

Educational (1913) Department.

MISCELLANEOUS.

G.O., No. 172

DATED 24.2.13.

[Despatch Abstract.]

Remuneration Recording a copy of letter from the Govt of India to the Govt of Bihar and Orissa regarding the grant of higher — than that admissible under the rules to certain outsiders appointed to act in the Subordinate & Lower Subordinate Educational Services in Bengal.

PAPERS PUT UP WITH CURRENT No. _____

Papers of the department to which the current belongs.

Number	Date	Original (=O.) or spare copy (=S.C.)	Remarks. (In this column such of the papers as have been removed for copying, printing, etc., should be marked with a cross.)	Initials of clerk with date in token of return to Reference department.

Papers of other departments.

Department	Number	Date	Original (= O.) or spare copy (= S.C.)	Initials with date of (1) clerk of the Chief Secretariat department acknowledging returns of the paper concerned or (2) Despatcher to denote the return of the papers to departments outside the Chief Secretariat.



No. 122-C.D.

FROM

THE HON'BLE MR. H. SHARP, C.I.E.,
Joint Secretary to the Government of India,

TO

THE CHIEF SECRETARY TO THE GOVERNMENT OF
BIHAR AND ORISSA.

Department of Education.
Education.

Delhi, the 24th January 1913.

SIR,

I am directed to forward, for the information of His Honour the Lieutenant-Governor in Council, a copy of the correspondence noted in the margin relating to the grant of higher remuneration than that admissible under the rules to certain outsiders appointed to act in the Subordinate and Lower Subordinate Educational Services in Bengal.

2. I am to say that the orders contained in this Department's letter to the Government of Bengal, no. 1861, dated the 7th August 1912, may be retrospectively applied to the similar services under the Government of Bihar and Orissa with effect from the 1st April 1912.

I have the honour to be,

SIR,

Your most obedient servant,

H. SHARP,

Joint Secretary to the Government of India.

No. 123-131-C.D.

Government of	Madras
	Bombay
	the United Provinces
	the Punjab
	Burma
Copy forwarded to the	Central Provinces
	Hon'ble the Chief Commissioner, Assam
	Chief Commissioner of Coorg
Hon'ble the C. C. and A. G. G., N.-W. Frontier Province	

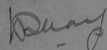
for information, with the remark that the orders therein contained may be applied to the Madras Presidency Bombay Presidency if necessary.
etc., etc.

TK
11/2

No. 132-C.D.

Copy forwarded to the Finance Department for information, in continuation of the endorsement from this Department, no. 1862, dated the 7th August 1912.

By order,

*Joint Secretary to the Government of India.*

To the Government of Madras.

No. 1026, dated the 26th February 1912.

From—J. H. KEER, Esq., C.I.E., I.C.S., Secretary to the Government of Bengal,
General Department,

To—The Secretary to the Government of India, Department of Education.

I am directed to refer to the correspondence noted on the margin, in which the attention of the Government of India was drawn to the extreme hardship entailed on outsiders who are appointed to officiate in vacancies in the Subordinate and Lower Subordinate Educational Services by a rigid interpretation of the provisions of article 141 of the Civil Service Regulations. This article provides that, in the absence of the permanent incumbent of an appointment which belongs to a graded class, the salary of an officiating officer who does not belong to another department shall not exceed the pay of the lowest grade. It was intimated in my letter of the 7th January 1911 that this Government had decided to make a careful examination of the rules contained in section VII of Chapter VI of the Civil Service Regulations with a view to suggest amendments which might obviate such difficulties in future, and that the Government of India would be addressed on the subject in due course.

2. I am now to forward, for the information of the Government of India, the accompanying copy of a letter from the Director of Public Instruction, Bengal, no. 13896, dated the 21st August 1911, in which the difficulties and hardships occasioned by the existing rule have been fully and clearly described. The Director of Public Instruction explains that one of the first conditions of a graded service is that substantive appointments should be made initially to the lowest grade. This principle cannot, however, be strictly followed in the Subordinate and Lower Subordinate Educational Services owing to the special conditions which prevail in those services. In the Subordinate Educational Service, it is true, Sub-Inspectors of Schools are in the ordinary course first appointed to the lowest grade on R50. If, however, these officers be excluded, it will be found that the initial rates of pay at which officers are appointed to the Subordinate Educational Service vary considerably, and that the service can only be described as a medley of different classes of appointments requiring qualifications of different kinds and involving duties and responsibilities which are equally varied. Thus Deputy Inspectors of Schools are usually appointed on an initial salary of R75 in class VI, College Lecturers and Demonstrators on an initial salary of R125 in class IV and European Foremen Instructors on an initial salary of R200 in class II. These rates represent the minimum salaries on which officers of these particular classes will accept work, irrespective of the question whether they are already in Government service or not. Considerable difficulty is therefore experienced by the Director of Public Instruction in making acting arrangements in such cases as the acting allowance available for an outsider is limited to R50 a month, the pay of the lowest grade. This difficulty has only lately become acute as the Accountant-General, Bengal, did not, until a comparatively recent date, raise any objection to acting appointments being made in grades other than the lowest. Now, however, that the Accountant-General, Bengal, has definitely objected to such appointments, a serious obstacle to the proper administration of the Department has been created. The Director of Public Instruction finds it particularly difficult to obtain satisfactory candidates to fill temporary vacancies as College Lecturers. Experience shows that men with the requisite qualifications cannot be induced to accept acting appointments on any salary less than R125 per mensem; two concrete instances of this are given in paragraphs 3 and 4 of the Director of Public Instruction's letter.

3. The Lower Subordinate Educational Service comprises five grades, of which the initial pay varies from R15 to R35. The pay of each grade is incremental and the maximum pay in the service is R45 per mensem. The Lower Subordinate Service, is even more heterogeneous in character than the Upper Subordinate Service, as the former consists of officers possessing the

most divergent qualifications, from workshop artisans to graduates of Universities. The men are appointed to any of the grades higher, lower or intermediate in accordance with the responsibilities of the post in each case, and the application of the rule restricting an outsider's salary to R15 a month, which is the minimum pay of the service, causes great inconvenience, particularly when it is necessary to appoint a graduate as the *locum tenens* of a graduate in accordance with the requirements of the University.

4. The Lieutenant-Governor in Council desires to draw the special attention of the Government of India to the difficulties of which the Director of Public Instruction complains. They are keenly felt, and if they are permitted to continue, they will constitute a serious hindrance to the efficient administration of the Department. The Director of Public Instruction has suggested as a remedy that in the case of the Subordinate Educational and Lower Subordinate Educational Service the officiating allowance admissible to an outsider should be the minimum pay of the grade in which the appointment would ordinarily be made, if the vacancy were substantive. It appears, however, to His Honour in Council that the most effective remedy would be the inclusion of both the Subordinate Educational Service and Lower Subordinate Educational Service in the list of exceptions to article 141 of the Civil Service Regulations. This might be effected by adding the following note to that article:—

“Note 2.—This article does not apply to the Subordinate Educational Service or Lower Subordinate Educational Service in Bengal in which cases the pay of the appointment is the pay actually drawn by the officers in whose absence the acting appointment is made.”

Advantage might at the same time be taken of the opportunity afforded by this change, to remove the article from its present position and place it between articles 138 and 139, in order to make it clear that it applies to the whole of Section VII of Chapter VI of the Regulations.

5. Finally I am to enclose a statement of appointments made by the Director of Public Instruction in the Subordinate Educational Service and Lower Subordinate Educational Service on allowances exceeding the pay of the lowest grade, on which the Accountant-General, Bengal, has issued retrenchment orders. I am to request that pending consideration of the general question the sanction of the Government of India may be accorded to the grant of the higher remuneration assigned in each case by the Director of Public Instruction.

Statement showing particulars about certain outsiders appointed to act in the Subordinate Educational Service and Lower Subordinate Educational Service on an allowance exceeding ₹50 and ₹15 a month respectively.

Name, designation and pay of permanent incumbent.	Name of the <i>locum tenens</i> .	Salary recommended for the <i>locum tenens</i> .	Salary sanctioned by the Director of Public Instruction.	REMARKS.
<i>Subordinate Educational Service.</i>				
		R	R a.	
1. Sarada Kanta Ganguli, Lecturer on Commercial Arithmetic, Government Commercial Institute, class III of Subordinate Educational Service, on R150.	Srikanta Karnakar .	...	125 0	From 8th July 1911 to 31st March 1912. (Retrenchment was made.)
2. Srama Charan Mukherji, Assistant Master, Ravenshaw Collegiate School, and Lecturer, Ravenshaw College, class VI of the Subordinate Educational Service, on R75.	Niradeswar Banerji .	...	75 0	From 12th September 1910 to 18th November 1911. (Retrenchment was made.)
3. Jatindra Nath Chatterji, Assistant, Physical Laboratory, Civil Engineering College, Sibpur, class VI of the Subordinate Educational Service on R75.	Ramesh Chandra Sen	100	100 0	From 16th December 1910 to 21st July 1911. (No retrenchment has been made in this case.)

Name, designation and pay of permanent incumbent.	Name of the <i>locum tenens</i> .	Salary recommended for the <i>locum tenens</i> .	Salary sanctioned by the Director of Public Instruction.	REMARKS.
<i>Lower Subordinate Educational Service.</i>				
		R	R a.	
1. Abdul Majid, Assistant Master, Sambalpur High School, class I (R35—2—45) Lower Subordinate Educational Service.	Deb Dullava Bohidar	25	25 0	From 5th November 1910 to 27th April 1911. (Retrenchment was made.)
2. Shaikh Inudhy, Master-Printer, Hazaribagh Reformatory School, class I (R35—2—45), Lower Subordinate Educational Service.	Shaikh Hassan Uddin	35	25 0	From 10th March 1911 to 6th July 1911. (Retrenchment was made.)
3. Sasi Bhuvan Sinha, 2nd clerk to the Inspector of European Schools, Bengal, class II (R30—1—35), Lower Subordinate Educational Service.	Kiran Chandra Sinha	30	25 0	From 15th June to 26th July 1911. (Retrenchment was made.)
4. Baidya Nath Banerji, clerk to the Deputy Inspector of Schools, Parganas, class III, Lower Subordinate Educational Service (R25—1—30).	Kanai Lal Chatterji	25	25 0	On deputation as Sub-Inspector of Schools, Khulna, with effect from 27th March 1911. (Retrenchment was made.)
5. Pitabas Rath, clerk to the Deputy Inspector of Schools, Sambalpur, class IV (R20—1—25), Lower Subordinate Educational Service.	Durjodhan Bishwal	25	20 0	On deputation as Sub-Inspector of Schools, Sambalpur, for six months, with effect from 19th March 1911. (Retrenchment was made.)
6. Muzaffar Ali, Assistant Master, Anglo-Persian Department, Calcutta Madras, class IV (R20—1—25), Lower Subordinate Educational Service.	Azagar-us-Sadain	20	20 0	From 22nd June 1911 to 21st November 1911. (Retrenchment was made.)
7. Mritunjay Rath, Assistant Master, Ravenshaw Collegiate School, class IV (R20—1—25), Lower Subordinate Educational Service.	Biswanath Rath	20	20 0	From 18th January 1911 to 1st April 1911. (Retrenchment was made.)
8. Jaladhar Chatterji, clerk to the Assistant Inspector of Schools, Cho-a-Nagar Division, class IV (R20—1—25), Lower Subordinate Educational Service.	Bhabini Kanta Mukherji.	20	20 0	From 5th April to 4th May 1911. (Retrenchment was made.)
9. Azam Khan, Drill Master, Balasore Zilla School, class IV (R20—1—25), Lower Subordinate Educational Service.	Hira Lal Das	20	20 0	From 18th January to 17th March 1911. (Retrenchment was made.)
10. Shaik Maniruddin, clerk to the Deputy Inspector of Schools, Balasore, class IV (R20—1—25), Lower Subordinate Educational Service.	Mirza Muhammad Syed.	20	20 0	On leave from 27th August 1908. (Retrenchment was made.)
11. Hara Chandra Gupta, Assistant Master, Balasore Zilla School, class VI (R75), Subordinate Educational Service.	Jugal Krishna Dutta	30	30 0	From 22nd February to 21st March 1911. (Retrenchment was made.)
12. Gokulananda Basak, Assistant, office of the Director of Public Instruction, Bengal, class I (R35—2—45), Lower Subordinate Educational Service.	Nagendra Nath Das Gupta.	...	24 8	From 1st April to 30th September 1911. (Retrenchment was made.)
13. Jagadramanda Samanta, Assistant, office of the Director of Public Instruction, Bengal, class III (R25—1—30), Lower Subordinate Educational Service.	Bhat Nath Ghose	...	25 0	From 19th June to 18th July 1911. (Retrenchment was made.)
14. Rajendra Chandra Deb, Assistant, office of the Director of Public Instruction, Bengal, class IV (R20—1—25), Lower Subordinate Educational Service.	Ram Chandra Neogi Nalini Ranjan Chatterji.	...	25 0	From 20th February to 12th April 1911. (Retrenchment was made.)

Name, designation and pay of permanent incumbent.	Name of the <i>locum tenens</i> .	Salary recommended for the <i>locum tenens</i>	Salary sanctioned by the Director of Public Instruction.	REMARKS.
<i>Lower Subordinate Educational Service—(continued.)</i>				
15. Debendra Nath Banerji, Head Clerk, Bengal Library, class I (R35-2-49), Lower Subordinate Educational Service.	Akhoy Kumar Bhat-tacharji.	25	25 0	From 5th July to 4th October 1911. (Retrenchment was made.)
16. Hara Chandra Mazumdar, Head Clerk, Krishnagar College, class V (R100), Subordinate Educational Service.	Anukul Ch. Bit	25	25 0	From 10th August 1911 to 8th February 1912. (Retrenchment was made.)

No. 13896, dated the 21st August 1911.

From—The Hon'ble Mr. G. W. KÜCHLER, M.A., Director of Public Instructions, Bengal,

To—The Secretary to the Government of Bengal, General Department.

I have the honour again to address Government on the subject of the allowances admissible in the case of outsiders appointed to officiate in posts comprised within the cadres of the Subordinate and Lower Subordinate Educational Services. The subject was brought up in my letter no. 19087, dated the 2nd December 1910, in which I advised that the appointments included in these services were so varied that the provisions of section 141 of the Civil Service Regulations, which have been held as prohibiting the grant of officiating allowances at rates higher than that of the pay of the lowest grade of these services were quite inapplicable to them. I recommended therefore that in their case the officiating allowance admissible should be the minimum pay of the grade to which, if the vacancy were substantive instead of officiating, the appointment would be made. With General Department memorandum no. 843, dated the 17th June 1911, I received a copy of the orders of the Government of India, sanctioning an exemption from the operation of article 141 in a special case which had formed the basis of the general reference, and I learned from the concluding portion of the Hon'ble Mr. Cumming's letter no. 1582, dated the 8th March 1911, that it was then intended to make a separate reference to the Government of India on the general question. No orders have, however, yet been received. As other cases have arisen both in the Subordinate and in the Lower Subordinate Services in which I have been compelled to make officiating appointments on allowances higher than the pay of the lowest grades of these services, and as the consequent retrenchment orders, which have been issued by the Accountant-General, Bengal, are causing very serious hardship and stultifying the Department, I venture again to present the case to Government, and to plead that it may be taken up and pushed through to a favourable conclusion without delay.

2. As the matter at issue is one on which two views are not possible if both parties are conversant with the facts, I propose to deal with the case more fully than I did in the previous reference. It may certainly be questioned whether the provision in article 141 that "the officiating officer's salary shall not exceed the pay of the lowest grade" in the case of an acting appointment to a post included in a graded service, is intended to apply in the case of officers without a substantive appointment in the Department. In view of the large type heading to sections 140 and 141, and the special provision made for "officers without a substantive appointment" in sections 144 and 147, I hold that it is not. But this is immaterial. The main point is that the terms of article 141, both in this regard and in regard to the definition of the pay of an appointment, are specifically applied to appointments which belong to a graded class, and that neither of the Lower Educational

Services can be regarded as answering the definition of a graded service in its ordinary acceptance and as it must have been understood by the Government of India when the clause was framed. One of the first conditions of a graded service in the usual acceptance of the term, is that substantive appointments are made initially as a matter of course to the lowest grade. But this is not the case with the Educational Services. In the Subordinate Educational Service the pay ranges from R 50 in grade VIII to R 250 in grade I. Grade VIII is entered not only by new appointees, but by men already old in service who have been promoted from the lower service or from appointments outside the grades, and the composition of the service is otherwise so heterogeneous and unprincipled, that the grade of an officer is of itself no indication whatever of his seniority. The only officers at present in the Service who are necessarily admitted on the pay of the lowest grade are the Sub-Inspectors of Schools. Deputy Inspectors, for instance, are appointed initially on R 75 in class VI, College Lecturers and Demonstrators on R 125 in class IV, and Foreman Instructors on R 200 in class II. The service is otherwise a medley of different classes of appointments and of individual appointments to which the most various duties and responsibilities are attached and which have been taken up by officers initially appointed on rates of pay which vary from R 15 to R 200. It is obviously impracticable in such a service to apply a rule that temporary replacements shall be made in all cases on an allowance not exceeding the pay of the lowest grade. If, for example, a college Lectureship in the Subordinate Educational Service falls vacant owing to the leave or deputation of the incumbent, it is not possible to fill the place on the salary which would be appropriate to a high school mastership. Such lecturers, as already noted, are appointed initially to class IV of the Subordinate Educational Service; it is sufficiently difficult to find men with the necessary qualifications who are willing to accept acting appointments on the pay of this grade—R 125. It is as a rule impossible to get them for less. The colleges have the minimum staff compatible with efficiency; there is no margin of strength, and to leave the temporary vacancy unfilled would result in the disorganization of work and the intervention of the University.

3. It is needless to multiply instances of the practical difficulties which oppose themselves to the application of the rule. But the circumstances of the two cases in which retrenchment orders are now in operation may be mentioned. Babu Syama Charan Mukerji, a member of the staff of the Ravenshaw Collegiate School, placed in class VI of the Subordinate Educational Service, had, on account of his exceptional ability, been given part time work as a Lecturer in the Ravenshaw College and, on the occurrence of a temporary vacancy in the Provincial Educational Service in Patna College, was appointed to officiate by Government order no. 2121 A.-D., dated the 3rd September 1910. I had much difficulty in finding any one to fill his place on the small pay of his grade—R 75, but finally succeeded in getting one Babu Nirodswar Banerji, a third Class M. A. who was temporarily out of work, to accept the officiating appointment on this rate of allowance. Had I been restricted to R 50, the appointment would have had to remain empty. The officiating incumbent has been in occupation of the post since 12th September 1910. He will continue in occupation until Mr. Jackson's return from leave in November. He has been drawing his allowance at the rate of R 75 per month. The Accountant-General has now retrenched R 25 a month with retrospective effect.

4. In the second instance, I appointed Babu Sarada Kanta Ganguly, a Lecturer in the Government Commercial Institute, whose original appointment was made on a salary of R 150, to officiate as a Lecturer on Mathematics in the Ravenshaw College on his own pay, *viz.*, R 150 in class III of the Subordinate Educational Service. The vacancy available was that occupied by Babu Bankim Das Banerji, who was appointed recently and placed in class IV of the Subordinate Educational Service, and who is now officiating in the Provincial Educational Service at the Presidency College. The services of an experienced and well qualified officer were required to reinforce the staff of the Commercial Institute, which is already weakened by the protracted deputations of its principal. I accordingly appointed Babu Srikantha Karmakar, M.A., an outsider, of whose work I have had experience, to fill the post and gave

him an allowance of R 125. A satisfactory officer could not have been obtained for less. The Accountant-General refuses to pass the pay bills at a higher rate than R 50.

5. So much for the Subordinate Educational Service. I turn now to deal in some particularity with the Lower Subordinate Educational Service, of which the composition is even more heterogeneous. It comprises five grades, of which the initial pay varies from R 15 to R 35, each is incremental, and the maximum rate of pay in the service is R 45. The more highly qualified officers pass from this to grade VIII of the Subordinate Service.

The confusion of the Subordinate Service is intensified in the Lower Subordinate. It comprises officers of the most divergent classes, ranging from artisans to graduates of the University who are appointed initially to any of the grades from I to V, in accordance with the responsibilities of the post which they have to fill. In the case of some, the prospects of promotion are bounded by the grade in which the appointment is made, to others promotion may be given up to the highest or up to any of the intermediate grades. Others again appointed initially to the higher grades, have to look for their prospects in the immediately superior service. The service is now, under the orders of Government, in process of reorganization, but until this becomes a thing accomplished, the orders which restrict me to the offer of R 15 a month in officiating vacancies cause the most acute inconvenience.

6. This is particularly the case with regard to school appointments, the majority of which are included in the Lower Subordinate Service. The curriculum of studies and the number of classes in a school jointly determine how many teachers there shall be and what qualifications they must severally possess. In a Middle school one set of teachers suffices, but in a High school two sets of teachers are necessary—one set with vernacular qualifications on a lower scale of pay, to teach the lower classes; and another set, with English qualifications on a higher rate of salary, or rather higher rates—because this set is susceptible of subdivision—to instruct the higher classes. In the event of a temporary vacancy occurring, the integrity of the staff must be maintained by the introduction of a man having similar qualifications to the teacher whom he is called upon to relieve.

7. The University and the Education Department have between them fixed the standard of what is to be regarded as the irreducible staff for a High English school. It must, for example, include at least two graduates and two Intermediate Arts men. Its head pandit or head maulvi must be in receipt of salary of not less than R 25 a month. Any deviation from this test of minimum efficiency may cost a school its recognition by the University. Further, to secure anything like the competent teaching of English, it has been ruled that as far as possible instruction in that language shall be given by a man who has passed at least the Intermediate examination.

8. The varying academic qualifications of teachers involve the sliding scale of salaries which constitutes the five grades of the Lower Subordinate Educational Service; and the experience of past years is expressed in the following rates, which represent the minimum wages below which teachers will not accept service:—

	R
Holder of the Vernacular Mastership certificate	15
Matriculate	20
Intermediate	25
Madrasah final	25
Sanskrit title	25
B. A., B. Sc. (pass)	30
B. A., B. Sc. (honours)	35
B. T.	35

In addition to the above, special rates have to be paid to men called upon to serve in such places as Sambalpur, Angul, and Darjeeling, and to Biharis or Muhammadans in certain localities.

9. In view of the above considerations, from the time that the Lower Subordinate Educational Service was instituted, the practice was, without reference to the pay of the lowest grade, to pay a *locum tenens* such salary not in excess of the pay released, as the appointment called for. Under this

system the efficiency of the teaching in schools was maintained during the temporary absence of a member of the staff. But in the letter no. 669-P.A. of 22nd September 1910 (copy enclosed) the Accountant-General, Bengal, communicated to this office that outsiders should fill acting appointments in the Lower Subordinate Educational Service on a salary of not more than R 25. As a result of this ruling, a larger number of officiating appointments have since been made at this rate; but it has often appreciably militated against the provision of an efficient substitute.

10. The unsatisfactory conditions introduced by the Accountant-General, Bengal's ruling, above referred to, have been seriously aggravated by his letter no. 440 T.-C., dated the 24th July 1911 (copy enclosed), in which he cancels his previous ruling of R 25, and indicates that R 15 is the uniform maximum rate for outsiders acting in any post in the Lower Subordinate Educational Service. He has, moreover, issued retrenchment orders on all who have been in receipt of an acting salary exceeding R 15. The Department has thus been stultified, and the men who have been entertained in acting appointments exceeding R 15 have a grievous injustice to endure. An already unpopular service has been made doubly unpopular.

11. More than this, I have indicated in a preceding paragraph that the schools are staffed upon the maximum exactions for efficiency, and any lowering in the composition of a teaching staff may compromise the recognition of the school by the University. Between the demands of the University, on the one hand, and of the Accountant-General, Bengal, on the other, I am in an impossible position. I have to see to it that a B. A. on R 30 is replaced by a B. A. on R 15, a Sanskrit title man on R 25 by a Sanskrit title man on R 15; and so on. It cannot be done, and I have been forced in making acting appointments to disregard altogether the most recent ruling of the Accountant-General, Bengal.

12. I append a note of certain recent cases in which I have been forced to exceed my powers and in which retrenchment orders have been issued, and would request that, pending the receipt of orders on the general reference, Government will take upon itself to authorise the Accountant-General, Bengal, in these cases,—in the cases discussed in paragraphs 3 and 4 and in such further cases as may emerge before the receipt of final orders, to pass the bills of acting incumbents on such rates of allowance as I may assign, subject only to this condition that the allowance does not exceed the minimum pay of the grade of the absentee. This is in accordance with previous practice, subject to exception, of course, in the case of teachers on deputation for training to which the special orders which have been issued will continue to apply.

13. I venture to press for the issue of very early orders on the reference.

No. P. A. 669, dated the 22nd September 1910.

From—G. LEATHAM, Esq., I.C.S., Assistant Accountant-General, Bengal,
To—The Director of Public Instruction, Bengal.

In reply to your letter No. 14894—1L-49—10, dated the 31st August 1910, I have the honour to state that the first part of article 141, Civil Service Regulations, does apply to outsiders also, but it is not necessary to issue revised orders in the case of Babu Sarat Chandra Biswas, outsider, appointed to act on R20 in place of Babu Tincori Ghosh, class IV of the Lower Subordinate Educational Service, as the average pay of the grades of the Lower Subordinate Educational Service for the purpose of calculating acting allowance under article 141, Civil Service Regulations, is R25. The objection communicated in this office letter No. P. A. 575, dated the 23rd August 1910, is therefore withdrawn.

No. T. C. 440, dated the 24th July 1911.

From—The Accountant-General, Bengal,
To—The Director of Public Instruction, Bengal.

With reference to your letter No. 11700—L-105—11, dated the 14th July 1911, I have the honour to state that it has since been decided that outsiders appointed to act in the Lower Subordinate Educational Service cannot draw higher salary than R15 only under article 147 (ii) and article 141, Civil Service Regulations. The ruling given in No. P. A. 669, dated the 22nd September 1910, may be regarded as cancelled.

8-11
APPENDIX.

Statement showing particulars about certain outsiders appointed to act in the Subordinate Educational Service and Lower Subordinate Educational Service on an allowance exceeding Rs50 and Rs15 a month, respectively.

Name, designation and pay of permanent incumbent.	Name of the locum tenens.	Salary recommended for the locum tenens.	Salary sanctioned by this office.	REMARKS.
SUBORDINATE EDUCATIONAL SERVICE.				
		R	R	
(1) Bidha Bhushan Mukherji, First Assistant to the Bengali Translator to Government, class I of Subordinate Educational Service, on Rs20.	Ananta Lal Mozaundar .	125	125	
(2) Ditto ditto .	Saroj Ranjan Banerji .	125	125	
(3) Sarada Kanta Ganguli, Lecturer on Commercial Arithmetic, Government Commercial Institute, class III of Subordinate Educational Service, on Rs100.	Srikanta Karmaker .	...	125	
(4) Syama Charan Mukerji, Assistant Master, Ravenshaw Collegiate School, and Lecturer, Ravenshaw College, class VI of the Subordinate Educational Service, on Rs75.	Niradewar Banerji .	...	75	
(5) Jatindra Nath Chatterji, Assistant, Physical Laboratory, Civil Engineering College, Sibpur, class VI of the Subordinate Educational Service, on Rs75.	Ramesh Chandra Sen .	100	100	
N. B.—In the case of Nos. 1 and 2, the sanction of the Government of India has already been obtained.				
LOWER SUBORDINATE EDUCATIONAL SERVICE.				
		R	R	
(1) Debendra Nath Banerji, Head Clerk, office of the Librarian, Bengal Library, class II (Rs30-1-35), Lower Subordinate Educational Service.	Akhoy Kumar Banerji .	25	25	Already retrenched Rs25.
(2) Mamiruddin Ahmed, Assistant Master, Gaya Zilla School, class IV (Rs20-1-25), Lower Subordinate Educational Service.	Shih Chand .	20	15	
(3) Bimala Nanda Batayal, Assistant Master, Hooghly Branch School, class II (Rs30-1-35), Lower Subordinate Educational Service.	Jogendra Nath Dutta, B.A.	25	25	Liable to retrenchment to the extent of Rs40.
(4) Surajpati Mukerji, clerk to the Third Additional Deputy Inspector of Schools, Burdwan, class IV (Rs20-1-25), Lower Subordinate Educational Service.	Kasi Nath Ganguli .	20	15	

Name, designation and pay of permanent incumbent.	Name of the locum tenens.	Salary recommended for the locum tenens.	Salary sanctioned by this office.	REMARKS.
LOWER SUBORDINATE EDUCATIONAL SERVICE—concluded.				
		R	R	
(5) Adalatnanda Sekul, Assistant Master (Hindi Pandit), Arrah Zilla School, class I (Rs35-2-45), Lower Subordinate Educational Service.	Ramananda Pandey .	20	15	
(6) Naphar Chandra Banerji, Assistant Master, Jessore Zilla School, class III (Rs25-1-30), Lower Subordinate Educational Service.	Ugendra Nath Ghose, F.A.	25	25	Liable to retrenchment to the extent of Rs60.
(7) Abdul Majid, Assistant Master, Sambalpur High School, class I (Rs35-2-45), Lower Subordinate Educational Service.	Deb Dullava Bohidar .	25	25	Already retrenched Rs8.
(8) Shaik Inuday, Master-Printer, Hazaribagh Reformatory School, class I (Rs35-2-45), Lower Subordinate Educational Service.	Shaik Hassan Uddin .	35	25	Liable to retrenchment to the extent of Rs40.
(9) Sasi Bhusan Sinha, 2nd Clerk to the Inspector of European Schools, Bengal, class II (Rs30-1-35), Lower Subordinate Educational Service.	Kiran Chandra Sinha .	30	25	Amount retrenched Rs8.
(10) Baidya Nath Banerji, Clerk to the Deputy Inspector of Schools, 24-Parganas, class III (Rs25-1-30).	Kanai Lal Chatterji .	25	25	Amount retrenched Annas 12-10.
(11) Pitabas Rath, Clerk to the Deputy Inspector of Schools, Sambalpur, class IV (Rs20-1-25), Lower Subordinate Educational Service.	Durjodhan Bishwal .	25	20	Amount retrenched Rs12-1-7.
(12) Sarada Chandra Sen Gupta, Assistant Master, Jessore Zilla School, class III (Rs35-1-30), Lower Subordinate Educational Service.	Ugendra Nath Ghose .	25	25	Liable to retrenchment to the extent of Rs60.
(13) Syed Abdul Jabbar, Clerk to the Deputy Inspector of Schools, Darjeeling, class IV (Rs20-1-25), Lower Subordinate Educational Service.	Mahammad Rahamatulla.	20	20	Liable to retrenchment to the extent of Rs30.
(14) Muzaffar Ali, Assistant Master, Anglo-Persian Department, Calcutta Madrasah, class IV (Rs20-1-25), Lower Subordinate Educational Service.	Azagar-us-Sadain .	20	20	Amount retrenched Rs5.

No. 118-T. G., dated the 22nd April 1912.

From—J. H. KERR, Esq., C.I.E., I.C.S., Secretary to the Government of Bengal,
General Department,

To—The Secretary to the Government of India, Department of Education.

In continuation of this Government letter no. 1026, dated the 26th February 1912, asking for a relaxation of the provisions of article 141 of the Civil Service Regulations in cases of outsiders appointed to officiate in vacancies in the Subordinate and the Lower Subordinate Educational Services, I am directed to report for the information of the Government of India that Miss Marie Stuart, Assistant Mistress, Dow Hill Girls' School, Kurseong, belonging to class IV of the Subordinate Educational Service, was at first granted leave of absence for six months, with effect from the 28th March 1911, under article 336 of the Civil Service Regulations. Her leave was subsequently extended up to 30th November 1911, and thereafter by nine months more. An outsider, Miss B. DePenning, was appointed to act in her place on an allowance of Rs. 50. As Miss Penning has failed to give satisfaction, the Director of Public Instruction has appointed Miss Mary A. Simmonds to officiate in the temporary vacancy. Miss Simmonds passed the Training College Final Examination in 1911 and stood second, but she is not willing to accept a lower rate of pay than Rs. 75 per mensem. The grant of the above allowance is, however, open to objection under the provisions of article 141 of the Civil Service Regulations as it exceeds the pay of the lowest grade of the Subordinate Educational Service.

2. It is reported that no candidate with the requisite qualifications is available to act for Miss Stuart, on an allowance of Rs. 50 per mensem, which only is admissible under the rules. I am therefore to request that, pending a decision on the general question, the sanction of the Government of India may be obtained to the grant of the higher remuneration, *viz.*, Rs. 75 per mensem, to Miss Mary Simmonds as a special case, from the date of her appointment.

No. 317-T. G., dated the 8th May 1912.

From—J. H. KERR, Esq., C.I.E., I.C.S., Secretary to the Government of Bengal,
General Department,

To—The Secretary to the Government of India, Department of Education.

In continuation of this Government letter no. 1026, dated the 26th February 1912, regarding the rates of allowance admissible to outsiders when appointed to act in the Subordinate and Lower Subordinate Educational Services, I am directed to submit for the consideration of the Government of India a case similar to those mentioned in paragraph 5 of the letter, in which it has been found necessary to appoint an outsider on an allowance exceeding the pay of the lowest grade of the Subordinate Educational Service.

2. In consequence of the appointment of Mr. W. Tate, Professor of Chemistry, Civil Engineering College, Sibpur, to act as Principal of the College, *vice* Mr. B. Heaton, on leave, Mr. P. Brühl, Professor of Physics, was appointed to officiate as Professor of Chemistry. In the chain of acting arrangements, the Demonstrator in Physics was appointed to act as Professor of Physics, and a Laboratory Assistant to act as Demonstrator, and it became necessary to appoint Babu Surendra Nath Basu, M.A., an outsider, to act as Assistant in the Physical Laboratory of the College, on an allowance of Rs. 100 a month, in place of Babu Jatindra Nath Chatterji, Laboratory Assistant in class VI (Rs. 75) of the Subordinate Educational Service, with effect from 2nd January to 5th February 1912. Subsequently, in the chain of acting arrangements consequent on the absence on leave, first of Babu Tulsi Das Kar, Demonstrator in Physics in class IV (Rs. 125) of the Subordinate Educational Service, and then of Mr. P. J. Brühl, Professor of Physics in class I of the Provincial Educational Service, the services of Babu Surendra Nath Basu have been retained in the college on the same terms as before with effect from the 6th February 1912. The term of his officiating appointment will expire on the 4th June 1912. The services of a properly qualified officer were not available for these temporary vacancies on a smaller rate of pay.

3. I am accordingly to request that the Government of India will be pleased to consider this case along with those mentioned in paragraph 5 of the letter referred to above and to sanction the grant of an allowance of Rs. 100 a month to Babu Surendra Nath Basu for the period, *viz.*, from 2nd January to 4th June 1912, during which he has been acting and will act as Assistant in the Physical Laboratory of the Civil Engineering College, Sibpur.

No. 786-T. G., dated the 10th June 1912.

From—J. H. KERR, Esq., C.I.E., I.C.S., Secretary to the Government of Bengal,
General (Education) Department,

To—The Secretary to the Government of India, Department of Education.

In continuation of this Government letter no. 1026, dated the 26th February 1912, regarding the rates of allowance admissible to outsiders when appointed to act in the Subordinate and Lower Subordinate Educational Services, I am directed to submit for the consideration of the Government of India another case similar to those mentioned in paragraph 5 of the letter, in which it has been necessary to appoint an outsider on an allowance exceeding the pay of the lowest grade of the Subordinate Educational Service.

2. It was intimated to the Government of India in this Government letter no. 1277-T. G., dated the 5th July 1911, that Babu Bankim Das Banerji Lecturer in Mathematics at the Ravenshaw College, Cuttack, in class IV of the Subordinate Educational Service, was appointed to act as Professor of Mathematics at the Presidency College, and also in the Provincial Educational Service in the chain of acting arrangements, consequent on the grant of furlough to Mr. H. R. James, Principal of the Presidency College. Though Mr. James returned to duty on the 4th March 1912, it has not been found possible to permit Babu Bankim Das Banerji to revert to his substantive appointment. He has been appointed to fill a temporary lectureship in Mathematics on Rs. 150 a month, outside the grades, at the Presidency College, Babu Sarada Kanta Ganguli, Lecturer in Mathematics, Government Commercial Institute, Calcutta, in class III of the Subordinate Educational Service, acting as Lecturer in Mathematics at the Ravenshaw College. It has thus become necessary to employ temporarily an officer in the vacancy in class IV of the Subordinate Educational Service caused by the deputation of Babu Bankim Das Banerji, and Babu Raghupati Ghatak, an outsider, who was previously holding the temporary lectureship at the Presidency College, has been appointed to act as Lecturer in Commercial Arithmetic at the Government Commercial Institute, Calcutta, on a salary of Rs. 125 a month in class IV of the Subordinate Educational Service. The Accountant-General, Bengal, however, has objected to pass the full salary of Babu Raghupati Ghatak on the ground that, as an outsider, he is not entitled to draw an acting allowance in excess of the pay of the lowest grade of the Subordinate Educational Service.

3. I am accordingly to request that, pending the consideration of the general question, the Government of India may be pleased to sanction the relaxation of the provisions of article 141 of the Civil Service Regulations in favour of Babu Raghupati Ghatak, so as to enable him to draw an allowance of Rs. 125 a month in class IV of the Subordinate Educational Service.

No. 3820, dated the 15th July 1912.

From—J. H. KERR, Esq., C.I.E., I.C.S., Secretary to the Government of Bengal,
General (Education) Department,

To—The Secretary to the Government of India, Department of Education.

In continuation of this Government letter no. 786-T. G., dated the 10th June 1912, I am directed to submit for the consideration and orders of the Government of India another case for the relaxation of the provisions of article 141 of the Civil Service Regulations.

2. Mr. A. R. Greene, Assistant Master, Victoria Boys' School, Kurseong (sub. *pro tem.* in class III of the Subordinate Educational Service), has been granted combined leave for six months, with effect from the 5th April 1912,

on account of illness. Mr. Greene's duty was to teach science and mathematics in the Technical Department of the school and singing to the whole school. As no candidate with the requisite qualifications could be obtained on the allowance of Rs50 per mensem admissible under the provisions of article 141 of the Civil Service Regulations, the Director of Public Instruction has appointed, in anticipation of the orders of Government, Mr. A. R. Einnimore, a graduate of the Allahabad University, and holder of a first class diploma from the Government Training class, Sanawar, to the temporary vacancy, on an allowance of Rs75 a month, with effect from the 14th June 1912.

3. I am accordingly to request that, pending the consideration of the general question referred to in this Government letter no. 1026, dated the 26th February 1912, regarding the allowances admissible to outsiders when appointed to act in the Subordinate and Lower Subordinate Educational Services, the Government of India may be moved to sanction the grant of an allowance of Rs 75 a month to Mr. Finnimore.

No. 1861, dated the 7th August 1912.

From—The Hon'ble Mr. H. SHARP, C.I.E., Joint Secretary to the Government of India, Department of Education,

To—The Secretary to the Government of Bengal, General (Education) Department.

I am directed to refer to your letters noted in the margin and to say that the Government of India sanction the proposals made therein for the grant of higher remuneration than that admissible under the rules to certain outsiders appointed to act in the Subordinate and Lower Subor-

ordinate Educational Services. I am however to observe that under the rule proposed by the local Government in paragraph 4 of your letter no. 1026, dated 26th February 1912, the salary of Babu Surendra Nath Basu, M.A., while acting as Laboratory Assistant in the Sibpur College *vice* an officer in class VI of the Subordinate Educational Service, should not have exceeded Rs 75 per mensem.

2. The Government of India have also decided that pending further orders the provisions of article 141 of the Civil Service Regulations shall not apply to officers appointed to officiate in the Subordinate Educational and Lower Subordinate Educational Services in Bengal, and that for the purposes of the acting allowance rules the pay of an appointment in these services shall be the pay actually drawn by the officer in whose place the acting appointment is made.

3. I am to add that the question of amending the rules in the Civil Service Regulations will be taken up after a decision has been arrived at on the general question of enhancing the power of local Governments in certain matters.

No. 1862.

Copy of the correspondence forwarded to the Finance Department for information.

READ AGAIN G.O. No. _____, dated _____, 191

191

READ ALSO:—

C. No. 444, From the Govt of India, No. 123 C.D., dated 24-1-1913.

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ORDER

No. 172 bis, dated 24-2-1913

Recorded

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191

READ AGAIN G.O. No. _____
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ENCLOSURE TO C. No.

ORDER OF GOVERNMENT.

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LETTER OF GOVERNMENT.

STATEMENT WITH DETS.

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 IN ORIGINAL.

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