

*Close
work*

Scott. II-87-87,001-10-11-42

E + P. 4 (1946) Department.

ms SERIES.

G.O. No.

1445 E *ms*

(10)

Dated

25 - 7 - 46

[Despatch Abstract.]

Rules - appointment of headmasters and headmistresses of Board
High Schools - application of communal representation rules -
proposal - not approved.

Back Papers.

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

Further Papers.

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

C. No.

Department.

Sectt. II-74.

List of records put up

Number.	Date.	Department.	Signature of Clerk putting up the paper.	Signature of Clerk removing the paper.

P.T.O.

Chandigarh District Board Office,
Dated 22nd March 46.

Ref. No. A.P. 3460/46

From
Shri Rao Bahadur P. Raghav Reddy,
President, District Board, Chandigarh.

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

Ref. G.O. No. 258, P.W. dated 30-8-45 as amended.

Sub. Rules relating to appointment of Headmasters and
Headmistresses of High schools under District Board.
Necessity for application of communal rule is urged.



Sir,
As a result of representation made on previous occasions
that educationally backward communities will not have a chance of
being appointed as Headmasters of High schools unless the
Communal G.O. is applied in the selection of candidates to be in-
cluded in the panel of Headmasters, an amendment was passed in
G.O. No. 1230 P.W. dated 21.8.44 to the original Government order
quoted above. It is stated in this amendment that when persons are
not available in the service of the District Board for appointment
as Headmasters, applications shall be called for and preference
given among them to those belonging to communities which are not
represented in the service of the District Board as Headmasters
or Headmistresses of High schools.

From this amendment it is evident that Government have
recognised the principle that certain communities are not making
sufficiently adequate representation in the matter of appointments
as Headmasters of High schools. But it is felt that in practice
this concession will be of no advantage in the case of District
Boards. There may be a dearth of suitable candidates in the case of
municipalities where in most cases each has one or two High schools
under its management. On the other hand with regard to District
Boards which generally have a number of High schools under their
management this contingency of the paucity of suitable candidates
will not arise. Hence this concession does not enable the District
Board to appoint candidates of unrepresented communities as Head-
masters of High schools.

In this connection I may also state that the case of
Headmasters is entirely different from that of I.T. Assistants
in High schools. It is therefore reasonable that Communal G.O. should
be adhered to in the matter of appointments made in the case of
Headmasters as is done in the case of appointments made to other
grades in this and other departments.

I strongly feel that if the Government do not undo this
the injustice so far done in this regard, educationally backward
communities will not have any chance to be appointed as Headmasters
even for several decades to come, in as much as representatives of
only the educationally backward communities which remain in edu-
cational institutions more than in others will have to be appointed
as Headmasters of High schools.

Under these circumstances I earnestly request that in
order to backward communities, the Government may be pleased to
order necessary amendments to apply the Communal G.O. in the selection
of candidates for inclusion in the panel of Headmasters or Head-
mistresses of High schools.

Copy to the Director of Public Instruction Madras.
Copy to Divisional Inspector of Schools, Amritsar.
Copy to the District Educational Officer, Chandigarh.

E.P.H. (B1) Dept.

C.No. 16418 B1/46.

Rules - Appointment of Headmasters
and Headmistresses - Application of Communal
rule.

picf

From the President, District Board, Cuddalore,
Ref. No. A.P. 3460/46 dated 22.3.46.

Memo 16418-B1/46-1 P.W. dated 28/3/46.

Referred to the D.P.G. for

remarks.

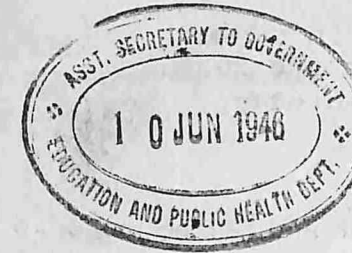
26/3/46

27.3.46

The D.P.G. (with reply) 26/3/46
referred to the D.P.G. 26/3/46

C.F. 32.

In reply, please quote
number, date and
short title.



30889

ENCLOSURES

SPARE COPIES

2 ante

1 ante

(M)/2

(D) 1

(N)/2

(N) 2

3
Educational DEPARTMENT.

Received Registered

From (Name) G.L.Lobo Esq., B.A. (Hons) (Cantab).

(Designation) Deputy Director of Public Instruction,
(In charge), Office of the Director of Public Instruc-
Post Box _____, (STATION) tion, Madras.

Telegraphic Address _____

To

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

R.C. No. 644-G/46, dated 6th June 1946.

Sir,

SUBJECT:- District Board, Cuddapah - appointment of
Headmasters in high schools- Application
of communal rotation rule.

.....

In resubmitting the paper referred to the Director
of Public Instruction for remarks with Government Memo No.
16418-B.1/46-1 Education dated 28-3-46, I have the honour
to state as follows: -

2. In his letter dated 22-3-46 the President, District
Board, Cuddapah requests that the rule regarding the
communal representation may be applied even in the
appointments of Headmasters of high schools under District
Boards. He fears that unless this is done, the backward
communities will not have chances for a long time to come.

3. At the outset it may be pointed out that in Rule
3 (b) of the communal representation rules issued with
G.O. No. 2650 L.A. dated 5-7-39, it is definitely stated
that nothing contained in these rules shall be deemed to
apply to the appointments of Headmasters and Headmistresses.
Again, even in cases of promotions to L.T. cadre from the
Secondary grade cadre, Government stated in their order
No. 803 Education dated 30-5-42 that communal considera-
tions cannot apply. When, however, outsiders after
advertisement are to be included in the panel of Head-
masters, provision has already been made in G.O. No.
1236 Education dated 21-8-44, for giving preference to
persons of communities which are not represented in the
service of the District Board.

4. As pointed out by the President, District Board,
Cuddapah, it will take years before teachers from the
backward communities get chances to become Headmasters.
Some redress has been contemplated in G.O. No. 1236
Education dated 21-8-44 in case teachers outside Board
service are selected. But such selections are very
rare. I think it is desirable to apply the communal
G.O. with some safeguards regarding seniority and
experience. Obviously, it is not the intention that
a very junior man with little experience should become
a Headmaster over the heads of his seniors, merely on
communal grounds. If men with sufficient service and

P.T.O

experience belonging to the required community are not available among the District Board secondary school teachers, the District Board will have to advertise for such men to be put in the panel. The infusion of new blood may be an advantage to District Board schools.

5. Taking into consideration communal needs and personal justice, a scheme on the following lines is suggested.

(i). During the next ten years, Headmasters equal in number to the complete high schools which come into being from a certain date, say, 1-6-46, shall be appointed in the following order.

Hindu Non-Brahmin ..	..	1.	
scheduled caste or failing that * Muslim.	1.		* should be able to teach high school classes in the local vernacular.
Christian..	..	1.	
Hindu Non Brahmin...	..	1.	

Thus if a District Board starts 6 such schools in 10 years, at least 6 of the Headmasters will be from communities other than Brahmins and they will consist of 3 Hindu Non-Brahmins, 2 scheduled caste men, or Muslim and 1 Christian. Where scheduled caste men and failing them Muslims are not available, the posts shall go to non-Brahmins and it shall be the duty of the appointing authority to rectify the defect in the next subsequent vacancy reserved for a non-Brahmin by recruiting a scheduled caste man or Muslim if a suitable person is then available. Otherwise, a non-Brahmin shall be appointed and the obligation of the appointing authorities ceases.

(ii). In filling the vacancies arising among the existing schools, the following order may be maintained.

Brahmin.
Hindu Non-Brahmin.
Christian.
Brahmin
Hindu Non-Brahmin.
scheduled caste, failing that Brahmin.

Thus, if in the next 5 years, there are six normal vacancies

2 will go to Brahmins.
2 to non-Brahmins.
1 to Christians.
and 1 to scheduled castes.

If there is no scheduled caste man available, the Brahmin will get the vacancy under the same terms as the non-Brahmin does above.

Thus at the end of 10 years, a District Board which started with 12 high schools and started during the period 6 new schools, will have as Headmasters the following:

Brahmins 4 plus
Non-Brahmins. 7 plus
Christians... 3.
Scheduled castes and Muslims. 4 -

If the scheme is generally acceptable, then as a further safeguard to men already in the service, the panel should be made up approximately as hereunder:

P.T.O

Brahmins -- from the staff only unless there is none eligible for it, in the opinion of the District Educational Officer and the Divisional Inspector.

Non-Brahmins.	0	Those from the staff should be given preference if they are suitable.
Christians.	1	
Scheduled castes.	1	

To safeguard the interests of the school, it may be laid down that no one with less teaching experience than 10 years as a L. T. Assistant shall be appointed as Headmaster.

6. It may be added that no restriction will be placed on transfer of Headmasters. The order and proportion contemplated in the above scheme take into consideration the following: -

- that the Brahmins constitute a good majority of L.T. teachers.
- that at the existing rate of recruitment the size of the majority will be more likely to increase than decrease.
- that there is therefore no chance of things adjusting themselves automatically even at the end of 10 years unless special provision is made.
- that it is desirable that the claims of Brahmins in respect of existing schools to prior consideration in virtue of (i) above should be recognised.

If the scheme is generally approved, I shall submit draft amendments to rules.

S. Senthil
8/6.

For Director of Public Instruction, Madras.

AN/7/6/
W. S. S.
8/6.

38
25/7

7
EION (25)

Rules- Appointment of headmasters and headmistresses of board high schools - Application of communal representation rules - Proposal - not approved

p/cf

Cmo 16418/46. From the P.D.B. Cuddapah Ref. A4

3460/46 22-3-46

p/3cf

From the DP 9 Re no 644 9/46 26-6-46

R
24/7/46

Order no 1445 Edu dated 25.7.1946.

The Govt do not approve the proposal that the Communal representation rules should ^{be made applicable} ~~not be applied~~ to the posts of headmasters and headmistresses of high schools under the control of district boards. They consider that as the post of headmaster of a high school carries with it large responsibilities, it must continue.

to be a selection post to which recruitment should be made with reference to qualifications and merit ~~debarity~~ etc irrespective of communal considerations.

15/11/46
22.7.46

23.7.46

To

The P.D.B. Cuddapah

DP 2/11/46

E. & P.H. (B.1)

Rules - Appointment of Headmasters and Headmistresses of board high schools - Application of communal representation rules.

C.No.16418/46 - From the P.D.B., Cuddapah Ref.A.4-3460/46 dated 22-3-46.
From the D.P.I. R.C.No.644-G/46 dated 6-6-46.

Under the rules relating to the appointment of headmasters and headmistresses of high schools under district boards, every vacancy in the post of headmaster ~~or~~ headmistress of a high school under a district board should be filled by the President of the district board from a list of suitable candidates drawn up by the Divisional Inspector of Schools in the case of boys' schools and by the Inspectress of Girls' Schools in the case of girls' schools. The list should consist of not less than three and not more than five ^{names} and should be drawn up every year. The selection of candidates should ^{normally} be made from those in the service of the District Board. The posts of headmasters have been declared to be selection posts and the rules relating to the representation of communities in services under district boards do not apply to these posts. If the Divisional Inspector of Schools or the Inspectress is of opinion that a sufficient number of ~~xxx~~ suitable candidates in the service of the district board is not available for inclusion, applications from outsiders may be invited by advertisement and selection may be made from among the applicants as well ^{as} those already in the service of the district board. When persons who are not in the service of the District Board are selected, preference should be given to those belonging to communities who are not represented in the service of the District Board as headmasters or headmistresses of high schools.

2. The P.D.B., Cuddapah, reports that the provision in the existing rule for the selection of candidates from unrepresented communities when applications are invited by advertisement for the posts of headmasters is of no advantage ~~as~~ as the contingency of the paucity of suitable candidates

will rarely arise in the case of district boards which generally have a large number of schools and suggests that the communal representation rules should be applied to the selection of candidates for appointment as headmasters or headmistresses as otherwise members of the educationally backward communities will have no opportunity to be appointed as headmasters for a long time to come. The D.P.I. reports that as the Brahmins constitute a good majority of L.T. teachers and as this is ^{more} likely to increase rather than decrease, it is necessary to make special provision for the representation of communities and suggests that in filling vacancies arising in the existing ^{high} schools and ~~in~~ schools newly opened on or after 1-4-1946, the vacancies may be ordered to be filled in the order indicated in para.5 of his letter on page 4 c.f. and to safeguard the interests of the school, it may be laid down that no one with less than teaching experience than 10 years should be appointed as headmaster.

3. The posts of headmasters and headmistresses of high schools have been declared to be selection posts and promotions to selection posts should be made on grounds of qualifications and merit and not merely by seniority or ~~with reference to the representation of communities~~. If selection is to be made in the order of communities, it will not always be possible to go by merit and it will ^{not} be appropriate to treat the posts as selection posts. Further it will be against the ^{general} principle that communal considerations are applied to first appointments and they are not to be applied to subsequent promotions. The selection of candidates for inclusion in the panel is made by the Divisional Inspector of Schools or the Inspectress ^{of Girls Schools} and the D.E.O. sitting together and it is open to them to include in the panel the names of L.Ts belonging to communities other than the Brahmin community, if they are qualified and suitable, and if there is difference of opinion between the Divisional Inspector of Schools or the Inspectress of Girls' Schools and the President of the District Board

we are to change p. 5 of rule 1 because it is likely that persons of merit are more likely to come up to rule for appointment selection posts.
9/6/46

✓ 3/6/46
compare 4/0
803 (m) (2)
30/5/42

Rules 5 p 459
PAR 15 157
Rule 15 157
Act

Unip is
wants to know
'merit'
on board.

9/6/46
I suggest this is
no need for
change.

9/6/46

Board regarding the names included in the list, it is open to either of them to refer the matter to the D.P.I. Further it is open to the appointing authority to select any one from the panel and it is open to him to leave out the Brahmin and appoint a candidate belonging to other communities, if he is of opinion that there is a preponderance of Brahmins among headmasters in the service of the District Board. It is therefore for consideration whether the rules should be amended as proposed by the D.P.I. and if so, whether he may be asked to submit necessary amendments.

Communal rules do not now apply to the selection of headmasters. The D.P.I. is only a good Majorities of D.P. are Brahmins, which at the last time of recruitment, the ratio of the Majorities is more likely to increase than to decrease. And which unless some special provision is made there is no chance of representation of themselves and others. At the end of the year, if the order is maintained, whether the representation is accepted by the D.P.I. or not, it is accepted by him for the sake of the rule. On reception of the draft amendments, he may be examined in detail. He may wish to be the last time of the year.

I do not agree
with the D.P.I.
9/6/46

13.7.46

will rarely arise in the case of district boards which generally have a large number of schools and suggests that the communal representation rules should be applied to the selection of candidates for appointment as headmasters or headmistresses as otherwise members of the educationally ~~backward~~ backward communities will have no opportunity to be appointed as headmasters for a long time to come. The D.P.I. reports that as the Brahmins constitute a good majority of L.T. teachers and as this is ^{more} likely to increase rather than decrease, it is necessary to make special provision for the representation of communities and suggests that in filling vacancies arising in the existing ^{high} schools and ~~high~~ schools newly opened on or after 1-4-1946, the vacancies may be ordered to be filled in the order indicated in para.5 of his letter on page 4 c.f, and to safeguard the interests of the school, it may be laid down that no one with less than teaching experience than 10 years should be appointed as headmaster.

3. The posts of headmasters and headmistresses of high schools have been declared to be selection posts and promotions to selection posts should be made on grounds of qualifications and merit and not merely by seniority or ~~with reference to the representation of communities~~ If selection is to be made in the order of communities, it will not always be possible to go by merit and it will ^{not} be appropriate to treat the posts as selection posts. Further it will be against the ^{general} principle that communal considerations are applied to first appointments and they are not to be applied to subsequent promotions. The selection of candidates for inclusion in the panel is made by the Divisional Inspector of Schools or the Inspectress ^{of Girls Schools} and the D.E.O. sitting together and it is open to them to include in the panel the names of L.Ts belonging to communities other than the Brahmin community, if they are qualified and suitable, and if there is difference of opinion between the Divisional Inspector of Schools or the Inspectress of Girls Schools and the President of the District Board

we are to change p. 5. 1. because it is likely that community are now likely to comply with the rule for appointment selection posts. 26.7.46

✓ 26.7.46 compare 40 803 (2) 30/5/42

Unip is want to know 'merit' on board. 26.7.46 I suggest this is no need for change. 26.7.46

I do not agree with the D.P.I. 26.7.46

Board regarding the names included in the list, it is open to either of them to refer the matter to the D.P.I. Further it is open to the appointing authority to select any one from the panel and it is open to him to leave out the Brahmin and appoint a candidate belonging to other communities, it is of opinion that there is a preponderance of Brahmins among headmasters in the service of the District Board. It is therefore for consideration whether the rules should be amended as proposed by the D.P.I. and if so, whether he may be asked to submit necessary amendments.

Communal rules do not now apply to the selection of headmasters. The D.P.I. points out that a good majority of L.T. appointments are now Brahmins, that at the last time of recruitment, the ratio of the majority is more likely to increase than to decrease and that unless some special provision is made there is no chance of keeping appointments themselves at a level as low as the end of the year. It is for orders therefore whether the Government propose to accept the D.P.I. suggestion or not. It is for the Government to decide whether to accept the D.P.I. suggestion or not. On receipt of the D.P.I. suggestion, the Government may be asked to refer the matter to the D.P.I. for his decision. It is for the Government to decide whether to accept the D.P.I. suggestion or not. It is for the Government to decide whether to accept the D.P.I. suggestion or not.

13.7.46

26.7.46

At the stage of first appointment, we
are giving full play for communal
considerations. Hence it is against principle
to keep on applying communal principles
rule at late stages. We want to best
Headmaster irrespective of the caste or
community. Headmaster's vacancies do not
arise everyday and if we overlook
senior and seniority, many teachers who
have put in meritorious service will not
have nothing to look forward to, but will have
to anticipate of serving under juniors, for
no fault of his own, except that he belongs
to particular community. Under this rule, a
junior Brahmin is just as likely to supersede
a senior man of another caste! I submit
that in education we want to men with to
best academic and other qualifications, and
that if we give up the selection principle for
appointment of Headmaster, we shall have
a deterioration in standard, and demoralization
among teachers. We present rules as adequate.

at present
will show
direct
improvement
W.P.D.
at present
if we are
improvement
W.P.D.

with present
improvement

W.P.D.
T.S.A.
W.P.D.

The Headmaster post carries with it
large responsibilities + must continue to
be a selection post, going to the best
available man.

TSA
22-7-46

H.P. (Edu).



Please see the orders in circulation on page 4 ante.
A draft order is submitted below for approval

W.P.D.
22-7-46

23.7.46
B.7.9

Handwritten notes on lined paper, including a date "6-7-58" and a signature "J. W. Smith".

6-7-58

J. W. Smith

After the order is submitted, please see the order in order to see what.

