

Home (1918) Department.
(Education)

Ordinary SERIES.

G.O. No. 985.

DATED 29-7-1918

INDEXED

[Despatch Abstract.]

Queen Mary's College for Women.

Sanctioning the continuance for another year from 16th October 1918 of the post of additional lecturer in the ---- and raising the pay of the post to Rs.300 per mensem.

PAPERS PUT UP WITH CURRENT No.

Papers of the department to which the current belongs.

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

Papers of other departments.

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

Home (Education)

DEPARTMENT.

Received

4 APR 1918

191

Registered

191

Subject.

Recommending that Miss Alexander may be retained in the Queen Mary's College, Madras, for another year and that her pay be raised to Rs.400 per mensem.

ENCLOSURES.

No.

Spare copies

Ref. on Cur.

No. 2847/18,

Station Madras

Dated the 8th April 1918.

191

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

(Designation) Director of Public Instruction.

To The Secretary to the Government of Madras,

Home (Education)

Department.

Sir,

The sanction accorded in G.O.No. 1150 Home (Education) dated 4th September 1917 to the employment of an additional lecturer on Rs.200-10-250 in the Queen Mary's College for women, Madras, expires on the 16th October 1918, Miss Alexander the present incumbent of the post having joined her appointment on the 16th October 1917. The Principal of the College reports that she has found Miss Alexander to be a very useful member of the staff and that she has a rare quality of arousing enthusiasm for the subject with which she deals. It may be mentioned that Miss Alexander accepted her present post on a low salary of Rs.200 per mensem as a purely temporary arrangement as she expected to return to England at the beginning of the current

P-4 2901150
4.9.17

5.4.18

Your most obedient servant,
G. W. Chapman
for Director of Public Instruction

Home (Eg4) Department

Referred to the Accountant-General

8. 4. 18

The A. G. with Cro. 763 in original
to be returned with reply.

Copied
Prints
10-4-18

421-22 25th
 27-3-18

Note. The proposal should have come thro' the
H. G. Furtherⁱⁿ connection with the proposal to
retain the Q. M. College for women. pernam
The Govt of India have been furnished
with a proposition statement in which
the post held by Mrs Alexander on
Rs 200-10-250 is also shown. That state-
ment requires the sanction of the Secy
of State. It is not known whether
pending the sanction of the Secy of State
to the scheme as a whole, the pay
of this particular post may be
raised without the sanction of the Secy
of State or the Govt of India. It is
not also known whether there is
any other audit objection to the
proposal of the D. O. S. Hence the
proposed reference to the Secy of State to H. G.

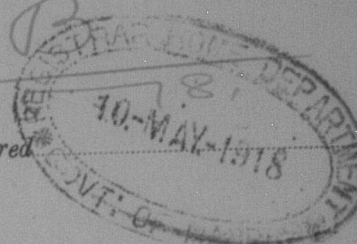
(P.H.)
E. 4. 18. *Ed*
21/10/18

Home (Education) DEPARTMENT. 4

CURRENT No. 1011

Received 191 .

Registered



Subject.

ENCLOSURES.

No. one

Spare copies

No. Kis.P.A.3- 2245

FORT ST. GEORGE,

Dated the 8th May 1918.

9

From

THE ACCOUNTANT-GENERAL, MADRAS,

To

THE SECRETARY TO THE GOVERNMENT OF MADRAS.

Home (Education) Department.

SIR,

pp 14 ante In returning herewith the letter No.R.O.C.2347/18 dated the 5th April 1918 of the Director of Public Instruction forwarded to this office with Government Endorsement No.763 B-1 dated the 10th April 1918 for remarks, I have the honour to state that there is no audit objection to the proposal being sanctioned by Government.

The reappropriation of funds promised should be made before any extra expenditure is incurred.

I have the honour to be,

Sir,

Your most obedient servant,

Deputy Accountant-General.

Ld.

Home (Education) Department.

Subject.- Retention of the post held by Miss Alexander in the Queen Mary's college for women, Madras, on an enhanced salary.

C.No. 763-B.
,, 1011-N.

From the D.P.I., R.O.C. No. 2847/18, d/5-4-18.
From the A.G., No. Kis. P.A. 3-2245, d/8-5-18.

Perusal is solicited of the papers in G.O. No. 1150, Edn., dated 4th September 1917 in which the Govt. sanctioned the creation of an additional lectureship on Rs. 200-10-250 p.m. in the Queen Mary's College for Women, Madras, for a period of one year and asked the D.P.I. to offer the appt. to Miss Alexander. The D.P.I. subsequently reported the acceptance of the appt. by her. She being a European proposed for an appt. carrying a salary of Rs. 200 p.m., the sanction of the Govt. of India to the appointment was also applied for and obtained.

2. The D.P.I. now reports that the period of appt. expires on the 16th October 1918 and recommends that the post may be continued for another year and that the salary attached thereto may be raised to Rs. 400 p.m. with effect from 1st April 1918. The grounds on which the recommendation is based are fully explained in the Director's letter at pp. 1 & 2 c.f. The A.G. certifies that there is no audit objection to the proposal being sanctioned. It may be noted that in the proposition statement which has been submitted to the Govt. of India in connection with the scheme for the permanent establishment of the college

4. 22's 1454-5247
17.11.17 (S)
49 2247 (T)
16.1.18

4. 2, c.f.

4. 4, c.f.

4. 421 2247 (K)
27.3.18

NOTES.

Page 2.

provision
college is made only for a pay of Rs. 200-10-250 p.m. for the post now held by Miss Alexander. The present proposal is to raise the pay of the appt. to Rs. 400 p.m. temporarily from 1st April 1918 to the 16th October 1919.

3. On the merits of the question it may be observed that the Director's original proposal was to give Miss Alexander a salary of Rs. 300 p.m. and to engage her only for one year with no promise of further continuance. Financial however cut down the pay to Rs. 200-10-250, (that being the minimum pay of lectures in the college) apprehending that anything more than that might give rise to agitation for similar treatment among the other members of the lecturing staff. This decision was accepted in this Department. The change of attitude (on the part of Miss Alexander) ~~was reported~~ is attributed to the fact that originally she took up the job as a purely temporary measure and that now she expects to be here for another year and can therefore continue in the college for some time longer and take more responsible work. In any case the D.P.I. considers that it would be a distinct advantage to the college if her services were retained at least till the return of Miss Myers who is now a scholarship holder in England and who is bound to serve in the Women's college according to the terms of the scholarship. Miss Myers left for England in December 1915 and the D.P.I. now says ^{that} she cannot be expected to return earlier than January 1919. Thus the D.P.I. seems to establish a case for Miss Alexander's ~~her~~ retention at least till Miss Myers returns.

If this is accepted the further point for consideration

Para 4, p. 5 of L.S. at (I)

Ap 17-18 ibid

Ap 1 & 2, C.F.

cf: - G.O. 1174 Edl: 27.10.15
(To)

p. 2, C.F.

7

consideration is whether the pay should be raised to Rs. 400 from 1st April 1918. This seems to be rather too high—a jump from Rs. 200-10-250 to Rs. 400 in the course of less than 6 months. As observed by Financial, if this is given, the other assistants in the college will have a grievance and may agitate for increases which it would be impossible to resist in view of the dearth of qualified female teachers. As however the D.P.I. states that Miss Alexander is not willing to remain in the college unless her salary is increased as proposed, it is for consideration whether the Govt. will agree to the increase. ~~Perhaps~~ ^{Perhaps} ~~it is not sufficient to raise the pay to Rs. 300 p.m. which the D.P.I. originally proposed at the time of her engagement. The demand of the Financial Dept. may be obtained as follows.~~ ^(as a guide)

E.A.V. Rs. 300, but eventually accepted Rs. 200. She now wants Rs. 400 and 18-5-18. ^{18-5-18.} ~~18-5-18.~~ She may agree to stay on for Rs. 300 or so.

Another question is about the date from which effect should be given to the increase. There seems to be no case to give it from 1st April 1918 as proposed by the D.P.I. Miss Alexander apparently agreed to be in the College for a year & it should be presumed, on the original terms sanctioned. The one year expires on 16th Oct. 1918. The increase may take effect from that date.

NOTES.



Home (28th) No.
No. 1011 B-1
27.5.18.

4598

CURRENT N°
~~7-100~~
FINANCIAL
Regd 28-5-18



The file may be sent to Finl for remarks.

At
24.5.18

Finl (w)

My 27/5/18

Financial Report

For the Asst. Secretary

Please see G.O. No. 11 of 4-9-17 in which the Govt. sanctioned an additional teachers' post on Rs 200-10-250 for a year in the "Queen Mary's College for Women Madras", and asked the D. P. I. to offer it to Miss Alexander. The D. P. I. now asks for the continuance of this post for another year from the 16th October 1918, but with an increase of pay to Rs. 400 with retrospective effect for 1-4-18.

The reason for increasing the pay is that Miss Alexander has been found to be an efficient teacher, and that she ~~is~~ ^{intends} to leave the college if her pay is not raised to Rs. 400. The notes in G.O. No. 1150 Vol. 2 of 4-9-17 show that Miss Alexander, a lady of high educational attainments was stranded in India and was without employment. The Govt. practically created an appointment on Rs. 200-10-250 for her.

para 1 CF

As his academic qualifications will be similar to his Australian. The J.P.'s argument based on such comparisons would be away with all graded service, & of being based on a comparison of qualifications.

It does not appear that she
now be permitted to proceed
England, nor that she has for
any better billet elsewhere.

3 She D. P. I. also adduces
the following further arguments
for the increase of pay recom-
-mended by him (1) that she is
now be given more responsible
work than hitherto; and (2) that
her qualifications are not in-
ferior to those of Miss Abbott
who has been appointed on
Rs. 600; and (3) that Miss Mayne
who has been sent to England
for training ~~may~~ might be
appointed to this post on her
return.

It is respectfully submitted
that the first proposal seems to
amount to finding work for
this Alexander, instead of em-
-ploying her for specific work.
If this Alexander is given more
responsibility than some one
else she will have it
as it is

NOTES.

Page 7

Secondly, this Elliott has been appointed in an existing professor's vacancy, and ~~hence~~ the case of this Alexander is not analogous.

Lastly, this Hynes has, it will be seen from para 5 of G.O. no 474 vol 27. 60. 15, agreed to serve the Govt. for 4 years on a minimum salary of Rs 200 after his return from England, and there is no need to reserve for her an appointment on Rs 400 as

proposed by the D. P. S. (Miss Meyers can be appointed to the existing post on Rs 200-10-250. It would therefore seem

that there is no necessity to increase the pay of the appointment created in G.O. no 450 (Ed) 24. 9. 11

~~This Dept. may accept the continuance of the post for another year, from 16. 10. 18.~~

Besides the foregoing, there is also the argument which has already been advanced against a higher rate of pay viz. that it will cause discontent among other Asst. Professors of the College.

A.S. Sub on p. 17 of 1909
1150836 3 4-9-17.
Please see p. 3 note

Supra

You probably the Elliott's argument will be repeated & Govt. will be told that somebody else is as good as this Alexander & should get the same pay. ~~Supra~~

5. This department may accept the continuance of the post for another year from 16-10-18. There is provision in the budget for the charge.

F.V.deR.
30-5-18
T.A.S.
30-5-18

Miss Alexander was engaged because of her high ~~qualifications~~ qualifications. Nevertheless she was not evidently given very responsible duties to perform owing to her eyesight. It is now proposed to give her more responsible work and to increase her pay. I submit that Miss Alexander was engaged on a definite rate of pay Rs.200-10-250, and the fact that she was treated with consideration when she first joined owing to her ill-health but will now be required to take her proper share in the work of the College is no justification for increasing her pay by about one hundred per cent.

2. The argument that Miss Alexander's qualifications are in no way inferior to Miss Ebbutt's who draws Rs.400 a month cannot, I submit, be taken seriously. Miss Ebbutt holds a sanctioned post, and it does not follow that because she gets Rs.400 a month every other teacher with similar qualifi -

Page 2 CF.

Gp. 11500023
4-9-17 '9'

p. 2 CF.

NOTES.

Page 9/13

cations ~~shown~~ in the College should get the same rate of pay. There would be an end to all graded services if arguments like this were allowed to prevail.

3. As regards the desirability of giving Miss Alexander Rs.400 so that Miss Meyers might get the appointment when she returns, I think this consideration must be ruled out. As the office note ~~fix~~ points out Miss Meyers is under agreement to serve on Rs.200 when she returns. [^] Apart therefore from there being any necessity for Miss Alexander to keep a Rs.400 appointment warm for Miss Meyers, Financial must I think take exception to the suggestion that Miss Meyers should be paid Rs.400 on her return.

4. Finally we are told that Miss Alexander will desert the College unless her pay is increased. This is the stock argument, but it is doubtful whether Miss Alexander's desertion would be a calamity. It is quite evident that she is making a piet à terre of this appointment in the College - the D.P.I. says 'Miss Alexander has no idea of remaining permanently in Madras and is quite pre-

Paid Rs. 400

not less than
J

End of para. 1 on
p. 20 F.

pared to leave the college when Miss Meyers returns-
and in my humble opinion Government should ^{not} allow this
threat of immediate desertion to force their hands.

4. If the D.P.I., ~~continues~~ considers that the tem-
porary appointment on Rs.200-10-250 should be con-
tinued for another ^{year} Financial may agree, but it should
I submit advise against the proposal to increase Miss
Alexander's pay or to give her anything more than
what she is entitled to under rule, viz Rs.210 for
the second year.

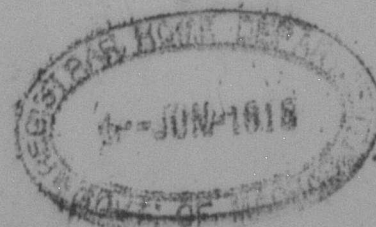
CS. ^{Rs.} 31.50

Financial is bound to advise accordingly.
It has almost become the practice for ladies
in the Educational Dept. to threaten resignation
if their emoluments are not increased, & each
instance in which Govt. gives way tends to
strengthen this attitude on their part. Of course they
are within their rights, but I think we ought to
resist such claims, unless it is clearly established
that existing rates are below the dominant's
market value, & that she cannot be replaced
by her departure. As serious prejudice
efficient administration.

Miss Alexander personally has fortune to
find employment at the College; it was almost
created for her.

Home (28) up

1/6/18



File No 4598-1
1.6.18.

do
No

NOTES.

Page 4

Stone (Edin)

A draft order in accordance with the decision of the Financial Dept. on the previous page is subd.

6.6.18
L.H.
F.B.

6.6.18

For orders
M.H.

H.E.
H.M. (Ind)



GOVERNMENT HOUSE,
Ootacamund,
10th July 1918.

My dear Sir Alexander,
I am to send this file to you and to say that His Excellency has asked Mr. Stone to discuss it with you.
Yours sincerely,

Kellon

The Hon'ble Sir Alexander Cardew,
K.C.S.I.,
"St. Margarets,"
Ootacamund.

Mr. Stone has discussed this with me. I think he admits that the demand for Rs. 400 is somewhat heavy ^{being double her present pay of} Rs. 200, (I do not quite understand why progressive pay was fixed for a post which was temporary & for one year only).

On the other hand Miss Alexander as a M.A. of London Univ^y plus a 1st class at Cambridge has very high qualifications, for which Rs. 200 p.m. is undoubtedly exceedingly low.

I am ready to agree to pay of Rs. 200 p.m. from the date from which the College reopens after the recess.

Mr. Stone has an idea of getting Miss Alexander to give a course of lectures in linguistics at the Presidency College to Honour students. This is however be outside the scope of her duties at the Women's College.

Alf

12 7 18

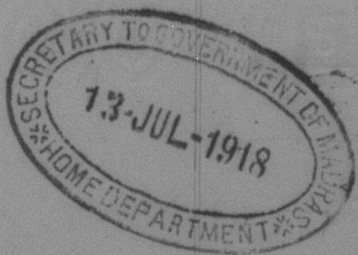
Home (Edy)

A revised draft order

is subd^d. It is presumed that the

pay of Rs 300 p.m. now agreed to us to have refer^{ed} to the post itself and not to Miss Alexander, ~~the~~ only, the present incumbent.

Before ~~the~~ issue of the draft, Financial may peruse the case.



CURRENT NO.

6201

SECRET

FINANCIAL

Recd 19-7-18.

Home (Edy) No.

19-7-18

15-7-18

17-7-18

Box 14
24.7.18

Scott II-8 (a) - 160,001 - 16-1-17.

NOTES.

Page 13

Financial Department

It seems to me that the amount
the Rs 300. to be personal to
Mrs Alexander.

Exp

CS

19.7.18

Yes I think so. This should be made clear
in the draft.

Ful no 6201-1

20.7.18

Exp

Home (Exp) Dept

Home (Exp) Dept

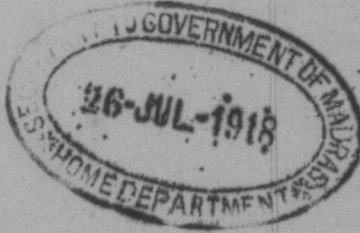
For orders whether the draft order, as amended
in accordance with the Ful Dept's suggestion above,
may issue.

CA
23.7.18

24/7/18

HE.

P
25.7.18.



Issue
26/7/18

2/5/18

Scott. II-10 (a)-36,003-21-1-18. (6)

(End 3)

for another year from 16th Oct. 1918 of the
post of additional lecturer in the — and
~~raising~~ ^{raising} the pay of the post. to Rs 300 p m

49 16 18

(11) C. No. 762/B, From the J. P. S., R. o. c., No. 2847/18, dated 5.4.1918

(2) " " 10 " / 13 " " A. G., J. S. P. A. 3 / 2245 " 8 / 9 S. 1918

No. 985, dated 29-7-1918

The Govt. sanctioned the ^(continuance) ~~provision~~ for another year from the 16th Oct. 1918 of the post of additional lecturer in the Queen Mary's College for Women, Madras, sanctioned in

(I) Geo. No. 1150 Home (Edg.), do
4th Sep. 1917. The pay of
the apt: ^{is in arrears.} ~~will be~~ ~~less~~

raised to Rs 300 p. M. with effect from the date on which the College reopened after the midsummer vacation of 1918 and so long as Miss M. G. Alexander holds it.

2 No expenditure

H. Nis ~~not~~ at p. 12, N. F.

Should be increased
before the necessary
reappropriation of funds
is made.

15-7-18
17-7-18
24/7/18

To the D. P. S. (9 of 170)
copy to the Genl. Dept.
A. J. Hino (Genl.)

When given for copying
When copied
When examined
When signed

SEAL AGAIN G.O. No.
191

CURRENT No.

ENCLOSURE TO C. No.

ORDER OF GOVERNMENT

ORDER OF GOVERNMENT

STATEMENT WITH DITTO.

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

A A A A A A A