

Government of Madras.

HOME DEPARTMENT

(EDUCATION)

G.O. No. 57, 11th January 1917

NOTES
PRINTED

Government Muhammadan elementary schools for boys

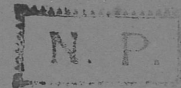
Sanctioning with effect from the 1st March 1917 a temporary increase to the pay of the headmasters and their assistants employed in the — in the city of Madras.

Government of Madras.

HOME DEPARTMENT

(EDUCATION)

G.O. No. 57, 11th January 1917



ORIGINAL.

Government Muhammadan elementary schools for boys

Sanctioning with effect from the 1st March 1917 a temporary increase to the pay of the headmasters and their assistants employed in the -- in the city of Madras.

GOVERNMENT OF MADRAS

HOME DEPARTMENT

(Education)

Read—the following papers :—

I

Letter—from the Hon'ble Mr. J. H. STONE, M.A., C.I.E., F.R.H.S., Director of Public Instruction.

To—the Secretary to Government, Home (Education) Department (through the Accountant-General, Madras).

Dated—Madras, the 8th November 1916.

No.—R.C. 4854.

I have the honour to address Government regarding the grant of a duty allowance to the headmasters and their assistants employed in the Government Muhammadan elementary schools for boys in the city of Madras.

2. There are at present 12 Government Muhammadan elementary schools in Madras with scales of staff as shown in statement A appended. On an analysis of the rates of pay obtaining in these schools, it will be noticed that of the 38 posts sanctioned for them excluding that of temporary Instructor in Carpentry attached to the Mirsahpet elementary school as many as 26 or nearly 70 per cent of the appointments carry a salary of Rs. 10 per mensem only each, while of the rest one carries a pay of Rs. 20, 3 a pay of Rs. 15 each and 8 a pay of Rs. 12 each. It may be mentioned in this connection that during the last three years each trained teacher received on an average capitation allowance amounting to Rs. 18 per annum.

3. In the year 1913, M.R.Ry. Rao Bahadur A. C. Pranatirthara Ayyar Avargal, the then Inspector of Schools, IV Circle, represented to the Director that the general condition of the Government Muhammadan schools mentioned above was not quite satisfactory and that they were hardly models to the other elementary schools in the neighbourhood as they compared very unfavourably with the Corporation elementary schools in respect of accommodation, equipment and staff. With the object, therefore, of placing the Government elementary schools on as sound a footing as the Corporation elementary schools, he suggested as the foremost step towards increasing the efficiency of the staffs in the former class of schools the revision of the scales of salaries in them on the ground that the existing scale was barely adequate for trained Muhammadan teachers in a costly city like Madras and afforded little scope for promotion and no incentive to good work. It was further stated that the scale of salaries in the Government schools did not compare favourably with that obtaining in the Corporation schools working side by side with them though the qualifications required of the teachers in both sets of schools were the same. Accordingly proposals involving an extra expenditure of Rs. 4,710 per annum were submitted by him, but after a careful examination of those proposals Sir Alfred Burne decided that they might be included in the scheme still under consideration for the general revision of the pay of low paid Government servants as a result of the proposal to abolish the system of grain compensation allowance.

4. Meantime sanction was accorded in G.O. No. 1072, Education, dated 29th September 1916, to the raising temporarily by Rs. 2 per mensem of the pay of the headmasters on Rs. 10 on each of the Government Elementary Muhammadan schools

at Periamet, Washermanpet and Pudupet and as this small measure of reform has not given satisfaction, Mr. H. A. Hart, the present Inspector, urges the desirability of a general revision of the scale of salaries for the reason that the position of the teachers in the Government Muhammadan schools is markedly unfavourable as

* These do not receive any capitation allowance. compared with that of the teachers * in the Corporation schools where the headmasters are placed in two grades, those in the first grade being paid Rs. 25—1—30 each and in the second, Rs. 20—1—25 each; while there are similarly two grades for the assistant masters on Rs. 17½—¾—20 and Rs. 15—½—17½, that the teachers in the Government schools are consequently discontented and that it has been found difficult to fill up vacancies among the staff by teachers of suitable qualifications.

5. The present scale of salaries was sanctioned nine years ago before the Corporation schools equipped with a decent staff came into existence. Since then, however, not only has there been a considerable increase in the cost of living but also has the demand for qualified teachers been steadily increasing owing to the increase in the number of elementary schools and the consequent expansion of elementary education. Taking all these facts into consideration I am persuaded that the continued employment of the present under-paid staff in the Muhammadan elementary schools in Madras is one of the causes of their deterioration as evidenced by their decline in strength and it seems to be imperative that some temporary measures should be devised towards the amelioration of the condition of the teachers employed in the Government Muhammadan elementary schools in the city. I accordingly beg to request that Government will be pleased, pending a general revision of the scales of staffs of these schools, to sanction with effect from the 1st March 1917 a duty allowance equal to 25 per cent of the pay of their substantive appointments in the case of headmasters and 20 per cent in the case of the assistant masters. While making this recommendation I am alive to the fact that the present is not a favourable opportunity for making proposals involving extra expenditure, but I strongly feel that this very desirable instalment of reform should not in the interest of the development of Muhammadan education be put off indefinitely. I think that the proposed payment of duty allowance will be eventually cheaper than a revision of the scale and will make it less likely for any teacher to get more than the pay that can be proposed for him when final proposals for a general reorganization of the schools are submitted.

6. The extra expenditure which the above proposal will entail will amount to Rs. 1,099 or to Rs. 1,100 per annum in round figures as shown in statement B and I request that the necessary provision for the charge may be made in the Civil budget estimates now under the consideration of Government.

ENCLOSURES.

(1)

STATEMENT A.—Statement showing the present scale of staff in the Government Muhammadan elementary schools for boys in Madras.

Name of school.	Present scale.
Mylapore ...	1 (12), 3 (10).
Thousand Lights ...	1 (10).
Mirsahpet ...	1 (12), 2 (10); (Temporary instructor in carpentry 17½), 1 (15).
Royapet ...	1 (12), 2 (10).
Chapauk ...	1 (20), 1 (15), 1 (12), 3 (10).
Perambur ...	1 (12), 2 (10).
Periamet ...	2 (10) (a).
Washermanpet ...	2 (10) (a).
Chetty's Garden ...	1 (15), 1 (12), 2 (10) [Temporary 1 (10)].
Pudupet ...	2 (10) (a).
Purnabagh ...	1 (12), 2 (10).
Muthialpet ...	1 (12), 2 (10).

The pay of the headmaster on Rs. 10 has been temporarily raised by Rs. 2.

(2)

STATEMENT B.—Statement showing how the duty allowances proposed has been calculated.

Name of school.	Pay of headmaster.	Amount of duty allowance per mensem.	Pay of assistants.	Amount of duty allowance per mensem.
	RS.	RS.	RS.	RS.
Mylapore	12	3	3 (10), 30	6
Thousand Lights	10	2½	2 (10), 1 (15), 35	7
Mirashabpet	12	3	2 (10), 20	4
Royaspet	12	3	1 (15), 1 (12), 3 (10), 37	11½
Chopank	20	5		
Perambur	12	3	2 (10), 20	4
Periamet	* 10	2½	1 (10)	2
Washermanpet	* 10	3½	1 (10)	2
Chetty's Garden	15	3½	1 (12), 3 (10), 42	8½
Padupet	* 10	2½	1 (10)	2
Purnahagh	12	3	2 (10), 20	4
Muthialpet	12	3	2 (10), 20	4
Total	..	36½		54½

= Rs. 91 ½ per mensem or Rs. 1,059 rounded to Rs. 1,100.

* Excludes Rs. 2 per mensem, the increase of pay given for a year to the headmasters on Rs. 10 in G.O. No. 1073, Educational, dated 29th September 1915, and since extended for another year in G.O. No. 739, Educational, dated 5th July 1916.

II

Endorsement of the Accountant-General, No. Kis. P.A. 1-16029,
dated 24th November 1916.

Forwarded.

2. The present scale has been verified with the registers of this office and found correct, but a reference is however invited to Government's confidential memorandum No. 8349-1, Financial, dated the 28th December 1915.

3. Grain compensation allowance is at present drawn by the teachers referred to in the letter of the Director of Public Instruction. Orders of Government are requested as to whether the grain compensation allowance should continue to be paid after duty allowances in question are sanctioned.

4. "Duty allowances" are generally granted in consideration of increased work or responsibility, when persons belonging to a certain cadre or class of service are detached to fill up certain appointments outside the ordinary run of the cadre or class. But here the proposal is to raise the pay of several appointments of the same class to compensate for the increase in the cost of living at the Presidency town and to attract better trained men. The extra allowance should therefore be in the form of a "compensatory local allowance" or of "actual increase of pay". It is not the intention of the rules that "duty allowances" should be sanctioned in these cases.

H. BHIMASENA RAO,
Deputy Accountant-General.

To the Secretary to Government, Home (Education) Department.

Order—No. 57, Home (Education), dated 11th January 1917.

The Government are pleased to sanction, with effect from the 1st March 1917 and until a general revision of the scale of pay is effected, a temporary increase to the pay of the headmasters and their assistants in the Government Muhammadan elementary schools for boys in the city of Madras. This temporary increase will be

fixed at 25 per cent of the permanent pay in the case of headmasters and at 20 per cent in the case of assistants and will be paid in addition to any other allowances now being drawn by them.

2. For the purpose of any further revision in connection with the abolition of grain compensation allowance or the reorganization of establishments, comparison should be made with the existing permanent pay of each post and not with the pay as temporarily enhanced.

(True Extract)

P. RAJAGOPALA ACHARIYAR,
Secretary to Government.

To the Director of Public Instruction.
" Accountant-General.
" Financial Department (with notes).

HOME (EDUCATION) DEPARTMENT

NOTES CONNECTED WITH G.O. No. 57, HOME (EDUCATION),
DATED THE 11TH JANUARY 1917[SUBJECT.—Government Muhammadan elementary schools for boys in the
city of Madras.]

Previous papers :

G.O. 129, Educational, 20th Feb. 1908	G.O. 817, Educational, 13th July 1914
" 598 " 12th Aug. "	" 920 " 10th Dec. "
" 812, Financial, 19th Nov. 1913	" 1072 " 29th Sep. 1915
" 685, Educational, 10th June 1914	" 739 " 5th July 1916

From the Director of Public Instruction, dated 8th November 1916, No. 4854.

The present emoluments of the headmasters and their assistants in the Government Muhammadan elementary schools in the City of Madras and the allowances proposed to them by the Director of Public Instruction are given below :—

Number of teachers.	Substantive pay per mensem.	Average gratification allowance per mensem.		Grain compensation allowances.	Total emoluments per mensem (as present.)	Allowance of 26 per cent and 20 per cent of their pay (proposed by the Director of Public Instruction.)		Total emoluments proposed.
		Rs.	Rs. A. P.			Rs. A. P.	Rs. A. P.	
One Headmaster	20	1 8 0	3 0 0	24 8 0	5 0 0	29 8 0		
One do.	16	1 8 0	1 8 0	18 0 0	3 12 0	21 12 0		
Six Headmasters	12 (each)	1 8 0	1 8 0	15 0 0	3 0 0	18 0 0		
* Four do.	10 (")	1 8 0	1 8 0	13 0 0	2 8 0	15 8 0		
Two teachers	15 (")	1 8 0	1 8 0	15 0 0	2 6 5	17 6 5		
Two do.	12 (")	1 8 0	1 8 0	13 0 0	2 0 0	15 0 0		
Twenty-two teachers	10 (")	1 8 0	1 8 0	13 0 0				

* Three of them draw in addition Rs. 2 per mensem temporarily—G.Os. No. 1072, dated 29th September 1915 and No. 739, Educational, dated 5th July 1916.

2. From the current letter it appears that the headmasters of the model schools of the Corporation of Madras are divided into two grades, those in the first drawing Rs. 25—1—30 and those in the second Rs. 20—1—25. From the budget estimates, 1915—16, of the Corporation, it will however be seen that all the headmasters draw Rs. 25—1—30 per mensem. But these men would appear to have generally more

Page 155 of the Administration Report of the Corporation of Madras 1915—16. responsible duties than the headmasters of Government Muhammadan schools in that each model Corporation school has

standards up to and including the fourth with four assistant teachers and a handi-craft instructor, the strength of all the sixteen schools being 1,785 : while the total strength of all the twelve Muhammadan schools in 1915—16 was 946 and some of them appear to be only lower grade elementary schools.

3. The number of assistant teachers in each of these schools and the pay of the headmasters are shown in the following statement:—

Number of schools.	Whether Government or Municipal.	Number of assistants in each school.	Emoluments of the headmaster at present.	Emoluments proposed.
			Rs. A. P.	Rs. A. P.
Chepauk (1)	Government ..	5	24 8 0	29 8 0
Chetty's Garden (1)	Do. ..	4	18 0 0	21 12 0
Kilmore and Mirasabpet (2)	Do. ..	3	15 0 0	18 0 0
Royapettah, Perambur, Purnabhag and Muthialpet (4)	Do. ..	2	15 0 0	18 0 0
Periamet, Washermanpet and Pudupet (3)	Do. ..	1	15 0 0	15 8 0
Thousand Lights (1)	Do. ..	1	15 0 0	15 8 0
10	Corporation ..	5 (including the handicraft instructor.)	Rs. 26-1-30 per mensem each.	..

From the above statement it appears the headmasters of Government Muhammadan schools are not quite as well off as those of the Corporation model schools even after making allowance for the generally more responsible duties of the latter.

4. In the case of the assistant teachers this difference in the scale of pay becomes the more obvious. All the assistants (excluding the handicraft instructors) of the Corporation schools are divided into two grades, the first grade teachers drawing Rs. $17\frac{1}{2}-20$ per mensem and the second drawing Rs. $15\frac{1}{2}-17\frac{1}{2}$ per mensem. (They do not draw any capitation allowance.) Compared with this scale the proposal of the Director of Public Instruction to grant an allowance of 20 per cent of their pay to the teachers in the Government schools as shown in the statement on page 1 ante, does not seem to be excessive.

5. The Director of Public Instruction apparently proposes that the allowance now suggested by him should be drawn in addition to the grain compensation allowance already being drawn by the teachers. Otherwise they will not be materially benefited by the proposal.

6. The Accountant-General's objection to treat the proposed allowance as "duty allowance" seems to be valid. Since Madras is not considered a suitable place for the grant of "compensatory local allowances" the only course now open is to treat the allowance as "personal allowance".

7. Before passing final orders the file may go to Financial u.o. for remarks.

A.S.—15-12-16.

N.K.—17-12-16.

C. RAMANUJA ACHARIYAR—18-12-16.

P. RAJAGOPALA ACHARIYAR—19-12-16.

FINANCIAL DEPARTMENT.

The extra cost involved in the proposals is shown below:—

(1)	* Amount of duty or personal allowance proposed.	Extra cost per mensem.
	(2)	(3)
		Rs.
Headmasters—		
1 (20), 1 (15), 6 (12), 4 (10)	1 (5), 1 (3 $\frac{1}{2}$), 6 (3), 4 (2 $\frac{1}{2}$).	36 $\frac{1}{2}$
Assistant masters—		
2 (15), 2 (12), 22 (10)	2 (3), 2 (2 $\frac{1}{2}$), 22 (2).	54 $\frac{1}{2}$
		91 $\frac{1}{2}$ per mensem or 1,098 $\frac{1}{2}$ per annum.

* 25 per cent of pay in column (1) in the case of headmasters and 20 per cent in the case of assistants.

2. The Director of Public Instruction has not specifically stated that grain compensation allowance should be continued when increased emoluments are granted. Home (Education) however propose to continue the allowance. According to the proposal of Home (Education) therefore, a further increase in pay will be required in connection with the scheme of abolition of grain compensation allowance.

3. The Director of Public Instruction proposes to term the increase "duty allowance". Home (Education) however propose to call it "personal allowance" in view of the Accountant-General's remarks. It is submitted that even this latter term does not appear to be correct since it is proposed to attach the allowances to appointments and not to individuals. It is submitted that the correct course would appear to be to grant the teachers temporary increases of pay pending the general revision so as to abolish grain compensation allowance—cf. for a precedent, G.O. No. 1072, Educational, dated 29th September 1915, and Financial notes on pages 2-3 of notes to G.O. No. 685, Educational, dated 10th June 1914. Duty allowance, personal allowance and temporary increase of pay all count for leave allowances and pension.

4. The Director of Public Instruction considers that improvement in the pay of the teachers in question is urgently called for. The increase, now proposed, if sanctioned is not likely to lead to any increase in the pay of teachers in Corporation elementary schools in the Madras City, since higher rates of pay are already in force in the Corporation schools. Apparently no inconvenience will result in regard to private elementary schools in Madras City as well. If so, the amount of the additional remuneration proposed (which may be treated as temporary increase of G.O. 1072, Educational, 29th September 1915. pay) may, it is submitted, be accepted. In the case of the headmasters of the Periamet, Washermanpet and Pudupet schools, who are already drawing temporary increases of pay Rs. 2 each per mensem, they will draw the temporary increase now proposed in addition.

5. Provision of funds—1916-17.—No extra cost. The scheme is to be introduced from 1st March 1917.

1917-18.—On receipt of a copy of Home (Education) Department proceedings, the Accountant-General may be asked to enter the necessary additional provision in the next year's budget without altering totals.

T.R.N.N.—29-12-16.

C.P.K.—30-12-16.

I do not like these temporary increases of pay. What difficulty is there in revising the pay on a permanent basis not with a view to the abolition of grain compensation allowance but because a revision is called for on general grounds of administrative necessity?

L. E. KERSHAW—30-12-16.

The Director of Public Instruction has proposed the grant of duty allowances to the teachers in the present case (instead of increase of pay) in view of the fact that proposals for the general revision of pay of teachers in all Government schools in the Presidency are under his consideration. It is however submitted that there is no objection to the course suggested by the Assistant Secretary being adopted at once, viz. to permanently increase the pay of the teachers by such an amount as is necessary on administrative grounds and as will also render the abolition of grain compensation allowance possible incidentally. If this is approved, Home (Education) may be requested to ask the Director of Public Instruction to submit revised proposals accordingly. The Accountant-General is not likely to object to this course—cf. his note dated 20th December 1915 on page 2 of notes to G.O. No. 159, Judicial, dated 19th January 1916, and paragraph 3 of his endorsement.

T.R.N.N.—2-1-17.

C.P.K.—2-1-17.

I venture to submit that this question should be dealt with once for all on a permanent basis. Temporary increases of pay are never satisfactory and really lead

Government Muhammadan elementary schools for boys.

Sanctioning with effect from the 1st March 1917 a temporary increase to the pay of the headmasters and their assistants employed in the ~~the~~ in the City of Madras.

READ AGAIN G.O. No., dated 19

19

READ ALSO:—

" " Endt. " " Accountant General Kis P.A.L- the 24-11-19 16
" " " " " " 6-28 " "

” ” ” ” ” ” ” 19

ORDER

No. 57 Wells dated Tue 11 1 197

Press.

The Government are pleased to sanction with effect from the 1st March 1917 and until ~~the~~ ^a general revision of the scale of pay is effected a temporary increase to the pay of the headmasters and their assistants ~~in~~ ⁱⁿ employed in the Government Muhammadan elementary schools for boys in the City of Madras. This temporary increase will be fixed at 25 per cent. of the permanent pay in the case of headmasters and at 20 per cent. in the case of assistants, and will be paid

in addition to any other allowances now being drawn by them.

2. For the purpose of any further

revision in connection with the ~~abolition~~ ^{of grain compensation allowance} ~~reorganisation of~~ ^{of the}

comparison ^{shall} be made with the existing permanent ^{level} pay and not with the ^{by} as temporarily enhanced.

14/11/17

14/11/17

14/11/17

To

The D.P.I.

" A.G.

" Financial Department (with notes)

NOT for E.T.

GOVERNMENT OF MADRAS
HOME DEPARTMENT
(Education)

READ—the following papers :—

I

Letter—from the Hon'ble Mr. J. H. STONE, M.A., C.I.E., P.R.H.S., Director of Public Instruction.

To—the Secretary to Government, Home (Education) Department (through the Accountant-General, Madras).

Dated—Madras, the 8th November 1916.

No.—R.C. 4854.

I have the honour to address Government regarding the grant of a duty allowance to the headmasters and their assistants employed in the Government Muhammadan elementary schools for boys in the city of Madras.

2. There are at present 12 Government Muhammadan elementary schools in Madras with scales of staff as shown in statement A appended. On an analysis of the rates of pay obtaining in these schools, it will be noticed that of the 38 posts sanctioned for them excluding that of temporary Instructor in Carpentry attached to the Mirsahebpet elementary school as many as 26 or nearly 70 per cent of the appointments carry a salary of Rs. 10 per mensem only each, while of the rest one carries a pay of Rs. 20, 3 a pay of Rs. 15 each and 8 a pay of Rs. 12 each. It may be mentioned in this connection that during the last three years each trained teacher received on an average capitation allowance amounting to Rs. 18 per annum.

3. In the year 1913, M.R.Ry. Rao Bahadur A. C. Pranatarthi Ayyar Avargal, then Inspector of Schools, IV Circle, represented to the Director that the general condition of the Government Muhammadan schools mentioned above was not quite satisfactory and that they were hardly models to the other elementary schools in the neighbourhood as they compared very unfavourably with the Corporation elementary schools in respect of accommodation, equipment and staff. With the object, therefore, of placing the Government elementary schools on as sound a footing as the Corporation elementary schools, he suggested as the foremost step towards increasing the efficiency of the staffs in the former class of schools the revision of the scales of salaries in them on the ground that the existing scale was barely adequate for trained Muhammadan teachers in a costly city like Madras and afforded little scope for promotion and no incentive to good work. It was further stated that the scale of salaries in the Government schools did not compare favourably with that obtaining in the Corporation schools working side by side with them though the qualifications required of the teachers in both sets of schools were the same. Accordingly proposals involving an extra expenditure of Rs. 4,710 per annum were submitted by him, but after a careful examination of those proposals Sir Alfred Bourne decided that they might be included in the scheme still under consideration for the general revision of the pay of low paid Government servants as a result of the proposal to abolish the system of grain compensation allowance.

4. Meantime sanction was accorded in G.O. No. 1072, Education, dated 29th September 1915, to the raising temporarily by Rs. 2 per mensem of the pay of the headmasters on Rs. 10 on each of the Government elementary Muhammadan schools at Periamet, Washermanpet and Pudupet and as this small measure of reform has not given satisfaction, Mr. H. A. Hart, the present Inspector, urges the desirability of a general revision of the scale of salaries for the reason that the position of the teachers in the Government Muhammadan schools is markedly unfavourable as compared with that of the teachers in the Corporation schools where the headmasters are placed in two grades, those in the first grade being paid Rs. 25—1—30 each and in the second, Rs. 20—1—25 each; while there are similarly two grades for the assistant masters on Rs. 17½—½—20 and Rs. 15—½—17½, that the teachers in the former are consequently discontented and that it has been found difficult to fill up vacancies among the staff by teachers of suitable qualifications.

* These do not receive any capitation allowance.

Teachers in the Government Schools are

Read by 18/11/17

18/11/17 2

(1)

Present scale.

(a) The pay of the headmaster on Rs. 10 has been temporarily raised by Rs. 2.

= Rs. 91 $\frac{11}{10}$ p. r mensem or Rs. 1,099 rounded to Rs. 1,100.

* Excludes Rs. 2 per mensem, the increase of pay given for a year to the headmasters on Rs. 10 in G.O. No. 1072, Educational, dated 29th September 1916, and since extended for another year in G.O. No. 739, Educational, dated 6th July 1916.

3. The present scale of salaries was sanctioned nine years ago before the Government schools were established with a decent staff came into existence. Since then, however, not only has there been a considerable increase in the cost of living but also has the demand for qualified teachers been steadily increasing owing to the increase in the number of elementary schools and the consequent expansion of elementary education. Taking all these facts into consideration I am persuaded that the continued employment of the present under-paid staff in the Muhammadan elementary schools in Madras is one of the causes of their deterioration as evidenced by their declining attendance and it seems to be imperative that some temporary measures should be devised towards the amelioration of the condition of the teachers employed in the Government Muhammadan elementary schools in the city. I accordingly beg to request that Government will be pleased, pending a general revision of the scales of staffs of these schools, to sanction with effect from the 1st March 1917 a daily allowance equal to 25 per cent of the pay of their substantive appointments in the case of headmasters and 20 per cent in the case of the assistant masters. While making this recommendation I am alive to the fact that the present is not a favorable opportunity for making proposals involving extra expenditure, but I strongly feel that this very desirable institution of reform should not in the interest of the development of Muhammadan education be put off indefinitely. I think that the proposed payment of duty allowances will be eventually cheaper than a revision of the scale and will make it less likely for any teacher to get more than the pay that can be proposed for him when final proposals for a general reorganization of the schools are submitted.

6. The extra expenditure which the above proposal will entail will amount to Rs. 1,039 or to Rs. 1,100 per annum in round figures as shown in statement B and I request that the necessary provision for the same may be made in the Civil Budget estimates now under the consideration of Government.

STATEMENT A—Statement showing the present scale of staff in the Government Muhammadan elementary schools for boys in Madras.

Name of school.	Pay of headmaster.	Pay of assistant master.	Amount of duty allowance per month.
Mylapore	1 (12), 3 (10)	1 (12), 2 (10)	1 (12), 2 (10)
Thousand Lights	1 (10)	1 (12), 2 (10)	1 (12), 2 (10)
Munabpet	1 (12), 2 (10)	1 (12), 2 (10)	1 (12), 2 (10)
Royapet	1 (12), 2 (10)	1 (12), 2 (10)	1 (12), 2 (10)
Chopank	1 (20), 1 (12), 1 (10)	1 (12), 2 (10)	1 (12), 2 (10)
Tennepet	1 (12), 2 (10)	1 (12), 2 (10)	1 (12), 2 (10)
Perambur	2 (10) (a)	2 (10) (a)	2 (10) (a)
Washermanpet	2 (10) (a)	2 (10) (a)	2 (10) (a)
Chetty's Garden	1 (12), 1 (12), 2 (10)	1 (12), 2 (10)	1 (12), 2 (10)
Pudupet	2 (10) (a)	2 (10) (a)	2 (10) (a)
Tannampet	1 (12), 2 (10)	1 (12), 2 (10)	1 (12), 2 (10)
Munabpet	1 (12), 2 (10)	1 (12), 2 (10)	1 (12), 2 (10)

(a) The pay of the headmaster on Rs. 10 has been temporarily raised to Rs. 2.

STATEMENT B—Statement showing how the duty allowance proposed has been calculated.

Name of school.	Pay of headmaster.	Pay of assistant master.	Amount of duty allowance per month.
Mylapore	12	12	3 (10), 2
Thousand Lights	10	12	3 (10), 1 (10), 2
Munabpet	12	12	3 (10), 2
Royapet	12	12	3 (10), 2
Chopank	20	12	1 (12), 1 (12), 2 (10)
Tennepet	12	12	3 (10), 2
Perambur	10	10	1 (10)
Washermanpet	10	10	1 (10)
Chetty's Garden	12	12	1 (12), 2 (10), 2
Pudupet	10	10	1 (10)
Tannampet	12	12	3 (10), 2
Munabpet	12	12	3 (10), 2
Total	1039	1039	1039

— Rs. 57, 11th January 1917, sanctioned on Rs. 1,100.

* Excludes Rs. 2 per month, the increase of pay given for a year to the headmaster on Rs. 10 in G.O. No. 1273, E. section, dated 28th September 1916, and since extended for another year in G.O. No. 733, E. section, dated 25th July 1916.

II

Endorsement of the Accountant-General, No. Kis. P.A. 1-16029, dated 24th November 1916.

Forwarded.

2. The present scale has been verified with the registers of this office and found correct, but a reference is however invited to Government's confidential memorandum No. 8349-1, Financial, dated the 28th December 1915.

3. Grain compensation allowance is at present drawn by the teachers referred to in the letter of the Director of Public Instruction. Orders of Government are requested as to whether the grain compensation allowance should continue to be paid after duty allowances in question are sanctioned.

4. "Duty allowances" are generally granted in consideration of increased work or responsibility, when persons belonging to a certain cadre or class of service are detached to fill up certain appointments outside the ordinary run of the cadre or class. But here the proposal is to raise the pay of several appointments of the same class to compensate for the increase in the cost of living at the Presidency town and to attract better trained men. The extra allowance should therefore be in the form of a "compensatory local allowance" or of "actual increase of pay." It is not the intention of the rules that "duty allowances" should be sanctioned in these cases.

H. BHIMASENA RAO,
Deputy Accountant-General.

To the Secretary to Government, Home (Education) Department.

Order—No. 57, Home (Education), dated 11th January 1917.

The Government are pleased to sanction, with effect from the 1st March 1917 and until a general revision of the scale of pay is effected, a temporary increase to the pay of the headmasters and their assistants in the Government Muhammadan elementary schools for boys in the city of Madras. This temporary increase will be fixed at 25 per cent of the permanent pay in the case of headmasters and at 20 per cent in the case of assistants and will be paid in addition to any other allowances now being drawn by them.

2. For the purpose of any further revision in connection with the abolition of grain compensation allowance or the reorganization of establishments, comparison should be made with the existing permanent pay of each post and not with the pay as temporarily enhanced.

(True Extract)

P. RAJAGOPALA ACHARIYAR,
Secretary to Government.

To the Director of Public Instruction.
" Accountant-General.
" Financial Department (with notes).

G.O. No. 57, 11th January 1917

Government Muhammadan elementary schools for boys

Sanctioning with effect from the 1st March 1917 a temporary increase to the pay of the headmasters and their assistants employed in the — in the city of Madras.

11

NOTES CONNECTED WITH G.O. No. 57, HOME (EDUCATION),
DATED THE 11TH JANUARY 1917.

[SUBJECT.—Government Muhammadan elementary schools for boys in the
city of Madras.]

Previous papers :

Previous papers :

G.O. 129, Educational, 20th Feb. 1908 " 598 " 12th Aug. " " 812, Financial, 19th Nov. 1913 " 685, Educational, 10th June 1914	G.O. 817, Educational, 13th July 1914 " 920 " 10th Dec. " " 1072 " 29th Sep. 1915 " 789 " 5th July 1916
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From the Director of Public Instruction, dated 8th November 1916, No. 4854.

The present emoluments of the headmasters and their assistants in the Government Muhammadan elementary schools in the City of Madras and the allowances proposed to them by the Director of Public Instruction are given below :—

Number of teachers.	Substantive pay per mensem.	Average capitation allowance per mensem.	Grain compensation allowance.	Total emoluments (at present.)	Allowance of 25 per cent and 50 per cent of their pay (proposed by the Director of Public Instruction.)	Total emoluments proposed.
One Headmaster	Rs. 20	Rs. A. P. 1 8 0	Rs. A. P. 3 0 0	Rs. A. P. 24 8 0	Rs. A. P. 5 0 0	Rs. A. P. 29 8 0
One do.	15	1 8 0	3 0 0	21 8 0	5 0 0	26 8 0
Six Headmasters	12 (each)	1 8 0	3 0 0	15 0 0	3 12 0	18 12 0
Four do.	10 "	1 8 0	3 0 0	13 0 0	3 0 0	16 0 0
Two teachers	12 "	1 8 0	3 0 0	15 0 0	3 0 0	18 0 0
Two do.	12 "	1 8 0	3 0 0	15 0 0	3 0 0	18 0 0
Twenty-two teachers	10 "	1 8 0	3 0 0	13 0 0	2 0 0	15 0 0

* Three of them draw in addition Rs. 2 per mensem temporarily—G.O. No. 1072, dated 29th September 1915 and No. 739, Educational, dated 5th July 1916.

2. From the current letter it appears that the headmasters of the model schools of the Corporation of Madras are divided into two grades, those in the first drawing Rs. 25—1—30 and those in the second Rs. 20—1—25. From the budget estimates, 1915—16, of the Corporation, it will however be seen that all the headmasters draw Rs. 25—1—30 per mensem. But these men would appear to have generally more responsible duties than the headmasters of Government Muhammadan schools in that each model Corporation school has standards up to and including the fourth with four assistant teachers and a handicraft instructor, the strength of all the sixteen schools being 1,785 : while the total strength of all the twelve Muhammadan schools in 1915—16 was 946 and some of them appear to be only lower grade elementary schools.

3. The number of assistant teachers in each of these schools and the pay of the headmasters are shown in the following statement:—

Number of schools.	Whether Government or Municipal.	Number of assistants in each school.	Emoluments of the headmaster at present.	Emoluments proposed.
Chepauk (1)	Government ..	5	Rs. A. P. 24 8 0	Rs. A. P. 29 8 0
Chetty's Garden (1)	Do. ..	4	18 0 0	21 12 0
Mykapore and Minichipet (2)	Do. ..	3	15 0 0	18 0 0
Royapettah, Perambur, Punnabag and Muthialpet (4)	Do. ..	2	15 0 0	18 0 0
Perinmet, Vakkurampanet and Pudupet (3)	Do. ..	1	15 0 0	15 8 0
Thousand Lights (1)	Do. ..	..	13 0 0	15 8 0
16	Corporation ..	5 (including the handicraft instructor.)	Rs. 25—1—30 per mensem each.	..

From the above statement it appears the headmasters of Government Muhammadan schools are not quite as well off as those of the Corporation model schools even after making allowance for the generally more responsible duties of the latter.

4. In the case of the assistant teachers this difference in the scale of pay becomes the more obvious. All the assistants (excluding the handicraft instructors) of the Corporation schools are divided into two grades, the first grade teachers drawing Rs. $17\frac{1}{2}$ — $\frac{1}{2}$ —20 per mensem and the second drawing Rs. $15\frac{1}{2}$ — $\frac{1}{2}$ —17½ per mensem. (They do not draw any capitation allowance.) Compared with this scale the proposal of the Director of Public Instruction to grant an allowance of 20 per cent of their pay to the teachers in the Government schools as shown in the statement on page 1 ante, does not seem to be excessive.

5. The Director of Public Instruction apparently proposes that the allowance now suggested by him should be drawn in addition to the grain compensation allowance already being drawn by the teachers. Otherwise they will not be materially benefited by the proposal.

6. The Accountant-General's objection to treat the proposed allowance as "duty allowance" seems to be valid. Since Madras is not considered a suitable place for the grant of "compensatory local allowances" the only course now open is to treat the allowance as "personal allowance".

7. Before passing final orders the file may go to Financial u.o. for remarks.

A.S.—15-12-16.

N.K.—17-12-16.

C. RAMANUJA ACHARIYAR—18-12-16.

P. RAJAGOPALA ACHARIYAR—19-12-16.

FINANCIAL DEPARTMENT.

The extra cost involved in the proposals is shown below:—

(1)	Amount of duty or personal allowance proposed. (2)	Extra cost per mensem. (3) RS.
Headmasters—		
1 (20), 1 (15), 6 (12), 4 (10)	1 (5), 1 (3½), 6 (3), 4 (2½).	36½
Assistant masters—		
2 (15), 2 (12), 22 (10)	2 (3), 2 (2½), 22 (2).	54½
		91½ per mensem or 1,098½ per annum.

* 25 per cent of pay in column (1) in the case of headmasters and 30 per cent in the case of assistants.

2. The Director of Public Instruction has not specifically stated that grain compensation allowance should be continued when increased emoluments are granted. Home (Education) however propose to continue the allowance. According to the proposal of Home (Education) therefore, a further increase in pay will be required in connection with the scheme of abolition of grain compensation allowance.

3. The Director of Public Instruction proposes to term the increase "duty allowance". Home (Education) however propose to call it "personal allowance" in view of the Accountant-General's remarks. It is submitted that even this latter term does not appear to be correct since it is proposed to attach the allowances to appointments and not to individuals. It is submitted that the correct course would appear to be to grant the teachers temporary increases of pay pending the general revision so as to abolish grain compensation allowance—cf. for a precedent, G.O. No. 1072, Educational, dated 29th September 1915, and Financial notes on pages 2-3 of notes to G.O. No. 685, Educational, dated 10th June 1914. Duty allowance, personal allowance and temporary increase of pay all count for leave allowances and pension.

4. The Director of Public Instruction considers that improvement in the pay of the teachers in question is urgently called for. The increase, now proposed, if sanctioned is not likely to lead to any increase in the pay of teachers in Corporation elementary schools in the Madras City, since higher rates of pay are already in force in the Corporation schools. Apparently no inconvenience will result in regard to private elementary schools in Madras City as well. If so, the amount of the additional remuneration proposed (which may be treated as temporary increase of G.O. 1072, Educational, 29th September 1915. pay) may, it is submitted, be accepted.

In the case of the headmasters of the Periamet, Washermanpet and Pudupet schools, who are already drawing temporary increases of pay Rs. 2 each per mensem, they will draw the temporary increase now proposed in addition.

5. Provision of funds—1916-17.—No extra cost. The scheme is to be introduced from 1st March 1917.

1917-18.—On receipt of a copy of Home (Education) Department proceedings, the Accountant-General may be asked to enter the necessary additional provision in the next year's budget without altering totals.

T.R.N.N.—29-12-16.

C.P.K.—30-12-16.

I do not like these temporary increases of pay. What difficulty is there in revising the pay on a permanent basis not with a view to the abolition of grain compensation allowance but because a revision is called for on general grounds of administrative necessity?

L. E. KERSHAW—30-12-16.

The Director of Public Instruction has proposed the grant of duty allowances to the teachers in the present case (instead of increase of pay) in view of the fact that proposals for the general revision of pay of teachers in all Government schools in the Presidency are under his consideration. It is however submitted that there is no objection to the course suggested by the Assistant Secretary being adopted at once, viz., to permanently increase the pay of the teachers by such an amount as is necessary on administrative grounds and as will also render the abolition of grain compensation allowance possible incidentally. If this is approved, Home (Education) may be requested to ask the Director of Public Instruction to submit revised proposals accordingly. The Accountant-General is not likely to object to this course—cf. his note dated 20th December 1915 on page 2 of notes to G.O. No. 159, Judicial, dated 19th January 1916, and paragraph 3 of his endorsement.

T.R.N.N.—2-1-17.

C.P.K.—2-1-17.

NOTES TO G.O. No. 57, HOME (EDUCATION), 11TH JANUARY 1917

I venture to submit that this question should be dealt with once for all on a permanent basis. Temporary increases of pay are never satisfactory and really lead to larger expenditure. If the Director of Public Instruction and the Home Department consider that a revision of pay is now a matter of immediate and imperative necessity, a revision which will be of a permanent nature appears to me to be the proper expedient.

L. E. KERSHAW—2-1-17.

Assistant Secretary is right in theory, but in practice it is probably wiser to sanction an immediate temporary increase. If the case were sent back to the Director of Public Instruction as proposed, he would probably merely submit proposals for the same aggregate scale of emoluments. We may, therefore, as well accept at once with the stipulations that the additional pay shall be so styled and incorporated with the present pay, and that, for the purpose of any further revision in connection with general reorganization, comparison shall be made with the present pay and not the rates as temporarily enhanced. The addition is not a duty or compensatory allowance and ought not to be so styled or regarded.

L. DAVIDSON—3-1-17.

HOME (EDUCATION) DEPARTMENT.

A draft order is submitted below for approval.

A.S.—6-1-17.

N.K.—7-1-17.

C. RAMANUJA ACHARIYAR—9-1-17.

P. RAJAGOPALA ACHARIYAR—11-1-17.

[G.O. No. 57, Home (Education), dated the 11th January 1917.]

ORDINARY.

Sectt. II—38—2-15.

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11 JAN 1911

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