

Law (192 /) Department.

(Eusebian)

SERIES.

Ordinary

G.O. No.

1686

DATED

24-11-24

INDEXED

[Despatch Abstract.]

Establishment----Revision of the scale of pay of assistants

Government Museum-sanctioned

*16300
6336
17636*

BACK PAPERS.

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

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
118	3308	Edu.	28-12-'48				

CURRENT FILE.

Very urgentA.S.Law (Barn) SeptGM No 2367B-18/12/88

The Superintendent
Govt Museum, is requested
to submit through the A.G.
at a very early date a
proposition statement to
give effect from the 1st
march 1921 to the revision
of the pay of the under-
mentioned establishments
under his control according
to the revised scale given
below:—

Establishments

- (1) Personal Assistant to the
Superintendent, Govt Museum.
- (2) Archaeological Assistant
- (3) Zoological Assistant
- (4) Botanical Assistant.

Scale of payRevised scale

Present arrangement
excluding temporary increase
of pay

Return

2

Present arrangement
excluding temporary
increase of pay

Revised scale

Managers and
senior clerks above

Rs 100
The attention of the S.G.M is
invited to the rules printed in the
annexure to G.O. No 711 Finance 11.7.21 (M)

12.8.21

I.K.
12.8.21

RVL

148

Rs 125-5-150

or Rs 125-5-175

2. A

Copy 3/2 SM
p. 3 of G.O. No
215 Finance
4.3.21 (S)

To
The S.G.M (Mems)
DESPATCHED
12 AUG 1921

Remind after a fortnight

AS Note

Please see G.O. No 1152 Law (Adv)
of 9.8.21 sanctioning a
revised scales of pay for
the clerks and attendants
in the office of the S.G.M. The
S.G.M has not subd
proposals in respect of the
four Assts in his office.
He may now be requested
to do so.
12.8.21 I.K.

3

Law (Education) Department.

Received

192 . Registered

192 .

Subject.

Submitting proposals for the revision of pay of the Assistants
in the Museum and the Library.

No. C-955-1.

Station Madras, Dated the 20th August 1921.

From (Name) F.H.Gravelly Esqr., D.Sc.,
(Designation) Superintendent, Government Museum,
Madras.

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

Through the Accountant-General, Fort St. George.

Sir,

1-2 sub With reference to your Memorandum No. 2367B-1 dated
August 12, 1921, I have the honour to point out that pay at
the rate of Rs. 125-5-175 cannot be expected to secure men
properly qualified to hold the posts referred to.

For three of these posts high technical qualification
are necessary such as would fit a man for the Collegiate
Branch of the Subordinate Educational Service, whose pay I
learn has now been fixed at Rs. 125-5-175-7½-250. The
Archaeological Assistant has to deal with all cases of
Treasure Trove reported in the Presidency, identifying
coins, deciphering inscriptions, and finally reporting to
me as to whether or not they should be acquired for Govern-
ment. The Superintendent, Archaeological Survey, is
always consulted in connection with images, and others can
be consulted for special purposes when necessary. But

p. 6 of G.O.
215 Fin.
4.3.21 (S)

4
the Archaeological Assistant, is ultimately responsible to me in the matter, as well as for the safe-keeping of our valuable collections of coins, of specimens of Indian Art, and ^{of} objects of Archaeological Interest. It seems to me very false economy to keep a man holding any such position of trust on such low pay. Similarly the Zoological and Botanical Assistants are responsible for the collection - identification and safekeeping of the Zoological, Botanical, Geological, Economic and Ethnological collections, both those on show in the public galleries and those held in reserve for the use of students and for replenishing the galleries as need arises. And all of them must be capable of conducting demonstrations to the children from the City High Schools, who frequently visit the Museum in order to have the benefit of instruction from specially qualified men.

If we are to find and retain men of the type required the post should be more, rather than less, valuable than posts in the Collegiate Branch of the Educational Service, especially as the latter is a definite stepping stone to a higher grade in the Provincial Service, whereas Museum Service is not.

3 In view of the present financial stringency, the suggested initial pay may perhaps be accepted; but I am strongly of opinion that it should rise more rapidly and much higher. I therefore request that Rs.125-7½-200-10-300 be granted for the present as a minimum scale for the three Technical Assistants and that the Personal Assistant and the Sub-Librarian be placed on the same scale as both have work of an extremely responsible nature and ^{like the other Assistants} have no prospect of outside promotion. I must, however, ask that the present Personal Assistant be allowed to continue to draw the increments of Rs.10 annually (Rs.100-10-200 + allowances - Rs.125-10-240) as he is now actually doing. The Personal Assistant is in charge of the office establishment of five clerks, forty pensionable peons and twenty men paid from contingencies. He is responsible for the safety of the buildings and the valuable exhibits in the public galleries as well as for drafting office letters and generally superintending administrative work. When the Superintendent goes on tour

5
he takes charge of the office entirely, and the keys of the Superintendent's safe are left in his keeping. When the Sub-Librarian was appointed in 1920 I suggested offering the pay recommended by the Salaries Committee for the Collegiate Branch of the Educational Service, a rate which was actually somewhat higher than that of the Technical Assistants; and this was accepted by Government. The applications received proved that even that rate was too low to offer much attraction to the class of man required. Not more than one or two ^{who applied} were in the least fitted for the post; and as already intimated in my letter No.276Cl. dated 3-9-20 I consider that Government have been extremely fortunate in securing the services of the man actually appointed. His work calls in an exceptional degree for ability, wide general knowledge, energy and keenness, and I request that he also be placed in the same grade as the Technical Assistants. In this connection I have to point out that the initial pay of the grade that has had to be finally sanctioned for the Subordinate Educational Service, Collegiate Branch is Rs.25 higher than that recommended by the Salaries Committee on which he has been appointed, the initial pay having now been fixed at the same figure as the initial pay sanctioned, and herein accepted, for the Technical Assistants, i.e., Rs.125 instead of Rs.100.

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

J. B. Gravelly
Superintendent.

1-3 of
G.O. No. 848
26-7-20

No. 100 on the scale
but independent of
it - in the
Museum Service
sup 149 90 248
26-7-20

125-5-175-
7½-250
of G.O. No. 1027
7-9-20

A
But for this
branch of
service men
of high aca-
demical quali-
fication are
rare

his actual scale at present is
125-5-175-
7½-250

No. Tri P.A.-2 - 8887

OFFICE OF THE ACCOUNTANT-GENERAL, MADRAS,

Fort St. George, 1st August 1921.

Enclosures.
one

Forwarded.

En 2551 B
29.2

There is no audit objection to the proposals being sanctioned by Government.

Necessary reappropriation of funds should be sanctioned before any extra cost is incurred.



Mein
Deputy Accountant-General.

MS

The Secretary to the Government of Madras,

Law (Education) Department.

Previous papers

Bo No 232 res! 8 21.4.1911
" " 233 " " 13.3.1912
✓ " " 877 " " 23.9.13
✓ " " 213 " " 18.2.14
✓ " " 1176 " " 15.10.14
✓ " " 340 Home (res) " 18.3.19
x " " 848 " " " 26.7.20
x " " 215 Finance 8 4.3.21

87
M-1-24 O.M.No. 2363 B-1, dated the 12th August 1921.
M-3-54 C.No.2551-B, From the S.G.M.No.C.955-1, dated 20-3-1921
K-64 Endt. by the A.G.No.Tri.P.A.2-8583, dated 1-9-1921.

Subject.- Revision of pay of the three Technical Assistants and the Personal Assistant, Government Museum.

Asst. Secy.
Secy.

The following statement shows in one view the present and proposed scales of pay and the scales admissible under G.O.No.215, Finance, dated the 4th March 1921 for the Personal Assistant, the three Technical Assistants and the Sub Librarian in the Government Museum:-

<u>Designation.</u>	<u>Present scale of pay.</u>	<u>Scale recommended by the S.G.M.</u>	<u>Scale admissible under G.O.215, Fin.d/4-3-21.</u>
	Rs.	Rs.	Rs.
Personal Assistant to the S.G.M.	100-10-200 (125-10-240 including Tempy. allowe.)	125-7 $\frac{1}{2}$ -200-10-300 (The present incumbent to continue to draw increments at Rs.10 per annum)	125-5-175
Archaeological Asst.	100-5-150 (125-5-175 including tempy. allowance.)	125-7 $\frac{1}{2}$ -200-10-300	125-5-175
Zoological Assistant	100-5-150 (125-5-175 including temporary allowance).	125-7 $\frac{1}{2}$ -200-10-300	125-5-175
Botanical Assistant	100-5-150 (125-5-175 including temporary allowance).	125-7 $\frac{1}{2}$ -200-10-300	125-5-175
Sub-Librarian	100-15/2-175-25/3-250.	125-7 $\frac{1}{2}$ -200-10-300	

This remark applies
to the clerical staff
in the Museum and
not to Technical
Assistants.

Mr 3-4 of

P. 6 of Gov
No 215 Fin
4.3.21 (S)

Gov No 232 Ed
21.4.11
(4)

Gov No 848 (Ed)
26.7.20
(D)

P. 2 of (D)

P. 6 of Gov No
215 (S)
4.3.21

para 3, p. 4 of
T. Mat slip (I)
(M)

2. At the outset it may be noted that the Reforms Commissioner has included the Government Museum in the Miscellaneous offices which need not be manned on so expensive a scale as those in classes A and B - vide paragraph 17 of notes on page 7 of papers at slip (0). The proposals of the S.G.M. in regard to the five posts in question are examined below seriatim:-

3. Personal Assistant to the S.G.M.-

The S.G.M. explains in paragraph 2 of his letter his reasons for recommending a scale of Rs.125-7½-200-10-300 to his P.A. The scale corresponds to the scale sanctioned for members of the Subordinate Educational Service, Collegiate Branch, ^{that} except the maximum is fixed at Rs.300 against Rs.250. Originally there was only a Personal Assistant who was also Sub Librarian of the Connemara Public Library and his pay was fixed at Rs.100-10-200. In July 1920 a separate post of Sub Librarian was sanctioned on Rs.100-15/2-175-25/3-250 per mensem on the representation of the Supdt. Govt. Museum, that a separate Sub Librarian was necessary in order to attend to the preservation of books in the Library. The Personal Assistant has thus been relieved of a portion of his work and it does not appear that his responsibility has increased of late. The maximum of Rs.300 ^(in the scale) proposed seems therefore too high and it may perhaps be fixed at Rs.250 ^{the maximum in} the scale sanctioned for members of the Subordinate Educational Service, Collegiate Branch.

The Supdt. Government Museum, suggests that the present Personal Assistant may further be allowed to continue to draw increments at Rs.10 in the scale of Rs.125-7½-200-10-300. The ^{present} pay of the ~~present~~ incumbent is Rs.145 and under G.O.No.711, Finance, dated the 11th July 1921 he will get Rs.147½ if the ^{scale} is

para 3, p. 4 of

p. 3 of G.O.
No. 215 Fin
4-3-21

G.O. No. 848 30
26-7-20

7 10 3
sanctioned. The proposal to fit him in the above ~~xx~~ scale and also to give him increments at Rs.10 does not appear to be feasible.

4. ⁽¹⁾Archaeological, ⁽²⁾Zoological and ⁽³⁾Botanical Assts.

The scale admissible is Rs.125-5-175 which corresponds to the present pay plus temporary allowance. It is for consideration whether, in view of the S.G.M's. remarks ^{A and} at B on page 4 C.F., ^a the scale ~~proposed above~~ ^{for the Personal Assistant with} 125-5-175-7¹/₂-250 may be granted for the three Technical Assistants, ~~and~~

5. Sub-Librarian. The pay of the post Rs.100-15/2-175-25/3-250 was fixed only last year on the distinct understanding that the subordinate would be ineligible for any temporary allowances which had been or might hereafter be sanctioned. In this connection attention is solicited to Mr. Knapp's remarks on page 14 of G.O.No.848, dated 26-7-1920 in which he observed that the "appointment would be sui generis" and the pay to be assigned to it is the market value "of a holder of the necessary qualifications." The pay was thus fixed with reference to the market value of the holder of the necessary qualifications and it is doubtful whether Government will entertain the proposal to enhance the scale of pay so soon.

6. The file may be sent to the Finance Department U.O. for remarks.

G.N.
8-9-21.

RV/K
8/9

I support the scale of pay suggested in the above note and would add that had we not been so short of funds I should have pleaded for higher

remuneration their officers. The right
 sort of men filling these offices would
 do a lot of valuable work for the
 country. Finance No 992

File No 2551B-1
 9.9.21

Finance No 490

10.9.21

Finance department.

The case relates to the revision of pay of
 the Technical Assistants, Personal Assistant and
 Sub-Librarian, Govt. Museum. Their existing pay
 and revised scales proposed are shown below:--

(1)	(2) Present scale	(3) Scale recom- mended by S.G.M.	(4) Scale pro- posed by Law (Edn.)	(5) Scale suggested by Finance department office in subse- quent paragraphs.
(a) Personal Asst.	100-10-200 (Tempy. pay 125--240) (Average 192)	125-7 $\frac{1}{2}$ -200- 10-300 (The present incumbent to continue to draw incre- ments at Rs. 10 per annum (Average 192))	125-7 $\frac{1}{2}$ -200- 10-250 (Average 197) (para 3, p. 2 ante)	Rs. 125-5-175-7 $\frac{1}{2}$ -250 (Average 187 $\frac{1}{2}$) (para 2 below)
(b) Archaeo- logical Asst.	100-5-150	125-7 $\frac{1}{2}$ -200- 10-300	125-5-175- 7 $\frac{1}{2}$ -250 (Average 187 $\frac{1}{2}$) (para 3, page 5 ante)	do. (para 3, page 5 ante)
(c) Zoolo- gical Asst.	(Tempy. pay 125--180) (Average 157)	para 3, page 4 ante	para 4, page 3 ante	para 4 below
(d) Botani- cal Asst.				
(e) Sub- Librarian	100-15/2-175- 25/3-250 (without tem. increase) (Average 176)	do.	No change pro- posed (para 5, page 3 ante)	Rs. 100-5-150-10- 250 (Average pay - Rs. 175)
Present cost (including tem. increase)	Rs. 839 p.m.	Extra cost Rs. 146 p.m.	Extra cost Rs. 96 p.m.	Extra cost Rs. 86 p.m.

2. Item (a).- Personal Assistant. The present
 temporary pay is Rs. 125--240. The Law (Education)
 department propose a scale corresponding to that
 sanctioned for members of the Subordinate Educational

para 3, page 5 ante

Service, Collegiate branch. The increments suggested are not, however, the same but slightly improved. Submitted that the scale approved for Subordinate Educational Service, Collegiate branch, (Rs. 125-5-175-7 $\frac{1}{2}$ -250), may be adopted in this case.

Law (Education) does not support the proposal of the Supdt. Govt. Museum that the present incumbent of the post may be allowed to continue to draw increment of at Rs. 10 annually in the new scale. No remarks are therefore called for.

3. Items (b), (c) and (d).— (Technical Assistants).—

The present temporary pay of these Technical Assts. is Rs. 125--180. The Supdt. of the Museum says that high technical qualifications are necessary for these posts such as would fit a man for the Collegiate branch of the Subordinate Educational service, whose pay is Rs. 125-5-175-7 $\frac{1}{2}$ -250. The Law (Edn) dept. supports this proposal.

The scale that would be admissible, if the temporary pay of these three officials is taken into account, is Rs. 125-5-175, which covers only the first portion of the scale sanctioned for Subordinate Educational Service, Collegiate branch. For orders whether in view of the statement at A above the scale of Rs. 125-5-175-7 $\frac{1}{2}$ -250 sanctioned for Subordinate Educational Service, Collegiate branch, may be agreed to for these three Technical Assistants.

4. Item (e).— Sub Librarian. The present pay of this post (Rs. 100-15/2-175-25/3-250) was fixed ^(only) in July 1920 with reference to market rates. The Law (Edn) does not support the proposal to enhance the pay of the post so soon. The scale may perhaps be slightly modified in order that it may be in accordance with the standard scale laid down by the Reforms Commissioner for School Assistants and Sub Assistant Inspectors viz., Rs. 100-5-150-10-250 ^{if Law (Edn) has no objection.}

5. If the above proposals are approved, the extra cost of the revision will be Rs. 86 p.m. or Rs. 1,032 per annum over and above the present temporary pay, against Rs. 96 per mensem or Rs. 1,152 per annum involved in the proposals of the Law (Edn) department. For orders whether the Law (Edn) dept. may be requested to adopt the scales suggested in Finance.

6. The initial pay of existing incumbents in the new scales that may be sanctioned should be fixed with reference to the rules laid down in G.O., No. 711, Finance, dated 11-7-21. The extra cost, if any, during the current year over and above the budget provision will have to be met by reappropriation. A sanction number will be given when the scales have been definitely settled.



Law (Edn) O.O.
26.9.21
26.9.21
27.9.21

The Finance Dept. accepts the proposals of this Dept. except in regard to the Personal Asst. for whom ^{it proposes} a scale of pay of Rs 125-5-175-7 $\frac{1}{2}$ -250 ~~is proposed~~ against Rs 125-7 $\frac{1}{2}$ -200-10-250 proposed by this Dept. The acceptance of the Finance Dept's proposal may affect the present incumbent of the post rather adversely as he is ~~present~~

eligible for an annual increase of Rs 10 against Rs 5 & 7 1/2

proposed by that Dept. For orders whenever the proposed scale will

be accepted in view of the fact that the proposed revision is not intended to affect adversely the existing scale but to improve it.

The file may be circulated to M3 and C4

I think may be acceptable

secy

RV/L

29/9

29/9

M3

C4

The case of the second A.C. is a hard one. The revised scale does not improve his position and affects him adversely on the other hand if

the Finance's proposals are accepted.

2. He should be placed higher than

Subordinate Adl Service Collegiate

Branch, as he has two years' experience & special rights.

His duties are "full-time" than A.C. in College work.

In these special reasons I would also to the proposed scale & will not place him in a worse position than he is at present.

29/9

8/10



As per letter dated 29/9/21

Please let me know what pay the personal Assistant is now actually drawing.

The Personal Assistant now draws Rs 145 (Pay - Rs 120 in the scale of Rs 100-10-200 and tempy addn to pay - Rs 25).

7.10.21

M3
C4

M3

C4

It is for the Subordinate Manager to consider the case.

29/10/21

The proposed scale of the Law Dept would shift him to P.A. worse off than he is at present: his only gain would be that he could rise to Rs 250 instead of to Rs 240. I think he must continue to receive Rs 10 increment. The rate of increment in his scale is almost if not quite as important a factor as his starting pay.

his starting pay: he is often forgotten. I would for the present maintain pay at Rs 130-10-25 (his starting pay is only nominal in his case) &

for future incumbent's pay as
proposed by Finance.

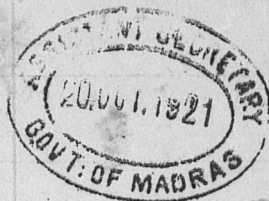
$\frac{16}{16 \times 2}$

A draft order is submitted for
approval. It may be sent to
Finance no. for registry of sanction.

9/10/21

9/10/21

RVL
9/10



Finance no.

No N: 2893 B-1
20.10.21

7/4748C

Finance Dept.

(Please see Finance notes on pages 4-6 ante)

Law (Edw) have agreed to the scale of pay

(Rs 125-5-175-7½-250) suggested in Finance for

The Personal Assistant and the Botanical Assistants

in the Govt. Museum as a permanent arrangement.

2 As regards the present Personal Assistant

his present pay is Rs 100-10-200 (Temporary pay

Rs 125-240) and it is proposed to allow him a

special scale of Rs 130-10-250. It is understood

that the Personal Assistant is now drawing Rs

125+25 and is eligible for the next increment in the

scale on 19-11-21. The effect of the proposed

Scale is shown below:

From Rs 100-10-200
Drafts Rs 125-11-240

From 1-3-21 to 18-11-21

19-11-21 to 28-2-22

1-3-22 to 18-11-22

19-11-22 to 28-2-23

1-3-23 to 18-11-23

19-11-23 to 29-2-24

1-3-24 to 18-11-24

19-11-24 to 28-2-25

1-3-25 to 18-11-25

19-11-25 to 28-2-26

1-3-26 to 18-11-26

19-11-26 to 28-2-27

1-3-27 to 18-11-27

19-11-27 to 29-2-28

1-3-28 to 18-11-28

19-11-28 to 28-2-29

1-3-29 to 28-2-30

1-3-30 to 28-2-31

1-3-31 to 29-2-32

afterwards

Under Existing Scale.	Emoluments of Pers. Asst. under proposed scale.
Rs 145	150.
156	150
156	160
168	160.
168	170
180	170
180	180
180	180
192	190
192	190
204	200
204	200
216	210
216	210
228	220
228	220
240	230
240	230
240	240
240	240
240	250
240	250

The revised scale of Rs 130-10-250 is not
distinctly advantageous to the present Personal
Assistant. It is open to him to elect the Existing
scale until he reaches the maximum of Rs 240 and
then to come to the new scale so that he may
rise to Rs 250 - vide art. 158 C.B.R. and rule 9 in

the annexure to G.O. 711 Finance 8.11.21. It is

~~therefore open whether the Personal Assistant will elect to the scale of Rs 130-10-250~~
~~from 1-3-21. It is therefore for consideration whether~~

the scale of Rs 130-10-250 should be offered ~~or~~
whether ~~it will suffice if~~ the Personal Assistant
~~may be~~ given ~~the option of electing~~ the permanent
scale of Rs 125-5-175-7½-250, with the concession
admissible under art. 158 C.B.R.

This is the correct position.
Portion I on page 5 ante
has written under a
misapprehension; and this
has given unnecessary
trouble to M₃ and the Hon'ble Mr. Knapp
vide their notes on H 7-9 ante.
The pay (Rs 100-10-200 permanent
or Rs 125-240 temporary) (M)
of the Personal Asst may
now be raised to Rs 125-5-175-7½-250.
The present incumbent
will not at all be
adversely affected.

6/24
15/11/21

This may be
done. Pn
16.11.21

of 1921-22.

Three
10.11.21.

Law (524) v. o.

15.11.21.

16

16.11.22

147

~~Handwritten signature~~

4247

File # 47848C-1

Ex 8530

Q16-11-21

As
secy

Law (Econ) Sept

The draft has been amended with reference to para 2 of the

Finance Dept's note above: It may be circulated to m_2 + C_2 .

51

19.11.2

pu 14

19/11

१९११

M₃

Минин

52

22-11-21



Scott. II-1(1)-35,105-9-2-20

Establishment

Law (Edin)

DEPARTMENT

Revision of the scale of pay of
the Foot Museum - sanctioned

READ AGAIN G.O. No., dated 192

” ” ” ” ” 192

Religio:—

My No., From the, No. 2367B-1, dated 12-8-1921

" " 2551B " " S.G.M. - No C955-1 " 20-8-1921

End of the P.S. Tri PA. 2-8583 1-9-1921

ORDER

No. 1686, dated 24-11-21, 192

The Govt sanction the revision
of the scale of pay of the Person
Assistant and the Archaeologist
Zoological and Botanical
Assistants in the Govt.
at Rs 125-5-175-7½-250/-

The present incumbent
of the post of Personal Asst.
may avail himself of the
concession admissible under
Art. 158 of the C. S. R.

19-11-21

6822f

The pay of the present incumbents of the post of Personal Assistants will however be fixed at Rs 130-10-250, but this scale will not be applicable to future incumbents.

The initial pay of the existing incumbents of the four posts mentioned above in the new scales of pay.

para 4 - finance note
p 6 int.

sanctioned should be fixed
with reference to the rules
laid down in G.O. No. 711
Finance of 11th July 1921.

2 This sanction is registered
as No 311 of 1921-22 and
will take effect from 1st March 1921.

3. The Govt see no reason
to revise the scale of pay of the
post of sub-librarian, Connemara
Public Library which was
fixed only ~~in 1920~~ recently
on the distinct understanding that
the ^{officer} ~~sub-librarian~~ would be
ineligible for any addl allowance
which might be sanctioned on
of high prices.

The extra expenditure
during the current
year over and above the
budget provision should
be met by reappropriation
of funds.

RV/L
19/10
19/10/21

Covered
To the S.G.M.
" Finance Dept
" A.G. thro Finance

DESPATCHED
24 NOV. 1921
Me

When given for copying
When copied
When examined
When signed

192

READ AGAIN G.O. No.
192

CURRENT No.

ENCLOSURES TO C. No.

ORDER OF GOVERNMENT ... A A A A A A A

LETTER GOVERNMENT.

STATEMENT WITH DETTO.

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

N.B.—
A = Copy in full.
B = Not to be copied.
P = Copy abstract only.
Q = Copy heading only.