

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

} 1911.

Enclosures

Spare copies

G.O., No. 232, 21st April 1911.

Government Museum.

Sanctioning proposition statement for raising to Rs. 100—10—200 the pay of the Personal Assistant to the Superintendent — and Sub-Librarian of the Connemara Public Library.

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GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following papers:—

I

G.O., No. 916, Educational, dated 4th December 1895.

ABSTRACT.—Stating the names by which the three parts of the new building in the Pantheon Road are to be distinguished; approving the distribution of the space in them proposed by Dr. Thurston; and sanctioning, with remarks, the establishment proposed for the new buildings and the Connemara Public Library.

II

Letter—from J. R. HENDERSON, Esq., M.B.C.M., F.L.S., Acting Superintendent, Government Museum.

To—the Secretary to Government, Educational department (through the Accountant-General, Madras).

Dated—Madras, the 16th February 1911.

No.—115.

I have the honour to address Government regarding the pay and prospects of my Personal Assistant, who is also the Sub-Librarian of the Connemara Public Library.

2. The appointment of Personal Assistant and Sub-Librarian was created in 1896 on the opening of the museum new buildings and the Connemara Public Library. The pay originally sanctioned for the appointment was Rs. 100—10—150—*vide* G.O., Nos. 916, Educational, dated 4th December 1895 and No. 461, Financial, dated 1st May 1896. As, however, in G.O., No. 57, Financial, dated 19th January 1904, it was ordered that increments to the pay of the museum establishment should be spread over ten years, it now stands fixed at Rs. 100—5—150. For the reasons stated below, I am of opinion that this pay is too low for the work and responsibilities of the post and venture to express the hope that the Government will be pleased to accord their favourable consideration to my proposals for improving the emoluments of the office.

3. In recommending the creation of the post, Mr. Thurston in his letter No. 611, dated 6th November 1895, disposed of in G.O., No. 916, Educational, dated 4th December 1895, observed—"I recommend that the Sub-Librarian should receive 'comparatively high pay as I am extremely anxious to secure on my staff an 'educated man with, if possible, some training in the Secretariat and competent not 'only to take charge of the library under my direction but also to act as Personal 'Assistant to myself and help in the general control and management of the 'library and also of the museum, in connection with which I experience great 'difficulties under existing arrangements.'" As a result of my experience of the working of the museum and library I am of opinion that it is inadvisable to appoint to the post of Personal Assistant and Sub-Librarian a young man fresh from college or one without some years' experience in an office, preferably in the Secretariat. In addition to his office experience, the incumbent of the post must be a man of trust and character and he should possess superior educational attainments and special ability. He must be able to look after the institutions during the absence on tour of the Superintendent and also to take charge of them temporarily when the latter may go on short leave. I would submit for the consideration of Government that the present pay of the post cannot be held to be sufficiently adequate to its duties and responsibilities.

4. Further, in sanctioning the creation of the post, the Government in the Government order of the 4th December 1895 referred to, remarked that it appeared to them that the Sub-Librarian would be of little use until he had acquired a thorough knowledge of his work, and accordingly directed that he should be required to bind himself under a penalty of Rs. 5,000 to serve in the post for at least ten years unless the Government saw reason to permit him to leave it. I would submit that in the interests of the institutions this restriction should continue to be maintained, as otherwise there might be frequent changes. With this condition in force, I am, however, of opinion that it will be extremely difficult to secure for the post a capable and trustworthy man with some years' service and experience on the existing scale of pay, for the appointment is an isolated one and to the man accepting it other avenues of promotion are closed.

5. I would add that since the opening of the Marine aquarium there has been a considerable increase of work and responsibility to the Personal Assistant and Sub-Librarian.

6. The first incumbent of the post was M.R.Ry. V. Govindan who when he joined the Museum staff in 1895 as a clerk on special duty on Rs. 50 was only a sub. *pro tem.* clerk on Rs. 40 in the Revenue Secretariat. This officer gave the agreement required by the orders of Government undertaking to remain in the post for a period of at least ten years. When the post fell vacant in 1908 owing to the transfer of this officer to the Fisheries Department, Mr. Thurston appointed the present incumbent M.R.Ry. P. Ethirajulu Nayudu, a clerk in the Revenue Secretariat on Rs. 80 with a service of over ten years. I find that Mr. Thurston exempted this officer from the ten years' binding as presumably he considered him best fitted for the post out of all the candidates who applied for it and M.R.Ry. P. Ethirajulu Nayudu would not consent to accept the appointment subject to the restriction. When Mr. Thurston went on leave in December 1908 he specially commended to me M.R.Ry. P. Ethirajulu Nayudu as a capable and reliable officer, and I add with pleasure that my experience as acting Superintendent and Principal Librarian for over two years has fully confirmed the high opinion Mr. Thurston had formed of his work and capacity. He is, I fear, unlikely to remain in the post on the present scale of pay and I consider it desirable that the emoluments of the office should be improved so that it will be worth his while to stay on.

7. I would observe that, though the work and responsibilities of the Personal Assistant and Sub-Librarian are much greater than those of the late Curator in the Museum, whose post was abolished in 1891 (G.O., No. 510, Revenue, dated 10th June 1891), the emoluments attached to the former appointment are only slightly in excess of those of the latter, inasmuch as the average cost of the Curator's post, the pay of which was Rs. 75—15—150, was Rs. 131—4—0, while that of the Personal Assistant and Sub-Librarian's post is Rs. 133—5—4. My reason for proposing an increase in the emoluments of the Personal Assistant and Sub-Librarian is, briefly stated, that they may be brought, in the words used by Dr. Bidie in 1883 in recommending an increase of pay to the Curator (*vide* G.O., No. 2192, Public, dated 17th November 1883), "on a par with those of the managers in other public offices, so "that it may always be possible to get and keep the services of a man fully qualified "for such an important position." I would propose for the consideration of Government that the salary of the post may be fixed at Rs. 150 rising to Rs. 250 by ten annual increments of Rs. 10. In view of the facts that the incumbent of the post must be a capable man with some years' office experience, that he will be bound to remain in the post under a heavy penalty for not less than ten years and will thus have all chances of promotion barred to him elsewhere, I trust that the Government will not consider the proposed scale to be excessive and will be pleased to accord their sanction thereto. If this is sanctioned, I would further propose that the Government will be pleased to allow that effect be given to the revised scale from 1st April next. Provision having been made in the budget estimate of next year for the pay of the Personal Assistant and Sub-Librarian at the rate of Rs. 110 per mensem, the additional cost involved in the next year, Rs. 440, can easily be met from savings in the Museum budget, for which I shall submit a reappropriation statement later.

8. The necessary proposition statement is enclosed in duplicate.

[illegible]

No. P.A. 3--17357, dated 23rd February 1911.

Forwarded to the Secretary to the Government of Madras, Educational department.

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

3. There is no audit objection to the proposal being sanctioned by Government.

A. NEWMARCH,
Offg. Accountant-General.

Order—No. 232, Educational, dated 21st April 1911.

The Government agree with the Superintendent, Government Museum, in considering it necessary to revise the scale of pay of his Personal Assistant who is also Sub-Librarian of the Connemara Public Library; but in their opinion it will suffice if the pay of the post is fixed at Rs. 100 rising to Rs. 200 by annual increments of Rs. 10. The proposition statement will be altered accordingly and will be sanctioned with effect from the 1st April 1911.

2. The sanction will be registered as No. 60 of 1911-12.

(True Extract.)

L. DAVIDSON,
Ag. Secretary to Government.

To the Superintendent, Government Museum,
,, Financial department,
with proposition statement.

APPENDIX.
STATEMENT of proposition for revision of establishments.

Order sanctioning present establishment. Government of Madras, Educational Department.	Nature of charge.			Present scale.				Proposed scale.				Proposition.				Grounds of proposition.			
	Number.	Date.	Office to which the proposition refers.	Number.	Designation.	Pay.		Average cost.	Number.	Designation.	Pay.		Average cost.	Proposition.					
						Minimum.	Increment.				Maximum.	Minimum.		Increment.	Maximum.				
																	Amount.	Increase per month.	Decrease per month.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17			
248, Educational. 10th May 1910. Government Museum, Madras.	Pide my covering letter to Government, No. 116, dated 16th February 1911.																		
	PERMANENT ESTABLISHMENT. Museum old and new buildings.																		
	First Assistant																		
	Second																		
	Writer																		
	Assistant writer																		
	Herbarium keeper																		
	Senior taxidermist																		
	Second																		
	Peon																		
	Peons at Rs. 12 each																		
	Peon																		
	Peons at Rs. 10 each																		
	Peons at " 9																		
	Peons at " 8 $\frac{1}{2}$ 10 each																		
Peons at " 8 each																			
Total																			
CONNEMARA PUBLIC LIBRARY.																			
Personal Assistant and Sub-Librarian.																			
First attendant																			
Second																			
Third																			
Peons at Rs. 8 each																			
Total																			
Grand Total																			

Vide my covering letter to Government, No. 116, dated 16th February 1911.

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O., No. 232, EDUCATIONAL, DATED .
21st APRIL 1911.

[SUBJECT.—Pay of the Personal Assistant to the Superintendent, Government Museum and Sub-Librarian of the Connemara Public Library.]

Previous papers :

G.O., No. 916, Educational, dated 4th December 1895.
" " 57, Financial " 19th January 1904.

From the Superintendent, Government Museum, dated 16th February 1911, No. 115.

The post of Personal Assistant to the Superintendent, Government Museum and Sub-Librarian of the Connemara Public Library was created in 1896 when the Connemara Public Library was newly opened. The pay of the post was then fixed at Rs. 100—10—150. In 1904 when the establishment of the Government Museum was reorganized, the pay of the post was fixed at Rs. 100—5—150 on the ground that increments in the pay of the Museum establishment should be spread over ten years—*vide* paragraph 3 of G.O., No. 57, Financial, dated 19th January 1904.

2. The Superintendent, Government Museum, now proposes that the pay of the post may be raised from Rs. 100—5—150 to Rs. 150—10—250. The reasons given for the proposed increase are—

(1) that the present pay is too low for the work and responsibility of the post;

(2) that it is extremely difficult to secure for the post a capable and trustworthy man with some years' service and experience on the existing scale of pay, as the appointment is an isolated one and the man accepting it has no other chances of promotion;

(3) that the pay of the post should be on a par with those of the managers in other public offices so that it may always be possible to get and keep the services of a man fully qualified for such an important position. (For the pay of the managers in some of the public offices in Madras, please see paragraph 5 below);

(4) that the candidate appointed to the post is required to bind himself under G.O., No. 916, Educational, dated 4th December 1895, a penalty of Rs. 5,000 to serve in the post for at least ten years.

3. As regards the qualifications required of the incumbent of the post, Mr. Henderson writes:—

"I am of opinion that it is inadvisable to appoint to the post of Personal Assistant and Sub-Librarian a young man fresh from college or one without some 'years' experience in an office, preferably in the Secretariat. In addition to his office experience, the incumbent of the post must be a man of trust and character and he should possess superior educational attainments and special ability. He must be

"able to look after the institutions during the absence on tour of the Superintendent, and also to take charge of them temporarily when the latter may go on short leave".

4. Mr. Henderson states that the present incumbent of the post is a capable and reliable officer but he is unlikely to remain in the post on the present scale of pay.

5. The pay of the managers of some of the important offices in the Presidency town are given below:—

	RS.
These particulars have been taken from the Civil Budget Estimate.	
Manager, Office of the Surgeon-General ..	200
Manager, Office of the Inspector-General of Police ..	250
Manager, Office of the Deputy Inspector-General of Police, Criminal Investigation Department ..	150—10—200
Manager, Office of the Commissioner of Police ..	150—10—200
He has a Personal Assistant besides. M.H. Manager, Office of the Director of Public Instruction ..	150—5—175
Manager, Office of the Commissioner for Government Examinations ..	200—10—250

6. It is for consideration whether the proposal of the Superintendent may be sanctioned. If it is sanctioned, the Superintendent requests that effect may be given to the revised scale of pay from 1st April next and he proposes to submit a reappropriation statement later on to meet the additional cost in 1911-12.

T.K.—17-3-11.

The Superintendent, Government Museum, does not give any idea as to what exactly are the duties of his Personal Assistant. In the absence of this information it is not possible to say how this post compares in point of work with the manager-ship of the offices mentioned in paragraph 5 of the office note *ante*, although it is manifest that the work of the Personal Assistant to the Superintendent of the Museum cannot stand comparison with the work of the managers of the other offices. In any case the scale of pay now proposed namely, Rs. 150—10—250, seems to be extravagant; the pay may perhaps be fixed at Rs. 150—5—175 or Rs. 150—5—200.

K. RANGASWAMI AIYANGAR—18-3-11.

To Honourable Member through Financial—

The great point in favour of Dr. Henderson's proposal seems to be that the man is not to be mere office manager (as far as the office is concerned I should think a man on a good deal less pay would do) but a Personal Assistant who may on occasions have to take charge of the whole concern. This differentiates it entirely from the other offices mentioned. If the Inspector-General of Police was on short leave, his manager would hardly take charge of his duties.

It is to be observed that on the last vacancy Dr. Thurston apparently could not get a suitable man on the present pay except by omitting to bind him to serve for ten years.

I think Rs. 150—5—200 not excessive.

G. F. PADDISON—18-3-11.

To the Financial department.

FINANCIAL DEPARTMENT.

For orders whether the proposal of the Educational department to raise the pay of the Personal Assistant to the Superintendent, Government Museum and Sub-Librarian, Connemara Public Library, from Rs. 100—5—150 (= 133½) to Rs. 150—5—200 (= 183½) may be accepted in Financial for the reasons summarised in

paragraph 2 of Educational department note on page 1 *ante*. The Superintendent states that he will forward a re-appropriation statement later on, on account of the extra charge during next year, in case the increase of pay is sanctioned.

C.P.N.—23-3-11.

K. P. ANANTAN—24-3-11.

The Superintendent himself compares the pay of his Personal Assistant with that of the managers of large Presidency offices. The work of the post appears to be of a not too strenuous character and it is a question whether any alteration of the pay attached to it is really called for.

C. REILLY—27-3-11.

The present incumbent has been in office less than three years and it will, I submit, be time enough to consider the question of increasing the pay when he has reached the maximum or approached nearer to it than he is at present. He is primarily a sub-librarian and I don't think it will be difficult to get a good man of that type for the present salary.

H. A. STUART—29-3-11.

I know Dr. Thurston latterly had an idea that he really wanted a European Assistant whom he could trust to carry on the work of the museum when he was away, on tour collecting. At present I take it that if Mr. Henderson goes away as he should do on a tour, say, of six weeks, coin collecting or botanizing, or doing any other museum work he feels a bit nervous at leaving a man who is discontented and a mere clerk on Rs. 100—5—150 in charge of the whole place, responsible for seeing that the watchers are doing their work, that visitors who want assistance get it, that the aquarium is run properly, the fish fed, etc. It does not seem to me that he is unreasonable, and I certainly think that the pay of the officer immediately under the Superintendent should be sufficient to get a special kind of man who has some sense of responsibility. I believe the present man is good enough, but with the pay he is drawing and the small increments he gets he is trying to get away to some thing better.

I presume this man is now drawing Rs. 115. I should say it would be well to make the appointment Rs. 100—10—200 and let this man in future draw his increments accordingly. It will keep him contented and prevent his running away to some other office and I don't think considering the responsibilities that that is an excessive salary. Unless there is some objection to this that I don't see—please have the change made.

M. H[AMMICK.]—1-4-11.

A draft should be prepared.

H. A. STUART—3-4-11.

To the Educational department.

EDUCATIONAL DEPARTMENT.

Draft submitted for approval. If approved it may be sent to Financial for acceptance.

T.K.—7-4-11.

K. RANGASWAMI AIYANGAR—7-4-11.

To the Financial u.o. for acceptance.

G. F. PADDISON—8-4-11.

No. 232, EDUCATIONAL, 21st APRIL 1911.

FINANCIAL DEPARTMENT.

The average extra cost involved is Rs. 30⁸ per mensem. or Rs. 366³ per annum. The draft order may, it is submitted, be accepted, the sanction being registered as No. 60 of 1911-12.

C.P.N.—10-4-11.

K.P.A.—14-4-11.

C. REILLY—18-4-11.

H. A. STUART—20-4-11.

To the Educational department.

EDUCATIONAL DEPARTMENT.

Issue.

L. DAVIDSON—21-4-11.

[G.O., No. 232, Educational, dated 21st April 1911.]

Educational Department.

Read again G.O.No.916-Ed1 dated 4-12-1895. *abstract attached 7*

Read also:-

C.No.423, from the Superintendent, Government Museum, No.115, dated 16-2-11. *80*

ORDER:-
P.S.

232 of 21.4.11

The Government agree with the Superintendent, Government Museum, in ^{it necessary to raise} considering ~~that a revision of~~ the scale of pay of his ~~Personal Assistant~~ ^{in their opinion} who is also Sub-Librarian of the Connemara Public Library ~~is necessary~~, but they ^a consider that it will ~~be sufficient~~ if the pay of the post is fixed at Rs.100 rising to Rs.200 by annual increments of Rs.10. The proposition statement will be altered accordingly and will ~~xxxx~~ be sanctioned with effect from the 1st April 1911.

2. The sanction will be registered as No. 60 of 1911-1912.

7-4-11

To

The S.G.M. ✓
" Finl. Deptt. ✓
with prop. statement.

S. C. P. N. 13.5.11
21-4-11
21.4.11

ORDINARY.

PREFERENCE.

URGENT (a).

EDUCATIONAL
DEPARTMENT.

Current No., dated 190 ..

G.O., No. 232, dated 21-4-1911.

Number of MS. pages sent (b) Correspondence including order or orders (b¹) Notes.....Docket *Govt. Museum. Sanctioning**prop. staff for raising to Rs. 100-10-00**the pay of the Personal Assistant**to the Supdt. and Sub. Librarian**of the Bangalore Public Library*

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The Comr. for Govt. Examinations.....

The Superintendent, Govt. Museum.....5

The Surgeon-General.....

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<i>[Signature]</i> Supdt.	<i>[Signature]</i> Supdt.	<i>[Signature]</i> Supdt.

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24/4/11

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