

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

} 1915.

Enclosures

Spare copies

G.O. No. 1208, 10th November 1915.

College for Women.

Furnishing the Director of Public Instruction with a copy of the agreement, application and testimonials of Miss G. C. McCormick who has been appointed by the Secretary of State for India as Lady Professor at the —, Madras.

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GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following paper :—

Despatch—from His Majesty's Secretary of State for India.
To—His Excellency the Right Honourable the Governor in Council, Fort St. George.
Dated—India Office, London, the 8th October 1915.
No.—7, Public.

With reference to correspondence ending with my Assistant Public Secretary's letter of the 20th September 1915, J. & P. 2882, I have to inform your Excellency in Council that I have appointed Miss Georgina Campbell McCormick to the Indian Educational Service as Lady Professor at the Government College for Women, Madras.

2. Miss McCormick sailed for India by the S.S. *Caledonia* leaving London on the 25th September, and I now forward a copy of the papers* relating to her candidature together with one part of her agreement.

3. I enclose also, for convenience of reference, a copy (a) of the general memorandum as to the Indian Educational Service, and (b) of the special memorandum as to the particular post supplied to the candidate before appointment.

ENCLOSURES.

(1)

Letter—from H. FRANK HEATH, Esq., Director of Special Inquiries and Reports and Chairman of Selection Committee, Board of Education, Whitehall, London, S.W.
To—the Under Secretary of State, Public Department, India Office, S.W.
Dated—the 26th July 1915.
No.—C.A. 4023-15.

With reference to Sir T. W. Holderness' letter of the 8th May (J. & P. 1315), I am directed to state that the Selection Committee for the Indian Educational Service interviewed on the 21st July candidates for the vacancies of Lady Principal and Lady Professor at Madras Government College for Women. The Selection Committee decided to recommend for the appointment of Lady Professor Miss Georgina Campbell McCormick, particulars of whose qualifications will be found in the attached papers.

Sir A. G. Bourne, K.C.I.E., and Mr. J. H. Stone, C.I.E., were members of the Selection Committee on this occasion.

(2)

Educational Appointments in India and the Colonies.

FORM OF APPLICATION to be filled up by persons desiring educational employment in India or the Colonies. It is requested that this form may be returned in a cover marked "C.A." to the Secretary, Board of Education, Whitehall, London, S.W.

1. Name in full Georgina Campbell McCormick.

2. Address	"Crag Roystan," Cherry Valley, Knock, Belfast, Ireland.
3. Age last birthday, with date and place of birth.	23 on June 20th; born in Belfast.
4. Married or single (<i>number and ages of children, if any</i>).	Single.
5. Health (<i>past and present</i>)	Excellent.
6. Father's name, nationality, and occupation (<i>state whether living or dead</i>).	John McCormick, present City Solicitor of Belfast, Irish.
7. Post and approximate salary desired	Lady Professor, Madras Government College for Women.
8. Duration of visits or residence abroad	About four weeks on the continent.
9. Names of districts abroad of which the applicant has special knowledge.	
10. Particulars and dates of any important appointments. <i>e.g.</i> , Headmistressships or Principalships, Administrative posts, University Professorships, Lectureships, or the like, for which the applicant has stood or is standing.	
11. Athletics—(a) <i>experience in organizing games</i> ; (b) <i>proficiency in athletics</i> .	
12. Date of application	18th March 1915.

	Name of School or College.	Name of Principal.	Dates of joining and leaving.	Scholarships, Certificates, Degrees and other Honours.
13. School education	Victoria College, Belfast.	Mrs. Margaret Byers, LL.B.	1904 to 1909 . .	Entrance scholarship. Pass Certificate in Preparatory Grade of Intermediate Examinations. Honours Certificate and second class Exhibitions in Junior and Middle Grade (Science Group).
14. University education, if any.	Trinity College, Dublin.	Dr. Antony Trail (Provost).	1909 to 1913 . .	Honours Certificate and prize in Senior Grade (Science Group). Board Exhibition. Second class Senior Exhibition. Senior Moderator and Large Gold Medalist in Logic and Ethics.
16. Professional training as a teacher, if any. (<i>If a holder of the Board of Education's parchment certificate, the date of the examination and the class in which the applicant was placed in each part of the examination must be shown.</i>)	Bedford College, London.	Miss Tuke, M.A.	1914 (January to December.)	Entrance Scholarship. London Diploma in Pedagogy (Subjects—English Literature and History).

18. References—

- (1) Name W. A. Golegher, Esq., M.A., D. Litt., F.T.C.D.
 Address 6. Trinity College, Dublin.
 Occupation or position Fellow of Trinity College, Dublin.
 (2) Name Miss S. Melhuish, M.A.
 Address Bedford College, London.
 Occupation or position Head of Training Department, Bedford College, London.

19. Copies of testimonials from :—

- (1) Henry S. Maeran, Esq., M.A., F.T.C.D., Professor of Philosophy in Dublin University.
 (2) Miss Margaret Cunningham, M.A., Lady Warden of Trinity Hall.
 (3) Miss L. Gwynn, Lady Registrar of Trinity College.
 (4) Miss Wigg, Headmistress of Burlington Girls' School, London.

SUB-ENCLOSURES.

(1)

MADRAS GOVERNMENT COLLEGE FOR WOMEN.

LADY PROFESSOR.

The candidate whose name is given below has been interviewed by the Selection Committee. Further details concerning her will be found in the accompanying application form.

Name	Georgina Campbell McCormick.
Address	"Crag Royston," Cherry Valley, Knock, Belfast.
Age	Twenty-three (23) years. Born 20th June 1892.
Education	Belfast Victoria College (1904-1909.) Dublin Trinity College (1909-1913.) Senior Moderator Large Gold Medal. (First place in Senior Rank of Undergraduates for the Honour Degree in the subject.) London, Bedford College, January-December 1914. Entrance Scholarship. London Diploma in Pedagogy (subjects—English, Literature and History.)
Experience	London, Burlington House school, January-December 1914. Taught in this school while a student in training at Bedford College.
Remarks	Miss McCormick is an attractive young Irish lady, bright and vivacious in manner and likely to be popular in any society. She has had a brilliant academic career and is amply qualified intellectually for the Professorship. The one objection to her is her youth, but the Committee was of opinion that this ought not to outweigh her strong claims to be recommended. 26th July 1915.

H. FRANK HEATH.

(2)

DEAR SIR,

Your letter in re Madras Government College for Women, Lady Professor, C.A. No. 513-4, has been sent on from Trinity College. I have read carefully the papers accompanying it, and can recommend Miss McCormick with great confidence to the favourable consideration of the Selection Committee. She is very well known to me, as I was her tutor in Trinity College, and thought it worth while to keep in touch with her after she obtained her degree. Her mental powers are very distinctly above the normal female level, the best proof being perhaps the fact that she obtained one of the honours which we very rarely bestow upon women—first place at the honour degree examination in Mental and Moral Philosophy with a large gold medal for specially distinguished answering. Morally, she is everything that can be desired; and she is very sound physically. I have never known her to be ill since she entered College.

Furthermore, though Ethics and Logic formed her special subject, she took up others both in the pass and honour schools—these included French and English, to my certain recollection—and she gained a number of honours therein. In short, I may conclude by reiterating my statement that Miss McCormick deserves special consideration and is eminently suited for the post in question.

14th July 1915.

W. A. GOLEGHER,
 Fellow and Tutor of Trinity College and
 Professor of Ancient History and Classical
 Archaeology in the University of Dublin;
 Commissioner of Education in
 Ireland.

(3)

BEDFORD COLLEGE FOR WOMEN
 (UNIVERSITY OF LONDON),
 YORK GATE,
 REGENT'S PARK, N.W.
 14th July 1915.

DEAR SIR,

Miss McCormick seems to me to be very well fitted for this post: she is a student of real distinction and scholarship and the work she did in our practising schools was of a high standard.

She taught English, History and Logic to the top class which was working for University examinations and her courses were much appreciated. The Logic was an experiment the school not having taken this subject before and it was apparently quite successful.

Miss McCormick is perhaps a little too academic for ordinary school work but even the slower pupils always appeared to find her instruction interesting and stimulating.

Miss McCormick works easily with others and has an attractive personality. I should expect her to do extremely well in any post which gave scope to her intellectual capacity.

SARA MELUISE,
 Head of Department for
 Secondary Training,
 Bedford College.

(4)

BURLINGTON HOUSE,
 OLD BURLINGTON STREET, W.
 8th March 1915.

Miss G. O. McCormick taught for one year in this school while she was student in training at Bedford College. She had charge of Form VI, Matriculation History and of some English in the Upper III Form. In both subjects she gave us much satisfaction. The girls made excellent progress under her tuition and were thoroughly interested in and appreciative of her lessons. All her candidates for Matriculation passed the examination. The Student teachers to whom Miss McCormick gave an elementary course in Logic were particularly grateful for the lessons they had with her.

In personality, manner and attitude towards her work, as well as in the charmingly attractive way in which she presents it, Miss McCormick, in my opinion, promises to be an excellent teacher of elder girls or students in training.

M. E. WIGG,
 Hons. Oxford.

(5)

TRINITY HALL,
 DARTY ROAD, DUBLIN.
 29th November 1913.

Miss Georgina McCormick was a pupil in Victoria College, Belfast, during the two years when I was Vice-Principal there, and for the four years of her College course she has been resident at Trinity Hall. During this time I have come to know her intimately, and I have a very high opinion of her character and ability. She has always been particularly responsive and friendly, and absolutely straightforward and reliable in her dealings with her seniors as well as her contemporaries. She had a strong influence with many of the latter, and I was always struck by the wisdom with which she used it. She is a very thoughtful girl, with many

interests and a broad and sane outlook. I believe she will be a useful and valuable worker in the world; and she is specially fitted to take a course of training in teaching, as her responsiveness and mental alertness will enable her to derive very great benefit from it, and her quick sympathies as well as her sound judgment will I think make her an excellent teacher.

I shall be very glad to write in greater detail should this be desired.

E. MARGARET CUNNINGHAM, M.A.
Warden,
Formerly Senior Staff Lecturer of the
Royal Holloway College.

(6)

LADY REGISTRAR'S OFFICE,
TRINITY COLLEGE, DUBLIN,
27th November 1913.

Miss Georgina McCormick is a student who has done her utmost, and with marked success, to derive the fullest benefit from her University course.

Entering College in 1909 with an exhibition awarded here on the distinctions gained in the Senior Grade of the Intermediate Education Examinations, she lost no time in throwing her energies into both the compulsory and honour courses on her way to degree.

During the two Freshman years she won Honours in English, French, History and Logics; she was placed in the second class at the final Freshman general examination (Littlego) and was awarded a second class senior exhibition.

During her Sophister years she devoted herself entirely to the subject in which her real tastes and talents lay with the result that at the recent Honour Degree Examination *Michaelmas* 1913, she obtained first place, with extra distinction of Large gold medal, in Philosophy.

I feel that I cannot speak too warmly of Miss G. McCormick's personal qualities which have endeared her to a very wide circle of friends in College. Thoroughly upright, loyal and reliable in all relations of life she won not merely the affection but the confidence and respect of those with whom she came in contact.

She tells me she wishes to train with a view to teaching and I recommend her with entire confidence to the College at which she will pursue this post graduate course.

LUCY GWYNN.

(7)

TRINITY COLLEGE, DUBLIN,
26th November 1913.

Miss Georgina McCormick has been a regular attendant at my lectures on Philosophy, and I have read her papers at most of her important examinations in Trinity College, Dublin, and I am glad to bear witness to the high opinion I hold of her abilities and industry. She took high honours and prizes in Philosophy, and completed a distinguished undergraduate career by being placed first in the senior rank of successful undergraduates for the Honour Degree in that subject, a distinction never before obtained by a woman. The other examiners for the Honour Degree agreed with me that her papers showed quite remarkable talents as well as accurate and wide knowledge.

HENRY S. MACRAN,
Fellow of T.C.D. and Professor of Philosophy
in the University of Dublin.

(8)

INDIAN EDUCATIONAL APPOINTMENTS.

1. The Indian Educational Service comprises those posts in the Educational Department to which appointments are made in England by the Secretary of State for India, and is thus distinguished from the Provincial Educational Service which is recruited exclusively in India.

2. It consists of two branches, the teaching, including Principalships and Professorships in the various Government Colleges and Headmasterships in certain high schools; and the inspecting, including Inspectorships of schools; but officers may be transferred at the discretion of Government from one branch to the other, and the conditions of pay and service are the same for both. It also includes certain special appointments, such as those of Superintendents of Schools of Art, for which special qualifications are required and special terms of engagement are prescribed. Officers of the teaching branch may be required to undertake duties in connection with the supervision of students in hostels or boarding houses and with the direction of their studies and recreations.

Selection of Candidates for Appointment.

3. Appointments are made by the Secretary of State for India as occasion may require. Only laymen are eligible, and applications should be addressed in covers marked "C. A." to the Secretary, Board of Education, Whitehall, London, S. W. Scottish candidates should apply to the Secretary, Scotch Education Department, Whitehall, London, S. W.

4. Candidates must, as a rule, be not less than 23 nor more than 30 years of age, but exceptions are sometimes made as regards the maximum limit only. Candidates must be British subjects, and must furnish evidence of having received a liberal education.

5. The application should be submitted upon the form provided for the purpose, and should be accompanied by copies of not more than six testimonials, which will be retained.

6. When a vacancy occurs, the normal procedure now is that it is referred in the first instance to the Board of Education who communicate it to the Scotch Education Department. Both departments take steps to make the initial appointment known, not only to persons likely to know of suitable candidates but also to such applicants already on their lists as appear to possess the necessary qualifications. All the applications which are received are examined by the Board of Education, or in the case of Scottish candidates by the Scotch Education Department, and the candidates who seem to be the most suitable are asked to appear before the Selection Committee which has been constituted by the Secretary of State for India in Council. After all the selected candidates have been interviewed by this Selection Committee, a recommendation is submitted by the Committee to the Secretary of State for India.

7. In selecting candidates for appointment, weight will be given to the possession of (a) a University degree in Honours, or equivalent distinction; (b) experience as a teacher; (c) qualifications in special subjects, depending on the nature of the vacancy to be filled. In selecting candidates for inspecting appointments weight is given to linguistic talent, capacity for organisation, and knowledge, practical or theoretical, of educational methods.

General conditions of engagement.

8. A candidate selected for an appointment will have to be examined by the Medical Board of the India Office. If the result of this examination is satisfactory, he will be required to sign an agreement to serve the Government of India for two years. In the course of that period, during which he will be regarded as on probation, he will be required to pass such examination or examinations as for the time being may be prescribed in the recognised vernaculars of the Presidency or Provinces in which he is stationed. If during his probation he is transferred to another province and is required to take up the study of a different vernacular, the two years allowed for passing will reckon from the date of transfer. If he has given satisfaction during the probationary period his services will in all probability be retained. His appointment may be cancelled at the end of the period for failure to pass the examinations above-mentioned, or at any time during his service for unfitness or misconduct.

A free first-class passage to India will be provided. If for any cause other than physical or mental infirmity the officer resigns his appointment, either during his two years of probation or during the three years immediately subsequent thereto, he will be liable to be called upon to refund the cost of his passage to India. If, on the other hand, he should during the first two years of his service be compelled by ill-health to quit the service while in India, he will be provided with a free first-class passage from India to England, and if on the termination of the period of probation he decides not to remain in India, or if on the termination of that period Government decides not to retain his services, a first-class return passage to England will be granted. In the last event three months' notice will be given, and the resignation of an officer on the expiry of the term covered by his agreement is regulated by a similar condition.

9. Officers of the Indian Educational Service are expected to give their whole time to the duties of the Service. The salaries paid are as follows:—A newly-appointed Inspector or Professor receives Rs. 500 a month, rising by annual increments of Rs. 50 a month to Rs. 1,000 a month. When this point has been reached, the increase of his emoluments depends upon his promotion, and takes the form of allowances ranging from Rs. 200 to Rs. 500, in addition to the salary of Rs. 1,000. There are at present 30 such allowances. There is in every Province a Director of Public Instruction. The posts of Director of Public Instruction are normally held by members of the Indian Educational Service, but power is reserved to appoint to a vacancy from outside the department in exceptional circumstances when the requirements of the post cannot otherwise be met. Their pay differs in different Provinces:—

Three receive a salary of Rs. 2,000—100—2,500 a month.
Two receive a salary of Rs. 2,000 a month.
One receives a salary of Rs. 1,750—50—2,000 a month.
Two receive a salary of Rs. 1,500—100—2,000 a month.
One receives a salary of Rs. 1,250 rising to Rs. 1,500 a month.

Headmasters are appointed on an initial pay of Rs. 500, rising by annual increments of Rs. 50 a month to Rs. 1,000 a month, except in cases in which Local Governments may prefer

to recruit on the scale of Rs. 500 a month, rising by annual increments of Rs. 50 a month to Rs. 750 a month. Headmasters are eligible for subsequent transfer to inspectorships or, if qualified, professorships. In all cases, increments of salary are given for approved service only.

For some years the exchange value of the rupee has been about sixteen pence.

In addition to the salaries and allowances mentioned above, exchange compensation allowance is at present granted to officers of the Indian Educational Service appointed from England. This allowance, under present conditions, is equivalent to an addition of $6\frac{1}{2}$ per cent. to the officer's pay, subject to certain limitations.

Quarters are provided for a few of the Headmasters, Professors, and Principals, but usually an officer has to arrange for his own board and lodging. Members of the Indian Educational Service draw travelling allowances for journeys on duty as officers of the first-class under the Civil Service Regulations.

10. Officers of the Indian Educational Service are eligible for leave and pension under the rules in the Civil Service Regulations ordinarily applicable to the European civil officers of Government. A summary of these rules and also of those relating to the Provident fund will be found in appendices I and II. In the case of an officer who is engaged in the first instance on probation, but whose services are permanently retained, the period for which he was on probation counts as service for pension. An officer does not contribute towards pension, but he is required to contribute to the Provident fund. An officer appointed at an age exceeding 25 is entitled to reckon as service for superannuation pension (but not for any other class of pension) the number of completed years by which his age may at the time of appointment have exceeded 25 years, subject to the proviso that five years shall be the maximum period which can be so added. A superannuation pension is a pension granted to an officer entitled or compelled by rules to retire at a particular age.

Appointments open to women.

11. For the appointments dealt with above men only are eligible. There are, however, some posts in the Indian Educational Service which are open to women and these comprise appointments as Inspectresses of Girls' Schools, Principals of Training Colleges, and occasionally Headmistresses of Schools. The salary attached to these appointments is ordinarily Rs. 400 a month rising by annual increments of Rs. 20 a month to Rs. 500 a month. The procedure in connection with application and selection for these posts is the same as that prescribed in paragraphs 5, 6 and 8 above, and the conditions as regards leave and pension are the same as those stated in paragraph 10 above. Candidates must, as a rule, be not less than 23 nor more than 30 years of age, but exceptions may sometimes be made as regards the maximum limit only. Candidates must be British subjects and must furnish evidence of having received a liberal education. In selecting for appointment, weight will be given to (a) teaching experience, and (b) linguistic talent and capacity for organisation.

Temporary appointments.

12. The Secretary of State is sometimes requested by the Government of India to supply persons to fill temporary vacancies in the Indian Educational Service, generally professorships in colleges.

Such appointments are made for not less than a university year (about nine months), with a prospect, in the case of thoroughly approved service, of future selection to fill either a temporary or a permanent appointment.

The salary is Rs. 500 a month rising by annual increments of Rs. 50 a month.

A free passage (first class) to India is given, and a free return passage on the termination of the engagement, provided it is claimed within six months from that date.

APPENDICES.

(Note.—This Memorandum is merely intended to show the principal leave and pension rules in the Civil Service Regulations at present applicable to the Indian Educational Service without going into minute details, and does not profess to deal with every case that may arise. The rules are subject to alteration and any disputed question must be decided with reference to the authorised text of the Civil Service Regulations for the time being.)

APPENDIX I.

(See paragraph 10 of the Regulations.)

LEAVE.

1. The following is a summary of the principal regulations relating to the leave admissible to officers appointed to the Indian Educational Service by the Secretary of State from the United Kingdom.

Probationers.

2. During the probationary period of two years, officers are eligible for vacation leave (or privilege leave, *vide* rule 8), and, if necessary, leave with medical certificate, not more than six months of such leave carrying allowances. Such leave is not admissible for a period extending beyond the term of an officer's contract unless or until it has been decided to retain him in permanent employment. Leave allowances when admissible will be calculated in accordance with rule 6 (1) below.

Officers other than probationers.

Long leave.

3. Furlough and special leave with allowances (see paragraph 6) are admissible to an aggregate maximum amount of six years during an officer's service. The amount of furlough "earned" is one fourth of an officer's active service, and the amount "due" is that amount less any enjoyed.

4. Furlough without medical certificate can, if due, be generally taken after eight years' active service, and again after intervals of not less than three years' continuous service. It is limited to two years at a time.

5. Furlough on medical certificate may be granted (a) to an officer who has rendered three years' continuous service, for not more than two years in the first instance, but capable of extension up to three years; and (b) to an officer who has not rendered three years' continuous service, up to one year in any case, and up to such longer period, if any (but not exceeding two years in all), as the officer may have furlough "due" to him.

6. The allowances admissible during furlough are—

(1) During furlough without medical certificate and during so much of furlough with medical certificate as may be "due"—half average salary, subject to certain maximum and (in the case of furlough with medical certificate) minimum limits.

(2) After the expiration of the period of leave with medical certificate for which the foregoing allowances are admissible—one quarter of average salary, subject to certain maximum and minimum limits.

7. Special leave may be granted at any time for not more than six months, with intervals of six years' service, and may be taken in instalments; but allowances, calculated as during furlough, can only be drawn for six months in all.

Short leave.

8. An officer of the Indian Educational Service is eligible for such vacation leave as may be admissible in the circumstances of the appointment which he holds. During such leave he is granted a leave allowance equal to the salary which he would receive if he were on duty in his appointment. While holding appointments, the conditions of which do not entitle the holder to vacation leave, an officer may be granted "Privilege leave" carrying a similar allowance, in lieu of vacation leave. Privilege leave is a holiday which may be granted to the extent of one-eleventh part of the time that an officer has been on duty without interruption; and it may be accumulated up to three months, earned by 33 months' duty.

Subject to certain conditions vacation leave or privilege leave may be combined with furlough, special leave, or extraordinary leave without pay.

9. Subsidiary leave in India for a short period, usually with half average salary, is granted to an officer proceeding on or returning from leave out of India, or on retirement, to enable him to reach the port of embarkation or to rejoin his appointment. It is admissible only at the end and not at the beginning of combined leave.

10. Short leave is also granted to enable officers to appear at examinations, etc.

11. Extraordinary leave without allowances may be granted in case of necessity, and, except in certain specified cases, only when no other kind of leave is by rule admissible. It may be granted in continuation of other leave.

General rules.

12. Leave of absence, whether on furlough or on privilege leave, can never be claimed as of right, and is given or refused at the discretion of Government.

13. When leave allowances other than vacation or privilege leave pay or paid at the Home Treasury, or in a Colony where the standard of currency is gold, rupees are converted into sterling at the rate of exchange fixed for the time being for the adjustment of financial transactions between the Imperial and Indian treasuries, unless any other rate has been exceptionally authorised. But for the present the rate of conversion is subject to a minimum of 1s. 6d. to the rupee. Privilege leave or vacation leave pay when issued from the Home Treasury (this is only admissible when leave of these kinds is combined with other leave) is converted at 1s. 4d. to the rupee.

APPENDIX II.

PENSIONS AND PROVIDENT FUND.

(See paragraph 10 of the regulations.)

1. The following is a summary of the pension rules applicable to officers of the Indian Educational Service appointed by the Secretary of State from the United Kingdom.

An officer of the Indian Educational Service becomes eligible for a pension on completing 30 years' qualifying service or on attaining the age of 55 years. If at an earlier date he is compelled to retire from the service through ill-health not occasioned by irregular or intemperate habits, he becomes eligible for an invalid pension or a gratuity according to the length of his service. Retirement is ordinarily required at the age of 55 years, but for special reasons an officer is sometimes retained after attaining that age.

The amount of pension or gratuity is regulated as follows:—

After a service of less than ten years.—A gratuity not exceeding one month's emoluments for each completed year of service.

After a service of not less than ten years.—A pension not exceeding the following amounts:—

Years of completed service.	Sixtieths of average emoluments.	Maximum limit of pension.
		RS.
10	10	2,000 a year
11	11	2,200 "
12	12	2,400 "
13	13	2,600 "
14	14	2,800 "
15	15	3,000 "
16	16	3,200 "
17	17	3,400 "
18	18	3,600 "
19	19	3,800 "
20	20	4,000 "
21	21	4,200 "
22	22	4,400 "
23	23	4,600 "
24	24	4,800 "
25 and above	30	5,000 "

Officers who have shown special energy and efficiency during an effective service of three years as Director of Public Instruction may, at the discretion of the Government of India, be allowed an additional pension of Rs. 1,000 a year, subject to the condition that an officer must not retire voluntarily before the completion of a total qualifying service of 28 years.

Subject to certain prescribed conditions, rupee pensions are now issued at the rate of exchange of 1s. 9d. the rupee to pensioners residing in countries in which the Indian Government rupee is not legal tender. At this rate of exchange, the pension of Rs. 5,000 admissible after 25 years' service is equivalent to £437 10s.

2. A general Provident Fund, to which contribution is compulsory, has also been established on the following basis:—

(1) The contribution is compulsory up to 6½ per cent. on salaries, with voluntary contributions of not more than a further ½ per cent. Subscriptions on leave of any kind are optional.

(2) Compound interest on such payments is annually credited by Government to each officer subscribing, the rate being at present 4 per cent. per annum.

(3) The sum which thus accumulates to the credit of an officer is his absolute property, subject to the rules of the fund, and is handed over to him, unconditionally, on quitting the service; or in the event of his death before retirement, to his legal representatives or such other person or persons as, under, and subject to the rules of the fund for the time being in force may be entitled thereto.

(9)

THE APPOINTMENT OF A LADY PRINCIPAL AND A LADY PROFESSOR FOR A GOVERNMENT COLLEGE FOR WOMEN IN MADRAS.

1. The Government of India require a Lady Principal and a Lady Professor for a Government College for Women in Madras.

2. The candidates selected will be appointed to the Indian Educational Service and in the first instance for a probationary period of three years. At the end of that period the appointments will be subject to confirmation; if the persons appointed are then retained in their posts, the whole period of their employment, from the date of their first arrival in Madras, will count for leave and pension under the rules of the Indian Educational Service. (See Memorandum C.A. No. 5 attached.)

3. The initial salary of both posts will be at the rate of Rs. 400 a month (without exchange compensation allowance) rising by annual increments of Rs. 20 a month. At the end of three years, if the appointments are confirmed, the salaries will continue to rise by annual increments of Rs. 20 a month till they reach Rs. 500 a month. Thereafter the annual increment will be at the rate of Rs. 25 a month till a maximum of Rs. 750 a month is reached. The Principal will also receive a local allowance of Rs. 150 a month. Both ladies will be provided with quarters near the college.

4. A free first-class passage to India will be provided for the Lady Principal and the Lady Professor. If for any cause other than physical or mental infirmity a candidate selected resigns her appointment, either during her three years of probation or during the two years immediately subsequent thereto, she will be liable to be called upon to refund the cost of her passage to India. If, on the other hand, she should during the first three years of her service be compelled by ill-health to quit the service while in India, she will be provided with a free first-class passage from India to England, and if on the termination of the period of probation she decides not to remain in India, or if on the termination of that period Government decides not to retain her services, a first-class return passage to England will be granted. In the last event three months' notice will be given, and the resignation of an officer on the expiry of the term covered by her agreement is regulated by a similar condition.

5. The Government College is to be established in response to a growing demand in the Presidency for the services of women in the medical, teaching and other professions, and to the desire which the upper classes show for the higher education of their girls. A building suitable for the purpose has been secured in Madras City; two teachers have been temporarily appointed and the work of the college has been begun. There is good prospect that the scheme will go a long way to meet a want which is not satisfied by the existing educational institutions, and that the scope of the work will ultimately be wide. At the same time the scheme must be regarded as in the nature of an experiment, and should it not be persevered in and no other suitable vacancy for which the persons appointed can be retained happen to be vacant at the expiry of their preliminary engagement, their services will be terminated.

6. It is intended that the students of the college should in the first instance be trained in literary subjects up to the standard of the Intermediate Examination of Madras University; but it is anticipated that before very long they will also enter for the B.A. Examination. The syllabuses of both examinations can be seen in the Library of the Board of Education, Whitehall, London, S.W. They comprise English, History and Logic; and it is essential that the Lady Principal and Lady Professor should be fully competent between them to teach all these subjects up to the required standard, though it is not essential that both of them should be equally well qualified to deal with all the three.

7. Candidates who wish to be considered for either of these posts should send their applications in covers marked "C.A." to the Secretary, Board of Education, Whitehall, London, S.W. Scottish candidates should apply to the Secretary, Scotch Education Department, London, S.W.

(10)

AGREEMENT made the third day of September One thousand nine hundred and fifteen BETWEEN GEORGINA CAMPBELL MCCORMICK of "Crag Royston" Cherry Valley Knock Balfast of the first part and THE SECRETARY OF STATE FOR INDIA IN COUNCIL of the second part.

WHEREAS the Secretary of State for India in Council has engaged the party of the first part to serve His Majesty in India as a Lady Professor at the Government College for Women Madras in the Indian Educational Service on probation for the term of three years from the date of her reporting her arrival at Madras as hereinafter mentioned and subject to the conditions and agreements hereinafter contained.

NOW THESE PRESENTS WITNESS and the said parties hereto respectively agree as follows:—

1. That the party of the first part will on being provided with a first-class passage to Madras proceed thither within such time as may be prescribed by the Secretary of State for India in Council.

2. That the party of the first part will on arrival at Madras forthwith report herself to the officers of Government there and will submit herself to the orders of the Government and of the officers and authorities under whom she may from time to time be placed by the Government and that she will at all times obey the rules prescribed for the time being in the memorandum of information furnished to candidates or otherwise for the regulation of the branch of

the public service to which she may belong and will when required by the Government proceed to any other part of the province within which she may be serving or to any other province in India and there perform the duties of any specified office in the cadre of the Indian Educational Service.

3. That the party of the first part will devote her whole time to the duties of the service and will not engage directly or indirectly in any trade business or occupation on her own account and that she will not (except in case of accident or sickness certified by competent medical authority) absent herself from her said duties without having first obtained permission from the Government or its authorised officers.

4. That if the party of the first part shall during the said term of three years or if the service shall continue beyond such term during the next succeeding two years relinquish the service of the Government (whether after having given notice or otherwise) except in consequence of ill-health certified to the satisfaction of Government she shall forthwith on demand pay to the Secretary of State for India in Council the cost of her passage to Madras.

5. That from the date of the party of the first part reporting her arrival at Madras the Government will pay her so long as she shall remain in the said service and actually perform her duties a salary at the rate of Rupees four hundred per mensem for the first year rising by annual increments of Rupees twenty per mensem to Rupees four hundred and forty for the third year and if she shall remain in the service beyond that period then Rupees four hundred and sixty for the fourth year rising by annual increments of Rupees twenty per mensem to Rupees five hundred per mensem for the sixth year and subsequently rising by annual increments of Rupees twenty-five per mensem to a maximum of Rupees seven hundred and fifty per mensem. In addition to her salary the Government will find her quarters near the college (in which it shall be incumbent on her to reside during the time she shall remain in the service) free from rent but not free from such local municipal or other rates and taxes as by local rule or custom are payable by the occupier of the quarters. She shall not be entitled to exchange compensation allowance.

6. That the Government may at any time during the said term of three years or if the service shall continue beyond such term at any time thereafter dispense with the service of the party of the first part without notice in the event of misconduct on her part or of a breach by her of any of the conditions herein specified.

7. That on the determination of the service at the expiration of the said term of three years but not upon any subsequent determination or if prior to the expiration of the said term of three years the service shall be determined by the Secretary of State for India in Council or by the Government in India under the provisions of clause 8 of these presents and if the party of the first part shall quit the same in India the Government will provide her with a first-class passage back to England at the public expense provided she claims such passage within three months from any such determination of the service as is mentioned in this clause and leaves India on her return to England within such time as she may be directed.

8. That it shall be lawful for the Secretary of State for India in Council or for the Government prior to the expiration of her service under these presents if satisfied on the report of the duly constituted Advisory Medical Board that the party of the first part is unfit and is likely for a considerable period to continue unfit by reason of ill-health for the discharge of her duties in India to determine the service under these presents (the decision of the Secretary of State for India in Council or the Government being conclusive) and thereupon her services shall be determined.

9. That the party of the first part shall within the period or periods prescribed by the rules and regulations relating to examinations in vernacular languages for the time being in force in the province within which she may be serving and generally in accordance with and subject to such rules and regulations pass an examination or examinations in such vernacular language or languages as may be required by the Government and on failure to pass such examination or examinations shall be liable to the penalties prescribed by the said rules and regulations. Provided that if the party of the first part shall fail to pass an examination in such one of the prescribed vernacular languages as may be required within a term of two years the Government may notwithstanding anything in the next clause or the said rules and regulations contained immediately dispense with her services.

10. That unless she the party of the first part shall receive notice in writing from some authorised officer of the Government three calendar months before the expiration of the said term of three years that Government no longer require her services or unless she shall give notice in writing to the Government three calendar months before the expiration of the said term of three years that she is desirous to put an end to her service under these presents she will continue in the service of Government upon the like terms and conditions as are herein contained so far as the same are applicable except that she shall not be entitled to receive or required to give notice of termination of her service under Government otherwise than as provided in the Civil Service Regulations for the time being in force or any other rules to which she may be made subject.

11. The party of the first part will during her continuance in the service pay such subscriptions to the General Provident Fund as shall be payable under the rules for the time being in force (by which rules she agrees to be bound) and it shall be lawful for the Government to deduct the said subscriptions from any money that may be payable to the party of the first part under these presents or otherwise.

12. That if the party of the first part shall continue to serve Government under these presents after the said term of three years her service (commencing from the date of her entering on the performance of her duties as aforesaid) shall count as service towards leave and pension under such rules as regards leave and pension as may for the time being be applicable to her case PROVIDED ALWAYS that in case of any dispute as to the interpretation of any of the said rules or otherwise relating in any way to them the decision of the Secretary of State for India in Council shall be conclusive.

13. That in any payments to be made in Great Britain under these presents the rate of exchange between rupees and sterling shall be one shilling and four pence per rupee provided that if any higher rate per rupee is prescribed by rules for the time being in force for the issue of any particular payments to the party of the first part the higher rate prescribed shall be observed in making such payments.

14. That the proceedings letters and reports of the Governor-General of India in Council or of any of the Local Governments and of all others the Officers and Agents of Government or any copies thereof or extracts therefrom which shall be sent officially to the Secretary of State for India in Council or to any officers or servants in the Indian Service of His Majesty in England or elsewhere in any way relating to the sums of money to be paid or allowed to the party of the first part or to her conduct or in any way relating to the premises shall be received as conclusive evidence of any matter therein contained in any action or in any legal proceedings by or between the parties to these presents or in any way relating thereto.

In witness whereof the party of the first part and Sir James Thomson, K.C.S.I., and Sirdar Daljit Singh, C.S.I., being two members of the Council of India have hereunto set their hands the day and year first above written.

Signed by the party of the first part in the presence of

JOHN MCCORMICK,
Town Solicitor, City Hall, Belfast.

G. C. MCCORMICK.

Signed by the said two Members of the Council of India in the presence of

C. A. K. NORMAN,
India Office.

J. THOMSON.

DALJIT SINGH.

Order—No. 1208, Educational, dated 10th November 1915.

The Director of Public Instruction will be furnished with a copy of the agreement, application and testimonials of Miss G. C. McCormick who has been appointed by the Secretary of State for India as Lady Professor at the Government College for Women, Madras.

(True Extract.)

C. G. TODHUNTER,
Acting Secretary to Government.

To the Director of Public Instruction.

" Accountant-General.

" Carator, Madras Record Office, with original agreement for safe custody.

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

" " " " " 191 ..

READ ALSO:—

C. No. 3682, From the Sec. of State, No. 7, dated 8. 10. 1915

“ ” ” ” , ” ” 191

” ” ” ” ” ” ” ” 191

ORDER.

No. 1208, dated 10-11-1915

12.

Sp
311

Not for E.T

The S.P.O. will be furnished with a copy of the agreement, application and testimonials of Miss G. C. McCormick who has been appointed by the Secretary of State for India as Lady Professor at the Girls' College for Women, Madras.

PM

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3.11.18

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CP 11/2/15
Sewer & house colitis
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9/12/15

To, the D.P.G. ✓
 .. A.G. ✓
 .. Curator, Museo Pirena
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(b) For rules regarding printing of notes, see rule 315 of the office Manual.

(c) The number of copies and the details of distribution should be filled in by the Superintendent or Referencer concerned.

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(a) If, in the opinion of the Superintendent of the Press, a paper has been marked urgent unnecessarily, he should send the Press slip to the Registrar with a remark to that effect.

(b) Unless a note to the contrary is made against the matter, pencil entries should not be printed. The Superintendent of the Press may bring to the notice of the Registrar any instance of incomplete or careless editing.

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(d) This slip should be returned by the Press to the Secretariat when proofs are furnished; it will be sent back to the Press when proofs are returned corrected and should be finally returned to the Secretariat when struck-off copies are supplied.

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	Type may be released <u>after usual interval</u> at once.	Type may be released after usual interval.
Reference. Clerk.	Reference. Clerk.	Reference. Clerk.
Supdt.	Supdt.	Supdt.

SPECIAL INSTRUCTIONS.

Copy for women.

Furnish to S.P.D with a copy of the agreement, application and testimonials of Miss G.C. McCormick who has been appointed by the Sec of State for India as Lady Professor at the Madras.

TO BE FILLED IN BY THE PRESS.

Diary.	Initials of Press official.
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Call for revised proof received on.....	
Revised proof furnished on.....	
Corrected proof received for striking on.....	
Final copies supplied on.....	

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