

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

} 1911.

Enclosures

Spare copies

G.O., No. 365, 12th June 1911.

Reformatory school, Chingleput.

Passing orders on the revision of the scale of salaries of the staff of the general education department in the —.

Government of Madras.

EDUCATIONAL DEPARTMENT.

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G.O., No. 365, 12th June 1911.

Further paper

Serial 1738 Home dt. 21-6-11

Reformatory school, Chingleput.

Passing orders on the revision of the scale of salaries of the staff of the general education department in the — ,

GOVERNMENT OF MADRAS.
EDUCATIONAL DEPARTMENT.

READ—the following paper:—

Letter—from the Hon'ble Mr. J. H. STONE, M.A., F.R.H.S., Acting Director of Public Instruction, Madras.
To—the Secretary to Government, Educational Department (through the Accountant-General).
Dated—the 21st April 1911.
No.—Ref. on Cur. 5630 of 1910.

I have the honour to request you will be so good as to obtain the sanction of Government for the revision of the scale of salaries of the staff of the general Education department in the Reformatory school, Chingleput, as shown in the enclosed proposition statement.

2. This department consists at present of five standards—infant to fourth—and a special class in which boys who have passed the fourth standard are admitted, and in each of these standards there are two divisions—Tamil and Telugu—making in all eleven classes exclusive of the Hindustani class of 23 pupils. The present strength is reported to be 229 and it is expected that this number will rise to 250 in the course of the year. The existing scale of staff for this department consists of six teachers besides a drawing-master and a gymnastic instructor, and the Superintendent in applying for a revision of the scale of salaries was at first of opinion that for the efficient working of the classes three additional teachers would be necessary.

From the time-table, however, I found that the instructional staffs of both the industrial and general education departments had very light work and short hours which of course were partly neutralized by the absence of holidays. I have now suggested to the Superintendent a system of working the school in "shifts" for literary and industrial work, according to which Tamil pupils are to be engaged in general education work while Telugus do industrial work and *vice versa*. By this arrangement the number of pupils in the school-room at one time will be reduced by half, while the work of the teaching staff will be doubled. A copy of the revised time-table prepared by the Superintendent in consultation with the Deputy Superintendent and the Inspector of Schools, Fourth Circle, is herewith submitted and it will be seen from it that the boys will have $2\frac{1}{2}$ hours' general education and $5\frac{1}{2}$ hours' industrial work, the teachers $5\frac{1}{2}$ hours' and the instructors 8 hours' work.

The Superintendent now reports that under the above arrangement no extra teachers will be required but that it will be necessary to improve the staff by employing better qualified teachers on better pay and to employ an extra clerk to take the place of two of the teachers who now spend part of their time in doing clerical work. The existing scale of salaries and that proposed by the Superintendent

	Existing scale. RS.	Proposed scale. RS.	
Headmaster ..	60	60—3—75	are compared in the margin and it will
Second master ..	25	40—2—50	be seen that the former scale is too low
Third ..	15—1—20	30—2—40	to attract efficient teachers. I consider
Fourth ..	10—1—15	25—1—30	that the Superintendent's revised proposals
Fifth ..	$7\frac{1}{2}$ — $\frac{1}{2}$ —10	20—1—25	are very reasonable, that it is
Hindustani teacher ..	10—1—15	15—1—20	undesirable to add a number of ill-paid
Assistant clerk ..	..	15—1—20	teachers of low grade to the staff, and
			that the higher rates of pay are necessary
			to ensure the recruitment of sufficiently
			qualified teachers of somewhat exceptional
			character, and to indemnify the existing staff for increased work. I have

allowed the Superintendent to introduce the system of working the school in shifts, and I shall take care that the revised scale of salaries is not introduced until the above system has been fairly tested by experience.

The system also reduces the school-room accommodation necessary by one-half and I expect shortly to receive proposals from the Superintendent for some alterations in the existing school house which will make unnecessary the building of the new school house sanctioned in G.O., No. 122 W., dated 3rd February 1911.

3. If the proposals meet with the approval of Government, I shall submit a reappropriation statement pointing out the source from which the extra cost can be met during the current year after the Civil Budget estimates are received.

I submit herewith the necessary proposition statements for sanction.

ENCLOSURES.

(i)

Reformatory School, Chingleput.

REVISED TIME-TABLE.

5-30	to	6-30 A.M.	Washing, cleaning and morning meal.
6-30	to	9-30 „	Industries, all.
9-30	to	10-30 „	Breakfast.
10-30	to	11 „	Singing and moral lessons.
11 A.M.	to	1-30 P.M.	{ General Education (Tamil section), Industries (Telugu section).
1-30	to	2-30 „	Recreation.
2-30	to	5 „	{ General Education (Telugu section), Industries (Tamil section).
5	to	5-30 „	Drill and gymnastics.
5-30	to	6 „	Evening meal.
6	to	7 „	Recreation.

Note.—1. The boys will have $2\frac{1}{2}$ hours' general education and $5\frac{1}{2}$ hours' industrial work.
2. The teachers will have $5\frac{1}{2}$ hours' and the instructors 8 hours' work.

D. S. O'KEEFE, Captain, I.M.S.,
Ag. Superintendent.

(ii)
STATEMENT of proposition for revision of establishment.

Order sanctioning present establishment. Government of Madras, Educational Department.				Nature of charge.										Proposition.					
Office to which the proposition refers.				Present scale.				Proposed scale.				Permanent.							
				Designation.				Pay.				Designation.				Pay.			
Number.	Date.	3	4	5	6	Minimum.	Increment.	Maximum.	Average cost.	Number.	11	12	13	14	15	16	17	18	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
Reformatory school, Chingleput.				1	Superintendent ..	100 0	..	100 0	100 0	1	Superintendent ..	100 0	..	100 0	100 0	..	..	..	
				1	Deputy Superintendent ..	25 0	..	25 0	25 0	1	Deputy Superintendent ..	25 0	..	25 0	25 0	..	..	..	..
21st June 1910.				1	Sub-Assistant Surgeon ..	5 0	..	5 0	5 0	1	Sub-Assistant Surgeon ..	5 0	..	5 0	5 0	..	..	..	
				1	House rent for Sub-Assistant Surgeon.	..	..	..	..	1	House rent for Sub-Assistant Surgeon.	..	..	..	..	..	..	..	..
G.O., MIA. No. 358, Educational.				3	Total ..	130 0	..	130 0	130 0	3	Total ..	130 0	..	130 0	130 0	..	..	..	
				Masters and teachers.				Masters and teachers.											
21st June 1910.				1	Headmaster ..	60 0	..	60 0	60 0	1	Headmaster ..	60 0	..	60 0	60 0	..	..	..	
				1	Second master ..	25 0	..	25 0	25 0	1	Second master ..	25 0	..	25 0	25 0	..	..	..	..
				1	Third do. ..	15 0	..	15 0	15 0	1	Third do. ..	15 0	..	15 0	15 0	..	..	..	..
				1	Fourth do. ..	10 0	..	10 0	10 0	1	Fourth do. ..	10 0	..	10 0	10 0	..	..	..	..
				1	Fifth do. ..	7 8	..	7 8	7 8	1	Fifth do. ..	7 8	..	7 8	7 8	..	..	..	..
				1	Hindustani teacher ..	10 0	..	10 0	10 0	1	Hindustani teacher ..	10 0	..	10 0	10 0	..	..	..	..
				1	Drawing master ..	15 0	..	15 0	15 0	1	Drawing master ..	15 0	..	15 0	15 0	..	..	..	..
				1	Gymnastic Instructor ..	10 0	..	10 0	10 0	1	Gymnastic Instructor ..	10 0	..	10 0	10 0	..	..	..	..
				1	Drill Instructor ..	10 0	..	10 0	10 0	1	Drill Instructor ..	10 0	..	10 0	10 0	..	..	..	..
				1	Band Instructor ..	10 0	..	10 0	10 0	1	Band Instructor ..	10 0	..	10 0	10 0	..	..	..	..
G.O., MIA. No. 358, Educational.				1	House to Band Instructor ..	15 0	..	15 0	15 0	1	House to Band Instructor ..	15 0	..	15 0	15 0	..	..	..	
				1	Weaving Instructor ..	35 0	..	35 0	35 0	1	Weaving Instructor ..	35 0	..	35 0	35 0	..	..	..	..
				1	Assistant do. ..	10 0	..	10 0	10 0	1	Assistant do. ..	10 0	..	10 0	10 0	..	..	..	..
				1	Tailor ..	35 0	..	35 0	35 0	1	Tailor ..	35 0	..	35 0	35 0	..	..	..	..
				1	Carpenter ..	35 0	..	35 0	35 0	1	Carpenter ..	35 0	..	35 0	35 0	..	..	..	..
				1	Assistant do. ..	15 0	..	15 0	15 0	1	Assistant do. ..	15 0	..	15 0	15 0	..	..	..	..
				1	Blacksmith do. ..	25 0	..	25 0	25 0	1	Blacksmith do. ..	25 0	..	25 0	25 0	..	..	..	..
				1	Assistant do. ..	10 0	..	10 0	10 0	1	Assistant do. ..	10 0	..	10 0	10 0	..	..	..	..
				1	Gardener do. ..	15 0	..	15 0	15 0	1	Gardener do. ..	15 0	..	15 0	15 0	..	..	..	..
				1	Rattan do. ..	15 0	..	15 0	15 0	1	Rattan do. ..	15 0	..	15 0	15 0	..	..	..	..

Statement of proposition for revision of establishment—cont.

Order sanctioning present establishment of Madras, Educational Department.				Nature of charge.										Proposition.																	
Office to which the proposition refers.				Present scale.					Proposed scale.					Permanent.																	
				Designation.					Pay.					Pay.					Increase per month.												
				Number.	Designation.	Minimum.	Increment.	Maximum.	Average cost.	Number.	Designation.	Minimum.	Increment.	Maximum.	Average cost.	Amount.	Decrease per month.	Amount.	Grounds of proposition.												
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18														
1				1	Boot and shoemaking instructor.	15 0	..	15 0	15 0	1	Boot and shoemaking instructor.	15 0	..	15 0	15 0	..	..	18													
						Total ..	437 8	..	495 0	475 13½		20	Total ..	500 0	..	595 0			563 5½	87 8											
21st June 1910.				Clerks and servants.														Vide governing letter.													
				1	European sergeant ..	40 0	2 0	50 0	47 8	1	European sergeant ..	40 0	2 0	50 0	47 8	..	..														
						30 0	..	30 0	30 0	1		Clerk ..	30 0	..	30 0	30 0			..	..											
						..	..	..	..	1			Assistant clerk ..	15 0	1 0	20 0			18 5½		..										
						..	..	..	..	1				Assistant clerk and store-keeper.	25 0	..			25 0			25 0	..								
						..	..	..	..	1					Assistant clerk and store-keeper.	14 0			..			14 0		14 0	..						
						..	..	..	..	1						Assistant clerk and store-keeper.			14 0			..		14 0		14 0	..				
						..	..	..	..	1									Peons (15), (10), (9), 6 (8), 3 (7), 5 (7).			139 8		..		139 8		139 8	..		
						..	..	..	..	1												Assistant gardener ..		8 0		..		8 0		8 0	..
						..	..	..	..	1														Cooks (8), (7), (7), (6), (6), 2 (5).		35 0		..		35 0	
..	..	..	..			1	Toties (6), 2 (5), 2 (5).	27 0	..	27 0								27 0								..					
..	..	..	..	1	Total ..	333 8		..	348 8	344 5½	..																				
..	..	..	..	1		Total ..		333 8	..	348 8		344 5½					..														

No. Ch. 2/1516, dated 1st May 1911.

The entries in the column "present scale" of the proposition statement have been compared with the audit registers of this office and are correct as altered.

The menials of the classes referred to in the annexure to G.O., No. 442, Financial, dated 8th August 1910, should not have been included in the proposition statement.

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

The necessary reappropriation of funds should be made before the extra expenditure involved is incurred.

A. NEWMARCH,
Offg. Accountant-General.

To the Secretary to Government, Educational department.

Order—No. 365, Educational, dated 12th June 1911.

As the general education department in the Reformatory school, Chingleput, is of the elementary standard, the following scale will, the Government consider, be sufficient to provide the school with an efficient staff:—

	RS.
Headmaster	60
Second master	35
Third master	30
Fourth master	25
Fifth master	20
Hindustani teacher	15—1—20
Drawing master	15—1—20

2. The proposition statement as thus altered will be sanctioned and the sanction will be registered as No. 86 of 1911-1912.

3. The necessary re-appropriation of funds should be made before the extra expenditure involved is incurred.

(True Extract.)

L. DAVIDSON,
Ag. Secretary to Government.

To the Director of Public Instruction,
Financial department, with proposition statement.

[Annexure,

ANNEXURE.

STATEMENT of proposition for revision of establishment.

[illegible]

Statement of proposition for revision of establishment—cont.

Order sanctioning present establishment Government of Madras, Educational Department.			Office to which the proposition refers.		Nature of charge.										Proposition.									
Number.		Date.	Designation.		Present scale.				Proposed scale.				Designation.				Proposed scale.				Permanent.		Grounds of proposition.	
					Pay.		Average cost.												Increase per month.		Decrease per month.			
					Minimum.		Increment.		Maximum.										Amount.		Amount.			
					6		7		8		9		10		11		12		13		14			

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O., No. 365, EDUCATIONAL, DATED
12th JUNE 1911.

[SUBJECT.—Revision of the scale of salaries of the teaching staff of the Reformatory School.]

Previous papers:

G.O., No.	158, Educational, dated 20th March	1907.
" "	390-1 " " 2nd July	1909.
" "	358 " " 21st June	1910.
" "	374-5 " " 1st July	"
" "	412, Financial " 8th November	"
" "	122 W. " 3rd February	1911.

From the Director of Public Instruction, dated 21st April 1911, No. 5630.

The existing scale of salaries of the teaching staff, excepting the pay of the headmaster, is very low and the proposals of the Director of Public Instruction may be sanctioned on the understanding that the revised scale will not be introduced until the system of working the school in shifts is found to be satisfactory.

2. With reference to the remark of the Accountant-General in paragraph 2 of his endorsement on page 7 of current file, gardeners, coolies and toties may be omitted from the proposition statement.

3. A draft order approving the Director of Public Instruction's proposal is submitted for approval. If approved it may be sent to the Financial department for acceptance.

T.K.—9-5-11.

K. RANGASWAMI AYYANGAR—11-5-11.

M. S. MASCARENHAS—11-5-11.

Yes.

L. DAVIDSON—12-5-11.

FINANCIAL DEPARTMENT.

The existing staff and the staff proposed by the Director of Public Instruction are shown below:—

Details of staff.	Existing scale.	Average cost per mensem.	Director of Public Instruction's or proposed scale.	Average cost per mensem.
Headmaster ..	Rs. 60	Rs. 60	Rs. 60-3-75	Rs. 70
Second master ..	25	25	40-2-50	46½
Third master ..	15-1-20	18½	30-2-40	36½
Fourth master ..	10-1-15	13½	25-1-30	28½
Fifth master ..	7½-1-10	9½	20-1-25	23½
Hindustani teacher ..	10-1-15	13½	15-1-20	18½
Drawing master ..	15	15	15-1-20	18½
Clerk (new) ..	Nil.	Nil.	15-1-20	18½
		154½		260

Extra cost = Rs. 106½ per mensem or Rs. 1,270 per annum.

2. The Director of Public Instruction's reasons for suggesting an enhanced scale of pay are "to ensure the recruitment of sufficiently qualified teachers of somewhat exceptional character, and to indemnify the existing staff for increased work." These reasons seem to have some force, but it is for consideration whether they justify the improvement of the pay of the staff of the general Education department

in the Reformatory school to the extent proposed by the Director of Public Instruction. The instruction imparted by this staff is of the elementary standard, and the

Rule 82, page 16 of Educational rules. salaries prescribed in the Educational rules for teachers in ordinary elementary schools under public management are Rs. 40, 30, 25, 20, 15, 12, 10 and 8. Compared with this scale the headmaster seems to be well paid on Rs. 60 *per mensem*, and there seems to be no clear necessity for increasing his pay. The proposals of the Director in respect of the rest of the establishment appear also to be unnecessarily liberal, and incremental scales of pay are now being discouraged and are rarely granted. If it is considered that there is a case for improving the position of the staff so as to secure a more efficient class of men than at present, the following scale may, perhaps, be suggested to Educational for adoption:—

Details of staff.	Director of Public Instruction's scale.	Scale now proposed.
	RS.	RS.
Headmaster	60-3-75	60
Second master	40-2-50	35
Third master	30-2-40	30
Fourth master	25-1-30	25
Fifth master	20-1-25	20
Hindustani teacher	15-1-20	15-1-20
Drawing master	15-1-20	15-1-20

Incremental pay may, perhaps, be approved for the Hindustani teacher and the

L. DAVIDSON.

Drawing master whose cases are somewhat special. This department need not also perhaps object to the appointment of an extra* clerk on Rs. 15-1-20 as

* There is at present a clerk on Rs. 30. proposed. If the above suggestions are approved, the extra cost will be reduced by Rs. 35 *per mensem*, and the sanction if accorded may be registered as No. 86 of 1911-1912.

K.P.A.—18-5-11.

C. RILLY—19-5-11.

H. A. STUART—25-5-11.

EDUCATIONAL DEPARTMENT.

A revised draft on the lines of the Financial department note is submitted for approval.

T.K.—6-6-11.

K. RANGASWAMI AIYANGAR—6-6-11.

M. S. MASCARENHAS—7-6-11.

The Director considers the higher rates of pay (with increments) *necessary* to secure the recruitment "of sufficiently qualified teachers of a *somewhat exceptional character*", and I presume the incremental scale suggested is designed to ensure the continuance of these exceptional persons in their posts. There is not much scope for promotion. It is for Honourable Member, therefore, to consider whether the reductions suggested by Financial and embodied in the draft should be directed without a further reference to the Director of Public Instruction.

L. DAVIDSON—8-6-11.

The proposals of Mr. Stone are certainly in the right direction—but I should think the salaries he proposes are unnecessarily high and I should think the salaries suggested in Finance department should be enough, looking at the salaries paid in private schools. These men it must be remembered will earn pension. I should say that these salaries will enable the Superintendent to get the pick of school teachers in and about Madras. I do not think Mr. Stone need be consulted again.

M. H[AMMICK]—10-6-11.

The revised draft may issue.

L. DAVIDSON—12-6-11.

[G.O., No. 365, Educational, dated 12th June 1911.]

ORDER:
P.S.

~~The Government do not consider that sufficient reasons exist for increasing the pay of staff of the general education department of the Reformatory School, Chingleput, to the extent proposed by the D.P.I. As the general education department in the school is of the elementary standard the following scale will, the Government consider, provide the school with an efficient staff as may be desirable:~~

Headmaster	60
2nd master	35
3rd master	30
4th master	25
5th master	20
Hindustani teacher	15-1-20
Drawing master	15-1-20

2. The proposition statement as thus altered will be sanctioned and the sanction will be registered as No. 86 of 1911-12.

3. The necessary re-appropriation of funds should be made before the extra expenditure involved is incurred.

To the D.P.I.
" Finl. Dept. with propn. saatt.

ORDINARY.

PREFERENCE.

URGENT (a).

EDUCATIONAL DEPARTMENT.

Current No., dated 19 ..
 G.O., No. 365, dated 12-6- 1911.

Number of MS. pages sent { Correspondence including order or orders
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Docket Reformatory School, Behin

Passing orders on the revision
of the scale of salaries of the
staff of the General Education
Department in the

Number (c) of copies required when struck off (not including
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(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.

(b¹) 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 Superintendent 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.

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(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.

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Type may be released after usual interval.

SRR
15-6-11
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Supdt.

Clerk.
Supdt.

Clerk.
Supdt.

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

SPECIAL INSTRUCTIONS.

Press. Please print the original proper statement as an enclosure to the D.P. Is letter and the proper statement as altered in red ink as an annexure to the order.

SRR
15-6-11

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