

Laws (1925) Department.
(Education)

Ordinary SERIES.

G.O. No. 1576.

DATED 9-9-1925

[Despatch Abstract.]

LIBRARY.

Connemara Public--first and second attendants--increase of pay declined.

BACK PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
848	20	15-28-21	14-12-21	499	1-6-20	14-5-20	17-11-17
1796	1152	11-8-21	11-8-21	14	17-11-17	20-6-12	5-7-18
1109	24	9-20					

FURTHER PAPERS.

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

DEPARTMENT.

Received.....192 . Registered.....192 .

Subject.

A. de 1951C
4/7/25

ENCLOSURES.

No.....

Spare copies.....

No. 359-1/25 CL

Station Madras, Dated the 3rd July 1925

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

(Designation) Superintendent, Government Museum,

To The Secretary to the Government of Madras,

Law (Education) Department.

Sir,

I have the honour to invite a reference to

(K) G.O. No. 1796 dated 14th December 1921, and to address Government in regard to the pay of the First and Second Attendants of the Connemara Public Library. From a perusal of Dr. Henderson's letter No. 139 dated 22nd June 1925, and the applications from the First and Second Attendants, S.Shadagopal Naidu, and P.S.Govindarajulu Naidu enclosed therewith, disposed of in G.O. R. No. 206 dated 5th July 1915, it will be seen that these two men were specially exempted from the operation of Article 1 of the Public Service Notification to hold these posts, "as they were thoroughly acquainted with the work of the Library and have discharged their duties

Abstracted
(K) This is a reference
to who has been
abstracted. This
is granted with
the proper exemption

satisfactorily, as their general education and experience enabled them to maintain the several registers in the Library, and as the technical qualification which they have gained was more valuable than mere examination qualifications". Reference is also solicited to G.O. R. Nos. 293 dated 30th July 1910, 140 dated 10th ^{April} ~~July~~ 1912 and 169 dated ~~granting~~ 29th May 1913 granting previous exemptions to Shadagopalu Naidu to act as the First Attendant. Subsequently on Dr. Henderson's recommendation the posts of the First and Second Attendants were exempted from the operation of Article 1 of the Notification, as will be seen from G.O. No. 1456 dated 17th November 1917. The pay of these two posts originally sanctioned in 1895 was Rs. 25-1-30, and Rs. 12-1-17, which was revised in G.O. No. 57 Financial dated 19th January 1904 to Rs. 25- $\frac{1}{2}$ -30 and Rs. 15- $\frac{1}{2}$ -20 respectively, to conform to the ~~principal~~ principle then formulated that increments should spread over ten years. On the abolition of the grain compensation allowance in 1914, the scale was further revised to Rs. 28- $\frac{1}{2}$ -33, and 18- $\frac{1}{2}$ -23, respectively. In this scale they were drawing a pay of Rs. 29 and 19-8-0 respectively, at the time of my proposals in letter No. 140-C.L. dated 20th May 1920, ~~in~~ disposed of in G.O. No. 848 dated 26th July 1920, and with the temporary allowances sanctioned in G.O. No. 499 Financial dated 1st June 1920 were receiving a pay of Rs. 39/-, and Rs. 29-4-0 respectively. It is on this pay that they were allowed in G.O. No. 1109 dated 24th September 1920, to start in the scale of Rs. 35- $\frac{1}{2}$ -40, and 25- $\frac{1}{2}$ -30, sanctioned in G.O. No. 848 dated 26th July 1920. It will thus be seen that the scale as last revised benefitted them but little, as they had almost reached the maximum of the scales. While it is true that at the time of my original proposals, I did not recommend the higher scale to these two hands, I find that during the five years which have elapsed since the

creation

Not put up
These are
routine which
have been
destroyed.

(P)

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conclusion

creation of the new class of attendants, there has been considerable improvement in the quality of the work ~~done~~ done by the old attendants. They had an initial advantage over the new men, in that they had experience to start with, and they have had the same opportunities as the others of being trained by the Sub-Librarian in their work. The work now done by the two Senior Attendants bears very favourable comparison with that of the other two. Moreover, the two new men appointed in the higher scale in 1920 ~~but~~ both left the library within about two years, and two other men have taken their place, who had necessarily to be guided by and trained under the senior men. It seems therefore hard, that the senior men should be paid less, though attending to the same duties. S. Shadagopalu Naidu reached the maximum in September 1922, is 53 years old, and has completed a service of 29 years. He has thus only a few more years to serve before retirement. P. S. Govindarajulu the second attendant reached the maximum in March 1922, has had a service of 20 years, and is 40 years old. I have in the circumstances to recommend that in consideration of their long and useful service extending over to several ~~year~~ years, their position of seniority as compared with the other two, their experience in Library work, and their exemption from educational qualifications, they may be placed on the revised scale of pay attached to the post of attendants, viz, Rs. 40, 40 - 1 $\frac{1}{2}$ - 55 - 1 - 65. In this connection I may invite a reference to G.O. No. 1525 dated 8th December 1922, directing that unpassed men who have already obtained general exemption from the provisions of Article 1 of the Public Service Notification, and whose pay is Rs. 50/- per mensem or less be allowed to rise in the maximum of the time scale of pay attached to

to their posts. In view of these orders also, I have the honour to recommend the two men concerned to the kind consideration of the Government.

I have the honour to be,

Sir,

Your most obedient servant,

F. H. Gravely

Superintendent.

SB

(C.1951-C) From the Supdt., Govt. Museum and Principal Librarian

Connemara Public Library, No. 359-1-25 date 3.7.25

1-4 c.f.

Subject:- Enhanced pay to two of the attendants in the Connemara Public Library.

L
49 G.O. No. 84/84E
26.7.20

G.O. No. 84/84E dated 26.7.20 required for the disposal of this amount became available only yesterday. Even now G.O. No. 115220 dated 10.8.1921 is not available

The Connemara Library had till 1920 a staff of 3 attendants who were then in receipt of a pay of Rs 32, 22-8-0 and Rs 19-8-0 respectively. In that year Dr. Gravely represented to the Government that the work in the Library had increased considerably and on that ground suggested a reorganization of the staff of attenders. His proposals involved:-

- (1) the raising of the pay of the first two of the three attendants to Rs 35-1-40 and Rs 25-1-30 respectively and (2) the employment in place of the 3rd attendant of two attendants on Rs 35-1-65 each.

The above proposals were approved in G.O., No. *Have* 848(Education), dated 26-7-1920 in which it was also ruled that the staff would be ineligible for any temporary allowance that *had been or* might thereafter be sanctioned for Government servants on account of the high cost of living.

2. Subsequently, a general revision of the scale of pay of the subordinate services was undertaken and in 1921 the Principal Librarian submitted proposition statements to give effect to the revision of pay of the Library establishment. He took that

26

opportunity to recommend a pay of Rs 40-40-15-55-1-65 for each of the four attendants so as to assimilate their scale of pay with the standard scale adopted for junior clerks in Government service. The Government however agreed to the junior clerks' scale to be applied only to the two attendants sanctioned in 1920

and considered that there was no need to revise the scale of pay of the other two subordinates as it had been raised only in the previous year and as the incumbents of the posts had been declared ineligible for any increase of pay on account of the high cost of living - G.O., No. 1152 (Education), dated 10.8.1921

Soon after, the two attendants memorialised for better pay and the memorials were rejected on the grounds

cited above. They therefore continue in the scales of Rs 35-1/2-40 and Rs 25-1/2-30 and have reached the maximum of the scales.

3. Dr. Gravely has now shown how the attendants in question have derived practically no advantage in

the general revision. Leaving aside the personal con-

siderations urged at page 3 c.f., the essential fact

remains that all the 4 attendants do the same kind of

work and a differentiation of pay in respect of two

of them seems ~~invidious~~ invidious. ~~as minimum~~

~~the general revision of pay of the attendants~~

~~which through in recent years has been~~

doing the same kind of work ~~should be~~ paid the same

wages. On this ground it is submitted that the proposal

that the two attendants may be brought on the scale of

pay (Rs 40-40-15-55-1-65) of their compeers may be

G.O. No. 1152 200

also noted at E.

original not available. Please

note at H/O 8-9

G.O. No. 1796 L E

14-12-21

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(E)

G.O. No. 1796 L E K

14-12-21

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G.O. No. 1796 L E K

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G.O. No. 1796 L E K

14-12-21

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(E)

27

supported in this department. Finance has to be

4. If the sanction takes effect from the 1st

September 1925 the additional cost will be about

Rs 60 in the current year and this can easily be met

from the provision for 'voted' charges for the Museum

establishment.

8.8.25

7-8-25

6-8

Fin U.O

Finance (E.T.).

The proposal is to revise the scale of pay

of two attendants in the Connemara Public Library

from Rs. 35-1/2-40 and Rs. 25-1/2-30 to Rs. 40-65 each per

manseem. The following statement shows the existing

and the proposed staff:--

x later from to 1-1-1925	Existing.	Cost p.a.	Proposed.	Cost p.a.
	Rs.	Rs.	Rs.	Rs.
2 Attendants. on	40-65 (52 1/2)	1,260	No change.	1,260
1 Attendant on	35-1/2-40 (38 1/8)	456 2/3	1 on 40-65.	630
1 " on	25-1/2-30 (28 1/8)	336 2/3	1 on 40-65	630
Total. ..		2,053 1/3		2,520
			Extra cost. ..	Rs. 467 per annum.

The extra cost in the current year is proposed

to be met from the existing budget provision.

Para 4 above

8

2. The pay of the two attendants in question was revised only in 1920 - G.O. 848 Home Edn. dated 26-7-1920. As pointed out in the Law Deptt. note (para 2 on pp. 1-2 ante) a similar proposal for revision of their pay was considered by Government on two previous occasions and negatived. The reasons adduced by the Principal Librarian in his letter in the current file are purely personal and cannot be accepted as a justification for increasing the pay of the posts.

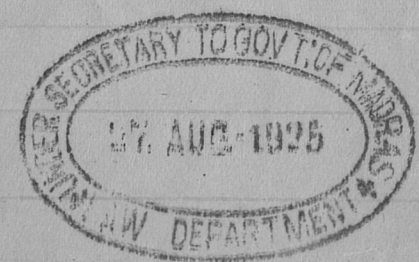
(L)

3. As regards the argument in para 3 of the Law Department note on p. 2 ante that it would be invidious to make a distinction between the pay of attendants who are doing similar duties, it is submitted that the two attendants on Rs. 40-65 are virtually clerks with higher qualifications and they have therefore been allowed ~~xxxxxx~~ the clerical scale. Further the same argument was adduced in 1921 but Government did not consider it a sufficient reason for revising the pay - vide G.O. 1796 Law Edn., dated 14-12-21. The Law Deptt. may therefore be requested to negative the proposal.

(L)
cf p 14 280 848 HE
26.7.22

(K)

1. Dec 2652
27/8



25.8.25
Wue
25.8.25

Following the news of the (present) Law Secy. expenses at P 105 (K)

26.8.25

W.S. Law (Edn)

Law (Edn) Fin no 27668 Gt-2
26.8.25

Submitted;
27.8.25

maybe disallowed

V.T.
31-8

W.S.

89

6

A draft order is subd.

Rev
2/9. 25
3.9.25

Please find reasons
plus

A revised draft order is submitted.

Rev
7/9. 25
7.9.25

plus
8/9

Have put up

(M.B.) work

submitted 2

When despatched

attendants - Increase of pay - Declined

192

C. No. 1951 C From the S.G.M. and Principal, No. 359-1, dated 3-7-1925
2654C. Librarian Connemara
Public Library

” ” ” ” ” ” 192

192

No. 1576 dated 9-9-1925.

The Govt. are unable to approve of the proposal put forward by the Principal Librarian Connemara ^{Public} Library that the pay of the ~~1st~~ ^{first} and ~~2nd~~ ^{second} attendants may be enhanced as they do not see sufficient reason to reconsider the decision arrived in 1921 that the scales of pay sanctioned for them was adequate. at in G.O No 1796

20th of 14th Dec '21

To the Supt. Govt. Museum and Principal
Librarian, Connemara Public
Library Q. and O.

DESPATCHED

9 SEP 1925

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When given for copying _____
 When copied _____
 When examined _____
 When signed _____

192

READ AGAIN G.O. No. _____, DATED _____
 192

CURRENT No.

ENCLOSURES TO G. No.

ORDER OF GOVERNMENT A A A A A A A

LETTER OF GOVERNMENT.

STATEMENT WITH DETTO.

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

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