Put away

Scott. II-27—89,004—24-10-44.

E+P.H. (1945) Department.

Ms. SERIES.

G.O. No. 1138 Edn.

Dated 26.7.45.

16

[Despatch Abstract.]

College - Engineering - Principal -
Personal pay refused - Papers
recorded.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
Go	2486	Pol (Ser) Dt	31.12.37	Go	1701	Edn	15.12.43
"	1038.	Edn	17.5.39	"	644	"	26.4.44
"	2618	"	14.11.38.	"	947	"	21.6.44
"	742	Edn (Confdl)	16.5.41	Mem	22568	10 (Confdl) Sr Edn	17.5.44
Letter	40790	A-3 Edn	30.11.42	Go	1581	Edn	26.x.44
Go	433	Edn	22.3.43	"	638	Fin Dt	27.11.44
"	3411	Pub (Ser) Dt	24.11.43	"	208	Edn	9.2.45
				"	1405	PH	29.5.45
					30	Edn	5.1.45

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
	1471	Edn	19.9.45.				
	709	"	2.4.46				

C/A

C.F. 36.

EDUCATION DEPARTMENT.

Received ....19 . Registered 3 - APR 1945 19

ASST. SECRETARY TO GOVERNMENT EDUCATION AND PUBLIC HEALTH DEPT.

Subject.

MADRAS EDUCATIONAL SERVICE--Dr. J.J.Rudra, M.B.E., principal, College of Engineering, Guindy--Improvement in emoluments--Request -- submitted to Government with remarks.

***

13008 E&P. H. Dept.

papers required for this file have been called for from M.R.O. Chittoor. The receipt of the papers may be awaited till 10-4-45.

6.4.45

9/4/45.

ENCLOSURES.
No.
Spare copies

R.C.No. 2621-C/44.

Station Madras, *Dated the* 29th March 1945

From (Name) Dr. B.B. Dey, D.Sc.(Lond.), F.R.I.C.

(Designation) Offg. Director of public Instruction.

To The Secretary to the Government of Madras,

Education and public Health Department.

Fort St. George, Madras.

Sir,

pp 5-13 ...

I have the honour to submit herewith a copy of the petition dated 4th March 1945, from Dr. J.J.Rudra, M.B.E., principal, College of Engineering, Guindy, and to state as follows:-

2. Dr. J.J.Rudra has submitted that

p 6 ...

(1) the duty allowance of Rs.50/- which he drew as princip[al] was most incommensurate with the duties and responsibilities that he had to shoulder as principal;

pp 6-7 ...

(2) he might be given the advantage of the restoration of the pre-1938 scale of pay and that he might be grant[ed] the pay of Rs. 1,000/- per mensem with effect from 1st September 1943

pp 7-8 ...

(3) that the scale of pay of the post of principal should be raised to Rs. 1,250/- 50 -- 1,500/-;

pp 9-13 ...

(4) that pending the revision of the scale of pay, he might be granted a personal allowance of Rs.250/- per mensem; and

P.T.O.

(5) that he might be granted a suitable allowance for his duties as Warden of the Hostels attached to the College of Engineering, Guindy.

Before discussing the merits of each of his above requests I may submit that when the post of Professor of Electrical Engineering, College of Engineering, Guindy, fell vacant in 1935, the post was advertised twice in India and in the United Kingdom on the then existing scale of pay of Rs. 600-75/2-900. As no suitable candidate could be secured for the above scale of pay, Dr.J.J.Rudra was selected and appointed to the post on a contract basis for a period of 5 years on the special scale of Rs. 800-100/2-1,000/-. - Vide G.O.1038(10(s)Education dated 17th May 1935. He joined duty on the 13th June 1935. At his own request the Government took him as a regular member of the Madras Educational Service and confirmed him as Professor of Electrical Engineering with effect from 13.6.1935. His pay was fixed at Rs.720/- a month in the then prevailing time-scale of pay of Rs. 480-60/2-720. As Dr.Rudra was already drawing Rs.900/- per mensem as a Contract Officer, the Government granted him a personal pay of Rs.180/- per mensem in addition to the pay of Rs.720/- per mensem - vide G.O.No.Ms.2618 Education and Public Health dated 14.11.1938. He began to draw the pay of Rs.900/- per mensem with effect from 13th June 1937. In July 1941, he was promoted as Principal, College of Engineering, Guindy. At that time no independent scale of pay was in existence for the post of Principal in the Madras Educational Service. Just as Lecturers and Professors promoted as principals of First Grade Arts Colleges draw only the Duty Allowance of Rs.50/- per mensem in addition to their pay as Lecturers or Professors, so also Dr.Rudra on appointment as Principal was granted only the duty allowance of Rs.50/- per mensem in addition to his pay of Rs.900/- (Rs.720/- plus Rs.180/-.)

1. As regards the Principal's representation that the Duty Allowance of Rs.50/- which he drew till 31.7.1944 was incommensurate with the duties and responsibilities of the post, I may state that the Principal should have represented his case even in 1941 itself. This point is now brought forward probably to strengthen his case in regard to his other requests. Inasmuch as the Government have in G.O. No.Ms.1122 Education dated 31.7.1944, stated that they do not see the justification for providing a special pay, in addition to the higher scale of pay sanctioned for the post, the question of adequacy or otherwise of the duty allowance needs no consideration now.

2. Fixation of his pay at Rs.1,000/- with effect from 1.9.1943:-

In G.O.No.Ms.208-Edn., dated 9.2.1945, the Government fixed the pay of Dr.J.J.Rudra at Rs.1,000/- in the scale of Rs.800-100/2-1000 with effect from 31.7.1944, the date from which the scale of pay was sanctioned. According to the condition prescribed for bringing into effect the higher scale of pay of Rs.800-100/2-1000 in respect of one of the posts of principals, the number of Officers in the Indian Educational Service other than the Director of Public Instruction should be reduced to less than 5. With the retirement of Mr.H.C. Papworth, O.B.E., from 16.12.1943, the number of posts in the Indian Educational Service excluding the Director of Public Instruction was reduced to less than 5. In the normal course the scale of pay of Rs. 800-100/2-1000 would have been sanctioned in respect of one of the posts of Principals with effect from 16.12.1943. However, the late Sir Meverel Statham, my predecessor in office, recommended that the above scale may be brought into force in respect of both the posts of Principals of Teachers' College and College of Engineering, Guindy. The Government were pleased to accept his recommendation and accordingly in G.O.Ms.1122 Edn., dated 31.7.1944, the posts of principals of the Teachers' College and the College of Engineering, Guindy were placed on the scale of Rs.800-100/2-1000 but only with effect from 31.7.1944. In view of the fact that Dr.J.J.Rudra was shouldering the onerous duties and heavy responsibilities of the post of Principal of a very large institution for about 3 years without corresponding material improvement in his salary except the duty allowance of Rs.50/- per mensem, I consider it but fair that his request for the grant of retrospective effect to the scale from an earlier date should be considered. As already explained, the scale of Rs.800-100/2-1000 would normally have come into effect in respect of one of the Principal's posts with effect from 16.12.1943. I, therefore, recommend that the Government may be pleased to sanction the above scale

with effect from 16.12.1943 in respect of the post of principal, College of Engineering, Guindy, and to fix the pay of Dr.J.J.Rudra, at Rs.1,000/- with effect from 16.12.1943 instead of from 31.7.1944.

3. Enhancement of the scale of pay of the post of Principal:

In his petition dated 20th November 1944 (copy furnished to Government with my letter R.C.No.2621-C/44, dated 9.12.1944) Dr. J.J.Rudra requested that a scale of pay of Rs.1000-125/2-1250 might be sanctioned for the post of Principal. Now he requests that a scale of Rs.1,250-50-1500 recommended in the Report on Post-War Education Reconstruction by the Director of Public Instruction may be sanctioned. I may here invite the attention of Government to the recommendation contained in the concluding paragraph of this office letter R.C.No.2621-C/44, dated 9th December 1944 and submit that the question of revision of the scale of pay may be considered as a part of the general question.

4. Grant of a special Personal allowance of Rs.250/- per mensem in view of his special qualifications:-

Dr. J.J.Rudra has explained in his petition the whole history of his activities as a student, Research Assistant, Professor and Principal and shown that his work has been of outstanding character and merit. He has also explained how his prospects would have been bettered had he been permitted to take up appointments offered to him elsewhere. In this connection the attention of Government is invited to their letter Ref.No.40790-A.3 Edn., dated 30th November 1942 and to Confidential Memorandum No. 22568 A.1 Edn., dated 17.5.1944. He represents that even now he could secure a post elsewhere carrying a much higher pay than what he gets here as principal or requests to be granted. There can be no doubt that the market-value of even ordinarily qualified Engineers has gone up and there is perhaps no exaggeration in what Dr.Rudra states regarding his prospects of securing a post on a pay of Rs.1,800/- or thereabouts. I may point out that recently there was some difficulty in securing a suitable candidate for the post of Professor of Electrical Engineering, and Sri K.Sreenivasan who has just been appointed has been offered Rs.900/- per mensem, the maximum in the scale sanctioned for the post. Even during normal times it was thought difficult to spare the services of Dr.J.J.Rudra and if he decides now to seek a post elsewhere, it would be extremely difficult to secure the services of a person of the right type for the Principal's post under the present circumstances. Moreover, the Province and particularly the Education Department should not lose his services at the present moment when the expansion of Engineering and technological education in the province is taking shape.

In spite of the fact that he began drawing Rs.900/- per mensem from 13.6.1937, his pay has not materially improved with the passing of the years and his assuming of greater responsibilities. Considering his special qualifications and his good work as principal, I am of opinion that his request for the grant of a personal pay of Rs.250/- per mensem is not unreasonable, and accordingly recommend that the Government may be pleased to grant the same with effect from such date as they deem proper.

5. Grant of Warden's Allowance to the Principal:

This request has already been considered and the late Director did not recommend it to Government - vide the penultimate paragraph of this office letter R.C.No.2621-C/44 dated 9th December 1944. Apart from the general supervision and control of the inmates of the hostels, for which the principal is responsible, he has no specific duties to perform in respect of the Hostels attached to the College. Although the Hostels attached to the College of Engineering contain about 600 inmates, there are as many as 3 Deputy Wardens to manage their affairs. The

P.T.O.

analogy of the Victoria Students' Hostel, Triplicane, cannot hold good as the Warden of that hostel has specific duties to discharge. If the principal of the College of Engineering alone were to be granted Warden's Allowance, similar requests from the principals of other colleges, such as the Government Victoria College, Palghat and the Presidency College, would also have to be complied with, as the latter Principals are also responsible for the discipline of the inmates of the hostels attached to their respective colleges, though some of the hostels are not run under the auspices of the Government. In the above circumstances, I do not consider that there is any justification for the grant of this request of the Principal.

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

2.4.45

For Director of public Instruction.

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College of Engineering, Guindy.
Dated: 4th March 1945.

R.C.No.1-22 A/45.

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From

Dr.J.J. Rudra, M.B.E., M.A., B.Sc., Ph.D. A.I.I.Sc., M.I.E.E., Mem. A.I.E.E., PRINCIPAL.

To

The Director of Public Instruction,
MADRAS.

Sir,

SUB: Pay - Dr.J.J. Rudra - Application of the pre-1938 scale of pay with retrospective effect from 1st September 1943 - Revision of scale of pay - Grant of personal Pay and Warden's Allowance - Requested.

I had been drawing a salary of Rs.900/- since 1937 when I was appointed as Principal of the College in July 1941 with an allowance of Rs.50 in addition to the salary that I was drawing as Professor of Electrical Engineering. It appears from the Government Order No.Ms.742, Education dated 16-5-1941 appointing me as Principal, that I was appointed as Principal in the special post created by the Government. I was expecting that the Government would fix a scale for the special post. But no scale was fixed even when I was declared to have satisfactorily completed my probation on 4-7-1943 in G.O.No.Ms.947, Education, dated 21-6-1944.

The pre-1938 scales of pay were restored with effect from 1st September 1943 in G.O.No.3411 dated 24-11-1943. According to this, the scale of pay for the Principal of the College of Engineering is Rs.800-100/2-1000, but I was not given this scale of pay as presumably the revision of pay of the Principal of the College of Engineering was under consideration of the Government.

In G.O.No.Ms.1122, Education, dated 31-7-1944, the Government finally fixed the scale of pay for the Principal on Rs.800--100/2--1000, the same as the pre-1938 scale of pay. The Order states that the Government do not see the justification for providing a special pay for the Principal, College of Engineering, Guindy.

The new scale of pay sanctioned in the above Government Order is to take effect from 31-7-1944. I am obliged to the Government for granting me the maximum salary in the scale of Rs.800-100/2-1000 with effect from 31-7-1944 in their G.O.No.Ms.208 Edn., dated 9-2-1945. However, I request permission to submit for your kind consideration:-

(i) That the allowance of Rs.50/- which the Government had sanctioned on my appointment as Principal in 1941 was not incommensurate with the duties and responsibilities that I had to shoulder as Principal of the College and Warden of the Hostel.

(ii) That I may be given the advantage of the restoration of the pre-1938 scale of pay ordered in G.O.No.3411, dated 24-11-1943, and that I may be granted a pay of Rs.1000/- with effect from 1st September 1943.

(iii) That the scale of pay of the Principal of the College of Engineering should be raised as the scale of pay, Rs.800-100/2-1000 sanctioned in G.O.No.Ms.1122, Education, dated 31-7-1944 is most inadequate for the Principal of a College which is not only the largest Engineering College in India but has wider scope of activities than any other Engineering College in Indi-

(iv) That pending the revision of scale of pay, I may be granted a personal pay in view of my special qualifi-tions. (V) That

(v) That, as Warden of the College Hostel with about 600 residents, the Principal has duties and responsibilities of greater importance than Deputy Wardens who are given an allowance of Rs.30/- and that he may be granted an allowance as Warden of the hostel.

INADEQUACY OF THE ALLOWANCE OF RS50/- GRANTED TO THE PRINCIPAL.

Before my appointment as Principal of the College, I had been drawing a salary of Rs.900/- since 1937 as Professor of Electrical Engineering. On my appointment as Principal, I was given an allowance of Rs.50/-

In submitting that this allowance was most incommensurate with the duties, responsibilities and volume of work of the Principal of the College and the Warden of the Hostel, I would say that had I remained a Professor and become a Deputy Warden, I should have been entitled to an allowance of Rs.30/- in addition to my pay of Rs.900/- as Professor and my total emoluments would have been Rs.930/- as compared with Rs.950/- as Principal of the College and Warden of the Hostel.

As Professor of Electrical Engineering, I not only had teaching duties to the same extent as other Professors of the College, but I had additional work of organising and fitting up a new Laboratory and reorganising the Electrical Engineering Course which necessitated my working during holidays and vacations. In addition to this, I carried out research and guided research students.

While a Professor enjoys the Michaelmas and Christmas holidays and Summer Vacation, the Principal of the College has to work not only during holidays and vacations, but almost for 365 days in a year. He is not entitled to any compensation leave for working during holidays and vacations as he belongs to the vacation Department.

With this experience as Professor, I submit that the duties and responsibilities of the Principal of the College are of far greater importance than those of a Professor. While this will be true at all times, it has been much more so, during the past years, when the students have been a source of particular anxiety to heads of institutions. The volume of work that I have had to deal with consequent on the accelerated course, training of larger and larger number of technicians, planning of new courses of study and expansion of the College and its research activities have been far greater and taxing than I ever had to handle as Professor even at the busiest times.

Besides the arduous duties and responsibilities as Principal of the College, I had duties and responsibilities as Warden of the Hostel with about 600 residents. My duties and responsibilities as Warden of the Hostel are of far greater importtance than those of a Deputy Warden and have been particularly difficult during the years that I have been Principal of the College. As mentioned above, had I remained a Professor and become a Deputy Warden, I should have been entitled to an allowance of Rs.30/-. I submit that in view of the above, the allowance of Rs.50/- for the Principal of the College and Warden of the Hostel was most inadequate.

GRANT OF THE PRE-1938 SCALE OF PAY WITH RETROSPECTIVE EFFECT FROM 1ST SEPTEMBER 1943.

I did not make any representation to you with regard to the inadequacy of my remuneration as Principal of the College and Warden of the Hostel or for fixing the scale of pay for me as the pressure of work did not leave me much time to attend to my personal

personal affairs and as I expected that the Government would themselves take up the question of my salary. Moreoever, until last year, my financial position was very considerably eased owing to the allowance which I received in connection with the Air Mechanics Training Scheme and War Technicians Training Scheme at the College.

In G.O.No.Ms.947 Edn. dated 21-6-1944, I was declared to have satisfactorily completed my probation on 4-7-1943 and yet no scale of pay was fixed for me. In G.O.No.Ms.3411, Public Services, dated 24th November 1943, the Pre-1938 scales of pay were restored with effect from 1st September 1943. According to this Order, I should have been entitled to the scale of Rs.800-100/2-1000, but orders sanctioning me this scale of pay were not passed by the Government. In G.O.No.Ms.1122, Education, dated 31-7-1944, the scale of pay of the Principal was fixed at Rs.800-100/2-1000 and the Government have been pleased to grant me a salary of Rs.1000/- with effect from 31-7-1944 and G.O.No.Ms.208 Edn., dated 9-2-1945.

I request permission to point out that had one of the two Professors of Civil Engineering become a Principal, he would have been entitled to a salary of Rs.1000/- with effect from 1st September 1943 in accordance with the Government Order restoring the pre-1938 scales of pay. In requesting that my pay may be fixed at Rs.1000/- with effect from 1st September 1943, I would mention for your consideration that until about April 1944, I was getting an allowance from the Technical Training Schemes at the College, which to-gether with my pay of Rs.950 and duty allowance of Rs.50 brought my total emoluments to an average of about Rs.1100/- per mensem. Since May 1944, the Technical Training Allowance has been very greatly reduced owing to the transference of the Air Mechanics Training Scheme to the Air Force and the reduction in the number of War Technicians. With my pay fixed at Rs.1000/- my total emoluments will not exceed Rs.1100/- even with the War Allowance, as for reasons given below, I shall not be eligible for any allowance in connection with the Technical Training Scheme from the date from which my pay has been fixed at Rs.1000/-. According to para 3(d) of G.O.No. 638 Finance, dated 27-11-1944, "pay", for purposes of rechoning the War Allowance, would include the Technical Training Allowance. As my pay of Rs.1000/- with the War Allowance of Rs.100/-, excluding the Technical Training Allowance, already comes to Rs.1100/-, I shall not be able to get any benefit from the Technical Training allowance. Thus, even with the favour of the Government in fixing my pay at Rs.1000/- and the grant of a War Allowance of Rs.100/- my financial position shall hardly be better than what it was during the first three years of my Principalship when my total emoluments with my pay and duty allowance of Rs.950/- and the Technical Training Allowance - amounted to about Rs.1100/- without any War Allowance.

My financial position has not permitted me to take a holiday since I became the Principal in 1941 and the stress of work to-gether with the anxiety caused by the students has brought me to a breaking point. I am not entitled to the allowance which the Government have kindly sanctioned to assist Government Officers to go away for change and recuperation as I belong to a Vacation Department. If the Government are good enough to fix my pay at Rs.1000/- from 1st September 1943 in accordance with the Government Order restoring the pre-1938 scales of pay, the arrears of pay that I will get may enable me to go away for badly needed change and recuperation.

INADEQUACY OF THE PAY OF PRINCIPAL, COLLEGE OF ENGINEERING, GUINDY.

I am giving below a statement showing the scales of pay Principals of some of the Engineering Colleges in India, the majority of which are Government institutions like the College

of

of Engineering, Guindy. This will show how unfavourably the scale of pay of Rs.800-100/2-1000 for the Principal of this College compares with the ~~xxx~~ scales of pay for those of other Engineering Colleges.

SCALES OF PAY OF PRINCIPALS OF ENGINEERING COLLEGES.

Name of College	Scale of pay	Remarks.
1. College of Engineering, Poona	Rs.375-50-1375 plus Rs.250/- allowance as Principal	Not a warden of the hostel. The present Principal is a senior Officer of the Bombay P.W.D. and his pay (without allowance) should be well over Rs.1000/-
2. Benares Hindu University Engineering College	Rs.1500/- per month	Not a warden.
3. Osmania University Engineering-College	Rs.1500/- in the case of lent P.W.D. Officers. Rs.500-30-800-40-1000 plus Rs.300/- allowance.	Hostel managed by Pro Vice Chancellor. Allowance varies from Rs.50 to 100.
4. College of Engineering, Bihar	Rs.1250-90-1700 plus Rs.125 for performing the duties of Inspector of Technical Schools plus £.30/- overseas pay.	Not a warden of the hostel.
5. Thomason College, Roorkee	Rs.1000-40-1200	Rent free quarters. Warden of the hostel.
6. College of Engineering, Lahore	Rs.1250-50-1500 plus overseas pay £.30 p.m.	Not known whether he is a warden of the hostel and gets free quarters.
7. The Bengal Engineering College, Howrah.	Rs.1400/- (Fixed) with motor car allowance of Rs. 80 per month.	Free quarters and warden's allowance varying with the number of students.

The College of Engineering, Guindy is larger and older than any of the colleges mentioned above. Its scope of work is wider than that of any of these colleges. It is the only college in India in which research has become a regular feature. In the near future, new courses of study will be instituted and there will be a great expansion of the research activities of this college. The Principal of the College of Engineering, Guindy should therefore get a higher scale of pay than Principals of other Engineering Colleges mentioned above, but instead of that he is paid much lower than the Principal of any of these Colleges. I submit that the scale of pay Rs.800--100/2---1000 is most inadequate for the Principal of the Engineering College, Guindy and request that the scale of pay of Rs.1250-50-1500, recommended in the Report of Post-War Educational Reconstruction by the Director of Public Instruction, may be sanctioned.

GRANT OF PERSONAL PAY.

Revision of the scale of pay of the Principal as suggested above, would naturally take time. I, however, need immediate improvement in my financial position, because, as already stated, the grant of a salary of Rs.1000 and a War Allowance of Rs.100/- has not made my financial position any better than what it was during the first three years of my Principalship and I am being put to very great handships. I, therefore, request that pending the revision of the scale of pay of the Principal of the College of Engineering, Guindy, I may be granted a personal pay in view of my special qualifications.

At the time of my appointment, and before and after it, research was not prescribed as a qualification for any of the posts at the colleg. The importance of research is now being realised by the Central Government as well as Provincial Governments and urgent steps are being taken to send a large number of students abroad for post-graduate study and research to fill up the gap caused by the serious shortage in the country of Engineers with research experience. I submit below the record of my research and the distinctions that I have gained during the last 20 years and would request you to see whether, in view of the importance of research and post-graduate study at the college, my request for a personal pay is justified.

Thanks to my great teacher, Prof. Catterson-Smith at the Indian Institute of Science (later Professor of King's College, London) and his confidence in young Indians, I was initiated into post-graduate study and research in 1924, when I was a second year student of the under-graduate Electrical Engineering course at the Indian Institute of Science. In 1926, I was awarded the Certificate of the Indian Institute of Science, which is equivalent to a Bachelor's Degree in Engineering. To my great surprise, I was also awarded the Associateship of the Institute (eqivalent to a Master's Degree in Engineering) in recognition of the research work done by me during the Certificate course. The Associateship of the Indian Institute of Science is usually awarded on about two year's approved research work after the completion of the certificate course, and I am the only person who has been awarded the Certificate and Associateship of the Indian Institute of Science simultaneously.

After completion of my course at the Indian Institute of Science, I was engaged for about 4½ years in England in post-graduate study and research and in obtaining practical and theoretical knowledge of the applications of electricity to industries. I obtained the Ph.D. Degree in Electrical Engineering of the University of Manchester in 1929 and was the first person to obtain this Degree from the Manchester University since it was instituted in 1918, and was the first Indian to get a Doctorate in Electrical Engineering from a British University.

Prof. Miles Walker, F.R.S., my Professor of Manchester has honoured ~~my~~ me by stating--

> "Among all the research students who have worked under me in Manchester during the last twenty years, I have never known anyone more competent to carry out the work undertaken. He combines great mathematical ability with that practical engineering sense that makes mathematics of real use to the engineer. He is an excellent experimentalist and brings a trained mind to the analysis of the date obtained in a way that is exceptional even among the best researchers. He undoubtedly has a very wide knowledge of his subject. His published papers are of high merit".

The letter of Prof. Miles Walker containing this testimonial as well as testimonials from Prof.Catterson-Smith and Sir C.V.Raman were

were submitted to you with my application for being appointed as permanent Professor of Electrical Engineering.

In 1930, I read a paper before the Institution of Electrical Engineers at its Headquarters in London and several of its branches in England, and was the first Indian to do so.

On my return to India in 1931, I was appointedas a Lecturer in Electrical Engineering at the Institute of Science. I continued my research and can claim to have produced more original papers during my 3½ years' tenure of Lecturership than all my predecessors and successors in that post put together.

In 1934, the Professorship of Electrical Engineering at the Institute fell vacant. I was not an applicant for this post, but was nominated for it by the Senate of the Institute after the Council of the Indian Institute of Science had considered the candidates recommended for the Professorship by the Committee in England and by the Committee in India appointed for selection of the Professor. Both the Committees honoured me by accepting my nomination although it was intimated to them telegraphically. But, for reasons into which I need not go, I declined to accept the Professorship.

My application for the Professorship of Electrical Engineering at the College of Engineering, Guindy was rejected twice by the Public Service Commission. I understand that the Committee of the High Commissioner for India which was appointed to select a Professor of Electrical Engineering for the College from England had come to know of my candidature, and recommended me for the Professorship. It is probably on the basis of their recommendation that I was appointed as Professor of Electrical Engineering at the College in 1935.

I discovered on joining the College that members of staff did not do any research nor were they expected to do research. I, however, felt that it was the duty of a teacher of Engineering to engage himself in research and add to his knowledge as well as make original contributions to knowledge with a view to increase his utility as a teacher and prevent himself from becoming stale. I communicated my views to my colleagues in the Electrical Engineering Department and as a result of this , four of them took to research although at that time they had very arduous duties in connection with the fitting up and organization of the new Electrical Engineering Laboratory. Three of these have obtained their M.Sc., and the fourth may be expected to get the newly instituted degree of Ph.D. during this year.

I submit that in 1935, I laid the foundation in this College for producing the type of teachers which the Government are now proposing to obtain by sending students to foreign countries for post-graduate study and research.

In 1937, I submitted proposals for purchase of apparatus and equipment for carrying out investigations on the extensive Electric Supply system of the Government Electricity Department. But the proposals could not be given effect owing to the policy of the Government at that time and the War thereafter. These proposals will be resubmitted as soon as conditions permit.

I have published 10 original papers--4 in the Journal of the Institution of Electrical Engineers, the leading Electrical Engineering Journal in Great Britain; 3 in French in the leading French Electrical Engineering Journal, the Revue Generale del Electricite; 2 in the Proceedings of the Indian Academy of Sciences, the leading Indian Scientific Journal and 1 in the Electrotechnics, the only Electrical Engineering

Engineering Journal in India. I have, perhaps, contributed more original papers to Journals of international reputation than any Indian Engineer or foreign Engineer connected with India.

Of my 4 papers published in the Journal of the Institution of Electrical Enginers, three were awarded prizes and I have the distinction of having won more prizes from the Institution ofElectrical Engineers than any Indian Engineer or foreign Engineer connected with India. Not many Professors in England have been awarded so many prizes by the Institution of Electrical Engineers. One of my unpublished papers was awarded the second prize in the competition for Industrial Research papers held by the Scientific and Industrial Research Bureau in 1937.

I am in possession of material for two papers, but pressure of work as Principal has prevented me from writing these. I have three research students working under me for the M.Sc. degree of the Madras University and I expect that their work would be completed during this year.

As Professor of Electrical Engineering, I could only urge my colleagues in the Electrical Engineering Department to take to research. As Principal of the College since, 1941, I have had opportunities of urging members of staff of other Departments to take to research. During the last two years, the Mechnical Engineering Department of the College has carried out exhaustive investigations on the Running of Diesel Engines on Vegetable Oils and Charcoal Gas. These investigations have brought credit to the Government of Madras as well as to the College and their results have been extremely useful to the whole country. I must give credit to the Professor and staff of the Mechnical Engineering Department for the thorough and exhaustive manner in which these investigations have been carried out and the enormous amount of hard work which they have put in. I, however, request permission to submit that I have taken a personal interest in the general direction of all these investigations and in determining their character.

I have offered facilities and encouragement to the Public Works Department for invoestigating at the College, problems connected with the development of irrigation in the Presidency.

As mentioned above, I had already submitted proposals for investigations on the extensive Electric Supply system of the Government Electricity Department and I hope that these investigations will be carried out as soon as conditions permit.

The era of post-graduate study and research in Engineering is now dawning in this country. The Government of India have appointed a Committee to formulate a scheme for starting a Central Institute of Technology on the same lines as the Massachusetts Institute of Technology in U.S.A. The chief difference between this Institute and the existing Engineering Colleges in general would be that research would be a regular and most distinguishing feature in it. I submit that the College of Engineering, Guindy has already assumed that character of the proposed Central Institute of Technology. If the Government are as generous towards the College as they have been in the past and encourage research as they have done recently, the research activities of the College will greatly expand and specialised courses would be instituted.

I have already pointed out in connection with my pro-

posals

posals for sending students abroad for post-graduate study and research that the scales of pay for Professors and Lecturers in the College are too low to attract the type of men that we need for the future and have recommended that the Lecturers should be given a scale of Rs.400-40-600-50-800 with efficiency bar at 600 and Professors a scale of Rs.800--50--1000--50--1200 with efficiency bar at 1000. The efficiency for crossing the bar in both the cases is to be determined by the quality and quantity of research work done.

In future, the Principal, of the College would be required to co-ordinate research in various Departments and he must therefore be a person with considerable research experience and his pay should be fixed with some reference to the market value of men with research experience and the salaries that are likely to be offered to the Principal and Professors of the proposed Central Institute of Technology. I, therefore, request permission to submit facts to show the market value of men with research experience in the country at the present time.

Sometime back, the Director of the Indian Institute of Science, Bangalore twice requested for a loan of my services as Professor of Electrical Technology. Had the Government lent my services, I would have been drawing to-day an emolument of about Rs.1500/- made up of a salary of Rs.1250/- workshop allowance of Rs.150/- and War Technicians Training Allowance of about Rs.100/-. I could have gone to the Institute independently on these terms with a contract upto the age of 60, had I so chosen; but I did not do so as I am satisfied with the opportunities for service which the College has been offering and had hopes that the Government would see their way to improving my financial position.

Recently, the Central Technical Power Board have advertised for a Project Officer for the work of research, standardization and technical training on a salary of between Rs.1000 to 1800 according to qualifications. I hold no mean qualifications for duties of this type and it is quite likely that I could have secured this post on a salary of Rs.1800/. However, I did not apply for the post, no so much because the Government had declined me permission to apply for the post of Professor of Engineering Science at the Oxford University on a previous occasion and I did not expect that they would permit me to apply for the post of Project Officer, but for the same reasons as those given above for not going as a Professor of Electrical Technology to the Indian Institute of Science.

In "THE HINDU" of 2nd March 1945, there is an advertisement calling for applications for Research Co-ordination Officer and Principal of the Agricultural College, Layalpur, Punjab on a salary of Rs.2000-50-2250. The duties specified are those which I have been performing to some extent as Principal of the College and which the Principal of this College will have to do, to a greater extent, in future. The Professors of the Central Institute of Technology would probably be given this scale of pay.

I request that with the above in view, the Government may take into consideration my record of research and my usefulness to the development of research and post-graduate study in the college and grant me a personal pay of Rs.250/- pending their decision on my request to grant a scale of Rs.1250--50--1600 to the Principal, College of Engineering, Guindy.

My inadequate pay has caused me great hardship and has brought me to a breaking point. I request the Government to take into consideration the inadequate allowance of Rs.50/-

that I was sanctioned on my appointment as Principal and the loss of the War Technicians Training Allowance which would take place from the date when my salary and war Allowance amount to Rs.1100/- and grant me the personal pay with as much retrospective effect as possible.

GRANT OF WARDEN'S ALLOWANCE TO THE PRINCIPAL, COLLEGE OF ENGINEERING, GUINDY.

The College of Engineering, Guindy has a Hostel with about 600 residents. The Principal of the College is the Warden of the Hostel. There are three Deputy Wardens who get an allowance of Rs.30/- each and a Hostel Manager who gets an allowance of Rs.75/- per month. I am responsible to you for the accounts of the Hostel and for the Management of the messes. I am also responsible to you for the discipline in the hostel, and to discharge this serious responsibility and my duty towards the students, I have devoted a great deal of my time in making personal contact with the students in the Hostel.

The majority of the students in the Hostel are adults who would have been in Graduate classes in First Grade Arts Colleges had they not obtained admission in some professional College. The maintenance of discipline among these adults, particularly during the last few years, has been no light task and has caused great anxiety and worry. The duties and responsibilities of the Warden of the Hostel are of greater importance and more taxing than those of the Deputy Wardens and he deserves an allowance on the same principle on which the Deputy Wardens are granted an allowance.

I would invite your attention to the Statement on page (4) which would show that Principals of other Engineering Colleges get an allowance directly or indirectly for discharging the duties of a Warden. I might also mention that the Warden of the Victoria Hostel which is smaller than the Hostel of the College of Engineering, Guindy gets an indirect allowance in the form of free quarters. I, therefore, request that a suitable allowance may please be granted to the Principal of the College of Engineering, Guindy for his duties as Warden of the Hostel.

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

Sd. J.J. RUDRA,

Principal.

(TRUE COPY)

14

~~Engin~~ Engineering College hostel, ~~the D.P.I. is requested to inform Dr. Rudra that the requests~~ cannot also be granted.

To the D.P.I.

15

9

Education and Public Health
Department.

59 22.6.45. D.O.No. 1300/45, Fort St. George,
23rd June 1945.

Dear Dr. Dey,

Please see your official letter R.C.No.2621-C/44, dated the 29th March 1945, forwarding a representation from Dr. J.J. Rudra, Principal of the College of Engineering, regarding his pay and prospects. The Government have considered your recommendation for granting him a personal pay and have decided that the question of revising the Principal's pay should be taken up expeditiously and that, pending a decision on that matter, it is not necessary to provide a personal pay. I am to request that Dr. Rudra may be informed accordingly.

Yrs. sincerely,

(s/c.) [signature]
23.6.45

To D.P.I. (by name)

Edn. H/Dept.

C.M. 13008/H/45.

M.E.S. – Dr. J.J. Rudra, Principal, College of Engineering, Guindy – Petition for improvement in emoluments – Orders passed –

pp1-4 CF. Repe. from the D.P.I. Re. No. 2621-C/44 dated 29-3-45.
G.O.No.208/Edn. dated 9-2-45.

The D.P.I. is requested to inform Dr. J.J. Rudra that the question of revision of pay of the Principal, College of Engineering, Guindy is under the Consideration of Govt, but that it is not proposed to grant him personal pay pending a decision on the question of revision.

2. As regards Dr. Rudra's requests to fix his pay at Rs.1000/- p.m. from 1-9-43 and to grant him an allowance for doing the duties of Warden of the

pp 1-F.

Education and P.H. Department.

C.No.13008. From the D.P.I., R.C. No.2621-C/44, dated 29-3-45.

M.E.S. - Dr. J.J.Rudra, Principal, College of Engineering, Guindy - Increase in emoluments.

In the C.F. is a petition which Dr. J.J. Rudra, Principal of the Engineering College, Guindy, has addressed to Government through the D.P.I. for increased emoluments. At C.F. 5-13, he has given various reasons to show that the present pay of the Principal is inadequate. "P" on p.2 C.F. gives a short history of Dr. Rudra's service in the Engineering College and the pay which he has been drawing from time to time. By G.O.No.208-Edn., dated 9-2-1945, Dr. Rudra was allowed to draw a pay of Rs.1,000, the maximum in the present scale (Rs.800-100/2-1,000), with effect from 31-7-1944. He reaches the age of superannuation in November 1950, when his service under this Government will have been a little over 15 years.

2. Dr. Rudra's specific requests are -

(1) that the fixation of his pay at Rs.1,000 p.m. referred to above may take effect from 1-9-1943;

(2) that the scale of pay of the post of Principal may be raised from Rs.800-100/2-1,000 to Rs.1,250-50-1,500;

(3) that he may be granted a personal pay of Rs.250 p.m. pending the revision of pay as in item (2) above; and

(4) that he may be given a suitable allowance for doing the duties of Warden of the College hostels.

3. The requests are noted on below, with reference to the Director's recommendations - C.F.1-4.

Item (1) - Giving effect to the pay of Rs.1,000 with effect from 1-9-1943: In support of this request, Dr. Rudra invites attention to G.O.No.3411, Public, dated 24-11-1943, which restored the pre-1938 scales of pay with effect from 1-9-1943. That G.O. cannot be invoked for the simple reason that the scale of Rs.800-1,000 had not been sanctioned for the Engineering College Principalship before 1938. It is true that there was provision in the rules for bringing the scale of Rs.800-1,000

into effect in relation to this Principalship and four other posts, but it had remained hedged in by the condition that the scale should not actually be operated ~~on until~~ so long as there were in the department five or more officers of the I.E.S. other than the D.P.I. The Director points out that, with the retirement of Mr. H.C. Papworth on 16-12-1943, the number of I.E.S. posts on that date became reduced to four and that, therefore, it would be reasonable to give effect to the scale of Rs.800-1,000 ~~for~~ the Engineering College Principalship with effect from the date mentioned above, viz., 16-12-1943. The Director, however, omits to take into account that three Deputy Directors were already in the scale rising up to Rs.1,000, and that was why a special order was found necessary to apply the scale of Rs.800-1,000 to the Principalships of the Engineering College (and the Teachers' College, Saidapet) - Vide the notes and orders with G.O.No.1122-Edn., dated 31-7-1944. It is not, therefore, practicable to give Dr. Rudra a pay of Rs.1,000 from 1-9-1943 with a view merely to enable him to draw arrears of salary.

[Marginal note: that ~~for~~ a fourth post of that type could be brought into existence only when the no. of I.E.S. officers became 4. We have now 3.]

Item (2) - Raising the pay of the Principal's post to Rs.1,250-50-1,500: The D.P.I. would postpone consideration of this along with the general question of revision of salaries. He also refers, in this connection to the higher scales of pay all-round, contemplated in the post-war plan. If the reference in the former is to the Salaries Committee's recommendations, then it may be noted that that Committee had recommended a scale of Rs.1,000-100/2-1,500 only for two posts, viz., the Professorships of Mechanical and Electrical Engineering in the College of Engineering. The orders in circulation are that that scale should apply only to new entrants and not to existing incumbents. It does not, therefore, appear that there is going to be just now a revision of the scale of the Engineering College staff as a result of the Salaries Committee's recommendations. The revision of salaries contemplated in the post-war plan is of course yet to be considered. It is not necessary now to single out the post of Principal of the Engineering College for a revision of pay in advance of the general question.

[Marginal notes: Linked file; Remand]

Item (3) - Personal pay of Rs.250 p.m.: A decision having been taken in July 1944 (W/13 N.F.) that it is not necessary to attach a special pay to the post of Principal, the question can only be considered on personal considerations. The D.P.I. has drawn special attention to the high qualifications of Dr. Rudra, to the difficulty of obtaining suitable men to hold the Principalship and to the refusal of Government on previous occasions to forward his applications for appointment elsewhere. On these grounds, the Director recommends a personal pay of Rs.250 p.m. E.&.P.H. may support the recommendation.

[Marginal note: E.&P.H. strongly support the recommendation of the D.P.I. in the circumstances stated in Para 4 of his letter on P. 3 cf. 4-5-45]

Item (4) - Grant of Warden's allowance: The general arrangement is that the Principal of each college is ex-officio Warden of the hostel attached to it. He exercises only general supervision and control for which he receives no remuneration. For the immediate administration of the hostel affairs, the Warden is assisted by Dy. Wardens who are generally members of the College staff, and the Deputy Wardens are given an allowance of Rs.30 or Rs.15 each p.m. according as they happen to be members of the gazetted or non-gazetted service. The D.P.I. does not propose to make an exception in the case of the Engineering College and he does not recommend the request for an allowance for the Warden. His views may be accepted.

[Marginal notes: Eng. college hostel has 3 Dy. Wardens; 4-5-45]

4. The case may be sent to the Finance Department for remarks.

S.S.D. [signature] 2-5-45 [signature] 4-5-45 [signature] (E.I)

E.&P.H. No. 13008A-1 5.5.45.

Please see E.& P.H. note on pages 1-3 above.

E. & P.H. have examined the concessions asked for by Dr. Rudra, Principal, College of Engineering, Guindy. They do not recommend the requests detailed at page 1 above except the one for the grant of a Personal Pay of Rs 250 p.m. The grounds on which the personal pay is recommended are (1) that Dr. Rudra has high qualifications, (2) that it is difficult to replace him in the post of Principal, and (3) that Government have refused on

DEPUTY SECRETARY TO GOVERNMENT 7 MAY 1945

4

previous occasions to forward his applications for appointment elsewhere.

The total cost of the proposal works out to Rs 3,000 p.a.

2. The following remarks are called for:-

(a) The arguments advanced in support of the proposal ~~are~~ do not seem to be acceptable. ~~not quite convincing~~. It may be remarked that revision of pay is undertaken only with reference to qualifications prescribed for the post and not with reference to qualifications of an applicant. The high qualifications are taken into account for preferring the candidate over others and these cannot be ~~levelled~~ advanced as an argument for the grant of extra remuneration.

(b) It is always open to Government to refuse permission to its servants to seek employment elsewhere in the interests of public service. From the papers put up it would be seen that Dr. Rudra was refused permission only twice when the sought employment elsewhere. When his services were required in the Indian Institute of Science as Professor of Electrical Engineering in the Institute, the D.P.I. informed Government at first that Dr. Rudra did not wish to be considered. Later when the matter was discussed by A-3 at Bangalore, it was noted that his services could not be spared for want of a suitable substitute in the post. Then when he applied for permission to apply for the post of Professor of Engineering Science in the Oxford University, permission was refused for the reason, among others, that his selection was doubtful - Please see pages 7-8 ~~N.F.~~ of the Memo at (X).

(c) It was only in February 1945 that his case was liberally treated and his pay was, as a matter of concession, fixed at Rs 1000 (the maximum in the scale of Rs 800-100/2-1000) - please see discussions on pages 4-5 N.F. of (I). There is therefore no reason to accord him further liberal treatment so soon. If the proposal is accepted, it would in effect amount to singling out the post of the Principal of the Engineering College for a revision of pay in advance of the general question of revising salaries contemplated in the post-war plan, which is undesirable. It would also create an inconvenient precedent for similar claims to be made in future which it would not be possible for Government to resist.

With the revision in the rate of war allowance from 10 %

[Margin notes:]
250 x 12 = 3 Rs 3000 p.a.
If he resigns from Govt service, he loses his pension. WS
pp 7.8 of (V)
pp 23.24 of (V)
p 22 of (V)
Applying is not the same thing as being appointed.
p 16 CF of (I)
WS
(D) Many will be forthcoming from the Electricity Dept, if past experience is any guide. WS

5 12

to 17½% Dr. Rudra will be getting Rs 175 as war allowance on his pay of Rs 1,000 making his total emoluments amount to Rs 1,175 involving an increase of Rs 75 more ~~to~~ than what he was getting before - (p.7 of C.F.)

3. In the above circumstances this Department may advise against the proposal.

Through C.S.R.

[initials] 9.5.45 S.S. 9.5.45

WS 15.5.45 There seems to be no justification whatever for granting the request.

[initials] 11/5

Box] D.S. 11/5/45

E&PH

Education and P. Health (A)

Secy no 21705 & I I 16.5.45

P 3 ante

1 MAY 1945 SECRETARY TO GOVERNMENT, EDUCATION AND PUBLIC HEALTH

22170 P 3 ante

The requests of Dr. Rudra, Principal Engineering College are set out in para 2 on page 1 ante. Of the four requests, this Department supported the request in item (3) regarding the grant of personal pay of Rs 250 p.m. for the reasons put forward by the Director of Public Instruction in para 4 of his letter on page 3 C.F. Finance are ~~[illegible]~~ against the grant of a personal pay - pl see notes above.

For orders.

WS 18.5.45

S 19.5.45

S/ [signature] 21/5/45

Box

~~[illegible]~~

A1. A4. HE

p8. It cannot be said that the Principal of our Engineering College is generously or even adequately paid: For his qualifications Dr. Rudra deserves more but this applies to other officers. I support request (3), not only for D.P.I.'s reasons but also because the war has imposed a very great deal more work on this Principal. [signature] 27/5/45

6.

1664

when the scale of pay was fixed at R 800/- to 1000/-
Dr. Rudra was allowed advance increments &
permitted to draw R1000/-. The orders were issued
only last February. Since then war allowance has
been raised to 17½ %. Thus he has had a double
increase in his emoluments recently
2 If Dr Rudra were on contract doubtless he could
command higher pay. But the service would not be
pensionable. He elected to join the ordinary Educational
Service. & normally can expect only the sanctioned
scale of pay. The higher posts in the Service provide
prospects of further advancement, though I admit
that Dr. Rudra's very specialised sphere may limit his
suitability for higher administrative posts
Dr. Rudra is not the only officer in Govt service who
has had to do extra work on account of war
conditions. I do not think that an adequate case
is made out for the grant of a personal allowance
of R 250/. I do not doubt that Dr. Rudra is
a capable officer. I object in principle to the increase
of the sanctioned pay of a post in a service on
personal grounds peculiar to a particular incumbent

[signature]
24.5.45

A1 may see A4's minute
before circulation to H.E. [initials]
31/5/45

HE [initials] 31/5/45

(Please see P.S.'s [illegible] note) [initials] 31/5/45

A1. H.E.

I agree with A4 on principle
but press this case as being
exceptional. [signature] 6/45

This can be discussed at next Advisers mtg.
AH
[illegible]

C.S. A brief note may please be prepared for the discussion
[initials] 6.6.45

90 1581
26.X.44

Box

17 / 7

Pub: & Finance [struck out] A draft note for the Advisers' meeting is submitted. [struck out] may see for remarks if any before circulation.

W/6.6.45 [initials] 7.6.45

S [initials] 7/6/45 Pub: Finance Pub: [initials]

'Special' in view of (L).
[initials] 7/6/45

Special in view of (L) [initials] 7.6.45

Pub (Ser.) Dept

The draft note below may be perused & the file passed ~~on~~ to Finance ~~[struck out]~~

[signature] 7/6/45 Fin

E&P Hrs.
13008 A.L3
7.6.45
[initials] 7.6.45

ASSISTANT SECRETARY TO GOVT.
7 JUN 1945
Box
CHIEF SECRETARIAT

92
7.6.45

Pub (Ser) wo
92
7.6.45

E.I.
confid

Thro' CSR
[initials] 7/6/45

ASST. SECRETARY TO GOVERNMENT
7 - JUN 1945
FINANCE DEPARTMENT

Recd. at 5-30 PM.
[initials] 7/6

26201 E&P-1
8.6.45

Finance (E.I).

(Previous Fin.note on pp.3--5 above)

Please see the minutes in circulation on pp5-6 abov

The draft note for the Advisers' meeting may be perused and the case returned to Edn.& P.H. u.o.

S.S.
7.6.45

[initials]
8.6.45
E&PH

E & P. H

~~Copies of the note may be circulated to As A1 & Chief Secy are both at Coddi now, it will perhaps be convenient, if after~~ A1 may perhaps see H.E.'s orders on p. 6 ante before copies of the note are circulated to H.E., Advisers &c.

[initials]
8.6.45

S [initials]
8/6/45

A1. [signature] 6/45

SECRETARY, EDN. AND P. H. DEPT.
11 JUN 1945
GOVERNMENT OF MADRAS

Copies of the note for the Advisers' meeting ~~are being~~ have been circulated to the Advisers, P.S.G. & Fin Secretary. The file may be sent to the Chief Secretary ~~[struck out]~~

[initials] 11.6.45
S[initials]
11.6.45

[initials]
11.6.45

Chief Secy [initials]

[stamp] ... P.H. DEPT. 6 - JUN 1945

Education and P.H. Department.

9

14

NOTE FOR THE MEETING OF H.E. THE GOVERNOR AND HIS ADVISERS.

Sub:- Madras Educational Service - Dr. J.J. Rudra, Principal, College of Engineering, Guindy - Grant of personal pay.

PP5-13C7

Dr. Rudra, Principal of the College of Engineering, Guindy, has made a representation to Government through the D.P.I. about his pay and prospects. He was first recruited as Professor, in 1935, on contract for a period of five years, on a time scale of Rs.800-100/2-1,000. In June 1937, he attained a pay of Rs.900 in the scale. In 1938, on his representation, he was permanently taken to the Madras Educational Service and his pay was fixed at Rs.720, the maximum of the then M.E.S. scale of Rs.480-720 and he was also allowed a personal pay of Rs.180. In July 1941, Dr. Rudra was appointed to officiate as Principal on the same pay and was granted in addition, a special pay of Rs.50 p.m.

2. The Principalship of the Engineering College was being held by an I.E.S. officer, with a special pay of Rs.150 p.m., until Dr. Rudra was posted as Principal in 1941. In July 1944, the Government sanctioned a scale of Rs.800-100/2-1,000, with no special pay, for the post when it was held by an officer of the M.E.S. If the ordinary rules had operated, Dr. Rudra's pay in the scale would have had to be fixed at Rs.800 with a personal pay of Rs.100 and that would have meant a reduction of his total emoluments by Rs.50 a month. The Government, therefore, directed that his pay should be fixed at Rs.1,000 from 31-7-1944. He continues to draw this pay, with no special or personal pay.

3. Dr. Rudra's present requests are -

(1) that the fixation of his pay at Rs.1,000 p.m. referred to above may take effect from 1-9-1943;

(2) that the scale of pay of the post of Principal may be raised from Rs.800-100/2-1,000 to Rs.1,250-50-1,500;

(3) that he may be granted a personal pay of Rs.250 p.m. pending the revision of pay as in item (2) above; and

(4) that he may be given a suitable allowance

for doing the duties of Warden of the College hostels.

4. The D.P.I. has drawn special attention to the high qualifications of Dr. Rudra and the difficulty of obtaining a suitable person to hold the Principalship of the Engineering College and has recommended the grant of a personal pay of Rs.250 p.m. to Dr. Rudra, stating as follows:-

"There can be no doubt that the market-value of even ordinarily qualified Engineers has gone up and there is perhaps no exaggeration in what Dr. Rudra states regarding his prospects of securing a post on a pay of Rs.1,800 or thereabouts. I may point out that recently there was some difficulty in securing a suitable candidate for the post of Professor of Electrical Engineering and Sri K.Sreenivasan who has just been appointed has been offered Rs.900 p.m., the maximum in the scale sanctioned for the post. Even during normal times it was thought difficult to spare the services of Dr. J.J. Rudra and if he decides now to seek a post elsewhere, it would be extremely difficult to secure the services of a person of the right type for the Principal's post under the present circumstances. Moreover, the Province and particularly the Education Department should not lose his services at the present moment when the expansion of Engineering and technological education in the Province is taking shape.

"In spite of the fact that he began drawing Rs.900 p.m. from 13-6-1937, his pay has not materially improved with the passing of the years and his assuming of greater responsibilities. Considering his special qualifications and his good work as Principal, I am of opinion that his request for the grant of a personal pay of Rs.250 p.m. is not unreasonable, and accordingly recommend that the Government may be pleased to grant the same with effect from such date as they deem proper."

The Director has also recommended the fixation of the pay of Dr. Rudra at Rs.1,000 from 16-12-1943. It is not proposed to accept this recommendation as the scale referred to in para 2 above itself came into force only on 31-7-1944.

5. The E.&.P.H. Department supports the Director's recommendation in regard to personal pay: the Finance Department, however, sees no justification for granting it. Advisers and H.E. have minuted as follows:-

"It cannot be said that the Principal of our Engineering College is generously or even adequately paid. For his qualifications Dr. Rudra deserves more, but this applies to other officers. I support request (3), not only for D.P.I.'s reasons but also because the war has imposed a very great deal more work on this Principal."

T.A(ustin), 21-5-1945.

"When the scale of pay was fixed at Rs.800 to 1,000, Dr. Rudra was allowed advance increments and permitted to draw Rs.1,000. The orders were issued only last February. Since

then, war allowance has been raised to 17½%. Thus he has had a double increase in his emoluments recently.

"If Dr. Rudra were on contract doubtless he could command higher pay, but the service would not be pensionable. He elected to join the ordinary Educational Service and normally can expect only the sanctioned scale of pay. The higher posts in the service provide prospects of further advancement, though I admit that Dr. Rudra's very specialised sphere may limit his suitability for higher administrative posts.

"Dr. Rudra is not the only officer in Government service who has had to do extra work on account of war conditions. I do not think that an adequate case is made out for the grant of a personal allowance of Rs.250. I do not doubt that Dr. Rudra is a capable officer. I object, on principle, to the increase of the sanctioned pay of a post in a service on personal grounds peculiar to a particular incumbent.

J.B.B(rown), 24-5-1945.

"I agree with A.4 on principle, but press this case as being exceptional."

T.A(ustin), 1-6-1945.

"This can be discussed at next Advisers' meeting."

A(rthur) H(ope), 4-6-1945.

6. Orders are requested on the proposal to grant a personal pay of Rs.250 p.m. to Dr. Rudra and the date from which the personal pay, if granted, should take effect.

7.6.45 7.6.45 7/6/45

M.V.S[illegible] 7.6.45

Meeting of His Excellency the Governor with his Advisers held at Government House, Ootacamund, on Friday the 15th June 1945.

SECRETARY, EDN. AND P. H. DEPT.
20 JUN 1945
GOVERNMENT OF MADRAS

28504

His Excellency the Governor Presided.

Present:

Sir Thomas Austin, K.C.I.E., I.C.S.,
Mr. S.V.Ramamurthy, C.I.E., I.C.S.,
Mr.G.N.Priestley, C.I.E., I.C.S.,
Mr.J.B.Brown, C.S.I., C.I.E., I.C.S.,

Agenda:

M.E.S. - Dr.J.J.Rudra, Principal, College of Engineering, Guindy - grant of personal pay.

ORDER:

The question of increasing suitably the pay of Principals of Technical Colleges willbe taken up expeditiously. Dr.Rudra should be informed that the question of revision of pay of the Principal, College of Engineering, Guindy, is under consideration, but that it is not proposed to grant him personal pay pending a decision on the question of revision.

Sd/- Arthur Hope.

E. + P. H. Deptt. 20/6/45

A draft order is submitted. After issue the question of increasing the pay of principals of Technical colleges will be examined.

22.6.45.

It is enough to send a Do. Draft for consideration.

Issued as Do. 13108/A-5, 23/6/45 23.6.45

A separate file has been started on the Cabinet decision above.

The papers may be recorded.

Order 1138 Edn. dated 26.7.45.

Recorded.

26.7.45

Abstract

College - Engineering -
Principal - Personal pay
refused - Papers recorded.