

Law and education (1926) Department.

61.
80-5.

Ms. SERIES.

G.O. No. 1558

DATED 17-8-1926.

[Despatch Abstract.]

Educational Rules

Probationary Trained Teachers -

Completion of Teachers' certificates - Grant of
extension of time - allowed.

BACK PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
G.O. 166	5-2-25			G.O. 1232	24-7-24		
G.O. 1862	26-11-24			G.O. 1577	15-12-24		
G.O. 1434	10-9-24			G.O. 14	3-1-25		

FURTHER PAPERS.

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

CE. 30

LAW (EDUCATION)

DEPARTMENT.

Received



Registered

192

Subject.

Rule 145 of the Madras Educational Rules
Certain alterations in the - Requesting sanction.

ENCLOSURES.

No.

R.O.C. No. 601 C/25

Spare copies

Station Madras Dated the 10th June 1926 192

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

(Designation) Ag. Director of Public Instruction

To The Secretary to the Government of Madras

LAW (EDUCATION)

Department.

Sir,

I have the honour to address the Government on the need for the ^{modification} ~~modification~~ of rule 145 of the Madras Educational Rules with a view to giving the Director power to extend in deserving cases the time limit of 3 years prescribed in sub para 2 of the rule and with ~~the~~ reference to the penalty prescribed for failure to complete the certificate.

2. The occasion for examining the question and recommending a modification of the rule arose in a few cases in connection with the fixing of initial pay in the revised time scales of pay of elementary and secondary grade teachers employed in Government schools. Under rule 145 of the Madras Educational Rules, a teacher who fails to complete the certificate within the three year's period ~~given~~

1020 9-5
G.O. No. 1212 DE
24-7-24

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ceases to enjoy the status of a trained teacher until his certificate is completed. The effect of this ~~rate~~ ^{rule} has been that the pay of the teacher is reduced on the expiry of the three year's period to the rate fixed for untrained teachers and that on completion of the certificate he has again to start at the minimum pay in the time scale and earn increments therein whatever be the stage he might have reached therein before his pay was reduced to that of an untrained teacher. The Madras Educational Rule was introduced at a time when appointments carried fixed rates of pay but it does not work satisfactorily more especially since the introduction of the time scales of pay in as much as it does not differentiate between cases where the non-completion of the certificate was due to no fault of the teacher and those where it was and as further the penalty imposed for non-completion is more excessive than the circumstances of the case require.

3. Failure to complete the certificate within the three year's period has in cases examined by me been found to be due to one or other of the following causes:-

(i) Non-receipt of the certificate from the office of the Commissioner for Government Examinations at the time of inspection of the school and the consequent inability of the inspecting officer to verify and attest the probationary service.

(ii) transfer of the teacher just before the inspection of the school and the consequent postponement for a year or so of the verification and attestation of ~~his~~ his probationary service.

(iii) Absence of the teacher due to illness or other causes during the probationary period or at the time of inspection of the school.

(iv) Unsatisfactory work

I have issued instructions to inspecting officers to call for probationary teachers certificates and verify and attest the services of teachers regularly so that they may be enabled to complete their certificates within

the prescribed period, but in spite of their watchfulness, cases, though few in number will occur where the certificates are not completed within the three years period owing to appointments and transfers made in the interests of public service. Again cases due to absence on leave more especially maternity leave in the case of women teachers will occur. In all these cases an extension of the time limit prescribed seems called for and I accordingly recommend that ^{the} following clause be added ~~to~~ at the end of sub para 2 of rule 145 of the Madras Educational Rules.

"Provided that the Director in the case of teachers employed in Government schools and the District Educational Officer in the case of teachers employed in other schools, shall have power to extend in deserving cases the period within which the certificate may be completed".

4. Where, however, failure to complete the certificate within the prescribed period is due to unsatisfactory work an extension of time is not called for, but the penalty imposed in the case of teachers employed in schools under public management viz reduction of pay to the ~~rate~~ ^{rate} fixed for untrained teachers seems rather excessive. In the case of graduates they are permitted to draw the minimum pay of the time scale and are only ineligible for increments therein, until they pass the L.T. degree examination. I consider that in the case of trained elementary and secondary grade teachers also who fail to complete the certificate within the prescribed period a similar penalty will suffice and ^{accordingly} ~~accordingly~~ recommend that the increments falling due after the expiry of the period of 3 years may be withheld until such time as the teachers complete their certificates. I further request that these recommendations may ^{be} ~~be~~ ordered to take effect from the 1st March 1921 the date of introduction of the revised time scales of pay in order that I may regulate the pay of teachers affected in the light of the

orders that may be issued by Government on these recommendations.

I have the honour to be,

Sir,

Your most obedient servant,

A Rama Rao
14/10/26
for Director of Public Instruction

P.R.K. 12/6

*sw
14/6.*

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Telephonic Message dated 24th January 1927.

25 JAN 1927
From The Director of Public Instruction, Madras.
To The Secretary to Government, Law and Education
Department, Fort St. George, Madras.

(C) Reference:--G.O. No.1558 Mis. Law (Education) dated 17th August 1926 amending rule 145 of the Madras Education Rules (6th edition) regarding completion of Training School Leaving Certificate of probationary teachers.

Kindly inform me whether the words "Inspectresses of Girls' Schools" may be added after ^{the} words "District Educational Officers."

Jane H. Jones

Post copy to:-- For Director of Public Instruction.

The Secretary to Government, Law and Education,
Department, Madras.

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24/1.V.24/1.

Law and Education Department.

(N)
page 20 of G.O. NO. 1212 rule 145 of the Madras Educational Rules to the
L.E., d. 24-7-24.
In view of the foot-note occurring under
effect that the functions assigned to District Educational Officers and Deputy Inspectors of Schools shall be performed by Inspectresses and Sub-Assistant Inspectresses in the case of school mistresses, the specific addition suggested in the telephonic message above is unnecessary. The reply below is for approval:-

R e p l y.

From The Secretary to Government,
Law and Education Department.

To The Director of Public Instruction.

Reice: Your T. M. ~~not~~ dated 24th January 1927 -
Rule 145 of the Madras Educational Rules -

*Under the foot note to the above rule, Inspectresses may
The power of extending the period within*

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2/1/27

*sw
Kor
29/1/27*

p. 20 of (N2)

(C)

P.C. to go.

PC. ~~SECRET~~
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1. FEB 27

DEPARTMENT.

12 JUL 1927
DEPT #

Finance (E.T.)

Law and Edu. U-O.

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Life
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(The remarks of Law
Edw. Dept. which is
the administrative
Dept. concerned may
be invited in the
first instance.)

File no 18538 ET
2-6-17

Subject.

70C 18538 ~~EX~~ E.T.

$$\begin{array}{r} 265.2 \\ \hline 285.27 \end{array}$$

26 MAY 1977
ASSISTANT SECRETARY TO GOVT.
FINANCE DEPARTMENT

4 JUN 1927

FORT ST. GEORGE, MADRAS.

Dated the 24th of May 1927.

THE ACCOUNTANT-GENERAL.

Madras.

THE SECRETARY TO THE GOVERNMENT OF MADRAS.

FINANCE DEPARTMENT.

Attention is invited to G.O.No.1558 Mis.,Law (Education) dated 17th August 1926 approving the proposal of the Director of Public Instruction to the amendment of rule 145 of the Madras Educational Rules; a copy of these orders may kindly be specially communicated to this office by the Finance Department.

By giving retrospective effect to these orders from March 1921 arrear claims of about 5 years and over from March 1922 have to be examined and passed. Orders are issued as to whether the Government are agreeable to the

arrears

arrear claims being examined and paid during the current year.

Deputy Accountant General.

mt

FINANCE

DEPARTMENT.

U
Where is this?
15th
5/7/27
The AG's letter was sent to Law & Edn. Dept. on 2-6-27-
P.
6-7-27.

(Order on the question raised by A.G. who. he issued in Law & Edn. with the concurrence of the Dept.)

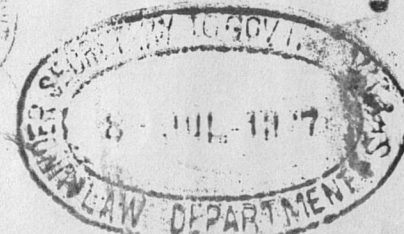
also referred to below.

Finance (E.T.)
A.G.'s letter no. 1-111 Edn. 8 23-5-27 was sent to Law & Edn. Dept. with this Dept. no. 18538 ET-1 & 2-6-27. Subd. that the present letter from the A.G. may be sent up to that Dept. in continuation

P.
6-7-27.
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Law
7-7-27.
2019
11-7-27

Subject.



Fin 22224 E.T.
5-7-27.
8

Enclosures :-

No. Edn. 1-210.

FORT ST. GEORGE, MADRAS,
Dated the 2nd of July 1927

FROM

THE ACCOUNTANT-GENERAL,

Madras.

To

THE SECRETARY TO THE GOVERNMENT OF MADRAS,

FINANCE DEPARTMENT.

SIR,

I have the honour to invite a reference to this office letter Edn. 1-111 dated 23rd May 1927 requesting to send a copy of G.O. No. 1558 Mis., Law (Education) dated 17th August 1926 and enquiring whether the Government are agreeable to the arrear claims due to the retrospective effect of the G.O. being examined and paid during the current year and to request the favour of early communication of the orders of Government on the

Sent to Law & Edn. Dept. with Fin. no. 18538 ET-1 5-7-27
u.o. 18538
G.O. accepted in Finance.

the subject.

I have the honour to be,

Sir,

Your obedient servant,

Alk Kulkarni

Assistant Accounts Officer.

KVT

54/15.7.



15/7/27

(A)



To

The A. G.

Law and Edu. Dept.

Memo No. 1708e/27-2 d. 15.7.27

Refer: Letter from the A. G.

No. Edu. 1-210, dated 2.7.27-

Grant of extension of time to probationary trained teachers for ~~the~~ completing ~~of~~ their certificates -

Retrospective effect to

G.O. No. 1558 d.E., dated

17.8.1926.

The A. G. is informed that his letter No. 1111 Edu., dated 23.5.1927, has been referred to the S. P. D. for remarks and that orders will be issued ~~as soon as~~ ^{after} his remarks are received.

Considered

12.7.27

CR
15/7

Note

The A. G.'s letter was sent u.o. G.O.P.D. on 16/6/1927. A reminder

to the S.P.D. is subd. below.

12/7



Rule 142 of Ed. Rules
- p. 197 Ed.
1212 Ed.
24.7.24

Rule 144 ibid.

Rule 145 ibid.

C.No.1877 C. -- From the Director of Public Instruction, R.O.C.No.601/25-C., dated 10-6-1926.
26, -----

Completion of trained teachers' certificates and penalty for non-completion within prescribed time - Amendment of Rule 145 of the Madras Educational Rules.

According to the scheme of training of the elementary and the secondary grades, the names of teachers who pass the training school-leaving certificate examination at the end of the prescribed course are notified in the Gazette and such teachers are designated probationary trained teachers. They are considered for purposes of the Educational Rules and the Grant-in-Aid Code as trained teachers of the respective grades for three years from the 1st April of the year in which they appeared for and passed the examination.

2. Each probationary trained teacher receives a combined certificate and service register. The Educational Rules provide -

- (i) that D.E.Os. and Deputy Inspectors should take the earliest opportunity of visiting schools in which probationary trained teachers are employed;
- (ii) that inspecting officers after satisfying themselves of the correctness of the entries in the certificates and after testing the ability of the teachers should decide whether the certificates could be completed by the signature of the D.E.O.; and
- (iii) that no certificate should be completed which does not show at least 18 months' satisfactory work in a recognised school.

The rules further say that teachers whose certificates are not completed within the three-year period

Rule 145 ibid.

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-2-
mentioned above should cease to enjoy the status of certificated teachers till the certificates are completed.

3. The Director of Public Instruction points out that the provision relating to the penalty for non-completion of certificates within the prescribed time, namely, forfeiture of the status of trained teachers, was introduced at a time when ~~the~~ fixed rates of pay were in force and that after the introduction of time scales of pay with different scales for trained and untrained teachers the rule has been found to be productive of much hardship to teachers.

4. It is said that the first defect in the rule is the absence of any provision for differentiating cases where non-completion of certificate was not due to any fault of the teacher from those where it was. The Director has examined a few certificates and found that in several instances the teacher was not responsible for the delay in completing them. In such cases he would like to have power to grant an extension of time. The Director accordingly proposes the addition of the -- following proviso at the end of sub-paragraph 2 of rule 145 of the Madras Educational Rules:--

"Provided that the Director in the case of teachers employed in Government schools and the District Educational Officer in the case of teachers employed in other schools, shall have power to extend in deserving cases the period within which the certificate may be completed."

Normally, extension would be granted only to teachers the delay in completing whose certificates was not due to any fault of theirs and in such cases they would continue to draw the rates of pay allowed to trained teachers of the respective grades.

5. A second point raised by the Director relates to the extent of the penalty imposed by the rules even

Para 3 - p. 2, c.f.

Para 3 - p. 3, c.f.

Para 4 - p. 3, c.f.

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-3-
in cases where non-completion of certificates within the prescribed period was due to ~~the~~ unsatisfactory work of the teacher. The rates of pay for trained and untrained teachers are as follows:--

	Trained. per mensem.	Untrained. per mensem.
	Rs.	Rs.
<u>Boys' Schools.</u>		
Lower Elementary Grade.	20--1--30	15
High/Elementary	25--1--50	20
Secondary grade.	35-35-1 $\frac{1}{2}$ -50-1-60	25
<u>Girls' Schools.</u>		
Lower Elementary.	22 $\frac{1}{2}$ -1 $\frac{1}{2}$ -45	20
Higher Elementary.	27 $\frac{1}{2}$ -1 $\frac{1}{2}$ -50	25
Secondary.	45--3--90	35

To take a concrete instance, the pay of an untrained Secondary grade male teacher is only Rs.25. After passing the teachers' certificate examination he becomes eligible for the time scale of Rs.35-35-1 $\frac{1}{2}$ -50-1-60. He draws the higher pay during the 'probationary' period of three years and draws at least one increment in the scale. Should it happen that the certificate is not completed at the end of the three-year period, the

teacher is reckoned as an untrained teacher and drops down from Rs.36 $\frac{1}{2}$ (35 plus 1 $\frac{1}{2}$) to Rs.25. The Director points out that this is unduly severe and recommends that in such cases the teacher (who has practically undergone the training) may be allowed to retain the pay that he has already earned, but may be debarred from drawing further increments. The Director's proposal which is more or less analogous to the arrangement re: graduate teachers sanctioned in G.O.No.1439 Edn. dated 10-9-24, is reasonable. The suggestion that this arrangement may be given effect to from 1st March 1921 seems also unobjectionable.

Para 4 - p. 3, c.f.

Para 4 - p. 3, c.f.

6. The file may be sent to Finance u.o.

12.7.26

12.7.26

Fin u.o.
Finance (E.T.)

1877 C-1
14.7.26

The Director of Public Instruction states that sub-para 2 of rule 145 of the Madras Educational Rules operates very harshly in the case of certain teachers who have passed the Training School Leaving Certificate Examination but have not got their certificates completed in the manner prescribed in sub-para 1. He accordingly requests that

(1) the clause "Provided that the Director in the case of teachers employed in Govt. schools and the St. Educational Officer in the case of teachers employed in other schools, shall have power to extend in deserving cases the period within which the Certificate may be completed" be added at the end of sub-para 2 and

(2) in lieu of the existing penalty for the non-completion of the certificate, the increments falling due after the expiry of the period of 3 years (referred to in rule 142 and sub-para 2 of rule 145) may be withheld until the certificate is completed.

The



page 20 of G.O. 1212 24.7.24

20265 E.T.

14.7.26

rule 145 on pp. 19-20 of G.O. 1212 L. & Edn. 24.7.24

⊗ page 20 of G.O. at ③

⊗ page 19 ibid.

⊕ page 20 ibid.

(T)

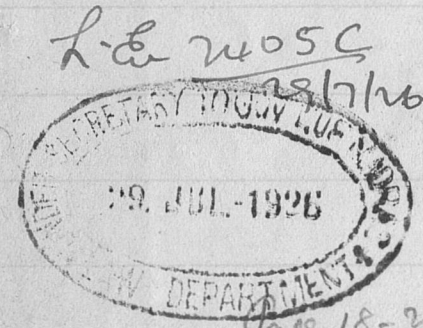
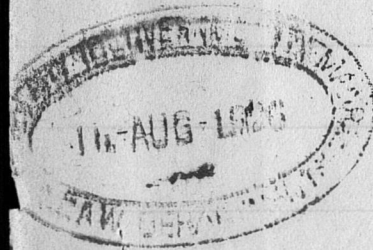
The necessity for this amendment is fully explained by the Director in his letter on pages 1-4 c.f. and by Law Deptt. in paras 4 and 5 on pp. 2-3 supra. Submitter that Finance may accept the proposal.

2. The Director further requests that his proposal may be given effect to from 1-3-1921, the date when the new time-scales of pay were introduced, in order that he may regulate the adversely pay of such teachers as have been affected by the existing rule. This also may be agreed to.

19.7.26
24.7.26

28.7.26

Fin. No. 20265 ET-1
28.7.26



A draft order is subd. The second proposal of the Director that increments should be withheld in the case of teachers whose certificates have not been completed within three years applies strictly to teachers in Govt. institutions only. As the rules in chapter XI of the Madras Edl. Rules apply to schools under public & private management it does not appear that any amendment is necessary in those rules on account of the above proposal.

15.8.26

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11.8.26

C. No. 1708 C - From the Accountant General,
No. Education 1-111, dated 24th May 1927.

Grant of extension of time to probationary
trained teachers for the completion of their
certificates.

A
A copy of G.O. No. 1558 Law and Educa-
tion, dated 17-8-1926, may be communicated to the
Accountant General through Finance.

There is no doubt that the order has,
and was intended to have, retrospective effect
from 1-3-1921. The D.P.I. specifically recommend-
ed that his proposal should have ^{effect} from 1-3-1921 so
that teachers affected might have their pay
revised suitably. The recommendation was also
approved - vide portion, ^{which} sidelined at pages 3, 7
and 9 of the G.O.

A
2. At the time when the orders were
issued the Government had not before them an
estimate of the cost involved in the payment of
arrears of pay to ^{the} teachers concerned. The D.P.I.
may now be requested u.o. to say

- (i) what the approximate cost of paying arrear
claims will be, and
- (ii) whether the additional expenditure can be
met from the existing budget provision.



Encls. 1708 C-1
G.S. 27

15/6
G.S. 27

16/6 D.P.I.

U.O. Reply No. 27 of 27/11/27

The approximate cost of paying arrear claims will be Rs.2100 made up of Rs.600 for secondary schools for girls and Rs.1500 for training schools for mistresses. Of this total Rs.600 can probably be found under the secondary school budget but savings of Rs.1500 in the training school budget cannot be foreseen until the revised estimate has been prepared in November.

2 In the case of the Men's branch no applications for arrear claims have been received and it is not anticipated that such claims will be preferred.

NAR
14/7/27

Emc
rob
16.7.27

Law and Edu. Dept.

The additional expenditure on account of the payment of arrears of pay is not ~~much~~ considerable. A draft Memo is subd. It may be sent to Finance for acceptance.

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18/7/27

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20/7

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20.7.27

Fin 4.0.

Finance (E.T.)



The draft memo is in accordance with the order in G.O. 1558 Law & Edu. of 17-8-26 (A) Fin 23981 E.T. issued with the concurrence of Finance. The D.P.I. estimates the cost of paying arrear claims at Rs.2,100—vide D.P.I.'s Memo note supra.

The

top of p. 2 under The D.P.I. will no doubt submit in due course a reappropriation statement to meet the extra expenditure ~~of Rs.1500~~ if he is not able to meet the same from the existing budget allotment under 31. D. a. iii. Education—Special—Govt. Special Schools—Training Schools—mistresses. Subd. that the draft memo may be accepted in Finance.



me
26.7.27.

me
26.7.27

Eds /

29.7.27.

Im no 23981 E.T.
22-2-27

Law

Ime
29/7



21

Law and Education Department.

Memorandum No. 1708 C/27-2 dated 1-8. 27.

Refce : - Letter from the A.G. No. Edn-
1-111, dated 24-5-1927 - Grant of extension
of time to probationary trained teachers
for completing their certificates - G.O.No.
1558 Law and Education, dated 17-8-1926.

A copy of G.O.No. 1558 L & E. dated
17-8-1926, is communicated to the A. G.
through the Finance department. The G.O.
takes effect from 1st March 1921 and it is
intended that claims for arrears of pay
should be admitted.

DESPATCHED
Initials *[Signature]*
Date 1927

Para 17 to (A)

To the A.G. through Finance (with copy
of G.O.No. 1558 L & E. d.17.8.26)
Copy to the D.P.I.
" " Finance department.

[Signature] 19.7.27
[Signature] 20.7.27

When received for Fair-copying.

Date.

Initials.

When copied

When examined

When signed

When despatched

Educational Pub. - Probationary
trained teachers - Completion of teachers
Certificates - ^{grant of} extension of
time - allowed

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

” ” ” ” ” 192

READ ALSO :—

C. No. 1877C From the D.P. Recd. No. 6019 dated 10/1/1926.

” ” ” ” ” ” 192 .

” ” ” ” ” ” ” 192

ORDER.

No. 1558, dated 17. 8. 1926

Mis.

The Government approve of the proposal of the D.P.I. that the period of three years within which the certificates of probationary trained teachers should be completed under rule 145 of the Madras Educational Rules, may be extended in deserving cases. They also accept the Director's recommendation that when the certificate of a teacher is not completed within the period of three years on account of his unsatisfactory work his pay should not be reduced to that of an untrained teacher, but that the increments in the time scale of pay for trained teachers falling due after the three years' period should be withheld until the certificate is completed. These

Pay 19 + 20 of
for 1212 (5)
24-7-24

Paragraph 4, page 3 of cf.

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2. The following amendment is made in the Madras Educational Rules:--

Amendment.

In rule 145, add the following at the end of the second ^{sub}paragraph:--

"Provided that the Director, in the case of teachers employed in Government schools, and the District Educational Officer, in the case of teachers employed in other schools, shall have power to extend in deserving cases the period within which the certificate may be completed."

SLA
11.8.26.

CR
11.8.26

V.K.
12/8

To

The D.P.I. ✓

The S.G.P. for publication paragraph 2 of order in Gazette. ✓

Gazette. 28/8/26

DESPATCHED
12-18 AUG 26

When given for copying
When copied
When examined
When signed

192

READ AGAIN G.O. No.
192

DATED

CURRENT No.

ENCLOSURES TO C. No.

ORDER OF GOVERNMENT

A A A A A A A

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

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

N.B.—

A = Copy in full.
B = Not to be copied.