

Government of Madras

HOME DEPARTMENT (EDUCATION)

G.O. No. 170, 12th February 1918

Elementary schools

Approving with remarks the proposal of the Director of Public Instruction to raise, with effect from the 1st March 1917, the minimum pay of trained teachers in — for boys under public management to Rs. 11 per mensem and of women teachers in similar — for girls to Rs. 12 per mensem.

RECEIVED

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N. P. ORIGINAL
Government of Madras

HOME DEPARTMENT (EDUCATION)

G.O. No. 170, 12th February 1918

Elementary schools

Approving with remarks the proposal of the Director of Public Instruction to raise, with effect from the 1st March 1917, the minimum pay of trained teachers in — for boys under public management to Rs. 11 per mensem and of women teachers in similar — for girls to Rs. 12 per mensem.

READ—the following paper :—

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

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

Order—No. 170, Home (Education), dated 12th February 1918.

The Government approve the proposal of the Director of Public Instruction to raise, with effect from the 1st March 1917, the minimum pay of trained teachers in Government elementary schools for boys to Rs. 11 per mensem and of women teachers in Government girls' schools to Rs. 12 per mensem. On the introduction of the new scale of pay, grain compensation allowance will be withdrawn in the case of all teachers now in receipt of the allowance and drawing less than the minima above prescribed and such of them as may be adversely affected by the arrangement will be granted personal allowances, which will not however count for leave allowances and pension and will be extinguished in due course as provided in article 61 of the Civil Service Regulations.

2. The Director of Public Instruction is requested to submit in due course proposition statements in respect of Government elementary schools giving effect to the increases in pay now sanctioned, but their preparation need not delay the introduction of the scheme.

3. The Government agree with the Director that, to secure uniformity, the minimum pay of trained teachers in boys' schools and of women teachers in girls' schools under the management of local bodies should also be simultaneously raised as indicated above. In localities where grain compensation allowance is now paid to teachers in the employ of local bodies, a part or the whole of the allowance may appropriately be converted into permanent salary so as to raise the minimum pay to the rate herein approved. The balance, if any, of the allowance may continue to be paid by the local body to the teacher now in receipt of it in the form of a personal allowance. To enable local bodies to raise the minimum pay of the teachers in their employ, the Government are prepared to sanction, if necessary, additional subsidies which will be fixed with reference to the extra cost involved in the proposal after deducting the saving, if any, effected by the withdrawal of grain compensation allowance. The Director of Public Instruction is requested to submit, at a

very early date, a statement showing the amount of the additional subsidy which will have to be paid to each local body during the current official year in consequence of raising the minimum pay of teachers. The replies received from local bodies to the reference made to them as regards the payment of grain compensation allowance to their employees will be transferred to the Director of Public Instruction.

4. The extra cost involved will be met from the lump provision of four lakhs in the current year's budget estimate 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.
" Local and Municipal Department.

NOTES CONNECTED WITH G.O. No. 170, HOME (EDUCATION),
DATED 12TH FEBRUARY 1918

[SUBJECT.—Grain compensation allowance to teachers in local fund and municipal schools.]

Previous papers :

G.O. 1759, M.,	12th Sept. 1914	G.O. 504, Educational,	9th May 1916
" 1966 L.,	30th Oct. "	" 1770 M.,	10th Oct. "
" 247 M.,	17th Feb. 1915	" 1320, Home (Education),	8th Dec. "
" 298 M.,	25th " "	" 744 M.,	28th Apr. 1917
" 1085, Educational,	1st Oct. "	" 1433, Home (Education),	15th Nov. "
" 503 L.,	30th Mar. 1916	" 1585 "	15th Dec. "

LOCAL AND MUNICIPAL DEPARTMENT.

[Memorandum No. 6198-1 L., dated 7th November 1917.]

Replies from all presidents of district boards and chairmen of municipal councils.

While submitting 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, the Director of Public Instruction recommended 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 (vide notes on pages 22-24 of notes with G.O. No. 1433, Home (Education), dated 15th November 1917). The Financial Department, however, suggested 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 emoluments over Rs. 12. As the Government had no exact information as to which local bodies were granting grain compensation allowance and what expenditure it involved, presidents of district boards and chairmen of municipal councils were requested in Memorandum No. 6198-1 L., dated the 7th November 1917, to report whether grain compensation allowance was paid to teachers in local fund and municipal elementary schools for boys or girls and if so, to furnish information as to the number of qualified men and women teachers on Rs. 10, Rs. 11 and Rs. 12 and above and the rate at which grain compensation allowance was paid and the total amount disbursed for 1916-17.

2. The replies of all presidents of district boards and the chairmen of all municipal councils except that of Chingleput have been received. Grain compensation allowance is not now paid to teachers in the local fund districts mentioned below :—

1. Anantapur.	5. Chittoor.	9. Koraput.	13. Tinnevely.
2. Arcot, North.	6. Ganjam.	10. Kurnool.	14. Trichinopoly.
3. Arcot, South.	7. Guntur.	11. Rāmṇād.	15. Vizagapatam.
4. Chingleput.	8. Kistna.	12. Salem.	

In Bellary the allowance is being paid to teachers on Rs. 8 from June 1917 and no expenditure was incurred on this account in 1916-17.

3. The information furnished by the presidents in regard to the remaining districts is given in the following tabular form :—

Name of district board.	Number of qualified men teachers on			Number of women teachers on			Rate at which grain compensation allowance is paid.	Total amount disbursed for 1916-17.
	Rs. 10.	Rs. 11.	Rs. 12 and above.	Rs. 10.	Rs. 11.	Rs. 12 and above.		
South Kanara	..	..	8	..	..	1	(Not given)	Rs. 193
Coimbatore	138	113	156	5	6	13	One rupee	5,700
Cuddapah	95	..	14	..	..	1	(Not given)	* 1,571
Godavari	244	134	217	..	..	..	Rs. 3 to teachers on Rs. 16 and upwards and Rs. 1-8-0 to those on Rs. 15 and below.	8,882
Madura	158	..	117	5	..	8	(Not given)	2,731
Malabar	23	..	2	1	..	..	One rupee	452
Nellore	151	..	36	16	..	9	(Not given)	† 1,995
The Nilgiris	3	..	30	..	..	..	One rupee	429
Tanjore	1 [and another on Rs. 8.]	..	..	..	..	..	Do.	21
Total	818	247	580	27	6	32		21,974

1,710

* Excluding a sum of Rs. 1,011 paid to teachers by the Jammalamadugu Taluk Board in 1916-17. The Board has discontinued the allowance in the current year.

† Statistics for one taluk board are yet due.

4. As to municipalities grain compensation allowance was paid in 1916-17 in Dharapuram, Proddatur, Cocanada, Rajahmundry and Palni. Information as to the rate, the number of teachers to whom the allowance was paid and the total amount paid is given in the statement below :—

Name of municipality.	Number of qualified men teachers on			Number of women teachers on			Rate at which grain compensation allowance is paid.	Total amount disbursed.
	Rs. 10.	Rs. 11.	Rs. 12 and above.	Rs. 10.	Rs. 11.	Rs. 12 and above.		
Dharapuram	..	6	6	..	1	1	Re. 1 per teacher per mensem to those drawing Rs. 16 or less.	Rs. * 163
Proddatur	..	..	..	..	..	1	Re. 1 per mensem ..	† 3
Cocanada	14	..	23	1	..	1	Re. 1 per mensem to teachers drawing Rs. 16 or less and Rs. 2 to others.	540
Rajahmundry	15	..	16	1	..	1	Rs. 1-8-0 per mensem to teachers drawing Rs. 16 or less and Rs. 3 to others.	623
Palni	1 and 1 teacher on Rs. 8 per mensem.	..	..	..	..	..	Re. 1 per mensem ..	15
Total	31	6	45	2	1	4		1,344

89

* Stopped from 1917-18.

† Paid only to women teachers in 1916-17. Being granted to all from 1917-18 at Re. 1 per mensem per teacher.

In Dharapuram the allowance was stopped from 1st April 1917 while in Adōni the allowance is being paid from June 1917 to teachers whose salaries had not been raised recently at Re. 1 per mensem per teacher and in Proddatur the allowance was extended to all teachers in 1917-18 instead of the women teachers to whom alone it was paid in 1916-17. In Adōni there are three male teachers on Rs. 10 and four on Rs. 12 and above while in Proddatur there are three qualified male teachers on Rs. 10 and four on Rs. 12 and above.

5. It appears that as many as 1,799 teachers were being paid grain compensation allowance in 1916-17 and that an expenditure of Rs. 23,318 was incurred by local bodies on this account. As proposed by the Secretary, it is submitted that Home (Education) may be requested to set apart, say Rs. 24,000 for inducing the local boards and municipal councils that are paying grain compensation allowance to substitute a permanent increase in lieu of this allowance and then to use the remainder for the purpose of levelling up—page 23 of Notes with G.O. No. 1433, Home (Education), dated 15th November 1917. With these remarks the file may be transferred u.o. to Home (Education).

B.A.—28-1-18.

T.B.R.—28-1-18.

K. V. VISVANATHA AYYAR—28-1-18.

V. T. KRISHNAMA ACHARIYAR—29-1-18.

R. A. GRAHAM—29-1-18.

HOME (EDUCATION) DEPARTMENT.

From the foregoing notes it is observed that very few local bodies are now paying grain compensation allowance to the teachers in their elementary schools. The rate of the allowance paid in certain areas has not been specified.

2. In his letter No. 3146, dated 24th June 1917, the Director of Public Instruction calculated the cost of raising to Rs. 12 the minimum pay of teachers in boys' and girls' schools as follows (page 3 of G.O. No. 1433, dated 15th November 1917) :—

Government schools.

	Rs.
Masters	2,328
Mistresses	7,920
Total	10,248

Board and municipal schools.

	Rs.
Masters	2,32,513
Mistresses	6,634
Total	2,39,147
Grand total	2,49,395

3. It is not easy to calculate the saving that will be effected by the simultaneous abolition of the grain compensation allowance in the case of teachers now drawing less than Rs. 12. The information furnished by local bodies is incomplete and in the case of teachers in Government schools, the amount paid is either Re. 1 or Rs. 1-8-0 according to the locality in which the school is situated. For the purposes of calculation it has been assumed in the absence of definite particulars that the rate paid is Re. 1 in the case of teachers in board and municipal schools. As regards teachers in Government schools, the allowance paid may be taken as the mean between the two rates (Re. 1 and Rs. 1-8-0) and fixed at Re. 1-4-0. Again the statistics furnished by local bodies in the case of female teachers relate only to qualified teachers. As, however, the pay of all female teachers (trained and untrained) is to be raised to Rs. 12—the amount now drawn as grain compensation allowance by untrained female teachers also will have to be taken into account. Figures as regards the total number of female teachers in the employ of local bodies will be found in the

statements on pages 9 and 10 of G.O. No. 1320, Home (Education), dated 8th December 1916. In the calculations given below, these figures have been adopted wherever necessary :—

Approximate amount now drawn as grain compensation allowance by women teachers and qualified male teachers in receipt of a pay of less than Rs. 12 per mensem in schools under public management.

	Number of teachers.	Rate of allowance per mensem.	Amount drawn per annum.
		RS. A. P.	RS.
<i>I. Government schools.</i>			
Masters	102	1 4 0	6,420
Mistresses	326		
<i>II. Board schools.</i>			
<i>Masters.</i>			
Coimbatore	251	1 0 0	3,012
Cuddapah	95	1 0 0	1,140
Gōdavari	378	1 8 0	6,804
Madura	158	1 0 0	1,896
Malabar	28	1 0 0	336
Nellore	151	1 0 0	1,812
The Nilgiris	3	1 0 0	36
Tanjore	1	1 0 0	12
			15,048
<i>Mistresses.</i>			
South Kanara...	27	1 0 0	324
Coimbatore	11	1 0 0	132
Cuddapah	4	1 0 0	48
Madura	5	1 0 0	60
Malabar	31	1 0 0	372
Nellore	16	1 0 0	192
Tanjore	10	1 0 0	120
			1,248
Total for district boards			16,296

III. Municipal schools.

<i>Masters.</i>					
Cocanada	14	1	0	0	168
Rajahmundry	15	1	8	0	270
Palni	1	1	0	0	12
Prodattur	3	1	0	0	36
Adōni	3	1	0	0	36
					522
<i>Mistresses.</i>					
Cocanada	1	1	0	0	12
Rajahmundry	1	1	8	0	18
Prodattur	3	1	0	0	36
					66
Total for municipalities ...					588

Thus the approximate amount that will be saved by the abolition of grain compensation allowance in the case of the teachers affected by the present proposal comes to :—

	RS.
Government schools	6,420
Board schools	16,296
Municipal schools	588
Total	23,304

4. Allowing for the above saving, the extra cost to Government in raising to Rs. 12 the minimum pay of all women teachers and trained male teachers in schools under public management will be Rs. 2,49,395 — Rs. 23,304 or Rs. 2,26,091. The sum earmarked for the purpose out of the Imperial grant of 4 lakhs is Rs. 1,32,421—G.O. No. 1433, dated 15th November 1917. Thus the additional amount that will have to be found for the purpose from Provincial revenues in the current and future years will come to Rs. 93,670 or about a lakh.

5. The above calculation does not take into account the personal allowances that will have to be granted to such of the teachers as may be adversely affected by the proposal to withdraw grain compensation allowance. Besides it may be necessary to raise the minimum pay (Rs. 11) of the teachers entertained for the new schools for boys numbering 433 ordered to be opened in G.O. No. 1585, Home (Education), dated the 15th December 1917. Simultaneously with an increase in the pay of teachers in schools under public management, it may be necessary to enhance still further the teaching grants to trained teachers in aided elementary schools. It will probably not be necessary to raise the rate of grant in the case of teachers of the secondary grade. If the rates in the case of teachers of the higher and lower elementary grades are raised by Re. 1 and annas 8, respectively, the extra cost will come to Rs. 62,304 [please see calculations on page 3 of G.O. No. 1433, Home (Education), dated the 15th November 1917].

6. Financial will first have to settle whether additional funds can be provided to raise the minimum pay of trained teachers in boys' schools under public management to Rs. 12. The Director of Public Instruction is against the withdrawal of grain compensation allowance—vide Mr. Stone's demi-official No. 169, dated 13th October 1917 on page 22 of Notes to G.O. No. 1433, Home (Education), dated 15th November 1917. Attention is also solicited to the Director's note on page 10 of G.O. No. 1085, dated 1st October 1915, wherein it was pointed out that the supply of qualified women teachers is very much less than the demand and that even a salary of Rs. 12 is too low to attract suitable teachers for girls' schools. The proposal to withdraw grain compensation allowance must necessarily affect all teachers in schools under public management irrespective of the pay drawn by them and this will result in wholesale revision of establishment, the financial effect of which cannot now be foreseen.

N.K.—1-2-18.

C. RAMANUJA ACHARIYAR—1-2-18.

After personal discussion, the Secretary considers the following arrangements are suitable :—

(i) Pay of trained teachers in boys' schools to be fixed at Rs. 11 and of women teachers in girls' schools at Rs. 12 as suggested by the Director of Public Instruction.

(ii) Grain compensation allowance to be simultaneously withdrawn in the case of all teachers now in receipt of the allowance, personal allowances being granted to such teachers as may be adversely affected by the proposal.

(iii) Subsidies to local bodies to be limited to the amount required to raise the pay of their teachers to Rs. 11 (or Rs. 12) after taking into account the saving effected by the abolition of the grain compensation allowance which is now being paid by local bodies.

2. The extra cost involved in the above proposals will approximately be :—

	RS.
(i) Cost of raising the pay of trained teachers in boys' schools to Rs. 11 per mensem.	1,17,421
(ii) Cost of raising the pay of women teachers in girls' schools to Rs. 12 per mensem.	15,000
Total ...	1,32,421
Deduct—probable saving on account of the abolition of the grain compensation allowance	23,304
Net approximate extra cost	1,09,117

There will be some extra expenditure, to begin with, consequent on the grant of personal allowances to teachers in Government schools adversely affected by the arrangement. It is not now possible to frame an estimate of this cost, as the rate of grain compensation allowance paid differs with different localities. In the case of teachers employed by local bodies, the personal allowances granted to them will have to be borne by the local body concerned.

3. A sum of Rs. 1,32,421 has been earmarked for raising the pay of the teachers in elementary schools out of the Imperial grant of four lakhs and this sum is more than sufficient to give effect to the proposals as detailed above. It is not possible to work out in this office the amount of subsidy to be paid to each local body under the arrangement suggested. The Director of Public Instruction may be requested to draw up a distribution list for the approval of Government on the information available in his office. The rate of grain compensation allowance paid by certain local bodies has not been reported, but the necessary particulars may be obtained for use in the compilation of the statement.

4. For orders whether the file may now go un-officially to Local and Municipal and Financial for remarks.

C. RAMANUJA ACHARIYAR—3-2-18.

Local and Municipal will have to agree to a part or the whole of the grain compensation allowance being converted into permanent salary provided that the minimum is not exceeded. The rest, if any, of the grain compensation allowance will continue to be paid by the local body as heretofore but as personal allowance.

R. RAMACHANDRA RAO—4-2-18.

LOCAL AND MUNICIPAL DEPARTMENT.

Submitted that the proposal of Home (Education) may be accepted in this department and the file passed on to Financial.

K. V. VISVANATHA AYYAR—6-2-18.

V. T. KRISHNAMA ACHARIYAR—6-2-18.

I do not suppose there will be any objection.

R. A. GRAHAM—6-2-18.

FINANCIAL DEPARTMENT.

Attention is solicited to Financial Department's notes on pages 12 and 18 of notes to G.O. No. 1433, Home (Education), dated 15th November 1917, regarding the raising of the pay of male (trained) and women teachers in elementary schools with

the aid of the recurring grant of four lakhs. The original proposal of the Director of Public Instruction, the suggestion then made in Financial and the proposal now made by Home Department are as shown below :—

Proposal originally made by the Director of Public Instruction.	Suggestion then made in Financial.	Proposal now made by Home Department.
To increase the pay of— (i) Male (trained) teachers to Rs. 11. (ii) Women teachers to Rs. 12. (without any restriction as regards grain compensation allowance.)	To increase the pay of all teachers to Rs. 12, grain compensation allowance being withdrawn.	To increase the pay of— (i) Male (trained) teachers to Rs. 11. (ii) Women teachers to Rs. 12. (Grain compensation allowance being withdrawn and personal allowances granted to those who may be adversely affected.)
Extra cost calculated by the Director of Public Instruction 1.32 lakh per annum.	Net extra cost now calculated at Rs. 2.26 lakhs per annum.	Net extra cost estimated at Rs. 1.09 lakh per annum.

2. The present proposal of the Home Department, the extra cost of which can be met from the sum earmarked for the purpose, may, it is submitted, be accepted. The method of distribution of the subsidies to local bodies as explained on page 6 ante may also be agreed to.

This need not prevent the introduction of the scheme.
L.E.K.—7-2-18.

3. The Director of Public Instruction will have to be asked to forward a proposition statement to give effect to the increased rate of pay for teachers in Government schools.

T.R.N.N.—7-2-18.

V.G.K.—7-2-18.

L. E. KERSHAW—7-2-18.

L. DAVIDSON—7-2-18.

HOME (EDUCATION) DEPARTMENT.

A draft order is submitted for approval.

N.K.—8-2-18.

C. RAMANUJA ACHARIYAR—8-2-18.

Draft to Local and Municipal for favour of acceptance.

R. RAMACHANDRA RAO—8-2-18.

LOCAL AND MUNICIPAL DEPARTMENT.

May be accepted in Local and Municipal.

V. T. KRISHNAMA ACHARIYAR—9-2-18.

R. A. GRAHAM—9-2-18.

HOME (EDUCATION) DEPARTMENT.

May issue.

C.R.—9-2-18.

R.R.—11-2-18.

P[ENTLAND]—11-2-18.

Urgent.

R.R.—12-2-18.

[G.O. No. 170, Home (Education), dated 12th February 1918.]

Elementary schools.

approving with remarks the proposal of the D.P.I. to raise with effect from the 1st March 1917. the minimum pay of trained teachers in — for boys under public management to Rs. 11 p.m and of women teachers in similar — for girls to Rs. 12 p.m.

(Eden.)

READ AGAIN G.O. No. 1433, Home, dated 15th November 1917. 191

" " " " " " " "

READ ALSO:-

C. No. 170, From the abstract. - passing orders on the proposals submitted by the D.P.I. for the utilization of the recurring Imperial grant of 4 lakhs sanctioning for the improvement of the pay and training of teachers in primary and secondary schools. No. 191

" " " " " " " " 191

" " " " " " " " 191

ORDER.

Press.

No. 170, dated 12.2.1918.

The Government approve the proposal of the D.P.I. to raise, with effect from the 1st March 1917, the minimum pay of ~~the~~ trained teachers in Govt. elementary schools for boys to Rs. 11 per mensem and of ~~the~~ women teachers in Govt. Girls' schools to Rs. 12 per mensem. On the introduction of the new ~~scale~~ scale of pay, grain compensation allowance will be withdrawn in the case of all teachers and drawing less than the minimum above provided now in receipt of the allowance and such of them as may be adversely affected by the arrangement will be granted personal allowances, which will not however count for leave allowances and pension and ~~which~~ which will be extinguished in due course as provided in article 61 of the C.S.R.

2. The D.P.I. is requested to submit in due course proposition statements

Para 2 (b) of 2005

letter no page 2+3

to 1433

15-11-17

Please return this home

after receipt

Sd

12/1/18

3. The Government agree with the Director

In localities where grain compensation allowance is now paid to teachers in the employ of local bodies, a part or the whole

the ^{minimum} ~~pay~~ of the teachers in their employ, the Government are prepared to sanction, if necessary, additional subsidies which will be fixed with reference to ^{new} ~~extra~~ cost involved in the proposal after deducting the saving, if any, effected by the withdrawal of grain compensation allowance. The D.P.I. is

To

The D.P.I.

" Accountant General.

" Financial Department.

" L. & M. Department.

Not for E.T.

For approval
19/2

9

NOTES CONNECTED WITH G.O. No. 170, HOME (EDUCATION)
DATED 12TH FEBRUARY 1918

[SUBJECT.—Grain compensation allowance to teachers in local fund and municipal schools.]

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LOCAL AND MUNICIPAL DEPARTMENT.

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The replies of all presidents of district boards and the chairmen of all municipal councils except that of Chingleput have been received. Grain compensation allowance is not now paid to teachers in the local fund districts mentioned below :—

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2. Arcot, North.	6. Ganjam.	10. Kurnool.	14. Trichinopoly.
3. Arcot, South.	7. Guntur.	11. Ramnad.	15. Vizagapatam.
4. Chingleput	8. Kistna.	12. Salem.	

2 NOTES to G.O. No. 170, HOME (EDUCATION), 12TH FEBRUARY 1918

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* Excluding a sum of Rs. 1,011 paid to teachers by the Jamnalamadugu Taluk Board in 1916-17. The Board has discontinued the allowance in the current year.
† Statistics for one taluk board are yet due.

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Dharapuram	..	6	6	..	1	1	Re. 1 per teacher per mensem to those drawing Rs. 16 or less.	Rs. * 163
Proddatur	..	..	..	..	..	1	Re. 1 per mensem ..	† 3
Cocanada	14	..	23	1	..	1	Re. 1 per mensem to teachers drawing Rs. 16 or less and Rs. 2 to others.	540
Rajahmundry	16	..	16	1	..	1	Rs. 1-8-0 per mensem to teachers drawing Rs. 16 or less and Rs. 3 to others.	623
Palni	1 and 1 teacher on Rs. 8 per mensem.	..	..	..	..	..	Re. 1 per mensem ..	15
Total	31	6	45	2	1	4		1,344
			89					

* Stopped from 1917-18.
† Paid only to women teachers in 1916-17. Being granted to all from 1917-18 at Rs. 1 per mensem per teacher.

In Dharapuram the allowance was stopped from 1st April 1917 while in Adōni the allowance is being paid from June 1917 to teachers whose salaries had not been raised recently at Re. 1 per mensem per teacher and in Proddatur the allowance was extended to all teachers in 1917-18 instead of the women teachers to whom alone it was paid in 1916-17. In Adōni there are three male teachers on Rs. 10 and four on Rs. 12 and above while in Proddatur there are three qualified male teachers on Rs. 10 and four on Rs. 12 and above.

5. It appears that as many as 1,79 teachers were being paid grain compensation allowance in 1916-17 and that an expenditure of Rs. 23,318 was incurred by local bodies on this account. As proposed by the Secretary, it is submitted that Home (Education) may be requested to set apart, say Rs. 24,000 for inducing the local boards and municipal councils that are paying grain compensation allowance to substitute a permanent increase in lieu of this allowance and then to use the remainder for the purpose of levelling up—page 23 of Notes with G.O. No. 1433, Home (Education), dated 15th November 1917. With these remarks the file may be transferred u.o. to Home (Education).

B.A.—28-1-18.
T.B.R.—28-1-18.

K. V. VISVANATHA AYYAR—28-1-18.
V. T. KRISHNAMA ACHARI—29-1-18.
R. A. GRAHAM—29-1-18.

HOME (EDUCATION) DEPARTMENT.

From the foregoing notes it is observed that very few local bodies are now paying grain compensation allowance to the teachers in their elementary schools. The rate of the allowance paid in certain areas has not been specified.

2. In his letter No. 3146, dated 24th June 1917, the Director of Public Instruction calculated the cost of raising to Rs. 12 the minimum pay of teachers in boys' and girls' schools as follows (page 3 of G.O. No. 1433, dated 15th November 1917):—

Government schools.

	RS.
Masters	2,328
Mistresses	7,920
Total	10,248

Board and municipal schools.

Masters	2,32,513
Mistresses	6,634
Total	2,39,147
Grand total	2,49,395

3. It is not easy to calculate the saving that will be effected by the simultaneous abolition of the grain compensation allowance in the case of teachers now drawing less than Rs. 12. The information furnished by local bodies is incomplete and in the case of teachers in Government schools, the amount paid is either Re. 1 or Rs. 1-8-0 according to the locality in which the school is situated. For the purposes of calculation it has been assumed in the absence of definite particulars that the rate paid is Re. 1 in the case of teachers in board and municipal schools. As regards teachers in Government schools, the allowance paid may be taken as the mean between the two rates (Re. 1 and Rs. 1-8-0) and fixed at Re. 1-4-0. Again the statistics furnished by local bodies in the case of female teachers relate only to qualified teachers. As, however, the pay of all female teachers (trained and untrained)

COUNTY	NAME OF SCHOOL	TEACHERS			MISTRESSES			TOTAL
		MALE	FEMALE	UNTRAINED	MALE	FEMALE	UNTRAINED	
1	...	...	...	...	...	...	...	...
2	...	...	...	...	...	...	...	...
3	...	...	...	...	...	...	...	...
4	...	...	...	...	...	...	...	...
5	...	...	...	...	...	...	...	...
6	...	...	...	...	...	...	...	...
7	...	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...	...
9	...	...	...	...	...	...	...	...
10	...	...	...	...	...	...	...	...
11	...	...	...	...	...	...	...	...
12	...	...	...	...	...	...	...	...
13	...	...	...	...	...	...	...	...
14	...	...	...	...	...	...	...	...
15	...	...	...	...	...	...	...	...
16	...	...	...	...	...	...	...	...
17	...	...	...	...	...	...	...	...
18	...	...	...	...	...	...	...	...
19	...	...	...	...	...	...	...	...
20	...	...	...	...	...	...	...	...
21	...	...	...	...	...	...	...	...
22	...	...	...	...	...	...	...	...
23	...	...	...	...	...	...	...	...
24	...	...	...	...	...	...	...	...
25	...	...	...	...	...	...	...	...
26	...	...	...	...	...	...	...	...
27	...	...	...	...	...	...	...	...
28	...	...	...	...	...	...	...	...
29	...	...	...	...	...	...	...	...
30	...	...	...	...	...	...	...	...
31	...	...	...	...	...	...	...	...
32	...	...	...	...	...	...	...	...
33	...	...	...	...	...	...	...	...
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98	...	...	...	...	...	...	...	...
99	...	...	...	...	...	...	...	...
100	...	...	...	...	...	...	...	...

No.	Name of School	Teachers			Mistresses			Total
		Male	Female	Untrained	Male	Female	Untrained	
1	...	...	...	...	...	...	...	
2	...	...	...	...	...	...	...	
3	...	...	...	...	...	...	...	
4	...	...	...	...	...	...	...	
5	...	...	...	...	...	...	...	
6	...	...	...	...	...	...	...	
7	...	...	...	...	...	...	...	
8	...	...	...	...	...	...	...	
9	...	...	...	...	...	...	...	
10	...	...	...	...	...	...	...	
11	...	...	...	...	...	...	...	
12	...	...	...	...	...	...	...	
13	...	...	...	...	...	...	...	
14	...	...	...	...	...	...	...	
15	...	...	...	...	...	...	...	
16	...	...	...	...	...	...	...	
17	...	...	...	...	...	...	...	
18	...	...	...	...	...	...	...	
19	...	...	...	...	...	...	...	
20	...	...	...	...	...	...	...	
21	...	...	...	...	...	...	...	
22	...	...	...	...	...	...	...	
23	...	...	...	...	...	...	...	
24	...	...	...	...	...	...	...	
25	...	...	...	...	...	...	...	
26	...	...	...	...	...	...	...	
27	...	...	...	...	...	...	...	
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30	...	...	...	...	...	...	...	
31	...	...	...	...	...	...	...	
32	...	...	...	...	...	...	...	
33	...	...	...	...	...	...	...	
34	...	...	...	...	...	...	...	
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94	...	...	...	...	...	...	...	
95	...	...	...	...	...	...	...	
96	...	...	...	...	...	...	...	
97	...	...	...	...	...	...	...	
98	...	...	...	...	...	...	...	
99	...	...	...	...	...	...	...	
100	...	...	...	...	...	...	...	

4 NOTES TO G.O. No. 170, HOME (EDUCATION), 12TH FEBRUARY 1918

is to be raised to Rs. 12—the amount now drawn as grain compensation allowance by untrained female teachers also will have to be taken into account. Figures as regards the total number of female teachers in the employ of local bodies will be found in the statements on pages 9 and 10 of G.O. No. 1320, Home (Education), dated 8th December 1916. In the calculations given below, these figures have been adopted wherever necessary:—

Approximate amount now drawn as grain compensation allowance by women teachers and qualified male teachers in receipt of a pay of less than Rs. 12 per mensem in schools under the public management.

				Number of Teachers.	Rate of allowance per mensem.	Amount drawn per annum.
					RS. A. P.	RS.
I. Government schools.						
Masters	...	...	...	102	1 4 0	6,420
Mistresses	...	...	...	326		
II. Board schools.						
Masters.						
Coimbatore	...	...	...	251	1 0 0	3,012
Cuddapah	...	...	...	95	1 0 0	1,140
Gōdāvari	...	...	...	378	1 8 0	6,804
Madura	...	...	...	158	1 0 0	1,896
Malabar	...	...	...	28	1 0 0	336
Nellore	...	...	...	151	1 0 0	1,812
The Nilgiris	...	...	...	3	1 0 0	36
Tanjore	...	...	...	1	1 0 0	12
						15,048
Mistresses.						
South Kanara	...	...	...	27	1 0 0	324
Coimbatore	...	...	...	11	1 0 0	132
Cuddapah	...	...	...	4	1 0 0	48
Madura	...	...	...	5	1 0 0	60
Malabar	...	...	...	31	1 0 0	372
Nellore	...	...	...	16	1 0 0	192
Tanjore	...	...	...	10	1 0 0	120
						1,248
Total for district boards						16,296
III. Municipal schools.						
Masters.						
Cocanada	...	...	...	14	1 0 0	168
Rajahmundry	...	...	...	15	1 8 0	270
Palni	...	...	...	1	1 0 0	12
Prodattur	...	...	...	3	1 0 0	36
Adōni	...	...	...	3	1 0 0	36
						522
Mistresses.						
Cocanada	...	...	...	1	1 0 0	12
Rajahmundry	...	...	...	1	1 8 0	18
Prodattur	...	...	...	3	1 0 0	36
						66
Total for municipalities						588

M. K. S. S.

								RS.
Government schools	...	...	...	...	...	...	...	6,420
Board schools	...	...	..	...	...	...	...	16,296
Municipal schools	...	...	...	...	...	...	...	588
						Total	...	<u>23,304</u>

N.K.—1-2-18.

yark

(ii) Grain compensation allowance to be simultaneously withdrawn in the case of all teachers now in receipt of the allowance, personal allowances being granted to such teachers as may be adversely affected by the proposal.

6 NOTES TO G.O. No. 170, HOME (EDUCATION), 12TH FEBRUARY 1918

(iii) Subsidies to local bodies to be limited to the amount required to raise the pay of their teachers to Rs. 11 (or Rs. 12) after taking into account the saving effected by the abolition of the grain compensation allowance which is now being paid by local bodies.

2. The extra cost involved in the above proposals will approximately be:—

	RS.
(i) Cost of raising the pay of trained teachers in boys' schools to Rs. 11 per mensem.	1,17,421
(ii) Cost of raising the pay of women teachers in girls' schools to Rs. 12 per mensem.	15,000

G.O. 1433, 15th November 1917.

Total ...	1,32,421
Deduct—probable saving on account of the abolition of the grain compensation allowance	23,304

Net approximate extra cost 1,09,117

There will be some extra expenditure, to begin with, consequent on the grant of personal allowances to teachers in Government schools adversely affected by the arrangement. It is not now possible to frame an estimate of this cost, as the rate of grain compensation allowance paid differs with different localities. In the case of teachers employed by local bodies, the personal allowances granted to them will have to be borne by the local body concerned.

3. A sum of Rs. 1,32,421 has been earmarked for raising the pay of the teachers in elementary schools out of the Imperial grant of four lakhs and this sum is more than sufficient to give effect to the proposals as detailed on page ante. It is not possible to work out in this office the amount of subsidy to be paid to each local body under the arrangement suggested. The Director of Public Instruction may be requested to draw up a distribution list for the approval of Government on the information available in his office. The rate of grain compensation allowance paid by certain local bodies has not been reported, but the necessary particulars may be obtained for use in the compilation of the statement.

4. For orders whether the file may now go un-officially to Local and Municipal and Financial for remarks.

C. RAMANUJA ACHARI—3-2-18.

Local and Municipal will have to agree to a part or the whole of the grain compensation allowance being converted into permanent salary provided that the minimum is not exceeded. The rest, if any, of the grain compensation allowance will continue to be paid by the local body as heretofore but as personal allowance.

R. RAMACHANDRA RAO—4-2-18.

LOCAL AND MUNICIPAL DEPARTMENT.

Submitted that the proposal of Home (Education) may be accepted in this department and the file passed on to Financial.

K. V. VISWANATHA AYYAR—6-2-18.

V. T. KRISHNAMA ACHARI—6-2-18.

I do not suppose there will be any objection.

R. A. GRAHAM—6-2-18.

FINANCIAL DEPARTMENT.

Attention is solicited to Financial Department's notes on pages 12 and 18 of notes to G.O. No. 1433, Home (Education), dated 15th November 1917, regarding the raising of the pay of male (trained) and women teachers in elementary schools with

the aid of the recurring grant of four lakhs. The original proposal of the Director of Public Instruction, the suggestion then made in Financial and the proposal now made by Home Department are as shown below :—

Proposal originally made by the Director of Public Instruction.	Suggestion then made in Financial.	Proposal now made by Home Department.
To increase the pay of— (i) Male (trained) teachers to Rs. 11. (ii) Women teachers to Rs. 12. (without any restriction as regards grain compensation allowance.)	To increase the pay of all teachers to Rs. 12, grain compensation allowance being withdrawn.	To increase the pay of— (i) Male (trained) teachers to Rs. 11. (ii) Women teachers to Rs. 12. (Grain compensation allowance being withdrawn and personal allowances granted to those who may be adversely affected.)
Extra cost calculated by the Director of Public Instruction 1.32 lakh per annum.	Net extra cost now calculated at Rs. 2.26 lakhs per annum.	Net extra cost estimated at Rs. 1.09 lakh per annum.

2. The present proposal of the Home Department, the extra cost of which can be met from the sum earmarked for the purpose, may, it is submitted, be accepted. The method of distribution of the subsidies to local bodies as explained on pages ante may also be agreed to.

3. The Director of Public Instruction will have to be asked to forward a proposition statement to give effect to the increased rate of pay for teachers in Government schools.

T.R.N.N.—7-2-18.

V.G.K.—7-2-18.

L. E. KERSHAW—7-2-18.

L. DAVIDSON—7-2-18.

HOME (EDUCATION) DEPARTMENT.

A draft order is submitted for approval.

N.K.—8-2-18.

C. RAMANUJA ACHARI—8-2-18.
Draft to Local and Municipal for favour of acceptance.

R. RAMACHANDRA RAO—8-2-18.

LOCAL AND MUNICIPAL DEPARTMENT.

May be accepted in Local and Municipal.

V. T. KRISHNAMA ACHARI—9-2-18.

R. A. GRAHAM—9-2-18.

HOME (EDUCATION) DEPARTMENT.

May issue.

C.R.—9-2-18.

R.R.—11-2-18.

P[ENTLAND]—11-2-18.

Urgent.

R.R.—12-2-18.

[G.O. No. 170, Home (Education), dated 12th February 1918.]

MI Payer

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ORDINARY.

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PREFERENCE.

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Seett. II-38-2-15.

DEPARTMENT.

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G.O. No. 170, dated 12-2-1918.

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(b) Notes.....6

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

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

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

TO PRESS, MADRAS OOTY.

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

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

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

Type may be released after usual interval at once.

Type may be released after usual interval.

Referencer.
Clerk.

Referencer.
Clerk.

Referencer.
Clerk.

Supdt.

Supdt.

Supdt.

SPECIAL INSTRUCTIONS.

Press
Please print the fo. very urgently and send final
copies soon.

W. Kailasa
13-2-18

13/2/18

TO BE FILLED IN BY THE PRESS.

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Revised proof furnished on.....	
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