

Law (1925) Department.
Education

Recording SERIES.

G.O. No. 310

DATED

11 / 31 5

[Despatch Abstract.]

Establishment

Gray, Miss E.W. - Initial pay in the time-scale - Fixed.

BACK PAPERS.

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

FURTHER PAPERS.

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

C.F. 3 18,658-3-01-23.

Law (Education)

DEPARTMENT.

Received 192 Registered 1534C
1. En 1910 192
26/6/24



Initial pay - Miss Gray - Headmistress, Lady Amthill
Secondary School, Masulipatam - at Rs.190/- recommended.

draw (5/2)

It has been suggested in the general tele-
vision pay of officers in the S.E.S. (Wharrie letter)
that the time scale may be given effect to from
29th May/1923 the date on which the post? starts: were
Donation - Subd. that a decision on that file may be
considered.

ENCLOSURES.
No. 3.
Senai Korker
Spare copies

R.O.C.
1.7.24

No. 726 G/23

2-7-23

Station Madras, Dated the 19th June 1924 192

From (Name) R. Littlehales, Esq., M.A.,

(Designation) Director of Public Instruction.



To The Secretary to the Government of Madras,

Law (Education)

Department.

Sir,

I have the honour to submit herewith a copy
of letter dated 8th April 1924 from Miss E.W. Gray, permanent
Assistant, Government Secondary and Training school for
women, Rajahmundry and acting Headmistress, Lady Amthill
Girls' Secondary school, Masulipatam in the Subordinate
Educational service (women's branch) and to state that Miss
E.W. Gray was employed as a teacher in the Madras Presidency
till 3rd March 1920 when she got herself transferred to
service under the Punjab Government and was employed there
till the end of 30th November 1922. On the 1st December

2
1922 she got herself retransferred to the Madras service and she was appointed as an Assistant in the Government Secondary and Training school for woman, Rajahmundry on Rs.150 plus 30 in the old scale. Her initial pay in the time scale was fixed at Rs.190 under Fundamental Rules 22 with effect from 1st December 1922 the date from which she was considered to have entered the time scale.

2. The Accountant General however having objected to the confirmation and promotions made after the issue of G.O.No. 1459 Law (Education) dated 30th November 1922 in the case of certain officers, orders were issued from this office revising the initial pay fixed according to the time scale in the case of those officers who were promoted after 30th November 1922. Miss Gray was accordingly asked to draw Rs.150 the minimum pay in the 1st Grade of School Assistants. A list showing the names of officers who were affected by the Accountant General's ruling was submitted to Government along with my letter R.C.No. 726 G/23, dated 19th March 1924. The circumstances in which the appointments and promotions were made after 30th November 1922 were fully explained in my letter referred to above. No orders have yet been received on it and I request that early orders be passed.

3. The case of Miss Gray however, is quite different from that of the other officers referred to above in view of the fact that she while she was employed in the Punjab Educational Department was in receipt of a pay of Rs.135 besides free quarters; servants lighting etc., which in all amounted to more than Rs.175 a month. Before she was appointed she was specially asked if she would accept a post on Rs.150-180 and she requested (Vide her letter dated 20th September 1922 copy enclosed) that she might be given Rs.180 the maximum pay of the post. She was accordingly appointed to a post carrying a pay of Rs.150 plus 30 temporary addition to pay in the old scale prior to the receipt of G.O.No. 1459 Law

3.
(Education) dated 30th November 1922.

4. I therefore request that pending the issue of orders on this office letter R.C.No. 726 G/23, dated 19th March 1924 you will be so good as to permit Miss Gray to draw ^{pay} at Rs.190 from 1st December 1922 with the usual increments thereafter.

5. The service book of Miss Gray is herewith submitted for favour of perusal and return.

I have the honour to be,

S i r,

Your most obedient servant,

Rames
for Director of Public Instruction.

P.V.S. 21/6

me
21-6

Letter from the Headmistress, Lady Amthill Government
Secondary school for girls, Masulipatam, dated 8th April 1924
through the Inspectress of Girls' Schools, Northern Circle
to the Director of Public Instruction.

With reference to your Proceedings R.O.C. No. 726 G/23
dated 19th March 1924, ordering me to draw Rs.150 per mensem
owing to the objection raised by the Accountant General
regarding my promotion and confirmation made after 30-11-22
I have the honour to represent my case.

1. In answer to your Proceedings R.C.No. 708 G/22, dated
14th September 1922 in which you offered me the position of
Superintendent of the Government Training school, Nellore
I earnestly requested you in my letter dated 20th September
1922 from Allahabad, to be kind enough to sanction the maximum
pay of the post, Viz., Rs.180.

2. In your Proceedings R.C.No. 708/22, dated 6th October
1922 you asked me to state my present salary together with
allowances and in reply I pointed out that my real income
amounted to pretty well near Rs.175 or even a little more.
After receiving this last letter of mine you were kind enough
enough to wire me on 22-11-22 to report my willingness to join
at the Training school at Rajahmundry on Rs.180 on 1st December
1922 which I did. Had you asked me to join a day or more
earlier I should have done so. In my case the Accountant
General's objection is only a matter of one day, and I hope
this may be ~~amex~~ condoned.

You were further pleased to promote me to an acting
appointment in the M.E.S. in August 1923.

With high house rent and having to keep my own servants
I must candidly state that it will not be possible for me to
live in a respectable manner on Rs.150 plus 10. I therefore
would request you to represent my case to Government in as
strong a manner as possible, so that I may be permitted to
draw my pay as fixed by you in the time scale, or at least the
difference made up to me as personal allowance.

Letter from Miss E.W. Gray, B.A., A.C.P., 3 Mission Road,
Allahabad to the Director of Public Instruction, dated
20th September 1922.

With reference to your Proceedings R.C.No. 708 G/1922
dated 14th September 1922, I have the honour to thank you for
the same and to state that I am quite willing to accept
the post of Superintendent, Government Training School,
Nellore; but earnestly request you to be kind enough to
sanction that I draw the maximum pay of the post, as the cost
of living has considerably increased within the last two
or three years and Rs.150 which I drew before I left Madras
in 1920 was just enough to cover my expenses.

I take it that all my past service since 1916 is to
count towards pension.

Trusting you will favourably view my request.

/True Copies./

Rames
for Director of Public Instruction.

LAW (EDUCATION) DEPARTMENT.

Received



Registered

192

Subject.

Initial pay - Miss Gray - Headmistress - Lady Ampthil

Girls' Secondary School, Masulipatam - orders requested -

ENCLOSURES.

No.

R.O.C. No. 726 G/23

Spare copies

Station Madras, Dated the 7-2-25 192

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

(Designation) Ag. Director of Public Instruction

To The Secretary to the Government of Madras,

Law (Education) Department.

Sir,

With reference to G.O.No.131 Law (Education) dated
28th January 1925, I have the honour to invite your attention
to this office letter R.O.C.No. 726 G/23 dated 19th June 1924
in which I have submitted for the orders of Government the letter
from Miss E.W.Gray, officiating, Headmistress, Lady Ampthil Girls'
School, Masulipatam. In view of the fact that Government have
declared all permanent promotions and appointments made from
30th November 1922 onwards to be irregular, I request that
early orders may be passed on the representation made by Miss
Gray

Gray as explained in para 3 of my letter R.C.No.726 G/23 *p 2 ante*
dated 19th June 1924.

I have the honour to be,

Sir,

Your most obedient Servant.

K. Rao
for Director of Public Instruction.

G.M.10.2.25
10/10

6
Law (Education) Deptt.

C.No.s 1534 C/and 475 C/- From the D.P.I., R.O.C.
726 G/23 dated 19-6-24 and 7-2-25.

Initial pay - Miss Gray, Assistant Govt. Secondary
Training School for Mistresses, Rajahmundry.

The case relating to Miss Gray is briefly as follows:-

In G.O.No. 1459 Law (Education), dated 30-II-1922 the Government approved time scales of pay for the Subordinate Educational Service, Women's Branch. The time scale sanctioned for school assistants was:-

Rs.150-10-250	I. Grade	with a
Rs.100-10-150	II Grade	special
Rs.75 -5-100	III Grade	pay of Rs. 10 in each case

2. Prior to the receipt of the orders referred to above, the D.P.I. had appointed Miss Gray and allowed her a pay of Rs. 150 + ~~30~~ ^{addition to} temporary pay with reference to the rates in force prior to the general revision. The appointment order may be taken to be the Director's telegram, dated the 22nd November 1922 referred to at page 4 c.f. The officer actually joined duty on the 1st December 1922. In fixing the initial pay of the officer in the time scale of pay subsequently given effect to, the Director allowed her a pay of Rs. 190 (in the scale of Rs.150-10-200) with reference to rule 22 of the Fundamental Rules. The A.G. takes objection on ground that a time scale of pay having been announced on the 30th November 1922, the Director should not after that date have made the ~~ap~~ appointment

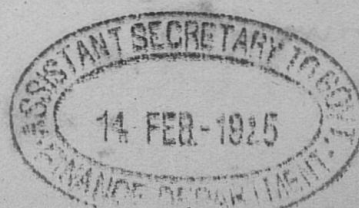
p. 1, c. 1
The stage next above Rs 150, the officer's previous pay)
para 2 on p 2 C. f.

appointment on the old scale of pay and much less taken the pay allowed under the old scale in fixing the initial pay of the officer in the new time scale of pay. In other words the A.G.'s contention is that the officer should have been allowed only the minimum, namely Rs.150 in the scale of Rs. 150-10-250.

3. The Government have since passed orders on the general question of initial pay of ~~the~~ officers ^{in the Women's Branch} and held that appointments and promotions made on the old rates of pay before the 30th November 1922 are in order and that in such cases fixation of initial pay with reference to Fundamental Rules 22 and 23 need not be objected to. Had Miss Gray joined on the 29th November instead of on the 1st December 1922, the Director's action in fixing her initial pay at Rs. 190 would have been right. As it is, however, the case will be governed by paragraph 4 of G.O.No.131 Law (Education), dated 25-1-25, that is to say, the officer's initial pay will have to be fixed at Rs.150 in the scale of Rs.150-10-200 and ^{she will have to be} allowed a personal pay of Rs.40 to be extinguished pro tanto as the officer's pay is raised by increments. But seeing that the Director's definite offer of appointment was on the 22nd November 1922 when the time scale of pay had not been announced, it is for orders whether Government may not allow an initial pay of Rs.190 (besides the special pay of Rs.10) with increments at usual intervals.

4 A draft order is submitted and it may be sent u.o to Finance for acceptance.

Law & Education L.T. 50/25-1
14-2-25



File 6578 E.T.
16-2-25

Finance u.o.

Initial pay of Miss E.W. Gray, Assistant, Government Secondary and Training School for Mistrasses, Rajahmundry.

Miss Gray, who was employed in the Punjab Educational Department, was appointed to a post in the Subordinate Educational Service, Women's Branch, in this Presidency, on Rs150 plus Rs30 temporary addition to pay on the old scale and she joined the appointment on 1st December 1922. As a time scales of pay had been sanctioned for the Subordinate Educational Service in G.O. 1459, Law(Education) dated 30-11-22, the Government had decided that promotions and appointments on the old rates of pay made by the D.P.I. from and after the 30th November 1922 were irregular and that in such cases the initial pay of the officers should be fixed in strict accordance with the orders of Government. The proposal of the Law Department to fix the initial pay of Miss Gray as a special case at Rs190 plus Rs10 special pay on the ground that the Director's offer of appointment to her was made on 22-11-22 when time scales had not been announced, cannot be accepted. The D.P.I. himself does not base his recommendation on the ground at A--vide his letter on pp. 6-7 C.F. The case of Miss Gray should be governed by the orders in paragraph 4 of G.O. No. 131, Law(Education) dated 25-1-25, that is to say, she may be given a personal pay.

2. Amount of personal pay. The pay offered to, and accepted by, Miss Gray was Rs150 plus Rs30. Her initial pay under the rules will be Rs150 in the scale of Rs150-10-250. She may be given personal pay of Rs30 with effect from 1-12-22, the date of her joining the appointment in this Presidency. She will

para 4 of G.O. 131 L.E.
25-1-25

motion K on
p 2 ante

para 3, p 2 C.F.

in addition get the special pay of Rs10 per mensem sanctioned in G.O. 1459, Law (Education) dated 30-11-22, or, Rs190 in all. This is ample when compared with what she was getting in the Punjab, viz., pay Rs135 plus free quarters, servants, lighting, which in all amounted to Rs175 a month.

unc
16.2.25

Rwd 16/2 Law.

4 in no: 6578 E.T.
16-2-25

Law (Edu)

Thus D.P.I.'s recommendation was to allow the officer in the 1st Dec: 1922 and initial pay of Rs 190 in the time scale of Rs 150-10-250 with the special pay of Rs 10 admissible to women officers in the School Assistants' cadre. Finance would allow only Rs 150 + a personal pay of Rs 30 to be extinguished as increments fall due. The special pay of Rs 10 is also admissible.

2 For order as to circulation to

M2 & C3

ASK D.P.I. u.o. whether he has any remarks on the Finance Dept proposal

V.T.K.

18/2

17.2.25

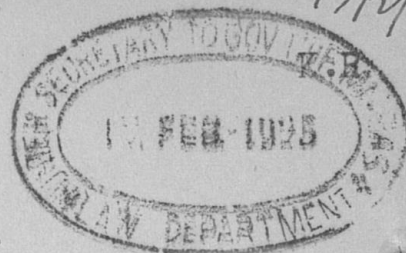
A.S.

A draft u.o. note to the D.P.I. is subd.

18/2/25

18.2.25

given to him
18/2



para 3, p 2 CF

L. Edu 537 C
17/2/25



Law Edu 635 C
26.2.25

Law (Edu) No. 551 E-1

18.2.25

Law Edu no 475/C-2

19.2.25

W.O. 6-C/25 2-5

Law (Education) Deptt.

Letter from the D.P.I., R.O.C. No. 726 G/23, dated 19th June 1924.

Initial pay of Miss E. W. Gray, Assistant, Govt. Secondary and Training School for Mistresses, Rajahmundry.

With reference to G.O. No. 131 Law (Education), dated 28-1-25 the initial pay of Miss E.W. Gray on the 1st December 1922 will have to be fixed at Rs.150 in the time scale of Rs.150-10-250. She may be given a personal pay of Rs.30 which will be extinguished pro-tanto as increments fall due. In addition, the officer is also eligible to draw the special pay of Rs.10 admissible to women teachers in the school Assistants' cadre. The emoluments of the officer ~~will~~ amount to Rs.190 which compares favourably with what she was getting in the Punjab, namely, pay, Rs.135 plus free quarters, servants, lighting etc., which ~~will~~ in all amounted to Rs.175.

2. The D.P.I. may be requested u.o. to say whether the suggestion in paragraph 1 will not adequately meet the case.

Yes - The suggestion made will adequately meet the case.

R.S.A.

24/2/25

2/3/25 V.T.K. 3.2

When given for copying
 When copied
 When examined
 When signed

192

READ AGAIN G.O. No. 192, DATED

CURRENT No.

ENCLOSURES TO C. No.

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

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

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