

Law (1925) Department.
Education
Boring SERIES.

G.O. No. 1670

DATED 25/9/25

[Despatch Abstract.]

Bower, Miss E.M.

Request for a higher pay in the Madras Educational Service - Negatived

BACK PAPERS.

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

FURTHER PAPERS.

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

G.F. 30-41,000-8-9-24.

LAW (EDUCATION)

DEPARTMENT.

Received



Registered 192

Subject.

L. Cu 3310A
1/9/25

Submitting the application of Miss E.M.Bower for increased pay as Deputy Directress of Public Instruction.

ENCLOSURES.

No.

Spare copies

cl No. 137/25:

Station Madras, Dated the 31st August 1925. 192

From (Name) R.C.Grieve, Esq., M.A., F.R.G.S.,

(Designation) Ag. Director of Public Instruction,
Madras.

To The Secretary to the Government of Madras,

Law (Education) Department.

Sir.

Submitted to Government.

Miss Bower did not at the time of appointment raise any objection to her appointment as Deputy Directress on the score of increased expenditure. Presumably she did not then anticipate that she would have difficulty in making both ends meet. She recently requested me to recommend on her behalf a duty allowance of Rs.100 but I informed her that such a duty allowance was inadmissible and could not be recommended. Moreover, I am not impressed by the argument that an officer is inadequately paid

because

because in other circumstances in another cadre her remuneration is greater. Again the cases of Miss Barrie and Miss Fearn are not analogous. Further, the work of Deputy Directress is little, if at all, more important than that of Personal Assistant whose post is in the Madras Educational Service and who is not paid more highly than Personal Assistant. Consequently I am not convinced by the arguments put forward by Miss Bower and it only remains to be considered whether on other and public grounds there is a case for enhancement of salary. Undoubtedly Miss Bower has greater expenses to meet in Madras in view of the fact that she has to maintain a conveyance and also has considerably higher rent to pay. Again it is certainly undesirable to make a change in the officer holding the post of Deputy Directress and Miss Bower was preferred to others because of her varied experience and because of the desire expressed by members of the women's cadre that she should hold this particular post.

R. A. Triewer
21.8.25.

Ag. Director of Public Instruction,
M a d r a s.

From

Miss E.M. Bower, B.A., L.T.,

Offg. Deputy Directress of Public Instruction,

To

The Secretary to Government,

Law (Education) Department,

Through

The DIRECTOR OF PUBLIC INSTRUCTION, Madras.

Sir,

I have the honour to bring to your notice the following facts. The last Deputy Directress was an I.E.S. grade officer in the Selection Grade post drawing almost the maximum salary. The post has been in abeyance for a period of two years.

There are 12 women officers in the Indian Educational Service and 7 in the Madras Educational Service whose grade pay is better than mine. The appointment of any one of these as Deputy Directress would have been less of a financial hardship than it is proving to me, while it would have been a real promotion to some of those already in the City who would have had no extra expenses in the matter of house rent, conveyance or other expenses that city life entails. I have searched up and down the city but find no suitable house for less than Rs. 100/- per mensem. The location of the office required the purchase of a conveyance. In my permanent post I had quarters in the school at a nominal rent and no conveyance was necessary. The special pay of Rs. 100/- attached to my present post is barely sufficient to cover half my additional current expenditure to say nothing of the outlay on a conveyance.

I have on three separate occasions acted as Inspectress of schools, first in the Southern Circle, secondly in the Central Circle and the third time in the Southern Circle again. On the first two occasions I was in the Indian Educational Service on the minimum of that grade, viz., Rs. 400/- and drew besides

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Rs. 100/- as Presidency Allowance when at Madras. On the third occasion, as recruitment to the Indian Educational Service had stopped, I drew my M.E.S. grade pay only. In the ordinary course I would have drawn I.E.S. grade pay of Rs. 400/- plus the Special Pay when appointed as Deputy Directress but for the fact just stated. I draw the kind attention of Government to the fact that my grade pay is only Rs. 300/- so that with the special pay my total salary is only Rs. 400/- and net income after income-tax and provident fund deductions is less than that amount. I feel sure that Government was not aware of this fact when as a result of my varied and long service in the department they appointed me as officiating Deputy Directress on an inadequate salary.

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May I be permitted to bring to the notice of Government that Miss Barrie was appointed to the Madras Educational Service two years after its institution on a salary of Rs. 400/- instead of on Rs. 200/- in recognition of her special Montessori training; that Miss Fearn, the Women Specialist in Physical Instruction was likewise given Rs. 400/- in a special appointment though not a gazetted officer. I had had over 10 years service as a non-gazetted officer before acted as a gazetted officer for 8 months as Assistant Inspectress of Schools in 1920 and became a permanent gazetted officer in the Madras Educational Service from the date of its formation in 1921. If other women officers could, in consideration of special training, be started on special rates of pay while in the Madras Educational Service and in a special appointment, I respectfully claim that I may likewise be given special treatment by my salary as Deputy Directress in the Madras Educational Service being raised to Rs. 400/- at least (excluding Rs. 100/- Special Pay) with retrospective effect from 1st July 1925 till the reorganization of the services in consideration of my long and varied experience and the responsible nature of the duties I am called upon to perform.

I have the honour to be, Sir,
Your most obedient servant,

E. M. Bower

Madras, 24-8-25.

Offg. Deputy Directress of Public Instruction.

Law (Education) department.

(C.3310A)

From the D.P.I., Cl, No. 137/25, dated 31-8-25.

Subject : - Application of Miss Bower for increased pay.

Miss E.M.Bower now draws Rs. 300 in the M.E.S. time scale (Rs. 200-20-400-25-500) plus an allowance of Rs. 100 for doing duty as Deputy Directress. She requests that her pay may be raised to Rs. 400 on the following grounds : --

- (1) that she is put to considerable additional expense on account of her stay in Madras; and
- (2) that her service and experience and the responsible nature of her duties as Deputy Directress should be taken into account in fixing her pay.

2. As regards the costliness of city life she refers to house rent and conveyance charges. She states that in her permanent appointment as Headmistress, Vizagapatam school, she had quarters at a nominal rent and ^{that} no conveyance was necessary. As an officer of the M.E.S., she could not claim to remain at Vizagapatam for a long time. She is liable to be transferred to the Inspection branch and, in the ordinary course, she may have to meet expenditure on house rent and conveyance. For the additional expenditure that she has to incur under these heads in Madras city she is given an allowance of Rs. 100 a month. ~~The Assistant Inspectress, Madras Girls' Range, who is also an officer of the M.E.S. gets an allowance of only Rs. 75 in addition to her pay.~~ It does not appear that any increase in the allowance ~~granted to Miss Bower~~ is called for.

3. As regards service and experience, Miss. Bower refers to the cases of Miss Barrie and Miss Fearn who were started on Rs. 400 in Government service in view of their special training. As pointed out by the D.P.I. their cases are not analogous. Miss. Barrie

Page 3 of 4.

possessed exceptionally high qualifications. The D.P.I. stated that she was the only qualified Montessori teacher in the whole of India. She was therefore started on Rs. 400 in the time scale of pay of officers of the M.E.S. Women's Branch. As regards Miss Fearn she was recruited from England for the post of woman specialist in Physical Instruction in 1922. The post carried a fixed pay of Rs. 400 and she was granted this pay.

Miss. Bower is a B.A. L.T. of the Madras University. She has no English qualifications. She has, however, put in 19 years' service in the department. This by itself cannot be considered as a justification for the grant of a higher pay in the M.E.S. If her request is complied with, other officers who have put in long service may also ask for a similar concession and it may not be possible to resist it. The D.P.I. is of opinion that an increase of pay is not necessary in consideration of the duties which she has to perform as Deputy Directress.

4. In these circumstances, it is for orders whether Miss Bower may be informed that her request cannot be complied with.

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* Pay recently revised to Rs. 400-25-40

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There is no case of increase.
Her present appointment is only provisional & she is likely to be sent into Subordinate work when a Senior like Miss D'Pray is available. Her present allowance is Rs 100/- as temporary allowance from 1st Nov till this in the City -

A draft order declining to sanction a higher pay to Miss Bower is submitted.

This 22.9.25
8/22.9.25
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There is no case of increase.
Her present appointment is only provisional & she is likely to be sent into Subordinate work when a Senior like Miss D'Pray is available. Her present allowance is Rs 100/- as temporary allowance from 1st Nov till this in the City -

Date _____

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Bone, Miss Em.

Request for a higher pay in
the M.E.S. - negatived

READ AGAIN G.O. No., dated 192

" " " " "

192

READ ALSO :—

C. No. 33107 From the _____, No. _____, dated _____ 192_____

" " " "

192

” ” ” ”

192

ORDER.

Miss.

No. 1670, dated 25-9- 1925.

The D. P. S. is requested
to inform Miss Bomer, ~~Chief~~
officiating Deputy Directress of
Public Instruction, that the
Government are unable to
grant her request for
increased pay. ~~for the~~
~~time scale of pay for officers~~
~~of the M. E. S. (Women's Branch)~~

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DESPATCHED

28 SEP 1925

The D. P. I.

(With ref. Dr. H.
take no. cl. 137
8/31.8.28)

This
29.25

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 192 .

CURRENT No. _____

ENCLOSURES TO G. No. _____

ORDER OF GOVERNMENT A A A A A A A

LETTER OF GOVERNMENT. _____

STATEMENT WITH DITTO. _____

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