

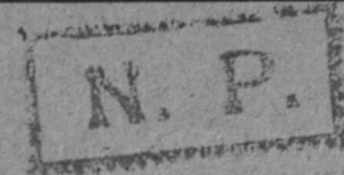
Government of Madras

HOME (EDUCATION) DEPARTMENT

G.O. No. 1213, 21st September 1917

Government training school for Muhammadan mistresses, Guntur

Sanctioning, with remarks, the proposals of the Director of Public Instruction for the revision of the scales of staff and pay in the —.



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N. P.

ORIGINAL

Government of Madras

HOME (EDUCATION) DEPARTMENT

G.O. No. 1213, 21st September 1917

Government training school for Muhammadan mistresses, Guntur

Sanctioning, with remarks, the proposals of the Director of Public Instruction for the revision of the scales of staff and pay in the —.

READ—the following papers :—

I

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

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

Dated—the 28th June 1917.

No.—R.C. 9142 of 1916.

I have the honour to request that you will be so good as to obtain the sanction of Government for the revision, with effect from 1st July 1917, of the scale of staff and salaries in the Government training school for Muhammadan mistresses, Guntur, as shown below :—

Present scale.		Proposed scale.		Average cost.
Training section.		Training section.		
	RS.		RS.	RS.
One headmistress ...	50	Headmistress ...	50—5—75	66 $\frac{2}{3}$
One assistant ...	25	First assistant mistress ...	30—2—40	36 $\frac{1}{2}$
.....		Drawing mistress ...	30—2—40	36 $\frac{1}{2}$
				140
Model school.		Model school.		
First assistant ...	20	Headmistress ...	30	
Second " ...	15	First assistant ...	20	
Third " ...	12	Second " ...	15	
Clerk ...	15—1—20	Third " ...	15	
.....		Clerk " ...	15—1—20	
Watcher ...	5	Peon ...	7	
		Watcher ...	5	
				110 $\frac{1}{2}$
Total average cost ...	145 $\frac{1}{2}$			250 $\frac{1}{2}$

2. In 1910 Mrs. Rhenius, the then Inspectress of Girls' schools, Northern Circle, reported that the staff of this school was inadequate, that the school had done good work so far within the limitation imposed by inadequacy of staff and accommodation, that many of the teachers employed therein were of low attainments and teaching capacity and that the school gave sure promise of development if given favourable conditions for work. It was also reported that some of the Muhammadan women teachers already in service had to be sent for a short course of training to the Hobart training school for mistresses, Madras, and that if the training school for mistresses at Guntur was well-equipped, it would meet the requirements of the Northern Circle.

Mrs. Shrinivasa, the acting Inspectress, has also felt the need for strengthening the staff of the school in view to improving its efficiency and she strongly recommends the revision of the scale of staff. She also strongly recommends the grant of a personal allowance to Mrs. M. D. Paul, the present headmistress of the school, for the reason that she is a trained secondary grade teacher with a good knowledge of Hindustani, that she has been doing very good work for a number of years and that she has been

drawing the present low pay of Rs. 50 for a long period. The headmistress has also submitted to me a petition stating that when she was appointed headmistress in 1909 she was given to understand by Mrs. Rhenius that she would be given an increase of pay if she did satisfactory work, that though she has worked satisfactorily and her work has since increased she has not been given any increase of pay, that mistresses of similar qualifications to those possessed by her have been in receipt of not less than Rs. 75 per mensem in other training schools for mistresses, that her present salary of Rs. 50 is insufficient for her expenses and that unless her pay is raised to Rs. 75—5—100 she will cease her connection with the school. Mrs. Shrinivasa strongly recommends Mrs. Paul's request and states that she is doing excellent work and that the department can ill-afford to lose her, since it is almost impossible to secure equally capable and experienced headmistress.

It may be mentioned that the Government training school for mistresses, Guntūr, and the Government Hobart training school for mistresses, Madras, are the only two training institutions for Muhammadan women teachers and that while the scale of staff and salaries of the Hobart school which was revised under the scheme of reorganization for training schools for mistresses sanctioned in G.O. No. 679, Educational, dated 27th September 1911, has recently undergone a further revision as a temporary measure in view of the opening of the fourth form therein, the school at Guntūr which is almost centrally situated in regard to the districts comprised in the Northern Circle and which has a Muhammadan population of 57,749 of whom about 1,702 girls are of school-going age and which has in spite of infelicitous circumstances relating chiefly to staff, accommodation and equipment done not a little good and useful work in the way of providing a set of better qualified teachers, who have gradually displaced untrained or badly trained ones, continues to have still the scale of staff sanctioned for it nine years ago (G.O. No. 747, Educational, dated 7th November 1908). I agree,

Fifth standard	...	...	6
Fourth "	...	...	6
Third "	...	...	5
Second "	...	...	11
First "	...	...	15
Infant "	...	...	31
Total	...	...	74

therefore, with the Inspectress in thinking that it is highly necessary to improve the efficiency of the institution by providing for it a better staff of teachers. The strength of the school is reported to be 9 in the training section and 74 in the model school as shown in the margin and it will be observed that the revised scale of staff now proposed is an irreducible

minimum that can be proposed in the interests of efficiency of the school.

As the revised scale of pay proposed for the headmistress cannot immediately benefit the present incumbent, who has done very good work for years on a low salary and with an inadequate staff, I beg to recommend further that Government will be pleased to grant Mrs. Paul from 1st July 1917, as a special case, a personal allowance of Rs. 25 per mensem which will, no doubt, be subject to reduction under article 61 of the Civil Service Regulations.

3. The extra average cost involved by the proposal will be Rs. 105 per mensem or Rs. 1,260 per annum and can be met from that part of the Government of India's recurring grant of 4 lakhs that I am proposing should be devoted to the training of women teachers.

II

Endorsement of the Accountant-General No. Gun. 2/5867, dated the 11th July 1917.

Forwarded.

The entries in the column "present scale" have been checked and found correct.

There is no audit objection to Government sanctioning the proposal of the Director of Public Instruction.

As regards the grant of personal allowance of Rs. 25 to the headmistress, recommended by the Director of Public Instruction, it is observed that she should not, except for very special reasons, be granted more than 20 per cent of her pay, i.e.,

Rs. 10—vide paragraph 2 II (2) (i) of the Government of India Resolution No. 358-E.A., dated 31st August 1912, embodied in Appendix B (B) to the Madras Supplement to the Civil Service Regulations. The extra expenditure can also be met from the source indicated with the sanction of Government.

H. BHIMASENA RAO,
Deputy Accountant-General.

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

Order—No. 1213, Home (Education), dated 21st September 1917.

The proposals for the revision of the scales of staff and pay in the Government training school for Muhammadan mistresses, Guntūr, submitted by the Director of Public Instruction, are sanctioned, subject to the following remarks:—

- (i) the pay of the drawing mistress is fixed at Rs. 20—2—30 per mensem;
- (ii) the headmistress is allowed to draw the maximum of the scale now sanctioned, viz., Rs. 75 per mensem instead of a personal allowance of Rs. 25 per mensem; and
- (iii) except in the case of the headmistress the higher rates of pay should not be given to other than competent teachers.

2. This sanction is registered as No. 108 of 1917-18.

3. The additional cost involved in the above sanction will be met from the recurring Imperial grant of 4 lakhs for the improvement of the training and pay of teachers.

4. With effect from the date of introduction of the revised scale, grain compensation allowance is withdrawn from the establishment of the school, present incumbents whose pay under the revised scale falls short of their present pay plus grain compensation allowance being granted personal allowances equal to the difference. Such personal allowances will not count for leave allowances and pension and will be extinguished in due course under article 61 of the Civil Service Regulation.

(True Extract)

R. RAMACHANDRA RAO,
Secretary to Government.

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

NOTES CONNECTED WITH G.O. No. 1213, HOME (EDUCATION),
DATED 21st SEPTEMBER 1917.

[SUBJECT.—Revision of establishment of the training school for Muhammadan mistresses, Guntur.]

HOME (EDUCATION) DEPARTMENT.

From the Director of Public Instruction, dated the 28th June 1917, R.C. No. 9142/16.

The Government training school for Muhammadan mistresses at Guntūr is of the elementary (lower) grade. The staff of the school was last revised in G.O. No. 747, Educational, dated the 7th November 1908. Subsequently a clerk's post was sanctioned in G.O. No. 1125, Educational, dated the 18th December 1912. In 1910 when the Director of Public Instruction submitted proposals for the reorganization of all training schools for mistresses he stated that this school was started only in January 1909 and that it was then too soon to revise the staff—paragraph 6 of Director of Public Instruction's letter on page 12 of G.O. No. 476, Educational, dated 15th July 1911. The present staff has been in existence for nine years and the Director of Public Instruction considers that it is highly necessary to improve the efficiency of the institution by providing for it a better staff of teachers.

2. The staff proposed by the Director of Public Instruction is given in paragraph 1 of his letter. In comparing it with the staff of the Hobart training school for mistresses, Madras, it has to be borne in mind that the latter is a higher elementary school which has recently been raised to the secondary grade—G.O. No. 660, Home (Education), dated the 19th May 1917. Even allowing for the difference in the status of the two institutions, the staff proposed by the Director of Public Instruction for the Guntūr school does not seem to be

* One on Rs. 40—4—60 and one on Rs. 30—2—40.

† One on Rs. 40—2—50.

excessive. There are no drawing mistresses except in the Presidency * training school and the Hobart † school—vide the statements in G.O. No. 679, Educational, dated the 27th September 1911. Apparently none of the members on the staff of the Guntūr school is qualified to teach drawing. Submitted that the creation of a post of drawingmistress on Rs. 30—2—40 may be accepted.

3. In the circumstances explained by the Director of Public Instruction his proposal to grant the headmistress a personal allowance, as a special case, may also be accepted. But in view of the orders of the Government of India on page 5 of G.O. No. 600, Financial, dated the 27th September 1912, it is for consideration whether the amount of the allowance may be fixed at Rs. 10 instead of Rs. 25 proposed by the Director of Public Instruction.

4. Submitted that the file may be forwarded to the Financial Department for acceptance or remarks. In the former case that department has to register the sanction.

P.R.—18-7-17.

T.K.—20-7-17.

The scrutiny of the scale proposed by the Director of Public Instruction is somewhat difficult especially as there are no other institutions similarly circumstanced. The only other institution with the staff of which any comparison may be useful will be the Mangalore higher elementary training school for mistresses. The scale proposed is compared below with that of the Mangalore school:—

* GUNTUR.		† MANGALORE.	
Training section.		Training section.	
	Rs.		Rs.
	Proposed.		
Headmistress ...	50—5—75		75—5—100
First Assistant ...	30—2—40		60—3—70
Drawingmistress.	30—2—40	Second Assistant.	50—2—60
Model school.		Model school.	
Headmistress ...	30		
First Assistant ...	20		30—2—40
Second Assistant ...	15		25—1—30
Third Assistant ...	15		25
		Fourth Assistant.	20—1—25
		Fifth Assistant.	20
		Sixth, Seventh and	15—1—20
		Eighth Assist-	each.
		ant.	
Common staff.		Common staff.	
Clerk ...	15—1—20		15—1—20
Peon ...	7		5
Watcher ...	5		5
		Gardener ...	5

* Pages 1 and 2 of G.O. No. 679, Educational, dated 27th September 1911.
† Page 3 of Notes to G.O. No. 581, Home (Education), dated 3rd May 1917.

The fact that the Guntur school is *Muhammadan* makes the case a special one, as it may be difficult to secure competent teachers among Muhammadan women. The scale proposed is not also extravagant. It may be approved in Home (Education) and forwarded to Financial.

C. RAMANUJA ACHARIYAR—27-7-17.

The cost appears to be out of proportion to the attendance.

2. It will be very difficult to get sanction for the enhanced salaries if they are to be paid to the present staff. Does the Director of Public Instruction intend to replace the staff except the headmistress.

R. RAMACHANDRA RAO—30-7-17.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

One object in view in revising the establishment is to improve and so popularize the school. The headmistress is a very special case. If she is not given a substantial increase of pay she will leave and her experience and her acquired knowledge of Hindustani be lost to the department. I consider the proposed personal allowance of Rs. 25 very necessary. As regards the other appointments the pay proposed is certainly not larger than is necessary to get together a reasonably competent staff and it is not proposed to give the higher rates of pay as a matter of course to the present teachers. Mrs. Shrinivasa even says that the first assistant may continue on Rs. 25 and the proposed pay Rs. 30—40 presumably reserved for a better teacher if one can be got.

To secure to the headmistress a pay of Rs. 75 is not in the least out of the way for a woman of her experience and qualifications. In fairness to the Muhammadan community I think that my proposals should be accepted as they stand as they afford some prospect of the Inspectress's being able to make this Cinderella among training schools of real use to the community.

J. H. STONE—31-8-17.

HOME (EDUCATION) DEPARTMENT.

The Director of Public Instruction presses for the acceptance of his proposals in their entirety in view of the special character of the school. It is for consideration whether the proposals may be accepted with the concurrence of the Financial Department.

P.R.—3-9-17.

C. RAMANUJA ACHARIYAR—3-9-17.

R. RAMACHANDRA RAO—4-9-17.

FINANCIAL DEPARTMENT.

The extra cost involved in the proposals of the Director of Public Instruction for the revision of the scale of salaries of the staff in the Government training school for mistresses at Guntur, which the Home Department approve in their entirety is Rs. $(250\frac{3}{4} - 145\frac{3}{4}) = 105$ per mensem; or including the personal allowance of Rs. 25 per mensem proposed for the headmistress comes to Rs. 130 per mensem for the present.

2. The existing and proposed scales are compared in one view in paragraph 1 of the Director of Public Instruction's letter. The Home Department have fully examined the proposals in consultation with the Director of Public Instruction in their notes above; as stated by them, there appears to be no training school for mistresses, the scale of which can properly be compared with the school at Guntur. The scale of establishment in the Mangalore training school for mistresses referred to on page 2 ante affords, however, the nearest parallel. It will be seen from paragraph 5 on page 12 of G.O. No. 476, Educational, dated 15th July 1911, that the school at Mangalore was originally intended (in the model section) to be of the elementary grade with standards from Infant to IV. In the Guntur school there are classes up to the V standard.

Comparing the scale of staff and their pay for training school, Mangalore, as

* Proposition statement on page 8 of G.O. 679, Educational, 27th September 1911.

Instruction's proposals are extravagant. The only items calling for remarks are the following:—

(i) *Drawingmistresses*—Pay proposed Rs. 30—2—40 per mensem.—It is for

I think we may try and effect this economy at least. No special reasons can be urged in this case.

L.E.K.—12-9-17.

Home (Education) may consider this.

L.D.—14-9-17.

sanctioned * in 1911 and that for training school at Guntur, as now proposed, it does not appear that the Director of Public Instruction's proposals are extravagant. The only items calling for remarks are the following:—

orders whether the rate of Rs. 20—2—30 allowed to the second drawing-mistress in the Presidency training school, Madras, will not suffice in the present case.

(ii) The scales of pay proposed may otherwise be accepted; but the Home (Education) Department may, it is submitted, be requested to bring out in the draft that the new scales to the teachers other than the headmistress should be granted only to competent teachers.

3. *Personal allowance to the headmistress*.—It will be seen from the note, dated 31st August 1917, that the Director of Public Instruction very strongly urges this part of the proposal. One of the reasons urged is that teachers with qualifications equivalent to those of the headmistress are getting not less than Rs. 75. The proper remedy for this seems to be to transfer Mrs. Paul to a suitable place where she could get an increase of pay. The Director of Public Instruction, however, considers that her experience and knowledge of Hindustani are a valuable asset to the Guntur school. It is for orders whether the proposal should be agreed to. If so, it seems, it is submitted, preferable to allow Mrs. Paul the maximum of the scale now proposed, viz., Rs. 75, rather than give a personal allowance, as a personal allowance of Rs. 25 is open to the objection mentioned in paragraph 3 of the Accountant-General's endorsement.

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The DTG ✓
 .. O.G. ✓
 .. Financial Dept ✓
 28/9

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4. Submitted that the file may be forwarded to the Financial Department u.o. for acceptance or remarks. In the former case that department has to register the sanction.

P.R.—18-7-17.

T.K.—20-7-17.



2 NOTES to G.O. No. 1213, HOME (EDUCATION), 21st SEPTEMBER 1917

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First Assistant ...	30—2—40
Drawingmistress.	30—2—40
Model school.	
Headmistress ...	30
First Assistant ...	20
Second Assistant ...	15
Third Assistant ...	15

Common staff.

	Rs.
Clerk ...	15—1—20
Peon ...	7
Watcher ...	5

† MANGALORE.

Training section.

	Rs.
	75—5—100
	60—3—70
Second Assistant.	50—2—60
Model school.	
.....	
	30—2—40
	25—1—30
	25
Fourth Assistant.	20—1—25
Fifth Assistant.	20
Sixth, Seventh and	15—1—20
Eighth Assist-	ant.
ant.	each.

Common staff.

	Rs.
	15—1—20
	5
	5
Gardener ...	5

* Pages 1 and 2 of G.O. No. 679, Educational, dated 27th September 1911.
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C. RAMANUJA ACHARIYAR—27-7-17.

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OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

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J. H. STONE—31-8-17.

Inspector's

HOME (EDUCATION) DEPARTMENT.

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P.R.—3-9-17.

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R. RAMACHANDRA RAO—4-9-17.

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2. The existing and proposed scales are compared in one view in paragraph 1 of the Director of Public Instruction's letter on pages 1-2, current file. The Home Department have fully examined the proposals in consultation with the Director of Public Instruction in their notes above; as stated by them, there appears to be no training school for mistresses, the scale of which can properly be compared with the school at Guntur. The scale of establishment in the Mangalore training school for mistresses referred to on page 4 ante affords, however, the nearest parallel. It will be seen from paragraph 5 on page 12 of G.O. No. 476, Educational, dated 15th July 1911, that the school at Mangalore was originally intended (in the model section) to be of the elementary grade with standards from Infant to IV. In the Guntur school there are classes up to the V standard.

Comparing the scale of staff and their pay for training school, Mangalore, as

sanctioned * in 1911 and that for training school at Guntur, as now proposed, it does not appear that the Director of Public Instruction's proposals are extravagant. The only items calling for remarks are the following:—

Proposition statement on page 8 of G.O. 679, Educational, 27th September 1911, viz., posts on page 3 ante excepting those in brackets.

(i) *Drawingmistresses—Pay proposed Rs. 30—2—40 per mensem.*—It is for orders whether the rate of Rs. 20—2—30 allowed to the second drawing-mistress in the Presidency training school, Madras, will not suffice in the present case. Please see at Z on page ante.

L.E.K.—12-9-17.

Educational may consider this.

L.D.—14-9-17.

(ii) The scales of pay proposed may otherwise be accepted; but the Educational Department may, it is submitted, be requested to bring out in the draft that the new scales to the teachers other than the headmistress should be granted only to competent teachers.

3. *Personal allowance to the headmistress.*—It will be seen from the u.o. note, dated 31st August 1917, that the Director of Public Instruction very strongly urges this part of the proposal. One of the reasons urged is that teachers with qualifications equivalent to those of the headmistress are getting not less than Rs. 75. The proper remedy for this seems to be to transfer Mrs. Paul to a suitable place where she could get an increase of pay. The Director of Public Instruction, however, considers that her experience and knowledge of Hindustani as a valuable asset to the

Care

4 NOTES to G.O. No. 1213, HOME (EDUCATION), 21st SEPTEMBER 1917

Guntur school. It is for orders whether the proposal should be agreed to. If so, it seems, it is submitted, preferable to allow Mrs. Paul the maximum of the scale now proposed, viz., Rs. 75, rather than give a personal allowance, as a personal allowance of Rs. 25 is open to the objection mentioned in paragraph 3 of the Accountant-General's endorsement.

4. Subject to orders on paragraphs 2 and 3 above the proposals may, it is submitted, be accepted.

K.R.N.—11-9-17.

A.S.—11-9-17.

The usual argument is advanced—unless the mistress's pay is increased she will strike. I suppose we must agree to Rs. 75—the maximum of the scale.

L. E. KERSHAW—12-9-17.

Yes.

L. DAVIDSON—14-9-17.

HOME (EDUCATION) DEPARTMENT.

A draft order in accordance with the suggestion of Financial is submitted. If approved, it may be forwarded to Financial for registering the sanction.

P.R.—18-9-17.

C. RAMANUJA ACHARIYAR—17-9-17.

R. RAMACHANDRA RAO—18-9-17.

FINANCIAL DEPARTMENT.

The draft order may, it is submitted, be accepted subject to the addition of a paragraph similar to paragraph 2 of G.O. No. 660, Home (Education), dated 19th May 1917. The sanction is registered as No. 103 of 1917-18.

K.R.N.—19-9-17.

A.S.—19-9-17.

L. E. KERSHAW—20-9-17.

HOME (EDUCATION) DEPARTMENT.

Issue.

C.R.—20-9-17.

[G.O. No. 1213, Home (Education), dated the 21st September 1917.]

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Home (84) DEPARTMENT.

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Total ...	38		

INSTRUCTIONS FOR THE SECRETARIAT.

(a) If a paper is marked to be printed urgently, the Superintendent of the section concerned should sign the Press slip. The Superintendent should exercise a careful discretion in the matter.

(b) Each letter, memorandum, or order, or set of orders, in the file of correspondence should be headed in succession with the Roman numeral I, II, III, etc., the number being written in red ink or blue chalk above the item. The particular papers to be printed in the special issue-copies should be indicated by the Roman numeral (I, II, etc.) by which that item has been headed in the correspondence file. All matter, including marginal remarks or references, to be printed should be written in ink and matter which should not be printed should be encircled. Initials and signatures that are not quite legible should be re-written distinctly.

(b¹) For rules regarding printing of notes, see rule 315 of the office Manual.

(c) The number of copies and the details of distribution should be filled in by the Superintendent or Referencer concerned.

(d) In the absence of special instructions to the Press to keep matter standing for a specified period, ordinary papers of 8 pages and under will be kept standing for one week, and larger papers for two weeks only. The type of notes and of all confidential papers is distributed immediately after striking.

(e) This slip, properly and completely filled in, should accompany every paper sent to Press; it will be returned by the Press when proofs are furnished; it should be sent to the Press when a call is made for revised proofs or when a corrected proof is sent for striking. When finally returned by Press it should be filed with the original order or letter.

INSTRUCTIONS FOR THE PRESS.

(a) If, in the opinion of the Superintendent of the Press, a paper has been marked urgent unnecessarily, he should send the Press slip to the Registrar with a remark to that effect.

(b) Unless a note to the contrary is made against the matter, pencil entries should not be printed. The Superintendent of the Press may bring to the notice of the Registrar any instance of incomplete or careless editing.

(c) Signature copies of letters to the Secretary of State or to the Government of India should be printed on hand-made paper.

(d) This slip should be returned by the Press to the Secretariat when proofs are furnished; it will be sent back to the Press when proofs are returned corrected and should be finally returned to the Secretariat when struck-off copies are supplied.

(e) The names of the Secretary and Members should be printed in full when they occur on the right hand side, only the first time when they appear on the left side, the initials alone being printed later.

Copies distributed on ‡ (Press Clerk).

† Copies distributed on ‡ (Press Despatcher).

‡ To be initialled and dated.

P.T.O

TO PRESS, MADRAS OOTY.

A

Please send proof in duplicate. The papers have been carefully edited.

B

Proof returned corrected. Please strike off and send number of copies as indicated.

Type may be released after usual interval at once.

Referencer.
Clerk.

Supdt.

C

As the matter is clear manuscript and has been carefully edited, (b) proof need not be sent. Please print and supply number of copies as indicated.

Type may be released after usual interval.

Referencer.
Clerk.

Supdt.

SPECIAL INSTRUCTIONS.

TO BE FILLED IN BY THE PRESS.

Diary.		Initials of Press official.		
Received in Press on.....				
First proof furnished on.....				
Call for revised proof received on.....				
Revised proof furnished on.....				
Corrected proof received for striking on.....				
Final copies supplied on.....				

Account of copies.	Complete copies.	Notes.	Issue copies.	Special E.T. edition.
Supplied to Secretariat for Record.....				
" " " Issue.....				
" " " for Extra E.T. copies to supply requisitions for sale to the public.				4
For Volumes.....				
For supply to newspapers and institutions admitted to the privileges of the E. P.				
Total ...				