

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

} 1913.

Enclosures

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G.O. No. 338, 30th April 1913.

University of Madras.

Approving the proposals of the Syndicate regarding the revision of the scale of salaries of the clerical and superior establishment of the University office and the grant of personal allowances to members of the staff.

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GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following paper :—

Letter—from F. DEWSBURY, Esq., B.A., LL.B., Registrar, University of Madras.
To—the Secretary to Government, Educational Department.
Dated—Senate House, the 9th April 1913.
No.—1620.

The Syndicate has had under consideration the question of revising the scale of salaries of the University office establishment. The present scale of salaries is that adopted in 1907 and sanctioned by Government in G.O. No. 676, dated 5th October 1907. In the year 1910 the Syndicate proposed that certain additions be made to the clerical and menial establishments and requested the sanction of the Government thereto, which was accorded in G.O. No. 240, Educational, dated 6th May 1910. The general scale of salaries remained practically unaltered; in view of the uncertainty which existed as to the probable financial resources of the University, consideration of a revision of the existing scale of salaries was deferred. At the same time, however, the Syndicate adopted a recommendation of its committee—

“that the present scale of salaries paid to the office staff be revised as soon as it can be ascertained how far the financial position of the University will be affected by the introduction of School-leaving Certificates and by the examinations under the new Regulations.”

2. The uncertainty which at that time existed in regard to the future financial position of the University has now largely been removed, and, in accordance with the above resolution, the Syndicate appointed a committee in November last to consider the question of a general revision of the scale of salaries paid to the office establishment. The Registrar made a full report to the committee drawing attention to the peculiar position of the University office in the matter of prospects of promotion and of transfers, and to the large increase in the cost of living in Madras during the last few years, and to the fact that the scale of salaries now in force was much lower than those of the other Indian Universities, more especially the University of Calcutta, with which comparison was most easy. A comparative statement of the establishments of the Universities of Madras and Calcutta is enclosed. The Registrar further submitted to the committee for consideration a series of recommendations for the revision of the present scale of salaries and for the adoption of a system of personal allowances to servants of the University of fifteen years' service who for five years had been drawing the maximum pay of their grade.

3. The committee reported to the Syndicate as follows :—

“We consider that in view of the general rise of prices and in the standard of living and the increased cost of school and college education there is a case for a revision of the scale of salaries of the office establishment.

“It compares very unfavourably with Calcutta, while the work done by the Madras University is certainly not less. The increases recommended would still however leave the scale far below that of Calcutta. There is also much force in the contention that the clerks in the office have no prospects outside it. Moreover it is particularly important that the clerks should be put, so far as pay and prospects can do it, beyond the reach of temptation.

“We, therefore, recommend the acceptance of the Registrar's suggestions. It should however be clearly understood that for many years to come the Syndicate will not allow the question to be re-opened.”

At its meeting held on the 1st April 1913 the Syndicate adopted the report of the committee and resolved that the sanction of Government be requested to the revised establishment for the Registrar's office.

4. The recommendations of the Registrar referred to in the report of the committee and accepted by the Syndicate are as follows :—

(a) That the clerical and superior establishment of the University office should be fixed as follows :—

Post.	Salary.		Increment.	
	RS.		RS.	
Manager	180—	280	20	
Head clerk	110—	140	6	
One clerk	80—	100	4	
Two clerks	60—	80	4	
Two „	50—	60	2	
Three „	40—	50	2	
Two „	30—	40	2	
Maistry	25			
Attender	15			

(b) & (c) (relate to individual appointments of present members of the office establishment).

(d) That the fixed scale for a 'typist' be abolished and that the present typist be treated as an ordinary member of the clerical staff.

(e) That, as partial compensation for the lack of opportunities for promotion, and as a reward for long and faithful service, a system of personal allowance (which shall not directly affect the amount of pensions payable on retirement) be adopted as follows :

(i) On the recommendation of the Registrar the Syndicate may grant a personal allowance to any clerk who has served in the University office for fifteen years and over and whose pay for the five years immediately preceding has been the maximum of the grade in which the clerk is placed; such allowance to consist of an additional annual increment equal to one-half of the increment attached to the pay of that grade provided that in no case shall the amount of the personal allowance exceed half the difference between the minimum and maximum salary of that grade.

The commencing salary of a clerk promoted to a higher grade shall not be less than the maximum salary of the grade from which he was promoted *plus* the amount of any personal allowance which may have been granted to him.

(ii) On the recommendation of the Registrar the Syndicate may grant personal allowances to members of the menial establishment of fifteen years' service and over, calculated at the rate of one rupee per mensem for every completed five years of service over ten years.

(iii) All pensions shall be calculated on the actual amount of the fixed salaries received, irrespective of personal allowances.

(f) * * * * *

5. I have the honour therefore to request the sanction of Government to the clerical and superior establishment of the University office and the scale of salaries attached, and to the adoption of the system of personal allowances proposed above.

6. I am further directed to request that the proposed revised scale, if sanctioned, come into force with effect from 1st September 1913, that the present manager and head clerk (who reached the maxima of the existing salaries, viz., Rs. 250 and Rs. 125, on the 1st September 1912) be allowed to draw respectively the fourth and third increments of the salaries under the proposed scale, and that the clerks, in whose cases the maxima of the salaries under the existing scale, which they have been drawing from 1st September 1912, happen to be the minima of the proposed scale, be permitted to draw the first increments of the respective revised salaries with effect from 1st September 1913.

ENCLOSURE.

UNIVERSITY OF MADRAS.

REGISTRAR'S OFFICE.

(a) Clerical and Superior Establishment.

	RS.
Manager	150—20—250
Head clerk	100—5—125
One clerk	60—4—80
Record-keeper	50—2—60
Two clerks	40—2—50
Three clerks	30—2—40
Two clerks	30
One typist and stenographer	30—2—40
One maistry	25
One attender	15

(b) Menial Establishment.

	Per mensem.
Head peon	12
Three peons	9
Two peons	8
Two peons	8
Two sweepers	6
Two night peons	8

UNIVERSITY OF CALCUTTA.

Registrar's Office Establishment.

	RS.
Assistant Registrar	250—20—400
First assistant	150—10—200
Second assistant *	100—5—175
Third assistant	80—4—120
Fourth assistant	60—4—100
Fifth assistant	60—4—100
Sixth assistant	50—5—75
Seventh assistant	40—2—60
Eighth assistant	40—2—60
Ninth assistant	40—2—60
Tenth assistant	30—2—50
Eleventh assistant	30—2—50
Twelfth assistant	30—2—50
Thirteenth assistant	30—2—50
Fourteenth assistant	30—2—40
Fifteenth assistant	30—2—40
Sixteenth assistant	20—2—30
Record-keeper	15—2—25
Clerk in charge of publications (cash security Rs. 1,000)	50 fixed salary.

* Also accountant (cash security Rs. 10,000).

Menials.

	RS.
One duftry	12
One duftry	9
One duftry to assist the publication department	9
One jamadar	10-1-15
One peon	9
One peon	9
One peon	9
One peon	9
One bearer	9
One bearer	9
One bearer	9
One durwan	12
One sweeper	6
One sweeper	5
One additional peon	9
One mali	9

Order—No. 388, Educational, dated 30th April 1913.

The Government are pleased to approve the proposals of the Syndicate set forth in paragraphs 4 and 6 of the Registrar's letter read above regarding the revision of the scale of salaries of the clerical and superior establishment of the University office and the grant of personal allowances to members of the staff.

(True Extract.)

L. DAVIDSON,
Ag. Secretary to Government.

To the Registrar of the University of Madras.
" Accountant-General.

NOTES CONNECTED WITH G.O. No. 388, EDUCATIONAL,
DATED 30TH APRIL 1913.

[SUBJECT.—Revision of the office establishment of the Registrar of the
University of Madras.]

From the Registrar, Madras University, dated 9th April 1913, No. 1620.

The Registrar of the University of Madras requests the sanction of Government for the following proposals, which have been accepted by the Syndicate:—

(1) that the clerical and superior establishment of the University office be fixed as shown in paragraph 4 (a) of the letter;

(2) that the fixed scale for the typist and stenographer (Rs. 30—2—40) be abolished, the present typist being treated as an ordinary member of the clerical staff; and

(3) that personal allowances at certain specified rates be granted to servants of the University of 15 years' service and more who for five years had been drawing the maximum pay of their grade. The committee which formulated these proposals based them on (i) the peculiar position of the University office in the matter of prospects of promotion and of transfers, (ii) the large increase in the cost of living in Madras during the last few years and (iii) the fact that the scale of salaries now in force was much lower than those of the other Indian Universities more especially the University of Calcutta, with which comparison was most easy. It is further stated that for many years to come the Syndicate will not allow the question (of the revision of establishment) to be reopened.

2. The present and proposed scale of the clerical and superior establishment compare as follows:—

	Present scale.	Average cost.		Proposed scale.	Average cost.
	RS.	RS.		RS.	RS.
Manager	150—20—250	225	Manager	180—20—280	255
Head clerk	100—5—125	113½	Head clerk	110—6—140	132½
One clerk	60—4—80	75	One clerk	80—4—100	95
Record-keeper	50—2—60	57½	Two clerks	60—4—80	150
Two clerks, each	40—2—50	95	Two clerks	50—2—60	115
Three clerks, each	30—2—40	112½	Three clerks	40—2—50	142½
Two clerks, each	30	60	Two clerks	30—2—40	75
One typist and stenographer	30—2—40	37½	One maistry	25	25
One maistry	25	25	One attender	15	15
One attender	15	15			
		821½			1,005

The additional cost involved in the above proposals amounts to Rs. 183¾ per month or Rs. 2,205 per annum.

3. In considering these proposals of the University attention is invited to the following observations of Sir Murray Hammick:—

“I don't think we should make any criticisms on the minor details. Our supervision is not intended, I imagine, to do more than see that the University is not outrageously extravagant or foolish in this matter. There is no reason to bind them down to an establishment paid on exactly the same scale as the Government”

Page 3 of notes with G.O. No. 676, Educational, dated 5th October 1907.

the maximum pay of the head clerk. In 190 when the present scale was under consideration, Mr. Taylor was unwilling to

* It is presumed that personal allowance will be given to the manager also, though only clerks and menials are mentioned in that connection.

B.G.

Submitted that if the proposed system of personal allowances be approved, they will come to be granted as a matter of course, whereas they should be granted only in exceptional cases on applications from the persons concerned. The same remark applies to the personal allowance proposed for menial servants.

7. It is for consideration whether the proposals of the University may be sanctioned.

B. GOPALACHARI—22-4-13.

scales underwent revision during 1907; but it is stated that a further revision had been contemplated even soon after

There need, I think, be no hesitation about accepting these proposals as they stand. Criticism in points of detail is easy, but that is neither necessary nor desirable with regard to proposals made by the Syndicate of the University, paid for from University funds, and not open to the charge of extravagant expenditure.

P[ENTLAND]-26-4-13.

B. GOPALACHARI—28-4-13.

L. DAVIDSON—29-4-13.

[G.O. No. 388, Educational, dated 30th April 1913.]

READ AGAIN G.O. No., dated 191

” ” ” ” ” ” 191

191 .

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No. 38820, dated 30-4-1913

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ORDINARY.

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LOCAL AND MUNICIPAL DEPARTMENT.

Current No. 238, dated 11-4-1913.

G.O., No. 386, dated 30-3-1913.

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