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Government of Madras

LAW (EDUCATION) DEPARTMENT

G.O. No. 877⁷⁸ 9th June 1921

Lawrence Memorial School, Ootacamund
Temporary revision of salaries--school staff--sanctioned for 1921-22.

33

Reference is made to the letter of the Government of Madras, dated 10th June 1921, in which the Government of Madras, through the Secretary, Law (Education) Department, has requested the Government of Madras to sanction a temporary revision of the salaries of the school staff of the Lawrence Memorial School, Ootacamund, for the year 1921-22. The Government of Madras has been pleased to sanction the same.

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BACK PAPER

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

FURTHER PAPERS.

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Number of copies { Letter.
Order.

ORIGINAL

Government of Madras

LAW (EDUCATION) DEPARTMENT

G.O. No. 877, 9th June 1921

Lawrence Memorial School, Ootacamund

Temporary revision of salaries—school staff—sanctioned for 1921-22.

READ—the following papers:—

I

Letter—from the Committee, Lawrence Memorial School, Ootacamund.
To—the Secretary to Government, Home (Education) Department.
Dated—the 27th August 1920.
No.—C. 2444.

II

Memorandum No. 685/B-2, Home (Education), dated 17th March 1921.

With reference to the proposals for the permanent revision of pay of the staff of the Lawrence Memorial School, Ootacamund, forwarded with the Secretary's letter No. C. 2444, dated 27th August 1920, it is observed that these proposals provide a lump sum of Rs. 1,500 per mensem for revision of pay of the military staff, pending further information regarding revised rates of pay and allowances of sergeants on the unattached list. This information was furnished to the committee with G.O. No. 1062, Home (Education), dated 15th September 1920. The committee is requested to submit to the Government at an early date through the Director of Public Instruction and the Accountant-General a proposition statement showing the present *permanent* pay of the entire school staff, the revised rates of pay proposed and the average extra cost involved, and also specifying the revised scales of pay proposed for each member of the military staff.

R. RAMACHANDRA RAO,
Secretary to Government.

To the Principal and Secretary, Lawrence Memorial School.
Copy to the Director of Public Instruction.
" Accountant-General.

III

Letter—from the Rev. W. H. G. PADFIELD, M.A., Principal and Secretary,
Lawrence Memorial School, Ootacamund.
To—the Secretary to Government, Home (Education) Department (through the
Director of Public Instruction and the Accountant-General).
Dated—Lovedale, the 7/8th April 1921.
No.—C. 112.

With reference to memorandum No. 685/B-2, Home (Education), dated 17th March 1921, I have the honour, by direction of the committee, to submit herewith statement required, showing—

- (1) pay of the school staff under G.O. No. 774, dated 3rd July 1920. The permanent pay of the staff dates back so many years and is so mixed up with temporary allowances, war allowances, etc., as not only to be very difficult to determine but to be practically useless for any comparison;
- (2) revised rates of pay as kindly drawn up by Mr. Knapp and forwarded with my No. C. 2444, dated 27th August 1920;
- (3) rough average extra cost involved;
- (4) revised scale of pay proposed for each member of the Military Staff, as considered reasonable and adequate by the General Officer Commanding Madras District.

2. The District Medical and Sanitary Officer, The Nilgiris, is of opinion that the pay of the matrons is placed too low, and should be raised to that suggested by the Surgeon-General, i.e., Rs. 120—150 per mensem with board.

While appreciating the absolute necessity of a properly qualified staff of matrons, and being of opinion that the proposed scale of the salaries as a whole has been kept as low as possible, the Committee hesitate to suggest any considerable alteration in the scheme submitted on 27th August 1920, until the necessity for such change is proved by actual working experience, as the raising of the salaries of the matrons to the Surgeon-General's standard might involve a revision of the salaries of the rest of the staff. But they recommend that the minimum pay of all matrons should be Rs. 100—5—125 with board.

3. The Committee note that the revised pay will mean the withdrawal of the two allowances of Rs. 20 each for typewriting and shorthand for the Accountant who has done excellent work for 24 years in the school, as soon as a stenography teacher is appointed, and they strongly recommend a personal allowance of Rs. 40 per mensem to him in lieu of this and in consideration of his long and excellent service.

4. The question of free board for those members of the staff entitled to it has always been a matter of considerable difficulty. In the girls' branch, e.g., some fifteen members of the staff have to share one kitchen, so that the school is practically bound to board them. The committee find that the average cost of food supplied to them last year was about Rs. 42 per mensem—in addition the school supplies sundry extras such as a cook, table linen, crockery, etc., including items which are very difficult indeed to adequately check. The committee propose a fixed allowance of Rs. 50 per mensem in lieu of board to each member of the staff entitled to free board, and are strongly of opinion that this will mean a saving to the school and also make members more satisfied with the boarding arrangements. Practically therefore Rs. 100 with board = Rs. 150 per mensem and the salaries are suggested on this basis.

5. The additional cost of the new scheme for the year 1921-22 would be Rs. 1,446 per mensem.

6. Should the additional 35 girls be sanctioned this year, two additional matrons and one additional clerk would be needed at a total cost of about Rs. 260 per mensem.

ENCLOSURES.

(1)

The Lawrence Memorial School, Lovedale, Ootacamund—Staff.

Number.	Designation.	Revised rates of pay proposed in letter No. 2444-C., dated 27th/31st August 1920.	Present pay of staff under G.O. No. 774, Home (Education), dated 3rd July 1920.	Pay proposed for financial year 1921-22.	Increase or decrease for the year 1921-22.	Remarks.
GENERAL.		RS.	RS.	RS.	RS.	
1	Principal and Secretary ..	Indian Educational Service grade pay.	1,000 + 250 overseas allowance (G.O. No. 956, Home (Education), dated 19th August 1920).	Indian Educational Service grade pay.	50	On 4th February 1922.
1	Chief clerk	125—5—175 + 50 overseas allowance.	175 + 5	225	45	
1	Accountant	60—4—100 ..	80 + 20 (increase as per G.O. No. 700, Financial, dated 2nd August 1920).	84 + 20 ..	4	
1	Assistant clerk	40—2—60	40 + 12 (do.) ..	42 + 12 ..	2	
..	Accountant .. ..	.. ..	.. ..	40	40	Personal allowance in lieu of allowances for shorthand and type-writing.
1	Organist	50	30	50	20	
..	Shorthand allowance ..	.. ..	20 .. ..	.. ..	—20	

The Lawrence Memorial School, Lovedale, Ootacamund—Staff—cont.

Number.	Designation.	Revised rate of pay proposed in letter No. 2444-C., dated 27th/31st August 1920.	Present pay of staff under G.O. No. 774, Home (Education), dated 3rd July 1920.	Pay proposed for financial year 1921-22.	Increase or decrease for the year 1921-22.	Remarks.
MEDICAL.		RS.	RS.	RS.	RS.	
1	Resident Medical Officer ..	Grade pay I.M.D. + Rs. 75 allowance from school.	Grade pay I.M.D. + Rs. 75 allowance from school.	Grade pay I.M.D. + Rs. 75 allowance from school.	..	
1	Matron, Boys' School ..	100—5—125 (b)	80 + (b)	100 + (b)	20	
1	Matron, Girls' School ..	75—5—100 (b)	65 + (b)	75 + (b)	10	
1	Compounder	Grade pay and allowance.	35 + 10½ increase under G.O. No. 700, Financial.	35 + 10½	..	
1	Additional matron for infectious and serious cases.	100—5—125 (b)	80 + (b)	100 + (b)	20	
BOYS' BRANCH.						
High Section.						
1	Headmaster	500—25—750	500	525	25	On leave.
1	Second master	400—10—500	350	400	50	Acting headmaster.
Middle Section.						
1	Assistant master	300—10—400	275	300	25	
1	"	300—10—400	250	300	50	
1	"	250—10—300	250	250	10	
1	"	250—10—300	225	250	25	
Primary Section.						
1	Assistant mistress	150—5—175 (b)	150	150 + (b)	..	
1	"	100—5—150 (b)	150	150 + (b)	..	
1	"	100—5—150 (b)	85 + (b)	100 + (b)	15	
1	"	100—5—150 (b)	85 + (b)	100 + (b)	15	May work in preparatory branch according to the number of pupils under nine years of age.
1	Librarian	20	20	20	..	
1	Stenography teacher ..	120 .. ..	.. ..	120	120	
..	Singing .. ..	.. ..	20 .. ..	.. ..	20	
..	Drawing .. ..	.. ..	20 .. ..	.. ..	20	
..	Allowance for pupil teachers and monitors.	30	25	30	5	
..	Supervision of games ..	50	20	50	30	
..	Type-writing .. ..	.. ..	20 .. ..	.. ..	20	
Military and Domestic.						
1	Steward .. ..	.. ..	150 + 50 as per resolution No. XIV of 19th August 1920.	250—10—300 ..	50	Pay of Quartermaster Sergeant is Rs. 9 per day + family allowances.
1	Band instructor .. ..	.. ..	150 + 20 for string band.	200—10—250 + 25 ..	55	
1	Gymnastic instructor ..	.. ..	120	200—10—250 ..	80	If on the unattached list, will draw rates of pay for sergeant which is Rs. 6-12-0 per day + family allowances. The figures in the above remarks have been checked by the Deputy Assistant Quartermaster General, Madras District.
1	Carpentry instructor ..	.. ..	120	200—10—250 ..	80	
1	Drill instructor .. ..	.. ..	120	200—10—250 ..	80	
1	Master taylor .. ..	.. ..	120	200—10—250 ..	80	
1	Junior school matron ..	150—5—175	150	250	100 pro tem.	As soon as the new preparatory branch is ready and the Military Works promise it by 1st May 1921 and slight alteration made in the present Kindergarten Buildings, the school will be reorganised. The senior sergeant's post will then be abolished and junior school matron put in—up till that date it is proposed to put the senior sergeant on Rs. 250 per mensem.
1	Stores clerk and assistant steward.	60—2—80	50 + 15 increase under G.O. No. 700, Financial.	60 + 15 ..	10	
..	Supervision of dairy ..	.. ..	20	20	..	This is a temporary allowance till a European contractor can be obtained for dairy.

NOTE.—Posts marked (b) carry free board.

The Lawrence Memorial School, Lovedale, Ootacamund—Staff—cont.

Number.	Designation.	Revised rates of pay proposed in letter No. 2444-C., dated 27th/31st August 1920.	Present pay of staff under G.O. No. 774, Home (Education), dated 3rd July 1920.	Pay proposed for financial year 1921-22.	Increase or decrease for the year 1921-22.	Remarks.
	GIRLS' BRANCH.					
	<i>High Section.</i>	RS.	RS.	RS.	RS.	
1	Headmistress ..	250—10—350 (b)	250 (b)	250 (b)		Includes Rs. 50 for charge of domestic side— which may be given to any member of the girls' school staff placed in charge of the domestic side of the school. At present on leave.
1	First assistant mistress ..	175—5—225 (b)	175 (b)	180 (b)	5	
	<i>Middle Section.</i>					
1	Assistant mistress ..	150—5—175 (b)	100 (b)	150 (b)	50	
1	Do. ..	100—5—150 (b)	100 (b)	105 (b)	5	
1	Do. ..	100—5—150 (b)	100 (b)	100 (b)		
	<i>Primary Section.</i>					
1	Assistant mistress ..	100—5—150 (b)	75 (b)	100 (b)	25	
1	Do. ..	100—5—150 (b)	75 (b)	100 (b)	25	
1	Do. ..	100—5—150 (b)	75 (b)	100 (b)	25	
	Singing ..	15 ..	15 ..	15 ..	—15	
	Supervision of games ..	30 ..	15 ..	30 ..	15	
	Library ..	15 ..	15 ..	15 ..		
	Drawing ..	15 ..	15 ..	15 ..	—15	
	Typewriting ..	15 ..	15 ..	15 ..	—15	
	<i>Technical and Domestic.</i>					
1	Technical mistress ..	150—5—200 (b)	145 (b)	150 (b)	5	Owing to the headmistress being on leave till July 1921 Deaconess M. Durell from this Department acting as Headmistress as per G.O. No. 1515, Home (Education), dated 16th December 1920. Slight alterations have been made in this scale temporarily—but without exceeding total amount allowed.
1	Do. ..	100—5—150 (b)	100 (b)	100 (b)		
1	Head matron ..	125—5—150 (b)	80 (b)	125 (b)	45	
1	Assistant matron ..	75—5—100 (b)	60 (b)	75 (b)	15	
1	Do. ..	75—5—100 (b)	60 (b)	75 (b)	15	
	PREPARATORY BRANCH.					
1	Headmistress ..	200—5—250 (b)	200 (b)	205 (b)	5	
1	Assistant mistress ..	150—5—175 (b)	100 (b)	150 (b)	50	
1	Do. ..	100—5—150 (b)	80 (b)	100 (b)	20	
1	Do. ..	100—5—150 (b)	75 (b)	100 (b)	25	
1	Pupil teacher ..	30 ..	20 ..	30 ..	10	
1	Matron ..	100—5—125 (b)	60 (b)	100 (b)	100	
1	Do. ..	75—5—100 (b)	60 (b)	75 (b)	15	

NOTE.—Posts marked (b) carry free board.

(2)

STATEMENT II.

	Average of proposed scale in No. 2444.	Present pay.	Extra cost for 1921-22.
	RS.	RS.	RS.
General	1,467	1,632	141
Medical	432½	345½	50
Boys—			
Teaching	3,181½	2,445	310
Military	1,500	850	425
and			
Domestic	240	85	10
Girls—			
Teaching	1,381½	1,025	105
Domestic	636½	445	80
Kindergarten Department.	896½	535	225
	9,734½	7,362½	1,346
Add—			
Additional salary for four matrons as per paragraph 2 of letter.	100	...	100
Total ...	9,834½	7,362½	1,446
	per mensem.		per mensem.

IV

Endorsement Ref. on Cur. No. 3902, dated 21st May 1921.

Submitted to Government, Home (Education) Department, with reference to memorandum No. 685/B-2, dated 17th March 1921, through the Accountant-General.

R. LITTLEHAILES,
Director of Public Instruction.

To the Secretary to Government, Home (Education) Department (through the Accountant-General).

V

Endorsement of the Accountant-General No. Nilg-6-13088,
dated 27th May 1921.

Forwarded.

The pay proposed for the Principal requires the sanction of the Secretary of State and the scheme (if the school is provincialized) would require the sanction of the Secretary of State under rule 9 of the Audit instructions enclosed with letter No. 6 Ref./64-21, dated the 6th April 1921 from the Auditor-General.

To the Secretary to Government, Home (Education) Department.

Order—No. 877, Law (Education), dated 9th June 1921.

The Government regret that they are unable to pass final orders on the permanent revision of the pay of the staff of the Lawrence Memorial School, Ootacamund, pending the orders of the Secretary of State on the general question of provincialization of the school. In the meantime, they are pleased to accept the revised scales submitted by the committee, as a temporary measure, from the 1st April 1921, till the 31st March 1922 or further earlier orders, subject to the alteration that the pay of the four matrons noted in the margin should be fixed at Rs. 75—5—125 each per mensem.

One matron, girls' school hospital.
Two assistant matrons, girls' branch.
One matron, preparatory branch.

2. The Government are also pleased to accept the committee's proposal to grant a fixed allowance of Rs. 50 per mensem in lieu of board to such members of the staff as are entitled to free board.

3. The salaries proposed by the committee for the existing incumbents for 1921-22 will be accepted, subject to the following alterations:—

Designation.	Pay accepted by Government for 1921-22.
	RS.
Chief clerk	160 + 50 (overseas allowance).
Accountant	80 + 40 (allowance for shorthand and typewriting) + 20 (temporary allowance) till the date of appointment of stenography teacher and 80 + 40 (personal allowance) thereafter.
Assistant clerk	52

4. The Government of India will be addressed.

(By order of the Governor in Council)

R. RAMACHANDRA RAO,
Secretary to Government.

To the Principal and Secretary, Lawrence Memorial School.
" Director of Public Instruction.
" Accountant-General (through the Finance Department).
" Finance Department.
" Publicity Officer.

GOVERNMENT OF MADRAS

LAW (EDUCATION) DEPARTMENT

No. 878.

From

M.R.RY. DIWAN BAHADUR R. RAMACHANDRA RAO AVARGAL,
Secretary to the Government of Madras,
Law (Education) Department,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
DEPARTMENT OF EDUCATION.

Dated Camp Ootacamund, the 9th June 1921.

SIR,

In continuation of paragraph 7 of my letter No. 1394, Home (Education), dated 29th November 1920, I am directed to state that this Government have sanctioned the temporary revision of the pay of the staff of the Lawrence Memorial School, Ootacamund, for the year 1921-22, pending the orders of the Secretary of State on the general question of the provincialization of the school. The revised scales now sanctioned differ from those put forward in my letter of the 29th November 1920, in certain particulars which are indicated in the annexure to this letter and it is the intention of this Government to give permanent effect to the scheme as now modified, on receipt of the Secretary of State's orders.

2. I am to add that this Government have also accepted the proposal of the committee of the school to grant a fixed allowance of Rs. 50 per mensem in lieu of board to such members of the staff as are entitled to free board.

I have the honour to be,

Sir,

Your most obedient servant,

R. RAMACHANDRA RAO,
Secretary to Government.

[Annexure.

ANNEXURE.

Designation.	Scale proposed in letter No. 1394, dated 29th November 1920.	Scale as now sanctioned.
<i>Medical.</i>		
Matron, girls' school hospital	Rs. 75—5—100	Rs. 75—5—125
<i>Military and Domestic.</i>		
Steward	Lump sum of Rs. 1,500	250—10—300
Band instructor		200—10—250 (plus Rs. 25 for string band).
Gymnastic instructor		200—10—250
Drill instructor		200—10—250
Master tailor		200—10—250
Carpentry instructor		200—10—250
<i>GIRLS' BRANCH.</i>		
<i>Technical and Domestic.</i>		
Assistant matron	75—5—100	75—5—125
Do.	75—5—100	75—5—125
<i>Preparatory Branch.</i>		
Matron	75—5—100	75—5—125

NOTES CONNECTED WITH G.O. Nos. 877-78, LAW (EDUCATION),
DATED 9TH JUNE 1921.

[SUBJECT.—Revision of pay of the staff of the Lawrence Memorial School, Ootacamund.]

HOME (EDUCATION) DEPARTMENT.

In G.O. No. 774, Home (Education), dated 3rd July 1920, the Government sanctioned the *temporary* revision of pay of the staff of the Lawrence Memorial School and this order holds good till the 31st March 1921. With their letter No. C. 2444, dated 27th August 1920 (pages 5-8 of letter No. 1394, Education, dated 29th November 1920), the committee submitted to Government detailed proposals for *permanent* revision of the pay of the school staff. These have been examined and accepted by this Government and are referred to in paragraph 7 of our letter No. 1394, Home (Education), dated 29th November 1920. The question of giving effect to these proposals has now to be considered. The recurring grant of Rs. 2.30 lakhs promised by India and accepted by this Government provides for the cost of these proposals.

2. It will be seen from the statement on pages 6-7 of the letter above referred to that a lump sum of Rs. 1,500 per mensem has been provided for the revision of the pay of the *Military staff* of the school, pending further information regarding revised rates of pay of sergeants on the unattached list. This information has been furnished to the committee with G.O. No. 1062, Home (Education), dated 15th September 1920. They may now be requested to specify the *revised* rates of pay to be granted to each member of the military staff.

3. Submitted that the committee may be requested to submit a *proposition statement* showing the present *permanent* pay of the whole staff, the revised pay proposed and the extra cost involved, and specifying also the revised pay for the Military staff. Draft memorandum submitted. If approved, it may issue with the concurrence of the Finance Department.

C.V.V.—25-2-21. T.K.—25-2-21.

J. A. DE ROZARIO—28-2-21.
R. RAMACHANDRA RAO—28-2-21.

FINANCE DEPARTMENT.

The proposition statement should be checked by the Accountant-General before it is sanctioned by Government. The committee of the school may be asked to submit the statement through the Director of Public Instruction and the Accountant-General. Subject to a slight addition to the draft, the memorandum may be accepted in Finance.

V.K.C.—12-3-21. C.R.S.—13-3-21.

J. M. HOOPER—14-3-21.
R. A. GRAHAM—15-3-21.

LAW (EDUCATION) DEPARTMENT.

The addition suggested by Finance has been made in the draft. For orders as to issue.

T.K.—16-3-21.

Issue.

J.A.D.E.R.—17-3-21.

[Memorandum No. 685-B-2, dated 17th March 1921.]

From the Committee, dated 7th April 1921, No. 112.

*Endorsement by the Director of Public Instruction, Ref. on C. No. 3902.
dated 21st May 1921.*

Endorsement by the Accountant-General, No. Nilg. 6-13088, dated 27th May 1921.

The proposals for the permanent revision of the pay of the staff of the Lawrence Memorial School, Ootacamund, have been received. The present proposals differ in certain respects from those put forward by the committee in August 1920, and accepted by this Government and referred to in their letter to India. The alterations are noted on below:—

(a) In August last, a lump provision of Rs. 1,500 was provided for the revised pay to the Military staff, pending information regarding pay and allowances sanctioned for sergeants, etc., of the military staff of the Sanawar Lawrence Asylum. This information was furnished with G.O. No. 1062, Home (Education), dated 15th September 1920. The committee now recommend Rs. 200—10—250 for five members of the staff (with Rs. 25 allowance for the Band Instructor) and Rs. 250—10—300 for the steward. The scales are considered reasonable and adequate by the General Officer Commanding Madras District. The total cost of the scales for the six members comes to Rs. 1,475 per mensem, thus falling short of the Rs. 1,500 provided. Submitted that the proposals in this regard may be accepted. The proposal to employ a senior sergeant on Rs. 250 till the Preparatory Branch is ready, when the post will be replaced by a junior school matron on Rs. 150—5—175, may also be accepted.

(b) *Pay of the matrons.*—Last year the committee suggested three matrons on Rs. 100—5—125 and four matrons on Rs. 75—5—100. The District Medical and Sanitary Officer, The Nilgiris, as well as the Surgeon-General, are of the opinion that the above salaries are too low and should be raised to Rs. 120—150 per mensem with Board. The Committee consider this unnecessary but would fix a uniform pay of Rs. 100—5—125 with board for all the matrons. This would appear unobjectionable and may perhaps be accepted.

(c) *Pay of accountant.*—The revised pay suggested for this member is Rupees 60—4—100. He is now receiving two allowances of Rs. 20 each for type-writing and shorthand and as this would cease as soon as a stenography teacher is appointed, the committee strongly recommend a personal allowance of Rs. 40 per mensem to him. For the reasons given in paragraph 3 of the letter this proposal may be accepted.

(d) In paragraph 4 of their letter, the committee raise the question of a fixed allowance to those members of the staff entitled to free board. An allowance of Rs. 50 per mensem is recommended. As this will mean a saving to the school and also make the members more satisfied with the boarding arrangements, the recommendation may be accepted.

2. Please see the Accountant-General's endorsement where he considers that the Indian Educational Service grade pay proposed for the Principal as well as the whole scheme (if the school is provincialized) would require the sanction of the Secretary of State. It may be stated here that the whole scheme of revision of salaries has been forwarded to the Government of India in connexion with the general question of provincialization, and would apparently go up to the Secretary of State from the Government of India. The revision being urgent, may now be sanctioned in anticipation of the Secretary of State's sanction and a copy of the Government order sent up to the Government of India for obtaining the Secretary of State's approval thereto.

3. A draft order, accepting the Committee's present recommendations and a draft letter to India are submitted. If approved, they may be sent to the Finance Department for acceptance. They may be requested to treat this as *very urgent*.

[The order will be given a sanction number after the provincialization of the school as well as the scheme of salaries have been approved by the Secretary of State.]

C.V.V.—31-5-21.

J. A. DE ROZARIO—1-6-21.

See A above. I am doubtful if we can do this in face of the Accountant-General's endorsement. I shall be thankful to Finance for advice.

2. Next as regards the variations of the present proposals from the proposals submitted to India. What is the proper course? Should we report to India now or may we, if the first proposals are sanctioned, vary to the extent of the present proposals?

R. RAMACHANDRA RAO—1-6-21.

FINANCE DEPARTMENT

In letter No. 1394, Home (Education), dated 29th November 1920, the Government of India were informed that this Government was prepared to take over the Lawrence Memorial School, Ootacamund, under their control on the condition that the Government of India gave them a recurring assignment of Rs. 2,29,233 per annum and a non-recurring assignment of Rs. 5,40,000. The recurring assignment of Rs. 2,29,233 took into account the extra cost on account of the revision of the pay of the staff as shown in the annexure to the letter of 29th November 1920. The Government of India accepted the recurring assignment, but reduced the non-recurring assignment to Rs. 3,22,000, and the offer of the Government of India was finally agreed to by this Government—vide telegram, dated 25th February 1921, on page 9 of G.O. No. 404, Law (Education), dated 17th March 1921. The whole scheme requires the sanction of the Secretary of State and the Government of India have not yet intimated to us that this sanction has been applied for.

Meanwhile, the school continues to be administered by the committee. The committee now proposes certain variations from the scales of pay reported to the Government of India in letter No. 1394, Home (Education), dated 29th November 1920, and has forwarded a statement showing the pay to be drawn by existing incumbents in the new scale of pay during 1921-22.

2. *Variations in scale of pay.*—The variations and the net financial effect are:—

	Existing scale.			Proposed scale.			Extra cost per mensem.
	Number.	Rate of pay.	Amount.	Number.	Rate of pay.	Amount.	
(1) Matrons	4	Rs. 75—5—100	Rs. 366 $\frac{2}{3}$	4	Rs. 100—5—125	Rs. 466 $\frac{2}{3}$	Rs. 100
(2) Military staff	6	.....	1,500 (lump sum).	1	250—10—300	283 $\frac{1}{3}$	
				5	200—10—250	1,166 $\frac{2}{3}$	
				1	25	25	
Allowance for string band ..	..	.....	1,500	..	.....	1,475	— 25
							+ 75

The net effect of the variations is an extra cost of Rs. 75 per mensem or Rs. 900 per annum. The nurses in the headquarter hospital, Ootacamund, are paid Rupees 75—2 $\frac{1}{2}$ —125 only. It is not clear why the matrons who apparently correspond to

Rs. 75—5—125 accepted.

P.L.M.—6-6-21.

the nursing staff should not be started on Rs. 75 as originally proposed. There are three other matrons' posts on Rupees 100—5—125 to which these can aspire.

Another variation is the substitution of a fixed allowance of Rs. 50 per mensem for free board to such of the members of the staff as are entitled to it. The cost of food supplied last year is found to be Rs. 42 per head, but other expenses, e.g.,

Yes.

P.L.M.—6-6-21.

salary of cook, crockery, table linen, etc., are reported to cover more than Rs. 8 per head. This allowance may also be agreed to.

3. *Pay of existing incumbents for 1921-22 in the new scale.*—The proposals of the Committee are set out in the statement in the current file. Generally, the pay proposed for 1921-22 is the initial salary in the scale or allows for a year's increment and these need not be objected to. The proposals in the following cases seem objectionable:—

(1) *Chief clerk* (Rs. 125—5—75)+50 overseas allowance.

Existing pay Rs. 155+25 Personal allowance

It is proposed to give him Rs. 225, that is, to start him on the maximum pay of the scale and to allow him to draw overseas allowance. It is submitted that his personal allowance should be merged in the overseas allowance, and that he may be

Yes.

P.L.M.—6-6-21.

given Rs. 160 allowing one increment over Rs. 155 + Rs. 50 overseas allowance to which he is presumably eligible if the new scale is applied.

(2) *Accountant* (60—4—100)—

Existing pay.—80+20 temporary allowance plus Rs. 40 allowances for shorthand and typewriting.

Proposed pay.—84+20 temporary allowance +40 personal allowance.

The pay of the accountant was raised from the 1st January 1920 from Rs. 55 to Rs. 80 and it is not clear why the committee sanctioned a further temporary allowance of Rs. 20. There seems to be no justification for this allowance.

Secondly, the accountant will cease to do typewriting and shorthand when a stenography teacher is appointed and there seems to be no reason to continue allowances given for additional duties when such duties are taken away. The Committee recommend that he should get a personal allowance of Rs. 40 per mensem in lieu of these allowances owing to his long service of 24 years and his excellent work in the school.

It is submitted that he may be given Rs. 80 plus Rs. 40 personal allowance, the

Yes.

P.L.M.—6-6-21.

latter decreasing with increments earned in the new scale.

(3) *Assistant clerk* (40—2—60).—*Existing pay.* Rs. 40 + 12 (temporary allowance).

Proposed pay. Rs. 42 + 12 (temporary allowance).

The clerk was promoted from Rs. 35 to Rs. 40 in January 1920. Here again the Committee does not seem right in having sanctioned the full temporary allowance

Yes.

P.L.M.—6-6-21.

of Rs. 12 per mensem. As, however, he has been drawing Rs. 52, he may be started on that pay in the new scale, the temporary allowance being abolished.

4. The question is whether the new scale of pay can be given effect to at once. The revision of pay forms part of the whole scheme of provincialization and has to be submitted to the Secretary of State for sanction. It is submitted that it is not correct to anticipate such sanction and give immediate effect to the proposals as suggested in the Law Department draft. The following course may perhaps be adopted:—

(a) The rates of pay proposed by the committee for existing incumbents for 1921-22 modified with reference to orders on the points raised in paragraphs 2 and 3 above may be sanctioned at once temporarily for the current year until provincialization takes effect.

Yes.

P.L.M.—6-6-21.

(b) The variations in the scale of pay and the substitution of fixed allowance

Yes.

P.L.M.—6-6-21.

for free board may be reported to the Government of India.

With reference to the Accountant-General's endorsement in the current file, it does not appear that he can object to the pay of the Principal being fixed

temporarily for 1921-22 at Rs. 1,050 + overseas allowance of Rs. 250, since he did not object to similar orders for 1920-21 issued in G.O. No. 955, Home (Education), dated 19th August 1920.

5. As regards funds, budget provision has been made according to the new scale of pay and unless provincialization takes place from first April 1921, the extra expenditure till the date of provincialization will have to be met by a grant from provincial funds, the amount being found by reappropriation from the provision for the school.

T.A.S.—3-6-21.

P. L. MOORE—6-6-21.

LAW (EDUCATION) DEPARTMENT.

The committee's proposals have been accepted by Finance, subject to the following alterations:—

(a) *General scales.*

Rs. 75—5—125 per mensem for four matrons, in the place of Rs. 75—5—100 proposed by the committee in August last and of Rs. 100—5—125 now proposed.

(b) *Pay of the existing incumbents for 1921-22 in the new scale.*

Designation.	Pay proposed by Committee.	Pay accepted by Finance.
	RS.	RS.
Chief clerk	155 + 25 (personal allowance.)	160 + 50 (overseas allowance.)
	+ 50 (overseas allowance.)	
Accountant	84 + 20 (temporary allowance.)	80 + 40 (personal allowance.)
	+ 40 (personal allowance.)	
Assistant clerk	42 + 12 (temporary allowance.)	52.

2. Please see paragraph 4 of Finance Department note above. Revised drafts are submitted for consideration, as suggested by that department.

C.V.V.—6-6-21.

J. A. DE ROZARIO—7-6-21.

Drafts to Financial for acceptance.

R. RAMACHANDRA RAO—7-6-21.

FINANCE DEPARTMENT.

The drafts may be accepted.

T.A.S.—7-6-21.

Accepted.

P.L.M.—7-6-21.

LAW (EDUCATION) DEPARTMENT.

For orders as to circulation.

C.V.V.—7-6-21.

J.A. DE R.—7-6-21.

R R.—7-6-21.

L. D[AVIDSON]—8-6-21.

[G.O. Nos. 877-78, Law (Education), dated 9th June 1921.]

Temporary revision of salaries -
School Staff - sanctioned for 1921-22.

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

” ” ” ” ” 192

READ ALSO:—

C. No., From the II No., dated 192

Memo: to ds ^{pp. 1-2} 685 B-2 17-3. 21

Form .. ds - pp-10-20 ct C. 112 8" 7.4.21 192

End: by the D.P.O Ref. in ct. 3902 & 21-5-2

.. In Kr. A. G., Milg. 6 - 13088 d. 2). 5. 21

ORDER.

No. 877, dated 9.VI. 192

P. S.

V. U
Please issue in this
(900) to the 'Principal' of
(Taka 2 copies)
+ also write to
Mr.



from the 1st April 1921
till the 31st March 1922 or
^{earlier}
~~until further orders,~~
~~which ever is earlier~~

The Govt. regret that they are unable to ~~issue~~^{pass} final orders on the permanent revision of the pay of the staff of the D. M. School, Botacmund, pending the orders of the Secretary of State on the general question of provincialisation of the school. In the meantime, they are pleased to accept the revised scales submitted by the committee, as a temporary measure, subject to the alteration that the

pay of the four matrons
noted in the margin should
be fixed at Rs. 75-5-125
each per mensem.

2. The Govt. are
also pleased to accept
the committee's proposal
to grant a fixed allowance
of Rs. 50 p.m. in lieu of
board to such members
of the staff as are entitled
to free board.

3. The salaries proposed
by the committee for
the existing incumbents
for 1921-22 will be accepted,
subject to the following
alterations:-

Designation.	(accepted by Govt.) Pay for 1921-22 Rs.
Chief Clerk	160 + 50 (overseas allowance)
Accountant	80 + 40 (all for school and 20 temporary allowance) and 50 + 40 (p.a.) from thereafter.
Assistant Clerk	52

4.

The Govt. of
India

One Matron, Girls' School
Hospital
Two Asst. Matrons,
Girls' Branch
One Matron, Preparatory
Branch

2. The Principal + Secy. d. M.
D. P. J.
A. G. (Hos' Finance
Dept)
Finance Dept.
Pub. Office.
Despd with Secy.
18/6

Rai

Sir,

In continuation
of para 7 of my letter
No. 1394, Home (Edn), of
29.11.20, I am directed
to state that this Govt. have
sanctioned the temporary
revision of the pay of
the staff of the d. M.
School, Ootacamund,
for the year 1921-22,
pending the order of the
Secy.

sp

Designation.	Scale proposed in L.H. No. 1394 of 29.11.20	Scale as now sanctioned.
	Rs.	Rs.

Medical

Matron, Girls' School Hospital	75-5-100	75-5-125
-----------------------------------	----------	----------

Military + Domestic

Steward	Lump sum Rs. 1500	250-10-300
Band Instructor		200-10-250 (plus Rs. 25 for day band)
Gymnastic Instructor		200-10-250
Drill Instructor		200-10-250
Master Tailor		200-10-250
Carpentry Instructor		200-10-250

Girls' Branch

Technical + Domestic

Asst. Matron	75-5-100	75-5-125
.. do ..	75-5-100	75-5-125

Preparatory Branch

Matron	75-5-100	75-5-125
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Cvu
6/6/21
Lal
7.6.21

2/6/21

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2/6/21

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2/6/21

Secy of State on the
general question of the
provisionalisation
of the school. The revised scales
now sanctioned differ from

those put forward in my letter
of the 29th Nov. 1920, in certain
particulars which are
indicated in the annexure to this letter
and it is
the intention of this Govt. to
give permanent effect to the
scheme as now modified, on
receipt of the Secretary of
State's orders. I am to add
that this Govt. have also
accepted the proposal of the
committee of the school to
grant a fixed allowance of
Rs. 50 p.m. in lieu of board
to such members of the staff
as are entitled to free board.

I have etc.

Cvu
6.6.21
Lal
7.6.21

Annexure.

2/6/21

NOTES.

Page

3

Reminder.

Law (EN) Sept

memo: N. 685B-3

25.4.21

The committee of the Lawrence Memorial School, Potacamund, is requested to submit an early reply to Govt. Memo: 685B-2, dated the 17th March 1921, regarding the permanent revision of pay of the school staff.

CVV
24.4.21

Lil
24.4.21

DISPATCHED
25 APR 1921

26/4/21

The Principal + Secy,
L.M. School, Lovetale
(Memo: only)

NOTES.

Law (Edw)

Memo: No. 685 B-4

28.4.21

Govt. Memo: No. 685 B-2

1/p. 1-2 CF

17.2.21 — staff of the
d. M. School, Botacumund —
Permanent revision of pay.

The D.P.J. is
requested to expedite the
proposals of the committee of
the d. M. School which,
it is understood, have
been submitted through
him to Govt.

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28.4.21

29/4/21

28/4/21
Rai

In

The D.P.J.

DISPATCHED
26 APR 1921

Lawrence Memorial School.

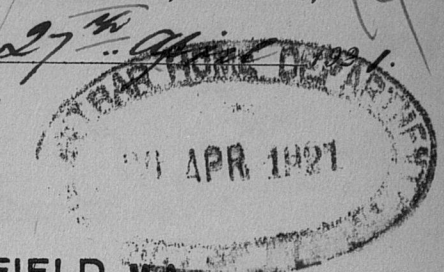
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1921

C. No. 373



LOVEDALE, NILGIRIS,



FROM

THE REVEREND W. H. G. PADFIELD, M.A.

PRINCIPAL AND SECRETARY,

TO

*The Secretary to Govt.
Law (Education) Dept
Pottasamund*

SIR,

*With reference to your Memo No 685
p. 3 ante B-3 dated 25th April 1921. I have the
honour to inform you that a reply to
Government Memo No 685 B-2 dated
pp. 1-2 ante 17th March 1921, regarding the permanent
revision of pay of the School staff was
sent to you, through the Director of Public
Instruction, under this office letter No
112 dated 7th April 1921.*

*I have the honour to be
Sir*

Your most obedt. servant

*W. H. G. Padfield
Principal & Secretary*

Law (SM)

Memo: No. 685B-5

10.5.21

Govt. Memo: No. 685B-2

of 17.3.21 - Staff of the
L.M. School, Ootacamund -
Permanent revision of pay

The D.P.J. and
the Accountant General are
requested to expedite the
proposals of the Committee of
the L.M. School which, it
is understood, have been
submitted through them to
Govt.

CVV
10.5.21

Lal
10/5/21

Rai
10.5.21

The D.P.J.
A.G.

DEPATCHED
10 MAY 1921

10/5/21

NOTES.

16
7

V. H.

Telephone

From

The Secretary to Govt.

Law (SR) Dept

To

The D. P. J.

Refunder Govt.

Memo: 685 B-5 etc. of 10.5.21

- Permanent revision of pay
of the C. M. School Staff.

Please inform
me very urgently whether
the committee's proposals
have left your office and
been passed on to the
A. G.

CVV
15.5.21

(B.S.)
u.s.

20/5/21

NOTES.

Page

Law (Ed) Sept

Tel. gram

To

D. P. J., Madras

Accountant General

Refrence correspondence

ending with Memo: 685 B-5

EAC. 10th instant, proposals

permanent revision pay of

staff, Lawrence Memorial

school, Ootacamund. Please

expedite submission.

Cov
23.5.21

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13

Government of Madras

LAW (EDUCATION) DEPARTMENT

G.O. No. 877, 9th June 1921

Lawrence Memorial School, Ootacamund

Temporary revision of salaries—school staff—sanctioned for 1921-22.

READ—the following papers :—

I

Letter—from the Committee, Lawrence Memorial School, Ootacamund.
To—the Secretary to Government, Home (Education) Department.
Dated—the 27th August 1920.
No.—C. 2444.

II

Memorandum No. 685/B-2, Home (Education), dated 17th March 1921.

With reference to the proposals for the permanent revision of pay of the staff of the Lawrence Memorial School, Ootacamund, forwarded with the Secretary's letter No. C. 2444, dated 27th August 1920, it is observed that these proposals provide a lump sum of Rs. 1,500 per mensem for revision of pay of the military staff, pending further information regarding revised rates of pay and allowances of sergeants on the unattached list. This information was furnished to the committee with G.O. No. 1062, Home (Education), dated 15th September 1920. The committee is requested to submit to the Government at an early date through the Director of Public Instruction and the Accountant-General a proposition statement showing the present permanent pay of the entire school staff, the revised rates of pay proposed and the average extra cost involved, and also specifying the revised scales of pay proposed for each member of the military staff.

R. RAMACHANDRA RAO,
Secretary to Government.

To the Principal and Secretary, Lawrence Memorial School.

Copy to the Director of Public Instruction,
Accountant-General.

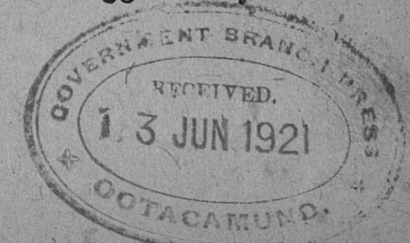
III

Letter—from the Rev. W. H. G. PADFIELD, M.A., Principal and Secretary,
Lawrence Memorial School, Ootacamund.
To—the Secretary to Government, Home (Education) Department (through the
Director of Public Instruction and the Accountant-General).
Dated—Lovedale, the 7/8th April 1921.
No.—C. 112.

With reference to memorandum No. 685/B-2, Home (Education), dated 17th March 1921, I have the honour, by direction of the committee, to submit herewith statement required, showing—

- (1) pay of the school staff under G.O. No. 774, dated 3rd July 1920. The permanent pay of the staff dates back so many years and is so mixed up with temporary allowances, war allowances, etc., as not only to be very difficult to determine but to be practically useless for any comparison;
- (2) revised rates of pay as kindly drawn up by Mr. Knapp and forwarded with my No. C. 2444, dated 27th August 1920;
- (3) rough average extra cost involved;
- (4) revised scale of pay proposed for each member of the Military Staff, as considered reasonable and adequate by the General Officer Commanding Madras District.

2. The District Medical and Sanitary Officer, The Nilgiris, is of opinion that the pay of the matrons is placed too low, and should be raised to that suggested by the Surgeon-General, i.e., Rs. 120—150 per mensem with board.



While appreciating the absolute necessity of a properly qualified staff of matrons, and being of opinion that the proposed scale of the salaries as a whole has been kept as low as possible, the Committee hesitate to suggest any considerable alteration in the scheme submitted on 27th August 1920, until the necessity for such change is proved by actual working experience, as the raising of the salaries of the matrons to the Surgeon-General's standard might involve a revision of the salaries of the rest of the staff. But they recommend that the minimum pay of all matrons should be Rs. 100—5—125 with board.

3. The Committee note that the revised pay will mean the withdrawal of the two allowances of Rs. 20 each for typewriting and shorthand for the Accountant who has done excellent work for 24 years in the school, as soon as a stenography teacher is appointed, and they strongly recommend a personal allowance of Rs. 40 per mensem to him in lieu of this and in consideration of his long and excellent service.

4. The question of free board for those members of the staff entitled to it has always been a matter of considerable difficulty. In the girls' branch, e.g., some fifteen members of the staff have to share one kitchen, so that the school is practically bound to board them. The committee find that the average cost of food supplied to them last year was about Rs. 42 per mensem—in addition the school supplies sundry extras such as a cook, table linen, crockery, etc., including items which are very difficult indeed to adequately check. The committee propose a fixed allowance of Rs. 50 per mensem in lieu of board to each member of the staff entitled to free board, and are strongly of opinion that this will mean a saving to the school and also make members more satisfied with the boarding arrangements. Practically therefore Rs. 100 with board = Rs. 150 per mensem and the salaries are suggested on this basis.

5. The additional cost of the new scheme for the year 1921-22 would be Rs. 1,446 per mensem.

6. Should the additional 35 girls be sanctioned this year, two additional matrons and one additional clerk would be needed at a total cost of about Rs. 260 per mensem.

ENCLOSURES.

(1)

The Lawrence Memorial School, Lovedale, Ootacamund—Staff.

Number.	Designation.	Revised rates of pay proposed in letter No. 2444-C., dated 27th/31st August 1920.	Present pay of staff under G.O. No. 774, Home (Education), dated 3rd July 1920.	Pay proposed for financial year 1921-22.	Increase or decrease for the year 1921-22.	Remarks.
	GENERAL.	RS.	RS.	RS.	RS.	
1	Principal and Secretary ..	Indian Educational Service grade pay.	1,000 + 250 overseas allowance (G.O. No. 955, Home (Education), dated 19th August 1920).	Indian Educational Service grade pay.	50	On 4th February 1922.
1	Chief clerk	125—5—175 + 50 overseas allowance.	175 + 5	225	45	
1	Accountant	60—4—100 ..	80 + 20 (increase as per G.O. No. 700, Financial, dated 2nd August 1920).	84 + 20 ..	4	
1	Assistant clerk	40—2—60 ..	40 + 12 (do.) ..	42 + 12 ..	2	
..	Accountant .. ..	....	....	40	40	Personal allowance in lieu of allowances for shorthand and typewriting.
1	Organist	50	30	50	20	
..	Shorthand allowance ..	....	20 .. ..	....	-20	

The Lawrence Memorial School, Lovedale, Ootacamund—Staff—cont.

Number.	Designation.	Revised rate of pay proposed in letter No. 2444-C., dated 27th/31st August 1920.	Present pay of staff under G.O. No. 774, Home (Education), dated 3rd July 1920.	Pay proposed for financial year 1921-22.	Increase or decrease for the year 1921-22.	Remarks.
MEDICAL.						
1	Resident Medical Officer ..	Grade pay I.M.D. + Rs. 75 allowance from school.	Grade pay I.M.D. + Rs. 75 allowance from school.	Grade pay I.M.D. + Rs. 75 allowance from school.	..	
1	Matron, Boys' School Hospital.	100-5-125 (b)	80 + (b)	100 + (b)	20	
1	Matron, Girls' School Hospital.	75-5-100 (b)	65 + (b)	75 + (b)	10	
1	Compounder ..	Grade pay and allowance.	35 + 10½ increase under G.O. No. 700, Financial.	35 + 10½	..	
1	Additional matron for infectious and serious cases.	100-5-125 (b)	80 + (b)	100 + (b)	20	
Boys' Branch.						
<i>High Section.</i>						
1	Headmaster ..	500-25-750	500	525	25	On leave.
1	Second master ..	400-10-500	350	400	50	Acting headmaster.
<i>Middle Section.</i>						
1	Assistant master ..	300-10-400	275	300	25	
1	" ..	300-10-400	250	300	50	
1	" ..	250-10-300	250	250	10	
1	" ..	250-10-300	225	250	25	
<i>Primary Section.</i>						
1	Assistant mistress ..	150-5-175 (b)	150	150 + (b)	..	
1	" ..	100-5-150 (b)	150	150 + (b)	..	
1	" ..	100-5-150 (b)	85 + (b)	100 + (b)	15	
1	" ..	100-5-150 (b)	85 + (b)	100 + (b)	15	May work in preparatory branch according to the number of pupils under nine years of age.
1	Librarian ..	20	20	20	..	
1	Stenography teacher ..	120	120	120	120	
..	Singing ..	..	20	..	20	
..	Drawing ..	..	20	..	20	
..	Allowance for pupil teachers and monitors.	30	25	30	5	
..	Supervision of games ..	50	20	50	30	
..	Type-writing ..	..	20	..	20	
<i>Military and Domestic.</i>						
1	Steward ..	....	150 + 50 as per resolution No. XIV of 19th August 1920.	250-10-300	50	Pay of Quartermaster Sergeant is Rs. 9 per day + family allowances.
1	Band instructor ..	..	150 + 20 for string band.	200-10-250 + 25	55	
1	Gymnastic instructor ..	..	120 ..	200-10-250	80	If on the unattached list, will draw rates of pay for sergeant which is Rs. 6-12-0 per day + family allowances. The figures in the above remarks have been checked by the Deputy Assistant Quartermaster General, Madras District.
1	Carpentry instructor ..	Lump sum of Rs. 1,500.	120 ..	200-10-250	80	
1	Drill instructor ..	..	120 ..	200-10-250	80	
1	Master taylor ..	..	120 ..	200-10-250	80	
1	Junior school matron ..	150-5-175	150 ..	250	100	As soon as the new preparatory branch is ready and the Military Works promise it by 1st May 1921 and slight alteration made in the present Kindergarten Buildings, the school will be reorganised. The senior sergeants post will then be abolished and junior school matron put in—up till that date it is proposed to put the senior sergeant on Rs. 250 per mensem.
1	Store's clerk and assistant steward.	60-2-80	50 + 15 increase under G.O. No. 700, Financial.	60 + 15 ..	10	
..	Supervision of dairy ..	....	20 ..	20 ..	..	This is a temporary allowance till a European contractor can be obtained for dairy.

NOTE.—Posts marked (b) carry free board.

Number.	Designation.	Revised rates of pay proposed in letter No. 2444-C., dated 27th/31st August 1920.	Present pay of staff under G.O. No. 774, Home (Education), dated 3rd July 1920.	Pay proposed for financial year 1921-22.	Increase or decrease for year 1921-22.	Remarks.	
GIRLS' BRANCH.							
<i>High Section.</i>							
1	Headmistress	250—10—350 (b)	250 (b)	250 (b)	..	Includes Rs. 50 for charge of domestic side—which may be given to any member of the girls' school staff placed in charge of the domestic side of the school. At present on leave.	
1	First assistant mistress ..	175—5—225 (b)	175 (b)	180 (b)	5		
<i>Middle Section.</i>							
1	Assistant mistress ..	150—5—175 (b)	100 (b)	150 (b)	50		
1	Do. ..	100—5—150 (b)	100 (b)	105 (b)	5		
1	Do. ..	100—5—150 (b)	100 (b)	100 (b)	..		
<i>Primary Section.</i>							
1	Assistant mistress ..	100—5—150 (b)	75 (b)	100 (b)	25		
1	Do. ..	100—5—150 (b)	75 (b)	100 (b)	25		
1	Do. ..	100—5—150 (b)	75 (b)	100 (b)	25		
..	Singing .. ..	....	15 .. ..	....	— 15		
..	Supervision of games ..	30	15	30	15		
..	Library	15	15	15	..		
..	Drawing .. ..	....	15 .. ..	....	— 15		
..	Typewriting .. ..	....	15 .. ..	....	— 15		
<i>Technical and Domestic.</i>							
1	Technical mistress ..	150—5—200 (b)	145 (b)	150 (b)	5		Owing to the headmistress being on leave till July 1921 and Mr. M. Durell from this Department acting as Headmistress as per G.O. No. 1515, Home (Education), dated 16th December 1920.
1	Do. ..	100—5—150 (b)	100 (b)	100 (b) .. ..	..			Slight alterations have been made in this scale temporarily—but without exceeding total amount allowed.
1	Head matron	125—5—150 (b)	80 (b)	125 (b)	45		
1	Assistant matron	75—5—100 (b)	60 (b)	75 (b)	15		
1	Do. ..	75—5—100 (b)	60 (b)	75 (b)	15		
PREPARATORY BRANCH.							
1	Head mistress	200—5—250 (b)	200 (b)	205 (b)	5		
1	Assistant mistress ..	150—5—175 (b)	100 (b)	150 (b)	50		
1	Do. ..	100—5—150 (b)	80 (b)	100 (b)	20		
1	Do. ..	100—5—150 (b)	75 (b)	100 (b)	25		
1	Pupil teacher	30	20	30	10		
1	Matron	100—5—125 (b)	....	100 (b)	100		
1	Do. ..	75—5—100 (b)	60 (b)	75 (b)	15		

NOTE.—Posts marked (b) carry free board.

Deaconess

(?)

X

STATEMENT II.

	Average of proposed scale in No. 2444.	Present pay.	Extra cost for 1921-22.
	RS.	RS.	RS.
General	1,467	1,632	141
Medical	432½	345½	50
Boys—			
Teaching	3,181½	2,445	310
Military and Domestic	1,500	850	425
Girls—			
Teaching	1,381½	1,025	105
Domestic	636½	445	80
Kindergarten Department.	896½	535	225
	9,734½	7,362½	1,346
Add—			
Additional salary for four matrons as per paragraph 2 of letter.	100	...	100
Total ...	9,834½ per mensem.	7,362½	1,446 per mensem.

IV

Endorsement Ref. on Cur. No. 3902, dated 21st May 1921.

Submitted to Government, Home (Education) Department, with reference to memorandum No. 685/B-2, dated 17th March 1921, through the Accountant-General.

R. LITTLEHAILES,

Director of Public Instruction.

To the Secretary to Government, Home (Education) Department (through the Accountant-General).

of the Accountant-General

V

Endorsement No. Nilg.-6-13088, dated 27th May 1921.

Forwarded.

The pay proposed for the Principal requires the sanction of the Secretary of State and the scheme (if the school is provincialized) would require the sanction of the Secretary of State under rule 9 of the Audit instructions enclosed with letter No. 6 Ref./64-21, dated the 6th April 1921 from the Auditor-General.

H. BHIMASINGA Rao,

Deputy Accountant-General.

To the Secretary to Government, Home (Education) Department.

Order—No. 877, Law (Education), dated 9th June 1921.

The Government regret that they are unable to pass final orders on the permanent revision of the pay of the staff of the Lawrence Memorial School, Ootacamund, pending the orders of the Secretary of State on the general question of provincialization of the school. In the meantime, they are pleased to accept the revised scales submitted by the committee, as a temporary measure, from the 1st April 1921, till the 31st March 1922 or further earlier orders, subject to the alteration that the pay of the four matrons noted in the margin should be fixed at Rs. 75-5-125 each per mensem.

One matron, girls' school hospital.
Two assistant matrons, girls' branch.
One matron, preparatory branch.

2. The Government are also pleased to accept the committee's proposal to grant a fixed allowance of Rs. 50 per mensem in lieu of board to such members of the staff as are entitled to free board.

23

6

No. 877, LAW (EDUCATION), 9TH JUNE 1921

3. The salaries proposed by the committee for the existing incumbents for 1921-22 will be accepted, subject to the following alterations:—

Designation.	Pay accepted by Government for 1921-22.	
	RS.	
Chief clerk ...	160	+ 50 (overseas allowance).
Accountant ...	80	+ 40 (allowance for shorthand and typewriting) + 20 (temporary allowance) till the date of appointment of stenography teacher and 80 + 40 (personal allowance) thereafter.
Assistant clerk ...	52	

4. The Government of India will be addressed.

(By order of the Governor in Council)

R. RAMACHANDRA RAO,
Secretary to Government.

To the Principal and Secretary, Lawrence Memorial School.
" Director of Public Instruction.
" Accountant-General (through the Finance Department).
" Finance Department.
" Publicity Officer.

Proof for approval,
copy, Hb-21.

GOVERNMENT OF MADRAS

LAW (EDUCATION) DEPARTMENT

No. 878.

From

M.R.RY. DIWAN BAHADUR R. RAMACHANDRA RAO AVARGAL,
Secretary to the Government of Madras,
Law (Education) Department,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
DEPARTMENT OF EDUCATION.

Dated Camp Ootacamund, the 9th June 1921.

SIR,

In continuation of paragraph 7 of my letter No. 1394, Home (Education), dated 29th November 1920, I am directed to state that this Government have sanctioned the temporary revision of the pay of the staff of the Lawrence Memorial School, Ootacamund, for the year 1921-22, pending the orders of the Secretary of State on the general question of the provincialization of the school. The revised scales now sanctioned differ from those put forward in my letter of the 29th November 1920, in certain particulars which are indicated in the annexure to this letter and it is the intention of this Government to give permanent effect to the scheme as now modified, on receipt of the Secretary of States orders.

2. I am to add that this Government have also accepted the proposal of the committee of the school to grant a fixed allowance of Rs. 50 per mensem in lieu of board to such members of the staff as are entitled to free board.

I have the honour to be,

Sir,

Your most obedient servant,

R. RAMACHANDRA RAO,
Secretary to Government.



ANNEXURE.

Designation.	Scale proposed in letter No. 1394, dated 29th November 1920.				Scale as now sanctioned.
<i>Medical.</i>					
Matron, girls' school hospital	Rs. 75—5—100				Rs. 75—5—125
<i>Military and Domestic.</i>					
Steward	} Lump sum of Rs. 1,500 }				250—10—300
Band instructor					200—10—250
					(plus Rs. 25 for
					string band).
					200—10—250
Gymnastic instructor					200—10—250
Drill instructor					200—10—250
Master tailor					200—10—250
Carpentry instructor					200—10—250
<i>GIRLS' BRANCH.</i>					
<i>Technical and Domestic.</i>					
Assistant matron	75—5—100				75— 5—125
Do.	75—5—100				75— 5—125
<i>Preparatory Branch.</i>					
Matron	75—5—100				75— 5—125

Proof for approval,
Sd/-, 11-6-21.
13

NOTES CONNECTED WITH G.O. Nos. 877-78, LAW (EDUCATION),
DATED 9TH JUNE 1921.

[SUBJECT.—Revision of pay of the staff of the Lawrence Memorial School,
Ootacamund.]

HOME (EDUCATION) DEPARTMENT.

In G.O. No. 774, Home (Education), dated 3rd July 1920, the Government sanctioned the temporary revision of pay of the staff of the Lawrence Memorial School and this order holds good till the 31st March 1921. With their letter No. C. 2444, dated 27th August 1920 (pages 5-8 of letter No. 1394, Education, dated 29th November 1920), the committee submitted to Government detailed proposals for permanent revision of the pay of the school staff. These have been examined and accepted by this Government and are referred to in paragraph 7 of our letter No. 1394, Home (Education), dated 29th November 1920. The question of giving effect to these proposals has now to be considered. The recurring grant of Rs. 2/30 lakhs promised by India and accepted by this Government provides for the cost of these proposals.

2. It will be seen from the statement on pages 6-7 of the letter above referred to that a lump sum of Rs. 1,500 per mensem has been provided for the revision of the pay of the Military staff of the school, pending further information regarding revised rates of pay of sergeants on the unattached list. This information has been furnished to the committee with G.O. No. 1062, Home (Education), dated 15th September 1920. They may now be requested to specify the revised rates of pay to be granted to each member of the military staff.

3. Submitted that the committee may be requested to submit a proposition statement showing the present permanent pay of the whole staff, the revised pay proposed and the extra cost involved, and specifying also the revised pay for the Military staff. Draft memorandum submitted. If approved, it may issue with the concurrence of the Finance Department.

C.V.V.—25-2-21. T.K.—25-2-21.

J. A. DE ROZARIO—28-2-21.
R. RAMACHANDRA RAO—28-2-21.

FINANCE DEPARTMENT.

The proposition statement should be checked by the Accountant-General before it is sanctioned by Government. The committee of the school may be asked to submit the statement through the Director of Public Instruction and the Accountant-General subject to a slight addition to the draft, the memorandum may be accepted in Finance.

V.V.S.—12-3-21.

C.R.S.—13-3-21.

J. M. HOOPER—14-3-21.
R. A. GRAHAM—15-3-21.

LAW (EDUCATION) DEPARTMENT.

The addition suggested by Finance has been made in the draft. For orders as to issue.

T.K.—16-3-21.

Issue.

J. A. DE ROZARIO—17-3-21.

[Memorandum No. 685-B-2, dated 17th March 1921.]

From the Committee, dated 7th April 1921, No. 112.

Endorsement by the Director of Public Instruction, Ref. No. C. No. 3902,
dated 21st May 1921.

Endorsement by the Accountant-General, No. Nilg. 6-13088, dated 27th May 1921.

The proposals for the permanent revision of the pay of the staff of the Lawrence Memorial School, Ootacamund, have been received. The present proposals differ in



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Please compare and
sign off v.u.
cov
13.6.21

o/cas
k/c

certain respects from those put forward by the committee in August 1920, and accepted by this Government and referred to in their letter to India. The alterations are noted on below:—

(a) In August last, a lump provision of Rs. 1,500 was provided for the revised pay to the Military staff, pending information regarding pay and allowances sanctioned for sergeants, etc., of the military staff of the Sanawar Lawrence Asylum. This information was furnished with G.O. No. 1062, Home (Education), dated 15th September 1920. The committee now recommend Rs. 200—10—250 for five members of the staff (with Rs. 25 allowance for the Band Instructor) and Rs. 250—10—300 for the steward. The scales are considered reasonable and adequate by the General Officer Commanding Madras District. The total cost of the scales for the six members comes to Rs. 1,475 per mensem, thus falling short of the Rs. 1,500 provided. Submitted that the proposals in this regard may be accepted. The proposal to employ a senior sergeant on Rs. 250 till the Preparatory Branch is ready when the post will be replaced by a junior school matron on Rs. 150—5—175, may also be accepted.

(b) *Pay of the matrons.*—Last year the committee suggested three matrons on Rs. 100—5—125 and four matrons on Rs. 75—5—100. The District Medical and Sanitary Officer, The Nilgiris, as well as the Surgeon-General are of the opinion that the above salaries are too low and should be raised to Rs. 120—150 per mensem with Board. The Committee consider this unnecessary but would fix a uniform pay of Rs. 100—5—125 with board for all the matrons. This would appear unobjectionable and may perhaps be accepted.

(c) *Pay of accountant.*—The revised pay suggested for this member is Rupees 60—4—100. He is now receiving two allowances of Rs. 20 each for type-writing and shorthand and as this would cease as soon as a stenography teacher is appointed, the committee strongly recommend a personal allowance of Rs. 40 per mensem to him. For the reasons given in paragraph 3 of the letter this proposal may be accepted.

(d) In paragraph 4 of their letter, the committee raise the question of a fixed allowance to those members of the staff entitled to free board. An allowance of Rs. 50 per mensem is recommended. As this will mean a saving to the school and also make the members more satisfied with the boarding arrangements, the recommendation may be accepted.

2. Please see the Accountant-General's endorsement where he considers that the Indian Educational Service grade pay proposed for the Principal as well as the whole scheme (if the school is provincialized) would require the sanction of the Secretary of State. It may be stated here that the whole scheme of revision of salaries has been forwarded to the Government of India in connexion with the general question of provincialization, and would apparently go up to the Secretary of State from the Government of India. The revision being urgent, may now be sanctioned in anticipation of the Secretary of State's sanction and a copy of the Government order sent up to the Government of India for obtaining the Secretary of State's approval thereto.

3. A draft order, accepting the Committee's present recommendations and a draft letter to India are submitted. If approved, they may be sent to the Finance Department for acceptance. They may be requested to treat this as *very urgent*.

[The order will be given a sanction number after the provincialization of the school as well as the scheme of salaries have been approved by the Secretary of State.]

C.V.V.—31-5-21.

J. A. DE ROZARIO—1-6-21.

See A above. I am doubtful if we can do this in face of the Accountant-General's endorsement. I shall be thankful to Finance for advice.

2. Next as regards the variations of the present proposals from the proposals submitted to India. What is the proper course? Should we report to India now or may we, if the first proposals are sanctioned, vary to the extent of the present proposals?

R. RAMACHANDRA RAO—1-6-21.

In letter No. 1394, Home (Education), dated 29th November 1920, the Government of India were informed that this Government was prepared to take over the Lawrence Memorial School, Ootacamund, under their control on the condition that the Government of India gave them a recurring assignment of Rs. 2,29,233 per annum and a non-recurring assignment of Rs. 5,40,000. The recurring assignment of Rs. 2,29,233 took into account the extra cost on account of the revision of the pay of the staff as shown in the annexure to the letter of 29th November 1920. The Government of India accepted the recurring assignment, but reduced the non-recurring assignment to Rs. 3,22,000, and the offer of the Government of India was finally agreed to by this Government—vide telegram, dated 25th February 1921, on page 9 of G.O. No. 404, Law (Education), dated 17th March 1921. The whole scheme requires the sanction of the Secretary of State and the Government of India have not yet intimated to us that this sanction has been applied for.

2/1 Meanwhile, the school continues to be administered by the committee. The committee now proposes certain variations from the scales of pay reported to the Government of India in letter No. 1394, Home (Education), dated 29th November 1920, and has forwarded a statement showing the pay to be drawn by existing incumbents in the new scale of pay during 1921-22.

2/1 Variations in scale of pay.—The variations and the net financial effect are:—

	Existing scale.			Proposed scale.			Extra cost per mensem.
	Number.	Rate of pay.	Amount.	Number.	Rate of pay.	Amount.	
(1) Matrons	4	Rs. 75—5—100	Rs. 366 3/4	4	Rs. 100—5—125	Rs. 466 3/4	Rs. 100
(2) Military staff	6	....	1,500 (lump sum).	1	250—10—300	283 1/2	
Allowance for string band .. .. .	..	....	..	5	200—10—250	1,166 3/4	
			1,500	1	25	25	
				..	....	1,475	— 25
							+ 75

The net effect of the variations is an extra cost of Rs. 75 per mensem or Rs. 900 per annum. The nurses in the headquarter hospital, Ootacamund, are paid Rupees 75—2 1/2—125 only. It is not clear why the matrons who apparently correspond to

Rs. 75—5—125 accepted.

P.L.M.—6-6-21.

the nursing staff should not be started on Rs. 75 as originally proposed. There are three other matrons' posts on Rupees 100—5—125 to which these can aspire.

Another variation is the substitution of a fixed allowance of Rs. 50 per mensem for free board to such of the members of the staff as are entitled to it. The cost of food supplied last year is found to be Rs. 42 per head, but other expenses, e.g.,

Yes.

P.L.M.—6-6-21.

salary of cook, crockery, table linen, etc., are reported to cover more than Rs. 8 per head. This allowance may also be agreed to.

2/1 Pay of existing incumbents for 1921-22 in the new scale.—The proposals of the Committee are set out in the statement in the current file. Generally, the pay proposed for 1921-22 is the initial salary in the scale or allows for a year's increment and these need not be objected to. The proposals in the following cases seem objectionable:—

P.L.M.—6-6-21.

4 NOTES TO G.O. Nos. 877-78, LAW (EDUCATION), 9TH JUNE 1921

(1) Chief clerk (Rs. 125-5-175)+50 overseas allowance.

Existing pay Rs. 155+25 Personal allowance.

It is proposed to give him Rs. 225, that is, to start him on the maximum pay of the scale and to allow him to draw overseas allowance. It is submitted that his personal allowance should be merged in the overseas allowance, and that he may be

Yes.

P.L.M.-6-6-21.

given Rs. 160 allowing one increment over Rs. 155 + Rs. 50 overseas allowance to which he is presumably eligible if the new scale is applied.

(2) Accountant (60-4-100)-

Existing pay.-80+20 temporary allowance plus Rs. 40 allowances for shorthand and typewriting.

Proposed pay.-84+20 temporary allowance +40 personal allowance.

The pay of the accountant was raised from the 1st January 1920 from Rs. 55 to Rs. 80 and it is not clear why the committee sanctioned a further temporary allowance of Rs. 20. There seems to be no justification for this allowance.

Secondly, the accountant will cease to do typewriting and shorthand when a stenography teacher is appointed and there seems to be no reason to continue allowances given for additional duties when such duties are taken away. The Committee recommend that he should get a personal allowance of Rs. 40 per mensem in lieu of these allowances owing to his long service of 24 years and his excellent work in the school.

It is submitted that he may be given Rs. 80 plus Rs. 40 personal allowance, the

Yes.

P.L.M.-6-6-21.

latter decreasing with increments earned in the new scale.

(3) Assistant clerk (40-2-60). Existing pay Rs. 40 + 12 (temporary allowance).

Proposed pay Rs. 42 + 12 (temporary allowance). The clerk was promoted from Rs. 35 to Rs. 40 in January 1920. Here again the Committee does not seem right in having sanctioned the full temporary allowance of Rs. 12 per mensem. As,

Yes.

P.L.M.-6-6-21.

however, he has been drawing Rs. 52, he may be started on that pay in the new scale, the temporary allowance being abolished.

4. The question is whether the new scale of pay can be given effect to at once. The revision of pay forms part of the whole scheme of provincialization and has to be submitted to the Secretary of State for sanction. It is submitted that it is not correct to anticipate such sanction and give immediate effect to the proposals as suggested in the Law Department draft. The following course may perhaps be adopted:-

(a) The rates of pay proposed by the committee for existing incumbents for 1921-22 modified with reference to orders on the points raised in paragraphs 2 and 3

Yes.

P.L.M.-6-6-21.

above may be sanctioned at once temporarily for the current year until provincialization takes effect.

(b) The variations in the scale of pay and the substitution of fixed allowance

Yes.

P.L.M.-6-6-21.

for free Board may be reported to the Government of India.

With reference to the Accountant-General's endorsement in the current file, it does not appear that he can object to the pay of the Principal being fixed temporarily for 1921-22 at Rs. 1,050 + overseas allowance of Rs. 250, since he did not object to similar orders for 1920-21 issued in G.O. No. 955, Home (Education), dated 19th August 1920.

5. As regards funds, budget provision has been made according to the new scale of pay and unless provincialization takes place from first April 1921, the extra expenditure till the date of provincialization will have to be met by a grant from

provincial funds, the amount being found by reappropriation from the provision for the school.

T.A.S.—3-6-21.

P. L. MOORE—6-6-21.

LAW (EDUCATION) DEPARTMENT.

The committee's proposals have been accepted by Finance, subject to the following alterations:—

(a) General scales.

Rs. 75—5—125 per mensem for four matrons, in the place of Rs. 75—5—100 proposed by the committee in August last and of Rs. 100—5—125 now proposed.

(b) Pay of the existing incumbents for 1921-22 in the new scale.

Designation.	Pay proposed by Committee.	Pay accepted by Finance.
	RS.	RS.
Chief clerk	155 + 25 (personal allowance) + 50 (overseas allowance.)	160 + 50 (overseas allowance).
Accountant	84 + 20 (temporary allowance). + 40 (personal allowance).	80 + 40 (personal allowance).
Assistant clerk	42 + 12 (temporary allowance).	52.

2. Please see paragraph 4 of Finance Department note on page ante. Revised drafts are submitted for consideration, as suggested by that department.

C.V.V.—6-6-21.

J. A. DE ROZARIO—7-6-21.

Drafts to Financial for acceptance.

R. RAMACHANDRA RAO—7-6-21.

FINANCE DEPARTMENT.

The drafts may be accepted.

T.A.S.—7-6-21.

Accepted.

P.L.M.—7-6-21.

LAW (EDUCATION) DEPARTMENT.

For orders as to circulation.

C.V.V.—7-6-21.

J. A. DE ROZARIO—7-6-21.

R. RAMACHANDRA RAO—7-6-21.

L. D[AVIDSON]—8-6-21.

[G.O. 877-78, Law (Education), dated 9th June 1921.]

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8 JUN 1921

OOTACAMUND

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