

Close

W

Seal

North, II-47-47,000-10-11-47

Ed + P H (1946) Department

Ms. SERIES.

G.O. No. 1071 Ed

Dated 31.5.46.

[Despatch Abstract.]

Establishment — Elementary Education  
Salem Dt Board — Irregular  
appointment of pre-vocational  
instructresses — Recovery  
Waived

### Back Papers.

| G.O. | No. | Department. | Date. | G.O. | No. | Department. |  |
|------|-----|-------------|-------|------|-----|-------------|--|
|      |     |             |       |      |     |             |  |

### Further Papers.

| G.O. | No. | Department. | Date. | G.O. | No. | Department. | Date. |
|------|-----|-------------|-------|------|-----|-------------|-------|
|      |     |             |       |      |     |             |       |

R.C. No.  
1407-B/46.

Office of the Director of Public Instruction,  
Madras, Dated 6th May 1946.

SUBJECT:- Elementary Education - Salem District Board- Irregular appointment of Pre-vocational instructresses- Waiver of recovery.

24576

REFERENCE:- Letter No. R.O.C. E.9-1318/45 dated 31-3-46 from the President, District Board, Salem.



8 - MAY 1946 submitted.

The two instructresses under reference did not possess the qualifications prescribed for the post. The irregularity in appointment was pointed out to the president, District Board, Salem, by the inspectress of Girls' schools, V- Circle in her letter No. R.C. 156/42 dated 8-9-42 and 11-9-42. The continuance of the Instructresses on Rs. 25/- per mensem even after the irregularity was pointed out, was irregular. The Director of public Instruction was addressed by the president, District Board, only on 10-4-44 for exemption, which was naturally refused.

For Director of Public Instruction, Madras.

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

AN/7/5/

sd/  
7/5.

Education - Elementary - Salem District Board - irregular appointment -  
of P.V. Instructresses - Waiver of recovery - requested.

R.O.C. E9-1318-45.

Salem, District Board Office,  
Dated:- 31-----3-----1946.

From  
Sri. K.A.Nachiappa Goundar, M.L.A.,  
President, District Board,  
Salem.

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

THROUGH *1407-46*  
The Director of Public Instruction, Madras.

Sir,

Enc. one.

One Miss K. Chandra Naidu a candidate, possessing the general educational qualification of IV Form with a certificate of Government Technical Examination in embroidery and lace work in Lower and Higher grade respectively was appointed as Tailoring Instructress to the Board Higher Elementary Girls School Dowlatabad in Krishnagiri Taluk on Rs. 25/- P.M. She joined duty on 19--6--42, but resigned her job on 4--12--42 and stopped away from duty since then.

Similarly one Mrs. Jethileela was appointed as Tailoring Instructress to the Board Higher Elementary Girls School Dharmapuri on Rs. 25/- P.M. and she joined duty on 7--9--42. Her general Educational qualification was VII standard and she had passed the Government Technical examination in needle work and dress making in the Lower grade.

The Inspectress of Girls Schools V circle Coimbatore in her letters R.C. No. 15-S-42 dated 8--9--42 and 11--9--42 raised objection on the ground that the Instructresses Miss Chandra Naidu and Mrs. Jethileela were not fully qualified and hence they were not therefore entitled to draw pay at Rs. 25/- P.M. The Inspectress also suggested that steps may be taken to replace the instructresses. I was quite agreeable to this, but their salary was not immediately reduced to the level of part time Instructresses as they held some qualifications in embroidery and dress making though not the precise qualification of tailoring, for the fear of their leaving the job all at once rendering the posts simply vacant. All efforts taken to secure applications from qualified candidates through advertisements and other methods proved futile. The post of Miss Chandra Naidu is vacant at Dowlatabad ever since she went away after resigning her job on 4--12--42 and it could not be filled up so far for want of a qualified instructress. The Inspectress was requested therefore to exempt the candidates and to allow them to continue in service on Rs. 25/- P.M. In spite of repeated representations and protracted correspondence over the matter the Inspectress declined to agree to their being paid at Rs. 25/- P.M. in spite of their having qualification in embroidery, lace works and needle work and dress making. Hence, the Director of Public Instruction, Madras was addressed in this office letter R.O.C. No. E9-131-43 dated 10--4--44 to grant necessary exemption to the payment already made to the instructresses referred to above at Rs. 25/- P.M. and to permit the continuance of Mrs. Jethileela without reducing her pay below Rs. 25/- as otherwise she will leave our services and no candidates with exact qualifications was forthcoming to fill up the vacancy. The Director in his letter L.Dis. 1389-B-44 dated 26--4--44 informed that he was unable to grant the exemption sought for.

In pursuance of the above said proceedings of the Director of Public Instruction Madras declining to grant necessary exemption on behalf of the Instructress Mrs. Jethileela orders were issued from this office on 15--8--44 reducing the status of the Instructress Mrs. Jethileela from full time Instructress to that of part time artisan fixing her pay at Rs. 10/- P.M. Soon after the receipt of the said orders, the Instructress Jethileela tendered resignation of her appointment with effect from 8--9--44 stating that she could not continue in service with this scanty pay of Rs. 10/- P.M. and that too for 10 months in a year without dearness allowance. Eversince the Instructress resigned her job this post is also vacant till to-day owing to non availability of qualified hands and the pupils of this growing High Elementary School are deprived of the benefit of pre vocational teaching.

The Instructress Mrs. Jethileela though remarked as unqualified was carrying on her work quite efficiently and smoothly in the Board Higher Elementary Girls School at Dharmapuri. Consequent on the reduction of her pay she also resigned her job from 8--9--44. The post of tailoring mistresses at Attur, Rasipuram are also vacant for want of qualified Instructresses. The Inspecting authorities who were addressed on many an occasion to send applications if available with them had also replied that they had no applications to recommend. Efforts taken to

P. T. O.

to secure applications though advertisements also proved futile. It was solely in the best interests of the school children these Instructresses Miss Chandra Naidu and Mrs. Jothileela who had qualifications in embroidery and lace work and needle work and dress making were allowed to continue in service on Rs. 25/- P.M. and for which exemption was sought for. As the Inspectress and the Director of Public Instruction Madras declined to grant exemption on behalf of the two Instructresses, the Director of Public Instruction Madras was again requested in this office letter -- R.O.C. No. E9-131-43 dated 28--8--44 to reconsider his orders and to grant necessary exemption for the excess payment of salary made to the two mistresses. The Director of Public Instruction Madras in his letter R.C. No. 3213-B-44 dated 13--9--44 informed me that the expenditure incurred by this District Board in the payment of full time salary to the unqualified prevocational Instructresses of the Dharmapuri and -- Dowlatabad girls schools viz., Jothileela and Chandra Naidu up to the date of the receipt of the Inspectresses objection to it is ratified and that the excess salary paid to them after that date cannot be ratified. The letter of the Inspectress pointing out that Miss Chandra Naidu and Mrs. Jothileela cannot be paid salary at Rs. 25/- P.M. were received in this office on 16--9--42 and 11--9--42 respectively but I could not take immediate action to reduce their salaries for the fear of their leaving our service all at once, allowing the classes to suffer. Since the said mistresses held qualifications in embroidery and lacework and needle work and dress making, I thought that I may continue them with advantage to the school and so I undertook writing to the Inspectress and appealing to the Director of Public Instruction in the best interests of the school at heart. As the Director of Public Instruction Madras declined to ratify the continuance of two mistresses till the dates of their stopping away from duty a sum of about Rs. 474/- paid to them in excess of the rates of qualified mistresses had to be recovered from them strictly according to the rules and procedure. Hence the Director of Public Instruction, Madras was again addressed in this office letter R.O.C. No. E9-1318-45 dated 24--10--45 (copy enclosed) to reconsider his orders dated 13--9--44 and grant necessary exemption as a special case. To this the Director of Public Instruction Madras has informed me that as the case involves waiver of recovery of excess pay paid to the Instructresses, the Government may be addressed in the matter.

Accordingly, I submit that in as much as these mistresses are no longer in service under this Board and in consideration of the inevitable circumstances in which payment of salary at a higher rate was allowed purely in the interests and welfare of the institutions as clearly explained above, I request that the Government may be pleased to waive the recovery of Rs. 474/- as a special case considering the fact that the mistresses held some good qualifications in the line for doing their work though not the exact qualification for holding the tailoring mistresses job.

*[Signature]*  
20. 3. 46.  
President.

p.p.31/3.

Copy of letter Roc.No.E9-1318/45 dated 24-10-45 of the President, District Board, Salem to the Director of Public Instruction, Madras.

Sub:- Education-Elementary-Prevocational teaching Tailoring mistresses- Board Higher Elementary girls schools Dowlatabad and Dharmapuri-payment of excess salary-rectification-declined-reconsideration of orders requested.

Ref:- Your proceedings RC.No.3213-B-44 dated 13-9-44.

In your proceedings referred to above, orders have been issued to the effect that the expenditure incurred by this District Board in the payment of full time salary to the unqualified prevocational Instructresses of the Dowlatabad and Dharmapuri girls schools viz. Miss K. Chandra Naidu and Mrs. Jothileela, upto the date of receipt of the Inspectresses' objection to it, is ratified and that the excess salary paid to them after that date cannot be ratified. Miss Chandra Naidu Prevocational Training Instructress B.H.E.S., Dowlatabad stopped away from duty from 4-12-42 and Mrs. Jothileela ex-Prevocational Instructress Board Higher Elementary School Dharmapuri resigned from 8-9-1944 on receipt of this office order dated 15-8-44 issued in pursuance of your proceedings L.Dis.1389 B-44 dated 26-4-44. The Inspectress's letter pointing out that Miss. Chandra Naidu and Mrs. Jothileela cannot be paid salary at 25 per mensem as full time Prevocational Instructress were received in this office on 16-9-42 and 11-9-42 respectively. Hence a sum of about Rs.474 paid excessively to both the instructresses as arrived at with reference to your instructions in your proceedings No.3213-B-44 dated 13-9-44 still requires to be ratified.

2. In this connection I would like to bring to your kind notice that the mistresses under reference were appointed as full time instructresses in the Board higher elementary school Dowlatabad and Dharmapuri on a monthly fixed pay of Rs.25 under a misconception that they are qualified for the posts. On receipt of the letter of the Inspectress of girls schools V circle, Coimbatore, considering them as artisans eligible to receive a monthly salary of Rs.10/- per mensem it was thought that these mistresses would surely resign their posts and go away if their salaries were reduced to Rs.10 per mensem in pursuance of the objection of the Inspectress and thus the prevocational work of the above institutions which has been carried on smoothly by the mistresses would suffer, owing to the non-availability of qualified hands for substitution. As instances were not wanting wherein the existing vacancies of Tailoring mistresses in institutions like Board higher elementary girls schools at Attur, Omalur Rasipuram and Dowlatabad could not be filled up for years together for want of qualified hands to undertake appointments it was considered solely in the interests of the school work that the reduction of their pay to Rs.10 per mensem would certainly make them resign their posts and with the result that the girls of those institutions would be deprived of instructions in this very useful subject of Tailoring sewing and garment making. Efforts taken to replace them by qualified hands by calling for applications through advertisements and through correspondence with the Inspecting officers proved futile.

3. Even now, the posts of the above said schools are vacant owing to the nonavailability of qualified applicants to undertake the jobs and thus it can be very well inferred that if these mistresses viz. Miss. Chandra Naidu and Mrs. Jothileela had been reduced to the status of artisans of Rs.10 without dearness allowance in the light of the recommendations of the Inspectress, these institutions would certainly have been deprived of the instructions in prevocational teaching for a considerable period like the sister institutions mentioned above. This handicap was averted through the continuance of the mistresses for the welfare of the schools till they finally left their jobs on 4-12-42 and 8-9-44 respectively. In as much as these mistresses are no longer in service and in consideration of the inevitable circumstances, mentioned above, payment of salary at a higher rate was allowed purely in the interest and welfare of the institutions and nothing else, I request that you may be pleased to reconsider your orders and grant necessary exemption as a special case for the payments made to the two mistresses till the dates of their stopping away from duty.

4. The favour of your early orders are requested.

True Copy.

⑤  
E. & P. H. Department. (B2)

C.No. 24576 B2/46. Establishment-Elementary education Salem Dt. Board-Irregular appointment of pre-vocational instructresses-  
~~Waiver of recovery--Refused.~~ Waived  
\*\*\*\*\*

From the P.D.B. Salem, ROC., E9-1318-45 dated 31-3-46.  
From the D.P.I. Rc.No. 1407-B/46 dated 6-5-1946.  
\*\*\*\*\*

Order/Mis. 1071 En. Edu. dated. 20/5/46

The Government ~~decline~~ to ratify the action of the President District Board, Salem, in having granted pay to the pre-vocational instructresses, Miss K. Chandra Naidu and ~~Miss~~ <sup>Mrs</sup> Jothilaela in excess of in excess of that admissible to them with reference to their qualifications. ~~The excess~~  
~~excess expenditure should not be debited to the Elementary Education fund.~~

To  
The P.D.B. Salem  
The D.P.I.  
~~The District Board~~  
Local Board.

Note: The draft follows the orders issued in a similar case in G.O.No. 717 Education dated 25-5-43.

will be when the excess expenditure is paid to be charged on the Excess unless it is made good by him.

I have gone through the representation of the President District Board, Salem. I think in the circumstances, his action may be justified. A Dept order may be put up accordingly.  
20-5-46

20/5/46

18/5/46  
16/5/46  
H. (Ed.)

✓ no draft order has been suitably revised  
the revised draft is for app.

22  
20/5/46

23/5/46 S

TSR 28/5/46  
M. (B. =)  
30-5-46

4  
20/5/46

Col.  
20/5/46.