

Educational (1902) Department.

ORDINARY PRINTED.

G.O., No. 731

DATED 26. 11. 02

INDEXED.

ORIGINAL

[Despatch Abstract.]

Revision of the scale of establishments
of inspecting officers
Approving the revised scale propose
for the office of the Sub-asst. inspector
of schools; & disallowing those for off
of the other inspecting officers.

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 {1902} of Madras. EDUCATIONAL.

Recd.

Enclosures

Regd.

1902.

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ORIGINAL

G.O., No. 731, 26th November 1902.



NOVEMBER.

Revision of the scale of establishment of inspecting officers.

Approving the revised scale proposed for the office of the sub-assistant inspectors of schools;
and disallowing those for the offices of the other inspecting officers.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following paper:—

From the Hon'ble Mr. G. H. STUART, M.A., Director of Public Instruction, Madras, to the Secretary to Government, Educational department, dated 3rd October 1902, Cur. No. 7197.

The inspecting officers have, from time to time, represented to me that the salaries of their clerks which were fixed many years ago are now quite unsuitable and inadequate and that the steady growth in the work and responsibilities of these men demands higher scales of salaries.

2. As matters stand at present, the offices of all the inspecting officers are undermanned and relief is afforded by the employment of temporary attenders and temporary clerks for periods ranging from three to twelve months in the year. This arrangement is intrinsically unsatisfactory as new men have generally to be employed each year and a good portion of the period for which they are engaged is spent in merely learning their duties. The establishment of model primary schools and the strengthening of the subordinate inspecting agency will, it is reported, still further increase work in the offices of inspectors and assistant inspectors of schools and the strengthening of their offices is therefore called for. The necessity for strengthening the offices of assistant inspectors has been recognized for some years now and provision for a fourth clerk for these offices was made in the current year's budget, but was struck out by Government—see G.O., No. 1123, Financial, dated 11th December 1901. Excluding the six sub-assistant inspectors of girls' schools and two of the Muhammadan sub-assistant inspectors who are each allowed two clerks on Rs. 15 and 12, the offices of sub-assistant inspectors are provided each with but a single clerk on Rs. 15 and he is unable to cope with his multifarious duties. I understand that serious inconvenience is also caused not infrequently by the office having to be closed when the sub-assistant and his only clerk go out on tour.

3. I have the honour, in these circumstances, to request that Government will be pleased to approve of the following revised scales of salaries and to permit me to provide for them in the budget estimates for 1903-1904:—

	Present scale.	Proposed scale	Increase.
<i>Offices of Inspectors of schools.</i>			
	RS.	RS.	RS. A. P.
One head clerk	50—2—60	60—4—80	
One second clerk	25—1—30	30—2—40	
One third clerk	20—1—25	25—1—30	
One fourth clerk	15—1—20	20—1—25	
One fifth clerk .. .. .	.. .. .	15—1—20	
Total	110 — 135	150 — 195	55 0 0
For four offices for a year .. .. .	.. .. .	.. .. .	2,640 0 0

	Present scale.	Proposed scale.	Increase.
<i>Offices of Inspectresses of girls' schools.</i>			
	RS.	RS.	RS. A. P.
One head clerk	50—2—60	60—4—80	
One second clerk	25—1—30	30—2—40	
One third clerk	20—1—25	25—1—30	
One fourth clerk	15—1—20	15—1—20	
Total	110 — 135	130 — 170	31 4 0
For three offices for a year .. .. .	.. .. .	.. .. .	1,125 0 0
<i>Offices of Assistant Inspectors of schools.</i>			
One head clerk	30	30—2—40	
One second clerk	20	20—1—25	
One third clerk	15	15—1—20	
One attender	..	10 — 10	
Total	65	75 — 95	80 0 0
For nine offices for a year .. .. .	.. .. .	.. .. .	3,240 0 0
Less the pay of the fourth clerk now employed in the Gódvári-Kistna division. .. .. .	.. .. .	.. .. .	— 144 0 0
.. .. .	.. .. .	.. .. .	3,096 0 0
<i>Offices of Sub-Assistant Inspectors of girls' schools.</i>			
One head clerk	15	20—1—25	
One second clerk	12	15—1—20	
Total	27	35 — 45	15 8 0
For six offices for a year .. .. .	.. .. .	.. .. .	1,116 0 0
<i>Offices of Sub-Assistant Inspectors of Muhammadan Schools.</i>			
One head clerk	15	20—1—25	
One second clerk .. .. .	.. .. .	15—1—20	
Total	15	35 — 45	27 8 0
For five offices for a year .. .. .	.. .. .	.. .. .	1,650 0 0
Less the pay of two assistant clerks on Rs. 12 each for two offices .. .. .	.. .. .	.. .. .	— 288 0 0
.. .. .	.. .. .	.. .. .	1,362 0 0
<i>Offices of ordinary Sub-Assistant Inspectors.</i>			
One clerk	15	15—1—20	
One attender .. .. .	.. .. .	10 — 10	
Total	15	25 — 30	13 12 0
For 53 offices for a year except for the office of the Sub-Assistant, Coimbatore, whose clerk gets Rs. 25 .. .. .	.. .. .	.. .. .	8,700 0 0

4. The clerks working under an inspectress have duties of exactly the same nature as those of the clerks working under an inspector. I therefore propose to revise the scale of salaries of the establishment of inspectresses also. I do not however consider an additional clerk for these offices necessary. The jurisdiction of the sub-assistant inspectors of girls' schools and of the sub-assistant inspectors of Muhammadan schools extends over more than one district and the pay of the clerks in these offices should therefore be higher than that of the clerks in the offices of ordinary sub-assistants.

5. The proposals involve an additional expenditure of Rs. 18,039, but against this there will be a saving of Rs. 5,600 sanctioned in the current year's budget under temporary establishment, as the adoption of these proposals will do away with the necessity for temporary clerks and attenders.

ORDER—No. 731, Educational, dated 26th November 1902.

The revised scale proposed for the office of the 'ordinary' sub-assistant inspectors of schools is approved and a proposition statement to give effect to it should be submitted.

2. The Governor in Council sees no immediate necessity for strengthening the offices of the other inspecting officers or for increasing the pay of the members; the proposals in regard to these matters are disallowed.

3. The Government take this opportunity of impressing on the Director the necessity for curtailing, as far as possible, the office work of the inspecting officers and insisting on their devoting the greater portion of their time to the visiting and inspection of schools. His Excellency the Governor in Council fears that the inspections and visits by all classes of inspectors are not as frequent or as thorough as should be the case.

(True Extract.)

M. HAMMICK,
Secretary to Government.

To the Director of Public Instruction.
„ Financial department.

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O., No. 731, EDUCATIONAL, DATED
26TH NOVEMBER 1902.

[SUBJECT.—*Revision of scale of establishment of Inspecting officers.*]

From the Director of Public Instruction, No. 7197, dated 3rd October 1902.

The Director's proposals for revising the establishments cost Rs. 18,039 *per annum*.

2. Orders are solicited as to whether the proposals may be approved.

T. KANAKASUNDARAM PILLAI—6-10-02.

It is submitted that it is too late this year to permit the Director to provide for the proposed increase.

2. It is true the Government of India * have given an increased recurring grant

* G.O., No. 325, 29th May 1902.

of 8 lakhs a year, but it is respectfully submitted that it is injudicious to appropriate any portion of it for increasing the salaries of clerical establishments. The money will be very badly needed in † other directions—increasing the number of inspecting officers, establishing new schools, increasing the pay of primary school-masters, helping local boards to pay their grants in full and such things. It seems extremely inadvisable to consider the question of any permanent increase to the salaries of clerical establishments before it can be clearly seen how much the increase in extending education comes to on the whole.

† G.O., No. 87, 18th February 1902.

3. The work in the offices of Inspectors will no doubt be somewhat heavier in future than at present, but an additional clerk on Rs. 15—1—20 in each of these offices seems to be all that is necessary to cope with it. In the offices of Assistant

Inspectors similarly, an additional clerk on Rs. 10 ‡ will be sufficient. In the same way an additional clerk on Rs. 12 for each of the Sub-Assistant Inspectors of Muhammadan schools may be allowed.

‡ I don't think much good will be got out of 10-rupee clerks.

A. T. PRINGLE—9-10-02.

	RS.
§ Inspectors	900
Assistant Inspectors	1,080
Sub-Assistant Inspectors of Muhammadan schools	432
Total ..	2,412

In the case of the ordinary Sub-Assistants the number of schools they have to inspect will very soon be considerably reduced (from 340 to 150) and no increased establishment seems to be called for. If these suggestions are approved the increased cost per annum will be § Rs. 2,412 against the Director's Rs. 18,039.

4. The Director has forgotten that we have || proposed the appointment of 62 additional sub-assistants, and that his present proposals will involve an additional

|| Letter No. 493, 20th August 1902.

annual increase of Rs. 10,230 on account of their establishments.

5. Rupees 60 seems to be a good maximum for the head clerk of an Inspector or Inspectress, and if capable men are put in they should be able to get promotion to the Director's office.

P. T. THARYAN—7-10-02.

Please prepare a draft according to instructions given to-day.

A. T. PRINGLE—9-10-02.

The draft placed below may issue.

P. T. THARYAN—9-10-02.

Draft for approval.

A. T. PRINGLE—14-10-02.

I have no notion as to the exact duties of these clerks. Can you find out? And especially whether there is any difficulty in getting men or any discontent with pay or prospects.

J. T. [HOMSON]—22-10-02.

The duties of the clerks consists chiefly of—

- (1) Checking applications for aid.
- (2) Tabulating applications for aid.
- (3) Preparing certifying memoranda of grants earned.
- (4) Preparing travelling allowance bills.
- (5) Preparation of nominal rolls, pass lists, &c., in connection with Government examinations.
- (6) Attending to correspondence with managers of schools and inspecting officers.
- (7) Checking the diaries of inspecting schoolmasters.
- (8) Preparing annual returns prescribed by the Director of Public Instruction.
- (9) Preparing annual reports.
- (10) Preparing pay bills of the office and of Government schools.
- (11) Preparing pension applications of schoolmasters.
- (12) Copying drafts, &c.
- (13) Despatching letters, &c.

2. Nothing is known in the office about any difficulty in getting men or any discontent with pay and prospects. The Director may perhaps be asked; but as observed in the office-note of the 7th instant if it is known that clerks in the offices of sub-assistants will, if found competent, be promoted to the offices of assistant inspectors and those in the latter to those of inspectors and these again to the Director's, there will apparently be no difficulty in getting the proper kind of men and there ought not to be any discontent.

P. T. THARYAN—29-10-02.

Will the Director of Public Instruction please favour us with remarks on the point marked Z?

A. T. PRINGLE—30-10-02.

To the Director of Public Instruction.

There is considerable difficulty in getting qualified men to serve as sub-assistants' clerks on Rs. 15 a month especially in the Northern Circars and Ceded Districts. Good men, if they take these appointments at all, only remain until they can get something better. I do not know that there is much discontent: most of the men are matriculates or middle school men, and it was with the idea of getting better men that I proposed A the increase to the pay of head clerks in inspectors' offices.

2. The most important item in my proposals is, I consider, the raising of the pay B of the clerk in a sub-assistant's office to Rs. 15—1—20; it is at present Rs. 15. For the increased pay qualified matriculates can be obtained, and they will have some inducement to stay. The attender who is now generally employed temporarily for C eight or nine months in the year should be replaced by a permanent attender on Rs. 10 a month. I have given reasons for this in my letter.

3. The clerks in the offices of sub-assistants of girls' schools and of Muhammadan schools should have higher pay than the clerk in an ordinary sub-assistant's office. If the scale I have given is not approved it may be reduced, say, to head clerk Rs. 20, D second clerk Rs. 15, fixed.

4. In the assistant inspectors' offices there should also be a permanent attender on Rs. 10 instead of a temporary man as at present: there is quite enough work for E him all the year round. The head clerk of an assistant inspector has a great deal of work and responsibility, and this is why I have proposed that his pay should be increased. I think the pay of the second and third clerks should be progressive and correspond to that of the present third and fourth clerks in an inspector's office: however, I do not lay much stress on this.

5. I am willing to abandon the proposal to raise the pay of the head clerk in the office of an inspector or inspectress.

6. But a new clerk is wanted in an inspector's office, and one on Rs. 10 or Rs. 12 F will not be of much use. My proposal is that the new appointment should carry Rs. 30—2—40.

7. The increase in the offices of the Inspectresses will be Rs. 30—2—40 less G Rs. 20—1—25 for each office; altogether Rs. 495 for the three offices per annum.

8. In considering the pay of these clerks, it has to be remembered that they have to travel with the inspecting officers, and this puts them to expense which is not always covered by their travelling allowances.

G. H. STUART—17-11-02.

As regards the Director's remarks at A it is submitted that for Rs. 50—60 the inspectors ought to be able to secure graduates, and it is not easy for an inspector's head clerk on Rs. 50—60 to get anything near the amount in another office unconnected with the Educational department.

	rs.	
B)	8,700	2. The cost* of the Director's revised proposals at B, C, D, E, F and G comes to Rs. 14,229 which when added to the increase † (Rs. 10,250) in the establishment of the 62 new sub-assistants will bring up the total to Rs. 24,500 in round figures. Deducting the saving of Rs. 5,600 ‡ on the temporary establishment the net increase will be Rs. 18,900 per annum. The Director's budget for 1903-1904 shows that the grant which can be spared for education is not at all enough for meeting all the direct and more legitimate demands on it.
C)	912	
D)	576	
E)	1,746	
F)	1,800	
G)	495	
Total	14,229	

† Paragraph 4, page 2 *supra*.

‡ 5 of the Director's letter.

P. T. THARYAN—18-11-02.

The point raised at H is important as the Government must not without full consideration sanction proposals, useful and desirable as they may be, without some certainty that there will be funds for them. The department was spending some 18 lakhs a year: the Government of India allowed 8 lakhs in addition. And the budget estimates (now in the hands of the Financial department) provide for some 23 lakhs, or 2 lakhs above the old grant *plus* the special contribution from the Government of India.

2. I think we may at this point ask the Director whether, if the Government sanction the proposals now before them, in whole or part, he can find funds out of the "26" lakhs without having recourse to the "grant-in-aid" provision, which is likely to be the sufferer when new schemes are sanctioned. (I say "26" because the Finance department will probably refuse to pass more than that amount for 1903-1904.)

A. T. PRINGLE—19-11-02.

I don't think we need ask the Director, as the money must be found if his proposals are sanctioned and if found the grants-in-aid or the building grants or the number of schools to be newly opened must suffer—the money must come from savings somewhere if a special grant is not made. No doubt the Director of Public Instruction

will tell us that grants-in-aid won't suffer, but what he will mean is merely that the grant for education being so much larger than it used to be there will be money available. But the money, if not spent on these establishments, will of course be available for other grants and the necessity for curtailing the grant for clerical establishments in the Education department is extreme.

2. I submit that at present the only necessary change seems to be the increase **B & C** in the pay of the sub-assistants' clerks and the provision of an attender.

3. I would not give the inspectors the additional clerk asked for. These men should economise their office work as much as possible. It is notorious that they spend much too much time now in their offices or homes instead of doing their inspection work and another clerk will give them more work. My experience is that in nine cases out of ten additional clerks simply add to the office work instead of doing more rapidly what already exists.

4. There is not going to be this enormous increase of work all through these offices at once. The new schools will take time organizing and there is no immediate reason for adding to existing clerks pay or increasing establishments. We shall get no nearer being able to dispose of the matter by asking further question, and I submit that all that is necessary now is to sanction the two proposals, said by the Director to be the most urgent, viz., **B and C**. It must certainly be difficult to get clerks to stay on Rs. 15 with no chances of promotion in the office, and it will certainly be a good

J thing to get permanent attenders instead of temporary ones. I submit this proposal may be sanctioned; it will cost a large sum—Rs. 8,700—but the saving on 53 temporary attenders on Rs. 10 for six or eight months will be considerable; apparently about Rs. 4,000 will be saved or more. As regards the other proposals I submit that the Director must be told that they must stand over for the present. After a year or two's development, it will be seen whether these additions to establishment are absolutely necessary. For myself I do not think this need of increased establish-

K ment is pressing—what is pressing is to make inspectors and assistant and sub-inspectors keener on their real work of inspecting. Every District officer would say that it is this part of their duties which is so neglected at present.

M. HAMMICK—21-11-02.

Agreed [as to **J**].

[As to **K**] I wish you would make the Director see this.

J. T[HOHSON]—22-11-02.

The draft placed below may issue with the concurrence of the Financial department.

T. KANAKASUNDARAM PILLAI—24-11-02.

P. T. THARYAN—24-11-02.

Will Financial department accept the draft (as in proof)?

A. T. PRINGLE—10-12-02.

To the Financial department.

FINANCIAL DEPARTMENT.

Paragraph 1 of the draft order.—The extra cost involved is Rs. 8,700 *per annum*. The additional expenditure thrown on PROVINCIAL funds on account of alterations in permanent establishments since the 1st April 1902 amounts to Rs. 1,50,466.

2. In the budget estimates for 1903-1904 under 22. EDUCATION, the Director of Public Instruction has entered a lump provision of Rs. 12,000 for the revision of the establishments of inspecting officers as proposed in his letter No. 7197, dated 3rd October 1902. In the draft on the Educational budget it is proposed to eliminate this lump provision and to provide Rs. 6,360 for the increase now sanctioned.

It is submitted that the draft may be accepted.

S. DURAISWAMI MUDALIYAR—16-12-02.

C. M. SCHMIDT—16-12-02.

Yes. In the Educational department the Director of Public Instruction is always proposing to increase pay on the ground of increased work. The whole time of Government establishments now belongs to Government and if more work can be got out of establishments by giving them more pay the supervision of the head of the department is condemned. If the proposal were to get rid of the existing establishment and put in better men for higher pay it might be reasonable but that is never contemplated. Obviously the way to meet increased work is not to increase pay but to increase the numbers employed.

G. STOKES—24-12-02.

To the Educational department.

EDUCATIONAL DEPARTMENT.

The draft may now issue.

P. T. THARYAN—27-12-02.

A. T. PRINGLE—9-1-03.

M. HAMMICK—9-1-03.

[G.O., No. 731, Educational, dated 26th November 1902.]

Educational (190²) Department. 7

CURRENT No. 1467

From

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

[Designation] Director of Public Instruction,

[Station] Madras.

DESPATCHED

3 OCT 1902

cm No. 7197 of 2

Dated 3rd October 1902.

Enclosures

Received 4 - OCT 1902 190 .

Registered 4 . 10 . 1902.

SUBJECT.

Submitting proposals for the revision of the scale of clerical establishment in the offices of inspecting officers.

BACK PAPERS.

FURTHER PAPERS.

Educational Department.

The Inspecting officers have from time to time represented to me that the salaries of their clerks which were fixed many years ago are now quite unsuitable and inadequate and that the steady growth in the work and responsibilities of these men, demands higher scales of salaries.

2. As matters stand at present, the offices of all the inspecting officers are undermanned and relief is afforded by the employment of temporary attenders and temporary clerks for periods ranging from 3 to 12 months in the year. This arrangement is intrinsically unsatisfactory as new men have generally to be employed each year and a good portion of the period for which they are engaged is spent in merely learning their duties. The establishment of model primary schools and the strengthening of the subordinate inspecting agency will, it is reported, still further increase work in the offices of the Inspectors and assistant Inspectors of schools and the strengthening of their offices is therefore called for. The necessity for strengthening the offices of Assistant Inspectors has been recognized for some years now and provision for a fourth clerk for these offices was made in the current year's budget, but was struck out by Government - see G.O. No 1123, Financial, dated 11th December 1901.

Excluding the six Sub-Assistant Inspectors of girls' schools and two of the Muhammadan Sub-Assistant Inspectors who are each allowed two clerks on Rs.15 and 12, the offices of Sub-Assistant Inspectors are provided each with but a single clerk on Rs.15' and he is unable to cope with his multifarious duties. I understand that serious inconvenience is also caused not infrequently by the office having to be closed when the Sub-Assistant and his

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

” ” ” ” ” ” 190

READ ALSO:—

C. No. 1467, From the D. P. J. C, No. 7197, dated 3rd oct 1902

” ” ” ” ” ” 190

190

ORDER No. 731, dated 26 11 1902
P.S. _____

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8
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Proof
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(True Extract.)

Assistant Secretary to Government.

10.12.2
To the Director of Public Instruction,
" Financial department.

Exd. A. F. Eccleston.

First copy sent to Press.

Returned for signature.

Despatched in print.

READ AGAIN G.O., No.
190.

, PATER

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.—

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Q = Print heading only.

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