

Home (192 /) Department.
Education

Ordinary SERIES.

G.O. No. 396

DATED 16. 3. 21.

(16)

[Despatch Abstract.]

Recruitment.-

Declining to lay down rule barring
direct ----- to the Madras Educational Service.

BACK PAPERS.

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

FURTHER PAPERS.

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

CURRENT FILE.

Previous pp.

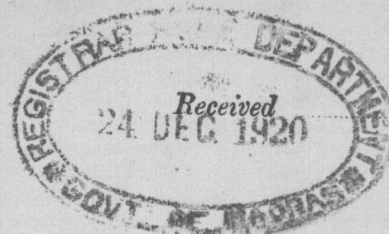
G.O. 106, d / 22.1.21
 1452 d / 8.12.20
 633 P.d / 1.10.20
 1030-31 d / 9.9.20
 950 d / 17.7.18

C.N. 3855 Encl

Home / Education /

DEPARTMENT.

C.F.-25



191

Registered

24/12/20

191

Subject.

Addressing Government on the question of direct recruitment of officers to the Provincial Educational Service.

ENCLOSURES.

No.

Current No. 13302 of 20

Spare copies

Station Madras, Dated the 24th December 191

From (Name) R.G. Grieve Esquire, M.A.,

(Designation) Director of Public Instruction
Madras

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

Sir,

With reference to G.O.No. 1030, Home/Education/ dated 9th September 1920 sanctioning the constitution of a Committee to advise the Government on the selection of candidates for direct recruitment to the higher branches of the Educational Service I have the honour to enquire whether the term "higher branches of the service" refers also to posts in the Provincial Educational Service. I desire to suggest for the consideration of Government that the rule should be that there should not be direct recruitment to the Provincial Educational Service.

The following are my reasons for making this recommendation. There are in the Department in the Subordinate Collegiate and Inspecting branches officers who by their qualifi-

ations, by their experience and by their efficiency are fit to be selected for inclusion in the Provincial Educational Service as vacancies occur. Applicants for direct recruitment to the Provincial Educational Service will not be men with qualifications superior to those of many persons already in Government service. Moreover, such candidates would be less fit for inclusion in the service than men selected from the Subordinate branches as they would either have had no experience or, if they had, would probably be much overage. Again it is not the interests of Government to allow of such recruitment because the men who are now selected from the Subordinate Educational Service for posts in the Provincial Educational Service are those who apart from questions of qualifications and seniority have proved themselves fit by their character and their efficiency to be so selected.

There is no guarantee that in the case of direct recruits those imponderable qualities which form an integral part of a man's fitness for a responsible post will be found. Further the officers in the subordinate services would have a justifiable grievance if their prospects of selection to the Provincial Educational Service were lessened owing to the direct recruitment of persons no better qualified than themselves. For these reasons I request that the rule may be laid down as suggested above.

I have the honour to be,

Sir,

Your most obedient servant,

Subrahmanya Chell

For Director of Public Instruction.

4
NOTES.

Law (Education) Department

[C.No.3855 . From the D.P.I No. 13302 dated 24-12-20

Subject:- Direct recruitment to the M.E.S

The D.P.I's letter read above raises two questions:-

(1) whether there should be direct recruitment to the M.E.S and

(2) if so, whether candidates for direct recruitment should be selected on the recommendation of a selection committee.

3. Direct recruitment to the M.E.S

In paragraph 15 of ~~it~~ their report on the Educational services, ^{the} Public Services Commission expressed their views as follows on the question of direct recruitment to ~~class II~~ ^{class II} (M.E.S):-

" For the appointments to ~~class II~~ ^{class II} it is not safe to lay down any fixed proportion until some decision has been arrived at as to the exact point where ~~class II~~ ^{class II} is the end and ~~that~~ the subordinate service is to begin. This will be known only when the Local Govts. have made detailed examination of their posts in the manner already suggested. Should this result ~~in~~ ⁱⁿ the dividing line be kept high, ~~the proportion~~ ^{the proportion} of the vacancies to be filled by promotion from the subordinate service should be high also. On the other hand, should a considerable number of the present subordinate posts be brought into ~~class II~~ ^{class II} the case for a large percentage of direct recruitment will be strengthened. We recommend therefore that this point be left to be decided by the authorities in India after the completion of the reorganization schemes. "

Pages 98 and 99
of the Report
put up

3 In connection with the question of the creation of temporary posts as a training ground for appointment ~~to~~ the I.E.S, the D.P.I (Mr. Littlehailes) - reported as follows:-

see
" I ~~find~~ no difficulty especially with the latitude which is now given to the Local Govts. in the matter of ~~the~~ appointments to the P.E.S, in ~~recruiting~~ recruiting persons to that service either to posts which are for the time vacant or to posts which can be temporarily created with a view to ascertain whether the probationers are suitable for appointment ^{to} in I.E.S."

Reference is solicited to the notes on pp 8-9 of Notes to G.O.No.1452-3 Home(Edn), dated 8-12-20 and to paragraph 6 of letter No. 1453, dated the 8-12-20, from which it would appear that the Govt. contemplated in ~~the~~ special cases, direct appointment to M.E.S.

4 For the reasons given in the c.f. the Ag.D.P.I (Mr.Grieve) considers that there should not be direct recruitment to the M.E.S, The D.P.I has recently proposed the transfer of 27 posts from S.E.S to the M.E.S; but, even after the transfer ^{of these posts} there will be a very large number of subordinates in the S.E.S and it may be conceded that their claims ~~if~~ for promotion to M.E.S should receive ^{prior} ~~higher~~ consideration. But it does not appear safe to ~~rule~~ ^{say} that, under no circumstances, direct recruitment to M.E.S will be permitted. Each individual case ^{as it arises} will have to be decided on its merits. In this connection, it may be mentioned that there are now in the M.E.S a number of officers who ^{were} ~~are~~ directly appointed to it, viz, Messrs. Savur, Krishnamurti, Sankaranon, Lobo, Suryanarayana, Subramanya Sastri, C.D. Subramania Chetti and Md. Sahib Bahadur. *Govt. need not tie their own hands.*

Ad. 15- page 8
4-500 1452
8-12-20
(L)

4. Whether direct recruitment to M.E.S. if ^{permitted} made, should be made on the advice of a selection Committee.

Attention is solicited to the undermentioned papers:-

(1) Para 19 of the Govt. of India's Despatch to the Secretary of State No. 19, dated the 18th June 1919, printed on pp 4-5 of G.O. No. 633 Public, dated 1-10-1920

(2) Para 16 of the Govt. of India's despatch to the Secretary of State and paragraph 11 & 15 of the Secretary of State's despatch, printed on pages 4 & 13 respectively of G.O. No. 600 Home (Edn), dated 17-5-1920.

(3) Notes to G.O. No. 1030-31 Home (Edn), dated 9th September 1920

The Govt. of India and the Secretary of State ^{apparently} desire that the services of the Selection Committee should be utilised in making direct appointments to M.E.S. also.

MS
22/11/21

Ca
25/1/21

An answer to the query in the first sentence in the D.P.'s letter is "Yes".

2 This does not mean that there should be direct recruitment to Class II. It only means that, if there be, the Select Committee should advise

3. Whilst agreeing with the D.P. that generally we should recruit to Class II by promotion from the S.S. I would not enunciate

4
17 JAN 1921
DIRECTOR

Such a rule. But to create discontent in the SRS, will it not be advisable to announce a percentage of appointments from outside the SRS? In other words, this policy is adopted.

4. The Select Committee itself will have to be remodelled after the proposed Public Service Commission is organised. And I understand that in the despatch from India to the Sec of State appointments to the provincial branches are brought within the purview of the Commission. How the issue of final orders on this subject will affect the present reference I am unable to say.

My 26/1/21

DP 1/1/21

Home (Sd.) 21

No. 3853-A-1
26/1/21

But that to create discontent in the SRS, will it not be advisable to announce a percentage of appointments from outside the SRS? In other words, this policy is adopted.

4. The Select Committee itself will have to be remodelled after the proposed Public Service Commission is organised. And I understand that in the despatch from India to the Sec of State appointments to the provincial branches are brought within the purview of the Commission. How the issue of final orders on this subject will affect the present reference I am unable to say.

2. In order not to create discontent in the SRS, will it not be advisable to announce a percentage of appointments from outside the SRS? In other words, this policy is adopted.

3. What effect will the SRS have on the present reference? I am unable to say.

With reference to paragraph 2 of the Secretary's note, I venture to point out that it is the function of the Selection Committee to decide whether particular candidates for the Indian Educational Service and the Madras Educational Service are eligible for inclusion in the -- list of suitable candidates. It is for Government to take advantage of their recorded opinion as occasion arises. The Secretary seems to suggest that, if there is a vacancy which it has been decided to fill up by direct recruitment, the Selection Committee should advise Government with special reference to that particular post. It is suggested that this interpretation would ~~lie in~~ ^{be in} the hands of Government unnecessarily as in the case of direct recruitment, Government should be free to choose for themselves from the whole list of eligible candidates.

As regards the fixing of a particular proportion of posts for direct recruitment ^g ~~and~~ may point out that the conditions existing in other services are not parallel to those in this department. In the Collegiate Branch, the appointments are made to the Madras Educational Service according to the subjects. ^{This} ~~It~~ means that the -- Collegiate Branch itself for purposes of selection to the Madras Educational Service is divided up into as many ^{branches} as there are subjects included in the University Courses. I do not see how any proportion can be fixed in these circumstances. For example, if the proposal to convert one of the Subordinate Educational Service posts in Sanskrit in the Presidency College into a Madras Educational Service appointment is sanctioned, there will be one ^{Sanskrit post} in the Indian Educational Service, one in the Madras Educational Service (excluding the Superintendentship of Sanskrit Studies) and 5 in the Subordinate Educational Service. If by any chance direct recruitment is ^{restored} ~~restored~~ to in this case having in

in view the reservation of ^acertain proportion of posts for such recruitment, the five men in the Subordinate -- Educational Service will be at a great disadvantage. There is also this objection that for the filling up of any particular subject vacancy an officer already in the service may be much better than any who could be secured by direct recruitment. ^{Thus} the fixing of a percentage might operate --- directly to the disadvantage of the Public Service.

RAA
28/1/21.

Law (Edal) Dept

There appears to be no objection to applications for direct appointment to the MES being considered by the Selection Committee ^{as they are provided a representative of the existing vacancies} ~~as they are provided a representative of the existing vacancies~~. In view of the 50% rule above, the proposal to fix a certain percentage of appointments for direct recruitment to be pursued further.

MM
11/4/21

CR
3/2/21

Can I see the papers ~~of the~~ ^{with} the Du Boulay Public Service Commission? MM 4/2/21

~~The Public Dept. may~~

~~be requested to put up the papers referred to by Secy. The papers refer. to by Secy.~~

~~have been obtained from Public &~~

(1) Since despatched 7.2.21

(2) linked.

MM
7/2/21

CR
7.2.21

CR
29/1/21
404
325 A
31.1.21
EW
Dated
1/2/21

595-1-10
633/20

4025
11.2.21

Com Look A

7

I am not convinced that it is advisable to fetter the discretion of Govt in the manner suggested.

Please see papers in the linked file. Rules under 96(13) are contemplated & an all India Comm. with duties under a Liaison Local for as to methods of recruitment has been appointed.

There is very little direct recruitment at present & I do not see why the DP I has raised this question. If any candidate applies for the M.S.S., he may be certified or not; but this is a different thing from giving him an appointment.

I think that the existing order of things may continue pending developments
10/2/21

C I Please let me see what M I said in answer to the Legislative Council Resolution advocating that

4039
23.2.21



the pay of the P.E.S. should be equalized with that of the P.C.E. I think I said something material about direct recruitment.

LD
20.2.21

The H. M's Speech is at pp 6 to 8 of G.O. No. 104 Edn, dt 22.1.21,

flagged ①

B
21.2.21

CR
21/2/21

W
23/2/21

MS
22/2/21

L

M

Direct appointments to the P.E.S. all naturally be few & far between, but I wd. not lay down any rule absolutely barring this method of recruitment or restricting the liberty of the Selection Committee to make recommendations in this behalf if special circumstances indicate that such action is justified in particular cases.

LD.

By. I agree with Sir R. Davidson. 25.2.21

I would not fetter the discretion of Govt in the manner suggested by the D.P.J. who interprets "higher branches" in G.O. No. 600 of 17.8.20. as excluding Class II (P.E.S.) of the Educational service. a/cy

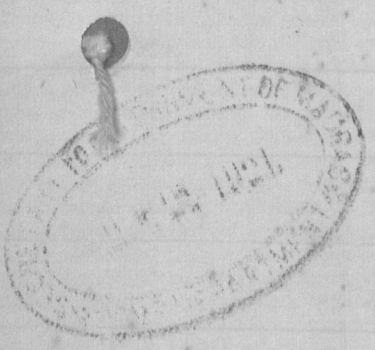
A draft order is subd.

MS
8/3/21

B
6.3.21

CR
18/3/21

W
15/3/21



pp 4, 11 & 12 of (1)

Recruitment. Lane (Ed?) DEPARTMENT.

Declining to lay down rule barring
direct — to M.E.S.

READ AGAIN G.O. No. 1030 Ed. dated 9-9-1920 (Te)

" " " " " " " " 192

READ 0:-
C. No. 3858 From the D.P.I., C. No. 13302 dated 24.12.1920
A,

" " " " " " " " 192

" " " " " " " " 192

ORDER.

MCS

No. 396, dated 16-3-1921

The Govt. are not prepared to lay down any rule absolutely barring direct recruitment to the Madras Educational Service or restricting the liberty of the Selection Committee to make recommendations in that behalf if special circumstances indicate that such action is

justified in particular cases. The term 'higher branches of the education service' in G.O. 1030 (Eds) of 9-9-20 should be interpreted as including appointments to the M.E.S. also.

MCS
16-3-21
Rai
17-3-21
To the D.P.I. (9+0)

16/3

MCS
16-3-21

15/3/21

ying

192

. RATED

No.

ENMENT A A A A A A A

ENMENT.

IN DITTO.

LED UP, BEING MEANT FOR DESPATCH
CAL.

- Copy in full.
- Not to be copied.
- Copy abstract only.
- Copy heading only.