

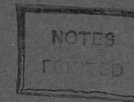
Government of Madras

HOME (EDUCATION) DEPARTMENT

G.O. No. 1165, 24th September 1919

Inspector of Schools

Directing the constitution of four additional Inspectors' circles.



INDEXED

ORIGINAL

Government of Madras

HOME (EDUCATION) DEPARTMENT

G.O. No. 1165, 24th September 1919

Inspector of Schools

Directing the constitution of four additional Inspectors' circles.

READ—the following papers:—

Letter—from the Hon'ble Mr. H. S. DUNCAN, M.A., Acting Director of Public Instruction.

To—the Secretary to Government, Home (Education) Department (through the Accountant-General, Madras).

Dated—the 27th November 1918.
No.—C. 9681.

I have the honour to submit the following proposals for a redistribution of the Inspectors' circles and for the employment of the additional staff required for the purpose.

2. An increase in the number of Inspectors is admittedly necessary and in justification of the proposals now submitted I need only refer to paragraph 39 of the quinquennial report on Public Instruction for 1911-12 to 1916-17 "with the continuous expansion of education, considerable even under the present exceptional circumstances, and with the more rapid diffusion of education which the restoration of peace and of more normal financial conditions will bring a further strengthening of both the male and the female inspecting agency will become imperative. The numerical increase in schools alone is a serious consideration. The multiplication of schools must, if the schools are to do good work, be accompanied by adequate provision for their supervision. There are, however, other considerations. Not only is the quantity of education increasing but also the complexity of the problems which it presents. The quality and suitability of the education imparted have to be considered. Further, over the existing and the additional staff which will be necessary, careful control and guidance will be required; but even as it is, the Circle Inspectors have not time enough to study thoroughly the problems of elementary education in urban and rural areas and to control and guide their subordinates. Most of their time is devoted to the inspection of secondary and training schools and to office work and they are unable, with all the will in the world, sufficiently to keep in touch with other educational activities and tendencies and to co-operate with other departments. Such being the circumstances of the case proposals were in 1914 and 1915 submitted to Government for the reorganization respectively of the male and the female inspecting agencies. If early action was then desirable, the paramount necessity for action at as early a date as possible will be readily understood in view of the considerable expansion which there has been since the proposals were submitted. Unfortunately owing to the outbreak of War and the resulting financial stringency it was impossible to give further consideration or effect to them." The necessity for early action may also be seen from the statement annexed to this letter showing the number of secondary and training schools in each of the districts of the Presidency. It will be observed that the number of schools to be inspected by the Inspectors, especially in the first, second and eighth circles is too large to admit of effective supervision. Forty was the number which Mr. Stone considered should be the maximum. I have not been able to adhere strictly to this maximum in the proposals now submitted and it has been necessary to take geographical and other factors into consideration. I

now propose (1) to add four new circles, (2) to provide for the employment of four additional officers who will be placed in the Provincial Educational Service by abolishing the posts of four of the Assistant Inspectors now in the Provincial Educational Service. The office establishment of the latter will be absorbed in those of the former.

Accordingly I submit for approval the following distribution of circles:—

Circle.	District or districts comprised.	Number of secondary and training schools.	Headquarters.
I. Ganjam and Vizagapatam	...	45	Waltair
II. Gōdāvari	...	34	Rajahmundry
III. Kistna (It is proposed to divide this into two Revenue districts).	...	31	Bezwada
IV. Ceded districts	...	35	Bellary
V. Guntūr and Nellore	...	37	Guntūr
VI. Madras and Chingleput	...	43	Madras
VII. North Arcot, Chittoor and South Arcot	...	48	Vellore
VIII. Tanjore	...	37	Tanjore
IX. Trichinopoly, Coimbatore and Salem	...	41	Salem.
X. Madura and Ramnad	...	35	Madura
XI. Tinnevely including Anjengo in British Cochin.	...	34	Palamcottah
XII. Malabar and the Nilgiris	...	44	Calicut
XIII. South Kanara, Bangalore and Coorg	...	(as at present)	Bangalore.

I admit that the suggested distribution is not ideal as some of the circles are still heavy, viz. the first, seventh and twelfth, but pressure of work in these circles can be relieved by transferring the inspection of some of the secondary schools either to the Inspectors or the Assistant Inspectors of the neighbouring circles.

3. I propose to abolish the posts of Assistant Inspectors in the districts of Gōdāvari, Kistna, Tanjore and Tinnevely since each of these districts will constitute a separate circle with an Inspector in charge. The posts of the four additional Inspectors will be added, one each to the second, third, fourth and fifth grades of the Provincial Educational Service, while the number of posts in each of the seventh and eighth grades will be reduced by one and that in the ninth grade by two. The total number of appointments in the Provincial Educational Service, however, will remain unaffected as shown in the margin. The extra cost will amount to Rs. 1,000 per mensem. This re-arrangement is suggested so as to give the new Inspectors a status compatible with their responsibilities and position.

4. It will also be necessary to provide the new Inspectors with the following scale of office establishment which corresponds to that sanctioned for the offices of the other Inspectors:—

		Average cost.
		RS.
Head clerk	50—2—60	57½
Second clerk	25—1—30	28½
Third clerk	20—1—25	23½
Fourth clerk	15—1—20	18½
Fifth clerk	20 (temporary)	20
* Three peons, 1 (8) and 2 (7) with claim to grain compensation allowance.		22
		170½

*If the menial establishment is not to be granted grain compensation allowance, then the pay of the peons may be fixed at 1 on (8) and 2 on (7) each.

5. The cost for four offices will be Rs. 683 per mensem. The abolition of the offices of the four Assistant Inspectors referred to above will result in a saving of Rs. 316 per mensem under establishment charges as shown in the margin.

Thus the extra cost on account of salaries of establishment will be Rs. 367 per mensem and the total extra cost involved under salaries and establishment will accordingly be Rs. 1,367 per mensem or Rs. 16,404 per annum. Taking into account the additional outlay that will have to be incurred under travelling allowance, supplies and services and contingencies which is expected to amount to Rs. 6,800 per annum for the four Inspectors' offices, the total cost involved by the proposal will come to Rs. 23,204 per annum or Rupees 23,000 in round figures and this amount can be met from the Imperial grant of Rs. 5½ lakhs.

ANNEXURE.

Total number of institutions—Secondary and Training—for boys up to date.

Districts.	Number of secondary schools.	Number of training schools.	Total.
1. Ganjam	20	4	24
2. Vizagapatam	18	3	21
3. Gōdāvari	27	7	34
4. Kistna	28	3	31
5. Guntūr	21	5	26
6. Kurnool	7	2	9
7. Bellary	8	1	9
8. Anantapur	7	3	10
9. Cuddapah	6	1	7
10. Nellore	10	1	11
11. Madras	21	4	25
12. Chingleput	16	2	18
13. North Arcot	15	3	18
14. Chittoor	11	1	12
15. South Arcot	16	2	18
16. Tanjore	34	3	37
17. Trichinopoly	14	2	16
18. Madura	17	2	19
19. Ramnad	15	1	16
20. Tinnevely	29	4	33
21. Coimbatore	15	2	17
22. Salem	7	1	8
23. The Nilgiris	2	...	2
24. Malabar	38	4	42
25. South Kanara	17	3	20
	419	64	483

II

No. G.A. 31/17602, dated 9th December 1918.

Forwarded.

2. The present scale as given in paragraphs 3, 4 and 5 of the letter has been checked and found correct.

3. There is no audit objection to the proposals being sanctioned by Government in the Financial Department.

A. R. AYYAR,
Deputy Accountant-General.

To the Secretary to Government, Home (Education) Department.

Order—No. 1165, Home (Education), dated 24th September 1919.

In order to make adequate provision for the inspection and supervision of schools, the Government resolve to constitute four additional inspectors' circles and approve the redistribution of circles proposed in paragraph 2 of the Director's letter read above as a temporary measure for a period of one year. They also sanction the creation of four temporary posts in the cadre of the Provincial Educational Service on the rates of pay specified below to provide for the new inspectorships:—

- One post on Rs. 600 per mensem in the second grade of the Provincial Educational Service.
- One post on Rs. 500 per mensem in the third grade of the Provincial Educational Service.
- One post on Rs. 450 per mensem in the fourth grade of the Provincial Educational Service.
- One post on Rs. 400 per mensem in the fifth grade of the Provincial Educational Service.

2. The selection of officers for the new appointments need not necessarily be limited to members of the Provincial Educational Service. If there are suitable candidates in private employ who are ready to take appointments on a temporary footing, the Director of Public Instruction may put forward their names in connexion with the nomination of officers for the new posts. Members of the Provincial Educational Service if appointed to the new posts sanctioned herein will be allowed to draw the full salary attached to them.

3. The Government direct that, with effect from the same date, four posts of assistant inspectors in the Provincial Educational Service, one in each of the seventh and eighth grades and two in the ninth grade, and the posts of clerks and peons in their offices be held in abeyance.

4. Officers of the Provincial Educational Service who may be appointed to hold charge of inspectors' circles should be clearly made to understand that they will have no claim to confirmation in the Indian Educational Service or in class I of the new Educational Service and that the present arrangements are purely temporary pending the reorganization of the educational services and the strengthening of the superior inspecting agency in the Presidency.

5. The following office establishment is sanctioned for a period of one year for each of the new circles:—

- One head clerk on Rs. 50 per mensem.
- One clerk on Rs. 25 per mensem.
- Two clerks on Rs. 20 each per mensem.
- One clerk on Rs. 15 per mensem.
- One peon on Rs. 9 per mensem.
- Two peons on Rs. 8 each per mensem.

The clerks and peons will be eligible for war allowance at rates admissible to those who are not eligible for grain compensation allowance.

6. The additional expenditure involved by the constitution of the four new circles will be met from the provision of Rs. 23,000 in the current year's budget estimate under the head 22-B. Education—Inspection—Addition of four inspectors' circles.

(True extract)

R. RAMACHANDRA RAO,
Secretary to Government

HOME (EDUCATION) DEPARTMENT.

NOTES CONNECTED WITH G.O. No. 1165, HOME (EDUCATION),
DATED 24TH SEPTEMBER 1919.

[SUBJECT.—Appointment of four additional Inspectors of Schools.]

From the Director of Public Instruction, C. No. 9681, dated 27th November 1918.

The Director of Public Instruction submits proposals for the appointment of four additional Inspectors of Schools and for a redistribution of the Inspectors' Circles. The question of employing more Inspectors and of effecting a general reorganization of the inspecting agency has been under consideration since the year 1913. The general scheme contemplated the employment of—

- (1) twelve additional Inspectors (seven in the Indian Educational Service and five in the Provincial Educational Service),
- (2) one hundred and forty-nine additional Sub-Assistant Inspectors.

It also contemplated the abolition of the posts of District Assistant Inspectors and supervisors of elementary schools. When the scheme was about to be submitted to the Government of India, the report of the Royal Commission on Public Services was published and the scheme had therefore to be withheld. In submitting their views on the recommendations of the Commission as affecting the Educational services, this Government have recommended an addition of twelve Inspectors to the existing cadre and that all the Inspectors should belong to class I of the new service (paragraph 14, pages 3 and 4 of letter No. 951, dated 17th July 1918). Of the total strength of twenty-two Inspectors, it has been proposed to recruit thirteen in Europe and nine in India. Pending receipt of the Government of India's orders on this letter, the general scheme for the reorganization of the inspecting agency is allowed to lie over.

2. The Director of Public Instruction now considers that an addition of four Inspectors should be made immediately to cope with the increased work of inspection and supervision of schools which have multiplied considerably during recent years. The number of secondary, elementary and training schools in 1912-13 and in 1917-18 is as follows:—

	Secondary schools.		Elementary schools.		Training schools.	
	Number of schools.	Strength.	Number of schools.	Strength.	Number of schools.	Strength.
1912-13	339	105,396	25,211	1,014,448	47	3,485
1917-18	365	140,305	29,848	1,269,041	62	4,225

In the current year the Government have sanctioned the opening of seventeen additional high schools and forty-nine middle schools. Proposals are also under consideration for the opening of about 1,200 new elementary schools. It is also likely that more schools will come into existence in the next few years. In order that adequate attention may be bestowed on the proper organization and control of these schools and that the work of Sub-Assistant Inspectors is more closely supervised, it appears desirable to increase the number of Inspectors as early as possible. The Director of Public Instruction's proposal to add four more Inspectors may, it is submitted, be approved.

To the Director of Public Instruction.
" Accountant-General (through Financial).
" Financial Department.

3. The Director of Public Instruction proposes a redistribution of the Inspectors' circles. The existing and proposed circles with the number of secondary and training schools in them are shown below :—

Existing.				Proposed.			
Circles.	Districts.	Secondary schools.	Training schools.	Circles.	Districts.	Secondary schools.	Training schools.
1st	Ganjam	66	14	1st	Ganjam	38	7
	Visagapatnam				Visagapatnam	37	7
	Godavari			2nd	Godavari	28	3
2nd	Kistna	59	9	3rd	Kistna	28	3
	Guntur				Bellary		
	Nellore			4th	Anantapur	28	7
	Bellary				Cuddapah		
	Kurnool				Guntur	31	6
3rd	Anantapur	39	8	5th	Nellore	37	6
	Cuddapah			6th	Madras		
	Chittoor				Chingleput		
4th	Madras	37	6	7th	North Arcot	42	6
	Chingleput				South Arcot		
	Salem			8th	Chittoor	34	3
5th	North Arcot	52	8		Tanjore		
	South Arcot			9th	Tiruchinopoly	35	6
	Tiruchinopoly				Coimbatore		
6th	Tanjore	49	4		Salem		
	Ramnad			10th	Madras	32	3
7th	Madura	46	6		Ramnad	30	4
	Tinnevely			11th	Tinnevely including		
	Malabar				Anjengo in British		
8th	Nilgiris	56	6		Cochin		
	Coimbatore			12th	Malabar	40	4
	Bangalore				Nilgiris		
9th	Coorg			13th	(The existing 9th Circle		
	South Kanara				forms the 13th		
					Circle.)		

The proposed distribution does not provide an equal number of schools in each circle; but the Director of Public Instruction states that pressure of work in the new First, Seventh and Twelfth Circles can be relieved by transferring the inspection of some of the secondary schools either to the Inspectors or the Assistant Inspectors of the neighbouring circles. The Director of Public Instruction's redistribution may, it is submitted, be approved for the present.

4. The Director proposes to include the new posts of Inspectors in the Provincial Educational Service and to abolish four posts of Assistant Inspectors in that service. There will therefore be no new addition to that service. If the Director's proposal is accepted, there will be seven Inspectors in the Indian Educational Service and six in the Provincial Service. As regards the abolition of Assistant Inspectors in four districts (Godavari, Kistna, Tanjore and Tinnevely) it is observed that in each of those districts there will be a separate Inspector. This is in accordance with the proposals in the main scheme for the reorganization of the inspecting agency, where it has been decided to place each district (excluding a few small districts) in the charge of an Inspector and to abolish the post of Assistant Inspector in it. The Director of Public Instruction's present proposal may therefore be approved.

5. The four new posts are proposed to be added to the following grades of the Provincial Educational Service :—

One on Rs. 600, one on Rs. 500, one on Rs. 450, and one on Rs. 400.

The abolition of the four posts of Assistant Inspectors is to be in the following grades :—

One on Rs. 300, one on Rs. 250, and two on Rs. 200.

Assistant Inspectors in the Provincial Educational Service are usually officers who are in the lower grades of that service. As it is desirable that Circle Inspectors should be of a higher status, the proposal to include the new posts in the higher grades of the Provincial Educational Service may be accepted. The extra cost involved on this account is Rs. 1,000 per mensem.

6. It is proposed to allow office establishment to the new Inspectors on the same scale as that sanctioned for existing Inspectors. This may also be approved.

7. The extra cost on account of salaries and establishment amounts to Rs. 16,404 per annum. The charges on account of travelling allowance, contingencies, etc., are estimated at Rs. 6,800. The total extra cost will therefore be Rs. 23,204 or Rupees 23,000 in round figures. The Director of Public Instruction proposes to meet this from the Imperial grant of Rs. 5.5 lakhs. This grant is intended for the development of elementary education. As the proposed increase in the superior staff of Inspectors will also result in the proper organization and control of elementary education in each district there appears to be no objection to meeting the cost from the Imperial grant.

8. The file may be sent to the Financial Department for remarks.

S.K.—20-12-18.

N.K.—21-12-18.

C. RAMANUJA ACHARIYAR—23-12-18.

L. D. SWAMIKANNU—23-12-18.

FINANCIAL DEPARTMENT.

Please see paragraph 14 of the letter to the Government of India, No. 951, Home (Education), dated 17th July 1918. The Government contemplate the strengthening of the Inspectorate by the addition of twelve more Inspectors. The Home Department now propose in advance to sanction a redistribution of Inspectors' Circles and the addition of four more Inspectors in lieu of four Assistant Inspectors.

Submitted that, in the circumstances stated in paragraph 2 of the Director of Public Instruction's letter, this Department may agree to the proposal.

J.M.H.—9-1-19.

2. *Grades in which the additions and alterations have to be made.*—Inspectors as well as Assistant Inspectors are borne on the same cadre and draw varying rates of pay. It will be seen from the statement printed in the Government Order that the Director of Public Instruction has suggested all the additions in the higher grades while the posts that are to be abolished are all in the lower grades.

The extra cost, if the Director of Public Instruction's grading is accepted, will come to Rs. 1,000 per mensem or Rs. 12,000 per annum under salaries.

It is submitted that additions and alterations to the existing cadre of a service should ordinarily be made according to the usual rule of proportions. Moreover in the present case the arrangements proposed are only tentative and will have to be revised on receipt of the orders of the Government of India. It is therefore for orders whether the Home Department may be requested to consider the feasibility of asking the Director of Public Instruction to post such of the men from the cadre as Inspectors according to their qualifications.

3. The extra cost if the above suggestion is approved will come to Rs. 4,404 per annum (including the savings—Rs. 3,792 per annum—on account of the cost of establishment now working under the four Assistant Inspectors whose posts are to be abolished) under establishment and Rs. 6,800 per annum under travelling allowances, supplies and services and contingencies.

The scale of establishment and the rate of pay proposed follows the usual scale sanctioned for other Inspectors and may be accepted.

4. *Provision of funds.*—The Director of Public Instruction has indicated the source from which the extra expenditure during the current year can be met.

As regards next year, on receipt of a copy of the Home Department proceedings on this case the Accountant-General may be requested to enter the necessary provision of funds without altering the totals.

K.R.N.—7-1-19.

As regards the rates of pay proposed for the Inspectors, it seems to me that the net effect is merely to give certain officers of the department an increase in pay.

2. Inspectors and Assistant Inspectors are borne on one cadre and are chosen for these appointments according to capacity and not necessarily according to their rates of pay. Consequently in increasing the number of circles it does not follow that a higher rate of pay should be granted or that the numbers in the higher grades

should be increased. I do not think therefore that Financial should agree to this proposal.

3. As regards the establishments proposed for the new circles, in view of the contraction of the present circles it should be possible to provide for the new circles, in part at least, by a curtailment of the existing establishments in each circle. Education may be requested to consider to what extent this will be possible.

J. M. HOOPER—9-1-19.

C. G. TODHUNTER—10-1-19.

HOME (EDUCATION) DEPARTMENT.

Submitted that the Director of Public Instruction may be further consulted with reference to the Financial Department note above. A u.o. note is placed below.

S.K.—14-1-19.

N.K.—15-1-19.

C. RAMANUJA ACHARIYAR—16-1-19.

L. D. SWAMIKANNU—17-1-19.

U.O. Note.

In his letter No. 9681, dated 27th November 1918, the Director of Public Instruction submits proposals for the employment of four additional Inspectors of Schools in the Provincial Educational Service and to abolish four posts of Assistant Inspectors in that service. He states that the additions to that service to provide for the recruitment of men for the new Inspectorships should be made in the higher grades, while the abolition of the four posts of Assistant Inspectorships is proposed in the lower grades. With regard to this, it is observed that Inspectors and Assistant Inspectors are borne in the Provincial Educational Service cadre and are chosen for these appointments according to capacity and not necessarily according to the pay drawn. Consequently, it does not follow that in increasing the circles a higher rate of pay should be granted or that the numbers in the higher grades should be increased. It will always be open to the Director of Public Instruction to select the best officer available for the post of Inspector. The Director of Public Instruction may therefore be requested to state whether any alteration is really necessary in the grading of appointments in the Provincial Educational Service in consequence of the formation of four additional circles and, if so, to justify in detail the necessity for additional appointments in the higher grades.

2. As regards the establishments proposed for the new circles, it appears that, in view of the contraction of the present circles, it should be possible to provide for the new circles, in part at least, by a curtailment of the existing establishments in each circle. The Director of Public Instruction may be requested u.o. to consider this point also and to report what economy can be effected as regards establishment charges.

S.K.—14-1-19.

N.K.—15-1-19.

C.R.—16-1-19.

L.D.S.—17-1-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

As regards the Provincial Educational Service the number of appointments in the last two grades is disproportionately high and therefore on general grounds there is no objection to an increase in the number in the higher grades. Further, promotion is slow and the members of the service do not get any acting promotion. Again in this country there is a distinct connexion between pay and status. Theoretically no doubt this is wrong, but the fact remains that an Inspector on a salary between Rs. 200 and Rs. 300 per mensem would command less respect and authority than an Inspector on a higher scale of pay. There should also be a direct connexion between pay and responsibility and these officers will be in as responsible a position as any officer in the higher grades of the Provincial Educational Service.

2. Regarding the second point in the Secretariat notes the work in an Inspector's office has largely increased because of the general expansion of education in all grades, the number of subordinates he has to control, the opening of a large number of secondary schools under public management, etc.; correspondence in general has also increased. Further, the increase in the number of circles will simply bring the quantity of office work to be done down to the level of what it was, say, five years ago when the establishment was not considered too big. The result of sanctioning the proposal for new circles will be that instead of having to ask for additional establishment for the existing circles on account of increase of work no application for increased establishment will be necessary. Moreover, the expansion of education will continue and will necessarily be accompanied by an increase in the volume of office work. I may add that, if there is an inadequate staff of clerks, the Inspector will have to spend considerable time over office details and will not be able to devote sufficient time to the study of educational problems and administrative work in general.

H. S. DUNGAN—22-1-19.

HOME (EDUCATION) DEPARTMENT.

Submitted that the file may be sent to the Financial Department for further remarks with reference to the Director of Public Instruction's note above. The Director's original proposals may be supported in this department.

S.K.—23-1-19.

N.K.—24-1-19.

C. RAMANUJA ACHARIYAR—24-1-19.

R. RAMACHANDRA RAO—24-1-19.

FINANCIAL DEPARTMENT.

(Please see previous Financial notes on pages 3 and 4 ante and Director of Public Instruction's note above.)

Alterations in the Provincial Educational Service cadre consequent on the creation of four Circle Inspectors and the abolition of four Assistant Inspectors (paragraph 1 of Director of Public Instruction's note on page 4 ante).—The Director of Public Instruction has not commented on the arguments of Financial for holding that the changes now contemplated need not necessarily require an alteration in the Provincial Educational Service cadre; he, however, brings forward the following reasons in support of his proposals:—

(a) the number of posts in the last two grades of the Provincial Educational Service is disproportionately high;

(b) promotion in the service is slow and the members do not get acting promotion;

(c) in this country there is a distinct connexion between pay and status.

2. *Item (a).*—The following statement shows the grading of the Provincial Educational Service (after taking into account the additional appointments which will be made in the near future) as suggested in Financial and as proposed by the Director of Public Instruction:—

	As suggested in Financial.			As proposed by the Director of Public Instruction.	
	Existing number.	Additions to be made soon.	Total.	Further modification of Director of Public Instruction.	Resulting number according to Director of Public Instruction.
First grade, Rs. 700	3	..	3	..	3
Second grade .. 600	3	..	3	+1	4
Third grade .. 500	3	..	3	+1	4
Fourth grade .. 450	4	..	4	+1	5
Fifth grade .. 400	4	+2	6	..	7
Sixth grade .. 350	5	+1	6	..	6
Seventh grade .. 300	6	..	6	..	6
Eighth grade .. 250	11	..	11	..	10
Ninth grade .. 200	14	+3	17	-2	16
Total ..	58	6*	59	..	59

* Four appointments [1 (400), 1 (350), 2 (200)] to be added, in connexion with the Model High School scheme and two appointments [1 (400), 1 (200)] to be added in connexion with the taking over of the Victoria College, Palghat.

It is respectfully submitted that the grading that will eventually result if the Financial's suggestion on page 3 ante is adopted is not so bad as the Director seems to think; while the Director's suggestion will ultimately result in a bad grading especially in the fifth, sixth and seventh grades.

3. *Item (b) in paragraph 1 above.*—This reason seems to have little bearing in connexion with the present proposals; at any rate it can be accepted only on a general reorganization of the service. When a time scale of pay is introduced, according to the recommendations of the Public Services Commission, the complaint referred to will be removed. The present hardship, if any, should, it is submitted, be considered to have been met by the grant of the special allowances sanctioned in G.O. No. 1368, Home (Education), dated 13th December 1916.

4. *Item (c) in paragraph 1 above.*—The difficulty referred to by the Director of Public Instruction can, it is submitted, be met by posting senior officers of the service to the new posts of Inspectors. The Director of Public Instruction does not say why this course is not feasible. In this connexion it is also submitted that the revision of the cadre, as proposed by the Director of Public Instruction, will not necessarily ensure the grant of the higher rates of pay to the officers who may be posted as Inspectors; as promotion in the service will no doubt ordinarily be made according to seniority while men will be selected for the new posts according to capacity.

5. Orders are solicited whether in the above circumstances Home Department

May accept B below.

J.M.H.—14-2-19.

may be informed that sufficient reasons have not been shown to reconsider the view already expressed on page 3

B ante. If, however, it is thought that this opportunity may be taken to improve the grading, the utmost that need be done seems to be to abolish two posts in the ninth grade and to add two posts in the seventh grade. The extra cost will then be Rs. 200 per mensem against Rs. 1,000 per mensem according to the Director of Public Instruction's proposals.

6. *Additional establishments required in connexion with the present proposals.*—

May accept.

J.M.H.—14-2-19.

Orders are solicited whether, in the circumstances now stated in paragraph 2 of Director of Public Instruction's note

on page 5 ante, his proposals for the additional establishments will be agreed to.

T.R.N.N.—13-2-19.

J. M. HOOPER—14-2-19.

The Director wants to work up to a state of things which will give him six Inspectors in the Provincial Service. For this purpose he proposes to convert four posts in the last three grades of the service into posts of Rs. 600, Rs. 500, Rs. 450 and Rs. 400. He has already seventeen officers on Rs. 400 and upwards and there is nothing to show that he is unable to fill the six Inspectorates out of these seventeen officers. There may be grounds for improving the grading of the service as a whole, but the grounds put forward do not seem to justify the proposal. If Home Department wish to press it, will they kindly circulate to the Honourable Member (Financial)?

The rearrangement of the clerical staff may be approved.

C. G. TODD HUNTER—15-2-19.

HOME (EDUCATION) DEPARTMENT.

In the Chief Secretary's note, it is pointed out that there are now seventeen officers in the Provincial Educational Service on Rs. 400 and above and that there is nothing to show that the Director is unable to fill the new Inspectors' posts by selection from these officers. There are already two posts of Inspectors in the Provincial Educational Service

and the Director proposes to raise the number to six. Of the officers now drawing Rs. 400 and above, the following officers are qualified to hold the post of Inspector:—

- (1) Mr. H. A. Hart.
- (2) Mr. H. W. Callaghan.
- (3) M.R.Ry. M. Ramaswami Ayyangar.
- (4) Mr. N. R. Krishnamma.

For the remaining two posts, a selection will have to be made from among the junior officers drawing less than Rs. 400. The two officers best qualified are M.R.Ry. A. Rama Rao and Mr. M. S. H. Thompson. These are now in receipt of Rs. 300 per mensem.

It may, however, be mentioned in this connexion that Mr. N. R. Krishnamma's name has been recommended for a post in the Indian Educational Service and Mr. Thompson is now holding the post of Headmaster, Central High School, Mercara—a post included in the Indian Educational Service. Eventually therefore the Director will have to appoint three junior officers drawing less than Rs. 400 as Inspectors in case his proposals are approved.

2. The duties of an Inspector are far more responsible than those of an Assistant Inspector and, when officers in the service are called on to occupy more responsible positions, it is only fair that there should be a corresponding improvement in their pay and prospects. No doubt promotion to higher grades is made according to seniority; but, though the officers who may be selected for the new posts of Inspectors may not immediately benefit, their prospects of rising to higher grades will certainly be improved, if the Director's proposals are accepted. If the Director's proposals cannot be accepted in entirety, it is suggested that two posts on Rs. 200 may be abolished and in their place one post added to each of the third and fourth grades, pay Rs. 500 and Rs. 450, respectively. The extra cost on account of the alteration of the scale will then come to Rs. 950—400 = Rs. 550 per mensem.

The grading will then be as follows:—

	Number.
First grade (Rs. 700) ...	3
Second " " 600 ...	4
Third " " 500 ...	5
Fourth " " 450 ...	6
Fifth " " 400 ...	6
Sixth " " 350 ...	6
Seventh " " 300 ...	11
Eighth " " 250 ...	15
Ninth " " 200 ...	15

3. The file may be circulated to His Excellency and the Honourable Member (Financial).

N.K.—18-2-19.

To determine whether the seventeen appointments on Rs. 400 and above in the existing cadre of the Provincial Educational Service will admit of the setting apart of four among them for the four new posts of Inspectors, it seems necessary to examine how the existing cadre is made up. The fifty-three appointments are distributed as follows:—

(a) Professors in the Presidency and in the Engineering Colleges ...	5
(b) Junior and additional professors in the Presidency College ...	3
(c) Lecturers at the Rajahmundry, Kumbakonam and Ceded Districts Colleges and Training Colleges ...	21
(d) Inspectors of Schools ...	2
(e) Personal Assistant to the Director of Public Instruction ...	1
(f) Principal (Mangalore College) ...	1
(g) Headmasters (Madras-i-Azam and Rajahmundry Secondary School) ...	2
(h) Deputy Superintendent of the Reformatory ...	1
(i) Assistant to the Professor of Hygiene and Bacteriology at the Medical College ...	1
(j) Instructor in the Engineering College ...	1
(k) Superintendent of Sanskrit Schools ...	1
(l) Assistant Inspectors of Schools ...	14
	53

Officers holding the posts indicated by items (a), (d), (e), (f), (h), (j)—making up a total of 11—should necessarily be in the higher grades. To this has to be added the headmastership of the Madras-i-Azam and the eleven appointments of chief lecturers in the three first-grade colleges in the mufassal. The latter officers hold

responsible posts of directors of instruction in particular subjects such as, science, mathematics, etc., and teach students of B.A. classes besides supervising of other lecturers and assistants. It will thus be seen that the present number of seventeen in the higher grades is none too many for the several appointments, carrying responsible duties and entailing higher status on the incumbents, included in the Provincial Educational Service cadre. It may not therefore be possible to utilize any of the seventeen higher grade appointments for the new Inspectorships. These Inspectors should obviously hold *higher* grade appointments, as they should maintain somewhat similar status as Indian Educational Service officers in circle charges and as they may sometimes have other Provincial Educational Service officers as Assistant Inspectors.

C. RAMANDIA ACHARIYAR—18-2-19.

I confess that I am unable to appreciate the objections in Financial. What we want is four more Inspectorates. As Director of Public Instruction points out 'there is a direct connexion between pay and responsibility.' For the efficient discharge of the responsible duties of an Inspector we require the higher rates of pay. You may as well argue that, if all the grades of any service are thrown into a cadre with varying rates of pay and appointments be created with the duties of any post in the higher ranks, the increase may be made in the posts carrying the salary of the griffin, if thereby no increase in the cadre is asked for.

2. As shown above it is not possible to provide for these four additional posts from the higher ranks of the Provincial Educational Service. In fact this possibility would mean that hitherto we were overpaying.

3. I should say that the only valid ground for Financial to object would be that the proposed posts are either unnecessary or that their salaries are pitched on too high a scale. On these points the Director of Public Instruction has reported his views which are put up for sanction.

R. RAMACHANDRA RAO—19-2-19.

I am to ask why letter No. 951, dated 17th July 1918, has been removed from the file.

(By order)

T. E. MOIR—19-2-19.

Returned to the Educational Department for submission of a reply to His Excellency's question. I will note later.

A. G. C[ARDEW]—22-2-19.

A copy of letter No. 951, Home (Education), dated the 17th July 1918, is now placed in the file. It is very much regretted that the copy put up in the file was inadvertently kept back in office and this was not noticed when the file was circulated.

S.K.—24-2-19.

N.K.—24-2-19.

C.R.—24-2-19.

I understand that in sorting and checking the papers in the file after I had noted thereon the paper referred to was by mistake left behind on the table. The mistake is regretted.

R.R.—25-2-19.

From the Director of Public Instruction, R.C.No. 9681, dated 26th March 1919.

The main file on the subject of the appointment of four additional Inspectors of Schools in the Provincial Educational Service was circulated to His Excellency the Governor on 25th February 1919. In the circumstances explained in the Director of Public Instruction's current letter, no action seems to be necessary on that file. It is submitted that this file may be sent (u.o.) to the Private Secretary to His Excellency the Governor with the request that the original file may be returned to the office.

T.K.K.—28-3-19.

N.K.—28-3-19.

C.R.—28-3-19.

R.R.—28-3-19.

OFFICE OF THE PRIVATE SECRETARY TO
HIS EXCELLENCY THE GOVERNOR.

Returned with the previous file.

(By order)

T. E. MOIR—6-4-19.

HOME (EDUCATION) DEPARTMENT.

Urgent.

R. RAMACHANDRA RAO—9-4-19.

The Director of Public Instruction is not in favour of proceeding further with the scheme for the appointment of additional Inspectors in the Provincial Educational Service. He states that he should like to see no new inspectorate formed except for men in the Indian Educational Service. While unwilling to ask Government to hold in suspense the appointment of additional Inspectors until orders are issued regarding the reorganization of the Educational Services, he is of the opinion that the ultimate efficiency obtained by doing so will be well worth the temporary inconvenience that will be caused thereby.

2. The Director of Public Instruction practically admits that, in the interests of administrative efficiency, it is desirable to increase the number of Inspectors *at once*. He is, however, deterred from pursuing the proposal owing to the lack of officers in the Provincial Educational Service who possess European qualifications and who can be promoted to class I when the Indian Educational Service is reorganized. It is submitted that there are at present two officers in the Provincial Educational Service who hold permanent posts of Inspectors and who do not possess European qualifications. No inconvenience appears to have resulted so far from this arrangement. The present proposal is merely to increase the number of Inspectors in the Provincial Educational Service from 2 to 6,* a

* Note.—(As stated on page 1 ante, the number proposed to be recruited in India under the reorganization scheme is nine). corresponding reduction being made in the number of Assistant Inspectors. Having regard to the imperative needs of the department for additional Inspectors, it may not be desirable to wait for the issue of orders by the Secretary of State on the question of the general reorganization of the Educational services. As stated above, the two permanent Inspectors in the Provincial Educational Service do not possess European qualifications and, for the new posts also, the best men available may be selected, even though they may not possess European qualifications. This arrangement is not likely to give rise to any inconvenience in the future. No officer now holding a post in the Provincial Educational Service can *claim* to be promoted to class I when the service is reorganized; and the men that may be selected for the new posts may be made to distinctly understand that their appointment will give them no claim to be included in class I of the new service and they may then be relegated to class II (Rs. 250 to Rs. 700) of the reorganized service to any additional posts that may be created or vacancies in that class that may occur, the new scheme to that extent being gradually given effect to as these four officers are absorbed. If European qualifications are not insisted on, it may not be difficult for the Director of Public Instruction to select four competent men to fill the new posts. The actual pay drawn by the men appears to be a minor consequence and the selection must, perforce, be made to secure the efficiency of the inspecting agency.

3. On the recommendation of the Director of Public Instruction a lump provision of Rs. 28,000 has been made in the current year's budget for the formation of four new Inspectors' circles. If the proposal is not proceeded with, Financial is sure to insist on the surrender of the amount.

4. It is for consideration whether the papers may not be sent again u.o. to the Director of Public Instruction for remarks with reference to the above.

N.K.—11-4-19.

C. RAMANUJA ACHARIYAR—11-4-19.

Mr. Littlehailes has gone back so entirely on all the proposals of his predecessors and against the clearly admitted requirements of his service that I find it difficult to note on this file briefly.

2. The first point is to assess the urgency of increasing the number of Inspectors. There can be no doubt that this is absolutely necessary and the sooner this is sanctioned the better. Attention is invited to pages 10 and 11 of the quinquennial report put up. This report is confined to the period ending 31st March 1917. Since then there has been considerable expansion in the number of schools of all grades; especially in secondary schools where in G.O. No. 757, dated 11th June 1918, we have sanctioned an increase of 49 schools. Even Mr. Littlehailes admits the urgent necessity of this measure and it is unnecessary to add.

3. Mr. Duncan proposed to create four higher-paid appointments in the Provincial Educational Service for the more onerous offices now suggested. Financial, agreeing in the creation of additional responsibilities, demurred to the increase of pay; I do not think it necessary to refer to this point more, for, whatever Financial may say, the Educational Department should insist that, if new Inspectorates are created, salaries very much higher than that now paid to possible candidates in the Provincial Educational Service are indispensable.

4. One method of filling the new offices is to get them merged in the Indian Educational Service and recruiting them from England. Our ultimate ideal of filling up such responsible offices is by a course rather akin to this, i.e., what is meant by classing these offices in class I. In our letter No. 951, dated 17th July 1918, we have recommended this course.

5. But are we to wait till this is feasible? In the first place, class I is itself unknown at present. Orders have to be passed sanctioning this classification. Moreover we have asked for a cadre of 80 as against the 30 now on. Other provinces would have done likewise. In the post-war days, especially after the depletion of the Universities in Great Britain, it will be difficult to get suitable candidates for all the vacancies in the existing cadre as well as for the enormous increases asked for. To wait for the best possible men will be long waiting and in my opinion if the Educational Department waits without taking action for the proposals to be sanctioned and the men to be recruited, it will have to wait long and the work will immensely suffer in the interval—there is no gainsaying this.

6. Another method is to move the Secretary of State to sanction four additions in the Indian Educational Service and ask him to recruit. We have already asked him to recruit for several posts. This will be in addition. The question again arises whether in the days of demobilisation we are likely to get efficient candidates for the Educational Department. Further objections are that even this will take time. And by applying for a slight increase in advance, we run the risk of seeming to underrate the importance of the rest of the proposals we have advanced.

7. It is under these circumstances that Sir Henry Stone, who has spoken to me, and Mr. Duncan hit on the proposals under consideration. We want Inspectors urgently. Even budget provision is made. There are special difficulties at the present moment to recruit men from England. So as a temporary measure and as just enough to relieve the present tightness, it is proposed to select the best men from the Provincial Educational Service and give them an Inspector's duties to do. This proposal is by no means novel. We adopt the same method when we post non-civilians to civilian charges or Assistant Surgeons to Indian Medical Service charges. They will correspond to listed appointments. The incumbents will do Inspectors' work from as early as possible because this is urgently necessary. But once our proposals are sanctioned these posts will be filled by class I people as vacancies arise. Even in the Educational Department this proposal is not novel. Several Provincial

Educational Service men are now filling posts which we have eventually classified for class I; they will go out in due course.

8. If Mr. Duncan's views are properly understood, Mr. Littlehailes' objections disappear. His first objection is that a man duly qualified to be an Inspector may be low down in the service, while a subordinate Assistant Inspector draws more salary. His second objection is that all the selection appointments should not be put at the top as it will block promotion.

9. Regarding objection I, it is of course necessary that the appointments should be by pure selection; and objection II is also valid. But there is an obvious remedy. A The increase asked for is Rs. 1,000 so far as officers are concerned. So, instead of creating appointments on fixed salaries, four duty allowances of Rs. 250 be sanctioned in view of the increased responsibilities, both objections disappear. The man selected with this allowance will generally draw more pay than the assistants and he does not, so far as grade promotion goes, get over his seniors; an incidental advantage is that, if recruitment in England becomes easy, these selected individuals may be relieved of their additional work.

10. Mr. Littlehailes speaks of 'temporary' inconvenience. He is optimistic. The department requires immediate relief. It may be that we cannot get the right sort of men in the Provincial Educational Service. But we have temporarily to content ourselves with the next best. We create no vested rights. Are we to suspend all action to relieve a congested department with a view to the action to be taken in the indefinite future? Mr. Littlehailes is, I fear, also wrong in supposing that men now selected should be such as to be eventually absorbed in class I. What is more urgent is to get some men to get on with the present congestion of work for some time to come.

11. There is budget provision and we shall have to explain if it is not to be utilized. The matter has also attracted attention in the Legislative Council. Attention is invited to the discussion on the 5th February 1919, Resolution XI. The budget allotment has been announced in the Finance Committee and the Legislative Council.

12. I think that there is strong pressing necessity for increasing the number of Inspectors; and even if ideally qualified men be not obtainable the Director of Public Instruction should do his next best to secure the best material available.

R. RAMACHANDRA RAO—24-4-19.

Please print up at once and return to me.

L. D[AVIDSON]—25-4-19.

X In answer to a demand for a Professor, the Secretary of State has replied that recruitment is not possible till the ensuing autumn.

R.R.—6-5-19.

I will discuss this with the Director of Public Instruction when he comes up. Meanwhile please ascertain from Financial whether the plan suggested at A above or any modification of it is free from objection and within the sanctioning powers of the Local Government. I assume the proposed allowances would be temporary and cease if and when the reorganization comes into effect.

L. D[AVIDSON]—6-5-19.

The current and notes have been printed. The file may be submitted to the Honourable Member.

S.K.—5-5-19.

N.K.—6-5-19.

C. RAMANUJA ACHARIYAR—6-5-19.

R.R.—6-5-19.

To Financial with reference to the Honourable Member's note on page 11 ante.

The Director of Public Instruction is expected to arrive in Ootacamund on 12th May.

R. RAMACHANDRA RAO—8-5-19.

FINANCIAL DEPARTMENT.

The point remitted for consideration to this department is whether it is within the competence of this Government to grant a temporary duty allowance of Rs. 250 per mensem to each of the four Provincial Educational Service officers whom it is proposed to post as Inspectors.

2. The rules relating to the grant of temporary duty allowance are contained in Rule III 10 (2), (3), 4 (a) (amended by correction slip No. 14, dated 2nd January 1919) and 5 (b) on pages 302 and 303 of the Madras Supplement to the Civil Service Regulations. It will be seen that Government are competent to sanction a temporary duty allowance subject to a maximum remuneration of Rs. 2,500 per mensem provided the period does not exceed two years or Rs. 800 if it exceeds two years and provided also that the deputation allowance does not ordinarily exceed the limit fixed in article

K 81, Civil Service Regulations, viz., one-fifth of the salary or Rs. 10 *per day* whichever is less. In exceptional cases this limit can be exceeded.

2. The pay of Provincial Educational Service officers ranges from Rs. 200 to Rs. 700 and the duty allowance of Rs. 250 per mensem proposed is in excess of the limit prescribed in article 81, Civil Service Regulations, even in the case of an officer of the first grade (pay Rs. 700) who will be entitled ordinarily to a duty allowance of Rs. 140 (one-fifth of Rs. 700). Besides, in the Provincial Educational Service there are already two Inspectors of Schools drawing at present a pay of Rs. 500 and Rs. 450 per mensem who do not at present get any special allowance for being Inspectors of Schools. The grant of an allowance to four Inspectors alone, as now proposed, seems likely to provoke similar claims from the other two and if a duty allowance is granted to all Provincial Educational Service officers working as Inspectors of Schools, the extra cost will come to Rs. 1,500 per mensem or Rs. 18,000 per annum against Rs. 1,000 per mensem or Rs. 12,000 per annum according to the Director of Public Instruction's original proposals.

B 3. The grant of a duty allowance of Rs. 250 per mensem to any Provincial Educational Service officer working as an Inspector of Schools would necessitate a general order, and with reference to portion marked **K** ante, it is doubtful whether the Accountant-General will accept a general order on the case. Home Department may, perhaps, be requested to make the point clear by a reference to the Accountant-General before final orders are issued.

K.R.N.—13-5-19.

C.R.S.—13-5-19.

I venture to think that the proposal to grant duty allowances in this case is incorrect in principle. Under *present circumstances* it may fall to the lot of any Provincial Educational officer to discharge the duties of an Inspector of Schools **A** as his ordinary work and there is therefore no decided increase of work or responsibility in the matter. Further, as pointed out in paragraph 2 of the note ante, if a duty allowance is granted in the case of the four appointments in question it will either have to be given to the two existing appointments also or it will create an anomaly.

J. M. HOOPER—14-5-19.

To Home (Education) with reference to the Honourable Member's note. The Honourable Member, Financial, should see if the proposal is to go through.

N. E. MARJORIBANKS—15-5-19.

HOME (EDUCATION) DEPARTMENT.

Submitted.

S.K.—16-5-19.

N.K.—16-5-19.

C. RAMANUJA ACHARIYAR—16-5-19.

M A. No. An Inspectorate is not the ordinary work of the Provincial Educational Service which involves exceeding responsibility. Under the reorganization scheme, the Provincial Educational Service is not entitled to a single Inspector. I put forward an alternative suggestion: the duty allowance shall be Rs. 250 subject to the condition that the total emoluments shall not exceed Rs. 700.

The responsibilities of an Inspector are so vast that Rs. 700 is in my opinion by no means an overpayment. And some of the selected officers will get less.

The above proposal means a *fifth* duty allowance to the Inspector on Rs. 450 and another of Rs. 200 to the Inspector on Rs. 500. Regarding **B** above, the present **N** situation is entirely exceptional and I propose to end this course as soon as normal recruitment begins. I do not wish to enunciate this as a general rule. Financial for favour of further remarks.

R. RAMACHANDRA RAO—17-5-19.

FINANCIAL DEPARTMENT.

Please see notes from page 12 ante.

2. Portion marked **M** of Home Secretary's note above.—The remarks of Financial at **A** above were made with reference to *present circumstances* under which the Provincial Educational Service cadre provides for two Inspectors and as such any officer posted to do the work of an Inspector of Schools will have to do it without any extra remuneration and look for promotion in the ordinary course even if there be any increase of work.

3. Portion marked **N** of Home Secretary's note above.—The final authority on the question is the Accountant-General who will have to be consulted.

K.R.N.—19-5-19.

C.R.S.—20-5-19.

The alternative suggestion put forward by the Secretary, Education, does not remove the Financial objections.

J. M. HOOPER—21-5-19.

I fear not.

N. E. MARJORIBANKS—22-5-19.

HOME (EDUCATION) DEPARTMENT.

Submitted.

S.K.—23-5-19.

N.K.—23-5-19.

C.R.—23-5-19.

The position is briefly this and is submitted for orders.

2. Administratively the creation of four more Inspectors is imperative. The Director of Public Instruction has announced in the Legislative Council that it is absolutely necessary to have the increase and the need is urgent and it is the prime need. His Excellency the Governor has similarly stated that this is essential.

3. We have already sent up proposals of reorganization. There is budget provision. Some temporary relief is urgently called for. Thus far is admitted.

4. Mr. Littlehales, however, fears that by carrying out the proposals in the manner suggested by Mr. Duncan there will be difficulty in regulating promotion. This difficulty in procedure cannot in my opinion counterbalance the urgent need for immediate relief. So I indicated an alternative method. Financial objects to this on formal grounds but in my opinion on unsustainable grounds. If necessary, the Accountant-General may be consulted.

5. If this course be not possible, four temporary appointments in the Indian Educational Service should be created. Urgent orders are necessary as the busy season begins in July.

R. RAMACHANDRA RAO—23-5-19.

The Director of Public Instruction must see these notes, if I am to discuss the case effectively with him. Please let him have the case and ask him to discuss it next week.

Confidentially.

L.D.—24-5-19.

L. D[AVIDSON]—24-5-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

At the request of the Honourable Member I note on this file, and in doing so lay down two axioms. The first is that the Inspectors of Schools are considerably overworked and some relief is urgently necessary. I had hoped that the Secretary of State would pass early orders on the recommendations of the Royal Commission on the Public Services in India and that we might reorganize our inspecting agency and make additional appointments in the light of the orders that would be issued by the Secretary of State. I was perhaps too optimistic. It is probably better to proceed at once to the making of such arrangements as will relieve Inspectors of some of their work in such a way as will not conflict with the principles accepted by the Government of Madras in their letter to the Government of India on the reorganization of the Educational Services; in particular reference may be made to paragraphs 14, 18, 19 and 20 of this letter [G.O. No. 950, Home (Education), dated 17th July 1918]. This brings me to my second axiom, which is that all Inspectors of Schools should belong to class I of the new service which corresponds to the Indian Educational Service. I note, *en passant*, that the Provincial Educational Service was originally intended to rank as co-ordinate with the Indian Educational Service, but that this intention has not been realized. Senior members of the Provincial Educational Service have for many years been permitted to act in vacancies in the Indian Educational Service and, when doing so, they are granted an acting allowance of Rs. 100 per mensem. All Inspectors of Schools except two are in the Indian Educational Service; these two exceptions are in the Provincial Educational Service. My first suggestion is that these two appointments should be transferred from the Provincial Educational Service to the Indian Educational Service either explicitly or implicitly by permitting the holders of these posts in the Provincial Educational Service to draw a duty allowance or deputation allowance of one-fifth of their pay subject to a

This is the better course.

L.D.—2-6-19.

maximum of Rs. 100 per mensem, which is the allowance now drawn by an officer of the Provincial Educational Service who acts in the Indian Educational Service. One of these posts is now held by Mr. Hart, who is already acting in the Indian Educational Service and whose salary is thus increased from Rs. 600 to Rs. 700 per mensem; the other post is permanently vacant, no one having been appointed to the post by reason of the fact that it is doubtful whether we have any senior man in the Provincial Educational Service who can be considered fit to shoulder efficiently and permanently the responsibilities of an Inspector of Schools in charge of from two to five districts—and I have already in my letter to Government, dated 26th March 1919, indicated the anomalies produced by appointing a junior man in the Provincial Educational Service as Inspector of Schools in a multi-district circle. Experience

This is the point.

L.D.—2-6-19.

has shown that the work and responsibilities which an Inspector has to do and assume are greater than can be rightly demanded from an officer of the Provincial Service; more particularly is this the case in recent years during which not only has considerable advance

been made by the opening of additional schools but with the advance of local self-government and the interest of local bodies and of the people in general in educational affairs the problems which an Inspector has now to solve are of greater complexity and demand a higher degree of tact, skill and resource than formerly.

Tacitly—not explicitly.

L.D.—2-6-19.

The second suggestion that I have to make is that the four new Inspectorships that are proposed should be tacitly accepted as posts in the Indian Educational Service, that men in the Provincial Educational Service be appointed to the posts and that they be granted a duty or deputation allowance equal to one-fifth of their pay subject to a maximum of Rs. 100 per mensem. The persons to be appointed to these new posts should be clearly made to understand that they will have no claim to confirmation in the Indian Educational Service or in class I of the new service and in order to obviate the anomalies that might arise by the appointment of junior men in the Provincial Educational Service to these Inspectorships, it will be necessary to restrict them, so far as is possible, to single-district circles.

L.D.—2-6-19.

The above would meet, educationally, the immediate needs. I do not know how far it will meet the financial objections already raised, but if Government accept the part marked A above, I imagine that the grant of a duty allowance as I have suggested will not be open to objection. The four new posts may then be immediately created in the Provincial Educational Service in whatever grade K or grades as will produce an equitable distribution of the total appointments in the Provincial Educational Service. Meantime steps could be taken to obtain sanction for the inclusion of all posts of Inspectors of Schools in the Indian Educational Service or class I of the new service.

R. LITTLEHAILES—1-6-19.

HOME (EDUCATION) DEPARTMENT.

The above note was written at my request after full discussion and represents my considered views. Now please to Financial again.

L. D[AVIDSON]—2-6-19.

R. RAMACHANDRA RAO—4-6-19.

FINANCIAL DEPARTMENT.

The Director of Public Instruction states that the work and responsibilities which an Inspector has to do and assume are greater than can be rightly demanded from an officer of the Provincial Educational Service. He has accordingly recommended the grant of a duty allowance of one-fifth of pay subject to a maximum of Rs. 100 per mensem to Provincial Service officers doing the duties of Inspectors of Schools.

2. Attention is solicited to paragraphs 8 and 14 of the letter to the Government of India embodying the views of this Government on the recommendations of the Public Services Commission in regard to the reorganization of the Educational Services in which this Government have recommended the inclusion of all Inspectors in class I of the service and this Government have suggested an increase by 12 of the number

of Inspectors. The question of increasing the number of Inspectors will be taken up when the reply from the Government of India is received.

3. So far as the existing two *Inspectors* in the Provincial Educational Service are concerned, the Director of Public Instruction suggests that they should be transferred to the Indian Educational Service either explicitly or implicitly by permitting them to draw a duty allowance of one-fifth of their pay subject to a maximum of Rs. 100 per mensem which is the allowance now drawn by an officer of the Provincial Educational Service who acts in the Indian Educational Service—vide article 139, Civil Service Regulations.

4. *Necessity for the transfer.*—Submitted that pending the orders of the Government of India as to the future of the Educational services there is no need to transfer the posts to the Indian Educational Service. There is, however, no objection to the grant of a duty allowance of one-fifth of pay subject to a maximum of Rs. 100—cf. paragraph 2 of notes on page 12 ante. As one of the Provincial Educational Service officers is already reported to be acting in the Indian Educational Service, it is presumed that there will not be any extra expenditure on account of this officer so long as he continues to act in the Indian Educational Service for he will, under article 139, Civil Service Regulations, be eligible for an acting allowance of Rs. 100 per mensem.

5. The Director of Public Instruction's other proposals are—

(1) to create four additional posts of Inspectors in lieu of four Assistant Inspectors and to grant deputation allowances of one-fifth of their pay subject to a maximum of Rs. 100 per mensem when the men in the Provincial Educational Service are appointed to these posts;

(2) to re-arrange the grading of the Provincial Educational Service.

Item (1) above.—As pointed out in paragraph 2 above, there is no need to create four posts of Inspectors in the Indian Educational Service. There is, however, no objection to the grant of the duty allowance proposed by the Director of Public Instruction.

Item (2) above.—Please see portion marked **K** of the Director of Public Instruction's notes on page 15 ante. It is submitted that, if the duty allowance is sanctioned as proposed above, there is hardly any need for a revision of the grades so as to produce an equitable flow of promotion. Please see in this connexion Honourable Member's note (as Chief Secretary) on page 6 ante. It may also be noted that these arrangements are intended to be provisional until the orders of the Government of India on the future of Educational Services are received.

K.R.N.—11-6-19.

C.R.S.—11-6-19.

It seems to me that the Director of Public Instruction's proposals are really anticipating the Secretary of State's sanction to the proposals in our letter No. 951, dated the 17th July 1918.

The Director of Public Instruction's proposal to convert four posts of Assistant Inspectors into four posts of Inspectors and to grant each of these Inspectors, as also the existing two Inspectors, a duty allowance of one-fifth of pay subject to a maximum of Rs. 100 is in fact to treat these Inspectors as if they were officiating in Indian Educational Service appointments under article 139, Civil Service Regulations.

N.E.M.—18-6-19.

The effect then is that we shall really be creating six appointments in the Indian Educational Service and abolishing six in the Provincial Educational Service. The sanction of the Secretary of State is required to the creation of a permanent appointment in the Indian Educational Service—vide Civil Service Regulations Supplement, page 301, rule III 10 (1). This Government may, however, create temporary appointments under rule III 10 (4) on page 302 of the Supplement, but I submit that the intention is that these appointments should eventually be permanent and I do not therefore think that we can accept them as temporary under this rule.

On the other hand, if the appointments are looked upon as belonging to the Provincial Educational Service we have already stated our objections to granting duty allowances in such cases—notes on page 12 ante.

J. M. HOOPER—14-6-19.

I confess I do not see any escape from the position that having put two Inspectors' posts in the Provincial Educational Service we cannot declare that an Inspector's work can only be done by an officer of the Indian Educational Service (or that if a Provincial Educational Service officer is posted as Inspector he must *ipso facto* be regarded as working in the Indian Educational Service) until the Secretary of State's sanction is received. I am sorry I have delayed the file: but I wanted to ask Mr. Grieve or Mr. Littlehales about it. The former seems to have disappeared from Ootacamund and I never got a chance of seeing the latter.

N. E. MAJORIBANKS—28-6-19.

HOME (EDUCATION) DEPARTMENT.

The Financial Department consider that having put two Inspectors' posts in the Provincial Educational Service, it cannot be held that an Inspector's work can be done only by an officer of the Indian Educational Service. It may be noted that the fact that only two of the ten posts of Inspectors of Schools are held by officers of the Provincial Educational Service does not lend much support to the above statement. It is also submitted that, as explained fully in the Director of Public Instruction's note on page 14 ante, the duties of an Inspector at present are far more onerous than what they were formerly. Moreover, mainly in view of the importance of an Inspector's work this Government have proposed in connexion with the recommendations of the Public Services Commission that all the posts of Inspectors should be included in class I of the reorganized educational service (paragraph 14, pages 3-4 of letter No. 951, dated 17th July 1918). After final orders are received on these proposals, the scheme for strengthening the inspecting agency, which is lying over, will be taken up and sanction for the much needed addition to the number of Inspectors will be applied for. As all this will take a long time and as it is immediately found necessary to give some relief to the over-worked Inspectorate, it is now proposed to introduce some temporary arrangements. The Director of Public Instruction accordingly proposes to keep in abeyance for the present four posts of Assistant Inspectors in the Provincial Educational Service and to post such of the officers in that cadre who are really competent, to the charge of Inspectors' circles and grant them an allowance of one-fifth of their pay not exceeding Rs. 100 per mensem in order to remunerate them for the increased work and responsibility thrown on them and also to give them a higher status. It does not appear that there is any serious objection to such a purely temporary arrangement as that proposed above. The grant of an allowance to the holders of the posts of Inspectors cannot, it is submitted, be taken as equivalent to the transfer of the posts from Provincial Educational Service to Indian Educational Service. Further, the allowance proposed is one-fifth of the grade pay subject only to a maximum of Rs. 100, while the allowance of a Provincial Educational Service officer in any grade, acting in the Indian Educational Service, has been fixed at a uniform figure of Rs. 100. The proposals submitted to the Government of India are so entirely different that it cannot be taken that the temporary arrangement proposed anticipates the Secretary of State's orders on the general question of reorganization. If necessary, the Accountant-General may be consulted on the point.

2. With reference to the portion marked **K** in the Director of Public Instruction's note on page 15 ante, it is not clear what exactly is proposed therein. The proposal to grant an allowance to the new Inspectors was put forward, because the original proposal to create posts in the higher grades of the Provincial Educational Service to provide for the new Inspectorships was not accepted by the Financial Department. There is no need for the creation of four new posts in the Provincial Educational Service. The posts of four Assistant Inspectors in that service will be converted into those of Inspectors and the officers appointed as Inspectors will be

granted an allowance. It is not known whether the Director wants to revive the original proposal to create posts in the higher grades and to pay an allowance in addition.

S.K.—7-7-19.

S.A.—7-7-19.

C. RAMANUJA ACHARIYAR—8-7-19.

In the interests of educational progress, we want four more officers with Inspector's powers.

2. We have resolved to classify all Inspectors in class 1. But at present, as we have two Inspectors already in the Provincial Educational Service, we cannot claim that no one in the Provincial Educational Service can be so empowered.

3. So long as we had only two Inspectors in the Provincial Educational Service, no difficulties arose. When we appoint six, some arise. To meet these and to compensate the men for added responsibility, we propose an additional allowance.

4. The Financial note is inconsistent. At present it is open for us to post Provincial Educational Service men as Inspectors. So creating four more Inspectorates in the Provincial Educational Service is not anticipating orders or creating appointments in the Indian Educational Service. The only further point would be about the question of allowances to the men selected to do highly responsible work. I presume that, from a code point of view, if we did not propose to abolish four posts and if we had proposed to create four temporary appointments in the Provincial Educational Service with consolidated salaries the Local Government is authorized and there can be no technical objection.

One point remains. The existing Inspectors are badly overworked and some relief by way of addition to their number is urgently called for.

R. RAMACHANDRA RAO—9-7-19.

Printed and submitted.

S.K.—19-7-19.

S.A.—21-7-19.

C.R.—22-7-19.

R.R.—23-7-19.

Notwithstanding the objections taken by Financial I feel that I must continue to press for the arrangement explained in Mr. Littlehailes' note, dated 1st June 1919, on pages 14 and 15 supra. The additional circles are a very urgent need and there is no doubt that they constitute charges of greater responsibility than can be expected of a Provincial Educational Service man. The arrangement is temporary.

L. D[AVIDSON]—23-7-19.

I cordially agree that we must increase the inspecting agency. This has been a crying need for at least six years past and I should have been ready to support a much larger scheme than that which is now before us. If we had gone up at the time this discussion arose for a first instalment of the proposals embodied in our letter No. 951, dated 17th July 1918, we might perhaps have got orders by now.

2. I objected to Mr. Duncan's scheme because it was half baked, did nothing to insure that the extra pay for which he provided would go to the inspectors whom he wanted and was open to the other objections of which Mr. Littlehailes has given instances.

3. Mr. Littlehailes' scheme appears to be in effect to create six temporary appointments of inspector in the Indian Educational Service and to abolish two posts of inspector and four posts of assistant inspector in the Provincial Educational Service. He would fill the new six posts of inspector by the appointment of officers of the Provincial Educational Service giving them the usual acting allowances. Presumably, he would also reorganize the office staff on the basis proposed by Mr. Duncan.

4. Financial object that this is really anticipating the Secretary of State's sanction to the scheme. I doubt if this is a valid objection. One of the purposes for which Local Governments are empowered to sanction temporary appointments is to enable us to carry on when increase of work necessitates increase of staff for which we have not yet obtained permanent sanction. That at least is my view of the case. I have, however, no objection to a reference to the Accountant-General if the Chief Secretary thinks the rules require it.

5. If this view of the case is accepted, it would not seem necessary to limit ourselves to officers of the Provincial Service in filling the appointments. If better men in private employ are available and ready to take appointments on a temporary footing, it seems to me that it is quite open to us to appoint them.

6. In conclusion, I would suggest that it might be a good thing to ask the Secretary of State when we may expect sanction to the main scheme. I venture to think that we are running grave risks in our present widespread expansion of schools for which we have not adequate arrangements of inspection and control.

C. G. T[ODHUNTHER]—25-7-19.

I agree that we should increase the number of inspectors.

W[ILLINGTON]—26-7-19.

HOME (EDUCATION) DEPARTMENT.

A draft order as directed by the Secretary orally after consultation with the Director of Public Instruction is submitted for approval. It may be sent to the Financial Department for acceptance.

2. With reference to paragraph 6 of Honourable Member's (Financial) note above, it is submitted that the Government of India have just intimated that the Secretary of State was addressed on the 10th July 1919 regarding the scheme for the reorganization of the educational services in India.

S.K.—2-8-19.

N.K.—4-8-19.

C. RAMANUJA ACHARIYAR—4-8-19.

I had a talk with the Director of Public Instruction. So many alternative proposals have been put forward that I wanted to ascertain from him exactly his views enunciated in pages 14 and 15, notes file, and accepted by Honourable Member as his considered views.

2. It is accepted on all hands that the increased responsibility of an inspector justifies the allowance. But the Director of Public Instruction considers that even this is not sufficient—see K on page 15. If one in the lower grades is selected, the grade pay plus allowance is in his opinion miserably inadequate. He hopes to find two competent men in the higher grades of the Provincial Educational Service, but it is impossible to get six men in the higher grades. Hence the necessity to attach higher salaries to the inspectors-designate. Honourable Member, Financial, agrees to this as he refers to the creation of temporary posts.

3. I asked the Director of Public Instruction what he considered to be the minimum scale. He referred me to Mr. Duncan's letter.

4. The draft is for approval. First to Financial.

R. RAMACHANDRA RAO—4-8-19.

FINANCIAL DEPARTMENT.

The draft order prepared by Home (Education) purports to embody generally the proposals made by the Director of Public Instruction on pages 14 and 15 ante and approved by the Honourable Member (Education), Honourable Member (Financial) and His Excellency the Governor. The financial effect of the proposals is set out below :—

	Cost per mensem.
	RS.
(a) Addition of four new appointments outside the Provincial Educational Service cadre for a period of one year—1 (600); 1 (500); 1 (450); 1 (400).	+1,950 (approximate cost).
[When these posts are filled by an officer who is already in the Provincial Educational Service and who does not act in the Indian Educational Service his emoluments are to be fixed at his salary in the regular line together with a duty allowance of one-fifth of salary subject to a maximum of Rs. 100 per mensem.]	

	Cost per mensem.
	RS.
(b) Holding in abeyance for a period of one year, four posts in the Provincial Educational Service cadre—1 (300); 1 (250); 2 (200).	—950
(c) Grant of a duty allowance of one-fifth of salary subject to a maximum of Rs. 100 per mensem to the existing two inspectors belonging to the Provincial Educational Service.	+200 (maximum cost)
(d) Establishment for the four new inspectors' offices	+620
Total on account of salaries and establishments	1,820 or 21,840 per annum.
Charges on account of travelling allowance, supplies and services ...	6,800 per annum.

Grand total—Rs. 28,640 per annum (approximate).

2. Submitted that the following remarks seem to be called for in Financial in regard to the details:—

Item (a)—former portion.—It is for consideration whether instead of the appointment on Rs. 600, one on Rs. 500 (which is the starting pay of an Indian Educational Service officer) may not be substituted. [Under the scheme of constitution of the Indian Educational Service, appointments borne on that cadre are to be filled by individuals recruited by the *Secretary of State* (cf. portions marked on pages 6-7 of G.O. No. 910, Educational, dated 3rd October 1913); it is therefore submitted that the four temporary appointments will necessarily have to be treated as being outside the Indian Educational Service since it is not proposed to ask the Secretary of State to find recruits for those posts. The Educational Department do not propose to include them in the Provincial Educational Service cadre either for the reasons given in the Director of Public Instruction's letter, dated 26th March 1919.]

Item (a)—latter portion.—The four temporary appointments to be now created are of like character to existing permanent appointments and if Provincial Educational Service men are appointed to act in them their emoluments will be regulated according to the rule in article 76-B (a) of the Civil Service Regulations—the scope of which is explained in G.O. No. 105, Financial, dated 16th February 1918. According to that rule if a Provincial Educational Service officer drawing Rs. 200 is appointed to the Rs. 600 post he will ordinarily be eligible to draw the full pay of Rs. 600. Again if a Provincial Educational Service officer who draws Rs. 400 is appointed to the temporary post on Rs. 450 he cannot draw more than the maximum pay of the appointment, viz., Rs. 450. The arrangement proposed in paragraph 3 of the draft is thus not in accordance with the general provisions of article 76-B, Civil Service Regulations, but it is not likely that the Accountant-General will raise any objection if it is clearly laid down that the rates of pay proposed for the temporary appointments will be applicable only when it is proposed to fill them by individuals

not already in the department, but that when they are to be filled by the Provincial Educational Service men *their* emoluments will be regulated as indicated in paragraph 3 of the draft. It would, however, seem preferable to consult the Accountant-General on the point. Home Department may be requested to do so.

It is further submitted that after the words 'their salary' in paragraph 3 of the draft the words 'in the regular line' may be added to make the point clear.

3. The draft may, it is submitted, be accepted in Financial, subject to the remarks in paragraph 2 above. For funds, please see paragraph 7 of the draft.

C.P.K.—9-8-19.

J. M. HOOPER—10-8-19.

N. E. MARJORIBANKS—16-8-19.

HOME (EDUCATION) DEPARTMENT.

With reference to the remarks of the Financial Department on paragraph 3 of the draft order, it is submitted that the proposal therein is that officers of the Provincial Educational Service who are appointed to the new temporary posts of inspectors should be granted the full pay of the posts and *also* an allowance of one-fifth of it subject to a maximum of Rs. 100 per mensem. If, however, one who is not already in service is appointed to any of those posts, he will draw only the pay of the post and will not be granted any allowance. The Financial Department consider that the salaries of the officers of the Provincial Educational Service appointed to the new posts will be regulated by article 76 B (i) (a) of the Civil Service Regulations. According to this article, if the temporary appointment is of like character to existing permanent appointments and if the latter are divided into grades or classes, the temporary appointment will be treated as a temporary addition to the corresponding grade or class of the cadre; and in deciding which officer is to receive full pay the principles to be followed should be the same as if a permanent vacancy were to be filled up (G.O. No. 105, Financial, dated 16th February 1918). In the present case, however, the new appointments are to be treated as being *outside* the regular cadre. If the full pay of the posts is to be granted according to the principles followed in filling permanent vacancies, the officers who are appointed as inspectors may not be eligible for that pay. Some other officers may get the full pay according to seniority. It does not therefore appear that the emoluments of the officers appointed as Inspectors can be regulated by article 76 B (i) (a) of the Civil Service Regulations. If, however, the new appointments are brought under clause (b) of that article, the Local Government may grant full pay to the inspectors appointed to the four new posts (G.O. No. 105, Financial, dated 16th February 1918). The officers of the Provincial Educational Service holding charge of the two inspectors' circles now open to them can draw only the pay of their grade. But it is doubtful whether an allowance of one-fifth of the pay may also be granted to them in addition. The Accountant-General may be consulted on the point. The draft order with the current file may be sent to him u.o. and he may be requested to offer his remarks. A u.o. note is placed below.

2. The Financial Department's suggestion to create two new posts on Rs. 500 instead of one on Rs. 600 and one on Rs. 500 is for orders.

S.K.—20-8-19.

N.K.—20-8-19.

But the Honourable Members have already approved the Director of Public Instruction's proposals. The fact that the starting point in the Indian Educational Service is only Rs. 500 does not operate against the creation of new posts with higher pay. There are grades in the Provincial Educational Service carrying such pay. The special object with which the new appointments are created is clearly explained in the Director of Public Instruction's note on page 15 supra. The ordinary procedure is not to be applied to the special case.

C. RAMANUJA ACHARIYAR—22-8-19.

R. RAMACHANDRA RAO—22-8-19.

1165, Home (Edn.)—5

U.O. Note.

It is proposed to issue the draft order placed below in connexion with the constitution of additional inspectors' circles in this Presidency. The Accountant-General may, it is submitted, be requested u.o. to state whether there is any audit objection to the issue of the order, especially paragraphs 1-3.

2. Officers of the Provincial Educational Service appointed to the new posts will be granted the full pay of the posts as now declared in paragraph 1 and, in addition, a local allowance of one-fifth of that pay subject to a maximum of Rs. 100 per mensem. The allowance will not be given to an officer acting in the Indian Educational Service. Officers recruited from outside will be granted only the full pay of the posts to which they may be appointed.

3. The two officers of the Provincial Educational Service who now hold charge of inspectors' circles will also be eligible for the local allowance referred to above.

S.K.—20-8-19.

N.K.—22-8-19.

C. RAMANUJA ACHARIYAR—22-8-19.

R. RAMACHANDRA RAO—22-8-19.

ACCOUNTANT-GENERAL'S OFFICE.

Paragraph 1 of the draft order.—There is no audit objection to Government sanctioning as a temporary measure for one year the creation of four posts of inspectors on Rs. 600, Rs. 500, Rs. 450 and Rs. 400, respectively, per mensem. As the four new posts form an addition to the two already existing posts, which are included in the cadre of the Provincial Educational Service, they should, under article 76-B (a) of the Civil Service Regulations, be treated as temporary additions to the second, third, fourth and fifth grades, respectively, of the Provincial Educational Service.

Paragraph 2.—No remarks.

Paragraph 3.—It is stated in paragraph 2 of the notes that officers of the Provincial Educational Service appointed to the new posts should be granted the full pay of the posts. This has not been clearly stated in paragraph 3 of the draft order, which also does not make any difference between officers of the Provincial Educational Service and other officers already in the service of Government appointed to the posts. Ordinarily the Local Government, in deciding which officer should receive the full pay of the grades to which the new posts are added, should follow the same principles as if a permanent vacancy were to be filled up—vide Government of India, Finance Department, letter No. 92-C.S.R., dated the 4th February 1918, and G.O. No. 105, Financial, dated the 16th February 1918. There is, however, no audit objection to the full pay of the posts being given to the actual holders of the posts.

The grant of the duty allowances to officers holding the four posts to be newly created and the two Provincial posts already existing, appears to be inadmissible, as the cadre of the Provincial Educational Service already provides for the duties of two Inspectorates without any claim on the part of the officers to any extra allowance for holding such posts—vide the definition of 'duty allowance' given in article 23-C, of the Civil Service Regulations, and paragraph 243 of the Manual of Appointments and Allowances.

A. NEWMARCH—6-9-19.

HOME (EDUCATION) DEPARTMENT.

The Accountant-General states that the new appointments should be treated as temporary additions to the Provincial Educational Service, but that there is no objection to the full pay of the posts being given to the officers already in the Provincial Educational Service, who may be appointed to the posts. The words 'outside the cadre of the Provincial Educational Service' in paragraph 1 of the draft may be amended so as to substitute 'in' for 'outside.'

2. The Accountant-General considers that the grant of the duty allowance proposed is inadmissible. It is for consideration whether paragraph 3 of the draft order may be omitted.

S.K.—12-9-19.

N.K.—12-9-19.

C. RAMANUJA ACHARIYAR—13-9-19.

The Accountant-General's ruling is final; and I see no reason to dispute it.

Draft for approval.

R. RAMACHANDRA RAO—13-9-19.

Please let the Director of Public Instruction see the further notes and the final draft and ask if he has any comments or will accept the disposal suggested on the principle that half a loaf is better than no bread.

L. D[AVIDSON]—16-9-19.

The position now reached may be accepted as a continuation of the existing system which is acknowledged to be unsatisfactory.

It is not clear to my mind whether the newly-created posts in the Provincial Educational Service are to be reserved for persons to be newly appointed as inspectors or whether any member of the Provincial Educational Service may be appointed as inspector and retained in his present grade. If the latter, then the principle already accepted by Government which include the necessity of placing all inspectors in grade or class I of the proposed reorganized services, go by the board. If the former, I should like Government to accept the position that Rs. 400 per mensem has been fixed as the minimum pay of an inspector in accordance with their recommendation to the Government of India that recruits to class I of the reorganized service should start on Rs. 400 per mensem. I should in fact welcome the issue of orders (or the acceptance of the principle) that no inspector in the Provincial Educational Service should receive less than Rs. 400 per mensem. This would mean the reservation of 6 out of the 23 posts on Rs. 700, Rs. 600, Rs. 500, Rs. 450, and Rs. 400 per mensem ($3+4+4+5+7=23$) for inspectors in the Provincial Educational Service.

On receipt of the orders of the Secretary of State on the reorganization of the educational services the position will have to be reviewed.

R. LITTLEBAILES—18-9-19.

HOME (EDUCATION) DEPARTMENT.

With reference to the Director of Public Instruction's note above, it is submitted that members of the Provincial Educational service who may be appointed to the new posts may be granted the pay sanctioned for the posts. They may therefore receive Rs. 400 or more, but not less than Rs. 400.

As regards the two existing posts of inspectors in the Provincial Educational Service, Mr. Hart, the permanent incumbent of one of the posts, is in the second grade, Rs. 600. The other post is vacant, but Mr. Callaghan who is the senior member of the Provincial Educational Service (next to Mr. Hart) who acts as Inspector, also gets a pay of Rs. 500. There is therefore no difficulty in accepting the principle that all Provincial Educational Service inspectors should get a salary not less than Rs. 400 per mensem. In the absence of any special allowance for the post of Provincial Educational Service inspector, the fixing of the minimum salary seems the best as it will secure for these posts people with tolerably sufficient status. The application of this principle may cause some hardship in the case of some of the senior members of the service who may not be selected for the inspectors' posts.

But this cannot be helped in view of the special circumstances that now attend the post of inspector. The principle need not be referred to in the draft as all the new posts carry a pay of Rs. 400 and above and existing incumbents also draw more than that pay. Addition made to draft for approval.

S.K.—20-9-19.

C. RAMANUJA ACHARIYAR—20-9-19.

A on page 23. The Director of Public Instruction is wrong. There are nineteen sanctioned permanent posts on Rs. 400 and above in the Provincial Educational Service. Two of these are generally held by officers doing inspectors' duties.

Four new posts on Rs. 600, Rs. 500, Rs. 450 and Rs. 400 are now created on a temporary basis. The new inspectors must be posted to these salaries. For example, it is not open to the Director of Public Instruction to post all the four new inspectors on Rs. 400.

R. RAMACHANDRA RAO—22-9-19.

(After issue of orders I should like to discuss Director of Public Instruction's note with him.)

L. D[AVIDSON]—22-9-19.

C. G. T[ODHUNTER]—23-9-19.

Issue sharp today. Then to Honourable Member.

R.R.—24-9-19.

[G.O. No. 1165, Home (Education), dated 24th September 1919.]

I am sorry I forgot to speak to the Director of Public Instruction about this and he has left Ootacamund this morning. The case should be printed up and two spare copies with notes sent me for discussion with Mr. Littlehales in Madras.

L. D[AVIDSON]-28-9-19.

Section II-10 (a) - 9,002 13 1-19 (6)

Inspector of School. Directing the construction of four additional Inspectors' Circles.

Home (East) DEPARTMENT.

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

" " " " "

191

READ ALSO:—

C. No. _____, From the D.P. 9, No. C 9689, dated 27. 11. 1918.

" " " " " " 1918.

” ” ” ” ” ” 191

ORDER.

Bess.

No. 1165, dated 24-9-1919.

In order to provide for the adequate inspection & supervision of schools, ^{made in provision} ~~to~~ which have considerably multiplied in recent years, the Govt. resolve to ~~constitute~~ constitute ~~for~~ additional inspectors' Circles & approve the redistribution of circles proposed in paras of the Director's letter read above as a temporary measure for a period of one year. They also ~~said~~

the creation of ^{four} temporary posts on the rates of pay specified below to provide for the new inspectorships:-

1 post on	R. 600 per annum	in the 2 nd grade of the P.S.S
1 "	R. 500 "	" " " 3 rd " " "
1 "	R. 450 "	" " " 4 th " " "
1 "	R. 400 "	" " " 5 th " " "

2. ~~Under~~ The selection of officers for the new appointments need not necessarily be limited to ^{members} ~~those~~ of the Prob. S.S. Service. If there are suitable candidates in private employ who are ready to take appointments on a temporary footing, the D.P.S. may ^{but forward their names} ~~recommend~~ ^{the names} in connection with the nominations ^(of officers) for the new posts. Members of the P.E.S. if appointed to the

3. With effect from the date of constitution of the new circles, persons who are already in the service of govt, but do not act in the P.E.S., will, if appointed to hold charge of any of the four new posts sanctioned herein will be allowed to draw the full salary attached to them.

new circles or of the two circles now reserved for officers of the P.E.S. be ^(in addition to their salary) granted ~~as a~~ duty allowance of one-fifth of ~~their pay~~ ^{it} subject to a maximum of R. 100 per annum each.

3. The Govt direct that, with effect from the same date, four posts of Asst. Inspectors in the P.E.S., one in each of the seventh & eighth grade & two in the ninth grade, ~~be~~ ^{the posts of} ~~of the~~ clerks & peons in their offices be held in abeyance.

4. *5 Officers of the Prob. ~~Education~~ ^{educational} Services who may be appointed to hold charge of inspectors' circles should be clearly ^(make) understood that they will have no claim to confirmation in the P.E.S. or in class I of the new educational service and that the present arrangements

84
28/57

From
Dean Shubin
11/11/19

PA

Placed
the books
28/10

HOME (EDUCATION) DEPARTMENT.
NOTES CONNECTED WITH G.O. No. 1165, HOME (EDUCATION),
DATED 24TH SEPTEMBER 1919.

[SUBJECT.—*Appointment of four additional Inspectors of Schools.*]

From the Director of Public Instruction, C. No. 9681, dated 27th November 1918.

The Director of Public Instruction submits proposals for the appointment of four additional Inspectors of Schools and for a redistribution of the Inspectors' Circles. The question of employing more Inspectors and of effecting a general reorganization of the inspecting agency has been under consideration since the year 1913. The general scheme contemplated the employment of—

(1) twelve additional Inspectors (seven in the Indian Educational Service and five in the Provincial Educational Service),

(2) one hundred and forty-nine additional Sub-Assistant Inspectors.

It also contemplated the abolition of the posts of District Assistant Inspectors and supervisors of elementary schools. When the scheme was about to be submitted to the Government of India, the report of the Royal Commission on Public Services was published and the scheme had therefore to be withheld. In submitting their views on the recommendations of the Commission as affecting the Educational services, this Government have recommended an addition of twelve Inspectors to the existing cadre and that all the Inspectors should belong to class I of the new service (paragraph 14, pages 3 and 4 of letter No. 951, dated 17th July 1918). Of the total strength of twenty-two Inspectors, it has been proposed to recruit thirteen in Europe and nine in India. Pending receipt of the Government of India's orders on this letter, the general scheme for the reorganization of the inspecting agency is allowed to lie over.

2. The Director of Public Instruction now considers that an addition of four Inspectors should be made immediately to cope with the increased work of inspection and supervision of schools which have multiplied considerably during recent years. The number of secondary, elementary and training schools in 1912-13 and in 1917-18 is as follows:—

	Secondary schools.		Elementary schools.		Training schools.	
	Number of schools.	Strength.	Number of schools.	Strength.	Number of schools.	Strength.
1912-13	339	105,396	25,211	1,014,448	17	3,485
1917-18	365	140,308	29,848	1,259,041	62	4,228

In the current year the Government have sanctioned the opening of seventeen additional high schools and forty-nine middle schools. Proposals are also under consideration for the opening of about 1,200 new elementary schools. It is also likely that more schools will come into existence in the next few years. In order that adequate attention may be bestowed on the proper organization and control of these schools and that the work of Sub-Assistant Inspectors is more closely supervised, it appears desirable to increase the number of Inspectors as early as possible. The Director of Public Instruction's proposal to add four more Inspectors may, it is submitted, be approved.

are purely temporary pending the reorganization of the educational service and the strengthening of the Superior inspecting Agency in the Presidency.

\$5 The following office establish-
ment for a period of one
year for each of the new
circles: -

1 head clerk on R. 50	per	month	
1 clerk	"	25	"
2 clerks	"	2 each	"
1 clerk	"	15	per month
1 peon	"	9	"
2 peons	"	8 each	"

The clerks & peons will be eligible for war allowance at rates admissible to those who are not eligible for grain compensation allowance.

The additional expenditure involved by the constitution of the four new circles will be met from the provision of Rs 23,000 in the current year's budget estimate under the head R. E. Inspectors. Addition of four "Inspectors" circles.

[Handwritten notes:]

Received from Mr. [unclear] 11/19.

As per [unclear]

Rai [unclear]

20/10.

The [unclear]

A. K. Khosla

W. S. Dey

3. The Director of Public Instruction proposes a redistribution of the Inspectors' circles. The existing and proposed circles with the number of secondary and training schools in them are shown below :—

Existing.				Proposed.			
Circles.	Districts.	Secondary schools.	Training schools.	Circles.	Districts.	Secondary schools.	Training schools.
1st ..	Ganjam	65	14	1st ..	Ganjam	38	7
	Vizagapatnam				Vizagapatnam		
	Godavari			2nd ..	Godavari	27	7
2nd ..	Kistna	59	9	3rd ..	Kistna	28	3
	Guntur				Belary		
	Nellore			4th ..	Kurnool	28	7
	Bellary				Anantapur		
3rd ..	Anantapur	39	8		Cuddapah		
	Cuddapah			5th ..	Guntur	21	6
	Chittoor				Nellore		
4th ..	Madras	37	6	6th ..	Madras	37	6
	Chingleput				Chingleput		
	Salem				North Arcot		
5th ..	North Arcot	52	8	7th ..	South Arcot	42	6
	South Arcot				Chittoor		
	Trichinopoly			8th ..	Tanjore	34	3
6th ..	Tanjore	49	4		Trichinopoly		
	Ramnad			9th ..	Coimbatore	36	6
7th ..	Madura	46	6		Salem		
	Tinnevely			10th ..	Madura	52	3
8th ..	Malabar	66	6		Ramnad		
	Nilgiris			11th ..	Tinnevely including	39	4
	Coimbatore				Anjengo in British		
9th ..	Bangalore				Cochin		
	Coorg			12th ..	Malabar	40	4
	South Kanara			13th ..	Nilgiris		
					(The existing 9th Circle forms the 13th Circle.)		

The proposed distribution does not provide an equal number of schools in each circle; but the Director of Public Instruction states that pressure of work in the new First, Seventh and Twelfth Circles can be relieved by transferring the inspection of some of the secondary schools either to the Inspectors or the Assistant Inspectors of the neighbouring circles. The Director of Public Instruction's redistribution may, it is submitted, be approved for the present.

4. The Director proposes to include the new posts of Inspectors in the Provincial Educational Service and to abolish four posts of Assistant Inspectors in that service. There will therefore be no new addition to that service. If the Director's proposal is accepted, there will be seven Inspectors in the Indian Educational Service and six in the Provincial Service. As regards the abolition of Assistant Inspectors in four districts (Godavari, Kistna, Tanjore and Tinnevely) it is observed that in each of those districts there will be a separate Inspector. This is in accordance with the proposals in the main scheme for the reorganization of the inspecting agency, where it has been decided to place each district (excluding a few small districts) in the charge of an Inspector and to abolish the post of Assistant Inspector in it. The Director of Public Instruction's present proposal may therefore be approved.

5. The four new posts are proposed to be added to the following grades of the Provincial Educational Service :—

One on Rs. 600, one on Rs. 500, one on Rs. 450, and one on Rs. 400.

The abolition of the four posts of Assistant Inspectors is to be in the following grades :—

One on Rs. 300, one on Rs. 250, and two on Rs. 200.

Assistant Inspectors in the Provincial Educational Service are usually officers who are in the lower grades of that service. As it is desirable that Circle Inspectors should be of a higher status, the proposal to include the new posts in the higher grades of the Provincial Educational Service may be accepted. The extra cost involved on this account is Rs. 1,000 per mensem.

6. It is proposed to allow office establishment to the new Inspectors on the same scale as that sanctioned for existing Inspectors. This may also be approved.

7. The extra cost on account of salaries and establishment amounts to Rs. 16,404 per annum. The charges on account of travelling allowance, contingencies, etc., are estimated at Rs. 6,800. The total extra cost will therefore be Rs. 23,204 or Rupees 23,000 in round figures. The Director of Public Instruction proposes to meet this from the Imperial grant of Rs. 5.5 lakhs. This grant is intended for the development of elementary education. As the proposed increase in the superior staff of Inspectors will also result in the proper organization and control of elementary education in each district there appears to be no objection to meeting the cost from the Imperial grant.

8. The file may be sent to the Financial Department for remarks.

S.K.—20-12-18.

N.K.—21-12-18.

C. RAMANUJA ACHARIYAR—23-12-18.

L. D. SWAMIKANNU—23-12-18.

FINANCIAL DEPARTMENT.

Please see paragraph 14 of the letter to the Government of India, No. 951, Home (Education), dated 17th July 1918. The Government contemplate the strengthening of the Inspectorate by the addition of twelve more Inspectors. The Home Department now propose in advance to sanction a redistribution of Inspectors' Circles and the addition of four more Inspectors in lieu of four Assistant Inspectors.

Submitted that, in the circumstances stated in paragraph 2 of the Director of

J.M.H.—9-1-19.

Public Instruction's letter, this Department may agree to the proposal.

2. *Grades in which the additions and alterations have to be made.*—Inspectors as well as Assistant Inspectors are borne on the same cadre and draw varying rates of pay. It will be seen from the statement on page 2 current file, that the Director of Public Instruction has suggested all the additions in the higher grades while the posts that are to be abolished are all in the lower grades.

The extra cost, if the Director of Public Instruction's grading is accepted, will come to Rs. 1,000 per mensem or Rs. 12,000 per annum under salaries.

It is submitted that additions and alterations to the existing cadre of a service should ordinarily be made according to the usual rule of proportions. Moreover in the present case the arrangements proposed are only tentative and will have to be revised on receipt of the orders of the Government of India. It is therefore for orders whether the Home Department may be requested to consider the feasibility of asking the Director of Public Instruction to post such of the men from the cadre as Inspectors according to their qualifications.

3. The extra cost if the above suggestion is approved will come to Rs. 4,404 per annum (including the savings—Rs. 3,792 per annum—on account of the cost of establishment now working under the four Assistant Inspectors whose posts are to be abolished) under establishment and Rs. 6,800 per annum under travelling allowances, supplies and services and contingencies.

The scale of establishment and the rate of pay proposed follows the usual scale sanctioned for other Inspectors and may be accepted.

4. *Provision of funds.*—The Director of Public Instruction has indicated the source from which the extra expenditure during the current year can be met—vide page 3, current file.

As regards next year, on receipt of a copy of the Home Department proceedings on this case the Accountant-General may be requested to enter the necessary provision of funds without altering the totals.

K.R.N.—7-1-19.

As regards the rates of pay proposed for the Inspectors, it seems to me that the net effect is merely to give certain officers of the department an increase in pay.

2. Inspectors and Assistant Inspectors are borne on the one cadre and are chosen for these appointments according to capacity and not necessarily according to their

rates of pay. Consequently in increasing the number of circles it does not follow that a higher rate of pay should be granted or that the numbers in the higher grades should be increased. I do not think therefore that Financial should agree to this proposal.

3. As regards the establishments proposed for the new circles, in view of the contraction of the present circles it should be possible to provide for the new circles, in part at least, by a curtailment of the existing establishments in each circle. Education may be requested to consider to what extent this will be possible.

J. M. HOOPER—9-1-19.

C. G. TODHUNTER—10-1-19.

HOME (EDUCATION) DEPARTMENT.

Submitted that the Director of Public Instruction may be further consulted with reference to the Financial Department note above. A u.o. note is placed below.

S.K.—14-1-19.

N.K.—15-1-19.

C. RAMANUJA ACHARIYAR—16-1-19.

L. D. SWAMIKANNU—17-1-19.

U.O. Note.

In his letter No. 9681, dated 27th November 1918, the Director of Public Instruction submits proposals for the employment of four additional Inspectors of Schools in the Provincial Educational Service and to abolish four posts of Assistant Inspectors in that service. He states that the additions to that service to provide for the recruitment of men for the new Inspectorships should be made in the higher grades, while the abolition of the four posts of Assistant Inspectorships is proposed in the lower grades. With regard to this, it is observed that Inspectors and Assistant Inspectors are borne in the Provincial Educational Service cadre and are chosen for these appointments according to capacity and not necessarily according to the pay drawn. Consequently, it does not follow that in increasing the circles a higher rate of pay should be granted or that the numbers in the higher grades should be increased. It will always be open to the Director of Public Instruction to select the best officer available for the post of Inspector. The Director of Public Instruction may therefore be requested to state whether any alteration is really necessary in the grading of appointments in the Provincial Educational Service in consequence of the formation of four additional circles and, if so, to justify in detail the necessity for additional appointments in the higher grades.

2. As regards the establishments proposed for the new circles, it appears that, in view of the contraction of the present circles, it should be possible to provide for the new circles, in part at least, by a curtailment of the existing establishments in each circle. The Director of Public Instruction may be requested u.o. to consider this point also and to report what economy can be effected as regards establishment charges.

S.K.—14-1-19.

N.K.—15-1-19.

C.R.—16-1-19.

L.D.S.—17-1-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

As regards the Provincial Educational Service the number of appointments in the last two grades is disproportionately high and therefore on general grounds there is no objection to an increase in the number in the higher grades. Further, promotion is slow and the members of the service do not get any acting promotion. Again in this country there is a distinct connexion between pay and status. Theoretically no doubt this is wrong, but the fact remains that an Inspector on a salary between Rs. 200 and Rs. 300 per mensem would command less respect and authority than an Inspector on a higher scale of pay. There should also be a direct connexion between pay and responsibility and these officers will be in as responsible a position as any officer in the higher grades of the Provincial Educational Service.

2. Regarding the second point in the Secretariat notes the work in an Inspector's office has largely increased because of the general expansion of education in all grades, the number of subordinates he has to control, the opening of a large number of secondary schools under public management, etc.; correspondence in general has also increased. Further, the increase in the number of circles will simply bring the quantity of office work to be done down to the level of what it was, say, five years ago when the establishment was not considered too big. The result of sanctioning the proposal for new circles will be that instead of having to ask for additional establishment for the existing circles on account of increase of work no application for increased establishment will be necessary. Moreover, the expansion of education will continue and will necessarily be accompanied by an increase in the volume of office work. I may add that, if there is an inadequate staff of clerks, the Inspector will have to spend considerable time over office details and will not be able to devote sufficient time to the study of educational problems and administrative work in general.

H. S. DUNCAN—22-1-19.

HOME (EDUCATION) DEPARTMENT.

Submitted that the file may be sent to the Financial Department for further remarks with reference to the Director of Public Instruction's note above. The Director's original proposals may be supported in this department.

S.K.—23-1-19.

N.K.—24-1-19.

C. RAMANUJA ACHARIYAR—24-1-19.

R. RAMACHANDRA RAO—24-1-19.

FINANCIAL DEPARTMENT.

(Please see previous Financial notes on pages 3 and 4 ante and Director of Public Instruction's note above.)

Alterations in the Provincial Educational Service cadre consequent on the creation of four Circle Inspectors and the abolition of four Assistant Inspectors (paragraph 1 of Director of Public Instruction's note on page 4 ante)—The Director of Public Instruction has not commented on the arguments of Financial for holding that the changes now contemplated need not necessarily require an alteration in the Provincial Educational Service cadre; he, however, brings forward the following reasons in support of his proposals:—

(a) the number of posts in the last two grades of the Provincial Educational Service is disproportionately high;

(b) promotion in the service is slow and the members do not get acting promotion;

(c) in this country there is a distinct connexion between pay and status.

2. *Item (a).*—The following statement shows the grading of the Provincial Educational Service (after taking into account the additional appointments which will be made in the near future) as suggested in Financial and as proposed by the Director of Public Instruction:—

	As suggested in Financial.			As proposed by the Director of Public Instruction.	
	Existing number.	Additions to be made soon.	Total.	Further modification of Director of Public Instruction.	Resulting number according to Director of Public Instruction.
First grade, Rs. 700	3	..	3	..	3
Second grade .. 600	3	..	3	+1	4
Third grade .. 500	3	..	3	+1	4
Fourth grade .. 450	4	..	4	+1	5
Fifth grade .. 400	4	+2	6	+1	7
Sixth grade .. 350	5	+1	6	..	6
Seventh grade .. 300	6	..	6	-1	5
Eighth grade .. 250	11	..	11	-1	10
Ninth grade .. 200	14	+3	17	-2	15
Total ..	53	6*	59	..	59

* Four appointments [1 (400), 1 (350), 2 (300)] to be added in connexion with the Model High School scheme and two appointments [1 (400), 1 (300)] to be added in connexion with the taking over of the Victoria College, Palghat.

It is respectfully submitted that the grading that will eventually result if the Financial's suggestion on page 3 ante is adopted is not so bad as the Director seems to think; while the Director's suggestion will ultimately result in a bad grading especially in the fifth, sixth and seventh grades.

3. *Item (b) in paragraph 1 above.*—This reason seems to have little bearing in connexion with the present proposals; at any rate it can be accepted only on a general reorganization of the service. When a time scale of pay is introduced, according to the recommendations of the Public Services Commission, the complaint referred to will be removed. The present hardship, if any, should, it is submitted, be considered to have been met by the grant of the special allowances sanctioned in G.O. No. 1368, Home (Education), dated 13th December 1916.

4. *Item (c) in paragraph 1 above.*—The difficulty referred to by the Director of Public Instruction can, it is submitted, be met by posting senior officers of the service to the new posts of Inspectors. The Director of Public Instruction does not say why this course is not feasible. In this connexion it is also submitted that the revision of the cadre, as proposed by the Director of Public Instruction, will not necessarily ensure the grant of the higher rates of pay to the officers who may be posted as Inspectors; as promotion in the service will no doubt ordinarily be made according to seniority while men will be selected for the new posts according to capacity.

5. Orders are solicited whether in the above circumstances Home Department may accept B below.
J.M.H.—14-2-19.
ante. If, however, it is thought that this opportunity may be taken to improve the grading, the utmost that need be done seems to be to abolish two posts in the ninth grade and to add two posts in the seventh grade. The extra cost will then be Rs. 200 per mensem against Rs. 1,000 per mensem according to the Director of Public Instruction's proposals.

6. *Additional establishments required in connexion with the present proposals.*—
May accept.
J.M.H.—14-2-19.
Orders are solicited whether, in the circumstances now stated in paragraph 2 of Director of Public Instruction's note on page 5 ante, his proposals for the additional establishments as shown on page 2, current file, will be agreed to.
T.R.N.N.—13-2-19.

J. M. HOOPER—14-2-19.

The Director wants to work up to a state of things which will give him six Inspectors in the Provincial Service. For this purpose he proposes to convert four posts in the last three grades of the service into posts of Rs. 600, Rs. 500, Rs. 450 and Rs. 400. He has already seventeen officers on Rs. 400 and upwards and there is nothing to show that he is unable to fill the six Inspectorates out of these seventeen officers. There may be grounds for improving the grading of the service as a whole, but the grounds put forward do not seem to justify the proposal. If Home Department wish to press it, will they kindly circulate to the Honourable Member (Financial)?

The rearrangement of the clerical staff may be approved.

C. G. TODDNER—15-2-19.

HOME (EDUCATION) DEPARTMENT.

In the Chief Secretary's note, it is pointed out that there are now seventeen officers in the Provincial Educational Service on Rs. 400 and above and that there is nothing to show that the Director is unable to fill the new Inspectors' posts by selection from these officers. There are already two posts of Inspectors in the Provincial Educational Service

and the Director proposes to raise the number to six. Of the officers now drawing Rs. 400 and above, the following officers are qualified to hold the post of Inspector :—

- (1) Mr. H. A. Hart.
- (2) Mr. H. W. Callaghan.
- (3) M.R.Ry. M. Ramaswami Ayyangar.
- (4) Mr. N. R. Krishnamma.

For the remaining two posts, a selection will have to be made from among the junior officers drawing less than Rs. 400. The two officers best qualified are M.R.Ry. A. Rama Rao and Mr. M. S. H. Thompson. These are now in receipt of Rs. 300 per mensem.

It may, however, be mentioned in this connexion that Mr. N. R. Krishnamma's name has been recommended for a post in the Indian Educational Service and Mr. Thompson is now holding the post of Headmaster, Central High School, Mercara—a post included in the Indian Educational Service. Eventually therefore the Director will have to appoint three junior officers drawing less than Rs. 400 as Inspectors in case his proposals are approved.

2. The duties of an Inspector are far more responsible than those of an Assistant Inspector and, when officers in the service are called on to occupy more responsible positions, it is only fair that there should be a corresponding improvement in their pay and prospects. No doubt promotion to higher grades is made according to seniority; but, though the officers who may be selected for the new posts of Inspectors may not immediately benefit, their prospects of rising to higher grades will certainly be improved, if the Director's proposals are accepted. If the Director's proposals cannot be accepted in entirety, it is suggested that two posts on Rs. 200 may be abolished and in their place one post added to each of the third and fourth grades, pay Rs. 500 and Rs. 450, respectively. The extra cost on account of the alteration of the scale will then come to Rs. 950—400 = Rs. 550 per mensem.

The grading will then be as follows:—

	Number.
First grade (Rs. 700) ...	3
Second " " 600 ...	3
Third " " 500 ...	4
Fourth " " 450 ...	5
Fifth " " 400 ...	6
Sixth " " 350 ...	6
Seventh " " 300 ...	11
Eighth " " 250 ...	15
Ninth " " 200 ...	15

3. The file may be circulated to His Excellency and the Honourable Member (Financial).

N.K.—18-2-19.

To determine whether the seventeen appointments on Rs. 400 and above in the existing cadre of the Provincial Educational Service will admit of the setting apart of four among them for the four new posts of *Inspectors*, it seems necessary to examine how the existing cadre is made up. The fifty-three appointments are distributed as follows:—

(a) Professors in the Presidency and in the Engineering Colleges ...	5
(b) Junior and additional professors in the Presidency College ...	3
(c) Lecturers at the Rajahmundry, Kumbakonam and Ceded Districts Colleges and Training Colleges. ...	21
(d) Inspectors of Schools ...	2
(e) Personal Assistant to the Director of Public Instruction ...	1
(f) Principal (Mangalore College) ...	1
(g) Headmasters (Madrasa-i-Azam and Rajahmundry Secondary School). ...	2
(h) Deputy Superintendent of the Reformatory ...	1
(i) Assistant to the Professor of Hygiene and Bacteriology at the Medical College. ...	1
(j) Instructor in the Engineering College ...	1
(k) Superintendent of Sanskrit Schools ...	1
(l) Assistant Inspectors of Schools ...	14
	53

Officers holding the posts indicated by items (a), (d), (e), (f), (h), (j)—making up a total of 11—should necessarily be in the higher grades. To this has to be added the headmastership of the Madrasa-i-Azam and the eleven appointments of chief lecturers in the three first-grade colleges in the mufassal. The latter officers hold responsible posts of directors of instruction in particular subjects such as, science, mathematics, etc., and teach students of B.A. classes besides supervising of other

8 NOTES TO G.O. No. 1165, HOME (EDUCATION), 24TH SEPTEMBER 1919
lecturers and assistants. It will thus be seen that the present number of seventeen in the higher grades is none too many for the several appointments, carrying responsible duties and entailing higher status on the incumbents, included in the Provincial Educational Service cadre. It may not therefore be possible to utilize any of the seventeen higher grade appointments for the new Inspectorships. These Inspectors should obviously hold *higher* grade appointments, as they should maintain somewhat similar status as Indian Educational Service officers in circle charges and as they may sometimes have other Provincial Educational Service officers as Assistant Inspectors.

C. RAMANUJA ACHARIYAR—18-2-19.
I confess that I am unable to appreciate the objections in Financial. What we want is four more Inspectorates. As Director of Public Instruction points out 'there is a direct connexion between pay and responsibility.' For the efficient discharge of the responsible duties of an Inspector we require the higher rates of pay. You may as well argue that, if all the grades of any service are thrown into a cadre with varying rates of pay and appointments be treated with the duties of any post in the higher ranks, the increase may be made in the posts carrying the salary of the griffin, if thereby no increase in the cadre is asked for.

2. As shown above it is not possible to provide for these four additional posts from the higher ranks of the Provincial Educational Service. In fact this possibility would mean that hitherto we were overpaying.

3. I should say that the only valid ground for Financial to object would be that the proposed posts are either unnecessary or that their salaries are pitched on too high a scale. On these points the Director of Public Instruction has reported his views which are put up for sanction.

R. RAMACHANDRA RAO—19-2-19.
I am to ask why letter No. 951, dated 17th July 1918, has been removed from the file.

(By order)

T. E. MOIR—19-2-19.
Returned to the Educational Department for submission of a reply to His Excellency's question. I will note later.

A. G. C[ARDEW]—22-2-19.
A copy of letter No. 951, Home (Education), dated the 17th July 1918, is now placed in the file. It is very much regretted that the copy put up in the file was inadvertently kept back in office and this was not noticed when the file was circulated.

S.K.—24-2-19.

N.K.—24-2-19.

C.R.—24-2-19.
I understand that in sorting and checking the papers in the file after I had noted thereon the paper referred to was by mistake left behind on the table. The mistake is regretted.

R.R.—25-2-19.

From the Director of Public Instruction, R.C.No. 9681, dated 26th March 1919.
The main file on the subject of the appointment of four additional Inspectors of Schools in the Provincial Educational Service was circulated to His Excellency the Governor on 25th February 1919. In the circumstances explained in the Director of Public Instruction's current letter, no action seems to be necessary on that file. It is submitted that this file may be sent (u.o.) to the Private Secretary to His Excellency the Governor with the request that the original file may be returned to the office.

T.K.K.—28-3-19.

N.K.—28-3-19.

C.R.—28-3-19.
R. RAMACHANDRA RAO—28-3-19.

OFFICE OF THE PRIVATE SECRETARY TO
HIS EXCELLENCY THE GOVERNOR.

Returned with the previous file.
(By order)

T. E. MOIR—6-4-19.

HOME (EDUCATION) DEPARTMENT.

Urgent.

R.R.—9-4-19.

The Director of Public Instruction is not in favour of proceeding further with the scheme for the appointment of additional Inspectors in the Provincial Educational Service. He states that he should like to see no new inspectorate formed except for men in the Indian Educational Service. While unwilling to ask Government to hold in suspense the appointment of additional Inspectors until orders are issued regarding the reorganization of the Educational Services, he is of the opinion that the ultimate efficiency obtained by doing so will be well worth the temporary inconvenience that will be caused thereby.

2. The Director of Public Instruction practically admits that, in the interests of administrative efficiency, it is desirable to increase the number of Inspectors *at once*. He is, however, deterred from pursuing the proposal owing to the lack of officers in the Provincial Educational Service who possess European qualifications and who can be promoted to class I when the Indian Educational Service is reorganized. It is submitted that there are at present two officers in the Provincial Educational Service who hold permanent posts of Inspectors and who do not possess European qualifications. No inconvenience appears to have resulted so far from this arrangement. The present proposal is merely to increase the number of Inspectors in the Provincial

• *Note.*—(As stated on page 1 ante, the Educational Service from 2 to 6, * a number proposed to be recruited in India corresponding reduction being made in the number of Assistant Inspectors. under the reorganization scheme is nine). Having regard to the imperative needs of

the department for additional Inspectors, it may not be desirable to wait for the issue of orders by the Secretary of State on the question of the general reorganization of the Educational services. As stated above, the two permanent Inspectors in the Provincial Educational Service do not possess European qualifications and, for the new posts also, the best men available may be selected, even though they may not possess European qualifications. This arrangement is not likely to give rise to any inconvenience in the future. No officer now holding a post in the Provincial Educational Service can *claim* to be promoted to class I when the service is reorganized; and the men that may be selected for the new posts may be made to distinctly understand that their appointment will give them no claim to be included in class I of the new service and they may then be relegated to class II (Rs. 250 to Rs. 700) of the reorganized service to any additional posts that may be created or vacancies in that class that may occur, the new scheme to that extent being gradually given effect to as these four officers are absorbed. If European qualifications are not insisted on, it may not be difficult for the Director of Public Instruction to select four competent men to fill the new posts. The actual pay drawn by the men appears to be a minor consequence and the selection must, perforce, be made to secure the efficiency of the inspecting agency.

3. On the recommendation of the Director of Public Instruction a lump provision of Rs. 23,000 has been made in the current year's budget for the formation of four new Inspectors' circles. If the proposal is not proceeded with, Financial is sure to insist on the surrender of the amount.

4. It is for consideration whether the papers may not be sent again u.o. to the Director of Public Instruction for remarks with reference to the above.
N.K.—11-4-19.

C. RAMANUJA ACHARIYAR—11-4-19

Mr. Littlehales has gone back so entirely on all the proposals of his predecessors and against the clearly admitted requirements of his service that I find it difficult to note on this file briefly.

2. The first point is to assess the urgency of increasing the number of Inspectors. There can be no doubt that this is absolutely necessary and the sooner this is sanctioned the better. Attention is invited to pages 10 and 11 of the quinquennial report put up. This report is confined to the period ending 31st March 1917. Since then there has been considerable expansion in the number of schools of all grades: especially in secondary schools where in G.O. No. 757, dated 11th June 1918, we have sanctioned an increase of 49 schools. Even Mr. Littlehales admits the urgent necessity of this measure and it is unnecessary to add.

3. Mr. Duncan proposed to create four higher paid appointments in the Provincial Educational Service for the more onerous offices now suggested. Financial, agreeing in the creation of additional responsibilities, demurred to the increase of pay; I do not think it necessary to refer to this point more, for, whatever Financial may say, the Educational Department should insist that, if new Inspectorates are created, salaries very much higher than that now paid to possible candidates in the Provincial Educational Service are indispensable.

4. One method of filling the new offices is to get them merged in the Indian Educational Service and recruiting them from England. Our ultimate ideal of filling up such responsible offices is by a course rather akin to this, i.e., what is meant by classing these offices in class I. In our letter No. 951, dated 17th July 1918, we have recommended this course.

5. But are we to wait till this is feasible? In the first place, class I is itself unknown at present. Orders have to be passed sanctioning this classification. Moreover we have asked for a cadre of 80 as against the 30 now on. Other provinces would have done likewise. In the post-war days, especially after the depletion of the Universities in Great Britain, it will be difficult to get suitable candidates for all the vacancies in the existing cadre as well as for the enormous increases asked for. To wait for the best possible men will be long waiting and in my opinion if the Educational Department waits without taking action for the proposals to be sanctioned and the men to be recruited, it will have to wait long and the work will immensely suffer in the interval—there is no gainsaying this.

6. Another method is to move the Secretary of State to sanction four additions in the Indian Educational Service and ask him to recruit. We have already asked him to recruit for several posts. This will be in addition. The question again arises whether in the days of demobilisation we are likely to get efficient candidates for the Educational Department. Further objections are that even this will take time. And by applying for a slight increase in advance, we run the risk of seeming to underrate the importance of the rest of the proposals we have advanced.

7. It is under these circumstances that Sir Henry Stone, who has spoken to me, and Mr. Duncan hit on the proposals under consideration. We want Inspectors urgently. Even budget provision is made. There are special difficulties at the present moment to recruit men from England. So as a temporary measure and as just enough to relieve the present tightness, it is proposed to select the best men from the Provincial Educational Service and give them an Inspector's duties to do. This proposal is by no means novel. We adopt the same method when we post non-civilians to civilian charges or Assistant Surgeons to Indian Medical Service charges. They will correspond to listed appointments. The incumbents will do Inspectors' work from as early as possible because this is urgently necessary. But once our

proposals are sanctioned these posts will be filled by class I people as vacancies arise. Even in the Educational Department this proposal is not novel. Several Provincial Educational Service men are now filling posts which we have eventually classified for class I; they will go out in due course.

8. If Mr. Duncan's views are properly understood, Mr. Littlehailes' objections disappear. His first objection is that a man duly qualified to be an Inspector may be low down in the service, while a subordinate Assistant Inspector draws more salary. His second objection is that all the selection appointments should not be put at the top as it will block promotion.

9. Regarding objection I, it is of course necessary that the appointments should be by pure selection; and objection II is also valid. But there is an obvious remedy.

A The increase asked for is Rs. 1,000 so far as officers are concerned. So, instead of creating appointments on fixed salaries, four duty allowances of Rs. 250 be sanctioned in view of the increased responsibilities, both objections disappear. The man selected with his allowance will generally draw more pay than the assistants and he does not, so far as grade promotion goes, get over his seniors; an incidental advantage is that, if recruitment in England becomes easy, these selected individuals may be relieved of their additional work.

10. Mr. Littlehailes speaks of 'temporary' inconvenience. He is optimistic. The department requires immediate relief. It may be that we cannot get the right sort of men in the Provincial Educational Service. But we have temporarily to content ourselves with the next best. We create no vested rights. Are we to suspend all action to relieve a congested department with a view to the action to be taken in the indefinite future? Mr. Littlehailes is, I fear, also wrong in supposing that men now selected should be such as to be eventually absorbed in class I. What is more urgent is to get some men to get on with the present congestion of work for some time to come.

11. There is budget provision and we shall have to explain if it is not to be utilized. The matter has also attracted attention in the Legislative Council. Attention is invited to the discussion on the 5th February 1919 Resolution XI—~~especially to the passages underlined A and B in the extract from Council Proceedings.~~ The budget allotment has been announced in the Finance Committee and the Legislative Council.

12. I think that there is strong pressing necessity for increasing the number of Inspectors; and even if ideally qualified men be not obtainable the Director of Public Instruction should do his next best to secure the best material available.

R. RAMACHANDRA RAO—24-4-19.

Please print up at once and return to me.

L. D[AVIDSON]—25-4-19.

X In answer to a demand for a Professor, the Secretary of State has replied that recruitment is not possible till the ensuing autumn.

R.R.—6-5-19.

I will discuss this with the Director of Public Instruction when he comes up. Meanwhile please ascertain from Financial whether the plan suggested at A above or any modification of it is free from objection and within the sanctioning powers of the Local Government. I assume the proposed allowances would be temporary and cease if and when the reorganization comes into effect.

L. D[AVIDSON]—7-5-19.

12 NOTES TO G.O. No. 1165, HOME (EDUCATION), 24TH SEPTEMBER 1919

The current and notes have been printed. The file may be submitted to the Honourable Member.

S.K.—5-5-19.

N.K.—6-5-19.

C. RAMANUJA ACHARIYAR—6-5-19.

R. RAMACHANDRA RAO—6-5-19.

To Financial with reference to the Honourable Member's note on page 11 ante.

The Director of Public Instruction is expected to arrive in Ootacamund on 12th May.

R.R.—3-5-19.

FINANCIAL DEPARTMENT.

The point remitted for consideration to this department is whether it is within the competence of this Government to grant a temporary duty allowance of Rs. 250 per mensem to each of the four Provincial Educational Service officers whom it is proposed to post as Inspectors.

2. The rules relating to the grant of temporary duty allowance are contained in Rule III 10 (2), (3), 4 (a) (amended by correction slip No. 14, dated 2nd January 1919) and 5 (b) on pages 302 and 303 of the Madras Supplement to the Civil Service Regulations. It will be seen that Government are competent to sanction a temporary duty allowance subject to a maximum remuneration of Rs. 2,500 per mensem provided the period does not exceed two years or Rs. 800 if it exceeds two years and provided also that the deputation allowance does not ordinarily exceed the limit fixed in article 81, Civil Service Regulations, viz., one-fifth of the salary or Rs. 10 *per day* which-
K ever is less. In exceptional cases this limit can be exceeded.

2. The pay of Provincial Educational Service officers ranges from Rs. 200 to Rs. 700 and the duty allowance of Rs. 250 per mensem proposed is in excess of the limit prescribed in article 81, Civil Service Regulations, even in the case of an officer of the first grade (pay Rs. 700) who will be entitled ordinarily to a duty allowance of Rs. 140 (one-fifth of Rs. 700). Besides, in the Provincial Educational Service there are already two Inspectors of Schools drawing at present a pay of Rs. 500 and Rs. 450 per mensem who do not at present get any special allowance for being Inspectors of Schools. The grant of an allowance to four Inspectors alone, as now proposed, seems likely to provoke similar claims from the other two and if a duty allowance is granted to all Provincial Educational Service officers working as Inspectors of Schools, the extra cost will come to Rs. 1,500 per mensem or Rs. 18,000 per annum against Rs. 1,000 per mensem or Rs. 12,000 per annum according to the Director of Public Instruction's original proposals.

3. The grant of a duty allowance of Rs. 250 per mensem to any Provincial Educational Service officer working as an Inspector of Schools would necessitate a
B | general order, and with reference to portion marked K ante it is doubtful whether the Accountant-General will accept a general order on the case. Home Department may, perhaps, be requested to make the point clear by a reference to the Accountant-General before final orders are issued.

K.R.N.—13-5-19.

C.R.S.—13-5-19.

I venture to think that the proposal to grant duty allowances in this case is incorrect in principle. Under *present circumstances* it may fall to the lot of any Provincial Educational officer to discharge the duties of an Inspector of Schools
A | as his ordinary work and there is therefore no decided increase of work or responsibility in the matter. Further, as pointed out in paragraph 2 of the note ante, if a duty allowance is granted in the case of the four appointments in question it will either have to be given to the two existing appointments also or it will create an anomaly.

J. M. HOOPER—14-5-19.

To Home (Education) with reference to the Honourable Member's note. The Honourable Member, Financial, should see if the proposal is to go through.

N. E. MARJORIBANKS—15-5-19.

Submitted.

S.K.—16-5-19.

N.K.—16-5-19.

C. RAMANUJA ACHARIYAR—16-5-19.

M A. No. An Inspectorate is not the ordinary work of the Provincial Educational Service which involves exceeding responsibility. Under the reorganization scheme, the Provincial Educational Service is not entitled to a single Inspector. I put forward an alternative suggestion: the duty allowance shall be Rs. 250 subject to the condition that the total emoluments shall not exceed Rs. 700.

The responsibilities of an Inspector are so vast that Rs. 700 is in my opinion by no means an overpayment. And some of the selected officers will get less.

The above proposal means a *fifth* duty allowance to the Inspector on Rs. 450 and another of Rs. 200 to the Inspector on Rs. 500. Regarding **B** above, the present situation is entirely exceptional and I propose to end this course as soon as normal recruitment begins. I do not wish to enunciate this as a general rule.

N Financial for favour of further remarks.

R.R.—17-5-19.

FINANCIAL DEPARTMENT.

Please see notes from page 12 ante.

2. Portion marked **M** of Home Secretary's notes above.—The remarks of Financial at **A** above were made with reference to *present circumstances* under which the Provincial Educational Service cadre provides for two Inspectors and as such any officer posted to do the work of an Inspector of Schools will have to do it without any extra remuneration and look for promotion in the ordinary course even if there be any increase of work.

3. Portion marked **N** of Home Secretary's note above.—The final authority on the question is the Accountant-General who will have to be consulted.

K.R.N.—19-5-19.

C.R.S.—20-5-19.

The alternative suggestion put forward by the Secretary, Education, does not remove the Financial objections.

J. M. HOOPER—21-5-19.

I fear not.

N. E. MARJORIBANKS—22-5-19.

HOME (EDUCATION) DEPARTMENT.

Submitted.

S.K.—23-5-19.

N.K.—23-5-19.

C.R.—23-5-19.

The position is briefly this and is submitted for orders.

2. Administratively the creation of four more Inspectors is imperative. The Director of Public Instruction has announced in the Legislative Council that it is absolutely necessary to have the increase and the need is urgent and it is the prime need. His Excellency the Governor has similarly stated that this is essential.

3. We have already sent up proposals of reorganization. There is budget provision. Some temporary relief is urgently called for. Thus far is admitted.

4. Mr. Littlehailes, however, fears that by carrying out the proposals in the manner suggested by Mr. Duncan there will be difficulty in regulating promotion. This difficulty in procedure cannot in my opinion counterbalance the urgent need for immediate relief. So I indicated an alternative method. Financial objects to this on formal grounds but in my opinion on unsustainable grounds. If necessary, the Accountant-General may be consulted.

14 NOTES to G.O. No. 1165, Home (Education), 24TH SEPTEMBER 1919

5. If this course be not possible, four temporary appointments in the Indian Educational Service should be created. Urgent orders are necessary as the busy season begins in July.

R.R.—23-5-19.

The Director of Public Instruction must see these notes, if I am to discuss the case effectively with him. Please let him have the case and ask him to discuss it next week.

Confidentially.

L.D.—24-5-19.

L. D[AVISON]—24-5-19.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

At the request of the Honourable Member I note on this file, and in doing so lay down two axioms. The first is that the Inspectors of Schools are considerably overworked and some relief is urgently necessary. I had hoped that the Secretary of State would pass early orders on the recommendations of the Royal Commission on the Public Services in India and that we might reorganize our inspecting agency and make additional appointments in the light of the orders that would be issued by the Secretary of State. I was perhaps too optimistic. It is probably better to proceed at once to the making of such arrangements as will relieve Inspectors of some of their work in such a way as will not conflict with the principles accepted by the Government of Madras in their letter to the Government of India on the reorganization of the Educational Services; in particular reference may be made to paragraphs 14, 18, 19 and 20 of this letter [G.O. No. 950, Home (Education), dated 17th July 1918]. This brings me to my second axiom, which is that all Inspectors of Schools should belong to class I of the new service which corresponds to the Indian Educational Service. I note, *en passant*, that the Provincial Educational Service was originally intended to rank as co-ordinate with the Indian Educational Service, but that this intention has not been realized. Senior members of the Provincial Educational Service have for many years been permitted to act in vacancies in the Indian Educational Service and, when doing so, they are granted an acting allowance of Rs. 100 per mensem. All Inspectors of Schools except two are in the Indian Educational Service; these two exceptions are in the Provincial Educational Service. My first suggestion is that these two appointments should be transferred from the Provincial Educational Service to the Indian Educational Service either explicitly or implicitly by permitting the holders of these posts in the Provincial Educational Service to draw a duty allowance or deputation allowance of one-fifth of their pay subject to a

This is the better course.

L.D.—2-6-19.

maximum of Rs. 100 per mensem, which is the allowance now drawn by an officer of the Provincial Educational Service who acts in the Indian Educational Service. One of these posts is now held by Mr. Hart, who is already acting in the Indian Educational Service and whose salary is thus increased from Rs. 600 to Rs. 700 per mensem; the other post is permanently vacant, no one having been appointed to the post by reason of the fact that it is doubtful whether we have any senior man in the Provincial Educational Service who can be considered fit to shoulder efficiently and permanently the responsibilities of an Inspector of Schools in charge of from two to five districts—and I have already in my letter to Government, dated 26th March 1919, indicated the anomalies produced by appointing a junior man in the Provincial Educational Service as Inspector of Schools in a multi-district circle. Experience

This is the point.

L.D.—2-6-19.

A has shown that the work and responsibilities which an Inspector has to do and assume are greater than can be rightly demanded from an officer of the Provincial Service; more particularly is this the case in recent years during which not only has considerable advance

been made by the opening of additional schools but with the advance of local self-government and the interest of local bodies and of the people in general in educational affairs the problems which an Inspector has now to solve are of greater complexity and demand a higher degree of tact, skill and resource than formerly.

Tacitly—not explicitly.

L.D.—2-6-19.

L.D.—2-6-19.

The second suggestion that I have to make is that the four new Inspectorships that are proposed should be tacitly accepted as posts in the Indian Educational Service, that men in the Provincial Educational Service be appointed to the posts and that they be granted a duty or deputation allowance equal to one-fifth of their pay subject to a maximum of Rs. 100 per mensem. The persons to be appointed to these new posts should be clearly made to understand that they will have no claim to confirmation in the Indian Educational Service or in class I of the new service and in order to obviate the anomalies that might arise by the appointment of junior men in the Provincial Educational Service to these Inspectorships, it will be necessary to restrict them, so far as is possible, to single-district circles.

The above would meet, educationally, the immediate needs. I do not know how far it will meet the financial objections already raised, but if Government accept the part marked A above, I imagine that the grant of a duty allowance as I have suggested will not be open to objection. The four new posts may then be immediately created in the Provincial Educational Service in whatsoever grade or grades as will produce an equitable distribution of the total appointments in the Provincial Educational Service. Meantime steps could be taken to obtain sanction for the inclusion of all posts of Inspectors of Schools in the Indian Educational Service or class I of the new service.

R. LITTLEHAILES—1-6-19.

HOME (EDUCATION) DEPARTMENT.

The above note was written at my request after full discussion and represents my considered views. Now please to Financial again.

L. D[AVIDSON]—2-6-19.

R.E.—4-6-19.

FINANCIAL DEPARTMENT.

The Director of Public Instruction states that the work and responsibilities which an Inspector has to do and assume are greater than can be rightly demanded from an officer of the Provincial Educational Service. He has accordingly recommended the grant of a duty allowance of one-fifth of pay subject to a maximum of Rs. 100 per mensem to Provincial Service officers doing the duties of Inspectors of Schools.

2. Attention is solicited to paragraphs 8 and 14 of the letter to the Government of India embodying the views of this Government on the recommendations of the Public Services Commission in regard to the reorganization of the Educational Services in which this Government have recommended the inclusion of all Inspectors in class I of the service and this Government have suggested an increase by 12 of the number of Inspectors. The question of increasing the number of Inspectors will be taken up when the reply from the Government of India is received.

3. So far as the existing two *Inspectors* in the Provincial Educational Service are concerned, the Director of Public Instruction suggests that they should be transferred to the Indian Educational Service either explicitly or implicitly by permitting them to draw a duty allowance of one-fifth of their pay subject to a maximum of Rs. 100 per mensem which is the allowance now drawn by an officer of the Provincial Educational Service who acts in the Indian Educational Service—vide article 139, Civil Service Regulations.

4. *Necessity for the transfer.*—Submitted that pending the orders of the Government of India as to the future of the Educational services there is no need to transfer the posts to the Indian Educational Service. There is, however, no objection to the grant of a duty allowance of one-fifth of pay subject to a maximum of Rs. 100—cf. paragraph 2 of notes on page 12 ante. As one of the Provincial Educational Service officers is already reported to be acting in the Indian Educational Service, it is presumed that there will not be any extra expenditure on account of this officer so long as he continues to act in the Indian Educational Service for he will, under article 139, Civil Service Regulations, be eligible for an acting allowance of Rs. 100 per mensem.

5. The Director of Public Instruction's other proposals are—

(1) to create four additional posts of *Inspectors* in lieu of four Assistant *Inspectors* and to grant deputation allowances of one-fifth of their pay subject to a maximum of Rs. 100 per mensem when the men in the Provincial Educational Service are appointed to these posts;

(2) to re-arrange the grading of the Provincial Educational Service.

Item (1) above.—As pointed out in paragraph 2 above, there is no need to create four posts of *Inspectors* in the Indian Educational Service. There is, however, no objection to the grant of the duty allowance proposed by the Director of Public Instruction.

Item (2) above.—Please see portion marked K of the Director of Public Instruction's notes on page 15 ante. It is submitted that, if the duty allowance is sanctioned as proposed above, there is hardly any need for a revision of the grades so as to produce an equitable flow of promotion. Please see in this connexion Honourable Member's note (as Chief Secretary) on page 6 ante. It may also be noted that these arrangements are intended to be provisional until the orders of the Government of India on the future of Educational Services are received.

K.R.N.—11-6-19.

C.R.S.—11-6-19.

It seems to me that the Director of Public Instruction's proposals are really anticipating the Secretary of State's sanction to the proposals in our letter No. 951, dated the 17th July 1918.

The Director of Public Instruction's proposal to convert four posts of Assistant *Inspectors* into four posts of *Inspectors* and to grant each of these *Inspectors*, as also the existing two *Inspectors*, a duty allowance of one-fifth of pay subject to a maximum of Rs. 100 is in fact to treat these *Inspectors* as if they were officiating in Indian Educational Service appointments under article 139, Civil Service Regulations.

N.E.M.—18-6-19.

The effect then is that we shall really be creating six appointments in the Indian Educational Service and abolishing six in the Provincial Educational Service. The

sanction of the Secretary of State is required to the creation of a permanent appointment in the Indian Educational Service—vide Civil Service Regulations Supplement, page 301, rule III 10 (1). This Government may, however, create temporary appointments under rule III 10 (4) on page 302 of the Supplement, but I submit that the intention is that these appointments should eventually be permanent and I do not therefore think that we can accept them as temporary under this rule.

On the other hand, if the appointments are looked upon as belonging to the Provincial Educational Service we have already stated our objections to granting duty allowances in such cases—notes on page 12 ante.

J. M. HOOPER—14-6-19.

I confess I do not see any escape from the position that having put two Inspectors' posts in the Provincial Educational Service we cannot declare that an Inspector's work can only be done by an officer of the Indian Educational Service (or that if a Provincial Educational Service officer is posted as Inspector he must *ipso facto* be regarded as working in the Indian Educational Service) until the Secretary of State's sanction is received. I am sorry I have delayed the file: but I wanted to ask Mr. Grieve or Mr. Littlehales about it. The former seems to have disappeared from Ootacamund and I never got a chance of seeing the latter.

N. E. MARJORIBANKS—28-6-19.

HOME (EDUCATION) DEPARTMENT.

The Financial Department consider that having put two Inspectors' posts in the Provincial Educational Service, it cannot be held that an Inspector's work can be done only by an officer of the Indian Educational Service. It may be noted that the fact that only two of the ten posts of Inspectors of Schools are held by officers of the Provincial Educational Service does not lend much support to the above statement. It is also submitted that, as explained fully in the Director of Public Instruction's note on page 14 ante, the duties of an Inspector at present are far more onerous than what they were formerly. Moreover, mainly in view of the importance of an Inspector's work this Government have proposed in connexion with the recommendations of the Public Services Commission that all the posts of Inspectors should be included in class I of the reorganized educational service (paragraph 14, pages 3-4 of letter No. 951, dated 17th July 1918). After final orders are received on these proposals, the scheme for strengthening the inspecting agency, which is lying over, will be taken up and sanction for the much needed addition to the number of Inspectors will be applied for. As all this will take a long time and as it is immediately found necessary to give some relief to the over-worked Inspectorate, it is now proposed to introduce some temporary arrangements. The Director of Public Instruction accordingly proposes to keep in abeyance for the present four posts of Assistant Inspectors in the Provincial Educational Service and to post such of the officers in that cadre who are really competent, to the charge of Inspectors' circles and grant them an allowance of one-fifth of their pay not exceeding Rs. 100 per mensem in order to remunerate them for the increased work and responsibility thrown on them and also to give them a higher status. It does not appear that there is any serious objection to such a purely temporary arrangement as that proposed above. The grant of an allowance to the holders of the posts of Inspectors cannot, it is submitted, be taken as equivalent to the transfer of the posts from Provincial Educational Service to Indian Educational Service. Further, the allowance proposed is one-fifth of the grade pay subject only to a maximum of Rs. 100, while the allowance of a Provincial Educational Service officer in any grade, acting in the Indian Educational Service, has been fixed at a uniform figure of Rs. 100. The proposals submitted to the Government of India are so entirely different that it cannot be taken that the temporary arrangement proposed anticipates the Secretary of State's orders on the general question of reorganization. If necessary, the Accountant-General may be consulted on the point.

2. With reference to the portion marked **K** in the Director of Public Instruction's note on page 15 ante, it is not clear what exactly is proposed therein. The proposal to grant an allowance to the new Inspectors was put forward, because the original proposal to create posts in the higher grades of the Provincial Educational Service to provide for the new Inspectorships was not accepted by the Financial Department. There is a need for the creation of four new posts in the Provincial

Educational Service. The posts of four Assistant Inspectors in that service will be converted into those of Inspectors and the officers appointed as Inspectors will be granted an allowance. It is not known whether the Director wants to revive the original proposal to create posts in the higher grades and to pay an allowance in addition.

S.K.—7-7-19.

S.A.—7-7-19.

C. RAMANUJA ACHARIYAR—8-7-19.

In the interests of educational progress, we want four more officers with Inspector's powers.

2. We have resolved to classify all Inspectors in class I. But at present, as we have two Inspectors already in the Provincial Educational Service, we cannot claim that no one in the Provincial Educational Service can be so empowered.

3. So long as we had only two Inspectors in the Provincial Educational Service, no difficulties arose. When we appoint six, some arise. To meet these and to compensate the men for added responsibility, we propose an additional allowance.

4. The Financial note is inconsistent. *At present* it is open for us to post Provincial Educational Service men as Inspectors. So creating four more Inspectorates in the Provincial Educational Service is not anticipating orders or creating appointments in the Indian Educational Service. The only further point would be about the question of allowances to the men selected to do highly responsible work. I presume that, from a code point of view, if we did not propose to abolish four posts and if we had proposed to create four temporary appointments in the Provincial Educational Service with consolidated salaries the Local Government is authorized and there can be no technical objection.

One point remains. The existing Inspectors are badly overworked and some relief by way of addition to their number is urgently called for.

R.R.—9-7-19.

Printed and submitted.

S.K.—19-7-19.

S.A.—21-7-19.

C.R.—22-7-19.

R.R.—23-7-19.

Notwithstanding the objections taken by Financial I feel that I must continue to press for the arrangement explained in Mr. Littlehailes' note, dated 1st June 1919, on pages 14 and 15 supra. The additional circles are a very urgent need and there is no doubt that they constitute charges of greater responsibility than can be expected of a Provincial Educational Service man. The arrangement is temporary.

L. D[AVIDSON]—23-7-19.

I cordially agree that we must increase the inspecting agency. This has been a crying need for at least six years past and I should have been ready to support a much larger scheme than that which is now before us. If we had gone up at the time this discussion arose for a first instalment of the proposals embodied in our letter No. 951, dated 17th July 1918, we might perhaps have got orders by now.

2. I objected to Mr. Duncan's scheme because it was half baked, did nothing to insure that the extra pay for which he provided would go to the inspectors whom he wanted and was open to the other objections of which Mr. Littlehailes has given instances.

3. Mr. Littlehailes' scheme appears to be in effect to create six temporary appointments of inspector in the Indian Educational Service and to abolish two posts of inspector and four posts of assistant inspector in the Provincial Educational Service. He would fill the new six posts of inspector by the appointment of officers of the Provincial Educational Service giving them the usual acting allowances. Presumably, he would also reorganize the office staff on the basis proposed by Mr. Duncan.

4. Financial object that this is really anticipating the Secretary of State's sanction to the scheme. I doubt if this is a valid objection. One of the purposes for which Local Governments are empowered to sanction temporary appointments is to enable us to carry on when increase of work necessitates increase of staff for which we have not yet obtained permanent sanction. That at least is my view of the case. I have, however, no objection to a reference to the Accountant-General if the Chief Secretary thinks the rules require it.

5. If this view of the case is accepted, it would not seem necessary to limit ourselves to officers of the Provincial Service in filling the appointments. If better men in private employ are available and ready to take appointments on a temporary footing, it seems to me that it is quite open to us to appoint them.

6. In conclusion, I would suggest that it might be a good thing to ask the Secretary of State when we may expect sanction to the main scheme. I venture to think that we are running grave risks in our present widespread expansion of schools for which we have not adequate arrangements of inspection and control.

C. G. T[ODHUNTER]—25-7-19.

I agree that we should increase the number of inspectors.

W[ILLINGTON]—26-7-19.

HOME (EDUCATION) DEPARTMENT.

A draft order as directed by the Secretary orally after consultation with the Director of Public Instruction is submitted for approval. It may be sent to the Financial Department for acceptance.

2. With reference to paragraph 6 of Honourable Member's (Financial) note above, it is submitted that the Government of India have just intimated that the Secretary of State was addressed on the 10th July 1919 regarding the scheme for the reorganization of the educational services in India.

S.K.—2-8-19.

N.K.—4-8-19.

C. RAMANUJA ACHARIYAR—4-8-19.

I had a talk with the Director of Public Instruction. So many alternative proposals have been put forward that I wanted to ascertain from him exactly his views enunciated in pages 14 and 15, notes file, and accepted by Honourable Member as his considered views.

2. It is accepted on all hands that the increased responsibility of an inspector justifies the allowance. But the Director of Public Instruction considers that even this is not sufficient—see K on page 15. If one in the lower grades is selected, the grade pay plus allowance is in his opinion miserably inadequate. He hopes to find two competent men in the higher grades of the Provincial Educational Service, but it is impossible to get six men in the higher grades. Hence the necessity to attach higher salaries to the inspectors-designate. Honourable Member, Financial, agrees to this as he refers to the creation of temporary posts.

3. I asked the Director of Public Instruction what he considered to be the minimum scale. He referred me to Mr. Duncan's letter 4 (page 2, current file).

4. The draft is for approval. First to Financial.

R.R.—4-8-19.

FINANCIAL DEPARTMENT.

The draft order prepared by Home (Education) purports to embody generally the proposals made by the Director of Public Instruction on pages 14 and 15 ante and approved by the Honourable Member (Education), Honourable Member (Financial) and His Excellency the Governor. The financial effect of the proposals is set out below:—

	Cost per mensem. RS.
(a) Addition of four new appointments outside the Provincial Educational Service cadre for a period of one year—1 (600); 1 (500); 1 (450); 1 (400).	+ 1,950 (approximate cost).
[When these posts are filled by an officer who is already in the Provincial Educational Service and who does not act in the Indian Educational Service his emoluments are to be fixed at his salary in the regular line together with a duty allowance of one-fifth of salary subject to a maximum of Rs. 100 per mensem.]	
	Cost per mensem. RS.
(b) Holding in abeyance for a period of one year, four posts in the Provincial Educational Service cadre—1 (300); 1 (250); 2 (200).	— 950
(c) Grant of a duty allowance of one-fifth of salary subject to a maximum of Rs. 100 per mensem to the existing two inspectors belonging to the Provincial Educational Service.	+ 200 (maximum cost).
(d) Establishment for the four new inspectors' offices	+ 620
Total on account of salaries and establishments	1,820 or 21,840 per annum.
Charges on account of travelling allowance, supplies and services ...	6,800 per annum.

Grand total—Rs. 28,640 per annum (approximate).

2. Submitted that the following remarks seem to be called for in Financial in regard to the details:—

Item (a)—former portion.—It is for consideration whether instead of the appointment on Rs. 600, one on Rs. 500 (which is the starting pay of an Indian Educational Service officer) may not be substituted. [Under the scheme of constitution of the Indian Educational Service, appointments borne on that cadre are to be filled by individuals recruited by the Secretary of State (cf. portions marked on pages 6-7 of G.O. No. 910, Educational, dated 3rd October 1913); it is therefore submitted that the four temporary appointments will necessarily have to be treated as being outside the Indian Educational Service since it is not proposed to ask the Secretary of State to find recruits for those posts. The Educational Department do not propose to include them in the Provincial Educational Service cadre either for the reasons given in the Director of Public Instruction's letter, dated 26th March 1919.]

Item (a)—latter portion.—The four temporary appointments to be now created are of like character to existing permanent appointments and if Provincial Educational Service men are appointed to act in them their emoluments will be regulated according to the rule in article 76-B (a) of the Civil Service Regulations—the scope of which is explained in G.O. No. 105, Financial, dated 16th February 1918. According to that rule if a Provincial Educational Service officer drawing Rs. 2018 is appointed to the Rs. 600 post he will ordinarily be eligible to draw the full pay of Rs. 600. Again if a Provincial Educational Service officer who draws Rs. 400 is appointed to the temporary post on Rs. 450 he cannot draw more than the maximum pay of the appointment, viz., Rs. 450. The arrangement proposed in paragraph 3 of the draft is thus not in accordance with the general provisions of article 76-B, Civil Service Regulations, but it is not likely that the Accountant-General will raise any objection if it is clearly laid down that the rates of pay proposed for the temporary appointments will be applicable only when it is proposed to fill them by individuals

NOTES TO G.O. No. 1165, HOME (EDUCATION), 24TH SEPTEMBER 1919. 21

not already in the department, but that when they are to be filled by the Provincial Educational Service men *their* emoluments will be regulated as indicated in paragraph 3 of the draft. It would, however, seem preferable to consult the Accountant-General on the point. Home Department may be requested to do so.

It is further submitted that after the words 'their salary' in paragraph 3 of the draft the words 'in the regular line' may be added to make the point clear.

3. The draft may, it is submitted, be accepted in Financial, subject to the remarks in paragraph 2 above. For funds, please see paragraph 7 of the draft.
C.P.K.—9-8-19.

J. M. HOOPER—10-8-19.

N. E. MARJORIBANKS—16-8-19.

HOME (EDUCATION) DEPARTMENT.

With reference to the remarks of the Financial Department on paragraph 3 of the draft order, it is submitted that the proposal therein is that officers of the Provincial Educational Service who are appointed to the new temporary posts of inspectors should be granted the full pay of the posts and *also* an allowance of one-fifth of it subject to a maximum of Rs. 100 per mensem. If, however, one who is not already in service is appointed to any of those posts, he will draw only the pay of the post and will not be granted any allowance. The Financial Department consider that the salaries of the officers of the Provincial Educational Service appointed to the new posts will be regulated by article 76 B (i) (a) of the Civil Service Regulations. According to this article, if the temporary appointment is of like character to existing permanent appointments and if the latter are divided into grades or classes, the temporary appointment will be treated as a temporary addition to the corresponding grade or class of the cadre; and in deciding which officer is to receive full pay the principles to be followed should be the same as if a permanent vacancy were to be filled up (G.O. No. 105, Financial, dated 16th February 1918). In the present case, however, the new appointments are to be treated as being *outside* the regular cadre. If the full pay of the posts is to be granted according to the principles followed in filling permanent vacancies, the officers who are appointed as inspectors may not be eligible for that pay. Some other officers may get the full pay according to seniority. It does not therefore appear that the emoluments of the officers appointed as Inspectors can be regulated by article 76 B (i) (a) of the Civil Service Regulations. If, however, the new appointments are brought under clause (b) of that article, the Local Government may grant full pay to the inspectors appointed to the four new posts (G.O. No. 105, Financial, dated 16th February 1918). The officers of the Provincial Educational Service holding charge of the two inspectors' circles now open to them can draw only the pay of their grade. But it is doubtful whether an allowance of one-fifth of the pay may also be granted to them in addition. The Accountant-General may be consulted on the point. The draft order with the current file may be sent to him u.o. and he may be requested to offer his remarks. A u.o. note is placed below.

2. The Financial Department's suggestion to create two new posts on Rs. 500 instead of one on Rs. 600 and one on Rs. 500 is for orders.

S.K.—20-8-19.

N.K.—20-8-19.

But the Honourable Members have already approved the Director of Public Instruction's proposals. The fact that the starting point in the Indian Educational Service is only Rs. 500 does not operate against the creation of new posts with higher pay. There are grades in the Provincial Educational Service carrying such pay. The special object with which the new appointments are created is clearly explained in the Director of Public Instruction's note on page 15 supra. The ordinary procedure is not to be applied to the special case.

G. RAMANUJA ACHARIYAR—22-8-19.

R. RAMACHANDRA RAO—22-8-19

It is proposed to issue the draft order placed below in connexion with the constitution of additional inspectors' circles in this Presidency. The Accountant-General may, if it is submitted, be requested u.o. to state whether there is any audit objection to the issue of the order, especially paragraphs 1-3.

2. Officers of the Provincial Educational Service appointed to the new posts will be granted the full pay of the posts as now declared in paragraph 1 and, in addition, a local allowance of one-fifth of that pay subject to a maximum of Rs. 100 per mensem. The allowance will not be given to an officer acting in the Indian Educational Service. Officers recruited from outside will be granted only the full pay of the posts to which they may be appointed.

3. The two officers of the Provincial Educational Service who now hold charge of inspectors' circles will also be eligible for the local allowance referred to above.

S.R.—20-8-19.
N.K.—22-8-19.

C.R.—22-8-19.
R.R.—22-8-19.

ACCOUNTANT-GENERAL'S OFFICE.

Paragraph 1 of the draft order.—There is no audit objection to Government sanctioning as a temporary measure for one year the creation of four posts of inspectors on Rs. 600, Rs. 500, Rs. 450 and Rs. 400, respectively, per mensem. As the four new posts form an addition to the two already existing posts, which are included in the cadre of the Provincial Educational Service, they should, under article 76-B (a) of the Civil Service Regulations, be treated as temporary additions to the second, third, fourth and fifth grades, respectively, of the Provincial Educational Service.

Paragraph 2.—No remarks.

Paragraph 3.—It is stated in paragraph 2 of the notes that officers of the Provincial Educational Service appointed to the new posts should be granted the full pay of the posts. This has not been clearly stated in paragraph 3 of the draft order, which also does not make any difference between officers of the Provincial Educational Service and other officers already in the service of Government appointed to the posts. Ordinarily the Local Government, in deciding which officer should receive the full pay of the grades to which the new posts are added, should follow the same principles as if a permanent vacancy were to be filled up—vide Government of India, Finance Department, letter No. 92-C.S.R., dated the 4th February 1918, and G.O. No. 105, Financial, dated the 16th February 1918. There is, however, no audit objection to the full pay of the posts being given to the actual holders of the posts.

The grant of the duty allowances to officers holding the four posts to be newly created and the two Provincial posts already existing, appears to be inadmissible, as the cadre of the Provincial Educational Service already provides for the duties of two Inspectorates without any claim on the part of the officers to any extra allowance for holding such posts—vide the definition of 'duty allowance' given in article 23-C, of the Civil Service Regulations, and paragraph 243 of the Manual of Appointments and Allowances.

A. NEWMARCH—6-9-19.

HOME (EDUCATION) DEPARTMENT.

The Accountant-General states that the new appointments should be treated as temporary additions to the Provincial Educational Service, but that there is no objection to the full pay of the posts being given to the officers already in the Provincial Educational Service, who may be appointed to the posts. The words 'outside the cadre of the Provincial Educational Service' in paragraph 1 of the draft may be amended so as to substitute 'in' for 'outside.'

2. The Accountant-General considers that the grant of the duty allowance proposed is inadmissible. It is for consideration whether paragraph 3 of the draft order may be omitted.

S.K.—12-9-19.

N.K.—12-9-19.

C.R.—13-9-19.

The Accountant-General's ruling is final; and I see no reason to dispute it.
Draft for approval.

R.R.—13-9-19.

Please let the Director of Public Instruction see the further notes and the final draft and ask if he has any comments or will accept the disposal suggested on the principle that half a loaf is better than no bread.

L. D[AVIDSON]—16-9-19.

The position now reached may be accepted as a continuation of the existing system which is acknowledged to be unsatisfactory.

It is not clear to my mind whether the newly-created posts in the Provincial Educational Service are to be reserved for persons to be newly appointed as inspectors or whether any member of the Provincial Educational Service may be appointed as inspector and retained in his present grade. If the latter, then the principle already accepted by Government which include the necessity of placing all inspectors in grade or class I of the proposed reorganized services, go by the board. If the former, I should like Government to accept the position that Rs. 400 per mensem has been fixed as the minimum pay of an inspector in accordance with their recommendation to the Government of India that recruits to class I of the reorganized service should start on Rs. 400 per mensem. I should in fact welcome the issue of orders (or the acceptance of the principle) that no inspector in the Provincial Educational Service should receive less than Rs. 400 per mensem. This would mean A the reservation of 6 out of the 23 posts on Rs. 700, Rs. 600, Rs. 500, Rs. 450, and Rs. 400 per mensem ($3+4+4+5+7=23$) for inspectors in the Provincial Educational Service.

On receipt of the orders of the Secretary of State on the reorganization of the educational services the position will have to be reviewed.

R. LITTLEHAILES—18-9-19.

HOME (EDUCATION) DEPARTMENT.

With reference to the Director of Public Instruction's note above, it is submitted that members of the Provincial Educational service who may be appointed to the new posts may be granted the pay sanctioned for the posts. They may therefore receive Rs. 400 or more, but not less than Rs. 400.

As regards the two existing posts of inspectors in the Provincial Educational Service, Mr. Hart, the permanent incumbent of one of the posts, is in the second grade Rs. 600. The other post is vacant, but Mr. Callaghan who is the senior member of the Provincial Educational Service (next to Mr. Hart) who acts as Inspector, also gets a pay of Rs. 500. There is therefore no difficulty in accepting the principle that all Provincial Educational Service inspectors should get a salary not less than Rs. 400 per mensem. In the absence of any special allowance for the post of Provincial Educational Service inspector, the fixing of the minimum salary seems the best as it will secure for these posts people with tolerably sufficient status. The application of this principle may cause some hardship in the case of some of the senior members of the service who may not be selected for the inspectors' posts. But this cannot be helped in view of the special circumstances that now attend the post of inspector. The principle need not be referred to in the draft as all the new posts carry a pay of Rs. 400 and above and existing incumbents also draw more than that pay. Addition made to draft for approval.

S.K.—20-9-19.

C.R.—20-9-19.

24 NOTES TO G.O. No. 1165, HOME (EDUCATION), 24TH SEPTEMBER 1919

23/ A on page 4. The Director of Public Instruction is wrong. There are nineteen sanctioned permanent posts on Rs. 400 and above in the Provincial Educational Service. Two of these are generally held by officers doing inspectors' duties.

Four new posts on Rs. 600, Rs. 500, Rs. 450 and Rs. 400 are now created on a temporary basis. The new inspectors must be posted to these salaries. For example, it is not open to the Director of Public Instruction to post all the four new inspectors on Rs. 400.

R.R.—22-9-19.

L. D[AVIDSON]—22-9-19.

C. G. T[ODHUNTER]—23-9-19.

Issue sharp today. Then to Honourable Member.

R.R.—24-9-19.

[G.O. No. 1165, Home (Education), dated 24th September 1919.]

I am sorry I forgot to speak to the Director of Public Instruction about this and he has left Ootacamund this morning. The case should be printed up and two spare copies with notes sent me for discussion with Mr. Littlehales in Madras.

L. D[AVIDSON]—23-9-19.

(After issue of orders I should like to discuss Director of Public Instruction's note with him)

ORDINARY.

PRESS SLIP.

PREFERENCE.

URGENT (a).

Secls. II-33-3-14.

DEPARTMENT.

Current No., dated 191

G.O. No. 1165, dated 24-9-191

Number of MS. pages sent { Correspondence
(b)
Notes.....

Brief subject.....

(c) Number of copies required when struck off (not including copies for volumes and editors' table which are retained in the Press).	E. T. copies to supply requisitions for purchase by the public.	Complete correspondence and orders.	Notes.
FOR RECORD.*			
Madras Records	4	37	15
Ooty Records			
For filing with original			
Total		35	20

FOR ISSUE.†

	Letter only.	Complete G.O.	(d) Special issue copies of G.O.		Notes.
			No.	Papers.	
Signature copies.....					
India Office.....					
Govt. of India.....					
Revenue Department.....					
Public Works Department.....					
Local and Municipal Department.....					
Educational Department.....					
..... Dept.					
Public Dept.....					
Judicial Dept.....					
Political.....					
Financial Dept.....					
Marine Dept.....					
Ecclesiastical Dept.....					
Total		2			
The.....					
The.....					
The.....					
The.....					
The.....					
The.....					
The.....					
The.....					
The.....					
The.....					
The.....					
The.....					
The.....					
The.....					
The.....					
The.....					
Total		5			

Spare copies

* Copies distributed on (Press Clerk).

† Copies distributed on (Press Despatcher).

* To be initialed and dated.

INSTRUCTIONS FOR THE SECRETARIAT.

(a) If a paper is marked to be printed urgently, the Superintendent of the section concerned should sign the Press slip. The Superintendent should exercise a careful discretion in the matter.

(b) Each letter, memorandum, or order, or set of orders, in the file of correspondence should be headed in succession with the Roman numeral I, II, III, etc., the number being written in red ink or blue chalk above the item. The particular papers to be printed in the special issue-copies should be indicated by the Roman numeral (I, II, etc.) by which that item has been headed in the correspondence file. All matter, including marginal remarks or references, to be printed should be written in ink and matter which should not be printed should be encircled. Initials and signatures that are not quite legible should be re-written distinctly.

(b) For rules regarding printing of notes, see rule 315 of the office Manual.

(c) The number of copies and the details of distribution should be filled in by the Superintendent or Referencee concerned.

(d) In the absence of special instructions to the Press to keep matter standing for a specified period, ordinary papers of 8 pages and under will be kept standing for one week, and larger papers for two weeks only. The type of notes and of all confidential papers is distributed immediately after striking.

(e) This slip, properly and completely filled in, should accompany every paper sent to Press; it will be returned by the Press when proofs are furnished; it should be sent to the Press when a call is made for revised proofs or when a corrected proof is sent for striking. When finally returned by Press it should be filed with the original order or letter.

INSTRUCTIONS FOR THE PRESS.

(a) If, in the opinion of the Superintendent of the Press, a paper has been marked urgent unnecessarily, he should send the Press slip to the Registrar with a remark to that effect.

(b) Unless a note to the contrary is made against the matter, pencil entries should not be printed. The Superintendent of the Press may bring to the notice of the Registrar any instance of incomplete or careless editing.

(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.

877
29/9/19

TO BE FILLED IN BY THE PRESS.

Diary.		Initials of Press official.		
Received in Press on.....				
First proof furnished on.....				
Call for revised proof received on.....				
Revised proof furnished on.....				
Corrected proof received for striking on.....				
Final copies supplied on.....				

Account of copies.	Complete copies.	Notes.	Issue copies.	Special E.T. edition.
Supplied to Secretariat for Record.....				
" " " Issue.....				
" " " for Extra E.T. copies to supply requisitions for sale to the public.				4
For Volumes.....				
For supply to newspapers and institutions admitted to the privileges of the E.T.				
Total ...				