

Edl (1916) Department.

Ms SERIES.

G.O. No. 309

DATED 22.3-16.

✓

[Despatch Abstract.]

Miss Lynch declining to ^{allow} ~~alter~~ —
2nd inspectors of girls' schools
to draw at once the maximum
pay of her post.

1074/12

Eden No 1380

C.F.—29.

EDUCATIONAL DEPARTMENT.

Received 191 . Registered 1915.

Subject.

Submitting proposals for the improvement of the pay of
the First and Second Inspectresses of Girls' Schools.

ENCLOSURES.

No.

Current No. 2484 of 15

Spare copies

Station Madras, Dated the 31st March 1915.

From (Name) The Hon'ble Mr. H.S. Duncan, M.A.,

(Designation) Ag. Director of Public Instruction.

To The Secretary to the Government of Madras,
EDUCATIONAL Department.

(Through the Accountant - General).
Sir,

I have the honour to address Government regarding
the inadequacy of the scales of pay fixed for the Inspectresses
of Girls' Schools in this Presidency and their present position :-

In 1880 when the first Inspectress was appointed
the pay of the office was fixed at Rs. 400-20-500. In 1890 when
the post of second or Junior Inspectress was created the above
scale of pay was attached to the new office and a pay of
Rs. 500-20-600 to the office of Senior Inspectress. In 1897
when the scheme of reorganization of the superior services in
the Department under the Resolution of the Government of India

No.

728
8-11-90

(M) No. 4 Education / 204 - 215, dated 23rd July 1896 communicated with G.O. No. 479 Educational, dated 10th August 1896, was introduced the scale of pay of the Junior Inspectress was revised, a pay of Rs. 450-10-500 having been substituted for Rs. 400-20-500, and in 1899 when the appointment of a third Inspectress was proposed the opportunity was taken by Dr. Duncan to recommend that the pay of the three Inspectresses should be re-arranged and fixed at Rs. 600-20-700, 500-20-600 and Rs. 400-10-450. While approving of the need for the appointment of a third Inspectress on Rs. 400-10-450 Government did not recognize the need for any enhancement in the salaries of the other two officers though it was prominently brought to notice that the special allowance of Rs. 100/- granted after 15 years' good service to officers of the Indian Educational Service whose pay rose from Rs. 500/- to Rs. 1,000/- was not admissible to the other members of the service like the Inspectresses who received salaries at special rates - vide G.O. No. 366 Edl., dated 19th June 1899.

It is now more than 15 years since the above order was passed, and though female education has made vast strides during this period, chiefly through the unstinted labours of the Inspectresses, and though the cost of living has increased, nothing has been done in spite of various memorials and representations from these officers to improve their prospects and status. I know that the present time is not opportune especially in view of the opinion expressed in G.O. No. 1074 Mis. Edl., dated 5th December 1912, to propose any revision of the scales of salaries of the Inspectresses, but I, however, feel that some concession should be shewn to the two permanent Inspectresses, viz., Mrs. Rhenius and Miss Lynch who have not been immediately benefited by the promotion they have had with effect from 25th January last on the retirement of Miss Arnold. These two

officers

officers have for some years been respectively in receipt of the maximum pay in their old grades of Rs. 450-10-500 and Rs. 400-10-450, which is the same as the minimum pay of the grades of Rs. 500-20-600 and Rs. 450-10-500 to which they have been recently promoted and they will not be eligible to draw any increments in them until the 25th January 1916. In these circumstances, I beg to recommend that Miss Lynch, the second Inspectress, be allowed to draw Rs. 500/- which is the maximum pay of her present grade, viz., Rs. 450-10-500 with effect from 22nd January last, the date of her appointment to that grade. Having entered service on 16th June 1905 when she was 36 years old she will have put in a qualifying service of only 18 completed years on the date of her attaining her 55th year, viz., 18th March 1924 when, it is expected, she will retire: and even with the addition of 5 years' service contemplated in Article 403 of the Civil Service Regulations her total qualifying service on the above date would still fall short ~~of~~ by a couple of years of the minimum period of 25 years required to entitle her to a full pension. The grant to her of the maximum pay proposed herein will compensate her to some extent for the anticipated reduction in her pension and thus mitigate the hardship that would otherwise be caused to her.

2. The lot of Mrs. Rhenius is harder still since on the date of her attaining her 55th year, viz., 23rd February 1917 she will have completed a service of only 20 years even assuming that she would also be allowed the benefit of the concession referred to in Article 403 of the Civil Service Regulations.

* As, however, she has applied for a year's combined leave with effect from the 22nd proximo I would suggest that the consideration of the question of granting her the maximum pay in her present grade of Rs. 500-20-600 be deferred until her return from such leave.

* She has since been granted leave from the 1st April 1915.

3. I would add that the above proposals are based on the notes left by the Hon'ble Mr. Stone on the eve of his departure on leave.

I have the honour to be,

S i r,

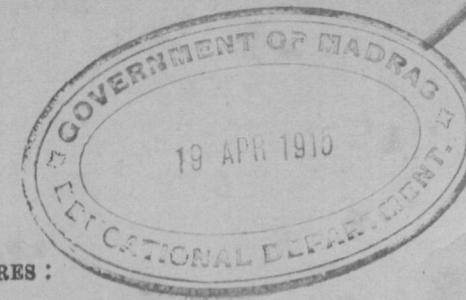
Your most obedient servant,

B. H. Thakurani

For Director of Public Instruction.

OFFICE OF THE ACCOUNTANT-GENERAL, MADRAS,

Fort St. George, the 17th of April 1915.



No. G.A. 60-982

ENCLOSURES:

Two

Forwarded.

2. The proposal to fix Miss. Lynch's pay at Rs.500/- per mensem instead of at Rs.450/- per mensem requires the sanction of the Secretary of State—Vide rule III (2) of Government of India, Finance Resolution No.368 Cl. (E.A) dated 15th March 1913, embodied in G.O.No.297 Financial dated 23rd April 1913. Attention also is invited to article 153 of the Civil Service Regulations, 5th Edition. The sanction of the Government of India will however be sufficient if it is only proposed to grant her a personal allowance of Rs.50/- per mensem.

3. The proposal, if sanctioned may take effect from 25th January 1915 and not from 22nd January 1915, as Miss. Lynch was appointed as Second Inspector of Girls' Schools with effect from the former date only.—Vide Order No.165 dated 19th December 1914 Public on page 763, Part I B of the Fort St. George Gazette dated 22nd December 1914.

J. Alchanan
officer

Assistant Accountant-General.

To

The Secretary to Government,

Educational Department.

to 375 R
19.12.14

Again G.O., No. , dated

190 .

Current No. 1380 Edl from the

D.P.I

, No. 2481A, dated 31.3.1905.

Current No.

from the

, No.

, dated

190 .

SUBJECT.

Grant of maximum pay to Miss Lynch, 2nd
Inspector of Girls' schools.

The D.P.I. recommends that for the reasons explained by him Miss Lynch, the Second Inspector of girls' schools on Rs. 450-10-500 may be allowed to draw Rs. 500 with effect from the 22nd January last.

2. As pointed out by the Accountant General, the sanction of the Secretary of State will have to be obtained if Miss Lynch's pay is to be fixed at Rs. 500 per mensem. ~~It may not be desirable to apply for such sanction~~ ~~as the Government of India have not sanctioned the 500 per mensem for personal allowance for the 22nd January last.~~ ~~Since the Government of India have not sanctioned the 500 per mensem for personal allowance for the 22nd January last.~~ The grant of a personal allowance of Rs. 50 per mensem with the sanction of the Govt. of India as suggested by the A.G. would seem an easy course.

3. The question now for consideration is whether there is any justification for the grant of a personal allowance. The reasons advanced

page 20 of 9

by the Director are that for some years Miss Lynch has been drawing the maximum pay ~~in~~ of Rs 450 in her old post of third Inspectress, that she will not be eligible to draw any increment in her new post of second Inspectress until the 25th January 1916, that even with the addition of 5 years' service contemplated in art-403 of the C.S. R. her total qualifying service on her attaining the 55th year would fall short by a couple of years of the minimum period of 25 years required to entitle her to a full pension. The grant of the maximum pay is ~~proposed~~ intended to compensate her to some extent for the anticipated reduction in her pension and thus mitigate the hardship that would be otherwise caused to her.

4. It is observed that in the proposals framed ^{in 1909} by the Govt. of India for the improvement of the emoluments of the officers of the Indian Educational Service that Govt. suggested that it would be sufficient to fix the pay of the inspectresses at Rs 400-20-500 per mensem without exchange compensation allowance and thereafter at Rs. 500-25-750 per mensem if their service was ^{This Govt. also approved the above suggestion.} ~~approved~~. So far as the initial pay is concerned, Miss Lynch ~~also~~ started at Rs 400 and can have no cause for complaint. The scales of pay now obtaining for the ^{in Madras} inspectresses viz Rs 400-10-450, Rs 450-10-500 and Rs 500-20-600 ~~do~~ not appear.

para. 14-66 of 27th Dec 17.1.10.

para. 79 letter no 28th Dec 17.1.10.

appear to be ^{very} ~~much~~ law when compared with those suggested by India. Miss Lynch has had her usual promotion and has till now put in a service of only 9 years odd. The fact that she has been drawing the untried pay of the new post ^{only} for the last four years in her old post does not seem to be strong ground for a personal allowance. Every one of the inspectors ~~is to be on the maximum pay of the~~

As regards the contention that if she retires in her 55th year, she will not have put in the required service for a full pension, it ~~is~~ is submitted that it is not the fault of the Govt. that she entered service so late as in her 36th year. The concession of the addition of five years to her service under art. 403 of the C.S.R. appears sufficient and is intended to meet such cases. ~~There seems no change here to go beyond that.~~

It may also be pointed out in this connection that the post of the first inspectors carrying a salary of Rs 500.20.00 is likely to become vacant in the 23rd February 1917 ~~and~~ when Mrs Rhemius attains her 55th year and that Miss Lynch may expect promotion to that post ^{in 1913}. 4. When the Govt of India ^{in 1913} called for proposals for giving temporary relief to members of the I.C.S., this Govt. first stated that there were no cases of hardship. When India asked for a reconsideration ~~later~~ of the above letter in the light of the recommendations of the other provinces this Govt. suggested the grant of

The lower grade will have to draw the same pay as the minimum of the next higher grade for some time before she earns an increment. As the scale is so arranged this cannot be taken as a grievance on the part of Mr. Lynch alone.

para 2 page 2 of cf.

Letter no 23290L
17.3.13.

please see Staff in page 576
of notes with no 139 Sol &
letter no 223 Sol
21.2.14

allavaries to certain male members of the
Staff who had put in a service of not
less than 14 years. The cases of the prospectors
of was not considered at all in that connection
considering that in the above recommendations
the Govt. took up the case of only such officers
as had served for not less than 14 years, the
case of ~~Miss Lynch~~ ^{Miss Lynch} who has not yet put in
a service of 10 years does not appear to be one
of hardship calling for immediate relief.

5. It is for consideration whether in the
above circumstances the proposal may be
disallowed.

La A
2.5.15 3/5/15

Mr. J. L. Ples

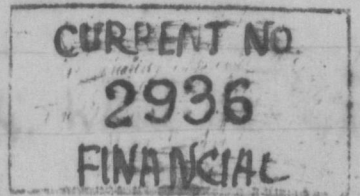
advised



Recd 7.5.15

Sol no 1380-1

5.5.15



Recd 5.5.15

Financial default

For the A.S.

This dept. may concur in the
view that there is no good case for any relief
to Miss Lynch.

14th 7.5.15

Please put up the Resolution
of the G. I. I. laying down the
general principles underlying
the grant of personal allowances.

[Signature]
10/5/15

A copy of G.O. No. 6007 of 27.9.
1912 containing the G. of I's
resolution referred to is put up.

[Signature]
11-5-15

I venture to agree with the view taken in the
Education department office note that there is
no case for according exceptional treatment ⁵Miss.
Lynch. In ~~an~~ order to give her what has been
suggested by the Director of Public Instruction
it would be necessary for the Government of Madras
to make out a case for the grant of a personal
allowance - the principles underlying the grant of
increments in advance of due date are the same
vide article 153 of the C.S.R. - and I venture to
submit that there is no case whatever for the
grant of any such allowance. ~~Miss~~ Lynch was, I

[Signature]
10/5/15

[Signature] x Reg. X
[G.O. No. 787] contains some
instructions from the G. of I. as to
the interpretation to be
placed on the Resolution of the G. of I.
in G.O. No. 6007 of 27.9.12.

understand, 9 years in the grade of Rs.400-10-450.

She must therefore have been four years on the maximum pay of that grade, and even if she had no further promotion to look forward to, she would ordinarily have been required to remain another year on that rate of pay before Government considered the question of granting her a personal allowance.

As a matter of fact, however, Miss Lynch has been promoted to Rs.450-10-500, and from what is said in the Education department office note there

are ~~xxxxx~~ prospects of still further promotion

before her. In these circumstances I venture to

submit that there is no case for a personal allowance or for the grant of increments in advance of

due date. If the object of increasing Miss Lynch's

emoluments is to give her an enhanced pension I

venture to submit that the proposal is still more

objectionable. Financial department may therefore

I submit advise Education Department that the proposal should be rejected.

TRN

11.5.15

vide J. P. 1 Rno. 8. 31. 8.12
in G. O. 600 D/27 9.12
(page 5 - Rule II Xc)

p. 3 ante

A

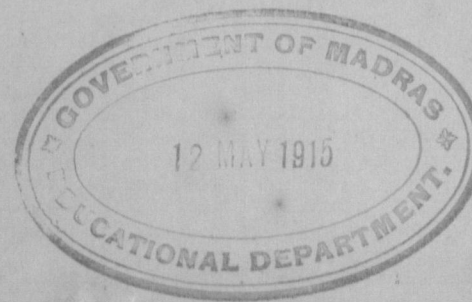
p. 3 ante

I do not think Fin. should be called upon to advise the Administrative Dept. at this stage. It is for the latter to form an opinion whether there is a case for exceptional treatment & then it is for Fin. to criticize that opinion with reference to financial rules & principles. All that I can say at this stage is that Mr. Lynch seems to be drawing pay in strict accordance with the rules & that it requires good reasons to justify any departure therefrom. Every such departure constitutes a precedent which renders the enforcement of the ordinary rules more difficult.

File no 2936-1
12-5-15
JRN

MS
12/5

2d Solup



Educational Dept

Submitted for orders whether the proposal of the D.P.I. should be rejected.

MS
12/5
JRN

The D.P.I.'s proposal being, I think to be rejected. After issue of the order

MS
12/5



13
14
GOVERNMENT HOUSE,
OOTACAMUND.

17th May 1915.

My dear Duncan,

Please peruse and return these notes, and
discuss with His Excellency when next you come.

Yours sincerely,

H. S. Duncan

The Hon'ble Mr. H. S. Duncan,

Ag. Director of Public Instruction,

'Woodbriar', Ootacamund.

I shall tele him - do - ~~the~~
the reasons in file. Please
See the Inland Post-Sentoy's
note on page 6, particular
marked A.

14/5/16

P.
14.3.16.



A draft order is submitted for approval
2. ~~The~~ The Director appears to have seen the
file u.s. Orders are solicited whether any do.
should be sent to him explaining the reason
for which the Govt. decline to ~~accept~~ approve
his recommendation

18.3.16. ~~18/3/16~~ A No. has better
for his own as he
cannot however see this
file

27.3.16

87.
Please note this
Hendrup also.
2nd 1/3

The following draft D.O. to Mr. Stone is submitted for approval:—

My dear Stone,

With reference to G.O. No. 309 Edl., dated ~~1916~~ ¹⁹¹⁵

22nd March 1916, declining to sanction the grant of

the maximum pay of Rs. 500 to Miss Lynch, I am to

explain to you the reasons which ^{have} led the Government to

that ~~adverse~~ decision. You are doubtless aware that

the principles underlying the grant of personal allow-

ances are strictly applicable also to ^{the} grant of incre-

ments in advance of the due date. Miss Lynch has

been in receipt of the maximum pay of the post of

the 3rd inspectress, viz., Rs. 450, for only 4 years, and

even if she had no further promotion to look forward

to, she would ordinarily have been required to remain

another year on that rate of pay in order to ^{become} ~~make~~

~~herself~~ eligible for the grant of a personal allowance.

As a matter of fact however she has been promoted,

with further prospects of increments ~~in~~ in pay, and

cannot therefore have any ~~strong~~ claim for a personal

allowance. ^{over} she has

about

No. 1380-2/15
28.3.16.

28/3

II (106) (X)
27912

an adequate reason for ~~an~~ a premature grant of the maximum pay, especially in view of the concession of the addition of five years to her service which will be allowed to her under Article 403 of the C.S.R. I am also to point out that Mrs. Rhenius is due to retire in ~~in~~ the usual course in February 1917 and that Miss Lynch may expect to be promoted to that post in which she can rise up to Rs.600 per mensem. In these circumstances, you will ^{no doubt} agree that there is ^{strong} ~~no~~ case ~~at all~~ for the grant of the maximum pay of Rs.500 to Miss Lynch.

Yours sincerely,

~~28/3/16.~~

To

The Hon'ble Mr. J.H.Stone, C.I.E.

WSP
29-8/16

Done
29/5/16

Seott. II-10 (a)-12-1-15.

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

" " " " 191 .

READ ALSO:-

C. No. 138080, From the D.I.I, No. 248A, dated 31.3. 1915.

" " Not of the A.G GA 60-982 17.4. 1915.

" " 191 .

ORDER.

No. 30920, dated 22-3-1916.

*8/6
+ then sent
back file
to S.A. for
further action
2/3*

The Government regret that they see no sufficient grounds to allow Miss Lynch ^{3rd} Inspector of girls' schools, to draw ~~her~~ at once the maximum pay of her appointment, i.e. Rs 500/-.

*Drawn
as
23/3/16*

*8/6
8.3.16
19/3/16*

21-3-16

22-3-16
To The D.I.I. (Ato)
" A.G

Sanitarius

even for copying
A copied _____
n examined _____
en signed _____ } 191

G.O. No. _____ DATED _____
191

No. _____

ORDER TO C. No. _____

OF GOVERNMENT

A A A A A A A

OF GOVERNMENT.

IT WITH DITTO.

BEFORE FILED UP, BEING MEANT FOR DESPATCH
IN ORIGINAL.

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

Sanit.

The Government report that
it is necessary to have a sufficient
number of ships to meet the
requirements of the service
and to have a sufficient number
of ships to meet the requirements
of the service.

(100) 200