

James
Education and Public Health (1945) Department.

His. SERIES.

G.O. No. 1850 Education.

Dated 10th November, 1945.

[Despatch Abstract.]

Allowance - Duty - Grant to Headmasters and Headmistresses of Government Schools and to Principals of Second Grade Colleges - Proposals - Not considered.

Back Papers.

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

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
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C.No. 1106 A/45

Dated 28.9.1945.

From

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

To

The Secretary to Government,
Education & Public Health Department
Fort St. George, Madras.

Sir,

DUTY ALLOWANCE to the Headmasters and Headmistresses
of Government schools and to the Principals of Govern-
ment second grade colleges.

I have the honour to submit for the favourable consi-
deration of Government the following proposal for the sanction
of duty allowance to the Headmasters and Headmistresses of
all government secondary schools and training schools and
to the Principals of the three government second grade
colleges.

2. There are at present 110 government schools for
boys and girls including training schools. Of these 10
superintendents of Secondary and Training schools for women
and the Headmaster of the Madrasa-i-azam are in the Madras
Educational Service. 14 posts of Headmasters and Head-
mistresses carry an allowance of Rs. 25/- each a month.
Thus 25 out of 110 Headmasters and Headmistresses are drawing
a higher scale of pay or a special pay for being the
heads of institutions. In the case of other Headmasters
and Headmistresses, they receive nothing for the additional
burden which they have got to bear in each of their schools.

3. The post of Headmaster or Headmistress is not an
enviable post. The Headmasters are in the same scale of
pay as School assistants. Though in the case of boys'
schools the posts of Headmasters are very often held by men
who are in the selection grade, it is not so in the case
of girls' schools. In all countries Headmasters and
Headmistresses are in a special and higher scale of pay.
In this presidency, the District Boards and Municipal councils
have got a separate scale of pay for their Headmasters and
Headmistresses of Secondary schools and this scale is
higher than that prescribed for School Assistants. Some
Municipalities pay duty allowance to Headmasters and Head-
mistresses of Elementary schools. It is only in the
Government schools that there is neither a separate higher
scale of pay nor a duty allowance given except in the case
of the 24 posts referred to above. The responsibility
borne by a Headmaster or Headmistress is certainly very
great. Apart from the administration of the school, he
or she has got to bear the full responsibility as regards
finances of the schools, discipline and efficiency of the
school, the extra curricular activities of the school
and the general tone of the school which is based on the
character of the pupils and of the members of the staff.
The Headmasters and Headmistresses who have got to bear
the responsibilities enumerated above are also held
responsible for the maintenance of standards set up by
the department and enforced by the inspecting officers.
They have also to satisfy the wishes and sentiments of the
parents of the pupils and enlist their cooperation. It
is but fair that they should be properly compensated for the
very responsible work which is entrusted to them.

4. In the proposals of the Central Advisory Board,
special scales of pay have been recommended for Head-
masters and Headmistresses. Pending acceptance of such
scales of pay, it is necessary that our Headmasters and
Headmistresses in the Subordinate Educational Service

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should be given some immediate relief. I, therefore, propose

- (i) that Headmasters and Headmistresses of High schools may be given a duty allowance of Rs.15/- per mensem
- (ii) that Headmasters and Headmistresses of Secondary training schools, with a Model school attached, may be given a duty allowance of Rs.15/- per mensem;
- (iii) that Headmasters and Headmistresses of Middle schools ~~be given an allowance of Rs.10/- per mensem; and that Headmasters and Headmistresses of Higher Elementary Training schools with no Model schools attached to them may be given an allowance of Rs.5/- per mensem.~~
- (iv) that headmasters and headmistresses of (1) secondary training schools without model schools and (2) of Elementary Training schools with model schools may be given an allowance of Rs.10/- per mensem.
- (v) that Headmasters and Headmistress of Higher elementary training schools with no model schools attached to them, may be given an allowance of Rs.5/- per mensem.

In accordance with my proposal, the special pay of Rs.25/- per mensem now allowed to 14 posts of Headmasters and Headmistresses need not be continued. This special pay of Rs.25/- was sanctioned when the 14 posts, in question, which were formerly in the Junior Madras Educational Service were relegated to the Madras Educational Subordinate service as a measure of retrenchment. At present these posts are generally given to men above 50 years of age who have no chance of promotion to the Madras Educational Service. These disgruntled men at the end of their career have not much interest in their work. The younger men cannot aspire to these posts and have no ambition to try for these posts by superior work. Hence these posts carrying an allowance of Rs.25/- per mensem do not serve any purpose except as a concession to old men towards the end of their career.

5. In this connection, the question of an allowance to the Principals of the three Government second grade colleges at Coimbatore, Tellicherry and Mangalore also deserves sympathetic consideration. After all in these colleges, which are large enough the work and responsibility of the Principals are as great as those in the First Grade Colleges. But whereas the Principal of a First Grade College in the Madras Educational Service gets an allowance of Rs.50/- a month, the Principal of a second grade college gets nothing. I recommend that a duty allowance of Rs.25/- a month may be allowed to the Principals of the three second grade colleges. This involves very little expenditure.

6. The cost of the proposal will be as follows: --

Categories 1 and 2

Duty allowance to 44 posts of Headmasters and Headmistresses of Govt. high schools and government secondary training schools with Model schools attached to them at Rs.15/- per mensem.

$$15 \times 44 \times 12 = \text{Rs.7920/-}$$

Category 3:

Duty allowance to 7 posts of Headmistresses of Government Middle schools at Rs.10/ per mensem $10 \times 7 \times 12 \dots 840$ Rs.

Category 4:

3 posts of Headmasters of Govt. secondary training schools without Model schools and 37 posts of Headmasters of government Higher elementary training schools with Model schools at Rs.10/- per mensem $10 \times 40 \times 12 \dots 4800$

Category 5:

Duty allowance to 8 posts of Headmasters of government elementary grade training schools with no Model schools attached to them at Rs.5/- per mensem. $5 \times 8 \times 12 \dots 480$

Total 14040

Minus

Special pay to 14 posts of Headmasters and Headmistresses of government schools at Rs.25/- per mensem $25 \times 14 \times 12 \dots 4200$ Rs.9840

Plus

Special pay to Principals of 3 government second grade colleges at Rs.25/- per mensem $25 \times 3 \times 12 \dots 900$

Total cost per annum

Rs.10740
or Rs.10700
in round figures

7. I am including necessary provision in Part II of the Budget estimate for 1945-1946.

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

For Director of Public Instruction

G.A.W./23.9.1945.

29/9

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STON(S)

Allowance - Duty - Grant to Headmasters and Headmistresses
of Govt Schools and to Principals of Second grade Colleges -

Proposals - not considered

Cmo 43608 /45.

Form the DPJ cmo 1106 A/45 dated 28.9.45

Q
9/11/45

Order
no 1850 Edn dated 10.11.45

The Director of Public Instruction is
informed that as the improvement of the scales
of pay of the staff employed in Schoolst Colleges
is one of the Post-war schemes in the first
five year plan and as detailed proposals to
implement the scheme ^{as referred to} will be formulated shortly

by the special staff sanctioned for the purpose, the Govt do not propose to consider the question of grant of duty allowance to the Headmasters & Headmistresses of Govt schools and to the Principals of Govt second grade colleges in advance of these proposals, for improving their scales of pay. The fact that ~~Headmasters, Headmistresses~~ ^{the D.P.I.} ~~are doing very responsible additional work without any additional remuneration for the purpose, may be taken into account when formulating proposals for the revision of their scales of pay.~~

USK
7.11.45

DM
8/11/45

by
S/MS-

To
The D.P.I.
Depd
KM
R-11-45

55348

C.F. 32 (a).

EDUCATION Department

From (Name) Dr. S. R. U. Savor, M.A., D.Sc., I.E.S.,
Designation Director of Public Instruction,
Station Madras.

Received.....Registered.....
To The Secretary to the Government,
Education and Public Health Department.

ASST. SECRETARY TO GOVERNMENT
6 - DEC 1945
EDUCATION AND PUBLIC HEALTH DEPT.

R.O. No. 1106A/45 dated 30th November 1945.

Sir,

Sub: Duty allowance to Heads of Government institutions.

Ref: G.O. No. 1850 Edn., dated 10-11-1945.

I have the honour to request that the Government may be pleased to reconsider their orders on the above question. It may take long before revised scales of pay for headmasters and Headmistresses are adopted by Government. All officers have worked throughout faithfully and discharged their responsibilities efficiently without any encouragement. I, recommend that without prejudice to the question of revision of scales of pay, the allowances proposed by me may be sanctioned by Government. The extra cost involved in the proposal is only a small sum and the small allowance will be an encouragement to the heads of institutions.

RVR 3/12/- ^{3/12} for Director of Public Instruction.

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2102 (6)

Allowance - Duty - Grant to Headmasters +
Headmistresses of Govt schools + to Principals
of Second grade colleges - Request for reconsideration
of orders

Read.

Go. no 1850 Edu dated 10.11.45

From the D.P.S. Ros. no 1106A/45 & 30-11-45

Memo. No. 55348-B/45-2-Edn. dt 13/12/45.

The Govt do not consider that there are
sufficient grounds for reconsidering the orders
already passed.

To
The D.P.S.

14-12-45
13/12/45

13/12/45
13/12/45

Allowance - Duty - Grant to Headmasters and Headmistresses of Government Schools and to Principals of Government Secondary Grade Colleges.

C.No.43608. *N/1-3 of* From the D.P.I. C.No.1106/A/45 dated 28-9-1945.

The D.P.I. has submitted proposals for the grant of duty allowance to the Headmasters and Headmistresses of Government Secondary and Training Schools and to the Principals of Govt. Second Grade Colleges at the rates shown below:-

- 62 of*
- (i) Headmasters & Headmistresses of High Schools and Secondary training Schools with Model Schools attached. Rs.15/- p.m.
 - (ii) Headmasters and Headmistresses of middle Schools and Secondary Training Schools with model schools. Rs.10/- p.m.
 - (iii) Headmasters and Headmistresses of Elementary Training Schools with Model Schools Rs.10/- p.m.
 - (iv) Headmasters and Headmistresses of Higher Elementary Training Schools without Model Schools. Rs.5/- p.m.
 - (v) Principals of Second Grade Colleges. Rs.25/- p.m.

The justification for the grant of the allowance *to Headmasters & Headmistresses* is that the posts of headmasters and headmistress are more responsible than those of School Assistants and should therefore carry a higher scale of pay than that of school assistants or a separate duty allowance for added responsibility. The work and responsibility of the Principals of Second Grade Colleges are as great as those in the First Grade Colleges and they should *also* be given a special pay as Principals of 1st Grade Colleges are being paid a special pay of Rs.20/- p.m.

2 Secondary Training Schools: The scale of pay for headmasters of high schools under local bodies is Rs.110-10/2-170 while the scale of pay for headmasters of middle and incomplete high schools is the same as that fixed for L.T. Assistants viz. Rs.65-5/2-100. The posts of School Assistants and Headmasters, and School Assistants and Headmistresses are included in one and the same category in the Madras Educational Sub-ordinate Service but there are two grades with different scales of pay 1st Grade 20 percent of the cadre Rs.140-15/2-200 - Second Grade 80 per cent of the cadre on Rs.70-10/2-130. Deputy Inspectors of schools are also included in the combined cadre.

*category 4 indant
3 in class IX*

of the Providence Girls High School, Calcutta. The corresponding of a half grant towards the cost of the three items mentioned on p.127. The D.P.I. does not recommend any grant towards the expenditure already incurred by the management on the first two items. In view of the third, it is not proposed to consider the question of giving any grant towards the same.

8 2

The posts in the 1st Grade are not reserved for headmasters alone and it cannot therefore be regarded as a special scale for posts carrying added responsibility. The D.P.I. states that although in the case of boys schools the posts of headmasters are often held by men in Grade I, it is not so in the case of girls' schools. The Central Advisory Board of Education has laid down different scales of pay for Graduate trained teachers in high schools (L.T. or B.Ed., Assistants) and for Headmasters and Headmistresses as shown below:

Graduate Trained Teachers in high Schools.	75-5-150 p.m. plus 6% contributory Provident Fund and plus allowance - 10% in rural areas and 50% in Urban areas.
Headmasters and Head Mistresses of Schools up to 250 pupils on rolls.	175-10-255.
Headmasters and Head Mistresses of schools up to 500 pupils on rolls.	230-10-330.
-do- over 500	350-15-500.

The D.P.I. states that pending the acceptance of the above scales of pay, it is necessary that headmasters and headmistresses should be given some immediate relief. In the circumstances stated it is for consideration whether the D.P.I.'s proposals may be supported. If so, the duty allowance may be classified as special pay. The D.P.I.'s recommendation that the special pay of Rs. 25/- per mensem attached to 14 posts of headmasters and headmistresses relegated to the Madras Educational Subordinate Service may be abolished, may be accepted.

3 Elementary Schools. - Under G.O.No. 5096, L & M. dated 7-12-33 headmasters and headmistresses of elementary schools may be paid a duty allowance at rates varying from Rs. 2 to Rs. 5/-. The D.P.I. recommends that headmasters of elementary Training Schools with model Schools attached to them may be given an allowance of Rs. 10 while those in charge of schools with no model schools attached to them may be given allowance at the rate of Rs. 5/- p.m. The D.P.I.'s recommendation may be accepted.

4 Second Grade Colleges. - In the circumstances stated in para 5 of the Director's letter, his recommendation that Principals

para 3 m/cf

p 17 of the Memorandum on Development in India - sub para

on 00 4947
X only 28/10/45

p 2 of

509

principals of Government Second Grade Colleges at Coimbatore, Tellicherry and Mangalore who are drawing only their grade pay in the Madras Educational Service may be paid a special pay of Rs. 25/- per mensem may be accepted.

The remarks of Finance may be invited u.o.

Through A
27/10/45

to the pamphlet at 2

A special officer has also been apptd. so that the proposals may be sent up urgently

The improvement of the scales of pay of the staffs and establishments employed in the schools and colleges is one of the schemes included in Government's Five Year Plan. The D.P.I. has been asked to submit the detailed proposals to implement the scheme. It does not seem therefore that the present scheme need be considered in advance of the proposals. The D.P.I. may perhaps be asked to take the above into account in formulating the proposals referred to above. For orders.

27/10/45
This department may agree with A. above.
1.11.45
Sd/-
(C.S.R.)

L+PH.U.O.No.
43608-B/45-1 Edn



THROU A
43225 CM
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7th 49225 CM
2-11-45

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The case relates to the grant of duty allowance to Headmasters + Head mistresses of govt Schools and to Principals of second grade colleges. The Director's proposal is that pending the grant of special scales of pay to the abovementioned staffs, they should be granted a duty allowance at the rates shown on p/ ante as immediate relief is necessary. This dept. have considered it unnecessary to consider the D.P.I.'s recommendations as proposals for improvement of the scales of pay may be formulated soon and Finance have

10 B. 4
agreed with this new - vide portion marked A on Bank

The file maybe circulated to A2.

1822
2/11/45



5/11/45 S
J. 11/45
agree
M. 11/45

A draft order is submitted below for approval

1822
2.11.45

5/11/45 S

8/11/45

[Go. no 1850 Edu dated 10.11.45] H. 5-6 of.

no. 55348/45. From the D.P.D. no 1106A/45 d. 20.11.45. p. 7 of

The D.P.D. requests that for the reasons given in his letter on p. 7 of the orders in Go. no 1850 Edu H. 5-6 of

dated 10.11.45 may be reconsidered and the duty

allowance proposed by him may be granted to

headmasters and headmistresses without prejudice

to the revision of the scales of pay. He is apparently

of opinion that immediate relief is necessary.

For orders whether in the circumstances stated by the

D.P.D. the decision will be reconsidered and the proposal

treated as a Part II scheme for 1946-47 as a special case

The file maybe sent to Finance up. for remarks

prior to circulation

1822
8-12-45

5/12/45 S

I do not think
there are sufficient grounds
to reconsider the decision already
made.
6/12/45

This Dept agrees with the

6.12.45

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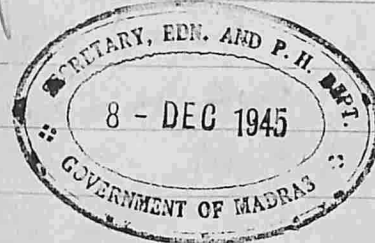
Maybe circulated to A2

1822
6.12.45

5/12/45 S 1/12/45 A2

Specd in Min.
Part II of
due in Min. by
6/12/45

6/12/45



It is for consideration whether the D.P.D. should be informed of the orders proposed to be issued in this case with ref. to Secy. Instruction 115 (i). If unnecessary, the draft memo below is for approval.

p. 59 of B.K. M. 145

p. 5 of

After issue, the papers may be filed with Go. no 1850 Edu d. 10.11.45

1822
12/12/45

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1/12/45

10/11/12

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