

Home (1917) Department.
(Education)
Ordinary SERIES.

G.O. No. 243

DATED 22.2.1917.

INDEXED

[Despatch Abstract.]

Legislative Council.-

Recording papers relating to a question asked by the Hon'ble Mr. B. Venkatapati Raju at the meeting of the ----- held on the 6th February 1917 regarding the limiting of the tenure of office of the Personal Assistant to the Director of Public Instruction.

Stru LEGISLATIVE DEPARTMENT. ✓



CN^o 383 Em
25-1-17

QUESTION.—No. *132* for the meeting of the Legislative
Council to be held on the *6-2-1917*.

SUBMITTED that two copies of this Question may be forwarded to the
Home (Education) Department with reference to Nos. (1) and (4) of the
rules regulating Secretariat procedure in dealing with these Questions in the
Legislative Council. Orders regarding admission will be communicated in due
course.

V. T. K.
25-1-17

Leg U.O. No. *205* dated *25-1-17*

To

The *Home (Education)* Department. with Q. *132*.

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641.A 8. 22. 10. 04. ✓
 715 A 6. 12. 04. ✓
 120-24 5-3-02 ✓
 24-25 22-1-03 ✓
 294 R 14-6-07 ✓
 295 R 14-6-07 ✓
 779 R 4-7-14 ✓
 74 30-1-12 ✓
 1236 mi 4-5-10 ✓
 120 mi 1917 ✓

Local & Municipal (Legislative) Department.

The Hon'ble Mr. B. Venkatapati Raju.

Home (Education) Department.

Q. 132. Will the Government be pleased to consider the desirability of changing the Personal Assistant to the Director of Public Instruction every three years?

The first of the above mentioned questions was asked in the Legislative Assembly on 14th July 1937. The answer was given on 15th July 1937. The following is the answer given on that date:

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NOTES.

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Home (Gov) Department

The post of Personal Assistant to the D.P.D., Assistant to the D.P.D. as it was then called, was included in the Provincial Educational Service or the "Upper Subordinate Educational Service - Scholastic Branch" as it was then called, when it was first constituted in 1890 - vide G.O. No. 561 Ed. dt. the 5th August 1890. Para. 6 of the D.P.D.'s letter on page 3 of that G.O. gives the following as his reason for including the post in that service:-

"The post of Assistant to the D.P.D. has been included in the above list, because it is very necessary that the appointment should be held by a graduate of high attainments who has had, if possible, some experience either as a teacher in one of the Govt institutions or as an inspecting officer and also that the prospects should be such that the officer selected should not be tempted to seek promotion elsewhere, but rest satisfied to work on for a long period in this responsible post."

2. The names of the officers who held the post of Personal Assistant to the D.P.D. since then and the period for which they held the post are given below:-

(verified from the
Quarterly Circulars
of those years)

1. Mr. S. Sathianathan, M.A.; L.L.B. 1888-92-42
2. " V.T. Seshadri Alchanigar B.A. 1892-99-7
3. Mr. T. R. Scott. B.A. 1899-1906
4. Mr. Rao Bahadur A.C. Panatanti.
Kara Aygar, B.A.; J.S.O. 1906-07
5. " Rao Bahadur V. Krishnaswami
Jatavallabhar, B.A. (the present holder). 1907 —

3. From the above it will be seen that the present incumbent of the post, Mr. V.K. Jatavallabhar, has been in the post longer than any of his predecessors. He is an officer who rose from the position of the 14th Clerk in the Director's office. ^{He possesses} ~~no~~ no experience either as a teacher or as an Inspecting Officer which was required as a qualification for the post. When his name was first suggested for the post and for promotion to the Provincial Ed Service, the Govt. hesitated to accept the proposal and sanctioned the arrangement purely as a temporary measure and remarked that the proposal to promote him to the P.E.S. would be considered only if he was prepared to go out — please see ~~the~~ pages 5, 7-11 + 17 of notes to Govt. 124-25 Rdy the 26th March 1907 and pages 1+2 of notes to Govt. 294-95 Rdy the 14th June 1907. Subsequently, however, in view of Sir Alfred Bournie's recommendation the officer was confirmed in the

History of Services of
Gazetted Officers.

Vide extract in para. 1
ante.

6

P.E.S. as Personal Assistant to the D.P.S. - vide G.O.

② No. 195-96 Qd, the 5th May 1908 and the notes connected with it.

4. Except the limitation in regard to the present incumbent of the post of Personal Asst referred to above, neither the Director's letter extracted in para. 1 above nor the practice appears to suggest a limit to the tenure of appointment of the Personal Assistant to the D.P.S. On the other hand it may be desirable to retain an experienced officer in the appointment as long as possible especially when his fitness for that post had been admitted and as the other subordinate officers in the office, the Dy Director, is changing every three years - vide para. 3 of despatch on page 2 of G.O. no 24-25 Ex, of the 22nd January 1903. It does not therefore appear that there is sufficient justification for limiting the tenure of appointment of the Personal Assistant to the D.P.S. If this view is concurred in the following draft answer is for approval: -

"132. The Govt see no sufficient reason to lay down any rule limiting the tenure of the appointment of the Personal Assistant to the D.P.S. in the manner suggested."

5. The file may be sent to the D.P.S. for personal perusal.

30.1.17

30.1.17

Draft answer sent
2.2.17

Left to
30

VE

S. P. J. Co

Walter the draft
as per Rich, please?

RB

30/1/17

(Returned by the office of the D. P. J. 1-2-17)

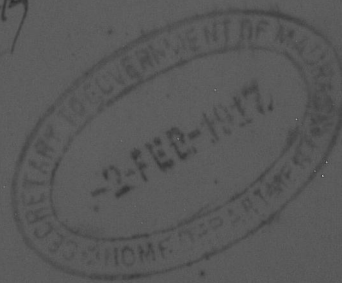
As the D. P. J. is now at Delhi, the
file has been returned to this office with
remarks. For orders whether the draft
answer on the previous page may be
issued to legislative provincially and
the file submitted to His Excellency as
to the final answer to be given to the
question

AL
1.2.17

11/2/17

Handwritten notes in margin

No. C-5
Cue 1.2.17
Retd 2.2.17



H.E. the Governor

Handwritten initials and date 2.2.17

The question and answer as finally approved were as follows:-

144 Q.—Will the Government be pleased to consider the desirability of changing the Personal Assistant to the Director of Public Instruction every three years?

144 A.—The Government see no sufficient reason to lay down a rule limiting the tenure of the appointment in the manner suggested.

The tenure of the office of Personal Assistant to the Director of Public Instruction to be limited to three years.

2. Submitted that the papers may be

order no. 243 of 22.2.17

mi

Recorded

Don

21-2-17

My

CR
22/2/17

CUTTINGS FROM NEWSPAPERS.

1. Name of Paper—*The Hindu*

2. Published at—

3. Dated—*Feb 6 - 2 - 17**For perusal**ca 15/2/17*

Personal Assistant to D. P. I.

TO THE EDITOR OF THE "HINDU."

SIR.—In answer to a suggestion made by the Hon'ble Mr. Venkatapathi Raju at the current Session of the Legislative Council urging the desirability of changing the personal assistant to the Director of Public Instruction once in three years, Government said that they saw no sufficient reason to lay down a rule limiting the tenure of the appointee under reference. It is not possible to know the circumstances that prompted the Hon'ble Member to make this interpellation or the reasons that led Government to give a rather unconvincing answer. Possibly, considerations of expediency and fear of the impression likely to be left on a superficial observer that the adoption of the suggestion at this stage would cast a reflection on the present incumbent of the post, account for Government's reluctance to move in the matter. If the question is looked at from this rather narrow point of view one has hardly any reason to complain of the attitude of Government. Leaving aside, however, the question of personality the proposal may be viewed in its broader aspect and examined as a question of general policy. The post does not carry a fixed salary but is included in the Provincial Educational Service. The object of such inclusion should have been to facilitate a free and periodical interchange between the inspectorate and the central office. The two branches are so interdependent that the experience gained by an officer in the one should necessarily be useful in the efficient discharge of his duties in the other. An assistant inspector in the Provincial Service of some standing or an inspector, with his close acquaintance with schools and teachers and intimate knowledge of the educational conditions and needs of the localities, when taken into the office can, with advantage, bring to bear this knowledge and experience, on the solution of the several questions that come up for decision. Similarly, an officer who picks up experience in the head office where he has a broad outlook and ample opportunities to study questions affecting the whole province in all their bearings, when appointed as inspector will certainly be much the better for his office training. There is an impression gaining ground among the officers of the department that things are not looked at in the office from the same point of view as theirs. An enthusiastic inspector is apt to feel chagrined when his recommendations are thrown overboard, proposals rejected and opinions not respected, though they be opinions of the man on the spot. All this he attributes to the ignorance of the head office of local requirements and conditions or want of sympathy with his aims and aspirations. His ardour suddenly cools and he takes a vow not to bother himself any more with proposals and recommendations. On the other hand, these proposals are looked at in the office through office spectacles. They are rather looked down upon. They betray a want of correct understanding of the policy of the department, pay no heed to the limitations of finance and evince an astounding ignorance of the rules and codes. It is resentment in the one case and contempt in the other. A good deal of this misunderstanding and mistrust can be avoided by the introduction of the suggested change. The office of the personal assistant carries with it a large amount of responsibility and the officer is said to hold the portfolio of appointments and promotions. As the man in charge of a large store of patronage and as one in the hollow of whose hands the fates of many a soul are held, he is naturally looked upon with great reverence and awe by the vast army of subordinate officers, nay, even many of the superior officers. When one with immense powers for good or evil remains in an office for an unlimited period, one is liable to fall into certain weaknesses which are after all human. I may cite some of these which are found all the world over, in cases where power is centralised in the same

person for a number of years. Prejudices against men once formed are very difficult to cast off and are bound to react in matters affecting them leading to impartiality being often times thrown to the winds. Everything is centralised. A love of power is created and any encroachments on it even though it be from the superior officers are resented and resisted. Steeped in the traditions and mamool of the office he looks upon any violation of them however immaterial and insignificant, as a desecration. He becomes susceptible of flattery to the extent of courting it. A representation of a grievance direct to the head of the administration without the intervention of the intermediary is constituted into a crime. When the presiding officer is convinced of an injustice and is inclined to right a wrong done he is bewildered by a volley of out-of-date precedents and perplexing arguments and citation of unrecorded opinions of his worthy predecessors in office and is obliged to do violence to his conscience and good sense. Superior notions of his own infallible work, a consciousness he is a sine qua non for the office, a feeling that the whole department moves in him, by him and through him and the satisfaction that he has saved the head from many a nasty ship lead to swelled-headedness. Above all is the anxious solicitude for the fate of the department, after his retirement—an inevitable disruption and disintegration. When the head of a department has got an assistant weighty with long and uninterrupted service in the office and a fund of administrative knowledge and experience, he is liable to grow easy-going, depending too much on the assistant's good sense and fair play. Such are the evils inherent in this unsatisfactory practice. It cannot be argued that in the interests of prestige and for the maintenance of a continuity of policy, even periodical changes in the personnel are to be deprecated. In the educational department there do not certainly come up for solution problems of greater intricacy and complexity than in other departments for instance, the Board's offices and the Secretariat. The Assistant Secretaries and Under Secretaries are reported to be periodically changed without efficiency being in the least impaired. Brilliant young men who have made a mark as Deputy Collectors are brought into the offices and the system works with remarkable results.

A MOPESILITE.

February, 8.

Feb 2-17

When given for copying
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 When examined
 When signed

191

READ AGAIN G.O. No.
 191

DATED

CURRENT No.

ENCLOSURES TO C. No.

ORDER OF GOVERNMENT

A A A A A A A

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

PAPERS NOT FILED UP, BEING MEANT FOR DESPATCH
 IN ORIGINAL.

N.B.—

A = Copy in full.
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 Q = Copy heading only.