

Education (1926) Department.

Min. SERIES.

G.O. No. 1402

DATED 26-7-1926

[Despatch Abstract.]

Library -

Connemara Public - attendants on Rs.35-40 and Rs.25 - 30 Revised
scale of pay sanctioned.

BACK PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
Co 1576	7-9-25	Co 848	26.7.22				
Co 1796	14-12-26						
Co 78	19-1-22						

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
Letter 2636c-1	15-9-26	Co 299	1-3-27				

DEPARTMENT.



L. Sm. 1162 c
12.4.26
(2)

Received

Registered

192

Subject.

ENCLOSURES.

No.

No. 234-1/26 C.P.d.

Spare copies

Station MADRAS Dated the 12th April 1926.

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

(Designation) Principal Librarian, Connemara Public Library.

To The Secretary to the Government of Madras

Law (Education) Department.

Sir,

I have the honour to invite a reference to para. 4 of my letter No. 140 CL dated 20th May 1920, disposed of in Government Order No. 848 Home (Education) dated 26th July 1920 regarding revision of the Library Staff. I there pointed out that if the books of the Library are to be properly cared for, a better class man is required as Attendant than was previously appointed, and that any future appointments should be made on the higher scale of pay applicable to clerks attending to routine duties. I also recommended that the senior two men be retained, revising their grade to Rs.35- $\frac{1}{2}$ -40 and Rs.25- $\frac{1}{2}$ -30, as it was not desirable to have all the four appointed at one time without any difference of seniority, and as the two

senior men had a knowledge of the Library the loss of which seemed undesirable. The Government apparently accepted the proposal that all future appointments, whether permanent or acting, should, be filled up by qualified men on the grade of Clerks, though this was not specifically mentioned in the orders issued in Government Order No.848 dated 26th July 1920. The Accountant-General has however objected that the full pay of Rs.40/- cannot be granted to men acting for the first or the second Attendants, and that they can be paid only the minimum pay of these Attendants, namely Rs.25/- in the case of the second and Rs.35/- in the case of the first Attendant. The revision of the pay of these men to Rs.35- $\frac{1}{2}$ -40 and Rs.25- $\frac{1}{2}$ -30 was not intended to have this adverse effect on acting appointments. The rates of Rs.25 and Rs.35 are very low- particularly Rs.25, which is only a little better than the minimum pay of an attender- and hinder the best type of candidates from applying for the acting posts, which have then to be filled up by appointing inferior class of men. Even when candidates of a better type are obtained, they soon get discontented, and leave the Library at short notice. The situation will cause particular inconvenience in the event of long leave; and as one of them is now, owing to ill health, on leave which will probably have to be extended, I have to request that the Government will be pleased to issue the necessary orders directing that all future appointments, permanent or acting, be made in the grade of clerks; or if it is objected that acting men cannot be paid more than the minimum of the scale of the permanent incumbents, the latter may be placed on a par with the other Attendants in the Clerical Scale, in which case the objection will disappear.

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

F. H. Gravely
Principal Librarian.

AK

DEPARTMENT.

h. En 1274 C
24/4/26

Received



Registered

192

Subject.

ENCLOSURES.

No. 2

1

Spare copies

No. 509-1
26

Station

MADRAS

Dated the 22nd

April

1926

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

(Designation) Principal Librarian, Connemara
Public Library.

To The Secretary to the Government of Madras

Law (Education) Department.

Sir,

MP 4-5-41/26

MP 1-4
g P

MP 1-2
amb

I have the honour to forward the accompanying memorial from P.S. Govindarajulu, the second Attendant of the Library and to recommend that his scale of pay may be raised to Rs.40,40-1 $\frac{1}{2}$ -55-1-65 for the reasons explained in detail in my letter No.359-1 dated 3rd July 1925, disposed of in Government Order No.1576 dated 9th September 1925. Reference is in this connection solicited to my letter No. 234-1 dated 12th April 1926, setting out the difficulties in the way of getting suitable men to act in the appointment on the low rates of pay obtaining at present.

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

F. H. Gravely
Principal Librarian.

AK

To

The Hon'ble the Minister for Education,
Through The Principal Librarian, Connemara
Public Library, Egmore. (M)

Respected Sir,

I beg to bring the following few lines for the Hon'ble Minister's kind consideration and favourable orders:-

1. Though I have been in the service of the Connemara Public Library for about 20 years as Attendant in the Superior Service I am getting only Rs.30/- in the grade of Rs.25- $\frac{1}{2}$ -30 without any increment for the past four years.

2. While it is true that I do not possess the qualifications required under Article I of the Public Service Notification, the 20 years' experience and special training in the Library work have enabled me to discharge my work efficiently and well and I have been specially exempted in the past from educational qualifications for holding the post. The Successive Principal Librarians and Sub-Librarians have had opportunities to judge of my capacity and willingness for work and they all have expressed satisfaction in the manner in which the work entrusted to me was executed.

3. The minimum educational qualification under the Public Service Notification is now considered necessary for the appointments. But in my personal case the Government will be pleased to waive as a special case the technical difficulty that stands in my way in view of my past ^{exemption and training} experience in all aspects of the Library work, and the training that I have received all these years and in view of the exemption from educational qualifications sanctioned in my favour in the past.

4. It will be seen without any explanation that my

5

(3)

case is specially hard requiring immediate consideration as my pay as Attendant, attending to the same nature of work as that done by new men, is not half as good as the pay of the latter, and is indeed even worse than the pay of an ordinary attender of lower status attending to less responsible work who are paid Rs.25-1-35.

5. I am now of 40 years of age, so that I have still ^a service of not less than 15 years under Government. I have reached the maximum of Rs.30/- in my poor scale of Rs.25- $\frac{1}{2}$ -30, 4 years ago. It is heartrending to me, that I am fated to be a life long sufferer, and must remain on the same pay for a continuous period of about 20 years to the end of my days in Government service, when there is nothing wanting on my part to render faithful and unremitting service in the employ of Government. I therefore pray that the Hon'ble the Minister will be graciously pleased to do justice by me, and grant me my prayers to place me on a footing of equality in pay with the other men of the Library staff who do the same nature of work and over whom I am senior by about seventeen years.

I beg to remain,

Respected Sir,

Your most obedient servant,

20th April 1926

Borindarajulu Nayudu

C.No.1162 D - From the S.G.M.,234-1 dated 12-4-1926.

C.No.1274 C - From the S.G.M.,509-1 dated 22-4-1926.

~~Superintendent~~ Government Museum, Madras - Attendant
Revision of ~~xxx~~ pay.

In the Connemara Public Library there are four attendants, 2 on Rs. 40 - 65 each, and 1 on Rs.35- $\frac{1}{2}$ -40 and 1 on Rs. 25- $\frac{1}{2}$ -30. Attention is solicited to the notes at pages 5 - 8 of G.O.No.1576 Law (Education), dated 9-9-1925, which show how these scales of pay came to be adopted.

2. In the first of ~~his~~ his letters in the current file the ~~S~~ G. M. has endeavoured to explain the difficulties ⁱⁿ find ^{ing} suitable men to fill acting vacancies caused by the grant of leave to the two attendants on Rs. 35 - 40 and Rs.25 - 30 respectively and suggests that unless he is enabled to entertain attendants on Rs.40 it will ~~be~~ not be possible to get the proper type of persons. His recommendation practically amounts to a revision of the scale of pay of the 2 attendants ~~in the lower grade~~ so as to place them a on a par with those two who get clerical scale of pay (Rs. 40 - 65). This involves a reconsideration of the previous ~~orders~~ ending with G.O. No.1576 Law (Education), dated 9/9/1925. In view of the difficulties pointed out of recruiting suitable ~~men~~ men it ~~is~~ is for orders whether the recommendation made by the Superintendent may be pressed on the attention of the Finance Department.

2. The second letter in the current file is an application from one of the two attenders referred to praying that his pay may be raised ~~to~~ from

pp 1-2 c.f.
pp 3-5 c.f.

pp 1-2 c.f.

p 3 c.f.

pp 4-5
c.f.

26.4.26
The question is whether the order (P) will be re-considered.

The Secy was of opinion that the applⁿ for enhanced pay shd be disallowed - please see p 8 of (P).

Plus S
27/4

Put up a note showing the scales of pay for attendants in similar instns

V.T.K.
28/4

Submitted that there are no institutions similar to the Government Library maintained by the Govt. Libraries attached to Govt. Colleges may not furnish a true parallel. These libraries are comparatively small ones. Attendants in them are allowed only Rs 23-35.

It was been ascertained that attendants in the University Library get a pay of Rs 30-2-50 a month. / This scale may

1.5.26
Plus S
27/5

I think the scales are suitable. I shall discuss this with Dr. Gravely.
V.T.K. 3-5-26

I have spoken to Dr. Gravely about this. His main point is that it is undesirable to appoint men who have not passed the school final examination and who are not fairly capable as attendants. The reasons he has given in his letter.

With regard to the first two attendants who are now in service he does not desire to replace them and he does not want their grade to be increased. He is however anxious that when any one of these two men goes on leave he should be permitted to appoint in his place a school final man on Rs 40. The reasons he gives are sound. Please examine.

V.T.K.
9th July.

The sanctioned rates of pay of the two posts of attendants in question are Rs. 35 - 1/2 - 40 and Rs. 25 - 1/2 - 30 respectively. Under Fundamental Rule 22 of the persons appointed to officiate in the vacancies caused by the grant of leave to the attendants in question should draw only the minimum pay unless they have previously officiated in the posts and drawn increments in the scales of pay attached to them.

2. Dr. Gravely does not propose to alter the sanctioned rates of pay of the posts but only wants an authorisation from Government to appoint school final men in the leave vacancies on Rs. 40. Rs. 40 happens to be the maximum pay of one of the two posts and it is permissible with the concurrence of Finance to grant

the authorisation asked for. In respect of the other
of the other post
The maximum pay is only Rs. 30 and it may not be
permissible to recruit persons on Rs. 40 to fill leave
vacancies in respect of it.

3. In the communication disposed of in G.O. No. 1576 Law (Education), dated 9-9-1925 it has been shown how the present incumbents of the two posts did not benefit by the revision of pay ordered in 1921. It will also be observed from paragraph 3 of the Finance Department's note on page 8 of the same G.O. that that Department would have no objection to raise the scale of pay of the two attendants in question to Rs. 40 - 65 if persons with S.S.L. certificates are appointed to them.

The remarks of the Finance Department may be obtained u.o.

Finance (E.T.)

Fin 20129 ET

13-7-26.

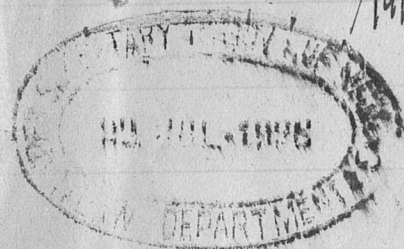
The Principal librarian, Connemara library, states that he could not find suitable men to fill acting vacancies caused by the grant of leave to the two attendants on Rs. 35-40 and Rs. 25-30. and requests that he may be permitted to enlist school final men on Rs. 40. It is stated that men with higher qualifications are required

A on page 3 supra.

b1 cf.

This is recommended
V.T.K.

K



L. Rd 23/3

16-7-26.

Fin. No. 20129 ET

22-7-26

16-7-26

16-7-26

Education Deptt.

A draft order is subd. It may be sent from to Finance for registry of sanction before issuing the G.O.

22/7/26

28-7-26

V.T.K.

26.7.

Date.

Initials.

When copied .. 26.7.26 gh

When examined ..

When signed . . .

When despatched . . .

Attendants on Rs. 35-40 and Rs. 25 -

30 * Revised scale of pay -

Sanctioned.

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

” ” ” ” ” 192

C. No. 1162 C From the _____, No. _____, dated _____ 192

1274 C

2313 C

” ” ” ”

” ” 192

192

ORDER.

No. 1402, dated 26. 7. 1926

Misc.

The Government direct that the
 Third and fourth
 pay of the ~~two~~ attendants in the
 on ~~required from~~
 Connemara Public Library on Rs. 35 - 1 -

40 and Rs. 25 - 1/2 - 30 a month ~~respect~~
respectively be raised
~~ively be raised~~ to Rs. 40-40-1 1/2-55-1-65

each. The higher ~~rate~~ scale of pay
now sanctioned should be ^{allowed} ~~granted~~ ~~only~~

only to persons who are qualified
under article 1 of the Public Service
Notification.

This sanction has been registered
as No. 139 of 1926-27.

DESPATCHED
JUL 27 - JUL 28

To The Principal Librarian, Connemara
Public Library. (with refce. to
his letter No. ^{509, 1/26} dated 22-6-26)
" A. G. thro' the Finance Deptt.
" Finance Deptt.

$$\begin{array}{r} \text{Page} \\ 22 \overline{) 7.3} \\ \underline{22.7.3} \end{array}$$

$$\begin{array}{r} 9 \\ \underline{1017} \end{array}$$
 V.TK
 2677

When given for copying
When copied
When examined
When signed

192

READ AGAIN G.O. No.
192

DATED

CURRENT No.

ENCLOSURE TO C. No.

ORDER OF GOVERNMENT ..

A A A A A A A

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

PAPERS NOT FILED OF, BRING PRESENT FOR DESPATCH
IN ORIGINAL.

N.B.—

- A = Copy in full.
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