

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

} 1912.

Enclosures

Spare copies

G.O. No. 950, 29th October 1912.

Lawrence Asylum, Ootacamund.

Sanctioning the proposals of the Committee of the — for the revision of the establishment of the asylum and requesting the Committee to have plans and estimates drawn up for the quarters for the staff, gymnasium and latrine and to forward them to Government.

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GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following papers :—

I

Letter—from Lieutenant-General Sir JOHN WOON, K.C.B., Chairman of the Committee of the Ootacamund Lawrence Asylum.

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

Dated—the 1st/3rd August 1912.

No.—1180.

In accordance with resolution No. 10 passed at the meeting of the Committee held on the 19th instant, I have the honour to forward herewith a copy of the report of a Sub-Committee which was appointed on the 21st June to consider the question of revising the staff of this institution, of increasing the salaries of some members of it and of providing adequate quarters for the masters.

2. The recommendations of the Sub-Committee have the entire approval of the Committee and in one case the Committee would go further and recommend the provision of at least four "married" quarters for members of the boys' school teaching staff—*vide* note on appendix B and copy of resolution attached.

3. The scheme has been worked out with the utmost regard to economy consistent with a reasonable degree of efficiency, the recurring cost being estimated to be on an average of Rs. 357 per mensem only, exclusive of any increment which may be specially sanctioned under paragraphs 15 and 16 of the Sub-Committee's proceedings.

The initial non-recurring cost of proposed buildings is roughly estimated at Rs. 39,000, *i.e.*—

Rs. 26,000 for staff quarters,

Rs. 10,000 for gymnasium, and

Rs. 3,000 for girls' school latrine.

As however no plans or estimates have as yet been prepared, pending the administrative sanction of Government, it is possible that this estimate may need considerable revision.

4. The Committee trust that Government will be pleased to give the proposals their early and favourable consideration.

ENCLOSURES.

(1)

Proceedings of a Sub-Committee appointed under resolution No. XIV of 21st June 1912.

[The Sub-Committee met at the Asylum on 9th July 1912 at 11 A.M.]

PRESENT:

M. Young, Esq., I.C.S., *Vice-Chairman* (in the chair).

Colonel C. G. R. Thackwell, C.B., D.S.O.

The Reverend W. H. G. Padfield, M.A., Principal and Secretary.

The proposals for the re-organization of the staff submitted on the 1st August 1908 were admittedly based, not upon what was even then considered necessary for the efficient working of the institution, but upon what the finances of the institution could stand, and to meet the difficulty then prevailing in filling up vacancies on the staff with reasonably efficient men.

2. It has been found, however, that the proposals then sanctioned were insufficient, and the difficulty still remains as practical and pressing as it was then. At the present moment, *e.g.*, all the primary schools, numbering about 100 boys, is taught by admittedly inefficient teachers, or by ladies living in Lovedale with their parents, a state of things which cannot long continue.

3. Each report of the Inspector of European and Training schools has emphasized the fact that the school is understaffed and the salaries insufficient to attract good teachers.

To quote an instance or two—

In the inspection report for 1908-1909, it is pointed out "I consider that one more teacher, in addition to those sanctioned in G.O. No. 764, Educational, dated 13th November 1908, will be required if the school is to be maintained efficiently as a high school," and

G.O. No. 426, Educational, dated 21st July 1909, states "The attention of the Committee will be drawn to the desirability of appointing an additional teacher in the same branch."

4. In the inspection report for 1909-1910—

"It will be absolutely necessary to increase the scale of appointments. The addition should preferably be made at the top of the scale."

5. In the inspection report of 1910-1911—

"The only teachers with whose work I was satisfied were Nos. 1, 3, 5. I recommend the addition of another assistant capable of teaching in the upper classes of the school. I doubt whether the teaching can be improved much unless an additional assistant is appointed for the upper classes and a better class of teachers employed for the primary school."

6. On this the Director of Public Instruction remarks—

"The suggestion of the inspector regarding the entertainment of additional assistant teachers for both branches is commended for the consideration of the Committee."

7. In the Inspection report for 1911-12—

"As remarked in last year's report, at least one additional assistant is required for boys' school and the staff should be increased by the addition of at least one teacher for girls' school."

8. The Director of Public Instruction remarks—

"The suggestions of the inspector as regards the additions to the teaching staff in both the branches are again commended for the consideration of the Committee."

9. In putting forward the following recommendations, the Sub-Committee desire to emphasize the facts that—

(1) there is an immediate and pressing need to be met;

(2) the appointments are at present non-pensionable,

(3) the cost per head is less now than it was fifty years ago, though the education given is considerably higher and more costly—and the cost of living has much increased—*vide* covering letter of Vice-Chairman in submitting budget estimates for 1912-13.

(4) the object constantly kept in view is to attain a reasonable efficiency with the utmost economy possible.

10. *General Staff.*—(1) *The addition of Assistant clerk on Rs. 25-1-30.*—The office establishment consists of a chief clerk and a clerk. This has not been increased for the last 15 years, though in 1904, the number of girls was increased by 100. One of the two members of the office staff has practically his whole time taken up as accountant, so that one member only is really available for office work. Every year sees a great increase in the number of letters received from parents and from old pupils of whom over 3,000 have passed through the school. Registers are being constantly added, certificates have to be made out and granted, returns to be made on both civil and military forms to say nothing of the mass of daily correspondence in connection with the various internal departments required to run a large school. The consequence is that the Principal is largely bound down to office work, and it is economically unsound to make a man on Rs. 700 leave his legitimate work to do work which could as easily be done by a copying clerk on Rs. 25. The Sub-Committee therefore recommend that a correspondence clerk on a salary of Rs. 25-1-30 may be appointed, to deal with the routine correspondence work and to give relief to the Principal so that he may devote himself to his legitimate duties.

(2) *The addition of a compounder on Rs. 15 plus hill allowance of Rs. 3.*—This was strongly recommended by the Consulting Physician, the Committee and the Honourable the Surgeon-General in correspondence ending with G.O. No. 71, Educational, dated 4th February 1911.

A point not hitherto noticed was the increase of 100 girls to the girls' school in 1904 which has considerably added to the work of the resident medical officer and in cases of epidemics or illness of an infectious or serious nature the Civil Surgeon reports that it is practically impossible for the resident medical officer to do his work and the health of the school necessarily suffers.

The Sub-Committee again beg to submit the application for the favourable consideration of Government

11. *Boys' school.*—

A. Teaching staff.—It is proposed to appoint a second master on Rs. 200-10-250 per mensem for standard VIII (high department).

The post of the present second master who has served faithfully for 43 years is to be abolished under present rules as soon as he vacates. It is proposed to retire him on pension, and that a competent master for the second division of the high school should be appointed on not less than Rs. 200 to 250 per mensem. This appointment has been held to be absolutely essential by every inspecting officer for the last four years.

*B. Military and domestic staff—The addition of a carpentry Instructor on Rs. 90—2—100.—*Carpentry as a school subject was abolished in 1901; but the teaching of carpentry, as in the sister institutions has since then been constantly broached as advisable, if not absolutely necessary. To teach a boy to use his hands is an advantage, especially when so many enlist, and it is probable that emigration to the colonies will soon be resorted to as a means of enabling boys from this school to get their own living.

The carpentry instructor would be an non-commissioned officer of the British Army, and would thus be available for his turn of night duty with the other sergeants. In cases of sickness and leave, this night duty presents a great difficulty—as a man cannot be on night duty and do his work efficiently the next day.

12. *Girls' school—A. The addition of a technical mistress on Rs. 90—2—100.—*This is in accordance with the recommendation of the Inspector of European and Training schools (1912) and is essential. At present the domestic staff consists of a head matron and one assistant matron, the post of second assistant matron having been abolished in 1908. The assistant matron has, in addition to her duties as matron, the training of the girls in needlework and the cutting out of garments for five hours daily.

It is found that the cleanliness of the girls, especially as regards their heads, needs more supervision, which under existing circumstances it is impossible to give.

A technical mistress would be able to train the girls scientifically in dressmaking, cooking and such technical subjects, and allow the matrons to be free for work which more properly should devolve upon them.

*B. The raising of the pay of the primary school mistresses, Rs. 45—1—50.—*The class of mistress who will come on Rs. 35 per mensem prefers the plains, and it is difficult to get good European mistresses on less than the above named sum.

13. *Kindergarten department.—*The Sub-Committee recommend that the proposals for a separate Kindergarten department for the little boys and girls under 9 years of age may again be submitted for the favourable consideration of Government.

As this will involve a new and expensive building, the Sub-Committee do not propose to make definite proposals regarding the staff required until it is found out whether or no the principle involved meets with the approval of Government.

14. Allowance for special subjects—

*Drawing.—*In a correspondence ending with G.O. No. 764, dated 13th November 1908, the drawing master was to be abolished as soon as class teachers would pass in drawing and be competent to take it as a class subject. As no inducement has been held out for them to do so, none have so passed. A special allowance of Rs. 20 for boys' school and Rs. 15 for girls' school is suggested to the teacher taking drawing.

*Singing.—*This has recently been added to the curriculum of European schools, and an allowance of Rs. 20 per mensem for boys' school and Rs. 15 for girls' school is suggested to the teacher competent and willing to teach it.

*Type-writing.—*It is suggested that the allowance for this in the girls' school be increased from Rs. 10 to Rs. 15.

The proposed changes are shewn in tabular form, the proposition statement in usual form being attached in duplicate, in Appendix A.

15. It will be seen that practically the pay of the existing boys' school staff has not been raised at all, and that of the girls' school staff very slightly. Yet one of the main reasons for the immediate report of the Sub-Committee is that the present vacancies on the staff cannot be filled. The Sub-Committee do not consider that this is due so much to insufficient pay as to insufficient prospects for teachers. Unless teachers from England are engaged, which would mean a great expense, it would seem that the school must look to its own pupils for filling up vacancies as they occur. To some extent this has been done in the past and it is hoped to do it still more in the future. But under existing conditions a master finds that he will in all probability never be in a position to marry or to put anything aside for old age.

*To take an example.—*A joins the school as sixth assistant, after 5 years he reaches his maximum of Rs. 100 per mensem. He then gets promotion but no increase of pay. He waits on 5 years more. He again gets promotion but no increase of pay and he finds that after 20 years' service he may be getting Rs. 125 per mensem with no prospect of pension. The second master who has served over 40 years and is still getting Rs. 150 per mensem, is an object lesson to such a man. Naturally he looks out for something better immediately he begins to realize this. Two old pupils of the school serving as masters have thus left us this year, while a third man whom one would give much to keep and who (*vide* page 3) was one of the three masters whose work the Inspector approved of, is on 7 months' leave without pay. He is a man whose whole heart is in schoolmastering and who will be only too glad to return if any reasonable prospects can be held out to him—say, a chance of rising to Rs. 200 or Rs. 250 per mensem.

16. A single school cannot be worked like a department of Government, there is no provision for leave, vacancies, sickness or pensions. If therefore Government are not prepared to assume full responsibility for the Asylum and make the staff Government servants, the Sub-Committee

can only suggest the grant of special allowances to meet special cases, and so give men who are blocked in promotion fair and reasonable prospects. Allowances so granted, would be reported in the covering letter of the Vice-Chairman, when submitting budget estimates to Government and would not ordinarily be made to any man who had not served five years without promotion or increase of pay.

17. As a further safeguard, the Government would always have the power to delete such allowances from the budget as submitted, if in the opinion of Government the circumstances of the case did not warrant the grant being made.

18. The Sub-Committee consider the grant of such allowances an essential part of the scheme, and if disallowed will undoubtedly entail the submission of more expensive proposals in the near future, if the institution is to be kept up efficiently.

19. Regarding the question of quarters for staff and other urgent buildings—

*Quarters for staff of the boys' school.—*This is a very urgent matter, as at present the only married quarters for the teaching staff are those occupied by the headmaster. The quarters occupied by the fourth, fifth and sixth masters are miserable rooms without adequate ventilation, light or reasonable space—while the telegraph instructor has to be given a house allowance of Rs. 30 per mensem, and find his quarters where he can.

20. His Excellency the Governor writes in the Visitors' book, dated 1st June 1912, "Mr. Padfield pointed out the unsatisfactory quarters which are used for the masters. When it is possible to spend some more money this matter should be considered."

21. The Hon'ble Sir John N. Atkinson, K.C.S.I., writes in the same book, dated 1st July 1912, "The premises are in good order, clean and tidy. The least satisfactory part of them is the masters' quarters which are very meagre in every way. Money could be spent on them with great advantage."

22. The Sub-Committee therefore submit the following proposals:—

(a). *A house for the Principal between two schools.—*The present quarters for the Principal consist of the originally designed headmaster's house plus two rooms in the tower of the building. The original estimate for the Principal's house was Rs. 32,140—*vide* Superintending Engineer's letter, dated 5th April 1864. This the Sub-Committee consider is excessive and think that probably Rs. 15,000 would be sufficient. The Headmasters would then move into the house originally designed for him and the two tower rooms used as science laboratories, the need of which was urged by the Director of Public Instruction in his review of the working of the institution this year.

(b) The Headmaster complains that his house is very small for him, consisting of only 4 small rooms, this would then be occupied by the first assistant master.

(c) The three rooms occupied by the fourth, fifth and sixth masters could be made into two sets of single quarters for two unmarried members of the staff or into one set of quarters for a married man.

(d) The Sub-Committee suggest the provision of one or two small houses similar to the one recently erected by the N.V.R. for the C. Sergeant Instructor attached to the Cadet Companies at Lovedale which can be made at about Rs. 5,000 each.

23. A tabulated statement of the proposals is attached in Appendix B. The total cost of the above would probably not exceed Rs. 25,000 and would do much to increase the comfort of the staff, and to induce them to look upon service in the Asylum as their permanent work in life. If funds were available, it would be advisable to build a separate house for four of the staff at the girls' school which is very overcrowded and insufficiently provided with quarters for mistresses.

24. Other urgent buildings—

(a) If a carpentry instructor is appointed, a carpentry shed, will be required. The Sub-Committee suggest that the present gymnasium, which was converted into a gymnasium from an old store-room and is a long narrow room utterly condemned by General Barrow, should be used as a carpentry workshop and a new gymnasium built at a cost of about Rs. 10,000.

(b) The latrine arrangements of the girls' school have been strongly condemned by the sanitary authorities, a new outside latrine is essential and could probably be built for Rs. 3,000.

25. In submitting the above, the Committee desire to point out that, with the exception of the small and most inadequate accommodation provided in 1904 for the extra 100 girls transferred from the Military Female Orphan Asylum no additions or alterations of any importance have been sanctioned or made in the buildings from the foundation of the school until last year. While gratefully acknowledging the improvement which the buildings now sanctioned will make in the Asylum, they venture to think that there is still much leeway to be made up.

26. The Duke of York's Military school has been entirely rebuilt lately and moved to Dover, while it is understood that the Lawrence Asylums at Sanawar and Murree have also practically been rebuilt since their foundation. The time for improvements to the buildings of the Ootacamund Lawrence Asylum, it is submitted, cannot be long delayed if the institution is to keep pace with the times.

APPENDIX A. STATEMENT of proposition for revision of establishment of the Ootacamund Lawrence Asylum.

Nature of charge.															
Present scale as per G.O. No. 764, Educational, dated 13th November 1908.															
Proposed scale.															
Number.	Designation.	Pay.			Average cost.	Number.	Designation.	Pay.			Average cost.	Proposition.		Orders of Government.	Remarks.
		Minimum.	Increment.	Maximum.				Minimum.	Increment.	Maximum.		Increase per month.	Decrease per month.		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
<i>General.</i>															
1	Principal, Secretary and Chaplain.	500	50	750	666 10 8	1	Principal, Secretary and Chaplain.	500	50	750	666 10 8	..	..	..	(a) Allowance for teaching type-writing (Boys' school).
1	Chief clerk	125	5	150	143 12 0	1	Chief clerk	125	5	150	143 12 0	..	..	..	
1	Clerk	40	1	50	46 10 8	1	Clerk	40	1	50	46 10 8	..	..	..	
	Allowance (a)	20	..	20	20 0 0		Allowance (a)	20	..	20	20 0 0	..	..	..	
..		..	..	..	..	1	Assistant clerk	25	1	30	28 12 0	28 12 0	..	..	
<i>Medical.</i>															
1	Consulting Physician	..	..	50	50 0 0	1	Consulting Physician	..	..	50	50 0 0	..	..	..	
1	Resident Medical officer	..	..	50	50 0 0	1	Resident Medical officer	..	..	50	50 0 0	..	..	..	
1	Hospital Matron—Boys' school.	50	2	60	56 10 8	1	Hospital Matron—Boys' school.	50	2	60	56 10 8	..	..	..	
1	Do. — Girls' school.	35	1	40	38 5 4	1	Do. — Girls' school.	35	1	40	38 5 4	..	..	..	
..		..	..	..	..	1	Compounder	..	..	15	15 0 0	18 0 0	..	..	
Local allowance															
Boys' DEPARTMENT.															
<i>High school.</i>															
1	Headmaster	300	10	400	366 10 8	1	Headmaster	300	20	400	366 10 8	..	..	..	(d) The post to be abolished when the present occupant leaves.
1	Second master	..	..	150	150 0 0	1	Second master	200	10	250	233 5 4	83 5 4	..	..	
<i>Middle school.</i>															
1	First assistant	150	5	175	166 10 8	1	First assistant	150	5	175	166 10 8	20 0 0	..	..	(e) Allowance for teaching drawing.
1	Second assistant	125	5	150	141 10 8	1	Second assistant	125	5	150	141 10 8	..	..	..	(d) Allowance as organist.
1	Third assistant	100	5	125	116 10 8	1	Third assistant	100	5	125	116 10 8	..	..	..	(e) Games allowance.
		20	..	20	20 0 0		Allowance (e)	20	..	20	20 0 0	..	..	..	

* Allowance need not go to any particular posts.

APPENDIX A—cont.

Statement of proposition for revision of establishment of the Ootacamund Lawrence Asylum—cont.

Nature of charge.															
Present scale as per G.O. No. 764, Educational, dated 13th November 1908.															
Proposed scale.															
Number.	Designation.	Pay.			Average cost.	Number.	Designation.	Pay.			Average cost.	Proposition.		Orders of Government.	Remarks.
		Minimum.	Increment.	Maximum.				Minimum.	Increment.	Maximum.		Increase per month.	Decrease per month.		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
BOYS' DEPARTMENT—cont.															
Primary school.															
1	Fourth assistant	90	2	100	96 10 8	1	Fourth assistant	90	2	100	96 10 8	20 0 0	..	..	(f) Allowance for teaching singing.
1	Fifth assistant	90	2	100	96 10 8	1	Fifth assistant	90	2	100	96 10 8	..	..	..	
1	Sixth assistant	90	2	100	96 10 8	1	Sixth	90	2	100	96 10 8	..	..	..	
1	Drawing master	50	2	60	56 10 8	1	..	50	2	60	56 10 8	..	..	..	
1	Vernacular teacher	50	2	60	56 10 8	1	Vernacular teacher	50	2	60	56 10 8	..	..	..	
1	Telegraph Instructor	..	..	100	100 0 0	1	Telegraph Instructor	..	..	100	100 0 0	..	..	..	
House-rent															
Technical, Military and Domestic Staff.															
1	Gymnastic Instructor	80	2	90	86 10 8	1	Gymnastic Instructor	80	2	90	86 10 8	..	..	..	
1	Band	90	2	100	96 10 8	1	Band	90	2	100	96 10 8	..	..	..	
1	Senior Sergeant	100	4	120	113 5 4	1	Carpentry Instructor	90	2	100	96 10 8	96 10 8	..	..	
1	Junior Sergeant	75	1	80	78 5 4	1	Senior Sergeant	100	4	120	113 5 4	..	..	..	
1	Steward	110	..	110	110 0 0	1	Junior	75	1	80	78 5 4	..	..	..	
1	Stores Clerk	25	..	25	25 0 0	1	Steward	..	..	110	110 0 0	..	..	..	
1	Clothing Store Sergeant	50	2	60	56 10 8	1	Clothing Store Sergeant	50	2	60	56 10 8	..	..	..	
1	Personal allowance	20	..	20	20 0 0	1	Personal allowance	20	..	20	20 0 0	..	..	..	
Girls' school.															
1	Headmistress	175	5	200	191 10 8	1	Headmistress	175	5	200	191 10 8	..	..	..	
1	First assistant mistress	125	5	150	141 10 8	1	First assistant mistress	125	5	150	141 10 8	..	..	..	..

(f) Allowance for teaching singing.

Nature of charge.															Proposed scale.															Proposition.			Orders of Government.	Remarks.		
Present scale as per G.O. No 764, Educational, dated 13th November 1908																														Permanent.						
Designation															Pay.			Designation.			Pay.			Average cost.			Increase per month.			Decrease per month.						
															Minimum.	Increment.	Maximum.				Minimum.	Increment.	Maximum.				Minimum.	Increment.	Maximum.							
Number.	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16																					
<i>Girls' school—cont.</i>																																				
1	Second Assistant mistress	..	70	3	85	80 0 0	1	Second Assistant mistress	..	70	3	85	80 0 0	15 0 0	..	(g) Allowance for teaching singing.																				
1	Third "	..	60	2	70	66 10 8	1	Third "	..	60	2	70	66 10 8	15 0 0	..	(h) Allowance for teaching typewriting.																				
1	Fourth "	..	50	2	60	46 10 8	1	Fourth "	..	50	2	60	56 10 8	15 0 0	..	(i) Allowance for teaching drawing.																				
1	Fifth "	..	45	1	50	48 5 4	1	Fifth "	..	45	1	50	48 5 4	5 0 0	..																					
1	Sixth "	..	40	1	45	43 5 4	1	Sixth "	..	45	1	50	48 5 4	10 0 0	..																					
1	Seventh "	..	35	1	40	38 5 4	1	Seventh "	..	45	1	50	48 5 4	10 0 0	..																					
..	Technical mistresses	..	..	..	..	..	1	Technical mistresses	..	90	2	100	96 10 8	96 10 8	..																					
<i>Technical and Domestic.</i>																																				
1	Head matron	..	50	2	60	56 10 8	1	Head matron	..	50	2	60	56 10 8	..	..	Type-writing allowance, see above (h).																				
1	Assistant matron	..	35	1	40	38 5 4	1	Assistant matron	..	35	1	40	38 5 4	..	10																					
..	Typewriting	..	10	..	10	10 0 0	..	..	..	..	..	..	..	..	..																					
1	Girls orderlies	..	..	..	10	10 0 0	..	Girls orderlies	..	..	..	10	10 0 0	..	..																					
1	Kitchen matron	..	..	..	35	35 0 0	1	Kitchen matron	..	..	..	35	35 0 0	..	..																					
<i>Kindergarten Department.</i>																																				
1	Head teacher	..	..	..	100	100 0 0	1	Head teacher	..	..	..	100	100 0 0	..	..																					
1	First Assistant	..	..	..	60	60 0 0	1	First assistant	..	..	..	60	60 0 0	..	..																					
1	Second "	..	..	..	50	50 0 0	1	Second "	..	..	..	50	50 0 0	..	..																					
1	Pupil teachers	..	..	..	20	20 0 0	..	Pupil teachers	..	..	..	20	20 0 0	..	..																					
1	Matron	..	..	..	40	40 0 0	1	Matron	..	..	..	40	40 0 0	..	..	N.B.—The staff in the girls' school and Kindergarten department get free boarding.																				

* Allowances need not go to any particular posts.

APPENDIX B.

Designation of appointment.	Serial number.	Pre-ent.		Proposed.		Remarks.
		Present quarters.	Married or bachelor.	Quarters.	Married or bachelor.	
Principal and Secretary ..	1	In Boys' school main buildings.	Married ..	As originally designed near chapel between the two schools.	Married ..	Vide page 5, paragraph 22 (a).
Headmaster	2	In Boys' school main buildings but very small.	Do. ..	To move into No. 1.	Do. ..	Do. (b)
Second Master	3	In school grounds.	Bachelor ..	To move into No. 2.	Do.	
First Assistant Master ..	4	Do.	Do. ..	To move into No. 3.	Bachelor.	
Second Do. ..	5	Do.	Do. ..	To move into No. 4.	Do.	
Third Do. ..	6	Do.	Do. ..	To move into No. 5.	Do.	
Fourth Do. ..	7	Do.	Do. ..	To move into No. 6.	Do.	
Fifth Do. ..	8	Do.	Do. ..	The three rooms for fourth, fifth and sixth masters to be made into two quarters for two bachelors.		Do. (c)
Sixth Do. ..	9	Do.	Do. ..			
Telegraph instructor ..	10	No quarters. House allowance vide page 5, paragraph 19.	Do. ..	Quarters to be erected at cost of Rs. 5,000.	Married.	
Carpentry instructor if appointed could be lodged in one set of sergeant's quarters now occupied temporarily by the sixth assistant master.						

		RS.
Total cost—Principal's house	..	15,000
Telegraph instructor's ..	..	5,000
Adapting fourth, fifth and sixth masters' quarters ..	..	1,000

21,000 approximately or if fourth, fifth and sixth assistant masters' quarters were made into one set of married quarters, instead of two sets of bachelors' quarters, a further small house of Rs. 5,000 would be necessary, making a total cost of Rs. 26,000.

(2)

Letter—from the Principal and Secretary, Lawrence Asylum, Ootacamund.
To—the Secretary to Government, Educational Department.
Dated—Lovedale, the 1st August 1912.

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

Extract.

Item No. 14.—Reported that Mr. Grant has been appointed temporarily on trial as assistant master vice Mr. Vaughan on 7 months' leave, with memo. thereon.

Resolution.—“Resolved to appoint a Sub-Committee, consisting of the Principal, the Vice-chairman and Colonel Thackwell, to consider the question of revising the pay of the staff and of providing adequate quarters for them.”

(3)

Letter—from the Principal and Secretary, Lawrence Asylum, Ootacamund.
To—the Secretary to Government, Educational Department.
Dated—Lovedale, the 1st August 1912.

I have honour to forward the undernoted extract from the proceedings of the Ootacamund Lawrence Asylum Committee at their meeting on the 19th instant.

Extract.

Item No. 10.—Laid on the table report of the Sub-Committee appointed under resolution XIV of meeting dated 21st June 1912 to consider the question of revising the pay of the staff and of affording adequate quarters for them.

Resolution.—“Resolved that the Committee's report be approved and forwarded to Government for sanction, with the following alteration, viz., that one more set of married quarters be provided.”

II

N. Ref. on Our. No. 6348, dated 10th August 1912.

Submitted to Government with the remark that in the Director's opinion the strengthening of the staff is very necessary and that the scheme justifies its claim to have been worked out with the utmost regard for economy consistent with a reasonable degree of efficiency.

A. G. BOURNE,
Director of Public Instruction.

Order—No. 950, Educational, Dated 29th October 1912.

The Government approve the proposals of the Committee of the Lawrence Asylum, Ootacamund, for the revision of the establishment of the Asylum indicated below :—

- (a) the employment of—
 - (i) a clerk on Rs. 25—1—30 per mensem ;
 - (ii) a compounder on Rs. 15 *plus* a local allowance of Rs. 3 per mensem ;
 - (iii) a second master on Rs. 200—10—250 for the high school department of the male branch in the place of the existing assistant on Rs. 150 ;
 - (iv) a carpentry instructor on Rs. 90—2—100 per mensem ; and
 - (v) a technical mistress on Rs. 90—2—100 per mensem ;
- (b) the increase of the pay of the sixth and seventh assistant mistresses from Rs. 40—1—45 and Rs. 35—1—40, respectively to Rs. 45—1—50 ; and
- (c) the provision of two allowances of Rs. 20 each in the male branch and two allowances of Rs. 15 each in the female branch for teaching “drawing” and “singing” and the enhancement of the existing allowance for teaching “type-writing” in the female branch from Rs. 10 to Rs. 15 per mensem.

The special allowances to the instructors in drawing should be granted only to persons who have passed in drawing or who are certified by the inspector to be competent to teach the subject.

2. The Government see no immediate necessity for the creation of a separate kindergarten department with separate buildings and quarters for the staff. This matter must therefore stand over until a stronger case is made out.

3. The request of the Committee that it should be empowered to grant special allowances on its own authority to deserving employes of the asylum who have put in a service of five years and more in the asylum without promotion or increase of pay, does not commend itself to Government. They will, however, be prepared to consider the propriety of granting such allowances in special cases, if applications for sanction are submitted by the Committee together with an explanatory memo. attached to the budget of the Asylum. But until the expenditure has been provided in the budget and specially sanctioned by Government, no allowances should be granted by the Committee.

4. As regards the proposals for the construction of quarters for the staff, a gymnasium and a latrine for girls' school, the Committee will be requested to have plans and estimates drawn up and to forward them to Government at an early date.

(True Extract.)

L. DAVIDSON,
Ag. Secretary to Government.

To the Committee of the Lawrence Asylum
through the Director of Public Instruction).
“ Director of Public Instruction.
“ Financial Department (with copy of notes).

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O. Nos. 950, 951, EDUCATIONAL, DATED
29TH OCTOBER 1912,

[SUBJECT.—*Reorganization of the Lawrence Asylum, Ootacamund.*]

The establishment of the Lawrence Asylum, Ootacamund, was last re-organized in 1908—G.O. No. 764, Educational, dated 13th November 1908. The establishment as sanctioned in that Government Order is shown on pages 30 to 32 of the report for 1911. The proposals now submitted by the Committee of the Asylum fall under the following heads :—

- (1) the revision of the staff by—
 - (a) increasing the number of employes, and
 - (b) enhancing the emoluments of the existing members, at an estimated recurring cost of Rs. 357 *per mensem* or Rs. 4,284 *per annum* ;
 - (2) the opening of a separate kindergarten department involving the construction of a new building for it ;
 - (3) the grant of allowances to such of the employes as are blocked in promotion ; and
 - (4) the provision of adequate quarters for the teaching staff, of gymnasium and latrines at a cost Rs. 39,000.
2. The increase of establishment consists in the appointment of—
- (i) an additional clerk on Rs. 25—1—30 *per mensem* :—
 - (ii) a compounder on Rs. 15 + Rs. 3 allowance,
 - (iii) a second master on Rs. 200—10—250 (in place of the existing master on lower pay Rs. 150),
 - (iv) a carpentry instructor on Rs. 90—2—100, and
 - (v) a technical mistress on Rs. 90—2—100.
- While the enhancement of the emoluments of the existing members consists—
- (vi) in raising the pay of the 6th and 7th assistant mistresses from Rs. 40—1—45 and Rs. 35—1—40, respectively, to Rs. 45—1—50,
 - (vii) in giving an allowance of Rs. 20 each to the 1st * and 4th assistant masters (pay Rs. 150—5—175 and Rs. 90—2—100, respectively), the former for teaching the boys “drawing” and the latter for teaching them “singing,” and
 - (viii) in giving an allowance of Rs. 15 each to the 2nd, 3rd and 4th assistant mistresses (pay Rs. 70—3—85, Rs. 60—2—70 and Rs. 50—2—60) for teaching the girls “singing,” “typewriting” and “drawing.”

3. The proposals are examined below *seriatim* :—

- (i) Clerk on Rs. 25—1—30.—The office establishment of the Asylum now consists of—

	RS.
Chief clerk or manager	125—5—150
Clerk	40—1—50
Store clerk	25.

The necessity for the additional clerk is explained in paragraph 10 (1) of the sub-committee's report. Though as observed by the committee, the office establishment was not increased in 1904 when the number of girls was increased (G.O.

* Not permanently attached to these assistants.

No. 213, Educational, dated 5th April 1904), yet the clerk's pay was then increased from Rs. 35 to Rs. 45 "on the ground that there was a decided increase in the office work resulting from the amalgamated girls' schools". It will be observed that this clerk is also the type-writing instructor of the boys' schools in the Asylum and for that purpose gets an allowance of Rs. 20 *per mensem*. Even should the clerk be relieved of this additional work and confined to office-work alone, it will only necessitate the making of other arrangements for giving instruction in type-writing which will not prove as economical as

L. DAVIDSON—13-9-12.

(ii) *Compounder on Rs. 15 + Rs. 3*

G.O. No. 71, Educational, dated 4th February 1911.

Chief Secretary's note on page 4 of notes to G.O. No. 71, Educational, dated 4th February 1911.

for 20 years without a compounder and as it had not been shown that his work had increased, it was held that there was no sufficient reason for the appointment of a compounder. Please see G.O. No. 71, Educational, dated 4th February 1911 and the notes connected with it. The proposal is now repeated on the grounds of—

G.O. No. 213, Educational dated 5th April 1904.

(a) increase of the strength of the girls' school in 1904, and.

(b) practical impossibility of carrying on the work during times of epidemics or illness of infectious nature.

Though the increase has not been noticed hitherto as stated by the sub-committee the effect of it should have been felt in actual working; and none of the annual reports of the previous years, which embody separate medical reports, show that the medical staff is insufficient for the purpose. According to the report for 1911, the daily average sick among in-patients was 18.72 and among out-patients

* Salary Rs. 50 *per mensem*.

† Allowance Rs. 5 *per mensem*.

‡ One on Rs. 50—2—60 in the male branch and the other on Rs. 35—1—40 in the female branch.

epidemics when there will be a large number of patients to be attended to on a single

I think so.

L. DAVIDSON—13-9-12.

(iii) *Second Master on Rs. 200—10—250*.—The proposal is to abolish the existing post of second master in the high school department on Rs. 150 and to create

Page 3 of G.O. No. 764, Educational, dated 13th November 1908.

technical subjects required to qualify for

Vide remarks of the sub-committee on page 3 of G.O. No. 764, Educational, dated 13th November 1908.

incumbent. This was approved in G.O. No. 764, Educational, dated 13th November

the present. The need for the additional hand may be accepted. It seems, however, doubtful whether a really efficient correspondence clerk can be secured at Ootacamund for the proposed pay of Rs. 25—1—30 *per mensem*. The committee's proposal may, however be sanctioned.

allowance.—It was only in February 1911 that a similar proposal was placed before Government strongly supported by the Surgeon-General. The Government were also requested to meet the charge from Provincial revenues. As the assistant surgeon had done the compounding work

for 20 years without a compounder and as it had not been shown that his work had increased, it was held that there was no sufficient reason for the appointment of a compounder. Please see G.O. No. 71, Educational, dated 4th February 1911 and the notes connected with it. The proposal is now repeated on the grounds of—

(a) increase of the strength of the girls' school in 1904, and.

(b) practical impossibility of carrying on the work during times of epidemics or illness of infectious nature.

Though the increase has not been noticed hitherto as stated by the sub-committee the effect of it should have been felt in actual working; and none of the annual reports of the previous years, which embody separate medical reports, show that the medical staff is insufficient for the purpose. According to the report for 1911, the daily average sick among in-patients was 18.72 and among out-patients

44.45 including admissions during epidemics. Besides the resident medical officer

* and the consulting physician † there are attached to the Asylum two hospital

matrons ‡. Though at ordinary times

a compounder may not have sufficient

work, one may be needed during times of

epidemics when there will be a large number of patients to be attended to on a single

day. It is for consideration whether the

proposal of the committee will be accepted

by Government.

in its place a post on Rs. 200—10—250.

In 1908 it was reported that the second

assistant was a special instructor in non-

the Telegraph department and as it was

considered that this instruction could be

dispensed with, the abolition of second

master's post was proposed by the com-

mittee on the retirement of the present

1908. The object of proposing the retention of the second master is to secure a separate teacher for the second division of the high school and thus relieve the head-

Paragraph 5 of Director of Public Instruction's review on page 2 of G.O. No. 371, Educational, dated 29th June 1910.

G.O. No. 634, Educational, dated 8th November 1910.

to sanction both the proposals, the Honourable Member (now His Excellency) observing—

Page 7 of Notes to G.O. No. 634, Educational, dated 8th November 1910.

The proposal has now been revived with reference to the recommendations of

This principle is sound.

L. DAVIDSON—13-9-12.

Radically unsound in my opinion.

H. A. S[UART].

* Excluding the infant, there are in all nine standards; and including the headmaster there are seven teachers. Probably some of the lower standards are under the kindergarten department which has a staff of seven teachers separately. The exact number of classes in the boys' school with the number of teachers is not thus known.

C.R.—4-9-12.

A Each standered surely ought to have its own teacher.

L. DAVIDSON—13-9-12.

Why?

H. A. S[UART].

(iv) & (v) *Carpentry instructor and a technical mistress on Rs. 90—2—100 each*.—The necessity for these two appointments is explained by the committee in paragraphs 11 and 12 of the report. Attention is in this connection solicited to Dr. Duncan's report on pages 2 and 3 of G.O. No. 578, Educational, dated 19th September 1898, in which as President of a Committee appointed to consider the advisability of the continuance or otherwise of the industrial classes of the asylum he recommended the abolition of the then practice of teaching carpentry as a trade, it being retained purely for educational purposes as a means of manual training. His objection to teaching carpentry as a trade subject was that "literary education suffered severely," that "the industrial training which was carried on side by

Page 3 of G.O. No. 578, Educational, dated 19th September 1898.

"side with literary instruction was a waste of time, labour and money" and that "it had enabled very few boys to earn a living in the keen competition with native labour and consequently almost none practised the occupation they learnt in the asylum." The Director's proposals were generally approved by Government. From the committee's report it is observed that the teaching of carpentry was altogether abolished since 1901

It is not clear whether it is proposed to re-introduce carpentry as a means of manual training or as a separate art itself. In the former case there seems to be less objection to the proposal. But it may be observed that in respect of ordinary schools it has been decided not to introduce carpentry as a means of manual education chiefly on account of

The Lawrence Asylum is not an ordinary school and the importance of manual training is daily becoming more recognized.

L. DAVIDSON.

Paragraph 1 of G.O. No. 199, Educational, dated 5th April 1911.

"I do not think a sufficient reason has been given for increasing the staff of the institution. The headmaster, I know, has really not a hard job at all."

with reference to the recommendations of the inspecting officers approved by the Director of Public Instruction and is apparently based on the principle that the headmaster should be entirely relieved of teaching work. The teacher is required for the 8th standard. On the 31st

December 1911, there were only seven pupils in that standard. It is doubtful whether a separate teacher for a standard* with such a small number of pupils will be needed, especially when the committee are hard up for funds. In these circum-

stances, it is for consideration whether the proposal should be approved. In that case the pay proposed may be accepted.

its cost. From the committee's reference to the emigration to the colonies in this respect, and clause (iii) of the principal's demy-official, dated 26th September 1911, on page 3 of notes with G.O. No. 751, Educational, dated 30th October 1911, it appears that carpentry is intended as a subject of industrial education. The objections raised by Dr. Duncan in 1898 to this course appears to hold good even to-day.

[The employment of a separate manual training instructor for European schools has just been decided upon.]

C.R.—4-9-12.

The Director of Public Instruction does not appear to have specifically considered this point. Perhaps his attention may be drawn to Dr. Duncan's report referred to above and his further remarks obtained.

Technical mistress.—The circumstances under which the second assistant matron on Rs. 35 was abolished in 1908 are not clear. It is represented that the legitimate duties of the matrons suffer by their being deputed to give technical instruction to girls. A separate mistress for the latter purpose may, as suggested, be necessary. It is, however, doubtful whether such a high salary of Rs. 90—2—100 should be attached to the new post. The head matron is now paid Rs. 50—2—60 and the first assistant matron Rs. 35—1—40; and technical instruction is now being given by either of these. Perhaps a salary similar to that of the head matron may suffice for the technical mistress.

Page 31 of report for 1911.

I doubt if a good technical mistress could be secured for such pay, Rs. 90—2—100, does not seem excessive.

L. DAVIDSON—13-9-12.

(vi) *The enhancement of the pay of the 6th and 7th assistant mistresses to Rs. 45—1—50.*—The reason for the proposal is that it is difficult to get good mistresses on less than this sum. The existing scale of pay of the staff was sanctioned so recently as 1908. Before reorganization the pay of these mistresses was a fixed one, viz., Rs. 40 and Rs. 35 respectively. These were then made progressive with the existing pay as the minimum in the new scales. The sixth assistant mistress is now drawing a salary of Rs. 44 in the scale of Rs. 40—1—15 and the seventh assistant is drawing Rs. 36 in the scale of Rs. 35—1—40. In addition to the pay, they are given boarding and lodging. It seems that the present pay should continue at least until the present incumbents have reached the maximum in the existing scales. It is not clear whether there is any fear of these incumbents quitting the service of the asylum. Further, the adoption of the present proposal will render the pay of the sixth and seventh assistants the same as that of the fifth, which will be undesirable. The existing scale of pay of these assistants furnishes an even flow of promotion which will be entirely absent in the proposed scale. It is for consideration whether the proposal should be approved.

It is a question of supply and demand. The committee say good European mistresses cannot be got for less. The Director of Public Instruction apparently agrees.

L. DAVIDSON—13-9-12.

which will be entirely absent in the proposed scale. It is for consideration whether the proposal should be approved.

(vii) and (viii) *Special allowances of Rs. 20 each to masters and Rs. 15 each to mistresses for teaching drawing, singing and type-writing:*—

Drawing.—In G.O. No. 764, Educational, dated 13th November 1908, the Government approved the abolition of the post of the present drawing master on Rs. 60 per mensem, because the committee then represented that arrangements were being made to train class teachers in drawing who on passing would be asked to teach "drawing" as a class subject. The committee now states that none of the teachers have qualified in the subject, as no inducement has been held out to them and therefore proposes to grant a special allowance of Rs. 20 for boys' school and Rs. 15 for girls' school to the teacher taking drawing. Apparently nothing was done till now to give effect to the original resolution of the committee to train class teachers in drawing. The present proposal is to depute only one teacher of each section of the school to give lessons in drawing to all the classes in that section, an arrangement which

may interfere with his regular class work. Presumably other adjustment of work will be made to avoid this difficulty. If the special allowance is sanctioned, it may be made a condition that it should be granted only to a teacher who has passed in drawing.

Or is certified to be competent by the inspector.

L. DAVIDSON—13-9-12.

Typewriting.—The sanctioned allowance for giving instruction in typewriting in girls' school is Rs. 10 and is now paid to the fourth master of the boys' school. No reasons have been given for increasing this allowance to Rs. 15. Nor is information available as to the number undergoing training in this subject. In the absence of any grounds to justify the proposal, it does not seem desirable to sanction it.

I take it the reasons are the general inadequacy of the present scale and the desire to improve prospects.

L. DAVIDSON—13-9-12.

Singing.—It is for consideration whether the introduction of singing as a subject should be approved and the proposal to pay allowances of Rs. 20 and Rs. 15 to two teachers respectively for teaching singing should be sanctioned. There seems to be no provision for teaching "singing" in the schools, though the boys' school has a band instructor * attached to it.

* Pay Rs. 90—2—100.

4. *Kindergarten department.*—In G.O. No. 764, Educational, dated 13th November 1908, the Government have already approved the proposal of the committee to treat kindergarten teaching as a separate branch of instruction and sanctioned the following establishment for that department:—

	Rs.
Headmaster	100
First assistant	60
Second assistant	50
Pupil teachers (2)	20 each
Nursery matron	40

This is now actually working as a separate branch.

The committee proposes to have a separate kindergarten "department" involving the construction of a separate building and also quarters for its staff. No definite proposals have been submitted in regard to this, but the committee promises to send in proposals, if the principle involved meets with the approval of Government. This scheme was submitted to Government in 1909. According to a rough plan prepared then, the buildings were estimated to cost one lakh. In this Government's letter No. 441, dated 27th July 1909, the Government of India were asked for a grant for these buildings along with certain other improvements to the Asylum. That Government having declined to comply with the application, a grant of Rs. 57,000 was, with the approval of the Government of India, subsequently paid from Provincial funds—G.O. No. 577, Educational, dated 7th October 1910. While the matter was under correspondence with India, the Principal and then the Committee stated that no separate buildings were necessary for the kindergarten department and that other arrangements made to conduct the classes in separate existing buildings had worked far more satisfactorily than was expected. They accordingly urged on Government the necessity for the construction of the other buildings instead. The proposal to construct a building for the kindergarten department was thus dropped.

Paragraphs 4 and 8 of Vice-Chairman's letter and paragraphs 9 and 11 of sub-committee's report on pages 3 to 5 of G.O. No. 440, Educational, dated 27th July 1909.

Page 2 of G.O. No. 391, Educational, dated 9th July 1910.

Pages 2 to 4 of G.O. No. 402, Educational, dated 28th June 1911.

The report for 1911 shows that the Inspector considered that the work of the department was distinctly good and that there was nothing to criticize. The committee does not say that the buildings are imperatively necessary; nor does it press

for them at present. Apparently the whole cost amounting to one lakh will have to come from other sources. If funds are available, they should in the circumstances be

Yes, till a stronger case is made out.
L. DAVIDSON.

more profitably spent on other more urgent works referred to in this and other correspondence. This proposal may therefore lie over.

5. *Special allowances to the staff.*—As a means of improving the prospects of the staff, the committee proposes to grant special allowances to such of the members whose promotions are blocked for more than five years. No idea is given of the scale of allowances to be granted. The power is to be left to the committee itself, the Government only exercising the power of veto through the budget if undeserving cases are detected. Assuming that there will be a necessity for payment of such allowances even with the revised scale of progressive pay and other facilities, the method proposed does not seem acceptable. In the first place the matter should not be left so largely to the committee itself. It has been declared to be unfit to deal with such questions. Attention is in this connection solicited to—

Pages 3 and 4 of notes to G.O. No. 320, Educational, dated 29th April 1908.
Pages 7 to 10 " 659 " 22nd December 1909 and
Page 15 of " 521 " 31st July 1911.

The necessity or otherwise for the payment of an allowance in a particular case cannot be made plain in budgets and it

I would let the committee send up such cases with an explanatory memorandum attached to the budget. I don't think they should have independent powers of sanction.

L. DAVIDSON—13-9-12.

may not be possible for Government to detect undeserving cases therefrom. It would be better if each case for the special treatment is submitted to Government separately so that the Government may

examine and decide it on merits. It is for consideration whether the committee may be told so.

6. The financial effect of the foregoing proposals is a recurring expenditure of Rs. 4,284 *per annum*. The committee does not say anything as to how these funds are to be found. The budget estimate of the asylum for 1912-13 shows a deficit of

Page 1 of letter No. 489, Educational, dated 1st June 1912.

Ibid.

Rs. 19,276 under male branch. To make good this deficiency an application has been made to the Government of India for a grant of Rs. 20,000. India's reply has

not yet been received. A reminder was sent on 24th August 1912. Even supposing that the Government of India are pleased to sanction the grant, no part of it will be available for expenditure on the objects now under consideration. It has been held that Provincial funds should not be diverted to meet recurring charges of the asylum and it has been also noted that the Government of India are not much inclined to

Cf. G.O. No. 634, Educational, dated 8th November 1910.

increase the recurring subsidy now being paid by them. Unless therefore the committee is able to point out other sources

from which funds can be found to cover the cost of the present proposals, it is apprehended that they will have to be held in abeyance until financial conditions improve. In regard to this point the Secretary has noted as follows as the result of an interview with the Principal:—

"I understand that if arrangements can be made to take over the Lawrence Asylum Press at Madras before 31st December 1912, the agents can pay a contribution of Rs. 15,000 instead of the Rs. 12,000 as provided in the budget. This extra Rs. 3,000 would go a long way towards meeting the initial increase on recurring charges, *i.e.*, there would be no need for immediate assistance. If the scale is deferred, the profit will gradually dwindle. The committee are very anxious for early orders so as to begin the new school year (February 1913) clear. They want to know Government's decision before the end of October, especially as Miss Edwards is going home on privilege leave in November and could choose a 'technical mistress.'"

Even if the agents pay an additional contribution of Rs. 3,000 in the current year, the question whether the Committee will be able to provide for the recurring additional expenditure will have to be considered. The financial position of the Committee will only be clear after final orders have been passed on the purchase of the press. It is understood that an estimate of the value of the press is now being made by the Public Works Department. If the interest on the amount paid as purchase money for the press will cover the

Yes; but I fear this is not likely.
L. DAVIDSON—13-9-12.

additional expenditure now proposed there will be no objection to sanction the proposals.

7. *Quarters for teaching staff.*—This

Especially required for the extra master. Constant complaints from the telegraph master received, who has no proper accommodation.

L. DAVIDSON—13-9-12.

is estimated to cost Rs. 26,000. The remarks of His Excellency the Governor and those of the Hon'ble Mr. Atkinson in the visitors' book re-produced in paragraphs 20 and 21 of the Sub-Committee's report show that the proposed buildings

are necessary. The question is only one of funds about which the Committee does not say anything. No plans and estimates have yet been prepared for these quarters. The estimates of the Committee are very rough.

The Committee also proposes to expend Rs. 13,000 for gymnasium and for girls' school latrines.

In February last, the Committee submitted an application for a grant of Rs. 22,830 inclusive of Rs. 12,000 for the construction of laboratory and drill hall. This application is lying over pending reply from the Government of India to the application made to them for a grant of Rs. 20,000 to tide over difficulties in the current year. It is for consideration whether the Committee may be asked to get ready plans and estimates for the more urgent portion of the building proposals now submitted, so that the question of financing them may be considered along with those now lying over. It does not seem to be possible to deal with this question in advance.

C. RAMANUJACHARI—4-9-12.

It seems wisest to endeavour to decide as to the educational needs before examining the financial aspect of the case. The latter cannot be adequately dealt with in the absence of (i) estimates of the cost of the building programme (which might be called for at once; (ii) the reply of India to the application for financial assistance and (iii) data as to the pecuniary result of the proposed purchase of the Lawrence Asylum Press.

2. The increases in the staff are, I submit, reasonably justified. The Director of Public Instruction and inspecting officer generally confirm the proposals.

3. The Kindergarten business may lie over till a stronger case is made out.

4. Further expenditure on European education is in the air and if (as is highly probable), the Military department will give no further aid to the Asylum, I do not see why part of the recurring grant for the improvement of European education should not be utilized on the Lawrence

Asylum. There are not so many European schools in Southern India and the class which is educated at the Asylum has special claims on Government. This, however, is a financial point for consideration at a later stage. I only mention it now as showing that the financial problem is not necessarily impossible of solution.

L. DAVIDSON—13-9-12.

I have been over the Asylum carefully this year and I have discussed the needs of the Asylum with the Principal and with the Director of Public Instruction and others. I think the Committee's proposals now are as moderate as any can be. The staff is underpaid and more establishment is necessary. What was wanted 20 years ago does not suffice now: and the salary for Europeans and Eurasians which used to be sufficient is not sufficient now. The result is that most of the hands at the Asylum are always trying to get away.

2. The new buildings for the Kindergarten are not pressing and might stand over.

A 3. As to financing the scheme, I think the allotment for aid to European schools might well be used in part to help this institution. It is very well run at present and money spent on it will be well spent.

4. Mr. Davidson's views as given here are mine also. I shall not be here to carry out the proposals, but I hope very much that the Asylum is improved in the way proposed as soon as possible.

5. The acquisition of the Lawrence Asylum Press in Madras should be energetically pushed through. I hope no time will be lost in that matter. The valuation must be nearly finished now.

M. H[AMMICK]—16-9-12.

B A draft order sanctioning the proposals of the committee for the revision of establishment is submitted below for approval. If approved, it may be sent to the Financial Department for acceptance with reference to paragraph 5 thereof

Additional cost.		Rs.
Additional clerk	..	25
Compounder	..	18
Second assistant	..	50 (200 - 150)
Carpentry instructor ..	..	90
Technical Mistress ..	..	90
Increase of pay to Sixth Assistant Mistress.	1 (45 - 44)	
Increase of pay to Seventh Mistress.	9 (45 - 36)	
Allowances for drawing and singing in male school.	40 (2 x 20)	
Allowances for drawing and singing in female school.	30 (2 x 15)	
Typewriting allowance in girls' school.	5 (15 - 10)	
	—	358
Deduct average cost of drawingmaster already sanctioned.	57	
	—	301 per mensem.

which sanctions a grant. It is presumed that the grant should be sanctioned for the current year only at present. Please see paragraph 1 of the Secretary's note on page 7 *supra*. When orders regarding the purchase of the Press are issued and the Government of India's reply to the application has been received, a final order sanctioning a *recurring* grant of the amount then determined upon may be issued.

C Additional cost involved by the revision of the establishment will be Rs. 301 *per mensem* for the current year in which only the minimum pay in the scales will be payable. For five months in 1912-13 from October next, a total sum of Rs. 1,505 will be required. This amount has accordingly been entered in the draft (paragraph 5). This grant will have to come as ordered by His Excellency from the Imperial grant* of eight lakhs.

D 2. An extract from the last portion of His Excellency's note of the 16th instant is separately submitted below and may be forwarded to the Public Department.

C. RAMANUJACHARI—23-9-12.

L. DAVIDSON—24-9-12.

To the Financial Department.

FINANCIAL DEPARTMENT.

The increment periods in the proposition statement are all too short.

C. REILLY.

Please see pages 4 and 8-10 of notes to G.O. No. 391, Educational, dated 9th July 1910, and pages 6-7 of notes to G.O. No. 634, Educational, dated 8th November 1910.

Paragraph 5 of the draft may, it is submitted, be accepted. [Attention is invited to portions A, B, C, and D above.]

V.G.K.—4-10-12.

The draft order follows the instructions of His Excellency. Since the grant is to be viewed as coming out of the Imperial recurring grant in aid of education Financial need not perhaps object to the issue of the draft as a special case.

C. REILLY—4-10-12.

I understand from Mr. Davidson that this file was circulated to His Excellency the Governor before it had been sent to Financial mainly in order to give His Excellency an opportunity of recording his views before his departure. If this was so, the irregularity may be overlooked in the special circumstances of the case. But this is not the reason put forward at the beginning of Mr. Davidson's note, dated 13th September, and I think it should be clearly and at once pointed out to the Educational Department that it is not permissible for the administrative department to commit its Member to an opinion on the "needs" of the case until the Financial Department has been consulted. If the administrative department proposes to *negative* any scheme of expenditure, Financial need not be referred to, but it is wholly irregular, and contrary both to the terms and spirit of rule 9 (a) of the Council Rules, to circulate, with support, a scheme of expenditure until and unless the scheme has been examined in Financial.

2. The effect of the proposals which the Educational Department draft would approve is to impose an immediate charge of Rs. 1,500 on Provincial funds. It seems to me most inadvisable to create a precedent for such a grant from Provincial funds. The Asylum has got a certain income of its own which includes a fixed grant-in-aid from Government of Rs. 28,800 to the Male and Rs. 19,200 to the Female branch. These are from Imperial funds. The local Government has never hitherto supplemented this by Provincial grants for ordinary educational charges. If we once accept Mr. Davidson's view that Provincial funds may be given for such charges, a wide opening for further expenditure will be created. The Lawrence Asylum being close to Ootacamund

Pages 4 and 7 of G.O. No. 488, Educational, dated 1st June 1912.

is an institution in which highly-placed officers of Government are naturally led to take a special interest, and there will be no withholding increase of grants, if we once agree that the Provincial purse is open to the raids of an enterprising * Principal. The question of the taking over of the Lawrence Asylum Press is under consideration. The valuation of the plant and stock has just come in and it is hoped to get the matter through by 31st December

* Please see Sir William Meyer's note, dated 17th October 1910, on page 7 of notes to G.O. No. 634, Educational, dated 8th November 1910.

1912. I think we should deal liberally with the Asylum in regard to the price to be paid for the press. The funds thus provided will then be a permanent endowment for the Asylum and we shall be able to say to the Committee—"You now have a fixed income of so much and you must live within it." But if the principle of this draft is accepted and doles for the ordinary educational expenses of the institution are once started, all prospect of thus protecting Provincial funds from recurring demands for assistance for the Lawrence Asylum will disappear. I, therefore, think we should not accept this draft, but should let the Committee's proposals lie over until the price to be paid for the press is settled, when the Committee can consider whether it has sufficient funds to provide this extra staff or not.

3. Paragraphs 3 and 4 of the draft raise other points, to which objection may well be taken. In paragraph 3 it is proposed to hold out expectation that any member of the Asylum staff who has been five years on the same pay will be given an advance. No doubt the words "in special cases" are introduced, but no indication is given of what they mean. It is, I think, a dangerous principle to admit. In paragraph 4, plans and estimates for buildings are called for. Instead of requesting the Committee to prepare these, a request which will probably be construed as conveying a tacit promise to consider the estimates favourably, I would merely say that, until plans and estimates have been prepared, the Government are unable to come to any conclusion as to the expediency or otherwise of the Committee's proposals.

A. G. CARDEW—5-10-12.

B I have no great personal objection to rule 9 (a) of the Rules of Business being broken, but when it is broken it must be clearly understood that the Finance Department, from the Superintendent upwards, is quite free to comment completely on the proposals notwithstanding the fact that they have already been approved by an Honourable Member. I agree emphatically with what Mr. Cardew says regarding the danger of permitting the Principal and Committee of the Lawrence Asylum to believe that by importunity they will be able to extract doles from the Government. It is essential that this institution should be kept on the quasi-independent financial footing which it has hitherto occupied. I will not object to its getting a portion of the Imperial recurring grant for European education, for I see no reason why it should be excluded from the scope of the improvements which that grant is intended to finance. I should prefer however that the special grant to be

C. REILLY—11-10-12.

E made to the Asylum should be given in a separate order and not, as proposed, with the express object of meeting definite specified expenditure.

C 2. If the Finance Department had applied to these proposals the detailed scrutiny which it is their practice to give to such applications I have little doubt that most of them could be shown to be unnecessary. The impression which I get from the Committee's Report is that its main object in view is to give a little more pay all round. I do not believe that an extra clerk is necessary; I am sure a compounder is not required; no case, in my opinion, has been made out for substituting a second master for the existing Assistant Master in the High School; while I am very sceptical regarding the usefulness of the proposed technical Mistress. I will not object, however, to the proposal of the Education Department to swallow the scheme whole, if it is clearly understood that provincial revenues are not responsible for more than a final grant from the Imperial bounty which has been poured on us.

H. A. S[UART]—9-10-12.

(I can't see why it should have taken Financial from the 11th (Friday) to the 14th (Monday) to get this file despatched to Educational.

A. G. CARDEW—17-10-12.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

The Financial Department has no objection to the acceptance of the proposals for the revision of establishment in their entirety.

2. As regards the question of funds, Financial is not for committing Provincial funds to any portion of this expenditure. It is submitted that the proposal of this department was only to appropriate the amount required for this purpose from the Imperial grant, and to this Financial have no objection. Though paragraph 5 of the draft sanctions the funds required for the current year only, and though the financing of the proposals for subsequent years will be considered only after orders had been passed on the question of the purchase of the Lawrence Asylum Press, there seems to be little doubt that whatever funds that may eventually be determined upon as necessary will come from the Imperial grant. Please see the portion marked A in His Excellency's note on page 8 *supra*.

3. Towards the end of paragraph 1 of his note, the Hon'ble Sir Harold Stuart, observes that the special grant to the Asylum should be given in a separate order without any specification of the object for which the grant is made. There seems to be no objection to the omission of paragraph 5 altogether from the present draft. Allotments of grant usually specify the purpose for which they are made. If in this case, the practice is not to be followed, the separate order allotting the grant may merely say "To supplement the funds of the Asylum, the Government are pleased to sanction a grant of Rs. 1,500 in the current year."

4. In the last sentence of the note, the Hon'ble Sir Harold Stuart refers to "a final grant from the Imperial bounty." Do you mean a lump sum to be found out? I do not think the Honourable Member implied this at all.

T. E. MOIR—18-10-12.

If by "final grant" is meant *capital* grant to the Asylum once for all it may not be possible to meet it from the Imperial grant, as the *total* assignment for European education is only Rs. 52,000. The grant is a *recurring* one, and apparently a *lump* sum from this grant to cover approximately the additional funds required will be sufficient. This sum can only be fixed, as stated above, after the question of the purchase of the Press has been finally settled.

5. It is therefore submitted for consideration whether for the present

(i) proposals for the revision of establishment may be sanctioned,

(ii) the draft, as revised, may now issue

(iii) the separate draft order sanctioning the grant for the current year, submitted below, may issue with the concurrence of Financial.

C. RAMANUJACHARI—17-10-12.

The drafts are circulated to Financial for favour of remarks or acceptance. The Honourable Member's (Financial) intention is, I think, that a grant of the amount now required for the current year should be given, and that when the amount to which these proposals will necessitate the funds of the Asylum being supplemented after the purchase of the Press is concluded and the financial position of the Asylum thus determined a fixed recurring grant of that amount from the Imperial grant should be given.

T. E. MOIR—18-10-12.

To the Financial Department.

FINANCIAL DEPARTMENT.

It is submitted that it is apparently the intention—

(a) to inform the Lawrence Asylum Committee that their proposals for the revision, etc., of the Lawrence Asylum establishment have been formulated with insufficient regard to economy, but that the Government will have no objection to according sanction thereto subject to the condition that the charge should be met entirely out of the Asylum funds, and that the Committee cannot expect any grant from Provincial funds for the purpose, and

(b) to issue a separate order (later on) to the effect that the funds of the Asylum will be supplemented by the

* About Rs. 20,000 *per annum*.

Cf. also Honourable Member's note, dated 17th October 1912.

the annual interest * on the purchase money of the Lawrence Asylum Press when the purchase of the latter is effected, and that the Asylum will also receive its share in the distribution of the *recurring* annual Imperial assignment of Rs. 52,000 for the education of Europeans and Anglo-Indians. What this share will be, will have to be fixed by the Educational Department.

2. The necessary alterations will have to be made in the drafts.

V.G.K.—24-10-12.

The above course seems to embody Honourable Member's intentions. The second draft referred to in (b) above might, it may be suggested, issue a month later than the first.

C. REILLY—25-10-12.

The draft passed by Mr. Davidson on 24th September 1912 is accepted with the omission of paragraph 5 and the draft passed by Mr. Moir, dated 18th October 1912, is also accepted. So long as the two orders are issued separately from one another, I don't see much need for an interval of a month.

A. G. CARDEW—25-10-12.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

The draft orders may, it is submitted, now issue.

C. RAMANUJACHARI—28-10-12.

Yes, please.

L. DAVIDSON—29-10-12.

[G.O. Nos. 950, 951, Educational, dated 29th October 1912.]

CNo. 2209.

ORDER :- n° 950 d 29th 10 1912
P.S.

The Government approve the proposals of the Committee of the Lawrence Asylum, Ootacamund, for the revision of the -- establishment of the Asylum indicated -- below:-

(a) the employment of

(i) a clerk on Rs.25-1-30 p.m.,

(ii) a compounder on Rs.15 plus a local allowance of Rs.3 p.m.,

(iii) a second master on Rs.200-10-250 for the high school department of the male branch in the place of the existing assistant on Rs.150,

(iv) a carpentry instructor on Rs.90-2-100 p.m.; +

(v) a technical mistress on Rs.90-2-100 p.m.;

(b) the increase of the pay of the 6th and 7th assistant mistresses from Rs.40-1-40 and Rs.35-1-40, respectively to Rs.45-1-50; and

(c) the provision of two allowances of Rs.20 each in the male branch and two allowances of Rs.15 each in the female branch for teaching "drawing" & "singing" and ^{the} enhancing the existing allowance for teaching ^{ment} "typewriting" in the female branch from Rs.10 to Rs.15 per mensem. The special

The special allowances to the -- instructors in drawing should be granted only to persons who have passed in drawing or who are certified by the Inspector to be competent

not for E.T.

(Refused so recently as last year)

Despatched in Nov 20. x in.

competent to teach the subject.

2. The Government see no immediate necessity for the creation of a separate Kindergarten department with separate -- buildings and quarters for the staff. This matter ^{must} ~~should~~ therefore stand over -- until a stronger case is made out.

3. The request of the Committee that it should be empowered to grant special -- allowances on its own authority to deserving employees of the Asylum who have put in a service of five years and more in the -- Asylum without promotion or increase of pay, does not commend itself to Government. They will, however, be prepared to consider the propriety of granting such allowances in special cases, if applications for sanction are submitted by the Committee ^{together} with an -- explanatory memo attached to the budget of the Asylum. But until the expenditure has been provided in the budget and specially sanctioned by Government, no allowances -- should be granted by the Committee.

4. As regards the proposals for the construction of quarters for the staff, a gymnasium and a latrine for girls' school, the Committee will be requested to have -- ~~drawn~~ plans and estimates drawn up ~~for the~~ ^{by} ~~works~~ and to forward them to Government at an early date.

5. To meet the cost of the revision of establishment sanctioned above in the current year, the Government are pleased to sanction a grant of Rs. ^{1,500} ~~2,000~~ to the Asylum. Further

orders

24 P
15

orders regarding the provision of the
funds will issue in the Financial
Department.

ca
24 9-12

to. 24 9-12
m

~~Sept 30 1912~~

To the Committee of the L.A.,
through the D.P.I.
the D.P.I.
the Finl. Department.

8pe dep.
3-12-12
M.

with copy of note)

exception
to rule

with copy dep
m 2-13
M

ORDINARY.

PREFERENCE.

URGENT (a).

EDUCATIONAL
LEGISLATIVE DEPARTMENT

Current No., dated 190

G.O., No. 950, dated 27. 10. 1902.

Number of MS. pages sent { Correspondence including order or orders (b) 24
Notes (b¹) 32

Docket... Lawrence Bay Lum, Polacumund.
Sanctioning the proposals of the Committee
for the revision of the
of the establishment of the asylum & requesting the
Committee to draw plans and estimates & submit
to the Government for the establishment of the
asylum and to forward them to Govt.

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 ... 25 15
Ooty Records ... 6 4
For filing with original ... 1 1
Total ... 32 20

FOR ISSUE.†
Letter only. Complete
G.O. Special issue copies
(b)
of G.O. No. Papers. Notes

Signature copies.....
India Office.....
Govt. of India.....Dept.
Public Department.....
Judicial Department.....
Financial Department.....5
Revenue Department.....
Public Works Department.....
Local and Municipal Department.....
.....Dept.
Total ... 21

are copies.
The Director of Public Instruction... 6
The Comr. for Govt. Examinations...
The Superintendent, Govt. Museum...
The Surgeon-General...
The Accountant-General...
The Collector of...
The P. D. B...
The...
The...
The...
The...
The...
The...
The...
The...
Total ... 11

INSTRUCTIONS FOR THE
SECRETARIAT.

(a) 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.

(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 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 3-12-12 11 (Despatcher.)

TO PRESS, MADRAS.
OOTY.

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.

P. Ramani

Clerk.

2/4/12

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.....	<i>4-11-12</i> <i>LB</i>
First proof furnished on.....	<i>15-11-12</i> <i>LB</i>
Call for revised proof received on.....	
Revised proof furnished on.....	
Corrected proof received for striking on.....	<i>23-11-12</i> <i>LB</i>
Final copies supplied on.....	<i>2-12-12</i> <i>LB</i>

Account of copies.	Complete copies.	Notes.	Issue copies.
Supplied to Secretariat for Record.....	<i>32</i>		
" " " Issue.....	<i>16</i>		
For Volumes....			
For E. T.....			
Total ...	<i>48</i>		