

Home (1916) Department.
(Education)

Ms SERIES.

G.O. No. 1005-1006

DATED ~~the~~ 22. 9. 16

[Despatch Abstract.]

Provincial Educational Service

Directing that the Govt. of India be
addressed on the subject of ~~the~~ grant of
personal allowances to certain
officers of the _____

BACK PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

PROVINCIAL.

REVENUE DEPT.

Deputy Collectors. Rs. 250, 300, 400, 500, 600, 700 & 800.

Collectors. Rs. 1,200, 1,500 and 1,800.

JUDICIAL DEPT.

District Munsifs. Rs. 200, 250, 300 and 400.

Sub-Judges. Rs. 500, 650 & 800.

District Judges. 1,200, 1,500, 1,800 and 2,000.

FOREST DEPT.

Extra Asst. Conservators. Time scale. Rs. 250-20-550.

Extra Dy. ,, Rs. 575-35-650-50/3-700-100/3-800-850.

POLICE DEPT.

Deputy Supdts. Rs. 250, 300, 400, 500.

Supdts. Rs. 600, 700, 800, 900.

MEDICAL DEPT.

Asst. Surgeons. Rs. 100-10-300-325-350.

Civil Surgeons. Rs. 400-20-500.

PUBLIC WORKS DEPT.

Asst. Engineers. Rs. 250-25-475.

Ex. Engineers. Rs. 535-35-850.

Supdg. Engineers. Rs. 1,200, 1,400, 1,600.

NOTES

Sub-Collectors. Rs. 700, 900 and 1,200.

Collectors. Rs. 1,800, 2,250 & 2,500.

District Judges. Rs. 2,000, 2,250, 2,500, 2,800, 3,000.

Asst. Conservators. Time scale. 380-40-540.

Deputy Conservators. 580-40-700-50-1,250.

Conservators. Rs. 1,500, 1,700, 1,900.

Asst. Supdts. Rs. 300, 400, 500.

Supdts. Rs. 700, 800, 900, 1,000, 1,200.

Deputy Inspector-General. Rs. 1,500 and Rs. 1,800.

D M & S Os. 1st cl. stations. Rs. 550- to-Rs. 1,450.

2nd cl. stations. Rs. 450 to Rs. 1,350 according to rank.

Asst. Engineers. Rs. 380-40-700-750.

Ex. Engineers. Rs. 800-50-1,250.

Supdg. Engineers. Rs. 1,500, 1,750, 2,000.

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Provl. Educal. service.		Provl. Executive service. of 147 posts viz. 3(800), 6(700), 8(600), 31(500), 35(400), 31(300), 32(250), divided proportionately among 43 posts.	Provl. Judicial service. 4(800), 5(650), 9(500) and 33(400), 33(300), 33(250) and 31(200) di- vided proportionately.
1	2	3	
Rs. Cost p.m.	Cost p.m. Rs.	Cost p.m. Rs.	Cost p.m. Rs.
3 Ist grade (700) = 2,100	(1'880) 1 on Rs.800 = 800	(1'160) 1 on Rs.800 = 800	
3 II ,, (600) = 1,800	(1'720) 2 ,, 700 = 1,400	(1'450) 1 ,, 650 = 650	
3 III ,, (500) = 1,500	(2'630) 3 ,, 600 = 1,800	(2'410) 3 ,, 500 = 1,500	
3 IV ,, (450) = 1,350	(9'070) 9 ,, 500 = 4,500	(9'580) 9 ,, 400 = 3,600	
4 V ,, (400) = 1,600	(10'220) 10 ,, 400 = 4,000	" 10 ,, 300 = 3,000	
5 VI ,, (350) = 1,750	(9'070) 9 ,, 300 = 2,700	" 10 ,, 250 = 2,500	
6 VII ,, (300) = 1,800	(9'360) 9 ,, 250 = 2,250	(9'010) 9 ,, 200 = 1,800	
6 VIII ,, (250) = 1,500			
10 IX ,, (200) = 2,000			
43 ----- 15,400	43 ----- 17,450	43 ----- 13,850	
Average cost Rs. 358	Average pay Rs. 400	Average pay Rs. 328	

(calculated for
147 Dy. Collectors)

(calculated
for 148 Sub-
Divs. &
Munimpo)

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Vacancies in the Prob. Ed. Service
(compiled from R.C. List).

1913

1. Mr. Palit (Rs. 300) ✓
2. K. Rangadon (Rs. 250)

1914

1. Mr. Rangadon (Rs. 700) ✓
2. Kanoo Ram Rao (Rs. 500) ✓
3. Azam Sahib (Rs. 450) ✓
4. Sethaji Prabu (Rs. 250)

1915

1. Pramadkarthi Hara Hygar (Rs. 700) ✓
2. Mr. Holiday (Rs. 500) ✓
3. Sankar Rao (Rs. 450) ✓
4. Dhanairam Hygar (Rs. 450)
5. Ragunatha Rao (Rs. 250)

1916

1. Mr. Madam (Rs. 700) ✓

P.S.
24.5.16.

Total Vacancies

3 (700)

2 (500)

3 (450)

1 (300)

3 (250)

12

PAPERS PUT UP WITH CURRENT No. _____

Papers of the department to which the current belongs.

Number.	Date.	Original (= O) or spare copy (= S.O.)	Remarks. (In this column such of the papers as have been removed for copying, printing, etc., should be marked with a cross.)	Initials of Referencer with date taken of return to Referencer department.

Papers of other departments.

Department.	Number	Date.	Original (= O.) or spare copy (= S.O.)	Initials with date of (1) Referencer acknowledging returns of the paper concerned or (2) Despatcher to denote the return of the papers to the department concerned.

Cur. no 1040 Sol

G.F.—20.

EDUCATIONAL DEPARTMENT.

Received 191 . Registered 18.3 1916.



Subject.

the grant of personal allowances to certain officers of the Provincial Educational Service.

ENCLOSURES.

No. /

Confidential No. //

Spare copies

Station M a d r a s , Dated the 17th March 1916

From (Name) The Hon. Mr. J. H. Stone, M.A., C.I.E., F.R.H.S.,

(Designation) Director of Public Instruction.

To The Secretary to the Government of Madras,

EDUCATIONAL Department.

Sir,

I have the honour to address you on the subject of the pay and prospects of the Provincial Educational Service.

I understand that Sir A.C. Bourne considered that these were not so unsatisfactory as to necessitate any anticipation of the reorganization of the service for which proposals were submitted before the appointment of the Royal Commission on the Public Services. The evidence given before that Commission and representations since made to me by members of the service prove that considerable dissatisfaction exists.

I do not think that this dissatisfaction is

justified

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justified by the general conditions of the service. The grading does not compare very unfavourably with that of the Revenue and Judicial Provincial Services and promotion in it has been at least as rapid as could have been anticipated at the time of its reorganization. It differs, however, from other provincial services in that certain officers in it have to discharge duties not differing at all in kind or importance from those of appointments for which Indian Educational Service Officers are recruited by the Secretary of State. There are at present officers in both services who are Inspectors of Schools and Principals and Professors of Colleges, and those in the Provincial Educational Service draw merely the pay of their grade which in some cases is a low one. The great, and as they feel, unjustifiable difference between their treatment and that of Indian Educational Service officers doing the same work undoubtedly causes a feeling of acute dissatisfaction which must react unfavourably on the performance of their duties.

W.M. I have the honour to propose therefore that, as a temporary measure pending the reorganization of the service, a system of personal allowances equal in amount to 20 per cent of the pay of the officers concerned subject to a maximum of Rs. 100/- per mensem should be inaugurated for these officers. This rate is proposed with reference to the Resolution of the Government of India No. 358 - E.A., dated 31st August 1912 printed as Appendix B to the Supplement to the Civil Service Regulations. There are no papers in my office relating to the reorganization scheme proposed by Sir Alfred Bourne, so I do not know what it involves. I believe, however, that

appointments decidedly to the advantage of the former, presumably because while the former must be filled mainly by selection, officers ordinarily rise to the latter by seniority. I do not know how the case of Inspectors of Schools is dealt with.

WMM I have carefully considered the case of officers already in the higher grades of the service and therefore drawing Rs. 500/- and upwards. In Dr. Duncan's original proposals Rs. 500/- was laid down as the minimum pay to which an Inspector or Professor ought to be appointed. It might seem therefore that these new personal allowances need not be given or continued to officers whose pay is not less than Rs. 500/-, and if financial exigencies prevent the acceptance of the whole of my scheme it is in this way that I should prefer to see it cut down. I trust, however, that this will not be necessary. I regard the grant now of a personal allowance to an officer who for years has discharged duties identical with those of Indian Educational Service Officers as a tardy and inadequate recompense for his period of heavy responsibilities and low pay. There is one officer in the Provincial Educational Service whose appointment is outside the classes I have mentioned - my Personal Assistant. The duties of the Personal Assistant were, I presume, originally strictly secretarial, but with the development of education the appointment has come to have an importance, little if at all less than that of Deputy Director. This officer is at the head of the financial division of my office and the Personal Assistant of the administrative. The two officers consequently hold relative positions analagous with those of Professors in different services in the Presidency College and this, I think, justifies the inclusion of the Personal Assistant in the list of officers to receive personal allowances. It is also in accordance with the usual practice of granting allowances for staff

8
4.
staff appointments.

2. A Provincial Educational Officer acting in the Indian Educational Service draws an allowance of Rs. 100/-. It would, I think, be reasonable that an officer so acting should not draw the special personal allowance now proposed. An officer in the Provincial Educational Service acting in one of the appointments to which the special personal allowance is attached should, however, be allowed to draw it to the extent of the amount available. I would for the present restrict the allowance to incumbents of posts which are permanent.

3. The following statement gives the details and cost of my proposal.

4. As the matter is urgent I am submitting this communication direct to Government instead of through the Accountant-General.

I have the honour to beg

S i r,

Your most obedient servant,

L. H. Hone
Director of Public Instruction.

1	2	3	4	5	6
Designation of Post	Name of present incumbent of the office	Pay of the officer	Amount of personal allowance proposed	Remarks	
<u>Inspectors of School</u>					
1 Inspector of Schools Second Circle	Rao Bahadur V.R. Venkataramaayyar (Total 34 yrs 11 months 2 months 3 days)	600	100	Is now under extension.	
2 do Fourth Circle	H. A. Hart (Total 13 yrs 10 months 11 months 3 days)	500	100		
<u>Principals and Professors</u>					
1 Principal, Mangalore College	—	300	60	A new Principal will succeed Mr. Mahim on or after 1 st April. His pay may be assumed to be Rs. 300.	
2 Professor of Zoology, Presidency College	K. Ramunni Menon (Total 19 yrs 10 months 10 months 15 days)	700	100	This officer who will be at the top of the first class post is likely to continue to act in the Indian educational service and draw an acting allowance of Rs. 100 per mensem.	
3 Professor of Mental and Moral Science do	A. Subrahmanyayyar (Total 22 yrs 9 months 9 months 9 days)	450	90	This officer now gets Rs. 400 and is likely to be promoted to Rs. 450 in connection with Mr. Mahim's retirement. Hence the entry of Rs. 450 in column 4.	
4 Professor of mathematical Physics do	P. V. Seshu ayyar (Total 19 yrs 4 months 4 yrs 4 months 4 days)	300	60		
5 Junior Professor of English do	S. E. Ranganathan (Total 19 yrs 4 months 4 yrs 4 months 4 days)	250	50		
6 Professor of Mathematics in the College of Engineering	K. R. Ramaswami ayyangar (Total 19 yrs 4 months 4 yrs 4 months 4 days)	250	50		
7 Professor of Sanskrit & Comparative Philology Presidency College	S. Kuppuswami Sastri (Total 19 yrs 4 months 4 yrs 4 months 4 days)	200	40		
<u>Special</u>					
1 Personal assistant to the Director of Public Instruction	V. Krishnaswami Sivasubrahmanyam (Total 30 yrs 8 months 8 months 8 days)	400	80		
Total			730	or Rs. 8760 per annum (A)	

Note.
If the grant of the Personal allowance is to be confined to officers drawing a pay of less than Rs. 500 per mensem then the total amount of the allowances will come to only Rs. 398 per mensem or Rs. 4780 per annum, it being understood that the amount of the personal allowance to be granted to A. Subrahmanyayyar will get itself reduced to Rs. 50 per mensem so that his total emolument may not exceed Rs. 500 per mensem.
(B) will really be Rs. 7560 only as K. Ramunni Menon who will continue to act in the Indian educational service is not expected to draw the special allowance.

C.No. 1040, from the *L. & M.*, No. 11, dated 17.3.1916

Endorsement
Memorandum. No. 1040-1, dated 19.4.1916.

Referred to the Accountant General for remarks. He is requested to treat the matter as urgent.

CA
19.4.16

E.H.
19.4.16

To
The A.G. with C.N. 1040
in original to be
returned with reply
Sept 19.4.16.

CURRENT No 1562 Edl

Received

191

Registered

1916.



Subject.

ENCLOSURES.

No. 7600

Spare copies

No. 7 encl.

Confidential.

Dated the 29 April 1916.

From

A. NEWMARCH, Esq.,
ACCOUNTANT-GENERAL, MADRAS,

To

THE CHIEF SECRETARY TO THE GOVERNMENT OF MADRAS,
Educational Department.

SIR,

In returning herewith the letter of the Director of Public Instruction, No.11 Confidential dated the 17th March 1916, and its enclosure received with your endorsement No.1040-1 Ed., dated 19th April 1916, regarding the grant of personal allowances to certain officers of the Provincial Educational service, I have the honour to respectfully invite attention to para 2 of the Government of India, Finance Department Resolution No.358 E.A. dated 31st August 1912 laying down the general principles and rules to be observed in regard to the classification and grant of personal allowances. From the Director's letter and its enclosure, it is observed that the grant of the personal allowances now proposed is recommended on the ground that the pay of Provincial Educational Officers is low in comparison with

that

page 105 Sir
page 6 Sir

(H)
page 105 of 101
101.5

that of their confreres in the Indian Educational Service in cases where both classes of officers are doing similar work; and that the allowances are apparently to be attached to certain specific posts in the service and are not therefore to be really personal. It would therefore seem that the requirements of the case would be more correctly met by the grant of "local" instead of "personal" allowances.

2. There is no audit objection to the grant of local allowances on the scale proposed by the Director being sanctioned by Government under Rule II(2) of the Government of India Finance Department Resolution No.249 E.A., dated 15th July 1912, provided they consider that the difference in treatment as regards remuneration, which apparently exists in all departments of the Government which are divided into Imperial and Provincial services, is a sufficient reason for the grant of a local allowance in the case of the Provincial Educational Service Officers doing similar work to that of the Indian Educational Service.

I have the honour to be,

Sir,

Your most obedient servant,

A. K. M. Ach

Accountant-General.

to 29/4

NOTE FILE.

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C.No.1040 Edl., from the Director of Public Instruction, No.11, d/17-3-16.

S U B J E C T.

Proposals for the grant of personal allowances
to some officers of the provincial Educational
Service.

The need for reorganising the scale of salary
of the Indian Educational Service and the provincial
Educational Service had been felt for a long time;
and proposals to carry them out were submitted to the
Government of India in 1910, letter 28, dated the
(M) 17th January 1910, and letter 578, dated the 8th
(2) October 1910. While they were under consideration,
the Royal Commission on Public Services was appointed;
and the Government of India expressly deferred orders
on the reorganization proposals pending the result
of the deliberations of the Commission. In view of
the delay that might be caused, enquiries were,
however, made by the Government of India as to
whether there were any special cases of hardship in
Madras in the two services which could be met by

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by ad interim measures of relief; and after an examination of the individual cases this government replied that there were none - letters 634, dated the 16th July 1912, and 232, dated the 17th March 1913. In the case of the Indian Educational Service, however, the government of India remitted the question for reconsideration in the light of the recommendations made by other provincial governments - please see notes with G.O.139, dated the 5th February 1914. proposals were accordingly sanctioned in 1915 and four of the Indian Educational Service officers are in receipt of an allowance of Rs.100 each - G.O.728, dated the 3rd July 1915.

2. The present proposals of the D.P.I. relate to the provincial Educational Service and are not made exactly on the same grounds as in the case above referred to. Mr. Stone recommends the grant of allowances only to the permanent incumbents of the following posts on the ground that these officers perform duties similar to those of Indian Educational service officers, on the low salaries of their grades and without any additional remuneration

page 5 of 4.

in the shape of allowances :-

2 inspectors of schools,
4 professors in the presidency college,
1 professor in the engineering college,
1 junior professor (of English) in the
presidency college,
the principal of the Mangalore college,
and the personal Assistant to the director of
public instruction.

3. That the disparity between the two services
in regard to the maximum attainable is at present
great and that selected officers of the provincial
Educational Service should be put in a higher grade
in that service in order to enable the posting of
these officers to work performed by the Indian
Educational Service officers, has already been
recognised by the Government of India in calling
for proposals for the reorganization of the service-
paragraph 11 of the letter on page 7 of G.O. 577 A,
dated the 8th October 1910. A higher grade of
Rs. 900-50-1,200, which was to be open to six selected
members who possessed special qualifications or had
rendered distinguished services, was accordingly
proposed to the Government of India with the idea
of "providing for the man who if a European would

have

para 1, page 6 of notes
with ps. 12577 A, B & C. 10.10.10. ②

13 15
" have been put into the Indian Educational Service".

The present proposal to grant special recognition in the case of provincial Educational Service officers to do duties similar to those of Indian Educational Service officers is therefore in consonance with the policy already accepted.

4. As regards the officers selected it is observed, from the notes connected with the scheme for reorganization submitted to the government of India in 1910, that Sir Alfred Bourns, while suggesting the division of this service into two main grades (which was not finally accepted by government in that form), recommended that the following officers might be placed in the higher of the two grades :-

- ✓ 3 professors in the presidency college,
- ✓ 1 senior assistant professor (now professor of Biology in the presidency college),
- ✓ 1 junior professor (of English) in the presidency college,
- ✓ 1 professor (of Mathematics) in the engineering college,
- ✓ 2 inspectors of schools,
- 1 assistant to the professor of Hygiene in the Medical college.

14 16

The above recommendation covers the whole of the present proposal except the case of the principal of the Mangalore college and the personal Assistant to the D.P.I. The proposal to accord special treatment to the incumbents of these posts seems reasonable. At present a provincial Educational Service officer on Rs.200 is acting as professor of Mathematics in the presidency college and one on Rs.250^② is a professor in the Engineering college. Mr. A.Subrahmanya Ayyar, professor on Rs.400 in the presidency college, has been petitioning the Government frequently[†] for some special recognition in view of the fact that he is doing the important duties of a professor in a first grade college similar to those of Indian Educational Service officers.

5. As regards the inclusion of the posts of principal of the Mangalore college and the personal Assistant to the D.P.I., it is submitted that the two appointments are also responsible ones and may be included. It may be observed that a proposal was recently made by the Government of India to grant special allowances to principals of colleges in the

Indian

* Mr. J. K. Venkatarang Ayyar

② Mr. K. R. Ramaswami Ayyar

† [A petition recently received
relating over pending matters
on the general question]

④ 1000 of in receipt of
27.10.13

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27.10.13

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Indian Educational Service, but the proposal was subsequently dropped by the government of India as it "would establish a new principle of a permanent" nature and might prejudice the questions that must "be considered in the light of the report of the "Royal Commission on the public services in India" - please see paragraph 2 of India's letter on page 2 of G.O.728, dated the 3rd July 1915. As the present proposal is, however, a temporary one, the above objections need not apply to the case of the principal of the Mangalore college. The reasons for the inclusion of the latter post (personal Assistant to the D.P.I.) are explained in paragraph 1 of the Director's letter. Even in a scheme proposed by Sir Alfred Bourne in 1908 this post was one of those recommended for special treatment - paragraph 24 - page 4 of notes with G.O.531, dated the 13th July 1908.

6. With reference to the Director's suggestion about restricting the proposals to persons drawing less than Rs.500, if it is found necessary to cut down the cost of the scheme on account of financial exigencies, it is submitted that it does not seem necessary

to be used
page 3 of cf.

to be used
page 3 of cf.

(This proposal has not, however, been accepted by India - para.15, page 5 of G.O.646 Edl., dated the 4th September 1893.)

16 18

necessary so to restrict the proposals. The argument put forward in support of this modification is that in Dr. Duncan's original proposals RS.500 was laid down as the minimum pay of an inspector or professor. Dr. Duncan did not obviously intend that an inspector or professor should not get more than RS.500; he only suggested a minimum. Moreover the officers who now draw RS.500 and more have put in a comparatively long service and their compeers in the Indian Educational Service draw more than RS.1,000 each.

7. The proposal that the personal allowance may not be drawn by an officer who acts in the Indian Educational Service and gets an allowance therefor, may be accepted.

8. The Director has sent the letter direct instead of through the Accountant-General. perhaps it may not be necessary to insist upon it at this stage before the question is generally considered and the principle involved admitted. If this view is accepted, the file may be sent to financial for remarks.

S.A.
14-4-16.

C.R.
16-4-16.

Please refer the letter
to the A.S. for remarks
and ask him to treat it
as urgent.

JR
18/4/16.

A draft endorsement is sub^d for
approval.

CA
18.4.16

E.H.
19.4.16

[~~General~~ memorandum 10401-1 Sol. of 19.4.16.]

Cur. no 1562 Sol, from the A.S. 7 & 29.4.16.

The A.S. points out that the allowances should
may be more correctly designated as local allowances,
and that there is no audit objection to the
grant of local allowances on the scale proposed,
provided they see sufficient reason therefor.

2. Orders are now solicited on the notes on
pages 1 to 7 *supra*.

CA
15.16.15/16

page 8 of C.F.

I regret that I cannot quite support the Director of Public Instruction in his proposals. I object mainly to the principle underlying those proposals. Mr. Stone says that the evidence given before the Public Services Commission and the representations since made by members of the Provincial Educational Service prove that considerable dissatisfaction exists in that service. This may be so; but it is admitted by Mr. Stone that the dissatisfaction is not justified by the general conditions of that service. It is admitted that the grading of the Provincial Educational Service does not compare very unfavourably with that of the Revenue and Judicial Provincial Services. Assuming that recruitment for the Provincial Educational Service is from the same class of people as go into the other Provincial Services, it follows that the members of the Provincial Educational Service can have no particular

grounds

page 10 of cf

pages 11 & 12 of cf

pages 13 of cf

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page 2 of c. f

^{Complain}
grounds of ~~dissatisfaction~~. Where the shoe really
pinches is at what they consider to be the unjustifi-
able difference between their treatment and that of
the officers in the Indian Educational Service. Mr. Stone
says that this feeling of unjustifiable difference
between two sets of officers doing the same work
causes a feeling of acute dissatisfaction. That may be
so, and it may be that this feeling of dissatisfaction
reacts unfavourably on the performance of their duties
by the members of the Provincial Educational Service.
But my point is that it was for the Public Services
Commission to take note of this dissatisfaction and
to propose a remedy for it, and the ~~very~~ time for
this Government to deal with that matter would come
when it has to consider the recommendations of the
Public Services Commission. Are we to anticipate
those recommendations by sanctioning a number of
allowances and basing them on the ~~arbitrary~~ ground
that they are to obviate ^{or} ~~and~~ reduce the gulf between
the two services? If we do it, and if it is finally
decided, after considering the report of the Public
Services Commission, that this gulf shall remain
at its present breadth, what becomes of the allowances?

Would there not be difficulty in withdrawing them?

This is therefore a matter in which it would hardly

be safe to act in anticipation of the report of the

Public Services Commission and of the orders which

may eventually be passed on that report. If this

Government wish to give any allowances to the

Officers of the Provincial Educational Service, it

would, I think, be expedient to ^{base them} ~~put the proposals~~

on ~~that~~ ^{those} ground, other than ~~that~~ mentioned in

paragraph 1, sub-paragraph 2, of Mr. Stone's letter.

2- Mr. Stone seems to think that the Educational

Provincial Service differs from other Provincial

Services in that certain officers in it discharge

duties not differing at all in kind or importance

from those discharged by the officers of the

Imperial Branch. I do not think that this is a

peculiarity of the Educational Department. The

Accountant-General rightly points out that the

distinction between Imperial and Provincial officers,

with consequent differences of pay, leave and pension,

but mostly identical duties, runs through several

departments. It is not uncommon to see a Provincial

Deputy Collector on Rs.250 running a division

side by side with an I.C.S. Sub Collector

drawing

page 2 of c. f.

page 8 of c. f.

drawing over Rs.1,000. Provincial Judges do exactly the same work as I.C.S. Judges for two-thirds of the pay of the latter; and so also Engineers. If, following Mr. Stone's reasoning, ^{we} attempt to bring up Provincial officers into line with Imperial officers in the matter of emoluments, we may be committed to a great deal of ~~much~~ expenditure. Even the proposals made by Mr. Stone himself in regard to his Provincial officers ^{are not adequate} ~~adequate~~ for attaining the object aimed at, viz., to remunerate officers doing the same work equally.

There is another point which has to be mentioned.

In addressing the Government of India so late as 1912, this Government said that there were no cases of hardship either in the Indian or the Provincial Educational Service such as would justify the grant of immediate relief in the shape of personal allowances. The Government of India took the responsibility, so far as the Indian Educational ^{Service} was concerned, of granting personal allowances not exceeding in the aggregate Rs.6,000 for the year. They have presumably accepted our opinion in regard to the Madras Provincial Educational Service, and presumably also the Provincial

Letter no 634 EE
76-7-12
dno. 232 L
17-2-13.

notes with fo 139 N
5-2-14

Ep no 728 B
3-7-15

463 or null
17-7-12
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Provincial Educational Services in other places are not being compensated by the grant of temporary allowances pending the disposal of the Public Services Commission's report. If we are to go back on the opinion expressed by us in July 1912, we should need a very strong case for doing so, and I fear that the D.P.I. has put the plea for allowances to the Provincial officers on a wrong basis. Would it not suffice for the present to say that, where a Provincial (or even a Subordinate) Educational officer holds the responsible appointment of Principal, Professor or Inspector and his grade pay is not adequate to enable him to live in a style befitting his position, a local allowance shall be granted to the officer such as would ^{work} up his emoluments to a certain minimum. The minimum may be put at, say, Rs. 400. ^{salary} A ~~sum~~ of Rs. 400 appears to me ~~the~~ the smallest amount on which it is possible for an officer holding the responsible appointment of Principal, Professor or Inspector to live in a style befitting his position. If some principle like this is adopted it would obviate the more glaring cases of hardship referred to by Mr. Stone, and also it ~~was~~ would be easier to defend than the position that we should, by a system of allowances

Letter no. 634 (EE) 16.7.12

EE 634 as notified 16.7.12

Letter no. 634 16.7.12

EE 634 as notified 16.7.12

EE of Minister 16.7.12

EE 634 as notified 16.7.12

allowances, work up the emoluments of Provincial officers to an equality with those of Indian Educational officers doing the same work. Applying the above principle to the case of the officers mentioned by Mr. Stone in his list, there will be no justification for the grant of a personal allowance - - either to Inspector V.R. Venkatarama Ayyar who is getting Rs. 600, or Inspector H.A. Hart who is getting Rs. 500, or Professor K. Ramunni Menon who is drawing Rs. 700. In these three cases the present pay of the officers appears to be adequate to enable them to live up to their position. [A professor or inspector in the I.E.S. starts on only Rs. 500 per mensem and for a time at least is able to live on that pay.] Some of the other officers in Mr. Stone's list would get more allowance than he contemplates, for example, P.V. Seshu Ayyar, the Professor of Mathematical Physics, would get Rs. 100, the Junior English Professor S.E. Ranganatham would get Rs. 150; the Mathematics Professor K.R. Ramaswami Ayyangar would get Rs. 150, and the Sanskrit Professor S. Kuppuswami Sastri would get Rs. 200. Some of the local allowances proposed may appear to be disproportionately large compared to the pay of the officers, but this

page 5 of c. f.

page 5 of c. f.

A

can hardly be helped. The point which I would press is that we should proceed on some basis which cannot be impugned as an attempt to anticipate the Public Services Commission's recommendations.

In view to the substantial divergence of opinion between the D.P.I. and myself I feel that he should have an opportunity of offering his remarks on this note before matters proceed further.

D.P.I. no.

no no 1562-1 sub 79910
9.5.16

9.5.16.

U.O. No T. 21 of 1916, dated 11th May 1916.

May I suggest that it is perhaps in favour of my scheme that it does not seek to convey far in bridging the gap between P.E.S. and P.E.S. rates of pay. Should the result of the P.S. Commission's report not be altogether to bridge the gap the paying of these allowances would probably not be found to cause inconvenience. It is very difficult to believe that nothing will be done to bridge the gap. Formerly no one seems to have accepted across improvements in the P.S. as a result of the commission.

a they would not have ventured to grant
allowances to the V.S. officers.

It seems to me that from this point of
view it would be more dangerous to
bring the body of officers to \$4000 which
would in one case involve doubling the pay
than to increase it by one fifth.

Now I think it would be fair to leave
the senior officers out of the arrangement.

Take the case of W. H. Hart. He has been for
nine years with a brief reversion in fact
with work equivalent to V.S. officers.

His pay if he had been in the V.S. would
therefore have been \$4000 and that I think is
what his actual pay should be compared
with. In fact a merit of my scheme is
that it almost automatically ^{first weights} takes into
account the length of service in an
appointment equivalent with V.S.
appointments.

The object of my scheme is to diminish
discontent, but I think the \$4000 bar is
worse than its removal.

I don't think that members of the service
would see any justice in the recent ap-
pointment of Messrs. Hainman having his
pay doubled. A Subramanyam Aiyar
who I know ~~was~~ is an intolerable person

would be left there he is, and the same
 my board of K. K. Ammuni known say PA.
 my scheme cost Rs 730 a month
 and the same Rs 700.



for 10.5.16

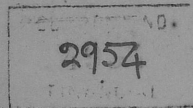
Letter for records.

to

for

11.5.16

no. 1562-2500
 11.5.16



Regd 12.5.16.

(Conf)

Recd 15.5

(Not submitted by his. on
 19.5.16. & Retd by P.S.
 for revision quote).

19.5.16.

PTO

FINANCIAL DEPARTMENT.

For A.S.

The proposals submitted by the Director of Public Instruction in the C.F. regarding the grant of personal allowances to some officers of the Provl. Edul service seem to be a result of the recent debates in the Legislative Council in March last in connection with the resolution proposed by Hon'ble Mr. V.S. Srinivasa Sastri to delete the provision in the budget on account of temporary personal allowances to I.E.S. officers. It will be seen from the discussions that opportunity was then taken by some of the non-official members to ventilate a grievance that such allowances were not granted to Provl. officers.

2. Provl. officers already granted some relief in another form. Attention is solicited to the correspondence in G.Os. 531-2, Edul. dated 13-7-08 and 577 A-8 Edul. dated 8-10-10 which shows that the question of improving the conditions of service of the Provl. Edul. officers has been dealt with by the Govt. of India as an all-India one. At the instance of the Govt. of India definite proposals were submitted by this Govt. in 1910 for the reorganization of the Provl. Edul. service; the essential features of this scheme are

- (i) the introduction of a time scale of pay for these officers
- (ii) the improvement of pay by raising the minimum pay of the service, as well as the maximum pay to which they can rise, and the institution of a special scale of pay (Rs.900-50-1200) in a higher grade for a limited number of officers of approved service.
- (iii) the interchangeability of posts held by Provl. and Imperial officers.

Vide notes at flag 5 +
552-558. q. flag II.

flag 2.

(para 15 of letter to Reg 2)

(para 15 of letter to Reg 2)

No orders have been passed on these proposals pending the report of the Public Services Commission. 30

Meanwhile the Government of India again addressed this Govt. in 1912 - pages 2-3 of G.O. 633 Edul. dated 16-7-12 - and they suggested as a measure of relief to the Provl. service (1) that if there were any deserving officers fit to be appointed to the Indian Educational Service the names might be submitted to them and (ii) that, if there were any other hard cases among officers of the Provl. Edul. service, requiring alleviation, the question of granting personal allowances to them would be considered. This Govt. while replying to the Govt. of India that there did not exist among the present members of the Madras Provl. Edul. service any case of acknowledged hardship calling for immediate relief, ~~availed~~ themselves, however, of the opportunity to "suggest relief of another character" which they held "would be greatly appreciated by the Provl. Edl. service" of Madras

EE - vide paras 2-5 of letter 634 Edl. dated 16-7-12. The relief suggested was that, instead of the Provl. service being reduced by 2 appointments in higher grades viz 1 (600) and 1 (300), as should have been done in consequence of the transfer of 2 posts of Instructors in the College of Engineering to the upper subordinate cadre of the P.W.D., the reduction should be made only in the last two grades, viz 1(250) and 1(200). This measure was sanctioned by the Government of India in November 1912-13 Educational dated 9th December 1912 (Ref XV). Considering the vacancies in higher grades that have occurred since that time in the grades above Rs. 300, it would appear that that the non-abolition of the Rs.600 and Rs.300 posts has benefited a considerable number of officers, by enabling them to obtain promotion earlier than they would otherwise have done; and has thus afforded them relief of a character which is

more

EE

(paras 2-5 of letter on 16-7-12)

(para 5 of letter 634 Edl)

Yes. This was the relief in re com. made d. 16/7/12

2 vacancies w Rs 700
2 " " Rs 500
3 " " Rs 450
1 " " Rs 300
(Ref XV)

more permanent than that enjoyed by Imperial officers. This aspect of the case has not been considered by the D.P.I. and Edl.

(100-50 F) 3. Director of Public Instruction's proposals:-

The grounds on which the D.P.I. bases his proposals are set out on page 2. C.F. The main argument for the grant of more emoluments is based on the ground that the Provl. Edl. service differs from other Provincial services in that certain officers in it have to discharge duties not differing at all in kind or importance from some I.E.S. officers' posts and that the gulf between Provl. Edl. Service and Indian Edl. Service officers should therefore be reduced. It has been already pointed out in the Edl. Secretary's note that the statement at **A** is incorrect. Please see the statement below (Flag VIII) which shows the difference in emoluments between Provl. and Imperial officers in some other departments doing the same kind of work. It will be seen that there are a number of other appointments where the differentiation in pay is even more striking than in the Edl. dept; yet this has not been argued as a reason for granting increased remuneration to Provl. officers in other departments.

Attention is also solicited to the statement below (Flag IX) which compares in one view, the existing grading of the Provl. Edl. Service with the grading of the Provl. Executive Service of the Provl. Judicial Service, modified proportionately so as to suit a total staff of 43 officers each. It will be seen that in the Provl. Executive Service, the grading is slightly better than ~~that~~ ^{that} Edl. officers, the average pay being also slightly higher; but against this has to be taken the facts that Educational officers enjoy comparatively

+ Page 2, app. 12-13

+ ang. Rev. dept, hys. dept.

average pay P. Edl. - Rs. 350
By Collector. Rs. 400

of Para 299 after as
p. 299-531266 (7/2/51)
13.7.51

long holidays on full pay and are often able to add to their incomes by undertaking examination work. Comparing the Edl. with the Judicial service, the former enjoys a decidedly better grading. It would, it is submitted, appear that the grievances of the Prov. Edl. service officers ~~are largely groundless~~ are largely groundless.

Taking the officers, whom the D.P.I. has recommended for personal allowances - vide page 5 of C.F. - the total completed years of service rendered by them, as well as the completed years in the Prov. Edl. service have been noted against each. It will be seen that the officers in the higher grades viz. Rs. 450, 500 600 and 700, have put in services ranging from 9 to 10, 12 and 15 years in the Prov. service and their promotions cannot be considered to be slow at all, when we compare the time taken in the Dy. Collector service to reach these grades.

4. Educational Secretary's proposals. (p. 13-15 and)

The Educational Secretary, though he is not in favour of the D.P.I.'s proposal, has suggested a variant of it, the effect of which is to give to some of the officers mentioned in page 5 of C.F. who are on low pay, local allowances so as to raise their emoluments to a minimum of Rs. 400 per mensem. The extra cost of this measure would come to about Rs. 700 for the officers on page 5 C.F. The objection of the D.P.I. to this proposal will be found on pages 15-17 ante. This proposal cannot, it is submitted, be agreed to in

of 16
Rs. 700 grad - 16 to 20 years
Rs. 600 - 12 years to 12 years
Rs. 500 - 12 years to 12 years
Rs. 400 - 12 years to 4 years

of personal calculations w/ last column on p. 59 C.F.

Inducted 14

Reg 2.

Para b. up 59

Para 9 of letter 578 Edl. 8-10-1910
Reg 2) - p. 3.

92
Prov'l. Engineers start on Rs. 250. Please see also the correspondence in G.O. 577 A-8 Edl. dated 8-10-1910 which shows that the Govt. of India were then prepared to allow a minimum of Rs. 300/- only to Prov'l. Edl. officers. This Govt. have however, held that in ordinary cases, an initial pay of Rs. 250 is sufficient for the Prov'l. Edl. service. There appears to be no reason to go behind the considered views of this Govt. of 1910.

Reg 2.

p. 5-CF

5. Other objections :- It is also observed ~~that~~ ^{and have informed the G. & I} that this Govt. held in 1910 that out of 42 posts of the Prov'l. Edl. service, there were 31 posts which might be considered as interchangeable with the Indian Educational service posts i.e. as equivalent to them, vide paras 4 - 6 of letter 578 Edl. dated 8-10-1910. The D.P.I. has now mentioned only 10 appointments as equivalent to Indian Edl. service. Evidently he is not aware of the views taken by this Govt. in the letter of the 8th October 1910. If the concessions proposed by the D.P.I. or by the Edl. Secy. as regards these ^{Ten} ~~ten~~ posts be extended to the 31 posts referred to above, the cost will be very much increased. There seems, it is submitted, to be no reason to incur this expenditure, especially in view of the circumstances set out in paras 3-4 above.

6. Further, considering the fact that the Govt. of India have dealt with the question of ad interim relief in Prov'l. Edl. officers as a matter of not mere local importance relating to a Province, but as a question relating to the whole of India, and that some measure of relief has already been granted to this Presidency, it seems, it is submitted, doubtful whether this Govt. can deal with the proposals in this file

para 2 ante

finally without reference to the India. The Accountant General has held that the grant of local allowances in the present case ~~are~~ within the sanctioning powers of this Govt.; But it is not clear whether the A.C. had the full facts of the case, before him, when he expressed that opinion.

7. The Govt. of India have more than once taken objection to accepting the proposals which would establish a new principle of a permanent nature ^{or raise large issues} and might prejudice the questions to be considered in the light of the Public Services Commission's Report - vide para 2 on page 2 of G.O. 728 Edl. dated 3-7-15 and para 4 of Home Dept. Letter, n.p. 3 of G.O. 384 Pub. Dt. 27-3-1914. The present proposals of the D.P.I. and Edl. Dept. are of this kind and it is for orders whether they may not be negatived at once. If, however, Govt. are inclined to view the case favourably, it seems, it is submitted, necessary first to ascertain from the A.C. with reference to paras 2 and 5 supra, whether he is still of the opinion that this Govt. can finally sanction the allowances proposed without reference to the Government of India.

the grant of these allowances in this Presidency is likely to create inconvenience in other Provinces, as the reasons mentioned by the D.P.I. & Edl. for the allowances are to establish a new principle.

The Educational Secretary's note deals so completely and effectively with the arguments advanced by Mr. Stone in support of his scheme that I don't think it is necessary for me to say more than

Reg O

Reg XII

cf para 1 in pp. 9-11 aut
+ para 4 in pp. 21-22 aut

app 9-15 aut

That it concurs with all that the Educational Secretary has had to say on the subject. I would only add that it is extremely doubtful whether a Provincial Educational Officer, on Rs 200 or Rs 250 a month, holding a Professorial appointment and feeling dissatisfaction at the great gulf which exists between the pay drawn by him and an officer of the I. E. S. would consider that the cause for dissatisfaction had been removed if he were given an extra Rs 40 or Rs 50 a month.

2. As regards the alternative scheme proposed by the Educational Secretary I am afraid it is not entirely free from objection. It raises quite a general question - the minimum rate of pay which should be attached to certain appointments when held by Provincial Service Officers to enable them to live in a style befitting their position.

I am afraid that acceptance of the Educ. Secy proposal would lead to very far reaching results, not only as far as the Educ. ~~Dept~~ Service is concerned but also in the case of other services. To take however the Educ. Service alone. I do not think we could limit the minimum emoluments of Rs 400/- to the appointments now specified. Professors of the Presidency College, Lecturers in first grade Colleges the headmaster of the Madras ^{and then} L. Azam, might all claim the similar treatment, and it is certainly not clear why in the case of these officers it should be easier for them to live in a style befitting their position or to pay than a Professor or a junior professor in a College. Apart from all these objections however the question is a general one - that of attaching a minimum wage to certain appointments.

8 pp. 590 F

There are 6 Prof. appts - which only 5 are recommended by C.P.I. (p. 50 F)

9 p. 77 g manually appts and then 4 Advantages - p. 243

much. The question of the general re-organisation of the Provincial Service has been held in abeyance pending the report of the Royal Commission. Meanwhile a certain measure of relief was granted to the P.E.S. pending the result of the Commission's report, and I do not think, in view of the past history of the case, ~~it seems to me~~ we could ask for so radical a change in the conditions of the Service as that now suggested. If there are any individual cases of hardship, these for instance are officers who have rendered long and good service, and it is thought that he deserves special treatment in view of the fact that he is not likely to benefit from any recommendations that may be made by the Royal Commission. There might be some grounds for doing something, but I do not think it would be an

Para 2, pp 18-20
anti

29/5/16

Dr.

important change in the conditions of the Service/General would have any chance of success. I think that financial may, accordingly advise that the scheme should be dropped.

CS. 28.5.16

Endorse W. Keruew's note.

LD 27.5.16

Each no.



Educational Department

Submitted for orders as to whether in disallowing the D.P.D.'s present proposals he may be asked to submit for consideration any special cases of hardship, such as those referred to at '4' in the financial note overleaf.

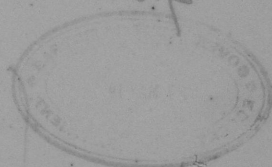
28.5.16

H.F. says H.R. (Theil)

Observe W. Keruew's letter - pgs 16 & 17 - my note

circulated in W.L. Nov. 14 31.5.16.

1-52 ps at Kirk 29.5.16



thereon - pages 9 to 15 anti-
 den Heine reply - page 15 to 16 anti-
 and the final date 1906 29.
 den Heine may take do
 that is scheme does not work
 with approval (for the Bureau
 given you and final) and
 it is suggested to him that
with original cases of Lawship
 needing special treatment may
 be referred to Court with specific
 recommendations. Please see
A at page 26.

[Signature]
 31.5.16

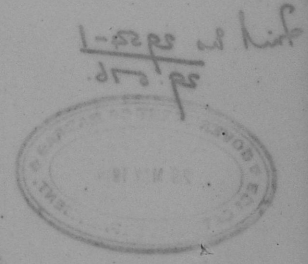
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S.A. 96



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The following draft d.o. is submitted for approval:-

Dear Sir,

With reference to your official letter No.11, dated the 17th March 1916, recommending the grant of personal allowances to certain P.E.S. officers, I am to say that the scheme outlined by you does not meet with approval. The distinction between Imperial and Provincial officers, is not peculiar to the Educational department and the recommendations of the Public Services Commission

be anticipated by the grant of a number of allowances. Further, pending the Commission's report, some temporary measure of relief has already been granted by the reduction, in connection with the re-organization of the staff of the Madras Engineering College, of two lower grade appointments on Rs.250 and Rs.200 in the instead of on Rs.600 and Rs.300 as should ordinarily have been done. The Govt. will be prepared to consider

recommendations in respect of individual cases of hardship where for instance an officer has rendered long and good service and it is thought that he deserves special treatment in view of the fact that he is not likely to benefit from the recommendations of the Royal Commission.

Yours sincerely,

DO no. 1562-3
7.6.16

17/6

I am to
point out
that,

I am to
add
that

J.H.S. one Esc. C.I.E.

D.P.I.

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D.O. from the Hon'ble Mr. J.H. Stone, D.P.I.,
To the Secretary to Government,
Dated the 24th July 1916.

Old College
Nungambakkam

With reference to your confidential D.O. No. 1563-3, Edl., dated the 7th July 1916 I have considered the cases of officers in the P.E.S. who have rendered long and good service but are not likely to benefit from the recommendations of the Royal Commission.

2. The junior officer in the I.E.S. who has been granted a special personal allowance is Mr. Mark Hunter and his age when he received it was approaching 51 and it seems reasonable to take this age as that ^{at} which men in the P.E.S. may expect little or no benefit from the recommendations of the Royal Commission.

3. Of the men who have attained this age now in the P.E.S. V.R. Venkatrama Ayyar is enjoying his third year of extension of service and has attained the grade of Rs. 600 a month. I do not think his case needs consideration.

4. The other officers of 51 years of age ^(are) the following:-

- (1) A. Subrahmanya Ayyar, Professor of Philosophy in the Presidency College (53 years),
- (2) V. Krishnaswami Jata Vallabhar, Personal Asst. to the D.P.I. (51 years),
- (3) Khaja Khan Sahib, Assistant Inspector (54 years),
- (4) B. Raghavendra Rao, Assistant Lecturer, Rajahmundry College (53 years).
- (5) T. V. Sivakumara Sastri, Lecturer, Teachers' College (51 years)

and on the ground of their being likely to benefit little if at all by the recommendations of the Royal Commission I recommend them for the grant of special personal allowances.

5. Since the highest pay of the P.E.S. is Rs. 700 (& of the I.E.S.) leaving out of account possible personal allowances

is Rs.1100 an allowance of $\frac{7}{11}$ for the P.E.S. of $\frac{2}{11}$ of that given to the I.F.S. would seem appropriate i.e. Rs.63 and as an approximation to this I would suggest Rs.65. The total annual cost of this would be Rs.3,900.

Should however Government be inclined to consider a more liberal scale, I would suggest an allowance amounting in each case to $\frac{1}{5}$ of salary, the cost of which would be Rs.4,920.

Home Department (Edn.)

The main features of the original proposal to grant personal allowances to certain officers of the Provincial Educational Service were (1) that it was based on the inequality of the pay of the officers of that service and those of the Indian Educational Service and (2) that the allowances were to be attached to certain specific posts. Under the revised proposal now submitted by the D.P.I. these allowances are to be granted to persons who are above fifty years of age and who are not likely to be benefited by the recommendations of the Public Services Commission irrespective of the fact that their work is similar to that of the officers of the Indian Educational Service or not. Only two officers of the original scheme, namely Messrs. Subrahmanya Ayyar and Krishnaswami Jatavallabhar appear in the present list.

2. The following statement gives in one view the age, service and pay of the five officers recommended by the D.P.I. for personal allowances:-

<u>N a m e.</u>	<u>Age</u>	<u>Service</u>	<u>Pay.</u> <u>Rs.</u>
1. A. Subrahmanya Ayyar	53	33	450 (from 1-4-15)
2. V. Krishnaswami Jatavallabhar	51	30	400 (from 6-4-15)
3. Khajakhan Sahib Bahadur	54	31	400 (from 2-7-15)
4. P. Raghavendra Rao	53	35	400 (from 1-4-15)
5. T. V. S. Kumara Sastri	51	29	400 (from 24-5-15)

It is observed from the above statement that nos. 2 & 5

② Given in the 2001 d.o. & verified from the history of service. 2. Given in the 2001 d.o. & verified from the Quarterly and list.

will ordinarily remain in service at least for four years more, Nos.1 and 4 for two years and No.3 for one year. While Nos. 2 and 5 are likely to benefit from the recommendations of the Public Services Commission, though for a short time, Nos.1, 3 and 4 cannot reasonably be expected to derive any such benefit.

3. In the Indian Educational Service there are 34 posts, 28 for men and 6 for women; and the maximum cost of the allowances sanctioned by the Govt. of India for that service is Rs.8,000 per annum. In the Provincial Educational Service there are 43 appointments, and therefore the number of allowances, namely, five proposed by the D.P.I. for that service does not appear to be too many. If, however, owing to the present financial stringency, it is necessary to keep the cost at its minimum, the number of allowances may be reduced to three for the present and awarded to Nos.1, 3 and 4 in the list given in para.2 above, Nos.2 and 5 being left to wait for their turn for promotion when the others retire from the service.

4. The amount of the allowance suggested by the D.P.I. namely Rs.65 per mensem appears to be moderate. If, as suggested in para.3 above, the number of allowances is reduced to three, the total cost will come to Rs.3,340 per annum against Rs.3,900 proposed by the D.P.I.

5. The file may be forwarded to the Financial Dept for remarks with reference to its note at 'A' on page 26 ante. That department may also be requested to state whether the revised proposal requires the sanction of the Government of India.

P.R.
4-8-16.

N.K. 21-8-16.

*Three more in list
I think*
25/8/16
25/8/16

Letters No. 62 & 58 of 16.7.12 (EE)
231 & 5 of 17.3.13 (L)

Gen. 728 of 13.7.15. (C)

*Proposed to be
done by
25/8/16*

Then originally asked by India we said that there were no admitted cases of hardship either in the I.F.S. or the P.E.S. requiring ad interim measures of relief. At the instance of India we have subsequently sanctioned allowances to four officers of the I.F.S. at the rate of Rs.100 per mensem each. We hope shortly to address India for granting two allowances at Rs.50 each to two of the lady members of the I.F.S. That will exhaust the Rs.6,000 allotted by India for allowances to I.F.S. officers.

2. The D.P.I.'s present proposals to remunerate selected officers of the P.E.S. similarly seem to be well considered. We may recommend to Financial his proposals to grant allowances to the five officers selected by him.

3. We may perhaps limit the amount of allowances to Rs.50 per mensem, as in the case of lady members of the I.F.S.. The total cost will be Rs.3,000 per annum.

Sec.

C.R.
23-8-16.



Encls. 2/45-1
28.8.16

CURRENT NO.
4894
FINANCIAL

Sept 28.16

The D.P.I.'s present proposals appear reasonable. Allowances may be given to the five officers chosen by him at Rs. 65 each per mensem. Ind. U.

Financial department

For the A.S.

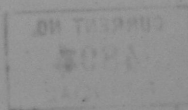
Attention is solicited to the notes on pages 26-28 ante. At the instance of the D.P.I., the Ed. Dept. now intend, in supersession of their previous proposals, to sanction 5 personal allowances of Rs 65 each per mensem. The officers to whom the allowances are to be granted are indicated in para: 4 page 30 ante, and para: 2 page 31 ante. The extra cost involved is $Rs\ 65 \times 5 \times 12$ or Rs 3,900 per annum.

2. Rate of the allowances. No definite information is available as to whether personal allowances of the kind now suggested have been granted or are being granted in other provinces. In the case of similar allowances granted to members of the Indian Educational Service the G. of D. have laid down a minimum limit of Rs 100 per m. and a maximum of Rs 250 per m. in each case. ^(page 32 46 728 2713 3.7.15) The rate of the allowances now proposed viz Rs 65 each per m. seems suitable (cf. Art: 63 C.S.R.) and may, it is bel., be accepted.

3. Whether the sanction of the G. of D. is necessary for the grant of the proposed allowances. The rules for the

pgs 29-31
and 33 ante.

(cf. portion X on page
553 of Ho. 11)



grant of personal allowances are contained
 in para: 2 of the G. of I. Fin. Dept. resolution
 No. 358 E.A. & 31.8.12 (recorded in P.O. 600
 File & 27.9.12). Since the reason urged
 for the grant of the personal allowances
 in this case is the delay in the revision
 of the rates of pay of the Prov. Educational
 Service and the consequent necessity
 to compensate deserving officers who are
 not likely ~~going to the required service~~
 to be benefited by the recommendations
 of the Public Services Commission, submitted
 that the allowance will have to be classed
 as "Compensatory personal all^s" referred
 to in rule II of in para: 2 of the above
 resolution. The conditions (b) and (c)
 laid down in that rule will however
 not be satisfied in the case of the five
 officers whom the D.P.T. has recommended,
 since all of them have been on their
 present rates of pay for periods varying
 from 3½ months to 16 months only and
 there are several grades in the P.E.S. to
 which they can yet hope to rise. It is
 therefore sub^d that the grant of the all^s
 in this case will involve a material
 concession outside the ordinary rules
 laid down by the G. of I.

cf. note on page 26 ante.

@ page 31 ante.

4. As pointed out in para: 6 of the office note on pages 22-23 ante, the G. of J. have treated the question of these personal allowances as one relating to the whole of India - cf. para: 5 of the G. of J. letter No 1234/1240 & ^(No. 633812, 16.7.12) 6-6-12 where they have remarked that uniformity in the various provinces in regard to the grant of these allowances is desirable.

5. In view of the above Circumstances it is sub^d. that it would appear necessary to obtain the sanction of the G. of J. to the present proposals, especially as it has recently been announced that the Public Services Commission's report is to be shortly published.

6. In any case the grant of the allowances will, it is sub^d, have to be subject to the conditions similar to those laid down in respect of the allowances granted to the Indian ^{Service} Educational Officers in G.O. 72821 & 3.7.15.

7. If the allowances are sanctioned the Govt during 1916-17 will have to be met by reappropriation.

CRU
2.9.16

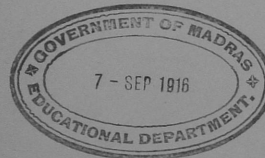
cutting May-21.

lys 26-28 ante.

Par: 29.9.22 Rev^d
recorded in 600 R^d H
27.9.12

1-PPS at h^h
11-9-16

Final No 4894-1
6-9-16.



Write
11-9-16

Financial has already agreed to consider the question of these allowances and we need not dissent to the proposal now submitted which has the support of Home Department.

In view, however, of the past history of this case, and of the fact that the conditions laid down for the grant of personal allowances are not fulfilled in this case, I think Financial should advise a reference to India.

1. D.
6-9-16

C.S.

11.9.16

To Home (20) no.

Home Dept
(Education)

The file may now be circulated to H.E and H.M. (Financial)

2. Before deciding to address the Govt of India on the question, it may perhaps be well to ascertain from the AG whether such a course is necessary. If this is approved a separate (no) note to be sent to him will be

be prepared and submitted for approval.

For
11/9/16 For orders as to Circulation.

(It does not seem necessary to consult the reg.

no account procedure is involved + ref. to this is suggested on the part of)

11/9/16

Page No 76
Circ: 11-9-16
Net: 13-9-16

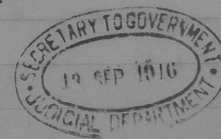
H. E. and H. R. (A. I.)

Plots See my note
at page 33 and
Salary Notes of which
May I think be
addressed?

11/9/16

P
12.9.16

12.9.16



11/9/16

Draft submitted

11/16
19/16

CA
20.9.16
cc

J. H. W.
22.9.16

Directing that the Govt. of India be addressed on the subject of the grant of personal allowances to certain officers of the -----

READ AGAIN G.O. No., dated 19.....

” ” ” ” ” ” 19

READ ALSO:—

C. No. 1040, From the Director of Public Instruction, No. 11, dated 17.3.1916.

Endorsement to the Accountant-
General

" " " " General 1040-1 " the 19. 4. 19 16

" " 1562 From the ----- Do ----- 7 No. 20, 4, 1916.

” ” ” ” ” ” 19

ORDER.

Mis.

No. 1005, dated the 22. 9. 19

The Government of India will be addressed.

Letter No. 1056 dated 4-22-9-1916.

To

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

Sir,

I am directed to invite a reference to the correspondence ending with Mr. Sharp's letter No.2489, dated the 13th November 1912, regarding the grant of relief to the Madras Provincial Educational Service pending the ~~contemplated~~ reorganization of that service.

2. In paragraph 2 of Mr. Davidson's letter No.634, dated the 16th July 1912,

G.O. No. 1088 20th
9. 12. 12 (XVII)

50/

it was stated that there did not then exist among the members of the Madras Provincial Educational Service any case of acknowledged hardship calling for immediate relief. In view, however, of the disappointment generally felt in regard to the delay in improving the position and prospects of that service, this Government recommended a modification in the proposals sanctioned by the Government of India in connection with the recruitment of the subordinate staff of the College of Engineering, Madras, and urged that, in lieu of abolishing two appointments in the Provincial Educational Service on Rs.600 and Rs.300 respectively, the posts selected for retrenchment should be taken, one from the eighth grade on Rs.250, and the other from the ninth grade on Rs.200. These proposals were sanctioned by the Government of India in Mr. Sharp's letter quoted above.

3. The above measure of relief has ^(not) however proved adequate. Representations have been made by individual members of the Provincial Educational Service who have a long and good record, praying for an increase in their emoluments on the ground that they cannot reasonably expect to benefit by any measures that may be adopted in consequence of the recommendations of the Royal Commission on Public Services in India. The Director of Public Instruction of this Presidency has also reported that considerable dissatisfaction

para. 5 of letter 634
16.7.12 (EE)

exists among the members of the Provincial Educational Service owing to the postponement of ~~WMA~~ action on questions relating to the improvement of its pay and prospects. To allay the discontent to some extent he has recommended the institution of five personal allowances of Rs.65/- each per mensem to be granted to deserving members of the service who are above 50 years of age and who cannot reasonably expect to derive any benefit from the recommendations of the Public Services Commission.

4. The Governor in Council has given careful consideration to the proposals made by the Director of Public Instruction and is convinced that some ad interim measure of relief is absolutely necessary to remove legitimate discontent. He also considers that the amount of the allowance proposed, Rs.65 per mensem, is reasonable, as it bears almost the same proportion to the allowance of Rs.100/- per mensem now paid to certain members of the Indian Educational Service as the scale of pay of the Provincial Service bears to that of the Indian Educational Service. The number of allowances recommended, viz. five, is not excessive when the number of the members ~~under consideration~~ of the Madras Provincial Educational Service ⁽⁴³⁾ is taken into account.

5. I am accordingly directed to solicit the sanction of the Government of India to the institution of five personal

592/

allowances, of the value of Rs.65/- per mensem each, to be granted to deserving members of the Madras Provincial Educational Service who are above 50 years of age. The grant of the allowances will be subject to the conditions laid down in paragraph 6 of Mr. Sharp's letter No.281, dated the 11th February 1915, in regard to the special allowances sanctioned for the Indian Educational Service. The extra cost will amount to Rs.3,900/- per annum and will be met from Provincial funds. I am to state that, if the allowances are sanctioned, this Government propose to confer them, to begin with, on the undermentioned officers:-

<u>Name of officer.</u>	<u>Age in years.</u>	<u>Service in years.</u>
1. M.R.Ry.A.Subrahmanya Ayyar Avl., Professor of Philosophy, Presidency College, Madras (Pay Rs.450)	53	33
2. M.R.Ry.V.Krishnaswami Jatavallabhar Avl., Personal Assistant to the Director of Public Instruction (Pay Rs.400).	51	30
3. Khaja Khan Sahib Bahadur, Assistant Inspector of Schools. (Pay Rs.400)	54	31
4. M.R.Ry.B.Baghavendra Rao Avargal, Assistant Lecturer, Rajahmundry College. (Pay Rs.400).	53	35
5. M.R.Ry.T.V.Sivakumara Sastri Avargal, Lecturer, Teachers' College, (Pay Rs.400).	51	29

I have to.

22. 7. 15

When given for copying — }
When copied — } 191
When examined — }
When signed — }

HEAD AND G.O. No.

DATED
191

CURRENT No

ENCLOSURES TO G. No.

ORDER OF GOVERNMENT

A A A A A A A

LETTER OF GOVERNMENT

STATEMENT WITH DITTO

PAPER NOT FILED UP, BEING MEANT FOR DESPATCH
IN ORIGINAL

N.B.—

A = Copy in full.
B = Not to be copied.
P = Copy abstract only.
Q = Copy heading only.