

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

} 1913.

Enclosures

Spare copies

G.O. No. 714, 5th August 1913.

Establishment.

Declining, with remarks, to sanction the general revision of the scale of salaries of the
— of the Reformatory School, Chingleput.

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GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following papers:—

I

G.O. No. 365, Educational, dated 12th June 1911.

ABSTRACT.—Passing orders on the revision of the scale of salaries of the staff of the general Education department in the Reformatory School, Chingleput.

II

Letter—from the Hon'ble Mr. A. G. BOURNE, D.Sc., F.R.S., C.I.E., Director of Public Instruction, Madras.

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

Dated—the 31st October 1912.

No.—Ref. on Cur. 5899.

I have the honour to request that you will be so good as to obtain the sanction of Government for revising, with effect from 1st March 1913, the scale of salaries of the undermentioned posts in the Reformatory School, Chingleput, as shown below:—

Post.	Present scale.		Proposed scale.	
	RS.		RS.	
(1) Blacksmith instructor	25—1—30		35—1—40	
(2) Mason instructor	25—1—30		35—1—40	
(3) Assistant blacksmith instructor ..	10—1—15		20—1—30	
(4) Assistant carpenter instructor ..	15—1—20		20—1—30	
(5) Assistant weaver instructor ..	10—1—15		20—1—30	
(6) Gymnastic instructor	10—1—15		15—1—20	
(7) Drill instructor	10		10—1—15	

The increments are to be annual.

2. The scale of salaries of the staff in the General Education department of the school was revised in G.O. No. 365, Educational, dated 12th June 1911, but that of the Industrial staff remained unchanged. The Superintendent of the school points out that there is no uniformity, at present, in regard to the salaries of the various instructors and assistant instructors in the industrial department as will be observed from the scales of pay noted below:—

	RS.
Carpentry, weaving and tailoring instructors, each on ..	35—1—40
Blacksmith and mason instructors, each on	25—1—30
Assistant carpenter on	15—1—20
Assistant weaver and assistant blacksmith, each on ..	10—1—15

This has naturally given rise to a feeling of discontent among the men in receipt of lower pay. Hence it is proposed to have two different scales of pay, one for all the chief instructors and the other for all the assistant instructors irrespective of the nature of the industry taught by them.

As regards the increase of pay proposed for the blacksmith, it has been represented to me that the class of good blacksmiths is dying out, that it is difficult to get a properly qualified man for the present pay and that since the death of the last permanent incumbent in July 1905, the post has been filled only temporarily by four successive men owing to the inadequacy of the pay of the post. The increase to the pay of the mason is proposed in consultation with the local Executive Engineer.

The scale of pay proposed for the assistant instructors is in keeping with that of the junior assistant maistries in the School of Arts which is Rs. 20—1—30.

The present scale of pay for the gymnastic and drill instructors is very low and as they have supervision work in the School in addition to their legitimate duties, slightly higher rates of pay are proposed for them.

3. The extra average cost of the above proposals amounts to Rs. 61—10—8 per mensem. As a partial set-off against this charge, I beg to recommend the abolition of the posts of rattan and boot and shoe-making instructors on Rs. 15 each. The latter post has not been filled for many years as there has been no demand for that industry; as regards the former Mr. Hadaway, in his report on the last annual examination of the school, suggested the discontinuance of the rattan class as it has not proved a success, and the Superintendent agrees in that opinion. This class has been on its trial for over a year and the Superintendent admits that it has not justified its existence. He states that the outturn has been poor, that while there were ten boys at the start there are now only six, and that the best boy recently discharged from the class is not following the trade but is working as a cultivator. In these circumstances, I consider it unnecessary to continue the rattan industry. I am issuing instructions, in anticipation of the approval of Government, to close this industry from 1st November 1912 or as soon as practicable thereafter. The savings that will be effected by the abolition of the two posts referred to above, will be Rs. 30 per mensem; and the net average extra cost of the scheme will, therefore, be Rs. 31—10—8 per mensem only or Rs. 380 per annum.

4. The actual extra cost during the ensuing year will, however, be Rs. 30 per mensem which is covered by the saving of an equal amount pointed above. Hence no reappropriation statement is necessary.

5. As I was in correspondence with the Superintendent on the question of revision of pay of the industrial staff and no decision in the matter was arrived at prior to the submission of the budget proposals for 1913—14, I regret I could not provide for the revised rates of pay recommended in this communication in the budget estimate for the ensuing year.

Encl. No. Ch. 2/14642, dated 9th November 1912.

Forwarded to Government.

2. The present scale of pay of the instructors given in the letter of the Director of Public Instruction is correct.

3. There is no audit objection to the proposal being sanctioned by Government, provision being made in the ensuing year's budget estimate according to the revised rates of pay.

J. F. GRAHAM,
Offg. Accountant-General.

To the Secretary to Government, Educational Department.

III

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

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

Dated—the 25th June 1913.

No.—Ref. on Cur. 5899/12.

In continuation of my letter R.C. No. 5899 dated 31st October 1912, I have the honour to submit, in consultation with the Superintendent, Reformatory School, Chingleput, modified proposals for the revision of the scale of salaries of the instructors in the industrial department and of the drill and gymnastic instructors, the sergeant and the bandmaster.

2. The Superintendent now considers that the scale of pay for the maistry instructors should be calculated firstly on the basis of what a man working at the same trade outside would be able to earn, and secondly on the position and rank which the particular trade holds within the Reformatory—the rank depending upon the standard and difficulty of the technical knowledge and expertness required, the quantity and quality of the work turned out by the boys in the class—and finally the money-earning power of an average successful boy when he leaves the school. He thinks that the various trades rank within the Reformatory just as they do outside and the teachers—instructors and assistant instructors—should be graded not according to seniority but according to trade.

3. It will be seen that the views now expressed by the Superintendent are different from what he originally held, viz., that the work of all the instructors should be treated as of equal value and that their pay should be uniform—*vide* paragraph 2 of my letter R.C. No. 5899, dated 31st October 1912. He now proposes that there should be three grades of instructors and one grade of assistant instructors, that the weaver and the carpenter should be of the first grade, the blacksmith and tailor of the second and the mason of the third grade. He is further of opinion that the assistant blacksmith should have his present designation changed to that of metal-work instructor and should be placed in the third grade and states that he is in no sense an assistant to the blacksmith and that the quality and value of his work fully justify the change of designation proposed for him.

4. The present scale and the modified scale now proposed are compared below:—

	Present scale.	Proposed scale.	Increase or decrease.
	RS.	RS.	RS.
Weaver instructor	35—1—40	35—1—40	..
Carpenter	35—1—40	35—1—40	..
Tailor	35—1—40	30—1—35	— 5
Blacksmith	25—1—30	30—1—35	+ 5
Metal-work or (assistant blacksmith) instructor	10—1—15	25—1—30	+15
Mason instructor	25—1—30	25—1—30	..
Assistant carpenter	15—1—20	15—1—20	..
Assistant weaver	10—1—15	15—1—20	+ 5
Gymnastic instructor	10—1—15	15	+ 5
Drill instructor	10	15	+ 5
Sergeant	40—2—50	50	+ 10
Band instructor	50	50 + 10 (P.A.)	+ 10
			+ 40

* This post is vacant and the present incumbent holds the post only sub. *pro tem* and draws the minimum salary, viz., Rs. 36.

5. The present pay of the drill and gymnastic instructors is low and I consider that a pay of Rs. 15 at least is necessary to secure good men for the posts.

6. As regards the sergeant, it is stated that the post has become to be looked upon as a comfortable berth for an old pensioned *ex*-soldier; but the duties of sergeant really require that he should be an active, strong and energetic man of exemplary conduct capable of taking part in games like football, etc. The initial pay of Rs. 40 does not, it is stated, attract the right stamp of man.

7. A personal allowance of Rs. 10 is proposed by the Superintendent for the band instructor as a special case and the proposal has my support. Since the band was started four instructors have, it is stated, held the post. The present incumbent is reported to be an excellent man, who has done much to popularize the band and bugle class in the school. The class already supplies trained buglers and band boys to the Salt and Police Departments, and it is expected that the value of the class will be greatly enhanced under the operation of G.O. No. 308, Educational, dated 17th April 1913. The salary of a similar post in the Lawrence Asylum, Ootacamund, is Rs. 90—1—100. The question of raising the pay of the post may be considered on the occurrence of a vacancy when we shall be able to see whether the place can be filled on the present rate of pay.

8. The extra cost involved by the above proposal is Rs. 40 per mensem and taking into account the savings that will be effected by the abolition of the posts of rattan, and boot and shoe-making instructors already proposed in my letter Ref. on Cur. No. 5899, dated 31st October 1912, the net additional cost will only be Rs. 10 per mensem or Rs. 120 per annum.

The actual extra cost during the current year can be met from the provision of Rs. 360 made for the salary of the rattan, and boot and shoe-making instructors in the budget.

Encl. No. Ch. 2-6273, dated 4th July 1913.

Forwarded.

- The present scale of establishment has been verified and is correct.
- There is no audit objection to the proposal being sanctioned by Government and the extra cost in the current year being met as indicated.

K. L. DATTA,
Accountant-General.

To the Secretary to Government, Educational Department.

Order—No. 714, Educational, dated 5th August 1913.

The Government do not consider that sufficient ground has been shown for the general revision of the scale of salaries of the establishment of the Reformatory School, Chingloput, submitted by the Director of Public Instruction with the second of his letters read above. The case of the blacksmith appears, however, to be special, and his pay will, as proposed, be raised from Rs. 25—1—30 to Rs. 30—1—35 per mensem.

2. The Government approve the proposals of the Director to abolish the posts of the rattan and the boot and shoe-making instructors and to change the designation of the "assistant blacksmith" to that of "metal-work instructor."

3. This sanction will be registered as No. 122 of 1913-14.

(True Extract.)

W. FRANCIS,
Ag. Secretary to Government.

To the Director of Public Instruction.
.. Accountant-General.
.. Financial Department.

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O. No. 714, EDUCATIONAL, DATED
5TH AUGUST 1913.

[SUBJECT.—*Revision of establishment of the Reformatory school, Chingleput.*]

From the Director of Public Instruction, dated 31st October 1912, No. 5899.

The Reformatory school, Chingleput, consists of two departments—the general education department and the industrial education department. The teaching staff of the former was revised in G.O. No. 356, Educational, dated 12th June 1911. Proposals for the revision of the staff of the latter are now submitted. The following statement gives in one view the present and proposed scale of the industrial department with the proposed changes printed in italics :—

	Present. (G.O. No. 365, dated 12th June 1911.)	Proposed. RS.
Band instructor	50	50
Weaving instructor	35-1-40	35-1-40
Tailor	35-1-40	35-1-40
Carpenter	35-1-40	35-1-40
Blacksmith	25-1-30	35-1-40
Mason *	25-1-30	5-1-40
Assistant carpenter	15-1-20	20-1-30
Assistant weaving instructor	10-1-15	20-1-30
Assistant blacksmith	10-1-15	20-1-30
Rattan instructor. . . .	15	To be abolished.
Boot and shoe making instructor	15	Do.
House to band instructor	15	15
Gardener	15	15
Gymnastic instructor	10-1-15	15-1-20
Drill instructor	10	10-1-15

The net average extra cost of the scheme is Rs. 31½ per mensem or Rs. 380 per annum.

2. The grounds on which the proposals are made are detailed in paragraph 2 of the Director's letter. The chief feature of the scheme is to have two different scales of pay, one for all the chief instructors on Rs. 35-1-40 and the other for all the assistant instructors on Rs. 20-1-30 per mensem irrespective of the nature of the industry taught by them. The latter scale is similar to the one sanctioned for the junior assistant maistries in the School of Arts—vide page 10 of G.O. No. 368, Educational, dated 21st June 1909. It will, however, be observed that the mason's pay was only very recently raised from Rs. 25 to Rs. 25-1-30 per mensem—vide G.O. No. 512, Educational, dated 12th June 1912. Having regard to the special nature of the institution and also to the fact that the work of the instructors has

materially increased since, the proposals so far as they relate to the salaries of the chief and assistant instructors may be

Vide paragraph 2 of Mr. Stone's letter on page 2 of G.O. No. 365, dated 12th June 1911. approved. The proposal to abolish the posts of rattan and boot and shoe making instructors may also, in the circumstances explained in paragraph 3 of the Director's letter, be approved.

3. It is doubtful whether the proposal to raise the salaries of the gymnastic and drill instructor will be approved by Government. Except in colleges and in high schools, the pay of the gymnastic instructor is ordinarily Rs. 10—1—15 per mensem. Why this scale should be considered as "very low" in the case of the Reformatory school is not explained. It is also not known what is the nature of the "supervision work" these instructors have in the school. It is for consideration whether further information on these points should be called for from the Director of Public Instruction.

	RS.
Engineering College	20—2—40
Kumbakonam College	20—2—40
Training School, Rajahmundry ..	20—2—30
Mangalore College	20—1—25
Madras-i-azam	15—1—20
Secondary School, Bhadrachalam ..	15—1—20
Most, if not all, training schools have a scale of	10—1—15

Cf. pages 115 to 119 of list of Educational officers, dated 1st January 1912.

Being a Reformatry, there will be enough scope for supervision. The Director of Public Instruction's statement may be accepted.

4. If further information is considered unnecessary the file may be forwarded to Financial for remarks. That department may be requested to enter the necessary provision in the budget for 1913-14 with reference to paragraph 5 of the Director's letter.

P.R.—21-11-12.

The first question for decision is whether a "uniform" scale for the instructors is necessary irrespective of the nature of the industry or other considerations. The development of a feeling of discontent is stated to justify the necessity. The report of the existence of such feeling seems to have been made for the first time. The proposal is not improbably the outcome of a general desire to have the industrial section also reorganized as the general education section has been. A revision based on the question of supply and demand would perhaps have been more appropriate especially in the case of industries.

If it is decided to examine the case of each individually, the Director of Public Instruction has made out a case only in respect of the blacksmith instructor, as it is stated that the post is hard to fill with the existing pay permanently. In the other cases, the ground of "uniformity" is apparently relied upon. At any rate the mason's pay was only raised in June last to bring it on a level with that of the "blacksmith"; and a further enhancement of the pay now may require stronger grounds. The scale of pay for assistant instructors is fixed so as to be in keeping with that of junior assistant maistries of the School of Arts. But living in Madras and in a mufassal town like Chingleput (though near Madras) are different; and a scale of pay for Madras city need not necessarily be applied to Chingleput unless justified on other grounds.

It is for consideration whether the Director of Public Instruction may be asked to give any special reasons which may exist to support the proposal to increase the pay of each of the appointments severally.

C. RAMANUJA ACHARI—23-11-12.

This does not seem a strong case for enhanced emoluments. Educational may support the blacksmith's increase, but if that alone were sanctioned the discontent to which the Director of Public Instruction alludes would be added to. Perhaps therefore he would prefer that the proposals should stand or fall *en bloc*.

2. The gymnastic instructors may have more responsible functions at the Reformatory than in training schools, but it is not represented that capable hands cannot be secured for the present rates of pay.

3. To the argument of uniformity I am chary as to attaching importance. Carpenters, blacksmiths and masons may command different values in the local market.

Can the Director of Public Instruction make out a stronger case?

L. DAVIDSON—23-11-12.

To the Director of Public Instruction.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

The Superintendent now informs me that the average pay or rather earnings of a blacksmith is Rs. 40 as against Rs. 35 for bell-metal workers and carpenters. He thinks, however, that these differences need not be taken into account in fixing the pay of instructors, and that as a fact the work of all the instructors may be treated as of equal value. This is also their own point of view. When they become instructors any difference of earnings before are forgotten and they feel that all the men of the same rank and doing the same kind of work should be on an equality. These opinions suggested to me whether the instructors might be graded irrespective of craft and I discussed the whole matter with him lately at Chingleput. He now is to submit revised and cheaper proposals.

J. H. STONE—2-2-13.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

The file may lie over pending receipt of the revised proposals referred to above.

S.K.—6-2-13.

C. RAMANUJA ACHARI—7-2-13.

Yes, please.

L. DAVIDSON—8-2-13.

Extract from Secretary's remarks in the weekly arrears list:

* Revised and cheaper proposals.

Is it not time to ask when they * may be expected or was delay foreshadowed?

L. DAVIDSON—8-5-13.

Submitted that the Director of Public Instruction may be requested to state when the revised proposals may be expected. If they are not to come up to Government in the near future the papers in this file may be recorded.

S.K.—10-5-13.

C. RAMANUJA ACHARI—14-5-13.

Yes, please.

L. DAVIDSON—15-5-13.

To the Director of Public Instruction.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

Revised proposals will be submitted very shortly.

J. H. STONE—6-6-13.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Submitted that the file may again lie over.

S.K.—11-6-13.

C. RAMANUJA ACHARI—11-6-13.

C. S. ANANTARAMA AYYAR—12-6-13.

From the Director of Public Instruction, dated 25th June 1913, R.O.C.
No. 5899/12.

Please see the revised proposals submitted by the Director of Public Instruction on pages 2 to 1 of current file. These relate briefly to—

(1) the revision of the scale of salaries of the staff of the industrial department.

(2) the increase in the emoluments of—

- (a) the gymnastic instructor,
- (b) the drill instructor,
- (c) European sergeant, and
- (d) the bandmaster;

(3) the abolition of the posts of—

- (i) the rattan instructor and
- (ii) the boot and shoe making instructor;

(4) the change of designation of the "assistant blacksmith instructor" into "metal-work instructor."

2. The following statement gives in one view the portion of the existing establishment which is affected by the proposals under consideration and the original as well as the revised scales of pay proposed by the Director of Public Instruction:—

	Existing scale.	Proposed scale.	
		Original.	Revised.
	Rs.	Rs.	Rs.
Page 7 of G.O. No. 365, dated 12th June 1914.			
Weaving instructor	35-1-40	..	35-1-40
Tailor	35-1-40	..	30-1-35
Carpenter	35-1-40	..	35-1-40
Blacksmith	25-1-30	35-1-40	30-1-35
Mason	25-1-30	35-1-40	25-1-30
Rattan	15	abolish.	abolish.
Foot and shoe	15	abolish.	abolish.
Assistant weaving	10-1-15	21-1-30	15-1-20
Assistant carpenter	15-1-20	20-1-30	15-1-20
Assistant blacksmith	10-1-15	20-1-30	25-1-30
[Metal work instructor.]			
Gymnastic instructor	10-1-15	15-1-20	15
Drill	10	10-1-15	15
Band instructor	50	..	50 + * 10
House-rent allowance to band instructor	15	..	..
European sergeant	40-2-50	..	50
Net average extra cost ..		+ 3½	+ 10

* Personal allowance.

† Per mensem.

The average net extra cost according to the revised proposals is Rs. 10 per mensem or Rs 120 per annum against the original Rs 380 per annum. A comparative statement of the establishments of the Reformatories at Hazaribagh, Jabalpur and Yeavda is placed below. Since details as to pay, etc., of those establishments are not available the statement affords no useful comparison.

3. The several proposals contained in paragraph 1 *ante* are briefly examined below:—

(1) The original proposal was to have two uniform scales of pay—one for instructors and the other for assistant instructors—irrespective of the nature of the industry taught by them.

First grade—pay Rs. 35-1-40	Weaver.	This view has since been changed and the revised proposals provide for three grades † of instructors and one grade of assistant instructors according
Second grade—pay Rs. 30-1-35	Carpenter.	
	Blacksmith.	
	Tailor.	
Third grade—pay Rs. 25-1-30	Mason	
	Metal works instructor.	

to the importance of the trade taught by them—*vide* paragraphs 2 and 3 of the Director's letter on pages 6 and 7 of current. The present grading and the scale of pay proposed for them appears to be suitable and may be accepted.

(2) (a) & (b) As regards gymnastic and drill instructors attention is solicited to paragraph 3 of office-note on page 2 and paragraph 2 of Mr. Davidson's note on page 2 *ante*. But in the reorganized training schools, the pay of the gymnastic instructor has been fixed at Rs. 30 in the elementary training schools and Rs. 15 in the secondary training schools. It is for consideration whether in the circumstances stated in paragraph 5 of

G.O. No. 1066, dated 3rd December 1912 (common for both training and model sections).

G.O. No. 512, dated 4th June 1913. It is for consideration whether in the circumstances stated in paragraph 5 of the Director's second letter their pay may be fixed at Rs. 15.

(c) The proposal to revise the pay of the European Sergeant is a new one. He is in a grade of Rs. 40-2-50 and appears to be drawing Rs. 48 at present. The proposal is to give him Rs. 50 all at once. It is submitted that sergeants in the Police Department are paid a salary ranging from Rs. 80 to Rs. 110 per mensem, the sergeant employed in the Presidency College gets a pay of Rs. 50-6-80 per mensem while the two sergeants employed in the Lawrence Asylum are paid Rs. 100-4-120 and Rs. 75-1-80 per mensem, respectively. A pay of Rs. 50 per mensem for a European sergeant of the stamp described in paragraph 6 of the Director's letter does not appear to be too high. The proposal may, it is submitted, be approved. The sergeant is provided with free quarters also.

(d) The proposal to give the bandmaster a personal allowance of Rs. 10 per mensem is also a new one. The grounds on which the Director's recommendation is based are given in paragraph 7 of his later letter (pages 8 and 9 of current file). But the information furnished is not adequate. It is not stated what service the present incumbent has put in, what his age is, whether there is any likelihood of his leaving the service if no additional emoluments are given to him and whether equally competent men cannot be secured for the existing pay. The Director will leave the last point open until the vacancy actually occurs; but on the other points further information is necessary to consider the question of a *personal* allowance. The bandmaster, besides the pay, receives a house-rent allowance of Rs. 15 per mensem.

(3) & (4) of paragraph 1.—The proposal to abolish the posts of rattan and boot and shoe making instructors may be approved, as well as the proposal to change the designation of the post of the assistant blacksmith instructor into metal-work instructor. The latter apparently represents the correct description of the work done by the instructor.

4. The file may, it is submitted, be forwarded to the Financial Department for remarks.

C. RAMANUJA ACHARI—20-7-13.

First, as to the five instructors (see statement on page 4).

2. It is proposed to reduce the tailor instructor—the only reason given being that there is no uniformity in the salaries of these people. This uniformity was at first proposed to be secured by providing one scale for all chief instructors and another for all assistants; and afterwards by grading them on certain nebulous ideas as to the position each trade "holds within the Reformatory", whereunder the mason (who was first, in consultation with the Executive Engineer, proposed to be given an increase) now ranks bottom of this warrant of precedence, the tailor and the blacksmith are bracketed equal, and the weaver and carpenter come first. I don't follow all this and I don't think the tailor would either, or be consoled for the loss of pay by the reflection that at least he was uniform.

3. For raising * the blacksmith's pay good reasons are given,—that good blacksmiths are scarce and that four men have held the position eight years and gone one after the other because the salary was insufficient. This may be sanctioned.

* From Rs. 25-1-30 to Rs. 30-1-35 page 4 *ante*.

4. *Second, as to the weaving assistant.*—It is proposed to raise his pay by Rs. 5 to make it uniform with that of the carpentry assistant. I don't think the grounds are sufficient. Weavers are cheap enough and it has not been alleged that a good enough man can't be got for the pay. I would negative this.

5. *Third, as to the assistant blacksmith.*—It is said that he is not really in any way an assistant to the blacksmith and ought to be called the "metal-work instructor." The change costs nothing and may be sanctioned. But the proposal to double his pay is again only made on grounds of uniformity, so that he may match the mason. I would refuse sanction to that.

6. *Fourth, as to the gymnastic and drill instructors.*—It is said on pages 2 and 3 of current file that their pay is low, that they have supervision duties and that the rise is necessary to secure good men. But paragraph 3 on page 2 of this note shows that Rs. 10—1—15 is the ordinary rate in schools. On page 4 of the note it is pointed out that in training schools such men get Rs. 30, but training school establishments are always apt to be liberally paid as they are responsible for training the rising generation of teachers. I don't see grounds for this increase.

7. *Fifth, as to the band instructor,* for whom a personal allowance of Rs. 10 is proposed. He is said to be an excellent man, but yet he was not included in the original proposals for increases and, as pointed out above no particulars about him are given.

There is no comparison between his work and that of the bandmaster at the Lawrence Memorial School.

8. *Sixth, as to the sergeant.*—He is proposed to be raised from Rs. 40—2—50, on which scale he already draws Rs. 48 to Rs. 50. It is said Rs. 40 doesn't get the right stamp of man, but the above proposal won't get rid of the permanent incumbent and it will be quite time enough to think of raising the pay of the post if and when he goes. I would not sanction this either.

9 I would pass the increase in the blacksmith's pay from Rs. 25—1—30 to Rs. 30—1—35 and negative all the other proposals.

To the Financial Department with reference to paragraphs 3 and 9 of the above.

W. FRANCIS—21-7-13.

FINANCIAL DEPARTMENT.

The Director of Public Instruction submits proposals for the revision of the scale of pay of the establishment of the Industrial department attached to the Reformatory School, Chingleput.

2. The net extra cost involved in the proposals of the Director of Public Instruction is Rs. 10 per mensem as follows:—

(a) Revision of pay of the following posts.	Present scale.	Proposed scale.	Increase or decrease (per mensem).
	Rs.	Rs.	Rs.
Tailor	35—1—10	30—1—35	— 5
Blacksmith	25—1—30	30—1—35	+ 5
Metal worker or Assistant blacksmith	10—1—15	25—1—30	+ 15
Assistant weaver	10—1—15	15—1—20	+ 5
Gymnastic instructor	10—1—15	15	+ 15
Drill instructor	10	15	+ 6
Sergeant	40—2—50	50	+ 31
Band instructor	50	50+10	+ 10
		(personal allowance).	
		Total ..	+ 40
(b) Abolition of the post of rattan instructor (Rs. 15 per mensem) ..			— 15
Abolition of the post of boot and shoe making instructor (Rs. 15 per mensem)			— 15
			— 30
		Net increase ..	+ 10 per mensem.

Paragraphs 3 and 9 of the Educational Secretary's note on page 5 and above, respectively.

(* Raising from Rs. 25—1—30 to 30—1—35)
Cf. Educational Department note M on page 5 ante.

3. Of the item included in (a) Educational propose to sanction only the revision * of pay of blacksmith proposed (extra cost Rs. 5 per mensem) and to negative other items. This may, it is submitted, be accepted. Educational have apparently no objection to the abolition of the posts in item (b).

4. The proposals in paragraphs 3 ante would thus result in a saving of Rs. 25 per mensem or Rs. 300 per annum. This may be accepted, the sanction being registered as No. 122 of 1913-14.

V.V.—28-7-13.

A.S.—29-7-13.

C. RAILLY—29-7-13.

A. G. CARDEN—30-7-13.

To the Educational Department.

EDUCATIONAL DEPARTMENT

Draft.

W. FRANCIS—1-8-13.

A draft order is submitted for approval.

P.R.—2-8-13.

C. RAMANUJA ACHARI—2-8-13.

Approved.

W. FRANCIS—4-8-13.

[G.O. No. 714, Educational, dated 5th August 1913.]

Government of Madras. 9

EDUCATIONAL DEPARTMENT.

Recd.

} 1913.

Enclosures

Regd.

Spare copies

G.O. No. 714, 5th August 1913.

Establishment.

Declining, with remarks, to sanction the general revision of the scale of salaries of the
— of the Reformatory School, Chingleput.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following papers:—

I

G.O. No. 365, Educational, dated 12th June 1911.

ABSTRACT.—Passing orders on the revision of the scale of salaries of the staff of the general Education department in the Reformatory School, Chingleput.

II

Letter—from the Hon'ble Mr. A. G. BOURNE, D.Sc., F.R.S., C.I.E., Director of Public Instruction, Madras.

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

Dated—the 31st October 1912.

No.—Ref. on Cur. 5899.

I have the honour to request that you will be so good as to obtain the sanction of Government for revising, with effect from 1st March 1913, the scale of salaries of the undermentioned posts in the Reformatory School, Chingleput, as shown below:—

Post.	Present scale.		Proposed scale.	
	RS.		RS.	
(1) Blacksmith instructor	25	—1—30	35	—1—40
(2) Mason instructor	25	—1—30	35	—1—40
(3) Assistant blacksmith instructor ..	10	—1—15	20	—1—30
(4) Assistant carpenter instructor ..	15	—1—20	20	—1—30
(5) Assistant weaver instructor ..	10	—1—15	20	—1—30
(6) Gymnastic instructor	10	—1—15	15	—1—20
(7) Drill instructor	10		10	—1—15

The increments are to be annual.

2. The scale of salaries of the staff in the General Education department of the school was revised in G.O. No. 365, Educational, dated 12th June 1911, but that of the Industrial staff remained unchanged. The Superintendent of the school points out that there is no uniformity, at present, in regard to the salaries of the various instructors and assistant instructors in the industrial department as will be observed from the scales of pay noted below:—

		RS.	
Carpentry, weaving and tailoring instructors, each on ..	..	35	—1—40
Blacksmith and mason instructors, each on	..	25	—1—30
Assistant carpenter on	..	15	—1—20
Assistant weaver and assistant blacksmith, each on ..	..	10	—1—15

This has naturally given rise to a feeling of discontent among the men in receipt of lower pay. Hence it is proposed to have two different scales of pay, one for all the chief instructors and the other for all the assistant instructors irrespective of the nature of the industry taught by them.

As regards the increase of pay proposed for the blacksmith, it has been represented to me that the class of good blacksmiths is dying out, that it is difficult to get a properly qualified man for the present pay and that since the death of the last permanent incumbent in July 1905, the post has been filled only temporarily by four successive men owing to the inadequacy of the pay of the post. The increase to the pay of the mason is proposed in consultation with the local Executive Engineer.

The scale of pay proposed for the assistant instructors is in keeping with that of the junior assistant maistries in the School of Arts which is Rs. 20—1—30.

The present scale of pay for the gymnastic and drill instructors is very low and as they have supervision work in the School in addition to their legitimate duties, slightly higher rates of pay are proposed for them.

3. The extra average cost of the above proposals amounts to Rs. 61—10—8 per mensem. As a partial set-off against this charge, I beg to recommend the abolition of the posts of rattan and boot and shoe-making instructors on Rs. 15 each. The latter post has not been filled for many years as there has been no demand for that industry; as regards the former Mr. Hadaway, in his report on the last annual examination of the school, suggested the discontinuance of the rattan class as it has not proved a success, and the Superintendent agrees in that opinion. This class has been on its trial for over a year and the Superintendent admits that it has not justified its existence. He states that the outturn has been poor, that while there were ten boys at the start there are now only six, and that the best boy recently discharged from the class is not following the trade but is working as a cultivator. In these circumstances, I consider it unnecessary to continue the rattan industry. I am issuing instructions, in anticipation of the approval of Government, to close this industry from 1st November 1912 or as soon as practicable thereafter. The savings that will be effected by the abolition of the two posts referred to above, will be Rs. 30 per mensem; and the net average extra cost of the scheme will, therefore, be Rs. 31—10—8 per mensem only or Rs. 380 per annum.

4. The actual extra cost during the ensuing year will, however, be Rs. 30 per mensem which is covered by the saving of an equal amount pointed above. Hence no reappropriation statement is necessary.

5. As I was in correspondence with the Superintendent on the question of revision of pay of the industrial staff and no decision in the matter was arrived at prior to the submission of the budget proposals for 1913—14, I regret I could not provide for the revised rates of pay recommended in this communication in the budget estimate for the ensuing year.

Encl. No. Ch. 2/14642, dated 9th November 1912.

Forwarded to Government.

2. The present scale of pay of the instructors given in the letter of the Director of Public Instruction is correct.

3. There is no audit objection to the proposal being sanctioned by Government, provision being made in the ensuing year's budget estimate according to the revised rates of pay.

J. F. GRAHAM,
Offg. Accountant-General.

To the Secretary to Government, Educational Department.

III

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

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

Dated—the 25th June 1913.

No.—Ref. on Cur. 5899/12.

In continuation of my letter R.C. No. 5899 dated 31st October 1912, I have the honour to submit, in consultation with the Superintendent, Reformatory School, Chingleput, modified proposals for the revision of the scale of salaries of the instructors in the industrial department and of the drill and gymnastic instructors, the sergeant and the bandmaster.

2. The Superintendent now considers that the scale of pay for the maistry instructors should be calculated firstly on the basis of what a man working at the same trade outside would be able to earn, and secondly on the position and rank which the particular trade holds within the Reformatory—the rank depending upon the standard and difficulty of the technical knowledge and expertness required, the quantity and quality of the work turned out by the boys in the class—and finally the money-earning power of an average successful boy when he leaves the school. He thinks that the various trades rank within the Reformatory just as they do outside and the teachers—instructors and assistant instructors—should be graded not according to seniority but according to trade.

3. It will be seen that the views now expressed by the Superintendent are different from what he originally held, viz., that the work of all the instructors should be treated as of equal value and that their pay should be uniform—*vide* paragraph 2 of my letter R.C. No. 5899, dated 31st October 1912. He now proposes that there should be three grades of instructors and one grade of assistant instructors, that the weaver and the carpenter should be of the first grade, the blacksmith and tailor of the second and the mason of the third grade. He is further of opinion that the assistant blacksmith should have his present designation changed to that of metal-work instructor and should be placed in the third grade and states that he is in no sense an assistant to the blacksmith and that the quality and value of his work fully justify the change of designation proposed for him.

4. The present scale and the modified scale now proposed are compared below:—

	Present scale.	Proposed scale.	Increase or decrease.
	RS.	RS.	RS.
Weaver instructor	35-1-40	35-1-40	..
Carpenter "	35-1-40	35-1-40	..
Tailor "	35-1-40	30-1-35	- 5
Blacksmith "	25-1-30	30-1-35	+ 5
Metal-work or (assistant blacksmith) instructor	10-1-15	25-1-30	+15
Mason instructor	25-1-30	25-1-30	..
Assistant carpenter	15-1-20	15-1-20	..
Assistant weaver	10-1-15	15-1-20	+ 5
Gymnastic instructor	10-1-15	15	+ 1½
Drill instructor	10	15	+ 5
Sergeant	40-2-50	50	+ 10
Band instructor	50	50 + 10 (P.A.)	+ 10
			+ 40

* This post is vacant and the present incumbent holds the post only *pro tem* and draws the minimum salary, viz., Rs. 35.

5. The present pay of the drill and gymnastic instructors is low and I consider that a pay of Rs. 15 at least is necessary to secure good men for the posts.

6. As regards the sergeant, it is stated that the post has become to be looked upon as a comfortable berth for an old pensioned *ex-soldier*; but the duties of sergeant really require that he should be an active, strong and energetic man of exemplary conduct capable of taking part in games like football, etc. The initial pay of Rs. 40 does not, it is stated, attract the right stamp of man.

7. A personal allowance of Rs. 10 is proposed by the Superintendent for the band instructor as a special case and the proposal has my support. Since the band was started four instructors have, it is stated, held the post. The present incumbent is reported to be an excellent man, who has done much to popularize the band and bugle class in the school. The class already supplies trained buglers and band boys to the Salt and Police Departments, and it is expected that the value of the class will be greatly enhanced under the operation of G.O. No. 308, Educational, dated 17th April 1913. The salary of a similar post in the Lawrence Asylum, Ootacamund, is Rs. 90-1-100. The question of raising the pay of the post may be considered on the occurrence of a vacancy when we shall be able to see whether the place can be filled on the present rate of pay.

8. The extra cost involved by the above proposal is Rs. 40 per mensem and taking into account the savings that will be effected by the abolition of the posts of rattan, and boot and shoe-making instructors already proposed in my letter Ref. on Cur. No. 5899, dated 31st October 1912, the net additional cost will only be Rs. 10 per mensem or Rs. 120 per annum.

The actual extra cost during the current year can be met from the provision of Rs. 360 made for the salary of the rattan, and boot and shoe-making instructors in the budget.

Encl. No. Ch. 2-6273, dated 4th July 1913.

Forwarded.

2. The present scale of establishment has been verified and is correct.

3. There is no audit objection to the proposal being sanctioned by Government and the extra cost in the current year being met as indicated.

K. L. DATTA,
Accountant-General.

To the Secretary to Government, Educational Department.

Order—No. 714, Educational, dated 5th August 1913.

The Government do not consider that sufficient ground has been shown for the general revision of the scale of salaries of the establishment of the Reformatory School, Chingleput, submitted by the Director of Public Instruction with the second of his letters read above. The case of the blacksmith appears, however, to be special, and his pay will, as proposed, be raised from Rs. 25-1-30 to Rs. 30-1-35 per mensem.

2. The Government approve the proposals of the Director to abolish the posts of the rattan and the boot and shoe-making instructors and to change the designation of the "assistant blacksmith" to that of "metal-work instructor."

3. This sanction will be registered as No. 122 of 1913-14.

(True Extract.)

W. FRANCIS,
Ag. Secretary to Government.

To the Director of Public Instruction.
.. Accountant-General.
.. Financial Department.

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O. No. 714, EDUCATIONAL. DATED
5TH AUGUST 1913.

[SUBJECT.—*Revision of establishment of the Reformatory school, Chingleput.*]

From the Director of Public Instruction, dated 31st October 1912, No. 5899.

The Reformatory school, Chingleput, consists of two departments—the general education department and the industrial education department. The teaching staff of the former was revised in G.O. No. 356, Educational, dated 12th June 1911. Proposals for the revision of the staff of the latter are now submitted. The following statement gives in one view the present and proposed scale of the industrial department with the proposed changes printed in italics :—

	Present. (G.O. No. 356, dated 12th June 1911.)	Proposed.
	RS.	RS.
Band instructor	50	50
Weaving instructor	35—1—40	35—1—40
Tailor	35—1—40	35—1—40
Carpenter	35—1—40	35—1—40
Blacksmith	35—1—30	35—1—40
Mason	25—1—30	3—1—40
Assistant carpenter	15—1—20	20—1—30
Assistant weaving instructor	10—1—15	20—1—30
Assistant blacksmith	10—1—15	20—1—30
Rattan instructor	15	To be abolished.
Boot and shoe making instructor	15	Do.
House to band instructor	15	15
Gardener	15	15
Gymnastic instructor	10—1—15	15—1—20
Drill instructor	10	10—1—15

The net average extra cost of the scheme is Rs. 81½ per mensem or Rs. 380 per annum.

2. The grounds on which the proposals are made are detailed in paragraph 2 of the Director's letter. The chief feature of the scheme is to have two different scales of pay, one for all the chief instructors on Rs. 35—1—40 and the other for all the assistant instructors on Rs. 20—1—30 per mensem irrespective of the nature of the industry taught by them. The latter scale is similar to the one sanctioned for the junior assistant maistries in the School of Arts—*vide* page 10 of G.O. No. 368, Educational, dated 21st June 1909. It will, however, be observed that the mason's pay was only very recently raised from Rs. 25 to Rs. 25—1—30 per mensem—*vide* G.O. No. 512, Educational, dated 12th June 1912. Having regard to the special nature of the institution and also to the fact that the work of the instructors has

Vide paragraph 2 of Mr. Stone's letter on page 2 of G.O. No. 365, dated 12th June 1911. materially increased since, the proposals so far as they relate to the salaries of the chief and assistant instructors may be

approved. The proposal to abolish the posts of rattan and boot and shoe making instructors may also, in the circumstances explained in paragraph 3 of the Director's letter, be approved.

3. It is doubtful whether the proposal to raise the salaries of the gymnastic and drill instructor will be approved by Government.

	Rs.
Engineering College	20-2-40
Kumbakonam College	20-2-40
Training School, Rajahmundry..	20-2-30
Mangalore College	20-1-25
Madras-i-azam	15-1-20
Secondary School, Bhadrachalam.	15-1-20
Most, if not all, training schools have a scale of	10-1-15

Cf. pages 115 to 119 of list of Educational officers, dated 1st January 1912.

Being a Reformatry, there will be enough scope for supervision. The Director of Public Instruction's statement may be accepted.

4. If further information is considered unnecessary the file may be forwarded to Financial for remarks. That department may be requested to enter the necessary provision in the budget for 1913-14 with reference to paragraph 5 of the Director's letter.

P.R.—21-11-12.

The first question for decision is whether a "uniform" scale for the instructors is necessary irrespective of the nature of the industry or other considerations. The development of a feeling of discontent is stated to justify the necessity. The report of the existence of such feeling seems to have been made for the first time. The proposal is not improbably the outcome of a general desire to have the industrial section also reorganized as the general education section has been. A revision based on the question of supply and demand would perhaps have been more appropriate especially in the case of industries.

If it is decided to examine the case of each individually, the Director of Public Instruction has made out a case only in respect of the blacksmith instructor, as it is stated that the post is hard to fill with the existing pay permanently. In the other cases, the ground of "uniformity" is apparently relied upon. At any rate the mason's pay was only raised in June last to bring it on a level with that of the "blacksmith"; and a further enhancement

of the pay now may require stronger grounds. The scale of pay for assistant instructors is fixed so as to be in keeping with that of junior assistant maistries of the School of Arts. But living in Madras and in a mufassal town like Chingleput (though near Madras) are different; and a scale of pay for Madras city need not necessarily be applied to Chingleput unless justified on other grounds.

It is for consideration whether the Director of Public Instruction may be asked to give any special reasons which may exist to support the proposal to increase the pay of each of the appointments severally.

C. RAMANUJA ACHARI—23-11-12.

This does not seem a strong case for enhanced emoluments. Educational may support the blacksmith's increase, but if that alone were sanctioned the discontent to which the Director of Public Instruction alludes would be added to. Perhaps therefore he would prefer that the proposals should stand or fall *en bloc*.

2. The gymnastic instructors may have more responsible functions at the Reformatry than in training schools, but it is not represented that capable hands cannot be secured for the present rates of pay.

3. To the argument of uniformity I am chary as to attaching importance. Carpenters, blacksmiths and masons may command different values in the local market.

Can the Director of Public Instruction make out a stronger case?

L. DAVIDSON—23-11-12.

To the Director of Public Instruction.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

The Superintendent now informs me that the average pay or rather earnings of a blacksmith is Rs. 40 as against Rs. 35 for bell-metal workers and carpenters. He thinks, however, that these differences need not be taken into account in fixing the pay of instructors, and that as a fact the work of all the instructors may be treated as of equal value. This is also their own point of view. When they become instructors any difference of earnings before are forgotten and they feel that all the men of the same rank and doing the same kind of work should be on an equality. These opinions suggested to me whether the instructors might be graded irrespective of craft and I discussed the whole matter with him lately at Chingleput. *He now is to submit revised and cheaper proposals.*

J. H. STONE—3-2-13.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

The file may lie over pending receipt of the revised proposals referred to above. S.K.—6-2-13.

C. RAMANUJA ACHARI—7-2-13.

Yes, please.

L. DAVIDSON—8-2-13.

Extract from Secretary's remarks in the weekly arrears list:

* Revised and cheaper proposals.

Is it not time to ask when they * may be expected or was delay foreshadowed?

L. DAVIDSON—8-5-13.

Submitted that the Director of Public Instruction may be requested to state when the revised proposals may be expected. If they are not to come up to Government in the near future the papers in this file may be recorded.

S.K.—10-5-13.

C. RAMANUJA ACHARI—14-5-13.

Yes, please.

L. DAVIDSON—15-5-13.

To the Director of Public Instruction.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

Revised proposals will be submitted very shortly.

J. H. STONE—6-6-13.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Submitted that the file may again lie over.

S.K.—11-6-13.

C. RAMANUJA ACHARI—11-6-13.

C. S. ANANTARAMA AYYAR—12-6-13.

From the Director of Public Instruction, dated 25th June 1913, R.O.C.
No. 5899/12.

Please see the revised proposals submitted by the Director of Public Instruction on pages 2 to 4 of current file. These relate briefly to—

(1) the revision of the scale of salaries of the staff of the industrial department.

(2) the increase in the emoluments of—

- (a) the gymnastic instructor,
- (b) the drill instructor,
- (c) European sergeant, and
- (d) the bandmaster;

(3) the abolition of the posts of—

- (i) the rattan instructor and
- (ii) the boot and shoe making instructor;

(4) the change of designation of the "assistant blacksmith instructor" into "metal-work instructor."

2. The following statement gives in one view the portion of the existing establishment which is affected by the proposals under consideration and the original as well as the revised scales of pay proposed by the Director of Public Instruction:—

		Existing scale.		Proposed scale.	
			Original.	Revised.	
Page 7 of G.O. No. 366, dated 12th June 1912.					
Weaving	instructor	35-1-40	Rs. 35-1-40	Rs. 35-1-40	
Tailor	"	35-1-40	30-1-35	30-1-35	
Carpenter	"	35-1-40	35-1-40	35-1-40	
Blacksmith	"	35-1-40	35-1-40	35-1-40	
Mason	"	35-1-40	35-1-40	35-1-40	
Rattan	"	15	abolish.	abolish.	
Boot and shoe	"	15	abolish.	abolish.	
Assistant weaving	"	10-1-15	21-1-30	15-1-20	
Assistant carpenter	"	15-1-20	20-1-30	15-1-20	
Assistant blacksmith	"	10-1-15	20-1-30	25-1-30	
[Metal work instructor.]					
Gymnastic instructor	"	10-1-15	15-1-20	15	
Drill	"	10	10-1-15	15	
Band instructor	"	50	50	50 + * 10	
House-rent allowance to band instructor	"	15	15	15	
European sergeant	"	40-2-50	40-2-50	50	
Net average extra cost			+ 31½	+ 10	
* Personal allowance.		† Per mensem.			

The average net extra cost according to the revised proposals is Rs. 10 per mensem or Rs 120 per annum against the original Rs 380 per annum. A comparative statement of the establishments of the Reformatories at Hazaribagh, Jabalpur and Yeavda is placed below. Since details as to pay, etc., of those establishments are not available the statement affords no useful comparison.

3. The several proposals contained in paragraph 1 *ante* are briefly examined below:—

(1) The original proposal was to have two uniform scales of pay—one for instructors and the other for assistant instructors—irrespective of the nature of the industry taught by them.

‡ First grade—pay Rs. 35—1—40

Second grade—pay Rs. 30—1—35

Third grade—pay Rs. 25—1—30

Waver.
Carpenter.
Blacksmith.
Tailor.
Mason.
Metal works instructor.

This view has since been changed and the revised proposals provide for three grades ‡ of instructors and one grade of assistant instructors according

to the importance of the trade taught by them—*vide* paragraphs 2 and 3 of the Director's letter on pages 6 and 7 of current. The present grading and the scale of pay proposed for them appears to be suitable and may be accepted.

(2) (a) & (b) As regards gymnastic and drill instructors attention is solicited to paragraph 3 of office-note on page 2 and paragraph 2 of Mr. Davidson's note on page 2 *ante*. But in the reorganized training schools, the pay of the gymnastic instructor has been fixed at Rs. 30 in the elementary training schools and Rs. 15 in the secondary training schools.

G.O. No. 1066, dated 3rd December 1912 (common for both training and model sections).

G.O. No. 512, dated 4th June 1913.

The Director's second letter their pay may be fixed at Rs. 15.

(c) The proposal to revise the pay of the European Sergeant is a new one. He is in a grade of Rs. 40—2—50 and appears to be drawing Rs. 48 at present. The proposal is to give him Rs. 50 all at once. It is submitted that sergeants in the Police Department are paid a salary ranging from Rs. 80 to Rs. 110 per mensem, the sergeant employed in the Presidency College gets a pay of Rs. 50—6—80 per mensem while the two sergeants employed in the Lawrence Asylum are paid Rs. 100—4—120 and Rs. 75—1—80 per mensem, respectively. A pay of Rs. 50 per mensem for a European sergeant of the stamp described in paragraph 6 of the Director's letter does not appear to be too high.

Page 7 of G.O. No. 950, Educational, dated 29th October 1912.

Foot-note on page 152 of the civil budget estimate for 1913-14.

The proposal may, it is submitted, be approved. The sergeant is provided with free quarters also.

(d) The proposal to give the bandmaster a personal allowance of Rs. 10 per mensem is also a new one. The grounds on which the Director's recommendation is based are given in paragraph 7 of his later letter (pages 8 and 9 of current file). But the information furnished is not adequate. It is not stated what service the present incumbent has put in, what his age is, whether there is any likelihood of his leaving the service if no additional emoluments are given to him and whether equally competent men cannot be secured for the existing pay. The Director will leave the last point open until the vacancy actually occurs; but on the other points further information is necessary to consider the question of a personal allowance. The bandmaster, besides the pay, receives a house-rent allowance of Rs. 15 per mensem.

(3) & (4) of paragraph 1.—The proposal to abolish the posts of rattan and boot and shoe making instructors may be approved, as well as the proposal to change the designation of the post of the assistant blacksmith instructor into metal-work instructor. The latter apparently represents the correct description of the work done by the instructor.

4. The file may, it is submitted, be forwarded to the Financial Department for remarks.

C. RAMANUJA ACHARI—20-7-13.

First, as to the five instructors (see statement on page 4).

2. It is proposed to reduce the tailor instructor—the only reason given being that there is no uniformity in the salaries of these people. This uniformity was at first proposed to be secured by providing one scale for all chief instructors and another for all assistants; and afterwards by grading them on certain nebulous ideas as to the position each trade "holds within the Reformatory", whereunder the mason (who was first, in consultation with the Executive Engineer, proposed to be given an increase) now ranks bottom of this warrant of precedence, the tailor and the blacksmith are bracketed equal, and the weaver and carpenter come first. I don't follow all this and I don't think the tailor would either, or be consoled for the loss of pay by the reflection that at least he was uniform.

* From Rs. 25—1—30 to Rs. 30—1—35 page 4 *ante*.

3. For raising * the blacksmith's pay good reasons are given,—that good blacksmiths are scarce and that four men have held the position eight years and gone one after the other because the salary was insufficient. This may be sanctioned.

4. *Second, as to the weaving assistant.*—It is proposed to raise his pay by Rs. 5 to make it uniform with that of the carpentry assistant. I don't think the grounds are sufficient. Weavers are cheap enough and it has not been alleged that a good enough man can't be got for the pay. I would negative this.

5. *Third, as to the assistant blacksmith.*—It is said that he is not really in any way an assistant to the blacksmith and ought to be called the "metal-work instructor." The change costs nothing and may be sanctioned. But the proposal to double his pay is again only made on grounds of uniformity, so that he may match the mason. I would refuse sanction to that.

6. *Fourth, as to the gymnastic and drill instructors.*—It is said on pages 2 and 3 of current file that their pay is low; that they have supervision duties and that the rise is necessary to secure good men. But paragraph 3 on page 2 of this note shows that Rs. 10—1—15 is the ordinary rate in schools. On page 4 of the note it is pointed out that in training schools such men get Rs. 30, but training school establishments are always apt to be liberally paid as they are responsible for training the rising generation of teachers. I don't see grounds for this increase.

7. *Fifth, as to the band instructor, for whom a personal allowance of Rs. 10 is proposed.* He is said to be an excellent man, but yet he was not included in the original proposals for increases and, as pointed out above no particulars about him are given.

There is no comparison between his work and that of the bandmaster at the Lawrence Memorial School.

8. *Sixth, as to the sergeant.*—He is proposed to be raised from Rs. 40—2—50, on which scale he already draws Rs. 48 to Rs. 50. It is said Rs. 40 doesn't get the right stamp of man, but the above proposal won't get rid of the permanent incumbent and it will be quite time enough to think of raising the pay of the post if and when he goes. I would not sanction this either.

9 I would pass the increase in the blacksmith's pay from Rs. 25—1—30 to Rs. 30—1—35 and negative all the other proposals.

To the Financial Department with reference to paragraphs 3 and 9 of the above.

W. FRANCIS—21-7-13.

FINANCIAL DEPARTMENT.

The Director of Public Instruction submits proposals for the revision of the scale of pay of the establishment of the Industrial department attached to the Reformatory School, Chingleput.

2. The net extra cost involved in the proposals of the Director of Public Instruction is Rs. 10 per mensem as follows:—

(a) Revision of pay of the following posts.	Present scale.	Proposed scale.	Increase or decrease per mensem).
	RS.	RS.	RS.
Tailor	35—1—10	30—1—35	— 5
Blacksmith	25—1—30	30—1—35	+ 5
Metal worker or Assistant blacksmith	10—1—15	25—1—30	+ 15
Assistant weaver ..	10—1—15	15—1—20	+ 5
Gymnastic instructor ..	10—1—15	15	+ 15
Drill instructor	10	15	+ 5
Sergeant	40—2—50	50	+ 3½
Band instructor	50	50+10 (personal allowance).	+ 10
		Total ..	+ 40
(b) Abolition of the post of ratian instructor (Rs. 15 per mensem)			— 15
Abolition of the post of boot and shoe making instructor (Rs. 15 per mensem)			— 15
			— 30
Net increase			+ 10 per mensem.

Paragraphs 3 and 9 of the Educational Secretary's note on page 5 and above, respectively.

(* Raising from Rs. 25—1—30 to 30—1—35)
Cf. Educational Department note M on page 5 ante.

3. Of the item included in (a) Educational propose to sanction only the revision * of pay of blacksmith proposed (extra cost Rs. 5 per mensem) and to negative other items. This may, it is submitted, be accepted. Educational have apparently no objection to the abolition of the posts in item (b).

4. The proposals in paragraphs 3 ante would thus result in a saving of Rs. 25 per mensem or Rs. 300 per annum. This may be accepted, the sanction being registered as No. 122 of 1913-14.

V. V.—28-7-13.

A.S.—29-7-13.

C. REILLY—29-7-13.

A. G. CARDEW—30-7-13.

To the Educational Department.

EDUCATIONAL DEPARTMENT

Draft.

W. FRANCIS—1-8-13.

A draft order is submitted for approval.

P.R.—2-8-13.

C. RAMANUJA ACHARI—2-8-13.

Approved.

W. FRANCIS—4-8-13.

[G.O. No. 714, Educational, dated 5th August 1913.]

2. The Govt. ~~also~~ approve the proposal of the ~~committee~~ to abolish the posts of the rathan and the boot and shoe making instructors and to change the designation of the "assistant blacksmith" to that of "metal work instructor."

3. This sanction will be registered as No. 122 of 1913-14.

I. The S.D.O. — 6/11/13
 " A.G. — 2/11/13
 Full depth (doo) in print.

2/11/13

Sequently with
 to the committee
 to the
 fund
 (C)

P.D. A
 2.8.13 2/11/13

1/11/13

1/11/13

1/11/13

1/11/13

ORDINARY.

PRESS SLIP.

PREFERENCE.

URGENT (a).

DEPARTMENT.

Current No. dated 191

G.O. No. dated 1913

Number of MS. pages sent { Correspondence 12
Notes 12

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.

Number of copies required when struck off (not including copies for volumes and editors' table which are retained in the Press).
E. T. copies to supply requisitions for purchase by the public.
Complete correspondence and orders.
Notes.

FOR RECORD.*			
Madras Records ...	4	25	12
City Records ...			
For filing with original			1
Total ..		32	17

FOR ISSUE.†

	Letter only.	Complete G.O.	Special issue copies of G.O.		Notes
			No.	Papers.	
Signature copies.....					
India Office.....					
Govt. of India..... Dept.					
Revenue Department.....					
Public Works Department.....					
Local and Municipal Department.....					
Educational Department.....					
..... Dept.					
Public Dept.....					
Judicial Dept.....					
Political.....					
Financial Dept.....					
Marine Dept.....					
Ecclesiastical Dept.....					
Total ..			74		

India Office.....					
Govt. of India..... Dept.					
Revenue Department.....					
Public Works Department.....					
Local and Municipal Department.....					
Educational Department.....					
..... Dept.					
Public Dept.....					
Judicial Dept.....					
Political.....					
Financial Dept.....					
Marine Dept.....					
Ecclesiastical Dept.....					
Total ..			74		

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The.....					
Total ..			6		

* Copies distributed on (Press Clerk.)
† Copies distributed on (Press Despatcher.)

INSTRUCTIONS FOR THE SECRETARIAT.

(a) If a paper is marked to be printed urgently, the Superintendent of the section concerned should sign the Press slip. The Superintendent should exercise a careful 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.

(b) For rules regarding printing of notes, see rule 315 of the office Manual.

(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 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 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, only the first time when they appear on the left side, the initials alone being printed later.

TO PRESS, MADRAS OOTY.

A

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

B

Proof returned corrected. Please strike off and send number of copies as indicated.

Type may be released after usual interval at once.

Referencer.
Clerk.

Referencer.
Clerk.

Supdt.

Supdt.

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.

Referencer.
Clerk.

Supdt.

SPECIAL INSTRUCTIONS.

TO BE FILLED IN BY THE PRESS.

Diary.	Initials of Press official.
Received in Press on.....	14/8/12
First proof furnished on.....	24/8/12
Call for revised proof received on.....	
Revised proof furnished on.....	
Corrected proof received for striking on.....	1/9/12
Final copies supplied on.....	1/9/12

Account of copies.	Complete copies.	Notes.	Issue copies.	Special E.T. edition.
Supplied to Secretariat for Record.....	22			
" " " Issue.....	13			
" " " for Extra E.T. copies to supply requisitions for sale to the public.				4
For Volumes.....	16			
For supply to newspapers and institutions admitted to the privileges of the E.T.				
Total	61			