

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

} 1913.

Enclosures

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G.O .No. 912, 3rd October 1913.

Pay of Clerks in the Offices of Inspectors and Inspectresses of Schools.

Declining to raise the pay of the fourth clerks in the offices of certain Inspectors and Inspectresses of Schools from Rs. 15—1—20 to Rs. 20.

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GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following paper :—

Letter—from the Hon'ble Sir ALFRED GIBBS BOURNE, K.C.I.E., D.Sc., F.R.S.,
Director of Public Instruction, Madras.
To—the Secretary to Government, Educational Department (through the
Accountant-General).
Dated—the 21st August 1913.
No.—Ref. on Cur. 6257.

I have the honour to request that you will be so good as to obtain the sanction of Government for raising from Rs. 15—1—20 to Rs. 20 the pay of the post of fourth clerk in each of the offices of the Circle Inspectors of Schools excepting that of the Fourth Circle and in each of the offices of the Inspectresses of Girls' Schools, Northern and Southern Circles, and also for including the necessary provision in the budget estimates for 1914-15.

2. In their Order No. 158, Educational, dated 19th February 1913, Government were pleased to sanction the proposal to raise to Rs. 20 per mensem the minimum pay of clerks in the offices of Assistant and Sub-Assistant Inspectors of Schools and in G.O. Mis. No. 545, Educational, dated 10th June 1913, sanction was accorded to the employment of a temporary clerk on Rs. 20 per mensem in each of the offices of the Circle Inspectors of Schools and Inspectresses of Girls' Schools. As there seems to be no reason why these clerks should continue to start on Rs. 15 while those in the offices of Assistant Inspectors of Schools and the temporary clerks in the offices of Inspectors and Inspectresses are allowed an initial salary of Rs. 20 per mensem, I beg to support the proposal of the Inspectors and the Inspectresses for fixing the pay of the fourth clerk in their offices at Rs. 20. The increase may have effect from 1st March 1914.

* Inspectors of Schools excluding the Fourth Circle.	8	3. The average increased cost on account of the ten * offices including the new Ninth Circle office sanctioned in G.O. No. 638, Educational, dated 8th July 1913, will be Rs. 12-8-0 per mensem or Rs. 150. per annum.
Inspectresses of Girls' Schools	2	
	—	
	10	
	—	

*Endorsement of the Accountant-General, No. T.M. 25—10280,
dated 30th August 1913.*

Forwarded.

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

J. C. MITRA,
Offg. Accountant-General.

To the Secretary to Government, Educational Department.

Order—No. 912, Educational, dated 3rd October 1913.

The Government are unable to approve the proposal of the Director of Public Instruction to raise the pay of the fourth clerks in the offices of certain Inspectors and Inspectresses of Schools from Rs. 15—1—20 to Rs. 20 as they are not satisfied of its necessity.

(True Extract.)

W. FRANCIS,
Ag. Secretary to Government.

To the Director of Public Instruction.

EDUCATIONAL DEPARTMENT.

**NOTES CONNECTED WITH G.O. No. 912, EDUCATIONAL, DATED
3RD OCTOBER 1913.**

[*SUBJECT.—Raising of the pay of certain clerks in the offices of the Inspecting officers from Rs. 15—1—20 to Rs. 20.*]

From the Director of Public Instruction, dated 21st August 1913, Ref. on Cur. No. 6257.

In April 1911, the Director of Public Instruction submitted proposals for raising the minimum pay of clerks and other ministerial officers in the educational offices outside the Presidency town to Rs. 20 per mensem. The Government, however, disallowed the general proposal on the ground that it was not desirable to raise the pay of the clerks irrespective of the work they were required to do, and observed that as the duties of most of the clerks were of a mechanical description a pay of Rs. 15 was ample. They sanctioned the enhancement of the salary in the case of 22 of the appointments. In August 1912 the Director requested a reconsideration of the above order in the case of clerks in the offices of Assistant and Sub-Assistant Inspectors, the senior clerks in Girls' and Muhammadan ranges among others. It was represented that the work of these clerks was not mechanical and that especially in the case of those attached to Sub-Assistants their responsibilities were greater being the only clerks in their offices. The Government sanctioned the Director's proposal on condition that the clerks would become ineligible for grain compensation allowance from the date of enhancement of their salary to Rs. 20.

2. The Director now requests that the pay of the nine clerks in the offices of the circle inspectors and inspectresses excepting those of the Presidency division, whose pay still remains at Rs. 15—1—20, may be raised to Rs. 20 on the grounds—
(a) that the starting pay of clerks in the offices of Assistant and Sub-Assistant Inspectors of Schools has been raised to that amount, and

(b) that the temporary clerks sanctioned in each of the offices of the Inspectors and Inspectresses are also allowed the same pay.

3. The following statement shows the clerical posts in the mufassal educational offices to which was attached a starting pay of Rs. 15 and less on the date on which the Director submitted his original proposal to raise the minimum salary to Rs. 20 and those subsequently created on that salary with the enhancement of pay sanctioned in those cases :—

Offices.	Scale in force in August 1911.	Scale to which they were subsequently raised.	Authority sanctioning increase.	Appointments which still carry a minimum pay of less than Rs. 20.	
A					
1. Offices of Inspectors and Inspectresses.	9 clerks .. (Rs. 15—1—20)	..	..	9 clerks .. (Rs. 15—1—20)	
2. Offices of Assistant Inspectors of Schools.	11 „ .. (15—1—20) 1 clerk .. (15)	11 clerks (20) 1 clerk (20)	{ G.O. No. 158, dated 19th February 1913.	..	
3. Offices of Sub-Assistant Inspectors and Inspectresses.	1 „ .. (15—1—20) 129 clerks .. (15)	1 „ (20) 121 clerks (20)		Do.	8 clerks (15)
4. Teachers' College, Saidapet.	1 assistant clerk .. (15)	..		..	1 assistant clerk (15)
5. Government Training school, Rajahmundry.	1 librarian.. (15—1—20)	1 librarian (20)	G.O. No. 158, dated 19th February 1913.	..	
6. Government College, Mangalore.	1 „ .. (15—1—20)	..		..	1 librarian (15—1—20)
7. Reformatory school, Chingleput.	{ 1 store-keeper.. (14) 1 assistant clerk .. (15—1—20)	.. 1 typist (20)	G.O. No. 518, dated 14th June 1912.	1 store-keeper (14) ..	
8. Government girls' school, Cannanore.	1 clerk .. (15—1—20)	..		..	1 clerk (15—1—20)
B					
Subsequently created.	Original pay.				
9. Offices of Assistant Inspectors, Ganjam and Guntur District (Sub-Assistant's charges).	{ 2 clerks.. (Rs. 15) G.O. No. 426, dated 16th May 1912, and G.O. No. 510, dated 12th June 1912).	2 clerks (Rs. 20) (included in the 116 clerks of Sub-Assistant Inspectors).	G.O. No. 158, dated 19th February 1913.	..	
10. Offices of the 48 temporary Sub-Assistant Inspectors)	{ 48 clerks.. (Rs. 15) (G.O. No. 831, dated 11th September 1912).	48 clerks (Rs. 20)		Do.	..
11. Government Training Schools for Mistresses, Rajahmundry and Calicut.	{ 2 clerks. (Rs. 15—1—20) (G.O. No. 679, dated 27th September 1911).	..	..	2 clerks (15—1—20)	
12. Government Training school for Muhammadan Mistresses, Guntur.	{ 1 clerk. (Rs. 15—1—20). (G.O. No. 1125, dated 18th December 1912).	..	..	1 clerk (15—1—20)	
13. Government girls' school, Vizagapatam.	{ 1 clerk (Rs. 15—1—20). (G.O. No. 593, dated 24th June 1913).	..	..	1 „ (15—1—20)	

From the above it will be seen that the only important offices in respect of which the old salary is continued are those of the Inspectors and Inspectresses. It was on account of this fact that this department originally agreed to the enhancement of their pay to Rs. 20. But the Financial Department considered that it was not advisable to disturb the existing incremental pay of Rs. 15—1—20, presumably because that there was little scope for further promotion in their case. The

Honourable Member who selected the appointments for sanctioning increased pay accordingly left out the Inspectors' establishment. The Director does not now urge any special reasons in support of his proposals except that of uniformity

The Hon'ble Sir Murray Hammick's, note on page 2 of notes to G.O. No. 527, dated 2nd August 1911.

with other offices. It is not known why the case of these clerks was not pressed when a reconsideration of the original order was sought; nor is it known exactly what duties are assigned to these clerks. The establishment of each of these offices consists of—

Vide list of officers in the Educational Department (page 233).
* Rupees 25—1—30 in the Central Circle Inspectress's Office.
† Rupees 20—1—25 in the fourth Circle Inspector's Office and in the Central Circle Inspectress's office.

	RS.
(i) A clerk on	50—2—60
(ii) Second clerk on	25—1—30
(iii) Third clerk on	* 20—1—25
(iv) Fourth clerk on	+ 15—1—20
(v) Temporary clerk on	20.

When in 1908 it was proposed to raise the pay of the fourth clerk in the Presidency Circle, his duties were described as those of registering, call and arrears list, keeping of account forms, faircopying and examining—page 6 of G.O. No. 598, Educational, dated 15th August 1908. If the duties of similar clerks in the mufassal circles were the same, it is not known why proposal for enhancement was not made then in the case of those clerks along with those of Assistant Inspector's and Sub-Assistants' clerks. Perhaps they are not. The analogy of the pay of Sub-Assistants' clerks does not seem to be convincing, as the duties of the latter are more onerous being the sole clerks in those offices. The circumstance of paying the temporary clerks in the circle offices Rs. 20 should not, it is submitted, affect the pay of the fourth clerks. Incremental pay is ill-suited for the temporary establishment; and a fixed pay of Rs. 15 may be too low for a competent hand for temporary job. In these circumstances it is for consideration whether the Director's proposals should be approved.

G.O. No. 961 dated 1st November 1912.
Paragraph 2, page 2 of G.O. No. 961, dated 1st November 1912.

W. FRANCIS.
G.O. No. 545, dated 10th June 1913.

C. RAMANUJACHARI—18-7-13.

See previous page. Why should the third clerk in the Central Circle Inspector's office and the fourth in the fourth Circle Inspector's, and Central Circle Inspectresses's office draw more than their fellow elsewhere?

W. FRANCIS—18-9-13.

Submitted that prior to 1908, the pay of the clerks in the Inspector's and Inspectress's offices in the Presidency town and in the mufassal was on a uniform scale. In that year on the representation of the clerical establishment in Educational offices in the city, the minimum pay of clerks was raised to Rs. 20; and it was consequently found necessary to

Cf. the Honourable Mr. Stokes' note, dated 16th January 1908, on page 7 of notes with G.O. No. 698, Educational, dated 15th August 1908.

to submit proposals revising the scale. His recommendations, so far as the third (now fourth) circle Inspectors' and the Central Circle Inspectress's establishments were concerned, are on pages 6 and 7 of G.O. No. 598, Educational, dated 15th August 1908. The reasons for raising the pay of—

- (a) the fourth clerk in the Inspector's office from Rs. 15—1—20 to Rs. 20—1—25 were,
- (i) that the clerk had equally responsible and heavy work with the third clerk on Rs. 20—1—25, and
- (ii) that qualified men could not be had for less pay.

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