

Law (1921) Department.

(Education)

Ordinary SERIES.

G.O. No.

677

DATED

27-4-21

[Despatch Abstract.]

Government Museum---Employment of two additional peons
purchase of a bicycle--sanctioned.

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[Despatch Abstract.]

Government Museum---Employment of two additional peons
purchase of a bicycle--sanctioned.

Papers of the department to which the current belongs.

Number.	Date.	Original (= O.) or spare copy (= S.C.)	Remarks. (In this column such of the papers as have been removed for copying, printing, etc., should be marked with a cross.)	Initials of Referencer with date in token of return to Reference department.

Papers of other departments.

Department.	Number	Date.	Original (= O.) or spare copy (= S.C.)	Initials with date of (1) Referencer acknowledging returns of the paper concerned or (2) Despatcher to denote the return of the papers to the department concerned.

DEPARTMENT.

C.N. 105 B

Received 191 . Registered 191

Subject.

Requesting sanction for six additional peons and
also an increase of pay of Rs 5/- per mensem to each of
the peons in the Museum and the Library.

ENCLOSURES.

No. _____

No. 1331-105/1920

Spare copies _____

Station MADRAS, Dated the 28th DECEMBER 191

From (Name) E. H. Cravely Esq., D. Sc.,

(Designation) Superintendent, Government Museum

MADRAS

To The Secretary to the Government of Madras,

Home (Education) Department.

Through the Accountant-General, Madras.

Sir,

I have the honour to address Government in regard
to the strengthening of the inferior staff of the Museum and
the Library. The existing establishment may be grouped into
two classes:-

Peons who attend during office hours (6 hours)

Superintendent's peon	1
Office peon	1
Printer	1
Botanical assistant's peon	1
Feeder	1
	5

Peons working in the Galleries and the Library who attend from 7 A.M. to 5 P.M. with two hours tiffin time (8 hours) ; -

Library	3
Chickledars	2
Gallery peons	27
Duffadar	1

33

2. Of the 33 men working in the galleries and library 21 are on duty at a time and 5 are required to provide tiffin time of 2 hours to each of these. The balance of 6 men is necessary (and indeed insufficient) to enable us to grant leave in compensation for attendance on general holidays. The existing staff is thus barely adequate for the ordinary work of watching the galleries with a view to the safety of the valuable collections exhibited in them, and it is impossible to make satisfactory arrangements for watching the extensions to the Natural History Section just completed or for the large volume of work that has now to be carried on in connection with both the Museum and the Library. I have accordingly the honour to approach Government for 6 additional men required as explained below:-

3. Two peons for the extensions.

The extensions to the Natural History Section have been completed and handed over by the P.W.D. The work of stocking the rooms with specimens has already been taken on hand. Two men are necessary, one to watch the lower and one the upper floor; and the rooms cannot safely be opened to the public until the peons now applied for are sanctioned.

4. One extra peon for the Office

At present there is only one peon for the office. He has to attend on the Personal Assistant, and the whole office staff, as well as continually carrying papers to the Superintendent's and Assistant's offices in separate buildings. An extra peon has constantly to be utilised for miscellaneous work such as going to the Accountant-General's office in connection with contingent and pay bills etc., to the Superintendent of Stationery's Office, to the

Bank to pay remittances and cash cheques, to purchase materials, to make payments for books purchased, etc. This practice seriously interferes with the work of watching the galleries as it is impossible to spare peons for this kind of work without curtailing either the number of men on duty or the amount of leave to which they are entitled. A separate peon is accordingly necessary for the purpose, especially in view of the desirability expressed in G.O. No. 876 Financial dated 13-9-20 of delivering by hand all letters addressed to offices and persons in the city. Such letters are by no means few, including communications to the Accountant-General, Superintendent of Stationery, Superintendent Government Press etc. as well as letters addressed to the Government, and to private persons in reply to their enquiries regarding the use of the theatre etc., It would be a saving of postage if such letters are delivered by hand as pointed out in the Government Order referred to, but it is essential that the additional peon should be a bicycle peon if he is to do all this work and I therefore have the honour to request that Government will be pleased to sanction the supply of a bicycle to this office.

*This shd have
formed the
subject of a
separate
communication*

5. Peon for the Archaeological Assistant's Office

The Archaeological Assistant has always needed a separate peon to clean treasure trove idols, coins, copper-plate grants, stone images etc., to help carry them to the galleries, to help him in arranging exhibits, in mending stone images, carrying books of reference from the Connemara Library and the Oriental Manuscripts Library etc. and also to accompany him on his tours. The Botanical Assistant has already a separate peon sanctioned by Government and the Zoological Assistant has the services of the feeder and of the taxidermists to help him in his work, and a separate peon for the Archaeological Assistant has been found to be equally necessary. It is now possible to give him a man only by taking away one of the day watchmen from his post, which has had to be done; but is most undesirable, as the whole of one side of the compound is left unwatched; and in a public place devoted to the storing and exhibition of rare and valuable articles the possibility of thefts needs to be most carefully guarded against. I have accordingly to request that Government will be pleased to sanction an additional peon for the Archaeological Assistant's Office.

4
6. Two peons for the Library.

As the peons available for watching the galleries and working in the Library are insufficient to allow of all leave ^{due} being granted, as explained in para. 2 above, and as the galleries have no other servants of the Museum than peons working in them, it often happens that apart from the doorkeeper no peon can be spared for Library work; and since the Sub-Librarian sanctioned in G.O. No. 848 Home (Education) Department dated the 26th July 1920 took charge of his duties, he has been experiencing great difficulty for want of a sufficient number of peons. The Library is open from 7 A.M. to 6 P.M. from April to September and from 7 A.M. to 5.30 P.M. from October to March, and peons are needed to help the Attendants to carry the books to and from the shelves and to keep the cases clean, ^{especially} in view of the fact that many cases can only be reached by ladder. Further, it being necessary for the Sub-Librarian to have his office in the Library Building, he has often to make use of a peon as a messenger to and from the Museum Office as well as for helping him in his work among the books. I am convinced that at least two additional peons are absolutely necessary and have accordingly the honour to recommend that the Government will be pleased to sanction the additional peons required.

7. In the circumstances explained above I have the honour to request that the Government will be pleased to accord their sanction to a total addition of six peons which is the minimum necessary having regard to the increase of work in all directions, and to give them the following pay, with the current allowances:-

One peon on Rs. 14 per mensem,
" 13 "
" 12 "
" 11 "
and two peons on Rs. 10 per mensem each.

The higher grades of Rs. 14 and 13 are proposed for the Library as for this it is necessary to attract men of a good class with some knowledge of English.

The increased cost involved apart from allowances is Rs. 70 per mensem or Rs. 840/ per annum, or a total ^{extra} cost of Rs. 1260/ per annum including present allowances.

8. From the distribution set out in para. 1 above, it will be seen that of the present staff 33 men have to work for 10 hours a day, instead of the ordinary 6 hours a day expected of office pe-

5
though the Museum is closed at 5 P.M. the work of securing the buildings occupies not less than half an hour, and sometimes more, so that the peons are unable to leave earlier than 5.30 P.M. The men here thus work for about 3 hours a day longer than the corresponding class of men in other offices. The nature of their work is by no means light imposing as it does the necessity of standing the whole time that they are on duty, since if they sit they will not be in a position to maintain a strict watch and would probably sleep. Again, whereas peons in other offices get their holidays as they fall due, the Museum peons are denied this privilege, and most of them are unable to enjoy even the most important religious festivals, as not more than six men per day can be granted compensation leave. Representations have been made by the peons setting out their difficulties, and they have engaged my most careful attention. Attempts have been made to give them relief, but it has not been found feasible to effect any reduction of hours of duty.

Accordingly, I have the honour to recommend that in view of the additional hours of work and of the special conditions prevailing, the Government will be pleased to sanction the grant to the men, 37 in all including the four additional men for the galleries and the Library now asked for, of an extra remuneration of Rs. 5 each over and above the pay which the Government may fix for peons in this city, at a total extra cost of Rs. 37x5 or Rs. 185 per month; or alternatively that the staff may be so increased as to

only non-voluntarily enable the men to work six hours a day as in other offices. For ^{but they work the latter} ~~this~~ ^{would} purpose it ~~will~~ be necessary to employ two batches of men one to attend in the morning, the other in the afternoon. And, as a total of 25 men are required at a time for the galleries and the Library and one-sixth of that number in addition to allow for compensation holidays, 29 men will be required in each batch or a total of 58 men. This means an increase of 21 men over and above those asked for in the first alternative. As the minimum pay for these 21 men at the present sanctioned scale would amount to Rs. 315 monthly, I strongly recommend the former alternative, especially as I think that the higher pay will help to attract

6 *b*
better men, and we find them capable of working for the longer hours required.

I have the honour to be,

Sir,

Your Most Obedient Servant,

J. H. Gravelly
Superintendent.

No. Tri.P.A.2/613

O.F. 226-4,000-11-11-20

2
OFFICE OF THE ACCOUNTANT-GENERAL, MADRAS,
Fort St. George, 8th January 1921.
192 .

Enclosures,
one

Forwarded.

2. There is no audit objection to the proposal being sanctioned by Government in the Financial Department.
3. Necessary re-appropriation of funds should be sanctioned before any extra cost is incurred in the current year on this account.
4. Provision of funds will be made in the Budget estimate for next year on receipt of orders of Government in the Financial Department to that effect.

M. A. S. S. S.

Deputy Accountant-General.
hs.

To

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

V.

HOME (EDUCATION) DEPARTMENT.



Received

11 MAR 1921

191

Registered

191

Subject

11 MAR 1921

Requesting the order of the Government in the letter

No. 1331-1 of 1920 dated 28th December 1920.

Ed. no 805 B - 1
12-3-21

CURRENT NO
1350

Latson
J. B. Gravelly
File 1300C

ENCLOSURES.

No.

Spare copies

No. 1331-2
20

Station Madras, Dated the 9th March 1921.

From (Name) F. H. Gravelly Esqr., D. Sc.,

(Designation) Superintendent, Government Museum,
Madras.

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

Sir,

Relating to employment
of additional persons.
Sent to File.
on 8-2-21

I have the honour to invite your kind attention
to my letter No. 1331-1 of 1920 dated 28th December 1920
and to request that you will be pleased to obtain the order
of Government thereon as early as possible.

US

Law (Gov) Dept

I have the honour to be,

Sir,

Your most obedient servant,

The letter referred to
was sent to Finance no on
8-2-21. Most Dept may be
requested to treat the case
as very urgent.

LH

LH

12/3/21



Superintendent.

180

9 Finance (C.S.R)

The file was returned to Home
(Edn) by the Expenditure section
on 16-3-21.

NR
24/3/21

VR
24/3/21

COR
24/3/21

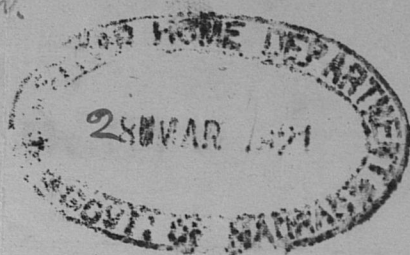
Finance n.o. Home (Edn) n.o.

1350 A-1

25/3/21

ES. C. No. 1092 R

28-3-21



Law (Edn)

The file was ~~sent to~~ ^{submitted} to

M1 on 22-3-21. ~~now done as per~~ ^{submitted that this}

Current may be over the file returns
from the Ministry and then read with it

JH
21-3-21

Lal
1/4/21

NOTES.

Previous Papers

Fr. 232 Ed. 21-4-19 (P)
233 .. 13-3-19 (P)
877 .. 23-9-13 (P)
1000 .. 4-11-13 (P)
1176 .. 15-10-14 (P)
1128-1128 A .. 15-10-14 (P)
1549 .. 4-12-18 (M)
816. (Prel) 13-9-20 (P)
524. Home (Edn) 26-4-19 (P)

C. No. 105-B.

From the Supdt., Govt. Museum, No. 1331, dated
28th December 1920.

Subject.- Reorganisation of the menial establishment
Govt. Museum and Connemara Public Library.

The Museum Superintendent's proposals involve--

- (1) the addition of six peons to the existing menial establishment of the Museum and the Connemara library, combined; and
- (2) the grant of an extra remuneration of Rs. 5/- to each of the peons all-round over and above the pay which may be fixed for peons in the City.

2. The Superintendent's detailed justification for the first of these proposals is in paras 2 to 6 of his letter. At the outset, it may be premised that the menial staff of the museum and the library which numbered 30 in 1912 now consists of 38 hands having been re-inforced twice by batches of four on each occasion - vide G.Os. No. 877, Edl., dated 23rd September 1913 and No. 524, Education, dated 26th August 1919. But the conditions have speedily altered and an examination of the following purposes for which the additional six peons are stated to be required seems to show that the proposal is none too liberal:-

(a) Two peons for the extension.- As the Natural History section represents a new development in the museum which has not been provided for, two peons seem to be necessary and may be sanctioned.

para 10-p 49
G.O. 877 Edl.
23.9.13

(F)

(G)

para 3-p 2 CF

13

12

11

22/12/21
8/2/21

para 16. p 6 g
GO 877201 (F)
23-9-13

2+3 CF.

(I)

para 5 - p 3 Cf.

para 6 - p 4 Cf

cf para 16 g office note
p 4 g notes to GO (F)

Mr. Knepp's note
at p 14 g G.O. at (J)

(b) One extra peon for office.- Till 1913 one of the peons was designated "printer and office peon." In 1913 it was represented that owing to the growth in the volume of printing and allied work falling on this peon, a separate office peon was necessary and this was sanctioned. Para 4 of the Superintendent's present letter seems to constitute a valid ground for giving an additional office peon and this may be sanctioned.

Incidentally the Supdt. asks for a bicycle to facilitate local delivery of papers advocated in G.O. No. 816, Financial, dated 13th September 1920. Submitted that the purchase of a bicycle may be sanctioned.

(c) A peon for the Archaeological Assistant's office.- On the analogy of the Botanical and the Zoological Assts. the plea for a separate peon to the Arch. Asst. seems acceptable and so this additional peon may also be allowed.

(d) Two peons for the library.- Till last year the library had 3 attendants and two peons, and it seems to have been considered before that attendants had also to perform duties analogous to those of peons - such as carrying books to and fro, to keep shelves clean and tidy, to arrange books etc. In G.O. No. 848, Home (Edn), dated 26th July 1920 it seems to have been recognised that clerks instead of menials are required for the work of attending on the library. Accordingly the three attendants have been replaced by four on rates of pay largely corresponding to that of clerks. The employment of two menials for menial work in the

1 peon on 13
1 - - - 14
2 - - - 13

No 5.

1	Head peon	Rs. 18
1	Peon	15
1	Peon	14
2	Peons	13 each
7	Peons	12
9	Peons	11
17	Peons	10

3. If the need for all the six additional peons is conceded, the next point is as to rates of pay. The Supdt. recommends two to be put on Rs. 10 and the remaining four on Rs. 14, 13, 12 and 11 respectively, exclusive of allowances for high prices. Seeing that under the existing scale as many as 17 in a total of 38 peons are on Rs. 10, the Superintendent's grading for the additional staff is perhaps equitable and may be approved.

4. The Superintendent's argument for paying an extra remuneration of Rs. 5 each above the pay which may be fixed by the Govt. for peons in the City is that the conditions of work in the museum are exceptional involving long hours, comparative absence of holidays etc. But the Govt. have never recognised this and it is doubtful if they will do so now.

5. The file may go to Finance for remarks.

E.A.V.

2-2-21.

There appears to be a case for the extra peons but I am not sure about the proposal for extra remuneration.

I doubt whether the Museum peons are worse off than other peons.

2nd

7.2.21

Secy.

The six peons of the bicycle may be sanctioned. I would distribute the new posts like this.

I do not support the recommendation of Rs. 5.

1	peon on	15
1	- - -	14
2	- - -	13
1	- - -	12
1	- - -	11

Very truly yours
8/2/21
2nd

cf. para 49 Mr. Francis' note at p 59 notes to G.O. at (F)

ct 747
Ful C

Encl. 105 B-1
8-2-21



The Home department recommends an addition of 6 pens on varying rates of pay excluding war allowance to the Museum & Connemara Public Library. It was only in April 1919 that 4 additional pens were sanctioned by Govt. - No. 524 d 26-4-19. Attention is, in this connection, solicited to the order in Council on Mr. Knapp's proposals relating to the revision of menial Estt, in which it is stated that all Deptts should take up the reduction of menial Establishment. It is submitted therefore that the sanction to the increase of menial Estt should be accorded with reference to the minimum requirements of the office. As the Natural History Section represents a new development in the Museum, two additional pens on Rs 15/- per month of war allowance may be sanctioned from 1-3-21. The proposal to employ 4 more pens should be negatived. The sanction number will be quoted after orders are passed.

Any excess expenditure over the budget will have to be provided for by appropriate appropriation
 11/3/21

Finance (C.S.R.)

The proposal to purchase

- 4 on Rs 15/-
- 1 on Rs 14/-
- 2 on Rs 13/-
- 1 on Rs 12/-
- 1 on Rs 11/-

(d)

Page 4 (D)

This C.S.R. section with ref. to the purchase of a cycle.

86
 19.2.21

a bicycle - vide portion A in para 4 on p. 3 C.F. & Home Secy's note on p. 3 ante may, it is submitted, be accepted.

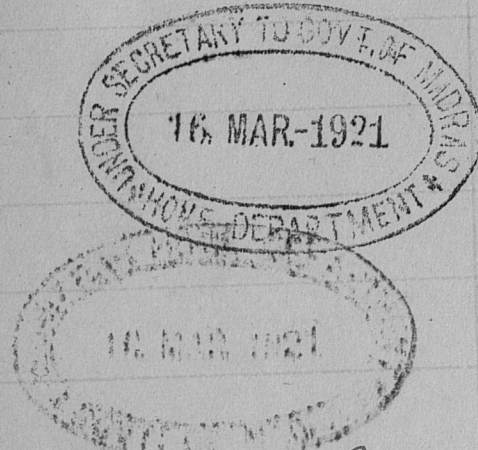
NR
14/3/21
COP
14.3.21

Two pous on Rs 15, inclusive of all allowances, & a bicycle is about as far as we can go.

3rd Graveley is not well up in local conditions

RSB

15/3/21



ESIC No 908B
16.3.21

Since v.o. 747C-1
16.3.21

Law

Law (Govt) Dept

For orders whether the Finance Dept's decision above will be accepted. If so the draft below is for approval. In para. 2 the purchase of a bicycle is proposed to be sanctioned at a cost not exceeding Rs 200 which is the amount sanctioned recently for a cycle for the Queen Mary's College. This is for approval.

the
22.3.21

Secy.

The Secy has in my opinion

15

12

6

made out a case for 6 adol
peons. No extra remuneration
need not be allowed but the
number appears necessary

Wm
22/3/21

Wm

I agree with Financial Secy
at 12/4

13/4/21
Wm

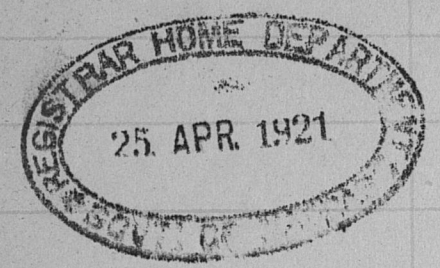
us
3

The draft put up may issue

Ld
14.4.21

Ld
18/4/21
Secy

Wm
22/4/21



Govt Museum - Employment of two additional
peons - purchase of a bicycle - sanctioned.

READ AGAIN G.O. No., dated 192
 " " " " " 192

READ ALSO:

Q. No. 10503 From the L.H.M., No. 1331-1, dated 28th Dec 1920.
Encl. 2

End. b. A. G. 1920
Tri P. A. 2/613 8-1-1921

805B
" " L. G. M.
" " 1331-2
" " 20
" " 9-3-1921

ORDER.

His

No. 677, dated 27-4-1921

The Govt sanction the
employment in the Govt
Museum of two additional
persons @ Rs 15 per m each
inclusive of all allowances.
for ~~the~~ Natural History section.
They are not satisfied ^{as to} ~~of~~ the
necessity for the rest of the
proposals relating to ^{the} memorial stat

2 The Govt also sanctioned the purchase locally at a cost not exceeding Rs 200/- of a bicycle for the use of the Museum.

203.20 22/3/21 22/4/21

cond 6³/₂₈ 1/2
+ 8.
BR 29/4

X
 BR
 DESPATCHED
 2-MAY-1941
 809

S. G. M.
Finance Dept
By the Grace

When given for copying
When copied
When examined EL 29/4 1921
When signed

HAD AGAIN G.O. No.
192

DATED

CURRENT No.

ENCLOSURES TO C. No.

ORDER OF GOVERNMENT

A A A A A A A

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

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.
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