

20759, 317/12/1901

Educational (190 /) Department.

ORDINARY MS.

G.O., No 612

DATED 28.10.01

INDEXED.



[Despatch Abstract.]

Declining to sanction the proposal of the
S.P.S to provide in the next year's
budget for the revised scale of salaries
for the clerical establishment of the
Teachers College, Saidapet.

PRINTED IN G.O., dated 17th

De cession 1901, No. 759.

BACK PAPERS.

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

FURTHER PAPERS.

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

2,900-5-11-00.

Educational (190^I) Department.

CURRENT No. 1314

From

[Name] The Hon'ble Mr. G. H. Stuart, M.A.,

[Designation] Director of Public Instruction,

[Station] Madras.

DESPATCHED

25 SEP 1901

R. No. 6604/01

26 SEP 1901

Dated 25 September 1901.

Received 190

Enclosures

Registered 26 1901

SUBJECT.

Requesting the permission of Government to provide in the budget estimates for 1902-03 for the revised scale of salaries proposed for the clerical establishment of the Teachers' College, Saidapet.

BACK PAPERS.

FURTHER PAPERS.

To
The Secretary to Government,

Educational Department.

Sir,

I have the honour to request the permission of Government to provide in the budget estimates for 1902-1903 for the revised scale of salaries proposed below for the clerical establishment of the Teachers' College:-

	: Present Scale	: Proposed scale.
Headclerk.	: 30-3-45	: 50-4-70.
1st Assistant clerk	: 15- $\frac{1}{2}$ -20	: 20-2-30.
2nd Assistant clerk	: 10.	: 15.

2. The Principal of the College in the subjoined extracts from his letter on the subject, explains the necessity for the revision of the existing scale, and I fully endorse his remarks which shew that the clerical staff of the college is very inadequately paid.

"The responsibilities of the Head clerk are very great. He has to disburse every month the stipends of nearly 200 students and to collect and to remit the fees of over 600 pupils. He has to conduct the correspondence of five institutions including the gymnasium besides maintaining the history of all the students trained in the Teachers' College and the Branch Schools. He has had 17 years' service as clerk (15 years as Headclerk of this college) without any promotion whatever and has been in receipt of Rs. 40 per mensem since 1897. The pay of the Headclerk of all the professional colleges (Medical College, Engineering College, Agricultural College and School of Arts) is either Rs. 40-60 or Rs. 50-75,

2.

whereas the pay of the Headclerk of the Teachers' College is only Rs. 30-45. I beg to submit that my Headclerk has just as much work and responsibility as any of these and quite deserves the grade recommended (i-e) Rs. 50-4-70.

The second clerk is also a very hard working man of five years' service whose pay, at present, is only Rs. 17. He is a Matriculate and would, in the usual course, have obtained a substantial promotion if he had entered any other department. He is a very trustworthy and capable clerk and I should very much like to retain his services by increasing his grade from Rs. 15- $\frac{1}{2}$ -20 to Rs. 20-2-30.

The third clerk, although he has only passed the late Middle School Examination, is far better than an average Matriculate. He has had 10 years' experience and has been with me for 5 years. I have seen much of his work as a clerk and I can confidently certify that he is a very capable and trustworthy man. His pay is only Rs. 10 per mensem. I should be glad to see him get Rs. 14 as recommended above.

In an institution of this character, it is very desirable that there should be as few changes in the clerical staff as possible and hence, it is necessary that the pay of the posts should be attractive.

The abolition of the Government Lower Secondary Branch Training School, Madras, has in no way made the work of my office lighter, for, the Hindu Branch Training School, Saidapet, has been proportionately strengthened and there are under training in that school almost twice as many students as were under training in 1900, which means more work to the clerks. Further, there has been an increase of nearly 100 pupils in the Practising School attached to the Teachers' College since last year and this has thrown more work on the office establishment.

The College for some years has been expanding in different directions and every increase means extra work and responsibility to the clerical staff. I am strongly of opinion that they are underpaid."

3. This is not the first occasion on which Government is approached on the subject of increase of pay to the clerks of this College.
As

As early as 1893 Dr. Duncan brought the matter to the notice of Government, but in its order No. 527, Educational, dated 20th July 1893, it declined to raise the pay of the clerks. In his letter No. 6862 dated 23rd June 1897 Dr. Duncan again invited the attention of Government to the necessity for raising the pay of the head clerk, but in G.O.No. 476, Educational, dated 14th August 1897, a salary of Rs. 30-3-45 only was sanctioned. I beg to point out here that during the four years this scale has been in force, the head clerk has derived no benefit whatever from it owing to the fact that he was at the time in receipt of Rs. 40 per mensem and has therefore during this period been ineligible under the rules regulating appointments carrying progressive pay to draw any increments. He is now entitled to draw Rs. 42, but I submit that even the maximum on the present scale is much too low for the heavy work attached to his office. I trust therefore that Government will be pleased to sanction the salary now recommended for him.

4. In regard to the pay of the second clerk I beg to point out that it compares unfavourably with that fixed for similar appointments in the Medical College, in the Colleges of Engineering and Agriculture. The salary recommended in his case is, still, less than that sanctioned for the two latter appointments to each of which a pay of Rs. 20-2-40 is attached. The present pay of the last clerk is less than what many attenders and peons receive and is barely sufficient for a man's sustenance in a costly place like Saidapet. It is therefore proposed to raise it to Rs. 15. Mr. Hall proposes Rs. 14 as the present incumbent, on whose behalf he writes, is not a Matriculate, and cannot therefore draw more than Rs. 14 under the Public Service Notification. I think it desirable however that the pay of the post should be fixed at Rs. 15 so that a Matriculate may be appointed when the appointment becomes vacant, the present man being allowed to draw Rs. 14 as long as he remains in the post.

5. I beg to solicit the favour of very early orders on this letter.

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

J.R. Desai

For Director of Public Instruction.

C. No. 1314 of 1901

SUBJECT

Increased pay for the clerks of the
Teachers' college, saidapet.

FOR ORDERS.

The Director requests permission for
to provide in the budget estimates for
1902-1903 for raising the pay of the three
clerks of the Teachers' College, saidapet.
The chief point for consideration here is
the proposal to raise the pay of the head
clerk from Rs 30-3-45 to Rs 50-4-70.
Prior to 1893 there were only two clerks
in the Teachers' College - one on Rs 20-2-40
and the other on Rs 15-1/2-20. In that year
the Director proposed to raise their pay to
Rs 40-2-60 and Rs 20-2-40 respectively
on the ground that the clerical work had
grown heavy. In their order No 527 Edl
dated 20th July 1893, the Govt refused to
accept the reasons adduced by the Director
for raising the pay of the clerks as
sufficient and remarked that the

Z

correspondence was of a purely routine character, that the salaries then given were enough and that if the work was too heavy for two men, the proper course was to increase the establishment and not to raise the pay of the clerks. In accordance with this suggestion the clerical establishment was strengthened by the appointment of a separate Librarian in 1894. G.O. no. 149 Ed dated 21st March 1894.

3. In 1897 the Director again submitted proposals for raising the pay of the head clerk to Rs 48. In their order no 476 Ed dated 14th August 1897, the Govt considered there was not sufficient reason to raise the pay to Rs 48 and fixed it at Rs 30-5-45.

4. The present proposal is to raise the pay of the head clerk from Rs 30-5-45 to Rs 50-4-70. One of the reasons assigned for the increase is that the pay of the head clerks of the medical, Engineering and Agricultural colleges is either Rs 40 to 60 or Rs 50 to 75. This it is submitted is not a reason to justify the proposed increase. Moreover the pay of the head clerks of the Law College and the Kumbhakonam and Rajahmundry colleges is only Rs 20 rising to Rs 40. It may also be noted

P

of

that the head clerk of the Teachers' college is also in receipt of an allowance of Rs 15 per mensem as manager of the Teachers' college hostels. vide G.O. no 360 Ed dated 16th June 1898.

In view of these facts orders are solicited as to whether the Director may be permitted to provide for an increase to the pay of the head clerk.

5. The other proposals of the Director are to raise the pay of the second clerk from Rs 15-1/2-20 to Rs 20-2-30 and that of the third clerk from Rs 10 to Rs 15. In the case of the second clerk it would appear better to fix the pay at Rs 20-1-30, so that he may rise to the maximum pay in ten years' time. Orders are solicited.

This is a very unsound principle

I doubt if it is a sound principle

It necessitates such proposals being considered twice.

There is the danger that they may be allowed to go into the Budget without very strict scrutiny, as his final sanction is given once they are entered in the Budget. That fact itself will be urged as a reason for sanctioning the expenditure.

6.5.10

The principle on which Govt has hitherto acted in these matters has been to allow the Director to make the necessary provision in the budget leaving the consideration of the necessity or otherwise of the increase to be considered at the time when the proposition statement is submitted. On this principle the Director may be allowed to provide for the increases suggested by him.

As to the propriety of the suggestions in the case of the head and second clerks it is enough to say that they have not as yet reached the maximum even

