

Government of Madras.

EDUCATIONAL DEPARTMENT.

G.O., No. 387, 1st July 1909.

8

Lawrence Asylum, Ootacamund.

Declining to sanction the proposal of the Committee of the — to pay Captain Holton,
Manager of the asylum, Rs. 150 *per mensem*.

BACK PAPER.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

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} 1909.

Enclosures

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G.O., No. 387, 1st July 1909.

Lawrence Asylum, Ootacamund.

Declining to sanction the proposal of the Committee of the - to pay Captain Holton, Manager of the asylum, Rs. 150 *per mensem*.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following papers:—

I

G.O., No. 195, Educational, dated 29th March 1909.

ABSTRACT.—Stating that the pay of the Office Manager of the Lawrence Asylum, Ootacamund, should be fixed at Rs. 125—5—150 and declining to raise the pay attached to the post of the clerk.

II

Letter—from the Rev. W. H. G. PADFIELD, M.A., Principal and Secretary,
Ootacamund Lawrence Asylum.
To—the Secretary to Government, Educational Department (through the Director
of Public Instruction).
Dated—Lovedale, the 27th May 1909.
No.—C. 648.

With reference to G.O., No. 195, dated 29th March 1909, I am desired by the Committee, as per resolution attached, to submit the following points regarding the conditions of the appointment of the Office Manager:—

(1) When Mr. Burrows resigned, the pay of the Office Manager was, in accordance with Government Orders, reduced to Rs. 150 *per mensem*.

(2) The present clerk was an applicant and largely based his claims on the fact that he had for many years been doing the work of accountant to the entire satisfaction of the Committee and Auditors. The Committee were therefore faced with the difficulty that the clerk had reasonable grounds for trusting that promotion would be given him, that his work reasonably entitled him to promotion, and that such promotion in all probability would have been given him if he had been a European.

(3) The Committee, being averse to appointing a non-European to the post, resolved in Resolution No. XIII (2) of 10th December 1908 to ask Captain Holton whether he would take the post of Office Manager on Rs. 125 *per mensem* (giving thus the extra Rs. 25 as personal allowance to the clerk so long as he should do the work of accountant).

(4) In Resolution No. IX of 15th January 1909, the Committee resolved that the sanction of Government be sought to making the salary of the Office Manager Rs. 125 and increasing that of the clerk by Rs. 25 *per mensem* as a personal allowance.

(5) In Resolution No. XVIII of 19th February 1909, Captain Holton's appointment was confirmed either at Rs. 125 (*i.e.*, if he did not undertake accountant's work) or Rs. 150 (*i.e.*, if he had to undertake work of accountant) as sanctioned by Government.

(6) The Committee therefore definitely appointed Captain Holton on Rs. 150 (*i.e.*, the salary as fixed by Government) if he had to undertake the work of accountant.

(7) The Committee therefore trust that Government will, on this representation of the facts, be pleased to confirm the action of the Committee and to allow the Committee to adhere to the salary of Rs. 150 *per mensem* for the Office Manager as already sanctioned by G.O., No. 283, page 17, dated 15th May 1897, and G.O., No. 764, dated 13th November 1908.

ENCLOSURE.

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

To—the Secretary to Government, Educational Department (through the Director
of Public Instruction).

Dated—Lovedale, the 27th May 1909.

I have the honour to forward the undernoted extract from the proceedings of the Ootacamund Lawrence Asylum Committee at their meeting on the 21st instant:—

Extract.

Item No. VI. Laid on the table item No. XVII of last meeting regarding distribution of pay of office establishment.

Resolution.—The Principal will represent to Government the circumstances under which the present Manager was appointed.

N. Ref. on Cur. No. 3749/09, dated 14th June 1909.

Submitted to Government and recommended.

A. G. BOURNE,
Director of Public Instruction.

Order—No. 387, Educational, dated 1st July 1909.

The Government are unable to accept the proposal of the Committee to pay Captain Holton a salary of Rs. 150 *per mensem*.

(True Extract.)

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

To the Committee of the Lawrence Asylum, Ootacamund.
" Director of Public Instruction.

NOTES CONNECTED WITH G.O., No. 387, EDUCATIONAL, DATED
1ST JULY 1909. 4[SUBJECT.—*Pay of the Office Manager of the Lawrence Asylum, Ootacamund.*]*From the Director of Public Instruction, dated 14th June 1909, No. 3749.*

The Committee of the Lawrence Asylum, Ootacamund, requests the sanction of the Government to allow a pay of Rs. 150 to their Office Manager instead of Rs. 125—5—150 as fixed in G.O., No. 195, Educational, dated 29th March 1909.

2. Before the year 1897, the office establishment of the Lawrence Asylum consisted of only one officer who was known as Office Manager and was paid a salary of Rs. 200 *per mensem*. In the year 1897, the Asylum Committee represented that the office work of the asylum had increased and that extraneous help was becoming a necessity and proposed the appointment of a native clerk on Rs. 25 or Rs. 30 a month—*vide* paragraph 37 of the Lawrence Asylum budget on page 8 of G.O., No. 283, Educational, dated 15th May 1897.

3. The Director of Public Instruction strongly supported the proposal of the Committee. He recommended that the salary of the clerk might be fixed at Rs. 25 in the first instance and suggested that on the retirement of Mr. Burrows, who was then holding the post of Manager, the pay of the Manager might be reduced from Rs. 200 to Rs. 150 and that the salary of the clerk might then be fixed at Rs. 30—4—50 so as to ensure the retention of the services of a competent person on the hills—*vide* paragraph 5 (iv) of the Director of Public Instruction's letter on page 3 of G.O., No. 283, Educational, dated 15th May 1897.

4. The Government accordingly sanctioned the employment of a clerk on Rs. 25 to assist the Office Manager and approved the proposal of the Director of Public Instruction that the pay of the Manager, on the retirement of Mr. Burrows, should be reduced to Rs. 150 a month—*vide* paragraph 4 (3) of G.O., No. 283, Educational, dated 15th May 1897, on page 17 of the Government Order.

5. The pay of the clerk which was fixed at Rs. 25 in 1897 was raised to Rs. 30 in 1900, to Rs. 35 in 1901 and to Rs. 45 in 1905. In 1907, the Committee proposed again to increase the pay of the clerk to Rs. 50 on the ground that he had put in ten years' good service. But the Government considered that sufficient reasons did not exist for raising the pay of the clerk to Rs. 50 and sanctioned a progressive pay of Rs. 40—1—50. The Committee then proposed to give the clerk the maximum salary of the post, viz., Rs. 50, but the Government saw no reason to sanction it—*vide* G.O., No. 52, Educational, dated 20th January 1908, and the notes therewith.

6. Mr. Burrows, the Office Manager of the asylum, retired on 1st March last, and the pay of the post of Manager was reduced from Rs. 200 to Rs. 150 from that date. The Committee of the Lawrence Asylum thereupon represented that they could obtain a man who would be satisfactory as an Office Manager on Rs. 125 *per mensem*, and proposed "that for the present, the new Office Manager be appointed on Rs. 125 *per mensem*, the Rs. 25 thus

Paragraph 5 (2) of G.O., No. 138, Educational, dated 19th March 1900.

G.O., No. 498, Educational, dated 6th September 1901.

Page 2 of G.O., No. 219, Educational, dated 4th April 1905.

G.O., No. 638, Educational, dated 24th September 1907.

Page 2 of G.O., No. 195, Educational, dated 29th March 1909.

"saved being allowed to the clerk as a personal allowance so long as he performs the duties of Accountant". The reason for this proposal was given as follows:—

"As Mr. Nageswara Aiyar is now keeping the accounts and has every qualification to occupy the place of Manager except that he is a non-European, the Committee in considering his claims have resolved, as a special case for him, to give Rs. 25 *per mensem* as a personal allowance, thus reducing the Manager's pay to Rs. 125 *per mensem*."—Paragraph 3 of Mr. Padfield's letter, dated 25th February 1909.

7. But the Government considered that it was unnecessary that the pay attached to the post of clerk should be again raised, and ordered that the pay of the Office Manager should be fixed at Rs. 125—5—150 instead of Rs. 125 as proposed by the Committee—*vide* G.O., No. 195, Educational, dated 29th March 1909.

8. The Committee of the Lawrence Asylum now state that when Mr. Burrows, their Office Manager, retired in March last, the present clerk was an applicant for the post of Manager and largely based his claims on the fact that he had for many years been doing the work of Accountant to the entire satisfaction of the Committee and Auditors. The Committee considered that the clerk had reasonable grounds for trusting that promotion would be given him and that his work reasonably entitled him to promotion, but they were averse from appointing him as Manager as he was not a European. In this difficulty they asked Captain Holton whether he would accept the post of Office Manager on Rs. 125 *per mensem*, purposing thus to give the saving of Rs. 25, which would result by the reduction of the Manager's pay from Rs. 150 to Rs. 125, to the clerk as a personal allowance so long as he should do the work of Accountant.

9. The Committee accordingly resolved on the 15th January 1909 to seek the sanction of Government to fixing the pay of the Office Manager at Rs. 125 and to increasing the pay of the clerk by Rs. 25 *per mensem*. On the 19th February 1909, they resolved to appoint Captain Holton as Manager on Rs. 125, if he had not to undertake Accountant's work, or on Rs. 150, if he had to undertake the work of the Accountant. On the 29th March 1909, the Government declined to sanction the proposals of the Committee to fix the pay of the Manager at Rs. 125 and to give a personal allowance of Rs. 25 to the clerk.

10. The present proposal of the Committee seems to be that the work of Accountant should not be done by the clerk as he has not been given the personal allowance of Rs. 25 recommended by them and that it should be done by Captain Holton, who should therefore be given Rs. 150 as resolved by them on the 19th February last. The Committee accordingly request that the Government will be pleased to allow them to adhere to the pay of Rs. 150 *per mensem* for the Office Manager.

11. It will be observed that the Committee in their letter speaks of the clerk doing the Accountant's work. There is, it is submitted, no separate Accountant in the asylum with separate duties assigned to him. The office establishment of the asylum consists of a Manager and a clerk, who between them divide the whole of the office work. There has been no change in the duties of the clerk since his appointment in 1897; in other words, the clerk has been doing the same work all along—*vide* paragraph 1 of Mr. Padfield's letter, dated 25th February 1909, on page 2 of G.O., No. 195, Educational, dated 29th March 1909. There seems to be therefore no reason to relieve the clerk now of his account work, on the ground that he has not been given any personal allowance or to fix the pay of Captain Holton at Rs. 150 on the ground that he has to do the duties of the Accountant.

T. KANAKASUNDARAM PILLAI—23-6-09.

I cannot understand the Committee's attitude. Here they have a chance of saving Rs. 25 a month and yet they propose, quite unnecessarily as it seems to me, to pay Captain Holton Rs. 150. I submit that the request should be refused.

C. A. SOUTER—24-6-09.

I agree with the Under Secretary.

L. M. WYNCH—28-6-09.

I agree.

It is the usual course: the money does not come out of their pockets. Increased expenditure means less resources for the orphans.

G. S. F[ORBES]—29-6-09.

Draft please.

L. M. WYNCH—30-6-09.

Draft submitted for approval.

T. KANAKASUNDARAM PILLAI—1-7-09.

Issue.

C. A. SOUTER—1-7-09.

[G.O., No. 387, Educational, dated 1st July 1909.]

” ” ” ” ” ” 190

C. No. 1184, From the D.P., No. 3749, dated 14-6-1909.

” ” ” ” ” ” ” 190

[illegible]

No. 387, dated 1-7-1909

The Govt are unable to accept the proposal of the Committee to pay Captain Holton Rs 150 p.m.

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G.O., No. 387, dated 1-7-1909

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Capt. Nelson the Manager of the Asylum No. 15
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