

Home (191 *9*) Department.
Education
Ordinary SERIES.

G.O. No.

628

DATED

17 5 19

INDEXED

[Despatch Abstract.]

Pay of attenders

Declining to sanction the proposal of the Director to raise
the pay of the attenders employed in the offices of certain
inspecting officers.

of Public Instruction

PAPERS PUT UP WITH CURRENT No. _____

Papers of the department to which the current belongs.

Number.	Date.	Original (=O) or spare copy (=S.O.).	Remarks. (In this column such of the papers as have been removed for copying, printing, etc., should be marked with a cross.)	Initials of Referencer with date in token of return to Reference department
1293	27.9.18	sc		
1375	1.11.17	0		265 or 1.6.03 sc
1365	31.10.17	sc		731 or 26.11.02
1021	6.8.17	"		144 or 23.2.91
620	11.5.17	"		625 or 11.10.89
37	8.1.17	"		469 or 6.8.89
729	3.7.15	"		
924	7.8.14			
831	8.9.13			
158	19.2.13			
961	1.11.12			
831	11.9.12			
536	18.6.12			
426	16.5.12	0		
404	10.5.12	sc	Papers of other departments.	
142	10.3.09			
140	10.3.09			
35-6	19.1.09			
Department.	Number	Date.	Original (=O) or spare copy (=S.O.).	Initials with date of (1) Referencer acknowledging returns of the paper concerned or (2) Despatcher to denote the return of the papers to the department concerned.
423	3	7.07		
207	31	3.04		
Final	17	2.1.19	sc	
Pub	490	22.4.14	0	
Pub	698	13.9.09	sc	
"	115	17.2.06		

HOME (Education)

DEPARTMENT.

C.N. 93A

Received 191 . Registered 15.1.1919

Subject.

Requesting sanction of Government to raise the minimum pay of attenders from Rs. 10 to Rs. 15 per mensem.

ENCLOS. RES.

No.

Spare copies

No. 7783/18

Station Madras, Dated the 4-1-1919

From (Name) The Honourable Mr. E. S. Duncan, M.A.,

(Designation) Ag. Director of Public Instruction.

To The Secretary to the Government of Madras,

Home (Education)

Department.

Through the Accountant-General, Madras.

No. of
Attenders
employed.

147

11

13

Sir,

I have the honour to address Government on the subject of raising from Rs. 10 to Rs. 15 per mensem, the pay of the 172 attenders employed in the offices of the Sub Assistant Inspectors of Schools, including those who are in district charge and in the office of the Superintendent of Sanskrit Schools.

2. I would first of all submit that the designation of attender in these offices is a misnomer in as much as the duties are almost wholly clerical. In selecting men to fill the posts care is taken to see that they possess a standard of general knowledge which will enable them

Range Sub Assistants,
Offices of S.A.Is. in
district charge
Offices of Muhammadan
S.A.Is. including 5
Mappilla S.A.Is.
Office of the Supt. of
Sanskrit Schools.

to understand the nature of the correspondence passing through the offices, to maintain the various registers prescribed, to put up the necessary references and to attend to work of a routine nature. The existing staff consists mostly of men who have either passed the late Lower Secondary Examination or read up to the standard of the Matriculation Examination. Hitherto, with the Director's approval, it has been the practice to promote to clerkships on Rs. 20/- in the offices of Sub Assistant Inspectors men of average ability, but since in G.O. No. 1021 Home (Education) dated 6th August 1917 the examination rules have now been made applicable to posts on Rs. 20/- these attenders have no prospect whatever of improving their position and emoluments. It has been represented to me that their pay, which was fixed at the present rate in 1903-Vide G.O.No. 265 Educational, dated 1st June 1903-is quite inadequate under the present conditions of life, and I consider that the time has come for a reconsideration of the question. I have the honour, therefore, to request that their pay may be raised from Rs. 10 to Rs. 15 per mensem with effect from 1st March 1919. If my proposal is approved the attenders may be declared ineligible for grain compensation allowance.

172x5 3. The proposal involves an extra cost of Rs. 860 per mensem or Rs. 10,320 per annum for which I request that the necessary provision may be made in the budget estimates for 1919-20.

I have the honour to be,
Sir,
Your most obedient servant,

G. S. Srinivasan

for Director of Public Instruction.

S. V. Srinivasan

Enclosures.

Two

O. F. 234-3,000-19-11-18.
OFFICE OF THE ACCOUNTANT-GENERAL, MADRAS,

Fort St. George, 10th January 1919.

No Spl. 15 E.D.-

1936

Forwarded.

2. There is no audit objection to the proposal being sanctioned by Government in the Financial Department.

3. Necessary provision will be included in the budget estimate for 1919-20 on receipt of orders of Government in the Financial Department to that effect.

M. V. Srinivasan
Assistant Accounts Officer.

R.V.

To

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

[C No. 93A]

ppu-24

+ why such duties cannot
be performed by the
Sub-assists ~~their clerks themselves~~.
A detailed list of the
clerical duties devolving
on the office should
also be submitted.

CR
25/4/19

To the D.P.I. (memo)

4
Home (Edn) Dep't

Memo

With reference to his letter R.E.
NO 7783 of the 4-1-19, the D.P.I. is
requested to explain in greater
detail why attenders in the offices
of Sub Asst Inspectors of Schools
are required to perform duties
properly devolving on clerks instead
of being restricted to their proper
functions. If the duties now
devolving on the Clerical
establishment are too heavy to
be properly attended to ^{by the existing staff}, the
proper course appears to be to
strengthen that establishment
and not to employ a hybrid sort
of clerical menial. The D.P.I.
is requested to revise his proposals,
if necessary in the light of these
^{above} remarks and ^{to} submit them to
Govt with a full and clear statement
of the grounds ^{adduced} in their
support.

28A
22.4.19

115
23/4/19

OF THE

Dated _____ 191

Hours _____ Minutes _____

TELEPHONIC MESSAGE.

From

The Manager B.O.G.

To

The Supt. Home Edn.

Re: your T.M. of date. Reply.

of the 172 officers happened in Director's
 call. RC no 7783 D 4-1-19. The 11 officers
 of sub out. Inspectors in his charge alone
 have more than one clerk (with the following
 details) while the no ^{of} attendance does not
 exceed 1 in any of them. At Inspector
 Langham 8 off. 3 clerks (Rs 20 + 5, Rs 20 and Rs
 20) At Inspector Guntham 8 off. 3 clerks (Rs 20 + 5

OFFICE OF THE

Dated _____ 191

Hours _____ Minutes _____

TELEPHONIC MESSAGE.

From

Rs 20 and 20). The other 9 sub out Inspectors in
 dist charge have two clerks each. (Rs 20 + 5
 and Rs 20).

To

Re: 27-1-19
 B.O.G.

NOTES.

TELEPHONE MESSAGE

Date _____
Time _____
Place _____

6

6

Home Edu, Sept

[C1093A]

Subject

From the D.P.T. Re no 778384. 1. 19
Encl of the A.S. No. 8pl. 15 Edn. 193678, 10. 1. 19
Pay of attenders employed in the Office
of S. A. I's of Schools and in the Office of
the Supt of Sanskrit Schools.

The D.P.T. proposes to raise the
pay of the 172 attenders employed in
the Offices of Sub Asst Inspectors of Schools,
including those in district charge and
in the office of ^{the} Supt of Sanskrit Schools,
from Rs 10/- to Rs 15/- per month with effect
from 1-3-19. The reasons urged in
favour of the proposal are in para 2
of the letter.

2. Of the 172 attenders referred to
by the Director, 160 are employed in the
offices of Sub Asst Inspectors on general
duty ^{or} in the office of ^{the} Supt of Sanskrit
Schools and the remaining 11 in ^{the} Offices
of Sub Asst Inspectors in district charge.

3. The establishment, excluding persons
sanctioned for Sub Asst Inspectors
on general duty and for the Supt of
Sanskrit Schools consists only of one
clerk and one attender each. The ^{proposed}
^{to raise the pay} of attenders employed under these officers

$$\begin{array}{l} \times \\ 160 + 1 = 161 \\ \text{attenders} \end{array}$$

p. 1 of

(7)

vide telephonic message (2)

May be approved since the duties they perform are reported to be almost wholly clerical. For a precedent please see L.P. No 698 Pub. O. 13.9.09 in which Govt have sanctioned a scale of 15-1-20 for the attenders employed in the office of the Supt of Asch. Survey whose duties are also clerical.

4. The establishment (persons excluded) of a Sub Asst Inspector in District Charge generally consists of 2 clerks and one attender. Where the work of the office is particularly heavy, a third Clerk also ^{has been} provided. Thus of the 11 Sub Assistants in District Charge 9 have the usual establishment of 2 clerks and 1 attender each while the other two have three clerks and one attender each. It is doubtful whether ^{the} attenders employed in these offices will have much of clerical duties to perform. For orders whether the pay of these attenders will also be raised as proposed by the Director.

5. The file may be sent (to) to file for remarks.

28.1.09
MK
31/2/09

The attenders in question are, as pointed out by the

D.P.D., in a peculiar position and are distinguishable from the office attenders. There seems to be little doubt that the present pay of Rs. 10 is not adequate where some general educational qualifications ~~are~~ ^{are demanded} in the candidates to enable them to discharge the ^{clerical} duties required of them satisfactorily.

The point, however, is what increase should be allowed. It is not alleged that for the pay offered candidates are not forthcoming, but that their prospects in future have been dimmed ~~by~~ ^{by} the declaration that they are ineligible for Rs. 20 posts. To keep them contented for some time at least, a progressive scale of pay would appear to be suitable. Otherwise we may have to face soon another application for increase. In view of the present rate of pay, a progressive scale of Rs. 12-1 (biennial) - 15 may perhaps be tried. The S.P.D. may be asked to ~~say~~ ^{say} if he considers this suitable. He may also be asked to

This is a damaging
at mission 15

offer his remarks on para. 4 of the office note on page 2 above.

4.2.19

Then another point we considered. If you keep the design attenders, attenders in other offices will claim increase of pay.

If they really do demand work, the best thing to do is to abolish the title 'attenders' & call them clerks. When we can ensure that they are qualified.

Has 509 any further remarks to offer?

W. J. P. 509

I have received statistics from the office concerned and find that 52 of the 172 attenders have held their posts for less than one year and that only 6 have held their posts for more than ten years. For the pay offered attenders will not remain in their appointments. I do not

consider £12-1 (biennial) - 15 a satisfactory scale & might suggest as an alternative £12-1 (biennial) - 18.

Attenders should also be declared - if specific declaration to this effect is necessary - eligible for the local allowances sanctioned in G.O. No 16, H. 57. 1.15 & meet the existing high prices of food.

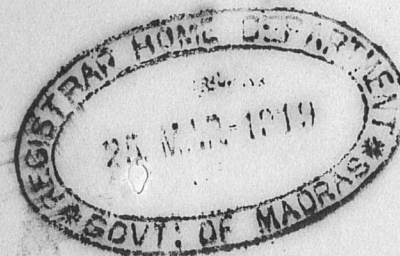
This is important

W. J. P.

All attenders, ~~attenders~~ after the staff has two or three clerks have clerical work to perform. I have no objection to the designation "attender" being altered to "clerk" but this will involve their transfer from inferior to superior service, with all the ~~attender~~ attendant's privileges and a much higher liability will be assumed by Govt. (ultimately) in the way, for example, of pension increases, and it is for consideration whether Govt. will be willing to accept these higher liabilities. If it is desired to safeguard Govt. against a claim for an increase of pay from attenders in the office, it is suggested that one means of doing this would be to designate attenders who have clerical duties to perform similar to those in this Dept. "clerical attenders."

H. S. S. 19

No/62 of 24.3.19

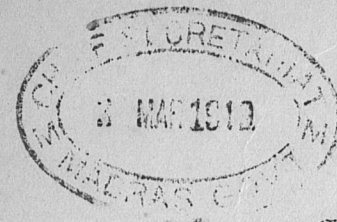


Home (Edn) Dept

The proposals of the D.P.D. as modified by the above note are as follows:—

- (i) The pay of all the 172 attenders should be raised ^{either to Rs 151- fixed or Rs}
- (ii) The scale may be 12-1 (biennial)-18.
- (iii) The attenders should be declared eligible for the war allowance sanctioned to all subordinates in G.O. No 1671 of 7.1.19.
- (iv) The designation of the attenders may be

(4)



10830
 File 8313-4
 Home (254) no.
 No. 93A-2
 31.3.19

changed into clerical attenders!!
 2. ~~too orders were there~~ ^{DD's} The proposals ~~may~~ ^{supported in this dept.} be ~~approved~~ ^{the} file may be sent to Finl for remarks.

dsr
 26.3.19
 MS
 27/3/19

CR
 28.3.19
 S

My
 31/3/19

Imenl up

Financial Dept.

The extra cost involved in the proposals of the D.P.S. for raising the pay from Rs 10 to Rs 15 or Rs 12-1/2-18 (= 15 7/10) of the 172 attenders (to be designated here after as "clerical attenders") in the offices of Sub Asst. Inspectors and in the office of the Supdt. of Sanskrit Schools, is shown below:-

If the pay is to be raised to Rs 15. } Rs 860 Ann.
 172 x (15-10) } or Rs 10,320 p.a.

If the pay is to be raised to Rs 12-1/2-18 } Rs 980 3/4 Ann.
 172 x (15 7/10 - 10) } or Rs 11,765 1/2 p.a.

2. The reasons adduced in support of the proposed revision are:-

(a) The present designation is a misnomer inasmuch as the duties are almost wholly clerical;

(b) The rules issued in S.O. 1021 Home (Edn.)

U & b. 8.17, bar the promotion of these men to clerical posts on Rs 20; and

12
12
12
p 2 CF

(c) The present rate of pay which was fixed in 1903 is quite inadequate under the present conditions of life.

3 Reason (a) - Attention is solicited to para 2 of D.P.S.'s letter on page 2 of S.O. 731 Ed. 8 26.11.02. In asking for a permanent attender (in place of the temporary attenders previously employed off and on), ⁱⁿ for the offices of ordinary sub Asst. Insps, the D.P.S. stated as follows:-

"Excluding the six sub Asst. Insps. of girls' schools and two of the Muhammadan Sub Asst. Insps. who are each allowed two clerks on Rs 10 and Rs 12, the offices of sub Asst. Insps. are provided each with but a single clerk on Rs 10 and he is unable to cope with his multifarious duties. I understand that serious inconvenience is also caused not infrequently by the office having to be closed when the sub Asst. and his only clerk go out on tour."

Of the 172 attenders in question, 161 men are employed in offices where there is only one clerk, 9 in offices where there are two clerks and two in

offices where there are 3 clerks. It is not stated that the clerical work of these offices is more than what the existing "clerks" can do. However men with some educational qualification seem required for the posts of attenders in 161 offices. The other offices may not really require such men.

4 Reason (b) - There seems to be some force.

force in this argument.

5 Reason (c) - This has no special force in view of the war allowance sanctioned in S.O.

H 163 Ind. 87-1-19 on account of the present high prices. The men are, under existing arrangements, eligible for a monthly remuneration of Rs 15.

$\times \text{Rs } 10 + 5 = 15$

6 There is apparently no difficulty in securing suitable men on the existing rate of pay; the difficulty is only to retain them. Orders are solicited whether a pay of Rs 10-1 (triennial) 15 will not meet the requirements of the case in future.

page 4 and

7 When the D.P.S. proposed a pay of Rs 15, he stated that the men might be declared ineligible for g.c.a. If this rate or the modified rate of Rs 12-1/2-18, is adopted, the men may be given war allowance on the reduced scale laid down in para 2 of S.O. 163 Ind. 87-1-19. If, however, the scale of Rs 10-1/3-15 is adopted as mentioned in para 6 above, the men may be given full war allowance.

page 2 CF

$\times$
Rs 1 1/8 p.m. | Rs 16 under
Rs 3/0 p.m. | over Rs 16
H

8 On receipt of a copy of Home Dept proceedings, the A.S. may be asked to make the necessary alterations in the C.B.E. for 1919-20.

True
8.4.19.

Do not think we should offer to anything more than Rs 10-1/3-15 with full war allowances. The

1 1 - in men one each, 10/10

Drack
1/2

The necessity for attendants of such a superior type in such public offices as sub-assistant inspectors of schools is not clear. Apparently the clerks are getting rid of their proper duties & throwing them on to the attendants. This will form a dangerous precedent & should I think be resisted.

It is perhaps not a provincial matter but it would be interesting to know why a sub-assistant inspector of schools requires to drag about a clerk with him on his tours if the practice exists now.

C.S. 10/10/19

If clerks are wanted I submit to the consideration of those (Eds) that clerks should employ not a hybrid sort of menial clerk or clerical ~~man~~ menial. Of course attendants will stay if they make the both menial & clerical work. But it is not made out that there is really so much clerical work as to employ more than one clerk, ~~to~~

proper solution would seem to be to prohibit the employment of menials as clerks. Over half the sub-assistants work probably consists in writing short endorsements that might be written really by the sub-assistant himself.

DMC
12/11

Ord 180

File no. 1083C-1
of 13.4.19

Home Eka no.

Recd 16/4
19.4

Home (Eka) Dept

A draft ^{memo} ~~no note~~ to the D.P.P. in the sense of the file note above is subd for approval.

283
21.4.19
115
281414

Please see page 2 of notes to p.

No 731-22 326.11.02 which details

the duties of a Sub-Assistant's Clerk.

These duties may have been added to since. Each sub-assistant has on an average at least 160 schools in his charge. The work should obviously be more than one clerk can do; hence the assistance of a "clerical-attendant" - next best to a clerk. We may get from the D.P.P. for the information of the File Dept., a detailed list of clerical duties devolving on the Sub-Assistant's office and ^{an} ~~for~~ explanation as to whether they could not be attended to between the clerk & the Sub-Assistant themselves.

(X)

(X)

Rule 94 of the
Inspection Code.

NOTES.

16

Page 11

The Subassists have to be on tour for at least
190 days in the year

Draft memo for approval

25/4/19

The work in each office is certainly
much more than what one clerk
can do; the D.P.I. is trying to manage
the situation economically. If the
attenders are debarred from clerical work,
the one clerk left cannot suffice. There
is plenty of clerical work. The routine work
in a S.A.'s office is enormous & is
done because the S.A. already adopts
the system of worky endoments in full.

I am for sanctioning the D.P.I.'s
proposal.

24/4/19

Am

17/7/19

These men now get a war allowance
of Rs. 5 raising their total emoluments to
Rs. 10 + 5 = 15, as against (I presume) Rs.
10 + g.c.a. 1 1/2 or Rs. 11 1/2.

So far as my experience goes, there is
nothing abnormal in attenders doing clerical
work, though in theory their duties are mainly

picking out references & putting up papers. -
 But it does seem expedient to fix the scale
 of pay at a rate which will retain men in
 service, & Mr. Little has a paper on p. 4 con-
 taining support to need for some increase. It
 wd. be interesting to know to what extent
 they relate, & especially whether the disinclination
 to remain in service is a new phenomenon
 subsequent to G.O. No 1021 of 1-8-17 & the consequent
 reduction in prospects. Again, what becomes of
 the men who resign? Can they, & do they in fact,
 obtain better employment elsewhere?

I shd. certainly like to have a concrete
 idea of the actual distribution of work between
 the S. A. I., his clerk & his attendant.

The war allowance seems the situation
 temporary, but if rather that is discontinued,
 it must be faced.

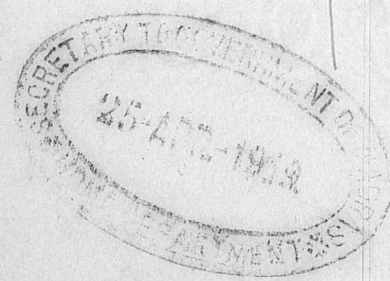
I propose to discuss the case orally with
 the D.P.I. when he comes up to 100 hrs. Please
 let me hear the file then & meanwhile note
 what pay attendants in other departments get.

L.D.
 25-4-1919

A statement showing the officers that
 employ attendants and their pay is
 given below:—

+ D.P.I. tells me the
 figures relate to a period
 ending about February or
 March 1919

(U)



Offices employing attenders	Pay of attenders per mensem
Collectors' offices	Rs 12, Rs 10, Rs 8, Rs 7.
Divisional offices	Rs 8
Office of the Director of Survey	Rs 12, Rs 11, Rs 10, Rs 9,
Board of Rev. (Rev. Settlement)	Rs 14, Rs 13, Rs 12
Spl Settlement Officers	Rs 7,
Spl Income tax Officer	Rs 12
A G's Office	Rs 15, Rs 13, Rs 12½, Rs 12, Rs 9
Asst Acct Officer	Rs 9
Chief Sect.	+ Rs 24, Rs 18, Rs 17, Rs 16, Rs 15, Rs 14, Rs 13, Rs 12
Madras Record Office	+ Rs 17, Rs 15, Rs 14, Rs 13, Rs 12, Rs 11, Rs 10
Rev Dept	+ Rs 17, Rs 16, Rs 15, Rs 14, Rs 12
L + M Dept.	+ Do.
Home Dept	+ Rs 17, Rs 16, Rs 15, Rs 14, Rs 13, Rs 12
Bd of Rev. (L. R)	+ Rs 16, Rs 14, Rs 12, Rs 11, Rs 10.
Official Referee	Rs 10.
High Court	Rs 20, Rs 15, Rs 12, Rs 10.
Library attender, Phe Training School	Rs 10-1-13
S. I. G. of Police C. I. D.	Rs 12-½-14
Imper Print Bureau	Do.
Post office	Rs 9
Sanitary Com's Office	Rs 14, Rs 13, Rs 12
Dy. do.	Rs 10 (attender and muchhi)
Political Agent, Pudukkottai	Rs 12
Director of Agriculture	Rs 10
Agricultural Engineer	Rs 10
Supt. Civil Veterinary Dept	Rs 10

Forest College, Coimbatore	Rs 10
Law College, Madras	100.
Engineering College, Madras	Rs 12.
Teachers' College, Saidapet	Rs 12, Rs 10.
School of Engg., Vijayapattinam	Rs 10
Institute of Commerce	Rs 10
Agricultural College	Rs 12
Veterinary College	Rs 10
Madura Technical Institute	Rs 12
Director of Civil Supplies	Rs 12
Govt Press	Rs 10
Jail Presses	Rs 9, Rs 8
Supt of Arch. Survey	Rs 15-1-20
Director of Emigrants	Rs 12
Commr for Govt Exams	Rs 12
Director of Fisheries	Rs 14.

2. It is understood that the D.P.I. comes up to Ootacamund on the 12th May next. The file ^{may} be submitted to the H.M. on that date.

JK 30.4.19
CA 21/5/19
MK 1/5/19
Please submit to H.M. on 12 May morning 11/5/19

The D.P.I. has arrived at Ootacamund. The file may now be submitted to the H.M.

JK 10.5.19
CA 10/5/19
MK 10/5/19

M^r. Little hails tells me the preparation of salary & t.a. bills, the part of casual & other minor items of work have just been transferred to local bodies, thus reducing the work in sub-assistant's offices. These attenders have since last January become eligible for Rs. 15 including war allowance. I am not prepared at present to sanction any increase so long as that allowance continues; I shd. like to know how far the add. emolument does in fact tend to retain their services; & if it does not, what other employment they turn to.

Ld.
14/5/19

A draft order declining the proposal of the D.P.D. is submitted for approval.

Whether the increased emoluments the attenders ~~are to~~ ^{since January last} receive will operate to retain their services and, if not, what other employment they will turn to, can apparently be known only in course of time. It is presumed that no reference on this point is necessary.

2K
15.5.19
MB
157514

Q
16.5.19

ho. DP & himself will move

NOTES.

again if necessary

Done

17/5/19



Pay of attenders
 Seeking to sanction the proposal of the Director
 to raise the pay of the attenders employed in the
 offices of certain inspecting officers.

” ” ” ” ” 191

READ ALSO:—

C. No. 93 A From the D. P. J. Re. No. 7283/18 dated 4.1.1919

" " " " End of the AS 8/15/36, 10-1- 1919
1936

” ” ” ” ” ” 191

ORDER.

mus

No. 628, dated 17. 5. 1919.

The Govt are unable to sanction the proposal of the D.P.I. to raise from Rs 10/- to Rs 15/- per mensem the pay of the attenders employed in the offices mentioned in his letter read above.

$$\begin{array}{r} 2K \\ \hline 15.5.19 \\ MK \\ \hline 1575719 \end{array}$$

16519
1715719

To the D.P.I } (Exo)
... ~~Latent~~ }

When given for copying

When copied

When examined

When signed

191

READ AGAIN G.O. No.
191

DATED

MENT No.

ENCLOSURES TO C. No.

ORDER OF GOVERNMENT

LETTER OF GOVERNMENT

STATEMENT WITH LITTO.

PAPERS NOT FILLED UP, BEING MEANT FOR DESPATCH
IN ORIGINAL.

N.B. -

A - Copy in full.

B - Not to be copied.

P - Copy abstract only.

Q - Copy heading only.

A A A A A A A