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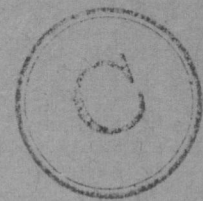
Educational (1902) Department.

ORDINARY MS.

G.O., No. 261

DATED 2. 5. 02.

INDEXED,



[Despatch Abstract.]

Declining to recommend the grant
of any personal allowance to Mr. Secy.
personal asst to the Director.

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

FURTHER PAPERS.

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

1,000-16-11-00.

Educational (1902) Department.

CURRENT No. 670

From

[Name] The Honorable Mr. G. H. Stuart, M.A.,

[Designation] Director of Public Instruction,

[Station] Madras.

DESPATCHED

24 APR 1902

No. Cl-36

Dated 24th April 1902.

Enclosures one

Received 25th April 1902.

Registered 20 190

SUBJECT.

Submitting with recommendation an application from Mr. Scott, Personal Assistant to the Director of Public Instruction, for a personal allowance of Rs. 100 per mensem.

BACK PAPERS.

G.O. 87-88 of 18-12-1902
 " 418 R. of 1-8-00
 " 120-21 of 5-3-02
 " 490 of 27-8-07
 G.O. 126 of 14-3-00
 " 76 of 61 of 17-11-99
 " 80 of 10-8-96
 " 479 of 10-8-96

FURTHER PAPERS.

To

The Secretary to Government,

Educational Department.

Sir,

I have the honour to submit with my very strong recommendation an application from Mr. ^{J. R.} Scott my Personal Assistant for a personal allowance of Rs. 100 a month in addition to his pay.

2. Mr. Scott has on several occasions been selected to fill important positions in the Educational service: he has acted as Professor of Philosophy in the Presidency college, as Professor of Mathematics in that college and in the college of Engineering and as Vice-Principal of the Teachers' college, appointments all of which are generally filled by officers of the Indian Educational service, and all of which he has filled with credit and success. There are few officers of the Educational service who have done such good work in such varied capacities, and if the Provincial service were now to be constituted afresh he would certainly occupy a much higher position in it than that which he actually holds.

3. Mr. Scott has thoroughly justified my selection of him two years ago as my Personal Assistant and by his rectitude of purpose, sound judgment and unstinted labour has been of the greatest help to me during a somewhat busy period. It has not however been possible under the rules to reward him for the large amount of additional work that he has had to do.

4. The changes in the constitution and pay of the Provincial service that I have proposed in my letter No. C1-8, dated, 30th January 1902, if carried into effect cannot benefit Mr. Scott much, and probably will not benefit him at all; and his work as Personal Assistant will not be diminished if a Deputy Director

be appointed. I beg to

grounds (1) that he has done consistently good work, much of it of a special character, for which the promotion that he has hitherto received is not an adequate reward, (2) that the work he is now doing is of a more responsible and arduous nature than the ordinary work of an educational officer and (3) that he has practically no prospect of further advancement.

I have the honour to be,

Sir,

Your most obedient servant,

G. H. Stuart

Director of Public Instruction.

March 28th 1902.

To,

The Honorable Mr. G. H. Stuart, M.A.,

Director of Public Instruction, Madras.

Sir,

I beg to submit for your favourable consideration the following facts in connection with my service and position in the department, and I hope that viewed in the light of these facts the request I venture to make will appear to you to be reasonable and will receive your kind support.

(1) I entered Government service in the Educational department in June 1872 and will complete 30 years next June. My initial salary was Rs. 100 and I am now drawing Rs. 500, to which salary I attained in 1899.

(2) My work during these thirty years may be thus briefly summarised. For four years I was an assistant master in a second-grade college, for over four years the headmaster of a high school, and over eight years the principal of a second-grade college. For over twelve years I did the work of a professor in a first-grade college, lecturing at different times to B.E. classes in Mathematics, to B.A. classes in English, Philosophy and Mathematics, and to L.T. students in Psychology and the Principles of Education. For the last two years I have been your Personal Assistant. I have thus all along had important and responsible work to do, and I need hardly say that work of so varied a character could not have been done, and, if I may be permitted to add, successfully done (as records show), without very great personal labour, and without the most strenuous efforts on my part to qualify myself to do it.

(3) During the earlier part of my career I had to work for four years in the malarious district of Cuddapah. This was perhaps the most trying period of my service. I was in charge of the High school in the town, and in conducting the work of the institution I had to contend against considerable difficulties. The school stood greatly in need of improvement, and it required very great exertion on my part to bring it to a condition of efficiency. Just as I had succeeded in doing this, the district was subjected to all the severities of a famine with its attendant illnesses; the town became extremely unhealthy, and I

died, and from the ill effects of which I can hardly say I have yet recovered. The records of the Director's office will show that the state of my health was so bad that Col. Macdonald, who was then Director, found it necessary to transfer me from the place.^(c)

My object in mentioning these facts is to bring to your notice that it was, as I understood at the time, in recognition of my services at Cuddapah in peculiarly trying circumstances, that I was very soon after placed on higher permanent pay than Messrs. Hensman & Raghunatha Chari, my immediate seniors in the service. The accompanying comparative statement shows this, and it will be further seen from it that I was on Rs. 300-permanent pay-when these officers were drawing respectively Rs. 220 and Rs. 200. These facts appear to have been lost sight of later on, and while I was working in distant corners of the Presidency—in Berhampore, then accessible only by 6 days' journey by sea, and in Mangalore, almost equally distant—circumstances helped to place both these officers again above me. Appointments in the subordinate service were not graded in those days, and the exigencies of the service sometimes prevented a senior officer from being promoted to an acting vacancy to which he was entitled, and a junior was appointed to the place; and if the vacancy continued for a long time, and became permanent, it often happened that the junior was ultimately confirmed in it. Again, officers were frequently recommended for promotion and their claims urged by their immediate superiors, who being naturally interested in those who worked under them were oblivious of the claims of senior men working elsewhere in the department; and such recommendations were sometimes accepted. These circumstances explain how it was that I lost the steps I had gained, I may say, at the sacrifice of my health. A similar explanation is applicable to the fact that M.R. Ry B. Hanumantha Rau, much my junior in age and service is now above me in the provincial service list, while the position of Mr. S. Sathianadhan is I believe due to the fact that he possesses English qualifications. Further the introduction of the late Mr. Flanagan into the department and the elevation of the late M.R. Ry M. Seshagiri Sastri to the Professorship of Sanskrit in the Presidency college helped to lower my position still further.

(4) These facts were brought to the notice of Dr. Duncan when he had in hand the scheme for the constitution of the Provincial service;

(b) Vide Extract C; (c) Vide Extract D

he found that in drawing up his scheme he had no other course open to him than to accept the relative positions of officers as they then stood in the department.

(5) I trust you will not regard all this as ancient history referring to matters that have already been considered and settled. It is necessary I submit that the facts I have mentioned should be placed before you as they seem to me to afford reasonable grounds for a favourable consideration of my request. The changes and supersessions I have referred to, however they might have occurred, have seriously affected my career, have in fact put me down at least four places in the service, and consequently my position now is this:-

(a) that after thirty years of hard work I am only in the third place of the fourth class of the provincial service, drawing a salary of only Rs. 500, whereas if I had not suffered in the manner I have shown above I should probably be drawing at least Rs. 600;

(b) that so far as human probabilities go there is not the slightest chance of my rising beyond my present pay within the next five years at the end of which period I shall myself be ripe for retirement; for even if the two oldest of the six officers above me should retire I should not gain in pay, while of the rest two are younger and the others scarcely older than myself; and

(c) that thus all further promotion for me is absolutely blocked, and while the provincial service which was instituted with the object of enabling deserving officers to rise steadily to a prescribed maximum, offers to me the hope of reaching a salary of Rs. 700, the circumstances of my position are such as to render that maximum practically unattainable.

(6) Finally I now hold the position of your Personal Assistant, and it is only too well known that the duties of this office are of the most arduous and responsible character. I do not wish to elaborate this point, but I cannot help feeling that the pay attached to the appointment is hardly adequate for the work that has to be done, especially when compared with the emoluments, not to speak of other advantages, that accompany the lighter and more interesting duties of a professorship. I may add that the work of this office has, as you are aware, increased considerably during the past two years, and that it is bound to go on increasing as the educational schemes now under

2. Under these circumstances I beg respectfully to request that I may be compensated for the loss I have sustained in position as set forth above, and for the utter vacuity of the prospects before me, by an improvement in the salary of my office, or by a personal allowance of Rs. 100, so as to enable me to retire, if all goes well with me, five years hence or later, on a pension of at least Rs. 300.

I beg to point out that personal and local allowances are given to many officers in other departments, e.g., the Assistant Secretary to the Commissioner of Land Revenue, the Personal Assistant to the Chief Engineer P.W.D., the First Assistant in the Local and Municipal department of the Secretariat, the Presidency Magistrates, and some Deputy Collectors. In the Indian Educational service also officers who have served for fifteen years are granted a personal allowance of Rs. 100, because, as I understand, the higher appointments are few, and the chances of attaining to them are poor. Similar conditions prevail in the provincial service, and their operation is exemplified in my case, which I respectfully submit for the favourable consideration of Government.

I have the honour to be,

Sir,

Your most obedient servant,

J.R. Scott

Personal Asst. to the
Director of Public Instruction.

2. "The general improvement in the strength and condition of the school is creditable to Mr. Scott and the assistant masters".

X X X X

B Extract from Proceedings No. 1728, dated, 21st April 1877.

"Considering the original state of the Zillah school of Cuddapah the Director considers that Mr. Scott deserves credit for the improvement he has effected".

Extracts from the report of the Inspector of schools, No. 604, dated, 27th October 1879.

2. "Mr. Scott is a zealous teacher and I am satisfied from what I have seen of his work, and from what I have heard of the school under him from well-informed and respectable citizens of the place, that he has done his best to improve the condition of the school. The scanty population of the town of Cuddapah itself, its unhealthiness, and the unwillingness of the people in the interior - which has grown very much stronger since the famine years - to expose their children to the ravages of Cuddapah fever, are causes which account for the low attendance of this school.

X X X X

7. "On the whole the condition of the school is highly creditable to Mr. Scott, who has worked with a singular zeal to improve its condition.

8. "In conclusion I beg to bring to your favourable consideration the application which Mr. Scott made to me personally for a transfer to a healthier station. I had known him some years ago at Calicut when he was a picture of health and vigour, and I could now perceive the sad change which Cuddapah fever had brought over him. He is struggling on in spite of it, but it is evident that he cannot much longer".

D Extract from Proceedings of the D.P.I., No. 4709-P, dated, 20th Novem. 1879.

X X X X

2. "On the whole the general result of the examination was creditable to Mr. Scott and his assistants.

3. The Director regrets to learn that Mr. Scott's health has been so much affected by the climate. The question of transferring him to some other station has been for some time under the Director's consideration and orders have now been issued transferring him to the Cuddalore college".

(True Extracts)

J.R. Scott

Personal Assistant to the D.P.I.

mel 670

Comparative statement of services of Messrs J. Hensman, T. R. Scott, N. Raghunatha Chari & B. Hammantha Rao

Year	T. R. Scott Entered service in 1872		J. Hensman 1870		N. Raghunatha Chari 1866		B. Hammantha Rao 1877		Remarks
	Permanent Pay	Officiating Salary	Permanent Pay	Officiating Salary	Permanent Pay	Officiating Salary	Permanent Pay	Officiating Salary	
(a)	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	
1876	100	150	150	200	100	150	-	-	
1877	100	150	150	210	100	150	100 (S.P.)	-	
1878	100	150	150	200	100	150 & 200	100 (S.P.)	-	
1879	100	200 (Sub-pro-temp)	150	200	100	200 & 220	150 (S.P.)	250	
1880	100	220	150	200	100	200	200	250	
1881	150	240	200		100	169	200		
1882	240		200		125	230	200	250, 260	
1883	280		200		125	260	200	322	
(b) 1884	300		220		200	280 & 200	250	360, 322	
1885	300		240		200	320	250	322, 600, 360	
1886	300	400	240		300		250	310	
1887	300	420	260	400	300		320	390	
1888	300	440 & 400	300	400	300		330	410	
1889	300		400		300		340		
1890	310		410		310		350		
1891	320		420		320		360		
1892	320		420		330		360		
(c) 1893	{ 320 340		420		400 (Sub-pro-temp)		360		
1894	{ 340 360		440		410		360		
1895	{ 360 380		460		420		400		
1896	{ 380 400		480		430		400	433 1/3	
1897	{ 400 450	440 460	{ 500 550 600		440		433 1/3 500		
1898	450	480	{ 600 700	800	450		500		
1899	500	600	700	800	500		500		
1900	500		700	800	500		500		

- (a) Service prior to 1876 has not been taken into account in this statement which begins with the year in which I was transferred to Luddapah.
- (b) It will be observed that from 1880 to 1888 I drew higher pay than Messrs Hensman and Raghunatha Chari. I left Luddapah in 1880; the upper subordinate service was reorganised in 1889, and Mr Hensman was then placed above me, the special circumstances under which I had been placed above him having apparently been forgotten.
- (c) In 1893 Mr Raghunatha Chari got Rs 400 in the Inspectorate then treated as a separate branch of the service.
- (d) Between 1882 & 1886 I was on higher permanent pay than Mr Hammantha Rao also.

T. R. Scott
Personal Asst to the D.O.

Cus 670.

NOTE FOR THE ASSISTANT SECRETARY

It does not appear that any personal allowance can be granted to Mr. Scott without creating an inconvenient precedent. There may be other officers in the Provincial service who may have as good a claim to a personal allowance as Mr. Scott has put forward. In Mr. R. Nagoje Rao's case the Govt. said that they could not recommend the grant of any such allowance - vide letter no 78 EOL dt 15th February 1900.

2. The best solution out of the difficulty ^{seems to} ~~be~~ be to recommend a personal allowance of \$100 to the member of the Provincial Service who is selected for the post of Personal assistant to the Director. There is no doubt that the duties of this officer are more onerous than those of his brethren while he has less opportunities of earning extra remuneration by accepting Examinerships. Mr. Scott has pointed out precedents for a recommendation like this in the concluding paragraph of his letter to the Director.

94
27/4/2

Let
that is the intention: in
the P.A. D disappear when the
Dy. D.P.I. is created?
The suggestion at A would, I am
afraid, be regarded as in-
consistent with the other
proposal, & I don't think
it would be sanctioned.

The Deputy Director is to be in addition to the P.A.
 The suggestion at A may be taken as part of the proposals
 for the reorganization of the Provincial Service. It is
 submitted that the Director's proposal is weaker still; so
 far as I am able to make out no personal allowance has
 been granted to an officer in an intermediate class
 of a graded service except for holding special
 appointments. The presumption is that the officer
 should be able to rise to a higher class in the service.

By 28/4/2

Of any thing is to be done, the proposal at A may have most chances of success. But the case does not appear a good one.

The only possible chance of an allowance would be to attach it permanently to the Personal Assistantship of D.P.I., but just now when relief is going to be given by appointment of a Deputy to the Director, it is a very bad opportunity for asking for the allowance. I fear there is no chance of its being granted. It is submitted that the Govt must reject that they cannot recommend the allowance asked for -

W-02

* The P.A. is to be a member of the prov. service but I thought the D.P.I. would have a man on smaller pay & of lower status. MP

Yes. MP

Draft plan W-02 1/1

It is not a time to raise this question at all. The plea is a personal one and we founded on the Officer's help.

The draft placed below may issue.
 By 1/5/2
 MP
 2.5.2

” ” ” ” ” 190

C. No. 670, From the 149, No. 1136, dated 24th April 1902

” ” ” ” ” ” ” ” 190

” ” ” ” ” ” ” ” 190

ORDER No 261, dated 2. 5. 1902

The Governor in Council regrets that he is unable to recommend the grant of any personal allowance to Mr. Scott.

11572

2.5.2

best
2/5/2

Handwritten: 6/8

The D.P.

When given for copying _____
 When copied _____
 When examined _____
 When signed _____

190

HEAD AGAIN G.O., No.
 190

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 UP, 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.

*the former in Council reports
 that he is unable to recommend the
 grant of any further allowance*

will