[15.]
200—9-11-00.

143

Educational (190 /) Department.

ORDINARY PRINTED.

G.O., No. 143-144

DATED 12. 3. 01

INDEXED.

ORIGINAL.

[Despatch Abstract.]

Indian Educational Service

Directing that the Govt of India be addressed on the subject of the personal allowances & grants to the officers of the ——

The Notes
in these Proceedings have been printed.

BACK PAPERS.

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

FURTHER PAPERS.

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

Government {1901} of Madras.

EDUCATIONAL.

Recd. } 1901. *Enclosures*

Regd. } *Spare copies*

ORIGINAL

G.O., &c., Nos. 143, 144, 12th March 1901.

MARCH.

Indian Educational Service.

Directing that the Government of India be addressed on the proposal to modify the incremental system under which personal allowances are granted to the officers of the —.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

Read—the following paper:—

From H. J. McINTOSH, Esq., Deputy Secretary to the Government of India, Home Department (Education), to the Secretary to the Government of Madras, Education Department, dated Calcutta, 29th January 1901, No. 53.

I am directed to forward a copy of a letter from the Government of Bombay, No. 1495, dated the 4th October 1900, and its enclosures, in which certain proposals are made for a modification of the incremental system according to which personal allowances are granted to officers of the Indian Educational Service.

2. In circulating these papers I am to say that the Government of India are unable to accept as correct the statements and arguments given in the letter of the Director of Public Instruction, Bombay, No. 2093, dated the 29th June 1900. With a view, however, to the further consideration of the modified proposal contained in paragraph 4 of the letter from the Government of Bombay of the 4th October last, they desire to be informed how the incremental system has actually worked in practice and whether it is actually the case in other provinces that educational officers are in receipt of the maxima of these personal allowances only about the time they attain the age of 55 years or when they are on the eve of retirement. I am, therefore, to request that, with the permission of the Governor in Council, the Government of India may be furnished with information showing (*a*) the average age and service at which educational officers in the Madras Presidency are now attaining to the special allowances of Rs. 200—10—250 and Rs. 250—50—500 respectively, and (*b*) the average age and service at which it is expected they will attain to these allowances during the next few years. I am also to request that the Government of India may be favoured with the opinion of the Government of Madras generally on the question whether any change in the direction suggested by the Government of Bombay is desirable in the Madras Presidency.

———

Enclosures.

From J. DeC. ATKINS, Esq., I.C.S., Secretary to Government, to the Secretary to the Government of India, Home Department (Education), Simla, dated Bombay Castle, 4th October 1900, No. 1495.

I am directed to forward, for the favourable consideration of the Government of India, a copy of a letter No. 2093, dated the 29th June last, from the Director of Public Instruction in this presidency and of its accompaniment representing the hardship entailed on senior educational officers and especially on Mr. F. G. Selby, Principal of the Deccan College, Poona, by the present scale of increments to the personal allowances sanctioned in paragraph 10 of the resolution of the Government of India, No. 4-Education—204—215, dated the 23rd July 1896.

2. With reference to paragraphs 4 and 5 of the Director's letter, I am to point out that the arguments urged therein were based on a misapprehension, as has since been admitted by him. Prior to 27th October 1875 an officer entering the first grade on the minimum pay of Rs. 1,250 per mensem received Rs. 1,300 after the first year, Rs. 1,400 after the second, and the maximum of Rs. 1,500 after his third year of service in that grade; but the Government of India in their

resolution, Financial Department, No. 4218, dated the 27th October 1875, directed that as a general rule progressive pay should not rise from the minimum to the maximum by less than five equal annual increments, and that that scale of increments should be substituted for any more favourable scale previously sanctioned whenever a succession occurred to any existing office the pay of which was progressive. In their resolution No. 3137, Financial Department, dated the 21st December 1875, the Government of India further ruled that their order of 27th October 1875 should not apply, in the case of a department divided into grades or classes, to any officer who was already on that date a member of the department. As Mr. Selby joined the service on 7th February 1877, he would not have been entitled to the benefit of the system of increments which was in force before 27th October 1875, even if he had elected to remain in the graded service.

3. Notwithstanding the fact that the rate of increment under the reorganization scheme is the same as it was when all superior educational appointments were graded on one list, His Excellency in Council feels assured that the Government of India will recognise, from the instances cited in paragraph 10 of Mr. Giles' letter, that there is some hardship entailed by a system of increments under which some of the most efficient officers of the department cannot hope to reach the maximum allowance which they have earned by meritorious service, whilst others can only obtain it on the eve of their retirement.

4. To meet the hardship complained of, the Director of Public Instruction has in paragraph 15 of his letter, proposed certain changes in the present rules. The first of these, viz., that the maximum amount of the special allowances should be drawn at once by the recipient, in other words, that for the junior allowance of Rs. 200—10—250 should be substituted an allowance of Rs. 250 and that for the senior allowance of Rs. 250—50—500 should be substituted an allowance of Rs. 500, is the one the Governor in Council would prefer to see adopted; but he recognises that there may be objections to the complete abandonment of the incremental system and desires therefore, in case the Governor-General in Council should be unable to accept this proposal, to very strongly recommend that the application of the system of increments be modified somewhat on the lines suggested by Mr. Giles in his alternative proposal, viz., that officers who have rendered 15 years' service in the department in the case of the junior allowance should receive at once an allowance of Rs. 250, and those of 20 years' service in the case of the senior allowance should receive an allowance of Rs. 500, in lieu of the present incremental allowances.

5. Mr. Selby's case, which the Governor in Council cannot but regard as a hard one, will if the proposal submitted in the preceding paragraph be accepted, be disposed of; but in view of Mr. Selby's age, long service and special abilities, I am desired to ask that, whether the general proposal is accepted or not, his representation may receive special consideration.

———

Accompaniment to the letter to the Government of India, Home Department (Educational), No. 1495, dated the 4th October 1900.

Letter from the Director of Public Instruction, No. 2093, dated the 29th June 1900.

I have the honour to forward a letter from Mr. Selby, Principal, Deccan College, for the favourable consideration of Government, and to state my opinion as follows.

2. In paragraph 15 of the resolution of the Government of India, No. 204—215 of July 23rd, 1896, it is laid down that no officer now in the graded service should suffer by the reorganization of the department. At the same time it was made optional to officers then employed to select to continue under the old graded system, or to come under the new scheme. Mr. Selby elected to come under the new scheme.

3. The two senior allowances granted to Bombay, *vide* paragraph 10 of the same Government resolution, represent fairly the two appointments in Grade I under the old graded system. Had Mr. Selby chosen to remain under the old graded system he would have obtained his promotion to the first grade when Mr. S. Cooke died on 26th February 1899. As it is, under the new scheme, he obtains the senior allowance on the retirement of Mr. Hathornthwaite in June 1900. The first grade appointment held by Mr. Hathornthwaite disappears, and a senior allowance is set free.

4. But in the graded system the increments in Grade I were given in three years; thus 1,250, 1,300, 1,400, 1,500, the increments being Rs. 50, 100 and 100 per mensem annually. Under the new system the senior allowance is Rs. 250—50—500 in increments of Rs. 50 per mensem annually for five years. The remuneration is thus distinctly inferior to that given in the old graded system in Grade I. I do not suppose that this was the intention of those who engineered the reorganization, and I do not suppose that Mr. Selby himself recognised that there was any difference in the rate of remuneration when he elected for the scheme. On paper both appeared to be equal being written—Grade I, 1,250—50—1,500—senior personal allowance 1,250—50—1,500. I admit that I did not, when the resolution of 1896 was issued, recognise that any difference had been made, and my attention is drawn to it now when the first case of a senior allowance being granted has taken place.

5. It may be said that Mr. Selby has no claim to ask for any change in the existing orders as he willingly accepted the new scheme. This is so, but if it was not the intention of Government to make the senior allowance pecuniarily inferior to the old first grade, then a mistake has been made, and I would respectfully suggest that the incremental system for the senior personal allowance should be similar to that of the old first grade, namely, a three years' system with increments of Rs. 50, 100 and 100 instead of a five years' system with increments of Rs. 50 per annum for that period.

6. But Mr. Selby's letter opens up another question which, I venture to think, deserves the most favourable consideration of this Government and of the Government of India. It is the question whether the remuneration of senior men in the Educational Department, who specially receive promotion for approved work, should be based upon a system of increments at all, and whether some reasonable rule cannot be framed by which senior men may be protected from obvious hardship.

7. I have never been able to ascertain the reasons which led the creators of the old graded system to establish the principle of payment by increments in the higher grades. The gradual rise in salary from Rs. 500 to 750 in the fourth grade and from Rs. 750 to 1,000 in the third grade, was a natural arrangement providing for the economical administration of the department in the case of men who had lately joined it and for the contentment of public servants who saw before them clear prospects of rising in no long time to a competency.

8. But the principle of selection to Grade II and Grade I, which was most carefully laid down at the time of organization and has been most carefully followed since, is clearly a principle of distinct reward, a reward of Rs. 250 per mensem above Rs. 1,000 in Grade II, and of Rs. 500 per mensem above 1,000 in Grade I. These rewards, two places of Rs. 1,500 per mensem and three of Rs. 1,250, represented to the educational officer under the graded system the prospects of the service. Under the new scheme an officer rises by degrees to Rs. 1,000 per mensem, and the senior and junior allowances, in a precisely similar way, represent to him the prospects of the service.*

* The Director of Public Instruction's appointment is a separate one not reserved exclusively for educational officers.

9. It may have been that the founders of the graded system expected that educational officers would often find suitable employment in Europe and elsewhere and would retire at an early age, and thus that promotion would be rapid. As a matter of fact this took place in the case of two German officers, Messrs. Bühler and Kielhorn, who retired as soon as they had earned their first pension. But these cases are quite exceptional, and the main result of the graded system in this presidency has been that promotion has been slow, and that in many cases deserving officers have, after obtaining their promotion, been debarred by the increment system from drawing the full pay of their grade or have drawn it only for an inappreciable period.

10. I may be allowed to illustrate my remarks by a few examples :—

(1) The late Mr. T. B. Kirkham, Inspector, Central Division, began to draw Rs. 1,500 per mensem, the full pay of his grade, in August 1894, three months after he had attained the age of 55.

(2) Mr. R. G. Oxenham, Principal, Elphinstone College, began to draw the full pay of his grade (Rs. 1,500) in July 1892, and attained the age of 55 in April 1893.

(3) Mr. S. Cooke, Principal, College of Science, was drawing Rs. 1,400 in November 1898 when he was invalided home. He had served 29 years and 10 months on November 1st and would, if he had lived, have been 55 in May 1899.

(4) Mr. J. T. Hathornthwaite, Principal, Elphinstone College, never drew the full pay of the first grade at all. He retired in June 1900, at the age of 55 at the end of furlough. When he went on that furlough in 1899, he had just begun to draw Rs. 1,400.

(5) Mr. F. G. Selby at the end of 19 years' approved service had not risen above Grade III and was drawing Rs. 1,000 per mensem as the Principal of a large college. Mr. Selby elected to come under the new scheme and was until his recent promotion drawing Rs. 1,230 per mensem after 23 years' service with the prospect of obtaining an annual increment of Rs. 10 per mensem for two years more. His improved prospects after promotion are that, at the age of 47 † and in the 24th year of his service, he draws Rs. 1,250 and has to look forward to petty increments of Rs. 50 per mensem annually for five years. He will thus begin to draw his full pay in June 1905 when he will have earned his full pension.‡

† Mr. Selby will be 48 in December 1900.

‡ He was over 25 when he came out and so has to serve 27 years only.

11. As an application, which I made myself on the question of increments, has been decided in Government resolution No. 1462 of November 11th, 1898, I may venture to refer to that resolution and the despatch of the Government of India, No. 200 of July 14th, 1898, quoted in the preamble. A reference to paragraph 3 of that despatch will show that it is there stated that the Government of India are of opinion that a Director of Public Instruction will not often remain in that post more than five years, and that, therefore, the increments to be drawn by him are to extend over five years only and not over ten as before. The principle laid down appears to be that an officer is to retire as soon as ever he begins to draw his full pay.

12. I cannot believe that it was the intention of the Government of India to assert such a principle as applicable to educational officers generally. Such a principle is applied to no other service in the world so far as I am aware, and I am confident that its application to the Educational service has been accidental and not intentional.

13. But the instances, which I have given in paragraph 10, appear to show that this principle is, as a matter of fact, applied to the senior men of the Educational department, and that in some cases owing to the incremental system, they do not draw their full pay at all though their service has been approved. I think that it is manifest that the best officers of the department have not enjoyed the fruits of their labours, nor been recompensed as they had been led to expect that they would be recompensed. It is, in my opinion, misleading and unjust to exhibit salaries of Rs. 1,250 and 1,500, and then to delay the attainment of those salaries by doling out petty increments spread over a number of years. The world and the service judge the pay by the maximum, and a man is talked of as getting Rs. 1,500 per mensem who may be three or four years distant from that consummation. The system is also a heart-breaking one for the officer himself, and as there are only five appointments to which it is applied, the financial gain to Government is manifestly inappreciable.

14. I venture to submit that it is not for the advantage or benefit of Government that deserving officers in their last years of service should have the pecuniary benefits of a decent salary, specially granted to them as promotion delayed as much as possible, and I therefore strongly recommend for the consideration of Government that the personal allowances now sanctioned for Bombay should be given in full when earned, and that the incremental system should not be applied to them at all. But if it appears to Government necessary to apply the system, then I recommend that all officers who have done 15 years' approved service, and who obtain the junior allowance, should draw that allowance in full, and that all officers who have done 20 years' approved service, and who obtain the senior allowance, should draw that allowance in full, and that to such officers the incremental system should not be applied.

15. The proposals, therefore, which I respectfully submit to Government for consideration, are—

(1) that the special allowances given should be drawn in full at once by the recipient;

(2) that, if this is not considered desirable, the incremental system should not be applied for officers who have served 15 years in the case of the junior allowance and 20 years in the case of the senior allowance;

(3) that Mr. Selby be accordingly granted the full senior allowance of Rs. 500 from the date that this was conferred on him;

(4) that, if this is not approved, the increments in the case of the senior allowance may be made the same as the increments in the old first grade, and may be fixed at Rs. 50, 100 and 100 per mensem in three years instead of Rs. 50 per mensem annually for five years.

Letter from the Principal, Deccan College, Poona, No. 72, dated the 18th June 1900.

If you think that the representations made in this letter are reasonable, I shall be glad if you will place it before Government for consideration.

Government have just been pleased to nominate me to the senior Principalship in the service, and I hope that, in what I am now writing, I shall not appear in any way ungrateful for this promotion, my object is simply to call attention to circumstances affecting my position which were probably not in view at the time when the position of the senior Principal was determined.

The immediate effect of my promotion is to increase my pay by Rs. 20 a month for one year, after which time I rise by yearly increments of Rs. 50 to Rs. 1,500.

I am now in the 24th year of my service and the 48th of my age, and have been for more than ten years head of this college. Under present arrangements it will not be, until the beginning of the sixth year from now, that I can begin to draw the maximum pay of a Principal, that is to say, I shall be in my 30th year of service and in the 54th year of my age, and shall have served for over 15 years as head of a college before I can draw the maximum pay. This practically amounts to saying that I shall never draw it at all, because by the time that I become entitled to it, my service will be as good as completed and I can go on furlough preliminary to retirement.

I presume that when the pay of the senior Principal was fixed at Rs. 1,250—50—1,500, it was intended that he should draw Rs. 1,500 for some time, and I respectfully submit that it is not an excessive remuneration for an officer with my university record, my length of service and my work as Principal. Moreover it is due to no fault of my own that under present rules I can practically never draw it. In a small department with a long period of service and only one appointment carrying this pay, it is to be expected that the highest remuneration will come to men when it is too late for them to enjoy it. I believe too that there is no other service in which the remuneration of an appointment is doled out in this disappointingly slow fashion, by which an officer is deprived of the chance of saving a little during the last few years of his service.

If you think the considerations which I have adduced to be reasonable, perhaps you will suggest to Government some change in the rules which would have the effect of enabling myself and others who come after me to draw the pay, which now is nominally offered to me but in reality as good as denied. I respectfully submit that it would not be unreasonable to offer the maximum at once to any officer appointed to the Principalship who at the time of his appointment had served for over 20 years, or at least to arrange that the yearly increments should so far be increased as to ensure that the officer should draw the maximum for at least five years of actual service in the country.

No. 33.

Referred to the Director of Public Instruction for remarks.

(By Order.)

(Signed) A. T. PRINGLE,
Assistant Secretary.

6th February 1901.

Read—also the following paper :—

From the Hon'ble Mr. G. H. STUART, M.A., Barrister-at-Law, Director of Public Instruction, to the Secretary to Government, Educational Department, dated Madras, 25th February 1901, Ref. on C. No. 1036 (*a*).

With reference to endorsement No. 33, dated 6th instant, herewith resubmitted, I have the honour to submit two statements—one showing the average age and service at which educational officers in this presidency have attained to the special allowances of Rs. 250—50—500 and Rs. 200—10—250 and the other showing the average age and service at which they are expected to attain to these allowances during the next few years. In the case of the higher allowance (Rs. 250—50—500) the age and service reached are $48\frac{1}{2}$ and $27\frac{1}{2}$ years respectively, and in the case of the lower $40\frac{1}{4}$ and $13\frac{1}{2}$, while the corresponding figures for the officers who are expected to attain to these allowances are $48\frac{1}{2}$ and 22 years for the higher allowance, and 43 and 18 years for the lower allowance. The above figures show that the position of things in this presidency is much the same as in Bombay : that is to say, that an officer of the Indian Educational Service who has been selected on account of good service or special qualifications for one of the higher allowances cannot expect to reach his maximum pay until he is about 53 or 54 years of age, and therefore on the eve of retirement. As pointed out by the Director of Public Instruction, Bombay, the gain to Government by adopting the incremental system in regard to these personal allowances is inappreciable ; and I am in favour of the adoption of the suggestion of the Government of Bombay, that an officer in receipt of a junior allowance should draw the maximum (250) as soon as he has attained 15 years' standing in the Indian Educational Service, and that an officer receiving one of the senior allowances should draw the maximum (500) as soon as he attains 20 years' standing.

Enclosures.

Statement (*a*).

Name of the officer.	Service on the 1st January 1901.	Age on the 1st January 1901.	Service at which he attained to the special allowance.	Age at which he attained to the special allowance.	Present pay.
	Y. M.	Y. M.	Y. M.	Y. M.	Rs.
Senior—					
J. B. Bilderbeck (Rs. 250—50—500)	25 9	49 7	24 0	48 0	1,300
E. Marsden (Rs. 250—50—500)	35 2	52 10	31 0	48 10	1,450
Average ..	..	..	27 6	48 5	..
Junior—					
T. T. Logan (Rs. 200—10—250)	20 1	46 0	16 1	42 0	1,230
J. H. Stone (Rs. 200—10—250)	14 11	42 6	11 0	38 6	1,240
Average ..	..	..	13 6	40 3	..

Statement (*b*).

Name of the officer.	Service on 1st January 1901.	Age on 1st January 1901.	Service at which he is expected to attain to the allowance.	Age at which he is expected to attain to the allowance.
	Y. M.	Y. M.	Y. M.	Y. M.
T. T. Logan (Rs. 250—50—500)	20 1	46 0	23 0	49 0
J. H. Stone (Rs. 250—50—500)	14 11	42 6	21 0	48 0
Average ..	..	..	22 0	48 6
A. G. Bourne (Rs. 200—10—250)	14 11	41 4	18 0	44 2
E. W. Middlemast (Rs. 200—10—250)	12 5	35 0	18 0	42 0
Average ..	..	..	18 0	43 0

Order—No. 143, Educational, dated 12th March 1901.

The Government of India will be addressed.

(True Extract.)

M. HAMMICK,
Ag. Secretary to Government.

Letter—No. 144, Educational, dated Fort St. George, 12th March 1901, to the Secretary to the Government of India, Home Department.

I am directed to acknowledge the receipt of your letter No. 53, Education, dated 29th January 1901, regarding the modification of the incremetal system under which personal allowances are granted to officers of the Indian Educational Service.

2. In reply I am to submit two statements—one showing the average age and service at which educational officers in this presidency have attained to the special allowances of Rs. 250—50—500 and Rs. 200—10—250, and the other showing the average age and service at which they are expected to attain to these allowances during the next few years. In the case of the higher allowance, the age and service reached are $48\frac{1}{2}$ and $27\frac{1}{2}$ years respectively, and in the case of the lower $40\frac{1}{4}$ and $13\frac{1}{2}$, while the corresponding figures for the officers who are expected to attain to these allowances are $48\frac{1}{2}$ and 22 years for the higher allowance, and 43 and 18 years for the lower allowance.

3. The position of things in this presidency appears to be very similar to that obtaining in Bombay : that is to say, an officer of the Indian Educational service who has been selected on account of good service or special qualifications for one of the higher allowances cannot expect to reach his maximum pay until he is about 53 or 54 years of age, and therefore on the eve of retirement. As pointed out by Mr. Giles, the gain to Government by adopting the incremental system in regard to these personal allowances is inappreciable. The Governor in Council is therefore in favour of the adoption of the suggestion of the Government of Bombay, that an officer in receipt of a junior allowance should draw the maximum (Rs. 250) as soon as he has attained fifteen years' standing in the Indian Educational service, and that an officer receiving one of the senior allowances should draw the maximum (Rs. 500) as soon as he attains twenty years' standing.

M. HAMMICK,
Ag. Secretary to Government.

[Appendix.

Exd. A. F. Eccleston.

APPENDIX.

Statement (*a*).

Name of the officer.	Service on the 1st January 1901.	Age on the 1st January 1901.	Service at which he attained to the special allowance.	Age at which he attained to the special allowance.	Present pay.
	Y. M.	Y. M.	Y. M.	Y. M.	Rs.
Senior—					
J. B. Bilderbeck (Rs. 250—50—500)	25 9	49 7	24 0	48 0	1,300
E. Marsden (Rs. 250—50—500)	35 2	52 10	31 0	48 10	1,450
Average ..	..	..	27 6	48 5	..
Junior—					
T. T. Logan (Rs. 200—10—250)	20 1	46 0	16 1	42 0	1,230
J. H. Stone (Rs. 200—10—250)	14 11	42 6	11 0	38 6	1,240
Average ..	..	..	13 6	40 3	..

Statement (*b*).

Name of the officer.	Service on the 1st January 1901.	Age on the 1st January 1901.	Service at which he is expected to attain to the allowance.	Age at which he is expected to attain to the allowance.
	Y. M.	Y. M.	Y. M.	Y. M.
T. T. Logan (Rs. 250—50—500)	20 1	46 0	23 0	49 0
J. H. Stone (Rs. 250—50—500)	14 11	42 6	21 0	48 0
Average ..	..	..	22 0	48 6
A. G. Bourne (Rs. 200—10—250)	14 11	41 4	18 0	44 0
E. W. Middlemast (Rs. 200—10—250)	12 5	35 0	18 0	42 0
Average ..	..	..	18 0	43 0

Educational Department.

NOTES CONNECTED WITH G.O., Nos. 143, 144, EDUCATIONAL, DATED 12th MARCH 1901.

[Subject.—*Personal Allowances granted to Officers of the Indian Educational Service.*]

From the Government of India, Home Department, No. 53 (*Education*), *dated* 29*th January* 1901.

From the Director of Public Instruction, Ref. on Cur. No. 1036 (*a*), *dated* 25*th February* 1901.

In October last the Government of Bombay represented to the Government of India that, under the system according to which personal allowances are now granted to officers of the Indian Educational Service, some of the most efficient officers could not hope to reach the maximum allowance at all, whilst others could only obtain it on the eve of retirement. As this was a hardship the Bombay Government suggested that an officer in receipt of the junior allowance of Rs. 200—10—250 might be allowed to draw the maximum as soon as he attained fifteen years' standing and an officer in receipt of the senior allowance of Rs. 250—50—500 might be permitted to draw the maximum as soon as he attained twenty years' standing.

2. In January last the Government of India forwarded to this Government a copy of the Bombay letter and requested that information might be furnished showing —

(*a*) the average age and service at which educational officers in Madras now attain to the special allowances, and

(*b*) the average age and service at which they are expected to attain to these allowances in the next few years.

The Government of India wished also to have the views of this Government generally on the question whether any change in the direction suggested by the Bombay Government was desirable.

3. The correspondence was referred to the Director of Public Instruction for remarks, and he now reports in favour of the Bombay proposal. It is submitted that his views may be agreed in, and the Government of India informed accordingly. A draft is placed below for approval.

P. T. Tharyan.
28–2–01.

The draft may issue with the Honourable Member's approval. Bombay is quite right.

A. T. Pringle.
28–2–01.

Secretary.

M. Hammick.
28–2–01.

Honourable Member and His Excellency the Governor.

A. T. A[rundel].
1–3–01.
A[mpthill].
5–3–01.

Educational (190 /) Department.

CURRENT No. 138

From

[Name] _____

[Designation] The Govt of India

[Station] _____

No. 53

Dated 29 · 1 · 1901.

Received 4 · 2 · 1901.

Enclosures 2

Registered 4 · 2 · 1901

SUBJECT.

Forwarding certain papers from the Govt of Bombay on the subject of the personal allowances granted to the officers of the Indian Educational Service, & requesting to be furnished with the opinion of the Govt.

BACK PAPERS.

Cal. 66/01

FURTHER PAPERS.

1,000—16-11-00.

Educational (190/) Department.

CURRENT No. 280

From

[Name] The Hon'ble Mr. G. H. Stuart, M.A. Bar-at-Law.

[Designation] Director of Public Instruction,

[Station] Madras.

RECEIVED 26 FEB 1901

ASSTT SECY TO GOVT 27 FEB 1901 REVENUE, MUNL, EDL & LEG DEPTTS

Ref^ce No. 1036 (a) of 01

Dated 25th February 1901.

Enclosures One file of papers as in margin and a Statement.

Received 27. 2. 1901.

Registered 27. 2. 1901.

SUBJECT.

Resubmitting Govt. endorsement No. 33, dy 6 instant with the opinion on the subject of the personal allowances granted to the officers of the Indian Educational Service.

BACK PAPERS.

FURTHER PAPERS.

3/10

To

The Secretary to Government,

Educational Department.

Sir,

With reference to endorsement No 55, dated 6th instant, herewith resubmitted, I have the honour to submit two statements one showing the average age and service at which educational officers in this Presidency have attained to the special allowances of Rs.250-50-500, and Rs.200-10-250 and the other showing the average age and service at which they are expected to attain to these allowances during the next few years. In the case of the higher allowance (Rs.250-50-500) the age and service reached are 48 and 27½ years respectively, and in the case of the lower 40¼ and 15½, while the corresponding figures for the officers who are expected to attain to these allowances are 48½ and 22 years for the higher allowance, and 45 and 18 years for the lower allowance. The above figures show that the position of things in this Presidency is much the same as in Bombay: that is to say, that an officer of the Indian Educational Service who has been selected on account of good service or special qualifications for one of the higher allowances cannot expect to reach his maximum pay until he is about 53 or 54 years of age, and therefore on the eve of retirement. As pointed out by the Director of Public Instruction, Bombay, the gain to Government by adopting the incremental system in regard to these personal allowances is inappreciable; and I am in favour of the adoption of the suggestion of the Government of Bombay, that an officer in receipt of a junior allowance should draw the maximum (250) as soon as he has attained 15 years standing in the Indian Educational Service, and that an officer receiving one of the senior allowances should draw the maximum (500) as soon as he attains 20 years standing. I have the honour to be,

Sir,

Your most obedient servant,

G H Stuart

Director of Public Instruction.

[E. / 4]

1,500—8-11-00.

4

EDUCATIONAL DEPARTMENT.

889

READ AGAIN G.O., No. ....., dated ..... 190 .

" " " " ....., " ..... 190 .

READ ALSO:—

C. No. 138, From the Govt. of India, No. 53, dated 29th January 1901.

" " 280, " " D.P.I., Rgl., " 1036/61 " 25th Feby. 1901.

" " ....., " " ....., " ....., " 889 5/3/01 190 .

ORDER No. 143, dated 12—3. 1901.

P.S.

The Govt. of India will be addressed.

28.2

Pl. 28/2/1

Letter No. 144 dy 12. 3. 01

To the Secy. to the Govt. of India, Home depar

Sir,

I am directed to acknowledge the receipt of your letter no. 53 Education of 29th January 1901 regarding the modification of the incremental system (under which personal allowances are granted to officers of the Indian Educational service

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2. In reply I am to submit two statements one showing the average age and service at which educational officers in this presidency have attained to the special allowances of Rs. 250-50-500, and Rs. 200-10-250, and the other showing the average age and service at which they are expected to attain to these allowances during the next few years. In the case of the higher allowance, the age and service reached are 48 and 27½ years respectively, and in the case of the lower 40¼ and 13½, while the corresponding figures for the officers who are expected to attain to these allowances are 43½ and 22 years for the higher allowance, and 43 and 18 years for the lower allowance.

3. ~~I am also to observe that~~ The position of things in this presidency ~~is that much the same as~~ appears to be very similar to that obtaining in Bombay: that is to say, an officer of the Indian Educational service who has been selected on account of good service & special qualifications for one of the higher allowances cannot expect to reach his maximum pay until he is about 53 or 54 years of age, and therefore on the eve of retirement. As pointed out by ~~the Director of Public Instruction, Bombay~~ Mr. Giles, the gain to Govt. by adopting the incremental system in regard to these personal allowances is inappreciable. The Governor in Council is therefore in favour of the adoption of the suggestion of the Govt. of Bombay, that an officer in receipt of a junior allowance should draw the maximum (250) as soon as he has attained 15 years' standing in the Indian Educational service, and that an officer receiving one of the senior allowances should draw the maximum (500) as soon as he attains 20 years' standing.

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103

28/2/01

28/2/01

28.2.2

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10

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READ AGAIN G.O., No. 1 DATED

CURRENT No.

ENCLOSURES TO C. No.

ORDER OF GOVERNMENT.

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

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

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