[P. / 13.]

350—13 7-01.

Educational (1902) Department.

ORDINARY PRINTED.

G.O., No. 514 & 515

DATED 28th August 02.

INDEXED.

N. R.

ORIGINAL

[Despatch Abstract.]

Inspector of European & Training Schools

Addressing the Govt. of India on the Subject of the

appointment of an ——.

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

Government {1902} of Madras.

EDUCATIONAL.

Recd. } 1902. *Enclosures.*

Regd. *Spare copies.*

ORIGINAL

G.O., No. 514, 28th August 1902.

N. P.

AUGUST.

Inspector of European and Training schools.

Stating that the Government of India will be addressed in regard to the appointment of an —— and disallowing the proposal to grant personal allowances to the two senior inspectresses.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

Read—the following paper:—

From the Honourable Mr. G. H. STUART, M.A., Director of Public Instruction, Madras, to the Secretary to Government, Educational Department, No. Cl-50, dated 9th June 1902.

I have the honour to submit for the sanction of Government the enclosed proposition statement relating to the appointment of an Inspector of European and Training schools and the grant of personal allowances to the two senior Inspectresses of girls' schools.

2. The necessity for the appointment of an additional Inspector and the terms under which it is proposed to grant a personal allowance of Rs. 100 to each of the two senior Inspectresses have been explained in my letter to Government No. Cl-7, dated 30th January 1902.

Order—No. 514, dated 28th August 1902.

The Government of India will be addressed in regard to the appointment of an inspector for European and Training schools. The Governor in Council does not consider that a case has been made out for the grant of the proposed personal allowances to the two senior inspectresses.

(True Extract.)

H. A. STUART,
Ag. Secretary to Government.

To
The Director of Public Instruction.

Government {1902} of Madras.

EDUCATIONAL.

—o—

Recd. } 1902. *Enclosures*
Regd. } *Spare copies*

Letter, No. 515, 28th August 1902.

N. F.

AUGUST.

Inspector of European and Training schools.

Addressing the Government of India on the subject of the appointment of an——.

EDUCATIONAL DEPARTMENT.

Letter—from

H. A. STUART, Esq.,

Acting Secretary to the Government of Madras,

To

The SECRETARY to the GOVERNMENT of INDIA,

Home Department.

Sir,

In continuation of my letters noted in the margin* I am directed to address the Government of India on the subject of the appointment of an inspector for European and training schools.

* Letter No. 433, dated 25th July 1902.
" " 493 " 20th August 1902.

2. In paragraph 4 of your letter No. 534, Education, dated 27th November 1901, it was stated that the Government of India considered it extremely desirable to place the charge of European education under a special inspector who should have no other duties; and in paragraph 4 of Mr. Hammick's reply, No. 175, of the 26th March last, it was intimated that the Madras Government had accepted the proposal of the Government of India in this respect. As the number of European schools in this presidency is hardly enough to give the inspector sufficient work throughout the year, it was considered that he should have charge of training schools as well.

3. There are at present four inspectors of schools in this presidency, two belonging to the Indian Educational Service and two to the Provincial Service. None of them can be set free for the separate charge of European and training schools, and I am therefore to request that the sanction of the Secretary of State may be obtained for the addition of an appointment to the cadre of the former service, the number of posts carrying Rs. 500—1,000 being further increased by one. The usual proposition statement is enclosed.

4. With reference to paragraph 2 of my letter No. 433 of the 25th ultimo, I am to say that His Excellency the Governor in Council does not consider it necessary at present to grant any personal allowance to either of the two senior inspectresses.

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

H. A. STUART,
Acting Secretary to Government.

Educational Department.

NOTES CONNECTED WITH G.O., Nos. 514, 515, EDUCATIONAL, DATED 28th AUGUST 1902.

[Subject.—*Appointment of an Inspector of European and Training Schools and personal allowances to Inspectresses of Girls' schools.*]

From the Director of Public Instruction, No. C. 50, dated 9th June 1902.

The proposal to appoint an inspector of European and training schools is in accordance with the suggestion of the Government of India in paragraph 4 of Mr. Hewett's letter, No. 534, dated 27th November 1901, and that Government may be requested to obtain the sanction of the Secretary of State to the appointment.

2. As regards the proposal to grant a personal allowance of Rs. 100 to each of the two senior inspectresses after they reach the maximum pay of their appointments and complete fifteen years' service, it was pointed out in the notes with G.O., No. 87, Educational, dated 18th February 1902, that a better plan would be to re-arrange the pay of the four ladies in the Indian Educational Service as follows:—

		Present pay.	Proposed pay.
		Rs.	Rs.
A	First inspectress	500—20—600	550—10—600
	Second "	450—10—500	500—10—550
	Third "	400—10—450	450—10—500
	Superintendent, Presidency Training School for Mistresses	350—10—450	400—10—450

It was also suggested that a personal allowance might then be given to the first inspectress some time—say five years—after she attained her maximum pay.

Orders on this point are solicited.

T. Kanakasundaram Pillai—20-6-02.

I think the suggestion is a good one; at any rate the Director of Public Instruction may see it unofficially and be asked what he thinks of it.

A. T. Pringle—21-6-02.

I think increments of Rs. 10 are a mistake in connection with such high salaries, and I would accept the Director's proposal which follows the practice already accepted in the case of inspectors. Financial department should see and perhaps that department will submit to Honourable Member.

H. A. Stuart—23-6-02.

To the Financial department.

Financial Department.

Please see paragraph 2-B (iv) (*b*) of the Director's letter on page 5 of G.O., Nos. 87, 88, Educational, dated the 18th February 1902, where he stated that in "the ordinary Indian Educational Service an officer who has reached his maximum pay of Rs. 1,000 and has served for fifteen years may be awarded a special allowance of Rs. 100 *per mensem*. I propose that the same allowance should be given to the two senior inspectresses when they have reached the maximum pay of their appointments and have fifteen years' service." This is the reason for the proposal in the present file as regards the two special allowances of Rs. 100 to the two senior inspectresses. The object is to improve the prospects of the inspectresses. The

present scale of inspectresses is given at **A** above, and looking to the facts that the maximum salary of the senior inspectress is Rs. 600, that this pay is all incremental, and that the special allowance of Rs. 100 is given in the ordinary Indian Educational Service to officers who have reached a maximum pay of Rs. 1,000, the proposed allowance of Rs. 100 seems somewhat high. The grant of the allowance would not, moreover, improve the prospects of the two lower appointments. It would be better, it is thought, to revise the scale of pay of the whole of the inspectresses or to have four allowances of Rs. 50 instead of two of Rs. 100. The present scale for a graded scale is defective in that the minimum pay of one post is the maximum pay of the next, as regards the Inspectresses, and the pay of the Superintendent of the Presidency Training school overlaps. The scale proposed at **A** in the Educational note removes the latter defect but perpetuates the former.

2. The appointment of an Inspector of European and Training schools follows India's orders.

3. The cost of these additions require the sanction of the Secretary of State and the budget contains a large extra allotment under EDUCATION.

C. M. SCHMIDT—27-6-02.

Do the Inspectresses belong to the Imperial or the Provincial Educational service?

G. S. FORBES—27-6-02.

The Inspectresses belong to the Indian Educational Service, *i.e.*, are recruited from England—please see paragraphs 224 and 225 of the Accountant-General's "Manual of appointments and allowances for Madras" (page 46).

C. M. SCHMIDT—30-6-02.

Please see what pay is given to Inspectresses in other provinces. Also get any papers that Educational may have in which the question of their pay was discussed. Was the question raised at the Simla Conference?

G. S. FORBES—2-7-02.

The following is submitted with reference to the Chief Secretary's remarks above:—

(1) "*What pay is given to Inspectresses in other Provinces*". The subjoined statement compares the salaries drawn by the Inspectresses in several provinces according to the Civil Budget Estimates:—

Madras.		Bengal.		(North-Western Provinces and Oudh) United Provinces.		Punjab.		Bombay.	
Designation.	Pay.	Designation.	Pay	Designation.	Pay.	Designation.	Pay.	Designation.	Pay.
	Rs.		Rs.		Rs.		Rs.		Rs.
Inspectresses of—		One inspectress * ..	500	One inspectress, girls' schools ..	153	One inspectress of female schools.†	300	Inspectress—Indian Educational Service.	*Nil.*
Girls' schools—								*Training Schools.*	
Indian Educational service—									
First	500—20—600							One Lady Superintendent ‡ ..	‖ 500
Second ..	450—10—500							One Lady Superintendent § ..	300—30—500
Third ..	400—10—450								
Training Schools—								LOCAL.	
Lady Superintendent ..	350—10—450							*Training and Agricultural Schools.*	
								Lady Superintendent ..	300
								Pension contribution ..	514

* The Civil List of Bengal shows one Inspectress of Girls' Schools belonging to the Provincial Educational Service on a salary of Rs. 600.
† Civil List shows one on Rs. 350.
‡ Female Training College, Ahmedabad.
§ For the Secondary schools for boys and girls.
‖ Shown as salary (300) + Personal allowance (200) in the Civil List.

(2) "*Get any papers that Educational may have in which the question of their (Inspectresses') pay was discussed*". File (available on the 21st) has been obtained from the Educational department. Reference is solicited to the notes in the original of G.O., Nos. 366, 367, Educational, dated the 19th June 1899, which give a *resumé* of the subject. The papers quoted in these notes have been flagged and arranged chronologically and are tied separately. The Secretary of State's sanction to the appointment of a third Inspectress is contained in G.O., No. 427, Educational, dated the 2nd August 1901. In his note, dated 10th May 1899 (in G.O., Nos. 366, 367, Educational, dated 19th June 1899), the Hon'ble Mr. Arundel expressed the opinion that "so far Government has obtained excellent Inspectresses for the salaries given."

(3) "*Was the question (of the pay of Inspectresses) raised at the Simla Conference?*" Attention is solicited to paragraph 21 of the letter from the Government of India, Home department, No. 466, dated the 6th November 1901. The local Government was asked to consider how far the staff of Inspectresses, which now numbers three, needs strengthening in order to comply with the seventh recommendation of the conference as regards female education (paragraph 69 of the resolutions in confidential cover).

Page 12 of G.O., No. 678, Educational, dated 21st November 1901.

The Director, in reporting on this point, in paragraph 2, B (iv) of his letter No. Cl. 7, dated 30th January 1902, stated that the inspecting agency for girls' schools was somewhat deficient in quantity, but its greatest need was an improvement in quality, and that the existing staff of three Inspectresses would be enough for the present. He proposed that a special allowance of Rs. 100 *per mensem* should be given to the two senior Inspectresses when they completed 15 years' service and attained the maximum pay of their appointments.

G.O., Nos. 87 and 88, Educational, dated 18th February 1902.

An extra allowance to existing incumbents will not improve their *quality*.

G. S. FORBES—23-7-02.

C. M. SCHMIDT—22-7-02.

I do not think a sufficient case has been made for imposing this additional burden on the finances. Certainly paying an extra special allowance to the present incumbents will not improve their quality if that is not up to standard. The original complaint was as to quantity.

I think the Director of Public Instruction underrates the value of the salaries we give to Inspectresses. They are very high for women. There are no special considerations calling for the sympathy or charity of the Government.

2. In no other province, so far as we can ascertain, does an Inspectress reach so high a salary as Rs. 600 except one in Bengal in the Provincial service. There must be a limit somewhere. Considering the progress of female education, the salaries given to the Inspectresses seem most liberal, besides being in my opinion liberal even if a higher standard were reached. If money is to be spent, would it not be better far to spend it in adding an Inspectress to the staff?

G. S. FORBES—4-8-02.

I am inclined to agree with the Chief Secretary that an additional Inspectress would be more to the purpose if more and better work is wanted. Admittedly however three are enough at present. If personal allowances are given after 15 years' service, they ought not to exceed Rs. 50.

J. T[HOMSON]—7-8-02.

I agree with the Chief Secretary that our scale of salaries is already liberal enough. It has got us at least two very excellent Inspectresses so far. I think, if there is any falling off in quality, we must improve the lower not the higher appointments. In my opinion, however, it is not in quality that the Inspectress staff needs improvement but in quantity. The energy and time of the existing staff is a great deal too much taken up in travelling owing to the enormous size of their ranges. As the Director's proposal does not commend itself to me from any point of view I must reject it *in toto*.

G. S[TOKES]—10-8-02.

I agree with Honourable Members.

A[MPTHILL]—12-8-02.

To the Educational department.

EDUCATIONAL DEPARTMENT.

A draft is placed below for approval.

P. T. THARYAN—16-8-02.

May issue.

A. T. PRINGLE—20-8-02.

A clean proof please. The draft should be submitted to the Honourable Member and His Excellency the Governor.

H. A. STUART—21-8-02.

A clean proof is submitted. The draft may go to Financial after it returns from Honourable Member and then to His Excellency.

P. T. THARYAN—22-8-02.

Honourable Member is away. The draft can go to Financial Department now.

H. A. STUART—23-8-02.

To the Financial department.

FINANCIAL DEPARTMENT.

Submitted that the draft may be accepted.

C. M. SCHMIDT—23-8-02.

Yes.

G. S. FORBES—23-8-02.

To the Educational department.

EDUCATIONAL DEPARTMENT.

J. T[HOMSON]—26-8-02.

A[MPTHILL]—27-8-02.

[G.O., Nos. 514, 515, Educational, dated 28th August 1902.]

1,000--11-8-01.

1987 1902 6

Educational (1902) Department.

Legal

CURRENT No. 914

From

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

[Designation] Director of Public Instruction,

[Station] Madras.

DESPATCHED
9 JUN.1902

No. Cl-50

Dated 7th June *1902.*

Enclosures one in duplicate

Received 14-6 *1902.*

Registered 16-6 *1902.*

SUBJECT.

Submitting proposition statement relating to the appointment of an Inspector of European and Training schools and the grant of personal allowances to the two senior Inspectresses of girls' schools.

BACK PAPERS.

To 878-18-2-02 Cl. 678	for Copy

FURTHER PAPERS.

INDEXED NO.

ACCOUNTANT GENERAL'S OFFICE
10 JUN 902
MADRAS

To

The Secretary to Government,

Educational Department.

(through the Accountant-General)

Sir,

I have the honour to submit for the sanction of Government the enclosed proposition statement relating to the appointment of an Inspector of European and Training schools and the grant of personal allowances to the two senior Inspectresses of girls' schools.

2. The necessity for the appointment of an additional Inspector and the terms under which it is proposed to grant a personal allowance of Rs 100 to each of the two senior Inspectresses have been explained in my letter to Government No.C1-7, dated, 30th January 1902.

I have the honour to be,

Sir,

Your most Obedient servant,

For Director of Public Instruction.

Statement of Proposition for Revision of Establishment.

Order sanctioning present establishment Government of — Department. Number.	Date.	Office to which the proposition refers.	Nature of Charge. Present scale. Number.	Designation.	Pay. Minimum.	Increment.	Maximum.	Average cost.	Proposed scale. Number.	Designation.	Pay. Minimum.	Increment.	Maximum.	Average cost.	Proposition. Permanent. Increase per month. Amount.	Decrease per month. Amount.	Temporary. Increase per month. Period.	Amount.	Decrease per month. Period.	Amount.	Grounds of proposition.	Local Government's recommendation.	Orders of the Government of India. Home Department. Remarks.	Financial Department. Remarks.	Orders.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26

No. 427, Educational, dated 2nd August 1901 and No. 628, Educational, dated 12th November 1901 respectively.

Indian Educational Service, Madras.

					Rs.	A.	Rs.	A.	Rs.	A.	Rs.	A.			Rs.	A.	Rs.	A.	Rs.	A.	Rs.	A.					
			11	Officers on Rs 500-50-1000	7000	-	700	-	14000	-	11200	-	X 15	Officers on Rs 500-50-1000	7500	-	750	-	15000	-	12000	-	800	-					
														Exchange Compensation Allowance for the new officer at 6¼ per cent.	31	4	-	-	62	8	50	-	50	-					
			2	Personal allowance at Rs 250-50-500	500	-	100	-	1000	-	833	5⅓		2 Personal allowance at Rs 250-50-500	500	-	100	-	1000	-	833	5⅓								
			2	Do at Rs 200-10-250	400	-	20	-	500	-	466	10⅔		2 Do at Rs 200-10-250	400	-	20	-	500	-	466	10⅔								
														~~2 Do at Rs 100 each~~	~~200~~	~~-~~	~~-~~	~~-~~	~~200~~	~~-~~	~~200~~	~~-~~	~~200~~	~~-~~					
														Exchange Compensation allowance on the above allowance at 6¼ per cent.	12	8	-	-	12	-	12	8	12	8					
			1	First Inspectress of Girls' Schools	500	-	20	-	600	-	566	10⅔		1 First Inspectress of Girls' Schools	500	-	20	-	600	-	566	10⅔								
			1	Second do	450	-	10	-	500	-	483	5⅓		2 Second do	450	-	10	-	500	-	483	5⅓								
			1	Third do	400	-	10	-	450	-	433	5⅓		1 Third do	400	-	10	-	450	-	433	5⅓								
			2	Officers on Rs 400-20-500	800	-	40	-	1000	-	933	5⅓		2 Officers on Rs 400-20-500	800	-	40	-	1000	-	933	5⅓								
			1	Superintendent, Presidency Training School for Mistresses	350	-	10	-	450	-	410	-		1 Superintendent, Presidency Training School for Mistresses	350	-	10	-	450	-	410	-								
				Total	10400	-	-	-	18500	-	15326	10⅔		Total	~~10931~~ 11143	4 ~~12~~	-	-	~~19562~~ 19775	8	~~16176~~ 16389	~~10⅔~~ 2/3	~~3850~~ 1062	~~8~~					

X Excludes the appointment of Deputy Director of Public Instruction for which proposition Statement has already been submitted.

The appointment of an Inspectress of Girls' Schools and Training Schools and the grant of a personal allowance of Rs 100 to the Senior Inspectress are approved by Government.

Madras
9th June 1902

To

The Secretary to Government, Educational Department,
through the Accountant-General, with reference to G.O., No. 1695,
dated the 23rd September 1878, Financial Department.

If Local Government is competent to sanction, its order will be written across these four columns.

Signature J R Scott

(Officer's Designation) For Director of Public Instruction

No G. 348/2474. 4

Forwarded to Government.

The entries in the Column of the "Present Scale" have been compared with the Registers of this office and are correct.

The creation of the appointment of an Inspector of European and Training Schools and the grant of personal allowances to the two senior ~~Inspectors~~ Inspectresses mentioned in the Proposition Statements require the sanction of the Secretary of State under Articles 87 and 92 of the Civil Service Regulations.

(Signed) C. E. Crawley
Officiating A. General

Fort St George
14-6-1902

To

The Secretary to Government
Educational Department

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

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P.T.T.
20-8-1902.

A.T.P.
20-8-1902.

H.A.S.
21-8-1902.

To

The Director of Public Instruction.

Government {1902} of Madras.

EDUCATIONAL.

—o—

Recd. } 1902. *Enclosures.*

Regd. *Spare copies.*

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20-8-1902.

A. T. P.
20-8-1902.

H. A. S.
21-8-1902.

1987

Government {1902} of Madras.

EDUCATIONAL.

—o—

Recd. } 1902. *Enclosures*

Regd. } *Spare copies*

Letter, No.515 , 28th August 1902.

AUGUST.

Inspector of European and Training schools.

Addressing the Government of India on the subject of the appointment of an——.

First copy sent to Press.

Returned for signature.

Despatched in print.

NUMBER OF COPIES REQUIRED. { Order complete. / Letter only. / Order complete with Letter.

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

N.B.—

A = Print in full.
B = Not to be printed.
P = Print abstract only.
Q = Print heading only.