

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

} 1913.

Enclosures

Spare copies

G.O. No. 831, 8th September 1913.

Training schools for masters.

Approving the proposal of the Director of Public Instruction to include the posts of head-masters of the fourteen lower elementary — in the Presidency in the cadre of sub-assistant inspectors.

BACK PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

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G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

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GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following papers:—

I

Official Memorandum No. 3240-1, Educational, dated 3rd December 1912.

When dealing with the proposals for the re-organization of the training schools for masters, the Government of India observed that, though the pay proposed in the scheme for the staff of instructors in lower elementary schools was adequate as compared with the existing standards, they could have desired to see a higher remuneration in the case, at least, of the head teachers. The Director of Public Instruction is requested to consider the matter further and submit formally any proposals for the revision of the pay of these teachers which in his opinion are expedient.

L. DAVIDSON,
Ag. Secretary to Government.

To the Director of Public Instruction.

II

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

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

Dated—the 29th January 1913.

No.—Ref. on Cur. 9711/12.

With reference to Government Memorandum No. 3240-1, Educational, dated 3rd December 1912, I have the honour to state that it is highly desirable that the posts of headmasters of lower elementary training schools should, in the interests of efficiency, be included in the *cadre* of sub-assistants and that they were not included in that *cadre* when the scheme was formulated as it seemed then most improbable that funds would be forthcoming to meet the extra cost. There are under the new scheme fourteen lower elementary training schools and I beg to request that the fourteen posts of headmasters of these schools, which have been added to the *cadre* of supervisors in G.O. No. 1066, Educational, dated 3rd December 1912, may come out of the first class in that *cadre* and be added to the *cadre* of sub-assistants, ten to the probationary class and four to the fourth class.

III

**Endorsement of the Accountant-General, No. Spl. 2-20931, dated
18th February 1913.**

Forwarded.

2. In view of the remarks contained in paragraph 4 of the Despatch of the Secretary of State, No. 140-Public, dated 16th August 1912, I am of the opinion that the proposal of the Director of Public Instruction will require the approval of the Secretary of State before being carried into effect.

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

To the Secretary to Government, Educational Department.

IV

Memorandum No. 537-2, Educational, dated 19th June 1913.

With reference to his letter R.O.C. No. 9711/12, dated 29th January 1913, the Director of Public Instruction is requested to specify the qualifications possessed by the present incumbents of the posts of headmasters of the fourteen new lower elementary training schools started under the scheme of reorganization sanctioned in G.O. No. 1066, Educational, dated 3rd December 1912. He is also requested to state how long these headmasters have generally remained in the training schools, what their prospects are after leaving them and whether any of them obtain appointments such as those of sub-assistant inspectors.

2. The above information is required urgently in connexion with the consideration of the above letter by Government and the Director of Public Instruction is requested to send it in a couple of days if possible.

W. FRANCIS,
Ag. Secretary to Government.

To the Director of Public Instruction.

V

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.

Dated—Madras, the 23rd June 1913.

No.—Ref. on Cur. 9711/12.

With reference to Government Memorandum No. 537-2, Educational, dated 19th June 1913, I have the honour to submit, herewith, a statement showing the qualifications and the length of service in training schools of the present incumbents of the posts of headmasters of the elementary training schools referred to therein.

2. In regard to the prospects of these men I beg to state that such of them as are Licentiates in Teaching or are F.A.'s with trained teachers' certificates are generally appointed to the *cadre* of sub-assistant inspectors either in the inspectorate or in training institutions or as assistants on suitable salaries in the Teachers' College and other institutions. Those who are neither graduates nor F.A.'s but have deserved promotion by virtue of good work and long service must generally rest content with the pay of a first-grade supervisor of elementary schools either in the inspectorate or in training schools.

ENCLOSURE.
STATEMENT showing the qualifications and the length of service in training schools of the present incumbents of the posts of headmasters of the elementary training schools.

Designation of post.	Name of present incumbent.	Qualifications.	Length of service in training schools up to June 1913.	Present salary.	Remarks.
1. Government Training School, Guntur	A. Venkata Rao (acting)	B.A., L.T.	8 months	Rs. 40	Minimum pay of the grade 40—4—40. The secondary training class continues to be attached to this school. Minimum pay of the grade 40.
2. do. do. do. Guntur	A. Venkata Rao (acting)	T.T.C., second collegiate grade, Language branches of the B.A.	20 years 10 months	(a) 40	
3. do. do. do. Rajahmundry	K. Dasappa Aiyangar (acting)	B.A., L.T.	3 years (two temporary)	(b) 40	
4. do. do. do. Tanjore	D. P. Varadaraja Aiyangar (acting)	Do.	11 months	72	
5. do. do. do. Trichinopoly	M. C. Sundaram Aiyangar (acting)	Do.	7 years	40	The secondary training class continues to be attached to this school. Minimum pay of the grade 40.
6. do. do. do. Coimbatore	P. S. Sundaram Aiyar (acting)	Do.	3 years 6 months	(c) 60	
7. do. do. do. for Mahamudram, Madras.	Ghulam Rasool Sahib	F.A., T.T.C., Secondary grade	7 years 8 months	52	Minimum pay of the post.
8. do. do. do. Madras.	K. S. P. Rao (acting)	T.T.C., Upper Secondary grade	21 "	30	
9. do. do. do. Parthapur.	A. Srinivasan Sastry	T.T.C., Secondary grade (F.A.)	21 "	40	
10. do. do. do. Bechunpur.	A. Srinivasan Sastry	T.T.C., Upper Secondary grade	21 "	40	
11. do. do. do. Karol.	B. Ghemakrishnamma	Do.	26 "	40	
12. do. do. do. Karol.	P. K. Sundaram Aiyar (acting)	B.A., L.T.	4 "	(d) 40	
13. do. do. do. Karol.	P. K. Sundaram Aiyar (acting)	Do.	4 "	40	
14. do. do. do. Karol.	P. K. Sundaram Aiyar (acting)	Do.	4 "	40	

(a) Completed the B.A. degree examination recently and took the L.T. degree only last year. He was thereafter promoted from the Headmastership of the Saidapet Model school on Rs. 20—1—15 to the temporary assistant post of headmaster of the Government Training School, Guntur, and was appointed to the post of headmaster of the Government Training School, Guntur, on Rs. 40. He was promoted to a first-grade Supervisorship on Rs. 50 about two years ago, but owing to family difficulties preferred to revert to his former appointment in a Training School on Rs. 40.

(b) His work at first was inefficient owing to his having been previously in the clerical line. He would have been appointed a Sub-Assistant Inspector, but has preferred to remain in the tutorial line.

(c) Has completed the L.T. degree examination only this year. With and character not favourably reported on.

Order—No. 831, Educational, dated 8th September 1913.

The Government approve the proposal of the Director of Public Instruction to include the posts of headmasters of the fourteen lower elementary training schools in the Presidency in the cadre of sub-assistant inspectors of schools. Of these appointments, ten will be added to the probationary class on Rs. 75 and four to the fifth class on Rs. 100 *per mensem*. A corresponding reduction of fourteen appointments will be made in the first grade of supervisors on Rs. 50. The strength of the two cadres will then stand as shown below :—

Sub-assistant inspectors.				Number of appointments.
First class	on	Rs. 200 <i>per mensem</i>	...	6
Second	"	" 175 "	...	11
Third	"	" 150 "	...	30
Fourth	"	" 125 "	...	31
Fifth	"	" 100 "	...	49
Probationary class on Rs. 75 <i>per mensem</i>				50
Total				177
Supervisors.				
Supervisors on Rs. 50 <i>per mensem</i>	...	...	...	38
" on " 40 "	...	...	...	80
" on " 30 "	...	...	...	160
Total				278

2. This sanction has been registered as No. 151 of 1913-14.

3. The additional expenditure that may be involved during the current year on account of this sanction will be met from the recurring portion of the special Imperial grant of 23 lakhs provided in the Civil Budget Estimate for 1913-14.

4. With reference to the Accountant-General's endorsement No. Spl. 2-20931, dated 18th February 1913, based on the Secretary of State's observations in paragraph 4 of his despatch No. 140, Public, dated 16th August 1912, the Government consider that, in the absence of any express direction therein that a reference should again be made to the Secretary of State regarding modifications in the scheme, the despatch should be read subject to the ordinary financial rules. The qualification to the sanction imposed by the expression " pending the submission of any proposals for its modification in detail " appears to mean that such revised proposals should be sent to the Secretary of State only if, under ordinary rules, his sanction is necessary, which it is not in the present instance. In these circumstances, the Government trust that the Accountant-General will re-consider his endorsement.

(True Extract.)

W. FRANCIS,
Ag. Secretary to Government.

To the Director of Public Instruction.
Financial Department.

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O. No. 831, EDUCATIONAL,
DATED 8TH SEPTEMBER 1913.

[SUBJECT.—*Increased pay to headmasters of lower elementary training schools for masters.*]

Letter from the Director of Public Instruction, No. 9711, dated 29th January 1913.

In the scheme for the re-organization of the training schools for masters in this Presidency, the following scale of pay was fixed for the staff of the lower elementary training schools :—

(a) *Training section.*

One headmaster	...	...	...	...	} To be recruited from the grade of supervisors, pay Rs. 50, 40 and 30.
One first assistant	...	...	...	...	
One second "	...	...	...	...	

(b) *Model section.*

One headmaster	...	...	...	...	...	...	...	Pay.
Two assistants	...	...	...	...	...	...	...	25
One assistant	...	...	...	...	...	...	...	20 each.
One "	...	...	...	...	...	...	...	15
One "	...	...	...	...	...	...	...	12

2. In submitting the scheme for the sanction of the Secretary of State, the Government of India observed, with regard to the scale of pay above mentioned, "that though the proposed pay of the staff of instructors in lower elementary schools is adequate as compared with the existing standards, we could have wished to see a higher remuneration in the case, at least, of head teachers"—*vide* paragraph 5 of Financial despatch No. 66, dated 14th March 1912, on page 3 of G.O. No. 1066, Educational, dated 3rd December 1912. In passing orders on the scheme, the Secretary of State noted these observations and accorded a general sanction to the scheme pending the submission of any proposals for its modification in detail which might result from subsequent correspondence between the Government of India and this Government—*vide* paragraph 4 of his despatch No. 140, Public, dated 16th August 1912, on page 4 of G.O. No. 1066, Educational, dated 3rd December 1912.

3. In communicating the Secretary of State's sanction to the scheme the Government of India invited the attention of this Government to the remarks made by them in paragraph 5 of their despatch to the Secretary of State, dated 14th March 1912, about the scale of pay for the training schools and expressed the hope that this Government would have regard to

those matters as the scheme developed and that they would consider any modifications which experience or further examination of the proposals might dictate. Accordingly in Memorandum No. 3240-1, dated 3rd December 1912, the Director of Public Instruction was requested to consider the matter further and to submit formally any proposals for the revision of pay of the head teachers which in his opinion were expedient.

4. The Director of Public Instruction now states that in the interests of efficiency the post of headmasters of lower elementary training schools should be included in the *cadre* of sub-assistant inspectors of schools and proposes that the fourteen posts of headmasters of these schools, which are now included in the *cadre* of supervisors, should come out of the first class in that *cadre* and be added to the *cadre* of sub-assistants, ten to the probationary class (pay Rs. 75) and four to the 4th class (pay Rs. 100). He explains that this proposal was not included in the original scheme only for financial considerations.

5. The recommendation of the Director of Public Instruction to include the posts of headmasters in the *cadre* of sub-assistants may be accepted; but the detailed grading thereof proposed by him seems to require modification. The following table gives the *cadres* of sub-assistants and supervisors as they now stand and as they would be if the Director's proposals were accepted:—

Grade.	As it now stands. Number of appointments.	As it would be if the Director's proposal were accepted. Number of appointments.
<i>Sub-Assistant Inspectors.</i>		
Page 21 of G.O. No. 1066, Educational, dated 3rd December 1912.		
First grade, pay Rs. 175	10	10
Second " " " 150	30	30
Third " " " 125	30	30
Fourth " " " 100	41	45
Probationary " " " 75	41	51
<i>Supervisors.</i>		
First grade, pay Rs. 50	52	38
Second " " " 40	80	80
Third " " " 30	160	160

The distribution of the number of appointments in each grade of the *cadre* as they now stand is based on proportions designed to secure an even flow of promotion from grade to grade. Please see paragraph 10 of letter to India, No. 916, Educational, dated 22nd December 1911. The present proposals of the Director of Public Instruction seem to affect these proportions seriously and will not, it is feared, allow an even flow of promotion. In these circumstances, it is submitted that the number of appointments to be taken out of the *cadre* of supervisors be taken from each grade proportionately instead of being taken only in the first grade as proposed by the Director of Public Instruction, and that similarly the number of appointments

to be added to the *cadre* of sub-assistants may be added to the several grades proportionately instead of only to the last two grades as suggested by the Director.

Please compare the Secretary's note on page 5 of the Notes with G.O. No. 831, Educational, dated 11th September 1912.

C. RAMANUJACHARI—16-3-13.

6. There remains one more point to be considered. The proposal of the Director of Public Instruction seems to be within the powers of this Government to sanction, but the Accountant-General states that they will require the approval of the Secretary of State before being carried into effect. He bases his opinion on the remarks of the Secretary of State contained in paragraph 4 of his despatch No. 140, dated 16th August 1912, quoted in paragraph 2 *supra*.

The Financial Department may be requested to advise on this point.

T.K.—14-3-13.

C. RAMANUJACHARI—16-3-13.

Yes: please. I am afraid the Accountant-General is technically right, but hope it will be found possible to "get round" his opinion. It really is absurd that thanks to the careless wording of the Secretary of State's despatch centralization should be carried to such a pitch as to prevent our introducing a modification in the scale of pay which he has himself suggested unless and until he has given formal approval to that modification.

2. I agree that the status of the headmasters ought to be raised, but I should leave the adjustment of the numbers to each grade of sub-assistant until the Director of Public Instruction has sent up the detailed proposals called for in paragraph 1 of G.O. No. 831, dated 11th September 1912.

Financial u.o. on—

- (a) the need for India Office sanction;
- (b) the scale of pay for these headmasters; and
- (c) the season at which the grade distribution should be reformed.

L. DAVIDSON—17-3-13.

FINANCIAL DEPARTMENT.

Despatches on pages 2-4 of G.O. No. 1066, Educational, dated 3rd December 1912.

Paragraph 9 on page 4 of letter No. 916, Educational, dated 22nd December 1911.

* Grades of pay—

- 52 on Rs. 50.
- 80 on " 40.
- 160 on " 30.

Page 21 of G.O. No. 1066, Educational, dated 3rd December 1912.

† Page 3 of G.O. No. 1066, Educational, dated 3rd December 1912.

‡ Existing number—

- 10 on Rs. 175.
- 30 on " 150.
- 30 on " 125.
- 41 on " 100.
- 40 on " 75.

Page 21 of G.O. No. 1066, Educational, dated 3rd December 1912.

According to the scheme for the re-organization of training schools for masters recently sanctioned by the Secretary of State, the posts of head teachers in lower elementary training schools *fourteen in number* are to be filled by * *superintendents*. It is now proposed, with reference to the remarks made by the Government of India in paragraph 5 † of their despatch to Secretary of State, No. 66, dated 14th March 1912, to include these fourteen posts in the *cadre* of sub-assistant ‡ *inspectors of schools*. The Director of Public Instruction states that, in the interests of efficiency, the latter course is highly desirable.

2. The extra cost involved according to the proposals of the Director of Public Instruction is shown below:—

	Rs.	Extra cost per annum.
A. Reduction in the <i>cadre</i> of supervisors (14 on Rs. 50) ..	—	700
B. Increase on account of fourteen additional sub-assistant inspectors of schools—		
10 on Rs. 75 = Rs. 750		
4 on " 100 = " 400		
	1,150	
		+ 1,150
		1,150
Net extra cost = Rs. 450 per mensem or " 5,400 per annum.		

It will be seen that the addition to the *cadre* of sub-assistant inspectors is proposed to be made in the *last two* grades, and the reduction to be made in

the *cadre* of supervisors is confined to the first grade (pay Rs. 50). When the *cadres* of sub-assistants and supervisors come to be adjusted later on so as to distribute the numbers in the various grades according to the general proportions recently adopted in the re-organization scheme, the extra cost on account of the change now proposed will be as follows:—

		Extra cost per mensem.	Rs.
A. Reduction in the <i>cadre</i> of supervisors—			
2 on Rs. 50 = Rs. 100	...	...	...
4 on " 40 = " 160	...	...	...
8 on " 30 = " 240	...	...	...
14	500		— 500
B. Addition to the <i>cadre</i> of sub-assistant inspectors—			
1 on Rs. 175 = Rs. 175	...	...	...
2 on " 150 = " 300	...	...	...
3 on " 125 = " 375	...	...	...
4 on " 100 = " 400	...	...	...
4 on " 75 = " 300	...	...	...
14	1,550		+ 1,550
Net extra cost = Rs. + 1,050 per mensem			
or Rs. 12,600 per annum			

which is the real eventual extra cost on account of the present proposals.

3. The cost of the proposals for the re-organization of training schools for masters, as already sanctioned by the Secretary of State, is about 80 lakh *per annum*. The present proposals will increase the cost by about 13 lakh *per annum* as shown in paragraph 2 *ante*.

4. In paragraph 5 of their despatch to the Secretary of State, the Government of India stated that they wished to see a higher remuneration in the case of head teachers of lower elementary training schools than the rates of Rs. 50, Rs. 40, or Rs. 30 proposed by this Government. According to the present proposals, the rates of pay for those teachers will be varying from Rs. 75 to Rs. 175. Apparently rates of pay intermediate between the two scales will not suffice.

The Educational Department propose to accept for the present the Director of Public Instruction's proposals in regard to the grades in which the new fourteen appointments of sub-assistant inspectors are to be added and the fourteen appointments of supervisors are to be abolished.

Cf. page 3 ante.

The whole *cadre* of sub-assistants and supervisors is to come under revision in connection with the proposals for the strengthening of those *cadres* which will be forwarded to Government later on by the Director of Public Instruction with reference to paragraph 1 of G.O. No. 831, Educational, dated 11th September 1912. The Educational Department proposals may, it is submitted, be accepted.

5. Whether the sanction of the Secretary of State is necessary for introducing the proposed change.—The wording of the Paragraph 4 of Secretary of State's despatch on page 4 of G.O. No. 1066, Educational, dated 3rd December 1912. Secretary of State's despatch to Government of India bearing on this point is as follows:—

"Accordingly, without in any way prejudicing my decision on the proposed establishment of model high schools in the Presidency, I accord my sanction to the scheme now submitted generally, and to the increased expenditure involved by it as it stands, pending the submission of any proposals for its modification in detail which may be the outcome of subsequent correspondence between your Excellency's Government and the Government of Madras."

The Accountant-General states that, in view of the above remarks of the Secretary of State, the sanction of the Secretary of State is necessary for the alteration in establishments now proposed. He does not refer to any article in the Civil Account Code or Civil Service Regulations, under which the sanction is required.

I do not agree.

A. G. CARDEW—14-4-13.

It is submitted that the wording of the Secretary of State's despatch seems clear, and it appears necessary to make a

reference on the present proposals to the Government of India.

6. The question of provision of funds may, it is submitted, be considered when final orders are to issue.

C.P.K.—3-4-13.

C. REILLY—5-4-13.

On the first point (a) referred to Financial in the foot-note to Mr. Davidson's note, dated 17th March 1913, the Secretary of State's words should be read as subject to the ordinary financial rules. The Secretary of State does not expressly say that, if any modification of the proposals he sanctions is recommended, he must be referred to again; he merely says that he sanctions those proposals pending submission of any revised proposals; obviously he means that such revised proposals should be sent to him if, under ordinary rules, his sanction is necessary. I do not think he means, and it is certainly undesirable to assume that he means, that any petty changes must go to him, though ordinarily they would be within the competence of the Local Government.

On the second point (b) referred to Financial, it seems to me that the Director of Public Instruction has at present given no reasons at all for the proposal to raise the pay of the headmasters in question. The Government of India expressed a wish

that higher remuneration might be given to the head teachers, but they gave no reasons, and all that the Director now says is that it is desirable, in the interests of efficiency, to raise their pay by including them in the *cadre* of the sub-assistants. This seems to be a mere acquiescence in India's suggestion. When Mr. Stone submitted the proposals in his No. 5125, dated 25th November 1910, he said [paragraph 6 (6)] that the Inspector of Training Schools considered the proposed rates for teachers in the elementary schools were not adequate in certain areas. Presumably they were adequate elsewhere, and the rates proposed for headmasters were not specially singled out as insufficient. I think before Provincial funds are called on to incur this increased expenditure which will eventually amount to Rs. 12,600 *per annum*, more detailed examination of the need for higher salaries is desirable, and that the proposal should not go through merely on the strength of a passing remark of the Government of India.

A. G. CARDEW—14-4-13.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

The following points are submitted for consideration in connection with the Financial note above:—

(i) In the first place it is submitted that the fact that the revision of the scale was undertaken at the instance of the Government of India need not stand much against the proposal. As a matter of fact the whole re-organization scheme was started only at the suggestion of that Government. In his note, dated 4th September 1909, Mr. Francis (the then Acting Secretary) even stated that the improvement of the arrangements for training teachers for elementary schools had been "practically forced on us by the Government of India."

Paragraph 3 of office note on page 6 of notes with G.O. *ibid*.

had been "practically forced on us by the Government of India."

Cf. paragraph 2 of Financial note on page 26 of notes above quoted.

Paragraph 11 of letter to India, No. 916, Educational, dated 22nd December 1911.

For the model school staff only.

L. DAVIDSON—22-4-13.

(iii) Submitted that this twenty *per cent.* enhancement cannot be made general to all headmasters of lower elementary training schools, as the aggregate pay with allowance, viz., Rs. 60 (Rs. 50, pay + Rs. 10, 20 *per cent.* of it) does not constitute the pay of any grade in the sanctioned scale of the subordinate inspecting agency. The proposal to include these teachers in the *cadre* of the inspecting agency has been specially made with the object of bringing the inspecting officers in close touch with the training schools and of enabling the masters themselves to be thoroughly acquainted with the needs and limitations of elementary schools. The last grade of sub-assistants (Rs. 75) is thus the next higher grade in inspecting staff to which the appointments could be added. It may not be advisable to create a new grade in the supervisors for the purpose, as the aim is to secure a better class of persons as headmasters.

Please see paragraph 5 of Director of Public Instruction's letter on page 5 of G.O. No. 155, Educational, dated 15th March 1909.

There is no doubt; it is, I believe, quite impossible to do so now.

L. DAVIDSON—22-4-13.

(v) The sanctioned pay of the headmaster of the model school attached to higher elementary training school is Rs. 50, with local allowance of Rs. 10 in special localities; for the headmaster-ship of training sections decidedly better qualifications are required and higher remuneration to attract such men seems justifiable.

Cf. paragraph 8 of Government of India's letter on page 3 of G.O. No. 625, Educational, dated 15th September 1905.

(vi) The Director has explained that the increased scale was not proposed when the scheme was formulated on account of financial considerations. Such limitations do not exist to the same extent now.

C. RAMANUJACHARI—22-4-13.

The conditions have materially changed since 1910 and the rates then proposed were, as the Director of Public Instruction explains, influenced by the known difficulty of finding sufficient funds. The office-note gives some of the reasons which make a higher scale desirable, but the main consideration, of course, is that the training of

That Government desired that the students for training should be taught by well-educated and well-paid teachers in well-equipped buildings.

(ii) Special allowances not exceeding 20 *per cent.* of the sanctioned pay are authorized for payment in areas with paucity of qualified teachers.

(iv) It is proposed to recruit "trained graduates" for the posts of these headmasters; and it is *doubtful* whether persons with this qualification can be secured for the pay of Rs. 50 with the present state of demand for such teachers.

higher elementary training school is Rs. 50, with local allowance of Rs. 10 in special localities; for the headmaster-ship of training sections decidedly better qualifications are required and higher remuneration to attract such men seems justifiable.

teachers is becoming a much more important matter with the educational developments of 1912-13 and the certainty of future expansion. We want better-trained teachers and the higher the qualifications of the headmasters of training schools the more likely are we to supply the need. I do not myself suppose a reference to the Director of Public Instruction will throw any new light on what, after all, must largely be a matter of opinion, namely, the remuneration sufficient to secure the type of headmaster required. The Director of Public Instruction knows what funds he has at his disposal and the presumption is that he considers money laid out on this object to be useful expenditure and that he will be able to find it in his budget. A reference to him on the latter point is perhaps desirable and it should be included in a memorandum to the address of the Director of Public Instruction on the lines of Mr. Cardew's note: which should be marked in draft for His Excellency's approval.

L. DAVIDSON—22-4-13.

A draft memorandum is submitted for approval. If approved, it may be circulated to His Excellency the Governor.

C. RAMANUJACHARI—22-4-13.

But you have not included in the draft a reference to the Financial and budget aspect, indicating the ultimate expenditure involved and enquiring whether the outlay in the present year and future commitments can be met from the funds already placed at the Director of Public Instruction's disposal. Please do so.

L. DAVIDSON—23-4-13.

A revised draft memorandum is submitted for approval.

C. RAMANUJACHARI—1-5-13.

I have discussed this case orally with the Director of Public Instruction. He can find the extra money from the 30 lakh for college and training institutions in India's recurring grants—*vide* paragraphs 11 and 14 of his memorandum in G.O. No. 264, Educational, dated 27th March 1913. In no department of education is over-economy more to be deprecated than in the case of training and the present proposal would have been made long ago, but for the certainty that financial grounds would have entailed its rejection. It is not merely servile acceptance of a suggestion of the Government of India which has inspired it. The Director of Public Instruction's views were emphatically stated in an u.o. note of 5th November 1912, which the Financial Department saw at the time.

As the Director of Public Instruction can find the funds, as administrative reasons indicate that the outlay is especially desirable, and as no detailed justification is needed—or possible—for a change based on broad principles, not detailed factors, I do not think any useful purpose would be served by issuing the reference desired by Financial. The case will be orally discussed with the Chief Secretary, but it is none the less expedient to put on record the reasons for the view taken by Educational.

L. DAVIDSON—3-5-13.

Discussed accordingly. Left u.o. with the Chief Secretary.

L. DAVIDSON—3-5-13.

FINANCIAL DEPARTMENT.

Mr. Davidson has kindly explained this file to me, and I quite agree that, as he has orally elicited from the Director of Public Instruction the answer which the Director would make if the official memorandum were sent him, it is quite unnecessary to issue it.

2. As regards the merits of the proposal in question, however, I think it must still be regarded with a good deal of hesitation. The pay of the headmasters of

Column "Existing scale" in the proposition statement attached to letter No. 916, Educational, dated 22nd December 1911.

existing schools seems to be generally Rs. 40 rising to Rs. 60 *per mensem*; in some cases Rs. 30-2-40, and in some fixed pay of Rs. 50. The schools are

now to be divided into upper and lower elementary training schools. All the headmasters and the two senior assistants in the upper schools are to be included in the *cadre* of sub-assistants (on pay rising from Rs. 75 to Rs. 175), while it was proposed to grade the headmasters of the lower schools on Rs. 30, Rs. 40 and Rs. 50 as supervisors. The Director of Public Instruction now wishes to put the headmasters of the lower schools also into the sub-assistant *cadre* thus giving them a scale rising from Rs. 75 to Rs. 175. It is very difficult for Financial to criticise effectively this proposal. We can only point out (1) that it involves a very heavy increase in the salary of the officers concerned; instead of the headmaster of a lower school beginning on Rs. 30, he is to begin on Rs. 75; instead of his rising to Rs. 50 he is to rise to Rs. 175; (2) that so short a time ago as November 1910, the then acting Director accepted Rs. 30, Rs. 40 and Rs. 50 as adequate, and though no doubt the demand has increased since, there is no evidence that it has increased in this proportion; (3) that when a head of a department finds almost unlimited funds suddenly loaded into his budget, and is also urged at Simla conferences to "let himself go", he not unnaturally is inclined to take a liberal view of what scale of salary is necessary. Speaking as a layman, I can understand that Rs. 30, Rs. 40 and Rs. 50 is not enough to get a trained headmaster, but is it really necessary to pay Rs. 75 rising to Rs. 175? Is it not probable, seeing the greatly increased prospects of promotion which the Educational Department will in future offer that men can be got for less? I don't see there is any special necessity to include these men in the *cadre* of the sub-assistant inspectors. Why should they not form a fresh group midway between supervisors and sub-assistants, begin on Rs. 60, and be graded on Rs. 60 and Rs. 80? It certainly seems to me that the Director's proposals are over-lavish, it is mainly a matter for the administrative department, but it is the duty of Financial to impress on Educational that there won't be money for everything and that perhaps something may be saved here. If these fourteen men must be added to the sub-assistant *cadre*, perhaps the fourteen additional appointments may be all placed in the last two grades, Rs. 75 and Rs. 100. It may well be admitted that training schools are objects on which money is well spent, and it may really be necessary to spend the whole of this Rs. 12,600 *per annum* in this way, but I can't think that the Director has yet proved that it is.

A. G. CARDEW—3-5-13.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

The case must now go to His Excellency the Governor and the Hon'ble Sir Harold Stuart.

L. DAVIDSON—7-5-13.

I have nothing to add except one point orally mentioned to Mr. Cardew, namely, that if the Director of Public Instruction's proposal be accepted, the students in lower elementary training schools will be under headmasters of the same rank as those officers by whom their future work as teachers will be inspected and tested. Interchange between the posts of inspecting officer and training school headmaster should benefit both training and inspection.

L. DAVIDSON—7-5-13.

After discussion with the Director of Public Instruction, I append herewith a note by him, with which I agree.

P[ENTLAND]—15-5-13.

Note by the Director of Public Instruction.

If we can afford it, it is very desirable to place these headmasterships in the *cadre* of sub-assistants. We shall secure a better class of man and what is even more important, they will not be continually looking forward to promotion as sub-assistants.

A change now and then may be desirable according to the aptitudes of the man, but hitherto they have not been content to remain in the training schools and transfers have been much too frequent for the interests of these schools. This is the objection to any special intermediate *cadre* such as Mr. Cardew suggests.

The method of calculating the cost of the proposal is ingenious, because it provides for another scheme altogether, namely, a regrading of the sub-assistants, and this may be deferred if funds are not available. The scheme I propose costs Rupees 5,400 *per annum*.

In so far as it is necessary to save, I would do so by going slower in the opening of new schools and not in refraining from doing what should improve the quality of the existing ones.

A. G. BOURNER—14-5-13.

If the matter were going to end here, I would not demur to the proposals of the Educational Department, though I agree with the Chief Secretary that the proposed increase seems extravagant. The effect of it is also to lower the average pay both of supervisors and sub-assistant inspectors and the Financial Department are quite right, when calculating the ultimate cost, to assume that that average will before long be raised to its present point. But even that enlargement of the proposal by no means exhausts the financial effect. As elementary education develops, we shall, I presume, have to increase our training schools and it is, therefore, incumbent on the Financial Department to resist any expenditure which, though possibly desirable, is not absolutely necessary for reasonable efficiency. I am strongly in favour, therefore, of proceeding more slowly and of raising the pay to Rs. 50, Rs. 60 and Rs. 70, or even to Rs. 60, Rs. 70 and Rs. 80. That increase will keep the incumbents contented for some time, and when a case for further increase arises we can examine the proposals in the light of the demand for educational employment that exists then. I venture to impress on the Educational Department that the higher the rates of pay the slower the progress.

2. The second point for orders relates to our powers of sanction. I am not disposed to accept the view of the Accountant-General, but he has the power to object and if he does object, we must refer the matter to the Government of India. We should therefore put the Chief Secretary's arguments to him and ask whether he maintains his original view.

H. A. STUART—16-5-13.

Submitted that, as His Excellency the Governor and the Hon'ble Sir Harold Stuart do not agree on the question, the file may be circulated to the Hon'ble Mr. Sivaswami Aiyar and the Hon'ble Sir John Atkinson.

S.K.—20-5-13.

C.R.—21-5-13.

Yes.

W. FRANCIS—22-5-13.

The Hon'ble Mr. Sivaswami Aiyar, C.S.I., C.I.E.

The Hon'ble Sir John Atkinson, K.C.S.I.

It is well known (I may say, notorious) that the pay and prospects of teachers in the Educational Department are too poor to attract men of ability. I do not deny that there are a number of very able men now in the service. But I think the average is rather below the standard that one would desire. In view of the importance of securing really good men as headmasters of these training schools, etc., I think the proposals of the Director of Public Instruction should be accepted.

P. S. S[IVASWAMI AIYAR]—23-5-13.

The Director of Public Instruction proposes to place these fourteen headmasterships in the *cadre* of sub-assistants—

(i) in order to provide them with enhanced pay; and

(ii) in order to secure interchangeability between the posts of headmaster and sub-assistant.

The same ends could, it seems to me, be achieved if, instead of grading these headmasters along with sub-assistants, two enhanced grades of pay on Rs. 65 and Rs. 75 with, say, seven appointments in each, were created for them. They would then get a considerably enhanced scale of emoluments, and at the same time the seven men on Rs. 75 would be interchangeable with the last grade of sub-assistants.

2. If, on the other hand, the Director of Public Instruction's proposal to grade these fourteen headmasters in the sub-assistants' *cadre* be accepted, it may happen that a man will rise to the first grade on Rs. 175 and still remain a headmaster.*

* Not—Sir A. Bourne informs me—until after from 20 to 25 years' service as such.
P[ENTLAND]—29-5-13.

3. I don't know whether the solution which I have suggested above is feasible: but I agree with the Hon'ble Sir Harold Stuart in thinking that something of the sort should be tried, and that there is no proof as yet of necessity to adopt the Director of Public Instruction's proposals which may hereafter lead to heavy expenditure.

J. N. A[TKINSON]—26-5-13.

These proposals involve an increased annual expenditure, differently estimated at Rs. 5,000 and Rs. 10,000. They are designed to benefit the training of all elementary teachers, and consequently elementary education throughout the Presidency.

I therefore commend again the acceptance of the Director of Public Instruction's proposals.

In regard to Sir John Atkinson's suggestion of a *via media*, the objection to a special *cadre* is discussed in Sir A. Bourne's note of 14th May 1913.

P[ENTLAND]—29-5-13.

Print and send back to me.

W. FRANCIS—2-6-13.

The papers have been printed and the file is submitted.

S.K.—12-6-13.

C. RAMANUJACHARI—12-6-13.

Hon'ble Sir Harold Stuart—

„ „ John Atkinson—

Perhaps the case might be discussed in Council.

W. FRANCIS—12-6-13.

I am willing to admit that it is desirable to get good men for these training schools and to keep them contented, but the Financial Department has to consider ways and means and unless it can be shown that we cannot get good enough men for the salaries proposed by this department, I am afraid that, on grounds of economy, we must press for a scheme that is less costly. I should like information about the qualifications of the men obtained on the present salaries, how long they remain in the training schools and what becomes of them when they leave: do they, for example, obtain appointment as sub-assistants?

2. I accept the Secretary's suggestion that the case be discussed in Council.

H. A. S[THURTELL]—13-6-13.

I agree that the case may be discussed in Council.

J. N. A[TKINSON]—14-6-13.

Print up for Council and note on the Hon'ble Sir Harold Stuart's enquiry above at A.

W. FRANCIS—17-6-13.

With reference to the Hon'ble Sir Harold Stuart's enquiry at A on page 10, it is submitted that, prior to the introduction of the scheme of re-organization sanctioned in G.O. No. 1066, Educational, dated 3rd December 1912, there were eleven schools in the Presidency for the training of *lower* elementary teachers. The headmasters of nine of these eleven schools were on a scale of pay of Rs. 30—2—40 and the headmasters of the remaining two schools, which were at Russellkonda and Gunupur, were on a pay of Rs. 50 and 40, respectively. On the 1st January 1912, one of these headmasters was a trained teacher of the collegiate grade (viz., B.A., L.T.); three had passed the F.A., and the rest the Matriculation examination; and all these possessed trained teachers' certificates of the grade corresponding to their general educational attainments.

Proposition statement with letter *ibid*.

2. After the introduction of the re-organization, the pay of these headmasters was raised to a uniform rate of Rs. 50.* It is not known who have been appointed to the fourteen posts thus created and with what qualifications. The Director of Public Instruction may be asked to report on this.

* The headmasters are to be recruited from the cadre of supervisors. Sixteen new appointments on the first grade of supervisors (Rs. 50) have been created, fourteen of which is for the headmasterships of these schools (proposition statement with G.O. No. 1066, Educational, dated 3rd December 1912).

3. Information as to how long the headmasters remain in the training schools and what becomes of them when they leave the schools is not also available here. The Director of Public Instruction may be requested to furnish it.

4. A draft memorandum is submitted for approval. After issue of the memorandum the papers will be printed as directed by the Secretary.

S.K.—17-6-13.

C. RAMANUJACHARI—17-6-13.

But the information is wanted by the 27th for Council.

Ask the Director of Public Instruction if he can furnish it before then. See addition to the memorandum. Send it to Sir Alfred Bourne here, and not to his Madras office.

W. FRANCIS—19-6-13.

[Memorandum No. 537-2, Educational, dated 19th June 1913.]

Letter from the Director of Public Instruction, R.O.C. No. 9711/12, dated 23rd June 1913.

The papers have been printed and the file is submitted.

2. Under Council Rule 11 (d) copies of the current and notes have to be circulated to all Members of Government and to the Chief Secretary. Separate files for circulation have been made ready.

S.K.—2-7-13.

C. RAMANUJACHARI—2-7-13.

There is to be no council this week; do not circulate the files until the case is actually put down for a definite council.

W. FRANCIS—3-7-13.

Order in Council.

Letter from the Director of Public Instruction, No. 9711, dated 29th January 1913.

The proposals of the Director of Public Instruction are to be approved.

P[ENTLAND]—22-8-13.

Please draft.

W. FRANCIS—22-8-13.

A draft order is submitted for approval.

2. With regard to the provision of funds for the additional expenditure on this account during the current year, please see the Secretary's (Mr. Davidson's) note, dated 3rd May 1913, on page 7 *ante*, in which he suggested that the extra money might come from the assignment of 30 lakh for colleges and training institutions in the Imperial recurring grant of 6-80 lakhs. The Director has since submitted proposals, the ultimate recurring liability of which more than covers the amount available under this head as shown below :—

Grant given by the Government of India.		Schemes.	Amount of ultimate recurring liability.	Amount of expenditure for 1913-14.	Amount of liability for 1914-15.
Purpose.	Amount.				
	LAHRS.	Already sanctioned.	RS.	RS.	RS.
College and Training Institutions.	30	Scholarships in colleges—G.O. No. 701, Educational, dated 30th July 1913.	10,080	1,134	3,024
....	..	Gauzes in Government Colleges—G.O. No. 768, Educational, dated 14th August 1913.	2,235	2,235	2,235
		Under Consideration.			
....	..	Increase of pay of teachers in colleges under local bodies (G. No. 2124).	18,000	18,000	18,000

	Rs.
* 10 Sub-assistants on Rs. 75 = ..	750
4 " " on " 100 = ..	400
Total ..	1,150
Deduct saving in the reduction of supervisors	700
Net extra cost ..	450
For a year $450 \times 12 =$..	5,400
For five months $450 \times 5 =$..	2,250
Paragraph 11, page 3 of G.O. No. 264, dated 27th March 1913.	

Total grant for primary education ..	350
Expenditure—	
Consequent on revision of the Grant-in-Aid Code and Educational Rules (G.O. No. 715, Educational, dated 5th August 1913)	214
Strengthening the establishment of elementary schools (under consideration)	57
Total ..	271
Balance ..	79

and for purposes of detail the amount primary education.

3. As regards the question whether this Government is competent to sanction the proposals in this case, attention is solicited to the Chief Secretary's note on page 5 *ante* and paragraph 2 of the Hon'ble Sir Harold Stuart's note on page 9 *ante*. A paragraph has been added to the draft in accordance with Honourable Member's instructions.

The amount involved in the proposals sanctioned in this file is Rs. 5,400 * *per annum*, and Rs. 2,250 for five months in the current year from 1st October. Though, in view of the fact that the development of the scheme of scholarships in colleges will take five years to reach the ultimate limit, the amount required in the current and in the succeeding few years may be met from the savings under the scholarship scheme, the question of the source from which the amount required in subsequent years should come must be settled. As an alternative, the cost may be debited to the allotment for primary education under which there is a balance of Rs. 79,000 for which proposals are still due. The expenditure incurred can be

Yes. legitimately taken as a charge against this head. Please compare His Excellency's note, dated 29th May 1913, on page 10 *supra*. In the draft order it is, therefore, generally stated that the amount will be met from the recurring portion of the Imperial grant of 23 lakhs provided in the current year's budget will be taken against the allotment for

W. FRANCIS—28-8-13.

S.K.—27-8-13.

C. RAMANUJACHARI—28-8-13.

To the Financial Department *u.o.* for acceptance.

W. FRANCIS—28-8-13.

FINANCIAL DEPARTMENT.

[Please see Financial Department notes on pages 3—5 *ante*, Chief Secretary's note, dated 3rd May 1913, on pages 7—8 *ante*, Honourable Member's note, dated 16th May 1913 and 13th June 1913, on pages 9 and 11 *ante*, and Order in Council on page 11 *ante*.]

Addition to Sub-assistant's cadre—	RS.
10 on Rs. 75 =	+ 750
4 on " 100 =	+ 400
Reduction in the staff of supervisors—	
14 on Rs. 50 =	— 700

Net extra cost = Rs. 450 *per mensem* or Rs. 5,400 *per annum*.

Cf. paragraph 5 of Government of India, Education Department, letter No. 520-C.D., dated 25th March 1913, on page 3 of G.O. No. 408, Educational, dated 3rd May 1913, and paragraph 2 of Educational note, pages 12-13 *ante*.

Page 3 of G.O. No. 408, Educational, dated 3rd May 1913.

* Cf. paragraph 4, page 4 of G.O. No. 715, Educational, dated 5th August 1913.

the remaining 79 lakh being reserved for the opening of new schools.

2. The proposal of Educational to appropriate the amount involved in the present case, viz., Rs. 5,400 *per annum*, from the balance of 79 lakh above referred to may, it is submitted, be accepted. If this proposal is to be carried out, the amount available for the opening of new schools will be reduced *pro tanto*, viz., from 79 lakh to 74 lakh.

3. The draft order may, it is submitted, be accepted, the sanction being registered as No. 151 of 1913-14.

C.P.K.—2-9-13.

A. HANUMANTA RAO—4-9-13.

V.G.K.—5-9-13.

C. REILLY—5-9-13.

A. G. CARDEW—5-9-13.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Issue.

W. FRANCIS—8-9-13.

[G.O. No. 831, Educational, dated 8th September 1913.]

From the D.P.I., R.O.C.No.9711/12, d/29--1-1913.

Edt. of the A.G., Spl.2-20931, d/18--2-1913.

From the D.P.I., R.O.C.No.9711/12, d/23--6-1913.

ORDER: No 83/ Col dated 8.9.13
P.S.

The Government approve the proposal of the Director of Public Instruction to include the posts of headmasters of the 14 lower elementary training schools in the Presidency in the cadre of sub-assistant inspectors of schools. Of these appointments, ten will be added to the probationary class on Rs 75 and four to the fifth class on Rs 100 per mensem. A corresponding reduction of 14 appointments will be made ⁱⁿ the first grade of supervisors on Rs 50. The strength of the two cadres will then stand as shown below:--

Sub-assistant inspectors.

		Number of appointments.
First class on Rs 200 per mensem		6
Second " " Rs 175 " "		11 ✓
Third " " Rs 150 " "		30
Fourth " " Rs 125 " "		23 ✓
Fifth " " Rs 100 " "		49
Probationary class on Rs 75 " "		50
Total		177

Supervisors.

Supervisors on Rs 50 per mensem		38
" " Rs 40 " "		30
" " Rs 30 " "		160
Total		228

2. This sanction has been registered as No. 157 of 1913-14.

*Discussed
Chg
27*
*(See in Budget
page 13 quote)*

(C)

*For the present strength
of the cadre please see
page of G.O. 512 of 13
4.6.13*

One appointment in each of these grades has been proposed for inclusion in connection with the reorganization of the District Office at Bangalore. The file on the subject is with the D.P.I. and is being considered by the Government. The proposed strength of this cadre please see page 11 (para 10) of G.O. 106 of 13. 1.12.13

13 SP

3. The additional expenditure that may be involved during the current year on account of this sanction will be met from the recurring portion of the special Imperial grant of 23 lakhs provided in the Civil Budget Estimate for 1913-14.

4. With reference to the Accountant-General's endorsement No. Sp.1.2-20931, dated 18th February 1913, the Government consider that the Secretary of State's observations in paragraph 4 of his Despatch No. 140 Public, dated 16th August 1912, ~~which his opinion is based, should only be read as subject to the ordinary financial rules, in the absence of any express direction~~ ^{therein} ~~again~~ ^{again} ~~made to him~~ ^{made to him} ~~in case any modification of the proposals be sanctioned~~ ^{is recommended} ~~The qualification to the sanction imposed by the~~ ^{expression} ~~"pending submission of proposals for his note"~~ ^{in detail"} ~~should not be taken to mean~~ ^{that such revised proposals should be sent to} ^{the Secretary of State} ^{only if, under ordinary rules, his sanction is necessary, which is not the case} ^{pro-} ^{posed} ^{in these circumstances} ^{the} ^{Government} ^{trust} ^{that the Accountant-General will reconsider his}

The Secretary of State
revising
modifications in the scheme,
the despatch should be read as subject to
the ordinary financial
rules.

appears to

To the D.P.I.
Financial Department.

Current No. dated 191 ..

G.O. No. *531*, dated *8-9-1913*.

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