

Law (Education) (1925) Department.

6rd. SERIES.

G.O. No. 390

DATED 19. 3. 1925

[Despatch Abstract.]

Lawrence memorial School, Lovedale
Combined Provident Fund and
Pension for Staff Papers
Recorded.

Reent. II-8 (f)—11,004—16-1-17.

Issue V.E.
 400
 896
 (put up under G's name)

Law (Ed M)

Memo: No. 778 B-5 of 5.6.22

The Government understand that a question has been raised about the pensions to the staff of the Lawrence Memorial School, not as named. The D.P.I. is requested to state whether he has received any such communication and, if so, when it may be expected to be by the Govt with his remarks.

20

Reign

the D. P. I (Mums:)

R after 2 weeks.

cur
5.6.22

TL
562

2ML
576/20

R after 2 weeks.

Acha

(Left half for use for draft, etc.,
in the Receiving office.)

Endorsement order, reference of other
correspondence.

C 1872 D
9.6.22

N. Ref. on C. No. 672 E/22 7.6.22

Submitted to Government
for favour of orders.

G. S. S.
For Director of Public Instruction.

Received in
the Dir's office
on 12-5-22.
Dealt with in that
office on 7-6-22.

Receiving office No. 672 E/22

From The Secretary to Committee
Lawrence Memorial School
To The Secretary to Govt.
Law (Ed.) Dept.
Thro the Director of Public Instruction
R.E. No. 443 Madras.
7th 11th May 1922.

ENCLOSURES.

Date of despatch

Date of receipt

Subject.

Requesting a reconsideration
of the order despatching to accept
the proposal to allow the existing
incumbents of the staff to count
their back service as qualifying
for pension.

Lovedale, Nilgiris,

May 1922.



R.C.No. 443

From



The Reverend Edmund Bull,

Ag: Secretary to Committee,

Lawrence Memorial School.

The Secretary to Government,

Law (Education) Department.

Through

The Director of Public Instruction,

M A D R A S.

Sir,

I have the honour, under direction of the Committee of the Lawrence Memorial School, to acknowledge the receipt of G.O.No.431 dated 6th April 1922 sanctioning the Provincialisation of the school, and to convey to you the resolution passed by the Committee at their meeting held on 29th April 1922 together with the following considerations for the acceptance of Government with the view of counting all back service of the members of the present Staff towards pension.

RESOLUTION

"The Committee, having perused the correspondence bearing on the Provincialisation Scheme, and having considered carefully the individual cases of serving members of the Staff as they are likely to be affected by the terms now offered to them by Government, are unanimously of the opinion that a strong representation should be made to Government. This representation should take the line of asking Government to reconsider their proposal that past service should not count for pension. A letter to be

Para 5 of
G.O.No 431
6-4-22

(A)

prepared now on these lines"

The Committee have directed me to point out

(1) that in G.O.No.431, when declaring the posts of the entire Staff of the school eligible for pension from the date of Provincialisation and that back service of the existing members of the Staff is not to count towards pension, the Government is not rejecting the proposal to make these posts pensionable but restricts the privileges of such pensionable scheme to the younger members of the existing Staff and all those who join the Staff in the future. This, in the opinion of the Committee, appears not only to ignore the past service of several members of present Staff, some of whom have served from 10 to 20 years and been instrumental in raising this Institution to its present high state of efficiency - but to leave such members of the Staff in the position under the existing prospects of pay and existing Provident Fund - of being faced at the end of their service without an even bare competency.

They wish to point out, in relation to this statement, that:-

- (a) The present increased rates of pay of the Staffs ~~xxxxx~~ came into force only from April 1st, 1921, so that the members of the Staffs have benefitted by their increase of pay for only one year.
- (b) That the present Provident Fund enjoyed by the members of the Staff is based on an estimation beneath the usual rate of bonus allowed by most educational Institutions enjoying the benefits of a Provident Fund throughout the Presidency and generally throughout India.

Such being the case and considering the cases of the members of the Staffs in question individually, the disparity between their expectations at the end of their service in the Institution -to which they would then have given the working portion of their life - under the terms of their present non-pensionable service and the benefit they would enjoy at the end of such service, were back service to count for

3 5 6
pension, is so great as to warrant, in the opinion of the Committee, their advancing this as a reason for the Government's favourable consideration of this appeal.

II. The Committee would submit the fact that when the Scheme of Provincialisation was raised some 4 years ago, the matter of making the Staff pensionable - a matter that had been raised before that date but not decided upon - formed one of the basic considerations of the Scheme as relating to the question of pay and prospects of the Staff. This matter of pensioning the posts has been accepted under the present decision of Government 'in fact', but with the distinction between 'past' and 'future' service in the school; a point the Committee would venture to emphasize again here. They would point out further that in their opinion the pensionable scheme as affecting the whole Staff with a view to the acceptance of such back service by Government is further strengthened by the fact that the letter of the Secretary to Government No.928 dated 29th July 1919 embodying the proposals for provincialisation contains, under para 7 (v) entitled "Pension to the Staff of the School" the following recommendation:- "In this connection, I am to invite a reference to my letter No.722, Home (Education), dated the 9th June 1919, in which this Government have recommended that the school staff should immediately be declared pensionable and that the past service of members should be counted for pension. The additional expenditure on this account works out approximately Rs.9,000/- per annum" - clearly shewing (1) that the Staff had then such a claim for counting back service for pension on the consideration of Government (2) that the amount of expenditure to meet such a charge on Government is rated at the comparatively small figure of Rs.9,000/- per annum.

III. The Committee, while recognizing the fact that those members of the Staff so vitally concerned as above represented, engaged originally to serve the Institution as servants on

Ann. D m/p
11-12-2-8-924-8
8-22-7-9 (B)

(B)

(P)

*Calculate at
the then existing
rates of pay

4 6 7
a staff for which no prescribed rules affecting their pension were laid down, would point out that until the institution of of a Provident Fund of comparatively recent date and the mooting of the Provincialisation Scheme some 4 years ago, Government have been pleased always to recognize long service of any member of the Staffs as pensionable service, and three or four former members of the Lawrence Memorial School Staff are at present enjoying pensions so granted pay and estimated on their/and length of service. The members of the Staff whose cases are so vitally affected by the present decision of Government, joined their appointments therefore, with the expectation of at least being granted, at the termination of the full term of service the Government's generous consideration of such service in this Institution. The present decision of Government cuts, so to speak, at the root of such expectation and in a measure cancels such service; and any benefit which may have accrued to them through the present increased rate of salary, is of so small an advantage at the time of this crisis as to prevent the Staff counting on the present Provident Fund as the source of a competency for their old age.

I have the honour in conclusion to convey to you the Committee's urgent solicitation that Government will therefore be pleased to reconsider their decision as affecting the past services in the school of such members of the Staff as are vitally concerned - that is those who cannot without such service qualify for pension - the number of which is comparatively very small, and on the above considerations be pleased also to grant that back service of all members of the staff should count

towards

5
towards pension.

7 7 8
I have the honour to be,
Sir,
Your most obedient servant,

Prasad. 1. M.

Ag: Secretary to the Committee.

p. 8 info
N.B. Appended (attached) is a statement showing certain members of the Staff most vitally affected by the decision of Government of not counting back service towards pension.

SCHEME SHOWING THE DISPARITY BETWEEN THE EXPECTATION OF THE STAFF WORKING

Designation.	Name of present members of Staff.	Number of years' service on 1st April 1922. Yrs. months.
Principal & Secretary	Revd. W.H.G. Padfield.	14. 2
Accountant.	Mr. A. Nageswarier.	24. 8
Additional Matron.	Mrs. Forkgen.	26. 10
Headmaster.	Mr. W.R. Ramshaw.	13. 3
1st. Asst. Master.	Mr. J. Cardis.	20. 11
Carpentry Instructor.	Mr. W. Mumford.	16. 7
Lower School Matron.	Miss. A. Butters.	18. 5
7th Asst: Mistress. (G.S)	Miss. Abraham.	16. 9
Headmistress K.G. Dept.	Miss. Murphy.	12. 6

TO THE END OF THE SERVICE UNDER THE PRESENT CONDITION AND THOSE BASED U

THE GENERAL UNDERSTANDING REFERRED TO IN THE ATTACHED LETTER.

Probable amount of Provident Fund and Bonus at end of service viz., 55 years of age. Rs.	Income allowed at 5 % per mensem. annum Rs. p.M.	If back service is counted, the pension that would be earned. Rs. p.M.
32,188	137	635
4,729	20	70
1,400	6	41½
16,739	70	375
10,049	42	190
4,034	17	100
3,834	16	87½
1,931	8	70
7,694	32	125

Secretary to the Council
Lawrence Memorial Sch

From

No: 2980

Major General J. Pensonby, C.B., C.M.G., D.S.O.,
General Officer Commanding, Madras District

and

Chairman of the Lawrence Memorial School Committee.

To

The Secretary to Government,
Home (Education) Department.

Through

The Director of Public Instruction,

Madras.

Wellington,

dated 27th Oct: 1922.

28/10

Sir,

I have the honour, by direction of the Committee of the Lawrence Memorial School, to submit herewith draft rules for the establishment of a Pension and Provident Fund for the Staff of the school, for favour of submission to Government.

2. The Committee consider that such a fund is the most urgent necessity for the school at present, and would invite attention to the correspondence which has been going on for some years on this subject, and especially to No. 3320 from Major General W. Cross Barratt, C.B., D.S.O., dated 31st October 1918 and No. 443 from the Reverend Edmund Bull, dated 11th May 1922, and No. 950 dated 16th June 1922 para 4, from the Principal to the Director of Public Instruction.

3. The Pension and Provident Fund as suggested is designed to fill the object of both a pension fund and a family pension fund - and the Committee find that Rs. 13,000/-

Regd

pp. 12-14
info

(a) pp. 7-12

29.7.22

(b) pp. 3-7

10 11
as allowed by the Government of India for pensions (vide
(G) para 8, page 14 of correspondence ending with G.O.No.1394,
Home (Education) Department, dated 29th November 1920,) will
be amply sufficient under these rules to cover all the cost
of introducing this and allowing all the back service of
present members of the staff to count.

4. The only difficulty that the Committee feel is
that they may be unable to raise this year, the present
Provident Fund to a cent per cent basis from the current
year's income, for members now serving. The Committee
therefore would ask if the Hon'ble Mr. Knapp would be pleased
to allow them to use a portion of balance of the Viceroy's
Fund (now amounting to Rs.15,712 - 13 - 6) for this
purpose.

*p. 799 note
58. ev. h
10.7.20*
removed
The amount required to raise the present Provident Fund to
the cent per cent basis (as sanctioned for all other schools
in the Madras Presidency) would be

(a) for members who joined the Provident Fund in 1908 & after -
at & subsequent to its institution Rs.11,357-0-0

(b) additional sum required to complete the
service of members who joined the school
before the institution of the Provident
Fund (vide G.O.No.826, Education, dated
(V) 10th December 1907. Rs. 3,032-0-0

* Since estimated at

Rs. 14,627-9-0

*para 3, p. 22 n.b.
27.25 n.b.*

Total:-

Rs. 14,389-0-0

The above amount is calculated up to 31st December 1922.

5. The Committee earnestly hope that the Government
may be pleased to sanction the introduction of the new
scheme with effect from 1st January 1923, as there are
certain members of the staff whose time at the school has
expired, but whose services, the Committee feel that they

cannot dispense with until their valuable services in the
past can be recognized, and some provision made for their
old age.

Enclosures.

1 copy of present Provident Fund
Rules.
1 copy of proposed Pension and
Provident Fund Rules.

B.K.N.

I have the honour to be,

Sir,

Your most obedient servant,

W. A. Asarheid
Secy. to the Com.
for

Chairman of the Committee
of the Lawrence Memorial School.

13
12
12

Rules for the working of Pension and Provident Fund
for the Staff
of the Lawrence Memorial School, Lovedale.

1. The fund shall be called the Lawrence Memorial School Pension and Provident Fund and shall be held in the Imperial Bank of India, Ootacamund, in the names of the Vice-Chairman and the Principal. The Vice-Chairman and the Principal shall, with the consent of the Committee, make investments from this fund in Trustee Securities only.

2. The Committee shall lay aside each year from the Government of India Grant, the sum of Rs.13,000/- which shall be credited to the above fund. It shall be allowable for the Committee to add to this fund from current balances, if any, of the school as the funds of the school permit and to revise the rules after each 5 years' valuation by an independent auditor appointed by the Committee.

3. A contribution at $6\frac{1}{4}$ per cent or one anna in the rupee shall be deducted monthly from the salary of each member of the staff and placed to the credit of the fund and earmarked in the name of the member concerned. An amount equal to (the) contribution deducted from the salary of each member shall be credited monthly to that member's account from the Pension and Provident Fund.

The word "salary" occurring in this rule does not include acting allowances and special allowances.

4. If a member of the staff should leave the service of the school within five years, the amount of his contribution to the Pension and Provident Fund and the interest earned thereon shall be refunded to him, but the bonus paid by the Pension and Provident Fund and the interest earned thereon shall be recredited to the Pension Fund.

cf rule 1
2 rules on
p. 15 infra

cf rule 2
2 rules on
p. 15 infra

(3 rules)
p. 15 infra

K1

cf rule 3
2 rules on
p. 15 infra

5. If a member of the staff should leave the service of the school after an approved service of five years, the total sum standing to his credit including the interest shall be paid to him in full, provided always that, in case the service of any member of the staff is dispensed with by the Committee on the ground of serious misconduct, the amount paid by the contributor and the interest thereon shall be returned to him, but the bonus paid from Pension and Provident Fund and the interest earned thereon shall be recredited to the Pension Fund.

6. All members of the staff shall be required to bind themselves to contribute to the Pension and Provident Fund, unless they can satisfy the Principal that such contribution is unnecessary.

7. At the age of 55, one sixtieth of the salary drawn at the time of the retirement of the member will be given as pension for each complete year's service and the school contribution to the Provident Fund treated as Commuted Pension - at present at 10 years' purchase.

The maximum pension is limited to 30/60ths of maximum salary drawn.

For example:-

A is appointed at the age of 35, and draws Rs.80/- per mensem

= Rs.960/- per annum.

Rs.5/- per month = Rs. 60/- per annum is deducted from A's salary.

Rs.5/- per month = Rs. 60/- per annum credited to A's account by the Pension and Provident Fund.

so that his account in the Pension and Provident Fund would be credited with Rs.120/- per annum, which at 5 per cent compound interest, would amount in 20 years to nearly Rs.4,000/- i.e., Rs.2,000/- belonging to A, and Rs.2,000/- given by

C.f. rule 4
under
pension

C.f. rule
5 ibid

new

may if funds permit

26 14 14.5
Pension and Provident Fund. At 55, A would receive the full amount at his credit in the Pension and Provident Fund plus a pension.

The pension would be $\frac{30}{60} \times 960/-$ p.a. = Rs.320/-per annum
less commuted value of Rs. 2,000/- = Rs.200/-per annum
and would therefore be granted a nett

pension of = Rs.120/-per annum.

A would therefore receive Rs.4,000/- in cash plus a pension of Rs.120/- per annum.

8. Members of the staff drawing pensions from elsewhere will receive Provident Fund in full after 5 years but no additional pension.

9. In the event of any member of the staff dying, his legal representative shall, if the member had rendered a service of at least 5 years, be entitled to the full amount at his credit in the Provident Fund at the time of his death, on production to the Committee the proper legal authority to receive the same. If, however, the deceased member had rendered less than five years' service, his legal representative shall be entitled to receive only the deceased member's contribution and the interest thereon.

10. The term "Members of the staff" in these rules shall be held to exclude all menial servants and temporary employe's.

W. A. C. S. S. S.

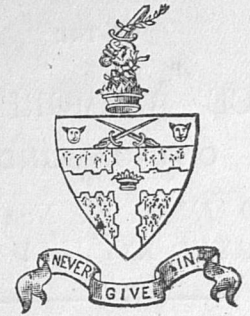
Secretary to the Committee

of the Lawrence Memorial School, Lovedale.

B.K.N.

7.15 16
15

Lawrence Memorial School,
LOVEDALE, OOTACAMUND.



THE
Provident Fund Rules.
1916.

OOTACAMUND AND NILGIRI PRESS.

RULES

FOR THE WORKING OF

The Provident Fund

FOR THE

MEMBERS ON THE STAFF

OF THE

LAWRENCE MEMORIAL SCHOOL,

OOTACAMUND,

AS SANCTIONED IN G. O. No. 776, EDUCATIONAL
DATED 16th JULY 1915.

The fund shall be called the Lawrence Memorial School Provident Fund and shall be held in the Bank of Madras, Savings Bank section, in the names of the Vice-Chairman and the Principal. Any alteration in the investment of the Provident Fund shall only be made by the Vice-Chairman and Principal with the consent of the Committee.

2. A contribution at $6\frac{1}{4}$ per cent. or one anna in the rupee shall be deducted monthly from the salary of each member of the staff and placed to the credit of the fund and earmarked by the name of the member concerned, interest thereon being allowed at the present time by the Bank of Madras at 4 per cent. per annum. An amount equal to three-fourths of the contribution deducted from the salary of each member shall be paid monthly to the credit of the fund from school funds.

(The word "salary" occurring in this rule does not include acting allowances.)

Illustration.—An officer drawing Rs. 80 per mensem will have Rs. 5 per mensem deducted from his salary and paid into the Savings Bank Account. The school will pay Rs. $3\frac{3}{4}$ per mensem into the Savings Bank account to his credit.

3. If a member of the staff should leave the service of the school within five years, the amount of his contribution to the Provident Fund and the interest earned thereon shall be refunded to him, but the bonus paid by the school and the interest earned thereon shall be recredited to the school funds.

4. If a member of the staff should leave the service of the school after an approved service of five years the total sum standing to his credit including the interest shall be paid to him in full, provided always that, in case the service of any member of the staff is dispensed with by the Committee on the ground of serious misconduct, the amount paid by the contributor and the interest thereon shall be returned to him, but the bonus paid by the school and the interest earned thereon shall be recredited to the school funds.

5. All members of the staff shall be required to bind themselves to contribute to the Provident fund. The Principal may, however, exempt any member from joining the fund provided he is satisfied that the member is drawing a pension or is paying a sufficient annual premium for insurance elsewhere.

6. In the event of any member of the staff dying, his legal representative shall, if the member had rendered a service of at least five years, be entitled to all the benefits such deceased person had in the Provident Fund at the time of his death, on production to the Committee the proper legal authority to receive the same. If, however, the deceased member had rendered less than five years' service his legal representative shall be entitled to receive only the deceased member's contribution and the interest thereon.

7. The term "Members of the staff" in these rules shall be held to exclude all menial servants and temporary employees.

(True Copy.)

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

Principal,

Lawrence Memorial School.

R. O. C. 2070 E/22

Madras

Dated 10-11-1922.

L. En 3657B
15-11-22



Submitted to Government.

2. The rules for the working of the pension and provident fund for the staff of the Lawrence Memorial School seem suitable.

P. S. S. S.
for Director of Public Instruction

To

The Secretary to Government,

Law (Education) Department,

Madras.

(with enclosures as in original)

a.r. 13-11-22

m
13.11.



Law (Education) Dept.

Lawrence Memorial School - Pensions to staff.

From the Principal and Secretary, No. 443 dated 11-5-32.

Endt. by the D.P.I. No. 672 E/23, dated 7-6-32.

A.S.

In letter No. 722 Edl. dated 9-6-19, the Govt. of India were first addressed on the question of pension to the staff of the Lawrence Memorial School, Ootacamund. This Govt. then recommended that the staff should immediately be declared pensionable and that the past service of the members should be counted for pension. In their letter No. 795 dated 24-7-19 (p.1 of G.O. 974 dated 9-8-19) the Govt. of India regretted their inability to consider the proposal until they are in receipt of the scheme of this Govt. for the provincialisation of the school. The latter was sent with letter No. 928 dated 29-7-19 and in para 7(v) thereof, the question of pensions was referred to. The matter was again referred to in paras 7 and 8 of letter to India No. 1394 dated 29-11-20, wherein it was pointed out that a recurring provision of Rs. 13,000 would be needed for the purpose. This provision was also included in the recurring grant of Rs. 2.30 lakhs asked for from the Govt. of India in connection with provincialisation, which has been sanctioned.

2. Attention is invited to para 8 of the Govt. of India despatch to the Secy. of State on p.3 of G.O. 431 dated 6-4-32. The Govt. of India did not, as recommended by this Govt., ask the Secy. of State to permit the existing incumbents to count their past service in the school as qualifying for pension, as the members of the

[C.1812 B]

CF

(P)

Para 5 of (P)

(L)

(A)

(B)

(G)

(A)

18
staff were enjoying the benefits of a provident fund. The proposals of the Govt. of India, as approved by the Secy. of State, are as under:-

(i) the existing members will be given the choice either (a) of continuing to contribute to the provident fund on the existing terms with no claim for pension, or (b) of coming under the pension rules in the C.S.R.

(ii) In the case of an officer electing for pension, his own contributions plus interest will be returned to him at the time the change is made: but his bonus plus interest will not be paid to him till he finally quits the service; and

(iii) service for pension will begin to count from the date the change to a pensionable basis is made.

Orders as above were issued in para 5 of G.O. No. 431 Law (C.S.R.) dated 6-4-22.

3. The committee now strongly represent the necessity for a reconsideration of the above orders and for issue of revised orders for counting the past service of the staff for pension. It is for orders whether the Govt. of India may be addressed on the lines of the committee's letter and requested to reconsider their orders on this matter.

C.V.V. 9.6.22

JK
9.6.22

Secy

RUL
10/6

We have had our say & the Govt. of India have passed orders. I shall be glad to have the remarks of Finance on this representation. It will strengthen our hands if any precedents can be found in the case of other institutions taken under Government Management.

M

3
19 20 3
Meanwhile I have not examined the statement on p8 current file; eg it is unfair to compare a pension with 5p interest; an annuity will have to be considered.

my
12/6/22

Finance

2 (Em) no 1812 B-1
14.6.22



Pen 766
15/6

M in the Law Secy's note on p. 2
No precedents are traceable.

The M.R.O. may be requested to put up papers, if any, granting or refusing similar requests from employees of private or quasi-govt. (other than local or Municipal) institutions (educational and others)

Yes. But don't keep waiting too long.
Remind again on 29 if not rec'd. proceed

She
26/6/22

Fin (Pen) no. 766/22.1
26/6/22

21/6/22
25.6.22

M.R.O. NO. 2877

28.6.22

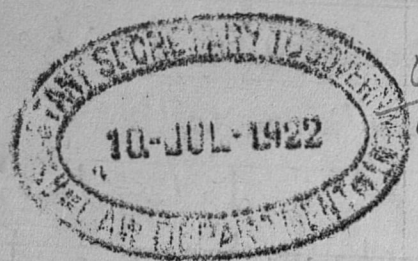
Finance Dept

Please see M. in the Law Dept's note on p. 2 supra. The Record Office has not been able to trace any precedents in which the service rendered before an institution was taken over by Govt. was counted for pension.

2 There is, however, one case in which ~~an~~ a similar request was rejected. Prior to 1913, the estb. of the Administrator-General and Official Trustee were under the private employment of the incumbents of those offices. In that year the offices were provincialized and the establishments were taken over by Govt. The members of the estb. prayed that their previous service ^{might} be counted for pension. A similar request was made by the members in Bombay also. The Bombay Govt. supported their prayer but the Govt of India refused it on the ground that when these clerks were entertained they had no prospect of receiving a pension and accepted service under that condition and that being brought under Govt. they would benefit considerably by being

p. 17 of G.O. 2038 Jd I
17-8-20

p. 18 of I - unm



Franken 2092 B
266 - 10.7.22
8/7/22

admitted to the advantages of the leave and pension rules enjoyed by Govt. officers.

3 The case may be returned to the Law Dept

Sku
5.7.22

S

12/4
7.7.22

Law Sec

Law (Secy)

As.

Submitted for orders.

cvv
10.7.22

RWH
197

The Govt of Madras have passed orders. They are, on the very face of it, equitable & fair. I am afraid that there is no case to go up to that Govt.

Further if the construction of the governing body is to be reconsidered, there is no purpose in doing so.

We may say for the present that the Govt regret that the orders already passed cannot be modified

C4.

12/7/22

My proposals for a change in constitution bid fair to go through - think so this may lie over.

but I do not think I can pass over without comment the fact that the Committee's letter of May 11th only reaches me on

July 20th. It should certainly not have taken a month to

get through the Secretariat

Please call the attention of Mr Littlehales by d.o. to four weeks

the fact that the letter lay for 2/10/22 undisposed of

in his office and was then sent on without any expression of his opinion

AK
u. 7. 22



A draft D.O. to the D.P.T. is submitted. After issue, the case may lie over.

D.O. No. 1812 B-2 of 27.7.22

Key Dear Littlehales,

your letter N. Ref. on

c. No. 672 E of 7.6.22 - Pensions to

Lawrence Memorial School staff -

I am desirous to ~~write~~ ^{invite}

your attention to the fact that the

school committee's letter R.C. No. 443

of 11.5.22 on the ^{above} subject remained

for four weeks undisposed of in your office

p. 2 of

p. 3-7 of

28/7/22
Rai
R. Littlehales Esq., M.A.,
M.A.C., D.P.T.

office and was then submitted to Govt without any expression of your opinion.

Yours sincerely

25.7.22

25.7.22

25.7.22

Issue

2. The letter was received in the Govt Secy in the 9 mo; forwarded to Finance on 12/7/22; referred to Finance on 8 July 1922 to H.M. on 12 July

29/7/22

P. 9-15 of [C 3657B] from the committee of the L.M. School,

P. 16 of Encl. by the D.P.T. No. 2070 E. of 10.11.22

A.S. 672 E of 7.6.22

the committee of the Lawrence Memorial School submit

draft rules for the establishment of a pension and provident fund for

the school staff and request that

para 5, p. 16 of may may be approved from 1-1-23.

It is proposed to allow all present members of the staff to count their

their past service and to lay aside
(for the Fund)
each year the sum of Rs. 13,000, out
of the Imperial recurring grant of
Rs. 2.30 lakhs, which amount is
considered sufficient by the committee.

2. Attention is
invited to the notes on pp. 1-2, ante
from which it will be seen that the
Govt. of India (did not recommend)
and the Secy. of State
did not, while sanctioning the
provincialisation, accept the proposal
to permit the existing incumbents
to count their past service for pension
and that it was proposed to address

the Govt. of India to modify their
orders. But the position has now
changed, inasmuch as it is not now
proposed to provincialise the school
but to hand it over to a Board

of Trustees. The rules proposed by
the committee may therefore be
approved by this Govt. The concurrence of
the Govt. of India has been obtained to keeping the
scheme of provincialization of the school in abeyance
till 31.3.23. It is for consideration whether the new pension
rules may be issued before that Govt. approve the final constitution.
The rules are considered suitable

by the D.P.I. and there is no
commitment on Provincial funds.

3. The committee also
propose

para 3, pp. 9-10 CF

Para 4, p. 10 CF

* This is not now
necessary - vide A
on pp. 15-16 infra

(Y) removed

CVV
16-11-22
8K
18.11.22

notes to
p. 17 of Rs. 800
10.7.20
also notes with
Rs. 1500 (O)
13.12.21

X
X
Final
Postponed up
to the end of
September 23

p. 16 CF

propose to raise the present Provident
Fund to the cent per cent basis in
the current year (for existing incumbents)
the amount reqd.,
calculated up to 31-12-22, is
estimated at Rs. 14,289. The committee
state that they are unable to
find funds for this from ~~the school~~
current year's income (of the school) and they
request permission to use for this
purpose a portion of the balance
of the Viceroy's donation of Rs. 32,000.
The approval of C₄ is necessary
for this - vide p. 79 of notes to
Rs. 800 of 10.7.20.

4. The case may
be circulated to C₄.

The Viceroy's grant was not ear-
marked for any particular purpose
but was desired to be utilised in
connection with the Lawrence Memorial
School (Gobindgarh)

Secy
The real difficulty in this file is
the conversion for a provident fund

ab

12-14
CS

System into a pensionary system.

2 If there are any rules on the subject or any precedents, I shall be glad if I may see them; for obviously this case may be dealt with accurately.

Otherwise I shall have to examine the scheme on general considerations.

C4 has marked this case as urgent

21/11/22
Jury

Law (Edw) 3657B-1
21-11-22

Finance Dept

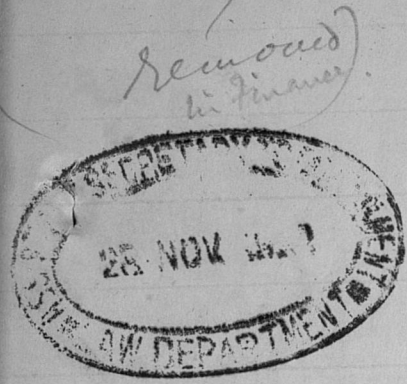
Please see pp 9-16 C.F. and Law (Edw) Secy's notes above. There are, so far as this dept is aware, no rules or precedents relating to the conversion of a Provident Fund System into a Combined Provident Fund and a Pension system, which is what the Committee of the L.M. School propose to establish. Law (Edw) may be requested to consult the Act - Genl if necessary in the matter. It may

pp 12-14 CF

B.

(Z)

(put up)



L. Edw 3865B-28/11/22

Fin (per) 533-1 24/11/22

however, be seen from top of p. 11 of fo. 1365 (Law (Edw) of 21-9-21 and Rules 1 & 2 of the State Railway Provident Fund and Gratuity Rules that the Provident Fund system is allowed to men who are not admitted to pensionary privileges.

23-11-22

24-11-22

Law (Edw)

Ms.

Resubmitted with reference to the Secretary's note on 19.9.10 and it is for order whether the A.G. may be consulted as advised by Finance at B on 1.10.10.

29-11-22

29-11-22

29/11/22

Please, urgent 30/11/22

Law (Edw) 3657B-1 30-11-22

30-11-22

U.O. 598

Office of the Accountant-General,
Port Saint George, 8th Decr. 1922.

This office is not aware of any rules or precedents relating to the conversion of a Provident Fund into a combined Provident Fund and a pension system. The sanction of the Secretary of State will be necessary to the proposal if the school be provincialised.

W. M. M. M.
A. G.

To
The Secretary to Government,
Law (Education) Department--U.O.

*L. C. 4022 B
9/12/22*



AS.
Sec

Submitted. Please see Secy's remarks on pp. 9-10 ante

cn
9-12-22

Refer on 20th Dec if not used.

Wait for the reply to my

*RLH
11/12/22
See
11/12/22
to Mr. P. P. P.
11/12/22
PTO*

Rev Mr. Pinfeld saw me today. He
wants the pension scheme to be dealt
with urgently. Papers please
WJ 4/12/22

As.
See.

The scheme is under the
reference to the A.G. (it was sent to
him on 30/11).

CVU
4-12-22
LH
4-12-22

Remind W. man.
Write when reply is recd
RLH
4/12

As.

Issued as no. 3657B-3
5-12-22 CVU
5-12-22

Draft^x no. note submitted after
issue, Secy. may see.

D.O. No. 3657B-4
6-12-22

Dear Mr. Pinfeld,

You spoke to me about the
Pension scheme. In case there
be some delay to sanction the same or
the decided to defer the scheme till
the new Trustees are constituted, I
am to ask you if any members of your
staff have to be immediately dis-
charged; if so, how they will be
affected under your proposals?

RLH
5/12/22

30

14

Please let me have full particulars of such cases.

Yours sincerely

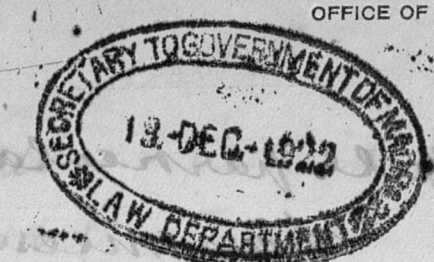
W. H. G. P. J. 6/12/22

S. P. O. B. K. 8/12

Rev. Mr. W. H. G. P. J. M. A. Principal, P. M. S. P. J.

Dear Mr. P. J. P. J. for staffs done about the Provident Fund. The case there is some delay to sanction the same & it is decided to refer the scheme to the new trustees and committee. I am to ask you if any members of staff have to be immediately dismissed, if so, how long will it take to do so?

D. O. 3544



OFFICE OF THE PRINCIPAL AND SECRETARY,

LAWRENCE MEMORIAL SCHOOL, 21

LOVEDALE, NILGIRI HILLS,

12th December 1922

Dear Mr. Ramachandra Rao,

h. du 4067B 13/12/22

With reference to your D.O. 3657 B-4 of 6th instant, I beg to report that the following are the members of the staff now over 55 years of age.

1. Captain Holton, Chief Clerk - date of birth 31st December 1863 date of joining school 1st March 1909.
2. St. Sergt. J. Smith, Clothing Store Sergeant, date of birth 27th April 1865 date of joining school 29-8-1905.
3. Mrs. Forkgen, additional Hospital Matron, date of birth 5th May 1863 date of joining school 11th June 1895.

Case separately sent

Nos. 1 & 2, being Military pensioners, would only be affected by the increased Provident Fund - so that Mrs. Forkgen's is the only urgent case - She is now on leave till 10th January, and I am uncertain whether, if she is not fit to return, it would be possible to give her any further leave: I should have to lay this before the Committee. I am sure that they would extend her service in any way possible.

Mrs. Forkgen has done excellent and devoted work here for over 27 years with I have seen her nursing sick boys continually night and day untiring skill and patience, and many boys owe their lives to her. She was on such low pay (Rs. 30/- to 50/- per mensem) for so many years that her Provident Fund is quite insufficient to provide for her old age. Her Provident Fund now amounts to Rs. 1475 - 0 - 0 for service before introduction of Provident Fund Rs. 450 - 0 - 0 Total Rs. 1925 - 0 - 0 But under the new scheme, she would get, on leaving Rs. 2136/- plus a pension of Rs. 40/- per mensem.

2. However if there is a difficulty in sanctioning the pension and Provident Fund before the Trustee scheme comes in, would it be possible to sanction the Provident Fund section of it only? It is obviously unfair that the staff of this school should get a less advantageous Provident Fund than any other school in the Presidency, and we can now pay all back service without touching the Viceroy's Fund

32
at all. I have just had intimation from the Controller of Military Accounts that a sum of Rs. 1,37,767 and odd for back payment will be given to us, and we have also this year received a large amount of back payment for pensions on the increased scale. Hence we shall have a large balance, out of which the 14,000/- and odd required for the new Provident Fund rules could be most easily met.

If you think it advisable to hold over the scheme as a whole, we should be so grateful if the Provident Fund part of it could now be sanctioned.

Yours sincerely,

W. C. S. I.

Diwan Bahadur P. Ramachandra Rao Avargal, C.S.I.,
Secretary to Government,
Law (Education) Department,
Madras.

Law (Edn)

As
Sec.

Resubmitted with reference to the
Secy's note on 1.12 ante. Mr. Padfield's reply
is above.

COV
13.12.22

RUK
13/12

Secy

I proposed to deal with the case urgently, but in view of the impending trust it seems best to hold over consideration. Meanwhile see Mr. Padfield's D.O. above all that seems necessary is a special resolution which for, under present procedure, may allow

Cef

W. C. S. I.

33
I do not understand the meaning of the large sum which is to come from the Controller of Military Accounts nor am I clear as to the meaning of the back payments already received. Please ask Mr. Padfield to make the matter clear. If all this money is available it might be used as an endowment for pensions but I imagine that a certain amount of the money has to be paid out to children who have left the school etc.

2. Meanwhile the financial details of the scheme at page 9 of the currents ought to be examined.

[I may observe in passing that this appears to be the first ^{time} that I have seen in the scheme.] I confess I do not understand on what data the Committee have come to the conclusion that it is financially sound, and whether the school is provincialised or placed under Trustee, I do not think that we can possibly commit ourselves to approving the scheme unless we are quite satisfied that it is workable.



AS
Sec.

At
13 XII. 22

Draft D.O. to Mr. Padfield, submitted with reference to para 1 of C4's note above.
2. Para 2 of C4's note.

34

It is submitted that this dept. has no detailed information or data (such as past service of members etc.) to check how the committee arrived at the conclusion that Rs. 13,000 per annum was ^{amply} sufficient to cover the cost of the Pension and Provident Fund Scheme ^{and} allowing all the back service of present members of staff to count, and how they have arrived at the figure of Rs. 24,289 which, they state, is the amount required to raise the present Provident Fund to the cent per cent basis. The committee may be requested to furnish a detailed report in the matter. This point has also been embodied in the D.O. to Mr. Padfield.

Para 3, pp. 9-10 CF

Para 4, p. 10 CF

RML
15/12

leg

Issue but examine if we cannot proceed to examine the scheme in advance of reply

leg

15/12/22

PTB

Law (Eds)

35

D.O. No. 3657 B-5 of 15.12.22.

Dear Mr. Padfield,

Lawrence Memorial School

- Pension and Provident Fund Scheme
- correspondence ending with your

pp. 15-16 n.f.

D.O. No. 3544 of 12.12.22 -

I am desired to invite a reference to para 2 of your D.O. quoted above, in which you have stated that you had had intimation from the Controller of Military Accounts that a sum of Rs. 1,37,767 and odd for "back payment" would be given to the committee and that you have also this year received a large amount of back payment for pensions on the increased scale. I am to request you to explain clearly as to how the above amounts have now become available and what amount has been received this year for back payment for pensions and whether any part of them has to be immediately disbursed, for example, to children who have left the school etc. If all the above amount is available, it might be used as an endowment for pensions.

pp. 9-10 CF

In para 3 of your official letter No. 2980 of 27.10.22,

36
submitting the scheme, ^(it is stated) that the committee have considered that the amount of Rs. 13,000 allowed by the Govt of India for pensions per annum would be amply sufficient to cover the cost of introducing the scheme, after allowing all the back service of the present members of the staff to count; and in para 4 of the same letter, it has been calculated that a sum of Rs. 14,289 would be required to raise the present Provident Fund to the cent per cent basis.

I am to request you to furnish the Govt. with full and detailed particulars to show how the above figures have been arrived at, and on what data the committee have come to the conclusion that the scheme is financially sound. yours sincerely

ccv

12.12.22

L.H.
15.12.22

R.H.

15/12

Secy

15/12/22

Rev. Mr. W. H. Gt.
Padfield, M.A.
Principal & Secy.
L.M. School

As.
Sec.

D.O. No. 3942



Lawrence Memorial School,
Lovedale, 5th January 1923.

L. Dur 70B
6/1/23

Dear Mr. R. Ramachandra Rao,

With reference to your D.O. No. 3657 dated 15th December 1922, I beg to enclose copy of letter from Controller of Military Accounts and my letter to Accountant General (Annexures A & B) from which it would appear that a considerable sum is due to the school. The nett amount of back pensions received this year, after deducting repayments, amounts to Rs. 2,622/- As the Committee have frequently expressed the opinion that some provision for the old age of the staff is the most urgent requirement of the school, I am sure that they will be very glad to use any such balances as an endowment for pensions if required.

2. As far as can be ascertained, only 6 members of the staff, other than those entitled to military pensions, have left the service of the school after the age of 55 years during the 63 years of its existence. Members of staff here constantly move to better posts elsewhere, for instance as Headmasters and Headmistresses of smaller schools - there are occasional epidemics of marriages among the junior members of the feminine staff, besides the isolated cases of marriage - The average length of service of the staff at present in the school, excluding military pensioners, amounts to only 7 years - there are in addition a few on the 5 years short service system - so that before any serious demands are made on the pension fund, there should be a very considerable credit balance upon which to draw. In fact before any demands of any importance would be made on it, the fund would have a credit balance of over .5 lakhs.

I have again consulted certain members of the Committee and in particular Mr. S. C. Berridge, who has gone most carefully with the scheme and authorizes me to say that he thoroughly approves of it - the few days delay in replying to your note has been due to the necessity of this further investigation. The scheme is, I understand, practically the same as the new proposed superannuation rules for teachers in England, except that the English scheme allows pensions before 55 in the case of ill health. The Committee does not propose this concession for the present, but proposes to allow this after

Copy not available in Finance

after the 1st quinquennial valuation, if funds permit. This quinquennial valuation, as suggested by the Committee, is important - as if at that time the assets are insufficient to cover the liabilities, the Committee could either make a grant from school funds under para 2 of the proposed rules or reduce the pension by increasing the commuted value of the school contribution to the provident fund.

In order to make this quite clear, and to absolve the Government from any financial liability whatever, I venture to suggest that the rules as submitted by the Committee may be altered as follows -

p.13 cp for Rule 7- 'read at the age of 55, $\frac{1}{60}$ of the salary drawn at the time of the retirement of the member may, if funds permit, be given as a pension for each complete year's service and the school contribution to the Provident Fund treated as Commuted Pension - at present at 10 years' purchase."

3. I beg to enclose a detailed statement (annexure C.) p.25 info regarding the Provident Fund - the increase from Rs.14,289/- as formerly submitted to Rs.14,637-9-0 is due to the interest for 1922 on the fund, which has been added by the Bank on 1st January 1923 since the submission of the scheme.

Annexures

- A. Letter from Controller of Military Accounts.
- B. My letter to Accountant General.
- C. Detailed statement regarding the Provident Fund.

WRS
Yours sincerely,

W. R. S. Rao

Diwan Bahadur R. Ramachandra Rao, Avargal, C.S.I.
Secretary to Government,
Law (Education) Department,
Madras.

Annexure A

Office of the Controller of Military

No. Staff/7867

Bangalore 7th December 1922

From

The Controller of Military Accounts,
Madras District.

To

The Accountant General
Madras.

Sir,

With reference to correspondence ending with letter dated 18th October 1922 to your address from the Principal and Secy Lawrence Memorial School, Lovedale Nilgiris, I have the honour to forward a copy of his letter No.2687 of the above date to my office and request to be informed whether as stated in para 3 of the letter the Government of Madras have since decided to hold in abeyance the scheme for provincialisation of the Lawrence Memorial School sanctioned in this order No.G.O.No.431 dated 6th April 1922 and so whether the readjustment of military contribution paid by the Principal Lawrence Memorial School from 13th December 1921 may be held over tentatively pending settlement of the question.

2. I would however point out that the total amount paid from the Army budget during the year 1921-22 including debits amounting to Rs.48,000 raised in your Exchange accounts against this Disbursement on account of monthly grant-in-aid is Rs.92,232-12-0 and this amount is considered should be debited to the Imperial grant of Rs.2,00,000 assigned for that year.

The total payments made during the current financial year are Rs.52732-12-0 against Rs.57232-12-0 mentioned in the Principal's letter. The reconciliation of the difference of Rs.4500 as compared with the figure furnished by the above officer will be made on receipt of his reply as to how the figure furnished by him has been arrived at.

I have &c &c Sd.P.Akilandum Naidu

N.Staff /7868 dated 7th December 1922

Copy forwarded for information and necessary action with reference to his letter No.2687 dated 18th October 1922

Sd.

Dy.Asst.Controller of

To The Principal & Secretary

L.M.S

Annexure B

Lawrence Memorial School,

Lovedale, Nilgiris.

No.3618

20th December 1922

From

The Revd. W.H.G. Padfield M.A.,

Principal & Secretary.

To

The Accountant General,

Fort St. George.

Through

The Treasury Officer Ootacamund.

Sir,

With reference to your No. Nilg. 2-1-229 dated the 15th inst, I have the honour to state that

(1) the amounts drawn from the treasury during the year 1921-22 inclusive of the grants from the provincial and central revenues is

Rs. 92,232-12-0 and

(2) the amount drawn from 1st April 1922 from central revenues up to September 1922 is Rs. 57,232-12-0 and from Provincial revenues through contingent bills from Treasury Officer, Ootacamund, from 26th June to 14th December is Rs. 1,60,423-7-7 making a total of Rs. 2,17,656-3-7.

There is therefore a balance of Rs. (2,30,000 minus 92,232-12-0) 1,37,767-4-0 out of the grant assigned by the Government of India for past year and a balance of Rs. (3,10,000 minus 2,17,656-3-7) 92,343-12-5 due for the current financial year.

I have the honour to request that you will be so good as to pay the amounts at a very early date into the Chairman and Vice-Chairman's Account with the Imperial Bank of India Ootacamund.

2. If the two foreign bills sent to you on the 12th inst. for favour of issuing drafts to the two English Firms (Richardson & Co and The Educational Supply Association) have already been disposed of by you- the cost of the two bills should be debited to the balance due to the school. If not, they may be returned to me to enable me to pay the firms accordingly.

An early reply is requested..

I Have &c &c

Sd. W. H. G. Padfield

Names	Date when entertained in school	Date from to	Total amount on	Amount to be added as bonus to make it Cent per cent	Bonus to be added as bonus to make it Cent per cent	Total amount required to pay increased term 1923
Rev. W. S. P. P. P.	4 Feb 1908	1 April 1908	20953 1 10	2993 5	28	3021 5
Capt. W. H. Hallon	1 March 1909	1 April 1909	3625 4 3	517 14		517 14
Mr. Nageswara Iyer	9 August 1907	1 April 1908	2116 1 10	302 5	296 14	599 3
Mr. P. K. K. K.	5 Dec 1912	1 Nov 1912	469 15 6	67 2		67 2
Mr. B. K. N. N.	1 Nov 1909	1 Dec 1912	586 4 6	83 12		83 12
Mr. S. S. S.	1 Aug 1918	1 July 1919	175 8 6	25 1		25 1
Mr. J. J. J.	11 June 1895	1 April 1908	1475 1 5	210 11	450 2	660 13
Mr. W. W. W.	13 Feb 1919	1 July 1919	9484 14 5	57 11		57 11
Miss H. H. H.	1 May 1913	1 Mar 1921	176 13 3	25 4		25 4
Mr. W. R. R.	31 Jan 1909	1 Feb 1909	9484 14 5	1355		1355
Mr. S. B. S.	1 Aug 1915	1 Sept 1915	3177 4 1	453 14		453 14
Mr. J. J. J.	15 May 1901	1 April 1908	5406 4 6	772 5	588 6	1360 11
Mr. R. R. R.	8 Feb 1916	1 April 1916	2233 3 6	319		319
Miss A. A. A.	15 Feb 1919	1 July 1920	507 14 5	72 9		72 9
Mr. P. P. P.	16 Sept 1915	1 July 1920	409 0 2	58 7		58 7
Mr. W. W. W.	19 Feb 1920	1 June 1922	80 15	11 9		11 9
Mr. M. S. S.	12 June 1912	1 Oct 1912	2308 10 3	329 13		329 13
Mr. S. S. S.	15 Jan 1912	1 Feb 1912	2201 6 6	314 8		314 8
Mr. H. H. H.	22 July 1897	1 April 1908	2536 2 7	362 5	614	976 5
Mr. M. M. M.	18 Sept 1905	1 April 1908	1906 14 4	272 6	91 5	364 5
Mr. R. R. R.	16 May 1921	1 Sept 1921	357 6 3	51 1		51 1
Mr. J. J. J.	1 Sept 1905	1 April 1908	1950 8 11	278 10	93 12	372 6
Miss A. A. A.	1 Nov 1903	1 April 1908	1389 14 1	198 9	141	339 13
Mr. M. B. B.	20 Sept 1909	1 Oct 1909	2720 14 3	388 11		388 11
Mr. L. L. L.	6 Mar 1916	1 April 1916	1024 11 5	146 6		146 6
Mr. E. E. E.	4 March 1918	1 May 1918	523 2 11	74 12		74 12
Mr. M. M. M.	1 April 1921	1 August 1921	190 14 11	27 4		27 4
Miss E. E. E.	10 July 1920	1 August 1921	189 4 9	27 1		27 1
Mr. S. S. S.	8 June 1921	1 Nov 1921	117 9 11	16 13		16 13
Miss T. T. T.	21 Feb 1915	1 Mar 1915	1751 12 7	250 4		250 4
Miss E. E. E.	1 Aug 1919	1 Aug 1920	486 15 4	69 9		69 9
Mr. J. J. J.	1 Apr 1915	1 April 1915	1002 5 8	143 3		143 3
Mr. E. E. E.	2 Aug 1920	1 Mar 1921	267 5 2	38 3		38 3
Mr. R. R. R.	1 Aug 1921	1 Sept 1922	45 15	6 9		6 9
Mr. F. F. F.	16 Feb 1921	1 May 1922	118 2	16 14		16 14
Mr. M. M. M.	14 Aug 1905	1 April 1908	1536 3 2	219 7	98 11	318 2
Mr. E. E. E.	4 Feb 1914	1 April 1914	1486 7 6	212 6		212 6
Mr. B. B. B.	1 June 1921	1 April 1922	126 5 83	18 1		18 1
Mr. J. J. J.	11 Feb 1918	1 July 1918	370	52 13		52 13
Miss T. T. T.	1 Aug 1921	1 Sept 1921	133 5 7	19 1		19 1
Mr. H. H. H.	14 Feb 1922	1 Nov 1922	21 14	3 2		3 2
Mr. D. D. D.	1 Nov 1924	1 April 1928	2814 1 6	402	229	631
Mr. C. C. C.					400	400

78859 - 12-5 11265 8 3032 14297 8
Bank interest added to Principal fund
Jan 1922
2380 9 1 340 1

Total required 14637-9-0
on 1 Jan 1923

Vide letter No 332 dated 21 April 1921 to the Secretary to Govt
Resoln No VIII of 16 October 1922

W. A. G. G.
Principal Secretary

A.S.

Para 1 of C₄'s note on p.17 ante

From the papers on pp. 21-24 ante it will be observed that "the large sum which is to come from the Controller of Military Accounts" refers to the balance of the Imperial Recurring grant of Rs.2.30 lakhs for last year. The question of disbursing the balance grant for last year is under separate consideration (file in Finance, who have made a reference to the Accountant-General in the matter).

Mr. Padfield reports that the net amount of back pensions received this year, after deducting repayments, amounts to Rs.2,622 and that the committee will be glad to use any balances available as an endowment for pensions.

2. The proposals of the Committee are - examined below:-

3. In G.O.No.826 Edn., dated 10-12-1907, the Govt. sanctioned the institution of a Provident fund in connection with the Lawrence school, and a set of rules for its working. In G.O.No.2276 dated 26-2-1915, the Govt. agreed to the proposal of the school committee to close the Provident Fund of 1907 and to start a new one on different lines, provided that the new fund did not throw any appreciable additional burden on the finances of the school. The institution of a new fund was approved in G.O.776 dated 16-7-1915 and the rules therein sanctioned ^{are} in force at present. The committee's present proposal is to convert this provident fund into a combined Pension and provident fund scheme. It will be

Para 1, p. 21 ante

(V)

(E)

(C)

43 22
seen from the A.G's note on p.12 ante that there are no rules or precedents for such a conversion, and it has not therefore been ~~possible~~ ^{possible} to make an examination of the scheme as a whole and offer any remarks as to its suitability. Mr. Padfield has again discussed the matter with the members of the committee and the scheme is considered suitable- vide para 2, pp 21-22 ante. He states that demands on the pension fund are not likely to be made for some years and that, by the time such demands come in, the fund will have a good balance at its credit. The committee have therefore now suggested an important variation in the rule regarding pension. Under the altered rule 7, the payment of pension in addition to Provident fund may be made only 'if funds permit'. On a comparison of the existing Provident Fund ^{rules} with that portion of the new scheme which relates to Provident fund, it is observed that the two are mostly identical, but differ in one material aspect. While, in the case of the present fund, the school funds contribute only $\frac{3}{4}$ of the contribution made by the employee, it is now proposed in the new rules that the fund should be on a cent ~~per~~ cent basis i.e., that both the employee and the school funds contribute an equal amount of one anna in the rupee. It may, in the first place, be mentioned that the proposal to place the Provident fund on a cent per cent basis is not made by the committee ~~now~~ now for the first time. The committee originally proposed this in their letter dated 31-3-1915, submitting proposals for the institution of the Provident fund scheme now in force. The Govt. did not, however, then accept the proposal as the school contribution under G.O.No.826 dated 10-12-1907 was only three-fourths and as the Govt. considered ~~x~~ that the finances of the school were not then in a satisfactory condition and that it was not desirable to increase the strain on its financial resources--p.2 of notes to G.O.No.776

(B on p. 22 ante)

* G.O. 776 (C) 16.7.15

② Pp. 12 & 14 CF

Rule 2 on p. 6 (C)

Rule 3, p. 12 CF

Pp. 2-3 & G.O. 776 (C) 16.7.15

(V)

(C)

(C)

Pp. 2-3 & G.O. 1272 (D) 24.11.15

(D)

I think so. 10.1.23

Para 4, p. 10 CF + Para 3, p. 22 ante

p. 25 ante

(V)

(C)

28 44
dated 16-7-1915 and para 1 of the order ibid. Again in August 1915, the committee reported that the majority of similar European schools had a Provident fund on the cent per cent basis and that it was not desirable to make an exception in the case of the Lawrence school. They therefore proposed that the rules ~~may~~ ^{might} be amended so as to provide that a member of the staff, who had done full twenty year's approved service, could obtain a cent per cent bonus. The question was examined again and, in view of the unsatisfactory state of the finances of the school, orders declining the proposal were issued in G.O.No.1272 dated 24-11-1915. The committee press this proposal now and it is for orders whether it may not be approved as the school now receives larger grants from the Govt. of India and its finances have decidedly improved.

4. The committee have calculated that an amount of Rs.14,637-9-0 will immediately be required to raise the present ^{Provident} fund to the cent per cent basis for members now serving. This amount is made up of Rs.11,605-9-0 required in the case of members who joined the fund in 1908 and after, and of Rs.3,032 required to complete the service of members who joined the school before the institution of the provident fund--for details, vide statement on p.25 ante. As regards the latter, attention is invited to para 3 of G.O.826 dated 10-12-07 and para 3 of G.O.776 dated 16-7-1915 in which it has been stated that the cases of members of the staff who had served for many years

45 28
before the introduction of the existing fund would be specially considered. Mr. Padfield has proposed that the amounts may be met from the 'back payments' of last years grants and pensions.

4. Pension. Rule 7 on p.13 c.f. deals with 'pensions' At the age of 55, one-sixtieth of the salary drawn at the time of the retirement of the member may, if funds permit, be given as pension for each year of service after deducting from it the school contribution to the Provident fund to his credit commuted at 10 year's purchase, the maximum pension being limited to 30/60th of the maximum salary drawn. The illustration to the rule makes the matter quite clear. It will be observed from this that the committee have, in fixing the rate of pension, taken into consideration the fact that the employees will have the benefit of a cent per cent basis provident fund as well. The committee propose also to allow all the back service of the present members of the staff to count for pension. This has already been accepted by this Govt. As proposed by Mr. Padfield, the rule regarding pension is to be given effect to only 'if funds permit'.

5. Financial liability & involved by the scheme.

The committee have estimated that an amount of Rs.13,000 per annum would be amply sufficient to cover the cost of the Pension and Provident fund scheme, after allowing all the back service of the present members of the staff to count. It will be observed from paras 7 & 8 of letter to India No.1394 dated 29-11-20, that the cost of admitting the school staff to pension, after allowing their back service to count, was estimated at Rs.13,000 per annum and that this sum was taken into account, while insisting on an increased recurring grant of Rs.2.30 lakhs from the Govt. of India (which has now been sanctioned). As the cost of the new scheme will not exceed Rs.13,000, no

may be apprm.
para 2, 10.1.23.
p.14 ante

Q (under C.E.R.
average pay for
each year
is taken)

pp. 13-14 CF

Para 3, p.10
CF

Q dr. 7.22 (P),
9.6.23
Para 7 (v) & dr.
9.22 & 14.7.9 (B)
+ para 7 and 8
Q dr. 13.9.23 (G)
28.11.20
10.1.23

may be apprm.
p.14 ante

Para 3, pp.
9-10 CF

(G)

Para 3, pp.
9-10 CF

objection need be raised to it on financial grounds. Mr. Padfield was asked to furnish detailed particulars to show how the cost of the new scheme has been arrived at, but he has not now furnished this information, -- apparently because the rule regarding pension is to be given effect to only 'if funds permit'. It is perhaps unnecessary to consult him again on this point.

6. For orders.

cur
8.1.23

8.1.23

RML
9/1/23

secy

No further reference is I think necessary.

10.1.23

Perhaps financial dept. could help us by looking at the scheme & saying if they find any 'snags' in it. I stated him the file back by the 18th when Mr. Padfield will be here.

11.1.23

Fin.

An

11.1.23

Law (Encl) 31.5.7 B-6
11.1.23

Fin (pen) no 57
12.1.23

Fin (pen) dept

It has already been observed by this dept that the Provident Fund System is allowed to men who are not admitted.

Recd 15-1-23
16/1/23

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The following note is submitted with reference to the Hon'ble Mr. Knapp's notes on the previous page:

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2. The previous position in regard to the proposed fund is briefly set out below.

In 1907 the Government sanctioned the institution of Provident Fund in connection with the Lawrence Memorial School and a set of rules for its working was framed vide G.O. No. 826 Edn. dated 10-12-07. These rules were replaced by another set of rules in 1915, vide G.O. No. 776 Edn. dated 16-5-15. These rules are now in force. It is now proposed to convert this provident fund into a combined pension and provident fund scheme, the draft rules for which are set out on pp 12-14 C.F.

3. This department previously noted (pp. 10-11 ante) that so far as it was aware, there were no rules or precedents relating to the conversion of the provident fund system into a combined provident fund and pension system as is now proposed. This statement is also supported by the A.G. vide his note on page 12 ante. It may be noted that the Government have recently negatived the scheme to give the nursing staff of the General Hospital the benefit of both pension and provident funds — vide notes on page 11 of G.O. 1956 L.M. dated 16-10-22.

4. As the present scheme will not involve any liability on the provincial revenues and as the portion of the scheme regarding the payment of pensions to be given effect to only "if funds permit", Finance need not, perhaps, object to the same.

5. For convenience of reference the existing rules for the working of provident fund are also

(V)

(C)

(FF)

A p 8 ante

B p 22 F

48
attached to C.F. vide page 15 ibid. A comparison of these with the draft rules on pp.12-14 C.F. shows that the provisions of the existing rules are mostly embodied in the new rules, the main variations being ^{those} made in the rate of contribution from the school fund and in the payment of pension in addition to the provident fund to employees.

As under the existing rules, only permanent employees will be required to contribute to the pension and provident funds, and the rate of contribution is also ^(to be) the same viz. 6½ per cent or 1 anna in the rupee which is to be deducted monthly from the salary of each member of the staff and the deduction is to be made on the permanent salary of the officer. It is presumed that under rule 3 of the proposed rules, contribution will vary according to permanent pay of the officer from time to time, and will not be a fixed sum as ^{the} given in example under draft rule 7 which says that the officer ~~who drew at~~ who drew at the rate of Rs.80/- per mensem at the time of his appointment (at the age of 35) contributes to the fund Rs.120 p.a. ~~until he attains the~~ until he attains the age of 55. It is apparently the intention that an officer's contribution should vary with the ^{the} amount of substantive pay he receives in the course of his service in the school and that, consequently, the amount paid by him as contribution to the combined provident and pension fund should also correspondingly vary, and not be a fixed sum. ~~It is~~, ~~the example under rule 7 would have to be modified~~ ~~to suit the circumstances.~~

6. While under the old rules, the payment of contribution from school funds was restricted to 1/4 of the amount of contribution paid by the employee, the draft rules propose ^a contribution from the school funds ^{of} an amount equal to that paid by the

Rule 2 on p 6
3/4 of the contribution - under old Rules
least per cent - under the contribution proposed Rules
Rule 3 p 12 cf

(3 ann 10 ann)
Rules 3 p 12 cf

p 12 cf

p 13 cf

The officer's Contribution is Rs 60 p.a.
the school contribution is Rs 60 p.a.

(This is clear from rule 3 on p. 12 cf)

Rule 2 on p 6 q 80 no 776 edn
(C) 16-7-15

33
49
employee i.e. ^{the} contribution should be on a cent per cent basis. Such a provision is now made under the State Railway Provident Fund & Gratuity Rules vide rule 14 of the rules - Flag J-put up.

7. PENSIONS. These are dealt with under draft rules 7 & 8. The payment of pension, in addition to the provident fund, is admissible only in the case of ^{members} ~~staff~~ who have reached the age of 55. Those who draw pensions from elsewhere will be excluded from the scope of the draft rules so far as pension is concerned, but will be eligible only to receive the amount of provident fund in full after 5 years service in the school. The scheme for payment of pension in addition to the provident fund is briefly set out below:

An officer on attaining the age of 55 will be allowed pension calculated at 1/60th of the salary drawn by him at the time of his retirement (it is presumed that, as in the case of contribution, salary will exclude acting allowances and special allowances) after deducting therefrom the amount of contribution from the school fund commuted at 10 years' purchase; The maximum pension to be allowed will be limited to 30/60 of the salary drawn by him. The illustration under rule 7 will explain clearly what ^{the} proposed rules mean. Under the pension (C.S.R.) ^(in superior service) rules, an officer ^{is} entitled to pension if he had put in not less than 10 years service, while under the draft rules the officer should attain the age of 55 for him to become eligible for pension. ^{an} in the superior service Under the C.S.R. ~~the~~ officer who is entitled to pension should not take gratuity instead of pension. In the case of ^{the} ^(in question) officers ~~they get~~ pension plus bonus or gratuity ~~will~~ be allowed.

pp 13-14 cf

cf Rule 7 p 13 cf
cf Rules p 14 cf

Rule 7 p 13 cf

cf K on p 12 cf

Rule 7 p 13 cf

cf Article 474 (b) of the
C.S.R. p 128

Rule 7 p 13 cf

349 50

As under the C.S.R., the amount of pension is determined with reference to complete years of service (C. article 468 C.S.R. and Rule 7 of the draft rules). While under the draft rules the amount of pension is proposed to be calculated with reference to ^{the} salary drawn by the officer at the time of his retirement. Under the C.S.R. it is calculated on his average emoluments i.e. average calculated upon the last 3 years of his service. If the pension for the officers is to be calculated on their average emoluments instead of on the salary drawn by them at the time of their retirement the liability of the fund in respect of pension will be reduced.

P 126 of 682
P 137

article 487 P 132 682

A

8. Under ^{the} commutation rules in force in this Presidency an officer at the age of 55 can commute Rs.12 of his pension per annum for a lump sum amounting to Rs.112.2. This amount works up to a little less than 10 years' purchase (9.3). The proposal of the Committee to adopt the rate of 10 years' purchase for converting the amount of their contribution of the fund which is to be deducted from gross amount of pension arrived at under rule 7 need not be objected to.

Table at 55
removed in Finance

9. Rule 7 of the draft rules read with rule 5 would preclude the grant of any pension to officer who might have put not more than 6 years service ^{but} and has not attained the age of 55 when leaving the school. Rule 7 would appear to allow pension for an officer who had put in only 6 years' service but had attained the age of 55. It is for ^{order whether a limit of 10 years for} admissibility of pension may not be prescribed and the ~~rules~~ rules amended accordingly. The case may be ref. to Law.

P 134
I don't think that the Rules say this. Ruk 17/1/23
7 JAN 1923
LAW DEPARTMENT
for Con 221-B.
17-1-23.
Fin (per) 571
17.1.23

CVR 16.1.23
Law 17.1.23

3657B.

W 35 5
Law (Ed.)

At.

The suggestions made by Finance

are :-

(1) Pension may be calculated on the average emoluments for ^{the} last three years of service, as in the C.S.R., instead of ^{on} the salary drawn at the time of retirement, as proposed in rule 7 on p. 13 of ^(the liability of the fund in respect of pension will then be reduced, and)

A on p. 34 ante

(2) under the proposed scheme, pension will be payable to an officer who had put in only six years' service but had attained the age of 55, while it will not be payable to one who might have ~~put in~~ ^{put in} six years' service ^{(and more, but has not attained the age of 55 when leaving the school. To remove this anomaly, it is suggested that a limit of ten years (as in the C.S.R.) may be prescribed for admissibility of pension and the rules amended.}

B on p. 34 ante

2. There seems no objection to the adoption of the above suggestions. Mr. Padfield may however be consulted on these ~~above~~ points. The case may be circulated to C₂ with ref. to his order on p. 30 ante.
C₄ CVR 17.1.23
Fin 17.1.23
Secy. 17/1/23
Ruk 17/1/23

C₄

I have had a further discussion with Mr. Padfield about this file and remain of opinion that it will be very difficult for us to sanction any permanent pension arrangement while the question of the future constitution of the school is still unsettled. If the Provincialisation order is to be cancelled there would of course be no harm done in our passing orders except that we are tying the hands of the future Trustees. If on the other hand our proposals are not going to be accepted we should certainly not be justified in the present brief interregnum in binding Govt. to a pension scheme which has no precedent and the financial effects of which it is not easy to judge. In particular we could hardly without the sanction of the Govt. of India approve of a scheme which gave pension or provident fund for past service when the Govt. of India have deliberately refused to decline to make pensions retrospective.

What I have settled with Mr. Padfield is that the Viceroy's fund should be used ~~for the present~~ for the purpose of making up the provident fund of present members of the staff to what it would have been had the terms now proposed been in force when they took employment.

This matter will be arranged between Mr. Padfield and myself and I am expecting a letter from him definitely proposing the expenditure of the Viceroy's Fund



K

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37

money. When that is done these papers may be put away for consideration later when the Govt. of India have passed orders on our general proposals.

Am 25/1/23

To Liep.

ms

The case may lie over with reference to K on p. 26 ante.

cur 5.2.23

LH 6/2/23

Am 6.2.23 Secy

RLK 6/2/23

Has not the letter, which Mr Knapp expected from Mr Padfield, been received?

RLK 18/6/23

19/6

Submitted that the letter referred if it means a letter applicable to all employees to has not been received yet. But a letter referring to 3 employees guilty service is alone.

ML 23/6/23

ML 19.6.23 CH

is it not possible to examine - & arrive at some definite decision - as to whether, on consideration of the present actual ages of the present members



A

38 54

of the staff & the pay they are now drawing & are likely to draw, a fund built up of the Rs 13000 per annum will be enough to pay for the proposed scheme? In working this out, the pension part of the scheme may be disregarded, the calculation taking into account only the cent per cent bonus.

RLK

26/6/23

With reference to Mr Padfield's letter on page 21 above & the office note on page 26, is there any actual balance from the Imperial recurring grant? and what is meant by "the net amount of back pensions"? How does this become a credit to the school funds?



has called for from Mr Y. - 1923/7

A above there is no information in the file as to the actual ages of the present members of the staff and the pay they are now drawing. Mr Padfield may be requested to furnish the information.

55

39

information. Draft D.O. is submitted.

2. B above

from the notes in the linked file it will be observed that ~~as against~~ the Imperial recurring grant of Rs 2.30 lakhs per annum ~~(Rs 4.60 lakhs for two years)~~ a sum of Rs 3.65 lakhs ~~has been paid~~ to the local Govt for 1921-22 and 1922-23.

please see also stt on p. 14 of in the linked file

p. 39 of linked file distributed

~~And another grant of 2.30 lakhs was sanctioned for 1923-24.~~ In connection with the question of the payment of the balance of the Imperial grant due to the school, ~~for 1923-24~~ it has been brought to notice that the Military Dept has also paid certain sums towards maintenance of the school and that on the whole an excess payment of Rs 66,412-7-10 has been made to the school in the two years 1921-22 and 1922-23.

p. 37 of linked file

p. 45 of notes in the linked file

The question of recovering the excess from the school authorities is to be settled after a decision is arrived at in regard to the provincialisation of the school.

3. C on p. 38 ante

It is not quite clear

43

40 56

clear what is meant by the expression 'net amount of back pensions'. Mr. Padfield may be requested to explain clearly what is meant by the expression and also how it becomes a credit to the school funds. The draft D.O. put up covers this point also.

G.N./5-7-1923. ^{NH} 217 S

10/7/23

41
57

Law/Edw Sept

41

5.0 No. 3657 B/22-7 2/10.7.23

Dear Mr. Radford,
Re: correspondence ending
with you 50 No. 394 2-2
5.1.23 - Lawrence memorial
school - Pension and
Provident fund scheme

I am desired
to request you to furnish
details regarding the
actual ages of the present
members of the staff,
the scales of pay sanctioned and
the pay ~~they~~ now drawn
by each. ~~and~~ ^{further} ~~and~~ ^{how}

2. I am also to request you
to explain clearly what
is meant by the phrase
"net amount of back pensions"
used in your do and
also how it becomes a
credit to the school funds

With reference to these
figures can you work out
what a pension fund
will amount to?

To
The Rev. Mr. W. H. G. Radford,
M. A
Principal and Secretary,
L. M. School, ~~London~~ ^{London}.

5.7.23

Yours sincerely
W. H. G. Radford
6/7/23

20th July 1923.



Dear Mr. Ramachandra Rao,

L. En 2843 B
23/7/23

23/7/23

With reference to your D.O.No.3657 B-7, dated 10th instant, I beg to submit in Annexure A. a statement showing the actual ages of members of the staff, number of years service in the school, the scale of sanctioned pay and the pay now drawn. In Annexure B. I am also submitting a statement regarding the Provident Fund of the school.

I much regret that I am unable to work out any Pension Scheme other than that submitted in General Ponsonby's letter No.2980 dated 27/28th October 1922, until I have some knowledge of the kind of pension scheme which you require.

For the Government rules, apparently the cost of providing pension was worked out by your department to cost Rs.13,000/- per annum vide para 8, page 14 of correspondence ending with G.O. No.1394, Home (Education) Department, dated 29th November 1920 from Government of Madras to Government of India.

2. The "net amount of back pensions" mentioned in para 2 of your letter is the amount of arrears of pensions for orphan children of officers and soldiers killed in the war which has been credited to the school account by the Controller of Military Accounts. This represents the difference between the original weekly pension allowed previously and the enhanced rate of pension allowed under recent orders. A certain amount of this increase was re-paid to guardians of the pupils under the rules - the Rs.2,622/- being the additional nett amount credited to the school funds under "War pensions for orphans".

Yours sincerely,

W. C. C. C.

To

Diwan Bahadur R. Ramachandra Rao Avargal, C.S.I.,

Secretary to Government, Law Department.

p 41 ante

pp 43-44
infra

pp 45-46
infra

pp 12-14 cf

pp 9-11 cf

Change p 38 to 39
where it is
stated that the pension
pay is to be paid
by the school for the
pensioners

(6)

p 41 ante

Annexure A.

Lawrence Memorial School.

Designation	Names	Date of birth	Date of appointment to School	Age (31 July 1922) yrs. mths.	No. of years Service 31 July 1922 yrs. mths.	Sanctioned Scale	Allowances	Pay now drawing including allowances	
<u>Office</u>									
Principal & Secretary	Rev. W. H. G. Padfield, M.A.	5 Feb'y 1875	4 Feb'y 1908	48. 5	15. 5	J.E.S. Grade pay	250 O.S.A.	1350	Over seas allowance = O.S.A.
Chief Clerk	Capt. W. H. Holton	31 Dec'r 1863	1 March 1909	59. 7	14. 5	125-5-175+500 O.S.A.	50 O.S.A.	220 (m)	O.S.A. = Over seas allowance
Accountant	Mr. A. Nageswarier	March 1878	9 Aug't 1897	45. 4	25. 11	60-4-100	20 S.H. + 20 T.A. + 20 T	148	S.H. = Short hand allowance, T.A. = Temporary allowance
Assistant Clerk	" K. Paul Konga	12 July 1875	5 Dec'r 1912	48. 0	10. 7	40-2-60	12 T.A.	56	T.A. = Temporary allowance
Stores Clerk & Assistant Steward	B. K. Nanjiah	10 Aug't 1888	1 Nov'r 1909	34. 11	13. 9	60-2-80	15 T.A.	79	T.A. = Temporary allowance
Stenography Teacher	Vacant					120			
<u>Medical</u>									
Consulting Physician	Lt. Col. W. H. Tucker, M.S.					50		50	
Resident Medical Officer	1st Lieut. Asst. Surg. R. H. Hughes, D.M.D.					75		75	
Hospital Matron Boys' School	Mrs. Wheeler	19 May 1883	13 Feb'y 1919	40. 2	4. 5	100-5-125 (L)		110 (L)	
" " Girls' "	Miss H. Eade	31 May 1893	1 May 1919	30. 2	4. 3	75-5-125 (L)		85 (L)	
Additional Matron	Mrs. Forkigen	5 May 1863	11 June 1895	60. 2	28. 1	100-5-125 (L)		110 (L)	
Compounder	Mr. Davanbu	8 Sept'r 1876	1 Aug't 1918	46. 10	5. 0	Grade pay & Allowances	10 1/2 T.A.	45 1/2	T.A. = Temporary allowance
<u>Boys' Branch</u>									
Headmaster	Mr. W. R. Ramshaw	30 July 1876	31 Jan'y 1909	47. 0	14. 6	500-25-750		575	
Second master	S. B. Stephens	10 Apr'l 1888	1 Aug't 1915	35. 3	8. 0	400-10-500		420	
Assistant master	" J. Cardis	28 Aug't 1876	15 May 1901	46. 11	22. 2	300-10-400	50 O.A. + 20 L.A.	390	O.A. = Organ Allowance, L.A. = Library allowance
" "	" Richardson	11 Nov'r 1894	8 Feb'y 1916	28. 8	7. 5	300-10-400	50 G.A.	370	G.A. = Games allowance
" "	" M. E. Peck		14 Feb'y 1921		2. 5	250-10-300		260	
" "	" J. F. G. D'Orsey		1 March 1922		1. 5	250-10-300		250	
" Mistress	Miss M. Atkinson	6 April 1876	15 Feb'y 1919	47. 3	4. 5	150-5-175 (L)		160 (L)	
" "	" M. Prince	23 Aug't 1881	16 Sept'r 1915	41. 11	7. 10	100-5-150 (L)		110 (L)	
" "	Mrs. G. Wolley	21 Dec'r 1883	19 Feb'y 1920	39. 7	3. 5	100-5-150 (L)		110 (L)	
" "	Miss M. G. Smith	13 May 1902	1 June 1922	21. 2	1. 2	100-5-150 (L)		105 (L)	(L) = Fixed Boarding allowance at Rs. 50/- per mensem
Steward	Br. Mr. Sgt. S. G. Smith	21 Feb'y 1885	12 June 1912	38. 5	11. 1	250-10-300	20 D.A.	290 (m)	D.A. = Dairy Allowance, Indian unattached list
Band Instructor	Serg't. G. Muddale	6 May 1879	15 Jan'y 1912	44. 2	11. 6	200-10-250	25 S.B.A.	245 (m)	S.B.A. = Teaching String Band
Gymnastic Instructor	" A. M. Hurst	18 Jan'y 1872	22 July 1897	51. 6	26. 0	200-10-250		220 (m)	m = military pensioners

Designation	Name	Date of birth	Date of appointment to school.	Age 31 July 1923 yrs. mths	No. years service 31 July 1923 yrs. mths	Sanctioned scale	Allowances	Pay now drawing including allowances	Remarks
<u>Boys' Branch (contd)</u>									
Carpentry Instructor	Sergl. W. H. Mumford	7 April 1874	18 Sept 1905	49 . 3	17 . 10	200 - 10 - 250		200	
Drill Instructor	" J. Roffey		16 May 1921		2 . 2	200 - 10 - 250		220	(m)
Master Tailor	" J. Smithe	27 April 1865	1 Sept 1905	58 . 3	17 . 11	200 - 10 - 250		200	(m)
Lower School Matron	Miss A. Butters	19 July 1878	1 Novr. 1903	45 . 0	19 . 9	150 - 5 - 175		160	
<u>Girls' Branch</u>									
Head mistress	Miss W. H. Wortham	25 April 1883	7 Sept 1922	40 . 3	0 . 10	250 - 10 - 300(4)		250(4)	(4) = Fixed Boarding allowance at Rs 50/m.
Assistant "	" M. L. Tyler	15 July 1870	21 Febry 1915	53 . 0	8 . 5	175 - 5 - 225(4)		190(4)	
" "	" M. Johnson		1 st July 1923		0 . 1	150 - 5 - 175(4)		150(4)	
" "	" Raymond	23 June 1896	1 April 1915	27 . 1	8 . 4	100 - 5 - 150(4)		115(4)	
" "	" B. Day	14 May 1899	2 Augt 1920	24 . 2	2 . 11	100 - 5 - 150(4)	15 LA	125(4)	L.A. = Library Allowance
" "	Mrs Shppard		4 April 1923		0 . 3	100 - 5 - 150(4)		100(4)	
" "	Miss F. Farmer	29 Mar 1894	16 Febry 1921	29 . 4	2 . 5	100 - 5 - 150(4)	30 G.A.	140(4)	G.A. = Supervision of Games
" "	" M. Abraham	10 Decr 1875	14 July 1905	47 . 7	18 . 0	100 - 5 - 150(4)		110(4)	
Senior Technical Mistress	" E. H. Glass	15 Febry 1874	4 Febry 1914	49 . 5	9 . 5	150 - 5 - 200(4)		160(4)	
Junior " "	" E. F. Heywood	24 Decr 1873	12 Febry 1922	49 . 7	1 . 5	100 - 5 - 150(4)		105(4)	
Head matron	" A. M. Tuckwell	30 Octr 1881	1 Augt 1921	41 . 9	2 . 0	125 - 5 - 150(4)		125(4)	
Assistant "	Mrs. J. Jones	4 May 1889	11 Febry 1918	34 . 2	5 . 5	75 - 5 - 125(4)		85(4)	
" "	Miss P. M. Baker		10 Febry 1923		0 . 5	75 - 5 - 125(4)		75(4)	
<u>Preparatory Branch</u>									
Head Mistress	Miss M. B. Murphy	25 Novr 1881	20 Sept 1909	41 . 8	13 . 10	200 - 5 - 250(4)		215(4)	
First Assistant Mistress	" Mo. Lee	1 July 1879	6 March 1916	44 . 0	7 . 4	150 - 5 - 175(4)		160(4)	
Assistant Mistress	" E. Thomson	26 July 1894	4 March 1918	29 . 0	5 . 4	100 - 5 - 150(4)		110(4)	
" "	Mrs. K. Murphy	1 Febry 1882	1 April 1921	41 . 5	2 . 4 } 4 . 5 : 5 }	100 - 5 - 150(4)		110(4)	Resolution XVI of 22 Mar 1921 Past Service may be counted, as a special case, for Pension
Matron	Miss E. H. Boulter	14 April 1891	10 July 1920	32 . 3	3 . 0	100 - 5 - 125(4)		110(4)	
"	Mrs. Shackleton	7 Decr 1888	8 June 1921	34 . 7	2 . 1	75 - 5 - 125(4)		85(4)	(m)

W. C. O'Sullivan
Principal

Names

Total to credit on 31st March 1923 i.e. 1 a from Office 3 a School

add: anna from school under Resolution of Committee with the Council of member of Council

Bonus only to staff prior to introduction of Provident Fund.

Present monthly contribution from school at 1 anna in the rupee

Office

Rud. K. H. G. Padfield, M.A.	22154	3	5	3164	14	28	84	6
Capt. W. H. Holton	3827	1	10	546	11	9	13	12
Mr. A. Nagaswanier	2263	5	10	323	5	6	9	4
• K. Paul Konga	509	4	10	72	12		3	8
• B. K. Nanjaiah	638	3	4	91	2	9	4	15

Medical

Mrs. Wheeler	454	13	5	64	15	9	6	14
Miss H. Bade	211	2	10	30	2	9	5	5
Mrs. Forkgen	1580	3	4	225	12	450	6	14
Mr. Dewanb	197	9	3	28	3	9	2	13

Boys' Branch

Mr. W. R. Ramshaw	9994	9	3	1427	12	9	35	15
• S. B. Stephens	3417	2	1	488	2	9	26	4
• J. Gardis	5729	6	5	818	7	9	24	6
• Richardson	2441	1		348	12		23	2
• Mr. E. Pack								
• J. J. D'Crug								
Miss M. Atkinson	579	2	8	82	12		10	
• M. Prince	460	4	4	65	12		6	14
Mrs. G. Wolley	116	9	5	16	10	6	6	14
Miss M. G. Smith	32	13		4	10	6	6	9
Dr. Mr. Sergt. S. G. Smith	2488	1	5	355	7	0	18	2
Sergt. G. Mouldle	2384	3	8	340	9	9	15	5
• A. M. Haral	2710	7	10	387	3	6	13	12
• W. H. Mumford	2061	10	2	294	8	6	12	8
• J. Roffey	4440	10		62	15		13	12

64692 1 4 9241 12 3 2069 5 351 2

Provident Fund

49

Names	Total amount to credit on 31st March 1923 i.e. 1st term			add 1/2 anna from School under Resolution of Committee with the consent of members of Council.			Donations only to Staff for introduction of Provident Fund			Present monthly contribution from School at 1 anna in the rupee			
	Rs.	Anna	Paisa	Rs.	Anna	Paisa	Rs.	Anna	Paisa	Rs.	Anna	Paisa	
B. Fred	64	69	21	4	92	41	12	3	20	69	5	35	12
Supt. J. Smith	21	07	75	3	01	10	93	12				12	8
Miss D. Butters	15	05	51	2	15	09	14	14				10	
<u>Girls' Branch</u>													
Miss W. H. Wortham													
M. L. Tyler	18	94	211	2	70	99						11	14
M. Johnson													
J. Raymond	10	84	156	1	55							7	3
E. Day	31	2	111	4	4	11						7	13
Mrs. Sheppard													
Miss F. Farmer	15	7	1211	2	2	89						8	12
M. Abraham	16	44	4	23	4	139	98	11				6	14
E. H. Glass	16	06	12	22	9	89						10	
E. F. Heywood	54	12	11	7	13	3						6	9
A. M. Luckwell	17	0	41	24	5	3						7	13
Mrs. J. Jones	4	11	34	58	12							5	5
Miss P. M. Baker													
<u>Preparatory Branch</u>													
Miss M. B. Murphy	28	93	45	4	13	53						13	7
M. Lee	11	21	128	16	0	40						10	
E. Thomson	58	0	57	82	14	6						6	14
Mrs. K. Murphy	23	1	78	33	1							6	14
Miss E. H. Coulter	22	9	135	32	13	3						6	14
Mrs. Shackleton	14	7	19	21	3							5	5
	80	84	573	115	49	69	24	03	0			49	53
	13952-6-9												

Washed
Result.

[Faint handwritten notes and tables, possibly a ledger or account book, with columns of numbers and text.]

Annexure B on p. 44

45-46 ante

12 x (Rs 495-3) p. 46 ante

= Rs 5942-4

Total of the maxima in the present scales = Rs 10,812

- p. 43-44 ante

Contribution at the rate of 1 a in the rupee - Rs 675 $\frac{3}{4}$

or Rs 8,109 p. 42 ante

cl. 3 of the st on p. 45-46 ante

p. 46 ante

* the Committee want to give effect to the scheme from 1.1.23 - p. 10 ef.

+ para 1 above

p. para 8 of Letter No 13948 29. 11. 20

This may be made good from the balance of the Treasury fund p. 45-46 supra

p. 21 and 24 ante

p. 37 of notes in the linked file

From the statement forwarded by the Rev. Padfield, it is observed that the annual liability to the school funds on account of the raising of the school contribution to the Provident Fund to the cent per cent basis amounts only to Rs. 5,942-4-0 per annum, with reference to the pay now drawn by the members of the staff. In future years, this amount will vary; but, even if the maximum pay of all the posts is taken into account for purposes of fixing the contribution to the Provident Fund, the annual liability amounts only to Rs. 8,109. It is therefore, possible to finance the Provident Fund Scheme alone on the cent per cent basis from the provision of Rs. 13,000 per annum for pensions.

2. Mr. Padfield explains the term "net amount of back pensions" in para 2 of his letter.

3. It is observed that the Committee propose to add to the amount standing at present to the credit of each individual member of the staff a contribution of $\frac{1}{4}$ anna in the rupee from the school funds so as to raise the contribution to the cent per cent basis. The extra expenditure on account of this is estimated as Rs. 11,549-6-0. If the Committee's proposal is accepted, the total liability to school funds in the first year of working of the revised Provident Fund Scheme will amount to Rs. 19,894 (11,549 plus 5,942 + 2,403). The total amount available for expenditure towards pension is only Rs. 15,622 (Rs. 13,000 plus 2,622). An additional amount of Rs. 4,272 will therefore, be required in the current year, if the Committee's proposal is sanctioned.

From the heading of Column 3 of annexure 'B' it is observed that the proposal has had the approval of the Hon'ble Member.

The Committee is under the wrong impression that there is a balance due to it out of the Imperial grant of Rs. 2.30 lakhs. As a matter of fact, however, a sum of Rs. 66,412-7-0 is to be recovered

64
recovered from the Committee.

4 The file may be circulated to C₄ with reference to his note on pp 37-38 ante

1.8.23
8/8
3.8.23

CH

5

I gather that the pension scheme is practicable

The provincialisation of the school has only been postponed till Sept^r. It was hoped that, before the end of July, some communication would be received from Mr. Knapp. I do not know however that it is necessary to wait for that & the further draft to the Govt of India, setting forth the obstacles in the way of provincialisation had better be put up without further delay

6/8/23

RSC

6/8/23

the question is to be taken up after a decision is arrived at in regard to the position of the school.
pp 45-46 ante
p. 49 nf, linked file.

Extract taken & main file put separately.

Wgt
6/8/23



Subject: Pension and Provident Fund Scheme - Lawrence Memorial School

Pages 9-15 CF.

(3) (Y)

This file deals with the proposals submitted by the committee of the Lawrence Memorial School for the establishment of a combined Pension and Provident Fund for the staff of the school. With reference to H.M.C.'s note on pages 36-37 ante and his D.O. to Mr. Padfield on pp. 10-11 of D.O. 3256 B-1 of 5.9.23, the matter has been lying over pending a final decision on the future of the school. The Govt. have in the meantime

(a) approved of the committee's proposal to raise the back payment

65
The main file relating to the Provincialisation scheme is being submitted separately with a draft letter to the Govt of India. This may lie over pending the receipt of the Govt of India's reply - [Please see the Honble Mr. Knapp's note on pages 36+37 ante]

9-8-23
8/8
9.8.23

9.8.23

10/8/23

payments of the Provident Fund of the staff to a cent on a par cent basis, the amount required being met from the balance of the viceroy's special grant of Rs. 22,000; and

(b) approved of the committee's action in ~~setting~~ ^{setting} apart Rs. 26,000 in 1922-23 and ~~Rs. 15,000 each of the years 1923-24 and 1924-25~~ ^{Rs. 6,000 in every subsequent year} from the school funds to the credit of the Provident Fund account of the staff, subject to the reservation that the amount should not be utilised for the purpose till the future of the school is finally settled and till the revised Provident Fund scheme is sanctioned by the Govt. or by the Trustees, as the case may be.

2. The Trustee scheme will come into effect from the 1st April 1925 and final order on it will issue shortly. ^(It may be left to the Trustees)

(p. 20)
D.O. 3256 B-1
5.9.23 (Y)

Paragraph 3 of G.O. 103 of 23.1.24 (W) and paragraph 5 of G.O. 2168 of 11-2-25 (U)

(p. 20)
1-8-22
(Y) 8.9.23

Paragraph 3 of G.O. 103 of 23.1.24 (W) and paragraph 5 of G.O. 2168 of 11-2-25 (U)

67

51

to pass such order as they
deem necessary on the Pension and
Provident Fund scheme. No further
action seems necessary on the part
of Govt. The papers may be recorded
after circulation to C. P. Singh

(cc) 1-12-22
cc. p. 2

14-3-25
8/4
17-3-25

The papers may be recorded
no need to trouble C. P. Singh

Order No. 3908/19-3-25
Recorded.

L.M. School, Lovedale
combined Provident
Fund and Pension
for staff - Papers
recorded.

V.K.
18/3

LAWRENCE MEMORIAL SCHOOL,

LOVEDALE, NILGIRIS,

23rd March

1925

The Rev. W. H. G. Padfield, M. A.,

PRINCIPAL.

To

The Hon'ble Sir Arthur Knapp,
K.C.I.E., C.S.I., C.B.E.,
Member of Council,
Adyar House,
Adyar.

My dear Sir Arthur,

The Committee on the 19th instant
sanctioned the extra Rs 7,000/- from current balances
necessary to make the new proposed Provident Fund rules
entirely solvent, and they are anxious to bring it into
operation on the 1st of April if possible. May I ask if
you would approve of these so that, if you consider it
necessary, I can send them also to the other Trustees for
their approval.

Yours sincerely,

W. H. G. Padfield

Nb. The Committee likes but looks of the
immediacy - will want a copy!

Law Secretary

I am afraid I cannot deal with this

The only remark that I would make is that I think the scheme ought to be examined by some financial expert. A Provident Fund scheme unless financially sound is a dangerous thing. I would like to point out with reference to clause 5 of the proposed rules that the Govt. of India have not made an annual grant of Rs.13,000 specially for this purpose. The Committee have all along wrongly interpreted this matter. It is true that the cost of pensions was estimated at Rs.13,000 a year in one of the letters which we sent to the Govt. of India asking for the decision as to a recurring grant but the total grant given was less than the total we asked for and no special sum out of the reduced grant was earmarked for pensions. There is no reason to distinguish the Rs.13,000 from any other part of the Govt. of India's grant.

My own view is that the financing of the Provident Fund should be kept in the hands of the Trustees, only the detailed management being left to the Board of Governors.



Law (Ed)

From the portion marked A in the D.O. on p. 1 ante, it will be seen that the new Provident Fund Rules were

Page 14 of Letter No.
1394 of 29.11.20 (R)

L. A. 89413
393/25

sent to the Hon. Sir Arthur Knapp
 for approval in his capacity as a
 trustee. Mr. Padfield may be
 furnished with a copy of H.M.'s
 on p. 2 ante and he may be
 informed that the question of
 giving effect to these rules is one
 to be decided by the trustees.

Draft 3.0. subd.

vide notes on
 pages 66-67
 8.390
 19.3.25 (2)

31.3.25
 8.390
 1.4.25

1.4.25
 8.390



28/3/25

From the private secretary to the
 Hon. Sir Arthur Knapp

70/3/5

sent to the Hon. Sir Arthur Knapp
 for approval in his capacity as a
 trustee. Mr. Padfield may be
 furnished with a copy of H.M.'s
 on p. 2 ante and he may be
 informed that the question of
 giving effect to these rules is one
 to be decided by the trustees.

Draft 3.0. subd.

31.3.25
 8.390
 1.4.25

1.4.25
 8.390

Law (Ed)

D.O. 894 B-1 D. 3.4.25.

Dear Mr. Padfield,

with reference

your D.O. to the Honble Sir
 Arthur Knapp No. 4923 of
 23.3.25, enclosing for his
 approval the new Provident
 Fund Rules of the school,
 I am desirous to forward
 herewith ^{to you} a copy of the
 note recorded by ~~him~~
~~Honble Member~~ on the
 subject. I am to add
 that the question of giving
 effect to these rules is one
 for the decision of funds is one
 to be decided by the
 Trustees.

yours sincerely

W.H.G.
 2/4

[C-894B]

Toke file with

8.39.0
 15.3.25

p.1 nt

p.2 nt

fund & the settlement
 of the terms of the

DESPATCHED

3 APR 1925

The Rev. W.H.G. Padfield, M.A.
 Principal & Secy, L.M.
 school, Lovedale (with
 copy of note on p.2 nt)
 and the Provident Fund
 Rules (b/w)

CV

31.3.25

8/4

1.4.25

When given for copying
 When copied
 When examined
 When signed

192

READ AGAIN G.O. No.
 192

DATED

URGENT No.

ENCLOSURES to G. No.

ORDER OF GOVERNMENT ..

A A A A A A A

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

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

N.B.—

- A = Copy in full.
- B = Not to be copied.
- P = Copy abstract only.
- Q = Copy heading only.