

E & P. H. (1945) Department.

MS. SERIES.

G.O. No.

1794 Edu

Dated

5-11-1945.

(P)

[Despatch Abstract.]

Establishment - Office of the Registrar of Books - First
Grade Reader - Grant of time scale of pay - Negatived.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
Go	1406	Ed.	25.9.44				
"	1117	"	20.8.43				
"	1466	"	15.10.42				
"	1674	"	29.10.41				

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

R.C.NO.1105-A/4



Office of the
Director of Public Instruction,
Madras, Dated 28-9-1945.

From

Dr.B.B.Dey, D.Sc.(Lond.), F.R.I.C.
Offtg. Director of Public Instruction, Madras.

To

The Secretary to Government,
Education and Public Health Department.

Sir,

Sub: Office of the Registrar of Books, Madras - ~~Resist~~
Revision of pay of First Grade Reader.

In connection with Part II of the Budget Estimate for 1946-47 I have the honour to resubmit for the favourable consideration of Government the following proposal for the revision of pay of the post of First Grade Reader in the Office of the Registrar of Books, Madras, from a fixed pay of Rs.85/- per mensem to the scale of Rs.70-5/2-85-7 1/2/2-100.

2. I submitted the above proposal to Government, previously a number of times justifying the need for revising the scale of pay of this post to Rs.70-100, but the Government deferred it - Vide G.Os.Nos.1674 Edn., dated 29-10-41, 1466 Edn., dated 25-9-1944. The post of First Grade Reader is now on a fixed pay of Rs.85/- a month. The Second grade Readers are in the scale of Rs.55-5/2-70. The duties of the first Grade Reader which include the duties of a Head-clerk also are undoubtedly very onerous and responsible viz. (1) General supervision and guidance for readers; (2) Supervision of the work of the clerk, Typist and Attenders and (3) Responsibility for the big library. This clerical and supervision work occupies a good portion of his time and he has to attend to his duties as a Reader all the same. His work is analogous to that of the Librarian in the Government Oriental Manuscripts Library, who is now in the scale of Rs.100-10/2-150. The present fixed pay of Rs.85/- which gives

Dated 15-10-42, 1117 Edn.
Dated 20.8.43 and 1406
Edn.

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gives the incumbent a benefit of Rs.15/- a month is neither adequate nor can it be considered just for the work attached to the post. The Registrar states that the existing fixed pay is not serving as an inducement to the Readers in the office. The scale which I have recommended for the post is very modest. I request that the Government may be pleased to reconsider the question and sanction the scale of Rs.70-100 for the post of first Grade Reader.

3. The proposal involves an extra cost of Rs.200/- per annum.

4. I am including the necessary provision in Part II of the Budget Estimate for 1946-47.

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

M. M. M. M. M.
28.9.45—
for Director of Public Instruction.

RVR 28/9/-

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Hande Go 16.7.4 Edu d 29.10.41

Go 14.6.42 Edu d 15.10.42

Go 11.17 Edu d 20.8.43

Go 14.06 Edu d 25.9.44

From the D.O., Letter No. Re. 1105-A/45 d 28.9.45

Subject

Edto - Office of the Regn of Books - First Grade Reader

Grant of time Scale of pay - Negatived

Go 17.9.4 Edu d 5.11.45

The Govt decline to accept the proposal

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of the Dept D.O.D, for the grant of the time scale of pay of
Rs 70-100 to the Reader I-st Grade in the office of the Page of

Boards.

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2/11/45

Dept ^{to} The D.O.D
Sec.
6-11-45

H-24 C.No. 43432. From the D.P.I., letter No.Rc.1105-A/45, d/28-9-45.

Establishment - Office of the Regr. of Books -
First Grade Reader - Revision of pay.

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The D.P.I., in his letter read above, is again recommending for the 5th time, the proposal to sanction the scale of pay of Rs. 70-5/2-85-7½/2-100 to the Reader Ist Grade in the office of the Registrar of Books, who is now on a fixed pay

of Rs. 85/-. This proposal has been consistently recommended to Govt., by the D.P.I. every year beginning from the year 1941. The Govt., have declined to comply with the D.P.I.'s recommendation on all the previous four occasions, in the G.Os mentioned in the margin.* He states that the scale of pay recommended by him for the post is very modest.

2. The D.P.I. gives the following reasons for the reconsideration of the previous orders.-

(1) The duties of the Reader, I Grade, which include, the duties of Head-clerk are very onerous and responsible as shown below: The clerical and supervision work occupies a good portion of his time and he has to attend to his duties as a Reader all the same.

(a) General supervision and guidance ~~for~~ Readers:

(b) Supervision of the work of the clerk, Typist, and Attenders.

(c) Responsibility for the big library.

(2) The work of the Reader is analogous to that of the Librarian in the Govt. Oriental Manuscripts Library, who is now on the scale of pay of Rs. 100-10/2-150.

(3) The fixed pay of Rs. 85/- which gives the incumbent of the post a benefit of . 15/- a month is neither

adequate nor can it be considered just for the

*G.O.1674.Edn.

d/29-10-41.

G.O.1466.Edn. *33*

d/ 15-10-42.

G.O.1117,Edn. *33* *K*

d/ 20-8-43.

G.O.1406,Edn.,

d/ 25-9-44.

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work attached to the post.

(4) The existing fixed pay is not serving as an inducement to the Readers in the office.

They are examined below:- (1)

Reason - (1):- The additional grounds ^{now} put forward are that he is not only a Headclerk supervising the work of the other members of the staff and shouldering the responsibilities of the office as stated on previous occasions, but also a Reader and a Librarian. It may therefore be ^{conceded} ~~considered~~ that the duties are very onerous and responsible as stated by the D.P.I.

Reason (2):- This ground ~~is~~ has been consistently put forward by the D.P.I., from the year 1942 onwards but does not appear to have been considered by Govt. so far. It may now be considered, since the D.P.I. reports that Reader I Grade is also responsible for the big library attached to the office. The wide disparity in pay for work stated to be analogous deserves notice. Perhaps for this reason and for the reason that the Reader I Grade ^{has to do combined} ~~combines in~~ himself the duties of three posts - (vide ^{Reason (1) above} ~~previous para~~) - the D.P.I. states that the scale of pay recommended by him for the post is very modest.

Reason (3): The scale of pay of the Post of Reader II Grade is Rs. 55-5/2-70. Promotion lies to the I Grade from this post. There is no 'New Revised Scale' for this post, as it was not revised in 1937. ^{The} ~~This~~ difference between the maximum ^{pay} of this post (Rs. 70/-) and that of the ^{Reader} ~~pay of the~~ I Grade (Rs. 85/-) is only Rs. 15/- and this ~~the~~ ^{this difference as} the D.P.I. considers neither adequate nor just for the work attached to the post. The present incumbent of the post is stated to be getting this difference of Rs. 15/- only.

Reason (4): This is a fresh ground advanced by the D.P.I. in

in support of his recommendation and appears to be a valid one.

3. The D.P.I. reports that the extra cost involved in the proposal is only Rs. 200/- per annum and that he is including the necessary provision in Part II of his B.E., for 1946-47. The pay of the post of Reader I Grade was reduced as a measure of retrenchment from Rs. 100/- to Rs. 85/- in 1933. For orders whether ⁱⁿ ~~the~~ ^{circumstances stated} ~~reasons advanced~~ by the D.P.I. and examined in para 2 above, will not be considered as adequate reasons for the acceptance of his recommendation ^{maybe accepted & treated} ~~and treating~~ the proposal as a Part II scheme for 1946-47.

Unless the question of revising the pay scales of all services is taken up, it does not seem desirable to accept the proposal of E. & P.H. above as such piece-meal revision is bound to lead to endless similar requests from other Depts. which it may be difficult to resist.

In fact, the proposal was considered more than once in the past but was negatived - see G.O.s at (L), (S), (K) and (M). It is no doubt urged ^{among others,} that the duties and responsibilities of the Head Reader are very onerous and ^{that} they involve supervision of the work of other readers, clerks ^{and charge of library} etc. and that the work is analogous to that of the Librarian in the Govt. Oriental Manuscript Library, whose scale of pay is Rs 100-150.

2. The scales of pay of various posts in the various offices are fixed with ref. to the duties to be performed. The Office of the Registrar of Books is a small one and it does not seem appropriate to compare the staff or their pay with those in other offices. The pay of II Grade Readers in the office of the Regr. of Books (from whom promotion is made to I Grade) is only Rs 55-70 and the difference in pay viz. Rs 15 on promotion to I Grade is sufficient enough improvement to cover the factors referred to above - see also in this connection Dy. Secy's no



① Revised Scale of 1933. Prior to revision, the scale was Rs. 45-55-65-75-85-95-105-115-125-135-145-155-165-175-185-195-205-215-225-235-245-255-265-275-285-295-305-315-325-335-345-355-365-375-385-395-405-415-425-435-445-455-465-475-485-495-505-515-525-535-545-555-565-575-585-595-605-615-625-635-645-655-665-675-685-695-705-715-725-735-745-755-765-775-785-795-805-815-825-835-845-855-865-875-885-895-905-915-925-935-945-955-965-975-985-995-1005-1015-1025-1035-1045-1055-1065-1075-1085-1095-1105-1115-1125-1135-1145-1155-1165-1175-1185-1195-1205-1215-1225-1235-1245-1255-1265-1275-1285-1295-1305-1315-1325-1335-1345-1355-1365-1375-1385-1395-1405-1415-1425-1435-1445-1455-1465-1475-1485-1495-1505-1515-1525-1535-1545-1555-1565-1575-1585-1595-1605-1615-1625-1635-1645-1655-1665-1675-1685-1695-1705-1715-1725-1735-1745-1755-1765-1775-1785-1795-1805-1815-1825-1835-1845-1855-1865-1875-1885-1895-1905-1915-1925-1935-1945-1955-1965-1975-1985-1995-2005-2015-2025-2035-2045-2055-2065-2075-2085-2095-2105-2115-2125-2135-2145-2155-2165-2175-2185-2195-2205-2215-2225-2235-2245-2255-2265-2275-2285-2295-2305-2315-2325-2335-2345-2355-2365-2375-2385-2395-2405-2415-2425-2435-2445-2455-2465-2475-2485-2495-2505-2515-2525-2535-2545-2555-2565-2575-2585-2595-2605-2615-2625-2635-2645-2655-2665-2675-2685-2695-2705-2715-2725-2735-2745-2755-2765-2775-2785-2795-2805-2815-2825-2835-2845-2855-2865-2875-2885-2895-2905-2915-2925-2935-2945-2955-2965-2975-2985-2995-3005-3015-3025-3035-3045-3055-3065-3075-3085-3095-3105-3115-3125-3135-3145-3155-3165-3175-3185-3195-3205-3215-3225-3235-3245-3255-3265-3275-3285-3295-3305-3315-3325-3335-3345-3355-3365-3375-3385-3395-3405-3415-3425-3435-3445-3455-3465-3475-3485-3495-3505-3515-3525-3535-3545-3555-3565-3575-3585-3595-3605-3615-3625-3635-3645-3655-3665-3675-3685-3695-3705-3715-3725-3735-3745-3755-3765-3775-3785-3795-3805-3815-3825-3835-3845-3855-3865-3875-3885-3895-3905-3915-3925-3935-3945-3955-3965-3975-3985-3995-4005-4015-4025-4035-4045-4055-4065-4075-4085-4095-4105-4115-4125-4135-4145-4155-4165-4175-4185-4195-4205-4215-4225-4235-4245-4255-4265-4275-4285-4295-4305-4315-4325-4335-4345-4355-4365-4375-4385-4395-4405-4415-4425-4435-4445-4455-4465-4475-4485-4495-4505-4515-4525-4535-4545-4555-4565-4575-4585-4595-4605-4615-4625-4635-4645-4655-4665-4675-4685-4695-4705-4715-4725-4735-4745-4755-4765-4775-4785-4795-4805-4815-4825-4835-4845-4855-4865-4875-4885-4895-4905-4915-4925-4935-4945-4955-4965-4975-4985-4995-5005-5015-5025-5035-5045-5055-5065-5075-5085-5095-5105-5115-5125-5135-5145-5155-5165-5175-5185-5195-5205-5215-5225-5235-5245-5255-5265-5275-5285-5295-5305-5315-5325-5335-5345-5355-5365-5375-5385-5395-5405-5415-5425-5435-5445-5455-5465-5475-5485-5495-5505-5515-5525-5535-5545-5555-5565-5575-5585-5595-5605-5615-5625-5635-5645-5655-5665-5675-5685-5695-5705-5715-5725-5735-5745-5755-5765-5775-5785-5795-5805-5815-5825-5835-5845-5855-5865-5875-5885-5895-5905-5915-5925-5935-5945-5955-5965-5975-5985-5995-6005-6015-6025-6035-6045-6055-6065-6075-6085-6095-6105-6115-6125-6135-6145-6155-6165-6175-6185-6195-6205-6215-6225-6235-6245-6255-6265-6275-6285-6295-6305-6315-6325-6335-6345-6355-6365-6375-6385-6395-6405-6415-6425-6435-6445-6455-6465-6475-6485-6495-6505-6515-6525-6535-6545-6555-6565-6575-6585-6595-6605-6615-6625-6635-6645-6655-6665-6675-6685-6695-6705-6715-6725-6735-6745-6755-6765-6775-6785-6795-6805-6815-6825-6835-6845-6855-6865-6875-6885-6895-6905-6915-6925-6935-6945-6955-6965-6975-6985-6995-7005-7015-7025-7035-7045-7055-7065-7075-7085-7095-7105-7115-7125-7135-7145-7155-7165-7175-7185-7195-7205-7215-7225-7235-7245-7255-7265-7275-7285-7295-7305-7315-7325-7335-7345-7355-7365-7375-7385-7395-7405-7415-7425-7435-7445-7455-7465-7475-7485-7495-7505-7515-7525-7535-7545-7555-7565-7575-7585-7595-7605-7615-7625-7635-7645-7655-7665-7675-7685-7695-7705-7715-7725-7735-7745-7755-7765-7775-7785-7795-7805-7815-7825-7835-7845-7855-7865-7875-7885-7895-7905-7915-7925-7935-7945-7955-7965-7975-7985-7995-8005-8015-8025-8035-8045-8055-8065-8075-8085-8095-8105-8115-8125-8135-8145-8155-8165-8175-8185-8195-8205-8215-8225-8235-8245-8255-8265-8275-8285-8295-8305-8315-8325-8335-8345-8355-8365-8375-8385-8395-8405-8415-8425-8435-8445-8455-8465-8475-8485-8495-8505-8515-8525-8535-8545-8555-8565-8575-8585-8595-8605-8615-8625-8635-8645-8655-8665-8675-8685-8695-8705-8715-8725-8735-8745-8755-8765-8775-8785-8795-8805-8815-8825-8835-8845-8855-8865-8875-8885-8895-8905-8915-8925-8935-8945-8955-8965-8975-8985-8995-9005-9015-9025-9035-9045-9055-9065-9075-9085-9095-9105-9115-9125-9135-9145-9155-9165-9175-9185-9195-9205-9215-9225-9235-9245-9255-9265-9275-9285-9295-9305-9315-9325-9335-9345-9355-9365-9375-9385-9395-9405-9415-9425-9435-9445-9455-9465-9475-9485-9495-9505-9515-9525-9535-9545-9555-9565-9575-9585-9595-9605-9615-9625-9635-9645-9655-9665-9675-9685-9695-9705-9715-9725-9735-9745-9755-9765-9775-9785-9795-9805-9815-9825-9835-9845-9855-9865-9875-9885-9895-9905-9915-9925-9935-9945-9955-9965-9975-9985-9995-10005-10015-10025-10035-10045-10055-10065-10075-10085-10095-10105-10115-10125-10135-10145-10155-10165-10175-10185-10195-10205-10215-10225-10235-10245-10255-10265-10275-10285-10295-10305-10315-10325-10335-10345-10355-10365-10375-10385-10395-10405-10415-10425-10435-10445-10455-10465-10475-10485-10495-10505-10515-10525-10535-10545-10555-10565-10575-10585-10595-10605-10615-10625-10635-10645-10655-10665-10675-10685-10695-10705-10715-10725-10735-10745-10755-10765-10775-10785-10795-10805-10815-10825-10835-10845-10855-10865-10875-10885-10895-10905-10915-10925-10935-10945-10955-10965-10975-10985-10995-11005-11015-11025-11035-11045-11055-11065-11075-11085-11095-11105-11115-11125-11135-11145-11155-11165-11175-11185-11195-11205-11215-11225-11235-11245-11255-11265-11275-11285-11295-11305-11315-11325-11335-11345-11355-11365-11375-11385-11395-11405-11415-11425-11435-11445-11455-11465-11475-11485-11495-11505-11515-11525-11535-11545-11555-11565-11575-11585-11595-11605-11615-11625-11635-11645-11655-11665-11675-11685-11695-11705-11715-11725-11735-11745-11755-11765-11775-11785-11795-11805-11815-11825-11835-11845-11855-11865-11875-11885-11895-11905-11915-11925-11935-11945-11955-11965-11975-11985-11995-12005-12015-12025-12035-12045-12055-12065-12075-12085-12095-12105-12115-12125-12135-12145-12155-12165-12175-12185-12195-12205-12215-12225-12235-12245-12255-12265-12275-12285-12295-12305-12315-12325-12335-12345-12355-12365-12375-12385-12395-12405-12415-12425-12435-12445-12455-12465-12475-12485-12495-12505-12515-12525-12535-12545-12555-12565-12575-12585-12595-12605-12615-12625-12635-12645-12655-12665-12675-12685-12695-12705-12715-12725-12735-12745-12755-12765-12775-12785-12795-12805-12815-12825-12835-12845-12855-12865-12875-12885-12895-12905-12915-12925-12935-12945-12955-12965-12975-12985-12995-13005-13015-13025-13035-13045-13055-13065-13075-13085-13095-13105-13115-13125-13135-13145-13155-13165-13175-13185-13195-13205-13215-13225-13235-13245-13255-13265-13275-13285-13295-13305-13315-13325-13335-13345-13355-13365-13375-13385-13395-13405-13415-13425-13435-13445-13455-13465-13475-13485-13495-13505-13515-13525-13535-13545-13555-13565-13575-13585-13595-13605-13615-13625-13635-13645-13655-13665-13675-13685-13695-13705-13715-13725-13735-13745-13755-13765-13775-13785-13795-13805-13815-13825-13835-13845-13855-13865-13875-13885-13895-13905-13915-13925-13935-13945-13955-13965-13975-13985-13995-14005-14015-14025-14035-14045-14055-14065-14075-14085-14095-14105-14115-14125-14135-14145-14155-14165-14175-14185-14195-14205-14215-14225-14235-14245-14255-14265-14275-14285-14295-14305-14315-14325-14335-14345-14355-14365-14375-14385-14395-14405-14415-14425-14435-14445-14455-14465-14475-14485-14495-14505-14515-14525-14535-14545-14555-14565-14575-14585-14595-14605-14615-14625-14635-14645-14655-14665-14675-14685-14695-14705-14715-14725-14735-14745-14755-14765-14775-14785-14795-14805-14815-14825-14835-14845-14855-14865-14875-14885-14895-14905-14915-14925-14935-14945-14955-14965-14975-14985-14995-15005-15015-15025-15035-15045-15055-15065-15075-15085-15095-15105-15115-15125-15135-15145-15155-15165-15175-15185-15195-15205-15215-15225-15235-15245-15255-15265-15275-15285-15295-15305-15315-15325-15335-15345-15355-15365-15375-15385-15395-15405-15415-15425-15435-15445-15455-15465-15475-15485-15495-15505-15515-15525-15535-15545-15555-15565-15575-15585-15595-15605-15615-15625-15635-15645-15655-15665-15675-15685-15695-15705-15715-15725-15735-15745-15755-15765-15775-15785-15795-15805-15815-15825-15835-15845-15855-15865-15875-15885-15895-15905-15915-15925-15935-15945-15955-15965-15975-15985-15995-16005-16015-16025-16035-16045-16055-16065-16075-16085-16095-16105-16115-16125-16135-16145-16155-16165-16175-16185-16195-16205-16215-16225-16235-16245-16255-16265-16275-16285-16295-16305-16315-16325-16335-16345-16355-16365-16375-16385-16395-16405-16415-16425-16435-16445-16455-16465-16475-16485-16495-16505-16515-16525-16535-16545-16555-16565-16575-16585-16595-16605-16615-16625-16635-16645-16655-16665-16675-16685-16695-16705-16715-16725-16735-16745-16755-16765-16775-16785-16795-16805-16815-16825-16835-16845-16855-16865-16875-16885-16895-16905-16915-16925-16935-16945-16955-16965-16975-16985-16995-17005-17015-17025-17035-17045-17055-17065-17075-17085-17095-17105-17115-17125-17135-17145-17155-17165-17175-17185-17195-17205-17215-17225-17235-17245-17255-17265-17275-17285-17295-17305-17315-17325-17335-17345-17355-17365-17375-17385-17395-17405-17415-17425-17435-17445-17455-17465-17475-17485-17495-17505-17515-17525-17535-17545-17555-17565-17575-17585-17595-17605-17615-17625-17635-17645-17655-17665-17675-17685-17695-17705-17715-17725-17735-17745-17755-17765-17775-17785-17795-17805-17815-17825-17835-17845-17855-17865-17875-17885-17895-17905-17915-17925-17935-17945-17955-17965-17975-17985-17995-18005-18015-18025-18035-18045-18055-18065-18075-18085-18095-18105-18115-18125-18135-18145-18155-18165-18175-18185-18195-18205-18215-18225-18235-18245-18255-18265-18275-18285-18295-18305-18315-18325-18335-18345-18355-18365-18375-18385-18395-18405-18415-18425-18435-18445-18455-18465-18475-18485-18495-18505-18515-18525-18535-18545-18555-18565-18575-18585-18595-18605-18615-18625-18635-18645-18655-18665-18675-18685-18695-18705-18715-18725-18735-18745-18755-18765-18775-18785-18795-18805-18815-18825-18835-18845-18855-18865-18875-18885-18895-18905-18915-18925-18935-18945-18955-18965-18975-18985-18995-19005-19015-19025-19035-19045-19055-19065-19075-19085-19095-19105-19115-19125-19135-19145-19155-19165-19175-19185-19195-19205-19215-19225-19235-19245-19255-19265-19275-19285-19295-19305-19315-19325-19335-19345-19355-19365-19375-19385-19395-19405-19415-19425-19435-19445-19455-19465-19475-19485-19495-19505-19515-19525-19535-19545-19555-19565-19575-19585-19595-19605-19615-19625-19635-19645-19655-19665-19675-19685-19695-19705-19715-19725-19735-19745-19755-19765-19775-1

6
B/D 54
as Deputy Secretary
(negative), E. & P.H.) on p. 2 N.F. of (S).

3 In the circumstances and unless it is shown that
qualified men are not available on the existing scales of
pay, the case for revision does not seem strong. Fin.
may suggest that it may be negated.

18.10.45 ^{alt} 18.10.45 It does not seem advisable
to ~~under~~ encourage salary revision for
individual posts, unless there is a vacancy & it
is difficult to get recruits on the existing scale of pay.
(Govt have ordered in another case that the high salary
recommended by the Salaries Committee in a few
individual cases - (technical posts) need not be
announced till there is an actual vacancy. The same
principle would apply here.)

WS
19.10.45
E.P.H.

Fin no
46713 E.P.D.
20.10.45

Fin have not agreed to the ^{proposal} ~~recommendation~~
of this Dept to revise the pay of Reader I Grade, Office of
the Regr of Books. though the D.P.D. has made out a good
case as shown on pp 1-3 ante. For orders whether this Dept
will agree with Fin or whether the case will be pressed
in circulation the suggestion of Finance will be accepted.

47265 WS
26/x

(14) The file may be circulated to A2.

25/10/45 The case need not be pursued. In answer

WS
25.10.45



26/x/45
Mr. T.

A draft order is submitted

2/11/45

11/11/45
WS
11/11/45

