

Govt (1946) Department.

MS SERIES.

Close R
List

G.O. No.

1778 Gov

Dated

14.9.46

[Despatch Abstract.]

Government Press - In A. D. Sharma and
chits - Head clerk - Advancing
increments - Sanctioned as a
Special case

Back Papers.

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

Further Papers.

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

G.F. 32.

From (Name) A. Lepper Esq.,

Designation Superintendent,
Government Press,
Madras.

6 - JUL 1946

Enclosures:

No. 9/S.B.C. dated 5th July 1946.

Sir,

Sub: Fixation of pay - Dhanapaul Chettiar Sri A.D.
Head Clerk - Refixation - requested.

I have the honour to state that on a personal representation from my Head Clerk Sri A.D. Dhanapaul Chettiar regarding his fixation of pay in the pre-1938 scale i.e., Rs 100-150 with reference to the rules contained in G.O.No.3009 Public (Services) dated 13-10-1944, I went through the file of proposals by my predecessor in his letter No.9/S.B.C., dated 24-11-1945 and Orders of Government in G.O.No.2152 A Edn., dated 19-12-1945 and his further recommendation for at least 2 advance increments in his D.O.No.9/S.B.C., dated 2-2-1946 to mitigate the hardship involved and the Orders of Government in G.O.No.368 Edn., dated 21-2-1946 negating the request.

2. With the full knowledge of the above facts I am forced to revert to the same subject as I entirely concur with the position taken by the Officiating Superintendent in this matter and am fully convinced that failure to take up the case, for reconsideration would only mean perpetuation of an avoidable injustice done to the employee concerned. The inherent merit of a case can hardly be taken away by mere refusals.

3. The Head Clerk has been more or less forced in the interest of public service to assume additional responsibilities quite out of proportion compared to those attached to his substantive post as already detailed in para 3 of my letter No.9/S.B.C., dated 24-11-1945 without absolutely any additional remuneration. His officiating promotion even threatened him with a loss in his remuneration in his substantive post, but averted by orders of Government in G.O.Nos.912 Edn., dated 25-6-1942 and G.O.No.8, dated 3-1-1944.

4. Sri A.D. Dhanapaul Chettiar while officiating as Head Clerk on Rs 100-140 reached his maximum Rs 100/- in his substantive post in the scale of Rs 70-100 on 7-4-1943. With reference to his substantive pay, refixation of his officiating pay on a higher stage was permissible under Note 3 of F.R.35 provided a break had been created in the officiating service. He was denied any opportunity for this as he could not be allowed to go on leave in the exigency of service fully explained in para 3 of my letter No.9/S.B.C., dated 24th November 1945. Any refixation of pay in the officiating post as between 7th April 1943 and 1st September 1943 I could have given him the benefit of next stage in the pre-1938 scale under the rules issued in G.O.No.3009 Public (Services) dated 13-10-1944. This is apparently a case where the interest of the individual concerned has been sacrificed to protect the interest of service. The individual was already hard hit by allowing his pay to remain stationary right from the time of officiating promotion and the position has been aggravated by my disinclination to give him the opportunity to improve his status even to a limited extent by availing a privilege permitted under the rules. Under the circumstances, there can be no

hesitation.

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Sri Dhanapaul Chetty from 1-9-43 to 31-8-45. But arrears from 1-9-45 may be claimed.

6945
S.G.P.
A.C. (Mr.)
Copy 1-
file

(X)
E & P.H. Dent. (F1).

Sub:-Government Press - Dhanapaul Chettiar Sri A.D.,
Head Clerk - Refixation of pay. - ~~Order passed~~

C.No.36051. From the S.G.P. No.9/S.B.C., dated 5-7-1946.

174 (X) The S.G.P. requests reconsideration of G.O. No.2151 A/Edn., dated 19-12-1945 and 368 Edn. dated 21-2-1946 on the question of fixation of pay to Dhanapaul Chettiar, Head Clerk, Government Press.

134 (B)
124/107 (X)
1107 (X)
1-24 (X)
104/144 (X)
104/144 (X)
104/144 (X)
2. The S.G.P. recommends that the pay of Sri Dhanapaul Chettiar may be fixed on the next higher stage in the pre-1938 scale that is at Rs.110 in the scale of 100-10/2-150 from 1-9-1943 and that he may be granted compensatory allowance at Rs.5/- per mensem to be absorbed in future increments. He states, that while officiating as Head Clerk Mr. Chettiar reached his maximum Rs.100/- in his substantive post in the scale of Rs.70-100 on 7-4-1943 and his salary could not under the rules issued in G.O. 3009, Public Services dated 13-10-1944 be re-fixed at higher stage in the officiating scale of pay. He however points out, that it would have been possible, if there had been break in service of more than two months under Note 3 of Fundamental Rule 35. He also stresses the point that he could be spared to go on leave during the period prior to 1943 on account of dearth of experienced hands and extreme pressure of work.

3. It is submitted that in the circumstances explained by the S.G.P. in paras 4 & 6 of his present letter, a case has been made out for the re-fixation of his pay as proposed by the S.G.P. as this is a peculiar case of hardship.

3. The question of advance increments does not arise, if the request for re-fixation is conceded. The file may be sent to Finance for remarks.

Pl let know -

1) the permanent post of Sri Dhanapaul Chetty,
2) the date on which he reached the maxm in the permanent scale & what the scale is; &

- 3) the date of promotion as Hd Clerk
- 4) Whether still acting
- 5) the ~~old~~ scale he was drawing at first
- 6) the date of bringing into force of the pre 1938 scale
- 7) When FR 35 comes in

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The Scrutiny, the queries are answered below:-

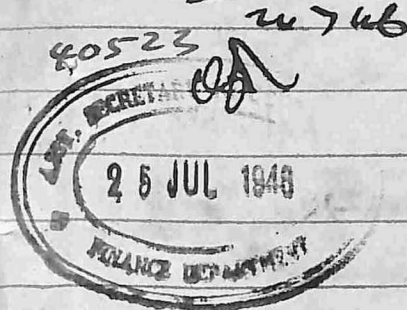
- 1) ~~Former~~ clerk - Rs 70-5/2-85-7 1/2-100 Pict (X)
- 2) 7-4-43 in the scale of Rs 70-100.
- 3) 19-3-42
- 4) yes.
- 5) Rs 100-9/2-140. as a g. head clerk when first appointed
- 6) 1-9-43. - Rs 100-10/2-150 (pre. 1938 scale) Pict (X)
- 7) The point is that Mr Chetty while drawing Rs 92 1/2 was promoted as H.C. in Rs 100-140. So his pay was fixed at Rs 100 in the offg. post. When pre. 1938 scale was introduced in 1-9-43, since he already had a fixation of pay as offg. H.C., he cannot have another fixation in Rs 100. This is a definite stage in the pre 1938 scale. vide rule 2(2)(a) of rule in p-2 of (n). F.R. 35 which 3 comes in as a break of officiating service over two months will result in another fixation of pay. For order...

Definitely there has been hardship. In view of M on pre page Fin may agree to the refixation of pay as proposed by the SLP. as a very special case.

Ext. No 26051-17/50

SRK

24746



Fin

Finance (C.S.R).

Sri Dhanapala chettiar, permanent Senior Forms clerk, Government Press in receipt of a pay of Rs 92-8-0 p.m. in the scale of Rs 70-100 plus Rs 15 M.H.A. or in all Rs 107-8-0, was appointed to officiate as Head clerk in the same office in the scale of Rs 100-8/2-140 (1938 scale) with effect from 19-3-42. His pay as Head clerk was fixed at Rs 100 being the next stage over his substantive pay. To protect him from immediate loss in emoluments, he was granted a personal compensatory allowance of Rs 7-8-0 p.m (to be absorbed in future increments) in G.O. No.912 E.P.H d.25-6-42. On 7-4-43 he got his next increment in his substantive post and his pay was raised to Rs 100 p.m. As he would have drawn Rs 115/- (pay Rs 100 plus M.H.A. Rs 15/-) in his substantive post, the personal compensatory allowance sanctioned to him in the G.O. at (A) was revised to Rs 15 p.m. with effect from 7-4-43 in G.O.No.8 E.P.H dated 3-1-44. When the pre-1938 scale was restored with effect from 1-9-43 the pay of Sri Dhanapala Chettiar was fixed at Rs 100 in the pre-1938 scale of Rs 100-10/2-150 with reference to G.O.No.3009 Pub.d.13-10-44. In December 1945, for the reasons given on pp.1-2 C.F. of (A), the ~~order~~ ^{Supdr Govt Press} recommended that the pay of Sri A. Dhanapala chettiar might be fixed at Rs 110 in the pre-1938 scale of Rs 100-10/2-150 plus a personal compensatory allowance of Rs 5 p.m with effect from 1-9-43. The Government

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be dealt with independently in merit
this need not create a precedent,
awkward or otherwise.

SRK aiwar

5.8.46.

5/8/46

HM (Edu)

H. PM.

I support the recommendation
of the Dept. (C is infatigable, that we have
been losing many of our good & efficient
men from the Press. We must retain them
except



A draft order is submitted. Finance
may see before issue.

29 6/9/46

SRK 6/9/46

Ed P. No 36051-271 En
6/9/46

Finance (CSN)

Previous Fin notes with 3.4 above,
orders in circulation above & the draft
order maybe perused and the case
returned to Con PH.



10/9/46

11/9/46

EPH

48315CSN
11-9-46



SRK

13/9/46