Scott. II—9.

Scott. II-48—22,303—17-1-18.

Home (1918) Department.
Education

Ordinary SERIES.

G.O. Nos. 1460-61

DATED 18-11-18

INDEXED

[Despatch Abstract.]

Female inspecting agency.

Directing that the Government of India be addressed on the subject of the creation of an additional post of Inspectress of Girls' schools temporarily for a period of one year.

PAPERS PUT UP WITH CURRENT No.

Papers of the department to which the current belongs.

Number.	Date.	Original (= O) or spare copy (= S.C.).	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

Papers of other departments.

Department.	Number	Date.	Original (= O.) or spare copy (= S. C.).	Initials with date of (1) Referencer acknowledging returns of the paper concerned or (2) Despatcher to denote the return of the papers to the department concerned.

Scott. II-8 (f) 11,004— 6-1-17.

2

Confidential

Home(Education)Department

M E M O:-No.3599A/17-3 dated 22-5.1918.

Pages 1+2 of G.O. 599 7-5-18 Ⓐ

In his letter No.1678/1918, dated the 20th February 1918, the D.P.I. recommends the grant of a personal allowance of Rs.50/- per mensem to Mrs. Drysdale, Inspectress of Girls' Schools Central Circle. In favour of the proposal, it is urged that the rates of pay sanctioned for ~~the~~ Inspectresses of Girls' schools are in modern conditions inadequate, that, in consequence, the Public Services Commission have recommended an increased scale of pay for them, ~~and~~ but that, in view of the decision of the Government of India not to consider their case immediately, Mrs. Drysdale is not likely to benefit by any improvement in the scale of pay that may hereafter be sanctioned ~~in~~ as a consequence, of the Commission's recommendations. It is also pointed out that Mrs. Drysdale was 36 years old at the time she entered service, and that this fact must be taken into ~~consideration~~ account in considering her claims. for increased salary

Para 2 of Govt of India's letter No 886 of 6-10-17 Ⓘ

that she cannot therefore hope to ~~serve~~ long ~~after reaching the~~ maximum pay of her post

3. In the correspondence with the Secretary of State which led to the grant of ad interim measure of relief to senior male members of the I.E.S, pend-

G.O. 728 / 3-7-15 Ⓝ

G.O. 1254 / 27-11-16 Ⓗ

pending orders on the recommendations of the Public Services Commission, the Govt. of India did not think it fit to bring to notice the claims of Inspectresses of Girls' Schools for similar relief. Also in their recent circular addressed to ~~the~~ Local Governments on the subject of the re-organization of the educational services, they have expressly stated that they do not propose to touch for the present on the service for women which the Commission have recommended. These facts tend to show that, ~~in the opinion of the Government of India~~, there is no immediate need for according to the female members of the service any such temporary measure of relief as has been sanctioned in the case of male members.

Letter no. 866 of 6-10-17 (I)

The fact that Mrs. Drysdale entered service at a late age does not appear to be a sufficient ground for the grant of special concessions to her. In fact the old rules contained in article 478(a) of the C.S.R. (which was recently cancelled by G.O. No. ~~425~~ 255, Financial (Pension), dated the 15th October 1917) actually penalised such persons in the matter of pension. Under article 403 of the C.S.R., Mrs. Drysdale can add 5 years to her qualifying service and this, by itself, appears to be a sufficient concession.

(F)

3. As first Inspectress of Girls' Schools, Mrs Drysdale is now in receipt of a salary of Rs.530/- per mensem in the scale

---

Rs.500-20-600 per mensem. She is not eligible under the ordinary rules for a personal allowance as such an allowance is usually granted only to officers who have served on the maximum pay of their appointment at least for a period of 5 years.

4. The Director is requested to give due consideration to the facts set forth above and to report whether he still thinks that Mrs. Drysdale should be shown ~~any~~ special concession in the matter of pay. If so, he is requested to favour Government with the arguments he may have to adduce in support of his view.

AK 20/5/18

21.5.18

27/5/18

To

The D.P.I. (O.M. only).

22.5.18

R

4/

4

C.F.—29

HOME DEPARTMENT.
(EDUCATION)

SECRETARIAT HOME DEPARTMENT GOVT OF MADRAS 14 JUN 1918

C. No. 1522 A

Received .... 191 . Registered 14.6 191 8.

Confidential.

Subject.

Replying to Government Memorandum No. 3599 A/17-3 (confl.), dated the 22nd May 1918 regarding the grant of a personal allowance of Rs. 50/- per mensem to Mrs. Drysdale, Inspectress of Girls' Schools, Central Circle.

ENCLOSURES
No. ....
....
Spare copies ....

SECRETARY HOME DEPARTMENT 14 JUN 1918

Ref on Cur No. 1678/1918.

Station Ootacamund , Dated the 13th June 1918.

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

(Designation) DIRECTOR OF PUBLIC INSTRUCTION.

To The Secretary to the Government of Madras,

HOME Department.
(EDUCATION)

Sir,

With reference to your Confidential Memorandum No. 3599 A/17-3, dated 22nd May 1918

pages Th [illegible]

I was of course aware that the Government of India have declined 'to touch for the present on the service for women which the Commission recommended' but it appears to me that this fact instead of weakening Mrs. Drysdale's case strengthens it because it makes the prospect of improvement in her position even more remote than that of the male officers in the department several of whom both in the Indian Educational Service and the Provincial Educational Service are receiving special compensatory allowances.

8A

A I am not acquainted with the reasons of the

Government of India for coming to this decision but I am unable to admit that their having done so is in itself a proof that there 'is no immediate need for according to the female members of the service any such temporary measure of relief as has been sanctioned in the case of male members.'

The fact that the rule penalising persons who entered service at a late age has been cancelled seems to me to indicate that the unfairness of the rule has been recognized and the previous existence of the rule does not strengthen the case against an allowance to Mrs. Drysdale so much as its cancellation weakens it.

I do not however say that Mrs. Drysdale should have a personal allowance because she entered service late but I point out that her having entered late has resulted in her attaining the highest grade open to her at a time when she can probably only draw the highest rate in that grade for a very short time.

In view of the very much improved prospects held out by the recommendations of the Commission the concession of five years added to her qualifying service which will I believe give here about £. 20/- additional pension does not seem to me sufficient.

Because when she entered service, the rule did not provide for this benefit.

Why moreover should this be represented as a concession at all? That it is provided for by the pension rules merely proves that the recruitment of people to the educational department at an age above the average is considered so necessary by Government that their interests must be so far as may be safeguarded.

Mrs. Drysdale may not be eligible for a personal allowance under the ordinary rules but the allowance I ask for is admittedly special and claimed in circumstances that could not have been contemplated when the rules were framed.

I have no further arguments to adduce in favour of a personal allowance which I still think should be granted to Mrs. Drysdale but I claim to have shown that the arguments in the Memorandum are at any rate not conclusive. I take this opportunity, however, of emphasizing the excellence of Mrs. Drysdale's work and the unfairness of excluding her from the benefits conferred on a number of members of the department whose circumstances do not differ so much from hers as to justify such exclusion.

I have the honour to be,
S i r,
Your most obedient servant,
J. Stone
Director of Public Instruction.

M. S. S.

2

Home(Education)Department.

MEMORANDUM No. 1522A-3, dated 3.7.1918.

6

(A)
Ro 599
7.5.18
forch No 711 A
Sa
4.7.18

In para.4 of his letter No.2467, dated the 26th March 1915 the Director of Public Instruction stated that the superior inspecting staff in respect of girls' schools was not strong enough to cope adequately with the marked increase in the number of schools and scholars and with the developments in female education in recent years and accordingly suggested the creation among others of an additional post of Inspectress of Girls' Schools. The Director is requested to report whether, in his opinion, the needs of the department require the immediate employment of this additional Inspectress. (E)

2. At present, the maximum pay to which an Inspectress of Girls' schools can hope to rise is Rs.600 *per mensem*. The recurring difficulty experienced in the case of the women ~~Inspectres~~ Inspectresses arises from the fact that this pay offers inadequate prospects and that the chances of attaining to it are very uncertain. The Director is requested to report having regard to the above considerations what pay should be allotted to the new post.

22/6/18

To

3/7

The D.P.I.(C.M.only).

17,577—26-1-18.

8

C.F. 88.

7

Home Department.

14 SEP 18

Education Branch.

C.No. 2328 A
17 9 18

18

REMINDER.

To

The Director of
Public Instruction

The undersigned ~~has the honour to invite~~ is directed to invite ~~invites~~ attention to the communication noted in the margin and to request that this reminder may be returned at once with information as to—

memo No. 1522 A 3 Home (Edn) dated 3.7.18

(1) the stage at which the matter now is, and

(2) the date by which a reply may be expected ~~and~~

~~(3) the circumstances which have caused the delay.~~

~~2. It is requested that the reply to this reminder may be sent not later than~~

C. Ramanujachari
6/9/18

Office

Station Ootacamund

Dated

Signature.

Designation.

SUBJECT.

Employment of an additional Inspectress of girls' schools

5.9.18

REPLY.

Rc. No. 2467/15
13-9-18

To

THE Secretary to Government,

Home (Edn) Department,

Madras.

A reply to the Government Memo, was submitted through the Accountant-General with this office letter Rc.No.2467/15, dated 30th August 1918.

13-9-18

for Director of Public Instruction

Md.I. 13/9

13/9

Home (Edn) Dept.

Lodged

18/9/18.

19.9.18

20/9/18

The A.G. may be reminded on the 25th instant if the D.P.I.'s letter ~~[illegible]~~ is not ~~received~~ forwarded before that date

18/9/18

DIRECTOR OF PUBLIC INSTRUCTION
8 7 SEP 1918
Rc 2467/15
MADRAS

Home (Edn.) Dept

Memo No. 1522 A-4
27-9-18

It is understood that the D.P.I. has submitted through the A.G. certain proposals regarding the employment of an additional Inspectress of Girls' schools, with his letter R.C. No. 2467 dated the 30th August 1918. The A.G. is requested to expedite the transmission of this letter to Govt.

27.9.18

27.9.18

To the A.G.

10

9

C.F.—29.

HOME (EDUCATION) **DEPARTMENT.**

C. No. 2413 A

Received ....191 . *Registered* 30/8 191 8.

Subject.

Submitting proposals for the creation of the post of an additional Inspectress of Girls' Schools.

ENCLOS RES.	
No.	
Spare copies	

R. C. **No.** 2467/1915

Station Madras, *Dated the* 30th August 191 8

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, /Through the Accountant-General, Madras/.

With reference to Government Memorandum No.1522 A -3 dated 3rd July 1918 I have the honour to state that the need for the strengthening of the staff of the superior inspecting agency in respect of girls' schools has become very much greater since 1915 owing to the large increase in the number of schools and scholars as will be observed from the figures given in the margin and also owing to the opening of new Board Schools for girls sanctioned in G. O. No.1585 Home (Education) dated 15th December 1917. Further many of the important

	No. of schools	No. of Scholars.
1913-14	1553	120982
1916-17	1803	136584

1917-18 report

244 new girls' schools were sanctioned in this G.O. [illegible] (XV)

Elementary Girls' Schools have opened higher standards in consequence of which their staffs have been or are being strengthened, a training section has been added to the Government Girls' School, Cuddalore, the Hobart School has been raised to the Secondary Grade and proposals for the establishment of three Government Secondary Schools for girls, one in each circle, are now under the consideration × of Government.

Since Sanctioned by Govt.

The Inspectresses can no longer endure the increasing strain thus entailed on them and to allow of a more even distribution of work among them in view to make their inspections really efficient and also in view to the further development and expansion of female education for which there is a gradually increasing demand, it is imperatively necessary, I think, to employ an additional Inspectress. Here I beg to point out that the creation of such a post was recommended to Government so far back as March 1915 (vide my letter C. No.2467/15 dated 26th March 1915)

p. 22 of papers (E)

2. As regards the pay to be fixed for the new post it is obvious that the existing scales of pay of Inspectresses offer inadequate prospects of promotion owing to the limited number of appointments in the cadre, but since a general revision of the scales is presumably impracticable at present, I suggest that it would suffice if the additional post now proposed were placed at the top of the existing grades and designated "Chief Inspectress" with a pay of Rs.600-50-750. I propose the designation of Chief Inspectress for this post because I think that its holder should always be employed at the Presidency so that it may be possible for the Director to consult her whenever necessary on points special to female education. Another reason why it is considered necessary to improve the pay and prospects of the Inspectresses is the institution of well-

paid posts in the Queen Mary's College for women, Madras and the fact that since these have had necessarily to be given to well qualified women without seniority in the service discontent has been increased among the senior lady officers in the inspecting branch. I request that, as a special case, the rate of increment be fixed at Rs.50 per annum and the period of rise from the minimum to the maximum at three years in order that the officer appointed to the highest grade who will generally be the senior Inspectress on the verge of retirement may be allowed to retire on the maximum pay of the grade.

I would further suggest that the appointment be temporary, say, for a year at present.

3. It will also be necessary to provide for the new office the following scale of establishment as in the case of other offices:-

Headclerk	Rs.50-2-60
Second Clerk	25-1-30
Third Clerk	20-1-25
Fourth Clerk	15-1-20
Temporary Clerk	20
3 Peons	1 (9) and 2 (8)

4. I presume that the post will have, in the first instance, to be of a temporary character. Its creation is proposed largely in the interests of the elementary education of girls and I therefore think that the charges of it can be properly met from the five and a half lakhs grant from the Government of India.

I have the honour to be,

Sir,

Your most obedient Servant,

R a Anewe

for Director of Public Instruction.

30/8

Y.V./30/8

13

Office of the Accountant-General,
Madras,
Fort St. George, 26th September 1918.

No.G.A.72-12861

Forwarded.

2. There would be no audit objection to the proposal being sanctioned by the Madras Government under rule 10(4)(a) of the Rules defining the financial powers of Provincial Governments, embodied in G.O. No.464 Financial dated the 17th August 1916, if the proposed appointment of a Chief Inspectress is intended to be really only a temporary one. If however the acceptance of the present proposal will eventually mean the creation of a permanent appointment of the same nature, and if no reference is now made to the Secretary of State, his hands will be practically tied. The creation of a permanent appointment of this nature would require the sanction of the Secretary of State, and in a similar case the Comptroller General ruled that Rule III (1)(c) of the Audit Resolution, recorded in G.O. No.508 Financial dated the 4th September 1916, applied and that the sanction of the Secretary of State should be obtained. (V) (XI)

3. The pay proposed for the temporary appointment of Chief Inspectress, viz. Rs 600-50-750, should be specially sanctioned by Government, as it rises from the minimum to the maximum by less than five equal increments, vide Article 149 of the Civil Service Regulations.

4. As regards the last four lines in para 2 of the Director of Public Instruction's letter, it may be pointed out that if the proposed appointment is to be a temporary one, the Senior Inspectress who is appointed to it, will not count the pay of the temporary appointment for pension, unless the temporary appointment is subsequently made permanent (vide Articles 490 and 370 of the Civil Service Regulations).

Accountant-General.

To

The Secretary to the Government of Madras,
Home (Education) Department.

55,193—3-17.

G.E.—12

11

NOTES.

A

No. 170-2.
17

12

PRIVATE SECRETARY MADRAS

GOVERNMENT HOUSE.
Madras

Edn A
3599
(Regd 29.11.17)

28th November 1917.

My dear Ramachandra Rao,

I am to send you for consideration the accompanying letter dated 14th November 1917 from Miss Lynch on the subject of a personal allowance together with the observations of the Director of Public Instruction.

Yours sincerely,

SECRETARY TO GOVERNMENT OF MADRAS
29-NOV-1917
HOME DEPARTMENT

M.R.Ry Diwan Bahadur R. Ramachandra Rao Avl.,
Secretary to Government, Home (Edcn) Dept.,
Fort St. George, Madras.

8A

906-07/16
1254 copy/16
891/12
1074/12
366/99

Office of the Inspectress of Girls' Schools,
Central Circle, Madras, 14 November 1917.

SECRETARIAT TO GOVT. HOME DEPARTMENT 29-NOV-1917

PRIVATE SECRETARY TO THE GOVERNOR MADRAS 14 NOV 1917

Dear Mr. Moir,

I enclose herewith a brief summary of the steps already taken to improve the pay of the Inspectresses of Girls' Schools in this Presidency, from which you will see that the first attempt was made by Dr. Duncan as long ago as the year 1899. Pending the settlement of the matter by the Public Service Commission, the Madras Government, in reply to our Memorial dated 28th August 1912, expressed their inability to consider the question of improving the pay of the Inspectresses. Again the Madras Government recommended that a personal allowance should be granted to the Inspectresses of Girls' Schools out of the special sum set aside for this purpose with reference to my Memorial dated 1st April 1916, but their request was refused by the Government of India on the ground that this sum was specially ear-marked for the members of the Indian Educational Service. Since then, as you know, the

(C) G.O. 366/19.6.99

(F) G.O. 1074/5.12.12

(G) Letter no. 907/25.8.16

(H) G.O. 1254/27.11.16

19-NOV-1917

recommendations made by the Public Service Commission have been published and if those recommendations had been given effect to, I should be drawing Rs. 675 from the 16th June last, whereas I am actually receiving only Rs. 520.

I

The Hon'ble Sir Sankaran Nair, in January 1917 suggested in a demi-official letter to me that it was open to the Madras Government to grant me a personal allowance, and as the recommendations of the Public Service Commission are not likely to be given effect to for some time, vide sub para 2 of para 2 of the Government of India Circular Letter No. 866 dated 6th October 1917 to the Government of Madras, Education Department, published in the Fort St. George Gazette, Part I B dated 6th November 1917, I thought of submitting another Memorial to His Excellency the Governor in Council praying that a personal allowance of Rs. 150 per mensem be granted so as to raise my pay to what I should be entitled to in accordance with the recommendations of the Public Service Commission.

X

I shall feel very grateful if His Excellency the Governor will be pleased to grant me a short personal interview to enable me to place the whole facts of the case clearly before him and obtain his sympathetic advice before I proceed further in the matter. I may also state that I am the only Inspectress with long service who is gravely affected by the postponement of the recommendations made by the Public Service Commission and hence my request for a personal allowance.

Yours ~~very~~ sincerely,

CMLynch

T.E. Moir Esquire, C.I.E., I.C.S.,
Private Secretary to His Excellency the
Governor in Council,
Government House,
Madras.

SECRETARY TO GOVERNMENT HOME DEPARTMENT
29-NOV-1917

S U M M A R Y.

(C) Go 366/19.6.99

1. Letter No. 1782 dated 11th February 1899 [illegible] the Hon'ble Mr. D. Duncan, M.A., Director of Public Instruction, to the Secretary to Government, Educational Department, recommending that the scale of pay of the Inspectresses of Girls' Schools be from Rs. 400 to Rs. 700.

(C) Government in their order No. 366 Edl., dated 19th June 1899 considered it unnecessary to revise the salaries of the Inspectresses of Girls' Schools.

(J) in Go 897/8.10.12

2. Memorial dated 28th August 1912 from the Inspectresses of Girls' Schools praying that the scale of salaries be revised and raised to Rs. 500-35-850.

(F) Government in their order No. 1074 Mis. Edl., dated 5th December 1912 stated that in view of the appointment of a Royal Commission on the Public Services in India, the Government of India expressed their inability to consider the question of improving the pay of the Inspectresses at present.

paps 2649 (G) Go 906/25.8.16

3. Memorial from Miss Lynch, Inspectress of Girls' Schools, dated 1st April 1916 to His Excellency the Governor requesting that one of the temporary personal allowances be granted to her until such time as the recommendations of the Public Service Commission would be given effect to.

(H) Go 1254/27.11.16

The Director of Public Instruction, the Hon'ble Mr.J.H.Stone, in his Proceedings Dis. No. 8209/16 dated 13th December 1916 stated that the Government of India declined the payment of temporary personal allowances to the Inspectresses of Girls' Schools in this Presidency as they were only intended for the members of the Indian Educational Service.

4. D.O. from the Hon'ble Sir Sankaran Nair dated January 1917 to Miss C.M. Lynch, Inspectress of Girls' Schools, Central Circle, reporting that the Government of India refused payment of personal allowances as this sum was specially set aside for the

5

the members of the Indian Educational Service and pointing out that it was open to the Madras Government to recommend a personal allowance independently.

5. Recommendations of the Public Service Commission regarding the pay of Inspectresses, namely, that the initial salary be 20 Rs. 400-10-500 and after the first 5 years that the scale be Rs. 500-25-800.

I

In sub para 2 of para 2 of the Government of India Circular Letter No. 866 dated 6th October 1917 to the Government of Madras, Education Department, published in the Fort St. George Gazette Part I B dated 6th November 1917, it is stated that the Government of India do not propose to touch for the present on the service for women which the Public Service Commission have recommended.

5

D.O.No.25

The Old College, Nungambakam.
23rd November 1917.

My dear Moir,

Miss Lynch entered service in 1905 and has now reached the top grade of Rs.500-20-600 her pay being now Rs.520. If she retires at 55 she will have been drawing Rs.600 for two years. I considered that she was at least as much entitled to some addition to her pay in anticipation of effect being given to the recommendations of the Public Service Commission and proposed that she should receive a special personal allowance of Rs.50 and on Mrs.Rhenius's retirement of Rs.100 from the sum which the Government of India allowed this Government to spend on personal allowances for Indian Educational Service officers. This the Government of India refused to allow and she now, relying on a remark of Sir Sankara Nair's, asks that Government should give her a personal allowance independently of this amount. I should be quite prepared for her to have what I before suggested if it is not thought that the Government of India's refusal precludes this course being taken.

2 The chief reason against it is the comparative shortness of her service but this is perhaps balanced by the facts that she was 36 years old when she entered service and that it is admitted that the rates of pay for inspectresses are in modern conditions inadequate. It may be presumed that it will still be several years before these are altered.

3 I do not think that the grant of a personal allowance to her would lead to further claims on the part of other officers though there are of course several, and some who are senior to her, who are waiting for the improvement in their pay and prospects promised as long ago as 1912.

4 I do not see that Miss Lynch could say any more for herself than has been said already.

5 I return herewith the enclosures to your D.O.No.120-1, date 15th November 1917.

Yours sincerely,
J. H. STONE

Home (Education) Dept.

G

Please see the notes on pages 7 to 28 of G.O. no. 906 dated the 25th August 1916. The only new circumstance that has happened since then is the publication of the report of the P.S. Commission. The Commission has recommended Rs. 400-20-500 for the first five years and Rs. 500-25-800 ~~[illegible]~~ on re-engagement after five years. If these recommendations are entirely approved and if effect is given to them with effect from June 1905 (the date of her appointment)[×] in the case of Miss Lynch, she would have been ~~[illegible]~~ entitled to draw Rs. 675 since June last against Rs. 520 now actually drawn by her. It is for consideration whether the Govt. of India may be addressed again. The Financial Dept. will have to be consulted.

[×] The P.S. Commission was however appointed only in 1912.

8.12.17

11/12

G

This Govt. already recommended a personal allowance of Rs 50 each to Miss Lynch & other inspectresses + ~~recommended~~ suggested that the amount of allowance might be met from the balance of Rs 6000 sanctioned for allowances to officers of the I.E.S. The Govt. of India disallowed the proposal to grant the allowance from the amount referred to above. ~~But~~ though they did not go into the merits of the case

H

NOTES.

of each of the inspectresses, it is not free from doubt whether (by this order) they did not disapprove of any scheme of payment of ad interim measure of relief (by way of allowance) as in the case of I.E.S or P.E.S officers. Sir C. Sankaran Nair's suggestion apparently refers to a 'personal' allowance to Miss Lynch only ~~under~~ if ~~that~~ allowance were forms admissible under conditions usually demanded in such cases, and not as an interim measure in anticipation of the P. S. Commission recommendations. From pages 15 to 18 of

Ⓖ the papers with fo. no. 906. of 25-8-16 it will be seen that the latter was the main if not the sole, consideration in making the recommendation for personal allowance to Miss Lynch, ~~and~~ her total service (11 years) & her age (47) not ~~being~~ independently afford sufficient grounds for a personal allowance ~~under~~ in the ordinary sense of the Expression

CA
12/12/17

Circumstances have certainly changed since the last report.

We have decided that an allowance to Miss Lynch is necessary & equitable;

Letter flag G

but as we asked this to be met out

O Robt Eacl

ASSISTANT SECRETARY
14.12.1917
GOVT OF MADRAS

Letter flag I

400-20-500-25-800
(p. 119 of Report Vol I)

CURRENT NO.
9531
FINANCIAL

Regd: 14-12-17

Edn. w.o 3599 A-1
14.12.17

CHIEF SECRETARIAT
14 DEC 1917
MADRAS GOVT

of the grant of Rs 6000 meant for the I.E.S, the proposal was vetoed. The Pro. E. S have also secured allowances. So it is rather hard that the female inspecting agency alone should not be helped.

Further early attempts are being made to give effect to the Pub Ser Comn: recommendations in respect of the I.E.S & P.E.S. appointments. Herein again the female inspecting agency has not been referred to.

The Pub Ser Com: has made definite recommendations fixing the pay of Inspectresses. It is not likely, however that Miss Lynch is likely to serve till she gets the benefit of the same.

Miss Lynch has memorialised often but I venture to think that all along her memorials have been disposed of more on technical grounds than on merits.

I beg to put forward that a personal allowance of Rs 150/ be sanctioned to Miss Lynch. The necessity to sanction the allowance to anyone else will not arise under similar conditions

13/12/17

Fiscal (us)

Financial Dept.

For the Asst. Secy.

Attention is solicited to Financial notes on pages 14-16 of notes to G. os. 906-07 Edl. d 25-8-16, letter to the Govt. of India in G. os this, and the Govt. of India's reply thereto in G.O. No. 1254 Home (Edn) d 27-11-16. Financial did not object in 1916 to the grant of a personal allowance to Miss Lynch from the lump allotment of Rs 6000 (para 4 of Govt. of India's letter on page 2 of G.O. 728 Edl. d 3-7-15), as the distribution of the sum was considered to be an administrative matter.

G

H

page 14 of notes to flag G

N

2. The Govt. of India, having refused to sanction the allowance from the lump allotment, it is now proposed by Home Dept to grant her an ordinary personal allowance of Rs 150 p.m. The ~~allowance necessity for the~~ grant of the allowance may be examined from the following two standpoints:-

Go. flag H

p. same

(i) admissibility of the allowance under the ordinary personal allowance rules (page 5 of G.O. 600 Finl. d 27-9-12); and

V

(ii) as an ad interim measure pending the introduction of the revisions consequent on the recommendations of the public services Commission page 5 ante

3 As regards (i) above, it is submitted that Miss Lynch is now drawing Rs 520 in the scale of Rs 500-20-600. The grant of ~~of~~ the proposed allowance is therefore inadmissible under the ordinary rules. *Vide* Rule II (1) (e) on page 5 of G.O. 600 Finl. d. 27-9-12. Please see in this connection Asst. Secy's note on pages 10-11 of G.O. 309 Edl. d 22-3-16, where it was held that a personal allowance was inadmissible to her in 1915.

V

T

pp 7-8 ante

As regards (ii) above, which is presumably the ground urged by the Home Dept in support of the proposal, it is submitted that even here the case does not seem to be very strong. The Govt. of India no doubt have sanctioned personal allowances 'as *ad interim* measure' to I.E.S. and P.E.S. But they seem to make some distinction (the exact basis of which is not clear) between these male officers and the female officers of the Edl. Dept. (in the matter of granting these allowances). When the question of '*ad interim*' measure was placed before the Secy of State by the Govt. of India, the female officers were altogether left out of account – vide letter on page 2 of G.O. 1254 Home (Edn.) d 27-11-16. Again in connection with the introduction of the revision according to the Public Services Commission's report, the females officers ~~were~~ have been left behind as not

pages 134 & 140 of Quarterly Civil List.

H

NOTES.

requiring "early consideration" – *Vide* paras 2

I of Govt. of India's letter No. 866 d/ 6-10-17.

4 In view of the above circumstances, it is not quite clear whether the Govt. of India will agree to the grant of the proposed personal allowance. H.E. seems to think that the case of Miss Lynch is a hard one (G.S. E's

G note on page 25 of G.O. 906-07 Edl. d/ 25-8-16) and if Home Dept. consider that a strong case can be put so as to convince the Govt. of India (whose sanction is necessary×) Financial need not, it is submitted, object to the proposal going forward.

×Rule III (2) note on page 5 of G.O. 508 Finl. 4-9-16

X1

5. In the case of I.E.S. officers, the amount of the allowance given as *ad interim* relief is only Rs 100 p.m. for each officer. In the case of P.E.S. officers, this amount is Rs 65 p.m. for each officer. It appears that the amount of personal allowance proposed, viz Rs 150 p.m. ~~seems~~ is a little high (this sum has been proposed with reference to the salary which Miss Lynch would have drawn if the Public Services Commission's† scale is adopted). Orders are solicited whether it will not suffice if an allowance of Rs 50 is recommended to the Govt. of India (following the amount

Cf. p 134 Civil List-

Cf. p 140 ibid

Cf. portion X of D.O. on p. 2 ante

† 400-20-500-25-800-

G ~~proposal~~ mentioned in letter 907 Edl. d. 25-8-16).
The allowance, if sanctioned, will, it is presumed, be subject to the conditions laid down in the case of the allowances of the I.E.S. and P.E.S. officers.

Cf. G.O. 728 Edl. 3-7-15 N

Rule 31 on p. 13 of G.O. 464 Fnl. 17-8-16 V

6. If the personal allowance is to be granted, the Home Dept. will have to obtain a report from the Acct. Genl. as to the authority competent to sanction it and forward the same to the Govt. of India along with the letter. No action as regards provision of funds is now necessary.

Mun
27.12.17

I would premise by saying that the fact that Financial did not object to Miss Lynch being given a personal allowance of Rs 50/- from the ~~allote~~ allotment of Rs 600/- sanctioned for personal allowances to I. E. S. officers should not be taken to mean that in the opinion of Financial Miss Lynch was eligible for a personal allowance under the ordinary personal allowance rules.

pages 20-22 of notes to G.O. 906-07 Edn. d. 25-8-16 G

para 4 of the letter on p. 2 of G.O. 728 Edn. d. 3-7-15 N

Quite so; she is clearly ineligible under the ordinary rules.
LD

p. 5 of G.O. 600 Fnl. d. 27-9-12 V

So far as these rules go I beg to submit that the objections taken in my note dated 11th May 1915 — p. 11 of G.O. 209 of 22.3.16 — apply with equal if not greater force to the present proposal.

T

Miss Depuch has since been promoted to Rs: 500-20-600. She has drawn only one increment in this grade.

page 5 ante

Under the ordinary personal allowance rules i.e. she is not eligible for the grant of a personal allowance.

Rule II (1) (c) on pages of G.O. 600 Finl 8.27-9-12

V

We have next to consider whether there is anything in Miss Depuch's case which takes it out of the category of the ordinary.

The only reason advanced with some show of force is that Miss Depuch joined service late and will derive no benefit from the results of the Public Service Commission's Report.

para 2 on page 5 ante

We cannot I submit agree to compensate an officer for joining service late in life; indeed the old rule used to be to penalize such an officer by reducing his pension, — article 478(a) C.S.R. — but the Secy of State has recently cancelled this article and in doing so has recognised that an officer entering

pages 1-2 of G.O. 255 Pen 8.15-10-17

F

Cf para 3 of Despatch from Govt of India on p.2 of G.O. No 253 Fin (Pen) d 15-10-17
F

Govt: service at a late age cannot hope to rise as high as others coming in earlier, ~~then~~ Miss Dejuch has, however, had five years added to her service for purposes of pension,

Cf. p.16 of G.O 309 Edl d 22-3-16
T

and we cannot I submit agree to grant her personal allowance in order to enable her to qualify for a higher pension ~~that~~ than what she would be ordinarily entitled to.

As regards anticipations from the Public Service Commission's Report I beg to submit that this is a matter of policy. If it were held, — as it has been held in certain cases, I.E.S. for example — that a certain class of officers in a certain service should be granted some compensation as they will not benefit from the results of that report, and if the female agency of the Education Dept. came ~~into~~ within this category there would be a case for considering the claims of individual members of that Agency. But, in dealing with the recommendations of the Commission regarding the Education department, the Govt. of India have para 2 of letter 8668 6-10-17 I

deferred consideration of the proposals affecting the 'service for women'. Evidently other members of this service are in the same position as Miss Lynch — some of them her seniors — and I do not see how Miss Lynch's case can be isolated and made exceptional. The Home Secy says "The necessity to sanction the allowance to any one else will not "arise under similar conditions". Personally I am very sceptical as regards this, and the experience we have had of women teachers and their demands does not, I respectfully submit, support Home Secy's view.

e.g. the Principal of the Women's College

page 8 ante

In my humble opinion therefore Financial should advise against the proposal on the grounds

(a) that Miss Lynch ~~has~~ is not elegible for a personal allowance under the principles regulating the grant of such allowances

p. 5 of G.O. 600 Fin'l 27-9-12

(b) that it has not been held that members of the women service of the Education department should be compensated by the grant of personal allowances as ad interim measure of relief of officer's salary

20.12.17

I agree with Mr Kershaw — & doubt whether in other respects Miss Lynch has any strong claim to additional Emoluments. The proposed enhancement of Rs 150 seems to me clearly excessive.

Ld.
3.1.18

Home (Edn) u/o

Fin'l no. 95-31-1
4.1.18

REGISTRAR HOME DEPARTMENT
-4 JAN 1918
GOVT OF INDIA

Home (Educational) Dept.

For orders as to circulation.

5.1.18

10.1.18

Judged by precedents governing grant of allowances to officers on incremental salaries, I admit that the Financial note above is correct. But the Pub Service Commission report has recognised the necessity for a higher pay

11.1.18

Box 19
Cie 11-1-18
Scott. II—8 (a)—Retd

And I based my recommendations on Miss Lynch's peculiar position and the transitory nature of the present in respect of officer's salaries.

Whether she deserves any concession and what, I submit that the D.P.I. may be consulted. And if on special grounds it be decided to enhance her emoluments, I submit that there is a strong case, even if India has to be addressed.

11/5/18

H.E.
H.M. (Financial)

ASSISTANT SECRETARY
13 MAY. 1918
GOVT. OF MADRAS

Extract of the remarks in file disposed of in Go. no. 599 Home (Edn) d/ 7. 5. 18.

Connected file returned for necessary action in Miss Lynch's case

(B.O.)

T. E. Moir - 6-5-18.

For orders whether the file may be sent u.o. to the D.P.I. for remarks with reference to the Secretary's note above. If so, Financial may be asked to state whether they have any objection to the Director seeing that department's note on pages 9 to 16 ante.

CHIEF SECRETARIAT
12 MAY. 1918
MADRAS GOVT.

CURRENT NO.
~~4024~~ 4091

Home (Educational)
No. 3599A/17-22
11. 5. 18
Regd 13.5.18

9. 5. 18

9.5.18

11/5/18

I am not sure on what points in the financial note it is proposed to consult the D.P.I. I presume Home dept. can put anything they want in a memorandum.

D

For orders whether financial note should leave the Secretariat.

Not unless good cause is shewn

13-5-18

Exp

Will Home please crystallize the proposed reference to the D.P.I into the form of a self contained memorandum. The extract from F.S.'s note of 6.5.18 is unintelligible without the context.

D
14-5-18

Fwd no 6091-1
14.5.18

Exp To Home (Edn.) no.

REGISTRAR HOME DEPARTMENT
15-MAY-1918
GOVT. OF MADRAS

Home (Edn.) Dept.

A draft ~~note~~ memo. to the D.P.I. is submitted for approval.

16.5.18

21.5.18

22/5/18

20/5/18

Ins

[memo no. 3599 A-3 d 22.5-18]

Sectt. 1—8 (a)—160,004—16-1-17.

NOTES.

Home (Edn.) C. No. 1521 A
14.6.18

13/6/18

PRIVATE SECRETARY
MADRAS

GOVERNMENT HOUSE.
OOTACAMUND.

13th June 1918.

My dear Ramachandra Rao,

Would you kindly let me have the file regarding the grant of a personal or other allowance to Mrs. Drysdale?

with DPI?

Yours sincerely,

SECRETARY TO GOVERNMENT HOME DEPARTMENT
14 JUN 1918

The Hon'ble
Diwan Bahadur R. Ramachandra Rao Avl.,
Secretary to Government, Home Department,
Stonehouse Hill.

Home (Education) Dept.

C No. 1522 A from the D.P.I. no 1678 d 13.6.18.

pages 4-6. cf

The Director states that he still thinks that a personal allowance should be granted to Mrs Drysdale. In his opinion the fact that the Govt. of India have declin

p. 5, cf

p 4, cf

—5—

(F)

To touch for the present on the service for women which the Commission recommended' strengthens Mrs Drysdale's case, for a personal allowance ~~[illegible]~~. He points out that the removal of the penalty ~~[illegible]~~ in the case of persons entering service at a late age (effected by G.O. No. 255 Fin (Pension) of 15-10-17) is only a recognition of the unfairness of the old rule and does not weaken ~~[illegible]~~ the present case. He adds that the concession of five years added to her qualifying service under art 403 of the C.S.R. is not sufficient in view of the very much improved prospects held out by the recommendations of the Commission. Although Mrs Drysdale is not eligible for a personal allowance under the ordinary rules, Mr. Stone recommends that she must be given a special allowance. For orders whether the above views may be accepted and the Govt. of India addressed again.

14.6.18

15/6/18

15/6/18

NK 15/6/18

Home (E.) U.O. No. 1522-A-1 15-6.18

P.S.G. with ref to his D.O. on preceding page.

It has already been recognised that Mrs. Drysdale's case deserves consideration and in His Excellency's opinion the only question is what form it should take. The Government of India have ruled that Inspectresses are not eligible for temporary personal allowances out of the amount sanctioned for

NOTES.

pp 10-11 ante

this purpose in the case of officers of the Indian Educational Service and in the view of Financial Mrs. Drysdale is not eligible for a personal allowance under the ordinary rules. His Excellency observes however that Mrs. Drysdale is now on a salary on an incremental scale and would ask that the question may be examined whether in view of the circumstances of her case the increments could not be antedated and Mrs. Drysdale given the maximum salary of the post, that is Rs.600 per mensem, now. His Excellency would be obliged if the papers might be submitted to him through the Hon'ble Sir Alexander Cardew whose opinion he would be glad to have.

A

17 JUN 1918

2. The recurring difficulty experienced in the case of the women inspectresses arises from the fact that the pay of the highest appointment offers inadequate prospects and that the chances of attaining to it are very uncertain. The D.P.I. in connection with the re-organisation of the Inspectorate has asked for another Inspectress and it is a question whether an additional appointment ought not to be made now to meet immediate requirements. On this point the D.P.I. should be consulted and if in his opinion an additional Inspectress is required His Excellency would like the considerations referred to above to be considered in submitting proposals as to the pay to be attached to the new appointment.

B

16-6-18

BY ORDER.

With reference to the portion marked 'A' in the P.S.G.'s note on p. 21 ante, attention is solicited to para. 2 of the A.G.'s endorsement on p. 5 of f.o. no. 309 Edl. d/ 22.3.16 in which he stated that the sanction of the Secretary of State is necessary for giving Mrs Drysdale increments in advance of the due date and to the D.O. to Mr. Stone on pages 15 & 16 of the f.o. For orders whether the Govt. of India may be ~~[illegible]~~ addressed in the matter. ~~The remarks of Financial may be~~ invited.

It may however be observed that the principles governing the grant of increments in advance of due date are the same as those governing the grant of personal allowance.

(T)

(T)

2. As regards the portion marked 'B' it is submitted that in connection with the proposals for strengthening the inspecting agency, the D.P.I. suggested in March 1915 the employment among others of an additional Inspectress in order to ~~keep pace with the spread development of female education and [illegible] of the expansion of girls' schools in [illegible] Bengal~~ cope adequately with the marked increase in the number of schools and scholars ~~[illegible]~~ and with the developments in female education. He also suggested that the post should be a special one (on Rs. 350-10-400) outside the cadre of the I.E.S. on the ground that the time had come for a fair representation of Indian and Anglo-Indian element in the higher inspecting agency. A draft memorandum asking the D.P.I. to report whether there is an immediate necessity for the employment of the additional Inspectress and whether

p. 23 of the papers at (E)

he would suggest any revision of the scale of pay, is submitted for approval.

19.6.18

21-6-18

NK 20/6/18

Para 1 above may be considered later on.

Para 2. Draft to Fin'l for acceptance.

22/6/18

Fin'l (U.O.)

ASSISTANT SECRETARY 24 JUN 1918 GOVT OF MADRAS

Home (Edn.) U.O.
No. 1522A-2
24.6.18.

CHIEF SECRETARY ETC 24 JUN 1918

5415

C[illegible] IT
FINANCIAL

Reg'd 24-6-18

Financial Dept.

For the Asst. Secy.

Please see P. S. G's note of 16.6.18 on pages 20-21 ante. Home Dept. do not propose (note above) to consider immediately the suggestion in the (para) P.S.G's note to give Mrs. Drysdale increments in advance of due date so as to permit her to draw the maximum of her progressive scale (Rs 500-20-600); and ~~[illegible]~~ no remarks are therefore called for on the point at present. Financial is immediately concerned with the proposal of the Home Dept. to ask the D.P.I. whether the needs of the Educational Dept. require the immediate employment of an additional Inspectress of Schools and if so what pay he would recommend for the post.

Home Secy's note above

Draft on

2. As stated in para 2 of Home (Edn.) note on page 22 ante, the D.P.I. proposed in connection with the scheme for strengthening the inspecting

page 23 of papers at flag E

agency, the appointment of an additional Inspectress and Financial has agreed to this. In the circumstances, the proposal to ask the D.P.I. whether there is need at present for this additional appointment may be agreed to.

pp 48-49 of notes in flag E

3 In view of the circumstances stated in para 2 of draft, it seems likely that the D.P.I. will suggest ~~[illegible]~~ a pay of more than Rs 600 for this post, against Rs 350-10-400 proposed by him in 1915. If he does so, and if Mrs Drysdale is to be appointed to the post, the sanction of the Secy. of State will be necessary for the creation of the post, as Mrs. Drysdale is a member of the Indian Educational Service.

p. 123 of papers flagged E

In other depts, when increased staff is found necessary owing to increased work, it has been usual to create additional appointments on the lowest rate of pay — for instance Financial recently agreed to the creation on a permanent basis of two additional posts of steam boiler inspectors on the lowest rate of pay (Rs 300-10-350). The creation of a post on more than Rs 600 for Inspectresses of Schools and the consequent improvement in the prospects of this class of officers will practically amount to a prejudging of the decision on the recommendations of the Public

file in PWD

x Rs 400-20-500-25-800 for Inspectresses x recently in connection with the emoluments of Home Secy.

⊕ para 2 of letter no. 2 of T.O. 728 Edl 3-7-15 N

Services Commission in regard to this service. Both the Govt. of India and the Secy. of State are averse to the consideration of questions which will affect the final decision on the Royal Commission's recommendations.

The following statement shows the scale of remuneration allowed to Inspectresses of Schools in the several Provinces, who are members of the Indian Educational Service:-

(Taken from the Quarterly Civil Lists of the various Provinces).

Madras.	1 on Rs 500-20-600 1 .. .. 450-10-500 1 400-10-450	+1 CA of Rs 50.
Bombay. ..	1	300-40-500 + H.R. Rs 50 + C.A. 50.
	1	300-40-500 + H.R. Rs 100 + C.A. 75.
Bengal.	2	400-20-500-50/3-750 + L.A. 100 + C.A. 35.
United Provinces.	2	400-20-500.
Central Provinces.	2	400-20-500 – one draws L.A. of Rs 100.
Burma.	1	400-500.
Bihar and Orissa	2	400-20-500.
Punjab ?	..	400-20-500.
Assam.	1	500-50/3-750 + H.A. 100

One draws [illegible] in lieu of local allces.

It will be seen that the present scales of pay in Madras does not compare ~~un~~favourably with those in force elsewhere except in Bengal and Assam. Higher rates seem to have been in

Cf. p. 9 of notes to G.O. 504 Edn 9-5-16

VII

existence in these two Provinces for some time past.

In view of the above circumstances, it seems doubtful whether the Govt. of India and the Secy. of State will be prepared to entertain any proposal for the enhancement of the pay scale of pay of Inspectresses in Madras pending a final decision on the recommendations of the Public Services Commission.

4 For orders whether the draft O.M. will be accepted in Financial.

Thus
1.7.18.

M.S.
1.7.18

(note revised as personally directed).

The O.M. evidently raises the question of the pay & prospects of Inspectresses of Schools.

CS

1.7.18

Exp

and plainly suggests proposals to improve their position. It follows His Ex's instructions however & Fin. must accept.

2.7.18

File no 54151 Exp

REGISTRAR HOME DEPARTMENT
2-7-18
2 JUL 1918
GOVT. OF

Dy. Home (Edn.) No.

Draft memo. may issue

2.7.18

3/7/18

[O.M. No. 1522A-F dy 27-9-18]

C. No. 2413 A. from the D.P.I., R.C. 2467 & 30.8.18.

Please see para 2 of the P.S.G.'s note
on page 21 supra. The D.P.I. who
p. 10 of c.f. was consulted by D.H. states
that it is imperatively necessary
to employ an additional inspectress.
This may, it is submitted, be accepted.
para 7 of Draft letter to India with Ⓔ The necessity for the employment
of a fourth inspectress has been
admitted in connection with
the Scheme for the reorganization
of the inspecting agency.

2. The pay of the existing
Inspectresses is noted below:—

1st Inspectress — Rs 500-20-600.
2nd " — Rs 450-10-500.
3rd " — Rs 400-10-450.

para 2. p. 11 of c.f. The D.P.I. states that the existing
scales of pay offer inadequate
prospects of promotion and as
a general revision is not now
practicable he suggests that
it would suffice if the additional
post were placed at the top
of the existing grades & designate
'Chief Inspectress' on Rs 600-50-750.
He also proposes that the new po

40

p. 12 of c.f.

may for the present be creat
temporarily for a year.

3. Temporary posts are ordinarily created on the ~~lowest~~ grade~~s~~ of pa
para 4, p. 23 of papers (E)
In 1915, when the Director proposed the appointment of a fourth Inspectress, he suggested that it should be held by an Indian or Anglo-Indian lady and that the pay of the post should be Rs 350-10-400. ~~Presumably~~ he would obviously have then thought that the scales of pay of the other inspectresses would soon be improved as a result of the recommendations of the Publi Service Commission. He has now modified his original propo in view of the facts that the Govt. of India have deferred considerat of the Commissions recom-mendations affecting women's Services and that some improve-ment of the prospects of the existing inspectresses is necessa

para of India's letter p. 19 No. 950 of 17.7.18 ②

It has been recognised by the Govt. of India as well as by the Govt. that the present rates o

(A)

(para 14 of India's letter on p. 6 of G.O. No. 27 of 17.1.10 + para 7 of this Govt's reply letter No. 28 of 17.1.10 with the G.O.)
Letter No. 907 of 25.8.16 (G)

pa

pay of Inspectresses are inadequate,
and that they should be able to rise to Rs. 750 per mensem.
As a temporary measure, the Director's present proposal seems to be acceptable. It will have the effect of giving ~~some~~ relief to the present Inspectresses (in their work) and removing their grievance to some extent. As the appointment is to be created for a year its pay may, for the present, be fixed at Rs 600.

p. 13 of c.f.

4. The A.G. points out that the sanction of the Secretary of State would be required for the creation of the temporary appointment proposed, if it is the intention of Govt. to make the post eventually permanent. With reference to this, it is submitted that an additional Inspectress' post is sure to be required permanently; but the question whether it should be on the scale of Rs 600-750 can be settled only after orders are passed on the recommendations of the P.S. Commission. If, under those orders, an adequate revision of the pay of existing Inspect. is effected, it may not be nece

t.

to make the post on Rs 600-50-750 permanent. It is therefore for orders whether this Govt. may not create at once a temporary post on Rs 600 per mensem without reference to the Secy of State.

5. If an additional inspectress is employed, she will have to be (para 3, p. 12 of c.f.) allowed ~~these~~ office establishment on the scale sanctioned for existing inspectresses. As the appointment is to be temporary, the pay of staff may also on the minimum pay as a temporary measure.

6. The file may be sent to Dist. Hq. for remarks.

SK
4.10.18.

Sg
7.10-18

CR
8.10.18

There is not the slightest doubt that the figures justify the creation of a fourth Inspectress' office.

2. The DPI has given adequate reasons for grading the new post at top salary.

3. It is also clear that the new hand is wanted immediately. So I propose that the Local Govt create the new post temporarily for one year on a salary of Rs 600. In (p. 6 of c.f.) view of Mr. Stone's testimony to Mrs. Drydale's work this sanction may

be given retrospective effect from 1 March last.

4. The office establishment will also have to be sanctioned.

5. The question of declaring the above post permanent has to be tackled. There are several considerations — Public Service Comm. Report, decision of Govt. of India &c — to be faced. I think it very likely ~~that~~ we shall have eventually to declare the post permanent. But this is not yet settled & also means considerable delay. Meanwhile the requirements of the addn. to the Property Agency are paramount. So I press this proposal first & propose to consider the other question later on.

9/10/18

Finl (S.)

Home (S.)
U.O. No. 2413A-1
9.10.18

8580

S.N.
MO
12.10.18

Regd 10.10.18

Financial Dept.

Please see Financial notes on pages 23·26 ante and the subsequent Home Dept. notes. It is proposed to create the following appointments temporarily for a period of one year from the 1st. March 1918:-

P.T.O.

pages 30 ante

On the minimum pay of the incremental scale - page 30 ante

	Extra cost per m. Rs
1 Inspectress (600)	600
1 Head clerk (50)	50
1 Second " (25)	25
2 clerks (20)	40
1 clerk (15)	15
3 peons - 1 (9), 2 (8)	25
Total	755 pm

9060

2 Inspectress - The creation of a post on Rs 600 may, in the circumstances stated by the D. P. I., be agreed to. The rate of pay proposed calls for no remarks - please see para 2 of P. S. G's note on page 21 ante and C. S's note on page 26 ante.

3 The scale of Establishment ~~[illegible]~~ ~~-~~ proposed may also be accepted - cf para 3 of D.P.I's letter on page 12 C.F. The ~~[illegible]~~ peons may be (declared) ineligible for g. c. a. %

26/10/18

% The peons in other offices of other Inspectors get Rs 8 & 7 with g.c.a (Cf p. 27 of papers flagged E)

4. In regard to the creation of the posts from 1-3-18, it is submitted that it is not usual to create new appointments with retrospective Effect & unless Extra hands have been actually employed. In this particular case, if the posts are now created from 1-3-18, it will appear that the new post of Inspectress has been created solely to give more emoluments to Mrs Drysdale. Orders are solicited whether Home Dept. may

26/10/18

be requested to leave the sanction to take effect from or after the date of the order.

5 Subject to orders on para 4 above, the proposals may be accepted. The D.P.I. proposes to meet the cost of the new appointments from the Imperial grant of 5½ lakhs for the development of primary Education.

para 4 on page 12 C.F.

p. 136 C.B.E. 1918-19.

Thell
24.x.18.

From the D.P.I.'s letter d/ 30.8.18 - pp. 10 & 12 c.f. - Inclined to think that the proposed appointments of Inspectresses must ultimately be permanent - it will be as well to act on the suggestion ~~eg~~ in para 2 of the A.G's. Endorsement on p. 13 c.f. & refer the matter to India.

C.S.

R.H.
26/10/18.

p 13 c.f.

In view of paragraphs 2 and 4 of the A.G's endorsement I think we must go up to India for sanction, and as the proposal is to be justified with reference to the urgent need for an increase in the inspecting agency, we could not with any reason propose to give retrospective effect to it over a period for which no ~~such~~ additional agency has been employed

8
28.10.18

Home (Edn.) Department

Fin. No 8580-I
29-10-18

30 OCT 1918

The Fin. Deptt. consider that the Govt. of India should be addressed in regard to the creation of a temporary post of Chief Inspectress on Rs 600 a month.

para 2 of India's letter, p. 1 of S. No. 950 of 17.7.18 (I)

para 2, p. 11 of c.f.

In view of the fact that the Govt. of India have decided not to touch for the present on the recommendat: of the Public Services Commission regarding the 'Service for women' it is doubtful whether they would support the proposal to create a post on Rs 600-50-750 in order to give promotion to the existing Inspectresses. For orders whether that Govt. should now be addressed.

8
31.10.18.

NK
1/11/18

21/11/18

Certainly. In the interests of administn, we want the fresh hand. And to secure proper personnel, the pay should be as proposed.

Draft should please

The retrospective effect should have

to be deferred for the present
JM 4/11/18

Draft submitted for approval.

(As the appointment is to be temporary for one year, we cannot well ask for sanction for an incremental scale. It is therefore proposed in the draft to fix the pay of the appointt at Rs600 to start with.)

NK
9/11/18

CA
9.11.18

My 9/11/18

There is one more question pending in this file viz the increase of emoluments to Mrs. Drysdale. I do not propose to mix up this with the general question raised in this draft.

B. [illegible]
C. [illegible] 18/11
A [illegible]

Circulated My 13/11/18

H M (Finance) AG 14 nov

HE

SECRETARY TO GOVERNMENT OF MADRAS HOME DEPARTMENT
18 NOV 1918

15 NOV 1918

Issue.

No other pending questions in this file should now be taken up

18/11/10

The letter to the Govt. of India has issued. The other question dealt with in this file is that of the increase of emoluments of Mrs. Drysdale. The Fin. Deptt. have observed that she ~~is~~ not eligible for a personal allowance under the ordinary rules. (para 3, p. 10 of notes supra & p. 12 do —) In the P.S.G's note on page 21 supra it is suggested that she may (now) be given the maximum salary of the post viz., Rs 600. The sanction of the Secretary of State is necessary for this. (para 1 of office note on page 22 supra.) The principles governing the grant of ~~personal allowance~~ increments in advance of due date are the same as those relating to the grant of personal allowance. It is therefore doubtful whether this proposal will meet with the approval of the Govt. of India and the Secretary of State.

49

2. The Govt. of India's orders on the proposal to create a post of "Chief Inspectress" on Rs 600 per mensem may, it is submitted, be awaited. If the post is sanctioned, Mrs Drysdale may be appointed to it.

X

SK
20/11/18

3 Please see the P.S.G's note at 'A' on page 21 above.

B

NS
20/11/18

A
21.11.18

The other pending matter in this file is the increase of emoluments to Mrs. Drysdale

2. I am advised that the grant of personal allowance and the antedating of increments require the sanction of the Secretary of State and are not likely to be sanctioned.

3. The alternative plan would be to wait for sanction of the new post & to appoint Mrs. Drysdale to the post. (But it will not be possible to antedate the appointment beyond the date of creation of the post.)

X

For orders whether we should wait for this or

whether a special representation should be made to India.

21/11/18

HM (Finance)

H.E.

B: 34
C: 21/11
R: 23/11

Under Rule 20 (a) of the Council Rules

This file should be circulated to H.E. the Governor first. See also Rule 3(b).

AGl 22 Nov 18

LWS. 23.11.18

The result of the reference to the Govt. of India may be awaited.

P. 22.11.18.

For orders as to circulation to H.M.(Judl.)

SA 23.11.18.

NK 25/11/18

CA 26.11.18

Submitted to H.M. (Judl.). The file was submitted through him in the first instance by desire of H.E. (p. 21 of the note file).

LWS 27.11.18.

This might have been directly stated at the time. The remark at B on p 37 conveys nothing unless the file is examined.

AGl 29 Nov 18

B: 33
C: 26.11
R: 29/11

SECRETARY TO GOVERNMENT OF MADRAS HOME DEPARTMENT 29 NOV 1918

Put away

Sectt. II- 10 (b)—12-1-15.

Home (Edn.) DEPARTMENT

Female inspecting agency.

Directing that the Govt. of India be addressed on the subject of the creation of an additional post of inspectress of girls' schools temporarily for a period of one year.

READ AGAIN G.O. No. , dated 191 .

" " " " , " 191 .

READ ALSO:—

C. No.	From	No.	dated
	From the C.M. to D.P.I.	3599-A	22nd May 191
1522-A	from the D.P.I.	1678	13th June 1918
" "	C.M. to D.P.I.	1522-3	3rd July 191
2413-A	from -do-	2467	30th Aug. 191
" "	Endt. of the A.G.	G.A.72, 12861	26th Septr. 191

ORDER.

Mis.

No. 1460, dated 18/11/ 1918

The Govt. of India will be addressed.

9/11/18

letter No 1461 18.11.18.

19.11.18

Recd. [illegible]
19.11.18

To

The Secy. to the Govt. of India,
Dept. of Education.

Sir,

I am directed to address you on the subject of the strengthening of the superior female inspecting agency in the Madras Presidency.

2. An inspectress of girls' schools in the Madras Presidency was first appointed in 1880 on a sala of Rs. 400-20-500 per mensem. The

Page 23 of printed papers (E)

appointment resulted in such a marked development of female education in the districts under her supervision that this Govt. resolved to place all the Girls' schools in the Presidency under female inspecting officers. Accordingly in 1888 a new post of second inspectress was created on a salary of Rs.400-10-500 per mensem and, in the reorganisation of the educational services in 1896 ~~and~~ the pay of the ~~[illegible]~~ two inspectresses was raised to Rs.500-20-600 per mensem and Rs 450-10-500 p.m. respectively. To keep pace with the general development of female education and to admit of the supervision of girls' schools in Coorg and Bangalore which were, for educational purposes, placed under the control of the Director of Public Instruction, Madras, a third inspectress on a salary of Rs.400-10-450 per mensem was appointed under the sanction conveyed in Lord George Hamilton's Despatch No.79 Public (Education) dated the 21st June 1901.

Page 23 of printed papers & notes to G.O. No 266-67 / 19-6-99 Ⓔ Ⓒ

G.O. 427 / 2-8-01 ③

3. It is now more than 17 years since the staff of inspectresses was reorganised. During this period the number of girls' schools has risen from 1066 to 1935 and their strength from 60,427 to 1,49,295, exhibiting an increase in the latter case of nearly 150 ~~[illegible]~~ per cent.

~~[illegible]~~

The improvement noticed ~~is~~ is not confined ~~[illegible]~~ to elementary schools, but extends to all classes and grades of schools

Statement on page 26 of printed papers Ⓔ & supplemental statistics No 49 – page 57 of Vol II of the Public Instruction report

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especially secondary schools for girls and training schools for mistresses. As matters stand at present, each inspectress has to travel over practically 8 revenue districts to organise, inspect and control as many as 650 schools on an average and the consequent inspection and office work constitute a severe strain on the small staff of inspectresses. The D.P.I., Madras, reports that the inspectresses can no longer endure the increasing strain thus entailed on them and that the employment of an additional inspectress is imperatively necessary to give relief, to the existing staff and thereby render inspection more efficient and also to bring about the rapid development of female education for which there is an ~~[illegible]~~ ~~[illegible]~~ increasing demand. The Governor in Council fully concurs ~~with~~ in the Director's view, but ~~he~~ is of the opinion that, in view of the impending reorganisation of the services the post may be created temporarily for a period of one year to begin with.

Page 11 of CF

4. As regards the pay to be ~~[illegible]~~ attached to the new post, I am to invite attention to para 14 of Sir Harold Stuart's letter - No.754 dated the 26th August 1909 and to para 4 of the despatch to the Secretary of State No.461 dated the 11th December 1914, wherein the Govt. of India have recognised that the maximum pay (Rs.600) to which an inspectress can now rise is insufficient and should be raised to Rs.750 per mensem. The Public Services Commission have also recommended the raising of the ~~maximum~~ scales of pay of female officers so as to fix the maximum at Rs.800 per mensem. The institution of well paid posts

Page 6 of G.O. 27 / 17-1-00 Ⓐ'

& page 3 of G.O. 754 / 9-7-15 ⑧

page 6 of notes

in the Queen Mary's College for Women, Madras, has given rise to discontent among the senior lady officers in the inspecting branch, (Especially as) the scales of pay for inspectresses in the Madras Prescy, now in force offer inadequate prospects. ~~[illegible]~~ The designation of the new post, to which a senior lady officer will be appointed, will be ~~[illegible]~~ 'chief inspectress' & she will have her headquarters ~~[illegible]~~ in the Presidency town so that it may be possible for the Director to consult her, whenever necessary, on points special to female education. In view of the considerations above set forth, the Governor in Council is of the opinion that the incumbent of the post ~~[illegible]~~ proposed to be created shouldbe paid at least a pay of Rs.600 per mensem to begin with.

Pages 11 & 12 of CF

Page 21 of notes

Page 11 of CF

5. The new inspectress, when appointed, will have to be provided with an office establishment on the ~~xx~~ usual scale as shown below:-

1 head clerk. ------	Rs.50	pm.
1 second clerk. ---	25	„
2 clerks on Rs.20 each. ------	40	„
1 clerk ~~oxxxxxx15xx~~	15	„
3 peons, 1 on Rs 9 and 2 on Rs 8---------------	25	„
Total Rs.	155	pm.

Page 32 of notes

6. The A.G., Madras, reports that as the temporary post of inspectress now proposed to be created is likely to be eventually made permanent, the ~~[illegible]~~ local Govt. are not competent to sanction ~~[illegible]~~ the creation of the post. I am accordingly directed to request that you will be so good as to obtain the necessary

Page 13 of CF

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sanction and communicate it to this Govt. at an early date.

7. I am to add that the extra cost involved in the proposal viz., Rs.9,060 per annum ~~[illegible]~~ will be met from the Imperial recur grant of 5½ lakhs sanctioned by the Govt. of India in the current year for the improvement and development of primary education.

I have etc.

Rs 600
155
755
12
9060

Page 12 of CF

NK
8/11/18

9.11.18

9/11/18

When given for copying
When copied ______ } 191 .
When examined ______
When signed ______

Read again G.O. No. , dated 191 .							
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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