

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

} 1913.

Enclosures

Spare copies

G.O. No. 980, 27th October 1913.

Indian Educational Service.

Addressing the Government of India giving the views of the Madras Government on the question of instituting a certain number of allowances to be held by principals of Government colleges in the — .

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GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following paper :—

Letter—from the Hon'ble Mr. H. SHARP, C.I.E., Joint Secretary to the Government of India, Department of Education (Education).

To—the Secretary to the Government of Madras, Educational Department.

Dated—Simla, the 18th August 1913.

No.—1530.

I am directed to address you regarding the position and prospects of the professional line in the Indian Educational Service.

2. In the Home Department letter No. 754-762, dated the 26th August 1909, local Governments were addressed regarding the improvement of the prospects of the Indian Educational Service in general. In the Government of India (Department of Education) letter No. 3-11-C. D., dated the 7th January 1913, the reason for delay in this case was stated. It was also stated that the Government of India had been about to intimate to local Governments the measures they had finally decided to recommend. Among those measures was a proposal to institute a certain number of allowances to be held by the principals of certain colleges. This proposal had not been mentioned in the letter of the 26th August 1909. But several local Governments were emphatic as to the desirability of retaining a certain number of allowances and the Government of India reconsidered their original proposals. It was intended that the allowances should be not more than Rs. 200 a month, though for special reasons they might in the Presidency of Bengal be raised to Rs. 250. Such an allowance if given would be tenable in addition to any other allowance whether one of the junior or senior allowances or whether a strictly personal allowance.

3. The Government of India are disposed to think that there is reason to give such allowances to the principals of Government colleges without further delay. The costs of entertainment incident to the headship of large educational institutions are, they understand, being felt and although the principles governing the appointment of directors of public instruction remain unchanged, the growing importance of primary and secondary education and the increasing complexity of administration render it probable that, in future, directors of public instruction will be taken more often than before from the inspecting line.

4. The Madras Government in their letter No. 28, dated the 17th January 1910, recommended no allowance. I am now to enquire whether His Excellency the Governor in Council considers that it would be well to institute an allowance at the Presidency College, Madras, and at the Rajahmundry College. The Government of India are disposed to think that two allowances of the maximum value might be given in Madras.

5. I am to request that the case of these allowances be treated separately from the question dealt with in my letter No. 3-11-C.D., dated the 7th January 1913. The reasons which justify the creation of allowances for principals and of what may be termed compensation allowances are quite distinct. Where an officer, who has

been recommended for an allowance of the latter type, holds a post for which an allowance of the former type is recommended, the Government of India will be glad to have the advice of the local Government as to the advisability of the two allowances being held concurrently. This question however is of a personal and temporary nature and need not affect consideration of the general case of allowances attached to principalships.

Order—No. 980, Educational, dated 27th October 1913.

The following letter will be addressed to the Government of India.

(True Extract.)

W. FRANCIS,
Ag. Secretary to Government.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

No. 981.

From

THE HON'BLE MR. W. FRANCIS, I.C.S.,

Acting Secretary to the Government of Madras,

Educational Department.

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,

DEPARTMENT OF EDUCATION.

Dated Fort St. George, the 27th October 1913.

SIR,

I am directed to reply to your letter No. 1530, dated 18th August 1913, inviting the views of the Madras Government on the question of instituting a certain number of allowances to be held by principals of Government colleges in the Indian Educational Service.

2. In the first place enquiry is made whether it would be desirable to institute such allowances at rates not exceeding Rs. 200 a month for the principals of the Presidency and Rajahmundry colleges. I am at the outset to invite reference to Mr. Davidson's letter No. 215, dated 11th March 1913, in which this Government have already solicited sanction for the payment of a special allowance of Rs. 400 per mensem to the Principal of the Presidency College, Madras. His Excellency the Governor in Council has again considered this question in the present connection, but, in view of the special character of the appointment as the head of the premier educational institution in the Presidency, and of the consequent desire of the Government to make it specially attractive to the service, is unable to agree that the proposed maximum allowance of Rs. 200 per mensem would meet the requirements of the case. I am accordingly to request that the original proposal to attach a special allowance of Rs. 400 to the principalship of the Presidency College may be retained.

3. As regards the institution of another allowance at the Rajahmundry College suggested in paragraph 4 of your letter under reply, I am to state that the decision that may be arrived at in the matter should also be made applicable to the case of the other first grade college maintained by Government, viz., the Kumbakōnam College. This institution is as important as that at Rajahmundry and there seems to be no sufficient justification for its exclusion. When, formerly, the existing senior and junior personal allowances were attached to particular appointments, three of them were held by the principals of the Presidency, Kumbakōnam and Rajahmundry colleges.

4. In regard to the general question involved in the matter dealt with in the foregoing paragraph, His Excellency the Governor is inclined to the view that the system of attaching special allowances to special posts is not sound in principle and is likely to give trouble, because senior men will not unnaturally claim to hold the posts to which they are attached even though they may be unsuited for them. Such a system was once in force in Madras in the case of the existing personal allowances but was given up for reasons explained in Mr. Cardew's letter No. 197, Educational, dated 9th February 1904.

His Excellency in Council accordingly suggests for the consideration of the Government of India that, instead of attaching the allowances to special posts, it would be better to increase the "junior allowances" in Madras by two of Rs. 200 each as a means of improving the position and prospects of the members of the service, the case of the principalship of the Presidency College being treated as special.

5. Secondly, the opinion of this Government is asked whether it is advisable to permit an officer to hold the special allowance of the above description concurrently with the "compensation allowance" proposed for cases of real hardship. I am to state that this Government did not recommend the grant of the latter allowance to any member of the service in this Presidency and the case of concurrent payment contemplated in your letter will not therefore arise here.

I have the honour to be,

Sir,

Your most obedient servant,

W. FRANCIS,

Ag. Secretary to Government.

NOTES CONNECTED WITH G.O. Nos. 980-81, EDUCATIONAL,
DATED 27TH OCTOBER 1913.

[SUBJECT.—*Creation of allowances for principals of Government colleges.*]

From the Government of India, No. 1530, dated 18th August 1913.

The Government of India desire the opinion of the Local Government on the questions—

(i) whether it is desirable to institute special allowances payable to the principals of the Presidency and the Rajahmundry Colleges at rates not exceeding Rs. 200 a month; and

(ii) whether it is advisable to pay the allowances concurrently with those that might have been temporarily sanctioned pending the sanctioning of the scheme for the improvement of the prospects of the members of the Indian Educational Service generally.

2. As regards the first question, this Government have already urged the adoption of the system of paying special allowance in the case of the Principal of the Presidency College. In paragraph 7 of letter No. 215, Educational, dated 11th March 1913,

the Government of India have been requested to sanction a special allowance of Rs. 400 per mensem to a separate principal of the college, for the creation of which appointment an application has been made to that Government in the same letter. No reference has been made to this communication in the present letter from the Government of India. The amount of Rs. 400 was

fixed on the analogy of the case of the Principal of the Presidency College, Calcutta. The present proposal admits of a maximum of only Rs. 200. It is for consideration whether this should be accepted. One of the objects of giving this personal allowance was stated by this Government to be to raise the principal

clearly above all the professors of the college in rank and salary. Though in the case of the Presidency College, Madras,

the principal will generally be an officer holding one of the four allowances at present available to the members of the Indian Educational Service, and though the special allowance for the principal is tenable in addition* to any other allowance drawn by him, it is probable that

the emoluments of the principal will be less than that of the other professors of the college in certain cases. If the principal happens to be an officer drawing only a junior allowance (Rs. 200—10—250), the addition of the special allowance of Rs. 200 will still keep his emoluments below that of a professor if he happens to draw one of the senior allowances (Rs. 250—50—500). It was apparently with that object Sir Murray Hammick stated that, if he could not get Rs. 400, he would try and get Rs. 250 at all events. The allowance at the latter rate will in the special case quoted above render the total emoluments of the principal with junior allowance at least equal to that of a professor with senior allowance. It is therefore for consideration whether the Government of India may be told that at least in the case of the principal of the Presidency College the allowance should not be less than Rs. 250.

* Last sentence of paragraph 2 of India's letter.

Paragraph 7 of letter No. 215, Educational, dated 11th March 1913.

Of paragraph 2 of India's letter, page 3 of G.O. No. 27, Educational, dated 17th January 1910, and paragraph 10 of notes, page 3 of notes to G.O. No. 214, Educational, dated 11th March 1913.

Page 8 of notes to G.O. Nos. 214-15, Educational, dated 11th March 1913.

3. As regards the Rajahmundry College, the need for paying a special allowance cannot be always justified on the ground of giving the principal a higher rate of salary than the professors of the college as there is generally only one member of the Indian Educational Service in the college who acts as principal, the other members of the staff being drawn from either the Provincial Educational Service or the subordinate service (collegiate branch). It is also unlikely that the Indian Educational Service principal will draw a salary lower than that of any of the Provincial Educational Service professors, though the maximum pay of the latter service (Rs. 700) is higher than the minimum pay of the Indian Educational Service (Rs. 500). The present principal (Mr. Couldrey) is drawing Rs. 700 and the officer next to him (senior lecturer, Mr. Wilkinson) draws Rs. 450. If, however, a special allowance is considered necessary in the case of this college also, the value of it need not exceed Rs. 200 as proposed by the Government of India.

4. The Government of India omit reference to the Kumbakōnam College, another first-grade college maintained by Government. This institution is equal in importance to the Rajahmundry College; and when four personal allowances were originally attached to particular appointments, three of them were attached to the principalships of the Presidency, Kumbakōnam and Rajahmundry Colleges. It is not, therefore, clear why a difference in treatment should be accorded to the Kumbakōnam College. The decision in the case of the Rajahmundry College can be applied to the Kumbakōnam College also.

5. The file may, in the first instance, be sent to the Director of Public Instruction for remarks.

C. RAMANUJACHARI—3-9-13.

W. FRANCIS—3-9-13.

To the Director of Public Instruction.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

It is not clear whether the Imperial Government will provide the funds. I should have thought that the matter might have lain over until the service was reorganized. If, however, other provinces are going to give these allowances, Madras ought to do so, too. An allowance of Rs. 400 has been already proposed for the principal of the Presidency College about which Mr. Sharp is silent. As for Kumbakōnam and Rajahmundry it is by no means easy to find good men willing to take these posts, especially the former, as the principal is often the only European in the place. Of course we have to insist on some one going there and an allowance might console him.

2. I fear this system of allowances attached to posts will give rise to trouble, but pending the reorganization it is probably the only thing feasible

A. G. BOURNE—10-9-13.

EDUCATIONAL DEPARTMENT.

H.E. the Governor (through the Financial Department)—

The position is this: the present pay of the Educational Service (outside the Directorship) is a time-scale of Rs. 500—50—1,000 per mensem supplemented by two "junior allowances" of Rs. 200—10—250 and two "senior allowances" of Rs. 250—50—500 (which used to be held by the principals of the Presidency, Kumbakōnam and Rajahmundry Colleges; and the Senior Inspector, but are now

usually given to the four senior men) plus an allowance of Rs. 100 given to any one who has reached fifteen years' service without attaining to any of the four allowances. The only plum is the Directorship.

2. This scale is not high enough to get good men; recruitment is difficult; and it has been recognized by the Government of India (and this Government) that, nowadays especially, we ought to give of our very best to the Educational Department and that the whole scale ought to be raised so as to attract the pick of the Universities. India sent round proposals to raise the pay; all Governments replied; India were about to address the Secretary of State; when down came the announcement of the appointment of the Public Services Commission and the whole thing was hung up. If the fate of the Decentralization Commission's recommendations is any criterion, it will be years more before orders are passed on the Public Services Commission's proposals and meanwhile recruitment for the Educational Department continues to be difficult; indifferent men are being appointed; and the members of the service have been memorializing.

3. India, therefore, propose to introduce at once one of the proposals they had been on the point of making to the Secretary of State when the appointment of the Public Services Commission put a stopper on their scheme and give a certain number of allowances to the principals of certain colleges.

4. What this proposal was, precisely, is not known. These allowances were not suggested among India's proposals of August 1909 for improving the position of the service. Paragraph 2 of the current In G.O. No. 27, Educational, dated 17th January 1910. says they were suggested by certain local Governments and that they are not to be more than Rs. 200 a month; also they would be tenable in addition to the senior or junior allowances above mentioned. India suggest that two such allowances should be given at the maximum rate (Rs. 200) to the principals of the Presidency and Rajahmundry Colleges. The Kumbakōnam College has evidently been omitted by mistake, and the Government of India have evidently overlooked this Government's proposal that the principal of the Presidency College should get an allowance of Rs. 400 a month so as to put him above his professors, compensate him for his heavy work and make his post the most sought after in the Educational Service after that of the Director of Public Instruction.

5. The reasons why the allowances are proposed to be attached to the posts of principals of colleges rather than to inspectorships are apparently that the costs of entertainment are being felt (this certainly does not apply to Rajahmundry or Kumbakōnam, which contain very few Europeans) and that principals can't expect to be made Directors.

6. It remains to consider what answer should be sent to India. This Government will presumably have to pay for these allowances themselves. The allowance already asked for for the principal of the Presidency College may be pressed for. As to the other two colleges—it may be pointed out that Kumbakōnam can't be omitted—it seems necessary to ask for allowances for them as, if Madras has none of these allowances and all the other provinces have them, Madras will suffer in recruitment. They are bad in principle, as attaching special pay to special posts (a system which has already been given up here in the case of the junior and senior allowances) and, as Sir A. Bourne prophesies, will probably give trouble because senior men will claim the posts to which they are attached even though unsuited for them. The men who would get them would be Mr. Yates and Mr. Couldrey and the former will thereby at once in effect go up four places in the Indian Educational Service list and the latter eight. It is submitted that it would be better to suggest to India that instead of attaching the allowances to special posts it would be better to increase the "junior allowances" by two of Rs. 200 each.

W. FRANCIS—19-9-13.

To the Financial Department.

FINANCIAL DEPARTMENT.

Special allowance to the principal of the Presidency College.—It is proposed to inform the Government of India that the special allowance* of Rs 400 per mensem to the principal of the *Presidency College* which this Government have already recommended to the Government of India in letter No. 215, Educational, dated 11th March 1913, should be retained. Submitted that this proposal may be accepted in Financial. In view, however, of the reference made in the current letter of the Government of India that the allowance to be attached to principalships should not exceed Rs. 200 per mensem in provinces other than Bengal, and Rs 250 per mensem in Bengal, it is very doubtful if the Government of India will agree to the amount recommended by this Government, viz., Rs. 400 per mensem.

2. *Special allowance to the principals of Rajahmundry and Kumbakonam colleges.*—Under the scheme originally suggested by the Government of India in 1909, all allowances were to be abolished when the pay of the Indian Educational Service officers is raised from the existing rate of Rs. 500—50—1,000 to Rs. 500—50—1,300 (with a further scale of Rs. 1,400—200—1,800 to deserving officers). The Government of India also remarked in that connection as follows: "Under the present proposal, Local Governments will have discretion to advance the deserving men to the higher scale of pay, but when so advanced they will draw their pay irrespective of the posts which they hold. . . . if, for instance, a junior officer should be appointed out of the ordinary course to be the principal of the chief Government college, he would not receive remuneration beyond what he was entitled to receive under the system as explained above."

3. The Government of India have since proposed to make an exception to the above arrangement and are in favour of attaching an allowance to the principalships of Government colleges. It also appears to be their intention (though the point has not been clearly stated) to obtain sanction for the grant of these allowances immediately, i.e., pending the reorganization of the Indian Educational Service, and to continue the same after the reorganization.

4. The two grounds urged by the Government of India for the grant of a special allowance to principals are—

(1) The principals of large educational institutions have to meet the costs of entertainment incident to such headships; and

(2) Promotion to the appointment of Directors of Public Instruction will, in future, probably be more often than before from the inspecting line.

The Educational Department do not consider that the circumstance in item (1) is applicable to the principalships of *Rajahmundry* and *Kumbakonam* colleges. The Director of Public Instruction and the Educational Department are, however, of the opinion that, if other provinces are going to have the special allowances, this Presidency also should have them, since otherwise recruitment of officers to Madras will suffer. As the system of allowances attached to definite posts is, in view of the past experience in regard to the matter, not likely to work satisfactorily, Educational propose to ask the Government of India to sanction two additional allowances of Rs. 200 per mensem each which will not be attached to any particular posts.

5. The results which will follow the arrangement suggested by Educational are dealt with below:—

(a) *Pending the reorganization of the Indian Educational Service.*—Two of the most senior men who are not now in receipt of any of the existing allowances will ordinarily get the two new allowances now proposed. It is submitted that there does not appear to be a strong case for bringing about this result, in view of the fact that recently in letter to Government of India No. 232, Educational, dated 17th March 1913, the Government of India have been told that there does not exist among the present members of the Indian Educational Service in Madras any cases of admitted hardship calling for immediate relief pending the contemplated reorganization of that service.

(b) *After the reorganization of the service.*—The two new allowances of Rs. 200 each will usually be granted to the seniormost men in the service, and the principals of *Rajahmundry* and *Kumbakonam* colleges will not draw these allowances if they do not happen to be such seniormost men. The reason for the grant of the new allowances now proposed being the consideration of the special circumstances attaching to principalships, it is submitted that the necessity for the grant of the allowances to the seniormost men who are not principals will have to be justified on independent grounds. Submitted, therefore, that it is doubtful if the Government of India will agree to the arrangement in regard to the two new allowances suggested by Educational.

6. Orders are accordingly solicited whether it may not be suggested for the consideration of Educational that, in informing the Government of India that the system of attaching allowances to particular posts will lead to inconvenience, that Government may be told that the allowances now proposed by them are not ordinarily necessary in respect of this Presidency, either pending or after, the reorganization of the Indian Educational Service; but that, if allowances are to be sanctioned to Indian Educational Service officers in other Provinces, similar allowances will have to be sanctioned for this Presidency also, since otherwise recruitment to the Madras service will be prejudicially affected. As remarked by Educational, the cost on account of the new allowances will have to be borne by provincial funds, as the Government of India have not held out any promise of making an assignment from Imperial to Provincial for the purpose.

Cf. also paragraph 2 of Government of India, Finance Department, letter on page 2 of G.O. No. 554, Financial, dated 14th August 1913.

C. P. KRISANA AYYAR—4-10-13.

A. HANUMUNTA RAO—7-10-13.

C. RILEY—8-10-13.

The Government of India propose the grant of certain allowances in the Educational service.

2. Presumably these, if granted, will be a charge upon Provincial finances. The discussion regarding the particular form which the allowances are to take—whether they are to be attached to certain posts or to go to senior men—does not appear to me to concern Financial at all. Educational has fully noted on this point and in my view most of the Financial office-note, above, is therefore redundant.

3. From the financial point of view it is sufficient to say that the proposed allowances will affect the budget but little and need not be objected to on that account. But as the Director of Public Instruction has noted that the matter might have lain over till the service is reorganized, and only advocates the allowances on the ground that if other Provinces give them, Madras ought to too, I do not think that the proposal is strictly sound financially.

W. O. HORNE—9-10-13.

I would apply to India as Mr. Francis suggests.

P[ENTLAND]—10-10-13.

6

Nos. 980-81, EDUCATIONAL, 27TH OCTOBER 1913.

Returned to Educational. No objection in Financial.

W. O. HORNE—11-10-13

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Draft.

W. FRANCIS—14-10-13.

A draft letter to the Government of India is submitted for approval.

P.R.—24-10-13.

C. RAMANUJACHARI—24-10-13.

Approved. (Good draft.)

W. FRANCIS—25-10-13.

[G.O. Nos. 980-81, Educational, dated 27th October 1913.]

ORDER:- No 980 Vol 7 27.10.13
P.S.,

The following letter will be
addressed to the Government of India.

CR 24.10.13 Mr 25/10
LETTER:- No 981 Vol 7 27.10.13
To

The Secretary to the Govt. of India,
Department of Education.

Sir,

I am directed to reply to your
letter No.1530, dated 18th August 1913,
inviting the views of the Madras
Government on the question of insti-
tuting a certain number of allowances
to be held by principals of Government
Colleges in the Indian Educational
Service.

2. In the first place enquiry is
made whether it would be desirable to
institute such allowances at rates not
exceeding Rs.200 a month for the
Principals of the Presidency and
Rajahmundry colleges. I am at the out-
set to invite reference to Mr. Davidson's
letter No.215, dated 11th March 1913
in which this Government have already
solicited sanction for the payment of
a special allowance of Rs.400 per mensem
to

25/10
Mr
31/10/13

35 & c. Dept
18.11.13.

C

to the Principal of the Presidency College, Madras,

(His Excellency the Governor in Council has again considered this question in the present connection, but, in view of the special character of the ~~subject of the~~ appointment ~~being that of~~ ^{as the} head of the premier educational institution in the Presidency, and of the consequent desire of the Government to make it ~~highly~~ ^{special} attractive to the service, is unable to agree that the proposed maximum allowance of Rs.200 per mensem would meet the requirements of the case. I am accordingly to request that the original proposal to attach a special allowance of Rs.400 to the Principalship of the Presidency College may be retained.

3. As regards the institution of another allowance at the Rajahmundry College suggested in paragraph 4 of your letter under reply, I am to state that the decision that may be arrived at in the matter should also be made applicable to the case of the other first grade college maintained by Government viz., the Kumbakonam College. This institution is as important as ~~the~~ ^{And as} Rajahmundry College and there seems to be no sufficient justification for its exclusion, especially, ^{formerly,} ~~as~~ When the existing senior and junior personal allowances were ~~formerly~~ attached to particular appointments, three of them were held by the Principals of the Presidency

3.

Presidency, Kumbakonam and Rajahmundry Colleges.

4. In regard to the general question involved in the matter dealt with in the foregoing paragraph, His Excellency the Governor is inclined to the view that the system of attaching special ^{allowances} pay to special posts is not sound in principle and is likely to give trouble, because senior men will ^{not} naturally claim ^{to hold} the posts to which they are attached even though they may be ^(was once in force in many) unsuited for them. Such a system in the case of the existing personal allowances but was given up for reasons explained in Mr. Cardew's letter No. 97 Educational, dated 9th February 1904.

His Excellency in Council accordingly suggests for the consideration of the Government of India ^{And} whether, instead of attaching the allowances to special posts, it would ~~not~~ be better to increase the "junior allowances" ^{in allowances} by two of Rs. 200 each as a means of improving the position and prospects of the members of the service, the case of the principalship of the Presidency College being treated as special.

this
5. Secondly, the opinion of Government is asked whether it is advisable to permit an officer to hold the special allowance of the above description concurrently with the "compensation allowance" proposed for cases of real hardship. I am to state that this Government did not recommend ~~the~~ grant of the latter allowance to any member of the service in this

Presidency

Letter no 232 20
17.3.13

4.

10 20

Presidency and the case of concurrent
payment contemplated in your letter
will not therefore ~~arise~~ arise here.

I have &c.

H 25/10

Ca
30/10/12

8/10/12

Ca
24-10-13

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