

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

}

1915.

Enclosures

Regd.

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G.O. No. 1272, 24th November 1915.

Lawrence Memorial school, Ootacamund.

Declining to accept the modifications proposed by the Committee of the — in the rules for the working of the provident fund of the school approved in G.O. No. 778, Educational, dated the 18th July 1915, so as to provide for the grant of an additional bonus to such members of the staff as have completed an approved service of twenty years.

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Declining to accept the modifications proposed by the Committee of the -- in the rules for the working of the provident fund of the school approved in G.O. No. 776, Educational, dated the 16th July 1915, so as to provide for the grant of an additional bonus to such members of the staff as have completed an approved service of twenty years.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following papers :—

I

G.O. No. 776, Educational, dated the 16th July 1915.

ABSTRACT.—Accepting, with certain modifications, the draft rules submitted by the Committee of the Lawrence Memorial School, Ootacamund, for the working of a provident fund for the staff of the institution and requesting the committee to state whether it accepts the revised rules and agrees to bring them into force from the 1st January 1916.

II

Letter—from Major General A. PHAYRE, C.B., General Officer Commanding, 9th (Secunderabad) Division and Chairman of the Committee of the Lawrence Memorial School, Ootacamund.

To—the Secretary to Government, Educational Department (through the Director of Public Instruction).

Dated—the 25th/27th August 1915.

No.—1819.

I have the honour to acknowledge, with thanks, receipt of G.O. No. 776, dated 16th July 1915, accepting with certain modifications, the draft rules submitted by the committee for the working of the provident fund of the school.

2. I have the honour to state that the committee accepts the revised rules and is making the necessary arrangements to bring them into force from 1st January 1916.

3. The committee would however be grateful if Government would be pleased to accept a modification of the proposed rules, which would provide that a member of the staff, who had done his full twenty years' approved service, could obtain the cent. per cent. bonus as suggested in the former correspondence on the matter.

As mentioned in Appendix A of my letter of 23rd September 1914, the majority of similar European schools have a provident fund on the cent. per cent. basis—and while the new rules of the provident fund of this school are, for most members of the staff, better than the old rules, yet unless a teacher can eventually look forward to what he would obtain in other schools, he will probably be never really satisfied. The committee feels strongly that in a large school such as this it pays to deal as liberally as possible with those who spend their lives in its service and upon whose labours and devotion its success must so largely depend.

4. The committee thinks that this can be managed without additional expense to the school.

On winding up the old provident fund, a sum of Rs. 5,250 in Government paper paid to its credit will lapse to the school. As Government paper is now at a small discount, this apparently will be reduced to about Rs. 4,100 in cash. It is suggested that this sum be placed in a reserve fund in the Bank of Madras, Savings Bank section in the names of the Vice-Chairman and Principal.

At 4 per cent. compound interest, it will double itself in $17\frac{1}{2}$ years and to this could also be added the bonus paid monthly to members of the staff who leave within five years' service and which will now lapse to the school under rule 3 of the new rules.

Taking the original date of starting the provident fund as 1908 (all bonuses prior to that date being payable from general school funds) the earliest date that this reserve fund could have any claims made upon it would be in 1928—and by that time the sum thus invested would have very considerably increased.

5. It is suggested therefore that, when a member of the staff had completed twenty years' approved service, an additional bonus of three pies in the rupee be given to him, thus making, after twenty years' service, his contribution doubled by the school—

e.g., A has to his credit in the Vice-Chairman's and Principal's account in the Bank of Madras, in the Savings Bank section, including interest at the end of twenty years Rs. 1,750, consisting of Rs. 1,000 contribution from his salary and interest thereon, Rs. 750 bonus from school and interest thereon. The committee, if his service has been approved, may sanction an additional bonus of Rs. 250 thus making the bonus equal to his own contribution.

6. As far as can be ascertained from school records, only nine members of the staff including two now serving, have served twenty years or over since the foundation of the school; the demand therefore on this reserve fund would not be expected to be great. In fact, the probable demand is so small, that, if the Government do not approve of the reserve fund, the additional three pies in the rupee proposed to those who have done twenty years' service could well be made a possible charge on school funds without disturbing the financial position of the school, as has been done in the cases of bonuses sanctioned in years past.

7. The committee therefore trust that Government may be pleased to consider favourably the following suggested alteration and addition to the new rules :—

(a) Rule 3.—For "recredited to school funds" substitute "credited to reserve fund in names of Vice-Chairman and Principal"

(b) Add Rule 8.—"The committee may be empowered to sanction from the reserve fund an additional bonus to members of the staff who have completed twenty years' approved service, provided that in no case shall the total amount of bonus paid by the school exceed the total amount contributed by the member of the staff concerned."

N. Ref. on C. No. 218/1914, dated 7th September 1915.

Submitted to Government.

J. H. STONE,
Director of Public Instruction.

Order—No. 1272, Educational, dated the 24th November 1915.

The Committee of the Lawrence Memorial School, Ootacamund, will be informed that the Government are advised that the cost of its proposal to grant an additional bonus to such members of the staff as have completed an approved service of twenty years will be considerably in excess of the reserve fund at the disposal of the committee and that the financial position of the school will not bear further charges. The Government are therefore unable to accept the modifications proposed in the rules for the working of the provident fund of the school approved in G.O. No. 776, Educational, dated the 16th July 1915.

(True Extract.)

C. G. TODHUNTER,
Acting Secretary to Government.

To the Committee of the Lawrence Memorial School, Ootacamund.
" Director of Public Instruction.
" Accountant-General.

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O. No. 1272, EDUCATIONAL,
DATED THE 24TH NOVEMBER 1915.

[SUBJECT.—*Provident Fund rules of the Lawrence Memorial school, Ootacamund.*]

From the Director of Public Instruction, dated the 7th September 1915, No. 218/14.

In G.O. No. 776, Educational, dated the 16th July 1915, the Government approved, with certain modifications, the draft rules submitted by the Committee of the Lawrence Memorial school, Ootacamund, for the working of the Provident fund for members of the staff of the school and requested the committee of the school to state whether it accepted those revised rules and agreed to bring them into force from the 1st January 1916.

2. The committee now reports that it accepts the revised rules and is making the necessary arrangements to bring them into force from the date referred to above. The committee however suggests the following alteration in, and addition to, the rules, viz. :—

Rule 3.—For “recredited to school funds” substitute “credited to reserve fund in names of Vice-Chairman and Principal.”

Add Rule 3.—“The committee may be empowered to sanction from the “reserve fund an additional bonus to members of the staff who have completed 20 “years’ approved service, provided that in no case shall the total amount of bonus “paid by the school exceed the total amount contributed by the member of the staff “concerned.”

3. The object of the committee in suggesting the alteration in rule 3 is to create a reserve fund in the names of the Vice-Chairman and Principal with the balance available on winding up the existing Provident fund so that it may meet the extra cost involved by the proposed addition of rule 8 with a view to provide for a cent. per cent. bonus to the members of the staff who have completed 20 years’ approved service. The committee hopes that with this reserve fund which, when invested in the savings bank section of the Bank of Madras at 4 per cent. compound interest, would go on increasing in course of time, together with the bonus that would periodically lapse to the school on account of the

Cf. rule 3 on page 6 of G.O. 776, Educational, 16th July 1915. members leaving the school within five years’ service, it will be in a position to pay an additional bonus of 3 pies in the rupee to the members of the staff who would have completed 20 years’ approved service and hence its proposed addition of rule 8. The committee states that ever since the foundation of the school, only nine members of the staff including the two now serving have served 20 years and that the probable demand on the reserve fund would therefore be very small; and it requests that, if the Government do not approve of the creation of the reserve fund, the additional bonus of 3 pies in the rupee proposed for the members of the staff who have completed 20 years’ approved service may well be made a possible charge on school funds without disturbing the financial position of the school.

4. From the notes on pages 2, 4 and 5 (paragraph 4) and 9 (paragraph 2) of the notes with G.O. No. 776, Educational, dated the 16th July 1915, it will be observed that owing to the unsatisfactory financial condition of the school the rate of bonus at one anna in the rupee proposed by the committee was reduced to three-fourths of an anna and that as a set-off against the additional cost involved in the new Provident Fund scheme, the interest expected from the proposed investment of the savings out of the existing Provident fund referred to in paragraph 2 (i) above was taken into consideration. It has also been pointed out therein that any calculation for working out the extra cost to the school on account of the new scheme can only be approximate and that the actual amount can be ascertained only after the new scheme has been worked for two or three years. It may

Page 9 of the notes to G.O. 776, Educational, 16th July 1915.

be also pointed out that the main principle on which the Government accepted the proposal of the committee to close the existing Provident fund and to start a new one was that the fund in its new form should not throw any appreciable additional burden on the finances of the school which are not satisfactory. The proposed rule will surely involve additional cost to the school and it may not be possible to meet it entirely from the reserve fund. In the present state of the finances of the school any such proposal should, it is submitted, be deprecated. It is therefore for consideration whether the committee's suggestions to alter rule 3 and to add a new rule 8 may be negated. The committee's proposal that the additional bonus of 3 pies in the rupee to members who have put in 20 years' approved service may be made a charge on school funds may also be negated.

E.A.V.—22-9-15.

T.K.—24-9-15.

Will the Accountant-General please advise on the financial aspect of the proposal?

It is very desirable that the committee's request should be granted if this can be done with reasonable safety.

C. G. TODHUNTER—26-9-15.

To the Accountant-General.

OFFICE OF THE ACCOUNTANT-GENERAL.

This office is not in a position to make such an investigation as would be necessary for the purpose of determining exactly whether the proposed reserve fund would be sufficient to meet all liabilities that might arise from the proposed rule 8, but if the extra bonus of 3 pies in the rupee contemplated in that rule is considered as a monthly recurring charge, it would amount, with the present staff of the school, to about Rs. 70 a month. The new Provident fund being more favourable than the old one, it is probable that it would be more popular than the latter, and that a larger number of the staff would put in 20 years' service (or more). Allowing say, 10 per cent. for lapses under rule 3 of the rules contained in the annexure to G.O. No. 776, Educational, dated 16th July 1915, and a further small allowance for the exemptions provided for in rule 5, it seems that there would be an additional charge of about Rs. 45 a month on the school funds. It seems probable that the cost would be considerably in excess of the reserve fund at the disposal of the committee and should the amount fall short, the school authorities would doubtless expect Government to make good the deficiency. A statement showing the financial position of the school during the last four years is furnished below, abnormal receipts and expenditure being excluded; and it is evident from this statement that there is annually a large deficit. I am therefore of opinion that the finances of the school are not in a position to bear further charges on account of the Provident fund:—

Statement showing the financial position of the school.

	1911-12.	1912-13.	1913-14.	1914-15.
	RS. A. P.	RS. A. P.	RS. A. P.	RS. A. P.
Receipts of both the male and the female branches of the school excluding extraordinary items	1,59,860 5 10	1,56,716 2 1	1,70,956 6 0	1,88,663 14 7
Expenditure of both the male and the female branches of the school excluding extraordinary items	1,95,512 7 1	1,91,850 8 3	1,75,404 3 6	1,92,712 4 4
Deficit ..	- 35,652 1 3	- 35,134 6 2	- 4,447 13 6	- 9,068 5 9
Explanation as to how this was made up.	By withdrawal of fixed deposit and sale of securities.	A special grant of Rs. 21,550 was given by Government.	By a special grant of Rs. 3,500 and an additional cash income of Rs. 14,804-6-4 from the sale of the Press.	By the withdrawal of a fixed deposit of Rs. 8,468-6-7.

A. NEWMARCH—2-11-15.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Please see the Accountant-General's note. He is of opinion that the cost of the committee's proposal to pay an additional bonus from the reserve fund would probably be considerably in excess of that fund and that eventually the Government would have to make good the deficiency. It is, therefore, for consideration whether the committee's proposals may be negated, at least, until such time as the finances of the Asylum show a decided improvement.

P.R.—12-11-15.

T.K.—14-11-15.

I am afraid this must be done. Please draft accordingly.

C. G. TODHUNTER—16-11-15.

A draft order is submitted for approval.

P.R.—18-11-15.

T.K.—19-11-15.

C.G.T.—19-11-15.

His Excellency agrees.

H. G. STOKES—22-11-15.

[G.O. No. 1272, Educational, dated the 24th November 1915.]



ORDINARY.

Scott. II 33-3-14.

PRESS SLIP

PREFERENCE.

URGENT (a).

DEPARTMENT.

Current No., dated 1915

G.O. No. 12723, dated 24-11-1915.

(b)
Number of MS. pages sent { Correspondence
(b)
Notes.....

Brief subject.....

(a) Number of copies required when struck off (not including copies for volume and editors' table which are retained in the Press).	E. T. copies to supply requisitions for purchase by the public.	Complete correspondence and orders.	Notes.
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FOR RECORD.*			
Madras Records	4	25	12
Ooty Records		6	4
For filing with original		1	
Total ..		32	17

FOR ISSUE.†

Signature copies.....

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

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Total ..			

INSTRUCTIONS FOR THE SECRETARIAT.

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

(b) Each letter, memorandum, or order, or set of orders, in the file of correspondence should be headed in succession with the Roman numeral I, II, III, etc., the number being written in red ink or blue chalk above the item. The particular papers to be printed in the special issue-copies should be indicated by the Roman numeral (I, II, etc.) by which that item has been headed in the correspondence file. All matter, including marginal remarks or references, to be printed should be written in ink and matter which should not be printed should be encircled. Initials and signatures that are not quite legible should be re-written distinctly.

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

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

(d) In the absence of special instructions to the Press to keep matter standing for a specified period, ordinary papers of 8 pages and under will be kept standing for one week, and larger papers for two weeks only. The type of notes and of all confidential papers is distributed immediately after striking.

(e) This slip, properly and completely filled in, should accompany every paper sent to Press; it will be returned by the Press when proofs are furnished; it should be sent to the Press when a call is made for revised proofs or when a corrected proof is sent for striking. When finally returned by Press it should be filled with the original order or letter.

INSTRUCTIONS FOR THE PRESS.

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

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

(c) Signature copies of letters to the Secretary of State or to the Government of India should be printed on hand-made paper.

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

(e) The names of the Secretary and Members should be printed in full when they occur on the right hand side, only the first time when they appear on the left side, the initials alone being printed later.

* Copies distributed on ‡ (Press Clerk).

† Copies distributed on ‡ (Press Despatcher).

‡ To be initialed and dated.

[P.T.O.]

TO PRESS, MADRAS OOTY.

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

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

C
As the matter is clear manuscript and has been carefully edited, (b) proof need not be sent. Please print and supply number of copies as indicated.

Type may be released after usual interval.
at once.

Type may be released after usual interval.

Referencer.
Clerk.

Referencer.
Clerk.

Referencer.
Clerk.
24/11/15

Supdt.

Supdt.

Supdt.

SPECIAL INSTRUCTIONS.

Lawrence Memorial School, Ootacamund.

Declining to accept the ^{modification proposed by} ~~the proposal in the~~ ^{as so it provides for 4 a.m.} ~~proposal in the~~

in the rules for the working of the Board of the President fund of the school approved in para. 776 5A 16.7.15

Committee of the Board of the President fund of the school approved in para. 776 5A 16.7.15

to such members of the staff as have completed an approved service of twenty years.

TO BE FILLED IN BY THE PRESS.

Diary.		Initials of Press official.		
Received in Press on.....	26/11/15	26	26	26
First proof furnished on.....	26/11/15	26	26	26
Call for revised proof received on.....	26/11/15	26	26	26
Revised proof furnished on.....	26/11/15	26	26	26
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Supplied to Secretariat for Record.....	32			
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For Volumes.....	16			
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Total ...	81			