Sectt. II-48—19,083—11-2-21.

Law (192) Department.

(Executive)

Ordinary

SERIES.

G.O. No. 1041

DATED 16-7-21

RECEIVED

Ent'd

[Despatch Abstract.]

Inspectors----Sub-assistant--Memorials for increase of pay---

Recorded.

C.F.—29.

Home
Education
DEPARTMENT.

V

Received ..... 191 . *Registered* ..... 191 .

Revn 2355A
21.10.19

Subject.

Submitting with remarks memorials from Sub-Assistant Inspectors of Schools praying for improvements of prospects in the conditions of their service.

I

ENCLOSURES.
No.
Spare copies

Re No. 6908/19

Read

Station Madras , *Dated the* 19th October 1919.

20

From (Name) The Hon'ble Mr. B. Littlehailes, M.A.,

(Designation) Director of Public Instruction.

To The Secretary to the Government of Madras,

Educational Department.

Print please very

Sir,

not printed

I have the honour to submit herewith memorials from members of the cadre of Sub-Assistant Inspectors of Schools praying for both permanent and temporary relief.

2 On the 29th September 1919 I granted an interview to a deputation of Sub-Assistant Inspectors who waited on me and pressed for improvements in the conditions of their service. Dissatisfaction exists among them and I am of opinion that some ~~ø~~ form of ad interim relief is necessary immediately if we ~~ought~~ are to expect satisfactory work to be done by this class of officers. Their main requests may be summarized as involving an increased minimum pay, an increased maximum pay, the substitution of a time scale for

the graded system, improved prospects of promotion after they reach near the head of their cadre and increased travelling allowance. It is somewhat difficult to make at the present moment definite proposals covering all these points since the position and pay and prospects of the members of the Educational Department cannot be considered adequately apart from the conditions in other similar branches of the public service. I recommend therefore that these memorials be taken into consideration by the Salaries Committee which has recently been appointed by Government under the presidency of the Hon'ble Mr. N. E. Marjoribanks.

3 In fixing the minimum pay, the qualifications demanded and the age and experience of persons who should be recruited who should ordinarily be the holder of a degree and a diploma in education will have to be considered. The average age of a graduate who has just passed his examination is about 22 years. The L.T. course is of one year's duration and the Sub-Assistant Inspector when first appointed should have had some experience in teaching. The ordinary Sub-Assistant Inspector will thus not be appointed much under the age of 25. We can obtain men on Rs 75 per mensem but the best men desire Rs 100, and those whom we appoint on Rs 75 frequently complain of the inadequacy of their pay.

4 At present the maximum is Rs 200 per mensem I am of opinion that this maximum should, if the service is to ~~remain~~ contented, be raised to Rs 250 per mensem. This would involve an overlapping of pay between the higher members of the subordinate educational service and the junior members of the provincial educational service. Since promotions to the Provincial Educational Service from the Subordinate Educational Service (Inspection Branch) are very rare and are made more on character and ability than on seniority, I consider this overlapping a matter of no moment.

5 Modern opinion and practice have tended towards the acceptance of time scales rather than grades. Most of the advantages of a graded cadre have been lost by promotions from grade to gradebeing made automatically rather than as the result of efficient work. That being so, a time scale has distinct advantages over a graded cadre. If it is the intention of Government to retain the graded cadre, I

suggest the introduction of two additional grades, one on Rs 225 per mensem, the other on Rs 250 per mensem and a redistribution of the total number of persons in the cadre in accordance with the life tables of the actuary or a smoothed age distribution deduced from the census reports. Such a distribution I consider should be applied to all cadres of all graded services and should form the standard of reference to be used for purposes of comparison. A comparison between one service and another so far as the number of persons in each grade is concerned, is based upon no standard whatever and tends invariably to the reduction of whatever scale is proposed to that which involves the minimum expenditure on the part of the employer independently of the real vital consideration which is the ~~possible~~ probable duration of life of the holder of the appointment.

6 If a time scale is adopted, I might suggest for an immediate acceptance Rs 75-10-175-15-250. An innumerable number of scales might be proposed. I merely suggest this as that which I consider might be made immediately applicable to the members of the Inspectorate Branch of the Subordinate Educational Service.

7 I do not consider that the question of promotions from the Sub-Assistant Inspectorate to the Provincial Educational Service should be taken up until orders are received on the recommendations of the Royal Commission on the Public Services, nor do I consider the comparison of the Collegiate Branch of the Educational Service a true analogy. Nowadays no one is appointed to the Collegiate Branch unless he has obtained a B. A. Honours or M. A. Degree. The majority of men who are Sub-Assistant Inspectors have taken only a Pass Degree. The relationship between the Collegiate Branch and the Inspecting Branch of the Department is however one which will be taken up on receipt of orders on the recommendations of the Royal Commission on the Public Services.

8 The travelling allowance which is granted to Sub-Assistant Inspectors is, I submit, too small and I have received unofficially more complaints under this head than I have received regarding the actual pay of members. Sub-Assistant Inspectors now receive a fixed travelling allowance of Rs 25 per mensem which works out at Rs 300 per annum. They must spend about 200 days every year in

camp and the cost of conveyance and food is not covered in the majority of cases, I believe, by the allowance granted. When this is the case, the touring officer will clearly cut down his travelling to a minimum and may endeavour to make good his loss in ways which tend to bring the administration into disrepute.

I suggest therefore that the daily allowance granted to Sub-Assistant Inspectors be increased to Rs 2 per day with the option of exchanging daily allowance for travelling allowance under the ordinary rules of the Civil Service Regulations, doing away thus with the system of fixed travelling allowance. This is a suggestion which might be given effect to immediately. The advantages of paying a touring officer according to the number of days he actually tours instead of a fixed amount each month need not be repeated in this connection. They are sufficiently well known.

I might suggest that the most urgent need is an increase in the travelling allowance of the Sub-Assistant Inspectors and would take the liberty of asking that this question be treated at once and independently of the general question of pay and prospects raised in the memorandum.

I have the honour to be,

Sir,

Your most obedient servant,

Director of Public Instruction.

NOTES. 4 Page 4

Home (Edn) Dept

con 2359A/9

Memo 2359A-2 19.11.19

An extract of para 8(a) of the letter from the DPI No 6908 S 19-10-19 is forwarded to the Ag for remarks on the suggestions contained therein

MS 11/11/19

CR 1.11.19

MS 3/11/19

To the Ag (with extract)

Remind after a month.

CR

Acknowledgement sent CR 20/11/19

C.F. 19—326,770—22-4-15.

Page No.

Home (Edn.) Dept

Le. 2359 A - From the D.P.I R.C. No 6908/7
dt 19.10.19

Memo 2359 A-8/27.11.19

In his letter read above, the D.P.I submits proposals for the revision of the pay of members of the cadre of Sub-Assistant Inspectors of Schools. The Govt. consider that the question of the revision of pay of the members of the subordinate Educational Service, Collegiate branch should also be simultaneously considered. He is requested to frame proposals for both Collegiate and Inspecting branches and submit them for the consideration of Govt.

Director

20.11.19

27.11.19

To the D.P.I (q/t memo)

Remind after a month

1,000—4-9-19.

HOME (EDUCATION) **DEPARTMENT.**

CURRENT No. b Edn 2813 A

Received -4 DEC 1919 GOVT OF MADRAS 19 . *Registered* 3.12.19

Subject.

ENCLOSURES.
No.
Spare copies

No. Spl.15-Edn. 19000

FORT ST. GEORGE,

Dated the 1st December 1919.

From

THE ACCOUNTANT-GENERAL, MADRAS,

To

THE SECRETARY TO THE GOVERNMENT OF MADRAS.

Home (Education) Department.

SIR,

With reference to Government Memo.No. 2359 A-2, dated the 19th November 1919, I have the honour to state that there is no audit objection to Government sanctioning in the Financial Department, the abolition of the System of Granting fixed travelling allowance to the Sub Assistant Inspectors of Schools in the Madras Presidency and the grant to them instead, of travelling allowance, under the ordinary rules of the Civil Service Regulations, should they consider such a change desirable.

They may also sanction the grant of daily allowance at the uniform rate of Rs.2/- per diem to all Sub Assistant Inspectors irrespective of their pay as proposed, under the powers delegated to them in Government of India letter No.1706 E.B., Finance Department, dated the 12th September 1919.

I

2th September 1919.

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

Deputy Accountant-General.

HOME (EDUCATION) DEPARTMENT. C.

Received ..... 191. Registered 29.1. 1920.

Subject.

Replying to Government memorandum No.2359 A-3 dat
27th November 1919 regarding the proposals for the revision
the pay of the members of the Subordinate Educational Servic

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

Ref On C. No. 6908/19

Station Madras, Dated the 27 January 1920

From (Name) The Hon'ble Mr.R.Littlehailes, M.A.,
(Designation) Director of Public Instruction,

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

Sir,

With reference to Government memorandum No.2359 A-3 dated 27th November 1919 and the reminder thereto dated 9th January 1920 I have the honour to state that the proposals I made with regard to the inspecting branch of the Subordinate Educational Service were of an ad interim character and that have no corresponding ad interim recommendations to make rega ing the Collegiate branch of the service. As soon as the ord of Government on the reorganization of the higher branches of

the

the Educational service are received I hope to take up the consideration of a quasi-permanent reorganization of each branch of the service.

I have the honour to be,

S i r,

Your most obedient servant,

For Director of Public Instruction

T.R. 26/1

Home (Edn)

b. 2359 A – From the D.P.I R.C. No 6908/19 dt 19.10.19

Memo 378A-1/25.2.20

With reference to para 8 of his letter read above the D.P.I is informed that the question of the revision of the scale of travelling allowance of Sub-Assistant Inspectors of Schools will be considered on receipt of the recommendations of the Salaries Committee

23.2.20

2.3.20.

To the D.P.I (memo only)

VII 49 11

9

Madras, 6th April 1920.

From

The Secretaries,

The Madras Educational Officers' Association,

M a d r a s.

To

The Secretary to Government,

Home (Education) Department,

M a d r a s,

Through the Director of Public Instruction.

Sir,

On behalf of the Madras Educational Officers' Association we beg to submit the appended resolution of theirs passed at their meeting last evening. p50 supra

We have the honour to be,

sir,

Your most obedient servants,

Mohammad Naimur Rahman

Joint secretaries, M.E.O. Association.

5/ 12

10 : 9P

Resolution of the Madras Educational Officers' Association passed at their meeting held on the 5th April 1920:-

"This Association views with serious alarm the recommendations of the Salaries Committee regarding the scale of pay of the Subordinate Educational services which are very disappointing and totally inadequate in as much as they make the conditions of the services worse than they are at present and strongly and respectfully appeal to the Government to consider the recommendations in the light of the Memorials sent recently by the Members of the two branches of the Subordinate service"

(True copy)

Joint Secretaries.

6th April 1920.

48

11 13

Home (Education) DEPARTMENT.

C.F.

Received 191

GOVT. OF MADRAS
13 MAY 1920
EDUCATIONAL DEPT.

Registered 191

Subject.

Submitting with remaks letter from the Secretaries the Madras Educational Officers' Association, regarding the Salaries Committee's Report.

VII (contd)

ENCLOS RES.
No. .....
Spare copies .....

N.R.C. No. 3927/20

Station Madras., Dated the 10th May 1920. 191

From (Name) The Hon'ble Mr. R. Littlehailes, M.A.,

(Designation) Director of Public Instruction.

To The Secretary to the Government of Madras,

Home (Education) Department.

Sir,

Submitted with the remark that I am doubtful whether the acceptance of the salaries Committee Report will -- produce a satisfactory and contented Educational service.

C Subrahmanya Chetty
10.5.20
for Director of Public Instruction.

P.R.K. 10/5

PRIVATE SECRETARY TO THE GOVERNOR
30 JUN 1920
MADRAS

VIII 12 14

Station. Madras

Date 29th June 20

11P

To

His Excellency The Right Honourable

Baron Willingdon of Ratton,

G. C. S. I., G. C. I. E., G. B. E.,

Governor-in-Council, Fort St. George.

THROUGH

THE DIRECTOR OF PUBLIC INSTRUCTION,

MADRAS.

The humble memorial of S. Mohammad Anwaruddin Ba

Most Respectfully Showeth.

1. That he begs leave to express his most heartfelt thanks to Your Excellency for the temporary relief sanctioned in G. O. No. 499 F., dated 1st June 1920, and the promise of further speedy relief held forth therein.

2. That Your Excellency's Government have been pleased to state in the above G. O. that though "it is impracticable to carryout all the revison of establishments that is required in the current year" "it may become possible in the course of the year to provide by further re-appropriation for some of the more urgently needed reorganizations."

3. That your memorialist begs to submit that the service to which he belongs has not for the last three decades had the benefit of a revision calculated materially to improve its conditions, that what revisions there have been have only lowered the average pay of the service and thrown an unduly large number of appointments in the probationary class on Rs. 75 *per mensem*, thus making promotions to the higher classes very slow, and that the Subordinate Educational Service (Inspection Branch) therefore stood in urgent need of a complete and satisfactory reorganization even prior to the advent of the present economic situation.

4. That to redress this and other grievances he submitted two memorials in 1919, the disposal of which was held over pending receipt of the report of the Salaries Committee.

5. That he on the publication of the report of the Committee submitted a third memorial in April last representing that the recommendations of the Committee were disappointing and retrograde and praying for a speedy grant of the requests made in the original memorials.

6. That he prays that Mr. A. R. Knapp be requested to summon and examine a few of the officers of the service as witnesses in the inquiry he is to conduct with the aid of the heads of departments and offices, as it was for want of such a representation his case suffered seriously at the hands of the Salaries Committee. A representation of this kind is all the more needed now as the impending reorganization is to affect not only his pay and allowances but also his further prospects.

7. That of all the subordinate officers of Government he has been the worst affected in all respects despite his high qualifications, thal the need for immediate relief is most pressing in his case, that a postponement of the improvement of the conditions of his service will drive him to the verge of desperation and that therefore he respectfully begs Your Excellency to order the reorganization of the service first and in the current year.

8. And that in conclusion your memorialist prays that Your Excellency may be pleased to grant the following requests:—

(i) examination of selected members of the service at the inquiry to be held by Mr. A. R. Knapp,

(ii) reorganization of the Service in the current year on the following lines:—

(*a*) fixing the minimum at Rs. 100,

(*b*) introducing the time scale of pay of Rs. 100-15-250.

(*c*) reserving places in the Provincial Educational Service equivalent to 20 per cent. of the number of officers in the *cadre* of Sub-Asst. Inspectors for their exclusive benefit,

or,

creating a selection grade of Rs. 250-25-500.

(*d*) and raising the fixed travelling allowance to Rs. 50 *per mensem*.

Your Excellency's humble memorialist
begs to subscribe himself,

Signature..... M Anwaruddin.

Designation..... Sub Asstt: Inspector of Schools Madras Muhdan: Range.

Copy submitted to—

(1) His Excellency The Governor of Madras through the Private Secretary.

(2) A. R. Knapp Esq., I.C.S., Madras.

Commercial Press, Madras S. E.

M A D R A S,

Dated, 8th J u l y 1920.

From

The Secretary,
The Madras District Sub-Assistant Inspectors' Association,
M a d r a s.

To

The Private Secretary,
To His Excellency the Governor of Madras,
Fort Saint George, Madras.

Sir,

I am directed to submit the enclosed copy of the resolutions passed at the meeting of the Association held on the 4th instant for the favourable and sympathetic consideration of His Excellency the Governor-in-Council.

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

Secretary.

IX (Guides) 17

RESOLUTIONS PASSED AT THE MEETING OF THE MADRAS DISTRICT -- SUB-ASSISTANT INSPECTORS' ASSOCIATION HELD ON THE 4th JULY 1920

****

(1) That this Association views with keen disappointment the temporary relief sanctioned in G.O. No. 499-F dated 1st June 1920, as it leaves out of account men drawing Rs.110 and above, is inadequate even in the case of those whom it affects and has been granted only with effect from 1st April 1920 and not 1st April 1919 as prayed for in the representations made by the members of the service.

(2) That this Association is of opinion that the Subordinate Educational Service (inspection branch) stood in urgent need of a satisfactory reorganisation long ago and that the case for the same has been only strengthened by the present day economic conditions and therefore prays that His Excellency the Governor-in-Council may be pleased to order its reorganisation first and in the current year.

(3) That this Association feels that as the impending reorganisation is to affect not only the pay and allowances but also the further prospects of the members of the service, they should be given an opportunity of stating out their case fully and therefore prays that His Excellency the Governor-in-Council may be pleased to request Mr. Knapp to examine selected members of the service in the inquiry he is to conduct with the said of Heads of Departments and Officers.

(True Extract)

Secretary.

2/24, Sivaraman Street,
Triplicane, 12th October 1920.

15

14

To

His Excellency The Right Honourable
Baron Willingdon of Rattan, G.C.S.I., G.C.I.E., G.B.E.,

Governor-in-Council,
Fort St. George.

May it please Your Excellency,

I am requested by the Madras Presidency Association of Sub Assistant Inspectors of Schools to place for favour of Your Excellency's sympathetic consideration and early disposal the enclosed resolutions together with reasons therefor passed after due consideration at their extraordinary session held on the 11th day of October 1920.

I beg to subscribe myself,
Your Excellency's most obedient & humble servant,

PRESIDENT.

Copy submitted to:-

(1) The Director of Public Instruction, Madras,
(2) A.R.Knapp, Esq., I.C.S.,

for favour of consideration.

ENCLOSURE.

Resolutions.--

1. (a) That, having regard to the fact that the pay and prospects of Sub Assistant Inspectors have, apart from economic considerations, long stood in need of improvement for the reason that the scales of pay fixed in the early eighties have not undergone any revision and that there have been only additions to the cadre, mainly in the lower grades with the result that the officers in the cadre have practically to live on starvation wages, this Conference requests His Excellency the Governor-in-Council to take up the reorganization at once and sanction a time-scale of pay of Rs.150-15-300-25-500 with an efficiency bar at Rs.400/- with effect from 1st April 1919.

(b) That this conference further requests His Excellency the Governor-in-Council that, in giving effect to the time-scale, the pay of each officer in the scale be fixed with reference to his service from the date of entry into the service.

2. (a) That this Conference requests His Excellency the Governor-in-Council that, to afford scope for promotion to men of merit and ability, an equitable number of

places

places equivalent to not less than 20 per cent of the number of officers at any time in the cadre be added to or adjusted in the Provincial Educational Service.

(b) That, having regard to the fact that in recent years the just claims of officers in the higher grades for promotion to the Provincial Educational Service have been neglected, thereby causing deep discontent in the ranks, this Conference requests His Excellency the Governor-in-Council that the places in the Provincial Educational Service referred to in 2 (a) supra be reserved for their exclusive benefit.

3. That, having regard to the extraordinary rise in the cost of maintaining conveyance, this Conference requests His Excellency the Governor-in-Council that the fixed Travelling Allowance of Rs.25/- sanctioned so long ago as 1883 be raised to Rs.50/- per mensem with effect from 1st April 1919 as urged in their several memorials, the higher rates now granted in special localities being correspondingly increased.

Reasons.--

There are at present 384 officers in the cadre of Sub Assistant Inspectors of Schools distributed among 6 grades (vide

Appendix I

Appendix I showing the number and percentage of posts in the different grades). The officers included in the cadre comprise 11 Assistant Inspectors of Schools, 195 Sub Assistants, 171 Teachers in Training Institutions, the Headmaster of the Reformatory School, Chingleput, and 6 clerks in the Office of the Director of Public Instruction.

Resolution.--I.

i. T i m e-s c a l e.

(a) How uneven the distribution of appointments among the several grades has been in the various stages of the expansion of the service from the early eighties will be evident on a reference to Appendices II and III. The last grade originally intended only for Probationers with 5 out of 62 appointments has in actual working been treated as a regular grade with 196 out of a total of 384 appointments. In the existing distribution, over 50% are comprised in the last grade and 75% in the last 2 grades taken together. This distribution in which the number of appointments in the lower grades is disproportionately large has so affected the service that the average pay has decreased from Rs.123 in 1883 to Rs.99 in 1920 (vide Appendix IV), and that in several cases,

officers

officers have had to retire before reaching the highest grade even in the Subordinate service. This has naturally caused keen discontent in the ranks as already observed by Mr. R. Littlehailes in his recommendations to the Salaries Committee, and as admitted by the latter in their report. The present acute economic conditions have further intensified the discontent which, it may be submitted, is hardly conducive to the efficiency of the service or the progress of Elementary Education in the Presidency.

(b) That for officers recruited at about the same age and employed on much the same or similar duties, a time-scale of pay is preferable to a graded one has been admitted and a time-scale has therefore been already introduced and given effect to in the higher services of this and other departments, and in the lower services of many other departments.

ii. Minimum Pay.

(a) It was expected that the high prices now ruling would be of temporary duration and cease with the restoration of peace, but contrary to all expectations the high prices have come to stay.

(b)

(b) The minimum pay of the Deputy Inspector of Schools was Rs.100 in the eighties and the minimum of Rs.150 now prayed for is none too high, considering the depreciation in the value of the Rupee.

(c) The Sub Assistant Inspector has been placed on a par with the Deputy Tahsildar and Tahsildar as regards status and rank, and his pay should not therefore be less than that fixed for the latter class of officers for whom an initial pay of Rs.150 has been suggested.

(d) Mr. Littlehailes has in his recommendations to the Salaries Committee recognised the necessity of a minimum of Rs.100 for B.A., L.T.'s., engaged as teachers in schools. As Sub Assistants are ordinarily recruited from such school assistants and after a service of 5 or 6 years, the request to start them on Rs.150 is but modest and equitable.

iii. Maximum Pay.

The maximum pay of ~~the~~ officers professionally qualified in other departments with similar and, in not a few cases, less general educational qualifications, should lend

considerable

considerable weight to the prayer for a maximum pay of Rs.500/-.

Resolution II.

When the agency of Assistant Inspectors was created, it was Sub Assistants that were appointed Assistant Inspectors some of whom even rose up to the rank of Inspectors of Schools. In recent years, however, these 12 appointments in the Provincial Educational Service which were inadequate in themselves to the large number in the Subordinate service and grew still more inadequate with the growing number of Sub Assistants, have been in practice taken away from them despite the uniform appreciation of their work by successive Directors of Public Instruction, and given to officers for whom openings into the Provincial Educational Service in their own line were not wanting. This policy has led the officers to think that their just claims for promotion to the Provincial Educational Service have been overlooked. Till now what is their due has been denied them; and when the posts of Assistant Inspectors are abolished as contemplated, the Sub Assistants will be left without any avenue of promotion to the Provincial Educational Service. This has disquieted the minds of the officers and caused dissatisfaction in the ranks. To block the avenue of promotion is bound to discourage a body of able, conscientious and efficient men on whose devotion to duty and good work depends

depends the success of the impending scheme of mass education.

Among the ranks of the service are found not only a large number of B.A., L.T's., but a good number of M.A., L.T's., also. That provision for promotion to higher service should be made for men of such high academical and professional qualifications will be readily conceded. The officers therefore pray that the 12 posts of Assistant Inspectors in the Provincial Educational Service be retained and 38 more added thereto so as to admit of at least 2 Inspecting Officers in the Provincial Educational Service for each District, whether these be designated Assistant Inspectors as heretofore or Deputy Inspectors in the impending reorganisation, and that the posts of Headmasters of Model High Schools and Secondary and Higher Elementary Training Schools be also included in the Provincial Educational Service with a view to securing an adequate number of places for the large number in the Subordinate service. The absence of such a provision will not only damp the enthusiasm of officers already in service who, when they entered it, counted on such promotion, but will also deprive the service of all attractions for University men.

Resolution III.

Resolution III.

As Sub Assistants have to tour for a definite number of days in the month and as their tours mostly lie in rural tracts, it becomes necessary for them to maintain a conveyance all through the year. It was for this reason that a fixed travelling allowance (of Rs. 25 per mensem) was sanctioned in 1883. This system of paying a fixed monthly allowance should be continued but in view of the extraordinary rise in the cost of maintaining conveyance since 1883, the allowance may be increased to Rs. 50 per mensem, the higher rates now obtaining in special localities being proportionately increased. This is strictly in accordance with the recommendations of the Salaries Committee who in para 75 of their report, state that the allowance for conveyance fixed in 1888 should be doubled.

APPENDICES.

APPENDIX I.

Statement showing the number and percentage of appointments in the different grades on 1st October 1920.

Grade.	Pay Rs.	Number of appointments	Percentage.
Class I.	200	5	1
" II.	175	11	3
" III.	150	32	8
" IV.	125	47	12
" V.	100	93	24
Probationary.	75	196	51
Total.		384	

A P P E N D I X. II.

Statement showing the number of appointments in the several grades at different periods.

Year.	No. of appointments on							
	Rs. 250	Rs. 200	Rs. 175	Rs. 150	Rs. 125	Rs. 100	Rs. 75.	Total.
1883.	2	3	5	12	14	21	5	62
1887.	2	3	5	10	12	29	12	73
Reorganization of 1887.	.	.	.	8	13	27	12	60
1905.	.	.	10	20	29	40	20	119
1912.	.	.	10	30	30	41	88	199
1913.	.	6	10	30	30	45	88	209
1918.	.	5	11	30	31	63	120	260
1919.	.	5	11	30	37	88	145	316
1920.	.	5	11	32	47	93	196	384

A P P E N D I X III.

Statement showing the percentage of appointments in the several grades at different periods.

Year.	Percentage of appointments on						
	Rs. 250	Rs. 200	Rs. 175	Rs. 150	Rs. 125	Rs. 100	Rs. 75.
1883.	3	5	8	19	23	34	8
1887.	3	4	7	14	16	40	16
Reorganization of 1887.	.	.	.	13	22	45	20
1905.	.	.	8	17	24	34	17
1912.	.	.	5	15	15	21	44
1913.	.	3	5	14	14	22	42
1918.	.	2	4	12	12	24	46
1919.	.	2	3	9	12	28	46
1920.	.	1	3	8	12	24	51

APPENDIX IV.

Statement showing the average pay of the service at different periods.

Period.	Average pay. Rs.
1883.	123
1887.	120
Reorganisation of 1887.	107
1895-1896	106
1904	105
Reorganisation of 1904	119
1912.	104
1913.	107
1918.	102
1919.	100
1920.	99

President.

Station Vellore
Date 25-11-20.

To.

His Excellency The Right Honourable

Baron Willingdon of Ratton,
G.C.S.I., G.C.I.E., G.B.E.,

GOVERNOR-IN-COUNCIL,

FORT ST. GEORGE.

THROUGH

The Director of Public Instruction,

Madras.

THE HUMBLE MEMORIAL OF

MOST RESPECTFULLY SHEWETH:—

That as a result of actual experience gained and the authoritative opinions published regarding the course of prices subsequent to September 1919 when your memorialist submitted his original memorial, he begs leave to submit the following revised prayers adopted after mature consideration at the Extraordinary session of the Madras Presidency Association of Sub Assistant Inspectors of Schools held on the 11th October 1920 for Your Excellency's sympathetic consideration and immediate disposal:—

(a) to fix the mininum pay at Rs. 150,

(b) to sanction a time-scale of pay of Rs. 150–15–300–25–500 with an efficiency bar at Rs. 400,

(c) to create an adequate number of places in the Provincial Educational Service equivalent to not less than 20 per cent of the number of officers at any time in the cadre and reserve them for their exclusive benefit,

(d) to raise the fixed travelling allowance given to officers engaged on inspection duty to Rs. 50, and

(e) to sanction the reorganisation of the service on these lines before the close of the current year and with effect from the 1st April 1919.

Please see Resolns of the Conference on pages ~~57 & 49~~ 49 ante

2. That your memorialist begs to submit that the minimum pay of Deputy Inspectors in the early eighties was Rs. 100 and the initial pay of Rs. 150 now prayed for is therefore none too high considering the depreciation in the value of the rupee.

3. That your memorialist further begs to point out that the maximum pay of Rs. 500 prayed for is the same as what every Sub Assistant could hope for and get even under the reorganisation sanctioned so early as 1887.

4. That your memorialist apprehends that the contemplated extinction of the agency of Assistant Inspectors and the consequent abolition of the very few places in the Provincial Educational Service at present open to the service to which he belongs, would close his only avenue of promotion to that service aud therefore prays that an adequate number of places equivalent to not less than 20 per cent of the number of officers in the cadre be created in the Provincial Educational Service by giving to each District on an average at least two Sub Assistants or Deputy Inspectors in the Provincial Educatonial Service and by including in that service the posts of headmasters of all High Schools and Secondary and Higher Elementary Training Schools, and that these posts be reserved for their exclusive benefit.

5. That as your memorialist is obliged to maintain a double bullock-cart all through the year for the efficient discharge of his duty and as the cost of maintaining conveyances has doubled since 1888 as admitted by the Salaries Committee in para 75 of their report, he requests that the fixed travelling allowance of Rs. 25 sanctioned so early as 1883 be raised to Rs. 50.

6. In conclusion, Your Excellency's humble memorialist begs leave to represent that he is undergoing untold privations and misery owing to the utter inadequacy of his pay and therefore prays that Your Excellency may be graciously pleased to grant his prayers before the close of the current calendar Year, so that the next year which marks a new era in the history of British Administration in India and in the Department of Education in particular may begin with a contented and efficient Subordinate Educational Service full of enthusiasm for the new and important work it has to perform.

7. For this act of sympathy and justice Your Excellency's name will ever be enshrined in the heart of your memorialist.

Your memorialiast begs to subscribe himself,

your Excellency's most humble Servant

T. D. Krishna Rao

Sub asst Inspy Schools,

Nellore Girls' Range.

Copy submitted to (1) His Excellency the Governor-in-Council through the Private Secretary,
(2) A. R. Knapp Esq., I.C.S., Salaries Commissioner.

"Sri Vaneebhooshanam" Press, Triplicane

THE MADRAS PRESIDENCY ASSOCIATION OF SUB-ASSISTANT INSPECTORS OF SCHOOLS.

2/24, Sivaraman St., Triplicane, 20-12-1920.

20 DEC 1920

From

M.R.Ry. M.S. Sundareswaran, M.A., L.T.,
Joint Secretary.

To

The Hon'ble Mr. C.G. Todhunter, C.S.I.,
Member of Council, Fort St. George.

Through

The Director of Public Instruction,
Madras.

Sir,

I have the honour to submit for favour of your kind perusal and sympathetic consideration a copy of the memorial submitted recently by the officers in the cadre of Sub-Assistant Inspectors of Schools.

I have the honour to be.

Sir,

Your most obedient Servant,

M.S. Sundareswaran

JOINT SECRETARY.

27

28

Station
Date

To.

His Excellency The Right Honourable

Baron Willingdon of Ratton,
G.C.S.I., G.C.I.E., G.B.E.,

GOVERNOR-IN-COUNCIL,

FORT ST. GEORGE.

THROUGH

The Director of Public Instruction,

Madras.

THE HUMBLE MEMORIAL OF

MOST RESPECTFULLY SHEWETH:—

That as a result of actual experience gained and the authoritative opinions published regarding the course of prices subsequent to September 1919 when your memorialist submitted his original memorial, he begs leave to submit the following revised prayers adopted after mature consideration at the Extraordinary session of the Madras Presidency Association of Sub Assistant Inspectors of Schools held on the 11th October 1920 for Your Excellency's sympathetic consideration and immediate disposal:—

(a) to fix the minimum pay at Rs. 150,

(b) to sanction a time-scale of pay of Rs. 150–15–300–25–500 with an efficiency bar at Rs. 400,

(c) to create an adequate number of places in the Provincial Educational Service equivalent to not less than 20 per cent of the number of officers at any time in the cadre and reserve them for their exclusive benefit,

(d) to raise the fixed travelling allowance given to officers engaged on inspection duty to Rs. 50, and

(e) to sanction the reorganisation of the service on these lines before the close of the current year and with effect from the 1st April 1919.

28

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3. That your memorialist further begs to point out that the maximum pay of Rs. 500 prayed for is the same as what every Sub Assistant could hope for and get even under the reorganisation sanctioned so early as 1887.

4. That your memorialist apprehends that the contemplated extinction of the agency of Assistant Inspectors and the consequent abolition of the very few places in the Provincial Educational Service at present open to the service to which he belongs, would close his only avenue of promotion to that service and therefore prays that an adequate number of places equivalent to not less than 20 per cent of the number of officers in the cadre be created in the Provincial Educational Service by giving to each District on an average at least two Sub Assistants or Deputy Inspectors in the Provincial Educatonial Service and by including in that service the posts of headmasters of all High Schools and Secondary and Higher Elementary Training Schools, and that these posts be reserved for their exclusive benefit.

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7. For this act of sympathy and justice Your Excellency's name will ever be enshrined in the heart of your memorialist.

Your memorialiast begs to subscribe himself,

Copy submitted to (1) His Excellency the Governor-in-Council through the Private Secretary,
(2) A. R. Knapp Esq., I.C.S., Salaries Commissioner.

"Sri Vaneebhooshanam" Press, Triplicane

/True Copy/
Joint Secretary.

21 DEC 1920
MADRAS

Station
Date 29

To.

His Excellency The Right Honourable

Baron Willingdon of Ratton,
G.C.S.I., G.C.I.E., G.B.E.,

GOVERNOR-IN-COUNCIL,

FORT ST. GEORGE.

THROUGH

The Director of Public Instruction,

Madras.

THE HUMBLE MEMORIAL OF T. S. Rama Swamy Aiyar

MOST RESPECTFULLY SHEWETH:—

That as a result of actual experience gained and the authoritative opinions published regarding the course of prices subsequent to September 1919 when your memorialist submitted his original memorial, he begs leave to submit the following revised prayers adopted after mature consideration at the Extraordinary session of the Madras Presidency Association of Sub Assistant Inspectors of Schools held on the 11th October 1920 for Your Excellency's sympathetic consideration and immediate disposal:—

(a) to fix the mininum pay at Rs. 150,

(b) to sanction a time-scale of pay of Rs. 150–15–300–25–500 with an efficiency bar at Rs. 400,

(c) to create an adequate number of places in the Provincial Educational Service equivalent to not less than 20 per cent of the number of officers at any time in the cadre and reserve them for their exclusive benefit,

(d) to raise the fixed travelling allowance given to officers engaged on inspection duty to Rs. 50, and

(e) to sanction the reorganisation of the service on these lines before the close of the current year and with effect from the 1st April 1919.

29

43

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3. That your memorialist further begs to point out that the maximum pay of Rs. 500 prayed for is the same as what every Sub Assistant could hope for and get even under the reorganisation sanctioned so early as 1887.

4. That your memorialist apprehends that the contemplated extinction of the agency of Assistant Inspectors and the consequent abolition of the very few places in the Provincial Educational Service at present open to the service to which he belongs, would close his only avenue of promotion to that service aud therefore prays that an adequate number of places equivalent to not less than 20 per cent of the number of officers in the cadre be created in the Provincial Educational Service by giving to each District on an average at least two Sub Assistants or Deputy Inspectors in the Provincial Educatonial Service and by including in that service the posts of headmasters of all High Schools and Secondary and Higher Elementary Training Schools, and that these posts be reserved for their exclusive benefit.

5. That as your memorialist is obliged to maintain a double bullock-cart all through the year for the efficient discharge of his duty and as the cost of maintaining conveyances has doubled since 1888 as admitted by the Salaries Committee in para 75 of their report, he requests that the fixed travelling allowance of Rs. 25 sanctioned so early as 1883 be raised to Rs. 50.

6. In conclusion, Your Excellency's humble memorialist begs leave to represent that he is undergoing untold privations and misery owing to the utter inadequacy of his pay and therefore prays that Your Excellency may be graciously pleased to grant his prayers before the close of the current calendar Year, so that the next year which marks a new era in the history of British Administration in India and in the Department of Education in particular may begin with a contented and efficient Subordinate Educational Service full of enthusiasm for the new and important work it has to perform.

7. For this act of sympathy and justice Your Excellency's name will ever be enshrined in the heart of your memorialist.

Your memorialiast begs to subscribe himself,

T. G. Ramaswami Ayyar
20-12-20
Ag: Sub Assistant Inspector of Schools, Adoni Range.

Copy submitted to (1) His Excellency the Governor-in-Council through the Private Secretary,
(2) A. R. Knapp Esq., I.C.S., Salaries Commissioner.

"Sri Vaneebhooshanam" Press, Triplicane

...edings of the Special meeting of the Association of Sub-Assistant Inspectors of Schools, South Arcot District, held at Villupuram on the ~~21st~~ 2nd. January 1921.

Resolution 1. This meeting of the Association of Sub-Assistant Inspectors, South Arcot District, views with keen disappointment, dismay and dejection, the rumoured re-organization of the cadre on the scale of Rs 100-5-150-10-250 and urges that the prayers contained in the memorials recently submitted are the irreducible minimum.

150-15-300-25-500

Mr 32-33 enfin

Resolution 2. That a deputation consisting of Mr. V. K. Narayanaswami Ayyar, Mr. A. R. Gopala Ayyar (or in the alternative Mr. C. Rangachari) Mr. Gnanadikam and Mr. Ponnurangam do wait on the Minister of Education, subject to the approval of the Provincial Association and if the Provincial Association has not already taken similar steps.

*** *** ***

Copy of resolutions 1 & 2 submitted to His Excellency the Governor of Madras, the Minister of Education and the Director of Public Instruction.

D. Gnanadikam
Secretary,
Association of Sub-Assistant Inspectors of Schools, South Arcot District.

Cuddalore N.T.
12th. January 1921.

Law (Edn) Dept
May be added to the pending file on the subject
18/1/21

A. 1. 21

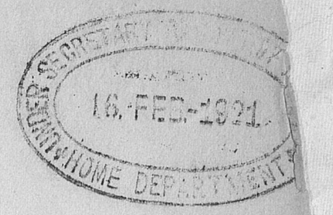
Edn. Cr. 730A 45
16.2.24

P.S. 4—2,000—12-1-20.

PRIVATE SECRETARY'S OFFICE, MADRAS.



Memo. No. 202 P.



Transferred to the Secretary to Government, Home (Educn

Department, for favour of disposal.

ENCLOSURES :

2

(By order of His Excellency the Governor.)

Madras,

The 14 - 2 - 1921.

Private Secretary.

PRIVATE SECRETARY'S OFFICE
12 FEB 1921
MADRAS

THE MADRAS PRESIDENCY ASSOCIATION OF SUB ASSISTANT INSPECTORS OF SCHOOLS.

2/24 Sivaraman Street,
Triplicane, 9th Feb. 1921.

From

M.R.Ry. M. Parthasarathi Ayyangar Avl., B.A.,
President.

To

The Private Secretary to
His Excellency, the Governor of Ma[illegible]s.

Sir,

I have the honour to forward herewith a copy of the pamphlet, "Sub-Assistant Inspectors of Schools, their disabilities, grievances and prayers", and to request that you will be so good as to place this before His Excellency for His kind perusal and sympathetic consideration.

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

M Parthasarathi Ayyangar

PRESIDENT.

Sub Assistant Inspectors of Schools,

their disabilities, grievances, and prayers.

Published by the Madras Presidency Association of Sub Assistant Inspectors of Schools.

Madras.

1921

PRINTED AT THE "SRI VANEEBHOOSHANAM" PRESS, TRIPLICANE, MADRAS. S.E.

Preface.

The pamphlet presents the case for the reorganisation of the Subordinate Educational Service (inspection branch) on the lines prayed for in the memorials submitted by the members of the service, and it will, the Association hopes, arouse a sympathetic interest on behalf of the service in the minds of His Excellency the Governor of Madras and the members and ministers of His Government, and of the public at large.

The Madras Presidency Association of Sub Assistant Inspectors of Schools.

I. History of the Service.

In the early *eighties*, the Sub Assistant Inspectors were designated Deputy Inspectors of whom there were 58 arranged in six grades on pay ranging from Rs. 100 to Rs. 250. In 1883, a new grade, called the probationary grade, with a pay of Rs. 75 was created in order *to test the merits of men*, the number of appointments in that grade being *only 5 out of a total of 62*. An important change was made in 1887, when a new class of officers known as Assistant Inspectors of Schools in three grades on pay ranging from Rs 200 to Rs: 500 was created and the designation of Deputy Inspectors changed into Sub Assistants who were arranged in four grades on pay ranging from Rs. 75 to Rs. 150. As recruitment for the posts of Assistant Inspectors was to be from the Sub Assistants' class, it was hoped that the higher openings thus offered would attract not a few graduates to the ranks of Sub Assistants. This expectation was fulfilled and men of University qualifications have been recruited in increasing numbers, so that there are now in the ranks of the service not only a very large number of B.A., L.T.'s., but a good number of M.A, L.T's, also. It may also be remembered that it is now the accepted policy of the Department to recruit only trained graduates for the posts of Sub Assistants. When, in the early nineties, the Provincial Educational Service was formed and the posts of Assistant Inspectors included therein, Sub Assistants of merit and ability were promoted to that service as Assistant Inspectors some of whom even rose to the rank of Inspectors of Schools.

The reorganisation of 1904 almost doubled the number of Sub Assistants and introduced a new grade, or rather revised the old one, on Rs. 175. Even in this reorganisation the number of appointments in the probationary grade was *only 20 out of a total of 119*. When the training schools were reorganised in 1913, a grade on Rs. 200 was created and the higher appointments in these institutions included in the *cadre* of Sub Assistant Inspectors. The appointment of additional Sub Assistants in 1912 and the revisions that followed were mere additions to the *cadre* mainly in the lower grades, *so that at present nearly 50 per cent of the posts are comprised in the probationary grade as against 8 per cent in 1883 and 75 per cent in the last two grades taken together* (Vide Appendices I and II showing respectively the number and percentage of appointments in the several grades at different periods).

II. Disabilities.

This distribution in which the number of appointments in the lower grades is disproportionately large, has so affected the service that *the average pay has decreased from Rs. 123 in 1883 to Rs. 99 in 1920* (vide Appendix III) and that promotions have become extremely tardy and distant. The neglect, in recent years, of the just claims of these officers for promotion to the Provincial Educational Service has made the chances of promotion still more remote with the result that, in several cases, officers have had to retire before reaching even the highest grade in the Subordinate Service. While the service was feeling dissatisfied at these disheartening conditions, the present economic crisis came in to intensify the volume of discontent and make the situation still more distressful. The existence of such a sore feeling is hardly conducive to the effiiciency of the service or the progress of elementary education in this Presidency.

III. Relief prayed for

To redress these and other grievances, the members of the service have memorialised the Government praying for:

(i) a time-scale of pay of Rs. 150-15-300-25-500,

(ii) the creation for their exclusive benefit of an adequate number of places in the Provincial Educational Service equivalent to not less than 20 per cent of the number of offiicers at any time in the *cadre*, and

(iii) the raising of the fixed travelling allowance given to officers engaged on inspection duty to Rs. 50.

IV. Duties and status.

For an impartial consideration of the reasonableness of these requests, an examination of the duties of these officers and the status they were intended to hold relatively to officers of other departments is necessary. It is these officers that are directly responsible for the expansion of elementary education in the Presidency. Their work has been admitted to be one demanding special experience, tact and administrative ability and involving a high degree of responsibility. They act as educational advisers to local bodies, and when the Elementary Education Act comes into force, their work will be of still greater magnitude and importance. Successive Directors of Public Instruction have recorded their high appreciation of the uniformly good and solid work turned out by these officers. The Sub Assistants were intended to hold the same status as Sub-magistrates and Tahsildars which fact has also been admitted by the Salaries Committee. Such of them as are engaged on inspection duty are, like Tahsildars, executive officers in charge of one or two taluks, and should in justice be entitled to a like status. Unfortunately, however, while the pay of Sub-magistrates and Tahsildars has undergone frequent revision, that of the Sub Assistants has steadily declined.

V. Arguments for the suggested revision.

The reorganisation of the Subordinate inspection branch is closely connected with the question whether the members thereof are to have adequate facilities for promotion to the Provincial Educational Service, for on the answer thereto depends the fixing of the maximum pay for the Subordinate Service. As the officers now in service did count on promotion to the Provincial Educational Service when they joined the department, it is doing them but bare justice to afford facilities for such promotion. From the point of view of efficiency also it will be desirable to have the Headquarters Sub Assistants and the Headmasters of training institutions included in the Provincial Educational Service. However, as any possible provision that may be made for these officers will hardly suffice to afford anything like a reasonable chance for an appreciable number of the large body of 400 men (which number is bound to swell with the expansion of elementary education) to get into the Provincial Educational Service, the reorganisation of the Subordinate Service must proceed on the assumption that though promotion to the Provincial Educational Service will be provided for, still it will not benefit a very large number.

(I) **Minimum pay:** The Sub Assistants have asked for a minimum pay of Rs150. Even so early as 1883 their minimum pay was Rs. 100. As the probationary grade cannot be and has never been treated as a regular grade, their present minimum pay should be taken at Rs. 125 including temporary allowances. The present minimum pay of Sub-magistrates who hold the same status is Rs. 150 (Rs. 125 plus Rs. 25). The minimum of Rs. 150 must therefore appear just and equitable, especially when it is remembered that it takes on an average from 7 to 10 years after graduation for one to get appointed as a Sub Assistant Inspector.

(ii) **Time-scale of pay :** When the suitability of a time-scale of pay for officers recruited at about the same age and employed on much the same or similar duties has been recognised and when such scales have been already instituted as regards other services, it is hardly necessary to labour the case for a time-scale of pay for Sub Assistants. The present maximum

pay of Tahsildars is Rs. 290 (Rs.250 plus Rs. 40) and in the reorganisation it may be safely presumed that it will be at least Rs. 300. If the chances of promotion to the gazetted services are as adequate in the case of Sub Assistants as for Tahsildars, a scale of pay rising from Rs. 150 to Rs. 300 will suffice for the Subordinate Service; but since, as already observed, they will not be so, there is need for a higher scale above Rs. 300. What the maximum in this higher scale should be must be decided by a consideration of what the maximum prospects of Sub Assistants have been till now. It has been already noticed that even so early as 1887 Sub Assistants had prospects of promotion to Rs. 500 and that with the formation of the Provincial Educational Service they could go up to Rs. 700. The maximum of Rs. 500 will therefore seem modest and reasonable.

When deciding the details of the time-scale between the two limits, the preparatory service of 7 to 10 years that a Sub Assistant has perforce to put in, and the need for enabling the members of the service to reach the maximum a few years before retirement must be taken into account. These things considered, the scale suggested, viz., Rs. 150–15–300–25–500, will be found suitable.

(iii) **Prospects :** The officers in the *cadre* of Sub Assistant Inspectors of Schools are most of them men of University qualifications who have, by undergoing sqecial training, qualified for educational work of all kinds. In the case of other departments the door to the higher services is open to all men, not excepting those who possess only the minimum educational qualifications required by the Public Service Notification—to wit, S. S. L. C. Examination. Even in the Eduational Department there is a Provincial Educational Service for those in the collegiate branch of the Subordinate Service. The Sub Assistants themselves had till very recently avenues of promotion to the Provincial Educational Service. At a time when they are complaining of the inadequacy of the provision, they are faced by a situation by which they are to lose even the little they had, owing to the contemplated abolition of the agency of Assistant Inspectors of Schools and the inclusion of all posts of Inspectors in the Indian Educational Service. If no compensating provision of a sufficiently adequate nature be made, the attractions of the service for good men, it need hardly be mentioned, are bound gradually to disappear much to the detriment of sound elementary education. When in the case of every other department, a Provincial Service is considered necessary, there is no reason whatever why an exception should be made as regards the inspection branch ; if anything, the responsible nature of the work and the high qualifications of the men should call for a preferential treatment. The experience these officers gain can be better utilised and their enthusiam for work maintained unimpaired, if places in the Provincial Service are provided for them by way of prize-posts. The officers are alive to the limitations of the service which do not permit of any large provision such as exists in other departments and have therefore asked for only such number as will equal 20 per cent of their ranks. They request that there may be two officers engaged on inspection duty for each district in the Provincial Educational Service and that the posts of headmasters of Government High and Training Schools be also included therein. The presence of a Deputy Inspector at the headquarters of the Inspector will be of considerable value not only to the Inspector, but also to the new District Educational Councils. When the reorganisation of the training schools was under consideration in 1909, thrre was a proposal to include the headmasters of these schools in the Provincial Educational Service and the present suggestion is therefore nothing novel or extravagant. In many of the High Schools the headmasters are already in the Provincial Educational Service and what is asked for is only an extension of the principle to the remaining schools also.

The officers further request that these posts may be earmarked for their exclusive benefit, for in the past few years their claims for promotion to places in the Provincial Service intended for them have, in actual practice, been all but neglected,

(iv) **Fixed Travelling Allowance :** It seems hardly necessary to discuss at any great length the case for increasing the fixed travelling allowance to Rs. 50. In para 75 of its report the Salaries Committee states that the cost of maintaining conveyances has considerably increased and that the allowances therefor fixed in 1888 should consequently be doubled. The fixed travelling allowance of Rs. 25 now drawn by Snb Assistants was fixed so early as 1883. For an efficient performance of their duty, they have to tour through the rural parts for a good number of days in a month and are consequently obliged to maintain a double-bullock cart all through the year. Considering the extra-ordinary rise in the cost of maintaining a conveyance since 1883, the request to double the fixed travelling allowances now drawn by these officers must be admitted to be justified and reasonable.

IV. Conclusion

The members of the Subordinate inspection branch have long waited for an adequate permanent relief. Even quite apart from economic considerations, there was an urgent need for an improvement in the conditions of their service. His Excellency has been pleased to observe on an occasion that the Educational Service which should be one of the most highly considered services in the Presidency is not so at present, owing to the fact that Government did not pay quite sufficient salaries to Educational officers. Education now looms large in the public gaze and great schemes of expansion are under contemplation. It will be in the fitness of things if the new era of reforms begins with a contented and efficient subordinate educational service on which will devolve the responsible duty of successfully working out the Elementary Education Act. The Association humbly and earnestly appeals to His Excellency to give practical effect to his expressed intentions regarding the Educational service, so that it may no longer be "the sorriest of trades" it is at present and grant a patient and sympathetic hearing to the prayer of the members of the Association of Sub Assistant Inspectors of Schools by sanctioning (1) a time-scale of pay of Rs. 150–15–300–25–500, (2) a monthly fixed travelling allowance of Rs. 50, and (3) the creation in the Provincial Educational Service of an adequate number of places equivalent to 20% of their number.

APPENDIX I.

Statement showing the number of appointments in the several grades at different periods.

Year.	No. of appointments on Rs. 250	Rs. 200	Rs. 175	Rs. 150	Rs. 125	Rs. 100	Rs. 75	Total
1883	2	3	5	12	14	21	5	62
1887	2	3	5	10	12	29	12	73
Reorganisation of 1887,	.	.	.	8	13	27	12	60
1905	.	.	10	20	29	40	20	119
1912	.	.	10	30	30	41	88	199
1913	.	6	10	30	30	45	88	209
1918	.	5	11	30	31	63	120	260
1919	.	5	11	30	37	88	145	316
1920	.	5	11	32	47	93	196	384

APPENDIX II.

Statement showing the percentage of appointments in the several grades at different periods.

Year.	Percentage of appointments on Rs. 250	Rs. 200	Rs. 175	Rs. 150	Rs. 125	Rs. 100	Rs. 75
1883	3	5	8	19	23	34	8
1887	3	4	7	14	16	40	16
Reorganisation of 1887	.	.	.	13	22	45	20
1905	.	.	8	17	24	34	17
1912	.	.	5	15	15	21	44
1913	.	3	5	14	14	22	42
1918	.	2	4	12	12	24	46
1919	.	2	3	9	12	28	46
1920	.	1	3	8	12	24	51

APPENDIX III.

Statement showing the average pay of the service at different periods.

Peried.	Average pay Rs.
1883	123
1887	120
Reorganisation of 1887	107
1895 – 1896	106
1904	105
Reorganisation of 1904	119
1912	104
1913	107
1918	102
1919	100
1920	99

54

P.S. 4—2,000—12-1-20.

PRIVATE SECRETARY'S OFFICE, MADRAS.

939A

Memo. No. 274-P.

Transferred to the Secretary to Government, Law (Education)

Department, for favour of disposal.

ENCLOSURES :

(By order of His Excellency the Governor.)

Madras,

The 1-3-1921.

Private Secretary.

Station
Date

To.

His Excellency The Right Honourable

Baron Willingdon of Ratton,
G.C.S.I., G.C.I.E., G.B.E.,

GOVERNOR-IN-COUNCIL,

FORT ST. GEORGE.

THROUGH

The Director of Public Instruction,

Madras.

THE HUMBLE MEMORIAL OF

M. T. Venkata ackarya Superintendent, Corporation Model Schools.

MOST RESPECTFULLY SHEWETH:—

That as a result of actual experience gained and the authoritative opinions published regarding the course of prices subsequent to September 1919 when your memorialist submitted his original memorial, he begs leave to submit the following revised prayers adopted after mature consideration at the Extraordinary session of the Madras Presidency Association of Sub Assistant Inspectors of Schools held on the 11th October 1920 for Your Excellency's sympathetic consideration and immediate disposal:—

(a) to fix the mininum pay at Rs. 150,

(b) to sanction a time-scale of pay of Rs. 150–15–300–25–500 with an efficiency bar at Rs. 400,

(c) to create an adequate number of places in the Provincial Educational Service equivalent to not less than 20 per cent of the number of officers at any time in the cadre and reserve them for their exclusive benefit,

(d) to raise the fixed travelling allowance given to officers engaged on inspection duty to Rs. 50, and

(e) to sanction the reorganisation of the service on these lines before the close of the current year and with effect from the 1st April 1919.

2. That your memorialist begs to submit that the minimum pay of Deputy Inspectors in the early eighties was Rs. 100 and the initial pay of Rs. 150 now prayed for is therefore none too high considering the depreciation in the value of the rupee.

3. That your memorialist further begs to point out that the maximum pay of Rs. 500 prayed for is the same as what every Sub Assistant could hope for and get even under the reorganisation sanctioned so early as 1887.

4. That your memorialist apprehends that the contemplated extinction of the agency of Assistant Inspectors and the consequent abolition of the very few places in the Provincial Educational Service at present open to the service to which he belongs, would close his only avenue of promotion to that service aud therefore prays that an adequate number of places equivalent to not less than 20 per cent of the number of officers in the cadre be created in the Provincial Educational Service by giving to each District on an average at least two Sub Assistants or Deputy Inspectors in the Provincial Educatonial Service and by including in that service the posts of headmasters of all High Schools and Secondary and Higher Elementary Training Schools, and that these posts be reserved for their exclusive benefit.

5. That as your memorialist is obliged to maintain a double bullock-cart all through the year for the efficient discharge of his duty and as the cost of maintaining conveyances has doubled since 1888 as admitted by the Salaries Committee in para 75 of their report, he requests that the fixed travelling allowance of Rs. 25 sanctioned so early as 1883 be raised to Rs. 50.

6. In conclusion, Your Excellency's humble memorialist begs leave to represent that he is undergoing untold privations and misery owing to the utter inadequacy of his pay and therefore prays that Your Excellency may be graciously pleased to grant his prayers before the close of the current calendar Year, so that the next year which marks a new era in the history of British Administration in India and in the Department of Education in particular may begin with a contented and efficient Subordinate Educational Service full of enthusiasm for the new and important work it has to perform.

7. For this act of sympathy and justice Your Excellency's name will ever be enshrined in the heart of your memorialist.

Your memorialiast begs to subscribe himself,

M. T. Venkatachariar
Superintendent,
Corporation Mural
Schools (Undepndtnt)
and (Lt and. Dep[t] of School
~~Pumkunta~~ Tuticorin).

Copy submitted to (1) His Excellency the Governor-in-Council through the Private Secretary,
(2) A. R. Knapp Esq., I.C.S., Salaries Commissioner.

Ro. Goc 280 of 21.

Forwarded.

"Sri Vaneebhooshanam" Press, Triplicane

S/Edn. Cn. No. 1296 A
20.3.21

THE MADRAS PRESIDENCY ASSOCIATION OF
SUB ASSISTANT INSPECTORS OF SCHOOLS.

20 MAR 1921

2/24, Sivaram Street,
Triplicane, 3rd March 1921.

From

M.R.Ry. M. Parthasarathy Ayyangar Avl., B.A.,
President.

To

The Honourable Dewan Bahadur
A. Subbarayalu Reddiyar, M.L.C.,
Minister of Education,
Fort St., George.

Law Dept

may be added to the pendrive file on the subject

27.3.21

Sir,

In continuation of my letter dated 9th February 1921 submitting for your kind and sympathetic consideration a copy of the pamphlet on the dis-abilities, -- grievances and prayers of Sub Assistant Inspectors of Schools, I have the honour to make the following representation.

2. From the announcement in the "Hindu" of the 2nd instant it is observed that the new Salaries Committee has accepted the scale of pay of Rs.100-250 proposed by the Reforms Commissioner for Sub Assistant Inspectors of Schools. I beg to submit at the outset that this decision, if accepted by Government, will constitute a grave injustice to the members of the service and will not in the least allay the large volume of discontent in their ranks. A reference to sections IV and V (1) & (ii) of the pamphlet mentioned in para 1 supra will clearly indicate, that there can be no justification whatever

whatever for giving the Sub Assistant Inspectors a lower scale of pay than that proposed for Sub Magistrates and Tahsildars, viz., Rs.150-300, while, on the other-hand, there is need for a higher scale above Rs.300/- to compensate for the very inadequate avenues of promotion to the Madras Educational Service open to these officers. To prove the utter inadequacy of the scale now proposed I need only mention that it existed even so far back as 1883 and that the present minimum pay of Sub Assistants in the regular grades is Rs.125/- including temporary additions to pay. The proposal to give them a scale of pay of Rs.100-250 will therefore cause grave alarm and keen disappointment.

3. There are other reasons too why a higher scale than that now proposed should be granted. It is observed that trained graduates who are school assistants will be given a pay of Rs.100-250. As Sub Assistants have been and are ordinarily recruited from this class after some years' service and as the work of inspection is - more arduous and responsible than teaching and entails additional expenditure owing to the fact that a touring officer has necessarily to maintain two establishments, the scale of pay sanctioned for Sub Assistants must be higher than that of school assistants. Again, the inspection and collegiate branches of the Subordinate Educational Service have so far had practically the same scales of pay, and it is hardly just to propose a lower scale for the former, despite the fact that the chances of promotion of the officers of that branch to the - Madras Educational Service are comparatively insignificant.

4. The Sub Assistant Inspectors have long and patiently waited for a satisfactory re-organization of their service. The new scale proposed is extremely retrograde, as the present minimum pay in the regular grade is Rs.125/- and as promotions from one grade to the next higher are had on an average once in every three years. I therefore most respectfully beg to request you to be so good as to give dueconsideration to the facts stated herein and in the pamphlet already referred to and sanction for the Sub Assistant Inspectors a scale of pay which will be at once just and equitable.

I have the honour to be,

S i r,

Your most obedient servant,

PRESIDENT.

ENCY ASSO-
Of
Sub Assistant Inspectors Of Schools.

AN APPEAL TO THE MEMBERS OF THE LEGISLATIVE COUNCI

The following points are set forth for the consideration of the Me bers of the Legislative Council in connection with the revision of salaries of S Assistant Inspectors of Schools and the Association respectfully requests the to espouse their cause in the Council at the time of the Budget Discussion an mete out justice to them.

SCALE OF PAY PRAYED FOR.

The members have prayed for a time-scale of pay of Rs. 150-15-30)-25-500 on the following grounds:—

(1) they have always been treated as holding the same status as Sub Magistrates and Tahsildars for whom a pay of Rs. 150-300 has been proposed,

(2) their pay was Rs 100-250 even so far back as 1883,

(3) their present pay in the regular grades is Rs. 125-240,

(4) the majority of them are B. A., L. T's, while some of them are M. A , L. T's also,

(5) they are appointed Sub Assistants only after a service of 7 to 10 years a teachers in public or private institutions,

(6) ose of them who are engaged on inspection duty are executive officers in charge of one or more taluks and have necessarily to incur additional expenditure owing to the fact that they have to maintain two establishments,

(7) the closure of the avenues of promotion to the Madras Educational Service where they can rise to Rs. 800 calls for a compensating provision by way of a higher scale above Rs. 300.

SCALE PROPOSED BY T SALARIES COMMITTEE.

The new Salaries Committee is reported to have recommended a scale of pay of Rs. 100-5-150-10-250 for Sub Assistant Inspectors. This has caused great alarm and keen disappointment in the ranks of the service and the Association submits that it constitutes a grave injustice to the members of the service and is highly retrograde in character for the following reasons :—

...num of Rs 100 now propo...
...allowance whatever has been made for the abnormal rise in prices ...at date,

(2) the present minimum pay in the regular grades is Rs 125,

(3) the scale of pay proposed for Sub Magistrates and Tahsildars whom Sub Assistants have been classed as regards status is Rs. 150-300,

(4) the inspection and collegiate branches of the Subordinate Educa...onal Service have so far been treated as parallel services and have had practi...lly the same scales of pay,

(5) the annnal increments of Rs. 5 are extremely illiberal and affect the ...fficers adversely, as a promotion of Rs. 25 which is now had on an average ...nce in every 2 or 3 years can be had in the new scale only after 5 years.

APPEAL

Education now looms large in the public gaze and great schemes of expansion are under contemplation. The new Elementary Education Act will shortly come into force and it is on the Sub Assistant Inspectors that the important duty of carrying out these schemes will largely devolve. Even if the demand for a higher scale above Rs 300 is set aside on the ground that the question of provision for the promotion of these officers to the Madras Educational Service still remains unsettled, the need for a scale of Rs. 150-300 must appear just in the light of the facts stated above. Everything that is necessary for securing a contented Subordinate Educational Service and for keeping it unimpaired in effiiciency should elaim the foremost attention of the representatives of the people and the Association therefore appeals to them to champion the cause of these officers in the Council and mete out justice to them by securing a just a... equitable revision.

MADRAS,
6th March 1921.

The Maeras Presidency As...ation
of Sub Assistant Inspectors o...hools

ANANDA TIRTHA PRESS.

...ARY'S OFFICE, MADRAS.

29. MAR 1921
GOVT. OF MADRAS

Memo. No. 387-6

Transferred to the Secretary to Government, Law (Edn.)

Department, for favour of disposal.

ENCLOSURES :
2

(By order of His Excellency the Governor.)

Madras
The 28th March 1921.

Private Secretary.

...Sivaraman Street,

Triplicane, 27th March

...om

M.R.Ry. M. S. Sundareswaran, M.A.L.T.,
Joint Secretary.

To

The Private Secretary to
His Excellency the Governor of Madras.

Sir,

I am directed by the Association to submit for favour of His Excellency's kind and sympathetic consideration the enclosed extracts from the Resolutions passed at the Second Annual Conference of the Association held on Saturday the 26th instant and request that you will be so good as to place them before His Excellency.

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

JOINT SECRETARY.

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MADRAS,
29th September 1919.

Papers 1-4 DPI's letter 6908/89 +05

To

The Hon'ble Mr. R. Littlehailes, M.A.,
Director of Public Instruction,
MADRAS.

Respected Sir,

INTRODUCTION: On behalf of ~~the members of the Deputation~~ ourselves and other memorialists in the cadre of Sub-Assistant Inspector of Schools, it is our pleasant duty to render our hearty and grateful thanks for the kindness and readiness with which you have been pleased to receive the deputation today the significance of which it is hardly necessary to emphasise. We now beg to submit to you, Sir, the following Memorandum in connection with the Memorial.

2. The idea of a memorial of this kind has long been exercising the minds of the members of this service. It had almost succeeded the memorial of the subordinate collegiate officers, but we remained encouraged with the hope that our cause would not suffer by default in view of the pronouncement of Sir Alfred Bourne in the Session of the Legislative Council held in March 1913, reference to which has been made in the memorial. The fact that the Public Service Commission had recommended that the question of the re-organization of the subordinate services should be taken up by Local Governments also made us ~~mark time~~ wait. Meanwhile the world-wide war appeared and during the period of its duration the thoughts of all classes of His Majesty's subjects were concentrated on only one matter - its victorious termination and we did our bit of war-work by doing the work of the Publicity Board, long before the Board itself was organised.as loyal officers and worthy citizens. We now feel we can no longer wait with patience and the wide-spread and deep-rooted feeling of

at date,

has been made for the abnormal rise in prices

dissatisfaction in the ranks of the service all over this Presidency has beeny voiced in the present memorandum. Indeed, the main object in arranging this deputation is to offer constructive proposals towards speedy and effective reforms in this branch of the service which, in the humble opinion of the memorialists has not been properly adjusted and readjusted to suit the growing needs and circumstances though the service itself has expanded for over half a century.

3. PRESENT POSITION. Enclosed is a statement showing, in respect of officers in the several grades as it stood on the 1st April 1919, (a) the total number of years of service of the several officers on that date and (b) the period that has elapsed between the date of their first permanent entertainment in public service and the date of reaching the presentgrade, In accordance with this statement the following table shows the average number of years of service on 1st April 1919 of the officers in the several grades and the average number of years taken by them to reach these grades from the date of their first permanent entertainment in service.

Grades.	Average No. of years of service on 1st April 19.	Average No. of years taken to reach the grades.	Percentage of appointments in the different grades to the total number.
Rs. 200	24	21	1.6
175	20	18	3.5
150	17	14	9.5
125	15	12	11.7
100	11	8	17.6
75	9	6	46

A glance at the statement will show that even a small fraction of the total number of officers cannot hope to reach the highest grade even in the subordinate service before retirement

6.0 100

The case in respect of the various grades where the periods mentioned in the statement are comparatively short are exceptional ones - the officers concerned having been directly recruited to the probationary class at the time of the strengthening of the inspecting agency in 1905 and subsequent years. For the same reason the averages referred to above have also to be taken with some caution.

We may be permitted to state en passant that the direct recruitment has considerably affected the claims, position and prosperity prospects of men already employed in service. The cases of those already employed in service who have completed the tests or have been exempted irrespective of the dates of completion or exemption have to be sympathetically considered and their ranks should be restored and pay determined with reference to the length of service.

To revert to the main point, the cause of the slowness of promotions is mainly to be traced to the manner in which the appointments in the several grades have been distributed in the various stages of expansion of this service during the last 14 or 15 years as will be seen from the table exhibited below. It is enough for the purpose of the memorialists to point out the force of the remark by drawing attention to the present distribution (1919).

Year.		Rs. 250.	Rs. 200.	Rs. 175.	Rs. 150.	Rs. 125.	Rs. 100.	Rs. 75.	Total.
Prior to 1889.	No.of Appts.	2	3	5	10	12	29	12	73
	Percentage.	2.7	4.1	6.9	13.8	16.4	39.7	16.4	100
1889	No.of Appts.				8	13	27	12	60
	Percentage.				13.3	21.7	45.0	20.0	100
1905	No.of Appts.			10	20	29	40	20	119
	Percentage.			8.4	16.8	24.3	33.6	16.8	99.9
1912	No.of Appts.			10	30	30	41	88	199
	Percentage.			5.0	15.1	15.1	20.6	44.2	100
1913	No.of Appts.		6	10	30	30	45	88	209
	Percentage.		2.8	4.8	14.4	14.4	21.6	42.1	100
1918	No.of Appts.		5	11	30	37	68	127	278
	Percentage.		1.8	3.9	10.8	13.3	24.5	45.7	100
1919	No.of Appts.		5	11	30	37	87	145	315
	Percentage.		1.6	3.5	9.5	11.7	27.6	46.0	100

Out of the total number of 315 appointments at present 206 relate to inspection, 105 to Training Schools, 3 to Direction and 1 to the Reformatory School, Chingleput. It will be seen that till the year 1905, the distribution in the several grades was fairly equitable. The several stages at which the number of appointments in the cadre was added to were the increase in the number of Sub-Assistant Inspectors' Ranges in 1905 and 1912 and the re-organization of Training Schools in 1913, 1917 and 1919, the appointment of Personal Assistants in 1917 and the increase in the number of ranges in 1919 to keep pace with the expansion of education. It will be observed from a glance at the table that the number of appointments in the lower grades has gone on increasing and this disproportion is most marked in the present distribution (1919).

Such a distribution in which the number of appointments in the lower grades is disproportionately large is bound to affect the promotion of officers to the higher grades. It will be interesting in this connection to compare the proportions that obtains in the Revenue Department (Executive) in respect of the several grades and that in force in the Educational Department of Bombay Subordinate Service, Inspecting line:-

Revenue Department - Executive Branch.

Tahsildars. Grade.	Pay Rs.	No. of appts.	Percentage.	Remarks.
		11	5.7	
I.	250	32	16.5	
II.	225	42	21.7	includes one 150-10-200.
III.	200	45	23.3	
IV	175	63	32.7	
V.	150			

Bombay Educational Department - Deputy Inspectors.

I.	400	2	6.0	
II.	350	4	12.0	
III.	300	7	21.2	
IV.	250	9	27.3	
V.	200	11	33.3	

5. Not only are the chances of promotion to the higher grades poor now but the chances of pr[omotion] of men in the Sub-Assistant Inspectorate the appointme[nt] as pointed out i[n]

Sub-Assistants cadre to the higher ranks of the service in this Presidency are practically nil. There are at present 59 appointments in the Provincial Educational Service of which 4 are not open either to the officers in the subordinate collegiate branch or the Sub-Assistant Inspectorate. Of the remaining 55 appointments, 34 are exclusively open to the men in the subordinate collegiate branch, 5 appear to be open in common to both the collegiate and the inspection branches and 16 are theoretically open to the subordinate inspectorate. Of these 16, however, 2 have to be left out of account, one relating to Coorg and the other relating to the Assistant Inspector of European and Training Schools. Thus, the number of appointments in the Provincial Educational Service theoretically open to the officers in the Sub-Assistants cadre is 14 which gives a proportion to their total number of 14 to 313 or 4.4 per cent. But in practice the percentage is much less, in fact, not even one, since only two people who were promoted from the subordinate inspectorate hold permanent appointments as Assistant Inspectors in the Provincial Educational Service - one of whom also has recently been transferred as Headmaster of a Secondary School. The following statement shows the gradual decrease in the number of men promoted from the Sub-Assistants' cadre who have held the posts of Assistant Inspectors in the Provincial Educational Service, during the last 14 years:-

Year.	No. of such men.	Total No. of Asst.Inspectors' posts in the P.E.S.
1905	8	12
1906	8	12
1907	7	12
1908	8	12
1909	8	12
1910	6	12
1911	6	12
1912	6	12
1913	5	12
1914	3	13
1915	3	13
1916	3	14
1917	2	14
1918	2	14
1919	1	14

The rest of the appointments in the Assistant Inspectorate as pointed out [illegible]

recruitment or by promoting men from the subordinate collegiate service as Assistant Inspectors. We may be permitted to state in this connection that for the subordinate collegiate officers who number about 70 ~~per cent~~, all the 55 of the 59 appointments have been practically opened thus making the proportion of the number of appointments in the Provincial Educational Service open to the total number of subordinate Collegiate Officers, 79 to 100. Besides, they are started on Rs. 100, get into the Provincial Educational Service in about ten years on ~~the~~ an average, are not worried with departmental tests, get occasionally remunerative work, enjoy vacations, and not last but not least, are doing congenial work; whereas, the memorialists, almost all of them, have taken about ten years to reach Rs. 100 with the strain of departmental tests and have to ~~be~~ do streneous and exacting work under very unfavourable conditions and find that even the very small number of avenues for promotion which is disproportionately small when compared to the strength of the cadre is closed against them to their great detriment. The object of the memorialists is not to grudge the creation of ample facilities for the subordinate collegiate men but to point out the gloomy nature of the present conditions, the inadequacy of their future prospects, the fact of their not being allowed to be sure even of these inadequate prospects and to earnestly pray for widening the scope of their promotions to an equitable and reasonable extent.

Notwithstanding the pronouncement of Sir Alfred Bourne that the Sub-Assistant Inspectorate and subordinate collegiate officers are two parallel classes of men and they are drawn from men of similar calibre the disparity between the prospects of two branches of service has been very great, for which great disparity there do not after all, appear to be strong and convincing reasons. The memorialists are fully conscious of the limitations of the service have fully realised the

practical difficulties of the department in the way of creating an equitable number of higher posts, have pitched their prayers at a very modest scale and have suggested a very modest and for the present a fairly sufficient measure as will be evident from the revised memorial.

We may be permitted to mention in this connection the proportion of higher appointments open to Tahsildars in this Presidency.

Tahsildars.	Deputy Collectors.	Percentage ~~in the higher service.~~
193	147	76

7. PRAYER:-

First:- "for immediate temporary relief by the grant of a local allowance equivalent to 25 per cent of his salary, to take effect from 1st April 1919.

The permanent relief prayed for might take time and some immediate relief is therefore necessary to relieve the economic strain. In other departments such as, Engineering, Local Fund, Medical, Police, etc. there have been re-organizations; there has been no re-organization at all in this branch of the service beyond the addition of some appointments in recent years, mainly to the lowergrades in such a manner as to materially affect the prospects, present and prospective, of the men in the service. The question of Presidency and House Rent allowances for officers in this cadre may also be considered in this connection. The social recognition to which a graduate is entitled, the economic pressure which is straitening in many cases to the point of penury, the cost of the nature of education to be imparted to sons and daughters and dependants, the standard of expenditure as a result of the influence of the standard of living of the Executive Officers in other departments, the abnormal increase in the cost of living - all these deserve sympathetic consideration and justify the prayer.

Second:- "To afford him permanent relief by

(a) converting the posts into progressive appointments by the

introduction of a time-scale of Rs. 100-15-250 and also by creating more posts in the higher or Provincial Educational Service (Inspection Branch) and reserving such a number of these appointments for the exclusive benefit of Sub-Assistant Inspectors of Schools and officers in this cadre, as will not be less than 20 per cent. of the total number at any time, of Sub-Assistants and officers in this cadre

o r

introducing one distinct time-scale of pay for Sub-Assistant Inspectors of Schools and officers in this cadre, as suggested below:-

Rs. 100-15-250-25-500 (annual)

When, in either case, the time-scale is introduced, it is prayed, that in order to enable an officer to be benefited by the new scale with reference to the extent of his service, increments in advance may be given to him, calculated at the rate of one increment for every five years' period of his total service."

At the outset it may be ~~admitted~~ stated that the Probationary Class is omitted because the persons ordinarily appointed as Sub-Assistants in the last grade will have generally put in six years' service. As direct recruitments are and will be rare each case can be dealt with on its own merits. The qualifications of the men entertained in service in recent years are such as direct recruitment will be hard to justify. There are now in service a fair number of trained teachers of the collegiate grade and these will in time naturally hope to become Sub-Assistants. The objects of the present Probationary Grade whatever they may be, can be met by other ways. The Probationary Grade, now, even as it is, is a misnomer. Those already in service will be able to qualify themselves by completing the tests before they are appointed Sub-Assistants and exceptional cases may be dealt with by stoppage of increments or exemptions on individual merits.

THE INTRODUCTION OF THE TIME-SCALE - Rs. 100-15-250.

The advantages of the time-scale are too well known and are already prevalent in the Indian Services and this has been recommended by the Public Service Commission for adoption in all Provincial Services. It is understood that in other departments the introduction of a time-scale is under contemplation. Considering the fact that the minimum pay of Deputy Tahsildars, Assistant Inspectors of Salt, Inspectors of Police is Rs. 125, Rs. 125, and Rs. 150 respectively and that of the Deputy Inspector of Schools in the sister Province of Bombay is Rs. 200, the minimum start suggested is none too much; and the object of proposing for the maximum Rs. 250 in preference to Rs. 225 in the original memorial is that it is the minimum that has been understood to ~~be~~ have been proposed in connection with the re-organization of the Provincial Educational Service. As matters stand at present, it ordinarily takes 8 years for a trained graduate to reach Rs. 100. Co-ordination of services is necessary and the uniting and knitting together of the lower services will also have to be considered from an administrative point of view. It is therefore suggested that such facilities may be created as would enable a trained graduate entering service to be appointed as Sub-Assistant, when the new scale is sanctioned, in a period of five years. This means that he should be able to reach Rs. 100 within this period and to reach the maximum of Rs. 250, it will ordinarily take him under normal circumstances a period of 15 years, and this period is not short when it is remembered that when the re-organization of the Provincial Educational Service is given effect to, a subordinate collegiate officer whose minimum start is Rs. 100 will be able to draw Rs. 250 which is the minimum of the proposed scale of that service, in about ten years - the period which he now ordinarily takes to be appointed to the Provincial Educational Service. Most of the subordinate collegiate men who hold sub protem or acting appointments in the P.E.S. at present are men who have had even less than ten years' service./It may

55

also be stated in this connection that the maximum pay of a Tahsildar and an Inspector of Police is Rs. 250.

(2) It has been pointed out already that the number of openings to the Sub-Assistant Inspectors in the higher service at present is negligibly small and even the benefit of this small number is denied to them; hence the prayer for widening the scope; the percentage asked for, viz., 20 is nothing when compared with the 50 per cent. that works out taking the number of appointments exclusively open to the subordinate collegiate men and the 79 per cent, which is the result of 55 of the 59 appointments in the P.E.S. being practically thrown open to them as will be seen from the portion of the Memorandum relating to "Present position". We may also be permitted to compare the 20 per cent. of the total number of officers in the Sub-Assistants' cadre with the percentage that obtains in the Revenue Department (Executive Branch).

Tahsildars.	Deputy Collectors.	Percentage.
193	147	76.6

We are aware of the difficulties of creating many additional posts by way of adding to the present ones. What we would respectfully urge in the main, is that the number of appointments in the higher service be increased and reserved for the exclusive benefit of officers in the cadre by the conversion of some of the existing posts in the cadre into P.E.S. ones, as was done, for instance, in the case of the Superintendent of Sanskrit Schools and the creating of a few more appointments of Inspectors in the P.E.S. as shown under:-

Inspectors P.E.S. 2 to be increased to	6
Assistant Inspectors P.E.S. 14 to be retained	14
Existing 11 Assistant Inspectors in the subordinate service to be converted into P.E.S.posts	11
Headmasterships of Secondary Training Schools and sections to be converted into P.E.S.	12
Headmasterships of Model High Schools P.E.S.	5
Direction; 2 assistants to the Director of Public Instruction	2

This works out nearly 17 per cent. and making allowance for a small margin by way of additions thereto in the immediate future, the percentage can very well be kept at 20.

The object of placing the 11 Assistant Inspectors in the subordinate service in the P.E.S. is that theydischarge identical functions as those in the P.E.S. on less pay and less travelling allowance which is an anomaly and successive reports have borne testimony to their good work. The Headmasters of Secondary Training Schools train not only those who have gone through a Secondary School Leaving Certificate course but also those who have passed the Intermediate Examination and also one or two branches of the B.A. Degree Examination and have to bring to bear upon their work capacity for organization and control, pedagogic skill and technique in teaching - qualities essential for the staff of all grades of training institutions. The efficiency of this class of officers is admitted by successive Inspectors and some of the Headmasters have justified themselves by their promotion sub protem and acting in the P.E.S. They are co-ordinate officers with the Headmasters of Secondary Schools and it is rather an anomaly that they are not already placed in the P.E.S. The work in Secondary Training Schools is of such an important nature that the Headmastership of those schools should be placed in the higher service.

8(a) ALTERNATIVE PRAYER:- <u>One distinct time-scale of Rs. 100-15-250-25-500 (annual).</u> A word of explanation is necessary as to the reasons that have induced the memorialists to urge this alternative request. In fact, they would make this their main request. The contemplated abolition of the Assistant Inspectorate will close the only avenues of promotion from the Sub-Assistant Inspectorate to the P.E.S. To block the avenues of promotions is as unfair as it is discouraging to able energetic and efficient members of the service; and the absence of some compensating provision will adversely affect the sub-ordinate service causing an intensifying discontent in the present ranks and eventually deterring capable men taking this service.

The reasons already stated for proposing Rs. 100 as the minimum and the request for thecreation of facilities to enable

a trained graduate entering sevice to be appointed as a Sub Assistant in a period of five years apply to this alternative prayer also The maximum of Rs. 500 contemplated in this scale is not high considering the maximum that an officer is expected to reach of the original request is granted and also the maximum that is ordinarily open to graduates in other departments of executive work. It may also be stated in this connection that in the subordinate service of the Bomby Presidency inspecting line the ~~pray~~ hay of the first grade Deputy Inspector is Rs. 400.

(b) If, as contemplated in the scale, it be not possible to allow every subordinate inspecting officer uniformly to rise to Rs. 500 ~~xxxthatxthexxxxxx~~ it is suggested that a selection grade may be fixed at Rs.250 and that the scale Rs. 250-25-500 may be thrown open to deserving men and that the number of such appointments may not be less than 25 per cent of the total number in the subordinate service (inspection branch) Any other form of economy is bound to prove very costly. In the opinion of the memorialists this is a very modest and at present a sufficing measure, which they hope will not go unheard or unheeded.

(c) Increments in advance calculated at the rate of one increment for every five years period of one's total service. As existing incumbents of fairly long service ~~had~~ have had no promotions, commensurate with their service and will not be fully benefited by the new scale, the request has been made for the grant of increments in advance to such officers calculated at the rate of one increment for every ~~year~~ five year's period of the total service of an officer.

9. RAISING THE FIXED TRAVELLING ALLOWANCE OF SUB ASSISTANT INSPECTORS OF SCHOOLS TO Rs. 50 Per mensem:-

Prior to 1883 the Deputy Inspectors were in receipt of a daily allowance of one rupee per diem and mileage at the rate of 4 annas per mile. The fixed travelling allowance was introduced so early as 1883 and no minimum number of tour days appears to have been fixed at the time. About 1888-89 the rules regarding the fixed travelling allowance were modified

and the officers were expected to tour for at least 18 days in the month. The difficulties regarding accommodation and the securing of conveyance ~~for him~~ etc are referred to in the memorial. The cost of conveyance and maintenance of a double bullock ~~cart~~ which has risen since 1883 can easily be imagined. The irreducible minimum of the travelling allowance should be such as to cover the cost of maintenance; and a carriage should be maintained for sufficient and efficient work. The various items of the cost of maintenance of a bandy and two bulls work out at present as follows:-

The pay of the driver	Rs.	10
Maintenance of bulls	"	35
Tolls, wear and tear, interest on investment		5
	----	Rs.50

There is also the cost of feeding the driver in camps. The fixed travelling allowance will thus be in effect, conveyance allowance. The jurisdiction, it may be thought is reduced, but it is to be remembered that the number of tour days is the same and comparatively more visits than formerly have to be paid to schools. It will thus be seen that the extent of travelling is not reduced.

The higher rates of travelling allowance that now prevail with reference to the localities and the nature of the work should also be proportionately increased consistently with the increase now prayed for in the general rate of fixed travelling allowance. Attention is also respectfully invited to the hardship caused to male officers acting in Girls' ranges in being made to draw their original rate of travelling allowance

10. NATURE AND IMPORTANCE OF THE WORK OF THE MEMORIALISTS. The nature and importance of the work of Assistant Inspectors of Schools and the headmasters of Secondary Training Schools have already been touched upon. The work of the officers in the Sub Assistant Inspectors' cadre in the office of the Director of Public Instruction is one within the personal knowledge of the Director. The qualifications of the staff of the Training Schools, Higher Elementary and Lower Elementary have considerably improved since the reorganization. The training now given is specialised, is of a high standard and of a highly practical

nature. A decidedly better class of teachers than before is turned out year after year notwithstanding the "ignorance and mental inertia" of students seeking lower elementary Training. A chance has long since come over the nature of the work of Sub Assistant Inspectors of Schools. The old "examination" of schools has now been replaced by "inspection" which requires a high degree of padagogic knowledge and ability on their part of Sub-asstts. The Sub Assistants regulate and control the work of supervisors deal with the several classes of managing bodies, improve existing schools, open new ones and carry on the general administration of the range-- all of which demand considerable tact, skill, initiative, resource, judgment and administrative ability. The means adopted for improving the qualifications of teachers and the quality of the teaching in schools such as Teachers' Associations, Central classes, Periodical conferences and Exhbitions all these require a good organising power. Their relations with the Local Boards are day by day becoming more delicate and to all intents and purposes they are their educational advisers. The no mean part they play in the elevation of depressed classes the propogandist work they do by way of disseminating useful and accurate information regarding the current events and Acts and measures of Government, their efforts to impress on parents and teachers, the benefits of vaccination and sanitation, to give boys and girls a right conception of civic duties and virtues are too well known to be dealt upon at length. The following extracts taken from the official reports speak for themselves.

"The Sub Assistants require for their work a high degree of pedagogical knowledge and skill" (Public Instruction Report for the quinquennium 1906-07 to 1911-1912)

"The work before the Inspecting Officer is so manifold and the rebuffs he gets from the silent opposition of parents and teachers to rational teaching so many that it is easy to grow disheartened and to feel justified in being so -------
On the whole, the patience and persistent endeavour (of Sub Assistant Inspectors) to teach teacherw has been admirable and the results satisfactory". Mr Yates (Public Inspruction

× × "This system obviously makes considerable demands on the initiative administrative ability and tact of the Assistant and Sub-Assistant Inspectors". P.I. Report Quin. 06-07 to 11-12

Report 1908-09).

Conclusion. 1. The Memorandum records the thought and voices the feelings of almost all the officers in the cadre The volume and intensity of the present demand are however beyond precedent. The memorailists request you, Sir, to consider the swiftly extending influence of new ideas the stimulus which these new ideas have given, the tension which the present conditions have caused, and the temperament, the aptitudes and the needs of the young and the old who are affected by the present arrangements. The stir of ambitions has always been a sign, of a demand for readjustment of conditions.

2. Modern thought is affected by two powerful waves. (1) that attenadance at school should be compulsory for every one up to an appointed age and (2) that no man should be denied the opportunity of proving his worth.

3. We are feeling the pulsation of the new movement and no educational reform will be effective that did not include every grade from the Elementary to the Collegiate and every aspect of administration from the clerical to the Inspectorate so graded and the sphere of each so defined, that those in charge of the various places, would feel that they are important units in a great system. Not until such an arrangement is made will the lives of those engaged in Educational and Educative work, Inspection, Instruction and control, be brightened. We believe that the department in this matter, has considerable lee-way to make up; but we express the hope that the progress in this direction will be steady and rapid.

4. The prospects afforded are insufficiently attractive (b) and such as to breed discontent among the multitude of promising young men and experienced old men who would be glad to find a calling remunerative and capable of satisfying the ambitions and needs of those of them, who desire to serve their country as a unit of the Empire and their generation. The remedy seems to lie in the improvements in the present system and with that end in view, we have made a constructive proposal which in our opinion is administratively the best and which takes into account the

limitations of the conditions of this branch of service.

5. As things stand at present, the ordering of the disproportionate grades is maintained, no matter what becomes of the graded. The avenues of promotion are closed. A re-ordering of the Inspectorate alone would invigorate schools, would brighten the prospects of the recruits for the subordinate inspectorate and would in the long run be beneficial to all public and private interests concerned. The system cannot be patched up any longer. What is needed is bold, and far-reaching re-organization and such a re-organization should be effected without any delay or hesitancy. We plead for a sympathetic consideration of our grievances and request you to be generous to back our Memorial up in trying to keep the Inspectorate in the forefront of Educational reorganization and reform, so that we may rise to the full height of our responsibilities with contentment and you may have your reward in the gratitude of our countrymen and in the better equipment of a future generation. We once more thank you, Sir, for your attentive and patient hearing and beg permission to present this Memorandum for your best and sympathetic consideration and action.

we beg to remain,

Respected sir,

Your most obedient servants,

Madasamy Naicker

G. Pitchai & Co

J. Tirumala Rao

Jas Peters

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Munisamy

Alcopalaudayar

P. Kavarai Lener Esq.

J. Thurairatnam

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K Rajavathnam

V. K. Narayanaswamy

Gnanambal

Sivakami Letchumanan

M. K. Selvaraja.

M. Selvanayagam

G. Somasuda

K & V Sivalingam

A Somidevapathy

Kuraya

T. Mangesh Rao

Thirumeni

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S T A T E M E N T.

No.	Service on 1st April 1919. Y.	M.	Period taken to reach the grade from the date of first permanent entertainment in service. Y.	M.
	Rs. 200			
1.	27	0	24	5
2.	26	4	23	8
3.	28	0	23	0
4.	14	3	13	7
Total.	95	7	84	8
Average.	23	11	21	2
	Rs. 175			
1.	27	1	23	1
2.	27	1	24	5
3.	18	10	16	1
4.	26	10	24	4
5.	20	7	18	6
6.	19	10	17	10
7.	14	3	12	0
8.	14	2	13 9	2 1
9	14	2	13	2
10.	14	5	13	5
11.	26	11	21	10
Total.	224	2	193	8
Average.	20	5	17	7
	Rs. 150			
1.	19	0	14	0
2.	14	2	9	1
3.	27	0	22	0
4.	14	0	9	0
5.	14	0	9	0
6.	16	5	14	5
7.	22	3	17	0
8.	24	10	20	1
9.	18	8	14	7
10.	14	0	10	0
11.	26	9	23	0
12.	13	8	9	11
13.	17	8	15	5
14.	20	11	14	11
15.	14	10	12	1
16.	26	4	23	3
17.	14	0	11	0
18.	18	9	16	1
19.	14	2	11	8
20.	14	2	11	9
21.	14	3	12	0
22.	15	2	13	5
23.	12	7	11	1
24.	16	1	15	1
25.	14	0	13	0
26.	14	0	8	10
27.	14	11	9	10
Total.	466	7	371	6
Average.	17	3	13	9

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No.	Service on 1st April 19. Y.	M.	Period taken to reach the grade from the date of first permanent entertainment in service. Y.	M.
	Rs. 125			
1.	15	4	10	1
2.	11	11	6	8
3.	14	0	8	11
4.	26	9	24	9
5.	16	1	11	0
6.	29	10	24	9
7.	13	0	8	3
8.	14	0	9	3
9.	14	0	10	0
10.	12	10	9	0
11.	9	10	6	0
12.	15	2	11	5
13.	14	2	10	8
14.	14	2	10	9
15.	14	0	11	0
16.	14	0	10	6
17.	23	8	10	8
18.	18	7	15	11
19.	10	3	7	10
20.	30	2	27	3
21.	10	1	7	10
22.	15	0	13	3
23.	6	9	5	0
24.	11	4	9	6
25.	14	0	12	5
26.	14	0	12	4
27.	14	2	13	2
28.	18	5	17	6
29.	14	11	13	11
30.	13	9	12	4
31.	17	7	16	7
32.	14	1	13	1
33.	11	6	10	6
34.	13	6	12	6
35.	13	11	12	11
36.	25	10	24	10
37.	5	3	4	3
Total.	565	10	456	7
Average.	15	4	12	4

No.	Service on 1st April 19. Y.	M.	Period taken to reach the grade from the date of first permanent entertainment in service. Y.	M.
	Rs. 100.			
1.	8	0	1	9
2.	14	2	7	4
3.	14	2	12	2
4.	14	0	18	11
5.	10	1	5	0
6.	3	8	3	8
7.	11	0	5	11
8.	10	1	5	0
9.	8	0	2	11
10.	16	6	11	4
11.	22	3	21	3
12.	23	0	17	9
13.	9	1	5	0
14.	8	6	7	6
15.	3	8	0	0
16.	5	2	1	2
17.	9	10	6	10
18.	28	8	27	8
19.	12	9	9	9
20.	10	5	6	5
21.	10	4	7	4
22.	11	6	6	2
23.	9	4	6	11
24.	11	6	6	5
25.	27	0	22	11
26.	9	7	7	10
27.	23	0	22	3
28.	6	4	2	5
29.	6	5	5	5
30.	1	0	0	2
31.	26	8	25	8
32.	7	1	6	1
33.	9	5	8	5
34.	6	9	5	9
35.	5	5	4	5
36.	10	1	9	1
37.	6	5	5	5
38.	8	9	7	9
39.	6	8	4	1
40.	6	4	1	2
41.	5	9	0	0
42.	7	8	5	0
43.	6	4	3	10
44.	7	9	1	4
Total.	485	1	342	2
Average.	11	0	7	10

No.	Service on 1st April 19. Y.	M.	Period taken to reach the grade from the date of first permanent entertainment in service. Y.	M.
	Rs. 75.			
1.	13	9	0	0
2.	10	11	0	0
3.	5	1	0	0
4.	5	3	2	4
5.	7	6	4	10
6.	10	1	4	0
7.	10	0	0	0
8.	5	1	22	1
9.	27	3	7	3
10.	9	3	21	4
11.	26	7	12	7
12.	14	7	21	7
13.	26	11	9	11
14.	13	11	16	9
15.	21	9	4	0
16.	8	8	15	1
17.	27	1	1	6
18.	6	4	5	9
19.	10	0	27	5
20.	31	5	23	0
21.	27	0	11	11
22.	16	8	0	0
23.	3	5	2	10
24.	6	7	15	0
25.	18	0	9	1
26.	14	1	0	0
27.	2	11	0	0
28.	2	11	20	10
29.	22	11	1	8
30.	3	8	4	1
31.	4	11	9	7
32.	10	8	1	6
33.	6	9	1	9
34.	7	9	17	0
35.	21	2	10	7
36.	11	6	20	2
37.	21	4	3	0
38.	6	9	10	4
39.	11	6	6	1
40.	7	3	9	6
41.	10	7	4	0
42.	5	1	4	4
43.	5	5	12	8
44.	13	9	5	7
45.	6	8	3	9
46.	6	4	4	8
47.	5	8	4	7
48.	6	4	4	4
49.	5	3		
Total.	584	3	398	3

No.	Service on 1st April 1919. Y	M.	Period taken to reach the grade from the date of first permanent entertainment in service. Y.	M.
		Rs. 75 (Sub protem).		
1.	7	1	0	9
2.	7	5	1	4
3.	6	7	3	9
4.	6	4	4	5
5.	7	1	4	5
6.	6	4	0	0
7.	8	0	3	9
8.	5	5	3	0
9.	10	1	8	4
10.	6	4	4	7
11.	6	2	4	5
12.	5	2	2	9
13.	8	2	1	10
14.	4	9	3	5
15.	3	9	1	0
16.	1	9	0	8
17.	1	1	0	0
18.	5	1	1	10
19.	4	9	3	10
20.	3	11	2	0
21.	5	2	0	0
22.	10	1	8	2
23.	4	11	3	1
24.	1	6	0	0
25.	5	6	3	10
26.	1	7	0	0
27.	3	3	2	2
28.	3	1	2	5
Total.	150	4	75	9
		Rs. 75 (Temporary)		
1.	6	5	3	9
2.	2	8	0	0
3.	5	0	3	4
Total.	14	1	7	1
Grand total.	748	8	481	1
Average.	9	4	6	0

MEMBERS OF THE DEPUTATION.

M.R.Ry. M. Parthasarathy Ayyangar, B.A., Assistant Inspector of Schools, Cuddapah District. (Spokesman).

M.R.Ry. P. Parthasarathy Nayakar, B.A., L.T., Sub Assistant Inspector of Schools, Georgetown range

M.R.Ry. B. Krishnama Acharya, B.A., L.T., Sub Assistant Inspector of Schools, Rajahmundry Range.

Ghulam Rasul Sahib, Head Master, Govt. Muhammadan Training School Madras.

M.R.Ry. M.R. Sesha Ayyar, B.A., L.T.? Headmaster, Govt. Secy. Training School, Coimbatore.

M.R.Ry. T. Tirumala Rao Nayudu, B.A., L.T., Sub Assistant Inspector of Schools, Ponnur Range (Guntur District)

M.R.Ry. T. Mangesh Rao, B.A., L.T., Headmaster, Govt. Secy. Training School, Bangalore.

M.R.Ry. A. Govindarajulu Mudaliar, B.A., Sub Assistant Inspector of Schools, Chingleput Range.

M.R.Ry. V. Narayanamurti Pantulu, B.A., L.T., Assistant Inspector of Schools, Vizagapatam District.

M.R.Ry. J.A. Peters, B.A., L.T., Sub Assistant Inspector of Schoo Mavali Range.

M.R.Ry. Vidwan G. Somanna, M.A., L.T., Headmaster, Govt. Trg. chool, Nellore.

M.R.Ry. T. Rajaratnam Pillai, B.A., L.T., Sub Assistant Inspector of Schools, Pollachi Range.

M.R.Ry. M. Satyanarayanamurti, B.A., L.T., Govt. Training School, Rajahmundry.

Abdul Gaffur Shah Sahib, B.A., L.T., Sub Assistant Inspector of Schools, Central Nagapillah.

M.R.Ry. V.K. Narayanaswami Ayyar, B.A., L.T., Headmaster, Govt. Training School, Saidapet.

M.R.Ry. C. Gopalan Nair, B.A., L.T., Sub Assistant Inspector of Schools, Palghat Range.

M.R.Ry. P.K. Pattabhirama Sastri, B.A., L.T., Sub Assistant Inspector of Schools, Cidambaram Range.

M.R.Ry. G. Damodara Mudaliar, B.A., Sub Assistant Inspector Conjeevaram Range (under training)

M.R.Ry. P. Muthuswami Ayyar, B.A., L.T., Sub Assistant Inspector Cuddalore Range.

M.R.Ry. P. Ekantaranga Nayudu, B.A., L.T., Govt. Training School, Triplicane.

M.R.Ry. K. S. Vaidyanatha Ayyar, B.A., L.T., Sub Assistant Inspector of Schools, Saidapet Range.

M.R.Ry. V.C. Srinivasa Acharya, B.A., L.T., Acting Manager, Office of the Director of Public Instruction.

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Station Vayyatipur

Date 4.8.19

To

His Excellency The Right Honourable

Baron Willingdon of Ratton, G.C.S.I., G.C.I.E., G.B.E.,

Governor in Council,

Fort St. George.

Through

The Director of Public Instruction,

Madras.

and

The Inspector of Schools;

First Circle.

The Humble Memorial of P. V. Rameswara Rao

Respectfully Showeth

That your Excellency's humble memorialist begs to bring to your Excellency's kind notice the several disabilities he has been suffering from and the hardships he has been experiencing, hoping for immediate and adequate relief at the generous hands of your Excellency.

That your memorialist belongs to a class of public servants in the subordinate branch of the Educational Department, known as, Sub-Assistant Inspectors of Schools. Successive Reports on Public Instruction bear ample testimony to the value and importance of this branch of the service, as might be evident from the following few extracts :—" With few unavoidable exceptions, *I have been able to secure the services of men whose qualifications and previous history augur well for the future. It is hoped that the strengthening of this agency* (Sub-Assistant Inspector's) *will give a great impetus to Primary Education*". (Sir Alfred Bourne, K. C. I. E., D. SC., F. R. S., in para 37 of his Report on Public Instruction for 1904-05). "*These officers require for their work a high degree of pedagogical knowledge and skill. I am glad to be able to say that they have on the whole justified the confidence placed in them ..... The Sub-Assistant Inspectors are almost all trained teachers of the Collegiate Grade* (B.A., L.T's.,) *who, while not without experience, are far from superannuation*". (Sir Alfred Bourne K. C. I. E., D. SC., F. R. S., in pages 7 and 36 of his Report on Public Instruction for

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the Quinquennium 06-07 to 11-12.) "They (the Ranges) are of unequal size and the amount of work in them varies considerably. Some Ranges, instead of the ideal number of utmost a hundred schools, have well over 200 and a considerable quantity of office work. When Sundays and holidays are taken into account, it is clearly difficult for a Sub-Assistant Inspector to get through his annual inspections, let alone pay additional visits. Travelling takes time and is in some cases difficult and it may sometimes be necessary for him to assist the Inspector in the inspection of a Secondary or a Training school. Enquiries have to be held, and conferences and meetings of Taluk Boards and Municipal Councils attended. *Small wonder therefore that the Sub-Assistant Inspector has little time for his schools and less for his private affairs*". (Sir H. Stone, M. A., C. I. E., in page 42 of his Report on Public Instruction for the Quinquenninm 11-12 to 16-17). Mr. H. Sharp, C.S.I., C.I.E., in page 42 of his report on Progress of Education in India 1912-1917, referring tothe Problems of Inspection states as follows:—"The most urgent problems are the following:—First and foremost, the superior staff is mainly engaged with the growing number of higher institutions, training schools, etc., and with office work. Hence it has little time to devote to primary schools.....Second, the subordinate staff itself is frequently so over-burdened with work that inspection must needs be cursory. Third, *the pay and status of the Subordinate staff are insufficient.*"

That the pay of the different grades of the Sub-Assistant Inspectors of schools and their fixed travelling allowance were fixed over a quarter of a century ago with reference to the then cost of living, barring a few recent changes that have not materially ameliorated their condition.

That it is a fact well-known to your Excellency that the prices of the necessaries of life are growing to unprecedented and abnormal heights, that house-rent is being enhanced as often as the landlords choose, that the cost of education of children is increasing steadily, and that touring officers have to maintain two establishments. Even the pre-war rate of the cost of living was, at least, fifty per cent more than what it was when the present rates of salaries and fixed allowances were fixed; and since the commencement of the world-devastating war which, thank God and thanks to His Majesty's invincible army and navy, has happily come to a victorious end, the cost of living has more than doubled itself. Your memorialist need hardly bring to your notice that educational officers, of all officers of Government, are the least influential with the public and cannot therefore easily command any convenience in camp—even some sort of accommodation becomes very often not available for them. The hire demanded of them for conveyance is higher than that paid by other officers. Owing to the inadequacy of their pay and allowance, Sub-Assistant Inspectors are, most of them, unable to engage a cook and are therefore obliged to cook their own meal in their camp. In such an uncomfortable camp life they are expected to play the role of pioneers of Elementary Education. The quality and quantity of pioneering work that they can do under conditions so depressing can be better imagined than described.

Every year the benign Government has been spending, with paternal solicitude, several lakhs of rupees upon Elementary Education. If Government is to get a good return for its money, then those charged with the duty of seeing to the progress, both extensively and intensively, of Elementary Education, should enjoy reasonable comfort, and be placed in a position, in which they could effectively co-operate with Government in carrying out its programme.

But such officers are seriously handicapped in the discharge of their duties by want and discomfort. It is not only the inadequacy of their salary and allowance that is responsible for their unhappy lot, but their very gloomy prospects have contributed not a little to it. Your memorialist begs to illustrate his statement by taking concrete instances to show that the chances of promotion of men in the Sub-

Assistant Inspectors' *Cadre* to the higher ranks of the service are very gloomy. The Provincial Educational Service being the only avenue of promotion, officers in the subordinate service naturally look up to that *cadre* for their promotion. But as a matter of fact, your memorialist begs to state that the officers in the subordinate educational service (inspection branch) are rarely, if at all, ever promoted to the Provincial Educational Service. For, out of 56 posts in the Provincial Educational Service, over two-thirds are in colleges and High Schools. There are, besides, some posts outside the provincial cadre, to which are attached salaries equivalent to those of the Provincial Educational Service. These are also attached to colleges and High Schools. All these are practically reserved for men in the collegiate branch of the subordinate Educational Service; for, except three acting vacancies in the last grade of the Provincial Educational Service, all have been filled by men who had been recruited either direct or from the collegiate branch of the subordinate Educational Service. To these posts of the Provincial Service belonging to the teaching branch no Sub-Assistant Inspector could ordinarily aspire.

The remaining posts (about 17) belong to the inspection branch and consist of fourteen Assistant Inspectors, 2 Inspectors, and one Superintendent of Sanskrit schools. These at least, it might be fancied, would be open to men who had been touring about and inspecting schools all their life. But what is the fact? Only *four* such persons are now holding posts in this service and *that too in the lowest grades*, Mr. A. Rama Rao, Acting Inspector of Schools, 3rd Circle, and Mr. M. S. H. Thompson, Acting Headmaster, Central High School, Mercara, are excluded, though they were started as Sub-Assistant Inspectors on special grades, for, they are England-returned men and their cases are in consequence special ones, and were intended to be special ones from the very beginning. All the remaining posts are occupied by men who were recruited either direct or from the collegiate branch of the subordinate Educational Service.

Thus it will be observed, that while all the appointments in the Provincial Service and the special appointments of equal status but outside the cadre, numbering over 65, are open to *every one* of the 59 subordinate officers of the collegiate branch, the vast army of 280 Sub-Assistant Inspectors cannot hope to rise to even a reasonable proportion of the 17 appointments in the inspection branch of the Provincial Service.

The disparity between the two branches is still more strikingly illustrated by the following facts. During the debate on Resolution No. 10 of the meeting of the Madras Legislative Council, held on 13—3—1913 regarding the improvement of the pay of Assistant Professors and Assistant Lecturers, the Hon'ble Sir Alfred Bourne, the then Director of Public Instruction, stated as follows in the course of his reply:—"*We have as a matter of fact two parallel classes of officers—Sub-Assistant Inspectors and Subordinate Collegiate Officers—and they are both drawn from men of similar calibre and sometimes they have their avocations interchanged. I can hardly think that it is desirable to raise the pay of one of these two services without considering that of the other.*" (*Vide* page 132 of Fort St. George Gazette dated 1st April 1913, Part IV). But the prospects of one class (the collegiate branch) have become brighter on account of vast openings for them into the Provincial Service. Out of 36 officers who were in this branch in 1913, 22 have since been able to secure berths in the Provincial or Higher Services (in permanent or acting vacancies). The status of Sub-Assistant Inspectors—whose case has been considered to be *parallel* by the Head of the Department—remains stagnant. (*Vide* lists of Officers of the Department, 1st January 1913 and 1st April, 1919).

Not only this. The distribution of appointments in the several grades of the Sub-Assistant Inspectors' own *Cadre* operates in such a way as to keep them in the lowest grades for a long time. There are six classes including the probationary class as noted below, and the lowest class forms the bulk of the service.

SUB-ASSISTANT INSPECTORS.

Class.	*Salaries* Rs.	*Number.*
I. Class ...	... 200 ...	... 5
II. Class ...	... 175 ...	... 11
III. Class ...	... 150 ...	... 30
IV. Class ...	... 125 ...	... 37
V. Class ...	... 100 ...	... 68
Probationary Class ...	... 75 ...	... 129
	Total	... 280

Most of the men in the highest class of the cadre are officers who have put in more than 26 years' service and are on the borders of the age of 50 or above. That your memorialist further begs leave to point out that in comparing himself with his brother officers in other Departments, he is painfully reminded of his high educational qualifications but poor prospects and poorer status. Though in theory even the 1st grade of the Provincial Educational Service on Rs. 700 is open to every Graduate in Arts and in Teaching, yet hard facts, as above pointed out, tell quite a different tale.

That in respect of Travelling allowance, an Inspector of Post Offices on Rs. 60/-, 80/-, or 100/-, draws a daily allowance of Rs. 2 with a free second class-pass for railway journey; an Overseer of the Public Works Department draws a conveyance allowance of Rs. 30 per mensem if he maintains a suitable conveyance, and is allowed a daily allowance of Re. 1—8—0 or railway fare and mileage under the Civil Service Regulations if he goes on tour in exchange for the conveyance allowance on such days; a Supervisor of the same department drawing Rs 150 or Rs. 200 is similarly allowed Rs. 2 per diem and the conveyance allowance as above. But a Sub-Assistant Inspector who is compelled to go on tours of inspection for a certain number of days in each month—190 in the year—is allowed a fixed allowance of only Rs. 25 per mensem, an amount fixed over a quarter of a century ago. He is paid no conveyance allowance and what is harder is that even this fixed allowance is reduced by one-half, or by the full amount, if his tour days fall short of the prescribed number by even a day or two, (*Vide* rule 96 of the Madras Inspection Code). He has to go not only to villages where there are schools but also to places where there are no schools for work of a pioneering nature, and where he has to secure accommodation for his stay and procure the necessaries of life under very difficult conditions.

That your memorialist hopes by the above statement of facts that he has convinced your Excellency of his hard lot and therefore ventures to humbly pray for two kinds of relief.

First,—for immediate temporary relief by the grant of a local allowance equivalent to 25 per cent of his salary, to take effect from 1st April 1919.

Secondly,—to afford him permanent relief by regrading the Cadre of the Sub-Assistant Inspectors, converting the posts into progressive appointments and revising the salaries and allowances as suggested below:

(*a*) Probationary period for 2 years on Rs. 100.

(*b*) Salary Rs. 125—10—225 annual.

Fixed travelling allowance Rs. 40 per mensem for (a) and (b)

and also by creating more posts in the higher or Provincial Educational Service (inspection branch) and throwing them open to Sub-Assistant Inspectors, and in any case by making provision for at least 10% of the total number, at any time, of officers of the Sub-Asst. Inspectors' class occupying these posts.

An officer newly appointed to the post of the Sub-Assistant Inspector may be kept on probation for two years on Rs. 100 per mensem, and then confirmed on Rs. 125 if his work and conduct are found satisfactory, and allowed to rise to Rs. 225, by annual increment of Rs. 10. As direct nomination to the Sub-Assistant Inspectors' Cadre will be rare, a Graduate and a L.T., would not be able to earn this salary in the ordinary course, before he has put in at least 15 years' service.

In conclusion, your Excellency's memorialist prays your Excellency will be pleased at your earliest convenience to grant his prayer (1) for *immediate temporary relief* (2) for *permanent revision of the Cadre as prayed for above by the introduction of a time scale* (3) for *increasing the fixed travelling allowance* and (4) for *reserving a certain proportion of appointments in the Provincial or Higher Service for the exclusive benefit of the Sub-Assistant Inspectors*, and thus relieve the hard lot of a loyal and hard-working servant of your Excellency's Government, on whose contentment depends in no small measure the expansion of Elementary Education in the Country.

Your Excellency's humble memorialist
begs to subscribe himself.

P. Rameswara Rao
Sub Assistant Inspector
of Schools,
Parvatipur Range
Parvatipur

(DESIGNATION.)

Copy submitted to His Excellency The Governor of Madras,
through the Private Secretary.

The Lawley Electric Printing Press, K. M. Hall, Tanjore.

Re No. 2399 gl/19

INSPECTOR OF SCHOOLS * FIRST CIRCLE. Cir 262 13 AUG 1919 Cor/19

Receiving office No.

DESPATCHED. 19 AUG 1919

HRc 2624 gl/19

From

M R Ry P. S. Hameswara Rao
Sub Assistant Inspector
of Schools,
Parvatipur Range
Parvatipur

DIRECTOR OF PUBLIC INSTRUCTION MADRAS Re 6908/19 25 AUG 1919

OFFICE OF THE ASSISTANT INSPECTOR OF SCHOOLS Rec. No. 6-AUG 1919 VIZAGAPATAM

To

The Assistant Inspector
of Schools,
Vizagapatam District,
Vizagapatam

Submitted.

H A Stark
Inspector of Schools,
ap in First Circle.

Subject

Submitting memorial to ameliorate the condition of officers in the cadre of Sub Assistant Inspectors of Schools.

R. Re. No. 2399 gl/19

9-8-19

Submitted to the Inspector of Schools, I circle.

Narayanaswami
8/8

Asst: Inspr. of Schools,
7/8. I circle.

A

93

C.F.—20.

HOME (EDUCATION) DEPARTMENT.

Cor 2569 A

Received 8 NOV 1919 19 — REGISTRAR HOME DEPARTMENT GOVT. OF MADRAS

Registered 8-11 191 5

Subject.

Submitting revised memorials of certain Sub Assistant Inspector of Schools praying for improvements of prospects in the conditions of their services.

ENCLOSURES.
No.
Spare copies

R.C No. 6908/19

Station Madras., Dated the 7th November 1919

From (Name) The Hon'ble Mr. R. Littlehailes, M.A.,
(Designation) Director of Public Instruction.

To The Secretary to the Government of Madras,
HOME (EDUCATION) Department.

Sir,

93

Ae 6908/1987-1119.

Submitted to the Secretary to Government Home (Education), in continuation of this office R.C. No. 6908/19 dated 20th October 1919.

for Director of Public Instruction.

P.R.K. 6/11.

Station

Date.

To

His Excellency the Right Honourable
Baron Willington of Ratton, G.C.S.I, G.C.I.E,
G.B.E,

Governor in Council
Fort St. George.

Through
The Director of Public Instruction,
Madras

In continuation of his humble memorial regarding the improvement of his pay, prospects &c, your Excellency's memorialist respectfully submits the following modified prayer, on re-consideration and in view of the fact that his position will be considerably affected by the reorganization of the Provincial Educational Service, with reference to the recommendations of the Public Service Commission, which has been recently announced in the papers, now under consideration.

First:- for immediate temporary relief by the grant of a local allowance equivalent to 25 per cent of his salary, to take effect from 1st April 1919.

Secondly:- to afford him permanent relief by
(a) Converting the posts into progressive appointments by the introduction of a time scale of pay of Rs 100-15-250 (annual) and also by creating more posts in the higher or Provincial Educational Service (inspection branch) and reserving such a number of these appointments for the exclusive benefit of Sub Assistant-Inspectors of Schools and Officers in this Cadre, as will not be less than 20 per cent of the total number at any time of Sub Assistants and Officers in this Cadre.

or

introducing one distinct time scale of pay for Sub Assistant-Inspectors of Schools and Officers in this Cadre, as suggested below:-

Rs 100-15-250-25-500 (annual).

When in either case, the time scale is introduced it is prayed, that in order to enable an Officer to be benefited by the new scale with reference to the extent of his service, increments in advance may be given to him, calculated at the rate of one increment for every 5 year's period of his total Ser-

(6)

(b) raising the fixed travelling allowance of Sub Assistant-Inspectors of Schools to Rs 50 per mensem.

In conclusion your Excellency's memorialist prays your Excellency will be pleased at your earliest convenience to grant his prayer.

(1) for immediate-temporary relief (2) for permanent relief in either of the ways as prayed for above in the matter of salaries and prospects (3) for raising the fixed travelling allowance of Sub Assistants to Rs 50 per mensem.

Your Excellency's humble memorialist begs to subscribe himself

Name D Varadarajan Pillai

Designation Sub-Asst. Deputy Schools Kurnool Range

G.O. 1521 A/1920.

P.S. 4—600—12-12 19.

PRIVATE SECRETARY'S OFFICE, MADRAS.

43

Memo. No. 86-P.

30-APR. 1920 GOVT. OF MADRAS

Transferred to the Secretary to Government, Home (Education) Department, for favour of disposal.

ENCLOSURES:

15

(By order of His Excellency the Governor.)

Ootacamund,

The 28. 4. 1920.

Private Secretary.

Homeless Dept

Memorials are asked.

We may be informed of the receipt of the original memorial from the Board of Revenue.

1497 A

No 289

3/5/20

To

His Excellency The Right Honourable

Baron Willingdon of Ratton,

G. C. S. I., G. C. I. E., G. B. E.,

Governor-in-Council, Fort St. George.

THROUGH

THE DIRECTOR OF PUBLIC INSTRUCTION, MADRAS.

THE HUMBLE MEMORIAL OF S. Panchapagesa Sarma.

1st asst. Government Training School Dindigal

MOST RESPECTFULLY SHOWETH :—

1. That he submitted a memorial in September 1919, praying for (*a*) immediate *ad interim* relief with effect from 1st April 1919 and (*b*) permanent relief by way of improved pay and allowances, and prospects.

2. That the disposal of the same was held over pending receipt of the report of the Salaries Committee.

3. That your memorialist begs respectfully to submit that the recommendations of the Committee so far as they affect the Subordinate Educational Service (inspection branch) are for the reasons stated hereunder inadequate and disappointing in respect of (1) Minimum pay, (2) Scale proposed, and (3) Prospects of promotion to higher ranks.

(1). Minimum pay : The Committee, while admitting that "the prices have rather more than doubled," still recommends the same minimum pay as existed in the nineties. Likewise, while placing him on a par with Deputy Tahsildars and Tahsildars as regards status and rank, it fixes his minimum pay at half their figure. Again, the Committee has failed to take into account the service of 5 to 7 years that an officer has to put in in the lower grades before he is appointed as a Sub-Assistant Inspector, and has consequently presumed that the age at which an officer is generally appointed is 25 years while as a fact it is about 30. Last, the Committee has totally ignored the recommendation of the Director of Public Instruction that the minimum should be fixed at Rs. 100 which it is submitted is none too excessive for the kind of men recruited.

(2) Scale proposed : The principle of time-scale suggested by the Committee will prove a welcome departure if the maximum can be reached in a much shorter period by annual increments. The adoption of biennial and triennial increments as recommended is far from being an improvement on existing conditions, which have by themselves caused no little discontent among the ranks of the service, due to slowness of promotions. For, under the proposed scale, the maximum of Rs. 250 can be reached only after a service of 27 to 29 years, while as things stand at present, the maximum of Rs. 200 is reached in 20 years and entry into provincial service ordinarily secured in 24.

Further, the maximum of Rs. 250 now recommended by the Committee obtained in the case of Deputy Inspectors in the eighties.

(3) Prospects of promotion to higher ranks : It is humiliating in the extreme for your memorialist to be told that "the subordinates of the classes under discussion have practically no prospects of promotion to this (P. E. S.) service". While in respect of other departments the passage from the lowest to the highest ranks is thrown

open to every subordinate whatever his qualifications, in this department the Committee would close the door against men of superior qualifications (*viz.*, M. A., L. T., and B. A., L. T.). In other words, while an S. S. L. C. man of any other department may according to the Committee rise to the topmost place on a salary of Rs. 1,000 and more, a B. A., L. T., or an M. A., L. T., must stop at Rs. 250 in the Educational Department and go no further. This it is submitted will not only damp the spirits of officers of merit already in service but will also have the effect of discouraging men of high academical qualifications taking up to the service in future.

4. That Your Excellency while at Kavali a few months ago was pleased to observe, "Again, I believe that the educational service in this country should be one of the most highly considered services that we have got under the administration of the Madras Presidency. But I regret extremely that at present time it cannot be said that the educational service is being highly considered. This is due to the fact that Government did not pay quite sufficient salaries to educational officers." This encouraging pronouncement infused new hopes into your memorialist's mind and led him to expec the advent of better days for the educational service. But the recommendations of the Committee are unfortunately illiberal and entirely out of tune with Your Excellency's kind observations or with the moving times.

5. That in view of the admittedly increased prices of the necessaries of life and the imperative need for maintaining a conveyance all the year round for a proper discharge of his work, your memorialist begs leave to repeat his prayer that his monthly fixed travelling allowance may be raised from Rs. 25 to at least Rs. 50. The advantages of the fixed over the ordinary travelling allowance system have been exhaustively dealt with by the Committee in its report.

6. That your humble memorialist while fully confident that his case will receive due and adequate consideration at Your Excellency's hands, begs permission to reiterate his prayer for permanent relief by

(i) fixing the minimum at Rs. 100.

(ii) introducing the time-scale of pay of Rs. 100-15-250.

(iii) reserving places in the Provincial Educational Service equivalent to 20. per cent. of the number of officers in the *Cadre* of Sub-Assistant Inspectors for their exclusive benefit.

or

creating a selection grade of Rs. 250-25-500

(iv) and raising the fixed travelling allowance to Rs. 50.

7. And that in clonclusion your memorialist prays that in view of the hard times he is passing through, Your Excellency may be pleased to grant him immediately adequate *ad interim* relief as already prayed for.

Your Excellency's humble memorialist
begs to subcribe himself,

Dwidigal
21 April 1920

Designation 1st asst. Govt. Training Schools

Dwidigal.

Copy submitted to His Excllency the Governor of Madras through the Private Secretary.

Commercial Press, Madras, S. E.

Same as
No 474

PRIVATE SECRETARY TO THE GOVERNOR
20 APR 1920
MADRAS

48

REGISTRAR HOME DEPARTMENT
21-APR. 1920
GOVT. OF MADRAS

To

His Excellency The Right Honourable
Baron Willingdon of Ratton,
G. C. S. I., G. C. I. E., G. B. E.,
Governor-in-Council, Fort St. George.

THROUGH

THE DIRECTOR OF PUBLIC INSTRUCTION, MADRAS.

THE HUMBLE MEMORIAL OF Mr. A. Ayhchar
Sub asst Inspector of Schools. Hindupur Range

MOST RESPECTFULLY SHOWETH :—

1. That he submitted a memorial in September 1919, praying for (*a*) immediate *ad interim* relief with effect from 1st April 1919 and (*b*) permanent relief by way of improved pay and allowances, and prospects.

2. That the disposal of the same was held over pending receipt of the report of the Salaries Committee.

3. That your memorialist begs respectfully to submit that the recommendations of the Committee so far as they affect the Subordinate Educational Service (inspection branch) are for the reasons stated hereunder inadequate and disappointing in respect of (1) Minimum pay, (2) Scale proposed, and (3) Prospects of promotion to higher ranks.

(1). Minimum pay : The Committee, while admitting that "the prices have rather more than doubled," still recommends the same minimum pay as existed in the nineties. Likewise, while placing him on a par with Deputy Tahsildars and Tahsildars as regards status and rank, it fixes his minimum pay at half their figure. Again, the Committee has failed to take into account the service of 5 to 7 years that an officer has to put in in the lower grades before he is appointed as a Sub-Assistant Inspector, and has consequently presumed that the age at which an officer is generally appointed is 25 years while as a fact it is about 30. Last, the Committee has totally ignored the recommendation of the Director of Public Instruction that the minimum should be fixed at Rs. 100 which it is submitted is none too excessive for the kind of men recruited.

(2) Scale proposed : The principle of time-scale suggested by the Committee will prove a welcome departure if the maximum can be reached in a much shorter period by annual increments. The adoption of biennial and triennial increments as recommended is far from being an improvement on existing conditions, which have by themselves caused no little discontent among the ranks of the service, due to slowness of promotions. For, under the proposed scale, the maximum of Rs. 250 can be reached only after a service of 27 to 29 years, while as things stand at present, the maximum of Rs. 200 is reached in 20 years and entry into provincial service ordinarily secured in 24.

Further, the maximum of Rs. 250 now recommended by the Committee obtained in the case of Deputy Inspectors in the eighties.

(3) Prospects of promotion to higher ranks : It is humiliating in the extreme for your memorialist to be told that "the subordinates of the classes under discussion have practically no prospects of promotion to this (P. E. S.) service". While in respect of other departments the passage from the lowest to the highest ranks is thrown

open to every subordinate whatever his qualifications, in this department the Committee would close the door against men of superior qualifications (*viz.*, M. A., L. T., and B. A., L. T.). In other words, while an S. S. L. C. man of any other department may according to the Committee rise to the topmost place on a salary of Rs. 1,000 and more, a B. A., L. T., or an M. A., L. T., must stop at Rs. 250 in the Educational Department and go no further. This it is submitted will not only damp the spirits of officers of merit already in service but will also have the effect of discouraging men of high academical qualifications taking up to the service in future.

4. That Your Excellency while at Kavali a few months ago was pleased to observe, "Again, I believe that the educational service in this country should be one of the most highly considered services that we have got under the administration of the Madras Presidency. But I regret extremely that at present time it cannot be said that the educational service is being highly considered. This is due to the fact that Government did not pay quite sufficient salaries to educational officers." This encouraging pronouncement infused new hopes into your memorialist's mind and led him to expect the advent of better days for the educational service. But the recommendations of the Committee are unfortunately illiberal and entirely out of tune with Your Excellency's kind observations or with the moving times.

5. That in view of the admittedly increased prices of the necessaries of life and the imperative need for maintaining a conveyance all the year round for a proper discharge of his work, your memorialist begs leave to repeat his prayer that his monthly fixed travelling allowance may be raised from Rs. 25 to at least Rs. 50. The advantages of the fixed over the ordinary travelling allowance system have been exhaustively dealt with by the Committee in its report.

6. That your humble memorialist while fully confident that his case will receive due and adequate consideration at Your Excellency's hands, begs permission to reiterate his prayer for permanent relief by

(i) fixing the minimum at Rs. 100.

(ii) introducing the time-scale of pay of Rs. 100-15-250.

(iii) reserving places in the Provincial Educational Service equivalent to 20. per cent. of the number of officers in the *Cadre* of Sub-Assistant Inspectors for their exclusive benefit,

or

creating a selection grade of Rs. 250-25-500

(iv) and raising the fixed travelling allowance to Rs. 50.

7. And that in clonclusion your memorialist prays that in view of the hard times he is passing through, Your Excellency may be pleased to grant him immediately adequate *ad interim* relief as already prayed for.

Your Excellency's humble memorialist
begs to subcribe himself,

Designation Sub-Asst Inspectress of Schools Rajahmundry.

Copy submitted to His Excllency the Governor of Madras through the Private Secretary.

Commercial Press, Madras, S E.

PRIVATE SECRETARY TO THE GOVERNOR
6 JUL 1920
MADRAS

(36)

Station. Rajahmundry

Date July 1 1920

GOVERNMENT HOME DEPARTMENT
6 JUL 1920

To

His Excellency The Right Honourable

Baron Willingdon of Ratton,

G. C. S. I., G. C. I. E., G. B. E.,

Governor-in-Council, Fort St. George.

THROUGH

THE DIRECTOR OF PUBLIC INSTRUCTION,

MADRAS.

The humble memorial of G. Venkataswamulu
A. S. Sub-Assistant Inspector of Schools Rajahmundry Range.

Most Respectfully Showeth.

1. That he begs leave to express his most heartfelt thanks to Your Excellency for the temporary relief sanctioned in G. O. No. 499 F., dated 1st June 1920, and the promise of further speedy relief held forth therein.

2. That Your Excellency's Government have been pleased to state in the above G. O. that though "it is impracticable to carryout all the revison of establishments that is required in the current year" "it may become possible in the course of the year to provide by further re-appropriation for some of the more urgently needed reorganizations."

3. That your memorialist begs to submit that the service to which he belongs has not for the last three decades had the benefit of a revision calculated materially to improve its conditions, that what revisions there have been have only lowered the average pay of the service and thrown an unduly large number of appointments in the probationary class on Rs. 75 *per mensem*, thus making promotions to the higher classes very slow, and that the Subordinate Educational Service (Inspection Branch) therefore stood in urgent need of a complete and satisfactory reorganization even prior to the advent of the present economic situation.

4. That to redress this and other grievances he submitted two memorials in 1919, the disposal of which was held over pending receipt of the report of the Salaries Committee.

5. That he on the publication of the report of the Committee submitted a third memorial in April last representing that the recommendations of the Committee were disappointing and retrograde and praying for a speedy grant of the requests made in the original memorials.

53(4)

6. That he prays that Mr. A. R. Knapp be requested to summon and examine a few of the officers of the service as witnesses in the inquiry he is to conduct with the aid of the heads of departments and offices, as it was for want of such a representation his case suffered seriously at the hands of the Salaries Committee. A representation of this kind is all the more needed now as the impending reorganization is to affect not only his pay and allowances but also his further prospects.

7. That of all the subordinate officers of Government he has been the worst affected in all respects despite his high qualifications, thal the need for immediate relief is most pressing in his case, that a postponement of the improvement of the conditions of his service will drive him to the verge of desperation and that therefore he respectfully begs Your Excellency to order the reorganization of the service first and in the current year.

8. And that in conclusion your memorialist prays that Your Excellency may be pleased to grant the following requests:—

(i) examination of selected members of the service at the inquiry to be held by Mr. A. R. Knapp,

(ii) reorganization of the Service in the current year on the following lines:—

(*a*) fixing the minimum at Rs. 100,

(*b*) introducing the time scale of pay of Rs. 100-15-250.

(*c*) reserving places in the Provincial Educational Service equivalent to 20 per cent. of the number of officers in the *cadre* of Sub-Asst. Inspectors for their exclusive benefit,

or,

creating a selection grade of Rs. 250-25-500.

(*d*) and raising the fixed travelling allowance to Rs. 50 *per mensem*.

Your Excellency's humble memorialist
begs to subscribe himself,

Signature..... G. Chellaswamy

Designation..... Ag. Sub-Asst. Inspector of Schools, Razole Range

Copy submitted to—

(1) His Excellency The Governor of Madras through the Private Secretary.

(2) A. R. Knapp Esq., I.C.S., Madras.

Commercial Press, Madras S. E.

A

53(c)

Mon 2123 A

P.S. 4—1,500—8-2-19.

1072

PRIVATE SECRETARY'S OFFICE, MADRAS.

PUBLIC (HOME DEPARTMENT) 9 JUL 1920 MADRAS

Memo. No. 448-P.

Transferred to the Secretary to Government, Home (Edn)

Department, for favour of disposal.

ENCLOSURES:

one letter

(By order of His Excellency the Governor.)

Private Secretary.

Postacamund.

The 6th July 1920.

or,

creating a selection grade of Rs. 250-25-500.

(*d*) and raising the fixed travelling allowance to Rs. 50 *per mensem*.

Your Excellency's humble memorialist
begs to subscribe himself,

Signature..... G. Venkataswamy

Designation..... Ag. Sub-Asst. Inspector of Schools, Razole Range

Copy submitted to—

(1) His Excellency The Governor of Madras through the Private Secretary.

(2) A. R. Knapp Esq., I.C.S., Madras.

Commercial Press, Madras S. E.

2 53(d)

PUBLIC (POLITICAL) DEPARTMENT
9 JUL 1920
RECEIVED

Chittoor, Dated the 29th June 1920.

From

The Secretary,

Chittoor District branch Association of

Sub Assistant Inspectors of schools,

CHITTOOR.

To

The Private Secretary to

His Excellency the Governor of Madras,

MADRAS.

Sir,

I enclose herewith a copy of the Resolutions passed by the members of the Chittoor District Branch Association of Sub Assistant Inspectors of schools held at a meeting held on Sunday the 27th Instant, at Chittoor and request you to be so good as to place them before His Excellency the Governor for His Excellency's sympathetic consideration.

I have the honour to be,

Sir,

Your most obedient servant,

R. Shivaswamy

Secretary, Chittoor District Branch Association of Sub Assistant Inspectors of Schools.

3 57(e)

Copy of the Resolutions passed at the meeting of the Chittoor District Branch Association of the Sub Assistant Inspectors.

ooo--ooo

(K) That this Association views with keen disappointment the temporary relief sanctioned in G. O. No.499-F dated 1st June 1920, as it leaves out of account men drawing Rs.110/- and above, as it is inadequate even in the case of those whom it affects and as ~~it has~~ it has been granted only with effect from 1st April 1920 and not from 1st April 1919 as prayed for in the representations made by the members of the service.

That this Association is of opinion that the Subordinate Educational Service (Non-Collegiate) stood in urgent need of a satisfactory reorganisation long ago and that the case for the same has been only strengthened by the present day economic conditions and therefore prays that His Excellency the Governor-in-Council may be pleased to order its reorganisation first and in the current year.

That this Association feels that as the impending organisation is to affect not only the pay and allowances but also the further prospects of the members of the service, they should be given an opportunity of stating out their case fully and therefore prays that His Excellency the Governor-in-Council may be pleased to request the Honble A. R. Knapp, Esq., I.C.S., to examine selected members of the service in the Enquiry he is to conduct with the aid of Heads of ~~Depa~~ Departments and Offices.

ooo--ooo

29

4 5316

P.S. 4—1,500—8-2-19.

PRIVATE SECRETARY'S OFFICE, MADRAS.

Memo. No._____

Transferred to the Secretary to Government, Home (Education)

Department, for favour of disposal.

ENCLOSURES:
22 Judgs

(By order of His Excellency the Governor.)

N. de Brath. Captain
for Private Secretary.

The 9th July 1920.

54

Eon 3103A/27 co 41

PRIVATE SECRETARY'S OFFICE, MADRAS.

Memo.No. 916-P.

REGISTRAR HOME DEPARTMENT
26. OCT-1920
GOVT. OF MADRAS

Transferred to the Secretary to Government, Home (Education) Department, for favour of disposal.

Enclrs:
36
40.

(By order of His Excellency the Governor)

Private Secretary.

Madras Governor's Camp.
20. 10. 1920.

Home (Edn) Dept.
may be added to the pending file on the subject
29.10.20

C. 1

POSTS & TELEGRAPHS.

NOTICE.
This form must accompany any inquiry made respecting this Telegram.

Charges to pay: Rs. As.

Office Stamp: 26 OCT 1920 SECRETARIAT DEPARTMENT GOVT. OF MADRAS

Handed in at (Office of Origin) | Date | Hour. | Minute. | Service Instructions. | Words: 42

To His Excellency

Reed. here at H. M.

Lover In Council madras
Governors Camp.
Madras presidency Subassisth
Inspectors association extraordinary
Conference eleventh Octr prays
Immediate reorganisation (1) Time
Scale rupees 150 To 500 (2)

N.B.—The name of the Sender, if telegraphed, is written after the text.

Lal Chand & Sons—3342 13-10-19—2,00,000 Bks. (Edn. 1).

C. 2

POSTS & TELEGRAPHS.

NOTICE.
This form must accompany any inquiry made respecting this Telegram.

Charges to pay: Rs. As.

Office Stamp: 26 OCT 1920 SECRETARIAT DEPARTMENT GOVT. OF MADRAS

Handed in at (Office of Origin) | Date | Hour. (2) | Minute. | Service Instructions. | Words:

To

Reed. here at H. M.

adequate provision in provincial
Service (3) fixed Travelling
allowance rupees 50 resolutions
follow. president..

Sub Asst Dirs of Schools

Home (Educ) Dept G.H.—11

I

NOTES.

Parliamentary Control to Pers

82

NOTES.

Home (Edn) Dept.

C. 2359 A - Kamptee D.P.I No 6208/19 dt 19-10-19

Subject :— Memorials from Sub-Asst Insps of Schools praying for improvements in the conditions of their service

para 1, p. 2 ante

The D.P.I's suggestion that the memorials be taken into consideration by the Salaries Committee has been separately referred to Financial and the decision of that Dept may be awaited.

2. From para 2 of Gen. No 766 Financial dt 24.10.19 it will be observed that one of the points of reference to the Salaries Committee is the necessity (or otherwise) for an increase in the rates of travelling allowances of Gazd servants of the classes referred to in that para. Sub-Assistant Insps of Schools are not specifically mentioned in the Gen. and it is not clear that the question of the adequacy of the T.A. of these officers will be taken into consideration by the Salaries Committee. Further the D.P.I suggests that the question of

Vide note by the President, Salaries Committee on p. 7 of Gen No 53 dt 11.12.19 (Y) (P)

Item 11 on p. 2 of Gen. Papers (P)

para 9, p. 4of of T.A. be treated at once and indepe
ly of the general question of pay and prospe
It is for consideration whether this suggestion
should be approved. If so it would
seem desirable to obtain the A.G.'s
para 8, p. 4of opinion on the D.P.I's proposal that
the fixed travelling allowance now pay-
able to Sub-Assistant Inspectors may
be altered to a daily allowance of Rs2 per
day with the option of exchanging daily
allowance for travelling allowance under
the ordinary rules of the C.S.R. Subject
to orders, a draft Endt is submitted
for approval

31-10-19 1.11.19

I send the draft memo to
Govt for acceptance. I intend
that the question of T.A. be tackled with
at once.

2. Later on a copy of the current & a memorial
I shall send to the Salaries Committee.
~~But for consideration~~ Pari passu I
would take up separately the
whole question of Reorganisation with
reference to precedents & our proposals
regd Class II of the Ecclesl Service.

3/11/19

CHIEF SECRETARIAT MADRAS GOVT
1 NOV 1919

3827A
Encl.
4.11.19

Encl to 2359A-1
3.11.19
A

Financial Dept.

The draft memo. may, it is submitted, be accepted in this department.

2 Sub Assistant Inspectors of schools have not been dealt with by the Public Services Commission and as such they will come within the Scope of the Salaries Committee's enquiry which includes the question of travelling allowance also - vide para 2 (ii) of F.S. P. 766 dtd 24.10.19

X vide para 1 of F.S. 766 Fin'l 24-10-19 P

6.11.19

C & R 6.11.19

Ext 382 7A-11 15-11-19

77

C & R 8.11.19

R&L 14/11/19

Home 4.

Home (Edn) Dept.

Subd. that the draft memo may now issue. After issue copies of the Memorial and the D.P.I's letter may be sent to the Salaries Committee.

2 With reference to 'A' in the Secy's note on page 2 ante, it is submitted that the D.P.I has not framed any proposals for the revision of the pay and prospects of the members of the Subordinate Educational Service, Collegiate Branch. Forwarded

REGISTRAR HOME DEPARTMENT 15 NOV 1919 GOVT OF MADRAS

4/17/11

X Issued as memo No 23591-1 19.11.19

p. 32 ante

17.11.19

whether he may be asked to frame proposals for both Collegiate and inspecting branches

CR 17.11.19 S

MK 17/11/19

Please: 2 refs & i the Salaries Committee ii DPI

17/11/19

Copies of the memorial and the Director's letter are placed below. They may be forwarded to the Salaries Committee rec. A draft memo to the D.P.I. is subd for approval. ~~A copy~~ A revised memorial subd by certain Sub-Inspectors has been added

Mc 35-36 ~~the~~ cf.

DSP JB 17/11

CR 20-11-19 MK 20/11/19

CR 27.11.19

Econ 02359 A-4 27-11-19

[memo no. 2359A-3 & 27.11.19]

p.32 cf Issued as memo No 2359 A-2 dt 19-11-19

p.38 cf b.2813A. From the A.G. No Spl-15-Edn. 1900 dt 1.12.19

Page 1 of notes to Form 920 20-8-15 (F)

In 1882 the Govt of India forwarded to this Govt a copy of the revised Travelling Allowance Code and Commentary for remarks. The revised rules introduced differences in the rates of T.A. according to pay which, when applied to the inspecting officers, necessitated differential treatment among the same class of officers doing similar duties. In his letters No 6264 dt 1.12.1882 and No 653 dt 6.2.1883, printed in Govt's No 2004 Finl dt 21.12.1882 and No 403 Finl. dt 21.2.83 respectively, the then D.P.I. (Mr Grigg) urged that subordinate inspecting officers (then designated D.I. Inspectors) should be granted fixed travelling allowa. with a view to remove the anomaly above pointed out and also to overcome the difficulty that would be experienced in checking the travelli

(E)

(W)

AX

travelling allowances bills of Insps for visits on inspection to out the way places. The proposals were supported by this Govt 1063 finally sanctioned by the Govt of India - Govt Nos 206 Finl dg 5.2.1883 and 569 Finl dg 13.3.1883 viz Accordingly Sub-Asst Inspectors of Schools are now paid permanent travelling allowances in the scale mentioned below:—

(71), (T)

items 5—8 on p. 228 of the Madras Supplement to the C.S.R

	Rate of T.A. Rs
(1) Sub-Asst Insps of Schools in the hill tracts in the Northern Circars	50 p.m.
(2) Sub-Asst Insps of Schools, Nilgiris Dt, Coorg, Malabar, S. Kanara & N. Coimbatore	37-8
(3) Sub-Asst Insps of Junior Schools in the Madras Residency	35-0
(4) Sub-Asst Insps of Schools except those mentioned above	25-0

O 15+16 and M 35-36 cf

from Rs 25 to Rs 50 p.m.

In the revised memorial submitted by them the Sub-Asst Inspectors of Schools pray that their permanent T.A may be raised to Rs 50 p.m. The D.P.I however recommends that

(1) that the system of daily passing

para 8, Mp 3-4 cf

Scott. II—8 —160,004—16-1-17.

Page

NOTES.

Inspectors be given liked h
they be allowed to dr away
T.A under the ordinary Insp to
the S.S.R and b tec 1063
(2) that Subtest. In sch ng
be granted daily allowan ficer iz
uniform rate of Rs 2 per anc
~~of~~ of their pay with the
of exchanging daily for
allowance.

In support of the recomm fi
the director states:—

para 8, pp. 3-4 of

(i) that the T.A. gra
to Sub-Asst Inspectors is too sm
and the cost of conveyance and f
is not covered, in the majority of ca
by the allowance granted and

(ii) that owing to
the inadequacy of the travelling
allowance the touring officer will
clearly cut down his touring to
a minimum and may endea-
vour to make good his loss in
ways which tend to bring the
administration into disrepute.

p. 38 of

The D.I. states that the above
proposals are within the sanctio
powers of the local Gov

Scott. II—8 (S.)—160,004—16-1-17.

(H)
(Y)

3 The system of fixed h
allowance has been done away
in the case of Sub Asst Insp
in charge of Dts and Sub Asst to
Inspectresses of Girls' Schs (1063
(Gois Nos 142 Estt dd 10.3.1909 and
Estt dd 20.8.1915) These officers
now draw travelling allowance
admissible under the ordinary
rules of the C.S.R for journeys
on tour. It has not hitherto
been considered necessary to fix
in their case a uniform rate
of daily allowance irrespective
of pay.

para 8, pp 3-4 of

4 The present proposal
to allow all Sub-Asst Insprs of
Schools to draw the allowances
admissible under the ordinary
rules of the C.S.R. may be accepted,
although the change in the system will
increase the work of countersigning
and auditing of bills in the
offices of Inspectors and of
the A.G.

5 Under the ordinary rules of
the C.S.R, Sub-Assistant Inspectors
are eligible to draw a daily

allowance ranging from 12 as to Rs 2 according to their pay - (Art. 1063

p. 4 cf

The director has not adduced any special reasons for adopting a uniform rate of allowance, viz Rs 2/-, for all Sub-test Inspectors irrespective of their pay. Attention is solicited to the notes to Govt. No. 920 (Estl) dt 20.8.15 in which a similar proposal in regard to Sub-test Inspectresses was vetoed on the ground that the case of these officers is similar to that of many others in graded appointments. In the circumstances, the D.P.I may be asked r.c. whether it will not be sufficient to allow each Sub-test Inspector to draw the daily allowance admissible in respect of the pay drawn by him when on tour and if not what special grounds exist for paying a uniform rate of Rs 2.

(Y)

15.12.19

15.12.19

Sd. Secy's note on p. 4 of the notes to the Govt. at Slip (Y)

I think that the CSR rate is adequate with exceptions: a minimum in the case of the lower paid. But I understand that the Salary of

A/

Pro can I see a copy of Mad Secretary's memorandum & the principles he awarded to.

Mary
26/12/19

Submitted that the file may be sent to the President Salaries Committee reg. for complying with the Secy's request at A above

Ag
2.1.20

Ca
5/1/20
S

Mary
5/1/20

NM
31/12/20

Concn 2813 A-1
5-1-20

President, Salaries Committee

Mary
5/1

Salaries Committee

For the President

A copy of the provisional Conclusions of the Salaries Committee on points that involve expenditure has been communicated to the Finl dept; and this includes the views of the Committee on the question of travelling allowance also. This case may be passed on to the Finl dept, to whom it may, it is submitted, be left to decide whether they will furnish

(@ The Sal. Committee has to send its report to Finl dept.)

extracts from the provisional conclusions relating to travelling allowance. upto

It may be generally stated, however, that while a larger number of officers now drawing ordinary tr. allce. are likely to be brought under a system of permanent tr. allces, which would be calculated with reference to the amount which would on the average be drawn under ordinary rules, there seems to be little chance of officers now in receipt of permanent tr. allowances, being given instead ordinary travelling allowance. The rates of daily allowance are proposed to be increased, and in the case of mileage for road journeys, a different method of calculating travelling allowance from the one now prescribed in the C.S.R has been proposed. With Fmle Dept should have no objection to any proposals which it thinks can be accepted since obtained from Expenditure

9/11/20

Fmle Dept No.

Financial Dept.

93

Extract from the provisional Conclusions of the Salaries Committee ~~of~~ relating to travelling allowance since obtained from Expenditure

flag: B

GOVERNMENT OF INDIA

UNDER SECRETARY 1 DEC 1920 CHIEF SECT

CHIEF SECRETARIAT 10 JAN 1921 MADRAS GOVT

Secl. 96A. CURRENT NO. ~~C 0096 A~~ FINANCIAL Q-1-20.

Section 1-1-20

been considered in Financial. ~~Before they are considered, it does not seem advisable to forward~~ ~~copies to other departments. To orders~~ and may perhaps
15/1/20 be sent to Home (Secy) for perusal (confidentially) and return.

COR
16/1/20

Init no 96A-1
20.1.20

19/1/20
Home (Secy only)

Perused & the note is returned in cover with thanks.

The file may be kindly returned

20/1/20

Jail Deptt

PUBLIC KEPT TO GOVERNMENT OF INDIA
20-JAN-1920
HOME DEPARTMENT

To be sent in Confidential cover

The note above referred to has been removed now

The file may be returned to Home no.

21/1/20
COR
21-1-20

Home

Init no 30/1/23.1

Jail no 96A-2
22.1.20

RECEIVED HOME DEPARTMENT
23. JAN. 1920
SECRET & POLITICAL

Home(Edn)Dept

Submitted
~~Attention is~~ solicited to paras 4 and 5 of the office note on pages 8–9 ante and Secy's note at page 9

For orders whether the DOD should be consulted at this stage or whether the file may be kept pending till the Finl dept. comes to a decision on the recommendations of the Salaries Committee

23.1.20

24.1.20.

KW
26/1/20

5

For the time being, I propose to confine myself to the question of t.a. Whatever might have been the advantages of fixed t.a, the department has outlived those conditions and I am for introducing a system of payment on journeys. The DOD recommends them. The charge is called for from an administrative point of view. Increment of additl work to check bills will also disappear with fewer circle offices. Further with like duties I do not see any reason in the discrimination of the rates between the several grades.

para 4, p 8 ante

I am for sanctioning the D.P.I's proposals in entirety so far as the T.A. is concerned

28/1/20

Financial Dept

Financial Sec

Home Edn 301 A-1
28/1/20

PRESIDENCY
MADRAS GOVT.
CURRENT NO.
0370 A
Trnl.
Rcd 29-1-20

* based on pay

Trnl deficit quotas the first 3 years leaves not to proceed for by the sentence

Please see notes on pp 5–11 + 13–14 Supra. In his note dated 26-12-19 on page 9 ante, the Home Secretary stated with refce to daily allce that "C.S.R. rate is adequate," now he states that "with like duties, I do not see any reason in the discretion of the rates between the several grades" – page 13 ante – he is of opinion that all assistant inspectors of schools ~~irrespective of their pay~~ should be granted a uniform daily allowance at the rate of Rs 2/. In view of the reasons advanced by the D.P.I — para 8 on pages 3 & 4 ante — it is for orders whether the proposal will be accepted in this department.

DK
29.1.20

Attention is invited to A on p. 11 Supra. It is for orders whether in view of what is stated therein the existing practice of allowing sub-inspectors to draw fixed travelling allowances will be reversed and then

Asstt
96

be allowed to draw T.A. calculated with reference to the amount of touring done in advance of the orders of Govt on the ~~final~~ recommendations of the Salaries Committee.

C.O.R.
30.1.20

To give the men in the lower grades, who are not drawing 10/- p.m. 2/- a day will be to give them preferential treatment to other subordinates. T.A. is not expected to cover cost of conveyance and not as the W.O. seem to assume food in camp in frequently cheaper than at headquarters.

C.S.
1.2.20

I would not object to the substitution of daily allowances for fixed T.A.; but I do not think that a levelling up of allowances irrespective of pay can be approved before the recommendations of the Salaries Committee are dealt with

R.H.C.
4/2/20

Home

Con 588A
6.2.20

REGISTRAR HOME DEPARTMENT
-6 FEB 1920
SECRETARIAT

Paid cw. 370 ff
5.2.20

Protocol

Mr 40-41 cf

Mr. 40-41 cf.

Home (Education) Department

C.378 A.- From the D.P.I R.O.C.No.6908/19 dated 27th January 1920

Revision of pay.

The D.P.I states that the recommendations he has made in regard to the revision of pay of the inspecting branch of the subordinate - educational services are of an ad interim character and that he has no corresponding ad interim -- recommendation regarding the collegiate branch of the service. The D.P.I's suggestion that the - memorials be taken into consideration by the Salaries Committee has not been accepted by the President of that Committee on the ground that its function is not to fixx fix the salaries of particular establishments but to frame general proposals applicable to all - establishments. The D.P.I appears to be in favour of the adop-- tion of a time-scale of pay for Sub-assistant - inspectors. As the Salaries Committee has been asked to report on the question of the "appropriate "salaries for men of the grades corresponding to "Deputy Tahsildars and Tahsildars" and also as to the "cases in which it is desirable to adopt(a) an incre- "mental or time-scale system and (b) an arrangement of "grades," it is submitted that the orders of Govt. on the recommendations of that committee may be awaited. before permanent revision of pay is effected. Even as regards the grant of ad interim relief to Sub-Assistant Inspectors, the D.P.I has not made any - definite recommendation. He leaves it to Govt. to decide whether the grades should be revised or - whether a time-scale should be adopted. The Secretar of State's orders on the reorganization of the -

P. 7 of Gen. No 1531 11.12.19 (Y)

para 5, Mr 2-3 cf

paras 2(4) & (5) of Gen. No 766 Fin. 24.10.19 (P)

paras 5 and 6, Mr 2-3 cf

Educational Services have been received and the Govt will very soon issue orders as regards the revision of the pay of the P.E.S Officers. There appears therefore to be no need at present to consider the question of an ad - interim scale of pay for Sub-assistant Inspectors. In communicating the orders on the reorganization of the P.E.S, the D.P.I may be asked to submit proposals for the permanent revision of the pay of officers in both the inspecting and collegiate branches of the subordinate Educational services.

2. Travelling allowance.

The Financial Department, while agreeing to the adoption of the C.S.R rates in lieu of fixed T.A, is not in favour of the adoption of a uniform rate of daily allowance for all Sub assistant Inspectors before the recommendations of the Salaries Committee are dealt with. The D.P.I may be asked whether he agrees to the proposal. The draft u.o. note is below is for - approval.

as modified by Financial

G.N.
7-2-20.

S.A.
7-2-20.

The question of the salaries of the subordinate may lie over till orders are passed on the P.E.S. Meanwhile as the S.S.S. Scheme has been received & we are nearly ready with proposals affecting the I.E.S, start a separate current at once & ask the D.P.I shortly to settle at once with the P.E.S. scale.

Super
Please take action as suggested.

2. Re house allowance I do not

Box 24
CMC 10-7-20

Sott. II—8 (a)—180,001—16-1-17.

NOTES.

agree with financial. Theoretically the t.a. of officers of a class (unless the salaries are extremely divergent) should be the same for all grades. The duties are similar. The officers are liable to mutual transfer. The status is the same.

Apart from theoretical considerations, we are postponing the question of salary grievances in the class of officers most urgently needing help And some help is urgently necessary

Further I certainly think that a batta of Rs 2 a day is only a fair rate for a subaltern if you wish him to avoid sponging on supervisors & headmasters.

I press this proposal of the D.P.I. Orders may be issued when final orders are passed in the report of the Salaries Committee

10/2/20

HM

HM (Emily)

We certainly cannot take up this question in advance of the Salaries Committee's report. The mere fact that they are proposing more paid allowances should make us hesitate to abolish these allowances & they like to hear that they are proposing improved daily rates

AK 10.2.20

13.2.20

SECRETARY TO GOVERNMENT OF MADRAS
14-FEB-1920
HOME DEPARTMENT

Law (Edn) Dept

~~deal~~ the file to lie over pending receipt of orders of Govt on the recommendations of the Salaries Committee.

Gk
19-2-20

Gk
19.2.20

The D.O.S may, if he pleases be informed that the question of Travelling allowance will be considered on receipt of the recommendations of the Salaries Committee

MK 20/2/20 Draft
5 MK 21/2/20

A draft memo is submitted

Gk
23.2.20

MK 24/2/20

Gk
23.2.20

S MK 25/2/20

pp 44-47 cf

Reminders memorials since received from certain Sub-Asst Inspns of Schools have been added to the file. The memorialists ask for a time-scale of pay of Rs 100-15-250, while the Salaries Committee has recommended a scale of Rs 75-15/2-150-25/3-250-

As regards travelling allowance, the the Committee

current pay

CR 21-5-20 S 10/1

Gk

~~will~~ have been included in

Law (Edn) Dept

23

(a)—160.004—16-1-17.

Page 2

NOTES.

Committee is against the substitution of T.A under the ordinary rules of the C.S.R. for fixed T.A — para 71 of the report (put up). The memorialists request that the monthly T.A may be raised from Rs 25 to Rs 50. ~~Solicits that the orders of Govt on the details of the memorial may be accorded~~

p. 45 cf

2 Orders are solicited with reference to the notes in the ~~margin~~ file whether the papers may be sent to the Hon'ble Mr Knapp for consideration

* No. IV

Gl
6.5.20

IVK
9.5.20

Orders passed by the Secy in the linked file distributed.

Gl
9.5.20
S

Mf 48-51 cf

C No. 1637 A — From the D.P.I N.R.C
3917 (20-1) 10.5.20

A copy of the resolution passed by the Madras Regl Officers Association ~~with the D.P.I's remarks thereon~~ has been added to the current file

Mf 48-51 cf

Gl
21.5.20
S

10 ✓

~~This~~ has been included in

Secretary's query on p. 21 ante

Submitted - yes, so far as the file relates to the question of the revision of pay of Sub Asst Inspectors. As regards T.A, attention is solicited to the notes in the linked file

Enclosure - 21-7-A of Subject Inspectors.

dg 22.5.20

AG 22/5/20

CA 26/5/20

Enclose in supplementary list

MG 27/5/20

103

Law (Edn) Dept

23

Home (Edn) Dept

pp 2-3 f C. 2123A – From the Secretary, Dt. Branch
Assocn of Sub-Asst Inspsrs Dg 9.6.20

pp 5-6 f C. 2144A – From the Secretary, Madras
Dt. Sub-Asst Inspsrs' Assocn
Dg. 8.7.20

Subject:— Resolutions regarding the reorganisation of the S.E.S. Insp. branch.

Submit that the file may be sent up to the Reforms Commissioner for perusal and on return added to the papers in the main file relating to the revision of the scale of pay of Sub-Asst Inspsrs of Schools.

MRJ 15/7/20

Edn (Estt) No. 2123 A-1 15.7.20

13.7.20 Reforms Commissioner

Annual 12.X.20 added to Current File.

10X

Law (Edn) Dept

This file deals with the memorials of Sub Asst Inspectors for increase of pay and travelling allowance. Orders sanctioning an increase in the rates of travelling allowance have issued separately. As regards pay it has been decided to replace the existing graded system by a time scale of pay of Rs 100-5-150-10-250 and the D.P.I has been asked to submit proposition statements to give effect to the revised scale. In the pamphlet on the disabilities of Sub Asst Inspectors recently submitted by the Madras Presidency Association of Sub Asst Inspectors, the Sub Asst Inspectors pray for a time scale of pay of Rs 150-15-300-25-500. No action seems necessary on this. The papers in this file may now be ~~order~~ Recorded.

RECEIVED
14 JUL 1921
GOVT. OF MADRAS

f. 11 of notes (W)

(V)

Association has protested against introduction of time scale as Rs 100-5-150-10-250 as illiberal

2.7.21
MS
8/7/21

11.7.21
5
12/7/21

en given for copying
her copied
Then examined
When signed
} 192 .

O. No.
192 .
, DATED

RESENT No.

ES TO C. No.

52	GOVERNMENT	A	A	A	A	A	A	A

GOVERNMENT.

TH DITTO.

ED UP, BEING MEANT FOR DESPATCH

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