

Home (191¹⁹²¹) Department.
(Education)

Ordinary SERIES.

G.O. No. 255

DATED 18-2-21

INDEXED

[Despatch Abstract.]

Teachers---Revision of pay---Report of the committee of the Madras
Teachers Guild--R e c o r d e d.

BACK PAPERS.

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FURTHER PAPERS.

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

Encl. C.No. 559
7.2.21

THE MADRAS TEACHERS' GUILD.

Law (Govt) Dept 2557/18-21
Recd 17/21
From 16/21
15-2-21

10, Kallathambi Mudali Street,
Triplicane, 6th February 1921.

The Honorary Secretary,
The Madras Teachers' Guild.

To
A. R. Ry., Dewan Bahadur R. Ramachandra Rao Ayl.,
Secretary to Government,
Education Department,
Port Saint George.

SECRETARY TO GOVERNMENT
12-FEB-1921
EDUCATION DEPARTMENT

Sir,

I am directed by the Guild to submit the enclosed Special Report of the Salaries Committee of the Guild adopted at a meeting of the general body held on the 16th December 1920, for favour of your kind perusal and sympathetic consideration.

I have the honour to be,

Sir,

Your most obedient servant,

C.No. 559A/1583A M. S. Sabhesan

Honorary Secretary.

Law (Govt) Dept

Encl. C.No. 685A
12.2.21

may be sent to the Govt

for perusal.

Perused
12.2.21
11/21
12/21

REPORT OF THE COMMITTEE
OF
THE MADRAS TEACHERS' GUILD
re:

THE SALARIES OF TEACHERS OF ALL GRADES.

Teachers' Guild Resolution

At the meeting of the Teachers' Guild held on the 4th September 1920, the following resolution was passed:—

“That a Committee consisting of Messrs. P. V. Seshu Aiyar, G. Ratnam Pillai, T. K. Sundararaja Rao, M. Veerasamiah, T. Ramanujachari, A. Srinivasachariar and C. S. Ramaswami Aiyar, with Mr. T. K. Sundararaja Rao as Convener, be appointed to study the question of Salaries of Teachers of all grades and submit a report to the Council of the Guild in a fortnight.”

The Committee's work.

The Committee called for suggestions from Principal-Headmasters and Teachers of all grades in the Madras City. A number of communications were received and they were discussed at length by the Committee at its two sittings on September 13 and 14. The report of the Committee on salaries of teachers appointed by the S. I. T. U. Conference held at Conjeeveram in 1918, which was accepted by the S. I. T. U. Conference held at Trichinopoly in 1919, was also discussed. The Committee has much pleasure in submitting the following report.

Immediate relief.

It was unanimously resolved that the foremost need of the hour is an immediate relief to teachers of all grades at

least on the lines adopted by the Government in giving relief to their employees. It is needless to dwell at any length on the urgent need for such a relief which is so badly needed by the poor, helpless and inadequately-remunerated teachers. Abnormally great rise in prices and in the cost of living are the sole factors in determining the necessity and urgency of the relief asked for. When the Government, which on account of the heavy responsibilities involved, is generally cautious and slow to move in matters of this kind, has recognised the need for this kind of relief in the case of its employees, and has given it mostly with retrospective effect, no more powerful reason need be given for recommending such a relief in the case of teachers. Hence the Committee would suggest the giving of immediate relief to teachers of all grades with retrospective effect from 1st July 1920 (if not earlier) at least in accordance with the following scale drawn up on the lines of the Government scale :—

Up to Rs. 35	an allowance of Rs. 10 per month		
Rs. 36 to Rs. 60	"	30 p. c. per month	
Rs. 61 to Rs. 100	"	25 p. c. "	subject to a minimum of Rs. 18.
Rs. 100 to Rs. 200	"	20 p. c. "	subject to a minimum of Rs. 25.
Rs. 200 and above	"	15 p. c. "	subject to a minimum of Rs. 40.

Elementary-grade teachers.

Coming to the question of the scale of salaries of teachers of all grades, the Committee finds that the volume of opinion expressed by the various teachers who sent in their thought-out suggestions, is that the existing scale of salaries is far inadequate, considering the high prices and other existing conditions and also the status and responsibilities of teachers. The Committee also has come to the conclusion that the

present salaries are really very low. Hence the Committee is of opinion that for the following reasons no teacher ought to receive less than Rs. 40 a month. In the Government service, such as general offices, Post, Police, etc., the minimum pay is Rs. 20 and finding that that is not sufficient, an allowance of 50 per cent. is given. It will be conceded that an humblest teacher must be looked upon with some reverence by the children of postmen, messengers, constables, etc. Hence he must have a decidedly better start. Further, in Government service, there is much greater stability and security of tenure and also old age pension. The primary poverty scale for Madras as worked out by Dr. Slater in 1917 for a family of husband, wife and two children, was Rs. 17 per month. Now in 1920, prices have trebled and quadrupled in some cases. Therefore the primary poverty figure, if worked out now, will at least be Rs. 30; and the Committee need not say that the teacher, of all people, must be far above that poverty minimum. Hence the starting salary at present for a fully qualified Elementary grade teacher has been fixed at Rs. 40. Since one who enters service can reasonably be expected to serve for 20 years, the Committee proposes, for the Elementary grade teachers, a maximum of Rs. 80 to be reached by annual increments as follows:—

Rs 40-2-60-2-80 (annual)

Secondary-grade teachers.

Next comes up the case of the Secondary grade teachers. In all Government departments the S. S. L. C.'s and Matriculates are started on Rs. 30 and Rs. 35. But a teacher undergoes a training for two years after the S. S. L. C., and he, in the interests of the public, has also generally to maintain a status higher than that of a clerk who is at the start. Further in the Government departments there is stability, security and pension already referred to; and prospects of

rising to higher grades are far greater in the Government departments. Hence it is that the Committee has fixed the salary of a Secondary-grade teacher at Rs. 50 as the minimum. Compared with the minimum that the trained S. S. L. C.'s and Matriculates were paid hitherto in schools, this might appear to be slightly high. But the rise in prices which have trebled and quadrupled justifies this figure, which is not even double of what it has been. Having fixed the minimum at Rs. 50, the Committee would propose that after a service of 20 years, the Secondary-grade teacher should reach a maximum of Rs. 120 as follows:—

Rs 50-3-80-4-120 (annual)

Trained F. A.'s and Intermediates.

It cannot be gainsaid that the higher the educational qualification of a teacher, the greater will be his usefulness. So in the case of trained F. A.'s and Intermediates, the starting salary should be at least Rs. 60, not only in consideration of their greater general educational qualification, but also as an inducement for more people of this qualification to take up the profession. Having fixed the minimum in this case at Rs. 60, the Committee would suggest that after a service of 20 years, these trained F. A.'s and Intermediates shall reach a maximum of Rs. 130 as follows:—

Rs 60-3-90-4-130 (annual)

B.A., I.T.'s.

Coming on to the L.T.'s, at present they are generally started on not less than Rs. 80, and the Committee proposes to fix the start at Rs. 100. The general rise in prices and in the cost of living would justify a much higher figure than Rs. 100 to start with. But seeing in other departments of Government, graduates are started on much less than Rs. 100, any minimum over Rs. 100 would be considered fabulous. To justify Rs. 100 itself as compared with the start in

other departments, it may be pointed out that the attractions of the Government departments, on account of their better tenure, prospects of promotion, status, power, etc., are so great that when the start was so low as Rs. 25 and Rs. 30 in the Government departments, and Rs. 80 in the schools, graduates have been preferring to enter the Government departments rather than into the educational institutions; and if the teaching profession should be able to attract the fairly efficient men of the year, the start must be even higher than Rs. 100. Besides the University course, these graduates have also to undergo a special training for a year. Having fixed the starting salary of an L. T. at Rs. 100, the scale the Committee would propose (in order that the maximum might be reached in 20 years) is as follows:—

Rs 100-5-150-10-250 (annual)

B.A. (Hons.) and M.A.'s.

It need scarcely be said that unless an attractive start is given to B. A. Honours men and M.A.'s, they cannot be made to take up the teaching profession. Hence the Committee would propose that in consideration of their higher general educational qualification and also with a view to induce more and more of these to take up this profession, they be started on Rs. 125 if in schools and Rs. 150 in colleges; and their scales would be:—

In schools	Rs. 125-5-175-10-275 (annual)
Assistant Professors in colleges	Rs. 150-10-250-15-400 (annual)
For Professors in colleges	Rs. 250-25-500-50-800 (annual)
	with an efficiency bar at Rs. 500.

Headmasters and Principals.

As regards Headmasters 'or Principals' salaries, there is a great consensus of opinion that these need not be given any separate scale; but, in addition to their grade scale,

they might be given an allowance in proportion to the size and grade of the institution and the responsibilities involved, as is existing in Government and other colleges. This view is also supported by the report of the Select Committee on Salaries of Teachers, which was adopted by the S. I. T. U. Conference held at Trichinopoly in 1919. The Committee opine that there is much force in the above argument. Hence they would propose that the Headmaster or Superintendent of an Elementary School be given a minimum monthly allowance of Rs. 15; the Headmaster of an Incomplete Secondary School or Middle School, of Rs. 25; the Headmaster of a Complete Secondary School, of Rs. 50 and the Principal of a College, of Rs. 100.

Pandits, Drawing-Masters and Drill-Instructors.

Coming now to the Pandits, Drawing-Masters, and Drill-Instructors in Schools, the Committee accepting the majority of the opinions expressed in the communications received by them, would propose that, until a definite educational qualification for Pandits is fixed, these Pandits be divided into two classes, Junior and Senior, and that the Junior Pandit be given the scale of an Elementary-grade teacher, and the Senior Pandit, that of the Secondary-grade teacher. In the case of vernacular subjects and Sanskrit, where there is need for the employment of only one Pandit, whether the Elementary-grade scale or the Secondary-grade scale, should be given to him, will have to be decided by the size of the classes he has to take, and also the responsibilities involved. The Drawing-Masters and Drill-Instructors will be treated as Elementary-grade teachers for purposes of salary and allowances, if any. Wherever one has to do the work of a Drawing-Master and a Drill-Instructor combined, a special allowance is recommended.

City allowance.

There is also another important question which the Committee had to consider. In cities like Madras, Madura, Trichinopoly, etc., where house-rents are as a rule very high, and generally on the increase year by year, and where owing to the need of teachers having to reside in far off suburbs involving conveyance expenses, a special city allowance to all teachers is very necessary. Also in certain backward localities the need for a local allowance will be felt. Hence the Committee would propose that in backward localities and in the case of teachers of cities like Madras, Madura, Trichinopoly, etc., until an all-round residential system is established, a monthly city or local allowance of Rs. 10 to an Elementary-grade teacher, of Rs. 15 to a Secondary-grade teacher, and of Rs. 25 to a collegiate grade teacher, be given.

Conclusion.

In summing up its recommendations, the Committee would lay special emphasis *first* upon the urgency there is for immediate relief being given to teachers of all grades at least according to the scale given by the Madras Government to its employees; and *secondly*, on the supreme need there is for the Guild, *in the interests of the public and all parties concerned*, not to rest until the Government and the management of schools and colleges give the immediate relief suggested; and accept and adopt the scale of salaries proposed herein. Untrained teachers who have put in a long service may be regarded for the purposes of salary and allowance as though they are trained.

SUMMARY.

Proposed scale of salaries for a service of 20 years, the increments being annual and automatic.

Grade of Teacher.	Scale.	Remarks.
1. Elementary, Junior Pandit, Drawing-Master, Drill-Instructor,	Rs. 40-2-60-2-80	The scales proposed will be seen to be very modest when compared with the scales prepared on the basis of the economic conditions which existed in 1917-18 and adopted by the S. I. T. U. Conference at Trichinopoly in 1919, of course, not forgetting the fact that since then prices have trebled and quadrupled,
2. Secondary, Senior Pandits,	Rs. 50-3-80-4-120	
3. Trained F.A.'s and Intermediates,	Rs. 60-9-90-4-130	
4. B.A., L.T.'s.	Rs. 100-5-150-10-250	
5. B.A. (Honours) and M.A.'s in schools (Trained),	Rs. 125-5-175-10-275.	
6. B.A. (Honours) and M.A.'s in colleges.	Rs. 150-10-250-15-400.	
7. Professors in 1st grade colleges,	Rs. 250-25-500-50-800. with an efficiency bar at Rs. 500.	

NOTE 1. Principals, Headmasters and Superintendents: their grade scale plus a minimum allowance of Rs. 15 in the case of Elementary Schools; of Rs. 25 in the case of Incomplete Secondary and Middle Schools; of Rs. 50 in the case of Complete Secondary Schools; and of Rs. 100 in the case of Colleges.

2. Teachers in cities like Madras, Madura, Trichinopoly, etc., and in certain backward localities, a

monthly city or local allowance of Rs. 10 for Elementary, Rs. 15 for Secondary, and Rs. 25 for Collegiate, grades.

3. In cases of vernacular subjects and Sanskrit, where *only one* Pandit has to be employed, the grade to be fixed with reference to the size of the classes and the responsibilities involved.

4. Special allowances to those who have to do the work of Drawing-Master and Drill-Instructor combined.

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TRIPPLICANE, }

18th Sep. 1920. }

Convenor.

(1) Note by Mr. Ramanujachari :-

The scale of salary for the two lower grades may be a little higher, considering the facts as they are. No provision has been made for Commercial Instructors, and they may be put in the Secondary-grade at least.

(2) Note by Mr. Virasami Aiyiah :-

College Pandits	100-5-150-10-250.
Assistant Professors in Colleges	125-10-225-15-375.
Professors in Colleges	300-20-500-25-750.

The Principal of a Second-grade College must get an allowance of not less than Rs. 100 and that of a First-grade College not less than Rs. 200.

PRIVATE SECRETARY'S OFFICE, MADRAS.

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Memo.No.

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Department, for favour of disposal.

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(By order of His Excellency the Governor)

Madras Governor's Camp.

7.2.1921.

Private Secretary.

Duplicate 9
THE MADRAS TEACHERS' GUILD.



18, Nallathambi Mudali Street,
Triplicane, 6th February 1921.

From

The Honorary Secretary,
The Madras Teachers' Guild.

To

His Excellency the Governor of Madras,
Fort St. George,

S i r,

I am directed by the Guild to submit the enclosed Special Report of the Salaries Committee of the Guild adopted at a meeting of the general body held on the 16th December 1920, for favour of your kind perusal and sympathetic consideration.

I have the honour to be,

S i r,

Your most obedient servant,

M. S. Sabhesan

Honorary Secretary.

10

REPORT OF THE COMMITTEE
OF
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Teachers' Guild Resolution

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Immediate relief.

It was unanimously resolved that the foremost need of the hour is an immediate relief to teachers of all grades at

least on the lines adopted by the Government in giving relief to their employees. It is needless to dwell at any length on the urgent need for such a relief which is so badly needed by the poor, helpless and inadequately-remunerated teachers. Abnormally great rise in prices and in the cost of living are the sole factors in determining the necessity and urgency of the relief asked for. When the Government, which on account of the heavy responsibilities involved, is generally cautious and slow to move in matters of this kind, has recognised the need for this kind of relief in the case of its employees, and has given it mostly with retrospective effect, no more powerful reason need be given for recommending such a relief in the case of teachers. Hence the Committee would suggest the giving of immediate relief to teachers of all grades with retrospective effect from 1st July 1920 (if not earlier) at least in accordance with the following scale drawn up on the lines of the Government scale :—

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Rs. 36 to Rs. 60	" 30 p. c. per month	
Rs. 61 to Rs. 100	" 25 p. c. "	subject to a minimum of Rs. 18.
Rs. 100 to Rs. 200	" 20 p. c. "	subject to a minimum of Rs. 25.
Rs. 200 and above	" 15 p. c. "	subject to a minimum of Rs. 40.

Elementary-grade teachers.

Coming to the question of the scale of salaries of teachers of all grades, the Committee finds that the volume of opinion expressed by the various teachers who sent in their thought-out suggestions, is that the existing scale of salaries is far inadequate, considering the high prices and other existing conditions and also the status and responsibilities of teachers. The Committee also has come to the conclusion that the

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Rs 40-2-60-2-80 (annual)

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Next comes up the case of the Secondary grade teachers. In all Government departments the S. S. L. C.'s and Matriculates are started on Rs. 30 and Rs. 35. But a teacher undergoes a training for two years after the S. S. L. C., and he, in the interests of the public, has also generally to maintain a status higher than that of a clerk who is at the start. Further in the Government departments there is stability, security and pension already referred to; and prospects of

rising to higher grades are far greater in the Government departments. Hence it is that the Committee has fixed the salary of a Secondary-grade teacher at Rs. 50 as the minimum. Compared with the minimum that the trained S. S. L. C.'s and Matriculates were paid hitherto in schools, this might appear to be slightly high. But the rise in prices which have trebled and quadrupled justifies this figure, which is not even double of what it has been. Having fixed the minimum at Rs. 50, the Committee would propose that after a service of 20 years, the Secondary-grade teacher should reach a maximum of Rs. 120 as follows :—

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It cannot be gainsaid that the higher the educational qualification of a teacher, the greater will be his usefulness. So in the case of trained F. A.'s and Intermediates, the starting salary should be at least Rs. 60, not only in consideration of their greater general educational qualification, but also as an inducement for more people of this qualification to take up the profession. Having fixed the minimum in this case at Rs. 60, the Committee would suggest that after a service of 20 years, these trained F. A.'s and Intermediates shall reach a maximum of Rs. 130 as follows :—

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Coming on to the L. T.'s, at present they are generally started on not less than Rs. 80, and the Committee proposes to fix the start at Rs. 100. The general rise in prices and in the cost of living would justify a much higher figure than Rs. 100 to start with. But seeing in other departments of Government, graduates are started on much less than Rs. 100, any minimum over Rs. 100 would be considered fabulous. To justify Rs. 100 itself as compared with the start in

other departments, it may be pointed out that the attractions of the Government departments, on account of their better tenure, prospects of promotion, status, power, etc., are so great that when the start was so low as Rs. 25 and Rs. 30 in the Government departments, and Rs. 80 in the schools, graduates have been preferring to enter the Government departments rather than into the educational institutions; and if the teaching profession should be able to attract the fairly efficient men of the year, the start must be even higher than Rs. 100. Besides the University course, these graduates have also to undergo a special training for a year. Having fixed the starting salary of an L. T. at Rs. 100, the scale the Committee would propose (in order that the maximum might be reached in 20 years) is as follows :—

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they might be given an allowance in proportion to the size and grade of the institution and the responsibilities involved, as is existing in Government and other colleges. This view is also supported by the report of the Select Committee on Salaries of Teachers, which was adopted by the S. I. T. U. Conference held at Trichinopoly in 1919. The Committee opine that there is much force in the above argument. Hence they would propose that the Headmaster or Superintendent of an Elementary School be given a minimum monthly allowance of Rs. 15; the Headmaster of an Incomplete Secondary School or Middle School, of Rs. 25; the Headmaster of a Complete Secondary School, of Rs. 50; and the Principal of a College, of Rs. 100.

Pandits, Drawing-Masters and Drill-Instructors.

Coming now to the Pandits, Drawing-Masters, and Drill-Instructors in Schools, the Committee accepting the majority of the opinions expressed in the communications received by them, would propose that, until a definite educational qualification for Pandits is fixed, these Pandits be divided into two classes, Junior and Senior, and that the Junior Pandit be given the scale of an Elementary-grade teacher, and the Senior Pandit, that of the Secondary-grade teacher. In the case of vernacular subjects and Sanskrit, where there is need for the employment of only one Pandit, whether the Elementary-grade scale or the Secondary-grade scale, should be given to him, will have to be decided by the size of the classes he has to take, and also the responsibilities involved. The Drawing-Masters and Drill-Instructors will be treated as Elementary-grade teachers for purposes of salary and allowances, if any. Wherever one has to do the work of a Drawing-Master and a Drill-Instructor combined, a special allowance is recommended.

City allowance.

There is also another important question which the Committee had to consider. In cities like Madras, Madura, Trichinopoly, etc., where house-rents are as a rule very high, and generally on the increase year by year, and where owing to the need of teachers having to reside in far off suburbs involving conveyance expenses, a special city allowance to all teachers is very necessary. Also in certain backward localities the need for a local allowance will be felt. Hence the Committee would propose that in backward localities and in the case of teachers of cities like Madras, Madura, Trichinopoly, etc., until an all-round residential system is established, a monthly city or local allowance of Rs. 10 to an Elementary-grade teacher, of Rs. 15 to a Secondary-grade teacher, and of Rs. 25 to a collegiate grade teacher, be given.

Conclusion.

In summing up its recommendations, the Committee would lay special emphasis *first* upon the urgency there is for immediate relief being given to teachers of all grades at least according to the scale given by the Madras Government to its employees; and *secondly*, on the supreme need there is for the Guild, *in the interests of the public and all parties concerned*, not to rest until the Government and the management of schools and colleges give the immediate relief suggested; and accept and adopt the scale of salaries proposed herein. Untrained teachers who have put in a long service may be regarded for the purposes of salary and allowance as though they are trained.

SUMMARY.

Proposed scale of salaries for a service of 20 years, the increments being annual and automatic.

<i>Grade of Teacher.</i>	<i>Scale.</i>	<i>Remarks.</i>
1. Elementary, Junior Pandit, Drawing-Master, Drill- Instructor,	Rs. 40-2-60-2-80	The scales proposed will be seen to be very modest when compared with the scales prepared on the basis of the economic conditions which existed in 1917-18 and accepted by the S. I. T. U. Conference at Trichinopoly in 1919, of course, not forgetting the fact that since then prices have trebled and quadrupled,
2. Secondary, Senior Pandit,	Rs. 50-3-80-4-120	
3. Trained F.A.'s and Intermediates,	Rs. 60-3-90-4-130	
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NOTE 1. Principals, Headmasters and Superintendents : their grade scale plus a minimum allowance of Rs. 15 in the case of Elementary Schools ; of Rs. 25 in the case of Incomplete Secondary and Middle Schools ; of Rs. 50 in the case of Complete Secondary Schools ; and of Rs. 100 in the case of Colleges.

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monthly city or local allowance of Rs. 10 for Elementary, Rs. 15 for Secondary, and Rs. 25 for Collegiate, grades.

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4. Special allowances to those who have to do the work of Drawing-Master and Drill-Instructor combined.

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18th Sep. 1920. }

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Professors in Colleges	300-20-500-25-750.

The Principal of a Second-grade College must get an allowance of not less than Rs. 100 and that of a First-grade College not less than Rs. 200.

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