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800—13-8-04.

Educational (1905) Department.

ORDINARY PRINTED.

G.O., Nos. 620-624

DATED 13-9-05

INDEXED.

N. P.

ORIGINAL

[Despatch Abstract.]

Vice-Principal, Teachers' College, Saidapet.

Replying to the letter from the Govt. of India on the Subject of increasing the pay of the —.

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 of Madras.

EDUCATIONAL DEPARTMENT.

2

Recd. } 1905. *Enclosures*

Regd. } *Spare copies*

ORIGINAL

G.O., &c., Nos. 620, 621, 13th September 1905.

M. P.

Vice-Principal, Teachers' College, Saidapet.

Submitting to the Government of India the views of this Government on their suggestion to raise the pay of the — .

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

Read—the following papers:—

I

G.O., Nos. 326, 327, Educational, dated 17th May 1905.

Abstract.—Addressing the Government of India on the subject of increasing the strength of the superior staff of the Inspecting Agency in the Madras Presidency.

II

Letter—from W. S. Marris, Esq., Deputy Secretary to the Government of India, Home Department (Education).

To—the Secretary to the Government of Madras, Educational Department.

Dated—Simla, the 19th August 1905.

No.—561.

With reference to your letter No. 327, dated the 17th May 1905, I am directed to state, for the information of the Governor in Council, that the proposal to increase the superior staff of the Educational Inspecting Agency in the Madras Presidency has been forwarded for the consideration of the Secretary of State. As the Government of India understand from paragraph 5 of your letter that it is intended to confer one of the new appointments of Inspector, if sanctioned, on Mr. P. P. Braithwaite, Vice-Principal of the Teachers' College, Saidapet, the Secretary of State has been informed that a successor to that officer may be required.

2. In view, however, of the importance of ensuring that training institutions for secondary teachers shall be efficiently staffed, it appears to the Governor-General in Council that the present is a favourable opportunity for considering whether the pay attached to the post of Vice-Principal of the Teachers' College at Saidapet is now adequate. The appointment is included in the Indian Educational Service, but the pay is below the ordinary initial pay of that service, viz. Rs. 500—50—700, and the prospects at present offered by the post are probably not such as to ensure the retention of an incumbent with superior qualifications. The selection of an officer with the qualifications of Mr. Braithwaite for the post may be regarded as an accident and it is probable that it will be difficult to recruit men of the same type in future.

Vide paragraph 39 of the Home Department Resolution No. 199–211, dated the 11th March 1904.

3. The Government of India are naturally reluctant to move local Governments to incur expenditure in excess of that which they themselves propose; but in other provinces they have suggested the adoption of a more liberal scale of salary for posts of this character and the suggestion has met with the cordial approval of the local Government. They would therefore invite the Governor in Council to consider the advisability of placing the pay of the Vice-Principalship of the Teachers' College on an equality with that of other members of the Indian Educational Service, so that candidates should commence on the initial pay ordinarily attached to appointments in that service and have before them on recruitment the prospect of rising to the ordinary maximum of Rs. 1,000 a month. The arguments in favour of such a proposal appear to be—

(*a*) it is undesirable in the interests of the Indian Educational Service to include in the cadre officers of qualifications inferior to those of the ordinary recruit who enters the inspectorate;

(*b*) it is undesirable in the interests of individuals, if an officer possesses the same qualifications as the ordinary recruit, to give him less pay;

(*c*) the qualifications desired for the particular work are those of a person of University education, who has undergone training in the theory and practice of teaching. It may be added that this latter qualification is even more necessary for the Vice-Principalship of the Teachers' College than for appointments as headmaster and Inspector.

4. I am to ask for a very early reply to this letter as the Secretary of State will not be in a position to make an appointment to the Saidapet post while the terms on which it is to be held are still under consideration.

Order—No. 620, Educational, dated 13th September 1905.

The following letter will be despatched to the Government of India.

(True Extract.)

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

Letter—from H. D. TAYLOR, Esq., I.C.S., Acting Secretary to the Government of Madras, Educational Department.
To—the Secretary to the Government of India, Home Department.
Dated—Ootacamund, the 13th September 1905.
No.—621, Educational.

I am directed to acknowledge the receipt of Mr. Marris's letter No. 561 (Education), dated the 19th August 1905, on the subject of raising the pay of the Vice-Principal of the Teachers' College at Saidapet.

2. In reply, I am to state that in Mr. Price's letter No. 22, Educational, dated 14th January 1890, it was proposed to fix the pay of this appointment at Rs. 400 rising to Rs. 600 by ten annual increments of Rs. 20 and in the Financial despatch of the Government of India, No. 60, dated 4th March 1890, the proposal was recommended by them to the Secretary of State. But in his despatch No. 42, Public (Educational), dated 24th April 1890, forwarded with the Home department endorsement No. 160 of the 31st May 1890, the Secretary of State fixed the pay at Rs. 400 rising to Rs. 500 by five annual increments of Rs. 20 and left any further increase for future consideration. It so happened, however, that in connection with the reorganization of the Educational services in India in 1896 the question of revising the pay of this appointment was not considered.

3. The existence of one appointment (apart from the Vice-Principalship of the College of Agriculture which is a special appointment and the abolition of which is under consideration) in the Educational service on a salary much lower than that of all the other appointments has caused great practical inconvenience. The permanent incumbent has necessarily been a junior member of the superior service whose retention in the post for any length of time was, for various reasons, found to be a matter of difficulty and it has sometimes been necessary to appoint a member of the Provincial service temporarily. Changes have been very frequent and it has often happened that a Vice-Principal has been transferred to other duty just as he had learnt his work and was beginning to be a really useful assistant to the Principal.

4. His Excellency the Governor in Council accordingly agrees with the Government of India in thinking it highly desirable that the pay of the appointment should be raised from Rs. 400—20—500 to Rs. 500—50—1,000, and I am directed to request that His Excellency the Governor-General in Council will be pleased to solicit the required sanction. A proposition statement is enclosed.

Exd. J.M. [Annexure.

ANNEXURE.

Proposition Statement.

Class or grade and designation of officers affected.	Number in each class.		Rates of pay.		Actual present cost of establishment affected *per mensem.*		Approximate extra cost involved by this proposal *per mensem.*	
	Present.	Proposed.	Present.	Proposed.				
1	2		3		4		5	
Indian Educational Service.			Rs.	Rs.		Rs. A.		Rs. A.
Officers on Rs. 500–50–1,000.	17	18 *	500–50–1,000	500–50–1,000	Average pay of the officers ..	16,522 3 5/9	Average pay.	338 14 7/9
Officers on Rs. 400–20–500.	2	1	400–20–500	400–20–500	Exchange compensation allowance ..	1,032 10	Exchange compensation allowance.	21 2 2/9
					Personal allowance ..	1,300 0	Personal allowance.	*Nil.*

* Excludes three officers applied for in Letters No. 734, Educational, dated 14th December 1904, and No. 327, Educational, dated 17th May 1905.

Educational Department.

NOTES CONNECTED WITH G.O., Nos. 620, 621, EDUCATIONAL, DATED 13th SEPTEMBER 1905.

[Subject.—*Suggestion of the Government of India that the pay of the Vice-Principal, Teachers' College, may be raised from Rs.* 400—20—500 *to Rs.* 500—50—1,000.]

From the Government of India, dated 19*th August* 1905, *No.* 561.

Advance copy submitted to His Excellency the Governor. / the Hon'ble Sir James Thomson, K.C.S.I. / the Hon'ble Mr. G. Stokes, C.S.I.

H. D. Taylor—28-8-05.

You can hardly then call him Vice-Principal. Joint-Principal, I suppose, would serve.

J. T[homson]—28-8-05.

[Seen.]

G. S[tokes]—28-8-05.

A[mpthill]—30-8-05.

In G.O., Nos. 420, 421, dated 16th July 1889.

With reference to the resolution of the Government of India on the subject of discipline and moral training in schools and colleges, No. 10—382. dated 31st December 1887, the late Mr. Grigg suggested that, with a view to render the Teachers' College more efficient, the staff of the institution "should be strengthened by another "English graduate possessing special knowledge of, and experience in, the art of "training teachers"—paragraph 20 of his letter, page 21 of G.O., Nos. 420, 421, Educational, dated 16th July 1889. He was then requested to work out and formulate this and other suggestions in a separate letter—paragraph 2 of G.O., No. 420, above quoted.

2. In the further communication submitted by the Director, No. 8760, dated 11th October 1889, in G.O., Nos. 21, 22, Educational, dated 14th January 1890, he accordingly proposed the employment of a Vice-Principal on Rs. 400—20—600 with free quarters. This proposal was approved and submitted to the Government of India in letter No. 22, Educational, dated 14th January 1890. In sanctioning the appointment the Secretary of State said that all Educational appointments made at the time were for five years without claim to leave or pension privileges and that the same course would be followed in the case of the Vice-Principal of the Teachers' College. Lord Cross accordingly promised to send out a person on Rs. 400—20—500 for five years without leave and pension privileges—*vide* correspondence in G.O., No. 432, Educational, dated 16th June 1890. Subsequently he sent out Mr. Denham on these terms—G.O., No. 701, Educational, dated 4th November 1890.

3. The pay thus remained at Rs. 400—20—500 and when proposals were made for the reorganization of the Educational services, no change was proposed in the case of this appointment—paragraph 9 of Dr. Duncan's letter No. 11029 on page 16 of G.O., Nos. 33, 34, Educational, dated 21st January 1893.

The one reason why any increase was not proposed seems to have been the fear of exceeding the existing money limit as money could hardly be spared in those days. The Principal's salary has however been since raised from Rs. 600 to Rs. 500—50—1,000. There seems to be much force in the remark of the Government of India that it is difficult to secure competent men on Rs. 400—20—500 and much more difficult to keep them. As they themselves suggest that the pay may be raised to Rs. 500—50—1,000, the Madras Government need not perhaps object.

4. The only other appointment on Rs. 400—20—500 in the Indian Educational Service—the Vice-Principalship of the Agricultural College—is now in abeyance and will most probably be shortly abolished. The other lower paid appointments are all of Inspectresses and the Superintendent, Presidency Training School for Mistresses.

P. T. THARYAN—30-8-05.

A. GALLETTI—31-8-05.

The suggestion of India may be accepted. Perhaps the present Principal might be styled Warden, if it is held to be objectionable that the Principal and Vice-Principal should draw the same scale of salary, but it may be assumed that the Principal will always be a senior man drawing a higher rate in the progressive scale than the Vice-Principal. It seems unnecessary to consult Director of Public Instruction.

H. D. TAYLOR—31-8-05.

Accept the suggestion thankfully. Never mind the designation: one man will always be senior to the other.

J. T[HOMSON]—1-9-05.

Draft please.

H. D. TAYLOR—1-9-05.

The draft placed below is submitted for approval. If approved, it may be forwarded to Financial for acceptance.

P. T. THARYAN—1-9-05.

Better re-copy before submitting to Secretary. Also add proposition statement.

A. GALLETTI—1-9-05.

The draft has been typed fair and a proposition statement added.

P. T. THARYAN—1-9-05.

H. D. TAYLOR—2-9-05.

To the Financial Department for acceptance.

FINANCIAL DEPARTMENT.

The draft may, it is submitted, be accepted in Financial.

A.H.R.—3-9-05.

C. M. SCHMIDT—4-9-05.

Accepted.

M. HAMMICK—5-9-05.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Please examine paragraph 3 again. Is it quite correct? Some reference should be made to the fact that we exclude the Vice-Principal of the College of Agriculture. Are there any specific instances in which it has *actually* been found necessary to appoint a junior member of the superior service on Rs. 500 to hold the post of Vice-Principal on the maximum salary of that appointment?

H. D. TAYLOR—6-9-05.

Perhaps the words "apart from the Vice-Principalship of the College of Agriculture which is a special appointment and the abolition of which is now under consideration" may be inserted after "Educational service" in paragraph 3.

A. GALLETTI.

H. D. TAYLOR.

2. By "junior member of the superior service" was meant an officer of the superior service on the lowest salary, Rs. 400—20—500, but the words are qualified by what follows, namely, "whom it was impossible to retain."

3. No member of the Indian service on Rs. 500—50—1,000 has ever filled the post of Vice-Principal. The first incumbent of this office was Mr. Denham—G.O., No. 701, Educational, dated 4th November 1890. He left before his five years' period was over—G.O., No. 68, Educational, dated 2nd February 1894. Mr. Hensman of the Upper Subordinate Educational service, now Provincial Educational service, was then put in to act for him—G.O., R. No. 37, Educational, dated 20th February 1894. Mr. H. S. Duncan was then brought out—G.O., No. 655, Educational, dated 4th September 1894. Before he served for five years he was put in to act as Principal, Rajahmundry College, from 16th June 1899. Mr. Scott of the Provincial service and subsequently Mr. Mangesha Rao acted for Mr. Duncan. Mr. Braithwaite joined in July 1903. He is now acting in one of the posts on Rs. 500—50—1,000.

P. T. THARYAN—6-9-05.

A. GALLETTI—7-9-05.

For approval.

H. D. TAYLOR—7-9-05.

J. T[HOMSON]—7-9-05.

A[MPTHILL]—10-9-05.

Issue.

H. D. TAYLOR—11-9-05.

[G.O., Nos. 620, 621, Educational, dated 13th September 1905.]

EDUCATIONAL DEPARTMENT.

Read again--

G.O. Nos. 326-327, dated 17--5-1905.

Read also:--

C.No.1512, from the Govt. of India, No.561, d/19-8-05. (H.D)

ORDER:-- P.S.

The following letter will be despatched to the Government of India.

P.T.T.
1-9-05.

LETTER:--

To

The Secretary to the Govt. of India,
Home Department.

Sir,

I am directed to acknowledge the receipt of Mr. Marris's letter No.561, (Education), dated the 19th August 1905, on the subject of raising the pay of the Vice-Principal of the Teachers College at Saidapet.

2. In reply I am to state that in Mr. Price's letter No.22 Edl., dated 14th January 1890, it was proposed to fix the pay of this appointment at Rs.400 rising to Rs.600 by ten annual increments of Rs.20 and in the Financial Despatch of the Government of India, No.60, dated 4th March 1890, the proposal was recommended by them to the Secretary of State. But

in

C

in his despatch No.42 Public (Educational) dated 24th April 1890 forwarded with the Home Department Endorsement No.160 of the 31st May 1890, the Secretary of State fixed the pay at Rs.400 rising to Rs.500 by five annual increments of Rs.20 and left any further increase for future consideration. It so happened, however, that in connection with the reorganization of the Educational services in India in 1896 the question of revising the pay of this appointment was not considered.

3. The existence of one appointment in the educational service on a salary much lower than that of all the other appointments has caused great practical inconvenience. The incumbent has ~~either~~ had to be a junior member of the superior service who, if ~~it was impossible to retain~~ relention was, for various reasons, found to be a matter of difficulty in the post for any length of time, or it has been necessary to appoint a member of the provincial service temporarily. Changes have been very frequent and it has often happened that a Vice Principal has been transferred to other duty just as he had learnt his work and was beginning to be a really useful assistant to the Principal.

4. His Excellency the Governor in Council accordingly agrees with the Govt. of India in thinking it highly desirable that the pay of the appointment should be raised from Rs.400-20-500 to Rs.500-50-1,000, and I am directed to request that His Excellency the Governor General in Council will

will be pleased to solicit the required sanction. A proposition statement is enclosed.

I have etc.

P.T.T.
1-9-05.

A.G.
1-9-05.

Proposition Statement.

1	2		3		4	5
Class or grade and designation of officers affected.	number in each class		Rates of pay		actual present cost of Establishment affected – per mensem.	approximate extra cost involved by this proposal – per mensem.
	Present	Proposed	Present	Proposed		
Indian Educational Service.						
Officers on Rs. 500-50-1000	17	18*	500-50-1000	500-50-1000	Average pay of the officers – Rs. 16522-3 5/9	Average pay Rs. 338-14 2/9
Officers on Rs. 400-20-500	2	1	400-20-500	400-20-500	Exchange Compensation allowance 1032-10-0	Exchange Compensation allowance 21-2 8/9
					Personal allowance 1300-0-0	Personal allowance nil.

* Excludes 3 officers applied for in letters no. 734 Educational, dated 14th December 1904 and no. 327 Educational, dated 17th May 1905.

P.H.
1/5/15

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.

3

ENCLOSURES TO C. No.

ORDER OF GOVERNMENT .. ..

LETTER OF GOVERNMENT.

STATEMENT WITH DITTO.

PAPERS NOT FILED UP, BEING MEANT FOR DESPATCH IN ORIGINAL.

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