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(194 6.) Department.

Education and P.H.

Ms. SERIES.

G.O. No. Ms. 2101 Education.

Dated 4th November, 1946.

[Despatch Abstract.]

Madras Educational Service - Mis E.Hendrick,
Superintendent, Government Secondary and Training
School for Mistresses, Coimbatore - Personal pay
Sanctioned.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
	1748	P.H.					
	11.6.46						

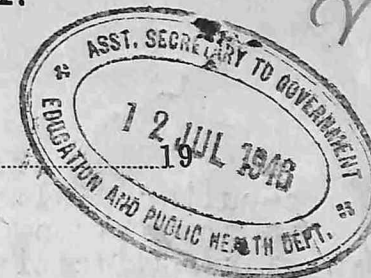
Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
	320						
	15.5						

EDUCATION DEPARTMENT.

C.F. 80.

Received 19 .. Registered ..



Subject.

MADRAS EDUCATIONAL SERVICE - Miss E.Hendrick, Superintendent, Government Secondary and Training School for Mistresses, Coimbatore - Representation for grant of increased rate of pay.

32435

ENCLOSURES.

No.

Spare copies

Roc. No. 3519 C/45

Station Madras., Dated the 9-7-1946. 19

From (Name) DR.S.R.U.SAVOOR, M.A., D.Sc., I.E.S.,
(Designation) Director of Public Instruction.

To The Secretary to the Government of Madras,

EDUCATION AND PUBLIC HEALTH Department.

Sir,

I have the honour to submit herewith a representation from Miss E.Hendrick, Officiating Superintendent, Government Secondary and Training For Mistresses, Coimbatore for the grant of increased rate of pay on promotion to the Madras Educational Service.

As an Officer in the Subordinate educational service she was in receipt of a substantive pay of Rs.250/- per mensem plus Rs.25/- Special pay attached to the post of the Headmistress, Government Secondary School for Girls, Salem, plus a war allowance of Rs.48/- per mensem. Consequent on her promotion to the Madras Educational Service, she draws Rs.260/- p.m. the stage next above her substantive pay plus only the war allowance of Rs.30/- per mensem granted to unmarried officers. She is not eligible for the special pay of Rs.25/- per mensem which she was drawing as Headmistress, Government Secondary School for Girls, Salem, as that special pay is attached to the post of the Headmistress. She has lost by her promotion to the Madras Educational Service, Rs.33/- p.m. in her emoluments.

p.t.o.

: 2 :

The case of Miss E. Hendrick is not peculiar. Almost all non-gazetted officers suffer in some way or other when they are promoted to the Madras Educational Service. In the above circumstances her representation is submitted to Government for their favourable consideration.

M. S. S. S.
for Director of Public Instruction.

k.h.10-7.

Sd/-
1977

20-8-'45.

Miss E. Hendrick, B.A., L.T.,

Superintendent,

Govt. Sec. and Training School for Mistresses,
Coimbatore.

The Director of Public Instruction,
Madras,

Through The Inspectress of Schools,
Fifth Circle,
Coimbatore.

Sir,

I have the honour to request permission to place before you my case regarding my pay which has been decreased by Rs.33/-, consequent on my being made a Gazetted Officer from 8-6-'45 :

1. I have put in 23 years of service in the Department and ~~and~~ reached the maximum of the graduate selection grade on 1-10-40, long prior to my being gazetted in June '45. As Headmistress of the Govt. High School for Girls, Salem, I was drawing a salary of Rs.275/- per month, exclusive of the War Allowance of Rs.48/-. The salary of Rs.275/- consisted of Rs.250/-, being the maximum of the non-gazetted scale and Rs.25/- being the special allowance granted to the Headmistress of the Salem School. Till being gazetted I was thus drawing a total of Rs.323/per month, inclusive of the war allowance.

2. I have been made a Gazetted Officer from 8-6-'45 and posted as Superintendent of the Govt. Secondary and Training School for Mistresses, Coimbatore. As such my present pay is fixed at Rs. 260/- per month. I am no longer entitled to the Rs.25/-special allowance attached to the Headmistress' post at Salem. This means that while in the Madras Subordinate Service I was drawing a pay of Rs.275/-, as Gazetted Officer I am eligible for Rs.260/-only,

making me lose Rs.15/-per month 10. 15. Noted to gazetted.

rank. This is certainly not contemplated in Rule 30 of the Fundamental Rules of the Madras Government, which makes it clear that promotion should not entail loss. Further I am now entitled to a War Allowance of Rs.30/-only, (the maximum for an unmarried gazetted officer), while as a non-gazetted officer I was drawing a War Allowance of Rs.48/-per month. In short, in the place of a total of Rs.323/-, I am now drawing Rs.290/-only consequent on my promotion to the gazetted rank. This is not the first reverse that I have suffered in my long service of 23 years. It is the fourth, the other three being:-

(1) In 3-7-'24 when my pay was reduced from Rs.150/-to Rs.80 +10.

(2) In 31-3-'28 when I returned from Foreign Service as Inspector of Schools, M. & S.M. Railway, I was not given a promotion like others returning from Foreign Service, but from drawing Rs.200/-, I was given only Rs.100 + Rs.35.

(3) In 15-7-'42 I was posted to Coimbatore as Headmistress and drew a pay of Rs.250/-, instead of Rs.275/-as previously.

C/ 3. As Superintendent of the Govt. Secondary and Training School for Mistresses, Coimbatore, my status has been raised, thus involving a considerable increase in expenditure. Instead of my salary being increased to meet these new demands, it has unfortunately been decreased. Three of my graduate subordinates in the non-gazetted service are drawing higher salaries than I, their superior.

4. In a place like Coimbatore where prices, wages etc. are exorbitant, it is very difficult to make both ends meet. I am further unable to help my aged mother (about 85 years) as usual. She needs medical attention and nourishment in the shape of patent foods etc., all of which are now very expensive.

5. Ironically enough, this decrease in my pay comes with an increase in my work and responsibilities. The Coimbatore school

as a total strength of nearly 1,000 while that at Salem is less than half of this. Here the strength seems increasing day by day, necessitating extra sections in many classes. Here there are Training Sections and a Hostel, whereas there were none in Salem. In spite of this the Salem school brought me the Special Allowance of Rs.25/- which I now lose. Mine is surely a case coming under Rule 30 of the Fundamental Rules where the new appointment involves the assumption of duties and responsibilities of greater importance than those attaching to the post on which I hold my lien and a higher pay is thus justifiable.

6. Further this reduction in my pay will adversely affect my pension, since when I retire about 5 years hence, I will be drawing Rs.310/- only, (Rs.260 plus two biennial increments of Rs.25 each), with a total service of only 28 years, which means that I shall be eligible for less than half of Rs.310/- as pension.

7. Having regard to all the above circumstances, I pray that my starting salary in the gazetted post be fixed at something higher than what I was drawing in the subordinate service. In any case I pray that my old allowance of Rs.35 (25 + 10) be restored as a special allowance for all the extra work which I now have to do, also in consideration of my loyal and devoted service of 23 years in the Department. Thanking you,

I have the honour to be, Sir,

Your most obedient servant,

E. Hendrick
20-8-45
Superintendent,

Govt. Secy. and Training School for Mistresses,
Coimbatore.

C 348/A/1945
AUG 1945
COIMBATORE

R.C.No. 348/A/1945, dated 29-8-1945.

Submitted, being an unusual but
deserving case, to the Director of
Public Instruction, Madras, for favour
of orders.

Jm Sarjuman 30/8/45 -
Inspectress of Girls' Schools,
Fifth Circle.
knr/30-8-45.

4/11
6/11

M.E.S. - Miss E.Hendrick, Supdt., Govt. Secy
& Trg.School for Mistresses, Coimbatore - ~~Grant~~
of Personal pay - Sanctd.

Read:- From the D.P.I., No.3519-C/45, dated
9-7-1946.

G.O.(MS.) No. 2101 Edn., dated 4/4/46

para 2,
CF.3

The Govt. sanction the payment, with effect
from 8-6-1945, of a personal pay of Rs.15 (rupees fif-
teen only) p.m. to Miss E.Hendrick, Supdt., Govt.Secy.
and Trg.School for Mistresses, Coimbatore, in order to
~~her~~ protect her from loss in emoluments on her promotion
from the M.E.S.S. to the M.E.S., the personal pay to
be absorbed in her future increments.

2. The D.P.I. is requested to inform Miss Hen-
drick that she cannot be granted any compensation for
decrease in the amount of war allce. on promotion to
the M.E.S.

To the D.P.I.
" A.G.(thro' Fin.).
S/c.

08.11.45
23.11.45
25.11.45
26/11/46
4/12/46

C.37435. From the D.P.I., Roc.No.3519-C/45, dated 9-7-1946.

Pl. see the petn. at pp.3-7 C.F. from Miss E.Hendrick. As Headmistress of the Salem Girls' Secy. School, in the M.E.S.S., she was drawing Rs.323 p.m. (Rs.250 pay, ^{Rs}25 special pay and ^{Rs}48 war allce.). On promotion to the M.E.S. - as Supdt. of the Coimbatore Secy. and Trg. School for Girls - her emoluments are Rs.290 (Rs.260 pay and ^{Rs}30 war allce.). She has thus to draw Rs.33 less in total amount on account of her promotion. Her request is that her pay in the M.E.S. be fixed at something higher than what she was drawing in the Subordinate Service or that the allowances which she was drawing previously be restored to her.

2. Pay: Rs.260 in the M.E.S. scale is the ~~stage~~ ^{stage} next above the maximum of the Subordinate Service scale, viz., Rs.250, and thus, in the matter of pay, Miss Hendrick has not lost anything, but has immediately derived a benefit of Rs.10.

Special pay: It may be pointed out that 'special pay' is an addn. to the emoluments of a post in consideration of the specially arduous nature of the duties or a specific addn. to the work or responsibility; it cannot be drawn by a Govt. servant to whatever post he or she be transferred. In the M.E.S.S., posts of Headmistresses (and Headmasters) of certain Secy. and Trg. Schools carry a special pay of Rs.25. Salem is one such

In the M.E.S., no post of Supdt. of a Secy. & Trg. School post, whereas the post of Supdt. of the Coimbatore School for women (or any post of Inspector of Girls' Schools) which is in the M.E.S. and in which Miss Hendrick is offg. does not carry a special pay. She has therefore to go without ^{the} special pay if she wants to continue in the M.E.S.

War allce.: ^{minimum, or 7 1/2 % of pay-maximum} Rs.30 has been fixed for drawing up to Rs.1000, whereas unmarried non-gazetted officers are eligible for 17 1/2 % of their pay.

It is not usual to give a larger allce. to ^{in any particular} ~~one particular~~ individual, making an exception in any individual case.

p. 6 of the Manual of Spl. Pay & Allces. - vol. II. as corrected

17.4.47

in the circumstances, the petn. does not seem to deserve any special consideration. In the D.P.I.'s own words, 'the case ** is not peculiar' and 'almost all non-gazetted officers suffer in some way or other when they are promoted to the M.E.S.'. If a change is thought of as necessary, it shd. be for all officers and not for Miss Hendrick alone.

A draft Memo. is subd. for appl. Fin. may see before

iron.

9.7.46
5.7.46
B.M.
26.7.46
B.7.46

Finance may consider if it is feasible to give her, and other officers similarly placed, personal pay to compensate for loss of emoluments on promotion.

B.7.46

Finance E III

Please see the note of E + P.H. from p 1 above. In the Madras Educational Subordinate Service ^{Headmistresses (and Headmasters)} only ~~certain~~ ^{certain} posts of L ^{certain} Training and Secondary Schools carry a special pay of Rs 25 and certain others do not. As Miss Hendrick ^{has been} promoted ^{to M.E.S.} from the post carrying the special pay viz Headmistress of Salem school, she has been sustaining immediate loss in emoluments although she may have a long range benefit promotion. ^{with effect} Instead of that had she been transferred to another post of Headmistress ^{that does not carry the special pay} say Coimbatore, ^{and then promoted to M.E.S.} before her promotion she might not have had any ^{loss} immediate loss on promotion. She cannot ^{even} complain of loss in emoluments account of transfer from Salem School to Coimbatore school. ^{of the loss suggested by E + P.H. at A above} ~~followed~~ ^{of the officer would have been} ~~due to these posts in the M.E.S. that carry a special~~



E.O.H. 37435-A-1
26.7.46

A' on p 1 above

para 2, p 1 above

C on p 5 CF

See below.

12/8

It seems that the...
(1) to be seen in War alt (2) ~~indefinitely~~ ^{to draw} Special pay.
There is no case for meeting (1) & for granting personal pay. Re (2), the special pay is not allowed for a special purpose and long it on promotion cannot be the cause for allowing personal pay as compensation. Promotion has better prospects, which must be presumed adequate compensation for loss in emoluments. Finance would... advise against 'A' on p 1 above.

P

P

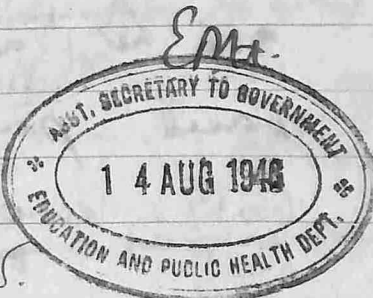
13/8/46

Fin. No. 40930 E II 7.
13.8.46.

Edn. & P.H. (A)

It seems that Finance's view at "P" above may be agreed.

P 20



45932

The draft Memo below, may assist.
For orders as to circulate to H.M. (Ed.)

8.46 This is a case of loss in
emoluments on promotion
of a member of the M.E.S.S. to
the M.E.S.

Attention is invited to the
discussion in a similar case

in N.F. of No 1748 dated 11.6.46.

It is for consideration whether the
Depy may press for the grant of
a ~~personal~~ pay to the applicant.

Based on the decision in (D)

17.8.46 it seems that ~~the Dept~~

S.E.S.

2235425: 275

0103 260

15

ED 400.37435-A2-ED

n.8.ub



45664

Grants are excluded
in this purpose)

Para 3 under (D)

B | draw a personal pay of Rs 15. a
month to be absorbed in future
increments. Finance may
be requested to reconsider the
view taken on page 3 ante

21/8/46 / Bn. sec

Finance Em

(Previous note of Finance on pp. 2-3 above)

Please see the further note of

of (D) from p 4 above. ~~In view of A on p 4 of~~
of (D) it is for consideration whether the
proposal of E.H.H. at 'B' above may be agreed
to in this Dept.

2/ The principle of giving a personal pay
(to be absorbed in future increments) to an
officer if he loses in emoluments on
promotion to a higher post has been agreed in
similar cases - vide p 4 N.F. 50 at (D); on this
analogy this Dept may agree to Mr. H. H. H.
being allowed to draw a personal pay of Rs 15
the difference between his pay on promotion in 260
and his pay ⁽²⁵⁰⁾ and special pay ⁽²⁵⁾ as headmaster of a
Secondary school; It has already been

11-1046

M
152546 EPH.

U.S. DEPARTMENT OF EDUCATION AND PUBLIC HEALTH
OCT 1 1948
62060

A draft order is subd. May be

Fein. u. o. 45664 Ein - 1
15846

3. $\frac{10}{25} = \frac{2}{5}$

$$\frac{0.01}{261} \approx 0.0000383$$

h
h

30/10/22

Secy. T.S.A.
 SECRETARY, EDN. AND P. DEPT.
 2660. rlb
 2 - NOV 1946
 GOVERNMENT OF MADRAS

The difference between the two points is the
 and the two points are the same. (12)
 (12)