

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

} 1912.

Enclosures

Spare copies

G.O. No. 445, 22nd May 1912.

DESPATCHED

Elementary teachers.

Accepting, with remarks, the proposals of the Director of Public Instruction to raise the pay of teachers in elementary schools.

BACK PAPERS.

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

FURTHER PAPERS

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

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GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following paper :—

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 25th March 1912.

No.—C. 2513.

One of the objects of expenditure specifically contemplated in connection with the grant referred to in G.O. No. 204, dated 2nd March 1912, is the enhancement of pay of existing teachers in elementary schools.

2. The expediency of taking early action in this matter is, I think, unquestioned : but a preliminary enquiry has convinced me that it will be a matter of considerable difficulty to evolve a thoroughly satisfactory scheme. I have the honour therefore to request the sanction of the Government to a purely temporary arrangement for the year 1912-1913. This will make it clear to all teachers on low pay that something will be done to improve their pay. The proposals will not, however, entail giving anything now that will exceed what can be given in the future with the resources at our disposal.

3. I propose—

(i) that in schools under public management all trained teachers and approved teachers whose present monthly pay is Rs. 8 should receive a special (monthly) allowance of Rs. 2 in respect of the months March 1912 to February 1913 inclusive, and

(ii) that in connection with rule 16 of the Grant-in-Aid Code the Inspecting officers may propose an increase of the grant by not more than 50 *per cent.* of the amount originally allotted (instead of "by not more than 25 *per cent.*") on behalf of schools that have attained a high standard of efficiency.

As teachers in schools under public management drawing a pay of Rs. 8 are to be found almost exclusively in board and municipal schools, to give effect to the first proposal it will be necessary to request presidents and chairmen to authorize the payment of the allowances and to promise to place at their disposal in the shape of further contribution sufficient funds for the purpose.

With regard to the second proposal the grants on behalf of nearly all aided elementary schools are now paid direct from Provincial funds. In the case of those municipalities which make some provision for teaching grants, a contribution may be given so as to cover the extra cost.

4. The exact cost of these proposals can only be ascertained later, as with regard to the first proposal it will be necessary to determine in consultation with the Inspecting officers which teachers who have not been trained should be approved further ; even the total number of teachers drawing Rs. 8 is not at present known. I think it would be safe to look upon Rs. 75,000 of the four lakhs special additional grant as earmarked for this purpose ; if it is not sufficient and more is not available, the allowance can be paid for fewer months than twelve.

5. The cost of the second proposal will not be accurately known until after the Inspecting officers' conferences next January ; it is then that we learn the exact amount required for teaching grants to elementary schools : and if in any year funds are not available the grants cannot be paid in full. This applies also to the proposed increase ; it is not, however, in the least likely that funds will not be available and I shall be able to obtain in the course of two or three months a fairly accurate estimate. The absolute maximum extra cost would be 25 *per cent.* of the total amount payable in grants under this heading, but not more than one-third of that maximum is likely to be proposed by the Inspecting officers. I think that if one lakh of the special additional grant of four lakhs be transferred to 22-G. Grants-in-aid—Non-European elementary schools, it will suffice—it can of course be made to suffice, if necessary. It is not likely that a provision of twelve lakhs will be too much as there is already evidence that the estimate of eleven lakhs was too low.

Order—No. 445, Educational, dated 22nd May 1912.

The Government accept the proposals of the Director of Public Instruction subject to the remark that all trained and approved teachers in schools under public management whose pay is less than Rs. 10 a month should be granted such an allowance as will raise their monthly pay to Rs. 10. All presidents of district boards and chairmen of municipal councils will be requested to arrange for the payment of this allowance to teachers in their schools, on the understanding that a contribution to meet the extra cost will be made from Provincial funds.

2. To meet the cost of increased grants to aided elementary schools, the Government sanction the transfer to the head 22-G. Grants-in-aid of a sum of one lakh from the lump provision of four lakhs.

3. The Director of Public Instruction will be requested to submit a detailed estimate of the cost of these measures at as early a date as possible.

(True Extract.)

L. DAVIDSON,
Acting Secretary to Government.

To the Director of Public Instruction.
„ all Presidents of District Boards.
„ all Chairmen of Municipal Councils.
„ the President, Corporation of Madras.
„ the Accountant-General.
„ the Local and Municipal Department.
„ the Financial Department.

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O. No. 445, EDUCATIONAL, DATED
22ND MAY 1912.

[SUBJECT.—*Utilization of the Imperial grant for education.*]

Demi-official—from the Hon'ble Mr. L. DAVIDSON, I.C.S., Acting Secretary to
Government, Educational Department.

To—the Hon'ble Mr. A. G. BOURNE, D.Sc., F.R.S., C.I.E., Director of Public
Instruction, Madras.

Dated—Fort St. George, the 4th March 1912.

No.—695-1.

In connection with G.O. No. 204, Educational, dated 2nd March 1912, asking you to submit proposals for the utilization of the Imperial grant and with reference to the impending discussions in the Legislative Council regarding educational expenditure, I am to ask you, at your earliest convenience, to furnish information in regard to the following matters:—

(i) The manner in which you propose to utilize the services of the special officer for whose entertainment a lump provision of Rs. 15,000 has been made under the detailed account head "22-B. Inspection";

(ii) the approximate cost of providing a suitable increase in the pay of trained or approved teachers in elementary schools under public management or in receipt of aid from public funds;

(iii) the number and, if possible, the geographical distribution of the new elementary schools opened during the current year;

(iv) the expedience of retaining at least as a temporary measure some of the training schools which it has been proposed to abolish simultaneously with the introduction of the re-organization approved in G.O. No. 915, Educational, dated 22nd December 1911; and

(v) the reason why the provision made for building grants to European schools was raised from Rs. 20,000 in the revised estimate for 1911-12 to Rs. 45,000 in the budget estimate for 1912-13 (see detailed account No. 22-G, Grants-in-aid) together with information as to the probable disposal of the further special grant of one lakh for building and equipment in the same class of school.

Demi-official—from the Hon'ble Mr. A. G. BOURNE, D.Sc., F.R.S., C.I.E., Director of
Public Instruction.

To—the Hon'ble Mr. L. DAVIDSON, I.C.S., Acting Secretary to Government,
Educational Department.

Dated—Old College, Nungambakam, the 8th March 1912.

No.—49.

Item No. (ii) of your demi-official letter No. 695-1, dated 4th March 1912.

2. If every teacher in public elementary schools received Rs. 2 a month more, the total cost would amount to over 9 lakhs, the corresponding amount for trained teachers only is nearly 3 lakhs.

3. To give every teacher in elementary schools under public management Rs. 2 a month extra and to raise the grant on behalf of teachers in aided schools by Re. 1 a month would cost about 5.75 lakhs.

4. To give effect to a much less extensive scheme but to suitably benefit trained or approved teachers in both public and private employ might cost about 2.20 lakhs. I regret that I cannot at such short notice give a more accurate estimate: local enquiries would be necessary as to the number of teachers who could be considered "approved" and as to how much heartburning such a distinction would involve.

5. The 9-lakh figure is perhaps of value in this connection as showing the enormous cost of doing even so much.

From the Director of Public Instruction, No. 2513, dated 25th March 1912.

The Director of Public Instruction now addresses officially on the subject of his demi-official at the previous page, a copy of which was furnished to the Honourable Member for use at the Legislative Council meeting of the 13th March last. The proposals now made are (i) that all trained and approved teachers in schools under public management on Rs. 8 *per mensem* should receive a monthly allowance of Rs. 2 during 1913, and (ii) that the rate of grant for efficient schools may be raised by not more than 50 *per cent.* of the amount originally allotted.

2. The enhancement of the pay of existing teachers in elementary schools for boys is one of the objects mentioned in paragraph 4 (a) of the Government of India letter, dated 13th February 1912, sanctioning a recurring grant of 8 lakhs for the promotion of popular education. The proposals submitted by the Director of Public Instruction for carrying out this object are of a temporary nature and will, if approved, be in force during 1912-13 only. In his first proposal which refers to teachers in schools under public management, that is, teachers in Government, board and municipal schools, the Director recommends the grant of a special monthly allowance of Rs. 2 to teachers in receipt of Rs. 8 only. This recommendation, if approved, will not apply to teachers in receipt of Rs. 7* or Rs. 9 and such teachers will continue to receive their existing pay only and will get no allowance which will have the effect of raising their monthly salary to Rs. 10. This is apparently not intended, and to remove this anomaly the grant of an allowance which will raise the monthly salary of the recipients to Rs. 10 may be sanctioned.

[* Such teachers exist in local fund and municipal schools.]
They are anomalous. The lowest salary in the standard scale is Rs. 8.
T. E. Moir—30-4-12.

Of course not; the object of the Director of Public Instruction is to ensure a minimum salary of Rs. 10 *per mensem*.
T. E. Moir—30-4-12.

3. The Director's second proposal calls for no remarks. It is not understood why the principle of increasing the rate uniformly proposed in the case of teachers in schools under public management may not be followed in this case also and the rate of teaching grants payable for each teacher under article 15 of the Grant-in-Aid Code be raised by Re. 1 *per mensem*. The Director of Public Instruction's present proposal will leave the question of additional grant to the discretion of the inspecting officers entirely.

4. The cost of increasing the grant payable to selected aided elementary schools by 50 *per cent.* is estimated at one lakh, and the Director requests that this amount may be transferred from the lump allotment of four lakhs to the head 22-G. *Grants-in-aid*. This request may, it is submitted, be granted. As regards the amount to be transferred for meeting the cost of the special monthly allowance of Rs. 2 to teachers in schools under public management, the Director will, it is presumed, address Government

T. E. Moir—30-4-12. | later when he has ascertained the exact cost.

5. A draft is submitted for approval. If approved, it may issue with the concurrence of the Local and Municipal and Financial Departments.

T.K.—10-4-12.

Out of the total assignment of four lakhs made from Imperial funds, Rs. 51,300 have already been earmarked for the payment of increased stipends to students undergoing training and enhanced stipendary grants. The present is the second instalment of proposals for the utilization of the Imperial grant and covers an approximate amount of 1.75 lakhs. With this a total sum of Rs. 2,26,300 would have been earmarked, leaving Rs. 1,73,700 for future proposals. The Government of India have promised to let us have more funds if required up to a total of eight lakhs.

Vide Mr. Sharp's demi-official, dated 23rd February 1912, on page 1 of notes with G.O. No. 204, Educational, dated 2nd March 1912.

C.R.—18-4-12.

The objects to which the Government of India stated that the grant for elementary education of boys should be devoted were—

- (i) Establishment of new schools.
- (ii) Training of elementary teachers.
- (iii) Increase of pay to existing teachers.
- (iv) Erection of school buildings.
- (v) Extension of free elementary education.

Special attention was to be paid to the extension of elementary education which must largely be accomplished by activity under (i) above and to (v). The grant for the education of girls is mainly intended for similar purposes—paragraphs 4 (a) and (b) of Government of India's letter, dated 13th February 1912, in G.O. No. 204, Educational, dated 2nd March 1912. Of the eight lakhs allotted to this Presidency it may be assumed that roughly six lakhs is intended for elementary education.

The Director of Public Instruction's proposals for increasing the stipends of elementary teachers undergoing training are estimated by him to cost Rs. 51,300. This is separate from the expenditure that will be necessary in order to increase the number of stipendiaries or in connection with special measures to afford temporary facilities for training an extra large number of teachers at the present juncture.

Rupees 51,300 are therefore earmarked under (ii).

The present proposals deal with (iii) increase of pay to existing teachers. They come under two heads: (a) raising the minimum monthly salaries of trained teachers and approved teachers in schools under public management to Rs. 10. This is roughly estimated to cost Rs. 75,000. (b) Increase to the teaching grants under rule 16 of the Grant-in-Aid Code to efficient schools. This is estimated to cost one lakh. These proposals are of a purely temporary nature. With these proposals the amount earmarked under (ii) and (iii) so far is roughly two and a quarter lakhs. They are, however, essential preliminaries to development under (i) and (v) which can only take place if a supply of teachers, which implies improved prospects and inducements to undergo training, is assured, and I therefore do not think that the amount proposed to be assigned to them is excessive in comparison with the total grant.

T. E. Moir—30-4-12.

To the Local and Municipal Department.

LOCAL AND MUNICIPAL DEPARTMENT.

The draft order may be accepted in Local and Municipal and the file passed on to Financial.

K.A.G.—1-5-12.

T. E. Moir—2-5-12.

To the Financial Department.

FINANCIAL DEPARTMENT.

Out of the recurring 50 lakhs grant for the promotion of truly popular education announced at the Delhi Darbar, the amount distributed to this Presidency is 8 lakhs *per annum*, and the objects on which this amount may be spent are specified in paragraph 6 of letter from the Government of India, Department of Education, No. 378, dated 13th February 1912.

G.O. No. 204, Educational, dated 2nd March 1912.

[After distribution to the several provinces, there is a residue of $4\frac{1}{4}$ lakhs with the Government of India which will be distributed later on in the current year according to the special needs of the various provinces.]

In the budget estimate of this Presidency for 1912-13 an assignment of 8 lakhs from Imperial to Provincial has been entered on the receipts side; but on the expenditure side under "22. EDUCATION," the Government of India have entered only 4 lakhs.

G.O. No. 378, Educational, dated 2nd May 1912.

No: it is the stipends of teachers undergoing training.

H. A. S[UART]—14-5-12.

3. The present proposals relate to an

Once given it must always be given—reduction in future years would not be feasible without occasioning discontent.

C. REILLY—15-5-12.

2. The Government have separately approved of the proposals for increasing the stipends of elementary teachers estimated to cost about Rs. 51,800 in 1912-13.

increase in the pay of existing teachers in elementary schools, as a purely temporary arrangement for the year 1912-13. The extra cost is estimated roughly at 1.75 lakhs in 1912-13 as shown below:—

	Rough approximate cost during 1912-13.
	LAKHS OF RUPEES.
(a) Public elementary schools.—Raising to Rs. 10 (so far as 1912-13 is concerned) the pay of all trained and approved teachers who are now in receipt of pay of less than Rs. 10 a month ...	75
(b) Aided elementary schools.—Increase by 50 per cent. (so far as 1912-13 is concerned) of teaching grants to efficient elementary schools under rule 16 of the Grant-in-Aid-Code ...	1.00
Total ...	1.75

The Director of Public Instruction states that the above total of 1.75 lakhs, which is only a rough estimate, may be made to suffice if additional funds are not available.

4. The total expenditure on account of the proposals in paragraphs 2 and 3 *ante* amounts to 2.26 lakhs so that there will remain a balance of 1.74 lakhs in the lump grant of 4 lakhs.

5. The draft may, it is submitted, be accepted in Financial.

C.P.K.—10-5-12.

V.G.K.—11-5-12.

Paragraphs 3-4 of Government of India's letter in G.O. No. 204, Educational, dated 2nd March 1912, and Local and Municipal Secretary's note on page 3 *ante*.

Apparently the order of importance of the objects to which the portion of the Imperial grant to be spent on elementary education is to be devoted is deemed by India to be—

- establishment of new schools;
- training of elementary teachers;
- enhancing pay of existing teachers;
- erection of school buildings.

A perusal of the current file is invited. The Director of Public Instruction's

The Director of Public Instruction does not put this first. He is dealing with new schools and training separately.

M. H[AMMICK]—21-5-12.

present proposals give priority of attention to (c), as they are designed to secure an enhancement of pay to existing teachers both in public and aided institutions.

No doubt they will make a large hole in the 4 lakhs grant provided this year in the budget, and to this extent will reduce the possibility of any lapse in the current year. Apart from this merit, however, it seems certain that their effect will be to very greatly increase the cost of measures ultimately to be taken under (a), viz., the

Of course, the whole feature of educational development will be expensive.

M. H[AMMICK]—21-5-12.

establishment of new schools and the extension of free elementary education. The Director of Public Instruction, it is true, says that the proposals are a purely temporary measure for the year 1912-13, and merely advocates it because "a preliminary enquiry has convinced him that it will be a matter of considerable difficulty to evolve a thoroughly satisfactory scheme"; and it "will make it clear to all teachers on low pay that something will be done to improve their pay." It may, however, be taken as practically certain that once raised to Rs. 10, if ostensibly for 1912-13

Does any one advocate reduction?

A. G. CARDEW—13-5-12.

only, it will be impossible to ever reduce it again without creating widespread heartburning and discontent. Seeing the tentative character of the proposals, and pending elaboration of proposals for a partial extension of elementary education by way of new schools, on which the present proposals must have a most important financial bearing, we might perhaps advise that for 1912-13 the increase might be only to Rs. 9. Otherwise we run a risk of spending a disproportionate share of the Imperial grant on an object which India is apparently of opinion should rank after the extension of elementary education by way of new schools, and, at the same time, of considerably limiting the area to which the residue of the grant available for opening new schools could be applied, i.e., there will be less money, and the amount of money will furnish fewer new units. When we get further detailed schemes for all the various objects affecting elementary education for which the grant is to provide it may be possible to raise salaries to Rs. 10 without unduly prejudicing the acceleration of the extension of elementary education.

For orders.

C. REILLY—11-5-12.

I do not know whether the Government of India, in paragraph 4 (a) of their letter No. 378, dated 13th February 1912, really intended to indicate, by the order of the sentences, the comparative importance they attached to the several methods of advancing elementary education. I doubt it, but if they did, and if they really meant

to suggest that the establishment of new schools is more important than the improvement of the pay of existing teachers, I think they were clearly wrong.

M. H[AMMICK]—21-5-12.

It is more necessary to improve the quality of existing teaching and teachers, I think, than merely to add to the number of schools. Hence the Director of Public Instruction has rightly taken up the questions of the *training* of elementary teachers and the *improvement of pay* of existing teachers first, and his proposals need not, I think, be curtailed or deferred merely because they may possibly reduce the amount of money available for new schools.

2. The Government of India have given us eight lakhs this year under I. Land Revenue, but they have entered only four lakhs of this under 22. Education, because they supposed we could not spend more. If, however, it is found that we can spend more, we have the assurance in Mr. Sharp's demi-official No. 88, dated 23rd February 1912, that more can be found.

3. We have these four lakhs in our budget under 22. Education and we look to the Director of Public Instruction to provide proposals for their expenditure within the year, for we shall certainly be sharply criticized if we fail to utilize the grant. It is, therefore, I think, undesirable to cut down the Director's proposals, which also appear on their merits to go no further than is universally admitted to be necessary. A minimum pay of Rs. 10 *per mensem* for all trained and approved teachers is a very modest ideal, and I would therefore certainly accept the Educational draft.

A. G. CARDEW—13-5-12.

I agree; but the Director of Public Instruction should be told to send us a closer estimate as soon as he can. It is most important that all grants for education be utilized.

T. E. MOIR—17-5-12.

H. A. S[UART]—14-5-12.

To the Educational Department.

A. G. CARDEW—15-5-12.

EDUCATIONAL DEPARTMENT.

The draft is for approval.

T. E. MOIR—17-5-12.

Yes. This is a most important step and the raising of pay is absolutely necessary if we are going to improve the efficiency of the teaching.

M. H[AMMICK]—21-5-12.

[G.O. No 445, Educational, dated 22nd May 1912.]

From the D.P.I. No. 2513, dated 25th March 1912.

ORDER:-
Press

4458 22-5-12.

The Govt. accept the proposals of the D.P.I. with ~~the modification that~~ ^{subject to the remark} instead of a special monthly allowance of Rs.2 all trained and approved teachers in schools under public management whose pay is less than Rs.10 a month should, ~~the Govt. consider~~, be granted such an allowance as will raise their monthly ^{pay} [emoluments] to Rs.10. All presidents of district boards and chairmen of Municipal Councils will be requested to arrange for the payment of this allowance to teachers in their schools, ^{on the understanding} ~~that~~ that a contribution to meet the extra cost will be made from provincial funds.

2. To meet the cost of increased grants to aided elementary schools, the Govt. sanction the transfer of a sum of one lakh from the lump provision of four lakhs, to the head 22-G Grants in aid.

To the D.P.I.

- + All Presidents of Dt. Boards.
- + Chairmen of Municipal Councils.
- + the President, Corporation of Madras.
- + A.G.
- + L & M Depts.
- + Finl Dept.

2
2/5/12

* Page 132 CBR

* Page 148 CBR

Sp. copies to D.P.I. sent to Madras on 29/5/12

7/5/12
10.4.12

13/4/12

3/4 The D.P.I. will be requested to submit a detailed estimate of the cost of these measures at as early a date as possible.

2/5/12
17-5-12

ORDINARY.

PREFERENCE.

URGENT (a).

Educational
LOCAL AND MUNICIPAL DEPARTMENT.

Current No., dated.....19

G.O., No 445, dated 22.5.1912

(b)

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Notes.....Docket... Elementary teachers
accepting with remarks
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(b¹) For rules regarding printing of notes, see the rules in G.O., No. 1220, Public dated 30th November 1900.

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SPECIAL INSTRUCTIONS.

Very urgent

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*J.H.
23-5-12*

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13