

Law (Education) (1925) Department.

Ord. SERIES.

G.O. No. 1884

DATED 31. 10. 1925

[Despatch Abstract.]

Establishment

Israel Mrs. S.B. Asst.

Lady Willingdon Training College,  
Madras - Initial pay & leave  
period - Revised - orders  
passed



# BACK PAPERS.

| G.O.                                                                                       | No. | Department. | Date. | G.O. | No. | Department. | Date. |
|--------------------------------------------------------------------------------------------|-----|-------------|-------|------|-----|-------------|-------|
| <p> <i>Ans 977</i><br/> <i>11-6-25</i><br/> <i>Ans 537 R Edn</i><br/> <i>10-11-25</i> </p> |     |             |       |      |     |             |       |

# FURTHER PAPERS.

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

To The Secretary to Government Law (Education)

One Copy sent

Through The Principal, Lady Willington Training College, 7/8/25  
 & The D<sup>r</sup>. D<sup>r</sup> & the Director of Public Instruction, Madras

Sir, With reference to your G.O N<sup>o</sup> 977, Law (Education) dated 11-6-25 I beg to submit the following to your sympathetic reconsideration.

I was first entertained in the Department in July 1918. I was granted leave for three months from 20-1-21 to 20-4-21. But since the Practical Examination dates were not notified in the Gazette and were known only when the examinations in theory were going on, it so happened that I had to be in Madras for my Practical Examination in Chemistry on the 20<sup>th</sup> April 1921 from 10 A.M to 4 P.M. Though I started immediately after the Examination for Vizagapatam I could join duty on the 21<sup>st</sup> at 1-30 P.M only. As it was past noon, though I reported myself to be present, the 22<sup>nd</sup> was considered as the date of joining duty. This extension of leave by two days were considered as break of service by the Director. When I referred the matter (orally) to the D<sup>r</sup>. D<sup>r</sup> (Mrs Dwydale), and the Inspectors, Northern Circle, they said that it would be condoned at the time of my confirmation along with the other break of three months from 1-4-1919 to 1-7-1919 which would be treated as leave on loss of pay as it does not exceed three months, and as it was not my fault that the acting appointment ceased.

I had been exempted from passing the L.T Degree Examination from October 1920 to March 1924 by the Government according to G.O N<sup>o</sup> R537 Law (Education) dated 10-11-23. This extraordinary measure was adopted as no other women graduates in Physical Science were available to relieve me from my school work. I was recommended for exemption from undergoing training in any college & for permission to appear privately for the L.T Degree Examination, as my services were required in the school. When I failed in my private attempt I gave my written consent stating my willingness to undergo training in a college. But even then I was not relieved as there was no substitute to take my place there. So I had to do my L.T privately, which caused this delay in my confirmation till 1924.

As an untrained teacher I was drawing Rs 150 from 1/1/19 & Rs 180 from 1921. So I was hoping to get a further promotion when trained but my pay was reduced from Rs 180 to Rs 150 in the introduction of Time Scale. Seeing that it was a hardship on me, when a



the teachers in our School and elsewhere, junior to me are able to draw Rs 150 + 30 + 10 And even more, Our Principal was kind enough to recommend me to the Director for an allowance of Rs 30 in addition to the reduced pay of Rs 150. When I was expecting to get my pay as Rs 180, which I was getting even in 1921, I found that my salary was further reduced to Rs 100, with orders to refund Rs 50, purely on technical grounds without any consideration for my service of seven years in the interests of the School.

It is a great disadvantage that I should start again on Rs 100, which I was getting six years ago. The Government were kind enough to recognize the rarity of women Graduates in Mathematics and Physical Science, in starting Mrs Mary Pakkiam, a Physical Science Graduate with a service of one year & Miss Elsie David, a Mathematics Graduate with no service at all on Rs 100 + 10 this year. I therefore request the Government to be kind enough to reconsider my case as a special one as it was done in the above two cases and fix my salary as Rs 180 + Condoning the break mentioned above.

I beg to remain,  
Sir,

Your most obedient servant  
J. B. Israel.

Service Assistant

Lady Willingdon Training College

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6. viii. 25 }

This copy is addressed direct to the Secretary to Govt. Law (Education) direct as per instructions of the Principal Lady Willingdon College today.

One copy has been addressed to the Secretary to Govt. Law Education, through the Principal Lady Willingdon College, and the Dt. Director and the Director of Public Instruction, Madras.

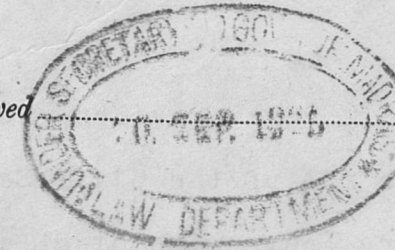


Law(Education)

DEPARTMENT.

L 22962C

Received 11 SEP 1925 192 . Registered 21-9-1925.



Subject.

Petition from Mrs. Israel Assistant, Lady Willingdon Training College regarding her initial pay- submitted.

ENCLOSURES.

No.

R.O. C. No. 1057 C/25

Spare copies.

Station Madras , Dated the 16/9/25 192 .

From (Name) R.G.Grieve Esq., M.A., |

(Designation) Ag. Director of Public Instruction

Madras.

To The Secretary, to the Government of Madras,

Law(Education)

Department.

Sir,

Submitted to Government.

2. Attention is solicited to this office letter R.C.No.3271 C/24 dated 8- 4- 25 disposed of in G.O.NO. 977 Law(Education) dated 11-6- 25.

3. It will be observed from the petition of Mrs. Israel that her overstayal in April 1921 after the expiry of 3 months extraordinary leave was due to circumstances over which she had no control, as the Practical Examination in Science was held in Madras on the very day on which she expected to join her duty in Vizagapatam. The Accountant General whom I consulted in the matter states that there is no

objection to

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11-8-25  
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Despatched  
18 SEP 1925

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(H)



to Mrs. Israel being granted 2 days privilege leave with nil allowance under article 263 of the Civil Service Regulation and extraordinary leave without allowances for 3 months in continuation under Article 320(b)(ii) provided the conditions of article 271 are satisfied vide his letter A.B.V.Edn.583 dated 9-9-25 (copy enclosed). If this is done there will be no break in the teachers' service.

4. With reference to para 3 of the petition it is true that Mrs. Israel was the only science teacher available at the time and that she could not be sent for L.T Training as no other teacher was available to take her place.

5. It is therefore recommended that as a special case, the pay of Mrs. Israel be fixed at Rs.150 with effect from the 18th November 1924, the date on which she was confirmed in the second grade of the School Assistants cadre (Womens Branch) as she will have a continuous service without break if she is granted privilege leave for 2 days from 21-1-1921 and extraordinary leave for 3 months in continuation.

*A. M. Barnes*

for Director of Public Instruction

A.R. 18/9/25

Copy of letter No.A.B.V.Edn.583 dated 9th September 1925 from the Accountant General, Madras, to the Director of Public Instruction, Madras.

\*\*\*\*\*

In reply to your letter R.O.C.NO.1077 C/25 dated 13-8-1925, I have the honour to state that the teacher may be granted privilege leave with nil allowance for 2 days from 21st January 1921 under article 271 of the Civil Service Regulations (Simplified leave Rules) and extraordinary leave for 3 months in continuation under article 320 (b)(ii) ibid provided the Director of Public Instruction is satisfied that the conditions in article 271 are fulfilled in the case of the privilege leave.

(True copy)

*A. M. Barnes*

for Director of Public Instruction



Through

The Principal, Lady Willingdon Training College,

~~Madras~~

And the Director of Public Instruction, Madras.

To

The Secretary to Government, Law, (Education).

Sir,

With reference to your G.O. No. 977 Law (Education) dated 11-6-25, I beg to submit the following for your sympathetic reconsideration.

2. I was first entertained in the department in July 1918.

I was granted leave for three months from 20-1-21 to 20-4-21.

But since the Practical examination dates were notified in the Gazette, and were known only when the examinations in theory were going on, it so happened that I had to be in Madras for my

Practical examination in Chemistry on the 21<sup>st</sup> April 1921, from

10 A.M. to 4 P.M. Though I started immediately for Vizagapatnam,

I could join duty on the 22<sup>nd</sup> at 1:30 P.M. only. As it was past

noon, though I reported myself to be present, the 22<sup>nd</sup> was

considered as the date of joining duty. This extension of leave

by two days was considered as break of service by the Director.

When I referred the matter (orally) to the D<sup>r</sup> Directress (Mrs. Dysdal)

and the Inspectress, Northern Circle, they said that it would be

condoned at the time of my confirmation along with the other

break of three months from 1-4-1919 to 1-7-1919 which would be treated

as leave on loss of pay as it does not exceed three months, & as

was not my fault that the acting appointment ceased.

3. I had been exempted from passing the L.T. Degree

Examination from October 1920 to March 1924 by the Government

according to G.O. No. P537 Law (Education) dated 10-11-23. This

extraordinary measure was adopted as no other women graduates

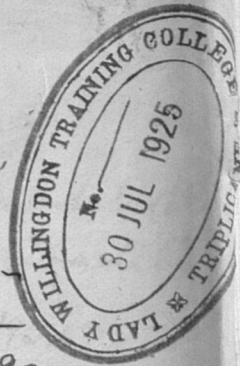
in Physical Science were available to relieve me from my school-

work. I was recommended for exemption from undergoing training

in any College & for permission to appear privately for the L.T. Degree

Examination, as my services were required in the school.

When I failed in my private attempt I gave my written consent.







D 5 (X)

Stating my willingness to undergo training in a College.  
But even then I was not relieved as there was no substitute to take my place there. So I had to do my L.T. privately which caused this delay in my confirmation till 1924.

4. As an untrained teacher I was drawing Rs 150 from 1920, and Rs 180 from 1921. So I was hoping to get a further promotion when trained, but my pay was reduced from Rs 180 to 150 in the introduction of Nine Scale. Seeing that it is a hardship on me when all the teachers in our school & elsewhere, junior to me are able to draw Rs 150 + 30 + 10 & even more, our Principal was kind enough to recommend me to the Director for an allowance of Rs 30 in addition to the reduced pay of Rs 150. When I was expecting to get my pay as Rs 180, which I was getting even in 1921, I found that my salary was further reduced to Rs 100, with orders to refund Rs 80, purely on technical grounds without any consideration for my service of seven years in the interests of the school.

5. It is a great disadvantage that I should start again on Rs 100, which I was getting six years ago. The Government were kind enough to recognize the rarity of women graduates in Mathematics & Physical Science in starting Miss Elsie David, a Mathematics Graduate with no service at all, and Miss Mary Pakkiam, a Physical Science Graduate with a service of one year on Rs 100 + 10 this year. I therefore request the Government to be kind enough to reconsider my case as a special one as it was done in the above two cases, and restore my pay to Rs 180, condoning the break mentioned above.

I beg to remain,  
Sir,  
Your most obedient servant  
S. B. Israel



Re. No. 288/25

3.8.1925

Law (Education) Deptt.

C. No. 2357 and 2962 C - From the D.P.I., R.O.C. No. 1077 C/25 dated 16-9-1925.

Subject -

Initial pay and leave - Mrs. Israel, Assistant Lady Willingdon Training College, Madras.

\* \* \*

p 19 G.O. No. 977 DE  
11-6-25

Mrs. S. B. Israel was entertained in the department on 1-7-1919 as temporary assistant on Rs. 100 a month in the Queen Mary's High School, Vizagapatam. With effect from 1-4-1920 she was appointed as an additional temporary assistant in the same school. Though the sanctioned pay of the post was Rs. 150 <sup>temporary pay</sup> ~~plus an allowance~~ of Rs. 30, the officer was allowed <sup>only</sup> a pay of ~~Rs. 125~~ Rs. 125 plus Rs. 25 temporary <sup>pay</sup> ~~allowance~~. While she was holding this post she was obliged to go on leave <sup>extraordinary</sup> for three months from 21-1-1921. She over-stayed the leave and rejoined duty on 23-4-1921 instead of on 21-4-1921. <sup>The Director previously asked that</sup> the extraordinary leave might be extended by two days under Fundamental Rule 103.

The A. G. pointed out that her case should be disposed of with reference to article 320 (b) (ii) of the C. S. R. which limits extra-ordinary leave to officers without substantive appointments to three months. In G.O. No. 977 Law (Education), dated 11-6-25 Government accordingly declined to sanction leave for the two days by which <sup>she</sup> ~~the~~ had over-stayed the leave of three months granted by the Director.

The A. G. now points out that the officer might be granted privilege leave <sup>without allowance</sup> for two days from 21-1-21 under Article 271 of the C. S. R. and extra-ordinary leave for three months in continuation under Article 320 (b) (ii) of the <sup>C.S.R.</sup> ~~rule~~ quoted above.

Submitted that this may be approved. This will obviate a break in the officer's service.

2 The next point for consideration in this file



is that relating to the initial pay of the officer.

2) <sup>a</sup> Now the break in service is obviated by adopting the course suggested above it seems that the officer will be eligible for an initial pay of Rs.150. She had drawn pay at this rate during the three months ending 28-2-1921. Attention is solicited to the note of the Finance Department at page 5 of G.O.No.977 Law (Education), 11-6-1925.

3 The file may be forwarded to the Finance Department for remarks with reference to

(i) the grant of ~~2 days~~ privilege leave 21-1-1921 and (ii) the grant of initial pay of Rs.150 with effect from 18-11-1924, the date on which the officer

was confirmed in the second grade of School Assistants.

*2.10.25*  
*3.10.25*  
*5/10*

Fin U.O

Finance (C.S.R.)

The two days' absence of Mrs.Israel from 21-1-1921 may, as pointed out by the A.G., be treated as privilege leave (without allowance).

2. The original proposal was to fix her pay on confirmation on 18-11-1924 at Rs.100 p.m. in the scale of 100-10-150 and give her from that same date personal pay of Rs.50 p.m. The grant of personal pay was negatived for reasons set forth in pages 6-7 of G.O.No.977 Law(Education), dated 11-6-1925 and the present proposal is to drop the question of personal pay and fix her initial pay itself at Rs.150 p.m. in the scale of 100-10-150 in consideration of her previous history from 1-7-1919 and the fact of her being the only woman graduate in Science. It is urged by Law at "A" on page 2 <sup>above</sup> ~~separately~~ that she was drawing Rs.150 p.m. during

Law(Edu) 2274C-2  
6.10.25



Fin No 35153 C82R 4  
7.10.25

Proposed by G.O.977 Law Education  
(H)

(H)

(E)

5 C.F.

2274C-2  
6.10.25

SRS

K. E. 3248C  
12/10/25



Fin No 35153-1C8R  
12.10.25

the three months ending 28-2-1921, the test period for fixing the initial pay of subordinates in the time-scale of pay. They apparently refer to the provisions of G.O.711 Finance, dated 11-7-1922. Those provisions would apply only to Government servants who held substantive posts on 1-3-1921 and as Mrs.Israel was confirmed in a substantive post in the permanent cadre only on 18-11-1924 and as she filled only temporary posts between 1-7-1919 and 20-4-1921, she is not entitled to any of the benefits bestowed by G.O.711 Fin, dated 11-7-1922. <sup>Thus</sup> the arguments advanced by Law do not justify the fixation of the initial pay of Mrs.Israel at Rs.150 p.m. from 18-11-1924. Attention is however invited to para. 5 of Mrs.Israel's petition from which it appears that her juniors with presumably no superior qualifications were given preferential treatment. It is for orders whether on the facts stated in that para of petition, Finance will agree to her initial pay being fixed at Rs.150 p.m. in her case considered as a whole. If so, Law may be requested to examine the statements contained therein and if not Law may be informed that there is no case to fix her pay at more than Rs.100 p.m. sanctioned in G.O.977 Law(Education), dated 11-6-1925.

*to 10/10/25*  
*If any concession is to be given, it can be given only on personal considerations. The rule for fixing pay does not apply as the lady was holding only temporary posts previously. Law have not dealt with the personal aspect.*

Law(Edu)

Law(Edu)

*The personal aspect of the case has been dealt with in Mrs. Israel's memorial and the facts cited therein*



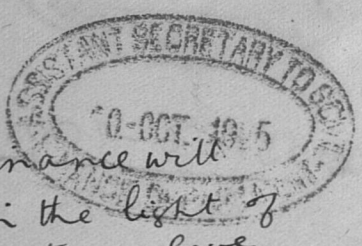
therein have been endorsed by the Director.

Mrs. Israel was entertained in July 1919  
~~They said that~~ She was <sup>not</sup> ~~not~~ d. T. at the time  
~~She was not~~ stood in the way of her  
confirmation. She could not be sent up  
for training as she was the only Senior  
graduate in the Dept. So the Dept. was  
mainly responsible for the delay in her  
confirmation. If she had been sent up  
for training immediately on entertain-  
ment in the Dept. she could have  
appeared for the d. T. examination of  
1920 and would probably have been  
confirmed in 1920. In that case she  
would have been entitled to have her  
initial pay fixed according to the rules  
in G. O. No. 711 Finance, d/ 11.7.21. So the  
Special feature about the case is that the  
confirmation of the officer was delayed because  
she could not be spared for training  
owing to exigencies of Service and it  
would be hard to make her suffer in  
circumstances.

cf. para 4 - p. 2, c.f.  
d p. 2 of G. O. 9228.  
(H) 11.6.25

(E) Law Secy, no. 2274C-3  
20.10.25.

I agree  
V.T.F.  
20.10.



Perhaps Finance will  
reconsider in the light of  
the facts stated above  
V.T.F.  
20.10.  
Fin. U.O. 37054 CSR  
21/10/25

17.10.25  
19.10.25

(10) Finance (C.S.A.)

Please see previous Finance note on p/6  
2-3 Supra - For order.

2/10/25  
In the exceptional case, the case Finance  
agrees to pay bonus fixed at Rs 150/- from 18.11.24  
She has apparently drawn Rs 150/- up to 30th Sept  
1925. It is not clear whether recovery has been  
effected subsequent to that date, but retrospective  
effect may be allowed.  
Law Secy



Fin. C No 37054 - 1 CSR  
26-10-25  
L. Secy 3473C  
16/10/25

Law (Secy) Dept

A draft order is subd.

Bm  
29/10/25  
29.10.25  
CR  
30/10/25

V.T.F.  
31.10

2500/-



When despatched

Initials.

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Establishment - Israel,  
Mrs. S. B., Assistant, Lady  
Willingdon Training  
College, Madras - Initial  
pay and leave period.  
Revised orders passed.

” ” ” ” ..... ” ..... 192

C. No. 2962<sup>e</sup> From the ....., No. ...., dated ..... 192 ..

2274  
3475e.

” ” ..... ” ” ..... ” ..... ” ..... 192 .

99 9: ..... 11 11 ..... 11 ..... 11 ..... 192 .

No. 1884 dated 31-10-1925

Min

In modification  
of G. O. no. 977 dated (2001),  
dated 11-6-1925 the  
Government sanction  
the grant to Mrs. S. B.  
Israel, Assistant, Day  
Vikingsdon Training  
College, Madras, <sup>privilege</sup> leave  
without allowances for  
two days from 21-1-1921  
under article 271 of the  
Civil Service Regulations  
and extraordinary leave  
without allowance for  
three months in continuation  
thereof.



under article 320 (b) (ii).  
of the same regulations.

2. <sup>Government.</sup> They also direct  
that the officer's initial  
pay should be fixed at  
Rs 150 in the scale of Rs 100-150.  
<sup>as month</sup>  
150 with effect from 18th  
November 1924. Amount of

Pay, if any, may ~~be~~  
29/10. be drawn.  
29.10.25

*Q*  
30/10/25

VTK  
31-10

The D. P. J. (with refer:  
to his letter No. R.O.C. No.  
10772/25 d. 16.9.1925)  
" A. G. thro' Finance  
" Finance Dept

DESP  
2 NOV 1925  
17

When given for copying  
When copied  
When examined  
When signed

192

READ AGAIN G.O. No. DATED

CURRENT No.

ENCLOSURE TO G. No.

ORDER OF GOVERNMENT .. A A A A A A A

LETTER OF GOVERNMENT.

STATEMENT WITH DETO.

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IN ORIGINAL.

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