

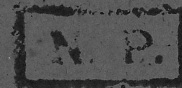
Government of Madras

HOME DEPARTMENT (EDUCATION)

G.O. No. 285, 6th March 1919

Government Training Schools for Mistresses

Approving the proposals of the Director of Public Instruction to take over the management of the Board Sessional School for Women, Nellore, and convert it into a lower elementary grade training school for mistresses, to raise to the higher elementary grade the Government Muham-madan Girls' School at Trichinopoly and attach a higher elementary training section to it.



ORIGINAL.

N. P.

ORIGINAL.

Government of Madras

HOME DEPARTMENT (EDUCATION)

G.O. No. 285, 6th March 1919

Government Training Schools for Mistresses

Approving the proposals of the Director of Public Instruction to take over the management of the Board Sessional School for Women, Nellore, and convert it into a lower elementary grade training school for mistresses, to raise to the higher elementary grade the Government Muhammadan Girls' School at Trichinopoly and attach a higher elementary training section to it.

READ—the following papers :—

I

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—Madras, the 7th November 1918.

No.—R.C. 6333.

I have the honour to request that in the circumstances set forth below, Government will be pleased to sanction the opening of a Government training school for mistresses at Nellore, and another for Muhammadan mistresses at Trichinopoly, with effect from 15th June 1919.

2. There is at present a sessional training school for women at Nellore under the management of the District Board, but maintained entirely by a grant from provincial funds. The Inspectress of Girls' Schools, Central Circle, points out that the teachers sent out from this school have proved failures and that the report on their conduct has been highly unsatisfactory. She is, therefore, averse to the continuance of the school under the present management and as a training school for mistresses for the Nellore district is a great desideratum, she proposes that Government should take over the management of the aforesaid sessional school and convert it into a training school for mistresses. The President of the District Board, Nellore, and the Vice-Chairman of the Nellore municipality have both urged more than once the desirability of having a Government training school for mistresses in the locality in lieu of the existing sessional school. In these circumstances I have the honour to recommend that a training section of the elementary lower grade be attached to the Government Hindu Girls' School in Nellore town and that sanction be accorded for incurring the following expenditure on the additional staff and contingencies required :—

<i>Staff.</i>		RS.
One Superintendent (125—5—150) average cost.	...	141½
One first assistant	...	50
One second assistant	...	40
One drawing mistress	...	40
One clerk	...	20
One peon	...	9
		300½ per mensem
		or 3,608 per annum.
Stipends	...	1,800
Contingencies including provision for rent, equipment, etc.	...	500
Total	...	5,908 or 5,900 in round number.

The scale of staff and establishment proposed corresponds to that sanctioned for the Training School for Mistresses, Cuddalore. Towards the estimated annual cost of Rs. 5,900 may be set a sum of Rs. 3,400 now paid as subsidy to the District Board on account of the sessional school so that the net additional cost on account of the proposal comes to Rs. 2,500 per annum for which I request provision may be made in the budget estimates for 1919-20.

3. There is at present a training school for Muhammadan mistresses at Guntūr, and another in Madras, and they serve the needs of the Northern and Central Circles, while there is no such school in the Southern Circle in spite of the growing demand for qualified Muhammadan women in that circle. The Inspectress of Girls' Schools, Southern Circle, reports that it is not possible to procure teachers in sufficient numbers from the northern districts for employment in the south and that there is consequently an urgent need for opening a Government training school for Muhammadan mistresses to meet the needs of the Muhammadan elementary girls' schools in the Southern Circle. The Inspectress accordingly proposes that the Government Muhammadan Elementary Girls' School at Trichinopoly be raised to the higher elementary grade and that a higher elementary training section be attached to it. The sanctioned scale for the existing elementary girls' school comprises the following staff:—

	Rs.
Headmistress	25 per mensem.
First assistant	20 "
Second assistant	15 "
Third assistant	12 "
Total ...	72 × 12 = 864 per annum.
Temporary teacher	30
Do.	12
	42 × 12 = 504 do.
Grand total ...	1,368

In lieu of this staff it is proposed to employ the following revised scale of staff for the proposed training and model sections:—

Training section.

	RS.	Average cost.
	RS.	RS.
Superintendent	125—5—150	141½
First assistant	75—5—100	91½
Second assistant	50—5—75	66½
Third do.	50—5—75	66½

Model school.

	RS.	Average cost.
	RS.	RS.
Headmistress	75—5—100	91½
First assistant and Kindergarten mistress	50—5—75	66½
Second assistant	40—2—50	46½
Third do.	30—2—40	36½
Fourth do.	25—1—30	28½
Fifth do.	20—1—25	23½
Sixth do.	20—1—25	23½
Seventh do.	15—1—20	18½
Eighth do.	15—1—20	18½
Drawing mistress	40	40
Matron	20	20
Clerk	20—1—25	23½
Peon (no grain compensation allowance) 9		9

812½ × 12 = 9,753 per annum.

The full staff will be employed only when and as necessity arises. It is expected that the following expenditure may have to be incurred on other items than 'salaries':—

	Rs.
Stipends	1,920
Scholarships (in standards V, VI, VII and VIII)	600
Rent	360
Menials	320
Books and maps	250
Furniture	500
Other contingencies	50
Total ...	4,000

The total additional cost on account of the proposal to establish a Government training school for Muhammadan mistresses at Trichinopoly will thus amount to Rs. (9,753 — 1,368 + 4,000) or 12,385 per annum.

4. The expenditure during 1919-20 and thereafter can be met from the Imperial grant of 5.5 lakhs.

II

Endorsement of the Accountant-General, No. Nel-3/15928, dated 18th November 1918.

Forwarded to Government.

2. The present monthly cost of the establishments, permanent and temporary, of the Government Muhammadan Elementary Girls' School, Trichinopoly, referred to in paragraph 3 of the Director of Public Instruction's letter, has been checked and found correct.

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

4. Necessary alterations and additions will be made in the budget estimates for 1919-20 on receipt of orders of Government in the Financial Department to that effect.

A. RAJAGOPALA AYYAR,
Deputy Accountant-General.

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

Order—No. 285, Home (Education), dated 6th March 1919.

The Government approve the proposals of the Director of Public Instruction—

(i) to take over the management of the Board Sessional Training School for Women at Nellore and to convert it into a training school for mistresses by attaching a training section of the lower elementary grade to the Government Hindu Girls' School at the place, and

(ii) to raise to the higher elementary grade the Government Muhammadan Elementary Girls' School at Trichinopoly and attach a higher elementary training section to it.

The Director's proposal to adopt the scale of staff and salaries specified in paragraphs 2 and 3 of his letter is also sanctioned subject to the omission of the drawing mistress on Rs. 40 per mensem proposed for the school at Nellore and the matron on Rs. 20 proposed for the school at Trichinopoly and on the understanding that the full staff sanctioned for the latter school will be employed only when the necessity for it arises. The new staff will be eligible for war allowance.

2. These proposals will take effect from the 15th June 1919. This sanction is registered as No. 17 of 1919-20.

3. With effect from 1919-20 the subsidy payable to the Nellore District Board for educational purposes will be reduced by Rs. 3,400 now being paid on account of the existing sessional school for women.

4. As regards the employment of a matron in the Training School at Trichinopoly for the supervision of the hostel, the Director of Public Instruction is requested to come up separately with the scheme for the opening of a hostel if and when the necessity therefor is ascertained to exist.

(True extract)

R. RAMACHANDRA RAO,
Secretary to Government.

To the Director of Public Instruction.
" Accountant-General (through Financial).
" President of the Nellore District Board.
" Financial Department.
" Local and Municipal Department.

HOME (EDUCATION) DEPARTMENT.

NOTES CONNECTED WITH G.O. No. 285, HOME (EDUCATION),
DATED 6TH MARCH 1919

[SUBJECT.—Opening of new training schools for mistresses.]

Previous papers :

G.O. 476, Educational,	15th July 1911	G.O. 581, Home (Edn.),	3rd May 1917
" 33 "	9th Jan. 1915	" 660 "	19th "
" 177 "	18th Feb. "	" 1213, Local,	21st Sep. "
" 357 "	29th Mar. "	" 1413, Home (Edn.),	26th Aug. 1918
" 1138 "	13th Oct. "	" 1082, Local,	24th "
" 466 "	30th Apr. 1916	" 1092, Home (Edn.),	25th Sep. "
" 1313, Home (Edn.),	8th Dec. "	" 1276, Home (Edn.),	25th Sep. "

From the Director of Public Instruction, Madras, No. R.C. 6338, dated
7th November 1918.

The proposals of the Director of Public Instruction are examined below :—

Opening of a training school for mistresses at Nellore.—The conference of inspectresses which met in 1915, recommended the opening of training schools for mistresses in a number of places. So far as the central circle is concerned, four centres (Cuddalore, Vellore, Salem and Nellore) were suggested in the order of urgency; and in his letter at page 1 of G.O. No. 581, Home (Education), dated 3rd May 1917, the Director stated that it would be desirable, as far as possible, to keep to the order of precedence suggested by the conference. Accordingly in the order referred to above, a training school of the higher elementary grade was ordered to be opened at Cuddalore. If the programme is to be followed strictly, the turn of Nellore for a training school for mistresses will have to be considered only after the claims of Vellore and Salem are met. The Director has, however, adduced special reasons why an institution should be opened at Nellore immediately, and his conclusion may be accepted. It is observed that both the District Board and the Municipal Council of Nellore are keen on the subject.

2. The need for a training school being conceded, the most economical way of securing it is, as suggested by the Director, by adding a training section to the existing Hindu girls' school in the town. The additional staff proposed for employment is said to follow the scale sanctioned for the Cuddalore training school (G.O. No. 581, Home (Education), dated 3rd May 1917). But the latter is a school of the higher elementary grade and a scale of staff adopted therefor need not necessarily be allowed for the proposed training school for Nellore, which is to be only one of the lower elementary grade. The Director proposes a superintendent on Rs. 125—5—150, two assistants on Rs. 50 and Rs. 40, respectively, a drawing mistress on Rs. 40, a clerk (Rs. 20) and a peon (Rs. 9). In recommending this scale which is identical with the scale of staff in the higher elementary training section of the Cuddalore school, the Director is apparently influenced by the consideration that Nellore is one of those big centres where the experiment of employing Anglo-Indian headmistresses on a high salary in girls' schools is adopted. In this view

the proposal to follow the Cuddalore model in the present case is justifiable in spite of the disparity in the status of the two institutions. The headmistress of the girls' school at Nellore, which is to be the model section of the proposed training school, already gets Rs. 65 plus 25 (personal allowance) and it is under consideration to enhance her emoluments further. It is, therefore, reasonable that the superintendent of the training school, who will have a superior status should be allowed a higher salary; and Rs. 125—5—150 recommended by the Director of Public Instruction may be accepted. The scale and rate of pay of the assistants and of the other subordinate establishment seem moderate and may be approved. The provision for stipends, equipment, contingencies, etc., does not appear to be excessive.

Government Training school for Muhammadan Mistresses, Trichinopoly.—In paragraph 3 of his letter, the Director has justified the need for opening a training school for Muhammadan mistresses in the southern circle which has at present no facilities for the training of Muhammadan women teachers. The proposal to raise the existing girls' school for Muhammadans at Trichinopoly to the higher elementary grade and add on to it a training section of the higher elementary grade may, therefore, be approved. In regard to the staff proposed, it does seem that it has been pitched rather high both as regards pay and numbers. So far as the training section is concerned, the scale adopted for Cuddalore [a superintendent on Rs. 125—5—150 and two assistants on Rs. 50 and 40, respectively, and a drawing

	RS.
* Superintendent	125—5—150
One assistant	75—5—100
"	50—5—75
"	50—5—75
Drawing mistress	40

teacher (Rs. 40) [page 2 of G.O. No. 581, Home (Education), dated 3rd May 1917], should suffice unless the Director has special reasons to offer for entertaining the establishment * proposed by him. Obviously Muhammadan trained mistresses are

hard to secure except on higher scale of pay.

2. As for the model school, a useful comparison can be made only with the establishment that was employed in the Hobart school prior to its recent elevation to the secondary grade. The following statement sets out both the scales:—

Staff employed in the model section of the Hobart Training school, Madras, prior to its being made "secondary".

Scale proposed for the Model school, Trichinopoly.

(Column 1 of statement at page 2 of G.O. No. 660, dated 19th May 1917.)

	RS.		RS.
One assistant	40—2—50	Headmistress	75—5—100
"	30—2—40	One assistant (also for kindergarten)	50—5—75
"	20—2—30	One assistant	40—2—50
"	20—1—25	"	30—2—40
"	15—1—20	"	25—1—30
"	15—1—20	"	20—1—25
"	15—1—20	"	20—1—25
"	10—1—15	"	15—1—20
"	10—1—15	"	15—1—20
Common.		Common.	
	RS.		RS.
One clerk	20	One matron	20
One peon	9	One clerk	20—1—25
		One peon	9

From the above statement it would appear that the scale proposed by the Director of Public Instruction for the Trichinopoly school is much more liberal and that the appointment of a matron is a novel thing. The Director of Public Instruction may be asked to see if any reduction is possible or to adduce special reasons for the scale proposed by him.

3. The file may be forwarded to Director of Public Instruction for remarks with reference to A and B above. We may also ask him to justify the proposal to employ at Nellore a scale of staff usually entertained in a higher elementary school, while the school there is only to be a lower elementary grade one.

E.A.V.—27—11—18.

S.A.—27—11—18.

C. RAMANUJA ACHARIYAR—23—11—18.

L. D. SWAMIKANNU—2—12—18.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

A and B.—The inspectress recommended a salary of Rs. 150—5—200 for the superintendent who is to be an Anglo-Indian or an Indian lady graduate. This recommendation was made on the ground of high rents and conveyance charges that have to be incurred in Trichinopoly. I have suggested a salary of Rs. 125—5—150. The same considerations have influenced her in the case of the assistants. Government have sanctioned recently a temporary additional assistant on Rs. 75 for the Cuddalore school [G.O. No. 1082, Home (Education), dated 23rd August 1918] so that the number of assistants proposed for the Trichinopoly school is the same. A drawing mistress on Rs. 40 is required. For the post of headmistresses of the model school the inspectress wishes to secure the services of an Indian graduate or an Anglo-Indian mistress of the secondary grade and hence a salary of Rs. 75—5—100 has been proposed. To attract secondary grade teachers for some of the other posts, salaries of Rs. 50—5—75 and Rs. 40—2—50 have been recommended. These teachers will be put in charge of the three highest standards—the VIII, VII and VI. Coming to the lower scales of salary, I do not consider that any teacher should receive less than Rs. 15; and, if these salaries are graded and there is a chance of promotion from a lower to a higher grade, there will be some hope of attracting and retaining qualified and experienced teachers. I may mention here that the scale for the model section of the Hobart Training school was fixed several years ago and can hardly be taken as a criterion. A further reason for having a more liberal scale both in the training and school departments than is customary is that the majority of the mistresses will have to teach not in their own language but in that of the students and pupils.

A 2. As regards the matron, the inspectress proposes to have a hostel for the convenience of students coming from outside. Of course the matron will not be appointed till the hostel is opened, nor will the full staff of the training section be employed until the second year classes are started.

3. Paragraph 3 of the Secretariat notes.—It is more difficult to get qualified women teachers conversant with Telugu than teachers conversant with Tamil. The superintendent will have general control over the training school and the model section, and her salary should be higher than that of the headmistress of the model school.

In the Cuddalore Training school there are three * permanent teachers on the staff including the superintendent and a temporary assistant on Rs. 75 has recently been sanctioned (G.O. No. 1082, Home (Education), dated 23rd August 1918). In the Nellore school provision is made for three teachers only including the superintendent. To reduce the cost, the drawing mistress may be omitted.

H. S. DUNCAN—10—12—18.

HOME (EDUCATION) DEPARTMENT.

The only reduction which the Director of Public Instruction is able to suggest is to cut off the post of drawing mistress on Rs. 40 from the scale of establishment proposed for the Nellore Training school.

2. As regards the *Training school for Trichinopoly*, it is now stated that a matron on Rs. 40 was asked for, because a hostel may eventually have to be started in connexion with the school. The principles on which the allowance for the supervision of hostels attached to girls' schools is met by Government are set out in the notes at page 2 of G.O. No. 1138, Education, dated 13th October 1915. In any case a hostel cannot be started with a matron *alone*: there may be other items of expenditure, such as purchase of vessels, furniture, etc. Again the allowance that may be sanctioned to the matron will only be a temporary one, not counting for leave or pension. There appears therefore to be no purpose in sanctioning the employment of a matron in anticipation of the *need* for a hostel and along with the *permanent* establishment intended for the school. The Director of Public Instruction may therefore be asked to come up separately with the proposal for the opening of a hostel, if and when the necessity therefor is ascertained to exist. In this view, the provision for a matron may be cut off from the present proposals.

3. The Director's proposals as modified in the foregoing note may be approved and the case forwarded to Financial for remarks.

E.A.V.—14-12-18.

S.A.—14-12-18.

C. RAMANUJA ACHARIYAR—16-12-18.

L. D. SWAMIKANNU—16-12-18.

FINANCIAL DEPARTMENT.

I—Opening of a Training school for mistresses at Nellore.—The staff originally proposed by the Director of Public Instruction for this school was as follows:—

	Cost per mensem
	RS.
One Superintendent on Rs. 125—5—150	141½ (average).
One assistant on Rs. 50	50
One do. on „ 40	40
One drawing mistress on Rs. 40	40
One clerk on Rs. 30	20
One peon on Rs. 9	9
Total	300½

This scale of establishment being the one usually sanctioned for a training school of the *higher* elementary grade, while the one proposed for Nellore is only of a *lower* elementary grade, the Director of Public Instruction was asked to justify the higher scale. He states that it is more difficult to get qualified women teachers conversant with Telugu than those conversant with Tamil. Home (Education) has accepted this view and would sanction the scale of establishment proposed by the Director of Public Instruction, except the drawing mistress on Rs. 40, which post the Director of Public Instruction now considers may be omitted. In these circumstances, 'Financial' may perhaps accept the Director's modified scale in respect of the assistants, clerk and peon. As regards the rate of pay (125—5—150) proposed for the Superintendent, please see the portion marked 'M' in Home (Education) note at page 2 *supra*. The emoluments of the present headmistress of the girls' school at Nellore are Rs. 90 including personal allowance and because a proposal to enhance her salary is under consideration and the Superintendent of the proposed training section of the school will be of a superior status to that of the headmistress, the rate of pay proposed for the Superintendent (125—5—150) is accepted by Home (Education). Perhaps the question of the rate of pay for the Superintendent may await decision on the proposal to fix the headmistress's pay.

2. The extra cost involved is as follows:—

	RS.
Cost of staff proposed less drawing mistress (260, per mensem)	3,128
Stipends	1,800
Contingencies	500
Total	5,428 per annum.

Towards the estimated annual cost of Rs. 5,428 may be set a sum of Rs. 3,400 now paid as subsidy to the District Board on account of the Sessional school, so that the net additional cost on account of the proposal comes to Rs. (5,428—3,400) or Rs. 2,028 per annum.

II. Government Training school for Muhammadan mistresses, Trichinopoly.

3. The Director of Public Instruction has proposed the following staff for the proposed training and model sections in lieu of the existing staff of the elementary girls' school at Trichinopoly:—

Training section.	
	RS.
One Superintendent on	125—5—150
One assistant	75—5—100
One do.	50—5—75
One do.	50—5—75
Model section.	
One headmistress on	75—5—100
First assistant on	50—5—75
Second do.	40—2—60
Third do.	30—2—40
Fourth do.	25—1—30
Fifth do.	20—1—25
Sixth do.	20—1—25
Seventh do.	15—1—20
Eighth do.	15—1—20
One drawing mistress	40
One clerk	20—1—25
One peon	9
One matron	20

As Home (Education) considered this staff to be pitched rather high both as regards pay and numbers, the Director of Public Instruction was asked if he had any special reasons to offer for proposing such an establishment. Besides the need for offering better prospects with a view to attract and retain suitable teachers, he states that he made the recommendation on the ground of high rents and conveyance charges that have to be incurred in Trichinopoly. A further reason for having a more liberal scale both in the training and school departments than is customary is said to be that the majority of the mistresses will have to teach not in their own language, but in that of the students and pupils. For the posts of Superintendent of the Training section and Headmistress of the Model section, the rates of pay proposed, viz., Rs. 125—5—150 and Rs. 75—5—100, respectively, are with the object of securing an Anglo-Indian or an Indian lady graduate. Home (Education), while accepting the reasons for the pay and strength of the establishment proposed by the Director of Public Instruction, consider that there is no immediate need for the matron on Rs. 20 proposed by him. In these circumstances, it is submitted that the Director of Public Instruction's scale, as modified by Home (Education), may be accepted in 'Financial'.

4. The total additional cost on account of the proposal to establish a Government Training school for Muhammadan mistresses at Trichinopoly has been shown by the Director of Public Instruction on page 4, current file. As Home (Education) do not consider a matron on Rs. 20 necessary at present, the net extra cost will be Rs. 240 less than the Director of Public Instruction's estimate, i.e., Rs. (12,385—240) or Rs. 12,145 per annum.

5. *Provision of funds.*—The Director of Public Instruction says that the expenditure on account of the Training school for Muhammadan mistresses at *Trichinopoly* during 1919-20 and thereafter can be met from the Imperial grant of 5-50 lakhs. Please see item C (viii) under paragraph 73, page 26 of the Draft Financial Statement for 1919-20, in which 12 lakh is earmarked for this institution out of the Imperial grant.

As regards the Training school for mistresses at *Nellore*, the Accountant-General may, on receipt of a copy of Home (Education) proceedings on this case be requested to enter the necessary provision without altering totals.

C.K.—24-1-19.

A.H.—24-1-19.

J. M. HOOPER—27-1-19.

We may accept the proposals as notified in Home (Education).

C. G. TODHUNTER—28-1-19

HOME (EDUCATION) DEPARTMENT

A draft order is submitted for approval. It may be sent to Local and Municipal for acceptance. On return of the file Financial may be requested to note the number of sanction.

S. A.—1-2-19.

C. RAMANUJA ACHARIYAR—4-2-19.

R. RAMACHANDRA RAO—5-2-19.

LOCAL AND MUNICIPAL DEPARTMENT.

Submitted that the draft order may be accepted in this department and the file returned to Home (Education).

C.V.K.—12-2-19.

B.G.—13-2-19.

K.A.G.—13-2-19.

L. A. CAMMIARD-14-2-19

FINANCIAL DEPARTMENT.

The sanction has been registered as No. 17 of 1919-20. The case may be returned to Home Department.

T.R.N.N.—28-2-19.

J. M. HOOPER—1-3-19

HOME (EDUCATION) DEPARTMENT.

May issue?

C.R.—3-3-19.

R.R.—4-3-19.

P[ENTLAND]-5-3-19

[G.O. No. 285, Home (Education), dated 6th March 1919.]

Goat: Training schools for
mistresses.

Hamel Ed.

DEPARTMENT

Approving the proposal of the D. P. S. to take over the management of the old: Sessional School for Women, Nellore & to convert it into a lowest elementary grade for school for mistresses, and to raise to the highest elementary

READ AGAIN G.O. No

at Trichinopoly & attach a higher elementary training section to it.

READ ALSO:—

C. No. 2427B From the D. I. I. Re. No. 6333, dated 7. 11. 1918

" " " " " " " " " " " "

Snot. of the A-4

Nel - 3-10728 18.11.

" " " " " " " " " " " "

191 B

[illegible]

ORDER.

P. S.

(notes to be printed)

No. 285, dated 6. 3. 1917.

The Govt. approve the proposals of
D.P.D.

(1) to take over the management of the Board Sessional Training School for women at Kelloe and convert it into a Training School for mistresses by attaching a training section of the lower elementary grade to the Inst.

Hindu girls' school at the place, a
(ii) to raise to the higher element
grade the Govt. Muhammadan
Elementary girls' school at
Trichinopoly and attach a high
elementary training section to it.
The Director's proposal to ^{adopt} ~~convert~~

the scale of Staff and Salaries specified in paras. 2 and 3 of his letter is also sanctioned subject to the modification omission of the drawing mistress on Rs. 40 p.m. proposed for the school at Nellore and the matron on Rs. 20 proposed for the school at Trichinopoly and on the understanding that the ^{full} staff sanctioned for the latter school will be employed only when the necessity for it arises. The new staff will be ~~eligible~~ ^{eligible} for ~~allowance~~ ^{war allowance}.

2. These proposals will take effect from the 15th June 1919. This sanction is registered as no. 17 of 1919-20.

3. With effect from 1919-20 the subsidy payable to the Nellore St. Bd for educational purposes ~~shall~~ ^{will} be reduced by Rs. 3,400 ^{existing} now paid on account of the ~~existing~~ ^{existing} school for women.

4. As regards the ~~proposed~~ ^{proposed} employment of a person in the Training School at Trichinopoly for the supervision of the hostel, the D.D. is requested to come up separately with a scheme for the opening of a hostel

To The D.D. 1
" C.B. then Tril
" P.D.B. Nellore
" Tril Dept
" L.M. 9

if and when the necessity thereof is ascertained to exist.

1.2.19
A
1/2/19
1/2/19



7-3-18
 19-3-18
 25-3-18

HOME (EDUCATION) DEPARTMENT.
 NOTES CONNECTED WITH G.O. No. 285, HOME (EDUCATION),
 DATED 6TH MARCH 1919

[SUBJECT.—Opening of new training schools for mistresses.]

Previous papers :

G.O. 476, Education, 15th July 1911	G.O. 581, Educational, 3rd May 1917
" 33, " 9th Jan. 1915	" 660, " 19th " "
" 177, " 18th Feb. "	" 1213, Home (Edn.), 21st Sep. "
" 357, " 29th Mar. "	" 1413, Home (Edn.), 26th " "
" 1138, " 13th Oct. "	" 1082, Home (Edn.), 23rd Aug. 1918
" 466, " 30th Apr. 1916	" 1082, Home (Edn.), 24th " "
" 1313, " 8th Dec. "	" 1276, Home (Edn.), 25th Sep. "

Local
 Local

From the Director of Public Instruction, Madras, No. R.C. 6338, dated
 7th November 1918.

The proposals of the Director of Public Instruction are examined below :—
 Opening of a training school for mistresses at Nellore.—The Conference of inspectors which met in 1915, recommended the opening of training schools for mistresses in a number of places. So far as the central circle is concerned, four centres (Cuddalore, Vellore, Salem and Nellore) were suggested in the order of urgency; and in his letter at page 1 of G.O. No. 581, Educational, dated 3rd May 1917, the Director stated that it would be desirable, as far as possible, to keep to the order of precedence suggested by the conference. Accordingly in the order referred to above, a training school of the higher elementary grade was ordered to be opened at Cuddalore. If the programme is to be followed strictly, the turn of Nellore for a training school for mistresses will have to be considered only after the claims of Vellore and Salem are met. The Director has, however, adduced special reasons why an institution should be opened at Nellore immediately, and his conclusion may be accepted. It is observed that both the District Board and the Municipal Council of Nellore are keen on the subject.

2. The need for a training school being conceded, the most economical way of securing it is, as suggested by the Director, by adding a training section to the existing Hindu girls' school in the town. The additional staff proposed for employment is said to follow the scale sanctioned for the Cuddalore training school (G.O. No. 581, Educational, dated 3rd May 1917.) But the latter is a school of the higher elementary grade and a scale of staff adopted therefor need not necessarily be allowed for the proposed training school for Nellore, which is to be only one of the lower elementary grade. The Director proposes a superintendent on Rs. 125—5—150, two assistants on Rs. 50 and Rs. 40, respectively, a drawing mistress on Rs. 40, a clerk (Rs. 20) and a peon (Rs. 9). In recommending this scale which is identical with the scale of staff in the higher elementary training section of the Cuddalore school, the Director is apparently influenced by the consideration that Nellore is one of those big centres where the experiment of employing Anglo-Indian headmistresses on a high salary in girls' schools is adopted. In this view the proposal to follow the Cuddalore model in the present case is justifiable in spite of the disparity in the status of the two institutions. The headmistress of the girls' school at Nellore, which is to be the model section of the proposed training school,

17

already gets Rs. 65 plus 25 (personal allowance) and it is under consideration to enhance her emoluments further. It is, therefore, reasonable that the superintendent of the training school, who will have a superior status should be allowed a higher salary; and Rs. 125—5—150 recommended by the Director of Public Instruction may be accepted. The scale and rate of pay of the assistants and of the other subordinate establishment seem moderate and may be approved. The provision for stipends, equipment, contingencies, etc., does not appear to be excessive.

Government Training school for Muhammadan Mistresses, Trichinopoly.—In paragraph 3 of his letter, the Director has justified the need for opening a training school for Muhammadan mistresses in the southern circle which has at present no facilities for the training of Muhammadan women teachers. The proposal to raise the existing girls' school for Muhammadans at Trichinopoly to the higher elementary grade and add on to it a training section of the higher elementary grade may, therefore, be approved. In regard to the staff proposed, it does seem that it has been pitched rather high both as regards pay and numbers. So far as the training section is concerned, the scale adopted for Cuddalore [a superintendent on

	RS.
* Superintendent	125—5—150
One assistant	75—5—100
"	50—5—75
"	50—5—75
Drawing mistress	40

Rs. 125—5—150 and two assistants on Rs. 50 and 40, respectively, and a drawing teacher (Rs. 40.)] (page 2 of G.O. No. 581, Educational, dated 3rd May 1917), should suffice unless the Director has special reasons to offer for entertaining the establishment * proposed by him. Obviously Muhammadan trained mistresses are hard to secure except on higher scale of pay.

2. As for the model school, a useful comparison can be made only with the establishment that was employed in the Hobart school prior to its recent elevation to the secondary grade. The following statement sets out both the scales:—

Staff employed in the model section of the Hobart Training school, Madras, prior to its being made "secondary".

Scale proposed for the Model school, Trichinopoly.

(Column 1 of statement at page 2 of G.O. No. 660, dated 19th May 1917.)

	RS.		RS.
One assistant	40—2—50	Headmistress	75—5—100
"	30—2—40	One assistant (also for kindergarten)	50—5—75
"	20—2—30	One assistant	40—2—50
"	20—1—25	"	30—2—40
"	15—1—20	"	25—1—30
"	15—1—20	"	20—1—25
"	15—1—20	"	20—1—25
"	10—1—15	"	15—1—20
"	10—1—15	"	15—1—20
Common.		Common.	
One clerk	20	One matron	20
One peon	9	One clerk	20—1—25
		One peon	9

From the above statement it would appear that the scale proposed by the Director of Public Instruction for the Trichinopoly school is much more liberal and that the appointment of a matron is a novel thing. The Director of Public Instruction may be asked to see if any reduction is possible or to adduce special reasons for the scale proposed by him.

3. The suggestion to debit the cost of these two schools to the 5-50 lakhs Imperial grant may be accepted. The file may be forwarded to Director of Public Instruction for remarks with reference to A and B above. We may also ask

stet

him to justify the proposal to employ at Nellore a scale of staff usually entertained in a higher elementary school, while the school there is only to be a lower elementary grade one.

E.A.V.—27-11-18.

S.A.—27-11-18.

C. RAMANUJA ACHARIYAR—28-11-18.
L. D. SWAMIKANU—2-12-18.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION.

A and B.—The inspectress recommended a salary of Rs. 150—5—200 for the superintendent who is to be an Anglo-Indian or an Indian lady graduate. This recommendation was made on the ground of high rents and conveyance charges that have to be incurred in Trichinopoly. I have suggested a salary of Rs. 125—5—150. The same considerations have influenced her in the case of the assistants. Government have sanctioned recently a temporary additional assistant on Rs. 75 for the Cuddalore school so that the number of assistants proposed for the Trichinopoly school is the same (G.O. No. 1082, Home (Education), dated 23rd August 1918). A drawing mistress on Rs. 40 is required. For the post of headmistresses of the model school the inspectress wishes to secure the services of an Indian graduate or an Anglo-Indian mistress of the secondary grade and hence a salary of Rs. 75—5—100 has been proposed. To attract secondary grade teachers for some of the other posts, salaries of Rs. 50—5—75 and Rs. 40—2—50 have been recommended. These teachers will be put in charge of the three highest standards—the VIII, VII and VI. Coming to the lower scales of salary, I do not consider that any teacher should receive less than Rs. 15; and, if these salaries are graded and there is a chance of promotion from a lower to a higher grade, there will be some hope of attracting and retaining qualified and experienced teachers. I may mention here that the scale for the model section of the Hobart Training school was fixed several years ago and can hardly be taken as a criterion. A further reason for having a more liberal scale both in the training and school departments than is customary is that the majority of the mistresses will have to teach not in their own language but in that of the students and pupils.

2. As regards the matron, the inspectress proposes to have a hostel for the convenience of students coming from outside. Of course the matron will not be appointed till the hostel is opened, nor will the full staff of the training section be employed until the second year classes are started.

3. Paragraph 3 of the Secretariat notes.—It is more difficult to get qualified women teachers conversant with Telugu than teachers conversant with Tamil. The superintendent will have general control over the training school and the model section, and her salary should be higher than that of the headmistress of the model school.

In the Cuddalore Training school there are three * permanent teachers on the staff including the superintendent and a temporary assistant on Rs. 75 has recently been sanctioned (G.O. No. 1082, Home (Education), dated 23rd August 1918). In the Nellore school provision is made for three teachers only including the superintendent. To reduce the cost, the drawing mistress may be omitted.

H. S. DUNCAN—10-12-18.

HOME (EDUCATION) DEPARTMENT.

The only reduction (the last sentence of the note alone) which the Director of Public Instruction is able to suggest is to cut off the post of drawing mistress on Rs. 40 from the scale of establishment proposed for the Nellore Training school.

2. As regards the Training school for Trichinopoly, it is now stated that a matron on Rs. 40 was asked for, because a hostel may eventually have to be started in connexion with the school (A ante). The principles on which the allowance for the supervision of hostels attached to girls' schools is met by Government are set out in the

Q/R

notes at page 2 of G.O. No. 1133, Education, dated 13th October 1915. In any case a hostel cannot be started with a matron *alone*; there may be other items of expenditure, such as purchase of vessels, furniture, etc. Again the allowance that may be sanctioned to the matron will only be a temporary one, not counting for leave or pension. There appears therefore to be no purpose in sanctioning the employment of a matron in anticipation of the need for a hostel and along with the *permanent* establishment intended for the school. The Director of Public Instruction may therefore be asked to come up separately with the proposal for the opening of a hostel, if and when the necessity therefor is ascertained to exist. In this view, the provision for a matron may be cut off from the present proposals.

3. The Director's proposals as modified in the foregoing note may be approved and the case forwarded ^{up} to Financial for remarks.

E.A.V.—14-12-18.

S.A.—14-12-18.

C. RAMANUJA ACHARIYAR—16-12-18.

L. D. SWAMIKANNU—16-12-18.

FINANCIAL DEPARTMENT.

I—Opening of a Training school for mistresses at Nellore.—The staff originally proposed by the Director of Public Instruction for this school was as follows:—

	Cost per month.
	Rs.
One Superintendent on Rs. 125—5—150	141½ (average).
One assistant on Rs. 50	50
One do. on „ 40	40
One drawing mistress on Rs. 40	40
One clerk on Rs. 20	20
One peon on Rs. 9	9
Total	300½

This scale of establishment being the one usually sanctioned for a training school of the *higher* elementary grade, while the one proposed for Nellore is only of a *lower* elementary grade, the Director of Public Instruction was asked to justify the higher scale. He states that it is more difficult to get qualified women teachers conversant with Telugu than those conversant with Tamil. Home (Education) has accepted this view and would sanction the scale of establishment proposed by the Director of Public Instruction, except the drawing mistress on Rs. 40, which post the Director of Public Instruction now considers may be omitted. In these circumstances, 'Financial' may perhaps accept the Director of Public Instruction's modified scale in respect of the assistants, clerk and peon. As regards the rate of pay (125—5—150) proposed for the Superintendent, please see the portion marked 'M' in Home (Education) note at page 1 *supra*. The emoluments of the present headmistress of the girls' school at Nellore are Rs. 90 including personal allowance and because a proposal to enhance her salary is under consideration and the Superintendent of the proposed training section of the school will be of a superior status to that of the headmistress, the rate of pay proposed for the Superintendent (125—5—150) is accepted by Home (Education). Perhaps the question of the rate of pay for the Superintendent may await decision on the proposal to fix the headmistress's pay.

2. The extra cost involved is as follows :—

	RS.
Cost of staff proposed less drawing mistress (260½ per mensem) ...	3,128
Stipends	1,800
Contingencies	500

Total ... 5,428 per annum

Towards the estimated annual cost of Rs. 5,428 may be set a sum of Rs. 3,400 now paid as subsidy to the District Board on account of the Sessional school, so that the net additional cost on account of the proposal comes to Rs. (5,428—3,400) or Rs. 2,028 per annum.

II. Government Training school for Muhammadan mistresses, Trichinopoly.

3. The Director of Public Instruction has proposed the following staff for the proposed training and model sections in lieu of the existing staff of the elementary girls' school at Trichinopoly :—

Training section

	RS.
One Superintendent on	125—5—150
One do.	75—5—100
One do.	50—5—75
One do.	50—5—75

Model section.

One headmistress on	75—5—100
First assistant on	50—5—75
Second do.	40—2—50
Third do.	30—2—40
Fourth do.	25—1—30
Fifth do.	20—1—25
Sixth do.	20—1—25
Seventh do.	15—1—20
Eighth do.	15—1—20
One drawing mistress	40
One clerk	20—1—25
One peon	9
One matron	20

As Home (Education) considered this staff to be pitched rather high both as regards pay and numbers, the Director of Public Instruction was asked if he had any special reasons to offer for proposing such an establishment. Besides the need for offering better prospects with a view to attract and retain suitable teachers, he states that he made the recommendation on the ground of high rents and conveyance charges that have to be incurred in Trichinopoly. A further reason for having a more liberal scale both in the training and school departments than is customary is said to be that the majority of the mistresses will have to teach not in their own language, but in that of the students and pupils. For the posts of Superintendent of the Training section and Headmistress of the Model section, the rates of pay proposed, viz., Rs. 125—5—150 and Rs. 75—5—100, respectively, are with the object of securing an Anglo-Indian or an Indian lady graduate. Home (Education), while accepting the reasons for the pay and strength of the establishment proposed by the Director of Public Instruction, consider that there is no immediate need for the matron on Rs. 20 proposed by him. In these circumstances, it is submitted that the Director of Public Instruction's scale, as modified by Home (Education), may be accepted in 'Financial.'

4. The total additional cost on account of the proposal to establish a Government Training school for Muhammadan mistresses at Trichinopoly has been shown by the Director of Public Instruction on page 4, current file. As Home (Education) do not consider a matron on Rs. 20 necessary at present, the net extra cost will be Rs. 240 less than the Director of Public Instruction's estimate, i.e., Rs. (12,385—240) or Rs. 12,145 per annum.

6 NOTES to G.O. No. 285, HOME (EDUCATION), 6TH MARCH 1919

5. *Provision of funds.*—The Director of Public Instruction says that the expenditure on account of the Training school for Muhammadan mistresses at *Trichinopoly* during 1919-20 and thereafter can be met from the Imperial grant of 5.5 lakhs (*paragraph 4, page 4, current file*). Please see item C (viii) under paragraph 73, page 26 of the Draft Financial Statement for 1919-20, in which 12 lakh is earmarked for this institution out of the Imperial grant.

As regards the Training school for mistresses at *Nellore*, the Accountant-General may, on receipt of a copy of Home (Education) proceedings on this case be requested to enter the necessary provision without altering totals of ~~last sentence of paragraph 2, page 2, current file.~~

C.K.—24-1-19.

A.H.—24-1-19.

J. M. HOOPER—27-1-19.

We may accept the proposals as notified in Home (Education).

C. G. TODD HUNTER—28-1-19.

HOME (EDUCATION) DEPARTMENT.

A draft order is submitted for approval. It may be sent to Local and Municipal for acceptance. On return of the file Financial may be requested to note the number of sanction.

S.A.—1-2-19.

C. RAMANUJA ACHARIYAR—4-2-19.

R. RAMACHANDRA RAO—5-2-19.

LOCAL AND MUNICIPAL DEPARTMENT.

Submitted that the draft order may be accepted in this department and the file returned to Home (Education).

C.V.K.—12-2-19.

B.G.—13-2-19.

K.A.G.—13-2-19.

L. A. CAMMIADRE—14-2-19.

C.R.—17-2-19.

FINANCIAL DEPARTMENT.

The sanction has been registered as No. 17 of 1919-20. The case may be returned to Home Department.

T.R.N.N.—28-2-19.

J. M. HOOPER—1-3-19.

HOME (EDUCATION) DEPARTMENT.

May issue?

C.R.—3-3-19.

B.R.—4-3-19.

P[RENTLAND]—5-3-19.

[G.O. No. 235, Home (Education), dated 6th March 1919.]

ORDINARY.

PRESS SLIP.

PREFERENCE.

URGENT (a).

Seott. II-38-2-15.

DEPARTMENT.

Current No., dated.....191

G.O. No. 285, dated 6-3-1919

Number of MS. pages sent

(b)
(b)
(b)
Correspondence 8 (English)
Notes 14 (20 minutes)

Brief subject

Vide doctor's letter

(c) Number of copies required when struck off (not including copies for volumes and editors' table which are retained in the Press).	(b) E.T. copies to supply requisitions for purchase by the public.	Complete correspondence and orders.	Notes
For RECORD.*			
Madras Records	4	25	2
Ooty Records		6	4
For filing with original			1
Total		31	17

For ISSUE.†

Signature copies

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

Spare copies

The D.P.S.	5		
The A.S.	5		
The J. & D. Dept.	4		
The P.D. & B. N. Dept.	3		
The A.C. & M. Dept.	3		
The			
The			
The			
The			
The			
The			
The			
The			
The			
The			
Total	25		

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 in 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.

(b¹) 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 Reference 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.

* Copies distributed on † (Press Clerk).

† Copies distributed on † (Press Despatcher).

† To be initialled and dated.

P.T.O.

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.

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 ...				