

Edd (1915) Department.

His SERIES.

G.O. No. *1327-Edd*

DATED *6-12-15*

[Despatch Abstract.]

Provident Fund

Recording notes connected
with the extension to teachers
in schools under local bodies
of the — to be instituted by
Govt. for the benefit of
certified teachers in
reorganised private schools.

Please sign within
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EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O. MIS. No. , EDUCATIONAL,
DATED NOVEMBER 1912.

[SUBJECT.—*Provident fund for teachers in aided schools.*]

Demi-official—from the Hon'ble Mr. T. V. SESHAGIRI AIYAR, Pammal House, Vepery.

To—the Hon'ble Sir MURRAY HAMMICK, K.C.S.I., C.I.E., I.C.S., Member of Council.

Dated—Madras, the 16th July 1911.

When I last saw you in Ootacamund, I promised to submit to you a scheme for Provident fund for teachers. You were good enough to tell me that the Government was not against entertaining proposals for a scheme on the subject, but that its opinion was that Mr. Stone's scheme was not practicable. I considered fully the objections raised against Mr. Stone's scheme with the assistance of certain gentlemen employed as teachers and Professors for whose opinion I have the greatest regard. As a result of the discussion, the accompanying memorandum dealing with the objections to Mr. Stone's scheme has been prepared. I am of opinion that it is impossible to devise a better scheme. As you know, since we met last, the great scheme of insurance against sickness, etc., introduced by the Chancellor of Exchequer in England shows how anxious the British Parliament is to provide means of sustenance for men whose life has been spent in vocations which materially affect the welfare of the people; and no bodies of persons are better entitled to the consideration of the Government than those engaged in moulding the character and

capacity of the youths of the country. I have no doubt that you will agree with me that the time has come for seriously taking steps not only to make the profession of teaching more lucrative, but also to adopt means by which teachers on retirement from service are not left destitute. It strikes me that the scheme suggested by Mr. Stone should be reconsidered in the light of the observations contained in the memorandum which I have sent up to you.

ENCLOSURE.

Memorandum of Answers to the objections raised with regard to the Provident fund scheme for teachers proposed by the Hon'ble Mr. Stone.

1. That municipalities and local boards have to provide for teachers in their employ cannot be held a valid objection against the teachers in private schools getting the benefit of the scheme.
2. The more efficient, private schools are rendered by the teacher's prospects being made better, the lesser will be the charge on the public funds, as there will not be the need then to add indefinitely to public expenditure by way of setting up model schools and gradually increasing their number.
3. The information desired as regards the actual expenditure likely to be incurred can be got from the records available in the office of the Director of Public Instruction.
4. If desired, acquittance rolls maintained in every school must give the information about the pay of the teachers. But in Mr. Stone's scheme there is no need for such information. The teacher in each grade makes a definite contribution irrespective of his pay.
5. The fear that teachers would not pay their contribution is merely imaginary. No teacher in private employ would do such a thing knowing how detrimental, it would be to his own interests. As a condition making payment obligatory may be very well included in the Educational rules and made binding on teachers in recognised schools, legislation if needed may be easily effected.
6. As the Post Office is to be the receiver of contributions there is no fear of the moneys being lost or misappropriated after they are paid in. The inspecting officer may be instructed to see from time to time or at stated intervals that the contributions are duly made.
7. The additional charges referred to in paragraph 5 are necessary charges and the chief item of expenditure must be the salaries of trained clerks and they need not be many according to Mr. Stone's scheme.
8. The remarks about the independence of teachers in private schools are not warranted by the actual relations obtaining between the teacher and the manager in private schools. And the betterment of teachers in Government schools will not help the teacher in private employ for whose benefit the scheme has been devised.

Please put up with the files on the case. I don't require a note.

M. H[AMMICK]--18-7-11.

The papers regarding the establishment of a Provident fund for teachers are placed below.

K. RANGASWAMI AIYANGAR--19-7-11.

L. DAVIDSON--20-7-11.

The Government of India have sent us a communication in connection with a suggestion from Eastern Bengal, as to starting a Teachers' Provident fund.

The matter must be taken up again in connection with that letter.

I should say the best thing to do first is to get a calculation made as accurately as possible of what the cost of the scheme would be. Perhaps Mr. Stone might get this done in his office and let us see the results. Ask him to do so. If the Government of India would assist in subsidizing the scheme, it might be possible to carry it out.

M. H[AMMICK]--5-8-11.

The draft is for approval.

T.K.--10-8-11.

The letter from India calling for information regarding Provident fund for teachers is now in circulation to the Hon'ble Mr. Krishnaswami Aiyar (in original). It will on receipt be referred to the Director of Public Instruction in continuation of this memorandum. In the meantime the memorandum may issue.

K. RANGASWAMI AIYANGAR--11-8-11.

L. DAVIDSON--12-8-11.

I suppose the Honourable Member means the cost of a scheme for schools under *private* management only. When the letter from India comes, it may be necessary to consider other schools, as all teachers in public schools, I understood, do not subscribe to existing Provident funds.

L. DAVIDSON--12-8-11.

[Memorandum No. 1738, dated 12th August 1911].

From the Government of India,
Department of Education, No. 1058,
dated 24th July 1911.

Circulated in advance for the perusal of --

- (1) His Excellency the Governor.
- (2) The Hon'ble Sir Murray Hammick, K.C.S.I., C.I.E.
- (3) The Hon'ble Mr. J. N. Atkinson, C.S.I.
- (4) The Hon'ble Mr. V. Krishna-swami Aiyar.

L. DAVIDSON--31-7-11.

India are so non-committal. I wish that something could be done to improve the teachers' pay and prospects, but it will be a costly business.

A. L. [AWLEY]—3-8-11.

I am sending back in a separate box the papers about our proposed Provident fund for schoolmasters. As the Government of India seem to favour some such scheme we may perhaps reconsider ours and see if we can send it up.

M. H. [AMMICK]—5-8-11.

On general principles I am much in favour of such Provident funds. Apart from all other reasons, they must always make for efficiency of service.

I should like to see the papers about the proposed Provident fund for schoolmasters in this Presidency.

J. N. A. [TKINSON]—7-8-11.

I would also like to see.

V. K. [RISHNASWAMI AIYAR]—12-8-11.

The draft reference below is for approval. Please see the Secretary's remarks on page 2 *supra*. It is submitted that all teachers in Government schools are entitled to pension and "the General Provident fund" which is open to all Government servants, is open to them also. The proposed Provident fund for schoolmasters will therefore have application to private schoolmasters and to such of the local fund and municipal schoolmasters as do not already come under any pension or Provident fund schemes established by the local bodies concerned.

T.K.—16-8-11.

K. RANGASWAMI AIYANGAR—16-8-11.

L. DAVIDSON—17-8-11.

The draft is approved. I understand from Mr. Seshagiri Aiyar that the Managers of the Triplicane school are about to propose to establish a Provident fund for the teachers in that school and will ask Government to assist. It seems to me that the Grant-in-Aid Code might well lay down that expenditure on a Provident fund in a school is one of the proper objects on which to spend school funds and that Government will take such expenditure into account in making grants to the school. If we had such a provision, then the Director of Public Instruction could give a grant of a certain proportion of the contributions made by the masters and by the managers to the fund. The masters might give, say one anna in the rupee of pay, and the managers a half of the same and the Government the same as the managers. This proposal can be

considered when the case comes up. Meanwhile the draft can issue.

M. H[AMMICK]—31-8-11.

[Memorandum No. 1851-1, dated 1st September 1911.]

Extract from the notes relating to establishment of Provident funds in aided colleges.

I should like to see the papers about the proposed Provident fund for schoolmasters in this Presidency.

J. N. A[TKINSON]—7-8-11.

I would also like to see.

V. K[RISHNASWAMI AIYAR]—12-8-11.

Two sets of the papers about the Provident fund for teachers are submitted. They may be sent to the Hon'ble Mr. J. N. Atkinson, C.S.I.

2. Another set of papers for the Hon'ble Mr. V. Krishnaswami Aiyar has been separately submitted.

T.K.—16-8-11.

K. RANGASWAMI AIYANGAR—16-8-11.

Yes: with the remark that the matter is being taken up again for consideration and that the Director of Public Instruction has just been asked for an estimate of the cost of Mr. Stone's scheme (G.O. No. 418, Educational, dated 18th July 1910).

L. DAVIDSON—17-8-11.

Thanks. I should like to see the papers again, when the question comes up for final consideration.

J. N. A[TKINSON]—18-8-11.

Thanks.

V. K[RISHNASWAMI AIYAR]—24-8-11.

From the South Indian Teachers' Union, dated 21st November 1911, No. 212.

The subject of the establishment of a Provident fund for teachers has been referred to the Director of Public Instruction for remarks—*vide* Memorandum No. 1851-1, dated 1st September 1911. The memorial from the South Indian Teachers' Union may also be referred to the Director of Public Instruction in continuation of the previous reference.

2. A draft endorsement is submitted for approval. After its issue the notes may be printed.

P.R.—6-12-11.

R. SUNDARAM AIYAR—6-12-11.

M. S. MASCARENHAS—6-12-11.

[Endorsement No. 2925-1, Educational, dated 8th December 1911.]

Note.

L. DAVIDSON—19-8-11.

From the Director of Public Instruction, dated 10th June 1912, No. 5693.

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"

" 17th June 1912, "

Paragraphs 1 to 8, of the office-note on pages 4 to 6 of the notes with G.O. No. 418, Educational, dated 18th July 1910, give a summary of the circumstances which led Government to the consideration of a scheme for the establishment of a provident fund for teachers in this Presidency. After a full consideration in detail of the scheme drawn up by the Hon'ble Mr. J. H. Stone, which provided for the establishment of a single general Provident fund for the benefit of all qualified or certificated teachers in recognized institutions under private management, the Government, in that Government order decided to drop the proposal as being incommensurate with the trouble and expense involved therein.

2. Since then, the following three sets of papers relating to the subject were received by Government:—

(i) A demi-official from the Hon'ble Mr. T. V. Seshagiri Aiyar requesting a reconsideration of G.O. No. 418, Educational, dated 18th July 1910 accompanied by a memorandum refuting some of the objections taken by Government to Mr. Stone's scheme.

(ii) A copy of correspondence between the Government of Eastern Bengal and Assam and the Government of India on a similar subject received from the latter Government with the request for an expression of opinion on some of the points raised in the correspondence.

(iii) A memorial from the South India Teachers' Union soliciting a reconsideration of the above Government order, and attempting to meet the objections of Government to Mr. Stone's scheme.

3. In connection chiefly with the letter from the Government of India, it was decided to re-open the question afresh and to call for further information in respect of the scheme already submitted by Mr. Stone, the Honourable Member (now His Excellency) remarking that if the Government of India would assist in subsidizing the scheme, it might be possible to carry it out. In Memorandum No. 1738-1, Educational, dated 12th August 1911, the Director of Public Instruction was accordingly asked to submit as accurate a calculation as possible of the probable cost to Government of the establishment of a Provident fund for teachers employed in schools under private management on the lines proposed by

G.O. No. 418, Educational, dated 18th July 1910.

Mr. Stone. At the same time the correspondence with the Government of India and the memorial of the South India Teachers' Union were also referred to the Director for remarks. His replies have now been received and are dealt with below.

4. Before proceeding to examine the question, it seems necessary to set out in brief the salient features of Mr. Stone's scheme. Mr. Stone's scheme is for the establishment of a single provident fund for the benefit of all certificated teachers in recognized schools under *private* management. The fund is to be managed by the Educational department. The amount of a teacher's contribution is to be determined by the grade of his certificate and not to be a proportion of his actual salary. Contribution to the fund is obligatory on teachers employed in recognized schools under managers but optional in the case of teachers in schools under teacher-managers and of teachers who are classed as Europeans under the Code of Regulations for European schools. Managers may contribute to the fund on behalf of teachers, but it is not compulsory. The monies received to the credit of the fund shall be held by the Accountant-General and interest allowed. When a teacher dies, or retires from the profession of teaching or obtains employment under Government or a local board or outside the Presidency, his account shall be closed and he shall receive a bonus from Government, being a proportion of the sum to his credit in the fund, provided he has put in at least ten years' recorded service.

5. In the following paragraphs it will be examined—

(i) how far the principles laid down by the Government of India can be accepted ;
(ii) whether and, if so, how the several objections raised to the scheme by the Government can now be overcome ; and

(iii) to what extent the observations of the South India Teachers' Union and the Hon'ble Mr. T. V. Seshagiri Aiyar meet those objections.

6. The outline of the scheme proposed by the Government of India.—In considering this question, the Government of India had before them a proposal from the Government of Eastern Bengal and Assam for the establishment of provident funds for each of the privately managed aided colleges in the Province. The Government of India, while expressing general

Paragraph 2 of G.O. No. 418, Educational, dated 18th July 1910.

Rule III on page 8 of G.O. No. 418, Educational, dated 18th July 1910.

Rule X on page 9 of G.O. No. 418, Educational, dated 18th July 1910.

Rule V on page 8 of G.O. No. 418, Educational, dated 18th July 1910.

Rule VI on page 8 of G.O. No. 418, Educational, dated 18th July 1910.

Rule XVI on page 9 of G.O. No. 418, Educational, dated 18th July 1910.

Rule XXI on page 10 of G.O. No. 418, Educational, dated 18th July 1910.

Rule XXIII on page 11 of G.O. No. 418, Educational, dated 18th July 1910.

Rule XXV (2) on page 11 of G.O. No. 418, Educational, dated 18th July 1910.

P. B.

sympathy with schemes for the establishment of provident funds for teachers, discountenance the proposal and remit it to the Government of Eastern Bengal and Assam for re-consideration in the light of the possible application of the scheme to institutions of lower grade and with reference to the following principles laid down by them:—

(i) The funds should be under the direct management of the Government and incorporated in a general provident fund for educational employes in non-pensionable service.

(ii) If the Government or school authorities make contributions to the fund, the usufruct of any such fund should be at the disposal of the Government of India.

(iii) The scheme should be made compulsory upon the teachers concerned.

(iv) The additional contribution to the fund should be made wholly by the management, the Government taking it into account in fixing the grant payable to the schools.

(v) Should the scheme be extended to primary schools, it would be undesirable to admit into its benefits any teacher on pay less than Rs. 10 a month.

(vi) A sliding scale for various grades of pay should be fixed in lieu of a definite contribution equivalent to a percentage of the salary.

It may be observed that in the scheme framed by Mr. Stone most of the points raised by the Government of India are fully discussed, and these will be taken up *seriatim*.

7. *Management of the fund.*—Paragraphs 8 to 15 of Mr. Stone's report on page 4 of G.O. No. 418, Educational, dated 18th July 1910, give cogently the reasons for the Government undertaking the management of the fund, if one is established. It is reported that the teachers and the management prefer, on the score of safety and efficiency, the control of Government in this matter. It is submitted that if it is decided to have a general scheme applicable to a general section of teachers, its management by Government agency seems to be the only feasible course.

8. The latter part of the suggestion of the Government of India under this head refers to the establishment of a "general fund for educational employes in non-pensionable service." It is not clear whether the Government of India by this refer only to aided private institutions or include within its scope the teachers in

L. DAVIDSON—5-9-12.

Yes.
M. H. [AMMICK]—7-9-12.

schools under local bodies, who are not admitted to the advantages of pensionable service. In paragraph 2 (iii) of their letter reference is, however, made to local bodies. It is also hardly plain whether the Government of India propose to place any restriction upon the selection of institutions the staff of which will be given the benefits of the fund.

Mr. Stone's scheme confines itself only to "qualified or certificated teachers in recognized schools under private management." This, therefore, excludes all schools under public management, that is under local bodies, and all unrecognized schools under private management. In the notes to G.O. No. 418, Educational, dated 18th July 1910, it was discussed fully whether, if a scheme for the benefit of the teachers in private institutions were established, those of the institutions under the local bodies who are now denied the benefits of such a fund, should also be brought within the scheme. It was found on examination that a sum of Rs. 90,000 in round figures would be needed to pay as contribution to the fund on account of teachers in local fund and municipal schools and that, assuming that the contributions at present paid by the district boards on this account will be set against it, a sum of at least Rs. 45,000 would be required for contributions for these teachers alone. The Government thought that an outlay of this amount would cripple the resources of Government considerably and hinder activities in the way of elementary education to a serious degree.

When the matter was under consideration in 1910, the entire body of teachers in municipal service were excluded from the privileges of provident fund. But since then the question was reconsidered and in May 1911, all the 42 municipal councils who had established provident funds were requested to consider whether municipal school-masters should not also be brought within the obligatory provisions of the rules requiring compulsory contribution and the councils concerned were at the same time informed that if they were unable to bear the entire additional outlay involved by the decision, the question of affording them such help as might be absolutely necessary would be considered in connection with the examination of their budgets. In response to this reference, several of these councils have accepted the suggestion and

[Teachers in municipal schools were excluded then from the Provident fund scheme where such funds were established by municipal councils.]

Page 29 of the notes with G.O. No. 418, Educational, dated 18th July 1910.

Paragraph 3 of His Excellency's note on page 31 of G.O. No. 418, Educational, dated 18th July 1910.

G.O. No. 611 M., dated 29th March 1911.

(Twenty-nine out of 42 agreed and Government made the rules general.)

Vide pages 2 and 3 of the notes with G.O. No. 611 M., dated 29th March 1912.

Per contra the number of teachers has increased materially since 1910 and will increase still more in the future.

L. DAVIDSON—5-9-12.

Paragraph 4 of the memorial on page 4 of Current file.

Yes.

L. DAVIDSON—5-9-12.

Agreed.

M. H[AMMICK]—7-9-12.

Yes.

L. DAVIDSON—5-9-12.

Yes.

M. H[AMMICK]—7-9-12.

Rule XXI on page 10 of G.O. No. 418, Educational, dated 18th July 1910.

L. DAVIDSON—5-9-12.

Yes.

M. H[AMMICK]—7-9-12.

extended the scheme to the teachers whose maximum pay is Rs. 15 per mensem and upwards. The question of Provincial help in the case of such of the municipal councils as cannot afford the additional charge is a matter for later decision. If all the councils accept the suggestion, a total contribution of an approximate sum of Rs. 7,500 will be payable on account of the teachers in those schools. If this sum is taken into account, the estimated additional charge to Government of Rs. 45,000 referred to above will be reduced by that extent. It is now for consideration whether, if a general scheme is established the teachers in local fund and municipal service should also be taken in.

In this connection the South India Teachers' Union suggest that the scheme should be so modified as to include the teachers in the service of local bodies as such inclusion could not greatly increase the estimated contribution from Provincial revenues towards the maintenance of the fund, since the annual Government grant to the fund would not exceed 2 lakhs of rupees for a considerable time to come, even if all the teachers received the maximum benefits of the scheme forthwith.

As regards institutions under private management, it is submitted that only recognized schools need be included in the scheme as proposed by Mr. Stone. Otherwise there will be no hold on the management of institutions to conform to the rules of the scheme. The provision in Mr. Stone's proposals that only qualified or certificated teachers should be admitted to the benefits of the scheme seems wholesome, as being an incentive to teachers to qualify themselves.

9. *Usufruct of the fund should be with the Government of India.*—Under Mr. Stone's scheme, the contributions will be deposited in the Government treasury annually, and the monies thus received by Government to the credit of the fund will be invested by the Accountant-General in Government securities or in municipal debentures or in such others as Government may from time to time specially authorize. The investment of the funded contributions in Government securities is an acknowledged factor under the scheme, and the usufruct of the fund will thus be with the Government of India as desired by them.

Paragraph 25 of Mr. Stone's report on page 6 of G.O. No. 418, Educational, dated 18th July 1910.

I think Mr. Stone meant both (a) teacher-managers and (b) teachers employed by teacher-managers.

L. DAVIDSON—5-9-12.

Yes.

M. H[AMMICK]—7-9-12.

Page 6 of G.O. No. 418, Educational, dated 18th July 1910.

Page 9 *ibid*.

L. DAVIDSON—5-9-12.

10. *Compulsory contribution by all teachers.*—In the scheme proposed by Mr. Stone a distinction is made between teachers under managers and teacher-managers of elementary schools; it was proposed to make contribution from the latter voluntary, as they could not afford to pay the prescribed contributions, nor could realise the advantages the fund offered, while in the case of other teachers the payment of contributions was compulsory. In view of the peculiar conditions of the teacher-managers of elementary schools in this Presidency the special treatment proposed for them may be retained, the Government of India's suggestion being accepted in respect of others.

11. *Additional contributions to the fund.*—In dealing with this point the Government of India had before them a proposal that the Government and the managers should each add an amount equal to one-fourth of the depositor's contributions. The Government of India apprehended that the necessity for such contribution by local or private bodies might be used as an argument for enhanced grants or allocations and that the double contribution was likely to produce complications in accounts. For these reasons they prefer that the additional contribution should be made wholly by the committee of management or by the local body, the Government taking that into consideration in fixing the grant or allocation.

The question whether managers of schools should make contributions to the fund is discussed in paragraphs 26 and 27 of Mr. Stone's report. He was of the opinion that it should not be made obligatory on managers of schools to contribute anything to the provident fund. Draft rule (xvi) left it to their option to contribute to the fund in any manner they chose provided that the sum so contributed in a year in no case exceeded the sum contributed in the same year by the teacher. Under this arrangement it can hardly be expected that any of the managers would contribute to the fund at all. Please compare Mr. Francis' note, dated 15th August 1909, in the margin of paragraph 27 of the office-note on page 11 of G.O. No. 418, Educational, dated 18th July 1910. Mr. Stone's scheme was mainly a Government subsidizing scheme. In that case there is no room for the apprehensions of the Government of India as expressed under this head.

Phrean

Yes : the simplest plan, as "India" suggest, would probably be to make the entire contribution payable by each local body and to take the payment into account when granting a general educational subsidy to it.

L. DAVIDSON—5-9-12.

Yes.

M. H[AMMICK]—7-9-12.

Paragraph 2 of report on page 5 of G.O. No. 418, Educational, dated 18th July 1910.

Yes.

L. DAVIDSON—5-9-12.

Yes.

M. H[AMMICK]—7-9-12.

The ten-rupee teacher will soon be extinct with the additions to pay now being sanctioned or about to be allowed. I would not preserve the high limit of Rs. 15 in municipal schools.

L. DAVIDSON—5-9-12.

Yes.

M. H[AMMICK]—7-9-12.

Page 6 of G.O. No. 418, Educational, dated 18th July 1910.

This, I think, is simpler and preferable. Hard cases are met by rules II (5) and (6) at page 8 of G.O. 418, Educational, dated 18th July 1910, which authorize the Director of Public Instruction and Government to declare eligible teachers who do not possess formal certificates.

L. DAVIDSON—5-9-12.

Yes.

M. H[AMMICK]—7-9-12.

If local bodies are included in the scheme, and if the contributions now paid by them towards the fund are continued, then only the question of double contribution will arise. In that event some fixity in the contribution payable will be decided upon to avoid the difficulties pointed out by the Government of India.

12. *Exclusion of teachers on less than Rs. 10 from the fund.*—Mr. Stone in his scheme has not expressly excluded any class of servants from the fund. He has only made it optional to the teacher-manager to contribute to the fund. Apparently the class of teachers with pay of less than Rs. 10 will come under the class of teacher-managers. Please compare paragraph 2 (iv) of Dr. Bourne's letter, dated 10th June 1912. Mr. Stone was anxious that the fund should not shut out lower-paid teachers for whom it was most imperative that something should be done. Mr. Stone's proposal to make the contribution voluntary in the case of these teachers seems therefore preferable to the proposal made by the Government of India to exclude them altogether. It may be pointed out that in the local fund service employes on less than Rs. 10 *per mensem* including teachers are outside the provident fund scheme and in municipal service teachers on pay of less than Rs. 15 are similarly excluded.

13. *Scale of contributions.*—In order to simplify accounts in the case of teachers on low pay, the Government of India prefer to fix in lieu of definite contribution equivalent to a certain percentage of salary, a sliding scale for various grades of pay, as for example teachers on Rs. 10—15 might be required to contribute Re. 1 a month and so on. In paragraphs 28 and 29 of his report, Mr. Stone has discussed the question on what basis the contribution should be based. As the Government of India, Mr. Stone also prefers *fixed* rates. In view of the larger number of teachers involved, the variety of agencies under which they serve, the fluctuations of their rates of pay and possible difficulty in some cases of ascertaining what these are, Mr. Stone would not make the contribution depend actually on the amount of salary drawn by the teacher. He has therefore fixed a sliding scale of pay making the contribution depend on the grade of the certificate of the teacher. Please see rule X of the draft rules on page 9 of G.O. No. 418, Educational, dated 18th July

These rates complicate calculation, but an enhancement to Re. 1 would mean considerable extra cost.

L. DAVIDSON—9-5-12.

I think Re. 1 would be too high and prefer Mr. Stone's lower rates.

M. H[AMMICK]—7-5-12.

Yes: if approved.

L. DAVIDSON—5-9-12.

Yes.

M. H[AMMICK]—7-9-12.

Paragraph 3 of G.O. No. 418, Educational, dated 18th July 1910.

Yes: but it would not be possible for any length of time to resist the cry for similar privileges in their case. The real question in issue is whether such teachers should not be separately provided for by an extension of the existing local and municipal provident funds, a measure the cost of which was estimated at Rs. 45,000 per annum in 1910. This seems the best course.

L. DAVIDSON—5-9-12.

We must include schools under public management.

M. H[AMMICK]—7-9-12.

This criticism is just.

L. DAVIDSON—5-9-12.

1910. The principle laid down by the Government of India has thus been already adopted by this Government though in a different manner. It may be observed that while the Government of India would fix Re. 1 a month as the minimum contribution from a teacher, Mr. Stone's scheme adopts As. 10 and As. 14 for lower and higher elementary teachers, respectively.

14. The foregoing paragraphs deal with the specific points raised by the Government of India. That Government also desire to be furnished with a rough scheme giving the general estimate of the number of teachers likely to be affected, of the grades of pay, of the contributions that the school authorities would be liable to, and the cost to Government. The scheme drawn up by Mr. Stone may, if approved, be forwarded to the Government of India with reference to this call.

It may now be considered how far the main objections previously raised by this Government to the scheme may be reconsidered. In doing so, the replies furnished by the South India Teachers' Union to each point will be dealt with simultaneously.

15. *Continuing increase in the amount of contribution payable by Government.*—As one of the objections it was pointed out that, if the teachers in schools under public management were to be included in the scheme, the contributions to be paid by Government would not only be considerably raised from the beginning, but would be subject to a continuing increase as schools multiplied and certificated teachers became more numerous.

South India Teachers' Union's remarks.—The South India Teachers' Union observes that since the scale of bonus to be paid to teachers on retirement is to be graded, a very appreciable liability will lapse in the case of those teachers who retire from the teaching profession without the qualifying service either to enter upon other professions or otherwise and will thus receive no benefit from the fund or only a fraction of it. It considers that in consequence the amount of the Government contribution actually paid would be much less than the roughly estimated sum of two lakhs and that for

some time to come the annual expenditure incurred by Government could not exceed 1½ lakhs as submitted by Dr. Bourne. The union further points out that the anticipated multiplication of schools should not cause any apprehension of an over-drain on public funds and that at a time when Government are considering the question of compulsory elementary education under their control it is not reasonable to give up the scheme expecting a gradual increase in the number of elementary schools under private management.

The progressive increase in the ultimate charge on Government funds on account of the expansion of education cannot be a negligible matter as observed by the union. No doubt the total cost may not exceed 2 lakhs for some years. But the question is whether the Government can undertake this liability at present.

16. *Difficulty in enforcing contribution from teachers.*—In paragraph 3 of G.O. No. 418, Educational, dated 18th July 1910, the Government observed that the only method of enforcing contributions advocated by Mr. Stone, namely, to refuse recognition to managers of schools where the teachers fail to contribute, would affect the managers and not the teachers and that it was not clear how managers could compel the teachers to contribute. It was also stated that the fund could not apparently be worked without further legislation especially in the matter of getting all the schools to join the fund.

Remarks of the South India Teachers' Union and the Hon'ble Mr. T. V. Seshagiri Aiyar.—The fear expressed is merely imaginary. There is no reason to suppose that teachers would not pay the contributions since such default would be detrimental to their own interests. If necessary, a regulation making payment obligatory might be included in the educational rules and legislation may easily be effected.

The power of enforcement can be exercised by Government at present only by withdrawal of recognition from schools. As suggested, provision may be included in the educational rules making contributions obligatory. Though this will primarily affect only managers of schools, yet they can, through the power of appointment and dismissal which they possess over the teachers under them in a large

It is not negligible, but the financial difficulty is far less now than in 1910 with the prospect of enormous subsidies from Imperial funds, and recognition of the fundamental fact that the desired expansion of elementary education will be impossible unless the prospects of the teaching profession are largely improved.

L. DAVIDSON—5-9-12.

L. DAVIDSON—5-9-12.

1910. The principle laid down by the Government of India has been already adopted by this Government though in a different manner. It may be observed that while the Government of India would fix the 1 month as the minimum contribution from a teacher, Mr. Stone's scheme adopts Rs. 10 and Rs. 15 for lower and higher elementary teachers respectively.

14. The foregoing paragraphs deal with the specific points raised by the Government of India. That Government also desire to be furnished with a rough estimate giving the general estimate of the number of teachers likely to be affected by the grades of pay of the contributions that the school authorities would be liable to and the cost to Government. The scheme drawn up by Mr. Stone may, it is approved, be forwarded to the Government of India with reference to this call.

It may now be considered how far the main objections previously raised by this Government to the scheme may be considered. In doing so, the replies furnished by the South India Teachers' Union to each point will be dealt with simultaneously.

15. *Continuing increase in the annual contribution payable by Government.*—As one of the objections it was pointed out that if the teachers in schools under public management were to be included in the scheme, the contributions to be paid by Government would not only be considerably raised from the beginning but would be subject to a continuing increase as schools multiplied and certain local factors became more numerous.

South India Teachers' Union's reply.—The South India Teachers' Union observes that since the scale of bonus to be paid to teachers on retirement is to be graded, a very appreciable liability will arise in the case of those teachers who retire from the teaching profession without the qualifying service either to enter upon other professions or otherwise and will thus receive no benefit from the fund or only a fraction of it. It considers that in consequence the amount of the Government contribution actually paid would be much less than the roughly estimated sum of two lakhs and that for

Paragraph 3 of G.O. No. 418, Educational, dated 18th July 1910.

Yes; but it would not be possible for any length of time to treat the very similar privileges in their case. The real question is here is whether such teachers should not be separately provided for by an extension of the existing local and municipal provision funds, a measure the cost of which was estimated at Rs. 45,000 per annum in 1910. This seems the best course.

L. DAVIDSON—5-9-12.

We must include schools under public management.

M. H. JAMES—7-5-12.

It is not a question of fact.

L. DAVIDSON—5-9-12.

M.D.

Legislation, it is submitted, is not necessary.
L. DAVIDSON—5-9-12.

measure, enforce the payment of contributions. Managers can easily make it a condition of service under them that contributions should be paid. It is not clear how far legislation will be helpful if the scheme is only to be confined to recognized institutions.

17. *Mismanagement and misappropriation by managers.*—In paragraph 4 of G.O. No. 418, Educational, dated 18th July 1910, it was observed that under the scheme proposed by Mr. Stone, there is nothing to safeguard the interests of teachers from malversation on the part of managers or mismanagement of the accounts of contributions received.

South India Teachers' Union's remarks.—Since managers would be obliged to deposit the contributions of teachers in the post office savings bank month by month subject to the control and supervision of the inspecting officers, there need be no apprehension of malversation or mismanagement. If by reason of the savings bank account standing in the name of the manager for one year it is possible that there might be a possibility of malversation, etc., it could be prevented by an authorized inspection of accounts from time to time by inspecting officers.

The union does not fully realise the difficulty pointed out by Government. The question is not about the money once deposited in the savings bank, but relates to the point whether the money contributed by the teacher would be duly deposited in the bank. No doubt by the prescription of monthly returns and by periodical inspection and verification of accounts it may not be impossible to exercise proper control over the matter. The only question is whether it is worth while organizing the scheme at such cost and trouble.

18. *Large establishment required for working the fund.*—Paragraph 5 of G.O. No. 418, Educational, dated 18th July 1910, points out that the establishment of the scheme such as that proposed by Mr. Stone would necessitate the employment of specially trained clerks in the office of the inspecting officers, an audit by the Accountant-General and the maintenance of service registers of a large number of subscribers.

South India Teachers' Union's remarks.—These are necessary charges which could not be very considerable since the chief item of expenditure would be the pay of the clerks which according to Mr. Stone's scheme would not exceed the total number of assistant inspectors in the Presidency.

come time to come the annual expenditure incurred by Government could not exceed 1½ lakhs as estimated by Mr. Stone. The union further points out that the anticipated multiplication of schools should not cause any apprehension of an overstrain on public funds and that at a time when Government are considering the question of compulsory elementary education under their control it is not reasonable to give up the scheme expecting a gradual increase in the number of elementary schools under private management.

The progressive increase in the annual charge on Government funds on account of the expansion of education cannot be a negligible matter as observed by the union. It is doubtful the total cost may not exceed 2 lakhs for some years. But the question is whether the Government can undertake this liability at present.

16. *Difficulty in enforcing contribution from teachers.*—In paragraph 3 of G.O. No. 418, Educational, dated 18th July 1910, the Government observed that the only method of enforcing contributions advocated by Mr. Stone, namely, to refuse recognition to managers of schools where the teachers fail to contribute, would affect the managers and not the teachers and that it was not clear how managers could compel the teachers to contribute. It was also stated that the fund could not apparently be worked without further legislation especially in the matter of getting all the schools to join the fund.

Members of the South India Teachers' Union and the Hon'ble Mr. T. T. Sankaralingam. The fear expressed is merely imaginary. There is no reason to suppose that teachers would not pay the contributions since such default would be detrimental to their own interests. If necessary a regulation making payment obligatory might be included in the educational rules and legislation may easily be collected.

The power of enforcement can be exercised by Government at present only by withdrawal of recognition from schools. As suggested, provision may be included in the educational rules making contributions obligatory. Though this will primarily affect only managers of schools, yet they can, through the power of appointment and dismissal which they possess over the teachers under them in a large

It is not negligible but the financial difficulty is far less now than in 1910 with the prospect of enormous revenue from Imperial funds and recognition of the fundamental fact that the desired expansion of elementary education will be impossible unless the prospects of the teaching profession are largely improved.

L. DAVIDSON—5-9-12.

L. DAVIDSON—5-9-12.

Troublesome cases will no doubt arise and some managers will act dishonestly but for the most part these will only be teacher-managers whose adhesion to the fund is optional. The possibility of occasional trouble should not, it is submitted, bar the scheme. Withdrawal of recognition would always follow proved dishonesty and the fear of this penalty should act as a deterrent.

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 time to time by inspecting officers.

19. The union does not fully realize the
 difficulty involved in the Government
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 deposited in the savings bank but relates
 to the point whether the money could be
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 duty of the inspecting officers to see that
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20. Large establishment required for
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 21. These are necessary of course which would
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 L. DAVIDSON-5-9-12.

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 L. DAVIDSON-5-9-12.

The cost of the staff must be faced. It
 ought not to add a large percentage to the
 Government grant contemplated. An estimate
 might and should be framed.

L. DAVIDSON-5-9-12.

Paragraph 6 of G.O. No. 418, Educational,
 dated 18th July 1910.

We are contemplating a large increase in
 our inspecting staff and must look to that
 quarter for the requisite control.

L. DAVIDSON-5-9-12.

As pointed out above these charges are
 consequential on the organization of any
 scheme. Surely it will not be so light as
 the union contemplates its would be. It
 has taken into consideration only the pay
 of the establishment in the assistant ins-
 pectors' offices. The staff necessary at
 the central offices has been overlooked.

19. Loose management of private
 schools.—The Government observed that
 the schools under private management
 were so very loosely managed, school-
 masters so little under control and so
 independent of the managers that the
 scheme, if introduced, would almost
 certainly break down through un-
 punctuality in payment and irregularity
 in bringing into account the contributions
 from subscribers.

Remarks of the South India Teachers'
 Union and the Hon'ble Mr. T. V. Seshagiri
 Aiyar.—These remarks are not warranted
 by the actual relations obtaining between
 the teachers and managers in private
 schools. The teacher is under the control
 of the manager nearly as much as an
 officer in public service is under the con-
 trol of Government. Consequently the
 scheme if introduced could not break
 down through unpunctuality in payment,
 etc.

It does not seem to have been ever
 contemplated by Government that it would
 be impossible to work properly any scheme.
 The Government seem to have only meant
 that a very large and efficient control
 would have to be exercised over the
 private institutions to prevent any mis-
 management of the fund. No doubt the
 teacher in private school is as much under
 the control of the manager as an officer in
 public service, but does the manager
 exercise the same efficient control over the
 teacher as Government do? To bring the
 scheme into a systematic working order
 would naturally entail frequent searching
 inspection and strict control.

20. Cost of fund could be better utilised
 in promoting education.—It was observed
 in G.O. No. 418, Educational, dated 18th
 July 1910 (paragraph 6), that the estab-
 lishment of a provident fund would entail
 a great expenditure of public money
 which could be better employed in pro-
 moting educational work by increasing
 the grants to aided schools, by establishing
 more training schools and by paying
 higher salaries so as to attract better
 qualified teachers in Government schools.

Remarks of the South India Teachers Union and the Hon'ble Mr. T. V. Seshagiri Aiyar.—The betterment of teachers in Government schools will not help the teacher in private employ for whose benefit the scheme has been devised. By the establishment of provident fund private schools would be enabled to attract better teachers and thus improve inefficiency. The certificated schoolmaster in private as in public schools is an important factor in the public life of the country.

It is admitted on all hands that the establishment of a fund will very appreciably improve the efficiency of private schools and secure permanency in the staff—a factor very desirable in the interests of the institutions. The only point is whether the money which is needed for the establishment of a fund could not be better utilized in promoting education otherwise. Since the decision of Government in 1910, circumstances have changed considerably. Larger assignments from Imperial and Provincial revenues have been made available for the expansion and improvement of education in various lines—and the difficulty in financing a scheme is not so great now as it was then, especially if the Government of India subsidize local Governments towards the working of the scheme. They, however, in their current letter to the Government of Eastern Bengal and Assam, say that they do not hold out any hopes for the financing of the scheme, but it is not probable that they will refuse assistance if approached.

21. It will thus be seen that the question of the establishment or otherwise of a scheme of provident fund for teachers centralises only on this financial aspect. If by any means that is overcome it does not appear that the starting of the scheme would be an impossibility. With reference to the specific call made to the Director of Public Instruction to furnish Government with an accurate estimate of the cost of establishing a fund on the lines proposed by Mr. Stone, the Director states that the annual amount required when the scheme is in full operation will be about two lakhs and that being a large overestimate will serve as a maximum which is not likely to be exceeded. It will be observed that this estimate was not framed by any professional accountant or actuary, though the Director originally invoked the aid of a firm of accountants to furnish him with estimate; but as they required detailed particulars, the collection of

Quite so. A well managed provident fund should do much to attract good men to the teaching profession. Increased salary is not the only inducement required.

L. DAVIDSON—5-9-12.

Yes.

M. H[ANMICK]—7-9-12.

The cost of the staff must be faced. It ought not to be added a large percentage to the Government grant contemplated. As estimate might and should be framed.
L. DAVIDSON—5-9-12.

Paragraph 6 of G.O. No. 418, Educational, dated 18th July 1910.

We are contemplating a large increase in our inspecting staff and must look to the quarter for the requisite control.
L. DAVIDSON—5-9-12.

As pointed out above these charges are consequential on the organization of any scheme. Surely it will not be so light as the union contemplates it would be. It has taken into consideration only the pay of the establishment in the assistant inspectors' offices. The staff necessary at the central office has been overlooked. 19. Less management of private schools.—The Government observed that the schools under private management were so very loosely managed, schoolmasters so little under control and so independent of the managers that the scheme, if introduced, would almost certainly break down through un-punctuality in payment and irregularity in bringing into account the contributions from subscribers. 20. Elements of the South India Teachers Union and the Hon'ble Mr. T. V. Seshagiri Aiyar.—These remarks are not warranted by the actual relations obtaining between the teachers and managers in private schools. The teacher is under the control of the manager nearly as much as an other in public service is under the control of Government. Consequently the scheme if introduced would not break down through un-punctuality in payment etc. 21. It does not seem to have been ever contemplated by Government that it would be impossible to work properly any scheme. The Government seem to have only meant that a very large and efficient control would have to be exercised over the private institutions to prevent any mis-management of the fund. No doubt the teacher in private school is as much under the control of the manager as an officer in public service, but does the manager exercise the same efficient control over the teacher as Government do? To bring the scheme into a systematic working order would naturally entail frequent searching inspection and strict control. 22. Cost of fund could be better utilized in promoting education.—It was observed in G.O. No. 418, Educational, dated 18th July 1910 (paragraph 6) that the establishment of a provident fund would entail a great expenditure of public money which could be better employed in promoting educational work by increasing the grants to aided schools, by establishing more training schools and by paying higher salaries so as to attract better qualified teachers in Government schools.

Paragraph 4 of letter, dated 3rd July 1909 on page 19 of G.O. No. 418, Educational, dated 18th July 1910.

* I should say "at least".

L. DAVIDSON—5-9-12.

which would involve further delay, the Director has himself framed the estimate with the materials already available. In 1909 Dr. Bourne stated as a very rough guess that the cost to Government under Mr. Stone's scheme might eventually amount to from 1 to 1½ lakhs per annum. Please see paragraph 4 of his letter on page 19 of G.O. No. 418, Educational, dated 18th July 1910. Obviously his later estimate of 2 lakhs is nearer the mark. It is to be pointed out that this estimate is only in respect of the contributions payable to teachers in *private* recognised schools and does not take into consideration the teachers in schools under public management. If the latter class is also brought within the scheme, a further annual outlay of *about** Rupees 40,000 will have to be faced on that account.

From the correspondence forwarded by the Government of India it will appear that the scale of contribution by the management and by Government contemplated is much lower than that proposed in Mr. Stone's scheme. While the former including the Government subsidy would amount to only one-half of the depositor's contributions Mr. Stone's scheme allows as in the case of local fund and municipal service equal amount of the depositor's contribution in the case of teachers retiring under ordinary conditions. If the Government are unable to undertake at present the payment of contributions in accordance with Mr. Stone's scheme the adoption of a slightly lower scale may not perhaps so much stand in the way of the introduction of the scheme. In that case special provision will have to be made in respect of the existing establishments who are already contributing to the funds under local bodies so as to enable them to earn the contributions at the existing full rates.

C. RAMANUJACHARI—11-8-12.

Please have these notes printed in half-margin.

L. DAVIDSON—12-8-12.

The notes have been printed and the file is re-submitted.

T.K.—30-8-12.

C. RAMANUJACHARI—31-8-12.

Dr. Bourne's estimate of the cost of Mr. Stone's scheme is apparently only a rough maximum and does not do much to facilitate the solution of the financial problem. One thing is certain, namely, that Government cannot support a scheme for the formation of a provident fund for certificated teachers in recognized institutions under private management, without simultaneously extending at least as valuable privileges to local fund and municipal teachers. In the latter case the estimated cost was Rs. 45,000 *per annum* in 1910; with additional teachers and improved pay, I have little doubt the expense would be higher in 1913 and it will certainly tend to increase steadily. I think we must face the extra outlay in both directions. Mr. Montague foreshadowed a further enhancement in the pay of elementary teachers with a minimum of Rs. 12 *per mensem*; and probably it is not intended on that score to refuse provident fund facilities. A much higher minimum is, I fancy, ultimately contemplated and the necessity for the next increase will be deferred, if well managed provident funds are started at once. I would therefore push on at once simultaneously with Mr. Stone's scheme and the extension of the local fund and municipal provident funds with a ten-rupee minimum in both cases; this will very soon include all local and municipal teachers for the eight-rupee grade is sure to be abolished before long.

2. If His Excellency the Governor desires, an endeavour will be made to work out the cost of extending the local and municipal funds to that extent on the basis of the figures for 1912 or 1913, *i.e.*, on the latest possible date.

3. The cost of Mr. Stone's scheme depends so largely on variable factors [*e.g.*, (i) the number of certificated teachers in recognized institutions under regular management and (ii) the number of teacher-managers and their employees who may desire to join the fund] that it is a very difficult matter to forecast the outlay involved with any approach to accuracy, but I cannot help thinking the Director of Public Instruction might be able to furnish some data as to the number of contributors on which an estimate might be based.

4. The financial aspect of the case is of prime importance, but the materials for scrutiny are at present wanting, and for that reason I submit the case in the first instance to His Excellency for instructions as to the line which should be followed.

L. DAVIDSON—5-9-12.

Page 29 of the notes with G.O. No. 418, Educational, dated 18th July 1910.

which would involve further delay, the Director has himself framed the estimate with the materials already available. In 1908 Mr. Stone's estimate was a very rough guess that the cost to Government under Mr. Stone's scheme might eventually amount to from 1 to 15 lakhs per annum. These are paragraphs 4 of the letter dated 18th July 1910. Obviously the later estimate of 2 lakhs is nearer the mark. It is to be pointed out that this estimate is only in respect of the contributions payable to teachers in private recognized schools and does not take into consideration the teachers in schools under public management. If the latter class is also brought within the scheme, a further annual outlay of about 4 lakhs 40,000 will have to be faced on that account.

From the correspondence forwarded by the Government of India it will appear that the role of contribution by the management and by Government contribution is much lower than that proposed in Mr. Stone's scheme. While the former including the Government subsidy would amount to only one-half of the deposits contributed by Mr. Stone's scheme, as in the case of local fund and municipal services, the management of the deposits contribution in the case of teachers retaining under ordinary conditions. If the Government are unable to undertake at present the payment of contributions in accordance with Mr. Stone's scheme the adoption of a slightly lower scale may not perhaps be much stand in the way of the introduction of the scheme. In that case special provision will have to be made in respect of the existing establishments who are already contributing to the fund under local conditions to enable them to enter the contributions at the existing full rate.

O. J. MANJUNATHAN—11-8-12.
Please find these notes printed in full margin.

L. DAVIDSON—12-8-12.
The notes have been printed and the file is re-submitted.
T.R.—30-8-12.
O. J. MANJUNATHAN—31-8-12.

I think we must now push on towards the establishment of some provident scheme for all teachers in public managed, aided schools and recognised schools.
I think we may in reply to India say that we think the formation of such a fund is desirable, and let them have Mr. Stone's scheme; we must include publicly managed schools. The scheme proposed by Mr. Stone must be separate from the schemes for publicly managed schools. We should try and give some basis for an estimate of cost: at present we have merely the Director of Public Instruction's word for it. We can surely work out some statistics to give us a rough idea of the cost. These should be worked out as soon as possible. Accurate estimates are probably impossible, but we can have something to show India what kind of expense the scheme will entail upon us.
M. H[AMMICK]—7-9-12.

Statistics are not available in the office for calculating even a rough estimate of the cost of establishing a general provident fund for teachers including those in schools under public management. The Director of Public Instruction may be requested to furnish the required statistics. A draft official-memorandum is submitted for approval.
T.K.—15-9-12.

C. RAMANUJACHARI—16-9-12.

I took this file to His Excellency the Governor on the 17th instant and he made the marginal addition on page 20 recognizing that cases not included in Mr. Stone's scheme must be dealt with separately and with reference to the fact that local fund and municipal provident funds are already in existence in many districts and towns. The memorandum to the Director of Public Instruction cannot issue until Dr. Bourne (who returns to-morrow) has been informally consulted.
L. DAVIDSON—19-9-12.

To the Director of Public Instruction.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

My own original estimate was really a rough one, but the Director of Public Instruction's estimate of the 10th June was made by Mr. Middlemast, then on special duty, after lengthy consultation with the actuary. These latter demand

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Dr. Bourne's estimate of the cost of Mr. Stone's scheme is apparently only a rough maximum and does not do much to facilitate the solution of the financial problem. One thing is certain, namely, that Government cannot support a scheme for the formation of a provident fund for certificated teachers in recognised institutions under public management without simultaneously extending at least as valuable privileges to local fund and municipal teachers. In the latter case the estimated cost was Rs. 45,000 per annum in 1910; with additional teachers and improved pay, I have little doubt the expense would be higher in 1912 and it will certainly tend to increase steadily. I think we must face the extra cost in both directions. Mr. Middlemast has indicated a further enhancement in the pay of certificated teachers with a minimum of Rs. 12 per annum; and perhaps it is not unreasoned on that point to say that the cost of the scheme will be higher than that of the scheme for certificated teachers. A rough higher minimum of Rs. 15 per annum is contemplated and the necessity for the next increase will be obvious. It will be necessary to provide funds for the enlarged provident fund and also for the scheme for certificated teachers. I would therefore suggest a scheme simultaneously with Mr. Stone's scheme and the extension of the local fund and municipal provident funds with a minimum of Rs. 12 per annum in both cases. This will very soon include all local and municipal teachers for the scheme and it will be a very simple matter to add to the list of the scheme.

2. If His Excellency the Governor desires an independent committee to work out the cost of extending the local fund and municipal funds to that extent on the basis of the figures for 1912 or 1913, on the latest possible date.

3. The cost of Mr. Stone's scheme depends on largely on various factors (i) the number of certificated teachers in recognised institutions under public management; and (ii) the number of local fund and municipal teachers who may desire to join the fund. It is a very difficult matter to forecast the outlay involved with any approach to accuracy, but I cannot help thinking the Director of Public Instruction might be able to furnish some data on the number of contributors on which an estimate might be based.

4. The financial aspect of the case is of prime importance, but the historical for anything over recent past, and for that reason I cannot do more in this respect than to suggest the necessity for instructions as to the line which should be followed.

Page 20 of the notes with G.O. No. 418, Educational, dated 16th July 1910.

W.P.

before giving a more accurate estimate information which might I think if we tried to secure it, contain *mistakes* more misleading than any *error* in Mr. Middlemast's calculation. I enclose a letter from that officer indicating the general lines of his calculation.

2. I would further suggest that the error resulting from a possibly huge and certainly unknown addition to the number of teachers in the near future will put altogether in the shade any *error* in Mr. Middlemast's calculation.

3. It seems to me that a sinking fund should be created and added to from year to year according to the number of teachers who have joined the service during the year. This would restrict the liability to the Government of the time and would in no way bind future Governments to continue the scheme should it prove to be beyond their purse. I must admit, however, that I am somewhat out of my depth in attempting to deal with such questions.

4. I would, however, draw attention to the fact that the Government of India are at present proposing to make grants towards provident funds and it would seem as though any contribution made now for the purpose should be earmarked and indeed invested.

A. G. BOURNE—29-9-12.

Demi-official—from E. W. MIDDLEMAST, Esq., M.A., Deputy Director of Public Instruction.

To—the Hon'ble Dr. A. G. BOURNE, D.Sc., F.R.S., C.I.E., Director of Public Instruction.

Dated—Madras, the 27th September 1912.

My calculation was made as follows:—

I assumed that the number who joined each year would equal the number who left, and thus got the figures 30 collegiate, 80 secondary and 220 elementary teachers as the number who would take their bonus each year.

I assumed that on an average each teacher would serve 25 years, and would therefore receive as bonus an amount equal to that standing at his credit.

Now Re. 1 paid yearly amounts to Rs. 43½ after 25 years, interest being taken at 4 per cent.

The total yearly payments are—

	RS.		RS.
30 × 48	1,440	30 × 48	1,440
80 × 18	1,440	80 × 18	1,440
220 × 7½	1,650	220 × 7½	1,650
			4,530

∴ the amount after 25 years = Rs. 4,530 × 43½ = Rs. 1,96,300

This is the amount which would have to be paid by Government as bonus each year when the scheme comes into complete operation, allowing my assumptions.

I think we must now push on towards the establishment of some provision for all teachers in public instruction. I think we may in reply to this say that we think the formation of such a fund is desirable, and let them have Mr. Stone's scheme; we must in the public mind manage schools. The scheme proposed by Mr. Stone must be separate from the schemes for public instruction. We should try and give some basis for an estimate of cost; at present we have merely the Director of Public Instruction's word for it. We can surely work out some statistics to give us a rough idea of the cost. There should be worked out as soon as possible. Accurate estimates are probably impossible, but we can have something to show India what kind of expense the scheme will entail upon us.

Mr. W. L. ANNAND—7-9-12.
Statistics are not available in the office for calculating even a rough estimate of the cost of establishing a central provident fund for teachers. In the first place, those in schools under public management. The Director of Public Instruction may be requested to furnish the required statistics. A State official memorandum is submitted for approval.

T. R. — 15-9-12.
I took this to his Hon'ble the Government on the 17th instant and he said the central addition to the existing scheme, that cases not included in Mr. Stone's scheme must be dealt with separately and with reference to the fact that local fund and municipal provident funds are already in existence in many districts and towns. The memorandum to the Director of Public Instruction cannot issue until Dr. Bourne (who returns to-morrow) has been informally consulted.

J. DAVISON—19-9-12.
To the Director of Public Instruction.
Office of the Director of Public Instruction.
Public Instruction.

My own original estimate was really a rough one, but the Director of Public Instruction's estimate of the 10th June was made by Mr. Middlemast, then on special duty, after lengthy consultation with the Secretary. These latter figures

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before giving a more accurate estimate information which might I think if we tried to secure it, contain mistakes more misleading than any error in Mr. Middlemast's calculation. I enclose a letter from that officer indicating the general lines of his calculation.

I would further suggest that the error resulting from a possibly large and certainly unknown addition to the number of teachers in the near future will not altogether in the same way error in Mr. Middlemast's calculation.

It seems to me that a sinking fund should be created and added to from year to year according to the number of teachers who have joined the service during the year. This would restrict the liability to the Government of the fund and would in no way bind future Government to continue the scheme should it prove to be beyond their power. I must admit, however, that I am somewhat out of my depth in attempting to deal with such questions.

I would, however, draw attention to the fact that the Government of India are at present proposing to make grants towards provident funds and it would seem as though any contribution made now for the purpose of the scheme should be indeed invested.

A. G. BOURNE—23-8-12.

Demi-official—from Mr. W. MIDDLEMAST, Esq., M.A., Principal, Presidency College, Madras.
To—the Hon'ble Mr. L. DAVIDSON, I.C.S., Acting Secretary to Government, Educational Department.
Dated—Madras, the 27th September 1912.

My calculation was made as follows:

I assumed that the number of teachers who would take their bonus each year would be 80 (collegiate), 80 (secondary) and 220 (elementary). I assumed that on an average each teacher would earn 25 years and would therefore receive as bonus an amount equal to that taken at his death.

Now Rs. 1 paid yearly amounts to the 25 years interest being taken at 4 per cent.

The total yearly payments are—	
Rs.	
80 × 48	3,840
80 × 18	1,440
220 × 7½	1,650
	<u>6,930</u>

The amount after 25 years = Rs. 4,230 × 48 = Rs. 1,00,800.
This is the amount which would have to be paid by Government as bonus each year when the scheme comes into complete operation, allowing my assumptions.

EDUCATIONAL DEPARTMENT.

Mr. Middlemast's demi-official to Dr. Bourne gives only the number of teachers under each grade who will every year take bonus. But it is not explained how these figures are arrived at. It is essential that information on this point should be obtained before any further action is taken.

Secondary teachers. 80 out of 300—2·7 per cent.
Elementary teachers 220 out of 10,100—2·2 "

2. The figure "30" given by Mr. Middlemast as the number under collegiate teachers represents 22 per cent. of the total number of 135 teachers who would be brought under the scheme in accordance with paragraph 21 of Mr. Stone's report printed with G.O. No. 418, Educational, dated 18th July 1910. This percentage seems very high, and apparently there is some error in calculation. This point may also be cleared by a further reference.

Copy to the Director of Public Instruction.
L. DAVIDSON—8-10-12.

3. A draft demi-official to Mr. Middlemast, as personally directed by the Secretary, is submitted for approval.

4. The further points raised in Dr. Bourne's u.o. note overleaf will be considered on receipt of reply to this demi-official.

C. RAMANUJACHARI—8-10-12.

L. DAVIDSON—8-10-12.

Demi-official—from the Hon'ble Mr. L. DAVIDSON, I.C.S., Acting Secretary to Government, Educational Department.

To—E. W. MIDDLEMAST, Esq., M.A., Principal, Presidency College, Madras.

Dated—Ootacamund, the 8th October 1912.

No.—1709-1, Educational.

In your demi-official to Bourne of the 27th ultimo giving some particulars of the calculations made in connection with the proposed establishment of the scheme of provident fund for the teachers of recognized schools under private management, you put the numbers of teachers who would take their bonus each year at 80 (collegiate), 80 (secondary) and 220 (elementary). I am to ask you to explain, for the information of Government, how these figures were arrived at. Your estimate of the number of collegiate teachers who would take their bonus every year represents a percentage of 22 as compared with the total number of teachers in the colleges, namely, 135, as given in paragraph 21 of Stone's report printed with G.O. No. 418, Educational, dated 18th July 1910. Surely your figure is too high.

Copy u.o. to the Director of Public Instruction.

Demi-official—from E. W. MIDDLEMAST, Esq., M.A., Principal, Presidency College, Madras.

To—the Hon'ble Mr. L. DAVIDSON, I.C.S., Acting Secretary to Government, Educational Department.

Dated—the 11th October 1912.

In estimating the number of teachers who would take their bonus each year, I took it for granted that the number who entered the profession of teaching each year would be about equal to those who left it; that the number in fact is just sufficient to make good losses by death and retirement. I assumed in short that there are a fixed number of scholastic appointments to be filled up. As a matter of fact the number is increasing, but not very rapidly, and the error due to this fact is inappreciable in a very rough approximation like mine.

The actual figures giving the number of entries each year were taken from an estimate which had been made in the office sometime previously. I forget entirely on what data the figures were based. The paper is in the file in the Director of Public Instruction's office and I can easily get permission from Stone to refer to it if you think it necessary.

You think the figure for collegiate teachers too high, but in this you seem to be under a misapprehension. Collegiate teachers are not necessarily teachers in colleges, but are those who hold certificates of the collegiate grade, i.e., those who have gone through a course of training at a teachers' college as opposed to a training school. The teachers in the higher forms of secondary schools are bound by the rules to have collegiate teachers' certificates, and there must be a great number of them employed in secondary schools in addition to the 135 in colleges.

Collegiate teachers are in fact L.T.'s and the University is turning them out at the rate of about 50 or 60 a year, the majority of whom enter schools. I don't think at 30 is an over-estimate.

EDUCATIONAL DEPARTMENT.

Please see His Excellency's note, dated 7th September 1912, on page 20 *supra*. Statistics are necessary to show how Mr. Middlemast's figures have been arrived at. In his demi-official to Dr. Bourne, Mr. Middlemast gives only the number of teachers who will take their bonus every year. Information is required as to what is the total number of teachers under each grade under actual employ, how Mr. Middlemast's figures have been deduced therefrom, and what proportion the latter bear to the total. Mr. Middlemast's last demi-official shows that the total figures, as given in paragraph 21 of Mr. Stone's report printed with G.O. No. 418, Educational, dated 18th July 1910, and the classification of teachers as given therein, have not been adopted in his calculations. The new figures employed by him may be called for. A draft demi-official is submitted below:—

Demi-official—from the Hon'ble Mr. L. DAVIDSON, I.C.S., Acting Secretary to Government, Educational Department.

To—E. W. MIDDLEMAST, Esq., M.A., Principal, Presidency College, Madras.

Dated—Madras, the 28th October 1912.

No.—2761-1, Educational.

With reference to your demi-official, dated 11th October 1912, I am directed to ask you to furnish the data on which your figures regarding the number of teachers who would take their bonus every year were based. The total number of teachers and their classification, as given in paragraph 21 of Mr. Stone's report printed with G.O. No. 418, Educational, dated 18th July 1910, being different from the data upon which your calculations are based, it seems expedient to justify your conclusions by explicit reference to the statistics relied on.

C. RAMANUJACHARI—18-10-12.

I don't think it is worthwhile worrying further as to the figures adopted by Mr. Middlemast. What is wanted now is the information called for by His Excellency, page 20 *ante*; i.e., we want statistics under publicly managed, aided schools, and recognized schools of the number of teachers of various grades, the number who will take their bonus every year and the annual expenditure that will involve, etc. The office will carefully work out the information that is required to give "a rough idea of the cost" and draft a memorandum which should be placed before the Secretary. I am too pressed for time to work it out myself.

T. E. MOIR—18-10-12.

No. , EDUCATIONAL, NOVEMBER 1912.

You think the figure for collegiate teachers too high, but in this you seem to be under a misapprehension. Collegiate teachers are not necessarily teachers in colleges, but are those who hold certificates of the collegiate grade, i.e., those who have gone through a course of training at a teachers' college as opposed to a training school. The teachers in the higher forms of secondary schools are bound by the rules to have collegiate teachers' certificates, and there must be a great number of them employed in secondary schools in addition to the 135 in colleges.

Collegiate teachers are in fact I.T.'s and the University is turning them out at the rate of about 50 or 60 a year, the majority of whom enter schools. I don't think 30 is an over-estimate.

EDUCATIONAL DEPARTMENT.

Please see Mr. Middlemast's note, dated 11th September 1912, on page 20 above. Statistics are necessary to show how Mr. Middlemast's figures have been arrived at. In his semi-official to Mr. Bourne, Mr. Middlemast gives only the number of teachers who will take their bonus every year. Information is required as to what is the total number of teachers under each grade under actual employ, how Mr. Middlemast's figures have been deduced therefrom, and what proportion the latter bear to the total. Mr. Middlemast's last semi-official shows that the total figure is given in paragraph 31 of Mr. Stone's report printed with G.O. No 418, Educational, dated 12th July 1910, and the classification of teachers as given therein have not been adopted in his calculations. The new figures employed by him may be called for. A semi-official is submitted below:

Don't forget from the Hon. Mr. J. D. Davies, I.R.S., Acting Secretary to Government, Educational Department.

Mr. E. W. Middlemast, M.A., Principal, Presidency College, Madras.

Madras, the 28th October 1912.

No. 2761-1, Educational.

With reference to your semi-official dated 11th October 1912, I am obliged to ask you to furnish the data on which your figures regarding the number of teachers who would take the bonus every year are based. The total number of teachers and their classification as given in the report of the Commission on the Education of India, 1904-05, is as follows:

No. , EDUCATIONAL,

NOVEMBER 1912.

The Deputy Secretary has, I think, not quite understood the position. His Excellency desired that Mr. Stone's scheme should go forward to the Government of India as a separate matter. The letter may refer to provident funds for public institutions, but only in general terms. We cannot justify the estimate of the cost of Mr. Stone's scheme until Mr. Middlemast has supplied further data. The semi-official to him must therefore issue.

L. DAVIDSON—26-10-12.

24-A

28

D.O. From Mr. E.W. Middlemast, Principal
Presidency College, dated 3rd November 1912:

The total number 330 which I took to be
the average number of certificated teachers
who entered the profession annually had been
calculated in the D.P.I.'s office as follows:

Certificated teachers in service in 1911 1911-12 (calculated from a special return) ...	15,807
Certificated teachers in service in 1906-07 (calculated from annual returns)	14,157
Increase in 5 years	1,650
Average increase per year year	330 =====

This total was distributed among the
three grades by conjecture.

November 1912
The Deputy Secretary has I think
not quite understood the position. His
excellency desired that Mr. Stone's
scheme should go forward to the Govern-
ment of India as a separate matter. The
letter may refer to provision funds for
public institutions, but only in general
terms. We cannot justify the estimate

Given in paragraph 21 of Mr. Stone's report printed with G.O. No. 118, Educational dated 1-12-12
July 1910, being different from the data upon which your calculations are based, it seems
expedient to justify your conclusions by explicit reference to the statistics relied on.
G. HANAWAY—18-10-12

I don't think it is worthwhile worrying
further as to the figures adopted by Mr.
Middlemast. What is wanted now is the
information called for by his Excellency,
pages 20 and 21, i.e., we want statistics under
publicly managed, aided schools, and
recognition schools of the number of
teachers of various grades the number who
will take their leave every year and the
annual expenditure that will involve etc.
The office will carefully work out the
information that is required to give "a
rough idea of the cost" and draft a
memorandum which should be placed
before the Secretary. I am too pressed
for time to work it out myself.
T. E. MOIR—18-10-12

25 27
The notes have now been printed up.

Mr. Middlemast's calculations start on the assumption that the number of teachers who retire every year will be equal to the number who join it. The latter figure was arrived at by striking an average per year from the difference between the total number of certificated teachers in service in 1906-1907 and in 1911-12. The distribution of the number of teachers thus calculated among the three grades has been made by "conjecture". There seems to be no hope of obtaining any further calculations.

The further working which leads to the rough estimate of two lakhs is given as at A in Mr. Middlemast's D.O. on page 21 supra.

2. Before a reply to India is made on this subject, it seems necessary to consider the proposal of the D.P.I. in paragraph 3 of his note, dated 29th September 1912 on page 21 supra. In this he suggests that a fund should be created and added to from year to year according to the number of teachers who have joined the service during the year. The object of this suggestion is to give the Government a free hand to withdraw from the scheme at any time they choose. Under paragraph XXV of Mr. Stone's scheme no such piecemeal ~~contribution~~ contribution is deposited, but a lump sum to be determined according to the scale prescribed in the scheme is to be paid when the contributor's account is closed. All the calculations that may

have been made by Mr. Middlemast have proceeded with this rule as the basis. Dr. Bourne's suggestion is the same as that now being adopted in respect of provident fund schemes in force in local funds. Under rule 3 of the Provident ^{fund} Rules given under article 272 of the Local Fund Code, the bonus from the district board ~~xxxxxx~~ should be credited to the account of the subscriber before a fixed date in each year.

In calculating the amount of bonus payable according to Dr. Bourne's suggestion figures as to the number of persons who will retire in each year will therefore be of no avail. The bonus will have to be calculated on the total number of teachers who will be in service in each year.

Mr. Middlemast gives this number for 1911-12 as 15,807. On the same proportion as that adopted by him in determining the number of teachers who will retire annually under the three different grades, the total number of teachers in service will distribute itself as follows under these heads:-

Collegiate	..	1,437
Secondary	..	3,832
Elementary	..	10,538

		15,807

The contributions payable by these teachers will amount to Rs.2,16,987 according to the rates recommended on page 9 of G.O. No. 418 Educational, dated 18th July 1910. Assuming that the bonus payable will be equal to the amount contributed by the teachers, the total amount of bonus will come to a similar amount.

(Rs. 2,16,937). This sum is far in excess of the original outside estimate of two lakhs, because it assumes that every teacher who retires would be eligible to the maximum amount of bonus payable and does not take into account the case of those who will break off from service at earlier periods. Dr. Bourne's suggestion will thus amount to a credit of the entire amount in the first instance and a subsequent recovery where lapses occur on account of broken service or other causes. This procedure is now being adopted in the case of local funds. It is not known whether there will be any objection from the point of view of the Financial Department to this proposal, if the scheme were a direct Government subsidizing scheme.

It has however been decided in the case of local bodies to adopt the suggestion of the Government of India to require the local body to pay the entire contribution and to take that payment into account when granting subsidies, but the case of local bodies is not to be taken up for detailed consideration now. It is not free from doubt whether it is intended to apply this procedure to schools under private management also. The Government of India's suggestion was applicable to both classes of schools. If it is contemplated to adopt the same course in the case of private

private schools also, then it will have to be stipulated that when ~~the~~ lapses occur at the end of service such amounts or such portions of them should be credited to Government as the whole or portion of the bonus would have come from Provincial funds.

3. It is considered unnecessary to wait to determine this point the scheme prepared by Mr. Stone may be forwarded to the Government of India.

G.R.
12-12-12.

I think it is unnecessary. The scrutiny of the ~~Financial~~ Department is the next stage and the sooner we get to that the better. The simplest way of putting the issues before Financial will be to crystallize the outcome of these notes into a draft reply to India, which should now be prepared.

Meanwhile I should like 2 ~~xxxx~~ spare copies of notes and current for further discussion with D.P.I.

L.D.
23-12-12.

C. 1194 ²⁰¹
8.4.13

Give the current fund + Proceed
act
7.4.13



Original gone with a rough draft to Mr. on 27-1-13. I shd. like D.P.I. to see this. My view is that he shd. go on at once with the extension of local boards & municipal Councils for rural funds, & that we work at the rate as suggested at A. on 19 supra. If Mr. accept the cost we can then put our proposals before local bodies. That will go forward independently of Mr. Stone's scheme for ~~open~~ schools

yes
AGW
7.4.13

Submitted that the Local & Munl. Departs.
 maybe asked to prepare an estimate of
 the cost of extending ~~the~~ the privileges of provident
 fund to all teachers under the ~~provision~~ of local
 bodies to the extent ~~indicated~~ and ~~in the~~
 manner indicated in paras. 1 & 2 of the Secretary's
 note on page 19 supra.

CA
11.4.13

^{19.4.13}
 yes: but instead of sending the
 whole file please draft a no.
 reference specifying clearly what
 is wanted.

^{19.4.13}

The file may go to L & M as the

18.4.13

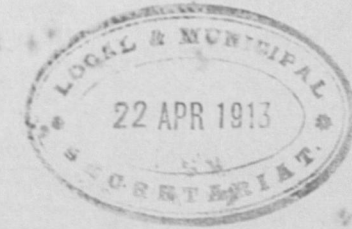
Col no. 1194-1

19.4.13

C. No 20842

24/4/13

E



[Handwritten signature]
 24/4/13

37

7/11/31-34 *infra*

Rule 3 in art. 272 of the L.A. Code.

4. 60 No 611 IV 29212 (I) ✓

Col 6 p 31 *infra*

Col 7 on p 34 *infra*

Perms for teachers in all municipalities } 5902-8-0 ✓
Perms for teachers in Municipal Councils which have not adopted the provident fund } 2017-8-0 ✓
Total } 3885-0-0 ✓

7/11/35-26 *infra*

Col 6 on p 35 *infra*

Col 7 on p 37 *infra*

25

The statements marked A and B attached give an idea of the additional cost that will be entailed on local and municipal funds by the extension of the benefits of the provident fund to teachers in elementary board schools on Rs. 10/- and to those in municipal schools on Rs. 10/- ~~but~~ below Rs. 15. Teachers drawing over Rs. 10/- in local fund schools and those drawing Rs. 15/- and above in municipal schools are already bound under the rules to subscribe ^{to} the fund.

2. The bonus payable on account of the extension of the provident fund to local fund teachers ^{on 1/2 10} amounts to Rs. 24,834, per annum while that on account of municipal teachers amounts to Rs. 5,902-8-0. It may however be observed that provident fund institutions for municipal servants exist in only 42 municipalities and the extension of the system to teachers on Rs. 10/- and above but below Rs. 15/- in these municipalities alone would cost only Rs. 3,885/- by way of bonus.

3. Statements C and D show the number of teachers on Rs. 8/- per mensem in local and municipal schools. It is highly probable that the minimum pay of teachers in elementary schools will at no distant date be raised to Rs. 10/- per mensem and the ^{additional} bonus that will have to be paid from local funds will ^{then} amount to Rs. 33,784 per annum, while the ~~amount~~ ^{Rs.} payable from municipal funds will amount to Rs. 2,235 for all municipalities and to Rs. 1,635 if only those ^{municipalities} ~~towns~~ in which provident funds now exist are taken into consideration.

By H. L. 12
12
12-6-13
8/6

11/11/36

Joseph
12-6-13
14-6-13
Edw. no.

LOCAL AND MUNICIPAL DEPARTMENT.

(Local).

Serial number	Name of District.	No. of teachers or Rs 10.	Aggregate pay of the teachers per annum	Bonus payable from local fund per annum	Bonus payable from local fund per annum
1	2	3	4	Rs 5/10	Rs 5/10
1	Anantapur ..	40	400	25-	300
2	Arcoot, North ..	145	1450	90-10	1087
3	Arcoot, South ..	180	1800	112-8	1350
4	Bellary ..	67 [⊕]	670	41-14	509
5	Canara, South ..	112	1120	70-	840
6	Chingleput ..	87	870	54-6	652
7	Chittoor ..	123	1230	76-14	922
8	Coimbatore ..	167	1670	104-6	1252
9	Cuddapah ..	29 [⊕]	290	18-2	217
10	Ganjām ..	98	980	61-4	735
11	Gódvári ..	256	2560	160-	1920
12	Guntúr ..	177	1770	110-10	1327
13	Kistna ..	286	2860	174-12	2145
14	Koraput ..	2	20	1-4	15
15	Kurnool ..	104 [⊕]	1040	65-	780
16	Madura ..	87	870	54-6	652
17	Malabar ..	448	4480	280-	3360
18	Nellore ..	182	1840	115-	1386
19	Nilgiris, The ..	1	10	1-10	7
20	Rámnád ..	87	870	54-6	652
21	Salem ..	41 [⊕]	410	25-10	307
22	Tanjore ..	175	1750	109-6	1312
23	Tinnevelly ..	84	840	52-8	630
24	Trichinopoly ..	142	1420	88-12	1065
25	Vizagapatam ..	190	1900	118-12	1425
Total					24834

Note The figures in col 3 have been taken from budgets of 1911

⊕ The correct figures in these cases cannot be worked out as complete statistics are not available.

	Name of municipality	No of teachers on Rs 12 p.m.	No of teachers on Rs 10 p.m.	Aggregate pay of the teachers per mensem	Bonus payable from municipal funds per mensem	Bonus payable per annum	Whether there is a Pension fund in the municipality
	(2)	(3)	(4)	(5)	Rs. P.	(7) Rs.	(8)
1	Anantapur	3	6	96	6. 0	72. 0	✓ No
2	Gudiyattam	7	9	174	10. 14	130. 8	✓ Yes
3	Tirupattur	4	7	118	7. 6	88. 8	✓ No
4	Tiruvannamalai	1	3	42	2. 10	31. 8	✓ No
5	Vaniyambadi	4	7	118	7. 6	88. 8	✓ Yes
6	Vellore	13	13	286	17. 14	214. 8	✓ Yes
7	Walajapet	3	3	66	4. 2	49. 8	✓ Yes
	South Arcot						
8	Chidambaram	1	3	42	2. 10	31. 8	✓ No
9	Cuddalore	5	11	170	10. 10	127. 8	✓ No
	Bellary						
10	Adoni	5	10	160	10. 0	120. 0	✓ No
11	Bellary	3 ^a	3	66	4. 2	49. 8	✓ Yes
12	Hosur	1	1	22	1. 6	16. 8	✓ No
	South Canara						
13	Mangalore	6	7	142	8. 14	106. 8	✓ No
	Chunglepud						
14	Chunglepud	1	6	72	4. 8	54. 0	✓ No
15	Conjeevaram	6	8	152	9. 8	114. 0	✓ Yes
	Chittoor						
16	Tirupati	5	7	130	8. 2	97. 8	✓ No
	Coimbatore						
17	Coimbatore	3	6	96	6. 0	72. 0	✓ No
18	Erode	2	3	54	3. 6	40. 8	✓ Yes
	Cuddapah						
19	Cuddapah	6	11	182	11. 6	136. 8	✓ Yes
	Gangam						
20	Berhampur	3	11	146	9. 2	109. 8	✓ Yes
	C.T.	82	135	2334	145. 14	1750. 8	

^a includes High School master on Rs 12.

² figures taken from budget for 1912-13.

	Name of municipality	No of teachers on Rs 12 p/m	No of teachers on Rs 10 p/m	Aggregate pay to teachers per mensem Rs	Bonus payable from muni- cipal funds per mensem Rs	Bonus payable per annum	whether there a provision fund in the municipality
		822	135	2334	Rs. 145- as 14	Rs. 1750- as 8	
21	Chicaole	3	10	136	8-8	102-0	No
22	Parlakuriedi	5	5	110	6-14	82-8	Yes
	Godavari						
23	Locanada	12	14	284	17-12	213-0	Yes
24	Rapahmundry	5	6	120	7-8	90-0	Yes
	Guntur						
25	Guntur	3	9	126	7-14	94-8	Yes
26	Cugole	3	3	66	4-2	49-8	No
27	Tenali	4	6	108	6-12	81-0	No
	Kistna						
28	Begwada	7	22	304	19-0	228-0	No
29	Ellore	2	14	164	10-4	123-0	Yes
30	Masulipatam	4	21	258	16-2	193-8	Yes
	Kurnool						
31	Kurnool	6	9	162	10-2	121-8	No
32	Nandyal	2	3	54	3-6	40-8	Yes
	Madura						
33	Dindigul	3	2	56	3-8	42-0	Yes
34	Kodaikanal	"	"				Yes
35	Madura	6	8	152	9-8	114-0	Yes
36	Palni	1	4	52	3-4	39-0	Yes
37	Periyakulam	"	"				Yes
	Malabar						
38	Calicut	12	15	294	18-6	220-8	Yes
39	Canumore	11	14	272	17-0	204-0	Yes
40	Cochin	6	7	142	8-14	106-8	Yes
41	Palghat	9 on Rs 12 + 1 on Rs 14	18	302	18-14	226-8	Yes
42	Tellicherry	6	21	282	17-10	211-8	No
	cf.	193	346	5778	361-2	4333-8	

+ includes 1 gymnasium teacher on Rs 10.
" 1 drawing master " " 12.

(X) includes 1 high school pandit on Rs 12.
2 " 1 gymnasium teacher on Rs 10.

1	Name of the municipality	No. of teachers		Aggregate pay of teachers per mensem	Bonus payable from municipal funds per mensem		Whether there is a provident fund in the municipality
		Rs 12 p.m.	Rs 10 p.m.		Rs 6 p.m.	Rs 2 p.m.	
	Nellore	193	346	5778	361-2	4333-8	
43	Nellore	3	5	86	5-6	64-8	yes
	Cheluvu						
44	Coonoor	"	"				yes
45	Cotacamund	"	"				yes
	Ranuvud						
46	Sivilliputtur	1	2	32	2-0	24-0	yes
	Salem						
47	Salem	7	28	364	22-12	273-0	No-
	Tanjore						
48	Kumbakonam	4	13	178	11-2	133-8	yes
49	Mannargudi	2	3	54	3-6	40-8	yes
50	Mayavaram	6	7	142	8-14	106-8	yes
51	Negapatam	2	8	104	6-8	78-0	yes
52	Tanjore	6 ^(a)	10	172	10-12	129-0	yes
	Tiruchchur						
	Tinnevely						
53	Palamcottah	3	5	86	5-6	64-8	yes
54	Tinnevely	1	3	42	2-10	31-8	yes
55	Tuticorin	2	7	94	5-14	70-8	yes
	Trichupoly						
56	Tharur	2 on Rs 14 + 3 on Rs 12	6	124	7-12	93-0	No-
57	Srirangam	1	5 ^(b)	62	3-14	46-8	yes
58	Trichupoly	4	13	178	11-2	133-8	yes
	Vizagapatam						
59	Anakapalle	2	6 ^(c)	84	5-4	63-0	yes
60	Bemlipatam	2	3	54	3-6	40-8	No-
61	Vizagapatam	4	8	128	8-0	96-0	yes
62	Vizianagaram	4	6	108	6-12	81-0	yes
		252	484	7870	491-14	5902-8	

(a) includes 2 high school teachers on Rs 14 each + one on Rs 12.
 (b) " 1 gymnastic instructor on Rs 10.
 (c) Includes 1 gymnastic instructor on Rs 12.
 2 " " " " 10.

checked by me
 12.6.12.

LOCAL AND MUNICIPAL DEPARTMENT.

(Local).

Serial number	Name of District Board	No. of teachers on Rs 8 under the dt. bd.	Aggregate pay of the teachers per mensem.	Bonus payable from local funds per mensem.	Bonus payable from local funds per annum.
1	2	3	4	Rs. 5	Rs.
1	Anantapur ..	69	690	43-2.	517
2	Arcoot, North ..	178	1780	111-4	1335
3	Arcoot, South ..	231	2310	144-6	1732.
4	Bellary ..	114 ⁽⁴⁾	1140	71-4	855
5	Canara, South ..	150	1500	93-12.	1125
6	Chingleput ..	127	1270	79-6	952
7	Chittoor ..	146	1460	91-4	1095
8	Coimbatore ..	284	2840	177-8	2170
9	Cuddapah ..	106 ⁽⁴⁾	1060	66-4	795
10	Ganjām ..	168	1680	105-.	1260
11	Godavari ..	340	3400	212-8	2550
12	Guntūr ..	330	3300	206-4	2475
13	Kistna ..	390	3900	243-12	2925
14	Koraput ..	nil.	..	..	..
15	Kurnool ..	261 ⁽⁴⁾	2610	163-2	1957
16	Madura ..	104	1040	65-.	780
17	Malabar ..	158	1580	98-12	1185
18	Nellore ..	216	2160	135-.	1620
19	Nilgiris, The ..	nil.	..	..	..
20	Rámnád ..	113	1130	70-10	847
21	Salem ..	94 ⁽⁴⁾	940	58-12	705
22	Tanjore ..	243	2430	151-14	1822
23	Tinnevely ..	118	1180	73-12	885
24	Trichinopoly ..	277	2770	173-2.	2077
25	Vizagapatam ..	288	2880	180-.	2160
	Total	4505			3374

Note - The figures in Col. 3 have been taken from budget Stt. X

(4) The correct figures in these cases cannot be worked out as complete budget Stt. X are not available

LOCAL AND MUNICIPAL DEPARTMENT.

(Municipal.)

Districts.	Serial number	Name of Municipality.	Number of teachers on Ro8 in municipalities	Aggregate pay of teachers on Ro8 on a ten rupee basis	Bonus payable from municipal funds per annum	Bonus payable from municipal funds per annum	Whether there is a Prorated fund in the municipality.
				Rs	Rs	as	
Anantapur ..	1	Anantapur ..	2	20	1-4	15-0	No
	2	Gudiyattam ..	6	60	3-12	45-0	Yes
	3	Tirupattur ..	7	70	4-6	52-8	No
	4	Tiruvannamalai ..	2	20	1-4	15-0	No
Arcoot, North ..	5	Vaniyambadi ..	6	60	3-12	45-0	Yes
	6	Vellore ..	16	160	10-0	120-0	Yes
	7	Walajapet ..	7	70	4-6	52-8	Yes
Arcoot, South ..	8	Chidambaram ..	1	10	-10	7-8	No
	9	Cuddalore ..	11	110	6-14	82-8	No
Bellary ..	10	Adoni ..	2	20	1-4	15-0	No
	11	Bellary Hospet ..	4	40	2-8	30-0	Yes
Canara, South ..	12	Mangalore ..	3	30	1-14	22-8	No
	13	Chingleput ..	6	60	3-12	45-0	No
Chingleput ..	14	Conjeveram ..	6	60	3-12	45-0	Yes
Chittoor ..	15	Tirupati ..	7	70	4-6	52-8	No
	16	Coimbatore ..	8	80	5-0	60-0	No
	17	Erode ..	3	30	1-14	22-8	Yes
Cuddapah ..	18	Cuddapah ..	-	-	-	-	Yes
	19	Berhampur ..	13	130	8-2	97-8	Yes
Ganjam ..	20	Chicacole ..	-	-	-	-	No
	21	Parlakimedi ..	4	40	2-8	30-0	Yes
	22	Cocanada ..	13	130	8-2	97-8	Yes
Godavari ..	23	Rajamahendravaram ..	4	40	5-10	67-8	Yes
	24	Guntur ..	-	-	-	-	Yes
Guntur ..	25	Ongole ..	3	30	1-14	22-8	No
	26	Tenali ..	4	40	2-8	30-0	No
	27	Bezwada ..	3	30	1-14	22-8	No
Kistna ..	28	Ellore ..	6	60	3-12	45-0	Yes
	29	Masulipatam ..	-	-	-	-	Yes
Kurnool ..	30	Kurnool ..	7	70	4-6	52-8	No
	31	Nandyal ..	4	40	2-8	30-0	Yes
			169	1690	105-10	1267-8	

Districts.	Serial number.	Name of Municipality.	No. of teachers on Rs 8 form	Aggregate pay of teachers per mensem in a temporary basis	Bonus payable from muni funds per mensem	Bonus payable per annum	Whether there is a fund in the muni.
Madura	32	Dindigul	2	20	1-4	15-	yes
	33	Kodaikanal	"	"	"	"	yes
	34	Madura	8	80	5-	60-	yes
	35	Palni	3	30	1-14	22-8	yes
	36	Periyakulam	"	"	"	"	yes
	37	Calicut	10	100	6-4	75-	yes
	38	Cannanore	14	140	8-12	105-	yes
Malabar	39	Cochin	"	"	"	"	yes
	40	Palghat	14	140	8-12	105-	yes
	41	Tellicherry	"	"	"	"	no
Nellore	42	Nellore	11	110	6-14	82-8	yes
Nilgiris	43	Coonoor	"	"	"	"	yes
	44	Ootacamund	"	"	"	"	yes
Ramanad	45	Srivilliputtur	4	40	2-8	30-	yes
Salem	46	Salem	"	"	"	"	no
	47	Kumbakonam	8	80	5-	60-	yes
	48	Mannargudi	4	40	2-8	30-	yes
Tanjore	49	Mayavaram	8	80	5-	60-	yes
	50	Negapatam	5	50	3-2	37-8	yes
	51	Tanjore	9	90	5-10	67-8	yes
	52	Palamcottah	1	10	" 10	7-8	yes
Tinnevely	53	Tinnevely	1	10	" 10	7-8	yes
	54	Tuticorin	"	"	"	"	yes
	55	Karur	6	60	3-12	45-	no
Trichinopoly	56	Srirangam	3	30	1-14	22-8	yes
	57	Trichinopoly	9	90	5-10	67-8	yes
	58	Anakapalle	2	20	1-4	15-	yes
Vizagapatam	59	Bimlipatam	2	20	1-4	15-	no
	60	Vizagapatam	"	"	"	"	yes
	61	Vizianagram	5	50	3-2	37-8	yes
			298	2980	186-4	2235-	

Chellam
12-5-12

Educational Department.

with reference to Lm note on page 30 supra it is submitted

(a) That in extending the benefits of the fund to among local bodies, the case of Munkhis (twenty in number) that have not yet ~~not~~ established provident fund for their servants, ~~to~~ may also be taken into consideration.

[The object being the extension of the privilege to all teachers in recognized schools, it will be invidious if the teachers in the twenty munkhis are excluded altogether, because their co-servants in their respective munkhis have not yet been ~~ad-~~mitted to the ~~same~~ given the benefit]

(b) That in calculating the ultimate liability, the case of teachers now paid Rs 8 should also be taken into account.

The payment made last year to approved & trained teachers on Rs 8 having been made in the shape of allowances, the permanent pay of most of these teachers ~~should~~ might have been shown in the stats. of local bodies as only Rs 8.

including
the airds.

para. 53 pp 15+16
of Rm. in $\frac{294}{1.5.13}$ (4)

Proposals are now under consideration to increase the rate of pay of these teachers in schools under public management permanently to Rs 10. It therefore seems necessary to include those teachers also for present purposes. Of course, the list must include a number of teachers who ~~are~~ have not been trained or declared 'approved'. In calculating the ultimate cost, it may be presumed that ~~these~~ all the teachers may come under the scheme at one time or other. On the above assumption the total ^{additional} cost of extending the funds to teachers under local bodies whose pay is not less than Rs ten will be Rs 66.755. as shown below:

Inclusion of local fund	R
teachers on Rs 10	24.834 ✓
Mul. teachers on Rs 10	5.902-8 ✓
but below Rs 15	
Inclusion of 2-7 teachers	33.784 ✓
on Rs 8 (at present)	
to mul teachers	2.235 ✓
on Rs 8	
	<u>66.755.8</u> panna

2. It is however submitted that in making the calculation, the L & M. Dep. does not seem to have considered the case of teachers on Rs 15 and above in the twenty multiples in which panna

42
funds have not been established.

Columns (3) & (4) of the Statement B on pages 32 to 34 above five particulars only about the number of teachers on Rs 10 and 12, and include teachers on Rs 14

-i.e. below Rs 15; please see the opening sentence of ~~the~~ note on page 30.

In several of these municipalities there should be teachers drawing Rs 15 and above; it ~~is~~ does not seem to be intended that ~~these~~ they should be excluded from the fund.

If ^{these} 2 muni. councils had not established provident funds for their servants ^(if known), it was because ~~they~~ their resources did not admit of their doing so. It is therefore for consideration whether these teachers should also be included. If so, Lm may be asked to furnish figures ~~for them~~ in respect of them also.

3. After the ^{total} cost is ascertained, the file may be passed on to Financial, with reference to Mr. Davidson's note on page 28 above. The main file on the subject is still with Financial.

CA
21.6.13

Lm., no.

M. R. 1/6

C No 33154 M.

D 26-6-13

Colno 1194-2

28/6/13

28/6/13
26/6/13

Local and mun. Deptt

The following statement shows the number of Teachers on Rs 15 and above employed in the twenty municipalities in which there is no municipal provident fund at present:-

(taken from budget
Stats.)

Name of municipality	Number and pay of teachers drawn on Rs 15 and above	Average pay (calculated at minimum + 3% of difference between minimum and maximum)	Bonus payable per month		Bonus payable per annum	
			Rs.	as	Rs.	as
1. Anantapur	1 (100-10-150)	130-0	✓			
	1 (75-5-100)	90-0	✓			
	1 (60-3-75)	69-0	✓			
	1 (60-4-80)	72-0	✓			
	1 (50-2-60)	56-0	✓			
	1 (35-1-45)	41-0	×			
	1 (30-2-40)	36-0	✓			
	1 (30)	30-0	✓			
	1 (20-2-30)	26-0	✓			
	2 (20-1-30)	52-0	×			
	1 (25-1-30)	28-0	✓			
	1 (25)	25-0	✓			
	1 (20-1-25)	23-0	✓			
	1 (15-2-25)	21-0	✓			
	1 (15-1-20)	18-0	✓			
	1 (20)	20-0	✓			
	1 (15)	15-0	✓	×		×
(Excludes a clerk on Rs 15 employed in the high school)						
Including teachers on the scale of Rs 10-1-15.						
		75 2-0	47-0	564-0		

44

Name of Municipality	Number and pay of teachers drawing above Rs 15 and above	Average pay (Calculated at minimum + 2/5 of difference between maximum and minimum)	Bonus payable per month	Bonus payable per annum
2. Tirupattur ✓	1 (75-5-100)	Rs. as 90-0	✓	Rs. as 564-0 ✓
	1 (60-2-70)	66-0	✓	
	2 (50-2-60)	112-0	✓	
	1 (40-2-50)	46-0	✓	
	1 (30-1-35)	33-0	✓	
	2 (20-2-30)	52-0	✓	
	1 (20)	20-0	✓	
	5 (15-1-20)	90-0	✓	
	4 (15)	✓ 60-0	✓	✓
		569-0	35-9	426-12
3. Tiruvannamalai ✓	1 (50-2-60)	56-0	✓	
	1 (30-2-40)	36-0	✓	
	1 (20-1-25)	23-0	✓	
	2 (15-1-20)	36-0	✓	
	1 (15)	15-0	✓	
	1 (10-1-15)	13-0	✓	
		✓ 179-0	✓ 11-3	✓ 134-4
4. Chidambaram ✓	nil	-	-	-
5. Cuddalore ✓	3 (15)	45-0	✓	
	1 (15-1-20)	18-0	✓	✓
		✓ 63-0	✓ 3-15	✓ 47-4
6. Adoni ✓	1 (60)	60-0		
	1 (40)	40-0		✓
		100-0		117-4

⊕ Including teachers in the scale of Rs 10-1-15.

Name of Municipality	Number and pay of Teachers [#] drawings minimum for Rs. 15 and above	Average ^{has} calculated at minimum + 1/2 of difference between maximum and minimum	Bonus payable per month	Bonus payable per annum
6. Adoni cont. ✓	1- (30)	30-0	✓	112-4
	1 (25)	25-0	✓	
	3 (20)	60-0	✓	
	5 (15)	75-0	✓	
		290-0	18-2	217-8
7. Hospet ✓	1 (35-1-45)	41-0	X	
	1 (30-1-35)	33-0	✓	
	1 (25)	25-0	✓	
	1 (15-1-20)	18-0	✓	
	3 (15)	45-0	✓	
		162-0	10-2	121-8
8. Mangalore ✓	1 (15)	15-0	✓	
	1 (15-1-20)	18-0	✓	
		33-0	2-1	24-12
9. Chingleput ✓	nil	-	-	-
10. Tirupati ✓	1 (20)	20-0	1-4	15-0
11. Coimbatore ✓	3 (15)	45-0	2-13	33-12
12. Chiccacote ✓	1 (100-5-150)	130-0	✓	
	1 (80-4-100)	92-0	✓	
	1 (70-2-80)	76-0	✓	
	1 (60-2-70)	66-0	✓	
	2 (50-2-60)	112-0	✓	
	2 (40-2-50)	92-0	✓	
	2 (30-1-35)	66-0	✓	1584-12
P. Including teachers in the Rs. 10-1-15		634-0	✓	2(25-1-30)

46

Name of municipality	Number and pay of teachers maximum pay of Rs. 15 and above	Average pay (calculated at minimum + $\frac{3}{5}$ of diff. between min. and max.)	Bonus payable per month	Bonus payable per annum
12. Bhucacol @ cont	2 (25-1-30) ✓	63-0	As a	As a
	4 (20-1-25)	92-0	✓	1584-12
	1 (20)	20-0	✓	
* Excludes a clerk on Rs 15-1-20 employed in the high school)	* 2 (15-1-20)	36-0	✓	
	1 (15)	15-0	✓	
	1 (10-1-15)	13-0	✓	
		806-0	54-2	649-8
13. Bugole ✓	1 (15)	15-0	0-15	11-4
14. Senali ✓	nil	-	-	-
15. Bezawada ✓	1 (15-1-20)	18-0	✓	
	5 (15)	75-0	✓	
	1 (20)	20-0	✓	
		113-0	7-1	84-12
16. Kurnool ✓	1 (100-5-150)	130-0	X	
	1 (80-2-100)	92-0	X	
	1 (70-1-80)	76-0	✓	
	1 (60-1-70)	66-0	✓	
	1 (40-1-45)	43-0	✓	
	4 (30-1-35)	132-0	✓	
	3 (25-1-30)	84-0	✓	
	6 (20-1-25)	138-0	✓	
	1 (15-1-20)	18-0	✓	
	1 (30)	30-0	✓	
	1 (25)	25-0	✓	
		834-0	✓	2330-4
				1 (20)

P Including teachers in the scale of Rs 10-1-15

Name of Municipality	Number and pay of Teachers drawn ^P at a minimum pay of Rs. 15 and above	Average pay Calculated as minimum + $\frac{3}{5}$ of difference between min ^m and max ^m $\frac{As - a}{5}$	Bonus payable per mensem $\frac{As - a}{12}$	Bonus payable per annum $\frac{As - a}{12}$
16. Kurnool Cont. ✓	1 (20)	834-0	✓	2330-4
	4 (15)	60-0	✓	
		914-0	57-2	685-8
17. Tellicherry ✓	1 (200-10-300)	260-0	✓	
	1 (100-2-120)	112-0	✓	
	2 (80-2-100)	184-0	✓	
	1 (70-1-80)	76-0	✓	
	1 (75-5-100)	90-0	✓	
	1 (60-1-70)	66-0	✓	
	2 (50-1-60)	112-0	✓	
	1 (40-1-50)	46-0	✓	
	1 (40-1-45)	43-0	✓	
	1 (30-1-35)	33-0	✓	
	1 (40)	40-0	✓	
	1 (30)	30-0	✓	
	1 (25-1-30)	28-0	✓	
	1 (20-1-30)	26-0	✓	
	1 (25-1-35)	31-0	✓	
	3 (20)	60-0	✓	
	^x 2 (15-1-20)	36-0	✓	
	1 (17½)	17-8	✓	
	2 (15½-17½)	16-8	✓	
	5 (15)	75-0	✓	
	3 (20-1-25)	69-0	✓	
		1467-8	91-10	1099-8

(* Excludes a clerk on Rs 15-1-20 employed in the Brennen College)

P. Including teachers in the scale of Rs 10-1-15 [⊕] calculated only on whole rupees.

48

Name of Municipality	Number and pay of teachers ^{TP.} drawing at a maximum pay of \$15 and above	Average pay (Calculated at minimum + 3/5 of diff. between min. & maximum)	Bonus payable per month	Bonus payable per annum ^{At a}
18. Salem. ✓	1 (200-20-300)	260-0	✓	4115-4
	1 (100-7-135)	121-0	✓	
	3 (80-4-100)	276-0	✓	
	1 (70-2-80)	76-0	✓	
	5 (50-3-65)	177-0	✓	
	1 (40-2-50)	46-0	✓	
	2 (35-2-45)	82-0	✓	
	2 (30-1-35)	66-0	✓	
	4 (25-1-30)	112-0	✓	
	1 (30-2-40)	36-0	✓	
	1 (25-2-35)	31-0	✓	
	2 (15-1-20)	36-0	✓	
	1 (20-2-30)	26-0	✓	
	1 (20-1-25)	23-0	✓	
	1 (30)	30-0	✓	
	2 (25)	50-0	✓	
	2 (22 1/2)	{ 22-8 22-8	✓ ✓	
	7 (20)	140-0	✓	
	2 (17 1/2)	{ 17-8 17-8	✓ ✓	
	8* (15)	120-0	✓	
	2 (10-1-15)	26-0	✓	
		✓ 1814-0	113-4	1359-0

* Excludes a Head Clerk on Roll in the Salem College.

⊕ Calculated only on whole salaries.

TP. Including teachers in the scale of \$10-1-45

49

Name of municipality	Number and pay of teachers drawn up maximum pay for, as above Rs. 15 & above	Average pay (calculated at minimum + 1/2 diff. between minimum & maximum)	Bonus payable per mensem	Bonus payable per annum
19. Karnur. ✓	1 (100-4-120)	112-0	✓	5476-4
	1 (70-4-90)	82-0	✓	
	1 (60-2-70)	66-0	✓	
	2 (50-2-60)	112-0	✓	
	2 (37 1/2 - 2 - 47 1/2)	{ 43-8 43-8	✓ ✓	
	3 (27 1/2 - 2 - 37 1/2)	{ 33-8 33-8 33-8	✓ ✓ ✓	
	3 (22 1/2 - 1 - 27 1/2)	{ 25-8 25-8 25-8	✓ ✓ ✓	
	3 (17 1/2 - 1 - 22 1/2)	{ 20-8 20-8 20-8	✓ ✓ ✓	
	2 (15-1/2-17 1/2)	{ 16-8 16-8	✓ ✓	
	1 (20-1-25)	23-0	✓	
	1 (20)	20-0	✓	
	3 (15-1-20)	54-0	✓	
	3 (15)	45-0	✓	
	1 (12 1/2 - 1/2 - 15)	14-0	✓	
		886-8	55-0 [⊗]	660-0
20. Brimlipatam ✓	1 (15-1-20)	18-0		
	1 (15)	15-0		
		33-0	2-1	24-12
				6159-0
Grand Total				
⊗ calculated only on whole rupees.				
Checked by me. H. 7.8.3.				
P. Including teachers in the scale of Rs 10-1-15				

It will be seen from the above that a total bonus of Rs. 6,159 per annum will be payable in respect of the teachers drawing ~~maximum~~ ^{Rs. 15} and upwards in the twenty municipalities in which ~~there is~~ no provident fund has been established at present. The file may now be passed on to Educational no.

[The Tellicherry budget
stats for 1913-14 which were
put up for another file,
were available only today]

7/8/13. 7.8.13.

11/9/13

Edno. no.

Educational Dept

(Edno. Dept. to bring this to me, please)

await reply from India to our letter
about these funds.

11/23/13

The cost of extension of the fund to the mikhilai under local bodies has been taken into account in the letter to the Govt. of India in the scheme. Submitted that these notes may be
over ^{no. 13274} ^{no. 176-12-15} ^{no. 176-12-15} Recorded for future reference.

26.11.15
27.11.15

9.12.15

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