

Law (1921) Department.
Education

Ordinary SERIES.

G.O. No. 1321

DATED 12th September 1921

[Despatch Abstract.]

Legislative Council Resolution- Teachers in Secondary schools
uniformity of pay-recorded.

BACK PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

L. & M. (iv) 9-599-4-3-21.

LEGISLATIVE COUNCIL OFFICE.

San 3449 A
227.21.

Resolutions on matters of General Public Interest.

SUBJECT.—No. 151

for the meeting of the Legislative

Council to be held on the 15th August 1921.

SUBMITTED that two copies of this Resolution may be forwarded to the Law (Edu) Department with reference to Nos. (1) and (4) of the rules regulating Secretariat procedure in dealing with these Resolutions in the Legislative Council. The Resolution has been admitted. Admission orders will follow.

217

U.O. No. 1850-2, dated 21-7-21



To The Law (Edu) Department

3 2/

Council Office.

15-7-21.

Resolution.

Mr. M.C. Raja.

The Law (Education) Department.

[] omit

151. ^{That} This Council ☐ is of opinion that the indifference of Government in the matter of pay of teachers in aided schools is highly undesirable, and ☐ recommends to the Government that a uniform standardized scale in the salaries of teachers be introduced in all secondary schools, private and public, including ~~the~~ municipal and board schools, and that its adoption be made an essential condition of recognition.

R.B.

Are

To be substituted for u.o.
note already sent re: Res. 151

Resolutions on matters of General Public Interest.

SUBJECT.—No. 151

for the meeting of the Legislative

Council to be held on the 18th August 1921.

SUBMITTED that two copies of this Resolution may be forwarded to the
Law (Edn) Department with reference to Nos. (1) and (4) of the
rules regulating Secretariat procedure in dealing with these Resolutions in the
Legislative Council. The Resolution has been admitted.

2/1/21

L.D.S.
23/7/21

U.O. No. 1863-2 dated 24-7-21



To

The Law (Edn) Department

Department

Law 3513 A
25-7-21

As admitted

Council Office.

15-7-21.

Resolution.

Mr. M.C. Raja.

The Law (Education) Department.

[] omit

151. ^{That} ~~this Council is of opinion that~~
the indifference of Government in the
matter of pay of teachers in aided
schools is highly undesirable, and ~~re-~~
commends to the Government that a uni-
form standardized scale in the salaries
of teachers be introduced in all second-
ary schools, private and public, includ-
ing ~~the~~ municipal and board schools, and
that its adoption be made an essential
condition of recognition.

R.B.

Are

SECRET
12-7-21

Subject -
Uniform rate of
Salaries for teachers in
all secondary schools.

Legislative Council Secretariat.

RESOLUTION. 27th October 1921.

Mr. M.C. Raja.



THE LAW (EDUCATION) DEPARTMENT.

Press
Please print
& send 20 clean
Copies.

319. That this Council recommends to the Government that a uniform standardised scale in the salaries of teachers be introduced in all secondary schools, private and public, including municipal and board schools and that its adoption be made an essential condition of recognition.

SKS
2/11/21

KK.
July

Re

Secondary schools recognised by the Dept may be under the management of Govt, local boards & municipal Councils or under private management. In connection with the general revision of the scale of salaries of ~~lower~~ subordinate officers in Govt service, the Govt have sanctioned uniform time scale of pay for ~~teachers of all grades~~ each of the several classes of teachers in Govt schools (B. A. D. T. Secondary grade trained teachers & pandit & munashis). Teachers in Board & Municipal secondary schools are servants of the local bodies concerned & their pay is settled by those bodies with the concurrence of Govt in cases in which the net cost of the school is met from Provincial funds. As regards aided school, it is left to the managers of institutions to fix the pay of teachers in their employ. Presumably ~~the teachers are paid~~ the pay of these teachers is fixed with reference to the circumstances of the locality where the school is situated. It may also be noted ^{that} in several institutions

Page 6 of 20 215
4-3-21
(Y)

W

particularly under mission management there are honorary or quasi honorary teachers.

2. The introduction of a uniform standardised scale ~~as suggested~~ for the teachers of all classes of secondary schools will be possible only if the Govt undertake to meet the extra cost involved. The ~~exp~~ expenditure will be very high and ~~it is~~ with the present policy of retrenchment of expenditure, it may not be possible to meet it.

3. Even otherwise, the proposal of the N.C.C. does not appear to be either desirable or feasible of adoption. In 1918, the D.P. I (Mr Henry Stone) proposed a uniform standard scale of salaries for the staffs of high schools ~~to~~ opened under local bodies, the net cost of which ~~was~~ is being met from Provincial funds. But the Govt considered that the case of each institution should be examined separately and that the rates of pay should be determined with reference to the institution and the circumstances of the locality. The D.P. I's revised proposal

757
11-6-18

(Separate file)

posals in regard to the scale of pay to be sanctioned for the teachers of these schools have not yet been received.

3. In this connection, it may be noted that the Calcutta University Commission has made certain recommendations in regard to the recruitment + pay of teachers of Secondary schools. The Commission was of opinion that, if there was to be real educational progress in Bengal, ~~then~~ the sharp cleavage between the two types ~~of schools which result from~~ forms of recruitment and the consequent cleavage between the two types of schools (Govt + private) which results from it should be brought to an end. To this end the Commission made the following recommendations: -

- (1) Govt high schools and Intermediate colleges should be made over to the control of the Board of Secondary + Intermediate Education proposed by it;
- (2) In all schools and Intermediate colleges under the direct management of the Board a uniform commencing salary (and if thought desirable, a regular rate of increment) should be fixed from time to time for every post in the school or college, from the headmastership

para 88, p. 81 of Vol IV of Report.

para 34 + 35, page 46-49 of do.

para 91, p. 82 of do.

principalship downwards. In the event of a vacancy in any of these posts all qualified persons, without distinction of race, or of length of service, & whether previously engaged in teaching in institutions under the Board or not, should be eligible for appointment.

§ 84 of Vol. I of Report.

(3) In the case of private schools, recognised but unaided from public funds, it should be made a condition of recognition that rates of salary be defined for every teaching post in the school.

(4) In the case of aided private school. The Board should make it a condition of the grant that a minimum salary be assigned ~~for~~^{to} each post. The minima thus defined might be less in schools aided by the Board than in schools controlled by it.

(5) A superannuation fund open to the whole profession of teachers should be instituted in place of the pension system now confined to teachers in Govt service.

4. From the ~~acts~~ above, it will be seen that the Commission, while recommending a minimum rate of pay for each post in a school or college, saw no objection

Recd

No. 1220 (P)
20.10.20

To the adoption of different scales of pay in Govt and aided institutions. Last year, the South Indian Teachers' Union submitted a memorandum to Govt asking that the proposals of the Commission for the unification of the teaching ~~service~~ ^{service} should be adopted in this Presidency with certain modifications. The consideration of the proposals was deferred pending receipt of the ~~report~~ ^{views} of the Senate on the recommendations of the Commission in regard to the constitution of a Board of Secondary & Intermediate education in this Presidency. The Senate has since decided against the constitution of such a Board & its

report is separately under consideration. ^{the resolution may, it is possible, be opposed}

5. Orders are solicited as to whether the resolution should be discussed in the cabinet, whether further particulars should be called, & as to who will be in charge of the resolution.

8A 27.7.21. 7. The D.P.D may be consulted in the

first instance. ^{for instance} ^{for instance}

Edn no. 3449A-1
29.7.21.

CRAMANAJI Acharya
26.7.21
DPS no 2972

(whole file)

Office of the S.P.S.
U.O. Reply No.

Recd
L.O. No. 430
2-8-21

One of the strongest reasons for opposing a uniform scale in the salaries of teachers for all secondary schools is that it would be a great waste of public funds to standardise the scales. A teacher can be obtained relatively cheaply in a district like Tanjore while a man with similar qualifications cannot be obtained in Cuddapah or Bellary except at about 25% higher salary than that which is offered to the man in Tanjore. A uniform scale throughout the Presidency would mean

(1) a possible waste of funds if the scale were fixed so as to attract good and suitable men into backward districts;

(2) a concentration of the best qualified men in educationally advanced places such as Madras city and Tanjore district.

I should be prepared to advise Government to accept a minimum scale for teachers of similar qualifications as recommended by the Calcutta University Commission. Beyond that I fear I cannot advise Government to go.

An argument may be put forward that it is undesirable to curtail the liberty of the management with regard to salaries, especially in view of the fact that some teachers are prepared, from philanthropic motives, to work for less than their market value. I should not like, however, to press

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GOVT OF INDIA



this argument too far in debate for it can be countered by an argument to the effect that education is a national concern and being a national concern it is desirable for Government to take precautions to ensure that satisfactory conditions and prospects are held out to teachers.

I advise that the motion be opposed.

W. L. Miller
18/8/21

Law (Edn) Dept

May be circulated to M₃ for orders as to who will take charge of the resolution and whether it should be discussed at a meeting of the Cabinet

NK
2/8/21

CR
2.8.21

^{D.P.'s}
The recommendation to fix a minimum scale for teachers unless have been considered revolutionary & socialistic a few years ago! We may ^{even now} be permitted to question why minimum wage should be fixed for what may be called a learned profession + not for ordinary labourers. Why should we state this in our present free play of demand & supply of teachers alone?

D.P.'s will please take charge
of the matter -
20/8/21

To

THE SECRETARY TO GOVERNMENT,

The Law (Edm.) DEPARTMENT

The following is the result of the debate on Resolution No. 98

Resolution.

Uniformity of pay for secondary school teachers.

Mr. M. C. RAJA :—

98 [151] That this Council recommends to the Government that a uniform standardized scale in the salaries of teachers be introduced in all secondary schools, private and public, including municipal and board schools, and that its adoption be made an essential condition of recognition.

The hostile member not being in his place the resolution was deemed to have been withdrawn.

h W Swamikannu

LEGISLATIVE COUNCIL OFFICE,

2-9-1921

Secretary to the Legislative Council.

*Order
Min*

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*Legue Council
Recd —*

*Teachers in
Secondary Schools
— uniformity of pay
— Recd.*

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READ AGAIN G.O. No.

192

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CURRENT No.

ENCLOSURES TO C. No.

ORDER OF GOVERNMENT ..

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STATEMENT WITH DITTO.

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