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ORIGINAL

[Despatch Abstract.]

Concessions to native teachers under going training

Addressing the Govt of India on the subject of the terms upon which the native teachers should be allowed to attend Training Institutions.

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Government {1904} of Madras.

EDUCATIONAL.

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ORIGINAL

G.O., &c., Nos. 396, 397, 28th June 1904.

N. P.

JUNE.

Concessions to native teachers undergoing training.

Addressing the Government of India on the subject of the terms upon which native teachers should be allowed to attend training institutions.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

Read—the following papers :—

From H. H. RISLEY, Esq., C.I.E., Secretary to the Government of India, Home Department (Education), to the Secretary to the Government of Madras, Educational Department, dated Calcutta, 4th February 1904, No. 87.

To the Governments of the Punjab and Burma, Nos. 81—82, dated the 4th February 1904.

With reference to the correspondence ending with Mr. Pringle's letter No. 598, dated the 27th September 1902, I am directed to forward a copy of a letter noted on the margin on the subject of the terms upon which native teachers should be allowed to attend training institutions, and to state that in the event of the Governor in Council being disposed to recommend any changes in the existing arrangements in the Madras Presidency, the Government of India will be glad to consider them.

Enclosure.

From H. H. RISLEY, Esq., C.I.E., Secretary to the Government of India, Home Department (Education), to the Secretary to the Government of the Punjab, Home (Education) Department, and the Secretary to the Government of Burma, Education Department, dated Calcutta, 4th February 1904, Nos. 81—82.

The Government of India have under consideration the question of the terms upon which native teachers should be allowed to attend training institutions. The existing orders, which are summarised in article 411, Civil Service Regulations, permit of the grant of the following concessions to teachers in pensionable Government service in the Madras and Bombay presidencies, Bengal and Berar, viz. :—

(*a*) the teachers are allowed leave, either on half pay or without pay, during the period of their training subject, in the case of Berar teachers, to a maximum period of one year ;

(*b*) the time so spent is permitted to count as service towards pension.

As matters stand, however, the periods of training must be held to be absence on special leave, which constitutes an interruption of duty entailing forfeiture of privilege leave previously earned, does not qualify for future leave, and bars the accrual of increments of pay during its currency.

2. Several representations have been received by the Government of India to the effect that it is desirable to attract teachers by the offer of more favourable terms. The Bengal Government has urged that the teachers find it difficult to support themselves and their families on half pay, and recommends that full pay be granted. It further proposes that they should be allowed the following concessions, viz. :—

(1) that they should be held to be on deputation on special duty ;

(2) that they should be allowed to count the period spent under training as qualifying for privilege leave and increments of salary ;

(3) that they should not be subject to forfeiture of privilege leave earned before the commencement of their deputation ; and

(4) that they should be allowed to receive travelling allowance in respect of their journeys to and from the training institutions.

The Government of Bombay have recommended that full pay should be granted to the junior masters of high schools who are called up yearly in future for training. They propose also to offer stipends of Rs. 10 per mensem to each of 200 teachers in primary schools who will be annually sent to undergo a course at the training colleges.

In the Madras Presidency teachers sent for training to the teachers' college and training schools under departmental management are allowed at the discretion of the Director of Public Instruction, the President of a Local Board or the Chairman of a Municipal Council to draw, in addition to their stipend, any portion of their pay not exceeding one-half. They are further allowed to count the time spent under training towards pension, and they receive travelling allowances according to the classes to which they belong. These concessions are also granted to Government, Local and Municipal teachers who are directed to undergo a special course of training in the College of Agriculture, the College of Engineering or the School of Arts.

Under the existing system in the United Provinces untrained teachers of less than 35 years of age serving in District Board anglo-vernacular schools are granted leave without pay for one year to go through a course at the training college at Allahabad. This enables District Boards to appoint substitutes on full pay in their places. While at the training college a teacher receives a sum equivalent to half his substantive pay *plus* a fixed stipend of Rs. 15. The stipend is payable from the training college budget. Proposals for modifying the present system are being considered.

In the Central Provinces teachers in Government and Board schools rendering pensionable service who attend the training institutions, receive scholarships equivalent to their full salary, but they do not count towards pension the time spent at the training institutions.

In Berar schoolmasters undergoing training in the Akola training school receive half-pay only. It has recently been suggested to the Government of India that half-pay is insufficient and that they should be allowed a stipend of Rs. 4 per mensem in addition to half-pay on the condition that the stipend together with the half-pay shall not in any case exceed the pay of the teacher.

The Government of India have no information as to the arrangements in force in $\frac{\text{the Punjab}}{\text{Burma}}$.

3. It will be seen that the system of remunerating teachers in pensionable Government service while under training is not uniform. At the same time it appears to the Government of India that there are no strong reasons for enforcing uniformity, and that it is preferable in each case to make such arrangements as are best adapted to local requirements. Rates of pay vary in the different provinces, and a teacher may be able to live on half-pay in one locality while he would not be able to do so in another. As has been mentioned in paragraph 2, proposals have in some instances been made that teachers should draw full pay while undergoing their training. As, however, the arrangement by which a teacher attends a normal school is made in his own interests as well as in those of the Government, it does not seem desirable that he should get exactly the same terms as on service. He has lighter work, he is relieved of responsibility and while under training is adding to the potential value of his attainments. To grant full pay in such cases would be equivalent to the creation in perpetuity of a number of special appointments tenable in the training schools, while it would be open to the further objection that it might induce candidates for employment, who now accept stipends for training as students to take up appointments as untrained teachers with the object of vacating their appointments and going to be trained on full pay. For these reasons the Government of India would be reluctant to sanction generally proposals which would have the effect of giving teachers under training the full pay of their appointments. They are disposed to prefer an arrangement by which a teacher would be given a fixed subsistence allowance sufficient to enable him to support himself and his family while under tuition. This subsistence allowance might take the form of a stipend or of an addition to his half-pay, but, in the opinion of the Government of India, it should be so limited that the emoluments of a teacher under training should in no case exceed three-fourths of his pay. A similar restriction in respect of the officiating allowance or pay granted to his *locum tenens* appears to be desirable.

4. Turning to the other concessions in respect of service, leave and travelling allowance which are enumerated in paragraph 2, I am to convey the following remarks. The Government of India have no objection to the concessions numbered (1) and (4), and they see no reason why (3) should not also be granted. As regards (2), it seems to them that the period spent under training should not be allowed to count for earning further leave, though there is not the same objection to its being allowed to count for increments of salary. But the suggested concessions are a considerable advance on those now granted under article 411 of the Civil Service Regulations, and they will require careful consideration in connection with the existing rules and practice in $\frac{\text{the Punjab}}{\text{Burma}}$.

5. Another feature in the existing arrangements for the training of secondary and primary teachers is that, in some provinces, notably in Madras, teachers under District and Local Boards and Municipalities are granted the same privileges while under training as those in pensionable Government employ. The Governor-General in Council is of opinion that in such cases where the teachers' services have been lent to local bodies or where they are wholly employed under such bodies, it is only fair that Local Boards and Municipalities should be called upon to meet their share of the extra expense which will be incurred in training them for their duties.

6. I am to request that, with the permission of His Honour the Lieutenant-Governor, the Government of India may be furnished with full information as to the arrangements which exist or are contemplated for the training of teachers of secondary and primary schools, and that they may also be favoured with the opinion of His Honour on the proposals made in this letter.

Endorsement No. 68, Educational, dated 17th February 1904.

Referred to the Director of Public Instruction for remarks.

A. G. CARDEW,
Ag. Secretary to Government.

From the Hon'ble Mr A. G. BOURNE, D.Sc., F.R.S., Director of Public Instruction, to the Secretary to Government, Educational Department, dated Madras, 15th April 1904, Ref. on Cur. No. 1390.

I have the honour to submit the following remarks on the reference from the Government of India to the Local Government on the question as to whether any changes are necessary in the existing arrangements in the Presidency for the training of native teachers. I have consulted the Principals of the Teachers' College, College of Agriculture, and College of Engineering, the officer in charge of the School of Arts and the Inspector of European and Training Schools, and the opinions of these officers differ considerably.

2. The existing arrangements in this Presidency are correctly described in paragraph 2 of the letter under reply, and I may here mention with reference to the suggestion made in paragraph 5, that Local Boards and Municipalities do bear their share of the extra expense incurred in training their teachers. The pay given to the teachers while under training and a portion of the stipend are met by these bodies, Government paying only a stipendiary grant under Rule 103 of the Grant-in-Aid Code.

3. As regards the new concession proposed, viz., those referred to in clauses (1), (2) and (3) of paragraph 2 [(4) being already in force], the Inspector of European and Training Schools and the Principals of the College of Agriculture and the Teachers' College agree with the Government of India that (1) and (3) may be granted. As regards (2), both the Principals and the Inspector are of opinion that the teachers should be allowed to count the period spent under training as qualifying for both privilege leave and increments. The Principal, College of Engineering, and the officer in charge of the School of Arts consider that the concessions granted to the teachers sent to these special institutions under the existing arrangements are sufficient.

4. There is also a difference of opinion in regard to the proposal to limit the total emoluments of a teacher under training to three-fourths of his pay. Mr. Keess is of opinion that teachers under training should not get full pay, and that half pay *plus* their stipend subject to the limit of three-fourths of pay is sufficient. Mr. Stone, on the other hand, considers that full pay should be given to teachers who are sent to undergo additional training more in the interests of the schools than in their own. Mr. Stone points out that there is frequently great difficulty in obtaining a *locum tenens* on half pay and that the schools suffer. This I can well believe. To induce a good man to take up temporary employment it is necessary to offer more rather than less than the pay of the permanent appointment. Some arrangement by which at any rate the full pay of the appointment is available seems desirable.

5. In conclusion, I recommend (1) that teachers under training should be held to be on deputation or special duty and be permitted to draw a portion of their pay not exceeding one-half in addition to the stipend.

(2) That they should be allowed to count the period spent under training as qualifying for increments of salary but not for privilege leave.

(3) That any privilege leave earned before the commencement of their deputation should not be forfeited. This rule seems hardly necessary, those sent for training are with very few exceptions, *e.g.*, Revenue Inspectors, officers enjoying a vacation and they do not therefore get privilege leave.

(4) That they should be allowed to receive travelling allowance.

6. It does not therefore appear to me to be necessary to make any change in the existing arrangements so far as the teachers are concerned. If any arrangement could be made by which the full pay of the post could be made available for a *locum tenens* it would greatly benefit the schools.

Order—No. 396, Educational, dated 28th June 1904.

The Government of India will be addressed.

(True Extract)

H. D. TAYLOR,
Ag. Secretary to Government.

Letter—No. 397, Educational, dated 28th June 1904, to the Secretary to the Government of India, Home Department.

I am directed to acknowledge the receipt of your letter No. 87 (Education) of the 4th February 1904 on the subject of the terms upon which native teachers should be allowed to attend Training institutions.

2. In reply I am to state that the existing arrangements in the Madras Presidency are on the whole correctly described in paragraph 2 of your letter, but it may be desirable to explain them in more detail—

(1) Teachers sent for training to the Teachers' College and Training schools under departmental management are allowed at the discretion of the Director of Public Instruction, the President of a Local Board or the Chairman of a Municipal Council to draw, in addition to their stipend, a portion of their pay not exceeding one-half, the *locum tenens* being paid the remaining moiety or other available portion of the pay;

(2) they are allowed to count towards pension the time spent by them while under training, notwithstanding that they are regarded as on leave without allowances during the period; and

(3) they receive travelling allowances according to the class to which they belong.

These concessions are also granted to Government, Local and Municipal teachers who may be directed to undergo a special course of training in the College of Agriculture, the College of Engineering or the School of Arts.

3. The reference, however, to the practice of this Presidency in paragraph 5 of your letter appears to be made under some misapprehension of the facts. According to existing arrangements local bodies defray the whole of the pay and a part of the stipend of teachers sent by them to normal schools, and do thus "meet their share of the extra expense incurred in training them for their duties". The share of the extra expense borne by Provincial funds is confined to the stipendiary grant, or grant of a portion of the stipend, awarded under the ordinary rules of the Grant-in-Aid Code.

4. The Government of India propose that "a teacher should be given a fixed subsistence allowance sufficient to enable him to support himself and his family while under tuition". The Governor in Council has considered the financial effect of the proposal and would be prepared to have the existing arrangements detailed under (1)

in paragraph 2 of this letter so far modified as to secure, subject to the qualification mentioned at the close of this paragraph, a minimum subsistence allowance of Rs. 10 *per mensem* both to a teacher under tuition and to his *locum tenens*. The full pay of a teacher, as it often does, only affords the barest subsistence, and three-fourths of it would, in a large number of instances, be less than Rs. 10 *per mensem*. Consequently the further proposal of the Government of India that the emoluments of a teacher under tuition, as also of his *locum tenens*, should be restricted to three-fourths of the pay of the post, could not consistently be carried into effect in many cases. At the same time in the opinion of His Excellency the Governor in Council, the total emoluments of a teacher under training should not exceed the permanent pay of the post, nor should the remuneration of the *locum tenens*.

5. In regard to certain of the concessions proposed by the Bengal Government, the Government of India state that they have no objection in respect of teachers under training—

(1) to their being held to be on deputation on special duty;

(2) to their being allowed to count the period spent under training as qualifying for increments of salary but not for privilege leave; and

(3) to their not being subject to forfeiture of privilege leave earned before the commencement of their deputation.

I am to say that His Excellency the Governor in Council would be glad to see these concessions extended to teachers under training in the Madras Presidency.

H. D. TAYLOR,
Ag. Secretary to Government.

Ed. V. A. Rajavelu.

NOTES CONNECTED WITH G.O., Nos. 396, 397, EDUCATIONAL, DATED 28th JUNE 1904.

[Subject.—*The Terms on which Native Teachers should be allowed to attend Training Institutions.*]

From the Government of India, Home Department, No. 87, *dated 4th February* 1904.

Submitted that this copy of the letter from the Government of India may be circulated to His Excellency the Governor and the Honourable Members for perusal only with reference to official memorandum No. 671, Public, dated the 29th April 1901.

Raman Unni Nayar—11-2-04.
P. T. Tharyan—11-2-04.
A. G. Cardew—12-2-04.

Seen.

A[mpthill]—13-2-04.
G. S[tokes]—15-2-04.
G. S. F[orbes].

[Memorandum No. 68, Educational, dated 17th February 1904.]

From the Director of Public Instruction, dated 15*th April* 1904, *No.* 1390.

The Government of India have under consideration the question of the terms upon which native teachers should be allowed to attend training institutions and therefore enquire whether this Government recommend any changes in the existing arrangements in this Presidency.

2. The arrangements in force in this Presidency are as follows:—

(*a*) Teachers sent for training are granted leave of absence for the period;

(*b*) they are allowed in addition to stipend a portion of their pay not exceeding one-half;

(*c*) they are further allowed to count the time spent under training towards pension;

(*d*) they are allowed travelling allowances on joining and leaving the institutions according to the classes to which they belong.

(*e*) The salary of the persons appointed to act for the teachers sent for training is met from the moiety or other available portion of the pay of the latter.

3. The Government of India say that several representations have been made to them to the effect that more favourable terms should be offered to teachers and that the Bengal Government has urged:—

(1) that the teachers sent for training should be granted full pay;

(2) that they should be held to be on deputation on special duty;

(3) that they should be allowed to count the period spent under training as qualifying for privilege leave and increments of pay;

(4) that they should not be subject to forfeiture of privilege leave earned before the commencement of their deputation; and

(5) that they should be allowed to receive travelling allowance in respect of their journeys to and from the training institutions.

4. As to (1)—grant of full pay—the Government of India are not prepared to sanction any proposals which would have the effect of giving teachers under training the full pay of their appointments. They hold, for the reasons given in paragraph 3 of their letter to the Governments of the Punjab and Burma that the emoluments of a teacher under training should in no case exceed three-fourths of his pay and that the officiating allowance granted to his *locum tenens* should be similarly restricted.

5. As regards the concessions numbered (2)—to be on special duty—(4)—not to forfeit time for privilege leave—and (5)—travelling allowances—the Government of India have no objection to grant them; but as regards (3)—time under training to count for privilege leave and increments of pay—they hold that the period spent under training should not be allowed to count for earning further leave but that it may be allowed to count for increments of salary.

6. The Director of Public Instruction to whom the communication from the Government of India was referred for remarks recommends—

(1) that teachers sent for training should be allowed to draw a portion of their pay not exceeding one-half, in addition to the stipend;

(2) that they should be held to be on deputation or special duty;

(3) that they should be allowed to count the period spent under training as qualifying for increments of salary but not for privilege leave;

(4) that they should not forfeit any privilege leave earned before their deputation; and

(5) that they should be allowed to receive travelling allowance.

7. The Director, it will be seen, agrees with the Government of India except in regard to the concession numbered (1). The Government of India would restrict the total emoluments of a teacher under training to three-fourths of his * pay while the Director would give him one-half of his pay in addition to stipend. The Director's proposal will benefit teachers in the lower grades. For instance a lower secondary grade teacher on a pay of Rs. 10 will get Rs. 5—one-half of his pay—and Rs. 6, stipend under article 17, chapter VI, of the Madras Educational Rules, or Rs. 11, that is one rupee more than his pay. A primary teacher on Rs. 10 will get Rs. 10. Whereas if the proposal of the Government of India is given effect to these teachers won't get more than Rs. 7-8-0 which may in certain cases be insufficient to support them and their families. As it is the primary teachers who are greatly in need of training and as their pay in most cases does not exceed Rs. 10, the proposal of the Director may be recommended to the Government of India.

* Inclusive of stipend.

G. S. F[ORBES].

8. For the same reason the remaining recommendation of the Director that the *locum tenens* of a teacher under training should be paid the full pay of the appointment may be submitted for the very favourable consideration of the Government of India.

T. KANAKASUNDRAM PILLAI—25-4-04.

The Government of India have to be addressed only in the event of this Government's being disposed to recommend any changes in the existing arrangements. In the matter of pay not exceeding one-half and travelling allowance, the Director recommends no change and no representation to the Government of India is necessary. Instead of the existing arrangements (*a*) and (*c*) as specified in paragraph 2 *supra* the Director's recommendations (2), (3) and (4) as specified in paragraph 6 *supra* may be accepted and forwarded to the Government of India. The Director's recommendation specified in paragraph 8 *supra* may also be submitted for the favourable consideration of the Government of India.

We may as well write in any case to correct the slander in their paragraph 5.

A. GALLETTE.

P. T. THARYAN—28-4-04.

I don't think the Government of India would relish the notion of the *locum tenens* in any but Government schools being paid out of the educational grant; see their paragraph 5. Whether or not full pay can be paid to *locum tenens* in Local and Municipal schools seems to me, therefore, to be a matter entirely for Local and Municipal.

A. GALLETTI—1-5-04.

The proposals of the Director of Public Instruction may be accepted, except that it seems undesirable that, while on deputation, teachers should receive more than the full pay of their permanent appointments, though India would limit their total allowances to three-fourths of their permanent pay.

I agree.

G.S.F.

2. The proposal that *locum tenens* should draw the full pay of the appointments in which they are acting is also worthy of consideration; it is frequently difficult to obtain qualified men for acting appointments in low-paid posts on half salary.

I should be disposed to say they should draw one-half and not less than some minimum (Rs. 10 say) or perhaps a minimum fixed with reference to the grade of teacher.

G.S.F.

3. The misapprehension of India in paragraph 5 of their letter may be brought to the notice of that Government (*vide* concluding portion of paragraph 2 of the Director of Public Instruction's letter).

Yes.

G. S. F[ORBES].

4. The proposals as to the payment of full salaries to acting men may, so far as Local and Municipal schools are concerned, be referred to Local and Municipal, if accepted in Educational.

H. D. TAYLOR—3-5-04.

Please note in Local and Municipal to which file is going as to general financial effect of above proposals on local bodies. I will note my final conclusions when I have Local and Municipal's note.

G. S. F[ORBES]—6-5-04.

To the Local and Municipal Department.

LOCAL AND MUNICIPAL DEPARTMENT.

Please put up the note as to financial effect on local bodies as required by the Honourable Member.

H.D.T.—7-5-04.

The proposals recommended for approval in this file are—

(1) that teachers sent for training should, as at present, be allowed to draw one half of their pay *plus* stipend, subject, however, to the condition that in no case are they permitted to draw more than the full pay of their permanent appointments;

(2) that they should be held to be on deputation or special duty during the period of their training instead of on leave of absence as at present;

(3) that they should be allowed to count the period spent under training as qualifying for increment of salary, but not for privilege leave, whereas at present the period counts only towards pension;

(4) that they should not forfeit any privilege leave earned before their deputation, whereas under the rules now in force they would forfeit it, since the period of training counts as leave and is therefore an interruption of duty entailing forfeiture of privilege leave previously earned;

(5) that, as at present, they should be allowed travelling allowance for the journeys to and from the training institutions;

(6) that the *locum tenens* should draw the full pay of the appointments in which they are acting, whereas at present they are given only the available portion of the pay of the permanent incumbents.

No. One-half, subject to some minimum say, Rs. 10—*vide* Honourable Member's marginal note on page 2.

H. D. TAYLOR—24-5-04.

2. Proposals (1)—(pay during training)—(2)—(to be on special duty)—and (5)—(travelling allowance)—do not involve any additional expenditure on Local and Municipal funds.

Proposal (3)—(time under training to count for increment of pay)—would enable the teachers concerned to draw increments of pay sooner than would be possible under the present rules, and Local and Municipal funds would thereby have to incur somewhat larger expenditure on the whole than at present. But in the absence of statistics, either in this Department or in the office of the Director of Public Instruction, as to the number of teachers sent for training by local bodies and their salaries in the progressive scale at the time of their proceeding to the training schools, it is not possible to estimate the probable increase of expenditure.

The additional expenditure due to increment is very difficult to forecast. It would not be very great.

H.D.T.—24-5-04.

Proposal(4)—(not to forfeit privilege leave)—would practically involve no additional expenditure, for, as observed by the Director of Public Instruction in clause (3) of paragraph 5 of his letter of the 15th April 1904, the teachers sent for training are usually officers enjoying a vacation, and under article 271 of the Civil Service Regulations privilege leave is not admissible to them except in case of urgent necessity and subject to the condition that they shall receive only half pay during the leave.

Proposal (6)—(pay of *locum tenens*)—would involve additional expenditure from Local and Municipal funds. At present the acting allowance of the *locum tenens* is met from the moiety or other available portion of the pay of the teachers sent for training. But as it is proposed to pay the *locum tenens* the full pay of the appointments, the proposal will generally involve the extra expenditure of an amount equal to half the salary of the permanent incumbent.

Not necessarily full pay if over Rs. 10.

H. D. Taylor—24-5-04.

3. The following statistics afford the only information available in this Department in regard to the expenditure on account of the training of teachers employed in Local Fund and Municipal schools :—

LOCAL.

Serial number.	Name of district.	Expenditure on stipends of students and travelling allowance.			Average for one year.
		1900–1901.	1901–1902.	1902–1903.	
		Rs.	Rs.	Rs.	Rs.
1	Arcot, North	77	9	120	69
2	Arcot, South	19	..	..	6
3	Bellary	28	158	78	88
4	Coimbatore	..	34	..	11
5	Cuddapah	..	..	3	1
6	Ganjám	57	186	23	89
7	Gódávari	672	656	959	762
8	Kistna	..	90	33	41
9	Kurnool	2	..	3	2
10	Madura	—218	—179	—139	—179
11	Salem	18	96	2	38
12	Tinnevelly	—50	—50	..	—33
13	Vizagapatam	..	162	..	54
	Total ..	605	1,162	1,082	949

MUNICIPAL.

Districts.	Serial number.	Name of municipality.	Expenditure on stipends of students and travelling allowance.			Average.
			1900–1901.	1901–1902.	1902–1903.	
			Rs.	Rs.	Rs.	Rs.
Bellary	1	Adóni	14	..	..	5
	2	Bellary	107	94	247	149
Chingleput	3	Conjeeveram	2	..	..	1
Coimbatore	4	Karúr	25	..	..	8
Cuddapah	5	Cuddapah	34	51	..	28
Ganjám	6	Berhampur	17	41	21	26
Gódávari	7	Cocanada	30	162	217	136
	8	Ellore	24	..	11	12
	9	Rajahmundry	20	103	113	79
Kistna	10	Bezwada	200	200	200	200
	11	Masulipatam	..	10	..	3
Kurnool	12	Nandyal	6	22	..	9
Madura	13	Madura	164	311	167	181
	14	Periyakulam	76	20	56	51
Malabar	15	Calicut	150	109	71	110
	16	Cochin	41	52	54	49
	17	Palghat	173	1,061	1,451	895
	18	Tellicherry	223	..	..	74

MUNICIPAL—*cont.*

District.	Serial number.	Name of Municipality.	Expenditure on stipends of students and travelling allowance.			Average.
			1900–01.	1901–02.	1902–03.	
			Rs.	Rs.	Rs.	Rs.
Nellore	19	Nellore	50	..	..	17
The Nilgiris	20	Coonoor	41	9	..	17
North Arcot	21	Vellore	2	..	14	5
South Arcot	22	Cuddalore	..	158	110	89
Tanjore	23	Tanjore	122	257	360	313
Tinnevelly	24	Tinnevelly	61	80	..	47
	25	Tuticorin	76	..	54	43
Trichinopoly	26	Srirangam	54	55	56	55
	27	Trichinopoly	103	124	123	117
Vizagapatam	28	Bimlipatam	135	..	..	45
	29	Vizagapatam	15	97	125	79
		Total ..	1,965	2,916	3,350	2,743

4. From the above statements it will be seen that an expenditure of about Rs. 1,000 from Local funds and about Rs. 2,800 from Municipal funds is at present incurred on account of stipends of the teachers sent for training. Since the great majority of these men are of the Primary or Lower Secondary grade and as they receive a stipend of Rs. 6 or Rs. 5 as the case may be, it follows that, on the average, 16 Local Fund teachers and 47 Municipal teachers are sent for training. Assuming that the average pay of each of these men is Rs. 10 a month, the total expenditure on account of pay will be Rs. 1,920 (16×10×12) from Local funds, and Rs. 5,640 (47×10×12) from Municipal funds. At present a portion of these amounts is paid to the men under training and the balance to the acting men so that no extra expenditure is incurred in the shape of pay or of allowance. For the future, it is proposed to give full pay to the acting men and half pay to the permanent incumbents, and therefore an extra expenditure equal to half the pay will have to be incurred from Local and Municipal Funds, that is, about Rs. 960 from Local and Rs. 2,820 from Municipal Funds per annum. But as only 10 District Boards and 29 Municipal Councils have sent teachers for training during the last three years, the average extra expenditure per annum for each District Board will be Rs. 96 and for each Municipal Council, Rs. 97. In view of the smallness of the additional expenditure and the fact that it must often be difficult to obtain the services of qualified men to take up acting posts in low-paid appointments on half pay, it is submitted that this department may agree to the proposal made by the Director of Public Instruction that *locum tenens* of teachers under training should be paid the full pay of the appointments concerned.

N. Chengal Rao—21-5-04.

V. Raghava Charlu—21-5-04.

The above note is not quite correct, as it provides for full pay to *locum tenens* in all cases. The average pay is taken to be Rs. 10. The Honourable Member on the note on page 2 suggested half pay subject to some minimum (Rs. 10). When however the full pay is less than Rs. 10, the full pay alone could be drawn.

Z

2. The extra expenditure on account of the period spent in training being counted for increments cannot be calculated with any approach to accuracy—but it will not amount to a large sum. The additional expenditure may be roughly calculated at Rs. 100 for each Municipality and each District Board. This is not excessive. The proposal in Educational may be accepted in Local and Municipal.

H. D. Taylor—24-5-04.

Yes: the extra cost is well worth the money. It may be assumed that it will shortly be considerably larger than existing figures work it out to be in as much as we may hope for a large increase in the number of teachers sent for training;

even so, the money will be well spent and will not bear hardly on Local or Municipal funds.

2. The scheme may be sanctioned.

G. S. F[ORBES]—26-5-04.

To the Educational Department.

H. D. TAYLOR—27-5-04.

EDUCATIONAL DEPARTMENT.

Please draft accordingly and see **Z** on page 5 of notes.

H.D.T.—27-5-04.

The draft placed below is submitted for approval.

P. T. THARYAN—30-5-04.

A. GALLETTI—31-5-04.

H.D.T.—2-6-04.

Please re-type the draft.

H.D.T.—2-6-04.

Re-typed and resubmitted.

P.T.T.—2-6-04.

The draft is submitted to the Honourable Member for approval.

H.D.T.—2-6-04.

With reference to the draft which I have not yet fully revised please explain—

(1) In paragraph 3 it is said that the Government will "recommend to local bodies" certain modifications. Surely Government should accept more responsibility than that. Surely Government can require the local bodies to accept the new system.

(2) At the end of paragraph 4 it is said that this Government would be glad to see certain concessions allowed: I suppose it is meant that these concessions in all the three instances specified require the sanction of the Government of India: is this so?

G.S.F.—2-6-04.

Please note on points referred to by Honourable Member.

H.D.T.—3-6-04.

(1) Submitted that Government can require local bodies to accept the new system. If any of them refuse to comply with the instructions of Government the necessary provision can be put into the budget estimate of the local body concerned, and orders passed on the budget are binding on that body under sub-section (2) of section 251 of the Madras District Municipalities Act, 1884, or sub-section (3) of section 150 of the Madras Local Boards Act, 1884. Apart from this, in the case of Local Boards, they must under article 189 of the Local Fund Code "as far as practicable" employ specially qualified teachers in their schools and must generally administer them according to the principles of management adopted for State schools. There is however no such provision in regard to Municipal schools.

H.D.T.

(2) The concessions referred to in paragraph 4 of the draft require the sanction of the Government of India.

P.T.T.—3-6-04.

Please see article 411, Civil Service Regulations, which will require revision if the Government of India accept the proposals.

A.G.—4-6-04.

H.D.T.—7-6-04.

Thanks. I have revised the draft slightly. His Excellency the Governor should see before issue. The question of the minimum pay is a point more or less open.

G.S.F.—8-6-04.

Submitted to His Excellency the Governor.

2. In regard to the question of minimum pay please see paragrapn 4 of the draft and pages 2 and 5 of the notes.

3. The final clause of paragraph 4 of the draft as revised by the Honourable Member will not meet the case of *locum tenens* acting in posts the permanent pay of which is less than Rs. 10, and the words "subject to the proposed minimum" seem superfluous. It cannot be intended to give *locum tenens* more than the permanent pay of the post. The question is however complicated by results stipends, which the teachers generally receive in addition to their pay. From pages 132—135 of the Civil Budget Estimates the actual number of teachers who draw less than Rs. 10 as pay is considerable (Government schools 371—Local Fund, 3,100).

H. D. TAYLOR—9-6-04.

I agree to the proposals. Paragraph 4 requires overhauling.

J. T[HOMSON]—11-6-04.

Please re-type the draft as revised.

H.D.T.—12-6-04.

Re-typed as revised and submitted.

P. T. THARYAN—13-6-04.

The revised draft is submitted to Honourable Member with reference to His Excellency's remarks. Paragraph 4 is still not quite consistent—*vide* **A**, **A**$_1$ on page 3 of the draft. The difficulty is due to the large number of teachers on a pay of less than Rs. 10, which is however added to by results stipends. The addition of some words such as "subject to the qualifications noted at the close of this paragraph after *locum tenens* at **A** on page 3 seems necessary.

This was the effect of my first revision of the draft.

G. S. F[ORBES].

H.D.T.—14-6-04.

The draft as fair typed may now issue.

G.S.F.—15-6-04.

The draft as revised and approved by Honourable Member may issue.

H.D.T.—16-6-04.

Thanks.

G.S.F.—17-6-04.

[The note may now go for printing.]

H.D.T.—17-6-04.

[G.O., Nos. 396, 397, Educational, dated 28th June 1904.]

[E. / 1]

1,000--5-12-02.

Educational (190A) Department.

CURRENT No. 248

From

[*Name*] _____

[*Designation*] The Govt of India

[*Station*] Calcutta Home dept

No. 87

Dated 4. 2. 1904.

Enclosures _____

Received 11- 2. 1904.

Registered Do 190 .

SUBJECT.

Forwarding copy of a letter on the subject of the terms on which native teachers should be allowed to attend training institutions, stating that ~~they would be glad to consider~~ any changes recommended in the existing arrangements in this presidency would be considered.

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Educational (190 4) Department.

CURRENT No. 712

From

[Name] The Hon'ble Mr. A.G. Bourne, D.Sc., F.R.S.,

[Designation] Director of Public Instruction,

[Station] Madras.

SECRETARY TO GOVERNMENT
13 APR 1904
EDUCATIONAL DEPARTMENT

Ref No. Cur. No. 1390 of 04

Dated 15th April 190 4

Enclosures one

Received 190 .

Registered 190 .

SUBJECT.

Submitting remarks on a reference from the Government of India in regard to the grant of certain concessions to ~~native~~ teachers allowed to attend Training institutions.

BACK PAPERS.

Memo 68-17-2-04 & papers

FURTHER PAPERS.

43.

5P

To

The Secretary to Government,

Educational Department.

Sir,

I have the honour to submit the following remarks on the reference from the Government of India to the Local Government on the question as to whether any changes are necessary in the existing arrangements in the Presidency for the training of Native teachers. I have consulted the Principals of the Teachers' College, College of Agriculture, and College of Engineering, and the officer in charge of the School of Arts and the Inspector of European and Training Schools, and the opinions of these officers differ considerably.

2. The existing arrangements in this Presidency are correctly described in paragraph 2 of the letter under reply, and I may here mention with reference to the suggestion made in paragraph 5, that local boards and municipalities do bear their share of the extra expense incurred in training their teachers. The pay given to the teachers while under training and a portion of the stipend are met by these bodies, Government paying only a stipendiary grant under Rule 103 of the Grant-in-Aid Code.

3. As regards the new concession proposed, viz. those referred to in clauses (1), (2) and (3) of para 2 ((4) being already in force), the Inspector of European and Training Schools and the Principals of the College of Agriculture and the Teachers' College agree with the Government of India that (1) and (3) may be granted. As regards (2), both the Principals and the Inspector are of opinion that the teachers should be

allowed

4 Educational Department.

1P

C.No.248, from the Govt. of India, Home Dept., No. 87,d/ 4-2-04.
C.No.712, " " D. P. I. No.1390,d/15-4-04.

P.S. No 1396d/ 28 6 04

O R D E R:--

The Government of India will be addressed.

Please note that spare copies will have to be

Page 3 of the current file

32 Spare copies despd 7/7/4

despd 28/6/4

L E T T E R:-- No. 397 & 28 6 04

To

The Secretary to the Government of India,
Home Department.

Sir,

I am directed to acknowledge the receipt of your letter No.87 (Education) of the 4th February 1904 on the subject of the terms upon which native teachers should be allowed to attend Training Institutions.

2. In reply I am to state that the existing arrangements in the Madras Presidency are on the whole correctly described in paragraph 2 of your letter but it may be desirable to explain them in more detail.

(1) Teachers sent for training to the Teachers' College and Training Schools under departmental management are allowed at the discretion of the Director of Public Instruction, the President of a Local Board or the Chairman of a Municipal Council to draw, in addition to their

stipend

5 2P 12

stipend, a portion of their pay not exceeding one-half, the locum tenentes being paid the remaining moiety or other available portion of the pay:

article 411 of the C.S.R.

(2) they are allowed to count towards pension the time spent by them while under training, notwithstanding that they are regarded as on leave without allowances during the period: and

(3) they receive travelling allowances according to the class to which they belong.

These concessions are also granted to Government, Local and Municipal teachers who may be directed to undergo a special course of training in the College of Agriculture, the College of Engineering or the School of Arts.

3. The reference however to the practice of this Presidency in paragraph 5 of your letter appears to be made under some misapprehension of the facts. According to existing arrangements local bodies defray the whole of the pay and a part of the stipend of teachers sent by them to normal schools, and do thus "meet their share of the extra expense incurred in training them for their duties". The share of the extra expense borne by provincial funds is confined to the stipendiary grant, or grant of a portion of the stipend, awarded under the ordinary rules of the Grant-in-Aid Code.

4. The Government of India propose

that

that "a teacher should be given a fixed subsistence allowance sufficient to enable him to support himself and his family while under tuition". The Governor in Council has considered the financial effect of the proposal and would be prepared to have the existing arrangements detailed under (1) in paragraph 2 of this letter so far modified as to secure a minimum subsistence allowance of Rs.10 per mensem both to a teacher under tuition and to his locum tenens. The full pay of a teacher, as it often does, only affords the barest subsistence, and three-fourths of it would in a large number of instances be less than Rs.10 per mensem. Consequently the further proposal of the Government of India that the emoluments of a teacher under tuition, as also of his locum tenens should be restricted to three-fourths of the pay of the post, could not consistently be carried into effect in many cases. At the same time in the opinion of His Excellency the Governor in Council, the total emoluments of a teacher under training should not exceed the permanent pay of the post nor should the remuneration of the locum tenens.

5. In regard to certain of the concessions proposed by the Bengal Government the Government of India state that they have no objection [illegible] teachers under training being held to be on deputation on special duty,

7 1948

(2) their being allowed to count the period spent under training as qualifying for increments of salary but not for privilege leave, and

(3) their not being subject to forfeiture of privilege leave earned before the commencement of their deputation.

I am to say that His Excellency the Governor in Council would be glad to see these concessions extended to teachers under training in the Madras Presidency.

877

MS
C. S. M.

Educational Department.

C. No.248, from the Govt. of India, Home Dept., No.87, d/ 4-2-04.
C. No.712 " " D. P. I. "1390, d/15-4-04.

8/0 nos. 396-97 / 26-604

P.S.

O R D E R:--

The Government of India will be addressed.

L E T T E R.--

To

The Secretary to the Government of India,
Home Department.

Sir,

Page 3 of the Current file.

I am directed to acknowledge the receipt of your letter No.87(Education) of the 4th February 1904 [redacted] on the subject of the terms upon which native teachers should be allowed to attend Training Institutions [redacted]

2. In reply I am to state that the existing arrangements in the Madras Presidency

Presidency are correctly on the whole described in para.2 of your letter but it is desirable to explain them in little more detail.

(1) Teachers sent for training to the Teachers' College and Training Schools under departmental management are allowed at the discretion of the Director of Public Instruction, the President of a Local Board or the Chairman of a Municipal Council to draw, in addition to their stipend, a portion of their pay not exceeding one-half, their locum tenentes being paid the remaining moiety or other available portion of their pay:

(2) they are allowed to count towards pension the time spent by them while under training, notwithstanding that they are regarded as on leave without allowances during the period: and

(3) they receive travelling allowances according to the class to which they belong.

Article 411 of the C.S.R.

These concessions are also granted to Government, Local, and Municipal teachers who may be directed to undergo a special course of training in the College of Agriculture, the College of Engineering or the School of Arts.

3. The reference however to the practice of this Presidency in paragraph 5 of your letter appears to be made under some misapprehension of the facts. According to existing arrangements local bodies defray the whole of the pay and a part of the stipend of teachers sent by them to normal schools, and do thus,

~~appear~~ "meet their share of the extra expense incurred in training them for their duties". The share of the extra expense borne by provincial funds is confined to the stipendiary grant, or grant of a portion of the stipend, awarded under the ordinary rules of the Grant-in-Aid Code.

4. ~~I am to add that~~ His Excellency the Governor in Council has considered ~~the financial effect of the proposal of~~ the Government of India that "a teacher "should be given a fixed subsistence "allowance sufficient to enable him to "support himself and his family while under "tuition" and would be prepared to ~~undertake and to recommend to local bodies~~ ~~that~~ the existing arrangements detailed under (i) in the ~~preceding~~ paragraph of this letter ~~be~~ so far modified as to secure a minimum subsistence allowance of Rs.10 per mensem both to a teacher under tuition and to his locum tenens. ~~In the special circumstances of this Presidency in which~~ (where) the full pay of a teacher, often only affords the barest subsistence, and three-fourths of it would ~~not~~ in a large number of ~~cases~~ balances be less than Rs.10 per mensem, the further proposal of the Government of India that the emoluments of a teacher under tuition, as also of his locum tenens, should be restricted to three-fourths of the pay of the post, could not consistently be carried into effect in ~~those~~ all cases. His Excellency the Governor in Council, ~~however, considers~~

omit

411 18

non-subject to the prefixed maximum
Nor shall the remuneration of
the locum tenens.

~~[illegible]~~ the total emoluments of a teacher under training should not exceed the permanent pay of the post, ~~and in the case of locum tenens a minimum salary of Rs.10 should be paid, unless the pay of the post itself is less than that sum, when the full pay of the post alone can be given.~~

5. In regard to certain of the concessions proposed by the Bengal Government the Government of India state that they have no objection to

(i) teachers under training being held to be on deputation on special duty,

(ii) their being allowed to count the period spent under training as qualifying for increments of salary but not for privilege leave, and

(iii) their not being subject to forfeiture of privilege leave earned before the commencement of their deputation.

I am to say that His Excellency the Governor in Council would be glad to see these concessions extended to teachers under training in the Madras Presidency.

But who is to enforce them?

8/7

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