

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

} 1912.

Enclosures

Spare copies

G.O. No. 956, 30th October 1912.

Allowance.

Declining to raise the — paid to the Secretary to the Commissioner for Government Examinations or to grant any lump additional remuneration to him.

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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., Commissioner for Government Examinations, Madras.

To—the Secretary to Government, Educational Department.

Dated—the 29th August 1912.

No.—2947.

With reference to G.O. No. 57, Educational, dated the 23rd January 1912, in which it is stated that "the Government are not prepared to increase the allowance of the Secretary to the Commissioner for Government Examinations in the manner proposed by the Hon'ble Mr. Stone," I beg leave to re-open the question of improving his position on the following grounds :—

(1) The office of Secretary to the Commissioner was treated in 1863. Mr. Alexander Arbuthnot who was then Commissioner and Chief Secretary to Government applied for the services of a paid Secretary to assist him in conducting the duties of the Commissionership. The first Secretary was Mr. C. G. Master who ultimately rose to the position of Senior Member of the Governor's Executive Council.

At first the salary of the post was fixed at Rs. 250, but in 1872 it was raised to Rs. 350 in consideration of the 'onerous and confidential nature' of his duties—vide G.O. No. 42, Educational, dated the 28th September 1872. Since then, that is, during a period of 40 years, the salary has remained the same notwithstanding the various vicissitudes through which the Commission has passed.

Until Mr. George Maddox was appointed Secretary, the office was being held only by part-time officers who had pensionable and lucrative posts in the Educational Department. Consequently their supervision of the office of the Commissioner could not be more than nominal, the real control having been exercised by the Manager of the office. Mr. Maddox who has no extraneous duties to perform attends office regularly every day, devoting his whole time to the multifarious duties of his office and brings to bear on the working of the office his own personal influence with the wholesome result that the correspondence work and the thousand and one details connected with the various examinations of the Commission, the issue of instructions to the examiners, the printing of question papers both in and out of India, the despatch of the question papers to the several centres, the tabulation and publication of the results and the issue of the certificates numbering over 12,000 to eligible candidates and the scrutiny and countersignature of a number of contingent bills received from the Chief Superintendents and such like are now attended to with great promptitude and precision and with little hitch.

(2) Under the old regime the tabulation of the results of the Special Tests was done by special tabulators who were paid Rs. 725 for the purpose, but this sum has now been saved to the Commission, as the tabulation of the above results is now done by the Secretary without extra remuneration.

Another direction in which the appointment of a full-time Secretary who has assumed the direct responsibility in the management of the Commissioners' office and has improved its tone and working has resulted in a saving to the Commission, is the reduction of the pay of the post of Manager from Rs. 200—10—250 to Rs. 125.

(3) These are my main reasons for thinking that the allowance of Rs. 350 attached to the Secretary's post 40 years ago when the Secretary was a part-time officer and when living was comparatively cheap, is no longer adequate, especially considering the fact that neither rent nor conveyance allowance is granted to the officer.

(4) It may be argued that the abolition of the Primary, the Lower Secondary and Upper Secondary Examinations and the Hand-writing and Dictation Test coupled with the transfer of the Salt and Abkari Tests from the control of the Commissioner to that of the Board of Examiners, must have lightened the work of the Secretary. The reduction of work, if any, thus brought about has been far from substantial. The work connected with the late Primary Examination was done by a Board appointed for each district, the Chairman of which arranged for the publication of the results and the grant of certificates to the successful candidates. The only work thrown on the office was the passing of remuneration bills to the examiners. The Upper Secondary Examination and the Salt and Abkari tests entailed very little work on the Secretary, the number of candidates for the examinations having been always inconsiderable. The Hand-writing and Dictation Test from its very nature gave also little trouble. The late Lower Secondary Examination was certainly the only examination for which a large number of candidates appeared, but the examination being of an elementary character and the work connected with it having been of rather a routine kind, most of the details were actually attended to by the office establishment and the additional clerks and tabulators specially employed for the purpose instead of directly by the Secretary. There has been on the other hand substantial addition to his work caused by (1) the enormous increase, as will be noticed from the

	Number of individual candidates.	Number of Subject candidates.
In 1893 ..	1,179	1,631
In 1911 ..	8,501	10,704

marginal figures, * in the number of candidates appearing for the various Government Technical Examinations which are of a complicated nature and which consist in most cases of both

written and oral or practical tests conducted in numerous centres both in and out of Madras, (2) the conduct of the examinations under the Code of Regulations for European schools and (3) the introduction of the Secondary School-Leaving Certificate Scheme. These examinations demand much of his time and personal attention. The last item has particularly increased the Secretary's work and that of the office which is now obliged to carry on correspondence with a large number of headmasters of Secondary schools. As the Secondary School-Leaving Certificates Scheme comprises different groups including several technical subjects, the work of carrying out the scheme in all its minute details involves much labour. Moreover the Secretary has to convene and attend meetings of the Secondary School-Leaving Certificate Board, prepare the agenda paper and record and take the necessary action on resolutions passed by the Board at such meetings. He is responsible for the safe custody of as many as 6,500 school-leaving certificates received from the various heads of institutions, for the correctness of entries relating to the Public Examination held under the scheme and for signature and despatch of all the completed certificates nearly a month before the re-opening of schools and colleges after the summer vacation. The manner in which this part of the work has been done by the Secretary and his office establishment since the inauguration of the system has been such as to elicit much praise.

2. From the fore going paragraphs, Government will, I am sanguine, have formed a true estimate of the arduous, responsible and confidential nature of the Secretary's duties and the substantial increase of the work that has fallen on his shoulders chiefly by the introduction of the Secondary School-Leaving Certificate Scheme, and I leave it to Government to judge whether the salary of Rs. 350, fixed 40 years ago, for part-time officers, is considered adequate for an officer, like Mr. Maddox, who works full time, part of which he devotes exclusively to the work of the School-Leaving Certificate Board. Some addition to his non-pensionable local allowance seems, in my opinion to be necessary, in view *inter alia* of the fact that his position is one of great trust, and that it is very difficult to find a suitable incumbent. If the Government are not prepared to reconsider the question of any increase to his recurring monthly allowance which, as pointed out by the Accountant-General, would require the sanction of the Government of India, I would at least submit for the favourable consideration of Government a proposal to allow him a lump remuneration of Rs. 500 yearly at the end of each calendar year, the first remuneration of the kind being given him at once in respect of the calendar year 1911. This sum which is the amount of remuneration sanctioned each year for each of the non-official members

of the School Leaving Certificate Board is, under article 72 (b) of the Civil Service Regulations, within the sanctioning powers of the Local Government. The extra charge during the current year can be met from the provision of Rs. 25,000 under head 'Compensation to the Madras University' in the sanctioned budget, of which the sum of Rs. 23,500 only will be appropriated—*vide* G.O. No. 169, Educational, dated the 28th February 1912.

Order—No. 956, Educational, dated 30th October 1912.

The Government do not see sufficient reason (at present) to raise the allowances paid to the Secretary to the Commissioner for Government Examinations, or to grant any lump additional remuneration to him as proposed by the Commissioner.

(True Extract.)

L. DAVIDSON,
Ag. Secretary to Government.

To the Commissioner for Government Examinations.

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O. No. 956, EDUCATIONAL, DATED
30TH OCTOBER 1912.

[SUBJECT.—*Raising of the local allowance paid to the Secretary to the Commissioner for Government Examinations.*]

Previous papers :			
G.O. No. 415,	Educational, dated	29th June	1885.
" " 351	" "	28th July	1908.
" " 757	" "	31st October	1911.
" " 57	" "	23rd January	1912.
" " 479,	Financial	2nd August	"

From the Commissioner for Government Examinations, dated 29th August 1912,
No. 2947.

The post of Secretary to the Commissioner for Government Examinations is not a full-time appointment and its duties are paid for by a local allowance of Rs. 350 *per mensem*. The post may be held by an officer who may be appointed thereto by Government—*vide* Government of India's letter No. 1456, dated 17th June 1885, recorded with G.O. No. 415, Educational, dated 29th June 1885. In 1908 when the post last fell vacant a change was made in the terms of the appointment as Dr. Bourne considered that the combination of the duties of the Secretary with other duties had not in the past proved satisfactory, and Mr. George Maddox, who held no other appointment was appointed Secretary. Mr. Maddox continues to hold the post.

In G.O. No. 57, Educational, dated 23rd January 1912.

2. In October 1911, the Commissioner for Government Examinations requested—

(i) that his Secretary, Mr. Maddox, might be granted, with effect from 1st March 1912, an additional allowance of Rs. 100 *per mensem* so long as he held the office of Secretary to the Board for the award of secondary school-leaving certificates, and

(ii) that Mr. Maddox might also be paid a bonus of Rs. 1,200 on account of his work in connection with the secondary school-leaving certificate examination held in 1911. These requests were based on the grounds—

(1) that Mr. Maddox was a full-time officer and kept regular office hours, and

(2) that his duties as Secretary to the Board for the award of secondary school-leaving certificates were very responsible and laborious.

The Government considered that before the Commissioner's proposal could be sanctioned they must have more definite information as to the insufficiency of the existing allowance and negatived the proposal—*vide* G.O. No. 57, Educational, dated 23rd January 1912.

The main reasons that were employed in disallowing the request were—

Financial note on pages 2 and 3 of notes with G.O. No. 37, Educational, dated 23rd January 1912.

B

Honourable Member's note on page 5 *Ibid.*

(a) that the Secretary had no full-time work though Mr. Maddox keeps regular office hours;

(b) that though additional work had been thrown on the Secretary by the school-leaving certificate scheme, several other examinations which he had formerly to attend to had been abolished; and

(c) that there were pensioners in Madras who would be quite glad to do the work on the existing pay.

3. The Commissioner now requests a reconsideration of the above order. His reasons are—

(1) that as a consequence of Mr. Maddox's devoting his whole time to the duties of Secretary, (a) he is able to attend to the tabulation of the results of the Special test examinations, which was formerly done at a cost of Rs. 725 by special tabulators, and (b) the tone and working of his office has improved;

G.O. No. 757, Educational, dated 31st October 1911. (2) that the pay of the post of manager has been reduced from Rupees 200—10—250 *per mensem* to Rs. 125;

(3) that the abolition of the primary, lower secondary, upper secondary and the handwriting and dictation examinations has not lightened the work of the Secretary;

(4) that on the other hand the work of the Secretary has considerably increased (a) by the enormous rise in the number of candidates appearing for the technical examinations, (b) by the conduct of the European school examination, and (c) by the introduction of the secondary school-leaving certificate scheme entailing correspondence with a large number of headmasters of secondary schools and responsibility for the safe custody and correct maintenance of as many as 6,500 school-leaving certificates.

4. Grounds (1) and (4) seem to have some force. As regards (2), viz., reduction of the manager's pay, it is true that while submitting the proposal the Commissioner advanced the devotion of the whole time to office work by the Secretary as one of the reasons for the reduction.

Paragraph 3 page 3 *Ibid.*

for the strengthening of the Director's office staff. It was also pointed out by the

Page 1 of notes with *Ibid.*

an argument for altering the emoluments of the Secretary. In regard to point (3) the Commissioner points out that the work connected with the lower secondary and other examinations was only of a routine nature actually attended to by the office and gave no substantial relief to the Secretary. If this is admitted the same reason

D may probably operate against the argument advanced by the Commissioner that the number of candidates for technical and other examinations has considerably increased since the allowance was fixed, as the increase in the number will obviously add only to the routine portion of the work. It is for consideration whether the previous order should be reconsidered.

5. If the Government are not prepared to reconsider the question of increasing the amount of the monthly allowance to the Secretary, the Commissioner requests that a lump remuneration of Rs. 500 a year may be allowed to the Secretary, the first remuneration being given him at once in respect of the calendar year 1911. This sum is the remuneration now paid to the non-official members of the Board for the award of secondary school-leaving certificate—*vide* G.O. No. 598, Educational, dated 6th November 1909, and can be sanctioned by Government under article 72 (b) of the Civil Service Regulations. It is for consideration whether this

recommendation of the Commissioner may be accepted. Under the delegation of G.O. No. 479, Financial, dated 2nd August 1912. powers recently sanctioned the Government can also increase the allowance of Rs. 350, now paid to the Secretary. If

the Commissioner's proposal is sanctioned, the charge during the current year can be met from the source indicated by him.

T.K.—26-9-12.

C. RAMANUJACHARI—30-9-12.

The case should go first to His Excellency. Personally, I think, the Director of Public Instruction has made out a good case for additional emoluments, but it is a matter of opinion.

L. DAVIDSON—1-10-12.

I do not like the idea of the lump allowance of Rs. 500 for work which falls properly on the Secretary. But I think a case has been made out for an increase to the emolument of the office and I would raise the pay from Rs. 350 to Rs. 400. A rise of Rs. 50 is a considerable rise on this salary and should, I think, meet the case. Mr. Maddox, I know, is considered by Dr. Bourne to do his work extremely well and a great deal of the work is of a confidential nature and requires great care and accuracy. I don't think Rs. 400 *per mensem* is too much to pay for it.

M. [HAMMICK]—2-10-12.

As His Excellency the Governor wishes to reopen the case—which had previously been examined in Financial in G.O. No. 57, Educational, dated 23rd January 1912. The case should now go to Financial before orders are drafted.

L. DAVIDSON—11-10-12.

To the Financial Department.

FINANCIAL DEPARTMENT.

It is proposed to raise the allowance of the Secretary to the Commissioner for Government Examinations from Rs. 50 *per mensem* to Rs. 400 *per mensem*. Attention is solicited to the notes and orders in G.O. No. 57, Educational, dated 23rd January 1912, in which it was decided that there was no necessity to raise the allowance for the three reasons summarised at **B** on page 2 *ante*.

2. The arguments now brought forward by the Commissioner for Government examinations in his present letter are summarised in paragraph 3 on page 2 *ante*. The only argument for reconsidering G.O. No. 57, Educational, dated 23rd January 1912, seems to be that the abolition of the primary, lower secondary and upper secondary examinations and the hand-writing and dictation tests has not lightened the work of the Secretary, while the work of the Secretary has *considerably increased* by the rise in the number of candidates appearing for technical examinations, by the conduct of the European school examination and by the introduction of the secondary school leaving certificate scheme.

As pointed out by the Educational Department at **D** on page 2 *ante*, it is submitted that it does not seem to be quite correct to say that the work of the Secretary has *considerably increased*.

3. It is respectfully submitted that the question to be considered seems to be whether any increase in the allowance of Rs. 350 *per mensem* fixed for the post is required. In 1885 it was considered that the allowance should be reduced to Rs. 250—350. Attention is solicited to

His Excellency the Governor's note (written as Honourable Member), dated 17th January 1912. Submitted that there seems to be no ground to raise the allowance attached to the post.

4. The next question is whether, even though the allowance attached to the post need not be increased, so far as Mr. Maddox is concerned, he should be permitted to draw an enhanced allowance of Rs. 400 *per mensem*.

Mr. Maddox was, at the time of his appointment to the present post in August

* Paragraph 2 on page 2 of G.O. No. 57, Educational, dated 23rd January 1912.

† Page 3 of notes *ibid* (paragraph 4).

‡ Cf. Government of India (Financial) Resolution No. 358 E.A. dated 31st August 1912, paragraph 2 II (1) (c) page 4.

1908, * in receipt of Rs. 300 † *per mensem* only as Headmaster of Lawrence Asylum School. He has not been even for five years ‡ in his present post. In these circumstances it is respectfully submitted that there seems to be no case to raise the allowance so far as Mr. Maddox is concerned.

Orders are solicited.

V.G.K.—12-10-12.

It seems to a case of State interests *versus* those of Mr. Maddox.

C. REILLY—12-10-12.

The action of the Educational department in circulating this file to His Excellency before it was sent to Financial for remarks was in clear violation of rule 14 of the Council Rules, as no special reason for this course were recorded or appear to exist.

2. Presumably the allowance of Rs. 350 *per mensem* was fixed having in view the fact that the work is of a confidential nature and requires care and accuracy, and the fact that Mr. Maddox does the work he is paid to do well is not, I think, a sufficient reason for increasing the remuneration of the post. Mr. Maddox had only held the post four years, so that a personal allowance could hardly be justified on the ground of length of tenure of the appointment. Dr. Bourne might at least have waited till the appointment had been held for five years before coming up again. I see no fresh circumstances which justify a reconsideration of G.O. No. 57, Educational, dated 23rd January 1912.

A. G. CARDEW—14-10-12.

I do not suppose that Dr. Bourne would contend that, taking the year round, his Secretary has a very hard day's work. When he was headmaster of the Lawrence Asylum Mr. Maddox got Rs. 300 a month. For duties which I believe to be much less exacting he now gets Rs. 350. I venture to assert that that is as much as he is worth, and that if he throws up the appointment we shall, as His Excellency pointed out in his note of 10th January 1912, have no difficulty in finding others who would be glad to do the work for the present pay. I am, therefore, opposed to any increase being sanctioned. Dr. Bourne must resist these importunate subordinates.

H. A. S[TUART]—21-10-12.

To the Educational Department.

A. G. CARDEW—22-10-12.

EDUCATIONAL DEPARTMENT.

For orders as to whether the case may be further circulated to His Excellency.

C. RAMANUJACHARI—23-10-12.

Resubmitted to His Excellency the Governor.

2. With reference to the first paragraph of the Chief Secretary's note above *supra* I may say that the revised copies of the Council Rules have not yet been received in the departments under my control; though asked for long ago. By special requisition today I succeeded in procuring two copies. The exact wording of Council Rule 14 was not at my immediate disposal on the 1st October, or I should

have formally recorded the reason implied on my note of the 4th October (at page 3 *supra*), namely, that, as the case had been examined by Financial at length in the notes to G.O. No. 57, Educational, dated 23rd January 1912, no further examination in that department seemed necessary unless His Excellency—the members in charge of Educational—should seem disposed to accept the Director of Public Instruction's view, a contingency which on the whole I thought improbable having regard to his note of 17th January 1912 at page 5 of G.O. No. 57, Educational, dated 23rd January 1912.

L. DAVIDSON—25-10-12.

I think an increase in the emoluments in this case would lead probably to better work, and that the money would be well spent.

I do not however feel sufficiently strongly about it to press it against my Honourable Colleague in Finance and I will drop my suggestion. The Director of Public Instruction must be told that Government do not see sufficient reason at present to raise Mr. Maddox's salary.

M. H[AMMICK]—26-10-12.

A draft order is submitted for approval.

C. RAMANUJACHARI—29-10-12.

Issue and then send these notes u.o. to Financial for perusal.

L. DAVIDSON—30-10-12.

Perused and returned with thanks.

C. REILLY—4-11-12.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

[G.O. No. 956, Educational, dated 30th October 1912.]

READ AGAIN G.O. No., dated 191

191

READ ALSO:—

C. No. 2632, From the Cann. R. report., No. 2947, dated 29. 8. 1912
Examiner.

191

191 .

ORDER.

No. 956, dated 30/10/1912.

The Govt. do not see sufficient reason (at present) to raise the allowance paid to the Secretary to the Commr. for Govt. examinations ^{or} ~~now~~ to grant ^{any} lump additional remuneration to him ~~annually~~ ^{as} proposed by the Commr.

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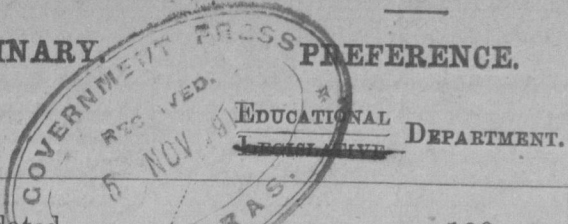
31. x. 12

The Comm. for foot Examt.

ORDINARY

PREFERENCE.

URGENT (a).



Current No., dated 190 ..

G.O., No. 956, dated 30 10 1912

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

Docket. Allowance Declining
to pay the allowance paid
to the Secretary to the Commission
for Govt. Examinations or to
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Number (c) of copies required when struck off (not including
copies for volumes and editors' table which are retained
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FOR RECORD.*			Complete Correspondence and orders.	Notes
Madras Records	...	...	30	15
Ooty Records	...	...	4	6
For filing with original	...	...	1	1
Total			35	20

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For Issue.		(b) Special issue copies of G.O.		Notes
Letter only.	Complete G.O.	No.	Papers.	
Signature copies.....				
India Office.....				
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- (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 discretion 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 Superintendent or Referencer concerned.
- (d) In the absence of special instructions to the Press to keep matter standing for a specified period, ordinary papers of 8 pages and under will be kept standing for one week, and larger papers for two weeks only. The type of notes and of all confidential papers is distributed immediately after striking.
- (e) This slip, properly and completely filled in, should accompany every paper sent to Press; it will be returned by the Press when proofs are furnished; it should be sent to the Press when a call is made for revised proofs or when a corrected proof is sent for striking. When finally returned by Press it should be filed with the original order or letter.

INSTRUCTIONS FOR THE PRESS.

- (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.

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TO PRESS, MADRAS.
OOTY.

A

Please send proof in triplicate. The papers have been carefully edited.

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C

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.

Clerk.

Clerk.

Clerk.

Supdt.

Supdt.

Supdt.

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SPECIAL INSTRUCTIONS.

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Corrected proof received for striking on.....	
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Account of copies.	Complete copies.	Notes.	Issue copies.
Supplied to Secretariat for Record.....	25-		
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