

Home (1917) Department.
Education

Ordinary SERIES.

G.O. No. 847

DATED 25.6.17

INDEXED

[Despatch Abstract.]

Madras College for Women.

Sanctioning the proposals of the Director of Public Instruction to employ for a period of one year from the 1st July 1917 of a third Assistant professor on Rs.200-10-250 a month in the ———, to raise with effect from the same date the pay of the two existing assistant professors from Rs.200 to Rs.200-10-250 and Rs.225-10-275 respectively and to retain Miss Phillips's services until she is relieved by Miss Ebbutt in July 1918 1917.

PAPERS PUT UP WITH CURRENT No. _____

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

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HOME (EDUCATION)

DEPARTMENT.

Vol. No. 48 B

C.F. - 20

Received 191 . Registered 14. 4. 1917.

Subject.

Requesting sanction of Government for the
Assistant
employment of an Additional/Professor on Rs.200 per mensem in the
Madras College for Women and the revision of the scale of pay of
the Assistant Professors on the staff.

ENCLOSURES	
No.	
Spare copies	

R. C. No. 719/1917

Station Madras, Dated the 25 March 1917

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

(Designation) Director of Public Instruction,
MADRAS.

To The Secretary to the Government of Madras,

HOME (EDUCATION) Department.
/Through the Accountant-General, Madras/.
Sir,

I have the honour to request that you will be so good
as to obtain the sanction of Government for the employment
for a year from 1st July 1917 of an additional Assistant
Professor on Rs.200 per mensem in the Madras College for
Women and for raising from that date and for the same
period the scale of pay of the two Assistant Professorships
in the College, one from Rs.200 to Rs.250-10-300 and the
other from Rs.200 to Rs.200-10-250 per mensem. These two
posts have been sanctioned for two years from 1st July 1916.

Gone 167582
18-2-16

2. There are at present three posts of Professor - two on Rs.400-20-500-25-750 each, sanctioned in G. O. No.754 Educational dated 9th July 1915, and held by Miss Dela Hey, the Principal and by Miss Cormick and the third on Rs.400 sanctioned in G. O. No.181 Educational, dated 18th February 1916 which has been temporarily filled by Miss L. Philipsz on a salary of Rs.200 per mensem. There are also two Assistant Professorships on Rs.200 each, one of which is held by Miss Gunther and the other by Miss Guba, a distinguished Master of Arts of the Calcutta University in succession to Miss K. Natarajan, who resigned her post in January last.

In connection with the application for affiliation of the College in Part I and Part II of Group V of the B.A. Degree course the Commission appointed by the Syndicate to hold a local enquiry has remarked that the staff is inadequate both as regards numbers and qualifications for the work now being undertaken and that a full time Lecturer in English of high qualifications should be obtained before the fourth year class is opened. The Principal accordingly requests sanction for the employment of a Sixth Lady Professor in the College and states that with the opening of the Senior B.A. Class in July next there will be additional work for about 20 hours a week and that it will not be possible to distribute the work among the present staff even as a temporary measure. She further states that the addition now proposed is only the minimum required so long as students take only Group V of the B.A. Degree course but that if there be a fair number of students for Groups IV and VI the staff will have to be further strengthened.

It may be mentioned in this connection that when the third year class was opened in July 1916 the employment of an additional Professor on Rs.400 to be in charge of the English work in the College and two additional Assistants on Rs.200 each was recommended in my letter R. C. No.317 of 16 dated 21st

January 1916, but sanction was accorded only to the employment of a Professor on Rs.400 and a single additional Assistant on Rs.200, the proposal to employ a Second Assistant Professor having been deferred until the appointment was shown to be imperatively necessary.

Further as the Secretary of State has intimated that no suitable candidate for appointment to the post of Additional Professor on Rs.400 already sanctioned is forthcoming at present, proposals for filling up the post locally have been submitted to Government separately (vide my R.C. No.9 dated 17th March 1917). The appointment of the Lady Professor proposed therein will displace Miss Philipsz and it is very necessary in the interests of the College that the latter should continue on the staff as an Assistant Professor in English from the date of her relief by the new Professor.

In the circumstances set forth above I consider the employment of an additional Assistant Professor on Rs.200 per mensem to be imperatively necessary from 1st July next.

3. The Principal suggests that the opportunity be taken to propose a revision of the scale of salaries of the existing two Assistant Professors as she fears that it will no longer be possible to retain the services of Miss Gunther unless her position is improved by the grant to her of an adequate salary commensurate with her qualifications, experience and responsibility. It is suggested that the two posts might carry a salary between Rs.200 and Rs.400.

I agree with Miss Dela Hey in thinking that the pay of the two posts is inadequate and beg accordingly to propose that the pay of one of the Assistant Professorships be fixed at Rs.250-10-300 and of the other at Rs.200-10-250.

These rates are, I submit, far from extravagant considering the fact that the post of Superintendent, Government Secondary Girls' and Training School for mistresses, Triplicane,

carries a salary of Rs.250-10-300 and that the posts of Superintendent of Queen Mary's High School for girls, Vizagapatam, and the Government Training School for mistresses and Secondary Girls' School, Coimbatore, carry a salary of Rs.200-10-250 each, though all the three institutions are of the Secondary Grade.

4. The extra cost involved by the above proposals will be Rs.2,000 (Rs.200+50 X 8) for the eight months of the next official year for meeting which I shall submit a reappropriation statement on receipt of the final issue of the Civil Budget Estimates for that year.

I have the honour to be,

Sir,

Your most obedient Servant,

for Director of Public Instruction

Y. V.

OFFICE OF THE ACCOUNTANT-GENERAL, MADRAS,

Fort St. George, the 12th of April 1917.

No. Kis.PA.3., 288

ENCLOSURES 2

Forwarded.

2 There is no audit objection to the proposal being sanctioned by Government.

3 A reference is however solicited to Government's Confidential memo No.8349-1.Fl., dated the 28th December 1915.

4 The necessary extra provision will be included in the estimate for 1917-18 if orders are issued by Government in the Financial Department to that effect.

Dy. Accountant-General.

To

The Secretary to the Government of Madras,

Home (Education) Department.

HOME (EDUCATION)

DEPARTMENT.

C.F.—20.

Received 17.4.1917 Registered 17.4.1917

Subject.

Requesting sanction of Government for the retention of Miss Philipsz as acting Additional Professor in the Madras College for Women until Miss Maud Isabel Ebbutt takes charge.

ENCLOSURES.

No.

Spare copies

Kc No. 2861/17

Station Madras, Dated the 14th April 1917

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

(Designation) Director of Public Instruction, MADRAS.

To The Secretary to the Government of Madras,

HOME (EDUCATION) Department.

Sir,

In paragraph 2 of their Order No.420 Home (Education) dated 29th March 1917 Government while appointing Miss Maud Isabel Ebbutt to the Indian Educational Service as Additional Professor, Madras College for Women, have stated that Miss L. H. Philipsz should vacate the post of Additional Professor at the end of the present working term of the College. It will be observed from paragraph 2 of my letter R. C. No.719/17 dated 20th March 1917 that I have already stated that it is

very necessary in the interests of the College that Miss Philipsz

NOTES.

2.

Philipsz whom Miss Dela Hey considers to be a valuable Assistant should continue on the staff from the date of her relief by Miss Ebbutt and that it is my intention to retain her by appointing her to the post of Additional Assistant Professor on Rs.200 for which sanction has been sought from 1st July 1917.

2. As under the G. O. referred to above Miss Philipsz will have to be without any appointment from the 5th April 1917 and as it is not the intention that there should be any break in the continuity of her service I have the honour to request that Government will be pleased to retain her as Additional Professor until she is relieved by Miss Ebbutt in July next.

3. I beg to add that Miss Philipsz cannot revert to the Government Secondary Girls' School, Triplicane, from which she was transferred to the Women's College since she holds at present no lien on any post in the former institution nor on any other post in the Department, and it would be very hard that she should forfeit her salary during the vacation of the Women's College.

I have the honour to be,

Sir,

Your most obedient Servant,

G. V. Subramanian

for Director of Public Instruction.

Y. V.

14.11.17

Deaf
NOTES.

Page 8

Home Education Department.

C.No. 48 B), From the Director of Public Instruction, No. 719/17, dated the 20th March 1917.

(C.No. 54 B), From the Director of Public Instruction, No.2861/17, dated the 14th April 1917.

Subject.- Revision of establishment of the Madras College for Women.

The D.P.I.'s proposals are:-

(i) ~~Re~~vision of the scale of pay of the two existing assistant professors on Rs.200 each in the Madras College for Women to Rs.250-10-300 and Rs.200-10-250 per mensem from the 1st July 1917;

(ii) The employment for a period of one year from that date of a third assistant professor on Rs.200 per mensem in the college;

(iii) The retention of Miss Philipsz as additional professor on Rs.200 until her relief in July 1917 by Miss Ebbutt who is appointed temporarily to the post on Rs.400 per mensem, in the Indian Educational Service.

The present scale of the professorial staff and ^{the} scale in accordance with proposals (i) and (ii) above are shown in one view in the ~~summary~~ ^{four leaf} statement.

NOTES.

Page 9

Present scale.

Principal	Rs. 400-20-500 with a local allowance of Rs. 150.
Professor.	400-20-500
2nd do.	400.
Assistant do.	200.
2nd do. do.	200.

Proposed scale.

Rs. 400-20-500 <i>with a local allowance of Rs. 150.</i>
400-20-500.
400.
250-10-300.
200-10-250.

3rd Assistant
professor. 200.

2. i) Revision of the scale of pay of the existing assistant professors.

Attention is solicited to para 4 of Mr. Stone's letter on page 3 of G.O.No.614, Edcl., dated the 27th May 1914 wherein he stated there were prospects of securing in India well qualified ladies for posts on Rs.200. He accordingly proposed a pay of Rs.200 for the assistant professor and the Government accepted it. Mr. Stone now considers that, for the reasons given in para 3 of his letter on pages 3 and 4 of current file, the scale should be revised so as to give one assistant professor Rs.200-10-250 and the other Rs.250-10-300, per mensem. The scale proposed provides for an even flow of promotion and it is therefore likely to attract and retain suitable candidates. Otherwise vacancies will occur now and then which will be detrimental to the development and success of the college. Submitted that the proposed revision of the scale may therefore be ~~approved~~ approved.

3. (ii) Employment of a third assistant professor.

The appointment of a third assistant professor was proposed last year but it was postponed at the instance of the Financial Department vide notes on page 3 of notes to G.O.No.181, Edl., dated the 18th February 1916. In para 2 of his current letter the Director gives sufficient reasons for the employment of an additional assistant from the 1st July next. Submitted that this proposal which is imperatively necessary may also be sanctioned.

4. As regards (iii) Miss Philipaz's retention till July next, attention is solicited to the Registrar's and the Secretary's notes on pages 18 and 21 of G.O. No. 420, Edl., dated the 29th March 1917. In the circumstances now represented by the D.P.I. her retention may also be agreed to.

5. A draft order is submitted for approval. If approved, it may be forwarded to the Financial Department for acceptance. The attention of that department may be invited to para.4 of the A.G's endorsement on page 5 of c.f. P.R.

IL
25-4-17. The additional assistant seems necessary for the Senior B.A. class to be opened from July next. Please see the report of the Commission of the University which reported on the application for the College.

With this new assist. there will be three on Rs.200. A graduate

pg 7280 294
21/2/17

Scale is desirable & the scale proposed is a modest one. The immediate necessity for this is this further's intention not to remain in the College if the pay of the post is not improved.

Draft, if approved, may go to Dr. for acceptance.

A
24.4.17

To D.P. (u.o).

The necessity to increase the pay of the 1st and propose to 250-10-800 is not made out.

Why not 200-10-250? I must say the annual increment is liberal.

2. During, for the present the period of 8th of the 3rd and 4th is of no use, is it not advisable to declare the pay to be 200-10-250?

2 Mrs. Philips may be retained till her relief in J.F.; good ones will follow.

my
30/4/17

Home (Chd) no. 488-1

24.4.17

24.4.17

U.O. No. C. 35 of 1917
16.5-1917.



Notes in CR

17.5.17



disputed
file

Serial no 4815-2
17.5.17

4124
FINANCIAL

cl
two

Recd 29.5.17
3/5

11 12

I do not think the rates proposed are ex-
traordinary, with a view to economy.
however, I suggest instead that the
two posts in question should be Rs. 200-10-250
and Rs. 225-10-275.
If my proposal about Mr. Alexander
be accepted, his temporary post would
fit in very well with these scales.
and might eventually be one in a
permanent establishment for the college.

17.5.17
16.

Home (Econ) Dept.

The alterations suggested by the D.O. are
indicated in the statement on page 2 above.
The proposals may be referred to the Financial
Dept. U.O. for acceptance.

2. Miss Alexander's case is dealt with in
the linked file.

21.5.17
JL
28.5.17

CR
26.5.17
Fauvel (U.O.)
28/5/17

PTD

Financial Department.

For the Asstt. Secy.

The proposals of the D. P. I. which the Home (Education) department are disposed to sanction are -

(i) to employ for a period of one year from the 1st July 1917 a third asstt. professor on Rs. 200-10-250 in the Women's College,

(ii) to raise, with effect from the same date, the pay of the two existing assistant professors from Rs. 200 each to Rs. 200-10-250 (233 $\frac{1}{3}$) and Rs. 225-10-275 (258 $\frac{1}{3}$) respectively, and

(iii) to retain Miss Phillippe in the college as additional professor on Rs. 200 p.m. until July next.

The extra cost involved is -

1 extra asstt professor	-	Rs 233 $\frac{1}{3}$
Increase of pay to the two existing asstt. professors	}	33 $\frac{1}{3}$ 58 $\frac{1}{3}$

325 p.m.

If the proposal in the linked file to employ Miss Alexander as a temporary lecturer on Rs. 300 p.m.

is accepted, the extra cost on account of the ^{of the} ~~employment~~ teaching staff of the Women's College would come to Rs. 625 p.m.

2. Item (i) - Please see Asstt. Secretary's note, agreed to by the Chief Secretary (Mr. Butterworth) on p. 3 of notes to G. O. 181-82 Educl., d/ 18-2-16. The Home (Education) department ^{now} point out that this proposal is of imperative necessity in the circumstances Financial need not, it is submitted, object. There appears, however, to be no strong reason why the pay of this appointment ~~is 200~~

see draft note

appearing draft

para 3, p: 3 sub

should be fixed at Rs. 200-10-250. Home (Education) may be asked to fix it at Rs. 200, the rate originally proposed by the D.P.I.

3. Item (ii).- Since it is feared that it will be impossible to retain the services of one of these asst. professors on the present pay and as frequent changes in staff that may be caused by ~~in~~ inadequacy of pay are considered undesirable, Financial, may, it is submitted, agree to the pay of the two posts being raised as proposed. If this scale be agreed to the 3 Asst. professors will draw Rs. 200, Rs. 200-10-250 and Rs. 225-10-275.

4. Item (iii) calls for no remarks.

5. Provision of funds.- Please see para 4 of the D.P.I.'s letter at p. 4 c.f. and para 4 of the A.G.'s Endt: at p. 5 c.f. As it is too late to enter the necessary provision in the current year's budget, the D.P.I. has to be asked to submit the necessary reappropriation statement. A para to that effect may be added to the draft order.

6. The draft order may, it is submitted, be accepted subject to the suggestions in paras 2 and 5 ante.

C.K.
5-6-17

Financial might accept the proposal for the creation of a third assistant professorship, but the rate of pay should be Rs 200. as suggested by the D.P.I. As regards the raising of the pay of the two others

para 3 imp. 3 c.f. +
para 2 imp. 2 ante

including the asst. in para 2 ante.

Recd 6.6.

para 2 imp 3 c.f.

appointments from Rs 200.
 to Rs 200-10-250 and Rs 225-10-275 / much to think that.
 Financial should decide. The
 rate of Rs 200 a month seems
 to have been attractive enough
 to secure the service of a
 distinguished Master of Arts
 in the person of Mrs. Gunther.
 Mrs. Gunther is said to be
 dissatisfied, and the fact is
 expressed that she will go if
 her pay is not increased.
 If Mrs. Gunther is so valuable
 as to make it absolutely ne-
 cessary for Govt. to care in
 to her the proper remedy, I
 submit, is the grant of a
 personal allowance and not
 an increase in the pay of
 the appointment. In the pre-
 sent case, however, I am
 doubtful whether Financial
 should offer to a personal
 allowance. If Mrs. Gunther does
 carry out her threat and go
 the D.P. / apparently has
 Mrs. Alexander at hand, so

p. 2. of

Para 3. p. 3 of

The former lady's resignation will therefore lead to no embarrassment except perhaps her own. For orders.

Q.

11-6-17

I agree with Mr. Kershaw. This is not the first case that has come up in which ladies who have accepted appointments with Educ. Dep. carrying definite rates of pay have started expecting for higher rates at a very early stage in their service.

11-6-17

Filed 11-6-17

Noted in CR
12-6-17



Home (20) Dep't.

Submitted for orders as to whether the proposal to increase the pay of the two Assitt professors should be negative. The pay of the new Assitt should be fixed at £200.

CR
12-6-17

Service in the Women's College is special & should be made attractive by increments. A lady professor should

I submit my original proposal of making all the \$ posts on 200-10-250 is the most equitable.

The Director wants however one of the posts to be on 225-10-275.

My
15/6/17

H.E.

A-M Fuen

The draft which is in accordance with the D.P.'s view may be approved.

P.

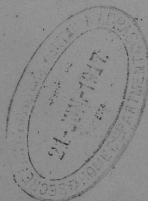
19.6.17.

I felt much hesitation about agreeing to these high salaries, but the Director assures me that at present the supply of qualified women is so limited & the demand so large that it is unavoidable to pay high. He hopes that as the Women's Colleges turn out more qualified candidates, rates will fall. This is very desirable in the interests not only of economy but of medical educ. as can not compete with the educational salaries. For the present, however, I feel constrained to accept the Director's proposal, tho' with much reluctance.

My 21.6.17.

have something better to look forward to for every year she spends in the College.

Box 12,
Circ 18617
Rd 21.6.17



The first idea of 1850-1851
 The District Board proposed one of
 200-10-250 in the most equitable
 of making a 3 foot one
 laboring my original proposal
 of increments, a 100 foot one
 special & should be more attractive
 device in the Western Village is



For orders whether the draft order may issue.
After issue, the file may be forwarded to the
Financial Dept. for perusal of H.M.'s orders.

22.6.17

Q
24/6/17

See June

(2) Fuel (a.o)

2576117

тис. №. 483-3
27.6.17

Teil 4.0

4894

Regd 27.6.17

Lept. penns. al.

C.8.

27.64

28.6.17

Home Education

Find us $\frac{48947}{2867}$

(rated in C.R.)

T.W.



For the present, however, I feel constrained to not compare with the "ecclesiastical" school, not only of economy but of individual character. This is very desirable in the individual, but will fall far short of the qualifications which are necessary to pay high wages. He hopes that as the business of the country is so large that it is necessary to have a large supply of qualified workmen as to high salaries, but the greater number are the less likely to receive about according to their merits.

” ” ” ” ” 19

" " 54 B. From the Director of Public Instruction, Madras, " 2861/17, " 14th April 1917.

No. 847, dated 25-6-19

The Government sanction the Director of Public Instruction's proposals to employ for a period of one year from the 1st July 1917 of a third assistant professor on Rs. ²⁰⁰⁻¹⁰⁻²⁵⁰ ~~300~~ 5 month in the Madras College for Women and to raise, with effect from that date, the pay of the two existing assistant professors from Rs. 200 each to Rs. ²²⁵⁻¹⁰⁻²⁷⁵ ~~200-10-300~~, respectively.

2. In the circumstances now represented by the D.P.I. the Government also sanction the retention in the college as additional professor on Rs.200 per mensem of Miss L. H. Philipsz until she is relieved by Miss Ebbutt in July next.

P.R.

To the Director of Public Instruction Q & O
Accountant General do.

Copy to Financial Department
(A & O).

$$\overline{25.4.7}$$

2015/17

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191

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ORDER OF GOVERNMENT

LETTER OF GOVERNMENT

STATEMENT WITH DITO.

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