

Out away

1/2

Sectt. II-27-50,006-23-11-42.

Education and Public Health (194⁵) Department.

Miscellaneous SERIES.

(1)

G.O. No. 8. Education.

Dated 2nd January 1945.

[Despatch Abstract.]

European Schools - Indian teachers to be paid as Anglo Indian
and European teachers - Proposal - Approved.

...

Back papers.

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

Further papers.

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

At a meeting of the Committee of the Civil Orphan Asylum last night, the question was raised whether Indian teachers in European Schools should receive the same pay as Anglo Indians. It was stated that this question had been discussed at a Teachers' Conference and the Inspectress for European Schools had referred the matter for Government's opinion.

This was done some months ago and I was asked, if possible, to expedite communication of Government's views.

Note to Mr. / 4 / 44
See E.S.H.

21 APR 1944

21 4 48597

26/4
24/4

T.M. ③ 3rd E. P. H. 22
A
From the Assistant Secretary to Govt.
To the D.P.I.

8/24/4 Indian Teachers in European
Schools to receive the same
pay as Anglo-Indians

Please say whether
any proposal on the above subject
has been received in your office
from the Inspectors of European
Schools and if so, in what state
the matter now is. The information
is required very urgently.

P.C. to go.

22/4/44
22/4/44

24/4/44

Government of Madras



EDUCATION AND PUBLIC HEALTH DEPARTMENT

(Education)

Memo. No. 49498-A/39-2, 1st March 1940

Establishment—Local bodies—Teaching of English in elementary schools—Pay of teachers and qualifications.

Head—the following paper:—
From the Director of Public Instruction, dated 18th January 1940,
Roc. No. 6017-B/39.

Memorandum—No. 49498-A/39-2, Education, dated 1st March 1940.

Instructions have been issued by the Director of Public Instruction recently that only teachers who possess at least the trained teacher's certificate of the secondary grade should teach English in elementary schools. District Boards and Municipal Councils are informed that teachers thus employed to teach English in elementary schools should be granted pay at the rates prescribed for secondary grade trained teachers. If any local body is unable to grant this pay, it should not introduce the teaching of English in its schools.

G. H. COOKE,
Secretary to Government.

To all Presidents of District Boards.
the Executive Authorities of Municipal Councils and Local Boards.
the Examiner of Local Fund Accounts.
the Director of Public Instruction.
the Inspector of Municipal Councils and Local Boards.

TELEPHONIC MESSAGE

From Dy. P. I.

To Asst. Secretary. 28.1.40.

Ref. your T.M. dated 24.4.40
Reg. the pay of Indian Teachers
in European Schools.

The note containing
certain resolutions passed in
the Headmasters Conference,
suggesting certain scales of
pay to the teachers of European
schools was received.

This office has to G. E. S.
Suggestion has also been made
herein about the pay of
Indian Teachers. No
decision has yet been
arrived at as the
matter is still under
consideration.

TELEPHONIC MESSAGE

From

To

⑤

2

The J. E. S.

25 July 1961

ΣΔΡΗ (Δ)

The T. M. from

19.53. 19.53. 19.53.

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From: The D.P.I.

T.M.

To: The Asst. Secy., E.&P.H.

Ref:- Your T.M. dated 24-4-44 re: the pay of Indian teachers in European schools

The note containing certain resolutions passed in the Headmasters' Conference, suggesting certain scales of pay to the teachers of European Schools, was received in this office from the Inspectress of European Schools. Suggestion was also made therein about the pay of Indian teachers. No decision has yet been arrived at as the matter is still under correspondence with the Inspectress of European Schools.

The T.M. above may be circulated to A₃ + A₂ for perusal with reference to the minutes on page 1 ante. The D.P.I. may be asked to submit a report to Govt in the matter at an early date.

ASU
26.4.44

ASU
27/4/44
A₃ 27/4/44
27/4/44

A draft Memo is submitted

ASU
2/5/44

[Issued Memo no. 18597 A.1, Edo
dated 3.5.44] p1 of

2-MAY 1944

10

Government of Madras

EDUCATION AND PUBLIC HEALTH DEPARTMENT
(Education)

Memo. No. 7904-B/39-3, 6th May 1939

Extra-curricular activities in schools.

Memorandum—No. 7904-B/39-3, Education, dated 6th May 1939.

District boards and municipal councils are informed that they should place no impediments in the way of extra-curricular activities being organized in schools under their management with a view to developing histrionic talents among pupils. No boy or girl should, however, be required to take part in such activities, unless the headmaster or headmistress, as the case may be, obtains the consent in writing of the father or guardian concerned to the pupil's participation in such activities. These instructions apply also to schools under private management who should be informed accordingly by the Director of Public Instruction.

G. H. COOKE,
Secretary to Government.

To the Presidents of District Boards.
" Executive Authorities of Municipal Councils (through Chairmen).
" Director of Public Instruction.
" Collector of Vizagapatam, with reference to his letter Rc. No. 6234/38 B-8, dated 23rd February 1939.

10

65/25

①
European schools. Indian
Teachers to receive the same
pay as Anglo-Indians

1944 Ref. from the S.P.I. J.M. dated 25.4.44

A
3/5 Memo No. 18597A.1 Edu 3.5.44

The S.P.I. is requested
to submit a report
to Govt. in the
matter at an early date.

To the S.P.I. 25.4.44

SM
25/4/44

25/4/44

25/4/44

Government of Madras



EDUCATION AND PUBLIC HEALTH DEPARTMENT

(Education)

Memo. No. 49498-A/39-2, 1st March 1940

Establishment—Local bodies—Teaching of English in elementary schools—Pay of teachers and qualifications.

Read—the following paper:—

From the Director of Public Instruction, dated 18th January 1940,
Roc. No. 6017-B/39.

Memorandum—No. 49498-A/39-2, Education, dated 1st March 1940.

Instructions have been issued by the Director of Public Instruction recently that only teachers who possess at least the trained teacher's certificate of the secondary grade should teach English in elementary schools. District Boards and Municipal Councils are informed that teachers thus employed to teach English in elementary schools should be granted pay at the rates prescribed for secondary grade trained teachers. If any local body is unable to grant this pay, it should not introduce the teaching of English in its schools.

G. H. COOKE,
Secretary to Government.
To all Presidents of District Boards.
the Executive Authorities of Municipal Councils (through the Chairmen of Municipal Councils)
the Director of Public Instruction.
the Inspector of Municipal Councils and Local Boards.

23338

Education Department.

From

Dr. B.B.DEY, D.Sc. (Lond.), F.I.C., I.E.S.,
Director of Public Instruction, Madras

To

The Secretary to the Government of Madras,
Education and Public Health Department,
Fort St. George, Madras.

R.C.No.375-E/44 dated 11th May, 1944.



EUROPEAN SCHOOLS—Indian Teachers to receive the same pay as Anglo Indian and European teachers.

Reference:—Government Memorandum No.18597 A-1 dated 3.5.1944.

As already indicated in this office telephonic reply of 1944, the Inspectress of European Schools submitted a note bringing to my notice the suggestions considered at the conference of Headmasters regarding the introduction of uniform scales of pay to trained teachers of several grades and incidentally requested me to give consideration to the question whether Indian teachers employed in European Schools should be paid the same scales of pay as allowed to European teachers. As the note did not contain any particulars to enable me to consider the proposals, it has been returned to the Inspectress of European Schools for supplying information on some points.

As the Inspectress of European Schools is at present in the Hills on inspection duty I anticipate that it will be some time before concrete proposals can be submitted for consideration of Government.

I may add that the question of uniform scales is one of importance which, if given effect to is likely to commit Government to additional expenditure and therefore a detailed examination of the proposal is necessary.

M. Muhammad
12.5.44
For Director of Public Instruction.

ks125

Statement showing the Amount collected under Miscellaneous
Receipts in the V. S. School. Tanjore for the year 1933 to 1934

Year & Month	Date	Details	Amount	Remarks
1933 June	15	Sale of S. I. Ry. Form	0 0 6	
	19	do	0 0 6	
	30	Bank Interest for 1932 - 1933	1 3 6	
" July	11	Sale of Concession form	0 0 6	
	21	do	0 6 6	
	24	do	0 1 6	
	26	do	0 1 6	
	28	do	0 1 0	
	31	do	0 1 0	
August	1	do	0 0 6	
	3	do	0 0 0	
October	9	Sale of S. I. R. form	0 0 6	
	10	do	0 1 6	
	12	do	0 0 6	

Re. No. 375 E/44

Office of the
Director of Public Instruction,
Madras, dated the 18th July 1944.

37687

Sir R.M. S tatham, M.A., C.I.E., I.E.S.,
Director of Public Instruction, Madras.

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

Sir,

P1. N. F.

European schools - Indian Teachers to receive
the same pay as Anglo Indians and European teachers.
Ref: Govt. Memo.No.18597 A-1 dated 3.5.1944.

In continuation of my letter Rc.No.375 E/44 dated 11.5.1944 I have the honour to state that the Inspectress of European schools, Madras, has suggested that in view of the present war conditions the proposal may be deferred for the duration of the war. I agree with her suggestion and ~~recommend~~ recommend that the matter may be deferred consideration accordingly.

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

GAW/19.7.44. for Director of Public Instruction.

Sol
19/

George Middle School
Kallidairuvichi
18-5-1934

Verified with the School Recs

A. Ramalingam Esq.

Headmaster

Nil

Statement of Income & Expenditure
for the year

C. No: 18597

14/6/44
P. 15 C. 7.

European Schools - Indian teachers ^{in Singapore} Scale of pay. ¹⁰ E.P.H. (A)
Ref.: From the D.P.S. R.C. No. 375 E/44 dated 18-7-44.

Memo - 18597 - A2 Edn dated 3-8-44

The Govt. Consider that the proposal for the introduction of uniform scales of pay to trained teachers of several grades, including Indian teachers employed in European schools, need not be deferred for the duration of the war. The Director of Public Instruction is ^{therefore} requested to examine the proposal in detail and submit a report to Govt. at an early date.

20/8/44
R. 28.8.44

2-8-44
2-8-44

The D.P.S. is informed that the consideration of the question of granting Indian teachers employed in schools for European and Anglo-Indian children the same scales of pay as are allowed to Anglo-Indian teachers need not be

abnormal increase in the cost of living, he is running in to debt and will soon be on the verge of insolvency.

(5) That his present position, therefore demands immediate pecuniary relief.

(6) That, realising the difficulties of the low paid servants, Government themselves have sanctioned varying rates of dearness allowance to their servants, and have permitted Local Boards to grant similar allowance to their servants.

(7) That, private employers like factory owners and quasi public agencies like Railway Companies have also given generous aid to their low paid employees to allow them to tide over these difficulties.

(8) That the Malabar District Board has not yet granted the dearness allowance allowed in G. O. No. 2783, I. A. D/ 19-9-42 to its servants and

(9) That, therefore, he humbly prays that the benign Government may be pleased to consider his present pitiable circumstances and to issue immediate orders to the District Board making it obligatory to grant dearness allowance to the memorialist at the rates sanctioned to Government servants treating the expenditure as a prior charge on District Board funds.

For which act of justice and generosity the memorialist shall, as in duty bound.

Place, Karvay

Date, 8-3-1943

Ever Pray

Anandam Chair
Memorialist.

Referred for the duration of the war.
The Director is requested to have the matter examined now and to make a report as early as possible.
2-8-44 W. J. J. J.

C.F. 93.

E.P.H. DEPARTMENT.

REMINDER.

Edm Branch.

To THE Director of
13 SEP 1944 Public Instruction

~~have the honour to invite~~

~~I am directed to invite~~ attention to

M. No. 18597A-2, dated 3-8-44 and to

to request that the reply to it may be expedited
request that this reminder may be returned at once
with information as to—

- (1) the stage at which the matter now is, and
- (2) the date by which a reply may be expected, and
- (3) the circumstances which have caused the delay.

Office E.P.H. Secretariat
Station Fort St. George

Signature. E. A. Venkiteswar
Designation. Asst. Secretary to Govt

Dated

SUBJECT.

Indian Teachers in European
Schools - same pay as Anglo-Indians
payment of -

P.T.O.

REPLY.

To THE Assistant Secretary of
Edn + P. H. Dept.

Resubmitted.

The matter is under
Correspondence with the
Inspectors of European
Schools.

Per Director of Public Instruction

The D. P. I. may be reminded
again on 12-10-44, if necessary

D.F. 98.

REMINDER.

To THE Director of
Public Instruction

have the honour to invite

I am directed to invite attention to Govt. Memo

No. 18577A-281, dated 3-8-44 and to

to request that the reply to it may be expedited.
request that this reminder may be returned at once
with information as to—

- (1) the stage at which the matter now is, and
- (2) the date by which a reply may be expected,
and
- (3) the circumstances which have caused the
delay.

Office Secretariat

Station Fort St. George

Dated

European Education - Indian
in European Schools - 13.10.44

of pay.

13.10.44

(P.3)

O.F. 08.

REPLY.

To THE Assistant Secretary
to Govt., Education &
Health Dept.

50140

19 OCT 1944

Resolved

The matter is under Corres-
pondence with the Inspection
of European Schools. She
has also been recommended.

P. D. I.

Director of Public Instr.

Scale 4

18-10-44

E. & D. H. (A)

P.O.

D. P. I. may be reminded again
if necessary.

24.10.44

41/13/44

pp 17-18 CF

pp 22 CF

not sure

To the D. P. I.

13

European Education. Indian Teachers

in European Schools. Scales of pay
Ref Memo No 18597-A2 Edu 4 3.8.44

Memo No 18597A. 2. 2. 44

The D. P. I.

is requested to send his
reply to his letter re
to his Govt Memo quoted above
on the above subject and he is requested
expedite his reply at an early date

10.11.44

11.11.44

R.C.No.375 E/44.

Office of the
Director of Public Instruction,
Madras, dated 24-11-1944.

From Sir R.M.Statham M.A., C.I.E., I.E.S.,
Director of Public Instruction, Madras.

To The Secretary to Government,
Education & Public Health Department, Madras.

Sir, Sub: Scale of pay of Indian Teachers in European Schools.

With reference to Government Memorandum No.18597 A.2., Edn.,
dated 3-8-44 I have the honour to state as follows:-

There are about 100 Indian Teachers serving in European
Schools and they are spread over 30 schools. But, disparity
in the pay and scale of pay paid to Indian and Anglo-Indian
and European Teachers is reported to exist only in the schools
mentioned in the Annexure.

2. So long as the Indian Teachers are employed to do the
same work as Anglo-Indian and European teachers, I consider
that there should be no differentiation between the scales of
pay of European and Anglo-Indians and Indian Teachers.

3. Assuming that the pay of an Indian Teacher is fixed
at the stage next above in the scale of pay allowed to an
Anglo-Indian or European Teacher the additional cost to the
Management works out approximately to Rs.6,300 and the additional
expenditure to Government by way of grant may not exceed Rs.5,000/-

4. As this small increase in expenditure is not likely to
affect the Budget under European Education and as there is no
justification in allowing the Indian Teachers possessing the
prescribed qualifications, lower scales of pay than those
allowed to Anglo-Indian and European teachers, I recommend
that this discrimination may be removed.

5. I may add that about half the number of teachers
mentioned in para.1 above are reported to have been appointed
only temporarily for the duration of the war in the vacancies
of European or Anglo Indian teachers who have left for war
service.

TRB.27/11

R. Narasimha
for Director of Public Instruction.

P.T.O.

ANNEXURE.

Name of School. (1)	Number of teachers. (2)	Pay. Rs. (3)	Scale of pay. (4)	Corresponding pay or scale allowed to European or Anglo-Indian. (5)
1. Civil Orphan Asylums ..	1	60	50-21-60	45-4-145
2. St. Francis Convent, Coimbatore	1	75	75-5/2-100	90-5/2-120
3. Stanes High School, Coimbatore	3	155 155 130	100-5-175	130-10-250
4. Atkinson's High School, Bozwada	1	70	60-2-70	100--5-120
5. Doveton Corrie Boys' High School, Vopery ..	1	165	Fixed	160-20-240-5-300
6. St. Philomena's High School, Bellary	1	110	..	160
7. Holy Cross, Tuticorin ..	1	75	50-5-75	95-5-150
8. Christ Church, Mount Road ..	1	195	175-5-200	250-10-350
9. Presentation Convent, Kodaikanal	1	125	..	175
10. Campion High School, Trichy	1	85	..	110

12

23

(5)

From the D.P.I. R.C.No.375.E/44, dated 11-5-44.
From the D.P.I. R.C.No.375.E/44, dated 18-7-44.
From the D.P.I. R.C.No.375.E/44, dated 24-11-44.

European Schools - Indian teachers to be paid as Anglo Indian and European teachers - Proposal Approved.

G.O.No.Ms. 8 Edn., dated 2.1.1945.

The Government accept the proposal of the D.P.I. that the Indian teachers employed in ^{any} European Schools to do the same work as Anglo Indian and European teachers ^{in the school} should be paid the same scale of pay allowed to the latter class of teachers ~~in the school~~ so long as the duties performed by all teachers continue to remain the same. The D.P.I. is informed that teaching grants to European and Anglo Indian Schools may be assessed taking into account also the scale of pay allowed to Indian teachers in accordance with these orders.

To the D.P.I.
To the A.G. thro' Fin

28.12.44
28.12.44

P.T.

24

Added

MS

Edu

The D. P. S. is informed that teaching grants in behalf of schools for European and Anglo-Indian children should be assessed, ~~teaching~~ observing the principle that there should be no difference in the scales of pay allowed to European and Anglo-Indian teachers on the one hand and Indian teachers on the other where both are employed on the same kind of work.

Spd to 23 auto

29.12.44

Issue
For abstract, Address
only etc. M. see
reverse.

p30F

From the D. P. S. Re No. 375 E/44 dated 11.3.44
European schools. Indian teachers. Scale of pay
with reference to 'M' on page 13 of
the prop made from the D. P. S. is as
awaited till 1.7.44

15.5.44

15.5.44

16/5/44 S (for perusal)
17/11/44

E + P. H. (A)

[37687] From the D. P. S. Re No 375 E/44 5 18.7.44

The proposal is that Indian teachers employed in European schools may be allowed the scale of pay admissible to Anglo-Indian and European teachers. The suggestion of the Inspectors of European schools is that the proposal may be deferred for the

duration of the war. The D.P.I. agrees with the suggestion apparently because ~~the~~ the proposal if accepted will commit Govt to additional expenditure. It is not clear why the proposal should be deferred considerably.

If the principle that uniform scales of pay should be introduced in European schools is accepted, the proposal may be considered even now, if it is not acceptable the proposal may be negatived.

For order whether the recommendation of the D.P.I. should be accepted or whether he may be asked to examine the proposal and submit it to Govt.

330
22.7.44
24

28.7.44

28/7/44

A2. YS

Sir Norma Stratton may see.

may be circulated on 1.8.44

28.7.44

29.7.44

1/8/44

A2.

28.7.44

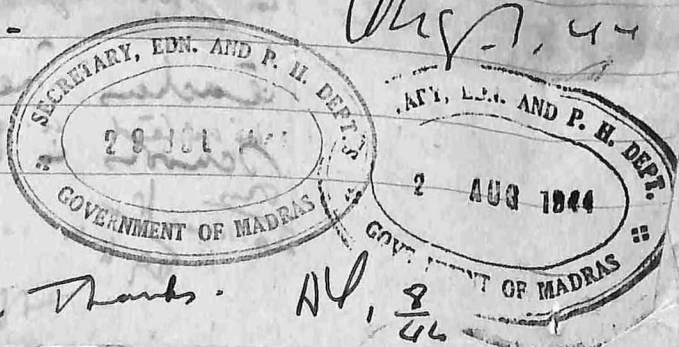
The draft letter is approved.

2.8.44

W.S. Som

Thanks.

AV. 2/44



01/8

29/7

17

Forwarded Memo no. 18577 A.2 Edn dated 3.8.44

From the S.D.I. R.C.M. 375 E/44 dated 26.11.44

The S.D.I. considers that there should not be a separate scale of pay to Indian teachers employed in European schools so long as they do the same work as Anglo-Indian and European teachers and recommends that no discrimination may be removed. The proposal of the S.D.I. may be accepted. The additional cost to the management is estimated at Rs 6000 and the additional expenditure by way of grant is about Rs 5000 p.a.

The remarks of Finance may be invited u.o before circulation.

Pl. put up a copy of the proposal of the S.D.I. to the Govt. of Madras.

29.11.44

A copy of the minutes of the meeting of the Madras Provincial Board for Anglo-Indian and European Education is put up at (E).

reference to the fact that no reference is made about the differentiation of pay of Indian teachers in European schools.

Since the differentiation of pay of Indian teachers in European schools is not mentioned in the minutes, it is suggested that a note be put up at (E) to the effect that the differentiation of pay of Indian teachers in European schools is not mentioned in the minutes.

29.11.44

5.12.44

8.12.44

1/1/45

Finance (E.I.).

u.o no 18577 A.4 Edn



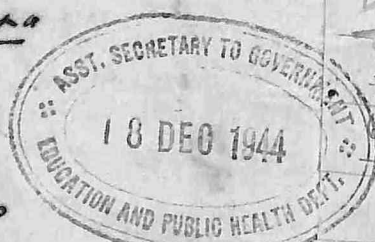
At a meeting of the Committee of the Civil Orphan Asylum in April 1944 when A.I. was present, the question was raised whether Indian teachers in European Schools should receive the same pay as Anglo-Indians. The question has been examined in E & P.H. at the instance of A.2.. The disparity in the pay and scale of pay paid to Indian and Anglo-Indian and European teachers is reported to exist in the 10 schools mentioned on page 22 C.F. The D.P.I. considers that so long as the Indian teachers are employed to do the same work as Anglo-Indian and European teachers, are employed to do the same work as Anglo-Indian and European teachers there should

differentiation between the scales of pay of European and Indian and Indian teachers and recommends that this discrimination may be removed.

It is stated that on the assumption that the pay of the Indian teachers is fixed at the stage next above in the scale of pay allowed to an Anglo-Indian or European teacher, the additional cost to the management, is about approximately to Rs.6,300 and that the additional expenditure to Government by way of grant may not exceed Rs.5,000. E & P.H. support the proposal of the D.P.I.

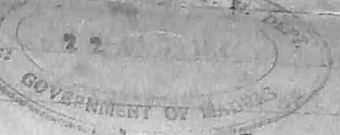
2. With reference to para 141 of the Code of Regulations for European Schools, the grant payable to the Management is determined on considerations arising out of the financial statement of the School, the class of pupils attending the School and such other considerations as for particular cases the Director will decide to be relevant. It does not appear that any specific scales of pay for teachers in European Schools have been fixed by the Govt. or the D.P.I. In the circumstances, this department need not object to the proposal.

A-1 may however see.



Friends have accepted the proposal to grant Indian Teachers employed in European Schools the scale of pay applicable to Anglo-Indian and European Teachers. The case may be circulated to A2 and A1.

If the proposal is approved, the D.P.I. may be told that in assessing teaching grants for Anglo-Indian children the principle of parity should be observed. Finance does not apparently consider this as a new service.



draft order is out. May 1945. 28.12.44