

Government of Madras.

EDUCATIONAL DEPARTMENT.

Reed.

Rega.

} 1913.

Enclosures

Spare copies

G.O. No. 609, 30th June 1913.

School of Commerce, Calicut.

Sanctioning the revised scale of salaries proposed by the Director of Public Instruction for the teaching staff of the Government

Government of Madras.

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School of Commerce, Calicut.

Sanctioning the revised scale of salaries proposed by the Director of Public Instruction for the teaching staff of the Government —.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following papers :—

I

Letter—from the Hon'ble Sir ALFRED GIBBS BOURNE, K.C.I.E., D.Sc., F.R.S.,
Director of Public Instruction, Madras.

To—the Secretary to Government, Educational Department (through the
Accountant-General).

Dated—the 19th April 1913.

No.—Ref. on Our. 1317.

I have the honour to submit the following proposals for the reorganization of the scale of salaries of the staff of the Government School of Commerce, Calicut.

2. The scale of salary fixed for the Headmaster and the assistants some years ago was to suit the then condition and requirements when the institution was in an incipient stage, and the salary of the assistants appointed in recent years had to be so fixed as to fit in with the scale of salaries already obtaining in the school. The school has since attained considerable growth in strength, scope of work and standard of instruction imparted, as evidenced by the fact that it now trains students for the advanced grade examination in all the six commercial subjects and for the diploma in Commerce. But the salaries of the staff have remained unchanged. The Headmaster reports that the present pay of Rs. 35 fixed for the last three posts is very inadequate to attract competent and qualified men to fill up vacancies in the school.

3. The institution is a model one for the Presidency, and to maintain it in a state of efficiency, I consider that both the general education and special qualifications of all the assistants should be of a high standard and that the salaries should be such as to attract and retain, as far as possible, the services of graduates who have specialized in Commerce. Moreover, the teachers employed in this school have rarely chances of promotion outside it unlike those employed in other institutions, and unless a more liberal scale of salaries is allowed, it will be difficult to staff the institution satisfactorily. For these reasons I am of opinion that this institution should be placed on a level with complete secondary schools for boys, so far as the pay of the staff is concerned. I beg to recommend, therefore, the following scale as being suitable. The existing scale is also given for facility of comparison :—

	Existing scale.	Proposed scale.	Average increase.
Headmaster	Rs. 126—5—175	Rs. 200—10—250	Rs. 77½
First assistant	70	100	30
Second	50	80	30
Third	40	70	30
Fourth	40	60	20
Fifth	35	50	15
Sixth	35	40	5
Seventh	35	40	5
Total			212½

4. As regards the headmastership in particular, I beg to submit that its inclusion in the cadre of the Provincial Educational Service was proposed in my letter R.C. No. 1281, dated 31st March 1910, and that the proposal was, as required in G.O. Mis. No. 236, Educational, dated 4th May 1910, renewed in paragraph 11 of my letter R.C. No. 5128-A of 1907, dated 25th November 1910, embodied in G.O. No. 424, Educational, dated 1st July 1911, passing orders on the scheme for the

reorganization of the Government training schools for masters. In the present uncertainty as to the future constitution of the Provincial Educational Service, I hesitate to repeat this recommendation. Since it was made, however, posts of lecturers in the Teachers' College on Rs. 250 and Rs. 200 have been created and I think that the Headmaster of the School of Commerce might very well be placed more or less on an equality with these. I propose therefore that his pay should be Rs. 200—10—250.

5. The increased cost involved by the proposal is Rs. 212½ per mensem or Rs. 2,553½ annually and can be met from the Imperial grant of 1.35 lakhs provided for secondary education.

II

Endorsement of the Accountant-General, No. Mal. 2/2022, dated
3rd May 1913.

Forwarded.

2. The present scale of Headmaster and assistants as shown by the Director of Public Instruction has been compared with the registers of this office and is correct.

3. There is no audit objection to the proposal being sanctioned by Government.

4. A reappropriation statement in duplicate obtained from the Director of Public Instruction is enclosed. The reappropriation proposed therein requires the sanction of Government in the Financial Department.

K. L. DATTA,
Accountant-General.

To the Secretary to Government, Educational Department.

Order—No. 609, Educational, dated 30th June 1913.

In the circumstances stated by the Director of Public Instruction the Government sanction the revised scale of salaries proposed by him for the teaching staff of the Government School of Commerce, Calicut. This sanction will be registered as No. 97 of 1913-14.

(True Extract.)

W. FRANCIS,
Ag. Secretary to Government.

To the Director of Public Instruction.

Financial Department, with reappropriation
statement, in duplicate.

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O. No. 609, EDUCATIONAL, DATED
30TH JUNE 1913.

SUBJECT.—*Submitting proposals for the reorganization of the scale of salaries of the staff of the Government School of Commerce, Calicut.*

From the Director of Public Instruction, dated April 1913, No. 1317.

For a short account of the School of Commerce at Calicut, please see pages 2 to 5 of G.O. No. 768, Educational, dated 22nd August 1912.

2. The reasons now put forward by the Director for revising the scale of salaries of the staff of the school are—

- (i) its growing strength,
- (ii) the growth in the scope of work and standard of instruction imparted,
- (iii) that the teachers employed have rarely chances of promotion outside the school, and
- (iv) that unless liberal scale of salaries is allowed it will be difficult to staff the institution which is a model one satisfactorily with duly qualified teachers.

3. As regards the first point, there is no doubt that the school has increased in strength as will be seen from the figures in the margin. It will, however, be seen that to cope with the increase in the strength additional hands have from time to time been sanctioned for the school—please see G.Os. No. 579, Educational, dated 20th September 1902, No. 717, Educational, dated 29th October 1907, No. 728, Educational, dated 24th October 1908, No. 704, Educational, dated 6th October 1911, and No. 962, Educational, dated 1st November 1912. If the institution has since grown in strength it will only be a ground for employing additional teachers and not for increasing the salary of the existing staff.

4. As regards the second point, that the scope of work and the standard of instruction imparted has grown considerably since its establishment, the school now imparting instruction for advanced grade examination and for diploma in Commerce, it is submitted that when the institution was started it was intended to give instruction up to the intermediate standard in the six subjects for the technical examination in commerce—please see page 4 of G.O. No. 979, Educational, dated 21st

December 1894. The school has since developed and has been preparing students for the advanced grade of these examinations even as early as 1905—please compare page 2 of G.O. No. 717, Educational, dated 29th October 1907. It has also been training students in all the six commercial subjects since that date. As for the diploma * in commerce it is only granted to a candidate who passes in the advanced grade in three of the subjects and in the intermediate grade in a fourth subject. It will thus be seen that this † entails no special additional instruction to students. It is not

But in 1905, the number of advanced students was 41, while in 1911 (the last figure available) it was 119.

W. FRANCIS—10-6-13.

*Theory and Practice of Commerce—Advanced.
Book-keeping Advanced.
Commercial Geography Advanced.
Banking—Intermediate Advanced.
(Page 118 of the Commissioner for Government Examination's Calendar, 1911-12.)
† Instruction for diploma in commerce.

I don't understand this.

W.F.—10-6-13.

therefore clear how the scope of work and standard of instruction justifies an increase of salary to the establishment *at present*. A special training section was opened in 1910, but it was closed in 1912 to see whether there was any demand for more qualified teachers.

5. The argument that the members of the staff have rarely chances of promotion outside seems to be a valid ground so far as this school is concerned. Attention is in this connection invited to paragraph 6 of the Director's letter on page 4 of G.O. No. 979, Educational, dated 21st December 1894, in which it was stated when originally fixing the salaries of the appointments that a liberal scale had been adopted to secure and retain the services of men fully competent to give instruction in the subjects. No doubt the demand for qualified men has since considerably increased and the scale of remuneration has similarly been enhanced. In 1907, when the

* Disallowed in Financial. No reasons given for doing so.

W.F.—10-6-10.

Director proposed to raise the scale of pay of the first assistant from Rs. 70 to Rs. 50—3—80, the Government however disallowed* the proposal—G.O.

No. 251, Educational, dated 29th April 1907.

6. In respect of the fourth contention the Director's letter specified the case of the last three posts on Rs. 35 as having been reported by the headmaster to carry very inadequate salary to attract qualified men. No other instance of difficulty experienced in finding suitable candidates has been mentioned.

7. As regards the headmaster, attention is invited to G.O. No. 236, Educational, dated 4th May 1910 and to paragraph 17 on page 17 of notes with G.O. No. 424, Educational, dated 1st July 1911. It will be seen therefrom that the inclusion of the headmaster's appointment in the Provincial Educational Service is out of the question. Until the reorganization of this service is settled, no higher grade of Subordinate Educational Service will be constituted; and the whole matter awaits the recommendations of the Public Service Commission. The pay of the headmaster, which was fixed at Rs. 140 when the school was started, was revised in 1907

G.O. No. 979, Educational, dated 21st December 1894.

G.O. No. 251, Educational, dated 29th April 1907.

into Rs. 125—5—175. The school has grown in popularity under the headmaster. The development of the school and increase in its strength will naturally increase the responsibility of the headmaster though not of the rest of the staff. It is for consideration whether any enhancement of the headmaster's salary should be sanctioned. Perhaps pending the reorganization of the subordinate service a fixed scale of Rs. 200 may be adopted.

8. It is also for consideration in view of the difficulties mentioned in paragraph 2 of the Director's letter, whether the pay of the last three assistants may also be raised from Rs. 35 to Rs. 40. This will however leave five teachers on Rs. 40 in the school. Perhaps to provide an even flow of promotion to the staff, the pay of the fourth, third, second and first assistants may be raised to Rs. 50, 60, 70 and 80, respectively.

9. The remarks of the Financial Department may be obtained.

C. RAMANUJACHARI—6-6-13.

The extra cost is Rs. 2,553½ annually and can be met from the Imperial recurring grant of 1-35 for secondary education.

2. Overleaf is attached a statement of the scales of pay in other Government complete secondary schools, and the scale proposed for the model schools:—

COMPARATIVE statement of establishments of Government Secondary Schools and of the School of Commerce, Calicut.

(1) The Government School of Commerce, Calicut [page 1-3 of G.O. No. 586, dated 3rd July 1912]	(2) Pradhikar School, Calicut [G.O. No. 586, dated 3rd July 1912]	(3) Pradhikar School, Calicut [List of Educational officers, 1912]	(4) Proposed for model schools—[paragraph 1 of Letter No. 592, Educational, dated 26th August 1910, No. 246, Educational, dated 13th December 1910]	(5) Proposed for School of Commerce, Calicut.
Rs. Headmaster (Provincial Educational Service) 600 First assistant 126-6-175 Second assistant 70-2-80 Third assistant 60-3-75 each Fourth and fifth assistants 60-3-75 each Sixth assistant 60-3-75 each Seventh assistant 60-3-75 each Eighth, ninth and tenth assistants 40-2-60 each Eleventh assistant 30-1-40 each Twelfth assistant 20-2-40 each Thirteenth assistant 10-1-30 Temporary One commercial instructor 60	Rs. Principal (Indian Educational Service) 75-2½-100 Two assistants 30 each One assistant 25-1-30 One " 20-1-25 One " 20-1-25 Ten temporary assistants, Four temporary assistants, One commercial instructor 30 each One commercial instructor 60	Rs. Vice-Principal (Provincial Educational Service) 450 First assistant 80-4-100 Second " 60-4-80 Third " 55-1-40 Fourth " 35-1-35 Fifth " 25-2-35 One assistant 75 Four " 60 each One " 50 "	Rs. Six in the Indian Educational Service Thirteen in the Provincial Educational Service First assistant 140 Second " 100 Third " 80 Fourth " 70 Fifth " 60 Sixth " 50 Seventh " 40	Rs. 200—10—250 Headmaster First assistant 100 Second " 80 Third " 70 Fourth " 60 Fifth " 50 Sixth " 40 Seventh " 40

3. It will be seen that all these have headmasters of the Indian or Provincial Educational Service; that the staffs are on a much more liberal scale than that now suggested by the Director of Public Instruction for the School of Commerce.

4. This School of Commerce deserves special treatment for the reason that it is the one Government institution which provides instruction outside the ordinary literary line. It began in 1894 with a headmaster and one assistant and has gone on from strength to strength ever since. A new building to cost Rs. 44,000 has lately been sanctioned for it. It attracts pupils from all over the Presidency and the Native States and should have a great effect in awaking interest in commercial and industrial careers and leading the youth of the country into other paths than the bar and Government service.

5. Its headmaster has practically created the school and has been made a Rao Sahib for his good work. He can't be moved and he can't get into the Provincial Educational Service. The only way of rewarding him is to raise his pay. The maximum proposed now is only that of a seventh-grade Deputy Collector. If he had joined the Revenue Department instead of the Educational Department he would have been a Deputy Collector long ago.

6. The Director of Public Instruction's proposals seem worthy of approval.

W. FRANCIS—10-6-13.

To the Financial Department.

FINANCIAL DEPARTMENT

The proposals made by the Director of Public Instruction in the present case for a revision of pay of the teachers in the Government School of Commerce, Calicut, are for utilizing a portion of the recurring grant of 1.35 for secondary education included in the recurring grant of 6.80 + lakhs from Imperial to Provincial sanctioned by the Government of India with effect from 1913-14 onwards for educational purposes. The following statement shows the revision of pay proposed:—

Paragraph 5 of Director of Public Instruction's letter.

Paragraph 11 of memorandum on page 3 of G.O. No. 264, Educational, dated 27th March 1913.

† Paragraph 2 of Government of India letter No. 257, Financial, dated 2nd March 1913 on pages 3-4 of G.O. No. 194, Financial, dated 11th March 1913.

	Existing rates of pay of the teachers in the Calicut School of Commerce.	Rates of pay proposed for the teachers in the Calicut School of Commerce.	Rates of pay proposed for teachers in the secondary schools under the model high schools scheme (pages 4-5 of letter No. 735, Educational, dated 12th December 1910).
1	2	3	4
	RS.	RS.	RS.
Headmaster	(125-5-176 =) 155½	(200-10-250 =) 233½	500-50-1,000
First Assistant	70	100	200-700
Second	50	80	120
Third	40	70	100
Fourth	40	60	80
Fifth	35	50	70
Sixth	35	40	60
Seventh	25	40	50
Total	400½	678½	..

Extra cost — Rs. 210½ per annum or Rs. 2,563½ per annum.

2. The Director of Public Instruction states that in view of the following circumstances the School of Commerce, Calicut, should be placed on a level with complete secondary schools for boys so far as the pay of the staff is concerned, i.e., the rates of pay for its teachers should follow the rates in column 4 above:—

(1) The institution is a model one for the Presidency;

(2) the teachers are to be graduates who have specialized in commerce;

(3) the teachers have rarely any chances of promotion outside the institution;

(4) the school has attained considerable growth in strength, scope of work and standard of instruction imparted.

The Educational Department propose to accept the proposals of the Director of Public Instruction—vide Educational Secretary's note on pages 2-4 ante.

3. Pay of the headmaster.—The circumstances at K on page 4 ante are of a personal nature, and do not, it is submitted, in themselves constitute a justification for increasing the pay of the post. In view, however, of the fact that the Director of Public Instruction has for some time past proposed the inclusion of the post in the Provincial Educational Service, the rate of pay now proposed (viz., Rupees 200—10—250) may, it is submitted, be accepted. The rates of pay proposed for the other teachers may, it is submitted, be also agreed to.

Page 2 of G.O. No. 236, Educational, dated 4th May 1910 and paragraph 4 of Director of Public Instruction's letter and paragraph 11, page 17 of G.O. No. 424, Educational, dated 1st July 1911.

the other teachers may, it is submitted, be also agreed to.

4. Provision of funds.—In the Budget Estimate for 1913-14 a lump provision of 23 lakhs has been entered under the head "22.—EDUCATION" (which represents 6.80 lakhs, the annual Imperial recurring grant, plus about a third of the Imperial non-recurring grant of 49 lakhs for education). The extra charges during 1913-14 on account of the proposals in the present case will be met from the above provision.

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

C.P.K.—19-6-13.

P. GOVINDA MENON—20-6-13.

C. REILLY—21-6-13.

A. G. CARDEW—23-6-13.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

His Excellency being still indisposed, the order can issue without waiting to send him the file. Draft please.

W. FRANCIS—25-6-13.

A draft order is submitted for approval. If approved, it may be forwarded to the Financial Department for the registry of the sanction.

P.R.—25-6-13.

C. RAMANUJACHARI—25-6-13.

C. S. ANANTARAMA AYYAR—25-6-13.

To the Financial Department.

No. 609, EDUCATIONAL, 30TH JUNE 1913.

FINANCIAL DEPARTMENT.

Please see notes on pages 4-6 *ante*.

2. The draft order may, it is submitted, be accepted, the sanction being registered as No. 97 of 1913-14.

C.P.K.—26-6-13.

P.G.—26-6-13.

C. REILLY—27-6-13.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Issue.

W. FRANCIS—30-6-13.

[G.O. No. 609, Educational, dated 30th June 1913.]

[$\frac{E. \& T.}{74}$]
1,500-8-12-10

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

191

READ ALSO:—

C. No. 1476, From the 279, No. 1317 / 13 dated 19-4-1913

End of the A.G. Mar. 2-2022 3-S-1913.

” ” ” ” ” ” 191 .

ORDER.

No. 609 Sol, dated 30.6. 1913

Not for ET

Sp 3076 - ^{in Mrs} fire

In the circumstances stated by the
S.P.D. the Govt. ~~has declined~~ sanction
the ~~revised~~ scale of salaries proposed by
him for the teaching staff of the
Govt. School of Commerce, Calicut.
This sanction will be registered as no.

97 of 1913-14

25.6.13 25/6/13

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To, the d-p-

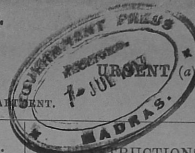
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Statement, in duplicate.

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G.O., No. 60929 dated 30.6.13 190 ..

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S. S. Thomas, the manager, scale of salaries.
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35/6/13.

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