

*Regd.*

} 1915.

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Declining, with remarks, to reconsider the orders passed in G.O. No. 1231, Educational, dated 4th November 1914, declaring that the teaching staff in the six elementary training schools referred to therein will not be eligible for —.

EDUCATIONAL DEPARTMENT.

Regd.

1915.

*Enclosures*

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G.O. No. 934, 25th August 1915.

Grain compensation allowance.

Declining, with remarks, to reconsider the orders passed in G.O. No. 1231, Educational, dated 4th November 1914, declaring that the teaching staff in the six elementary training schools referred to therein will not be eligible for —.

## GOVERNMENT OF MADRAS.

## EDUCATIONAL DEPARTMENT.

READ—the following papers :—

## I

**G.O. No. 1231, Educational, dated 4th November 1914.**

ABSTRACT.—Approving the proposal of the Director of Public Instruction to retain permanently the six Government lower elementary training schools at Chicacole, Ongole, Anantapur, Madras (Panchamas), Cuddalore and Badagara and sanctioning the proposition statement for the employment of a revised scale of establishment in the above schools and the entertainment of a gymnastic instructor on Rs. 20 in each of the fourteen permanent schools.

## II

Letter—from the Hon'ble Mr. H. S. DUNCAN, M.A., Acting Director of Public Instruction.

To—the Secretary to Government, Educational Department (through the Accountant-General).

Dated—Madras, the 1st June 1915.

No.—R.C. 3305.

I have the honour to state that in their Order No. 1231, Educational, dated 4th November 1914, Government while approving the proposal to retain permanently the six temporary elementary training schools that were on the permanent list prior to the introduction of the scheme of re-organization in December 1913 stated that the teaching staff on the revised scale of pay would not be eligible for grain compensation allowance. The Inspector of Schools, 8th Circle, points out that while teachers in the other training schools in Malabar and elsewhere in which the above revised scale has already been in force are permitted to draw grain compensation allowance it appears anomalous and disadvantageous to teachers in the six training schools referred to that they alone should be declared ineligible for grain compensation allowance and that the transfer of a teacher from any of the other training schools to one of these six schools entails on him a loss in emoluments up to the extent of the grain compensation allowance sanctioned for the district.

As it does not appear to be the intention of Government that the teachers of the above six training schools should be treated differently from those employed in the other training schools, I beg to recommend that the former be placed on the same footing as the latter and allowed the benefit of the grain compensation allowance.

## III

**Endorsement No. T.M. 25/6100, dated 22nd June 1915.**

Forwarded.

2. In G.O. No. 1066, Educational, dated 3rd December 1912, Government did not withdraw grain compensation allowance from the teaching staff on the revised scale of pay sanctioned therein. But in G.O. No. 1231, Educational, dated 4th November 1914, grain compensation allowance is withdrawn in the case of the six schools the scale of which was revised.

3. It is for Government to decide whether grain compensation allowance may be withdrawn in the case of all the appointments which benefited by the revised scale, or whether the orders passed in G.O. No. 1231, Educational, dated 4th November 1914, about the withdrawal of grain compensation allowance should be cancelled.

H. B. RAO,  
*Deputy Accountant-General.*

To the Secretary to Government, Educational Department.

**Order—No. 934, Educational, dated 25th August 1915.**

The Government see no sufficient reason to reconsider the orders in G.O. No. 1231, Educational, dated the 4th November 1914, declaring that the teaching staff on the revised scale of pay in the six elementary training schools referred to therein will not be eligible for grain compensation allowance. As the staff in the fourteen old elementary training schools, whose pay was also recently reorganized, are on the same footing, the Government direct that the future incumbents of these appointments also will not be eligible for such allowances. The existing staff of the fourteen schools who now draw the allowances will, however, be permitted to draw them as personal allowances, which will not count for leave and pension and which will be absorbed on promotion.

(True Extract.)

C. G. TODHUNTER,  
*Acting Secretary to Government.*

To the Director of Public Instruction.  
,, Accountant-General.  
,, Financial Department.

NOTES CONNECTED WITH G.O. No. 934, EDUCATIONAL,  
DATED 25TH AUGUST 1915.

[SUBJECT.—*Payment of grain compensation allowance to the teachers in the six training schools recently made permanent.*]

*Previous papers :*

|                                             |                                     |
|---------------------------------------------|-------------------------------------|
| G.O. 915, Educational, 22nd December 1911.  | G.O. 2189 W., 14th November 1914.   |
| " 207, Marine, 27th June 1912.              | " 1360, Educational, 3rd December " |
| " 1066, Educational, 3rd December "         | " 920, Financial, 10th " "          |
| Memo. 520-3, Financial, 19th November 1913. | " 591, Educational, 7th June 1915.  |
| G.O. 703 " 1st October 1914.                | " 660 " 18th " "                    |
| " 1277, Public, 3rd " "                     | " 452, Financial, 17th July "       |
| " 1231, Educational, 4th November "         |                                     |

*From the Director of Public Instruction, dated 1st June 1915, No. 3305.*

EDUCATIONAL DEPARTMENT.

In sanctioning additional establishments or the revision of existing ones, the Government have recently been fixing the pay of the posts so as to include grain compensation allowance. In accordance with this rule and in view of the fact that the salaries of the teachers in the six schools in question were enhanced at the time their permanent retention was sanctioned, they were declared ineligible for grain compensation allowance. There seems to be no sufficient reason to reconsider this decision at present.

2. With reference to the Director's remark that the transfer of a teacher from any of the other training schools to one of these six schools entails on him a loss in emoluments up to the grain compensation allowance sanctioned for the district, it is submitted that this difficulty might be overcome by withdrawing from the teachers in the other schools also the grain compensation allowance now drawn by them and granting them in lieu thereof personal allowance not counting for leave allowances and pension. The Director may be asked to state whether this course can be adopted.

S.A.—3-7-15.

C.R.—3-7-15.

P. RAJAGOPALA ACHARIYAR—3-7-15.

*To the Director of Public Instruction.*

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

The withdrawing from the teachers in the other training schools of the grain compensation allowance now drawn by them and the granting of a personal allowance in lieu thereof will, it is submitted, not overcome the difficulty pointed out since these teachers will still have an advantage over those employed in the recently constituted six permanent training schools. If the grain compensation allowance is to

be abolished in all cases, then the grant of personal allowances should be extended to the teachers on Rs. 30 and under in the recently constituted six permanent training schools also.

H. S. DUNCAN—14-7-15,

To the Educational Department.

#### EDUCATIONAL DEPARTMENT.

The Director's proposal to grant grain compensation allowance to the staff of the six training schools recently \* made permanent was based on the following two grounds:—

- (i) that there would be an invidious difference between the treatment accorded to teachers in old † schools and those in the six schools above mentioned; and
- (ii) that the absence of such allowances in the case of the latter would render the transfer of teachers from one school to another difficult.

2. There does not seem to be much force in the first argument. As teachers who took up the new appointments under different conditions cannot claim the same treatment as those who have been usually getting it for some time past, a difference in treatment is only natural. It was specifically stated in the Government Order sanctioning the permanent retention of these schools that no such allowance should be granted to persons who take up these posts. They have therefore been made clearly to understand that there would be a difference; and they should have by now reconciled themselves to those conditions.

3. The other argument seems to have some force; and it was with a view to avoid the difficulty referred to that it was proposed to substitute personal allowances for grain compensation allowances in the case of the teachers in the old schools. Grain compensation allowance and personal allowance are not on the same category. While the former is general and can be aspired to by all the existing incumbents and those that succeed them in those posts, the latter is by its nature only *personal*. Where the latter is substituted, it won't raise hopes in others similarly circumstanced to claim the same treatment.

4. The Director in his note above does not refer to the second of the arguments but urges the first. It has been pointed out above that there is not much force in it. It is therefore for consideration whether the suggestion to withdraw the grain compensation allowance from the teachers of old schools should be approved. Financial may be asked to advise.

5. In the last sentence of the Director's note, it is suggested that if grain compensation allowance is to be abolished in all cases, the teachers in the new six schools should be given *personal* allowances like those in the old schools. Personal allowances are granted only where grain compensation allowance has been in force. It has been definitely declared that the staff of the new schools will not be entitled to the latter. So no question of personal allowance will arise.

C.R.—19-7-15,

It seems to me very difficult to defend the position taken up above. By reason of the accident that their reorganization was taken up in 1914 ‡ instead of in 1912 § the teachers in the six schools lose the grain compensation allowance which has been given to other teachers in exactly similar circumstances. If the pay is inadequate in one case it is inadequate in the other. The Director's difficulties in the matter of transfers seem to me real. The amount in issue is Rs. 77 a month.

C. G. TODHUNTER—23-7-15,

To the Financial Department.

#### FINANCIAL DEPARTMENT.

This case relates to a proposal to revive the grant of grain compensation allowance, which was ordered to be discontinued last year to the teaching staff of the six Government Lower Elementary Training schools at the places noted in the margin,\* on the occasion when these six schools, then temporary, were put on a permanent footing.

\* Chicacole in Ganjam district.  
Ongole in Guntūr district.  
Anantapur in Anantapur district.  
Madras in Madras district.  
Cuddalore in South Arcot district.  
Badagara in Malabar district.  
Paragraph 1 of G.O. 1231, Educational, 4th November 1914.

2. As the proposal of the Director of Public Instruction, which is supported by Educational, is opposed to the policy pursued by Government in the matter of grain compensation allowance, viz., its eventual extinction altogether, by abolishing it gradually in individual offices, the question arises whether the difficulties pointed out by the Director of Public Instruction in his letter in the current file and notes on page 1 *ante* cannot be met by adopting any other expedient. Two suggestions which have been put forward in this connection are:—

(a) *Accountant-General's suggestion.*—To withdraw grain compensation allowance altogether from the teachers employed in the old lower elementary training schools (fourteen permanent) in existence prior to November 1914.

G.O. 1066, Educational, 3rd December 1912.

These men now draw the allowance, as the orders issued by Government in 1912 when these fourteen schools were reorganized did not state anything about abolition of grain compensation allowance. The Accountant-General does not apparently consider it an infringement of the Government of India's order noted in the margin † to abolish grain compensation allowance in the case of these fourteen schools. To abolish the allowance without giving anything *in lieu*, as the Accountant-General evidently intends, would, however, involve a hardship, such as has not been inflicted in similar cases. It does not, it is submitted, appear that Educational will accept such a course.

(b) *Educational Department (office) suggestion.*—To grant a personal allowance in lieu of grain compensation allowance to the teachers employed in the fourteen old lower elementary training schools, so as to obviate the difficulty arising from their transfer to any of the six new schools where grain compensation allowance has been abolished.

Abolition of grain compensation allowance and substitution of personal allowance therefor would be in effect a revision of the establishments; but such a revision ‡ *Cf.* orders of Government of India specified above. would be opposed to the orders † of the Government of India.

3. The reasons, for which the revival of the allowance in the new six schools is proposed, are set out in the Director of Public Instruction's letter, his note on page 1, and Educational Secretary's note on page 2 *ante*.

The argument that the existing position involves a difference in treatment and that it is very difficult to defend such a position loses its force when we consider that this difference is always incidental to a system under which all the privileges of existing incumbents are guaranteed to them in a scheme of revision or reorganization involving the abolition of those privileges for new entrants, *e.g.*, in the case of typists when the question of the revision of their pay, so as to compensate for abolition of grain compensation allowance, was taken up last year the old scale of pay was considered quite sufficient and the grain compensation allowance drawn by existing incumbents has been guaranteed to them

Notes to G.O. 703, Financial, 1st October 1914.

in the shape of personal allowances. Similarly, in the present case, the Educational Department have considered the scale \* of pay introduced in 1912 in connection with the scheme of re-organization of training schools quite sufficient for the new six schools without grain compensation allowance; and present arrangements only continue to the existing incumbents in the old schools the emoluments formerly drawn by them.

If this difference, which is considered indispensable by Educational, is to be abolished by continuing grain compensation allowance to new men also, and if this principle is followed for all other departments as it should be, it will not, it is submitted, be ever possible for Government to realise their object of ultimate extinction of expenditure on grain compensation allowance.

4. The other ground urged by the Director of Public Instruction in his letter in support of his proposal, viz., that free transfer of teachers between the various schools is impeded, seems to be a real difficulty. The remedy for this suggested in the Educational Department office-note is discussed in paragraph 2 (b) *ante*. In view of the Government of India's orders referred to therein, the only course open seems to be to direct that the grain compensation allowance now drawn by the various teachers in the old fourteen institutions should not be abolished but continued and treated as *personal to them*. This is in effect the same as the Educational Department's (office) suggestion, but only avoids the technical difficulties created by the orders of the Government of India.

5. It is for orders whether the above procedure may be followed, or whether the Director of Public Instruction's proposals should be accepted. It may be noted that the scale of pay introduced when the six schools referred to in paragraph 1 were made permanent, provided in most cases an increase over the rates of pay previously in force when the schools were temporary.

W.B.S.—29-7-15.

A.S.—4-8-15.

With the gradual extinction of grain compensation allowance, anomalies such as that referred to in the present case are bound to arise; but if we are to attach any importance to such anomalies, it will be impossible to get rid of this allowance. In

† Paragraph 1 of G.O. 1231, Educational, 4th November 1914, and paragraph 2 on page 2 *ante*. this particular case it has been recognised † that the rate of pay is sufficient in the six schools in question; it should therefore also be sufficient in the other schools.

The anomaly complained of can then be got rid of by abolishing grain compensation allowance in the case of these schools in which it is at present in existence. We cannot, of course, withdraw grain compensation allowance from the persons who are now getting it without compensating them, but we could certainly rule that future entrants in these schools will not be entitled to this allowance. As regards those who

are now getting it we can either give them personal allowances (not counting for *A* leave or pension) or pass an order to the effect that the grain compensation allowance is personal to them and will be absorbed on promotion. I don't think the Accountant-General could object to the former alternative, as it does not involve a re-organization of the establishment with the object of getting rid of grain compensation allowance, and he could certainly not object to the latter course the adoption of which Financial might advocate.

L. E. KERSHAW—5-8-15.

The policy is to get rid of grain compensation allowance and I question whether it would be advisable to re-introduce it in these six schools where it has already been abolished. It is quite possible that, when the whole subject of abolishing grain compensation allowance in the Educational Department is taken up, the pay of the establishment in all the training schools including the six now in question will be

further improved. The effect of the orders passed in G.O. No. 1231, Educational, dated 4th November 1914, was to give a general increase of pay. Thus, in the training department, the headmaster rose from Rs. 30—40 to Rs. 75 rising to Rs. 200: the first and second assistants rose to a minimum pay of Rs. 30 from scales of Rs. 20—2—30 and Rs. 15—1—20: the gymnastic instructor's pay was raised from Rs. 10—1—15 to Rs. 20. In the model school section, the headmaster rose from Rs. 20—1—25 to Rs. 25: the first and second assistants from Rs. 15—1—20 to Rs. 20: the third and fourth assistants from Rs. 10—1—15 to Rs. 15 and 12. It is possible that none of these persons has been affected in emoluments by the abolition of grain compensation allowance, but, even if some of them have been, the general rule is that, when men are transferred from temporary appointments carrying grain compensation allowance (as I presume that these temporary appointments did) to permanent appointments, no allowance is made to compensate for loss of grain compensation allowance, because they gain other advantages by being transferred from a temporary to a permanent scale. The objections to the present arrangement raised by the Director of Public Instruction do not seem to me to have any weight. New entrants to the six schools will know their prospects from the start and have no occasion to grumble because in fourteen other schools grain compensation allowance is still drawn. Transfers from the fourteen to the six schools can easily be arranged for without loss by granting men transferred personal allowances to compensate for the loss of the grain compensation allowance, and it may be added that, when the general subject of abolishing grain compensation allowance in the Educational Department comes under consideration, it is possible that grain compensation allowance will be abolished without compensation in the fourteen original schools and, in that case, it would have to be abolished again without compensation in the case of these six schools.

On the whole, I do not think there are sufficient reasons for reconsidering the orders already passed, but, if the Educational Department presses the matter, the papers should go to the Honourable Member (Financial).

A. BUTTERWORTH—10-8-15.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Submitted for orders.

S.A.—12-8-15.

C.R.—12-8-15.

I do not press the matter if one of the courses mentioned at *A* on page 4 *ante* can be taken, so that the grain compensation allowance in the fourteen schools is gradually extinguished. But I should like to have orders issued clearly explaining the position for the benefit of all concerned so that the feeling of unfairness may be removed.

C. G. TODHUNTER—13-8-15.

To the Financial Department.

FINANCIAL DEPARTMENT.

With reference to Educational Secretary's note above, it is submitted that, of the two courses referred to at *A* on page 4 *ante*, Financial may advocate the adoption of the latter course, viz., to pass orders to the effect that the grain compensation allowance now drawn by the existing teaching staff of the old fourteen institutions will be treated as personal and will be absorbed on promotion—*vide* last portion of Assistant Secretary's notes on page 4 *ante*. Orders on this case have to issue in the

Educational Department to whom the file may now be returned. That department may be left to issue such instructions as they consider necessary in accordance with their Secretary's note above.

T.R.N.N.—17-8-15.

A.S.—18-8-15.

I don't think Financial need object to orders issuing as suggested above. It will have the effect of withdrawing grain compensation allowance in the case of future *entrants*. If the scale of pay is held to be sufficient for the six schools in question it should be sufficient for the other schools. Prescriptive rights will not be interfered with.

L. E. KERSHAW—18-8-15.

It is proposed to discontinue grain compensation allowance in the fourteen old schools except in the form of personal allowances (to be absorbed in the usual way) to those now getting grain compensation allowance there. Financial can have no objection to this.

A. BUTTERWORTH—19-8-15.

*To the Educational Department.*

EDUCATIONAL DEPARTMENT.

A draft order is submitted for approval.

S.A.—21-8-15.

C.R.—21-8-15.

C. G. TODHUNTER-23-8-15.

[G.O. No. 934, Educational, dated 25th August 1915.]

READ AGAIN G.O. No. 1231 Edl., dated 4<sup>th</sup> November 1914 (U)

” ” ” ” ..... ” ” ..... 191 .

READ ALSO:—

C. No. 2205, Vol. D.P. I, From the ....., No. 3305, dated 1.6. 1915

End of the A.G. T.M. 25 6/100 '22-6. 1915

" " ..... " " ....."

191

ORDER.

P. S.

No. 954, dated 25. 8 1915

The Govt. see no sufficient reason to reconsider the orders in G.O. no. 1231 Edl., dated the 4<sup>th</sup> November 1914, declaring that the teaching staff on the revised scale of pay in the six elementary training schools referred to therein will not be eligible for grain compensation allowance. As the staff in the fourteen old elementary training schools, whose pay <sup>was</sup> ~~had~~ also been recently reorganized, are on the same footing and in similar circumstances

Education

The Government of the Province of Ontario  
will be eligible for such allowances.  
The existing staff of the fourteen  
schools who now draw the allowances  
will, however, be permitted to  
draw them as personal allowances,  
~~not counting for leave~~ which will  
not count for leave and pension  
and which will be absorbed on  
promotion.

12.31.15

P.S.

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5

Education  
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not be eligible for such allowances.  
The existing staff of the fourteen  
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will, however, be permitted to  
draw them as personal allowances,  
~~not counting for leave~~ which will  
not count for leave and pension  
and which will be absorbed on  
promotion.

21.8.15

23.8.15

P.S.

no answer  
26.8.15

send in  
8/11/15

To The D.P. I (H.C.)  
send in  
8/11/15

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SPECIAL INSTRUCTIONS.

*Grain Compensation allowance*

*Declining, with remarks to reconsider the order passed in G.O. no 1231 Vol. 8. 4. 11. 14 declaring that the teaching staff in the six elementary training schools referred to therein will not be eligible for —*

GOVT. PR.

27 AUG 1915

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