it will be, that the great majority, if not all, have these attainments then it will be for consideration whether the primary certificate should not be required. I am dead against imparting at the public expense artistic and industrial training to "illiterates."

11. The reorganization should come into force from the end of the vacation and early orders should issue.

Please submit draft through Financial Department.

G. S. F[ORBES]—10-6-09.

Draft please.

L. M. WYNCH—12-6-09.

Draft submitted for approval.

T. KANAKASUNDARAM PILLAI—15-6-09.

The draft may go to Financial.

C. A. SOUTER—16-6-09.

To the Honourable Member through Financial Department.

L. M. WYNCH—16-6-09.

FINANCIAL DEPARTMENT.

The extra cost involved in the reorganization of the teaching staff and the clerical and menial establishments in the School of Arts, as approved by the Honourable Member, is Rs. 373 per mensem * or Rs. 4,476 per annum. The scheme will, however, be introduced only gradually. The budget estimate for 1909-1910 provides for the revised scale of pay proposed by the Director of Public Instruction in his letter, No. 9122, dated 8th October 1908.

2. In proposing a pay of Rs. 20—1—30 to the Jewellery Assistant, the Director of Public Instruction has stated that, if a good man cannot be had for a less salary than Rs. 25 per mensem, the first incumbent of the post may be allowed to start on Rs. 25 as a special case. This proposal is within the sanctioning powers of this Government.

Please see paragraph 13 of office-note, dated 23rd November 1908. It is apparently the intention to sanction this proposal. If so the draft order which accepts the proposals of the Director of Public Instruction—of which this is one—subject to certain modifications, is correct.

3. The draft may, it is submitted, be accepted, the sanction being registered as No. 78 of 1909-1910.

V.G.K.—18-6-09.

C. REILLY—18-6-09.

The draft is submitted.

J. N. ATKINSON—19-6-09.

G. S. F[ORBES]—20-6-09.

To the Educational Department.

J. N. ATKINSON—21-6-09.

EDUCATIONAL DEPARTMENT.

Issue soon please.

L. M. WYNCH—21-6-09.

[G.O., No. 368, Educational, dated 21st June 1909.]

READ ALSO:—

2731 225 23. 12. 1908

272 " " 11 " 16 " 11 : 2 190 f.

ORDER.
P.S.

No. 368, dated 21-6-1909.

The papers read above relate to the question of the teaching staff and the clerical and menial establishments required for the School of Arts, Madras, under the scheme of reorganization sanctioned in G.O.No.504, Educational, dated 8th July 1908.

2. The Government have carefully considered the proposals submitted by the D.P.I. with his letter dated 8th October last but are not satisfied that the whole of the staff he has proposed need ~~not~~ be employed at once, although ultimately.

when

Page 1 of C.F.

Para 2 of Hm's note on
Page 20 of N.F.

2
Para 2 on
Page 20 of N.F.

Para 5 on
Page 21 of N.F.

Para 8 on
Page 23 of N.F.

Para 3 on
Page 21 of N.F.

~~NOTES~~

23P 15 Page 2

when the various art and industrial classes have increased in strength, it ~~may~~ ^{employ it} be necessary to ~~do so~~. As the reorganization of the school has been long under consideration the Governor in Council does not wish at this stage to postpone the matter further by any attempt to find out ~~precisely~~ ^{precisely} what staff will be required to meet present needs and accept the proposals of the D.P.I. subject to the following modifications:--

(a) With regard to the Women's Drawing class it is not at present necessary to employ a full time teacher and the existing arrangement under which a part time instructor is employed should continue.

(b) The proposal to remove the post of Assistant Superintendent from the cadre of the Provincial Educational Service requires the sanction of the Government of India and ~~should~~ ^{will} be separately dealt with.

(c) In view of the contingency that the whole of the proposed staff may not be required to be employed at once, discretion will be given to the D.P.I. to employ fewer teachers than the full sanctioned scale, if he considers that the attendance does not justify it; the sanctioned scale may be ~~worked up to~~ ^{introduced} gradually as the attendance increases.

(d) As it is doubtful whether all
the

248/10

Para 7 on
Page 21 of N.F

the members of the existing staff are fully qualified to perform the duties which will be required of them under the new scheme, the higher pay now sanctioned should not be given to them as a matter of course; it should be granted with great care and withheld from ~~all of them~~ ^{those} who are not in the opinion of the D.P.I. fully qualified.

3. The proposition statement submitted by the D.P.I. ~~will~~, as altered in accordance with the foregoing remarks, ^{will} be sanctioned and this sanction will have effect from the reopening of the school after the Summer vacation.

4. The scheme of scholarships sanctioned in para.2 of G.O.No.504, Edl., dated 8th July 1908, may now be introduced; it does not call for any modification at present.

5. As it is apparent that effect has already been given to Mr.Hadaway's proposal sanctioned in para.3 of G.O. No.504, Edl., dated 8th July 1908, that no general education test should be prescribed for the admission of pupils into the school of Arts and that the selection should be left to the Superintendent, the Government desire to have information as to the general educational attainments of the pupils who are now attending the school. The D.P.I. will be requested to obtain and furnish ^{may probably best be secured} the information by deputing a

(altered & attached
to draft)

Para 7 on
Page 22 of N.F

II

II

Page 25 of N.F

258 17

Sub-Assistant Inspector of Schools
to visit the institution and find out
how many of the pupils hold a primary
school certificate, ^{while} in the case of those
pupils who do not hold any ~~general~~
education certificate, ^{he should be able to} the Sub-Assistant
should put a few simple questions ^{and}
ascertain whether they can read and
write and do arithmetic.

ascertain their attainments by

7.H.
15-6-09

C.H.
16-6-9.

W.H.
16/6/09

S. Cooper - deputed -
21/7/9

To the D.P.I.

" Financial Department,
with proposition statement.

" Pension Dept. 21-6-9

21-6-9

21-6-9

ORDINARY.

PRESS SLIP.

PREFERENCE.

RECEIVED
23 JUN 1909
MADRAS.

EDUCATIONAL DEPARTMENT
LEGISLATIVE

Current No., dated 190
G.O., No. 368, dated 21-6-190

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

Docket School of Arts Madras
Accepting subject to cer-
tain modifications the proposal of the P.D.B.
in regard to the teaching staff and the
clerical & menial establishments required for
the same under the reorganization scheme.

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

Complete
Correspondence
and orders.

Notes

FOR RECORD.*			
Madras Records	...	36	20
Ooty Records	...	3	3
For filing with original	...	1	1
Total			

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	Letter only.	Complete G.O.	(d) Special issue copies of G.O.		Notes.
			No.	Papers.	
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.....Pension Dept.		5			
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	The P. D. B.....				
	The.....				
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	The.....				
	The.....				
Total					

INSTRUCTIONS FOR THE
SECRETARIAT.

If a paper is marked to be printed
urgently the Superintendent of the section
concerned should sign the Press slip. The
Superintendent should exercise a careful discre-
tion in the matter.

(b) Each letter, memorandum, or order, or set
of orders, in the file of correspondence should be
headed in succession with the Roman numeral I,
II, III, etc., the number being written in red ink
or blue chalk above the item. The particular
papers to be printed in the special issue-copies
should be indicated by the Roman numeral (I,
II, etc.) by which that item has been headed in
the correspondence file. All matter, including
marginal remarks or references, to be printed
should be written in ink and matter which should
not be printed should be encircled. Initials and
signatures that are not quite legible should be
re-written distinctly.

(b) For rules regarding printing of notes,
see the rules in G.O., No. 1220, Public, dated
30th November 1900.

(c) The number of copies and the details of
distribution should be filled in by the Superin-
tendent or Referencer concerned.

(d) In the absence of special instructions to
the Press to keep matter standing for a specified
period, ordinary papers of 8 pages and under
will be kept standing for one week, and larger
papers for two weeks only. The type of notes
and of all confidential papers is distributed
immediately after striking.

(e) This slip, properly and completely
filled in, should accompany every paper sent to
Press; it will be returned by the Press when
proofs are furnished; it should be sent to the
Press when a call is made for revised proofs or
when a corrected proof is sent for striking.
When finally returned by Press it should be
filed with the original order or letter.

INSTRUCTIONS FOR THE PRESS.

(a) If, in the opinion of the Superintendent of
the Press, a paper has been marked urgent
unnecessarily, he should send the Press slip to
the Deputy Registrar with a remark to that
effect.

(b) Unless a note to the contrary is made
against the matter, pencil entries should not
be printed. The Superintendent of the Press
may bring to the notice of the Deputy Registrar
any instance of incomplete or careless editing.

(c) Signature copies of letters to the
Secretary of State or to the Government of
India should be printed on hand-made paper.

(d) This slip should be returned by the Press
to the Secretariat when proofs are furnished; it
will be sent back to the Press when proofs
are returned corrected and should be finally
returned to the Secretariat when struck-off
copies are supplied.

(e) The names of the Secretary and Members
should be printed in full when they occur on
the right hand side, but only the first time when
they appear on the left side, the initials alone
being printed later.

* Copies distributed on.....*(Press Clerk.)

† Copies distributed on.....*(Despatcher.)

* To be initialed and dated.

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.
.....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..... 24-6-09	<i>[Signature]</i>
First proof furnished on..... 24/6/09	<i>[Signature]</i>
Call for revised proof received on..... 26/6/09	<i>[Signature]</i>
Revised proof furnished on..... 3/7/09	<i>[Signature]</i>
Corrected proof received for striking on..... 12/7/09	<i>[Signature]</i>
Final copies supplied on..... 19/7/09	<i>[Signature]</i>

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Supplied to Secretariat for Record.....	34	19	
" " " Issue.....	80		
For Volumes.....	12		
For E. T.....			
Total	76	19	