

துறை

அலுவலகம்

இடம்

எண்

Govt. of Madras.
[Home. [Education] Dept]

தேதி

G. O. No. 1433

Dt. 15-11-1917

கீழ்க் உள்ள பக்கங்கள்

பொருள்

67

முன் கோப்புகள்:

முடிவு.	எண்.	அமைப்பு வரிசை.	தேதி.	முடிவு.	எண்.	அமைப்பு வரிசை.	தேதி.

பின் கோப்புகள்.

முடிவு.	எண்.	அமைப்பு வரிசை.	தேதி.	முடிவு.	எண்.	அமைப்பு வரிசை.	தேதி.

ORIGINAL

Government of Madras

HOME (EDUCATION) DEPARTMENT

G.O. No. 1433, 15th November 1917

Imperial grant of four lakhs

Passing orders on the proposals submitted by the Director of Public Instruction for the utilization of the recurring — sanctioned for the improvement of the pay and training of teachers in primary and secondary schools.

READ—the following papers :—

I

Letter—from the Hon'ble Sir E. D. MACLAGAN, K.C.I.E., C.S.I., Secretary to the Government of India, Department of Education (Education)
To—the Secretary to the Government of Madras, Home (Education) Department.
Dated—Simla, the 29th March 1917.
No.—302.

I am directed to refer to paragraph 4 of the Finance Department letter No. 404-F, dated the 3rd March 1917, intimating that the Government of India have decided to make a recurring grant from Imperial revenues of Rs. 4,00,000 for the improvement of the training and pay of teachers in primary and secondary schools in the Madras Presidency with effect from the year 1917-18.

2. As regards the specific objects on which the grant may be expended attention is invited to the following statement on the subject made by the Hon'ble Sir Sankaran Nayar in the Imperial Legislative Council on the 10th March 1917: "The grant made to each province will be available at its discretion for training or for pay or both. It will be recurring. The grant can be utilized for primary or secondary education as desired, but we hope that a predominant share will be given to primary teachers. It is intended primarily for male teachers as it will probably be best to deal with female education on a separate footing, but there will be nothing to prevent local Governments from using such part of it as they may wish for female teachers. The grant will be available for use during the coming year, and we expect it, as far as possible, to be so used."

3. I am also to observe that as stated in their letter No. 166, dated the 23rd February 1916, the Government of India attach considerable importance to the establishment of provident funds for teachers in non-pensionable service and that they trust that it may be found possible to earmark a portion of the present grant with a view to starting such funds as soon as it is possible to do so.

4. I am further to request in this connection that the Government of India may be supplied by the 15th of May next with a brief account of the action taken up to date to carry out the programme set forth in the reply furnished to this Department circular letter No. 838/849, dated the 9th May 1913, so far as this relates to the training of the teachers and the improvement of their pay.

II

Memorandum No. 1703-1, Home (Education), dated 11th April 1917.

A copy of a letter from the Government of India No. 302, dated the 29th March 1917, is communicated to the Director of Public Instruction with the request that he may submit at the earliest possible date proposals for the utilization of the recurring grant of four lakhs from Imperial revenues sanctioned therein.

2. With reference to paragraph 4 of the letter quoted above, the attention of the Director of Public Instruction is drawn to this Government's letter No. 45, Educational, dated the 10th January 1914, copy of which is herewith furnished. The statements furnished with the Director's letter No. 9515, dated the 16th December 1916,

contain information as to the progress made under "elementary education" up to the close of 1915-16. The Director of Public Instruction is requested to bring this statement up to date and furnish any additional particulars that may be available for communication to the Government of India. He is also requested to submit a brief account of the improvement, if any, effected in the pay of teachers employed in secondary schools and of any additional facilities provided for the training of teachers for such schools since the close of 1913-14. The Government desire that a reply to this paragraph should be sent separately and before the 30th instant.

R. RAMACHANDRA RAO,
Secretary to Government.

To the Director of Public Instruction.
" Financial Department.

III

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

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

Dated—Ootacamund, the 24th June 1917.

No.—Ref. on Cur. 3146.

With reference to paragraph 1 of the Memorandum of Government No. 1703-1, Home (Education), dated 11th April 1917, I have the honour to submit herewith proposals for the utilization of the recurring grant of Rs. 4 lakhs sanctioned by the Government of India for the improvement of the training and pay of teachers in elementary and secondary schools in this Presidency. A summary of the proposals is given in the statement appended.

2. *A. Pay of teachers*—(a) *Secondary schools*.—The problem of how to improve the pay of teachers in secondary schools is a difficult one and the attempts so far made to effect it especially in the case of schools under private management have not, I think, been entirely successful. Managers of such schools complain that under the working of the Grant-in-Aid Code the lump grants given them to improve their staffs have to some extent been absorbed in the ordinary grants so that the total amount contributed by Government to salaries in their schools does not differ now by the amount of special grant for salaries from what it was before the grant was given. It is also the case that boards and municipalities have not in all cases spent the whole of subsidies allotted to them for revision of their scales. These subsidies amount to annual recurring contribution from Provincial funds of Rs. 58,544 and Rs. 44,379 to boards and municipalities respectively. There are proposals pending from some local bodies for further revision and if such are approved the expenditure may be met from the Government of India's grant. There may also be other cases worthy of attention. I think, however, that of any money allotted to this purpose, the larger part should go to the schools under private management. It is certain that the managers and staff of these schools will be disappointed if their institutions are not benefited by the present grant, but that it is the intention of the Government of India to give a predominant share of the grant to elementary teachers will be a sufficient reason for giving less consideration to the claims of secondary schools. In my confidential letter to Government No. 24, dated 1st July 1916, I have, in connection with resolution No. 24 of the Educational Conference held in March last year, suggested a reserve fund being at the unconditional disposal of the Director for distribution at his discretion to schools that receive little or no teaching grant under the present rules and which are considered by him to stand in need of some or of additional aid. A lump sum of Rs. 41,000 may, out of the grant, be set apart for this purpose and for meeting the needs referred to above of board and municipal schools. Attention in this connection would be paid to paragraph 3 of the Government of India's letter No. 302, dated 29th March 1917, read in the memorandum quoted above, by extending the system which is already in operation of aiding provident funds working under approved rules. The conditions for the distribution of the sum at the Director's disposal noted in XXIV (6), page 14 of my confidential letter referred to above, would also be imposed.

(b) *Elementary schools*—(i) *For girls (under public management)*.—In their Order No. 1320, Home (Education), dated 8th December 1916, Government expressed their

inability to sanction my proposal to raise the minimum pay of women teachers in girls' schools and I was instructed to renew it when financial restrictions had been removed. The present being a suitable opportunity I press the proposal again for Government's acceptance. I have omitted from consideration the case of aided girls' schools since they will benefit by the increase in the rate of teaching grants proposed infra. The following are the details of the cost of raising the minimum pay of women teachers in girls' schools under public management:—

	Rs.
Government schools	7,920
Board schools	5,098
Municipal schools	1,536
	14,554

Some allowance will have to be made for the fact that the estimates in the case of board and municipal schools were obtained a year ago, and therefore the total cost of this proposal may be taken at Rs. 15,000.

(ii) *For boys (under public management)*.—The estimates obtained by me from Assistant Inspectors of the cost of raising the minimum pay of trained teachers in board and municipal elementary schools for boys to Rs. 12 per mensem show that the sum required for the purpose is Rs. 2,32,513 excluding the recurring subsidies now sanctioned to the local bodies towards the cost of enhancement of the pay of teachers on Rs. 8 to Rs. 10 per mensem. As this would absorb a considerable portion of the total grant I am of opinion that it will be sufficient for the present if the minimum pay is raised to Rs. 11. In some of the local boards and municipalities the teachers will not be benefited by this since their minimum pay has already been raised to this limit and in a few cases to Rs. 12 as a compensation for the discontinuance of grain compensation allowance. The effect will be, however, towards uniformity in the minimum pay of teachers. It will be observed that the net result will be a rise in the minimum pay since the present educational rules were issued of 37½ per cent. Half the estimated cost referred to above may be roughly taken as the amount required for carrying out this proposal:—

	Rs.
Board and municipal schools	1,16,257
Government schools	1,164
	1,17,421

(iii) *Elementary schools for boys and girls (aided)*.—It is difficult to formulate any proposals that would directly improve the pay of teachers in these schools. Any improvement in their pay can only be effected by increasing the scale of teaching grants given in rule 15 of the Grant-in-Aid Code. I therefore propose, having due regard to the limitation of funds, to raise the scale of teaching grants for each trained teacher of the higher elementary grade from Rs. 4 to Rs. 5, for each trained teacher of the lower elementary grade from Rs. 3½ to Rs. 4 and to fix a grant of Rs. 10 for each trained teacher of the secondary grade. At present grant is calculated for such teachers at Rs. 4 per mensem only and the increase recommended would be particularly welcome to missionary managers who have repeatedly urged the insufficiency of the present rates for better qualified teachers. There were on 31st March 1916 in all the aided elementary schools (boys and girls) 7,788 trained teachers of the elementary grade and 240 trained teachers of the secondary grade. Assuming that out of the total number of trained elementary teachers one-third belonged to the higher grade and two-thirds to the lower, the cost of my proposal will be—

	Rs.
2,596 (higher elementary teachers) (2,596 × 12 × 1)	31,152
5,192 (lower elementary teachers) (5,192 × 12 × ½)	31,152
240 (secondary teachers) 240 (10—4) × 12	17,280
	79,584
	80,000

*B. Training (Attaching training sections to aided institutions).—*The number of teachers qualifying from the present training institutions does not meet the existing demand and is likely to continue to be insufficient in the future as education expands. It occurred to me that one possible means towards making good this insufficiency might be found in enlisting the co-operation of the managements of selected aided institutions by arranging for the training in such institutions, of a number of teachers at the cost of Provincial funds. Most of the institutions consulted are willing to undertake the work. The details of my proposals in this regard are as follows:—

(i) *Collegiate training.*—It is proposed to train twenty collegiate students in St. Joseph's College, Trichinopoly, at a cost of Rs. 6,000 per annum as per details given below:—

	RS.
<i>Staff</i> —	
Two allowances of Rs. 100 each	2,400
Allowance for teaching drawing and drill (Rs. 80)	360
<i>Establishment</i> —	
One clerk (Rs. 20)	240
One peon (Rs. 8)	96
Contingencies	200
Stipends for twenty students for nine months at Rs. 15	2,700
	5,996
	OR
	6,000

(ii) *Secondary training (Aided schools).*—Secondary training sections are proposed to be attached to the following institutions: the Pittapur Raja's College, Cocanada, the Noble College, Masulipatam, the Onslow Institution, Chatrapur, and the Tirupati High school, Ambasamudram. These institutions have been selected both from their general repute being a guarantee of the success of the scheme and with a view to satisfactory distribution of training centres. A majority of the schools are in the Northern Circars because in them there is at present only one secondary training school for Telugus, that at Rajahmundry. Fifteen students will be trained at Ambasamudram and twenty in each of the other three institutions. The staff will consist of an L.T. on Rs. 100 who will be assisted by members of the regular staff on payment of allowances amounting to Rs. 25 per mensem in the aggregate. There will also be a combined gymnastic instructor and drawing master on Rs. 25, a clerk on Rs. 20 and a peon on Rs. 8. The following are the details of the cost:—

	Staff and establishment.		Stipends	Contingencies.	Total.
	RS.	RS.	RS.	RS.	RS.
Pittapur Raja's College, Cocanada	2,136	2,160	100	4,396	
Onslow Institution, Chatrapur	2,136	2,160	100	4,396	
Noble College, Masulipatam	2,136	2,160	100	4,396	
High school, Ambasamudram	2,136	1,620	100	3,856	
					17,044

I have arrived at the sum necessary for each institution as exhibited above but I propose to allow some latitude in its actual expenditure to suit any special circumstances. The present proposals have special reference to the current year but if the experiment proves successful the classes will be continued in future years and I have therefore contemplated the employment of the staff for the whole year instead of the nine months for which the training course actually lasts.

(iii) *Secondary training (Government schools).*—It is proposed to attach secondary training sections to the Government Training schools at Nellore, Dindigul and Tinnevely and the Ceded Districts College, Anantapur. The Chairman, Municipal Council, Anantapur, who was consulted, has no objection to the lower secondary department of the local Municipal High school being used as a model school by the secondary students who will be trained at the college. It is also proposed to increase by ten the number of stipendiaries in each of the secondary training schools at Saidapet and Mangalore.

The staff of these four sections will consist of four L.T.'s on Rs. 100 who will be assisted by the members of the staff of the institution to which they will be attached who will be paid allowances amounting to Rs. 25 per mensem and by the drawing master and gymnastic instructor of the institution who will be paid allowances amounting to Rs. 10 per mensem. A peon on Rs. 8 (without claim to grain compensation allowance) will also be necessary for each of these sections. It has been repeatedly urged that the efficiency of the teaching and training work in secondary training schools and sections is impaired by the present necessity of distributing the clerical work among the staff. I propose therefore to employ in each such section including those to be now started a clerk on Rs. 20. The institutions affected by this proposal will be those named below with the exception of the Ceded Districts College and the Teachers' College which have a sufficient clerical staff for the present.

I have suggested Rs. 100 as a suitable pay for the L.T.'s who will be in immediate charge of these sections because it is clearly advisable to select officers of experience. There is the additional advantage that since they will be chosen from the cadre of Assistant and Sub-Assistant Inspectors of Schools the grading of this cadre will be slightly improved. These posts will of course in the first place be temporary. As in the case of sections attached to schools under private management I have calculated salaries for a year.

The cost of these four sections will be as shown below:—

Institution.	Salary of teacher.	Allowance to assistant.	Allowance to drawing and drill instructor.	Pay of clerk.	Peon.	Total cost per annum.	Total cost per annum.	Stipends.	Contingencies.	Total.
	RS.	RS.	RS.	RS.	RS.	RS.	RS.	RS.	RS.	RS.
1. Government Training school, Nellore	100	25	10	20	8	163	1,956	2,160	100	4,216
2. " " " Dindigul	100	25	10	20	8	163	1,956	2,160	100	4,216
3. " " " Tinnevely	100	25	10	20	8	163	1,956	2,160	100	4,216
4. Ceded Districts College, Anantapur	100	25	10	..	8	143	1,716	2,160	100	3,976
5. Teachers' College, Saidapet	..	..	..	..	..	..	..	1,080	100	1,180
6. Government Training school, Mangalore	..	..	..	24	..	20	240	1,080	100	1,420
7. " " " Tanjore	..	..	..	20	..	20	240	..	..	240
8. " " " Coimbatore	..	..	..	20	..	20	240	..	..	240
9. " " " Calicut	..	..	..	20	..	20	240	..	..	240
Total	..	..	..	..	..	..	8,544	10,800	600	19,944

It will be observed that by these arrangements I anticipate an increase of 175 per annum in the number of trained secondary teachers, i.e., of 68 per cent.

I have not included in the estimates the capital expenditure on equipment since the portion of the annual cost that will remain unexpended during the current year (three months' cost) may be utilized for this purpose.

As it is important that the new classes for training are to be started as early as possible in July, I have instructed the Inspectors and the heads of aided institutions concerned to take the necessary steps to start the classes in anticipation of the approval of Government and beg that my action may be approved.

Elementary training (Government schools).—It has been brought to my notice that there is rapidly increasing number of men of higher elementary qualifications available for training and that there is also room for a better geographical distribution of higher elementary training classes. On the recommendation of the Inspector of European and Training Schools I therefore recommend that the status of the Government Training schools at Trichinopoly, Chittoor, Coimbatore and Tanjore be raised to the higher elementary grade—the schools at Chittoor and Coimbatore will then serve the needs of the North Arcot, Chittoor and Salem districts, while Tanjore and Trichinopoly which are big educational centres require each a separate higher elementary training school. The Government Muhammadan Training school, Madras, has recently been raised to the higher elementary grade and it is now proposed to place the Temporary Higher Elementary Training school, Triplicane, on a permanent footing. Further the establishment of a Government Training school in the Rāmnād district has been urged both by the Inspector of European and

Training Schools and the Inspector of Schools, Sixth Circle, as the existing training schools in the Seventh Circle do not meet the needs of the Rāmnād district as the three mission schools are chiefly training men for their own schools and the two Government Training schools at Dindigul and Tinnevely are barely adequate for the needs of Madura and Tinnevely. At present some additional stipends have been sanctioned for the Higher Elementary Training schools at Dindigul and Tinnevely to meet the needs of the Rāmnād district and this arrangement is hardly satisfactory. It is therefore now proposed to open a training school for the Rāmnād district at Manamadura where the site required has to be acquired. The cost of these proposals is indicated below:—

Staff of Government Training schools, Chittoor, Trichinopoly and Coimbatore.

Present scale.			Proposed scale.	
	Chittoor.	Trichinopoly.	Coimbatore.	For each school.
	RS.	RS.	RS.	RS.
Headmaster	Sub-Assistant Inspector 75	Sub-Assistant Inspector 100	Sub-Assistant Inspector 100	Headmaster—Sub-Assistant Cadre 125
First assistant	Supervisor 40	Supervisor 40	Supervisor 40	First assistant do. 100
Second assistant	Supervisor 30	Supervisor 30	Supervisor 30	Second assistant do. 75
Gymnastic instructor.	20	20	20	Third assistant—Supervisor's cadre 60
Peon	6	6	6	Agricultural instructor 50
				Gymnastic instructor 30
				Drawingmaster 30
				Two peons at Rs. 7 each 14
				474
Model school				
Headmaster	25	25	25	Headmaster 60
First assistant	20	20	20	First assistant 40
Second assistant	20	20	20	Second assistant 30
Third assistant	15	15	15	Third assistant 25
Fourth assistant	12	12	12	Fourth assistant 20
Total	263	288	288	
		839		165
				Cost of each school 639
				Cost of three schools 1,917
				Net increased cost 1,075

Government Training School, Tanjore.

Present scale.		Proposed scale.	
	RS.		RS.
Headmaster (sub-assistant cadre)	75	[As in the other higher elementary training schools.]	
First assistant (supervisor)	40		
Second "	30		
Temporary assistant	50		
Gymnastic instructor	20		
Peon	6		
	221		Total cost ... 639
Model school.			
Headmaster	25		
First assistant	20		
Second "	20		
Third "	15		
Fourth "	12		
	92		
	313		Extra cost ... 326
			RS.
Extra cost on account of the staff of the four schools	1,404		
Stipends for thirty students at Rs. 10½ per mensem for the three schools (excluding Tanjore)	945		
	2,349 per mensem		
	or 28,188 per annum.		

(b) Placing the temporary Training school, Triplicane, on a permanent footing.

Present staff.		Proposed staff.	
	RS.		RS.
Headmaster	75	Cost of staff for the training section as in other Government higher elementary training schools excluding the agricultural instructor, but fixing the pay of the peon at Rs. 6 per mensem	420
First assistant	40		
Second "	30		
Gymnastic instructor	20		
Peon	8		
	173		

	RS.
Extra cost involved	253 per mensem or 3,036 per annum.

There is no separate model school for this training school, the Corporation school, Vallabha Agraharam at Tiruvatevaranpet being used for the purpose.

(c) Opening of a higher elementary training school for the Ramnad district.

	RS.
Cost of staff as in other higher elementary training schools	639
Stipends for thirty higher elementary at Rs. 10½ and forty lower elementary at Rs. 8½ per mensem	655
	1,294
House-rent and contingencies	176
	1,470 per mensem or 17,640 per annum.

It will be observed that these proposals will have the incidental effect of still further improving the grading of the Assistant and Sub-Assistant Inspectors' cadre.

Improvement of aided training schools.—I propose that a sum of Rs. 20,000 may be earmarked for this purpose and distributed in lump grants to aided training schools in addition to the present grants and they be allowed to use them for improvement in the pay of teachers and in the rate of stipends of students.

I should like to invite the attention of Government to the fact that these proposals for training will incidentally do much to improve the pay of teachers, directly by the creation of new posts and indirectly by increasing the number of qualified teachers who will be by virtue of their qualifications be able to demand and obtain higher salaries.

Female education.—The proposals detailed above will leave a balance of Rs. 32,777 as will be seen from the summary appended and I beg to suggest that this sum may be expended towards the improvement of the Government secondary schools for girls and for training schools for mistresses. I am submitting proposals in this regard in a separate communication.

ENCLOSURE

Summary of the proposals for the utilization of the Imperial recurring grant of Rs. 4 lakhs.

Name of item.	Grant per annum.
	RS.

I. Pay of teachers—

- (a) *Secondary schools.*—Lump sum to be kept at the disposal of the Director for distribution to secondary schools at his discretion outside the provisions of the Grant-in-Aid Code, a proportion to be ear-marked for board and municipal schools

41,000

1433, Home (Edn.)—3

Summary of the proposals for the utilization of the Imperial recurring grant of Rs. 4 lakhs—cont.

Name of Item.	Grant per annum.
(b) Elementary schools—	
(i) For girls (public management)—	
Cost of raising the minimum pay of women teachers to Rs. 12 in—	Rs.
Government schools	7,920
Board " " " " " "	5,098
Municipal " " " " " "	1,536
	14,554
	or
	15,000
	15,000

(ii) For boys (public management)—	
Cost of raising the minimum pay of trained teachers to Rs. 11 per mensem in—	
	Rs.
Government schools	1,164
Board and Municipal schools	1,16,287
	1,17,421
	1,17,421

(iii) Aided elementary schools (boys and girls)—	
Raising the scale of teaching grants for each trained teacher of the lower elementary grade from Rs. 3-8-0 to Rs. 4, for each trained teacher of the higher elementary grade from Rs. 4 to Rs. 5 and giving a grant of Rs. 10 for each trained teacher of the secondary grade	80,000

II. Training—

(i) Aided institutions—	
(a) Collegiate training.—Attaching an L.T. training class to the St. Joseph's College, Trichinopoly.	6,000
(b) Secondary training.—Attaching secondary training classes to—	
	Rs.
P.R. College, Cocanada	4,396
Onslow Institution, Chattrapur	4,396
Noble College, Masulipatam	4,396
High School, Ambasamudram	3,856
	17,044
	17,044

(ii) Government institutions—	
Secondary training	19,944
Elementary training—	
(a) Raising the status of the Government Training schools, Trichinopoly, Chittoor, Coimbatore and Tanjore.	48,864
(b) Placing the temporary Training school, Triplicane, on a permanent footing.	
(c) Opening of a training school for the Ramnad district.	* 1,950
(d) Opening of a Training section in the Government Secondary school, Bhadrachalam.	
(iii) Improvement of aided training schools	20,000
	3,67,233

* Proposals already submitted to Government.

IV

Endorsement No. 2311-A-1, Home (Education), dated 9th July 1917.

Referred to the Accountant-General for remarks on the proposals relating to the training schools.

R. RAMACHANDRA RAO,
Secretary to Government.

To the Accountant-General.

V

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

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

Dated—Madras, the 16th July 1917.

No.—R.O. 3146/17.

Since the submission of my proposals for the utilization of the recurring grant of Rs. 4 lakhs in my letter to Government R.C. No. 3146/17, dated 24th June 1917, the Principal of the St. Joseph's College, Trichinopoly, interviewed the Deputy Director in Madras in connection with the arrangements to be made for opening an L.T. training class in the college. The Principal is of opinion that the estimated annual cost of working the class, viz., Rs. 6,000, proposed in my letter is insufficient and suggests some modifications which I have accepted. I have, therefore, the honour to request that the following revised estimate of the cost of working the training section may be substituted for the one proposed by me already. The increase involved by the change is Rs. 3,600 per annum and the balance of the grant reserved for "Female Education" may be correspondingly reduced.

	Annual cost
	Rs.
Staff—	
One allowance of Rs. 250 for lecturing in Pedagogy, general supervision and conducting criticism and model lessons	3,000
Five allowances of Rs. 50 per mensem each for instruction in English, Psychology, Physiology, History and Geography	3,000
One allowance of Rs. 30 for teaching drawing and drill	360
Establishment—	
One clerk on Rs. 20	240
One peon on Rs. 8	96
Contingencies	200
Stipends (20 students for nine months)	2,700
	9,566
	or 9,600

2. It will be observed that the allowances for teachers are calculated for twelve months. The training course is however for nine months and it is for further consideration whether in all cases they should be paid for twelve months.

VI

Endorsement No. 2311-A-3, Home (Education), dated 19th July 1917.

Referred to the Accountant-General for remarks in continuation of endorsement No. 2311-A-1, Home (Education), dated the 9th July 1917.

(By order)

C. RAMANUJA ACHARIYAR,
Registrar.

To the Accountant-General.

VII

Letter—from the Accountant-General, Madras.
To—the Secretary to Government, Home (Education) Department.
Dated—the 20th July 1917.
No.—T.M. 25-8/6394.

In returning herewith the enclosure received with Government endorsement No. 2311-A-1, dated the 9th July 1917, I have the honour to state that although the Director of Public Instruction has shown under the present scale on page 6 of the draft Government Order two Sub-Assistant Inspectors on Rs. 100 against Trichinopoly and Coimbatore and two on Rs. 75 against Chittoor and Tanjore the appointments of these headmasters are not always actually held by men drawing the same salary and this is also the case in the case of supervisors. Audit is conducted by this office against a Provincial scale and not against each office. The other appointments have been verified and found correct except that a temporary appointment of a teacher on Rs. 40 sanctioned for the temporary Training School, Triplicane, in G.O. No. 1260, dated the 22nd November 1915, has not been included by the Director of Public Instruction in the scale of establishment shown at page 7 of the draft Government Order.

The financial effect of the Director of Public Instruction's proposal comes to an extra cost of Rs. 49,812 per annum as shown below:—

	RS.
St. Joseph's College, Trichinopoly, page 4, paragraph 2-B (i)	3,096
Four colleges at Rs. 2,136 each, page 4, paragraph 2-B (ii)	8,544
Eight schools excluding the Teachers' College, page 5, paragraph 2-B (iii).	8,544
Net extra cost of the Training Schools, Chittoor, Trichinopoly and Coimbatore, 12 x 1,078 (page 6) or	12,936
Training School, Tanjore, page 6	3,912
Conversion of the temporary Training School at Triplicane into a permanent one, page 7. Full cost 12 x 426	5,112
Higher Elementary School for Rannad, page 7	7,668
Total	49,812

It will be seen that the total extra cost includes the allowances granted to private institutions also for training students. But it is not clear whether they will be in the form of monthly allowances or would merely be fixed annual grants. The contingent charges and the stipends to the students have been excluded in arriving at the above figure, namely, Rs. 49,812 per annum. The proposals are within the sanctioning powers of the Local Government.

A detailed proposition statement showing the present and proposed scale will be necessary.

VIII

Letter—from the Accountant-General, Madras.
To—the Secretary to Government, Home (Education) Department.
Dated—the 26th July 1917.
No.—T.M. 25-8/6749.

With reference to Government endorsement No. 2311/A-3, Home (Education), dated the 19th July 1917, I have the honour to state that according to the present proposal of the Director of Public Instruction dated the 16th July 1917 the cost on account of the St. Joseph's College, Trichinopoly, is Rs. 6,696 per annum excluding contingencies and stipends whereas according to the former proposal the cost is only Rs. 3,096 per annum—vide paragraph 2 of this office letter T.M. 25-8-6394, dated the 20th July 1917, resulting in a net increase of Rs. 3,600 per annum.

Rs.
* 49,812 according to the first proposal. The financial effect of the whole
3,600 according to the present proposal. proposal is Rs. 53,412 * per annum.

53,412

IX

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.
Dated—Madras, the 16th August 1917.
No.—R.C. 3146/17.

With reference to my letter R.C. No. 3146/17, dated 24th June 1917, I have the honour to state that secondary training sections have been opened in four Government and four aided institutions and that as they have already commenced work it has become necessary to incur expenditure on staff, stipends, contingencies, etc. I beg therefore to request that Government will be pleased to accord their sanction in advance to the opening of these sections and to the employment of a headmaster on Rs. 100 per mensem in the V class of the cadre of Sub-Assistant Inspectors in each of the four Government institutions. I understand that Government intend sanctioning the employment of eight headmasters on Rs. 100 each in the cadre of Sub-Assistant Inspectors for the eight secondary training sections and, if so, I beg to submit that only the four officers who will be attached to the Government institutions need be included in the Sub-Assistant Inspector's cadre and to point out that the salaries of the staff of the secondary training sections opened in the training section attached to aided institutions will be paid by means of grants-in-aid and to invite attention to (i) secondary training—aided schools in my letter under reference where I say "I have arrived at the sum necessary for each institution as exhibited above, but I propose to allow some latitude in its actual expenditure to suit any special circumstances." The important point is that each of the institutions should make adequate arrangements for the training work and for this they will require an additional L.T. or his equivalent.

X

G.O. No. 1105, Home (Education), dated 29th August 1917.

The Government sanction the proposals of the Director of Public Instruction in paragraph 2-B (iii) of his letter R.O.C. No. 3146, dated the 24th June 1917, in regard to the opening of secondary training sections in the Government Training schools at Nellore, Dindigul and Tinnevely and in the Ceded Districts College, Anantapur. Sanction is also accorded to the employment for a period of one year in each of these sections of the establishment proposed by the Director and the payment of the allowances recommended by him for the discharge of certain duties. The headmasters in immediate charge of these sections will each be paid a salary of Rs. 100 per mensem and will be included in the fifth class of the cadre of Sub-Assistant Inspectors. The clerks and the peons newly sanctioned will be ineligible for grain compensation allowance.

2. The Government also approve the arrangements suggested in paragraph 2-B (ii) of the Director's letter R.O.C. No. 3146, dated the 24th June 1917, for the training of teachers of the secondary grade in the four aided institutions mentioned therein. As recommended by the Director in his letter R.O.C. No. 3146, dated the 16th August 1917, the training sections in question will be treated as aided institutions under private management and suitable grants will be made to them to meet the cost of the staff and other necessary expenditure incurred in the training of students, the scale of staff, etc., referred to in the Director's letter being regarded as the maximum for the purpose of determining the grants.

3. The Director's action in opening the training sections in anticipation of the sanction of Government is approved. The cost of the sections will be met from the lump provision of four lakhs in the current year's budget estimate under "22. Education" for the improvement of the pay and training of teachers.

(True Extract)

R. RAMACHANDRA RAO,
Secretary to Government.

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

XI

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.

Dated—Madras, the 13th October 1917.

No.—R.C. 4403/17.

I have the honour to invite your attention to my letter R.C. No. 3146/17, dated 16th July 1917, submitting a revised estimate of the cost of working the L.T. section attached to the St. Joseph's College, Trichinopoly, and to request the favour of an early sanction of the estimate.

XII

G.O. No. 1305, HOME (Education), dated 20th October 1917.

The Government approve the arrangements suggested in paragraph 2-B (i) of the Director of Public Instruction's letter, R.O.C. No. 3146, dated the 24th June 1917, as revised by his letter R.O.C. No. 3146, dated the 16th July 1917, for the training of L.T. students in the St. Joseph's College, Trichinopoly. The training section in the college will be treated as an aided institution under private management. A suitable grant will be made to the management to meet the cost of the staff and all necessary expenditure incurred in the training of students, it being understood that the staff, etc., referred to in the Director's letter No. 3146, dated the 16th July 1917, would be actually entertained as a minimum. In fixing the grant, expenditure on account of the allowances of the lecturer and other teachers employed in the training section for a period of nine months only should be admitted and the maximum grant for the current official year limited to Rs. 3,000.

2. The cost of the section will be met from the lump provision of four lakhs in the current year's budget estimate under "22. Education" for the improvement of the pay and training of teachers.

3. The Director is requested to address Government early in April 1918 as regards the continuance of the training section during the next official year and to furnish a revised estimate of the cost to Government in the light of the experience gained till then.

(True Extract)

R. RAMACHANDRA RAO,
Secretary to Government.

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

XIII

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.

Dated—Madras, the 26th October 1917.

No.—R.C. 3146/17.

I have the honour to invite the attention of Government to my letter R.C. No. 3146/17, dated 24th June 1917, submitting proposals for the utilization of the Imperial recurring grant of four lakhs and to state that only the proposal relating to the opening of secondary training sections in certain institutions has been given effect to so far under the sanction conveyed in G.O. No. 1105, Home (Education), dated 29th August 1917, and that no orders have yet been received on the remaining proposals. As a few students for higher elementary grade training have already been admitted into the lower elementary training schools proposed to be raised to the higher elementary grade and as a few more who have been selected in July last are ready for admission, I beg to request the favour of very early orders on the proposals, relating to the raising of the status of certain lower elementary training schools to the higher elementary grade.

Order—No. 1433, HOME (Education), dated 15th November 1917.

In his letter R.O.C. No. 3146, dated 24th June 1917, the Director of Public Instruction submitted the following proposals for the utilization of the recurring grant of four lakhs sanctioned by the Government of India for the improvement of the pay and training of teachers in primary and secondary schools:—

RS.

I. Pay of teachers—

(a) Secondary schools.—Lump sum to be kept at the disposal of the Director for distribution to secondary schools at his discretion outside the provisions of the Grant-in-Aid Code, a proportion to be ear-marked for board and municipal schools 41,000

(b) Elementary schools—

(i) For girls (public management)—

Cost of raising the minimum pay of women teachers to Rs. 12 in—

	RS.	
Government schools	7,920	
Board "	5,098	
Municipal "	1,536	
	14,554	
	or	
	15,000	15,000

(ii) For boys (public management)—

Cost of raising the minimum pay of trained teachers to Rs. 11 per mensem in—

	RS.	
Government schools	1,164	
Board and Municipal schools	1,16,257	
	1,17,421	1,17,421

(iii) Aided elementary schools (boys and girls)—

Raising the scale of teaching grants for each trained teacher of the lower elementary grade from Rs. 3-8-0 to Rs. 4, for each trained teacher of the higher elementary grade from Rs. 4 to Rs. 5 and giving a grant of Rs. 10 for each trained teacher of the secondary grade 80,000

II. Training—

(i) Aided institutions—

(a) Collegiate training.—Attaching an L.T. training class to the St. Joseph's College, Trichinopoly. 6,000

(b) Secondary training.—Attaching secondary training classes to—

	RS.	
P.R. College, Cocanada	4,396	
Onslow Institution, Chattrapur	4,396	
Noble College, Masulipatam	4,396	
High School, Ambasamudram	3,856	
	17,044	17,044

(ii) Government institutions—

Secondary training 19,944

Elementary training—

- (a) Raising the status of the Government Training schools, Trichinopoly, Chittoor, Coimbatore and Tanjore. 48,864
- (b) Placing the temporary training school, Triplicane, on a permanent footing.
- (c) Opening of a training school for the Ramnad district. 1,950
- (d) Opening of a training section in the Government Secondary school, Bhadrachalam.
- (iii) Improvement of aided training schools 20,000

A revised estimate amounting to Rs. 9,600 for item II (i) (a) was subsequently submitted with the Director's letter, dated the 16th July 1917.

2. Orders have already issued in respect of items No. II (i) (a), No. II (i) (b) and (ii) (secondary training) and II (ii) (a) in G.Os. No. 1305, Home (Education), dated 20th October 1917, No. 1105, Home (Education), dated 29th August 1917 and No. 960, Home (Education), dated 20th July 1917, respectively.

3. The Government now approve generally the proposals referred to in items II (ii) (a), (b) and (c). Sanction is also accorded to the employment in these institutions, with effect from the date of their actual entertainment, of the establishments recommended by the Director of Public Instruction altered as shown below. The Director's proposals so far as they affect the cadre of Supervisors involve the abolition of four posts on Rs. 40 and four posts on Rs. 30 each per mensem and the creation of six posts on Rs. 50 each per mensem. The Government are unable to approve this part of the scheme. They direct that one post on Rs. 40 and one post on Rs. 30 per mensem in the cadre of Supervisors be abolished. The cadre will then stand as follows:—

	Existing scale.	Scale as now sanctioned.
First grade (Rs. 50)	36	36
Second grade (Rs. 40)	76	75
Third grade (Rs. 30)	164	163
Total	276	274

This sanction has been registered as No. 124 of 1917-18. The Director is requested to submit a proposition statement giving effect to these orders.

The Director is informed that as the course lasts for four terms the additional cost on account of stipends should be calculated for a period of twenty-one months instead of for twelve months as in the estimates submitted.

4. The Government also accord their general approval to the proposals—

(1) to reserve a sum of Rs. 41,000 for distribution to secondary schools (including those under the management of local bodies) at the discretion of the Director outside the provisions of the Grant-in-Aid Code (item I (a)—paragraph 1 supra); and

(2) to earmark a sum of Rs. 20,000 for payment of grants to aided training schools in addition to the present grants to be used for improvement in the pay of teachers and in the rate of stipends of students (item II (iii)—paragraph 1 supra).

In regard to item (1) the Director is requested to report for the approval of Government the conditions under which he proposes to disburse the grants to aided schools outside the provisions of the Grant-in-Aid Code. With reference to item (2) he is requested to submit his recommendations in regard to an increase in the rate of stipendiary grants for students under training so that the necessary amendments may be made in the Grant-in-Aid Code.

5. The items still remaining to be considered are the enhancement of the pay of teachers in elementary schools for boys and girls under public management and the payment of increased teaching grants to similar schools under private management (item I (b)). A reference has issued to local bodies as regards the amount of grant compensation allowance, if any, paid to the teachers and, on the receipt of their replies, final orders will be passed on the proposals.

(True Extract)

R. RAMACHANDRA RAO,
Secretary to Government.

To the Director of Public Instruction.
" Accountant General.
" Financial Department.
" Local and Municipal Department.

NOTES CONNECTED WITH G.O. No. 1433, HOME (EDUCATION), DATED 15TH NOVEMBER 1917.

[SUBJECT.—Recurring Imperial grant of four lakhs.]

Previous papers.

G.O.	424, Educational,	1st July	1911.	G.O.	1053, Educational,	10th September	1914.
"	852	"	2nd December	"	1231	"	4th November
"	373	"	2nd May	"	583	"	31st May
"	446	"	22nd "	"	627	"	14th June
"	491	"	1st June	"	934	"	25th August
"	598	"	5th July	"	1081	"	30th September
"	602	"	5th "	"	1085	"	1st October
"	1012	"	16th November	"	1260	"	22nd November
"	1066	"	3rd December	"	536	"	16th May
"	264	"	27th March	"	580	"	26th "
"	394	"	1st May	"	611	"	2nd June
"	512	"	4th June	"	1407, Revenue,	"	20th "
"	715	"	5th August	"	721, Educational,	"	30th "
"	1007	"	5th November	"	815	"	25th July
"	1034	"	11th "	"	1320, Home (Edn.),	"	8th December
"	1113	"	27th "	"	26	"	6th January
"	44	"	10th January	"	37	"	8th "
"	46	"	10th January	"	117	"	27th "
"	370	"	2nd April	"	249	"	22nd February
"	423	"	17th "	"	150, Financial,	"	10th March
"	736	"	23rd June	"	371, Home (Edn.),	"	16th "
"	825	"	14th July	"	452	"	6th April
"	920	"	6th August	"	620	"	11th May
"	1002	"	26th "	"	640	"	15th "
"	1033	"	3rd September	"	960	"	20th July

FINANCIAL DEPARTMENT.

The Home (Education) Department may, it is submitted, be informed that in their provisional orders on the second edition of the Civil Budget Estimate for 1917-18, the Government of India have entered on the receipts side of the budget for 1917-18 a recurring assignment of 4-00 lakhs from Imperial to Provincial for the improvement of pay and training of teachers. An equivalent amount has also been provided on the expenditure side under the head 22. Education. The Government of India K state that a communication regarding this expenditure will be received in due course from them (in the Department of Education).

2. The above information has to be treated as strictly confidential till the Financial Statement is presented to the Imperial Legislative Council on 1st March 1917.

V.G.K.—26-2-17.

L. R. KRISHNAW—26-2-17.

HOME (EDUCATION) DEPARTMENT.

Submitted that the file may be circulated to His Excellency the Governor for perusal. On return, it may be sent to the Director of Public Instruction.

S.K.—1-3-17.

N.K.—1-3-17.

C. RAMANUJA ACHARIYAR—1-3-17.

E. A. HARVEY—2-3-17.

P[RENTLAND]—3-3-17.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

J. H. STONE—6-3-17.

2. The proposals are examined below.

3. *Pay of teachers in secondary schools—Lump sum to be kept at the disposal of the Director for distribution to secondary schools at his discretion outside the provisions of the Grant-in-Aid Code, a proportion to be earmarked for board and municipal schools (Rs. 41,000).*—As pointed out by the Director of Public Instruction, there are difficulties in the way of bringing about an increase in the pay of teachers employed in aided secondary schools under the ordinary provisions of the Grant-in-Aid Code. His proposal to keep a reserve and distribute it at his discretion to schools deserving aid may be accepted. It is also in keeping with the suggestion of the Educational Conference held in March 1916 to bring about an equitable distribution of Government grants to secondary schools. Attention is invited to pages 13 to 15 of the Director's letter, No. 24, dated the 1st July 1916, and to paragraphs 33 and 34 of the notes therewith. In the letter referred to above the Director proposed to reserve a sum of Rs. 14,200 for distribution at his discretion and observed at the same time that, if experience showed that the scheme was practicable, future increase in the funds available for the grants could be used to increase this reserve. The amount now proposed for reservation is Rs. 41,000; but a portion of it is intended for board and municipal schools. This item may be approved, but it may be observed that the distribution of subsidies to local board and municipal schools requires the sanction of Government in each case.

4. *Enhancement of the minimum pay of women teachers in girls' schools under public management to Rs. 12 per mensem (estimated cost, Rs. 15,000 per annum).*—Attention is solicited to the notes and orders in G.O. No. 1320, dated the 8th December 1916. No proposals for the general reorganization of girls' schools have yet been made and the Director does not specifically state whether grain compensation allowance should be allowed in addition to an increase in pay. In view of the difficulties now experienced in securing the services of women teachers, it does not appear desirable to withdraw grain compensation allowance as such a measure will materially reduce the benefits intended to be secured by the grant of an increase of pay. The cost, so far as schools under public management are concerned, comes to Rs. 15,000. It is proposed to enhance the grants-in-aid to aided schools to enable the managers to increase the salaries of teachers—vide paragraph 6 infra.

5. *Enhancement of the minimum pay of trained teachers in boys' schools under public management from Rs. 10 to Rs. 11 per mensem (estimated cost Rs. 1,17,421).*—Attention is solicited to paragraph 4 of letter to the Government of India, No. 45, dated the 10th January 1914, in which the desirability of raising the pay of trained teachers to Rs. 12 per mensem has been recognized. The present proposal is to raise the minimum to Rs. 11 only for want of funds and it may be accepted. Apparently grain compensation allowance will be continued as at present. It may also be mentioned in this connection that when capitation allowance is abolished, as proposed by the Educational Conference, the pay of teachers will be proportionately increased. The proposal separately under consideration to allow headmasters of schools to appropriate fees collected even in the fourth standard will not benefit low-paid teachers.

In the letter referred to above the Government admitted the necessity for increasing the pay of untrained teachers also from Rs. 8 to Rs. 10, but the Director has not proposed any increase in their case. It is desirable that untrained teachers should undergo training at the earliest opportunity and when they become qualified, they will be eligible for the increased rate of pay allowed to trained teachers. No other inducement appears to be necessary for the present.

Of course the pay Rs. 8 is absurdly low, but there are no funds to increase the pay. That is the real reason.

R.R.—8-7-17.

6. *Increase in the scale of teaching grants paid to trained teachers in aided elementary schools for boys and girls (estimated cost Rs. 80,000).*—This recommendation is consequential on the proposals for raising the pay of teachers in schools under public management referred to in paragraphs 4 and 5 supra. In this connection attention is solicited to the concluding portion of paragraph 2 of the memorial of the Missionary

Educational Council of South India. The increase proposed in the case of secondary grade teachers from Rs. 4 to Rs. 10 per mensem appears rather high. It is for consideration whether the grant may not be fixed at Rs. 8 per mensem as suggested by the council.

I do not think so.

R.R.—8-7-17.

When the Director's proposals for the graduation of capitation grants are approved, the rates of teaching grants now paid will be somewhat increased to compensate for the reduction in the former.

7. *Training of twenty collegiate students in St. Joseph's College, Trichinopoly (cost Rs. 6,000).*—The details for this proposal are described in paragraph 2-B (i). The proposal seems to be a sound one and sanction may be accorded for a period of one year to begin with. It is, however, doubtful whether there will be enough clerical work for a full-time clerk on Rs. 20. Perhaps an allowance of Rs. 10 per mensem to a clerk in the institution may be sufficient.

This is a new departure and will require attention. I think the Director of Public Instruction's proposal may stand.

R.R.—8-7-17.

The remarks of the Director of Public Instruction may be invited u.o.

8. *Training of 75 secondary grade students in aided institutions (estimated cost Rs. 17,044).*—The details are given in paragraph 2-B (ii). The proposal may be approved generally and sanction accorded for a period of one year. The question of the employment of clerks in these institutions will be governed by the decision that may be arrived at in regard to the similar proposal referred to in paragraph 7 above.

9. *Provision for the training of 100 more secondary grade students in Government institutions (estimated cost Rs. 19,944).*—Please see paragraph 2-B (iii) for a full description of the proposals. Particulars as to the staff employed in existing Government secondary training sections will be found in G.O. No. 512, Educational, dated the 4th June 1913. The proposals appear to be suitable and may be sanctioned for a period of one year. The only doubtful item included herein appears to be the employment of a clerk. The question of the employment of separate clerks in training schools was raised at the meeting of the Legislative Council held in May 1915. The Government then replied that they did not consider it necessary to appoint a clerk in every training school—G.O. No. 827, dated the 14th June 1915. The Director now states that it has been repeatedly urged that the efficiency of the teaching and training work in secondary training schools and sections is impaired by the present necessity of distributing the clerical work among the staff. For orders whether, in these circumstances, the employment of a clerk may be approved.

The clerical work is intended to be done by the drawing master and the gymnastic instructor and perhaps it will be sufficient to sanction the employment of clerks in secondary training sections which do not have full-time drawing masters and gymnastic instructors.

10. *Provision of additional facilities for training more elementary grade students (estimated cost Rs. 48,864).*—The proposals under this head are to raise the lower elementary training schools at Trichinopoly, Chittoor, Coimbatore and Tanjore to the higher elementary grade, to place the temporary higher elementary training school, Triplicane, on a permanent footing, to open a higher elementary training school at Manamadurai. These appear to be well conceived and may be approved.

The scale of establishment proposed for the schools is in accordance with the scale approved in G.O. No. 1066, Educational, dated the 3rd December 1912. The cost of stipends has been calculated for a period of 12 months. As the course lasts for four terms it should strictly be calculated for 21 months. If this is done, the estimated cost of Rs. 48,864 will be increased to Rs. 63,264.

The proposal to open a training section in the Bhadrachalam school at a cost of Rs. 1,950 is separately under consideration.

11. *Provision for improvement of aided training schools (estimated cost Rs. 20,000).*—This lump sum is intended to enable the management of private training schools to improve the pay of the teachers and the rate of stipends for the students. The scale of grants for students under training is laid down in article 47 of the Grant-in-Aid Code. The rates were fixed in G.O. No. 378, Educational, dated the 2nd May 1912 and G.O. No. 46, Educational, dated the 10th January 1914. It is presumed

that the Director will in due course obtain the sanction of Government to any increase he may propose in the sanctioned scale.

12. *Improvement of Government secondary schools for girls and training schools for mistresses (Rs. 32,777).*—The Director has promised to submit separately proposals in this regard. In his u.o. note of the 27th June 1917, he has stated that he will only propose non-recurring expenditure on this item as a last resort. The proposals may be awaited.

13. In view of the importance of the training of students the Director has instructed the Inspectors and heads of aided institutions concerned to take the necessary steps to start the classes for collegiate and secondary training in anticipation of the approval of Government and requests that his action may be approved. Submitted that this may be done.

14. The proposals dealt with in the above paragraphs involve the employment among others of eight temporary Sub-Assistant Inspectors on Rs. 100 each for secondary training sections and fourteen permanent sub-assistants for higher elementary training schools as shown below :—

Six on Rs. 125.
Four on Rs. 100 and
Four on Rs. 75.

The reasons assigned by the Director in favour of his suggestion to create more posts in the higher grades are that the officers selected to be in charge of the training sections should be men of experience and that since they will be chosen from the cadre of sub-assistants the grading of this cadre will be slightly improved. The present strength in the various grades and the proposed additions are shown below :—

		Permanent		Temporary	
		Existing	Proposed	Existing	Proposed
First	class (Rs. 200)	5	5	...	...
Second	" (Rs. 175)	11	11	...	...
Third	" (Rs. 150)	30	30	...	...
Fourth	" (Rs. 125)	31	37	...	...
Fifth	" (Rs. 100)	48	52	11	19
Probationary	" (Rs. 75)	58	62	64	64

R.R.—8-7-17.

Submitted that the grading proposed does not err on the side of extravagance and may be accepted.

There will also be slight modification in the grade of supervisors. Four posts on Rs. 40 and four on Rs. 30 will be abolished and six new posts on Rs. 50 will be created.

15. It is for consideration whether the file may be sent u.o. to the Director of Public Instruction for remarks with reference to paragraphs 6 to 9 supra.

16. The proposals in the current file will have to be noted on by the Accountant-General before they can be finally sanctioned. A separate reference may go to him while the file goes to the Director of Public Instruction. A proof copy of the current may be used for the purpose.

S.A.—3-7-17.

N.K.—4-7-17.

C. RAMANUJA ACHARIYAR—7-7-17.

The Director of Public Instruction discussed these proposals with me and I am for sanctioning all his proposals.

Reply to reference to the Accountant-General may be awaited.

R. RAMACHANDRA RAO—9-7-17.

[Memorandum No. 2311-A/1, Home (Education), dated the 9th July 1917.]

HOME (EDUCATION) DEPARTMENT.

The Director of Public Instruction has sent proposals for the utilization of the four lakhs grant. They are under examination.

The Director of Public Instruction saw me today and wanted urgent orders on one point. I put this up separately for favour of early consideration.

The Director of Public Instruction proposes to start secondary training sections at eight places. He proposes to pay the headmasters Rs. 100.

These officers are generally of the status of sub-assistant inspectors. The lowest grade is Rs. 75. Generally speaking the new posts ought to commence on Rs. 75. But the number of sub-assistant inspectors on Rs. 75 is so large that it is not wise to add to the number. Moreover Mr. Stone wants to select officers of experience.

The Director of Public Instruction wants early orders as he has to select and post the officers immediately. I shall be thankful if the Financial will pass this item without delaying to consider the proposals as a whole.

R. RAMACHANDRA RAO—12-7-17.

FINANCIAL DEPARTMENT.

The Civil Budget Estimate for 1917-18 contains a provision of four lakhs under "22. EDUCATION" for expenditure on "improvement of pay and training of teachers"—cf. also paragraph 2 of the Government of India's letter. With his letter No. 3146, dated 24th June 1917, the Director of Public Instruction has submitted proposals for the utilization of the four lakhs. The whole proposals are being examined separately; but Home (Education) Department now remit for the consideration of Financial a small portion of these proposals relating to provision of secondary training for 175 additional students per annum—75 students in four* aided schools and the balance in Government training schools.

* At Cocanada, Chatrapur, Masulipatam and Ambasamudram.

2. In the four aided schools, the Director of Public Instruction proposes to appoint L.T.'s on Rs. 100 to be in charge of the training sections. In the Government schools, however, although additional students for training are to be admitted in six institutions, it is proposed to appoint L.T.'s only in four† of them. All these eight appointments are to be on a temporary footing for the present and included in the cadre of sub-assistant inspectors.

Besides the expenditure on the above eight appointments, the Director of Public Instruction has also proposed, in connection with the opening of the training sections, extra expenditure on account of establishments, allowances to existing teachers, stipends of students, etc. The Home Department propose to issue orders at present only as regards the pay of these eight L.T.'s to enable the Director of Public Instruction to select and post officers immediately. This is examined below.

3. In permanent secondary training schools, the headmasters' posts are generally included in the sub-assistant inspectors' cadre—vide, for example, pages 8-9 of letter No. 537, Educational, dated 16th May 1916. The proposal to include the present posts also in the sub-assistants' cadre may therefore be accepted. In regard to the pay proposed for these temporary posts, viz., Rs. 100, it is submitted that ordinarily the pay should be that of the lowest grade (Rs. 75). The higher rate of Rs. 100 is proposed partly to select officers of experience and partly to improve the grading of the cadre, the bottom grade of which is overlaid. Attention is in this connection solicited to G.O. No. 37, Home (Education), dated 8th January 1917, and pages 5, 8 and 9 of notes to the same Government Order. Out of the five temporary sub-assistant inspectors' posts sanctioned in that Government Order, three were sanctioned in the higher grade of Rs. 100, on the representation of the Director of Public Instruction about the difficulty in recruiting suitable Muhammadan sub-assistants. Subsequently, in connection with the appointment of additional temporary sub-assistant inspectors to provide as personal assistants to superior officers, the Director of Public Instruction proposed to have eight of these additional appointments

on Rs. 100, as the existing cadre of sub-assistants was already overweighted with appointments in the lowest grade. The Government considered this proposal reasonable (cf. page 6 of Notes to G.O. No. 620, Home (Education), dated 11th May 1917) and they accordingly sanctioned the same in G.O. No. 620, Home (Education), dated 11th May 1917.

There are at present about eleven temporary appointments in the Rs. 100 grade and about 64 temporary appointments in the grade of Rs. 75. Considering the grading of the permanent posts in the cadre, the present proposal to add eight more temporary appointments to the Rs. 100 grade seems reasonable and may, it is submitted, be accepted.

T.R.N.N.—14-7-17.

A.S.—14-7-17.

L. E. KERSHAW—14-7-17.

Accepted.

L. DAVIDSON—14-7-17.

HOME (EDUCATION) DEPARTMENT.

A draft demi-official is submitted for approval.

S.A.—14-7-17.

N.K.—14-7-17.

C. RAMANUJA ACHARIYAR—14-7-17.

Please issue sharp.

R. RAMACHANDRA RAO—14-7-17.

Demi-official—from the Hon'ble Diwan Bahadur R. RAMACHANDRA RAO Avargal, Secretary to the Government of Madras, Home (Education) Department.

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

Dated—Ootacamund, the 14th July 1917.

No.—2311 A-3.

With reference to our conversation on the 12th instant I write to inform you that, in anticipation of formal sanction, you may employ eight headmasters (L.T.'s) in the cadre of sub-assistants on a pay of Rs. 100 each per mensem for the secondary training sections to be attached to four aided and four Government institutions.

From the Director of Public Instruction, No. 3146, dated the 16th July 1917.

[Endorsement No. 2311-A/3, Home (Education), dated the 19th July 1917.]

From the Accountant-General, No. T.M. 25-8-6394, dated the 20th July 1917.

From the Accountant-General, No. T.M. 25-8-6749, dated the 26th July 1917.

Since the submission of his original proposals the Director has forwarded a revised estimate of the cost of instituting an L.T. class in the St. Joseph's College, Trichinopoly. In lieu of two allowances on Rs. 100 each per mensem he now proposes the grant of one allowance of Rs. 250 for lecturing in Pedagogy, general supervision and conducting criticism and model lessons and of five allowances of Rs. 50 each for instruction in English, Psychology, Physiology, History and Geography. Seeing that the Principals and Vice-Principals of Training Colleges are borne in the cadre of the Indian Educational Service (Rs. 500—50—1,000) the allowance of Rs. 250 proposed for the lecturer in Pedagogy, etc., seems reasonable. The rate of the other allowances (Rs. 50 each) does not also appear high. It may not be possible to reduce the number of the latter allowances as it will not be feasible for a single teacher of the institution to lecture on more than one subject. The revised estimate may therefore be accepted.

Attention is solicited to the last sentence of the Director's letter dated the 16th July 1917. It is for consideration whether it would not be sufficient to sanction the payment of the allowances for nine months to begin with. If so, the extra cost will be reduced by Rs. 1,500. Provision for nine months seems sufficient.

2. The Accountant-General to whom the proposals were referred points out that the financial effect of the scheme as proposed by the Director of Public Instruction is Rs. 53,412 per annum, excluding contingencies and stipends. He observes that it is not clear whether the allowances to private institutions for training students will be in the form of monthly allowances or would merely be fixed annual grants. Submitted that the Director's intention appears to be that the cost of the scheme in connexion with aided institutions should be kept separately (with the aid of the clerk) and disbursed from Provincial funds in the same way as the expenditure of Government institutions.

3. The file may now be sent to Financial u.o. for remarks.

S.A.—30-7-17.

N.K.—1-8-17.

C. RAMANUJA ACHARIYAR—2-8-17.

R. RAMACHANDRA RAO—3-8-17.

Demi-official—from the Hon'ble Mr. J. H. STONE, C.I.E., Director of Public Instruction.

To—the Hon'ble Mr. L. DAVIDSON, C.S.I., I.C.S., Acting Chief Secretary to Government.

Dated—the 7th August 1917.

No.—C. 103.

Will you please see my letter R.C. No. 3146 of the 24th June, making proposals for the utilization of the Government of India 4 lakhs grant?

I have already given effect to the proposals under B. Training—Collegiate Training—Secondary Training and Elementary Training, by opening the necessary sections, appointing staff and admitting students and this course was approved by implication in Diwan Bahadur Ramachandra Rao's *Demi-official* No. 2311/A-3 in which he informed me that I "may employ eight headmasters (L.Ts.) in the cadre of sub-assistants on a pay of Rs. 100 each per mensem for the secondary training sections to be attached to four aided and four Government institutions".

The question of formal sanction to the whole proposals for training is now becoming pressing owing to the necessity of incurring expenditure on staff, contingencies and stipends. I write therefore to suggest that these proposals should be taken up separately and to ask that orders should be passed on them with as little delay as possible.

If still pending can we not put this through at once?

L. DAVIDSON—7-8-17.

FINANCIAL DEPARTMENT.

Please see Financial Department notes on pages 7 and 8 of notes ante in which the proposal to employ eight headmasters (L.Ts.) in the cadre of sub-assistants on a pay of Rs. 100 each per mensem in the eight institutions referred to by the Director of Public Instruction, was examined and accepted in this department. This portion alone of the Director of Public Instruction's proposals for the utilization of the four lakhs grant was then remitted by the Home Department to Financial for consideration.

2. Home (Education) have now sent to Financial the whole proposals; and the file which was received on the 4th instant (Saturday evening) is being examined in this department. The file is treated as urgent and every endeavour will be made to submit it as soon as possible.

A.S.—7-8-17.

I submit the following reply for Chief Secretary's approval:—

"In reply to your demi-official of today's date I write to say that the Financial Department accepted the proposals for the employment of eight headmasters (L.Ts.) in the cadre of sub-assistants on Rs. 100 each and returned the file to Home Department on the 14th July. The result apparently was the demi-official you refer to from Mr. Ramachandra Rao. If you require official sanction for that part of the scheme, he should be able to give it.

"As regards your other proposals the main file reached Financial only on Saturday the 4th instant, but I have issued instructions for it to be dealt with expeditiously."

L. E. KERSHAW—7-8-17.

L. DAVIDSON—7-8-17.

[Demi-official issued on 7th August 1917.]

The entire proposals of the Director of Public Instruction for the utilization of the Imperial grant of 4 lakhs are briefly summarized in the enclosure to his letter on pages 7 and 8, current file, and the cost of the proposals, item by item, is also given therein. The total annual cost of the Director of Public Instruction's proposals is 3-67 lakhs, or taking into account the revised estimate of charges relating to the opening of an L.T. class in the St. Joseph's College at Trichinopoly furnished in the Director of Public Instruction's letter of the 16th July 1917, it is 3-71 lakhs per annum. The Home (Education) Department have, subject to a slight modification in respect of the period for which allowances should be given for the L.T. class teachers in the St. Joseph's College, approved of the Director of Public Instruction's proposals *en bloc*. The cost as thus modified comes to 3-69 lakhs per annum and it will be seen that this absorbs nearly the whole of the grant of 4 lakhs. It is observed in this connexion that the Director of Public Instruction's calculations of the annual recurring liability in respect of the higher elementary training schools to be made permanent are an under-estimate; the period of training in these institutions runs over more than one year and covers 21 months in all. The Director of Public Instruction has, however, taken only 12 months' charges on account of stipends as annual liability, instead of 21 months' charges as correctly pointed out by the Home Department. Taking this into consideration the total cost is 3-69+15=3-84 lakhs and the balance left for schemes relating to female education, viz., improvement of Government Secondary schools for girls and Training schools for Mistresses is about 16 lakh only, as against the 33 lakh referred to in paragraph 11 of his letter on page 7, current file. The detailed proposals in this regard which the Director of Public Instruction states he is submitting separately may be awaited. Meanwhile, as regards the present proposals it may be stated that they are in accordance with the objects specified in paragraph 2 of the Government of India's letter No. 302, dated 29th March 1917. As regards the question of earmarking a portion of the grant for the new scheme relating to the establishment of Provident funds for teachers in non-pensionable service, the Home Department regard this as not possible owing to the heavy liability involved in the Provident fund scheme; this opinion is also in accordance with the views held in this department on the point and may be accepted. The details of the Director of Public Instruction's present proposals are examined below:—

2. Reservation of a sum of Rs. 41,000 for distribution to secondary schools at the discretion of the Director of Public Instruction, the grants being outside the provisions of the Grant-in-Aid Code; and a proportion to be reserved for Board and Municipal Schools —(Paragraph 2 of letter on page 2, current file, and paragraph 3 of note on page 4 ante).—The letter of the Director of Public Instruction No. 24, dated 1st July 1916, which the Home Department refer to, has not been placed in this file and the full details of this proposal are not therefore quite clear. The Director of Public Instruction's proposal does not, however, appear to contain any objectionable features. The Home Department also remark that the distribution of subsidies to local board

and municipal schools will require the sanction of Government in each case. The proposal may, it is submitted, be generally accepted; but the Home Department may be informed that the acceptance of Financial should be obtained before final

L.E.K.—13-8-17.

orders are issued as to the conditions subject to which the Director of Public Instruction will be authorised to disburse grants outside the provisions of the Grant-in-Aid Code to private aided schools out of the reserve to be placed at his disposal.

3. Raising the minimum pay of women teachers in Elementary girls' schools under public management (viz., Government schools and Board and Municipal schools) to Rs. 12 per mensem—(Paragraph 3 on page 2 and 3 of current file and paragraph 4 of Home Department's note on page 4 ante).—The expenditure proposed under this head comes to 0-08 lakh in respect of Government schools and the balance of 0-07 lakh will have to be given to local bodies as subsidy to enable them to effect the enhancement of pay proposed in schools under their management. Attention is solicited to the Financial Department notes on pages 4—10 of Notes to G.O. No. 1320, Home (Education), dated 8th December 1916, in which this point has been fully discussed; as the extra expenditure comes out of an Imperial grant the proposal may, it is submitted, be accepted in Financial.

L.E.K.—13-8-17.

It is however, observed that the Director of Public Instruction's letter is silent on the question of simultaneously effecting the withdrawal of grain compensation allowance on which he was asked to report when proposing an increase of pay. The Home Department propose to continue the grain compensation allowance. It is observed that when the minimum pay is fixed at Rs. 12 a few will get an increase of Rs. 3 and Rs. 4 and that the majority will get an increase of Rs. 2 which appears to be a substantial increase as compared with the fluctuating sums of Rs. 1, or Rs. 1½, and sometimes nothing now granted as grain compensation allowance. Until it is known that the permanent increase in

pay now proposed has not had any effect on recruitment of women teachers, it seems, it is submitted, needless to continue it. It is for orders, whether the Director of Public Instruction should not be asked to report on the point separately.

L.E.K.—13-8-17.

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4. Raising of the minimum pay of trained teachers in Elementary boys' schools under public management to Rs. 11 per mensem—(Paragraph 4 on page 3, current file, and paragraph 5 on page 4 of notes).—The extra expenditure under this head comes to 1-17 lakhs of which 0-01 lakh will be incurred directly by Government in Government schools and the balance will have to be given as subsidies to local bodies. The minimum pay for these teachers which prior to 1912 was Rs. 8 per mensem—a "wretched pittance" as Sir Harold Stuart called it—was in that year raised to Rs. 10 per mensem—G.O. No. 445, Educational, dated 22nd May 1912 (page 5 of Notes to G.O. No. 715, Educational, dated 5th August 1913). The ideal minimum pay for these teachers has, however, been held by the Government of India and this Government to be Rs. 12 per mensem. Please see—

(i) paragraph 3 of this Government's letter No. 853, Educational, dated 2nd December 1911,

(ii) paragraph 11 of Government of India's Resolution on page 6 of G.O. No. 394, Educational, dated the 1st May 1913,

(iii) paragraph 4 of this Government's letter No. 45, Educational, dated the 10th January 1914.

The increase now proposed is an instalment of the above reform and may, it is submitted, be therefore agreed to in Financial.

If and when the minimum pay is fixed at Rs. 12 per mensem the intention of Government evidently is to stop grain compensation allowance as is already done for

teachers on this minimum pay in some

I do not like this suggestion. It is neither one thing or the other. A better solution would be to raise the pay to Rs. 12 and to withdraw grain compensation allowance provided this does not involve any heavy expenditure. We may leave the matter to Education.

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may be requested to issue orders accordingly.

5. *Raising the scale of teaching grants paid under Rule 15 of the Grant-in-Aid Code to trained teachers in aided elementary schools for boys and girls* (Paragraph 5 on page 3, current file and paragraph 6 of Home Department notes on page 4 ante).—Attention is solicited to pages 1, 8 and 9 of Notes to G.O. No. 715, Educational, dated 5th August 1913, which show that the scale of teaching grants was, prior to 1913, Rs. 36 per mensem for all teachers in elementary schools; and it was in that year fixed at the following scale, the extra cost being '60 lakh per annum:—

A	Rupees 36 per year for an untrained teacher.
	Rupees 42 per year for a trained teacher, lower elementary grade.
	Rupees 48 per year for a trained teacher, higher elementary grade.

(For secondary teachers in elementary schools the Director of Public Instruction had proposed in March 1913 to give a teaching grant of Rs. 60 a year or Rs. 5 per mensem—page 4 of G.O. No. 264, Educational, dated 27th March 1913—but later on he withdrew the proposal as being incongruous.)

With a view to induce the management of the aided schools to improve the pay of their trained teachers the Director of Public Instruction now proposes to fix the teaching grants for the last two of the class of teachers at A above at Rs. 4 and Rs. 60 per year. This need not, it is submitted, be objected to, as it is a fit object of expenditure from the Imperial grant. As regards secondary teachers, it is observed, that the grant for them now stands at Rs. 48 and it is proposed to be fixed at Rs. 120 a year. This seems to be big jump and is even more than the aided schools seem to expect—because the Missionary Educational Council of South India have only asked for Rs. 96 a year. It is for orders whether it will not suffice to fix the grant for these teachers at Rs. 72 a year or at most at Rs. 96 a year. This will effect a small saving of Rs. 12 lakh or Rs. '06 lakh a year. For orders. The proposals under this head may be otherwise accepted.

The Director of Public Instruction remarks that the increase would be particularly welcome to missionary managers. This might be so, but it is more than even they have asked for. From Rs. 4 to Rs. 10 a month is a large *per saltum* increase, and if we give 50 per cent more this should be sufficient for the present. We may recommend Rs. 6 a month.

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6. *Training of 20 students for I.T. in St. Joseph's College, Trichinopoly* (Paragraph 6 on pages 3 and 4, current file, pages 9 and 10, current file and Home Department notes on page 5, paragraph 7, and pages 8 and 9 ante). The opening of the class is only as a temporary measure for a period of nine months to train a batch of twenty students. The details of the expenditure as approved by Home Department come to '08 lakh. The items call for no special remarks, except that the clerk

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and the peon may be declared ineligible for grain compensation allowance. The proposal to grant allowances to teachers only for nine months instead of for twelve months may be accepted.

7. *Training of 175 secondary grade students, 75 in four aided institutions and the rest in Government institutions* (Paragraphs 7 and 8 on pages 4 and 5, current file, paragraphs 8 and 9 of Home Department notes on page 5 ante and Financial notes on page

schools. If so, it would, it is submitted, pave the way for the eventual abolition of grain compensation allowance, if Government now rule in fixing the minimum at Rs. 11, that grain compensation allowance should be regulated so as to make the enhanced pay plus the allowance not to exceed Rs. 12 per mensem in any case. For orders whether Home Department

7-8 ante).—The total expenditure proposed under this head comes to '37 lakh per annum. Financials have already agreed to the opening of eight training sections and the appointment of eight temporary sub-assistant inspectors on Rs. 100 each. The other items of expenditure are allowance to existing teachers and clerical, menial and other establishments, and stipends and contingencies. The Director of Public Instruction's proposals in regard to these will be found on pages 4-5, current file. The proposals may, it is submitted, be accepted; and the employment of the clerks in the eleven cases proposed need not in the circumstances explained by the Director of Public Instruction be objected to also. The Director of Public Instruction evidently has no intention of paying grain compensation allowance to any of the subordinates, as his estimate does not provide for the charge. The pay proposed may, it is submitted, be therefore accepted on the understanding that grain compensation allowance is not

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to be allowed to any of the men newly appointed. It is presumed that the whole establishment of clerks and peons, etc., will, like the sub-assistants who are

stated to be temporary, be on a temporary footing only.

8. *Training of elementary teachers* (Paragraph 9 of Director of Public Instruction's letter on pages 5-7, current file, and paragraphs 10 and 14 of Home Department note on pages 5 and 6 ante).—The extra expenditure under this head is put at '49 lakh per annum but correctly is '63 lakh per annum, allowing for stipends on account of 21 months' training. The proposals for the establishment of the higher elementary training schools on a permanent basis at Chittoor, Trichinopoly, Coimbatore, Tanjore, Triplicane and Rāmadā may, it is submitted, be accepted. The scales of establishments proposed are the same as those allowed to other similar training schools—vide page 5 of G.O. No. 1066, Educational, dated 3rd December 1912, except that specific rates of pay have been mentioned by the Director of Public Instruction for the sub-assistant inspectors and the supervisors who are now employed in the existing schools and who will hereafter be employed in the new schools. The net result of this is—

(i) that fourteen permanent sub-assistants—six on Rs. 125, four on Rs. 100 and four on Rs. 75—have been proposed to be added to the cadre; and

(ii) that eight posts of supervisors—four on Rs. 40 and four on Rs. 30—are proposed to be abolished and six posts on Rs. 50 proposed to be added to the supervisors' cadre.

It is submitted that the correct procedure seems to be to add or abolish the required number of posts to the cadres in accordance with the authorized proportions instead of fixing local rates of pay for the schools. If this course is adopted, what has to be done in this case is to add fourteen posts to the sub-assistants' cadre and to abolish two posts in the supervisors' cadre. As regards the sub-assistants the proposal, which the Director of Public Instruction and the Home Department consider sufficient, of adding six posts to the Rs. 125 grade, four to the Rs. 100 grade and four to the Rs. 75 grade, is slightly cheaper than the addition which will be justifiable according to the authorized proportion.

I don't think we need suggest extra expenditure.

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L.D.—13-8-17.

It is for orders whether it would not be preferable to make the additions in proportion of the existing grading. There will then be a further expenditure of Rs. 600 per annum.

As regards the supervisors, there is no reason to adopt the Director of Public Instruction's and the Home Department's costly proposals of creating six posts in the highest grade of Rs. 50 and of abolishing eight posts in the two lower grades of Rs. 40 and Rs. 30. Home Department may be requested simply to effect the net reduction of two posts—one on Rs. 40 and one on Rs. 30—which is in accordance with authorized scales. Instead of

The men are to be found from the existing cadre and will draw their personal pay. The net result is abolition of two supervisor's post and the office is correct in suggesting merely the reduction of them.

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there being an extra expenditure of Rs. 20 per mensem in this service, there will be a saving of Rs. 70 per mensem or Rs. 840 per annum. No further remarks are called for under this head.

9. *Ear-marking of Rs. 20,000 out of the Imperial grant for improvement of aided training schools* (Paragraph 10 on page 7, current file, and paragraph 11 of the notes on page 5 ante).—This need not be objected to, but as pointed out by the Home

(Education), the Director of Public Instruction will have to be asked to

suggest the specific scales for students under training so that necessary amendment may be made in Rule 47 of the Grant-in-Aid Code—cf. G.O. No. 378, Educational, dated 2nd May 1912, and G.O. No. 46, Educational, dated 10th January 1914. As to grants for improvement of pay of teachers, the Director of Public Instruction can fix the amount—cf. Rule 44 of the Grant-in-Aid Code.

10. *Local Government's powers to sanction the present proposals.*—It so far as revision of permanent establishments is concerned, the Accountant General states in his letter on page 10, current file, that the Rs. 50,000 limit is not exceeded and that the proposal may therefore be sanctioned by this Government. In his letter on page 11, current file, the Accountant-General has however worked out the extra cost to Rs. 53 lakh per annum. It is observed that in making these calculations the Accountant-General has mixed up some expenditure on temporary establishment with that on the permanent staff and he has in some cases omitted additional expenditure proposed under the latter. The correct extra expenditure under permanent establishment, excluding stipends, contingencies, etc., is worked out below:—

	Director of Public Instruction's proposals. (LAKHS)	Financial Department proposals. (LAKHS)
(a) Raising the minimum pay of women teachers to Rs. 12 per mensem in Government schools ...	·08	·08
(b) Raising the minimum pay of teachers in boys' schools—Government institutions—to Rs. 11 per mensem ...	·01	·01
(Proposals in paragraphs 6-8 of Director of Public Instruction's letter evidently relate to temporary establishments.)		
(c) Elementary training schools at six places ...	·30	·29
	·39	·38

The proposed increase of permanent establishments falls within the sanctioning powers of Government. The other proposals relating to temporary establishments, subsidies to local bodies and grants-in-aid are also within this Government's powers of sanction. The Director of Public Instruction will have to be asked to submit the necessary detailed proposition statements.

T.R.N.N.—10-8-17.

A.S.—10-8-17.

L. E. KERSHAW—11-8-17.

L. DAVIDSON—13-8-17.

HOME (EDUCATION) DEPARTMENT.

A separate u.o. note to the Director of Public Instruction on the points raised in the Financial note is submitted for approval.

S.A.—15-8-17.

N.K.—15-8-17.

C. RAMANUJA ACHARIYAR—16-8-17.

Issue sharp.

R. RAMACHANDRA RAO—17-8-17

The following points are noticed in the proposals submitted by the Director of Public Instruction for the utilization of the recurring Imperial grant of 4 lakhs:—

(1) *Enhancement of the minimum pay of women teachers in elementary girls' schools under public management to Rs. 12 per mensem.*—The Director's letter is silent on the question of effecting the withdrawal of the grain compensation allowance simultaneously with the enhancement proposed, though he was asked to report on

the point in G.O. No. 1320, Home (Education), dated 8th December 1916. As the policy of the Government is to extinguish this allowance when a permanent revision of pay is effected, it appears desirable to lay down that when the enhanced pay is given effect to, the allowance should be withdrawn.

(2) *Raising the minimum pay of trained teachers in elementary boys' schools under public management to Rs. 11 each per mensem.*—Here again it is not clear whether the grain compensation allowance is to be continued. A better solution appears to be to raise the pay to Rs. 12 and to withdraw grain compensation allowance. The Director of Public Instruction may be requested to report if this plan could be adopted, and if so, what additional cost it is likely to involve.

(3) *Raising of the scale of teaching grants paid under rule 15 of the Grant-in-Aid Code to teachers in aided elementary schools for boys and girls.*—The increase proposed in the case of secondary grade teachers from Rs. 4 to Rs. 10 per mensem seems large. It would appear sufficient for the present to increase the rate to Rs. 6 per mensem.

(4) *Training of twenty students for L.T. in St. Joseph's College, Trichinopoly.*—It seems that the allowance of Rs. 250 per mensem for lecturing in pedagogy is very high considering that major professorships in the Medical College carry an extra pay of Rs. 200 only. The Director may be requested to report whether Rs. 150 per mensem will not be sufficient. It appears also sufficient to sanction the payment of the allowances to the lecturers for a period of nine months to begin with.

(5) *Training of secondary grade students in aided and Government institutions.*—It is presumed that the whole establishment of clerks and peons, etc., will, like the sub-assistants who are stated to be temporary, be on a temporary footing.

(6) *Training of elementary teachers.*—According to the Director's proposals, six posts of supervisors on Rs. 50 will have to be created and eight posts in the lower grades on Rs. 40 and Rs. 30 abolished. The net result so far as the numerical strength is considered is the abolition of two posts of supervisors. The simpler course appears to be to abolish one post on Rs. 40 and one on Rs. 30 and this arrangement will be in keeping with the existing authorized scales. If this suggestion is adopted, there will be a saving of Rs. 70 per mensem instead of an extra expenditure of Rs. 20 per mensem entailed by the Director's proposals.

(7) It is presumed that the new establishment to be entertained (both permanent and temporary) will not be eligible for grain compensation allowance.

(8) It is observed that in calculating the annual recurring liability in respect of the higher elementary training schools to be made permanent, the Director has taken only twelve months' charges on account of stipends as annual liability instead of twenty-one months' charges as the course extends over four terms. The estimated annual cost of Rs. 43,864 will apparently have to be increased to Rs. 63,264.

2. The remarks of the Director of Public Instruction may, it is submitted, be invited un-officially on the points referred to in the foregoing paragraph.

S.A.—15-8-17.

N.K.—15-8-17.

G. RAMANUJA ACHARIYAR—16-8-17.

If the Director of Public Instruction will please offer his remarks on the above points at an early date, final orders can be issued on his proposals.

Subject to the above remarks and subject to His Excellency's sanction and revision the Director of Public Instruction may proceed to give effect to his proposals.

R. RAMACHANDRA RAO—17-8-17.

From the Director of Public Instruction, dated 16th August 1917, No. 3146.

There is no objection to sanctioning in advance the proposals for the opening of secondary training sections in the four Government institutions as these have been practically approved by the Financial Department.

2. As regards the similar sections in the four aided institutions, the Director of Public Instruction now proposes that the sections may be treated as *private* training institutions and the expenditure involved met by the payment of grants in aid. The

Director's letter R.O.C. No. 3146, dated the 24th June 1917, was not clear on the point. The employment of a separate clerk on Rs. 20 and a peon on Rs. 8 for each section may not be necessary if the sections are to be treated as private institutions. It may also be possible to make some cheaper arrangement for giving instruction in drill and drawing. Probably an allowance of Rs. 10 will suffice and a saving of Rs. 15 per mensem will thereby be effected. Moreover the stipendiary grant admissible to secondary grade teachers in private training schools is only Rs. 8 each per mensem (rule 47 of the Grant-in-Aid Code), while the Director has provided in his estimates (page 4 of current file) for payment at the rate of Rs. 12 admissible for students in Government training schools (rule 118 of the Madras Educational rules). So far as teaching grants to aided training schools are concerned, the amount is fixed by the Director after a consideration of all the circumstances of the case (rule 44 of the Grant-in-Aid Code). Thus the Director can sanction as grant in aid the entire expenditure excluding the stipends. Orders are solicited as to whether the proposals of the Director of Public Instruction to treat the sections as private institutions and to pay their entire cost as grants in aid may be approved. An almost similar procedure was adopted in 1912 (G.O. No. 602, Educational, dated 5th July 1912).

S.A.—23-8-17.

N.K.—23-8-17.

Yes.

R.R.—24-8-17.

We may sanction the Director of Public Instruction's revised proposals. We have already practically agreed to the expenditure so far as secondary training is concerned. We need not object to the proposal regarding the adjustment of the expenditure. The arrangement is not exactly of the nature of aiding training institutions under private management and cannot therefore be regulated by the rules laid down for them. Private institutions are here utilized for the sake of convenience, and the arrangement is more of the nature of local bodies' institutions, the net cost of which is borne by Government. The scale of establishment and stipends may have necessarily to be similar to those in Government institutions.

C. RAMANUJA ACHARIYAR—24-8-17.

A draft order is submitted for approval. It may perhaps issue with the concurrence of Financial.

S.A.—24-8-17.

N.K.—24-8-17.

C.R.—24-8-17.

R. RAMACHANDRA RAU—25-8-17.

FINANCIAL DEPARTMENT.

Please see paragraph 7 of Financial note on page 13 ante, Director of Public Instruction's letter on pages 11-12, current file, and Home (Education) Department note above. The draft order may, it is submitted, be accepted in Financial.

T.B.N.N.—28-8-17.

A.S.—28-8-17.

L. E. KERSHAW—29-3-17.

HOME (EDUCATION) DEPARTMENT.

Issue urgently.

C.R.—29-8-17.

[G.O. No. 1105, Home (Education), dated the 29th August 1917.]

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

No. 152, dated 3rd September 1917.

(1) & (2) The object in view in the spending of this special grant is to improve the pay of elementary teachers. It appears to me that the question of grain compensation allowance has nothing whatever to do with it. To raise the minimum salaries as proposed and to take away grain compensation allowance would be to give with one hand and take away with the other and I submit that consequently the question of turning grain compensation allowance into salary should be considered quite apart from these proposals. We have the best economic authority for believing that grain prices in India will not fall but are practically certain to rise so that grain compensation allowance or pay in lieu of them will continue to be necessary. I think it is hardly too much to say that to use this money to relieve Government of the cost of grain compensation allowance would be an act of dishonesty towards the Government of India because it would be frustrating one of the objects with which they gave their grant.

2. (3) At present secondary teachers are little employed in aided elementary schools, and with a view to the efficient teaching particularly in English, and supervision of such schools it is very desirable that they should be more largely employed. I regard the proposal to raise the capitation allowance for them to Rs. 10 as particularly important for this reason. We give as grant half the net cost of such teachers in secondary schools and in view of the small fee income in elementary schools Rs. 10 will be about half their net cost in elementary schools. When I first proposed to graduate capitation grants according to grades of trained teachers I should have liked to make the proposal but funds were not available. I am particularly glad to be able to make it now (G.O. No. 715, dated 5th August 1913).

3. (4) The amount of grant to be given to the St. Joseph's College for their L.T. class was exhaustively discussed with them and as a matter of fact they would not start the class for less. The pay of the Vice-Principal might be more aptly compared with that of the Vice-Principal of the Teachers' College who is in the Indian Educational Service on Rs. 500—1,000 or of the officer now acting for him high in the Provincial Educational Service or with the lecturers in the Provincial Educational Service and in special posts of Rs. 200 and Rs. 250, than with professorships in the Medical College who deliver a limited number of lectures, and have pay and private practice to boot. Rs. 250 a month is what the college is actually paying an additional man to do the work. Before proposing to continue the arrangement for another year I shall go again into the question of cost in the light of experience gained.

4. (5) The whole additional establishment of clerks, peons, etc., proposed for Government training schools may be on a temporary footing.

5. (6) The proposals involve a slight improvement in the cadre of supervisors thus:—

Grade.	Present number in grade.	My proposals.	Secretariat proposals.
RS.		RS.	RS.
50	36	42	36
40	76	72	75
30	164	160	163

I think this improvement is very desirable in view of the large number of men in the lowest grade. It will also so far as it goes facilitate the contemplated absorption of the supervisors in the proposed class of deputy inspectors by facilitating the recruitment of well-qualified men. The headmastership of a model school also carries a pay ment of Rs. 60 and it is desirable that so far as may be the lowest training assistant should not draw less.

6. (7) In this connexion please see G.O. No. 934, Educational, dated 25th August 1915. The non-allowance of grain compensation allowance will lead to the same inconveniences as were pointed out in that connexion and I therefore request that similar orders may be passed allowing incumbents of posts carrying grain compensation allowance transferred to these new posts to draw the amount of grain compensation allowance as a personal allowance, newly appointed men not being entitled to it.

7. (8) It is the case that in the second and following years the extra cost under stipends will be Rs. 63,264.

J. H. STONE—1-9-17.

HOME (EDUCATION) DEPARTMENT.

Submitted that the remarks of the Director of Public Instruction in his i.u.o. note which seem reasonable may be concurred in and his proposals accepted with the concurrence of Financial.

S.A.—7-9-17.

N.K.—7-9-17.

C. RAMANUJA ACHARIYAR—7-9-17.

R. RAMACHANDRA RAO—10-9-17.

FINANCIAL DEPARTMENT.

Orders have already issued in the Home Department on a section of the Director of Public Instruction's proposals, with the concurrence of this department. The Director of Public Instruction's views have since been obtained on the points in respect of which Financial made some suggestions in the notes on pages 10-14 ante and after considering these the Home Department concur in the proposals of the Director of Public Instruction. These points are examined below :—

2. *Abolition of grain compensation allowance.*—The Director of Public Instruction in referring in his note on page 17 ante to 'dishonesty towards the Government of India', seems it is submitted to be labouring under a misapprehension; the Financial Department did not suggest any appropriation of the Imperial grant without showing an equivalent expenditure from Provincial revenues. If the raising of the pay of women teachers to a minimum of Rs. 12 per mensem and of the pay of teachers in boy schools also to a minimum of Rs. 12 instead of Rs. 11 suggested by the Director of Public Instruction, together with a simultaneous abolition of grain compensation allowance do not absorb ($15 + 1.17 =$) 1.32 lakhs of expenditure, the amount now proposed to be spent by the Director of Public Instruction on the two items, it is always open to him to submit proposals for the utilization of the balance, with due regard to the instructions conveyed by the Government of India, Education Department, in their letter of the 29th March last. The question of 'dishonesty towards the Government of India' raised by the

Yes. We do not want to rob the Government of India of anything.

L.E.K.
L.D.

Director of Public Instruction is, it is submitted, irrelevant.

The real point at issue is whether a minimum pay of Rs. 12 per mensem for elementary school teachers, which has been held by the Government of India and this Government in the past to be the standard minimum, is sufficient or whether it should be supplemented still by grain compensation allowance. It is submitted that in view of the increase from Rs. 8 to 10 sanctioned only recently in 1912 (G.O. No. 445, Educational, dated 22nd May 1912) and of the further increase to be now made, this department may adhere to the view that Rs. 12 without grain compensation allowance is quite sufficient as minimum pay. To grant grain compensation allowance in addition to a pay of Rs. 12 will only mean a further revision of their pay, at no distant date, when this Government will give effect to their policy of entirely abolishing grain compensation allowance in all departments; and this involves

L.E.K.

(A) See note *ad finem*.

L.D.

going beyond the Rs. 12 limit referred at Z (page 11 ante).

3. *Teaching grants on behalf of secondary teachers in elementary schools* (paragraph 5 on page 12 ante and paragraph 2 on page 17 ante).—In view of the object of the Director of Public Instruction, which is now explained by him, to set a premium on the larger employment of this class of teacher in elementary schools, it is for orders whether the proposal may be agreed to.

We need not object.

L.E.K.
L.D.

4. *Allowance for lecturing in Pedagogy in St. Joseph's College Trichinopoly* (paragraph 6 on page 12 ante and paragraph 3 on page 17 ante).—As the Director of Public Instruction states that the college is now actually employing an additional man on Rs. 250 per mensem for this work, and that he will examine the question of cost again before continuing the arrangement in 1918, in the light of the experience gained this year, it is for orders whether the allowance may be agreed to.

L.E.K.
L.D.

L.E.K.
L.D.

5. *Revision of the Supervisors' cadre* (page 14 ante and paragraph 5 on page 17 ante).—Please see paragraph 1 of G.O. No. 37, Home (Education), dated the 8th January 1917, wherein Government have directed as a temporary measure to keep vacant 14 posts of supervisors, viz., two in the first grade, four in the second grade, and eight in the third grades. It has been recently decided to make permanent the arrangements sanctioned in this Government Order, and the permanent abolition of the 14 posts will be made in the grades mentioned above. There appears to be no reason why in the present case alone the principle of proportionate distribution of the

I am of opinion that it should.

L.E.K.
L.D.

6. *Abolition of grain compensation allowance for clerks, peons, etc., posts to be newly created* (paragraph 7 on page 13 and paragraph 6 on page 13 ante).—The Director of Public Instruction's proposals safeguard only the existing men's rights and need not, it is submitted, be objected to—cf. G.O. No. 934, Educational, dated the 25th August 1915.

L.E.K.
L.D.

7. The file may be returned to the Home Department.

A.S.—17-9-17.

L. E. KERSHAW—18-9-17.

A at page 18. As to the Rs. 12 minimum, what I personally have always had in view when noting has been Rs. 12 without grain compensation allowance or any other supplemental allowances. The Government of India should of course be debited only with $(x-y)$, where x is the enhancement in pay, and y is the amount of grain compensation allowance abolished. If existing incumbents already draw over Rs. 12 including grain compensation allowance, I would let them continue to do so, treating the excess over Rs. 12, as a personal allowance for those incumbents.

I do not think we should now sanction any additions which would raise the aggregate emoluments of any one beyond Rs. 12.

L. DAVIDSON—19-9-17.

HOME (EDUCATION) DEPARTMENT.

The proposals of the Director of Public Instruction for the utilization of the Imperial recurring grant of 4 lakhs and the criticisms thereon in the Financial Department are set out below.

2. *Increase of pay of teachers in secondary schools—Lump sum to be kept at the disposal of the Director for distribution to secondary schools at his discretion outside the provisions of the Grant-in-Aid Code, a proportion to be ear-marked for board and municipal schools (Rs. 41,000).*

The proposal is generally accepted by Financial, but it is pointed out that the sanction of Government is necessary to the grant of subsidies to local boards and municipal councils towards an increase in the pay of their teachers. The Financial Department has also noted that the acceptance of that department should be obtained before final orders are issued as to the conditions, subject to which the Director of Public Instruction will be authorized to disburse grants outside the provisions of the Grant-in-Aid Code. The Director of Public Instruction will, no doubt, address Government whenever he proposes to depart from the rules laid down in the Grant-

R.R. in-Aid Code (and such cases will be sent to Financial before orders issue) and he may be told so.

3. (i) Raising the minimum pay of women teachers (trained and untrained) in elementary girls' schools under public management to Rs. 12 per mensem (cost Rs. 15,000).

(ii) Raising the minimum pay of trained teachers in elementary boys' schools under public management from Rs. 10 to Rs. 11 per mensem (cost Rs. 1,17,421).

The Financial Department urges that the minimum pay should be raised to Rs. 12 in both cases, that grain compensation allowance should be simultaneously withdrawn and that such of the teachers as now draw over Rs. 12 including grain compensation allowance should be compensated by the grant of a personal allowance. The Director of Public Instruction is opposed to the proposal on the ground that it will not really benefit the teachers and that it will be giving with one hand and taking away with the other. There has been so far no official pronouncement that grain compensation allowance should be withdrawn when the minimum pay is raised to Rs. 12, but from paragraph 2 (b) (ii) of the Director's letter it appears that in a few schools under the management of local bodies the raising of the pay to Rs. 12 has been accompanied by the withdrawal of grain compensation allowance. The minimum pay in elementary girls' schools differs in different localities, but the majority draw Rs. 10 per mensem (pages 9 and 10 of G.O. No. 1320, dated 8th December 1916). In elementary boys' schools all trained teachers are entitled to a minimum pay of Rs. 10 per mensem. The grain compensation allowance admissible is Rs. 1 or Rs. 1-8-0 according to the district in which the teacher is employed. Thus if the minimum pay is raised to Rs. 12 per mensem in the case of teachers now drawing Rs. 10 per mensem, the net increase will be Rs. 1 or Rs. 8 according to locality. If the teacher is already drawing Rs. 11 per mensem, there will be no increase in emoluments by raising the pay to Rs. 12 per mensem. In districts where the grain compensation allowance admissible is Rs. 1-8-0, the teachers on Rs. 11 per mensem will have to be compensated by the grant of a personal allowance of Rs. 8.

It is for consideration whether the proposal in the Financial Department may be accepted.

4. Raising the scale of teaching grants for each trained teacher of the lower elementary grade from Rs. 3-8-0 to Rs. 4, for each trained teacher of the higher elementary grade from Rs. 4 to Rs. 5, and giving a grant of Rs. 10 for each trained teacher of the secondary grade (Rs. 80,000).—The proposal has been accepted by Financial.

R.R.—1-10-17.

The Director of Public Instruction may be asked to submit a draft of the amendment to be made in the Grant-in-Aid Code.

5. Attaching an I.T. Training class to the St. Joseph's College, Trichinopoly (estimated cost for 12 months, Rs. 9,600).—The Financial Department has accepted the suggestion made in this department that the staff and teaching allowances should be paid only for nine months. This will reduce the estimated cost to Rs. 8,000. The training class has already been opened in anticipation of formal approval.

6. Attaching secondary training classes to four aided institutions and opening secondary training sections in four Government institutions (cost Rs. 36,983).—These proposals have already been sanctioned in G.O. No. 1105, Home (Education), dated the 29th August 1917.

7. Raising the status of the Government lower elementary training schools at Trichinopoly, Chittoor, Coimbatore and Tanjore; placing the temporary training school at Triplicane on a permanent footing and the opening of a higher elementary training school

in the Rāmād district (cost Rs. 48,364).—As the period of training lasts for four terms, the cost on account of stipends to teachers under training will have to be calculated for 21 months instead of for 12 months as in the Director's estimate. If this is done, the estimated annual cost will come to Rs. 63,264. The Financial Department generally accepts the proposals, but suggests a modification in the Director's recommendation as affecting the supervisors' cadre. According to the scale of establishment proposed for the new higher elementary training schools, the cadre of supervisors will have to be reduced by two. The Director of Public Instruction has proposed that four posts on Rs. 40 and four on Rs. 30 in the cadre of supervisors now sanctioned for the four lower elementary training schools at Chittoor, Trichinopoly, Coimbatore and Tanjore should be abolished when the status of these schools is raised and that for the new six higher elementary training schools six posts on Rs. 50 in the first grade of supervisors should be created. The Director considers it desirable that the lowest assistant in the training section should not draw less than the headmaster of the attached model school who will draw a salary of Rs. 50 per mensem and also that in view of the large number of men in the lowest grade of supervisors some improvement in the higher grades is very desirable. The Financial Department is, however, of the opinion that the men of the requisite pay and qualifications for the new higher elementary training schools should be found from the existing cadre and that, instead of adopting the round about procedure suggested by the Director, the simpler course would be to abolish one post on Rs. 40 and one on Rs. 30 as this arrangement will be in keeping with the existing authorized scales. It is also pointed out that the arrangement will secure a saving of Rs. 840 per annum, whereas under the Director's proposals there will be an extra cost of Rs. 240 per annum. The effect on the supervisors' cadre according to the proposals of the Director and the Financial Department is shown below:—

Grade.	Present number in the grade.	Number according to the Director's proposals.	Number according to the proposals in the Financial Department.
First grade (Rs. 50)	36	42	36
Second grade (Rs. 40)	76	72	75
Third grade (Rs. 30)	164	160	163
Total	276	274	274

I accept these.

R.R.—1-10-17.

It is for consideration whether the proposals of the Financial Department may be accepted.

8. Opening of a training section in the Government Secondary school, Bhadrachalam (Rs. 1,950).—The proposal has already been sanctioned in G.O. No. 960, dated 20th July 1917.

9. Improvement of aided training schools (Rs. 20,000).—The proposal is accepted by Financial, but it is pointed out that the revision of the scale of grants for students under training laid down in rule 47 of the Grant-in-Aid Code requires the sanction of Government. The Director of Public

R.R.—1-10-17.

Instruction may be asked to submit the necessary proposals in this respect.

10. Improvement of Government secondary schools for girls and of training schools for mistresses.—As pointed out in the Financial Department note on page 10 ante, the amount available for expenditure under this head according to the Director's proposals is only about Rs. 16,000. This amount is, however, liable to revision in the light of the orders that may be passed on the other items of expenditure detailed above. The Director has promised to submit separately detailed proposals and these are awaited.

R.R.—1-10-17.

11. Orders are requested on the questions raised in paragraphs 3 and 7 supra.

N.K.—28-9-17.

C. RAMANUJA ACHARIYAR—29-9-17.

Paragraph 3.—I accept the Chief Secretary's views. That grain compensation allowance should be abolished when the pay is raised to Rs. 12 and that if old pay plus grain compensation allowance is over Rs. 12 the excess should be converted into a personal allowance. The Director of Public Instruction's argument that high prices

have come to stay is really one for enhancement of salaries. It is, however, possible that under this view some of the teachers will not be benefited. I would leave it to the Director of Public Instruction to propose a higher rate of salary, wherever necessary, and Financial will doubtless remember that grain compensation allowance has been abolished.

The proposals above as modified with reference to observations of Financial are for sanction.

R. RAMACHANDRA RAO—1-10-17.

Under His Excellency's instructions I referred this file to the Director of Public Instruction and now attach his demi-official reply, dated 12th October 1917, for consideration and necessary action.

T. E. MOIR—14-10-17.

ENCLOSURE

Demi-official—from the Hon'ble Mr. J. H. STONE, Director of Public Instruction.
To—Mr. T. E. MOIR, I.C.S., Private Secretary to His Excellency the Governor.
Dated—the 13th October 1917.
No.—C. 169.

I have kept this file waiting for information from Graham as to the source from which grain compensation allowances are met for board school teachers. He has not yet given it me, but I believe they are paid by boards from their own funds and that their payment is not universal. I still think it a mistake to mix up this question with that of the pay of teachers. What will happen I suppose will be that Government will distribute to the boards by means of subsidies a sum sufficient to raise the pay of teachers to Rs. 11. That is all that can be provided from the four lakhs. The board will then be expected to provide another rupee of pay in lieu of grain compensation and in some cases a rupee and a half, of which the half will be a personal allowance. Those boards that do not now pay grain compensation allowance will presumably not do this and will say that they have not funds to do it. It seems to me that instead of simplifying things the proposal will merely lead to further complications.

Is it not rather odd that a matter of this kind that certainly affects all local bodies should not have been referred to Local and Municipal?

Is it not further a mistake to announce a minimum pay of Rs. 12 for elementary teachers and have to explain that this means after all only a rise of Re. 1 on the present minimum for teachers under boards that give Re. 1 grain compensation allowance and in the case of boards giving Rs. 1-8-0 means a loss of 8 annas that has to be made good by a personal allowance thereby making the *posts* worth As. 8 less and to this extent diminishing the attractiveness of the teaching profession?

Apparently the Director sticks to his original recommendation that the minimum pay of women teachers in girls' schools and of trained teachers in boys' schools should be fixed at Rs. 12 and Rs. 11 each per mensem respectively and that grain compensation allowance should continue to be paid as heretofore, while the Financial Department suggests that the minimum pay in both cases should be fixed at Rs. 12 per mensem and that the payment of grain compensation allowance should be discontinued, those who are already in receipt of a higher pay (including grain compensation allowance) being granted a personal allowance of the excess of the present pay over Rs. 12. From paragraphs 3 and 4 of the Director's letter, dated the 24th June 1917, it would appear that the number of teachers in Government schools is very small as compared with those in board and municipal schools. As the teachers in schools under local bodies are mainly affected by the present proposals, it is submitted that the remarks of the Local and Municipal Department may be invited u.o. on the point.

2. With reference to the Director's letter, dated the 13th October 1917, requesting early sanction of the estimate for working the L.T. section attached to the St. Joseph's College, Trichinopoly, it is submitted that Financial have approved this proposal—please see paragraph 6 on page 12 and paragraph 4 on page 19 ante. A draft order according to the requisite sanction is submitted for approval. After its issue, the file may be sent to Local and Municipal with reference to paragraph 1 supra.

S.A.—17-10-17.

N.K.—18-10-17.

C. RAMANUJA ACHARIYAR—18-10-17.

Issue.

2. To the Local and Municipal Department regarding the grain compensation allowance.

R. RAMACHANDRA RAO—20-10-17.

LOCAL AND MUNICIPAL DEPARTMENT.

Please see paragraph 1 of the notes on the previous page. From G.O. No. 721, Educational, dated 30th June 1916, it seems clear that Provincial subsidies are paid to local bodies in respect of increase of salaries to elementary school masters and not in aid of grain compensation allowance. This allowance, when it is paid, is therefore met from the funds of the local bodies themselves.

As the object of the recurring Imperial grant referred to in the present file is to enhance the salaries of the teachers in elementary schools, the Director of Public Instruction recommends that such increase should be paid irrespective of the question of grain compensation allowance.

In the case of teachers in boys' schools who are in receipt of Rs. 10 plus Rs. 1-8-0 grain compensation allowance at present, the Director of Public Instruction's proposal will give them Rs. 11 plus Rs. 1-8-0, i.e., increase of one rupee. The Financial Department's proposal will give them Rs. 12 only or 8 annas less as compared with the Director of Public Instruction's scheme. In the case of women teachers in girls' schools who are in receipt of Rs. 10 plus Rs. 1-8-0 as grain compensation allowance, while under the Director of Public Instruction's proposal they will get Rs. 12 plus Rs. 1-8-0, under the Financial Department's proposal they will get Rs. 12 only or Rs. 1-8-0 less than under the Director of Public Instruction's scheme. These teachers will not therefore be benefited under the Financial Department scheme.

For orders whether the Director of Public Instruction's proposal may be supported in this department, the question of grain compensation allowance not being considered at all.

N. CHENGAL RAO—3-11-17.

We may support the Director of Public Instruction's proposals in this department.

V. T. KRISHNAMA ACHARIYAR—3-11-17.

I do not see what guarantee there is that, if Government does not consider the question of grain compensation allowance in this connexion, the local bodies also will consent not to consider it. We may very well find that after Government has given the increased subsidy, the local bodies, in consideration of the increased pay of the teachers, will withdraw the grain compensation allowance and in many cases the teachers will then be worse off than they are now.

Apparently we have no exact information as to which boards now pay grain compensation allowance and what expenditure it involves; but I understand that comparatively few boards pay. Would it not be a good thing to find out what is being paid now and where; to induce the boards that pay to substitute a permanent increase for grain compensation allowance; and then to use the remaining grant for the purpose of levelling up?

R. A. GRAHAM—5-11-17.

For orders as to whether a reference may be made to all presidents of district boards and chairmen of municipal councils as at A above.

It is however submitted that local bodies are not likely to withdraw grain compensation allowance in cases where the Government make a further grant towards increasing the permanent pay of elementary schoolmasters, as these bodies are generally inclined to be over-liberal to their servants as is seen by the proposals submitted to Government from time to time.

N.C.—5-11-17.

We may ask presidents and chairmen to give the information referred to at A above.

V.T.K.—5-11-17.

24 NOTES TO G.O. No. 1433, HOME (EDUCATION), 15TH NOVEMBER 1917

Do so and then return the file to Educational. That department may perhaps not approve the suggestion.

A draft memorandum is submitted for approval. After issue of the memorandum the file may be returned to Home (Education) u.o.

C.V.K.—6-11-17.

K.V.V.—6-11-17.

N. CHENGAL RAO—6-11-17.

V. T. KRISHNAMA ACHARIYAR—7-11-17.

HOME (EDUCATION) DEPARTMENT.

From the Director of Public Instruction, No. 3146, dated 26th October 1917.

The file on the subject was forwarded to Local and Municipal un-officially for remarks on the 29th instant with U.O. No. 231/A-7 (Education). Submitted that that department may be requested to deal expeditiously with the file and return it at a very early date.

S.A.—2-11-17.

N.K.—2-11-17.

C. RAMANUJA ACHARIYAR—2-11-17.

LOCAL AND MUNICIPAL DEPARTMENT.

Submitted that the Home (Education) Department may be informed that the main file is being returned to them un-officially to-day separately.

C.V.K.—7-11-17.

K.V.V.—8-11-17.

N.C.—8-11-17.

HOME (EDUCATION) DEPARTMENT.

The file is getting bulky. It seems desirable to get out final orders on the proposals generally, the residual proposal alone being reserved for later consideration separately.

A draft order sanctioning all the proposals except those relating to the enhancement of pay of teachers in elementary schools under public management and the payment of enhanced teaching grants to aided elementary schools is submitted for approval. It may be forwarded to Financial for noting the number of sanction.

S.A.—10-11-17.

N.K.—10-11-17.

C.R.—10-11-17.

R. RAMACHANDRA RAO—12-11-17.

FINANCIAL DEPARTMENT.

The sanction number is 124 of 1917-18.

L. E. KERSHAW—12-11-17.

HOME (EDUCATION) DEPARTMENT.

The draft may be submitted to His Excellency the Governor for approval.

C.R.—12-11-17.

R.R.—14-11-17.

P[ENTLAND]—14-11-17.

Issue. Print up. Make a note of the pending points for further orders.

R.R.—15-11-17.

[G.O. No. 1433, Home (Education), dated 15th November 1917.]

Home (Education) DEPARTMENT

Imperial grant of 4 lakhs.

Passing orders in the proposals submitted by the D.P.I. for the utilisation of the recurring grant sanctioned for the improvement of the pay and training of teachers in primary and secondary schools.

READ AGAIN G.O. No. 1105, dated 29-8-1917.
" " " " 1305, " 20-10-1917.

READ ALSO:-

C. No.	From the	No.	dated	1917
1703A	Govt. of India, Dept. of Ed.	302	29-3	1917
2311	" D.P.I.	Rac. No. 3146	" 24-6	1917
"	" do	" do	" 16-7	"
"	" A.G.	T.M. 25-8-16294	" 20-7	1917
2586	" do	T.M. 25-8-6749	" 26-7	1917
2705	" do	Rac. No. 3146	" 16-8	"
3102	" do	R.C. No. 4403	" 12-10	1917
327	" do	R.C. No. 3146	" 26-10	"

ORDER.
Press.

No. 1433, dated 15-11-1917.

Please despatch the to the D.P.I. & the A.G. in m/s print and by a return file one

his letter, R.O.C. No. 3146 dated 24th June 1917, the D.P.I. submitted the following proposals for the utilisation of the recurring grant of 4 lakhs sanctioned by the Govt. of India for the improvement of the pay and training of teachers:-

I. Pay of teachers -

(a) Secondary schools - Lumpsum to be kept at the disposal of the Director of Public Instruction for distribution to secondary schools at his discretion outside the provisions of the Grant-in-Aid Code, a proportion to be earmarked for board and municipal schools. ----- Rs 41,000

(b) Elementary schools -

(1) For girls (Public management) -

Cost of raising the minimum pay

of women teachers to Rs.12 in - ^{Rs}
 Government schools. 7,920
 Board .. 5,098
 Municipal .. 1,536

 14,554
 or
 15,000 15,000

(ii) For boys (Public manage-
 ment) -

Cost of raising the minimum
 pay of trained teachers
 to Rs.11 per mensem in -

Government schools. 1,164
 Board and Municipal
 schools. ---- 1,16,257

 1,17,421

 1,17,421

(iii) Aided elementary schools
 (Boys and girls) -

Raising the scale of teaching
 grants for each trained teacher
 of the lower elementary grade
 from Rs.3-8-0 to Rs.4 for each
 trained teacher of the higher
 elementary grade from Rs.4 to
 Rs.5 and giving a grant of Rs.10
 for each trained teacher of the
 secondary grade. ---- 80,000

II Training -

(i) Aided institutions -

(a) Collegiate training - Attach-
 ing an L.T. training class to
 the St. Joseph's College,
 Trichinopoly. ----- 6,000

(b) Secondary training - Attach-
 ing secondary training
 classes to -

P.R.College, Cocanada, 4,396

Onslow Institution, }
 Chatrapur. ---- } 4,396

Noble College, Masuli }
 patam. ---- } 4,396

High School, Amba- }
 samudram. ---- } 3,856

 17,044

17,044

(ii) Government institutions -

Secondary training. ----- 19,944

Elementary training -

(a) Raising the status of the Govt.
 Training schools, Trichinopoly,
 Chittoor, Coimbatore and Tanjore. }

(b) Placing the Temporary Training
 school, Triplicane, on a per-
 manent footing. } 48,864

(c) Opening of a training school for
 the Ramnad district. }

(d) Opening of a Training Section in
 the Govt. Secondary School,
 Bhadrachalam. 1,950

(iii) Improvement of aided training
 schools. ----- 20,000

A revised estimate for item II (1) (a) was

submitted with the Director's letter dated the

16th July 1917. Orders have already issued

in respect of items No. II(1) (a), No. II(1)

(b) and (ii) (secondary training) and II(ii)

(d) in G.Os. No.1305/dated 20-10-17, No.1105

Home (Education) dated 29-8-17 and No.960

Home (Education) dated 20-7-17 respectively.

3. The Govt. now approve generally

the proposals referred to in items II(ii)

(a) (b) & (c). Sanction is also accorded to

the employment of in these institutions, with

effect from the date of their actual enter-

tainment, of the establishments recommended

by the D.P.I. altered as shown below: The

Director's proposals so far as they affect the

cadre of Supervisors involve the abolition of

4 posts on Rs40 and 4 posts on Rs30 each p.m.

and the creation of 6 posts on Rs50 each per

month. The Govt. are unable to approve this

part of the scheme. They direct that one post

on Rs.40 and one post on Rs30 p.m. in the

cadre of Supervisors should be abolished. The

cadre will then stand as follows:

	Existing scale.	Scale as now sanctioned.
First Grade (Rs.50):	36	36
Second grade (Rs.40)	76	75
Third grade (Rs.30)	164	163
Total.	276	274

This sanction has been registered as No. 124 of 1917-18. The Director is requested to submit a proposition statement giving effect to these orders.

The Director is informed that the additional cost on account of stipends should be calculated for a period of 21 months ~~instead of for twelve months as in the schedule, etc.~~

4. The Govt. also accord their general approval to the proposals

(1) to reserve a sum of Rs.41,000 for distribution to secondary schools (including those under the management of local bodies) at the discretion of the Director outside the provisions of the Grant-in-Aid Code (Item I (a)-para 1 supra.) and

(2) To ear-mark a sum of Rs.20,000 for payment of ~~low~~ grants to aided training schools in addition to the present grants to be used for the improvement in the pay of ~~the~~ teachers and in the rate of stipends ~~for~~ students (Item II(iii)-para 1 supra).

In regard to item (1) the Director is requested to report for the approval of Govt. the conditions under which he proposes to disburse the grants to aided schools outside the provisions of the Grant-in-Aid Code. With reference to item (2) he is requested to ~~submit~~ his recommendation as regards to an increase in the rate of stipendary grants for students under training so that the necessary amendments may be made to the Grant-in-Aid Code.

4. The items still remaining ~~to be considered~~ are the enhancement of the pay of teachers in elementary schools for boys and girls under public management and the payment of increased teaching grants to similar schools under private management. (Item I/6) A reference has been issued to local bodies as regards the amount of grain compensation allowance, if any, paid to the teachers and, on the receipt of their replies, final orders will be passed on the ~~proposals~~.

10-11-17. 10-11-17. 12/11/17

To the D.P.I. }
A.G. }
Finl. Dept. }
L & M Dept. }
with copy of notes.

HOME (EDUCATION) DEPARTMENT
G.O. No. 1433, 15th November 1917

Imperial grant of four lakhs

Passing orders on the proposals submitted by the Director of Public Instruction for the utilization of the recurring — sanctioned for the improvement of the pay and training of teachers in primary and secondary schools.

READ—the following papers:—

I
Letter—from the Hon'ble Sir, E. D. MACLAGAN, K.C.I.E., C.S.I., Secretary to the Government of India Department of Education (Education).
To—the Secretary to the Government of Madras, Home (Education) Department.
Dated—Simla, the 28th March 1917.
No.—302.

I am directed to refer to paragraph 4 of the Finance Department letter No. 404-F., dated the 3rd March 1917, intimating that the Government of India have decided to make a recurring grant from Imperial revenues of Rs. 4,00,000 for the improvement of the training and pay of teachers in primary and secondary schools in the Madras Presidency with effect from the year 1917-18.

2. As regards the specific objects on which the grant may be expended attention is invited to the following statement on the subject made by the Hon'ble Sir Sankaran Nayar in the Imperial Legislative Council on the 10th March 1917: "The grant made to each province will be available at its discretion for training or for pay or both. It will be recurring. The grant can be utilized for primary or secondary education as desired, but we hope that a predominant share will be given to primary teachers. It is intended primarily for male teachers as it will probably be best to deal with female education on a separate footing, but there will be nothing to prevent local Governments from using such part of it as they may wish for female teachers. The grant will be available for use during the coming year, and we expect it, as far as possible, to be so used."

3. I am also to observe that as stated in their letter No. 166, dated the 23rd February 1916, the Government of India attach considerable importance to the establishment of provident funds for teachers in non-pensionable service and that they trust that it may be found possible to earmark a portion of the present grant with a view to starting such funds as soon as it is possible to do so.

4. I am further to request in this connection that the Government of India may be supplied by the 15th of May next with a brief account of the action taken up to date to carry out the programme set forth in the reply furnished to this Department circular letter No. 838/849, dated the 9th May 1913, so far as this relates to the training of the teachers and the improvement of their pay.

II

Memorandum No. 1703-1, Home (Education), dated 11th April 1917.
A copy of a letter from the Government of India No. 302, dated the 29th March 1917, is communicated to the Director of Public Instruction with the request that he may submit at the earliest possible date proposals for the utilization of the recurring grant of four lakhs from Imperial revenues sanctioned therein.

2. With reference to paragraph 4 of the letter quoted above, the attention of the Director of Public Instruction is drawn to this Government's letter No. 45, Educational, dated the 10th January 1914, copy of which is herewith furnished. The statements furnished with the Director's letter No. 9516, dated the 16th December 1916, contain information as to the progress made under "elementary education" up to the close of 1915-16. The Director of Public Instruction is requested to bring this statement up to date and furnish any additional particulars that may be available for communication to the Government of India. He is also requested to submit a brief account of the improvement, if any, effected in the pay of teachers employed in secondary schools and of any additional facilities provided for the training of teachers for such schools since the close of 1913-14. The Government desire that a reply to this paragraph should be sent separately and before the 30th instant.

R. RAMACHANDRA RAO,
Secretary to Government.

To the Director of Public Instruction.
" Financial Department.



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.

Dated—Ootacamund, the 24th June 1917.

No.—Ref. on Cur. 3146.

With reference to paragraph 1 of the Memorandum of Government No. 1703-1, Home (Education), dated 11th April 1917, I have the honour to submit herewith proposals for the utilization of the recurring grant of Rs. 4 lakhs sanctioned by the Government of India for the improvement of the training and pay of teachers in elementary and secondary schools in this Presidency. A summary of the proposals is given in the statement appended.

2. A. Pay of teachers—(a) Secondary schools.—The problem of how to improve the pay of teachers in secondary schools is a difficult one and the attempts so far made to effect it especially in the case of schools under private management have not, I think, been entirely successful. Managers of such schools complain that under the working of the Grant-in-Aid Code the lump grants given them to improve their staffs have to some extent been absorbed in the ordinary grants so that the total amount contributed by Government to salaries in their schools does not differ now by the amount of special grant for salaries from what it was before the grant was given. It is also the case that boards and municipalities have not in all cases spent the whole of subsidies allotted to them for revision of their scales. These subsidies amount to annual recurring contribution from Provincial funds of Rs. 53,544 and Rs. 44,379 to boards and municipalities respectively. There are proposals pending from some local bodies for further revision and if such are approved the expenditure may be met from the Government of India's grant. There may also be other cases worthy of attention. I think, however, that of any money allotted to this purpose, the larger part should go to the schools under private management. It is certain that the managers and staff of these schools will be disappointed if their institutions are not benefited by the present grant, but that it is the intention of the Government of India to give a predominant share of the grant to elementary teachers will be a sufficient reason for giving less consideration to the claims of secondary schools. In my confidential letter to Government No. 24, dated 1st July 1916, I have, in connection with resolution No. 24 of the Educational Conference held in March last year, suggested a reserve fund being at the unconditional disposal of the Director for distribution at his discretion to schools that receive little or no teaching grant under the present rules and which are considered by him to stand in need of some or of additional aid. A lump sum of Rs. 41,000 may, out of the grant, be set apart for this purpose and for meeting the needs referred to above of board and municipal schools. Attention in this connection would be paid to paragraph 3 of the Government of India's letter No. 302, dated 29th March 1917, read in the memorandum quoted above, by extending the system which is already in operation of aiding provident funds working under approved rules. The conditions for the distribution of the sum at the Director's disposal noted in XXIV (6), page 14 of my confidential letter referred to above, would also be imposed.

(b) Elementary schools—(i) For girls (under public management).—In their Order No. 1320, Home (Education), dated 8th December 1916, Government expressed their inability to sanction my proposal to raise the minimum pay of women teachers in girls' schools and I was instructed to renew it when financial restrictions had been removed. The present being a suitable opportunity I press the proposal again for Government's acceptance. I have omitted from consideration the case of aided girls' schools since they will benefit by the increase in the rate of teaching grants proposed infra. The following are the details of the cost of raising the minimum pay of women teachers in girls' schools under public management:—

	Rs.
Government schools	7,920
Board schools	5,098
Municipal schools	1,536
	14,554

Some allowance will have to be made for the fact that the estimates in the case of board and municipal schools were obtained a year ago, and therefore the total cost of this proposal may be taken at Rs. 15,000.

(ii) *For boys (under public management).*—The estimates obtained by me from Assistant Inspectors of the cost of raising the minimum pay of trained teachers in board and municipal elementary schools for boys to Rs. 12 per mensem show that the sum required for the purpose is Rs. 2,32,513 excluding the recurring subsidies now sanctioned to the local bodies towards the cost of enhancement of the pay of teachers on Rs. 8 to Rs. 10 per mensem. As this would absorb a considerable portion of the total grant I am of opinion that it will be sufficient for the present if the minimum pay is raised to Rs. 11. In some of the local boards and municipalities the teachers will not be benefited by this since their minimum pay has already been raised to this limit and in a few cases to Rs. 12 as a compensation for the discontinuance of grain compensation allowance. The effect will be, however, towards uniformity in the minimum pay of teachers. It will be observed that the net result will be a rise in the minimum pay since the present educational rules were issued of 37½ per cent. Half the estimated cost referred to above may be roughly taken as the amount required for carrying out this proposal:—

	Rs.
Board and municipal schools	1,10,257
Government schools	1,164
	1,17,421

(iii) *Elementary schools for boys and girls (aided).*—It is difficult to formulate any proposals that would directly improve the pay of teachers in these schools. Any improvement in their pay can only be effected by increasing the scale of teaching grants given in rule 15 of the Grant-in-Aid Code. I therefore propose, having due regard to the limitation of funds, to raise the scale of teaching grants for each trained teacher of the higher elementary grade from Rs. 4 to Rs. 5, for each trained teacher of the lower elementary grade from Rs. 3½ to Rs. 4 and to fix a grant of Rs. 10 for each trained teacher of the secondary grade. At present grant is calculated for such teachers at Rs. 4 per mensem only and the increase recommended would be particularly welcome to missionary managers who have repeatedly urged the insufficiency of the present rates for better qualified teachers. There were on 31st March 1916 in all the aided elementary schools (boys and girls) 7,788 trained teachers of the elementary grade and 240 trained teachers of the secondary grade. Assuming that out of the total number of trained elementary teachers one-third belonged to the higher grade and two-thirds to the lower, the cost of my proposal will be—

	Rs.
2,596 (higher elementary teachers) (2,596 × 12 × 1)	31,152
5,192 (lower elementary teachers) (5,192 × 12 × ½)	31,152
240 (secondary teachers) 240 (10—4) × 12	17,280
	79,584
	or
	80,000

B. B. *Training (Attaching training sections to aided institutions).*—The number of teachers qualifying from the present training institutions does not meet the existing demand and is likely to continue to be insufficient in the future as education expands. It occurred to me that one possible means towards making good this insufficiency might be found in enlisting the co-operation of the managements of selected aided institutions by arranging for the training in such institutions, of a number of teachers

Please say whether the benefits made in school may or may not be carried out No please

to each of the following institutions at the cost of Rs. 100 per annum as per details given below:—

(i) Collegiate training.—It is proposed to train twenty collegiate students in St. Joseph's College, Trichinopoly, at a cost of Rs. 8,000 per annum as per details given below:—

Staff—	Rs.
Two allowances of Rs. 100 each	2,400
Allowance for teaching drawing and drill (Rs. 30)	360
Establishment—	
One clerk (Rs. 20)	240
One peon (Rs. 8)	96
Contingencies	200
Stipends for twenty students for nine months at Rs. 15	2,700
	5,996
	or
	6,000

(ii) Secondary training (Aided schools).—Secondary training sections are proposed to be attached to the following institutions: the Pittapur Raja's College, Cocanada, the Noble College, Masulipatam, the Onslow Institution, Chatrapur, and the Tirtapati High school, Ambasamudram. These institutions have been selected both from their general repute being a guarantee of the success of the scheme and with a view to satisfactory distribution of training centres. A majority of the schools are in the Northern Circars because in them there is at present only one secondary training school for Telugus, that at Rajahmundry. Fifteen students will be trained at Ambasamudram and twenty in each of the other three institutions. The staff will consist of an L.T. on Rs. 100 who will be assisted by members of the regular staff on payment of allowances amounting to Rs. 25 per mensem in the aggregate. There will also be a combined gymnastic instructor and drawing master on Rs. 25, a clerk on Rs. 20 and a peon on Rs. 8. The following are the details of the cost:—

Staff and establishment.	Rs.	Rs.	Rs.	Rs.
	Staff	Stipend	Contingencies	Total
Pittapur Raja's College, Cocanada	2,136	2,160	100	4,396
Onslow Institution, Chatrapur	2,136	2,160	100	4,396
Noble College, Masulipatam	2,136	2,160	100	4,396
High school, Ambasamudram	2,136	1,620	100	3,856
				17,044

I have arrived at the sum necessary for each institution as exhibited above but I propose to allow some latitude in its actual expenditure to suit any special circumstances. The present proposals have special reference to the current year but if the experiment proves successful the classes will be continued in future years and I have therefore contemplated the employment of the staff for the whole year instead of the nine months for which the training course actually lasts.

(iii) Secondary training (Government schools).—It is proposed to attach secondary training sections to the Government Training schools at Nellore, Dindigul and Tinnevely and the Ceded Districts College, Anantapur. The Chairman, Municipal Council, Anantapur, who was consulted, has no objection to the lower secondary department of the local Municipal High school being used as a model school by the secondary students who will be trained at the college. It is also proposed to increase by ten the number of stipendiaries in each of the secondary training schools at Saidapet and Mangalore.

The staff of these four sections will consist of four L.T.'s on Rs. 100 who will be assisted by the members of the staff of the institution to which they will be attached who will be paid allowances amounting to Rs. 25 per mensem and by the drawing master and gymnastic instructor of the institution who will be paid allowances amounting to Rs. 10 per mensem. A peon on Rs. 8 (without claim to grain compensation allowance) will also be necessary for each of these sections. It has been

No. 1433, Home (Education), 15th November 1917

at the cost of Provincial funds. Most of the institutions consulted are willing to undertake the work. The details of my proposals in this regard are as follows:—

(i) Collegiate training.—It is proposed to train twenty collegiate students in St. Joseph's College, Trichinopoly, at a cost of Rs. 8,000 per annum as per details given below:—

Staff—	Rs.
Two allowances of Rs. 100 each	2,400
Allowance for teaching drawing and drill (Rs. 30)	360
Establishment—	
One clerk (Rs. 20)	240
One peon (Rs. 8)	96
Contingencies	200
Stipends for twenty students for nine months at Rs. 15	2,700
	5,996
	or
	6,000

(ii) Secondary training (Aided schools).—Secondary training sections are proposed to be attached to the following institutions: the Pittapur Raja's College, Cocanada, the Noble College, Masulipatam, the Onslow Institution, Chatrapur, and the Tirtapati High school, Ambasamudram. These institutions have been selected both from their general repute being a guarantee of the success of the scheme and with a view to satisfactory distribution of training centres. A majority of the schools are in the Northern Circars because in them there is at present only one secondary training school for Telugus, that at Rajahmundry. Fifteen students will be trained at Ambasamudram and twenty in each of the other three institutions. The staff will consist of an L.T. on Rs. 100 who will be assisted by members of the regular staff on payment of allowances amounting to Rs. 25 per mensem in the aggregate. There will also be a combined gymnastic instructor and drawing master on Rs. 25, a clerk on Rs. 20 and a peon on Rs. 8. The following are the details of the cost:—

Staff and establishment.	Rs.	Rs.	Rs.	Rs.
	Staff	Stipend	Contingencies	Total
Pittapur Raja's College, Cocanada	2,136	2,160	100	4,396
Onslow Institution, Chatrapur	2,136	2,160	100	4,396
Noble College, Masulipatam	2,136	2,160	100	4,396
High school, Ambasamudram	2,136	1,620	100	3,856
				17,044

I have arrived at the sum necessary for each institution as exhibited above but I propose to allow some latitude in its actual expenditure to suit any special circumstances. The present proposals have special reference to the current year but if the experiment proves successful the classes will be continued in future years and I have therefore contemplated the employment of the staff for the whole year instead of the nine months for which the training course actually lasts.

(iii) Secondary training (Government schools).—It is proposed to attach secondary training sections to the Government Training schools at Nellore, Dindigul and Tinnevely and the Ceded Districts College, Anantapur. The Chairman, Municipal Council, Anantapur, who was consulted, has no objection to the lower secondary department of the local Municipal High school being used as a model school by the secondary students who will be trained at the college. It is also proposed to increase by ten the number of stipendiaries in each of the secondary training schools at Saidapet and Mangalore.

The staff of these four sections will consist of four L.T.'s on Rs. 100 who will be assisted by the members of the staff of the institution to which they will be attached who will be paid allowances amounting to Rs. 25 per mensem and by the drawing master and gymnastic instructor of the institution who will be paid allowances amounting to Rs. 10 per mensem. A peon on Rs. 8 (without claim to grain compensation allowance) will also be necessary for each of these sections. It has been

I have suggested Rs. 100 as a suitable pay for the L.T.'s who will be in immediate charge of these sections because it is clearly advisable to select officers of experience. There is the additional advantage that since they will be chosen from the cadre of Assistant and Sub-Assistant Inspectors of Schools the grading of this cadre will be slightly improved. These posts will of course in the first place be temporary. As in the case of sections attached to schools under private management I have calculated salaries for a year.

The cost of these four sections will be as shown below :—

Institution.	Salary of teacher.		Allowance to assistants.		Allowance to drawing and drill instructor.		Pay of clerk.	Peon.	Total cost per month.	Total cost per annum.	Stipends.	Contingencies.	Total.
	Rs.	As.	Rs.	As.	Rs.	As.							
1. Government Training school, Nellore ..	100	25	10	20	8	163	1,955	2,100	100	4,215			
2. " " Dindigul ..	100	25	10	20	8	158	1,955	2,100	100	4,215			
3. " " Tirunelveli ..	100	25	10	20	8	155	1,955	2,100	100	4,215			
4. Cuddalore District College, Ayanampur ..	100	25	10	20	8	143	1,715	2,100	100	3,975			
5. Teachers' College, Radhapur ..	..	..	..	..	..	..	..	1,080	..	1,180			
6. Government Training school, Mangalore.	..	..	..	25	..	..	20	240	1,080	1,450			
7. " " Tanjore ..	..	..	..	20	..	..	20	240	..	240			
8. " " Coimbatore ..	..	..	..	20	..	..	20	240	..	240			
9. " " Calicut ..	..	..	..	20	..	..	20	240	..	240			
Total ..	..	..	..	..	..	..	..	8,544	10,800	600	19,944		

It will be observed that by these arrangements I anticipate an increase of 175 per annum in the number of trained secondary teachers, i.e., of 68 per cent.

I have not included in the estimates the capital expenditure on equipment since the portion of the annual cost that will remain unexpended during the current year (three months' cost) may be utilized for this purpose.

As it is important that the new classes for training are to be started as early as possible in July, I have instructed the Inspectors and the heads of aided institutions concerned to take the necessary steps to start the classes in anticipation of the approval of Government and beg that my action may be approved.

approval of Government and beg that my action may be approved. It has been brought to my notice that there is rapidly increasing number of men of higher elementary qualifications available for training and that there is also room for a better geographical distribution of higher elementary training classes. On the recommendation of the Inspector of European and Training Schools I therefore recommend that the status of the Government Training schools at Trichinopoly, Chittoor, Coimbatore and Tanjore be raised to the higher elementary grade—the schools at Chittoor and Coimbatore will then serve the needs of the North Arcot, Chittoor and Salem districts, while Tanjore and Trichinopoly which are big educational centres require each a separate higher elementary training school. The Government Muhammadan Training school, Madras, has recently been raised to the higher elementary grade and it is now proposed to place the Temporary Higher Elementary Training school, Triplicane, on a permanent footing. Further the establishment of a Government Training school in the Ramanad district has been urged both by the Inspector of European and Training Schools and the Inspector of Schools, Sixth Circle, as the existing training schools in the Seventh Circle do not meet the needs of the Ramanad district as the three mission schools are chiefly training men for their own schools and the two

Present scale.		Proposed scale.	
	Rs. Rs.		Rs.
Headmaster (sub-assistant cadre) ..	75	[As in the other higher elementary training schools.]	
First assistant (supervisor) ...	40		
Second " " ...	30		
Temporary assistant " ...	50		
Gymnastic instructor ...	20		
Peon " " " ...	6		
	221		
		Total cost ...	639
<i>Model school.</i>			
Headmaster ...	25		
First assistant ...	20		
Second " " ...	20		
Third " " ...	15		
Fourth " " ...	12		
	92		
	313		
		Extra cost ...	326
Extra cost on account of the staff of the four schools ...		Rs.	
Stipends for thirty students at Rs. 104 per mensem for the three schools (excluding Tanjore) ...		1,404	
		945	
		2,349 per mensem	
		or 28,188 per annum.	

(b) *Placing the temporary Training school, Thippticane, on a permanent footing.*

Present staff.	Rs.	Proposed staff.	Rs.
Headmaster	75	Cost of staff for the training session as in other Government higher elementary training schools excluding the agricultural instructor, but fixing the pay of the peon at Rs. 6 per mensem ...	420
First assistant	40		
Second "	30		
Gymnastic instructor	8		
Peon	8		
	173		

Extra cost involved
Rs. 253 per mensem
or 3,036 per annum.

There is no separate model school for this training school, the Corporation school, Vallabha Agraharam at Tiruvateswaranpet being used for the purpose.

(c) *Opening of a higher elementary training school for the Ramnad district.*

Cost of staff as in other higher elementary training schools	Rs.
Stipends for thirty higher elementary at Rs. 10½ and forty lower elementary at Rs. 8½ per mensem ...	655
	1,204
House-rent and contingencies	176
	1,470 per mensem or 17,640 per annum.

It will be observed that these proposals will have the incidental effect of still further improving the grading of the Assistant and Sub-Assistant Inspectors' cadre.

10. *Improvement of aided training schools.*—I propose that a sum of Rs. 20,000 may be earmarked for this purpose and distributed in lump grants to aided training schools in addition to the present grants and they be allowed to use them for improvement in the pay of teachers and in the rate of stipends of students.

I should like to invite the attention of Government to the fact that these proposals for training will incidentally do much to improve the pay of teachers, directly by the creation of new posts and indirectly by increasing the number of qualified teachers who will be by virtue of their qualifications be able to demand and obtain higher salaries.

11. *Female education.*—The proposals detailed above will leave a balance of Rs. 32,777 as will be seen from the summary appended and I beg to suggest that this sum may be expended towards the improvement of the Government secondary schools for girls and for training schools for mistresses. I am submitting proposals in this regard in a separate communication.

ENCLOSURE

Summary of the proposals for the utilization of the Imperial recurring grant of Rs. 4 lakhs.
Grant per annum.
Rs.

I. Pay of teachers—

(a) *Secondary schools.*—Lump sum to be kept at the disposal of the Director for distribution to secondary schools at his discretion outside the provisions of the Grant-in-Aid Code, a proportion to be earmarked for board and municipal schools

41,000

*This is not clear
Whether the female
allotment made
in former years
are to be added to
the present estimate
for the new school
No - I think
the estimate
is correct*

Summary of the proposals for the utilization of the Imperial recurring grant of Rs. 4 lakhs—cont.

Name of item.		Grant per annum.
(b) Elementary schools—		
(i) For girls (public management)—		
Cost of raising the minimum pay of women teachers to Rs. 12 in—		
	Rs.	Rs.
Government schools	7,920	
Board "	5,098	
Municipal "	1,536	
	14,554	
	or	
	15,000	15,000
(ii) For boys (public management)—		
Cost of raising the minimum pay of trained teachers to Rs. 11 per mensem in—		
	Rs.	
Government schools	1,104	
Board and Municipal schools	1,10,257	
	1,17,421	1,17,421
(iii) Aided elementary schools (boys and girls)—		
Raising the scale of teaching grants for each trained teacher of the lower elementary grade from Rs. 3-8-0 to Rs. 4, for each trained teacher of the higher elementary grade from Rs. 4 to Rs. 5 and giving a grant of Rs. 10 for each trained teacher of the secondary grade		80,000
II. Training—		
(i) Aided institutions—		
(a) Collegiate training.—Attaching an L.T. training class to the St. Joseph's College, Trichinopoly.		6,000
(b) Secondary training.—Attaching secondary training classes to—		
	Rs.	
P. R. College, Cocanada	4,396	
Onslow Institution, Chattrapur	4,396	
Noble College, Masulipatam	4,396	
High School, Ambasamudram	3,856	
	17,044	
	—	17,044
(ii) Government institutions—		
Secondary training		19,044
Elementary training—		
(a) Raising the status of the Government Training schools, Trichinopoly, Chittoor, Coimbatore and Tanjore.		48,864
(b) Placing the temporary Training school, Triplicane, on a permanent footing.		
(c) Opening of a training school for the Rannad district.		
(d) Opening of a Training section in the Government Secondary school, Bhadrachalam.		* 1,950
(iii) Improvement of aided training schools		20,000
		3,67,223

* Proposals already submitted to Government.

Endorsement No. 2311-A-1, Home (Education), dated 9th July 1917.
Referred to the Accountant-General for remarks on the proposals relating to the training schools.

R. RAMACHANDRA RAO,
Secretary to Government.

To the Accountant-General.

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

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

Dated—Madras, the 16th July 1917.
No.—R.C. 3146/17.

Since the submission of my proposals for the utilization of the recurring grant of Rs. 4 lakhs in my letter to Government R.C. No. 3146/17, dated 24th June 1917, the Principal of the St. Joseph's College, Trichinopoly, interviewed the Deputy Director in Madras in connection with the arrangements to be made for opening an L.T. training class in the college. The Principal is of opinion that the estimated annual cost of working the class, viz., Rs. 6,000, proposed in my letter is insufficient and suggests some modifications which I have accepted. I have, therefore, the honour to request that the following revised estimate of the cost of working the training section may be substituted for the one proposed by me already. The increase involved by the change is Rs. 3,600 per annum and the balance of the grant reserved for "Female Education" may be correspondingly reduced.

Staff—

One allowance of Rs. 250 for lecturing in Pedagogy, general supervision and conducting criticism and model lessons ... 3,000

Five allowances of Rs. 50 per mensem each for instruction in English, Psychology, Physiology, History and Geography ... 3,000

One allowance of Rs. 30 for teaching drawing and drill ... 360

Establishment—

One clerk on Rs. 20 ... 240

One peon on Rs. 8 ... 96

Contingencies ... 200

Stipends (20 students for nine months) ... 2,700

Annual cost.

Rs.

9,506
or 9,600

2. It will be observed that the allowances for teachers are calculated for twelve months. The training course is however for nine months and it is for further consideration whether in all cases they should be paid for twelve months.

Endorsement No. 2311-A-3, Home (Education), dated 19th July 1917.

Referred to the Accountant-General for remarks in continuation of endorsement No. 2311-A-1, Home (Education), dated the 9th July 1917.

(By order)

C. RAMANUJA ACHARIYAR,
Registrar.

To the Accountant-General.

VII

Letter—from the Accountant-General, Madras.

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

Dated—the 20th July 1917.

No.—T. M. 25-8/6394.

In returning herewith the enclosure received with Government endorsement No. 2311-A-1, dated the 9th July 1917, I have the honour to state that although the Director of Public Instruction has shown under the present scale on page 6 of the draft Government Order two Sub-Assistant Inspectors on Rs. 100 against Trichinopoly and Coimbatore and two on Rs. 75 against Chittoor and Tanjore the appointments of these headmasters are not always actually held by men drawing the same salary and this is also the case in the case of supervisors. Audit is conducted by this office against a Provincial scale and not against each office. The other appointments have been verified and found correct except that a temporary appointment of a teacher on Rs. 40 sanctioned for the temporary Training School, Triplicane, in G.O. No. 1260, dated the 22nd November 1915, has not been included by the Director of Public Instruction in the scale of establishment shown at page 7 of the draft Government Order.

The financial effect of the Director of Public Instruction's proposal comes to an extra cost of Rs. 49,812 per annum as shown below:—

	RS.
St. Joseph's College, Trichinopoly, page 4, paragraph 2-B (i)	3,096
Four colleges at Rs. 2,186 each, page 4, paragraph 2-B (ii)	8,544
Eight schools excluding the Teachers' College, page 5, paragraph 2-B (iii)	8,544
Net extra cost of the Training Schools, Chittoor, Trichinopoly and Coimbatore, 12 x 1,078 (page 6) or	12,936
Training School, Tanjore, page 6	3,912
Conversion of the temporary Training School at Triplicane into a permanent one, page 7. Full cost 12 x 426	5,112
Higher Elementary School for Ramnad, page 7	7,668
Total	49,812

It will be seen that the total extra cost includes the allowances granted to private institutions also for training students. But it is not clear whether they will be in the form of monthly allowances or would merely be fixed annual grants. The contingencies charges and the stipends to the students have been excluded in arriving at the above figure, namely, Rs. 49,812 per annum. The proposals are within the sanctioning powers of the Local Government.

A detailed proposition statement showing the present and proposed scale will be necessary.

VIII

Letter—from the Accountant-General, Madras.

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

Dated—the 26th July 1917.

No.—T.M. 25-8/6749.

With reference to Government endorsement No. 2311/A-3, Home (Education), dated the 19th July 1917, I have the honour to state that according to the present proposal of the Director of Public Instruction dated the 16th July 1917 the cost on account of the St. Joseph's College, Trichinopoly, is Rs. 6,696 per annum excluding contingencies and stipends whereas according to the former proposal the cost is only Rs. 3,096 per annum—vide paragraph 2 of this office letter T.M. 25-8-6394, dated the 20th July 1917, resulting in a net increase of Rs. 3,600 per annum.

* 49,812 according to the first proposal.
3,600 according to the present proposal.

The financial effect of the whole proposal is Rs. 53,412* per annum.

IX

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

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

Dated—Madras, the 16th August 1917.

No.—R.C. 3146/17.

With reference to my letter R.C. No. 3146/17, dated 24th June 1917, I have the honour to state that secondary training sections have been opened in four Government and four aided institutions and that as they have already commenced work it has become necessary to incur expenditure on staff, stipends, contingencies, etc. I beg therefore to request that Government will be pleased to accord their sanction in advance to the opening of these sections and to the employment of a headmaster on Rs. 100 per mensem in the V class of the cadre of Sub-Assistant Inspectors in each of the four Government institutions. I understand that Government intend sanctioning the employment of eight headmasters on Rs. 100 each in the cadre of Sub-Assistant Inspectors for the eight secondary training sections and, if so, I beg to submit that only the four officers who will be attached to the Government institutions need be included in the Sub-Assistant Inspector's cadre and to point out that the salaries of the staff of the secondary training sections opened in the training section attached to aided institutions will be paid by means of grants-in-aid and to invite attention to (ii) secondary training aided schools in my letter under reference where I say "I have arrived at the sum necessary for each institution as exhibited above, but I propose to allow some latitude in its actual expenditure to meet any special circumstances." The important point is that each of the institutions should make adequate arrangements for the training work and for this they will require an additional L.T. or his equivalent.

X

G.O. No. 1105, Home (Education), dated 29th August 1917.

The Government sanction the proposals of the Director of Public Instruction in paragraph 2-B (iii) of his letter R.O.C. No. 3146, dated the 24th June 1917, in regard to the opening of secondary training sections in the Government Training schools at Nellore, Dindigul and Tinnevely and in the Ceded Districts College, Anantapur. Sanction is also accorded to the employment for a period of one year in each of these sections of the establishment proposed by the Director and the payment of the allowances recommended by him for the discharge of certain duties. The headmasters in immediate charge of these sections will each be paid a salary of Rs. 100 per mensem and will be included in the fifth class of the cadre of Sub-Assistant Inspectors. The clerks and the peons newly sanctioned will be ineligible for grain compensation allowance.

2. The Government also approve the arrangements suggested in paragraph 2-B (ii) of the Director's letter R.O.C. No. 3146, dated the 24th June 1917, for the training of teachers of the secondary grade in the four aided institutions mentioned therein. As recommended by the Director in his letter R.O.C. No. 3146, dated the 16th August 1917, the training sections in question will be treated as aided institutions under private management and suitable grants will be made to them to meet the cost of the staff and other necessary expenditure incurred in the training of students, the scale of staff, etc., referred to in the Director's letter being regarded as the maximum for the purpose of determining the grants.

3. The Director's action in opening the training sections in anticipation of the sanction of Government is approved. The cost of the sections will be met from the lump provision of four lakhs in the current year's budget estimate under "22. Education" for the improvement of pay and training of teachers.

(True Extract)

R. RAMACHANDRA RAO,
Secretary to Government.

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

1105 (Education), 29th August 1917.

XII

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

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

Dated—Madras, the 16th August 1917.

No.—R.C. 3146/17.

In reference to my letter R.C. No. 3146/17, dated 24th June 1917, I have the honour to state that secondary training sections have been opened in four Government and four aided institutions and that as they have already commenced work it has become necessary to incur expenditure on staff, stipends, contingencies, etc. I beg therefore to request that Government will be pleased to accord their sanction in advance to the opening of these sections and to the employment of a headmaster on Rs. 100 per mensem in the V class of the cadre of Sub-Assistant Inspectors in each of the four Government institutions. I understand that Government intend sanctioning the employment of eight headmasters on Rs. 100 each in the cadre of Sub-Assistant Inspectors for the eight secondary training sections and, if so, I beg to submit that only the four officers who will be attached to the Government institutions need be included in the Sub-Assistant Inspector's cadre and to point out that the salaries of the staff of the secondary training sections opened in the training section attached to aided institutions will be paid by means of grants-in-aid and to invite attention to (ii) secondary training aided schools in my letter under reference where I say "I have arrived at the sum necessary for each institution as exhibited above, but I propose to allow some latitude in its actual expenditure to meet any special circumstances." The important point is that each of the institutions should make adequate arrangements for the training work and for this they will require an additional L.T. or his equivalent.

The Government sanction the proposals of the Director of Public Instruction in paragraph 2-B (iii) of his letter R.O.C. No. 3146, dated the 24th June 1917, in regard to the opening of secondary training sections in the Government Training schools at Nellore, Dindigul and Tinnevely and in the Ceded Districts College, Anantapur. Sanction is also accorded to the employment for a period of one year in each of these sections of the establishment proposed by the Director and the payment of the allowances recommended by him for the discharge of certain duties. The headmasters in immediate charge of these sections will each be paid a salary of Rs. 100 per mensem and will be included in the fifth class of the cadre of Sub-Assistant Inspectors. The clerks and the peons newly sanctioned will be ineligible for grain compensation allowance.

2. The Government also approve the arrangements suggested in paragraph 2-B (ii) of the Director's letter R.O.C. No. 3146, dated the 24th June 1917, for the training of teachers of the secondary grade in the four aided institutions mentioned therein. As recommended by the Director in his letter R.O.C. No. 3146, dated the 16th August 1917, the training sections in question will be treated as aided institutions under private management and suitable grants will be made to them to meet the cost of the staff and other necessary expenditure incurred in the training of students, the scale of staff, etc., referred to in the Director's letter being regarded as the maximum for the purpose of determining the grants.

3. The Director's action in opening the training sections in anticipation of the sanction of Government is approved. The cost of the sections will be met from the lump provision of four lakhs in the current year's budget estimate under "22. Education" for the improvement of pay and training of teachers.

(True Extract)

R. RAMACHANDRA RAO,
Secretary to Government.

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

In reference to my letter R.C. No. 3146/17, dated 24th June 1917, I have the honour to state that secondary training sections have been opened in four Government and four aided institutions and that as they have already commenced work it has become necessary to incur expenditure on staff, stipends, contingencies, etc. I beg therefore to request that Government will be pleased to accord their sanction in advance to the opening of these sections and to the employment of a headmaster on Rs. 100 per mensem in the V class of the cadre of Sub-Assistant Inspectors in each of the four Government institutions. I understand that Government intend sanctioning the employment of eight headmasters on Rs. 100 each in the cadre of Sub-Assistant Inspectors for the eight secondary training sections and, if so, I beg to submit that only the four officers who will be attached to the Government institutions need be included in the Sub-Assistant Inspector's cadre and to point out that the salaries of the staff of the secondary training sections opened in the training section attached to aided institutions will be paid by means of grants-in-aid and to invite attention to (ii) secondary training aided schools in my letter under reference where I say "I have arrived at the sum necessary for each institution as exhibited above, but I propose to allow some latitude in its actual expenditure to meet any special circumstances." The important point is that each of the institutions should make adequate arrangements for the training work and for this they will require an additional L.T. or his equivalent.

The Government sanction the proposals of the Director of Public Instruction in paragraph 2-B (iii) of his letter R.O.C. No. 3146, dated the 24th June 1917, in regard to the opening of secondary training sections in the Government Training schools at Nellore, Dindigul and Tinnevely and in the Ceded Districts College, Anantapur. Sanction is also accorded to the employment for a period of one year in each of these sections of the establishment proposed by the Director and the payment of the allowances recommended by him for the discharge of certain duties. The headmasters in immediate charge of these sections will each be paid a salary of Rs. 100 per mensem and will be included in the fifth class of the cadre of Sub-Assistant Inspectors. The clerks and the peons newly sanctioned will be ineligible for grain compensation allowance.

2. The Government also approve the arrangements suggested in paragraph 2-B (ii) of the Director's letter R.O.C. No. 3146, dated the 24th June 1917, for the training of teachers of the secondary grade in the four aided institutions mentioned therein. As recommended by the Director in his letter R.O.C. No. 3146, dated the 16th August 1917, the training sections in question will be treated as aided institutions under private management and suitable grants will be made to them to meet the cost of the staff and other necessary expenditure incurred in the training of students, the scale of staff, etc., referred to in the Director's letter being regarded as the maximum for the purpose of determining the grants.

3. The Director's action in opening the training sections in anticipation of the sanction of Government is approved. The cost of the sections will be met from the lump provision of four lakhs in the current year's budget estimate under "22. Education" for the improvement of pay and training of teachers.

(True Extract)

R. RAMACHANDRA RAO,
Secretary to Government.

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

XI

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.

Dated—Madras, the 13th October 1917.

No.—R.C. 4403/17.

I have the honour to invite your attention to my letter R.C. No. 3146/17, dated 16th July 1917, submitting a revised estimate of the cost of working the L.T. section attached to the St. Joseph's College, Trichinopoly, and to request the favour of an early sanction of the estimate.

XII

G.O. No. 1305, Home (Education), dated 20th October 1917.

The Government approve the arrangements suggested in paragraph 2-B (i) of the Director of Public Instruction's letter, R.O.C. No. 3146, dated the 24th June 1917, as revised by his letter R.O.C. No. 3146, dated the 16th July 1917, for the training of L.T. students in the St. Joseph's College, Trichinopoly. The training section in the college will be treated as an aided institution under private management and suitable grant will be made to the management to meet the cost of the staff and other necessary expenditure incurred in the training of students, it being understood that the staff, etc., referred to in the Director's letter No. 3146, dated the 16th July 1917, would be actually entertained as a minimum. In fixing the grant, expenditure on account of the allowances of the lecturer and other teachers employed in the training section for a period of nine months only should be admitted and the maximum grant for the current official year limited to Rs. 8,000.

2. The cost of the section will be met from the lump provision of four lakhs in the current year's budget estimate under "22, Education" for the improvement of the pay and training of teachers.

3. The Director is requested to address Government early in April 1918 as regards the continuance of the training section during the next official year and to furnish a revised estimate of the cost to Government in the light of the experience gained till then.

(True Extract)

R. RAMACHANDRA RAO,
Secretary to Government.

T the Director of Public Instruction.

" Accountant-General.

" Financial Department.

XIII

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.

Dated—Madras, the 26th October 1917.

No.—R.C. 3146/17.

I have the honour to invite the attention of Government to my letter R.C. No. 3146/17, dated 24th June 1917, submitting proposals for the utilization of the Imperial recurring grant of four lakhs and to state that only the proposal relating to the opening of secondary training sections in certain institutions has been given effect to so far under the sanction conveyed in G.O. No. 1105, Home (Education), dated 29th August 1917, and that no orders have yet been received on the remaining proposals. As a few students for higher elementary grade training have already been admitted into the lower elementary training schools proposed to be raised to the higher elementary grade and as a few more who have been selected in July last are ready for admission, I beg to request the favour of very early orders on the proposals, relating to the raising of the status of certain lower elementary training schools to the higher elementary grade.

Pls see
if this is
possible
correctly
yet please

Order—No. 1433, Home (Education), dated 15th November 1917.

In his letter R.O.C. No. 3146, dated 24th June 1917, the Director of Public Instruction submitted the following proposals for the utilization of the recurring grant of four lakhs sanctioned by the Government of India for the improvement of the pay and training of teachers in primary and secondary schools:—

RS.

I. Pay of teachers—

(a) *Secondary schools*.—Lump sum to be kept at the disposal of the Director for distribution to secondary schools at his discretion outside the provisions of the Grant-in-Aid Code, a proportion to be ear-marked for board and municipal schools

41,000

(b) *Elementary schools*—

(i) For girls (public management)—

Cost of raising the minimum pay of women teachers to Rs. 12 in—

	RS.	
Government schools	7,920	
Board	5,098	
Municipal	1,586	
	14,554	
	or	
	15,000	15,000

(ii) For boys (public management)—

Cost of raising the minimum pay of trained teachers to Rs. 11 per mensem in—

	RS.	
Government schools	1,164	
Board and Municipal schools	1,16,257	
	1,17,421	1,17,421

(iii) Aided elementary schools (boys and girls)—

Raising the scale of teaching grants for each trained teacher of the lower elementary grade from Rs. 3-8-0 to Rs. 4, for each trained teacher of the higher elementary grade from Rs. 4 to Rs. 5 and giving a grant of Rs. 10 for each trained teacher of the secondary grade

80,000

II. Training—

(i) *Aided institutions*—

(a) Collegiate training.—Attaching an L.T. training class to the St. Joseph's College, Trichinopoly.

6,000

(b) *Secondary training*.—Attaching secondary training classes to—

	RS.	
P.R. College, Cocanada	4,396	
Onslow Institution, Chatrapur	4,396	
Noble College, Masulipatam	4,396	
High School, Ambasamudram	3,856	
	17,044	

17,044

(ii) *Government institutions*—

Secondary training

19,944

Elementary training—

(a) Raising the status of the Government Training schools, Trichinopoly, Chittoor, Coimbatore and Tanjore.

48,864

(b) Placing the temporary training school, Triplicane, on a permanent footing.

(c) Opening of a training school for the Ramnad district.

1,950

(d) Opening of a Training Section in the Government Secondary school, Bhadrachalam.

(iii) Improvement of aided training schools

20,000

A revised estimate amounting to Rs. 9,600 for item II (i) (a) was subsequently submitted with the Director's letter, dated the 16th July 1917.

2. Orders have already issued in respect of items No. II (i) (a), No. II (i) (b) and (ii) (secondary training) and II (ii) (d) in G.O.s No. 1305, Home (Education), dated 20th October 1917, No. 1105, Home (Education), dated 29th August 1917 and No. 960, Home (Education), dated 20th July 1917, respectively.

3. The Government now approve generally the proposals referred to in items II (ii) (a), (b) and (c). Sanction is also accorded to the employment in these institutions, with effect from the date of their actual entertainment, of the establishments recommended by the Director of Public Instruction altered as shown below. The Director's proposals so far as they affect the cadre of Supervisors involve the abolition of four posts on Rs. 40 and four posts on Rs. 30 each per mensem and the creation of six posts on Rs. 50 each per mensem. The Government are unable to approve this part of the scheme. They direct that one post on Rs. 40 and one post on Rs. 30 per mensem in the cadre of Supervisors be abolished. The cadre will then stand as follows:—

	Existing scale.	Scale as now sanctioned.
First grade (Rs. 50)	36	36
Second grade (Rs. 40)	76	75
Third grade (Rs. 30)	104	163
Total	276	274

This sanction has been registered as No. 124 of 1917-18. The Director is requested to submit a proposition statement giving effect to these orders.

The Director is informed that as the course lasts for four terms the additional cost on account of stipends should be calculated for a period of twenty-one months instead of for twelve months as in the estimates submitted.

4. The Government also accord their general approval to the proposals—

(1) to reserve a sum of Rs. 41,000 for distribution to secondary schools (including those under the management of local bodies) at the discretion of the Director outside the provisions of the Grant-in-Aid Code (item I (a)—paragraph 1 supra); and

(2) to earmark a sum of Rs. 20,000 for payment of grants to laided training schools in addition to the present grants to be used for improvement in the pay of teachers and in the rate of stipends of students (item II (iii)—paragraph 1 supra).

In regard to item (1) the Director is requested to report for the approval of Government the conditions under which he proposes to disburse the grants to aided schools outside the provisions of the Grant-in-Aid Code. With reference to item (2) he is requested to submit his recommendations in regard to an increase in the rate of stipendiary grants for students under training so that the necessary amendments may be made in the Grant-in-Aid Code.

4. The items still remaining to be considered are the enhancement of the pay of teachers in elementary schools for boys and girls under public management and the payment of increased teaching grants to similar schools under private management (item I (b)). A reference has issued to local bodies as regards the amount of grain compensation allowance, if any, paid to the teachers and, on the receipt of their replies, final orders will be passed on the proposals.

(True Extract)

R. RAMACHANDRA RAO,
Secretary to Government.

To the Director of Public Instruction.
" Accountant General.
" Financial Department.
" Local and Municipal Department.

For approval
22-11-17

Proof for approval
(M/18)
22-11-17

NOTES CONNECTED WITH G.O. No. 1433, HOME (EDUCATION),
DATED 15th NOVEMBER 1917.

[SUBJECT.—Recurring Imperial grant of four lakhs.]

Previous papers.			
G.O.	424, Educational,	1st July	1911.
"	852	" 2nd December	"
"	378	" 2nd May	1912.
"	445	" 22nd "	"
"	491	" 1st June	"
"	598	" 5th July	"
"	602	" 5th "	"
"	1012	" 16th November	"
"	1060	" 3rd December	"
"	264	" 27th March	1913.
"	394	" 1st May	"
"	512	" 4th June	"
"	715	" 5th August	"
"	1007	" 5th November	"
"	1034	" 11th "	"
"	1116	" 27th "	"
"	44	" 10th January	1914.
"	46	" 10th "	"
"	370	" 2nd April	"
"	423	" 17th "	"
"	736	" 23rd June	"
"	825	" 14th July	"
"	820	" 6th August	"
"	1002	" 26th "	"
"	1033	" 3rd September	"
G.O.	1053, Educational,	10th September	1914.
"	1231	" 4th November	"
"	583	" 31st May	1915.
"	627	" 14th June	"
"	934	" 25th August	"
"	1081	" 30th September	"
"	1085	" 1st October	"
"	1260	" 22nd November	"
"	536	" 16th "	1916.
"	580	" 26th May	"
"	611	" 2nd June	"
"	1407, Revenue,	" 20th "	"
"	721, Educational,	" 30th "	"
"	815	" 25th July	"
"	1320, Home (Edn.),	" 8th December	"
"	26	" 6th January	1917
"	37	" 8th "	"
"	117	" 27th "	"
"	249	" 22nd February	"
"	150, Financial,	" 10th March	"
"	371, Home (Edn.),	" 16th "	"
"	452	" 6th April	"
"	620	" 11th May	"
"	640	" 15th "	"
"	960	" 20th July	"

FINANCIAL DEPARTMENT.

The Home (Education) Department may, it is submitted, be informed that in their provisional orders on the second edition of the Civil Budget Estimate for 1917-18, the Government of India have entered on the receipts side of the budget for 1917-18 a recurring assignment of 4-00 lakhs from Imperial to Provincial for the improvement of pay and training of teachers. An equivalent amount has also been provided on the expenditure side under the head 22. Education. The Government of India K state that a communication regarding this expenditure will be received in due course from them (in the Department of Education).

2. The above information has to be treated as strictly confidential till the Financial Statement is presented to the Imperial Legislative Council on 1st March 1917.

V.G.K.—26-2-17.

L. E. KERSHAW—26-2-17.

HOME (EDUCATION) DEPARTMENT.

Submitted that the file may be circulated to His Excellency the Governor for perusal. On return, it may be sent to the Director of Public Instruction.

S.K.—1-3-17.

N.K.—1-3-17.

C. RAMANUJA ACHARIYAR—1-3-17.

E. A. HARVEY—2-3-17.

P[ANTLAND]—3-3-17.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

J. H. STONE—6-3-17.



HOME (EDUCATION) DEPARTMENT.

Submitted that the formal communication from the Government of India, Department of Education, referred to in the Financial Department note at K ^{above} may be awaited.

S.K.—16-3-17.

N.K.—18-3-17.

C. RAMANUJA ACHARIYAR—19-3-17.

From the Government of India, Department of Education, dated 29th March 1917, No. 302.

The letter from the Department of Education of the Government of India in regard to the four lakhs grant has been received. It may be communicated to the Director of Public Instruction and he may be requested to submit proposals for the utilization of the grant.

2. In paragraph 4 of their letter, the Government of India ask for information as to the action taken up to date to carry out the programme set forth in letter No. 45, Educational, dated the 10th January 1914, so far as it relates to the training of teachers and the improvement of their pay. The programme related mainly to elementary education, but as will be seen from the estimates on page 5 of letter No. 45, Educational, dated the 10th January 1914, certain sums were entered under the head "secondary education" to provide for increased pay to pandits and enhanced grants to aided schools. It is not clear whether the Government of India desire

particulars as regards both elementary and secondary education. The Director

of Public Instruction has in his letter No. 9515, dated the 16th December 1916, furnished statements showing the progress made up to the end of 1915-16 as regards elementary education. He may now be asked to furnish any additional particulars that may be available for communication to the Government of India and also to state the improvement, if any, effected in the pay of teachers employed in secondary schools and the additional facilities provided for the training of teachers for such schools since the close of 1913-14.

3. A draft memorandum is submitted for approval.

S.K.—5-4-17.

N.K.—5-4-17.

C.R.—5-4-17.

R. RAMACHANDRA RAO—11-4-17.

[Memorandum No. 1703-1, dated the 11th April 1917.]

The Director of Public Instruction has not yet sent a reply to paragraph 2 of Memorandum No. 1703-1, dated the 11th April 1917. He may, it is submitted, be now reminded by telegram. The information called for has to be furnished to the Government of India before the 15th instant. The following telegram is for approval:—

To the Director of Public Instruction, Madras.

"157. Please expedite reply to paragraph 2 of Government Memorandum 1703-1, eleventh ultimo, regarding improvements in pay of teachers and facilities for training."

S.K.—2-5-17.

N.K.—2-5-17.

C.R.—2-5-17.

[G.O. No. 640, HOME (Education), dated the 15th May 1917.]

The Director of Public Instruction was kind enough to explain to me the proposals he intends to make about the four lakhs grant.

2. He proposes to spend 2.53 lakhs on the improvement of pay to teachers in public schools and increase of teaching grants for aided schools.

3. He proposes to spend 1.20 lakhs on improvement of training: by attaching a L.T. class to St. Joseph's College, secondary classes to four schools, opening four more secondary classes, raising some schools to the higher elementary grade and increasing the number of stipendiaries.

4. He proposes to open a new school at Manamadura.

5. He reserves Rs. 30,000 for female education for which he will send proposals later on.

Of the above, the proposals in paragraph 3 are urgent and the Director of Public Instruction asked me if he can proceed in anticipation of sanction. I think so (subject to modification if any after consideration by His Excellency).

The Director of Public Instruction may take early action in respect of the proposals in paragraph 3.

Later on he will send proposals to spend the balance of the four lakhs, even on non-recurring expenditure.

R. RAMACHANDRA RAO—27-6-17.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

The proposals still due include those for training of women teachers. I will only propose non-recurring expenditure as a last resort.

J. H. STONE—27-6-17.

HOME (EDUCATION) DEPARTMENT.

From the Director of Public Instruction, No. 3146, dated 24th June 1917.

The general allocation of the Imperial grant of four lakhs suggested by the Director of Public Instruction under the various heads of education is shown below:—

	Rs.
Improvement of secondary education	41,000
Improvement of elementary education	2,12,421
Training of teachers { Collegiate	6,000
Secondary	36,988
Elementary	70,814
Lump sum reserved for Government secondary schools for girls and training schools for mistresses.	32,777
Total	4,00,000

From the above it will be seen that a little more than one-half of the grant is proposed to be utilized for raising the pay of primary teachers in accordance with the wishes of the Government of India. Nearly 1.14 lakhs is proposed for the training of teachers and a small sum reserved for girls' schools. Thus the objects of the Government of India in sanctioning the grant have been kept in view in making the distribution. The only proposal of the Government of India that has not been given full effect to is the earmarking of a portion of the grant with a view to start provident funds for teachers in non-pensionable service. The suggestion of that Government appears to have reference to the general scheme which is separately under consideration. The Director, however, merely proposes to pay attention to this proposal by extending the system, which is already in operation, of aiding provident funds working under approved rules (with the help of the reserve of Rs. 41,000 to be placed at his disposal for secondary education). It is observed that the general scheme is estimated to cost over two lakhs and that it may not be possible to provide this amount from the present grant of four lakhs.

2. The proposals are examined below.

3. *Pay of teachers in secondary schools—Lump sum to be kept at the disposal of the Director for distribution to secondary schools at his discretion outside the provisions of the Grant-in-Aid Code, a proportion to be earmarked for board and municipal schools (Rs. 41,000).*—As pointed out by the Director of Public Instruction, there are difficulties in the way of bringing about an increase in the pay of teachers employed in aided secondary schools under the ordinary provisions of the Grant-in-Aid Code. His proposal to keep a reserve and distribute it at his discretion to schools deserving aid may be accepted. It is also in keeping with the suggestion of the Educational Conference held in March 1916 to bring about an equitable distribution of Government grants to secondary schools. Attention is invited to pages 13 to 15 of the Director's letter, No. 24, dated the 1st July 1916, and to paragraphs 33 and 34 of the notes therewith. In the letter referred to above the Director proposed to reserve a sum of Rs. 14,200 for distribution at his discretion and observed at the same time that, if experience showed that the scheme was practicable, future increase in the funds available for the grants could be used to increase this reserve. The amount now proposed for reservation is Rs. 41,000; but a portion of it is intended for board and municipal schools. This item may be approved, but it may be observed that the distribution of subsidies to local board and municipal schools requires the sanction of Government in each case.

4. *Enhancement of the minimum pay of women teachers in girls' schools under public management to Rs. 12 per mensem (estimated cost, Rs. 15,000 per annum).*—Attention is solicited to the notes and orders in G.O. No. 1320, dated the 8th December 1916. No proposals for the general reorganization of girls' schools have yet been made and the Director does not specifically state whether grain compensation allowance should be allowed in addition to an increase in pay. In view of the difficulties now experienced in securing the services of women teachers, it does not appear desirable to withdraw grain compensation allowance as such a measure will materially reduce the benefits intended to be secured by the grant of an increase of pay. The cost, so far as schools under public management are concerned, comes to Rs. 15,000. It is proposed to enhance the grants-in-aid to aided schools to enable the managers to increase the salaries of teachers—vide paragraph 6 infra.

5. *Enhancement of the minimum pay of trained teachers in boys' schools under public management from Rs. 10 to Rs. 11 per mensem (estimated cost Rs. 1,17,421).*—Attention is solicited to paragraph 4 of letter to the Government of India, No. 45, dated the 10th January 1914, in which the desirability of raising the pay of trained teachers to Rs. 12 per mensem has been recognized. The present proposal is to raise the minimum to Rs. 11 only for want of funds and it may be accepted. Apparently grain compensation allowance will be continued as at present. It may also be mentioned in this connection that when capitation allowance is abolished, as proposed by the Educational Conference, the pay of teachers will be proportionately increased. The proposal separately under consideration to allow headmasters of schools to appropriate fees collected even in the fourth standard will not benefit low-paid teachers.

In the letter referred to above the Government admitted the necessity for increasing the pay of untrained teachers also from Rs. 8 to Rs. 10, but the Director has not proposed any increase in their case. It is desirable that untrained teachers should undergo training at the earliest opportunity and

when they become qualified, they will be eligible for the increased rate of pay allowed to trained teachers. No other inducement appears to be necessary for the present.

Of course the pay Rs. 8 is absurdly low, but there are no funds to increase the pay. That is the real reason.

R.R.—8-7-17.

6. *Increase in the scale of teaching grants paid to trained teachers in aided elementary schools for boys and girls (estimated cost Rs. 80,000).*—This recommendation is consequential on the proposals for raising the pay of teachers in schools under public management referred to in paragraphs 4 and 5 supra. In this connection attention is solicited to the concluding portion of paragraph 2 of the memorial of the Missionary

Educational Council of South India. The increase proposed in the case of secondary grade teachers from Rs. 4 to Rs. 10 per mensem appears rather high. It is for consideration whether the grant may not

I do not think so.

R.R.—8-7-17.

be fixed at Rs. 8 per mensem as suggested by the council.

When the Director's proposals for the graduation of capitation grants are approved, the rates of teaching grants now paid will be somewhat increased to compensate for the reduction in the former.

7. *Training of twenty collegiate students in St. Joseph's College, Trichinopoly (cost Rs. 8,000).*—The details for this proposal are described in paragraph 2-B (i). The proposal seems to be a sound one and sanction may be accorded for a period of one year to begin with. It is, however, doubtful whether there will be enough clerical work for a full-time clerk on Rs. 20. Perhaps an allowance of Rs. 10 per mensem to a clerk in the institution may be sufficient.

This is a new departure and will require attention. I think the Director of Public Instruction's proposal may stand.

R.R.—8-7-17.

The remarks of the Director of Public Instruction may be invited u.o.

8. *Training of 75 secondary grade students in aided institutions (estimated cost Rs. 17,044).*—The details are given in paragraph 2-B (ii). The proposal may be approved generally and sanction accorded for a period of one year. The question of the employment of clerks in these institutions will be governed by the decision that may be arrived at in regard to the similar proposal referred to in paragraph 7 above.

9. *Provision for the training of 100 more secondary grade students in Government institutions (estimated cost Rs. 19,944).*—Please see paragraph 2-B (iii) for a full description of the proposals. Particulars as to the staff employed in existing Government secondary training sections will be found in G.O. No. 512, Educational, dated the 4th June 1913. The proposals appear to be suitable and may be sanctioned for a period of one year. The only doubtful item included herein appears to be the employment of a clerk. The question of the employment of separate clerks in training schools was raised at the meeting of the Legislative Council held in May 1915. The Government then replied that they did not consider it necessary to appoint a clerk in every training school—G.O. No. 627, dated the 14th June 1915. The Director now states that it has been repeatedly urged that the efficiency of the teaching and training work in secondary training schools and sections is impaired by the present necessity of distributing the clerical work among the staff. For orders whether, in these circumstances, the employment of a clerk may be approved.

The clerical work is intended to be done by the drawing master and the gymnastic instructor and perhaps it will be sufficient to sanction the employment of clerks in secondary training sections which do not have full-time drawing masters and gymnastic instructors.

10. *Provision of additional facilities for training more elementary grade students (estimated cost Rs. 48,864).*—The proposals under this head are to raise the lower elementary training schools at Trichinopoly, Chittoor, Coimbatore and Tanjore to the higher elementary grade, to place the temporary higher elementary training school, Triplicane, on a permanent footing, to open a higher elementary training school at Manamadurai. These appear to be well conceived and may be approved.

The scale of establishment proposed for the schools is in accordance with the scale approved in G.O. No. 1066, Educational, dated the 3rd December 1912. The cost of stipends has been calculated for a period of 12 months. As the course lasts for four terms it should strictly be calculated for 21 months. If this is done, the estimated cost of Rs. 48,864 will be increased to Rs. 63,264.

The proposal to open a training section in the Bhadrachalam school at a cost of Rs. 1,950 is separately under consideration.

11. *Provision for improvement of aided training schools (estimated cost Rs. 20,000).*—This lump sum is intended to enable the management of private training schools to improve the pay of the teachers and the rate of stipends for the students. The scale of grants for students under training is laid down in article 47 of the Grant-in-Aid Code. The rates were fixed in G.O. No. 378, Educational, dated the 2nd May 1912 and G.O. No. 46, Educational, dated the 10th January 1914. It is presumed

that the Director will in due course obtain the sanction of Government to any increase he may propose in the sanctioned scale.

12. *Improvement of Government secondary schools for girls and training schools for mistresses (Rs. 32,777).*—The Director has promised to submit separately proposals in this regard. In his u.o. note of the 27th June 1917, he has stated that he will only propose non-recurring expenditure on this item as a last resort. The proposals may be awaited.

13. In view of the importance of the training of students the Director has instructed the Inspectors and heads of aided institutions concerned to take the necessary steps to start the classes for collegiate and secondary training in anticipation of the approval of Government and requests that his action may be approved. Submitted that this may be done.

14. The proposals dealt with in the above paragraphs involve the employment among others of eight temporary Sub-Assistant Inspectors on Rs. 100 each for secondary training sections and fourteen permanent sub-assistants for higher elementary training schools as shown below :—

Six on Rs. 125,
Four on Rs. 100 and
Four on Rs. 75.

The reasons assigned by the Director in favour of his suggestion to create more posts in the higher grades are that the officers selected to be in charge of the training sections should be men of experience and that since they will be chosen from the cadre of sub-assistants the grading of this cadre will be slightly improved. The present strength in the various grades and the proposed additions are shown below :—

		Permanent.		Temporary.	
		Existing.	Proposed.	Existing.	Proposed.
First	class (Rs. 200)	5	5	...	...
Second	" (Rs. 175)	11	11	...	...
Third	" (Rs. 150)	30	30	...	...
Fourth	" (Rs. 125)	31	47	...	...
Fifth	" (Rs. 100)	48	52	11	19
Probationary	" (Rs. 75)	58	62	64	64

R.R.—8-7-17.

Submitted that the grading proposed does not err on the side of extravagance and may be accepted.

There will also be slight modification in the grade of supervisors. Four posts on Rs. 40 and four on Rs. 30 will be abolished and six new posts on Rs. 50 will be created.

15. It is for consideration whether the file may be sent u.o. to the Director of Public Instruction for remarks with reference to paragraphs 6 to 9 supra.

16. The proposals in the current file will have to be noted on by the Accountant-General before they can be finally sanctioned. A separate reference may go to him while the file goes to the Director of Public Instruction. A proof copy of the current may be used for the purpose.

S.A.—3-7-17.

N.K.—4-7-17.

C. RAMANUJA ACHARIYAR—7-7-17.

The Director of Public Instruction discussed these proposals with me and I am for sanctioning all his proposals.

Reply to reference to the Accountant-General may be awaited.

R. RAMACHANDRA RAO—9-7-17.

[Memorandum No. 2311-A/1, Home (Education), dated the 9th July 1917.]

HOME (EDUCATION) DEPARTMENT.

The Director of Public Instruction has sent proposals for the utilization of the four lakhs grant. They are under examination.

*Please copy
whether the
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made in
copy are
carried on to
no place*

The Director of Public Instruction saw me today and wanted urgent orders on one point. I put this up separately for favour of early consideration.

The Director of Public Instruction proposes to start secondary training sections at four places. He proposes to pay the headmasters Rs. 100.

These officers are generally of the status of sub-assistant inspectors. The lowest grade is Rs. 75. Generally speaking the new posts ought to commence on Rs. 75. But the number of sub-assistant inspectors on Rs. 75 is so large that it is not wise to add to the number. Moreover Mr. Stone wants to select officers of experience.

The Director of Public Instruction wants early orders as he has to select and post the officers immediately. I shall be thankful if the Financial will pass this item without delaying to consider the proposals as a whole.

R. RAMACHANDRA RAO—12-7-17.

FINANCIAL DEPARTMENT.

The Civil Budget Estimate for 1917-18 contains a provision of four lakhs under "22. EDUCATION" for expenditure on "improvement of pay and training of teachers"—of. also paragraph 2 of the Government of India's letter. With his letter No. 3146, dated 24th June 1917, the Director of Public Instruction has submitted proposals for the utilization of the four lakhs. The whole proposals are being examined separately; but Home (Education) Department now remit for the consideration of Financial a small portion of these proposals relating to provision of secondary training for 175 additional students per annum—75 students in four* aided schools and the balance in Government training schools.

* At Cocanada, Chatrapur, Masulipatam and Ambassamudram.

2. In the four aided schools, the Director of Public Instruction proposes to appoint L.T.'s on Rs. 100 to be in charge of the training sections. In the Government schools, however, although additional students for training are to be admitted in six institutions, it is proposed to appoint L.T.'s only in four† of them.

† Column 2 of statement on page 5 of current file, viz. Nellore, Dindigul, Tinnevely and Anantapur. All these eight appointments are to be on a temporary footing for the present and included in the cadre of sub-assistant inspectors.

Besides the expenditure on the above eight appointments, the Director of Public Instruction has also proposed, in connection with the opening of the training sections, extra expenditure on account of establishments, allowances to existing teachers, stipends of students, etc. The Home Department propose to issue orders at present only as regards the pay of these eight L.T.'s to enable the Director of Public Instruction to select and post officers immediately. This is examined below.

3. In permanent secondary training schools, the headmasters' posts are generally included in the sub-assistant inspectors' cadre—vide, for example, pages 8-9 of letter No. 537, Educational, dated 16th May 1916. The proposal to include the present posts also in the sub-assistants' cadre may therefore be accepted. In regard to the pay proposed for these temporary posts, viz., Rs. 100, it is submitted that ordinarily the pay should be that of the lowest grade (Rs. 75). The higher rate of Rs. 100 is proposed partly to select officers of experience and partly to improve the grading of the cadre, the bottom grade of which is overlaid. Attention is, in this connection, solicited to G.O. No. 37, Home (Education), dated 8th January 1917, and pages 5, 8 and 9 of notes to the same Government Order. Out of the five temporary sub-assistant inspectors' posts sanctioned in that Government Order, three were sanctioned in the higher grade of Rs. 100, on the representation of the Director of Public Instruction about the difficulty in recruiting suitable Muhammadan sub-assistants. Subsequently, in connection with the appointment of additional temporary sub-assistant inspectors to provide as personal assistants to superior officers, the Director of Public Instruction proposed to have eight of these additional appointments

on Rs. 100, as the existing cadre of sub-assistants was already overweighted with appointments in the lowest grade. The Government considered this proposal reasonable (cf. page 6 of Notes to G.O. No. 620, Home (Education), dated 11th May 1917) and they accordingly sanctioned the same in G.O. No. 620, Home (Education), dated 11th May 1917.

There are at present about eleven temporary appointments in the Rs. 100 grade and about 64 temporary appointments in the grade of Rs. 75. Considering the grading of the permanent posts in the cadre, the present proposal to add eight more temporary appointments to the Rs. 100 grade seems reasonable and may, it is submitted, be accepted.

T.R.N.N.—14-7-17.

A.S.—14-7-17.

L. E. KIRSHAW—14-7-17.

Accepted.

L. DAVIDSON—14-7-17.

HOME (EDUCATION) DEPARTMENT.

A draft demi-official is submitted for approval.

S.A.—14-7-17.

N.K.—14-7-17.

C. RAMANUJA ACHARIYAR—14-7-17.

Please issue sharp.

R. RAMACHANDRA RAO—14-7-17.

Demi-official—from the Hon'ble Diwan Bahadur R. RAMACHANDRA RAO AVARGAL, Secretary to the Government of Madras, Home (Education) Department.

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

Dated—Ootacamund, the 14th July 1917.

No.—2311 A-3.

With reference to our conversation on the 12th instant I write to inform you that, in anticipation of formal sanction, you may employ eight headmasters (L.T.'s) in the cadre of sub-assistants on a pay of Rs. 100 each per mensem for the secondary training sections to be attached to four aided and four Government institutions.

From the Director of Public Instruction, No. 3146, dated the 16th July 1917.

[Endorsement No. 2311-A/3, Home (Education), dated the 19th July 1917.]

From the Accountant-General, No. T.M. 25-8-6394, dated the 20th July 1917.

From the Accountant-General, No. T.M. 25-8-6749, dated the 26th July 1917.

Since the submission of his original proposals the Director has forwarded a revised estimate of the cost of instituting an L.T. class in the St. Joseph's College, Trichinopoly. In lieu of two allowances on Rs. 100 each per mensem he now proposes the grant of one allowance of Rs. 250 for lecturing in Pedagogy, general supervision and conducting criticism and model lessons and of five allowances of Rs. 50 each for instruction in English, Psychology, Physiology, History and Geography. Seeing that the Principals and Vice-Principals of Training Colleges are borne in the cadre of the Indian Educational Service (Rs. 500—50—1,000) the allowance of Rs. 250 proposed for the lecturer in Pedagogy, etc., seems reasonable. The rate of the other allowances (Rs. 50 each) does not also appear high. It may not be possible to reduce the number of the latter allowances as it will not be feasible for a single teacher of the institution to lecture on more than one subject. The revised estimate may therefore be accepted.

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NOTES to G.O. No. 1433, HOME (EDUCATION), 15TH NOVEMBER 1917 9
Attention is solicited to the last sentence of the Director's letter dated the 16th July 1917. It is for consideration whether it would not be sufficient to sanction the payment of the allowances for nine months to begin with. If so, the extra cost will be reduced by Rs. 1,500. Provision for nine months seems sufficient.

2. The Accountant-General to whom the proposals were referred points out that the financial effect of the scheme as proposed by the Director of Public Instruction is Rs. 53,412 per annum, excluding contingencies and stipends. He observes that it is not clear whether the allowances to private institutions for training students will be in the form of monthly allowances or would merely be fixed annual grants. Submitted that the Director's intention appears to be that the cost of the scheme in connexion with aided institutions should be kept separately (with the aid of the clerk) and disbursed from Provincial funds in the same way as the expenditure of Government institutions.

3. The file may now be sent to Financial u.o. for remarks.

S.A.—30-7-17.

N.K.—1-8-17.

C. RAMANUJA ACHARIYAR.—2-8-17.

R. RAMACHANDRA RAO.—3-8-17.

Demi-official—from the Hon'ble Mr. J. H. STONE, C.I.E., Director of Public Instruction.

To—the Hon'ble Mr. L. DAVIDSON, C.S.I., I.C.S., Acting Chief Secretary to Government.

Dated—the 7th August 1917.

No.—C. 103.

Will you please see my letter R.C. No. 3146 of the 24th June, making proposals for the utilization of the Government of India 4 lakhs grant?

I have already given effect to the proposals under B. Training—Collegiate Training—Secondary Training and Elementary Training, pages 5-12, by opening the necessary sections, appointing staff and admitting students and this course was approved by implication in Diwan Bahadur Ramachandra Rao's Demi-official No. 2311 A-3 in which he informed me that I "may employ eight headmasters (L.Ts.) in the cadre of sub-assistants on a pay of Rs. 100 each per mensem for the secondary training sections to be attached to four aided and four Government institutions".

The question of formal sanction to the whole proposals for training is now becoming pressing owing to the necessity of incurring expenditure on staff, contingencies and stipends. I write therefore to suggest that these proposals should be taken up separately and to ask that orders should be passed on them with as little delay as possible.

If still pending can we not put this through at once?

L. DAVIDSON—7-8-17.

FINANCIAL DEPARTMENT.

Please see Financial Department notes on pages 7-8 of notes ante in which the proposal to employ eight headmasters (L.Ts.) in the cadre of sub-assistants on a pay of Rs. 100 each per mensem in the eight institutions referred to by the Director of Public Instruction, was examined and accepted in this department. This portion alone of the Director of Public Instruction's proposals for the utilization of the four lakhs grant was then remitted by the Home Department to Financial for consideration.

2. Home (Education) have now sent to Financial the whole proposals; and the file which was received on the 4th instant (Saturday evening) is being examined in this department. The file is treated as urgent and every endeavour will be made to submit it as soon as possible.

A.S.—7-8-17.

I submit the following reply for Chief Secretary's approval:—

"In reply to your demi-official of to-day's date I write to say that the Financial Department accepted the proposals for the employment of eight headmasters (L.Ts.) in the cadre of sub-assistants on Rs. 100 each and returned the file to Home Department on the 14th July. The result apparently was the demi-official you refer to from Mr. Ramachandra Rao. If you require official sanction for that part of the scheme, he should be able to give it."

10 NOTES TO G.O. No. 1493, HOME (EDUCATION), 15TH NOVEMBER 1917

"As regards your other proposals the main file reached Financial only on Saturday the 4th instant, but I have issued instructions for it to be dealt with expeditiously."

L. E. KERSHAW—7-8-17.

L. DAVIDSON—7-8-17.

[Demi-official issued on 7th August 1917.]

The entire proposals of the Director of Public Instruction for the utilization of the Imperial grant of 4 lakhs are briefly summarized in the enclosure to his letter on pages 7-8, current file, and the cost of the proposals, item by item, is also given therein. The total annual cost of the Director of Public Instruction's proposals is 3.67 lakhs, or taking into account the revised estimate of charges relating to the opening of an ~~(L.T.)~~ class in the St. Joseph's College at Trichinopoly furnished in the Director of Public Instruction's letter of the 16th July 1917, it is 3.71 lakhs per annum. The Home (Education) Department have, subject to a slight modification in respect of the period for which allowances should be given for the ~~(L.T.)~~ class teachers in the St. Joseph's College, approved of the Director of Public Instruction's proposals *en bloc*. The cost as thus modified comes to 3.69 lakhs per annum and it will be seen that this absorbs nearly the whole of the grant of 4 lakhs. It is observed in this connexion that the Director of Public Instruction's calculations of the annual recurring liability in respect of the higher elementary training schools to be made permanent are an under-estimate; the period of training in these institutions runs over more than one year and covers 21 months in all. The Director of Public Instruction has, however, taken only 12 months' charges on account of stipends as annual liability, instead of 21 months' charges as correctly pointed out by the Home Department. Taking this into consideration the total cost is 3.69+15=3.84 lakhs and the balance left for schemes relating to female education, viz., improvement of Government Secondary schools for girls and Training schools for Mistresses is about 16 lakh only, as against the 33 lakh referred to in paragraph 11 of his letter on page 7, current file. The detailed proposals in this regard which the Director of Public Instruction states he is submitting separately may be awaited. Meanwhile, as regards the present proposals it may be stated that they are in accordance with the objects specified in paragraph 2 of the Government of India's letter No. 302, dated 29th March 1917. As regards the question of earmarking a portion of the grant for the new scheme relating to the establishment of Provident funds for teachers in non-pensionable service, the Home Department regard this as not possible owing to the heavy liability involved in the Provident fund scheme; this opinion is also in accordance with the views held in this department on the point and may be accepted. The details of the Director of Public Instruction's present proposals are examined below:—

2. Reservation of a sum of Rs. 41,000 for distribution to secondary schools at the discretion of the Director of Public Instruction, the grants being outside the provisions of the Grant-in-Aid Code; and a proportion to be reserved for Board and Municipal Schools.—(Paragraph 2 of letter on page 2, current file, and paragraph 3 of note on page 14 ante). The letter of the Director of Public Instruction No. 24, dated 1st July 1916, which the Home Department refer to, has not been placed in this file and the full details of this proposal are not therefore quite clear. The Director of Public Instruction's proposal does not, however, appear to contain any objectionable features. The Home Department also remark that the distribution of subsidies to local board and municipal schools will require the sanction of Government in each case. The proposal may, it is submitted, be generally accepted; but the Home Department may be informed that the acceptance of financial should be obtained before final orders are issued as to the conditions subject to which the Director of Public

Instruction will be authorised to disburse grants outside the provisions of the Grant-in-Aid Code to private aided schools out of the reserve to be placed at his disposal.

3. Raising the minimum pay of women teachers in Elementary girls' schools under public management (viz., Government schools and Board and Municipal schools) to Rs. 12 per mensem.—(Paragraph 3 on pages 2—3 of current file and paragraph 4 of Home Department's note on page 4 ante.) The expenditure proposed under this head comes to 0.08 lakh in respect of Government schools and the balance of 0.07 lakh will have to be given to local bodies as subsidy to enable them to effect the enhancement of pay proposed in schools under their management. Attention is solicited to the Financial Department notes on pages 4—10 of notes to G.O. No. 1320, Home (Education), dated 8th December 1916, in which this point has been fully discussed; as the extra expenditure comes out of an

L.E.K.—13-8-17.

Imperial grant the proposal may, it is submitted, be accepted in Financial.

It is however, observed that the Director of Public Instruction's letter is silent on the question of simultaneously effecting the withdrawal of grain compensation allowance on which he was asked to report when proposing an increase of pay. The Home Department propose to continue the grain compensation allowance. It is observed that when the minimum pay is fixed at Rs. 12 a few will get an increase of Rs. 3 and Rs. 4 and that the majority will get an increase of Rs. 2 which appears to be a substantial increase as compared with the fluctuating sums of Rs. 1, or Rs. 1½, and sometimes nothing now granted as grain compensation allowance. Until it is known that the permanent increase in pay now proposed has not had any effect on recruitment of women teachers, it seems, it is submitted, needless to continue it. It is for orders, whether the Director of Public Instruction should not be asked to report on the point separately.

I agree that this question should be further considered. Prima facie grain compensation allowance should go in pursuance of our accepted policy to extinguish it.

L.E.K.—13-8-17.

L.D.—13-8-17.

4. Raising of the minimum pay of trained teachers in Elementary boys' schools under public management to Rs. 11 per mensem.—(Paragraph 4 on page 3, current file, and paragraph 5 on page 4 of notes). The extra expenditure under this head comes to 1.17 lakhs of which .01 lakh will be incurred directly by Government in Government schools and the balance will have to be given as subsidies to local bodies. The minimum pay for these teachers which prior to 1912 was Rs. 8 per mensem—a "wretched pittance" as Sir Harold Stuart called it—was in that year raised to Rs. 10 per mensem.—G.O. No. 445, Educational, dated 22nd May 1912 (page 5 of notes to G.O. No. 715, Educational, dated 5th August 1913). The ideal minimum pay for these teachers has, however, been held by the Government of India and this Government to be Rs. 12 per mensem. Please see—

(i) paragraph 3 of this Government's letter 853, Educational, dated 2nd December 1911,

(ii) paragraph 11 of Government of India's Resolution on page 6 of G.O. No. 394, Educational, dated the 1st May 1913,

(iii) paragraph 4 of this Government's letter No. 45, Educational, dated the 10th January 1914.

The increase now proposed is an instalment of the above reform and may, it is submitted, be therefore agreed to in Financial.

If and when the minimum pay is fixed at Rs. 12 per mensem the intention of Government evidently is to stop grain compensation allowance as is already done for teachers on this minimum pay in some schools. If so, it would, it is submitted,

I do not like this suggestion. It is neither one thing or the other. A better solution would be to raise the pay to Rs 12 and to withdraw grain compensation allowance provided this does not involve any heavy expenditure. We may leave the matter to Education.

L.E.K.—13-8-17.

L.D.—13-8-17.

pave the way for the eventual abolition of grain compensation allowance, if Government now rule in fixing the minimum at Rs. 11, that grain compensation allowance should be regulated so as to make the enhanced pay plus the allowance not to exceed Rs. 12 per mensem in any case. For orders whether Home Department

may be requested to issue orders accordingly.

5. Raising the scale of teaching grants paid under Rule 15 of the Grant-in-aid Code to trained teachers in aided elementary schools for boys and girls. (Paragraph 5 on page 3, current file and paragraph 6 of Home Department notes on page 4 ante) — Attention is solicited to pages 1, 8 and 9 of notes to G.O. No. 715, Educational, dated 5th August 1913, which show that the scale of teaching grants was, prior to 1913, Rs. 36 per mensem for all teachers in elementary schools; and it was in that year fixed at the following scale, the extra cost being '60 lakh per annum :—

- A Rupees 36 per year for an untrained teacher.
- A Rupees 42 per year for a trained teacher, lower elementary grade.
- A Rupees 48 per year for a trained teacher, higher elementary grade.

(For secondary teachers in elementary schools the Director of Public Instruction had proposed in March 1913 to give a teaching grant of Rs. 60 a year or Rs. 5 per mensem—page 4 of G.O. No. 264, Educational, dated 27th March 1913—but later on he withdrew the proposal as being incongruous.)

With a view to induce the management of the aided schools to improve the pay of their trained teachers the Director of Public Instruction now proposes to fix the teaching grants for the last two of the class of teachers at A above at Rs. 4 and Rs. 60 per year. This need not, it is submitted be objected to as it is a fit object of expenditure from the Imperial grant. As regards secondary teachers, it is observed that the grant for them now stands at Rs. 48 and it is proposed to be fixed at Rs. 120 a year. This seems to be big jump and is even more than the aided schools seem to expect—because the Missionary Educational Council of South India have only asked for Rs. 96 a year. It is for orders whether it will not suffice to fix the grant for these teachers at Rs. 72 a year or at most at Rs. 96 a year. This will effect a small saving of Rs. 12 lakh or Rs. '06 lakh a year. For orders. The proposals under this head may be otherwise accepted.

The Director of Public Instruction remarks that the increase would be particularly welcome to missionary managers. This might be so, but it is more than even they have asked for. From Rs. 4 to Rs. 10 a month is a large *per saltum* increase, and if we give 50 per cent more this should be sufficient for the present. We may recommend Rs. 6 a month.

L.E.K.—13-8-17.

L.D.—13-8-17.

6. Training of 20 students for L.T. in St Joseph's College, Trichinopoly. (Paragraph 6 on pages 3, 4, current file, pages 3, 10, current file and Home Department notes on page 5, paragraph 7, and pages 8 to 14 ante).

It seems to me that the allowance—Rs 250 for pedagogy is very high considering that major professorships in the Medical College for instance carry an extra pay of Rs. 200 only. We might ask Education to consider whether Rs. 150 won't be sufficient.

L.E.K.—13-8-17.

L.D.—13-8-17.

and the peon may be declared ineligible for grain compensation allowance. The proposal to grant allowances to teachers only for nine months instead of for twelve months may be accepted.

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NOTES TO G.O. No. 1433, HOME (EDUCATION), 15TH NOVEMBER 1917 13

7. Training of 175 secondary grade students, 75 in four aided institutions and the rest in Government institutions (Paragraphs 7-8 on pages 4-5, current file, paragraphs 8 and 9 of Home Department notes on page 5 ante and Financial notes on page 7-8 ante).—The total expenditure proposed under this head comes to 37 lakh per annum. Financial has already agreed to the opening of eight training sections and the appointment of eight temporary sub-assistant inspectors on Rs. 100 each. The other items of expenditure are allowance to existing teachers and clerical, menial and other establishments, and stipends and contingencies. The Director of Public Instruction's proposals in regard to these will be found on pages 4-5, current file. The proposals may, it is submitted, be accepted; and the employment of the clerks in the eleven cases proposed need not in the circumstances explained by the Director of Public Instruction be objected to also. The Director of Public Instruction evidently has no intention of paying grain compensation allowance to any of the subordinates, as his estimate does not provide for the charge. The pay proposed may, it is submitted, be therefore accepted on the understanding that grain compensation allowance is not

L.E.K.—13-8-17.

L.D.—13-8-17.

to be allowed to any of the men newly appointed. It is presumed that the whole establishment of clerks and peons, etc. will, like the sub-assistants who are

stated to be temporary, be on a temporary footing only.

8. Training of elementary teachers (Paragraph 9 of Director of Public Instruction's letter on pages 15-7, current file, and paragraphs 10 and 14 of Home Department note on pages 5 and 6 ante).—The extra expenditure under this head is put at 49 lakh per annum but correctly is 63 lakh per annum, allowing for stipends on account of 21 months' training. The proposals for the establishment of the higher elementary training schools on a permanent basis at Chittoor, Trichinopoly, Coimbatore, Tanjore, Triplicane and Rāmnād may, it is submitted, be accepted. The scales of establishments proposed are the same as those allowed to other similar training schools—vide page 5 of G.O. No. 1086, Educational, dated 3rd December 1912, except that specific rates of pay have been mentioned by the Director of Public Instruction for the sub-assistant inspectors and the supervisors who are now employed in the existing schools and who will hereafter be employed in the new schools. The net result of this is:—

(i) that fourteen permanent sub-assistants—six on Rs. 125, four on Rs. 100 and four on Rs. 75—have been proposed to be added to the cadre; and

(ii) that eight posts of supervisors four on Rs. 40 and four on Rs. 30—are proposed to be abolished and six posts on Rs. 50 proposed to be added to the supervisors' cadre.

It is submitted that the correct procedure seems to be to add or abolish the required number of posts to the cadres in accordance with the authorized proportions instead of fixing local rates of pay for the schools. If this course is adopted, what has to be done in this case is to add fourteen posts to the sub-assistants' cadre and to abolish two posts in the supervisors' cadre. As regards the sub-assistants the proposal, which the Director of Public Instruction and the Home Department consider sufficient, of adding six posts to the Rs. 125 grade, four to the Rs. 100 grade and four to the Rs. 75 grade, is slightly cheaper than the addition which will be justifiable according to the authorized proportion.

I don't think we need suggest extra expenditure.

L.E.K.—13-8-17.

L.D.—13-8-17.

It is for orders whether it would not be preferable to make the additions in proportion of the existing grading. There will then be a further expenditure of Rs. 600 per annum.

As regards the supervisors, there is no reason to adopt the Director of Public Instruction's and the Home Department's costly proposals of creating six posts in the

P. H. C.

The men are to be found from the existing cadre and will ~~draw~~ draw personal pay. The net result is abolition of two supervisor's post and the office is correct in suggesting merely the reduction of them.

L.E.K.—13-8-17.

L.D.—13-8-17.

there being an extra expenditure of Rs. 20 per mensem in this service, there will be a saving of Rs. 70 per mensem or Rs. 840 per annum. No further remarks are called for under this head.

9. Ear-marking of Rs. 20,000 out of the Imperial grant for improvement of aided training schools (Paragraph 10 on page 7, current file, and paragraph 11 of the notes on page 5 ante).—This need not be objected to, but as pointed out by the Home

(Education), the Director of Public Instruction will have to be asked to

suggest the specific scales for students under training so that necessary amendment may be made in Rule 47 of the Grant—in—aid Code—Cf. G.O. No. 378, Educational, dated 2nd May 1912, and G.O. No. 46, Educational, dated 10th January 1914. As to grants for improvement of pay of teachers, the Director of Public Instruction can fix the amount—cf. Rule 44 of the Grant—in—aid Code.

10. Local Government's powers to sanction the present proposals.—In so far as revision of permanent establishments is concerned, the Accountant-General states in his letter on page 10, current file, that the Rs. 50,000 limit is not exceeded and that the proposal may therefore be sanctioned by this Government. In his letter on page 11, current file, the Accountant-General has however worked out the extra cost to Rs. 53 lakh per annum. It is observed that in making these calculations the Accountant-General has mixed up some expenditure on temporary establishment with that on the permanent staff and he has in some cases omitted additional expenditure proposed under the latter. The correct extra expenditure under permanent establishment, excluding stipends, contingencies, etc., is worked out below:—

	Director of Public Instruction's proposals. (LAKHS)	Financial Department proposals. (LAKHS)
(a) Raising the minimum pay of women teachers to Rs. 12 per mensem in Government schools ...	1.50	0.08
(b) Raising the minimum pay of teachers in boys' schools—Government institutions—to Rs. 11 per mensem ...	0.01	0.01
(Proposals in paragraphs 6-8 of Director of Public Instruction's letter evidently relate to temporary establishments).	...	...
(c) Elementary training schools at six places ...	30	29
	39	38

The proposed increase of permanent establishments falls within the sanctioning powers of Government. The other proposals relating to temporary establishments, subsidies to local bodies and grants-in-aid are also within this Government's powers of sanction. The Director of Public Instruction will have to be asked to submit the necessary detailed proposition statements.

T.R.N.N.—10-8-17.

A.S.—10-8-17.

L. E. KERSHAW—11-8-17.

L. DAVIDSON—13-8-17.

A separate u.o. note to the Director of Public Instruction on the points raised in the financial note is submitted for approval.

S.A.—15-8-17.

N.K.—15-8-17.

C. RAMANUJA ACHARIYAR—16-8-17.

Issue sharp.

R. RAMACHANDRA RAO—17-8-17

The following points are noticed in the proposals submitted by the Director of Public Instruction for the utilization of the recurring Imperial grant of 4 lakhs:—

(1) *Enhancement of the minimum pay of women teachers in elementary girls' schools under public management to Rs. 12 per mensem.*—The Director's letter is silent on the question of effecting the withdrawal of the grain compensation allowance simultaneously with the enhancement proposed, though he was asked to report on the point in G.O. No. 1320, Home (Education), dated 8th December 1916. As the policy of the Government is to extinguish this allowance when a permanent revision of pay is effected, it appears desirable to lay down that when the enhanced pay is given effect to, the allowance should be withdrawn.

(2) *Raising the minimum pay of trained teachers in elementary boys' schools under public management to Rs. 11 each per mensem.*—Here again it is not clear whether the grain compensation allowance is to be continued. A better solution appears to be to raise the pay to Rs. 12 and to withdraw grain compensation allowance. The Director of Public Instruction may be requested to report if this plan could be adopted, and if so, what additional cost it is likely to involve.

(3) *Raising of the scale of teaching grants paid under rule 15 of the Grant-in-Aid Code to teachers in aided elementary schools for boys and girls.*—The increase proposed in the case of secondary grade teachers from Rs. 4 to Rs. 10 per mensem seems large. It would appear sufficient for the present to increase the rate to Rs. 6 per mensem.

(4) *Training of twenty students for L.T. in St. Joseph's College, Trichinopoly.*—It seems that the allowance of Rs. 250 per mensem for lecturing in pedagogy is very high considering that major professorships in the Medical College carry an extra pay of Rs. 200 only. The Director may be requested to report whether Rs. 150 per mensem will not be sufficient. It appears also sufficient to sanction the payment of the allowances to the lecturers for a period of nine months to begin with.

(5) *Training of secondary grade students in aided and Government institutions.*—It is presumed that the whole establishment of clerks and peons, etc., will, like the sub-assistants who are stated to be temporary, be on a temporary footing.

(6) *Training of elementary teachers.* According to the Director's proposals, six posts of supervisors on Rs. 50 will have to be created and eight posts in the lower grades on Rs. 40 and Rs. 30 abolished. The net result so far as the numerical strength is considered is the abolition of two posts of supervisors. The simpler course appears to be to abolish one post on Rs. 40 and one on Rs. 30 and this arrangement will be in keeping with the existing authorized scales. If this suggestion is adopted, there will be a saving of Rs. 70 per mensem instead of an extra expenditure of Rs. 20 per mensem entailed by the Director's proposals.

(7) It is presumed that the new establishment to be entertained (both permanent and temporary) will not be eligible for grain compensation allowance.

(8) It is observed that in calculating the annual recurring liability in respect of the higher elementary training schools to be made permanent, the Director has taken only twelve months' charges on account of stipends as annual liability instead of twenty-one months' charges as the course extends over four terms. The estimated annual cost of Rs. 43,364 will apparently have to be increased to Rs. 63,364.

16
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NOTES TO G.O. No. 1433, HOME (EDUCATION), 14TH NOVEMBER 1917 15

2. The remarks of the Director of Public Instruction may, it is submitted, be invited un-officially on the points referred to in the foregoing paragraph.

S.A.—15-8-17.

N.K.—15-8-17.

C. RAMANUIA ACHARIYAR—16-8-17.

If the Director of Public Instruction will please offer his remarks on the above points at an early date, final orders can be issued on his proposals.

Subject to the above remarks and subject to His Excellency's sanction and revision the Director of Public Instruction may proceed to give effect to his proposals.

R. RAMACHANDRA RAO—17-8-17.

From the Director of Public Instruction, dated 16th August 1917 No. 3146.

There is no objection to sanctioning in advance the proposals for the opening of secondary training sections in the four Government institutions as these have been practically approved by the Financial Department.

2. As regards the similar sections in the four aided institutions, the Director of Public Instruction now proposes that the sections may be treated as *private* training institutions and the expenditure involved met by the payment of grants in aid. The Director's letter R.O.C. No. 3146, dated the 24th June 1917, was not clear on the point. The employment of a separate clerk on Rs. 20 and a peon on Rs. 8 for each section may not be necessary if the sections are to be treated as private institutions. It may also be possible to make some cheaper arrangement for giving instruction in drill and drawing. Probably an allowance of Rs. 10 will suffice and a saving of Rs. 15 per mensem will thereby be effected. Moreover the stipendiary grant admissible to secondary grade teachers in private training schools is only Rs. 8 each per mensem (Rule 47 of the Grant-in-Aid Code) while the Director has provided in his estimates (page 4 of current file) for payment at the rate of Rs. 12 admissible for students in Government training schools, (rules 118 of the Madras Educational rules. So far as teaching grants to aided training schools are concerned, the amount is fixed by the Director after a consideration of all the circumstances of the case (rule 44 of the Grant-in-Aid Code). Thus the Director can sanction as grant in aid the entire expenditure excluding the stipends. Orders are solicited as to whether the proposals of the Director of Public Instruction to treat the sections as private institutions and to pay their entire cost as grants in aid may be approved. An almost similar procedure was adopted in 1912 (G.O. No. 602, Educational), dated 5th July 1912.

S.A.—23-8-17.

N.K.—23-8-17.

Yes.

R.R.—24-8-17.

We may sanction the Director of Public Instruction's revised proposals.

We have already practically agreed to the expenditure so far as secondary training is concerned. We need not object to the proposal regarding the adjustment of the expenditure. The arrangement is not exactly of the nature of aiding training institutions under private management and cannot therefore be regulated by the rules laid down for them. Private institutions are here utilized for the sake of convenience, and the arrangement is more of the nature of local bodies (institutions, the net cost of which is borne by Government. The scale of establishment and stipends may have necessarily to be similar to those in Government institutions.

C.R.—24-8-17.

N.K.—24-8-17.

R. RAMACHANDRA RAO—25-8-17.

A.S.—28-8-17.

3. (4) The amount of grant to be given till August 1915, to I.T. class was exhaustively discussed with them and the manager of the college for their not start the class for less. The pay of the Vice-Principal may be more applied compared with that of the Vice-Principal of the Teachers' College who are Indian Educational Service on Rs. 500—1,000 or of the officer now acting for him high in the Provincial Educational Service or with the lecturers in the Provincial Educational Service and in special posts of Rs. 200 and Rs. 250, than with professorships in the Medical College who deliver a limited number of lectures, and have

pay and private practice to boot Rs. 250 a month is what the college is actually paying an additional man to do the work. Before proposing to continue the arrangement for another year I shall go again into the question of cost in the light of experience gained.

4. (5) The whole additional establishment of clerks, peons, etc., proposed for Government training schools may be on a temporary footing.

5. (6) The proposals involve a slight improvement in the cadre of supervisors thus :—

Grade.	Present number in grade.	My proposals.	Secretariat proposals.
Rs.		Rs.	Rs.
50	36	42	36
40	76	72	75
30	164	160	163

I think this improvement is very desirable in view of the large number of men in the lowest grade. It will also so far as it goes facilitate the contemplated absorption of the supervisors in the proposed class of deputy inspectors by facilitating the recruitment of well-qualified men. The headmastership of a model school also carries a pay of Rs. 50 and it is desirable that so far as may be the lowest training assistant should not draw less.

6. (7) In this connexion please see G.O. No. 934, Educational, dated 25th August 1915. The non-allowance of grain compensation allowance will lead to the same inconveniences as were pointed out in that connexion and I therefore request that similar orders may be passed allowing incumbents of posts carrying grain compensation allowance transferred to these new posts may draw the amount of grain compensation allowance as a personal allowance, newly appointed men not being entitled to it.

7. (8) It is the case that in the second and following years the extra cost under stipends will be Rs. 63,264.

J. H. STONE—1-9-17.

HOME (EDUCATION) DEPARTMENT.

Submitted that the remarks of the Director of Public Instruction in his u.o. note which seem reasonable may be concurred in and his proposals accepted with the concurrence of Financial.

S.A.—7-9-17.

N.K.—7-9-17.

C. RAMANUJA ACHARIYAR—7-9-17.

R. RAMACHANDRA RAO—10-9-17.

FINANCIAL DEPARTMENT.

Orders have already issued in the Home Department on a section of the Director of Public Instruction's proposals, with the concurrence of this department. The Director of Public Instruction's views have since been obtained on the points in respect of which Financial made some suggestions in the notes on pages 26-29 ante and after considering these the Home Department concur in the proposals of the Director of Public Instruction. These points are examined below :—

2. Abolition of grain compensation allowance.—The Director of Public Instruction in referring in his note on page 16 ante to 'dishonesty towards the Government of India', seems it is submitted to be labouring under a mis-apprehension; the Financial Department did not suggest any appropriation of the Imperial grant without sharing an equivalent expenditure from Provincial revenues. If the raising of the pay of women teachers to a minimum of Rs. 12 per mensem and of the pay of teachers

in boy schools also to a minimum of Rs. 12 instead of Rs. 11 suggested by the Director of Public Instruction, together with a simultaneous abolition of grain compensation allowance do not absorb (15 + 1.17 =) 1.32 lakhs of expenditure, the amount now proposed to be spent by the Director of Public Instruction on the two items, it is always open to him to submit proposals for the utilization of the balance, with due regard to the instructions conveyed by the Government of India, Education Department, in their letter of the 29th March last. The question of 'dishonesty towards the Government of India' raised by the

Yes. We do not want to rob the Government of India of anything.

L.E.K.
L.D.

Director of Public Instruction is, it is submitted, irrelevant.

The real point at issue is whether a minimum pay of Rs. 12 per mensem for elementary school teachers, which has been held by the Government of India and this Government in the past to be the standard minimum, is sufficient or whether it should be supplemented still by grain compensation allowance. It is submitted that in view of the increase from Rs. 8 to 10 sanctioned only recently in 1912 (G.O. No. 445, Educational, dated 22nd May 1912) and

While I do not agree with the Director of Public Instruction that the abolition of grain compensation allowance means filching money from India, I think that we may agree to the continuance of grain compensation allowance, because, when Rs. 12 was regarded as the minimum, there was no intention really to withdraw grain compensation allowance.

L.E.K.
L.D.

going beyond the Rs. 12 limit referred at Z (page 17 ante).

3. Teaching grants on behalf of secondary teachers in elementary schools—(paragraph 5 on page 12 ante and paragraph 2 on page 10 ante)—In view of the object of the Director of Public Instruction, which is now explained by him, to set a premium on the larger employment of this class of teacher in elementary schools, it is for orders whether the proposal may be agreed to.

We need not object.

L.E.K.
L.D.

4. Allowance for lecturing in Pedagogy in St. Joseph's College Trichinopoly—(paragraph 6 on page 11 ante and paragraph 3 on page 11 ante)—As the Director of Public Instruction states that the college is now actually employing an additional man on Rs. 250 per mensem for this work, and that he will examine the question of cost again before continuing the arrangement in 1918, in the light of the experience gained this year, it is for orders whether the allowance may be agreed to.

L.E.K.
L.D.

5. Revision of the Supervisors' cadre—(page 14 ante and paragraph 5 on page 11 ante).—Please see paragraph 1 of G.O. No. 37, Home (Education), dated the 8th January 1917, wherein Government have directed as a temporary measure to keep vacant 14 posts of supervisors, viz., two in the first grade, four in the second grade, and eight in the third grades. It has been recently decided to make permanent the arrangements sanctioned in this Government Order, and the permanent abolition of the 14 posts will be made in the grades mentioned above. There appears to be no

L.E.K.
L.D.

reason why in the present case alone the principle of proportionate distribution of the

I am of opinion that it should.

L.E.K.
L.D.

two posts to be abolished should be abandoned by Government. It is for orders whether the previous decision of Financial may not be maintained.

6. Abolition of grain compensation allowance for clerks, peons, etc., posts to be newly created (paragraph 3 on page 20 and paragraph 6 on page 42 ante). The Director of Public Instruction's proposals safeguard only the existing men's rights and need not, it is submitted, be objected to—cf. G.O. No. 934, Educational, dated the 25th August 1915.

L.E.K.
L.D.

7. The file may be returned to the Home Department.
A.S.—17-9-17.

L. E. KERSHAW—18-9-17.

A at page 19. As to the Rs. 12 minimum, what I personally have always had in view when noting has been Rs. 12 without grain compensation allowance or any other supplemental allowances. The Government of India should of course be debited only with $(x-y)$, where x is the enhancement in pay, and y is the amount of grain compensation allowance abolished. If existing incumbents already draw over Rs. 12 including grain compensation allowance, I would let them continue to do so, treating the excess over Rs. 12, as a personal allowance for those incumbents.

I do not think we should now sanction any additions which would raise the aggregate emoluments of any one beyond Rs. 12.

L. DAVIDSON—19-9-17.

HOME (EDUCATION) DEPARTMENT.

The proposals of the Director of Public Instruction for the utilization of the Imperial recurring grant of four lakhs and the criticisms thereon in the Financial Department are set out below.

2. Increase of pay of teachers in secondary schools.—Lump sum to be kept at the disposal of the Director for distribution to secondary schools at his discretion outside the provisions of the Grant-in-Aid Code, a proportion to be ear-marked for board and municipal schools (Rs. 41,000).

The proposal is generally accepted by Financial, but it is pointed out that the sanction of Government is necessary to the grant of subsidies to local boards and municipal councils towards an increase in the pay of their teachers. The Financial Department has also noted that the acceptance of that department should be obtained before final orders are issued as to the conditions, subject to which the Director of Public Instruction will be authorized to disburse grants outside the provisions of the Grant-in-Aid Code. The Director of Public Instruction will, no doubt, address Government whenever he proposes to depart from the rules laid down in the Grant-

R.R. in-Aid Code (and such cases will be sent to Financial before orders issue) and he may be told so.

3. (i) Raising the minimum pay of women teachers (trained and untrained) in elementary girls' schools under public management to Rs. 12 per mensem (cost Rs. 15,000).

(ii) Raising the minimum pay of trained teachers in elementary boys' schools under public management from Rs. 10 to Rs. 11 per mensem. (Cost Rs. 1,17,421).

The Financial Department urges that the minimum pay should be raised to Rs. 12 in both cases, that grain compensation allowance should be simultaneously withdrawn and that such of the teachers as now draw over Rs. 12 including grain compensation allowance should be compensated by the grant of a personal allowance.

The Director of Public Instruction is opposed to the proposal on the ground that it will not really benefit the teachers and that it will be giving with one hand and taking away with the other. There has been so far no official pronouncement that grain compensation allowance should be withdrawn when the minimum pay is raised to Rs. 12, but from paragraph 2 (b) (ii) of the Director's letter on page 3 of current file it appears that in a few schools under the management of local bodies the raising of the pay to Rs. 12 has been accompanied by the withdrawal of grain compensation allowance. The minimum pay in elementary girls' schools differs in different localities, but the majority draw Rs. 10 per mensem (pages 9 and 10 of G.O. No. 1320, dated 8th December 1916). In elementary boys' schools all trained teachers are entitled to a minimum pay of Rs. 10 per mensem. The grain compensation allowance admissible is Re. 1 or Rs. 1-8-0 according to the district in which the teacher is employed. Thus if the minimum pay is raised to Rs. 12 per mensem in the case of teachers now drawing Rs. 10 per mensem, the net increase will be Re. 1 or As. 8 according to locality. If the teacher is already drawing Rs. 11 per mensem, there will be no increase in emoluments by raising the pay to Rs. 12 per mensem. In districts where the grain compensation allowance admissible is Rs. 1-8-0, the teachers on Rs. 11 per mensem will have to be compensated by the grant of a personal allowance of As. 8.

It is for consideration whether the proposal in the Financial Department may be accepted.

4. Raising the scale of teaching grants for each trained teacher of the lower elementary grade from Rs. 3-8-0 to Rs. 4, for each trained teacher of the higher elementary grade from Rs. 4 to Rs. 5, and giving a grant of Rs. 10 for each trained teacher of the secondary grade. (Rs. 80,000).—The proposal has been accepted by Financial.

R.R.—1-10-17.

The Director of Public Instruction may be asked to submit a draft of the amendment to be made in the Grant-in-Aid Code.

5. Attaching an L.T. Training class to the St. Joseph's College, Trichinopoly (Estimated cost for 12 months, Rs. 9,600).—The Financial Department has accepted the suggestion made in this department that the staff and teaching allowances should be paid only for nine months. This will reduce the estimated cost to Rs. 8,000. The training class has already been opened in anticipation of formal approval.

6. Attaching secondary training classes to four aided institutions and opening secondary training sections in four Government institutions (Cost Rs. 36,988).—These proposals have already been sanctioned in G.O. No. 1105, Home (Education), dated the 29th August 1917.

7. Raising the status of the Government lower elementary training schools at Trichinopoly, Chittoor, Coimbatore and Tanjore; placing the temporary training school at Triplicane on a permanent footing and the opening of a higher elementary training school in the Rāmād district (Cost Rs. 48,864).—As the period of training lasts for four terms, the cost on account of stipends to teachers under training will have to be calculated for 21 months instead of for 12 months as in the Director's estimate. If this is done, the estimated annual cost will come to Rs. 63,264. The Financial Department generally accepts the proposals, but suggests a modification in the Director's recommendation as affecting the supervisors' cadre. According to the scale of establishment proposed on pages 6 and 7 of current file for the new higher elementary training schools, the cadre of supervisors will have to be reduced by two. The Director of schools has proposed that four posts on Rs. 40 and four on Rs. 30 in the cadre of supervisors now sanctioned for the four lower elementary training schools at Chittoor, Trichinopoly, Coimbatore and Tanjore should be abolished when the status of these schools is raised and that for the new six higher elementary training schools of these schools is raised and that for the new six higher elementary training schools six posts on Rs. 50 in the first grade of supervisors should be created. The Director considers it desirable that the lowest assistant in the training section should not draw less than the headmaster of the attached model school who will draw a salary of Rs. 50 per mensem and also that in view of the large number of men in the lowest

grade of supervisors some improvement in the higher grades is very desirable. The Financial Department is, however, of the opinion that the men of the requisite pay and qualifications for the new higher elementary training schools should be found from the existing cadre and that instead of adopting the round about procedure suggested by the Director, the simpler course would be to abolish one post on Rs. 40 and one on Rs. 30 as this arrangement will be in keeping with the existing authorised scales. It is also pointed out that the arrangement will secure a saving of Rs. 840 per annum, whereas under the Director's proposals there will be an extra cost of Rs. 240 per annum. The effect on the supervisors' cadre according to the proposals of the Director and the Financial Department is shown below:—

Grade.	Present number in the grade.	Number according to the Director's proposals.	Number according to the proposals in the Financial Department.
First grade (Rs. 50)	36	42	36
Second grade (Rs. 40)	76	72	75
Third grade (Rs. 30)	164	160	163
Total	276	274	274

I accept these.

R.R.—1-10-17.

It is for consideration whether the proposals of the Financial Department may be accepted.

8. *Opening of a training section in the Government Secondary school, Bhadrachalam (Rs. 1,950).*—The proposal has already been sanctioned in G.O. No. 960, dated 20th July 1917.

9. *Improvement of aided training schools (Rs. 20,000).*—The proposal is accepted by Financial, but it is pointed out that the revision of the scale of grants for students under training laid down in rule 47 of the Grant-in-Aid Code requires the sanction of

R.R.—1-10-17.

Government. The Director of Public Instruction may be asked to submit the necessary proposals in this respect.

10. *Improvement of Government secondary schools for girls and of training schools for mistresses.*—As pointed out in the Financial Department note on page 1 ante, the amount available for expenditure under this head according to the Director's proposals is only about Rs. 16,000. This amount is, however, liable to revision in the light of the orders that may be passed on the other items of expenditure detailed

R.R.—1-10-17.

above. The Director has promised to submit separately detailed proposals and these are awaited.

11. Orders are requested on the questions raised in paragraphs 3 and 7 supra.
N.K.—23-9-17.

C. RAMANUJA ACHARI—29-9-17.

Paragraph 3.—I accept the Chief Secretary's views. That grain compensation allowance should be abolished when the pay is raised to Rs. 12 and that if old pay plus grain compensation allowance is over Rs. 2 the excess should be converted into a personal allowance. The Director of Public Instruction's argument that high prices have come to stay is really one for enhancement of salaries. It is, however, possible that under this view some of the teachers will not be benefited. I would leave it to the Director of Public Instruction to propose a higher rate of salary, wherever necessary, and Financial will doubtless remember that grain compensation allowance has been abolished.

The proposals above as modified with reference to observations of Financial are for sanction.

R. RAMACHANDRA RAO—1-10-17.

Under His Excellency's instructions I referred this file to the Director of Public Instruction and now attach his demi-official reply, dated 12th October 1917, for consideration and necessary action.

T. E. MOIR—14-10-17.

ENCLOSURE

Demi-official—from the Hon'ble Mr. J. H. STONE, Director of Public Instruction.
To—Mr. T. E. MOIR, I.C.S., Private Secretary to His Excellency the Governor.
Dated—the 13th October 1917.
No.—C. 169.

I have kept this file waiting for information from Graham as to the source from which grain compensation allowances are met for board school teachers. He has not yet given it me, but I believe they are paid by boards from their own funds and that their payment is not universal. I still think it a mistake to mix up this question with that of the pay of teachers. What will happen I suppose will be that Government will distribute to the boards by means of subsidies a sum sufficient to raise the pay of teachers to Rs. 11. That is all that can be provided from the four lakhs. The board will then be expected to provide another rupee of pay in lieu of grain compensation and in some cases a rupee and a half, of which the half will be a personal allowance. Those boards that do not now pay grain compensation allowance will presumably not do this and will say that they have not funds to do it. It seems to me that instead of simplifying things the proposal will merely lead to further complications.

Is it not rather odd that a matter of this kind that certainly affects all local bodies should not have been referred to Local and Municipal?

Is it not further a mistake to announce a minimum pay of Rs. 12 for elementary teachers and have to explain that this means after all only a rise of Re. 1 on the present minimum for teachers under boards that give Re. 1 ^{compensation} allowance and in the case of boards giving Rs. 1-8-0 means a loss of 8 annas that has to be made good by a personal allowance thereby making the posts worth Rs. 8 less and to this extent diminishing the attractiveness of the teaching profession?

Apparently the Director sticks to his original recommendation that the minimum pay of women teachers in girls' schools and of trained teachers in boys' schools should be fixed at Rs. 12 and Rs. 11 each per mensem respectively and that grain compensation allowance should continue to be paid as heretofore, while the Financial Department suggests that the minimum pay in both cases should be fixed at Rs. 12 per mensem and that the payment of grain compensation allowance should be discontinued, those who are already in receipt of a higher pay (including grain compensation allowance) being granted a personal allowance of the excess of the present pay over Rs. 12. From paragraphs 3 and 4 of the Director's letter, dated the 24th June 1917, it would appear that the number of teachers in Government schools is very small as compared with those in board and municipal schools. As the teachers in schools under local bodies are mainly affected by the present proposals, it is submitted that the remarks of the Local and Municipal Department may be invited u.o. on the point.

2. With reference to the Director's letter, dated the 13th October 1917, requesting early sanction of the estimate for working the L.T. section attached to the St. Joseph's College, Trichinopoly, it is submitted that Financial have approved this proposal—please see paragraph 6 on page 1 and paragraph 4 on page 2 ante. A draft order according the requisite sanction is submitted for approval. After its issue, the file may be sent to Local and Municipal with reference to paragraph 1 supra.

S.A.—17-10-17.
N.K.—18-10-17.

Issue.

2. Regarding the grain compensation allowance.

C. RAMANUJA ACHARI—13-10-17;

R. RAMACHANDRA RAO—20-10-17.

To the Local and Municipal Dept

LOCAL AND MUNICIPAL DEPARTMENT.

Please see paragraph 1 of the notes on the previous page. From G.O. No. 721, Educational, dated 30th June 1916, it seems clear that Provincial subsidies are paid to local bodies in respect of increase of salaries to elementary school masters and not in aid of grain compensation allowance. This allowance, when it is paid, is therefore met from the funds of the local bodies themselves.

As the object of the recurring Imperial grant referred to in the present file is to enhance the salaries of the teachers in elementary schools, the Director of Public Instruction recommends that such increase should be paid irrespective of the question of grain compensation allowance.

In the case of teachers in boys' schools who are in receipt of Rs. 10 plus Rs. 1-8-0 grain compensation allowance at present, the Director of Public Instruction's proposal will give them Rs. 11 plus Rs. 1-8-0, i.e., increase of one rupee. The Financial Department's proposal will give them Rs. 12 only or 8 annas less as compared with the Director of Public Instruction's scheme. In the case of women teachers in girls' schools who are in receipt of Rs. 10 plus Rs. 1-8-0 as grain compensation allowance, while under the Director of Public Instruction's proposal they will get Rs. 12 plus Rs. 1-8-0, under the Financial Department's proposal they will get Rs. 12 only or Rs. 1-8-0 less than under the Director of Public Instruction's scheme. These teachers will not therefore be benefited under the Financial Department scheme.

For orders whether the Director of Public Instruction's proposal may be supported in this department, the question of grain compensation allowance not being considered at all.

N. CHENGAL RAO—3-11-17.

We may support the Director of Public Instruction's proposals in this department.

V. T. KRISHNAMA ACHARIYAR—3-11-17.

I do not see what guarantee there is that, if Government does not consider the question of grain compensation allowance in this connexion, the local bodies also will consent not to consider it. We may very well find that after Government has given the increased subsidy, the local bodies, in consideration of the increased pay of the teachers, will withdraw the grain compensation allowance and in many cases the teachers will then be worse off than they are now.

Apparently we have no exact information as to which boards now pay grain compensation allowance and what expenditure it involves; but I understand that comparatively few boards pay. Would it not be a good thing to find out what is being paid now and where; to induce the boards that pay to substitute a permanent increase for grain compensation allowance; and then to use the remaining grant for the purpose of levelling up?

R. A. GRAHAM—5-11-17.

For orders as to whether a reference may be made to all presidents of district boards and chairmen of municipal councils as at A above.

It is however submitted that local bodies are not likely to withdraw grain compensation allowance in cases where the Government make a further grant towards increasing the permanent pay of elementary schoolmasters, as these bodies are generally inclined to be over-liberal to their servants as is seen by the proposals submitted to Government from time to time.

N.C.—5-11-17.

We may ask presidents and chairmen to give the information referred to at A above.

V.T.K.—5-11-17.

25
NOTES TO G.O. No. 1433, HOME (EDUCATION), 15TH NOVEMBER 1917 25
Do so and then return the file to Educational. That department may perhaps not approve the suggestion.

R. A. GRAHAM—6-11-17.

A draft memorandum is submitted for approval. After issue of the memorandum the file may be returned to Home (Education) u.o.

C.V.K.—6-11-17.

K.V.V.—6-11-17.

N. CHENGAL RAO—6-11-17.

V. T. KRISHNAMA ACHARIYAR—7-11-17.

HOME (EDUCATION) DEPARTMENT.

From the Director of Public Instruction, No. 3146, dated 26th October 1917.

The file on the subject was forwarded to Local and Municipal un-officially for remarks on the 29th instant with U.O. No. 21641-2 (Education). Submitted that that department may be requested to deal expeditiously with the file and return it at a very early date.

S.A.—2-11-17.

N.K.—2-11-17.

C. RAMANUJA ACHARIYAR—2-11-17.

LOCAL AND MUNICIPAL DEPARTMENT.

Submitted that the Home (Education) Department may be informed that the main file is being returned to them un-officially to-day separately.

C.V.K.—7-11-17.

K.V.V.—8-11-17.

N.C.—8-11-17.

HOME (EDUCATION) DEPARTMENT.

*The file is getting bulky. It seems desirable to get out final orders on the proposals generally, the residual proposal alone being reserved for later consideration separately.

C.R.—10-11-17.

A draft order sanctioning all the proposals except those relating to the enhancement of pay of teachers in elementary schools under public management and the payment of enhanced teaching grants to aided elementary

schools is submitted for approval. It may be forwarded to Financial for noting the number of sanction.

S.A.—10-11-17.

N.K.—10-11-17.

C.R.—10-11-17.

R. RAMACHANDRA RAO—12-11-17.

FINANCIAL DEPARTMENT.

The sanction number is 124 of 1917-18.

L. E. KERSHAW—12-11-17.

HOME (EDUCATION) DEPARTMENT.

The draft may be submitted to His Excellency the Governor for approval.

C.R.—12-11-17.

R.R.—14-11-17.

P[ENTLAND]—14-11-17.

Issue. Print up.

Make a note of the pending points for further orders.

R.R.—15-11-17.

[G.O. No. 1433, Home (Education), dated 15th November 1917.]

ORDINARY.

PRESS SLIP.

REFERENCE.

URGENT

DEPARTMENT.

19 NOV 1917

Current No., dated 1917.

G.O. No. 1433, dated 15/11/1917.

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(b) Notes 52
(b¹)

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