Secft. II-27—87,000—13-11-45.

E & H (1946) Department.

Ms SERIES.

1551 Edn d 12.8.46 –pp9-11 CF

G.O. No. 2127 Edn pp26-27 CF

39

Dated 8-11-46

[Despatch Abstract.]

Back Papers.

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

Fu

G.O.	No.	Department.	Date.				

D.O. No. 357/Mi-46.   45050   1

Government Press,
Madras, 2nd August 1946.

Dear Mr. Viswanatha Ayyar,   2

I enclose herewith the reference I spoke to you about over the telephone from the Government Press Workers' Union as Mr. Kaiwar is away. I should be grateful if you would place it before the Hon'ble Minister.

Yours sincerely,

D.S.

P.S. Viswanatha Ayyar, Esq., I.C.S.,
Secretary to Government,
Education & Public Health Department,
Fort St. George, Madras.

SECRETARIAT, EDN. AND P.H. DEPT.
3 - AUG 1946
GOVERNMENT OF MADRAS

8
3/8/46

G.F. 32.

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

DEPARTMENT.

Received .... *Registered* ....

From (Name) A. Lepper, Esquire,
(Designation) Superintendent, Government Press,
Post Box ...., (Station) Madras
Telegraphic Address ....

To

The Deputy Secretary to Government,
Education & Public Health Department,
Fort St. George, Madras.

No. 35/Mis-46, *dated* 2nd August 1946.

Enclosures One.

Spare Copies ....

Sir,

*

I have the honour to forward herewith copy of a letter received by me about 5-30 p.m. last evening, August 1st, 1946, from the President and Secretary, Madras Government Press Workers' Union containing a threat to down tools at 10 p.m. on August 15th if by that date Government have not conceded to certain demands made by the Union enumerated in their letter No.Nil dated 1st August 1946.

2. These demands were first brought to my notice on 26th July 1946 in a letter from the President No.Nil dated 25th July 1946 intimating the Resolutions passed at a meeting of the Union held on 19th July 1946. I understand most of them were contained in the memorandum of grievances submitted direct to the Hon'ble Minister June 14th (not communicated to me).

3. My remarks on the demands are as follows:-

(1) Grant of an interim relief of Rs.15/- for all workers in the Government Press from 1st April 1946 pending revision of salaries.-

This demand is unreasonable; the cost to Government will be approximately Rs.25,500/- per month.

(2) The grant of house allowance of at least Rs.7/- for all employees of the Government Press.-

This demand will cost Government approximately Rs.12,000/- per month. It is however understood the Government have granted a house allowance of Rs.5/- to employees of the Public Works Workshops drawing less than Rs.50/- and Rs.7/- to those drawing over Rs.50/- and Government may consider giving the same concession to Press workers; the cost to Government will be Rs.9,000/- per month.

(3) Increasing the rate of Dearness allowance to Rs.25/- as from 1st January 1946.-

The Union has been told innumerable times that this concession cannot be granted to one class of Government employees only but must be applicable to all classes of Government employees and the demand therefore cannot be considered.

(4) Granting of leave to Government Press Workers according to Fundamental Rules.-

The Government Press Workers are governed in respect of leave rules as all other Government servants with the exception that those who were not in permanent employ on 1st March 1930 come under the Industrial Employees' Leave Rules if they are in Superior Service instead of the Madras Leave Rules.

P.T.O.

(5) Workers classified as "Day Extra", "Contingencies" and "Temporary".-

Workers classified as "Day Extra" are paid at the monthly rate of Rs.14-8-0 if adult and Rs.10/- if boys. They are unskilled youngsters generally selected from the volunteer establishment and confined mostly to the Binding Department and retained if their work is satisfactory until they can be absorbed into the permanent establishment. Those paid from Contingencies consist mainly of coolies, sweepers, tottis, etc., and are a feature of every office. Temporary staff (mostly compositors) are kept on this basis until such time as vacancies in the permanent establishment occur. I cannot recommend the immediate admission of these workers unless Government agree to strengthening the permanent staff.

(6) Promotions to be made strictly according to seniority.-

Except in cases where certain qualifications are prescribed for promotion, promotions are ordinarily made strictly according to seniority unless there is some special reason to debar a senior. In a very few cases promotion has been given in the post on grounds of special merit and ability as provided for in the rules.

Superintendent.

Enclosure.-

Copy of letter dated 1-8-1946 from the President & Secretary, The Madras Government Press Workers' Union, Madras, to the Superintendent, Government Press, Madras.

I have the honour to forward herewith for your kind attention and favourable necessary and early action the resolutions adopted by the Executive Committee of the Union after serious and prolonged deliberations and adopted unanimously by the extraordinary General body meeting of the Union held last evening and very largely attended by the workers of the Government Press. The decision has been forced upon the Union by the unfortunate delay on the part of Government in attending to the urgent and outstanding problems of the workers of the Press of which you are not unaware, and I may assure you that nothing will give the Union greater relief and satisfaction than a settlement in regard to the subject matter of resolutions before the expiry of the time limit of 15 days which the Union has felt it necessary to impose mainly with the object of impressing on the Government the urgency of the demands and avoiding any further delay on their part. The Union hopes that you will use your good offices in bringing about an early settlement preventing the necessity for any direct action which the Union might be driven to adopt in case no settlement is reached within the stipulated period.

This meeting of the workers of the Government Press resolves to present to the Superintendent of the Government Press and through him to the Government the following memorandum of immediate and irreducible demands and directs the Presid and Secretary to notify to the Government and the Superintendent that failing th grant of the modest demands within the 15th of August 1946 the workers of the Press will down tools as from 10 p.m. on the day.

1. The subjects mentioned in the Memorandum of grievances submitted to the Hon'ble the Ministers, the Superintendent, Secretary to the Government, Educat and Public Health Department~~s~~:-

(1) The grant of an interim relief of Rs.15/- for all workers of Government as from 1-4-46 pending the revision of the salaries on a fair, equitable and reasonable basis.

P.T.

31)

F 7

The Madras Government Press Workers' Union

(REGISTERED & RECOGNIZED BY GOVERNMENT)

PRESIDENT:
P. R. K. SARMA, B. A., M. L. A.
VICE-PRESIDENT:
~~S. DURAISWAMI MUDALIYAR~~
P. BALAKRISHNAN
SECRETARY:
~~S. AIYASWAMI AYYAR~~
~~ASST. SECRETARY:~~
~~C. NARAYANASWAMI~~

354, MINT STREET,
No. 35, Krishnappa Naicken Agraharam
G.T. Madras, 25th July 1946.

Cur. No.

Secy E + A

TSA
29-7-46.

5

DEPUTY SECRETARY TO GOVT.
EDUCATION AND PUBLIC HEALTH DEPARTMENT
2 - AUG 1946
42717

To

The Hon'ble Minister for Education,
in Charge of Printing and Stationery.

At a General Body meeting of the Union held on 19th July 1946 the following resolutions were unanimously adopted. The meeting also resolved that the grievances contained in the resolutions should be taken up without delay and redressed on or before the 15th August 1946.

The meeting also resolved that the subjects in the Memorandum of Grievances submitted to the Hon'ble the Minister on 14th June 1946 should also be taken up and discussed and amicable settlement arrived at.

RESOLUTIONS.

1. This meeting of the Government Press workers held under the auspices of the Government Press Workers' Union resolves and demands as follows:

(1) Each and every worker of the Press should be paid atleast Rs.15 per mensem as a special allowance from 1st April 1946 till the revision of the salaries asked for along with the Memorandum of Grievances is effected.

(2) In view of abnormal increase in the prices of food stuffs from day to day the Dearness Allowance should be increased by Rs.9 per mensem from 1st January 1946, i.e., from Rs.16 to Rs.25.

(3) A house rent allowance of Rs. 7 per mensem should be paid for each worker from 1st April 1946.

(4) All the workers irrespective of service, permanent or temporary, etc., should be admitted to the privileges of Fundamental Leave Rules.

(5) All temporary workers, workers paid from contingencies and day-extra workers should be made permanent if they put in not less than one year of service.

(6) Promotions should be made according to seniority and promotions made not in accordance with seniority, principle or rule during the absence of the permanent Superintendent should be reviewed and regulated on a satisfactory basis.

Yours Faithfully,

P.R.K. Sarma
President

- 2 -

(2) The grant of house allowance of at least Rs.7/- for all employees of the overnment Press as from 1-4-46.

(3) Increasing the present rate of dearness allowance to Rs.25/- at least as from -1-1946.

(4) Granting of leave to Government Press workers according to Fundamental ules.

(5) Workers classified as "Day Extra", "Contingencies" and "Temporary" and enied the privileges of permanent employee to be confirmed immediately and dmitted to all the rights and privileges of such Government employees.

(6) Promotions to be made strictly according to seniority and all irregular romotions made recently to be reviewed in collaboration with the Union.

The Executive Committee was also authorised to submit with the resolutions ch other important demands as might be urgent.

2/4 8

Ex.p.H.(21)

~~The connected files on the subject have been recirculated to Hon(Edn) on 30.7.46. May await its return viz the 8.8.46~~

KAB
2.8.46.

---

9 E.P.H.
7.

Govt Press - Workers - Grievances
orders passed.

6

p 1 c/ ✓ C. no. 43050 Fm the S. G. P. no 35/ Mis/46
dt 2.8.46

Order/Ms. No. 155 Education dated 12.8.46

The Govt. carefully considered the several demands of the Govt. Press Workers Union and pass the following order:-

(1) Grant of an interim relief of Rs 15 & Increase of dearness allowance

p 1 of (Q)

This question is a general one & cannot be confined to one class of workers under Govt. The question of revising the salaries of lower grade Govt. servants is under the active consideration of Govt. and an announcement will be made on this subject at an early date.

(2). Grant of leave to Govt. Press workers under F.R

This request was more than once investigated by Govt. & they are satisfied that the existing leave rules applicable to Govt. Press Workers are liberal and no change is therefore called for.

(3) Making temporary workers i.e. day rated workers permanent

p 2 of (Q)

These paid from contingencies consist of Coolies, sweepers, totis etc and are a feature of every office. The immediate admission of these employees into permanent cadre will result in heavy expenditure. The day extra workers are unskilled volunteers and confined mostly to the binding depts and they are retained if their work is satisfactory until they are absorbed into the permanent establishment. In the circumstances, the Govt. regret they must decline to comply with this request. (1)

p 2 of (Q)

4) Promotion to be made strictly according to seniority

Except in cases where certain qualifications are prescribed for promotion, promotions are ordinarily made according to seniority unless there is special reason to defer a senior. In a very few cases promotion has been given in the past on grounds of special merit and ability as provided for in the rules. The Govt. are satisfied that the S.G.P. has used his discretion correctly in making the promotions. (2)

5) Grant of house allowance to workers

The Govt. have already passed orders sanctioning the grant of house allowance of Rs 5/pm to the Govt. Press Workers drawing less than Rs 50/- and Rs 7/pm to those ~~working~~ drawing more than Rs 50 pm. (3)

Notes in G.O. 935 Edn 7.5.47

p 3 of (Q)

A

2 The Govt. also considered certain proposals made by the S.G.P. to ameliorate the conditions of Govt. Press Workers. They hereby sanction the following concessions:-

(i) Grant of 8 annas per worker for meal when working night shift;

(ii) Grant of 100 per cent extra overtime allowance to workers on Sundays & holidays provided no compensation holiday is given.

SRK
12.8.46

To

The S.G.P. ✓ JP 12.8.46

The President
Madras Govt Press Workers
Union: 33 Krishnappa Naicken
Agraharam
Mint Buildings
P.O ✓

A.G. (Misc)
Fin. ✓

Copy to P.W.D. ✓ 12/8

The Madras Government Press Workers' Union
(REGISTERED & RECOGNIZED BY GOVERNMENT)

PRESIDENT:
P. R. K. SARMA, B. A., M. L. A.
VICE-PRESIDENT:
S. DURAISWAMI MUDALIYAR
P. BALAKRISHNAN
SECRETARY:
S. AIYASWAMI AYYAR
ASST. SECRETARY:
C. NARAYANASWAMI

354, MINT STREET,
Govt. Press Buildings,
Madras, 13th August 194 .

Cur. No.

File with HM(1&Z)
Would HM meet the Union
tomorrow 15.8.46 morning?
SRK
14.8.46

SM
14/8/46

To

The Deputy Secretary to Government,
Education and Public Health Dept.,
Fort St. George, Madras.

HM (Edn.)

Sir,

I am directed by the Union to acknowledge receipt of your G.O. Ms. No. 1551, Education, dated 12th August 1946, received by post this afternoon.

p 9 ante

The Executive Committee of the Union in consultation with the Delegates of the various departments of the Press, carefully considered the Order and has directed me to ~~xxxxfy~~ reply as follows:--

The Committee is sorry that the Order has been passed without a prior discussion with the representatives of the Union, which would have been useful. There was ample time for the Government to do this.

The reply is unsatisfactory and most disappointing. Out of the six minimum Demands put forward, only one has been met and that too inadequately. While the Union demanded a modest minimum of Rs. 7/- as House Allowance for all, the Government Order has granted only Rs. 5/- for those earning Rs. 50/-. If a settlement on this point should be reached, it is necessary that at least Rs. 7/- should be given to all the Employees of the Press without any distinction.

While in the Union's Strike Notice an interim Relief of Rs. 15/- for all is proposed with a Demand for the

Dearness Allowance being enhanced to Rs. 25/- at least, it is noted that the Government Order has clubbed both the Demands and has given a reply which does not meet either of the Points. We are aware that Dearness Allowance and its enhancement is a question affecting all Government Employees and not one section only. But, we are perfectly at liberty to raise the question and it cannot be rejected or evaded on the ground of its being common to all Government Employees. An immediate announcement on this matter is necessary on the lines proposed by the Union, in case a settlement should be reached.

The Interim Relief asked for is necessary, especially in the Government Press, where the minimum salary for the Workers is Rs. 14-8-0 per mensem, and the overwhelming majority get below Rs. 40/-. The Union's proposal of Rs. 15/- as interim relief pending the revision of salaries is most modest, fair and reasonable. The reasons given by the Government for not accepting the Demand is not at all convincing and the matter has therefore to be reconsidered.

In regard to the Union's Demand under the heading of "Leave", the Government's reply reveals that the standpoint of the Union has not been correctly understood and properly appreciated. There are several systems of Leave Rules prevailing in the Press, good, bad and indifferent. Undoubtedly, it is "liberal" for some of the Employees. The Union's request, if examined, will show that it has not asked for anything new or revolutionary, but the levelling up of the concession removing the existing anamolis and contradictions. This is a very small matter and the Union had hoped that there will not be the least difficulty in regard to this. The Government's decision is therefore regretted and calls for sympathetic reconsideration.

The Government's reply in regard to confirmation of the so-called temporary workers when their work is of a continuous and permanent character is deplorable. When a Demand is fair, reasonable and necessary, the question of expenditure ought not to arise, especially when dealing with the hardworked and low-paid employees of the Government Press and the reply of the Government is unfortunately provoking. It is necessary that the Government should render to these employees the justice that is long overdue to them and not deny it on any account.

It is surprising that the Government should mix up with the so-called Temporary Workers those classified unreasonably and without justification as "Contingent Staff." "Contingent Staff" has been defined by no less a person than the Exhalted Ex-Premier as "Staff whose work is not of a permanent and continuous in character. The work of the Workers to whom the Government Order has so unkindly referred is of a permanent and continuous character. The Union's Demand to regard them as Permanent Staff and admit them to all the privileges and advantages of a permanent Government Employee is therefore fundamental and eminently reasonable. The Union is sorry that it cannot accept any surrender or compromise on this vital issue. That the Government should attempt to justify the continuance of the inequity on the ground that there are such employees in every office is not fair to anyone and it is necessary that the Government should recast their views and render justice to Workers.

In regard to Promotions, the Government's reply is like throwing burning coal on painful wounds. Prospects and promotions according to seniority is a thing that has been more observed in breach than in observance in the Government Press and this is not the first time that this matter has been raised. Even the Superintendent has accepted on several occasions mistakes committed in this regard though he has not been willing to remedy them. The Government, upholding all the actions of the Superintendent, is not such as will remedy the state of affairs and decrease the room for complaints of irregular and wrongful promotions. The Government has got to issue clear instructions in the matter, as frequent disputes arise and everything should not be left to the discretion of an Authority.

Authority, however high, eminent and good.

The Union feels that the Government Order could have been easily better if it had been issued after a discussion and exchange of views with its representatives. While thanking the Government for the promptness of the reply, the Union regrets that it has not conceded five of the six Demands and is not therefore acceptable as a settlement of the Dispute.

The Union therefore reiterates the Demands as put forward in the Notice.

It hopes that a Settlement could yet be reached and, on its part, it will not lose any opportunity of securing the same.

I am directed by the Executive to clearly state that the reply is not satisfactory and that if a satisfactory settlement is not reached before the evening of the 15th instant, the Workers will down tools at 10 p.m. from that day.

The Union's representatives are ready to meet you or the Hon. Minister at any time and nothing will give us greater relief and satisfaction than an amicable settlement avoiding the necessity for the contemplated Direct Action.

Yours faithfully,

T R A Sarma

President.

[illegible] by Spl. Secy
[illegible] 14/8

17/
11

Sri P R K Sarma

Sir, Govt Press Strike

With refer to yr letter no nil dt the 13th Aug 1946 I am directed to say that the Hon'ble Minister for Education

18

[illegible]

would like to meet
the Union's Representati
on Thursday the
15th Aug at 10 am
in ~~the~~ his room in the Sect.

I have etc
&

~~Mr~~ A Lepper Esqr
Copy to LSGP.
He is requested to be
present.

S

~~18~~ 19

E & P.H. Dept. (F.1)

12

Letter No. d/ 14-8-46.

To

Sri P.R.K. Sarma, M.L.C.

Sir,

Government Press Strike.

With reference to your letter no. nil dated the 13th August 1946 I am directed to say that the Hon'ble Minister for Education would ~~xxixx~~ like to meet the Union's representatives on Thursday the 15th August at 10 a.m. in his room in the Secretariat.

I have etc.

S.R.K.
14-8-46.

|20 [illegible]

Copy

to:- A. Lepper Esq.,
Superintendent,
Govt. Press.
He is requested to be present.

S.R.K.
14-8-46

PTO

20

The Madras Government Press Workers' Union

(REGISTERED & RECOGNIZED BY GOVERNMENT) Govt. Press Buildings.
354, MINT STREET,

PRESIDENT:
P. R. K. SARMA, B. A., M. L. A.
VICE-PRESIDENT:
S. DURAISWAMI MUDALIYAR
P. BALAKRISHNAN
SECRETARY:
S. AIYASWAMI AYYAR
ASST. SECRETARY:
C. NARAYANASWAMI

Cur. No.

Madras, 15th August 1946.

13

From
The Secretary,
Government Press Workers' Union, Madras,

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

Sir,

With reference to your letter of the 14th instant to the President of the Union I am directed by the Executive Committee to address you and state that the Union representatives (full Executive Committee) will be finding it convenient to meet the Hon'ble the Minister for Education only at 3 p.m. today.

I beg to remain,
Sir,
Your most obedient servant,

P. Balakrishnan

Government of Madras.

From

S. R. Kaiwar Esqr., I.C.S.,
Deputy Secretary to the Government of Madras,
Education & Public Health Department.

To

The Secretary,
The Government Press Workers' Union,
Madras.

Dated, Fort St.George, Madras, 15th August 1946.

Sir,

I am directed to say that the Hon'ble the Minister for Education will be pleased to meet the deputation from the Union at 3 P.M. to-day.

I have the honour to remain,
Sir,
Your obedient servant,

Deputy Secretary to Government.

Issued on 15.8.46.

D.O. No.47220 F.1 ,4 dated the 9th September 1946.

Education & Public Health Department,
Fort St.George, Madras.

My dear Lepper,

Subj:- Interim relief to non-gazetted employees in the Government Press.

Will you please refer to this Department Memorandum No. 47220-2 F.1 dated 22nd August 1946, particularly to paragraph 3 thereof?

2. The Hon'ble the Prime Minister will be making an announcement in the next few days about the interim relief in the form of additional pay to be given to certain classes of non-gazetted Government servants. I am given to understand that the concessions will not be applicable to staff paid at market rates, e.g., Contingent staff. However, as the Hon'ble the Minister for Education has already committed himself to the Union that the Day Extra and Contingent establishments in the Government Press who have put in a continuous service of not less than two years will be entitled to the same concessions as those applicable to other Government servants on the appropriate rates of pay, the Government will as a special case sanction the grant of the interim relief to them also subject to the condition of continuous service stated above.

"Continuous service" will be defined as follows:-

The particular person in question should have drawn a full month's pay every month continuously for a period of two years as shown by the Muster-rolls or Pay Bills or other records maintained in the Press.

3. I am also to ask you to let me have an estimate of the additional expenditure to Government due to the concession being extended to Day Extra and Contingent establishments in the Government Press paid at market rates. For these purposes, you can assume that the interim relief will be Rs. 'n' and you can furnish the estimate in terms of 'ns'. Thus, if there are 60 persons paid Day Extra or from contingencies, the additional expenditure will be Rs.60 x 'ns' per mensem and Rs.720 'ns' per annum.

4. I am also to add that no special announcement will be made about this in the Press, but a G.O. will be issued in the Education & Public Health Department in continuation of the formal orders issuing from the Finance Department indicating these concessions. There would further be no objection to your informing the Union and the employees about these extra concessions given to

p.t.o.

23

to Government Press Day Extra and Contingent establishments which are not applicable to others. But, this announcement by you should be made only after the H.P.M. has made his announcement. Till then, the matter should be treated as strictly confidential.

Yours sincerely,

SRK

To

A. Lepper Esq.,
Superintendent,
Government Press, Madras.

Despatched
9/9/46.

24

15

D.O. No. 20/Mis/24.

Government Press,
Madras, 13th Septr. 1946

CONFIDENTIAL.

My dear Kaiwar,

Sub:- Interim relief to Non-gazetted employees in the Government Press -
Ref:- D.O. No. 47220 F-1-4 dated 9-9-46.

The estimated additional cost if the concession is extended to day-extra and contingent establishments is given below under each head. In working out the figures the services of the employees have been taken as they stand today. In the contingent establishment the strength includes also temporary staff extended year by year to cope with the increased work.

A1

In the case of these establishments it may also be noted that there will be interruptions in their duties by unauthorized absences and an appreciable percentage of these people could not have drawn a full month's pay according to the strict sense of the word. ~~Nexext~~ Nevertheless their names continued to remain in the muster rolls. To avoid confusion in interpretation of orders, it would be better to clearly define the service for purposes of drawing the relief.

Nature of establishment.	Strength over two years.	Estimated annual cost of relief.	Rs
Contingencies	41	41 x 'n' x 12	492 'ns'
Day-extra	63	63 x 'n' x 12	756 'ns'.

Yours sincerely,

To

S.R. Kaiwar Esq., I.C.S.,
Dy.Secretary to Government,
Education & Public Health Dept.,
Fort St. George.

SRK
14.9.46

~~14 7 6 x 12~~
16 ~~6~~ 8 x 12

492
756
1248
3
3744

~~Draft for approval~~

Edn. & P.H. Dept.(F1).

Sub:-Government Press Workers - Grievances - Reconsideration - Orders passed.

Read again:-G.O.No.1551, Edn., dated 12-8-1946.
G.O.No.717, Fin. dated 20-9-1946.

C 41381

Read also:-From the Superintendent, Government Press, No.35 Ms.-46, dated 2-8-1946.

...

O R D E R No. 2127 Edn. (Ms) Dated 8.11.46

A deputation from the Government Press Workers' Union headed by Sri P.R.K. Sarma, President of the Union, waited on the Hon'ble Minister for Education on 15-8-1946. In the light of the discussions that took place the Government have carefully considered the several demands of the Government Press Workers' Union and pass the following orders:-

2. Grant of interim relief and increase in the rate of Dearness Allowance:- The Government have now approved the grant of the following concessions with effect from 1-8-1946. The Government servants with the exception of those paid from contingencies will be eligible for an addition to pay at a flat rate of Rs.3/-p.m. if they are in receipt of pay of Rs.40/- or less.

(b) Rs.4/- p.m. if they are in receipt of pay exceeding Rs.40/- p.m. and equal to or less than Rs.196/- p.m.

Government servants in receipt of pay between Rs.196/- and Rs.200/- p.m. will receive such an addition as will bring their pay upto Rs.200/- p.m. The above concessions will be applicable to the ~~employees~~ employees in the Government Press also. The Government, as a very special case, extend these concessions to the ~~day-extra and~~ contingent [~~extra~~] establishments of the Government Press who have put in continuous service of not less than two years.

41 N9 [illegible] X

"Continuous Service" will be defined as follows:-

The particular person in question should have

~~17~~ 27.

32 N.2

drawn a full month's pay every month (which means that he has not been absent for work during the month) and not only so long as his name is retained in the rolls provided that absence on public holidays and any authorised period of absence on other days need not be treated as an interruption of service though any period of unauthorised absence will invariably be treated as an interruption in service.

3. Promotions to be made strictly according to seniority: Government consider that promotion should be granted according to seniority in respect of binding and machine departments subject to the elimination of the unfit. In the case of Compositors, promotion should be by seniority subject to the standard outturn being maintained over a prescribed period and subject to the possession of prescribed qualifications. In all other cases the ordinary rule of seniority should be followed.

4. Grant of house allowance for all employees of the Press: Revised orders have issued in G.O. No.1768 Edn., dated 13-9-1946.

5. Grant of leave to Government Press Workers and making permanent workers classified as 'day Extra' 'contingencies and temporary': The above questions are under detailed examination of the Government and orders will issue in due course.

1/11-12 (B)

KRB
7/11/46

7.11.46

7.11.46

8/11

To the S.G.P.
the President, Govt.
Press Workers' Union.
~~Copy to Finance Dept.~~
3 ~~Spare copies.~~

33 Krishnappa Naicken Agraharam
G.T. Madras

Copy to :- the Finance Dept
" D1 section (E & P.H.)

3 S.Cs.

Notes

17

Secy., Edn. & P.H.

It was a few weeks back that we received a deputation from the workers of the Government Press over certain matters which ~~you~~ we said ~~you~~ we ~~would~~ would consider. Mr. Lepper, Superintendent, Government Press, promised to send certain proposals in that respect. As yet nothing has been received. I am (further) receiving representations from the workers. Will you kindly ask Mr. Lepper to expedite or if his proposals has been received by the department, they may be put up soon.

TSA
26-7-46

27 JUL 1946

41381

D.S.
F.U.

5.45 PM

(C.P.T.)

E & P.H. Department (F.1)

With reference to the Education Minister's minute overleaf proposals have since been received from the Superintendent, Govt. Press on the following points referred to him in connection with the deputation from the workers of the Government Press :

p 394 l.f I — (1) Increase of basic pay to Rs 15/- to certain workers in the Govt. Press.

p 22 l.f II — (2) Grant of 100 per cent extra wages for work done on Sundays and holidays.

(3) Payment of Re 1/- each for meals to workers who do night shift.

P.T.O

These points are dealt with in the linked files I and II below:

In G.O. No.2019 P.W.D. dated 26/7/46 the Government have sanctioned certain concessions to the workers of the P.W.D. Workshops which may be applicable to ~~the~~ Government Press workers.

O l.f I Revision

I. Grant of House Rent Allowance at the rate of Rs.5/- for workers earning up to Rs.50/- and Rs.7/- for workers earning above Rs.50/- per mensem.

para 1(iii) l.f I 'O' Revision

II. Increase of wages of certain coolies from 8 annas to 12 annas - from 12 annas to Rupee 1/-.

para 1(vi) l.f I 'O'

III. Opening of provision stores for workers.

para 1(xi) l.f I 'O'

These have been examined also in L.F. I.

May be circulated to H.M.(Education) for information at this stage.

SRKanwar
30.7.46

L.F I ~~33~~ C No. 33273F/46
L.F II C.No. 18720 Fi/46.

JD 30-7-46

(with 2 linked cs)

C.30-7-46

SECRETARY TO GOVERNMENT
42243 E II
3 AUG 1946
FINANCE DEPARTMENT

Revision

HM (Edn) If certain suggestions for giving them more are acceptable, I think the sooner we give them relief, the better. The matter may be expedited. Relief given soon & in time will be appreciated. Delayed relief always leads to discontent in spite of relief. And the matter may be expedited.

LSA
2-8-46

SECRETARY, EDN. AND P.H. DEPT.
5 AUG 1946

SECRETARY, EDN. AND P.H. DEPT.
31 AUG 1946
GOVERNMENT OF MADRAS

Ext No 4/381-17/Edn
3-8-46

SRK
3/8/46

~~Fin~~

~~Please see notes in l.fs below~~

Fin

(P.T.O)

3(a)

Fin Es

Please see notes in DFs below –

5/8/46.

Fin. v.o. 42243 Fin I
5.8.46.

5.8.46

EPH
F1

5.55 PM
5/8/46

~~Please see notes in the f~~

DF
D.C.No. 43050 F/46

DEPUTY ... EDUCATION AND PUBLIC HEALTH DEPT.
6 AUG 1946
44048

6.8.46

PTO

Edn. & P.H.

Govt Press – Strike Notice by Labour employed in

What is happening?

SRK
3.8.46

F.1.

Special
SRK

Vide p 3 cf

p 1 cf

Submitted. It is understood that the Superintendent, Govt. Press, is sending by a special messenger today his remarks on the strike notice given by the Madras Govt. Press Workers' Union.

2. The points referred to in the resolutions passed at the General Body Meeting of the Union on the 19th July 1946 have all been discussed in ~~connection~~ with the file relating to the deputation of the Government Press Workers' Union last month. It is proposed to grant a house rent allowance of Rs 5/- per mensem to workers earning Rs ~~5~~50/- and below and Rs 7/- per mensem to workers drawing Rs 50/- and above. The file is under circulation to H.M., (Education), H.M., I & L. and H.P.M.

3.8.46

In the meanwhile HMs may see this case also.

SRK
3.8.46

Add to the main file.

3.8.46

Since returned
3/8/46.

20 5/

E & P.H. Dept. (F.1)

C.No. 43050, from the S.G.P., No.35/Mis-46, d/ 2-8-46.

Sub:- Grievances - Government Press Workers.

--

11-1-4 cf

11-1-4 cf

15 cf

Please see the D.O. from Mr. Lepper and the official letter addressed to Government. He has forwarded a copy of a letter received from the Government Press Workers Union containing a threat to lay down tools at 10 p.m. on August 15th, if by that date Government have not conceded certain demands made by them. The several demands made by them have been set out by the S.G.P. in his letter on pp: 3-4 c.f. These have all been examined in consultation with Finance in the file relating to the deputation of Government Press Workers Union which waited on the Hon'ble Minister for Education last month. The tentative conclusions so far arrived on these demands are set out below :

11 1-14 n.F
(l.f II) (Remun)
(C.No. 18720 F1/46)

(File in circ.)

Point (1):— Grant of interim relief of Rs 15/- for all workers in the Govt. Press

Not accepted.

Point (2) :— Grant of house rent allowance to Government Press Workers

The Government propose to sanction a house rent allowance of Rs 5/- to workers who draw below Rs 50/- and Rs 7 to workers who draw above Rs 50/-

11 1-14 nF
(l.f II)
(Remun)

Point (3) :— Increase in the rate of Dearness allowance

This is a general question and cannot be considered for Government Press alone

Point (4) :— Grant of leave concessions according to F.R.

The existing leave rules for the Government Press Workers are liberal enough and no change is called for.

6/

Point (5): — Making temporary workers who are paid from ~~contingency~~ contingencies permanent.

This is not peculiar to Government Press and no change is necessary.

Point (6): — Promotion to be made strictly according to seniority.

Rules have been strictly observed in making promotions ~~and~~ and Government cannot find any point to redress this grievance.

2. It may, however, be noted that the following questions are also being considered in consultation with Finance Department :-

(1): - Grant of Re1/- per worker towards meals during night shifts

(2):- Grant of Rs 100 per cent extra over-time allowance to workers on ~~Sundays~~ Sunday and holidays.

p.15 m.F
l.f. No II
C.No. 33273/E 46

The file may be circulated to H.M. (Education)

J.P.
5.8.46

Fin should see this also before circulation.

I suggest we ~~issue~~ have ready orders on the outstanding issues, invite the Union to send a deputation to meet HM (Edn) and at the conference we announce the concessions.

Secy should see at this stage.

SRK
5.8.46

Secy, Fin
5.8.46
42379

ASST. SECRETARY TO GOVERNMENT
5 AUG 1946
FINANCE DEPARTMENT

Secy. Works.
5.8.46

Finance

E&P Hm
43050 - 17/Sen
5.8.46

21

7

Fin E3

Notes on pages (1-2) above may be perused.

2/ The proposals referred to in para: 2 on p.5 above have been noted on separately by this dept and the file was returned to EPH with this dept No 42243 E3-1(8) 5-8-46.
P.3(a) above

This may be returned to EPH.

Fin.u.o. 42379 Fin-I
6.8.46.

Re point 3, the Cabinet will come to a decision on 15/8. The delegation proposed by DS. EPH may be fixed for ~~a day~~ some day after 15/8, so that the Cabinet's decision on this point can be announced.

6/8/46

EPH

44045

E & P.H. Department
(F.1)

Please see the notes of this Department and that of Finance on pp: 6-7 supra.

For the sake of convenience, a tabulated statement has been prepared showing the six ~~xxxxxxxx~~ ~~xxxxx~~ demands of ~~xxxxx~~ workers and the other concessions recommended by the S.G.P for the workers with the latest conclusions arrived at in those matters in consultation with Finance. For orders.

Attention is invited to the D.S.'s note at "X" on page 6 ante.

The file may be circulated to H.M. (Education). HM (I&L) also should see as a strike is threatened.

I suggest recommendations in Col 3 of (Q) may be approved.

J.P.
6.8.46

SRK
6.8.46

6.8.46
P.T.O.

Fin 2 l.f.5
C.No. 18720/F
C.No. 33273/F

circulate for orders

H.M. (Edn)

H.M. (I&L)

Sr
6846

7/8/46

With reference to the demands of the Government Press workers, two of them have been recommended for acceptance. I see in the previous page that orders have been passed for giving house rent allowance. If H.P.M.'s signature has also been received, I would recommend that it should be published immediately and the workers informed about it. Relief given soon and with grace is worth more than delayed relief which is not usually appreciated. The two demands recommended to be accepted may be put through soon and communicated to the workers as soon as possible. I recommend both.

TSA
7-8-46

SECRETARIAT, EDN. AND P.H. DEPT.
10 AUG 1946
GOVERNMENT OF MADRAS

VVG
8/8

While publication may be immediately made i.e. these demands I trust H.M. (Edn) has gone thro' the demands & wherever they are reasonable, we must concede. Govt. should prove that they are better employers than private employers if they have to win the confidence of the workers.

VVG
8/8

Pl draft.
After issue of orders we shd re-circulate to H.M. (Edn.)
Orders shd issue not later than the 13th Aug.
SRK
11.8.46

2.30 PM
10/8/46

Draft submitted
SD
12.8.46

9

22

Edn & P.H.

Issue* draft. Resubmit after issue.

*Issued as G.O. Ms. 1551 Edn. dt 12.8.46.

SRK
12.8.46

p 9-11 c. 2 [Issued as G.O. Ms. 1551 Edn dt 12.8.46]

Submitted 13-8
KAB
13.8.46

Orders have issued. (p 9 cor below)
Recirculated with refce to H.M. (I&L)'s min on p 8 ante. Pl see also (C).

SRK
13.8.46

H.M. (Edn)

13/8/46

I have gone through the six demands made by the workers.

(1). I do not see how it can be granted.

(2). This has already been considered.

(3). It is difficult to increase the dearness allowance only for these people. ~~Unless we take up the matter in a this cannot be done.~~

(4). Grant of leave. I understand that the existing leave rules are liberal enough.

(5). I find there is some justice in the claim of the workers. I understand that workmen like the scavengers, though they are doing permanent work are paid from contingencies and are not looked upon as the permanent workers of the Press. This is manifestly unjust. These are permanent offices and should be treated as permanent. While people employed admittedly on a temporary basis may be treated as temporary, it is but justice that people who are employed on a permanent work should be treated on a permanent basis. The Department may view this point from the above point of view and submit ~~a report.~~ proposals.

p 3 cf

(6). I understand that the promotion made has been fairly according to seniority.

With reference to the demand of workers for higher basic pay, I think there is much in their claims. The majority of the workers are paid, I understand, between Rs.14 and 20. This I think, really needs improvement at least by a couple of rupees. My own recommendation will be that no worker should be paid less than Rs.20 but in view of the fact that these things are being considered by a separate sub committee of the Cabinet, they may be given at least an interim increment of Rs.3.

This may go to H.M. I&L. before going to Finance

SECRETARY, EDN. AND P.H. DEPT.
14 AUG 1946
GOVERNMENT OF MADRAS

TSA
13-8-46

3
14/8/46

circulated
R
14.8.46

14/8/46

H.M. (I&L)

Circulation interrupted.

Will HM (Edn) please see the letter from the Presdt of the Union, at pp 13 & 16 cf. below. The Press is going on strike on ~~15/8/46 10 P.M.~~

Would he like to meet a deputation from the Union on 15/8/46?

SRK
14.8.46

HM (Edn) ?/s/ ~~along with H.M. I&L.~~

TSA
14.8.46

14/8/46

(Issued as letter to Sri P.R.K. Sarma Dt 14.8.46)
p-19 cf copy to the S.G.P Dt 14.8.46]

From previous page:

HM (Edn) should see.

The demands of the Union have been discussed ~~threadbare~~ in the note on pp 1 to 16 of the bottom linked file (C No 18720/46). ~~He should~~

SRK
14.8.46

HM (Edn)

Education & Public Health Dept.

Government Press - Strike.

A deputation from the Government Press headed by Mr. P.R.K. Sarma, President of the Union, waited on the Hon'ble the Minister for Education. Mr. Lepper, Superintendent, Government Press, and Mr. Kaiwar, Deputy Secretary, were present. The strike notice given by the Union and the Government Order No.1551, Education, dated 12th August '46 were discussed.

(1) Interim relief:- The Minister expressed his inability to promise any interim relief in view of the fact that a Cabinet Sub-Committee is going into the whole question in the immediate future. He however was quite prepared to press the case for interim relief on behalf of the Government Press workers.

(2) Dearness allowance:- In view of the fact that the whole question is under review by Government, the Minister was not in a position to commit Government to this.

A further issue was raised that whatever relief is ultimately decided upon by the Government, retrospective effect should be given from a definite date, say, 1st January 1946. The Minister said that this question was also under consideration of the Cabinet Sub-Committee.

(3) House allowance:- The delegation urged that there should not be the differential rate of Rs.5/- and Rs.7/-, but that it should be levelled up at Rs.7/-. Delegation also urged that the grant of house allowance should not be restricted to employees not drawing Presidency or City Allowance. The delegation also urged that retrospective effect should be given to this relief with effect from the 1st January 1946.

The Minister agreed that the relief should be given to all the employees in the Press who have put in a service of not less than one year, the Allowance being applicable to all classes of employees.

As regards the question of retrospective effect and giving a uniform rate of Rs.7/-, the Minister agreed to consider the question further.

p.t.o.

(4) Leave Rules:- After discussion it was agreed that the Union should prepare a comparative Tabular statement showing the advantages and disadvantages of the Madras Leave Rules as against the Industrial Employees Leave Rules. The delegation did not press for the application of Fundamental Rules as it was explained that any new recruit to Madras Service, whatever his rank or grade, will not be ~~x~~ entitled to the benefit of leave under the Fundamental Rules.

K

(5) Permanency of tenure for Labour engaged as day extra, or paid from contingencies, or otherwise classed as temporary:- It was agreed that the Superintendent, Government Press, should furnish a statement giving the numbers of temporary staff under each category, the number of years they have been continuously employed, etc., so that the question of making certain number of posts permanent could be further considered.

(6) Promotions:- It was agreed that promotion should be granted according to seniority in respect of Binding and Machine Departments, subject to the elimination of the ~~unfit~~ unfit. In the case of Compositors it was agreed that promotion should be by seniority subject to the standard outturn being maintained over the prescribed period and subject to the possession of the prescribed qualifications. In all other cases the ordinary rule of seniority as stated above will be followed.

M

In view of the fact that the Ministry is now actively considering the question of relief to the staff in the lower grades and in view of the fact that the problems affect the generality of similarly paid staff in other Departments of Government, the Minister advised the delegation not to press for differential treatment for Government Press Workers and appealed to them to withdraw their strike notice.

SRK
15.8.46

Box

HM (Edn)

While the above note gives an account of the points raised by the deputation of the Press workers, I must point out that they men are [illegible] The information that is given this morning is that the strike has been postponed by a week. I do think there is a case on behalf of the workers, that their pay is very low indeed, and I would recommend that the interim increment of Rs.3 per worker may be immediately given till we await the conclusion of the Cabinet Sub Committee. After all the Cabinet Sub Committee will publish their reports within a couple of months and they are bound to have more than three rupees in addition to their pay and Rs.3 for ~~three~~ two months will cost only about Rs.5,000. In consideration of the importance of the work the Press is doing and the real return that we get from it, this money is ~~nothing~~ not much and I think we should be in a position to give them this relief ~~at least~~ at least. The matter may immediately be sent to H.M. (I. & L.) and H.M. (Finance) so that immediate orders may be issued.

TSA
16-8-46

SECRETARY, EDN. AND P. H. DEPT.
16 AUG 1946
GOVERNMENT OF MADRAS

A2

HM (I&L) & HPM may see
(1) the Statement at (8) below;
(2) the Finance Dept's note in L&I (33273/46) at p 6 of notes; the letter at pp 39 & 40 above; and
(3) minute of HM (Edn) above,
for orders.

SRKaiwar
16 8 46

H.M. (I&L)
H.P.M. (Fin)

I think we should adopt the recommendation of Govt. of India which is [illegible] more. ~~Of~~ I think the ~~Cabinet~~ Cabinet Sub Committee is meeting soon & they may state their views also within a week, whether an interim settlement should be offered to the workers.
I think they will follow the views of the Govt of India

M [illegible]
16/8

15

I agree with H.M. (I & L)

TP 18/8/46

HM (Edn) should see the minutes of HM (I & L) & H.P.M.

SECRETARY, EDN. AND P.H. DEPT.
19 AUG 1946
GOVERNMENT OF MADRAS

~~[illegible]~~ Sec

SRK

19.8.46

~~[illegible]~~

H.M. (Edn) Yes. This may be sent to the Cabinet subcommittee ~~for its~~ immediately for their recommendation.

TSA

~~20~~-8-46

19/8/46

Finance Dept.

The Cabinet Committee discussed the matter at its meetings held on 21st and 22nd August 1946. Extracts of the relevant recommendations of the Committee are furnished below:-

"The Govt. of India have allowed additions to pay at a flat rate of Rs 3 p.m. to all their servants in receipt of a pay up to Rs 40 p.m. and of Rs 4-8-0 p.m. to servants in receipt of a pay more than Rs 40 p.m. and not more than Rs 250 p.m., with the necessary marginal adjustments. The Committee decided that, as an interim concession, it would be sufficient if the following concessions were allowed with effect from 1st August 1946.

The grant of additional pay at the rate of:-

(a) Rs 2 p.m. to Govt. servants in receipt of a pay below Rs 20 p.m;

(b) Rs 3 p.m. to Govt. servants in receipt of a pay equal to Rs 20 p.m. or above and below Rs 40 p.m; and

(c) Rs 4/- p.m. to Govt. servants in receipt of a pay equal to Rs 40 p.m. or above and below or equal to Rs 125 p.m.

Govt. servants in receipt of a pay between Rs 125 and Rs 129 per mensem will be allowed as marginal adjustments such an addition to pay as will bring their pay up to Rs 129 per mensem.

26 16 ~~15~~

Govt. servants paid from contingencies, whose pay is fixed with reference to market rates will not be allowed any additional pay. In the case of day-extra establishment, an addition to their daily wage proportionate to Rs 2 p.m. or Rs 3 p.m., as the case may be, will be allowed provided the daily wage is not at present fixed with reference to market rates. The Committee decided that they would consider, in due course, the question whether any portion of the existing contingent establishments should be included under Inferior Services and treated as regular Govt. servants. The additional pay will count as pay for all purposes, such as leave, pension, dearness allowance etc. and it will not be absorbed in future increments."

xx xx

Government Press. The points referred to the Committee as regards the Government Press workers demands were those relating to (1) increase in basic pay, (2) increase in dearness allowance, (3) house allowance. Regarding increase in pay, the Committee decided that Govt. Press workers, who are Govt. servants, should be governed by the recommendations made above and that there was no justification at all for any further concessions.

Since the Committee has decided that interim concessions to all Govt. servants should take the form of grant of additional pay and not an increase in dearness allowance, they decided that there was no justification for allowing any increase in the existing rates of dearness allowance for Government Press workers alone.

As regards house allowance, the Committee was informed that Govt. had already agreed to grant Rs 5 p.m. to all workers in receipt of a pay of Rs 50 and below and Rs 7 p.m. to others. The Committee was of definite opinion that these concessions, which have been accepted by the P.W.D. Workshops Workers' Union, were adequate and needed no further liberalisation".

The file may be returned to E & P.H.

23/8/46

EPH

Circulated for orders. Cabinet Committee's recommendation may apply to the Press also.

SRK

23.8.46

HM (Edn)

HM (I & L)

HPM

Box

The announcement re: Printing Press workers must be made today at our request. they postpone action [illegible]

23/8

The interim relief is Rs 3/- for those under Rs 40/- & Rs 4/- for those above. This I hope must do now & we must await the committee recommendations for a permanent basis later on.

TSA

24-8-46

As the question of Press-workers also has been included in the general question of interim relief to all, announcement for all would be made by me in due course when I consider it necessary.

28/8/46

SECRETARY, EDN. AND P. H. DEPT.
31 AUG 1946
GOVERNMENT OF MADRAS

Cons 31/8

Please see the minute of H.P.M. above. Now that the Union has withdrawn the strike notice, the outstanding points in the file may be examined on receipt of necessary particulars called for from the S.C.P. For orders. The file may be circulated to Hon (Edn).

p 9 cf (l.f III) (Remind)

p 1 cf l.f III (Remind)

J.D. 2.9.46

Yes.

Mr Correy, DS Fin, tells me that in view of the difficulty of granting increase of pay to contingent staff, the general announcement might exclude the Press. We have to make a simultaneous announcement extending concessions to contingent staff who have put in a continuous service of two years.

B

B

SPK 2.9.46

Circs

Innamane (Sal)

EPHome 430,50-57/Sal 2.9.46

47183
2 SEP 1946

The main file about the grant of interim concessions is out in circ. This case may lie over till the main file is received back from circ.

3/9/46

M 3.9.46

BM/DS

Intimation on 6/9/46

Box

The file re interim concessions to Govt. servants has been sent to D/s E.P.H.

The proposal to allow contingent establishment in the Press to have an increase in the pay-portion of their wages [wages = pay plus D.A. subject to market-rates for all contingent establishment]. ~~being~~ being on a specific new object, will have to be treated as a 'New Service', if the recurring expre exceeds Rs 2500/- p.a.

As there is day-extra establishment also in the Press, their daily wage (which I understand is based on the monthly wage allowed to similar classes of workers in the Press) will have to be proportionately increased, corresponding to the increases of Rs 3/- per & Rs [illegible]/- p.m. now proposed to be allowed. EPH. may take orders on this file too, after getting an estimate of the extra cost involved.

6/9/46

E.P.H.

p 22 cf Issued D.O. no 47220 F.1/46 d. 9.9.46

p 24 cf/C no. 50623 From the S.C.P. D.O. no. 20/M6/[illegible] d. 13.9.46

Please see the S.C.P.'s reply as regards the additional cost if the concession of interim relief is extended to day-extra & contingent establishments.

p 24 cf

x (K) [illegible] represent Rs 3 each — The total addl. cost works out Rs 3744 p.a.

Orders are requested with reference to A on p 24 cf. If ~~they~~ their names have appeared for 2 years continuously on the muster rolls, even though they do not receive a monthly pay, they may be allowed the interim relief.

The file may be sent to Finance

19

Sal

17/9/46

SRK
17946

Finance

Box

ExPlkw47 2220-57/Fin
17.9.46

ASSISTANT SECRETARY
17 SEP 1946
FINANCE DEPARTMENT

If there have been interruptions in duties due to ~~[illegible]~~ absences, authorized or not, the service cannot be continuous. The orders of Govt. (file sent separately to E.P.H.) were that these establishments should have put in 2 or more yrs' continuous service to become eligible for this concession and that this ~~will~~ would cease to ~~[illegible]~~ get the concession, as soon as their service ceased to be continuous.

50352 Sal

This dept. wants to advise that service be deemed to be continuous so long as the man draws a full month's pay every month (which means that he has not been absent from work during the month), and only so long as his name is retained on the rolls.

D

20/9/46

EPH

Fin 5035th
20.9.46

DEPUTY SECRETARY TO GOVERNMENT
23 SEP 1946
55982
EDUCATION AND PUBLIC HEALTH DEPARTMENT

SECRETARY, EDN. AND P.H. DEPT.
23 SEP 1946
GOVERNMENT OF MADRAS

Remdr 23/9

Extract from the Notes to G.O. 717 Fin. dt 20.9.46

7

Finance Dept. 28

The subject was discussed by the Cabinet Salaries Committee on the 21st and 22nd August, 1946. The Committee's recommendation is extracted below:-

"The Govt. of India have allowed additions to pay at a flat rate of Rs.3 p.m. to all their servants in receipt of a pay up to Rs.40 p.m. and of Rs.4-8-0 p.m. to servants in receipt of a pay more than Rs.40 p.m. and not more than Rs.250 p.m., with the necessary marginal adjustments. The Committee decided that, as an interim concession, it would be sufficient if the following concessions were allowed with effect from 1st August 1946.

The grant of additional pay at the rate of:-

(a) Rs.2 p.m. to Govt. servants in receipt of a pay below Rs.20 p.m;

(b) Rs.3 p.m. to Govt. servants in receipt of a pay equal to Rs.40 p.m. or above and below Rs.40 p.m; and

(c) Rs.4 p.m. to Govt. servants in receipt of a pay equal to Rs.40 p.m. or above and below or equal to Rs.125 p.m.

Govt. servants in receipt of a pay between Rs.125 and Rs.129 per mensem will be allowed, as marginal adjustments such an addition to pay as will bring their pay up to Rs.129 per mensem. Govt. servants paid from contingencies, whose pay is fixed with reference to market rates will not be allowed any additional pay. In the case of day-extra establishment, an addition to their daily wage proportionate to Rs.2 p.m. or Rs.3 p.m. as the case may be, will be allowed provided the daily wage is not at present fixed with reference to market rates. The Committee decided that they would consider in due course the question whether any portion of the existing contingent establishments should be included under Inferior Services and treated as regular Govt. servants. The additional pay will count as pay for all purposes, such as leave, pension, dearness allowance etc. and it will not be absorbed in future increments.

The Committee considered the question whether this additional pay should be allowed to the subordinate Police staff which has had its scales of pay revised as from 1-4-46. Since they understood that under this pay revision, each member of the Police Subordinate staff received an immediate increase in pay much more than what the Committee's proposals would allow (except in the case of Constables who have completed their training but not their period of probation), they considered that there was no justification to give them any further concession by way of additions to pay. The Committee would, however, go into the question of the existing pay-scales of the Police Department during their investigation of the general question, and will recommend whatever they consider necessary;

The extra cost of the above proposals is estimated to be about Rs.32.53 lakhs per annum."

As the extra cost will be about Rs.32.53 lakhs per annum, the proposal will have to be treated as a "New Service" and orders obtained in full circulation, whether the Committee's recommendation should be accepted. After orders are obtained, the decision may be announced by the H.M.(I & L) at the

Non-Gazetted Officer's Conference on 25-8-46. A Press Communique may issue in due course.

Before circulation, however, E & P.H., Home and Public may see, E & P.H. with reference to the threatened strike in the Govt. Press, Home with reference to the Committee's recommendation that the Subordinate Police staff should not get the benefit of these proposals and Public for general information.

C.O.C. D.W.D.
23-8-46. 23-8-46.

E.P.H. Secy./Home Secy./C.S.

'Seen. Thanks.

P.S.V.
23-8-46.

It may cause a little trouble in the police if they are excluded. At the very best, if there are any cases in which the police get less in more than that now proposed, they should get the difference.

J.W.P.
23-8-46.

This may be agreed to, though it is doubtful if there will be such cases.

S.V.R.
23-8-46.

Finance.

~~Notes from pp.6-8 ante are for perusal~~ . With respect to the Home Secy's and Ch. Secy's remarks above, it may be stated that, except in the case of constables who have completed their training but not their probations and a few isolated cases among sub Inspectors and Sergeants (Indian-Anglo-Indian) at the top of their respective scales of pay, no member of the Sub. Police staff drawing Rs.125/- p.m. or below would, under their April 1946 pay revision, have received an immediate increase less than what is proposed by the Committee. As a measure of safety and there is no time to work out details the Home Secretary's recommendation may be accepted. P

The file may now be circulated for orders whether the Committee's recommendation ~~on p.7 ante~~ as slightly modified as at 'P' above may be accepted.

C.O.C. D.W.D.
23-8-46 23-8-46.

" "The Committee's proposals may be accepted but the entire concession may be given to the Police staff also."

T.P.
23-8-46.

H.P.M.
H.M.(P.H.&M)
H.M.(I & L)
H.M.(Law)
H.M.(H.R.E)
H.M.(L.A.)
H.M.(Rev)
H.M.(P.W)
H.M.(Agri) P.S.K
H.M.(Edn) 23-8-46
H.M.(P&I) V.K. 23-8-46
H.M.(For)
H.M.(M.T.&F)
H.E.

"I agree"

R.L.
23-8-46.

"I agree with what has been stated by H.M.(Edn). Under 40/ Rs. must get Rs ~~Ge~~.3/- That was the understanding. 4/Rs. up to 250/-. That is what I remember & what it should be."

V.V.G.
23-8-46.

"If this concession is to be published, a note may be added

---

that the pay of the village servants is under investigation and an announcement will be made about them in a few days".

K.B.
23-8-46.

24

"I agree with H.P.M. re: Police on account of the peculiar conditions prevailing now re: law and order.

K.R.K.
23-8-46.

"I agree with H.M.(Rev)".

M.B.
23-8-46.

"I agree".

D.T.
23-8-46.

"In the informal meeting of the Cabinet on the 21st inst. we decided that for all Non-Gazetted Officers receiving a pay below Rs.40/-, the interim relief will be Rs.3/- per month and for those above till Rs.125/-, it will be Rs.4/-per month. In fact the Premier and the Cabinet authorised me to tell this to the Committee of the Government Press Workers' Union who were meeting me the next day as they had given a strike notice. In pursuance of the suggestion of the Committee I have indicated to the Committee of the Government Press Workers' Union that they will get interim relief in the above manner. Even that they were not satisfied with. But I hope they will come round and so at the instance of the Cabinet I have made a definite commitment in that regard. Relief to the Press workers may be given according to our original proposal whatever may be with regard to others. The extra cost with regard to pay of the Government Press Workers at this rate will not be more than Rs.1,000/- per month. They may be given relief at the above rate as a special case because they are technical labourers and work under factory conditions apart from others. Otherwise the proposals are approved."

T.S.A.
23-8-46.

H.M.(H.R.E), H.M.(For) & H.M.(Food & M.T.) are not in the Secretariat. A note will be sent to them separately for perusal as the matter is very urgent.

H.M.(Rev), H.M.(P.W) & H.M.(L.A) and H.P.M. may kindly see, H.M.(Edn's) minute above. In view of this minute, the orders to be passed may state that they will not apply to the Govt. Press Workers (excluding members of the Inferior services attached to the Govt. Press), regarding whom separate orders will issue. For orders.

H.M.(L.R) K.R.K. 23-8-46
H.M.(P.W.D)
H.M.(L.A)
H.P.M.

"In view of the Hon'ble Education Minister's note, I would suggest that the scale of increase may be Rs.3 for all Govt. servants below Rs.40 or Rs.4 for all Govt. servants on Rs.40 or above up to Rs.125. The village officers need not be included in this arrangement".

Daniel Thomas.

"I agree with H.M.(Education) that Govt. Press Workers may be treated as a special case and that the increment suggested may be approved."

M.B. 23-8-46

"We are now agreed that the pay may be increased by Rs.3/-p.m. in the case of salaries of Rs.40/- and less including contingent establishments who have put in 2 years' continuous service before or after 1-8-1946 and for so long as their service is continuous. In salaries of over Rs.40/- p.m. the increment will be Rs.4/-p.m. for all non-gazetted officers. The police also will have the benefit of this increase. It will take effect from 1-8-1946."

R

K.R. Karanth.
24-8-1946.

M.B.
24-8-46.

T.P.
24-8-46

R.L.
24-8-46

K. Bhashyam
24-8-46.

V.K.
24-8-46

V.V.G.
24-8-46

P.S.K.
24-8-46

K.K.R.
24-8-46.

R.R.M.
24-8-46.

A.N. (His Excellency)
26-8-46.

Finance Department.

H.M.(Revenue) handed over this file to me and said that Chief Secretary had instructions regarding the announcement of the above concessions.

Chief Secretary tells me that it was agreed that H.P.M. should draft the Press Communique making the announcement. Until it is received, no action is to be taken to pass any orders on the decision above.

Regarding the decision itself, there are following points for consideration:-

(1) Date of effect. To avoid payment of arrears, especially in the case of contingent establishment and cut down costs, the concessions may be allowed in the pay-bills for August 1946 and subsequent pay-bills payable on and after 1-9-46. This will only be in accordance with the Government's decision that the concession will take effect from 1-8-46.

A

(2) Contingent Establishment. Except in the case of certain staff in the Medical Department, it may be pointed out that the rule is that contingent establishments should be paid according to market rates, inclusive of dearness allowance, i.e. pay plus dearness allowance should not exceed the market rate. Under the present proposals, there will be the anomaly of members of contingent establishments getting Rs. 3 p.m. more than the market rates. The proposal apparently is that Rs.3 p.m. should be added to that portion of the monthly wage classed as "pay".

B

Regarding the two years continuous service, the officers authorised to draw contingent bills should be able to state, from the muster rolls and other records of the last two years, whether a particular person serving in the contingent establishment on or after 1-8-46 has been in continuous service for two years. This is on the presumption that these records have been accurately maintained. The only condition that can determine continuous service in such a case is whether or not the muster rolls, pay-bills and other records show that the member has drawn the full month's pay every month continuously during the two years in question. It is a matter for consideration whether this definition for continuous service should be adopted. It seems impossible to think of any other.

AA

C

The drawing officers should append a certificate to the bills that the members of the contingent establishment for

---

whom the additional pay of Rs.3/- p.m. is claimed have been in continuous service for a period of two years or more. The concession will obviously be allowed only to members of the contingent establishment actually paid on or after 1-9-46 --vide (1) above.

AA

(3) The concession is allowed only to Non-gazetted Officers.

There are Gazetted Officers drawing less pay than non-gazetted officers. The proposal is that only Non-gazetted officers should get the increase. The position will, therefore, be that a non-gazetted officer drawing more pay than a gazetted officer will have his pay increased still more (by Rs.4/-). There may also, in a few cases, be the anomaly of a non-gazetted officer working directly under a gazetted officer getting more pay than his superior. Since there is no rule or practice against these and there are instances of such anamalies even, now, perhaps no special action is necessary to prevent them.

D

(4) Please see the Committee's resolution ~~on p.7 ante~~. It is presumed that work-charged establishments and daily-paid establishments (including day-extra in the Govt. Press) will get the increase proposed, the daily-paid and day-extra establishment being allowed a proportionate addition to their daily pay equivalent to Rs.3 or Rs.4 per month, as the case may be.

It is also presumed that the additonal pay will be classified as "pay" for all purposes, under the provisions of F.R. 9(21)(a)(iii) and will not be absorbed in future increments.

Ag

(5) Cost of the proposal. It is not possible to work out t the cost in respect of contingent establishment, work-charged and day-extra establishments, as the strength of such establishment is not available in this department. On a rough guess, however, it may be put as Rs.1.00 lakh, in which case, the increase relating to these establishments will come to about Rs.36 lakhs per annum. The extra cost on account of the increase to regular establishment is estimated to be about Rs.62 lakhs p.a. The total extra cost of the proposal may therefore be roughly estimated at Rs. 1 crore p.a.

Orders are requested whether the views at 'A' to 'G' may be accepted.

C.O.C.
27-8-46.

May be accepted,
subject to any
orders that may
be passed on the
points raised by
me below.

D.W.D.

4.

Establishment paid from contingencies: I venture to submit that the decision to increase the "pay" portion of the emoluments of these employees by Rs.3/- p.m. in the case of all with 2 years' service, whilst continuing to pay the standard rate of dearness allowance, strikes at the root of the general principle laid down hitherto to govern the remuneration of these employees without replacing it by any other general principle, and will lead to a very great deal of extra work in the offices concerned and many practical difficulties as well as heavy cost that cannot be properly estimated without first collecting information as to the size of these establishments in all offices. The rule hitherto followed (except for certain contingent staff in the Medical Dept.) is that such staff should be paid at the market rate, i.e., total emoluments should be equal to what is usually paid by other employers for similar services on a daily or monthly payment basis. It may be presumed that th the rates paid in practice are not below the market rates since if the employees could get more elsewhere they would not

25

hesitate to leave their jobs in Govt. Offices, as they are not given any of the privileges of regular Govt. servants, such as increments, leave, pension rights etc., in addition to their pay. To give a higher pay to all these employees after 2 years service means giving up the principle of payment at market rates, and logically it will then be extremely difficult for the Govt. to resist the demand that they should all be made regular Govt. servants with incremental scales of pay, leave and pension privileges, security of tenure under Service Rules, adequate prospects of promotion etc. The cost of this would be enormous and cannot now be estimated.

There are ordinarily no records at all of the service of these employees except the monthly receipt for pay, which forms a sub voucher to a bill for contingent charges. These sub-vouchers should ordinarily be available for (under Art.326 Madras Financial Code, Volume I, the period of preservation of contingent sub-vouchers is 3 year) for 2 years past, but some (i.e. those over Rs.25 in each case) will be in the Accountant-General's office and some in the office of payment and some may have been lost. By getting back the sub-vouchers from the Accountant-General, where necessary, it should be possible to verify as a rule with considerable labour, whether each particular individual has drawn the pay of his post for 2 years past or not. But we shall have to rely entirely on the drawing officers certificate. In the absence of service registers and pay bills, which are available for regular Govt. servants, there can be no certainty that the verification will, or even can, be done properly in all cases. In any case verification that a person has drawn the pay for 2 years according to the contingent sub-vouchers will not mean that he has necessarily done the work without a break for 2 years. Since these employees are not entitled to leave, the usual practice in many offices has been to allow them to provide a substitute informally when they wanted leave and to draw the pay themselves and make their own arrangements to pay the substitute. There will be no record of such breaks in service. Presumably this practice will have to be forbidden in future in the case of persons getting the extra Rs.3/ p.m., as the substitute should be formally appointed and should get only the lower pay without the extra Rs.3 p.m. In that case the question will arise whether leave on loss of pay taken by the previous holder of the post on account of illness etc., is to count as a break of service, and he should start again on the lower pay after it.

H

In view of these difficulties I venture to submit that it may be considered whether it would not be better to refrain from giving any "interim relief" to these employees and to leave their case for further consideration by the Salaries Committee. X

Upper limit of pay for interim relief: It has been decided to give additional pay of Rs.4 p.m. to all non-gazetted officers getting Rs.40 p.m. or more. Some scales of pay for N.G.Os go up to Rs.400/- p.m. or a little more. Some scales of pay for gazetted officers start only at Rs.200/- p.m. I venture to submit that it seems difficult to justify giving interim relief to N.G.Os on pay over Rs.200 p.m. and not to gazetted officers on pay between Rs.200 and say Rs.400 p.m. To avoid this difficulty it may be considered whether it would not be sufficient to give the interim relief to N.G.Os on pay up to Rs.196 p.m. with marginal relief up to Rs.200 p.m., and exclude all on pay over Rs.200 p.m. Y

The case will be circulated for orders on X & Y above and the points raised by D.S. It may be circulated for the present to H.P.M., the members of the Salaries Committee and

---

31 26/

and (as the expenditure is on a "new service") the H.Ms. who did not see on p.12 N.F. If either X or Y above is accepted, it will be circulated also to other H.Ms. and H.E. C.S. may see before circulation.

D.W.D.
28-8-46

C.S.

"I agree with Finance Secretary."

S.V.R.
28-8-46.

The case is circulated for orders on X and Y on p.~~16~~ 6 N.F The suggestions of D.S. at A to G on pp.13-14 N.F. may be approved, subject to the orders that may be passed on X and Y ~~on p.16 N.F.~~

D.W.D.
28-8-46.

H.P.M.
H.M.(L.Rev)
H.M.(L.A.)
H.M.(P.W.D.)

"I agree with the Finance Secretary. The Contingent Service must be left out now and considered later in all its aspects as suggested by the Finance Secretary. So far as 'Y' is concerned we may accept Rs.200/- as the limit because anomalies existed in the past and also exist now. With this modification I propose to announce this decision regarding N.G.Os., in due course after a few days. This may be circulated to H.M.(Rev.), H.M.(L.A.) and H.M.(P.W.D.) later, if they do not return to Madras before the Press Communique is issued."

T.P.
28-8-46.

"We may agree to Rs.196/- as suggested by Finance Secretary."

K.R.K.
2-9-46.

"I agree".

T.P.
2-9-46.

M.B.
2-9-46

"I agree to Rs.196 limit."

M.B. 2-9-46.

D.T.
2-9-46.

Finance.

E.P.H. may please take [illegible] with reference to the routine note below and return this file as soon as possible.

C.O.C.
3-9-46.

Edn. & P.H.

The special concession given to the Government Press need not be announced to the public nor Public. A G.O. following up the Finance G.O. will do.

I place a draft D.O. to the S.G.P. which may issue after acceptance by Finance. Will Finance circulate to H.M.(Edn), H.M.(I&L) also? The D.O. is necessary as

~~ther~~

there will be a time lag between the ~~amount~~ announcement by H.P.M. for all employees and our G.O. from Edn. & P.H. about Govt. Press.

S.R.K.
6-9-46.

D.S. Finance.

Please see the orders of H.P.M. and H.M's on p.17 ante ~~mmxtjx~~ on the points raised by this Department on p.12-17 ante and E.P.H. Dept.'s note above on Secretary's routine note (with H.P.M's orders) at 'A'. The decision now arrived at is that interim relief should be as follows,~~and~~ with effect from 1-8-46:-

(a) To all Govt. servants (including the Police) except those paid from contingencies, an addition to pay at the flat rate of:-

(1) Rs.3/-p.m. in case their pay is Rs.40/-p.m. or less,

(2) Rs.4/-p.m. in case their pay is above Rs.40/-p.m. or less than or equal to Rs.196/- p.m.

Govt. servants in rece pt of pay between Rs.196/- p.m. and Rs.200/-p.m. will receive such addition as will bring their pay up to Rs.200/- p.m..

(b) This addition to pay should be treated for all purposes as"pay", under the provisions of F.R. 9(21)(a)(iii) and not be absorbed in future increments.

K

(c) Contingent Establishment in the Govt Press alone, will be treated as a special case and the members of this establishment will have the pay-portion of their wage increased by Rs.3/- or Rs.4/- p.m. as the case may be if they have done continuous service for 2 years before or after 1-8-46, for so long as their service is continuous, subject to C & D ~~on p.13-14 ante~~. This concession need not be announced separately, but will be made the subject matter of a G.O. after the G.O. allowing interim concession to all Govt. Officers is issued. A D.O. will, however be sent by E.P.H. to the Supdt. Govt. Press as draft by E.P.H. below.

Also, please see the communication subsequently received from the Govt. of India on P.11, 12 c.f. (a) extending the interim concessions to daily- rated employees and (b) explaining ttheir admissibility to Govt. servants holding posts, the pay of which has been revised in the upward direction under orders issued on or after 1-7-45.

K

Regarding (a), necessary action will be taken, in the G.O. to be issued, to make the interim relief admissible to daily-rated employees of this Govt. if any who are not paid from contingencies.

Regarding (b), no action is necessary as our orders will take effect only from 1-8-1946.

The file may now be seen by H.P.M. and the H.Ms. who did not see on p.17 ante and H.E.

C.O.C.
6-9-46.

The case is circulated for approval of the revised proposals for interim relief for the lower paid Govt. servants as summarised above ~~summarised at A on pp.18-19 N.F.~~ (The case is circulated in yellow, as H.P.M. proposes to announce the decisions as soon as the N.G.O.s' Associations have withdrawn their stirke notices).

D.W.D.
6-9-46.

H.P.M. T.P. 6-9-46.
H.M.(P.H.&M)
H.M.(I&L) V.V.G. 9-9-46.
H.M.(Law) K.B. 9-9-46.
H.M.(H.R.E)
H.M.(Agri) P.S.K. 9-9-46
H.M.(Edn)
H.M.(P.I) V.K. 9-9-46
H.M.(For).
H.M.(M.T.&F) R.R.M. 9-9-46
H.E.

"I wonder if the Hon'ble Ministers and the Hon'ble the Premier are aware of the gravity of the situation obtaining in all the City Hospitals and in the mufassal in respect of the grievances of contingent labour. Several petitions have been sent to me putting forth their hardships and the conditions under which they are obliged to work, by the workers belonging to the Hospitals' Workers Union. There are instances where workers recruited under contingent labour or casual as it is called, have been working for thirty years and over and still kept under contingent labour, who are denied all the privileges attached to the permanent cadre. I am at a loss to understand why invidious distinction should be made between worker and worker. It is true indeed the Govt. Press Workers threatened to go on stirke provided their grievances were not redressed. In fact the workers of the Hospitals have been threatening to strike also. But I have been pacifying them by saying that the Govt. are looking into the matter. I am sure it will be a great calamity and indeed far more serious if the hospital workers strike. The moment the Press Workers only , for the present, are given concessions and this fact is announced the hospital workers also may strike. I therefore feel that if an announcement is made it must be made for all and not merely for one set of workers as this will lead to further discontent. Already the Govt. is oppressed with stirkes all over. I hope there will be no more additions to our existing troubles. H.P.M. may see. "

B

R.L.
9-9-46.

"I agree with H.M.(P.H.)".

K.B.
9-9-46.

"I agree with H.M.(P.H.)".

K.K.R.
9-9-46.

H.P.M. may see the minute of H.M.(P.H.&M) ~~at p.20 N.F.~~ before the case is circulated to H.E. It is submitted that the question whether any interim relief should be given to contingent establishments in Hospitals as a special case may be examined separately in E.P.H. No reference will be made in the general announcement to the special concession in the case of contingent establishment in the Govt. Press.

H.M.(Edn) is on tour and H.M.(~~Edn~~ For.) is unwell. To avoid delay they may see ~~later~~ after H.E. has seen, and orders have been issued, as it is understood from C.S. that all H.Ms. and H.E. agreed to these proposals in an informal discussion at the last Cabinet Meeting.

D.W.D.
9-9-46

H.P.M.
T.P.
9-9-46.

H.E.
A.N. (His Excellency)
13-9-46.

Please see the orde s in circulation ~~on pages 19-21~~ above

29

above. A draft order sanctioning interim relief to the low-paid non-gazetted Govt. servants is submitted for approval. With reference to the Govt. of India memo ~~on pp.11-12 C.F.~~ and portions marked 'K' on p.19 above, a para has been includdd extending the concession to daily-rated employees of this Govt. not paid from contingencies. A slightly lower rate of additional pay viz., at Rs.0-2-6 per day (as against Rs.0-2-9 sanctioned by the Govt. of India) has been suggested in the case daily-rated employees getting more than Rs.1-9-0 and upto Rs.7-13-0 in view of the decision of this Govt. to sanction a temporary additional pay of only Rs.4 p.m. to Govt. servants in receipt of a pay equal to Rs.40 p.m. or above and up to Rs.196 p.m. Cheif Secretary may see the draft before issue.

After issue, the case may be sent to E & P.H. for taking necessary extracts from this file for issuing orders granting interim relief to the contingent establishment in the Govt. Press as a special case, and for taking further action in respect of the contingent establishment in the Medical Department. That Department will doubtless let this Department see the case before issuing orders. On return of the file, it may be circulated to H.M.(Education) and H.M.(Forests) and also to H.M.(P.H.) for perusal. A

C.O.C.
18-9-46.

C.S. may see the draft
before issue.

D.W.D.
20-9-46.

C.S.

S.V.R.
20-9-46.

Finance.

Issue. The case will then be sent to E.P.H. for taking extracts with reference to A above for further action.

ⓧ extracts taken & the file sbd. to Fin. 26/9/46

D.W.D.
20-9-46.

E. & P.H. Dept (F1)

Reference is solicited to this dept. notes on page 18 ante & the Fin. Dy. Secy's notes on p19 supra. Fin. Consider that Service should be deemed to be continuous so long as the incumbent draws a full month's pay every month (which means that he has not been absent from work during that month and not only so long as his name is retained on the rolls) It is sbd. that, if this criterion laid down by Fin. is given effect to, many persons will have to go without interim relief. For orders whether the S.G.P. may be requested to report how many of the contingent and day extra establishment will lose the concession of the interim relief if the definition of 'continuous service' suggested by Finance (which is in conformity with the view taken by the Dy. Secy. in the D.O. at p22 ef) is agreed to. For orders.

Sal 33 3

26.9.46

Will Fin please see the note on pp 20-21 N.F. of G.O. No. 1768 Edn d/ 13.9.46 ? (B)

People will fall ill & take a day or two days' leave. In that case there may be interruption of service.

I suggest the same formula as for House Allowance should be adopted here also.

SRK
26.9.46

DS Fin

ⓑ G.O. Ms. 79 Edn d/ 19.9.46 filed with

E&PH No 47220-B 7.1 Esu
26.9.46

ASST. SECRETARY TO GOVERNMENT
27 SEP 1946
FINANCE DEPARTMENT

52133 Sal

Cf. R on p 23 above

(not put up)

Certainly.
DWD

Finance(Salaries)Dept.

Please see portions marked R and AA on pages 23-24 above and H on page 25 above, and the E & P.H. Dy. Secretary's note above.

2. It will be seen from the orders in circulation on page 23 above, that the conditions regarding 2 years' continuous service has been specifically decided upon to cut down the extra cost on account of the extension of the interim relief (as a special case) to the contingent staff in the Press and to obviate practical difficulties inherent in the grant of the concession to such staff. This contingent establishment is already paid with reference to market rates, and the extension of the t.a.P. (sanctioned in G.O. 717 Finance dated 20-9-46) is thus in the nature of extra pay over and above the market rates for similar labour and is a matter of concession. The Government seem therefore justified in imposing conditions regarding continuity of service for eligibility to the concession and this condition will incidentally serve as an incentive for the men to stick on to the jobs and to ~~secure~~ do efficient service.

(B)

In G.O. 1768 Education dated 13-9-1946, the benefit of the house allowance sanctioned to the non-Gazetted employees , ~~employees in the Press~~ has been extended to the contingent establish-

2/31

Ⓑ p 11 cz

establishment(in the Press) ~~as etc.~~, which has put in a continuaus service of not less than one year.

It does not seem necessary that the same analogy should be followed as ~~[illegible]~~ regards temporary additional pay, which is remuneration for actual work done and for which the Government can ~~[illegible]~~ insist ~~on~~ on regular attendance. ~~[illegible]~~ The 2 years' rule may therefore be adhered to. It cannot be modified without obtaining further orders in full ~~unless orders~~ ~~are taken in~~ circulation ~~to deviate from it.~~ on the point.

DWD

3. As regards interruptions of service, the Government have, no doubt, accepted the recommendation of the S.G.P.(in the file regarding the grant of house allowance to the contingent staff in the Press) that, so long as the names of the contingent employees continue in the attendence registers and acquittance rolls for not less than one year, irrespective of ~~[illegible]~~ even unauthorised absences on their part, their service may be treated as continous. We need not adopt ~~adhere~~ the same principle ~~analogy~~ in the matter of temporary additional pay. The proposal seems rather too liberal, as it condones unauthorised absences (irrespective of their nature), which clearly constitute breaks. ~~[illegible] irregular attendance and indiscipline~~. Such an interpretation will render the proper enforcement of the implications of 'Continous Service' very ineffective. Having due regard to the circumstances of the case, it seems sufficient, at the most, to ~~[illegible]~~ ignore absences on Public holidays and authorised absences on leave with pay ~~[illegible]~~ in reckoning breaks in service, ~~a~~ rules being framed that an employee can take so many days leave with pay per year. ~~[illegible]~~. The rules may be similar to ~~[illegible]~~ those found on (W), but till these rules can be applied, Finance would advise that their definition of continuous service be adopted.

Cf pp18-20 nf of Ⓑ

I entirely agree. Fin. would advise strongly against any condonation of unauthorised absences for this purpose. DWD

See below. DWD

DS/S

Ed.M

28/9/46

The question of framing rules to allow leave with pay $ for contingent & day-extra estabts ~~in the Go~~ should not be taken up separately for the Govt Press. It will be taken up as a general question for all depts if the Cabinet Sub-Committee on Salaries recommend it & the Govt accept the recommendation. As these estabts are not eligible for leave with pay up to now, I think the definition of "continuous service" for the present purpose may be as at D on p. 19 N.F., with a proviso that absence on public holidays & any authorised period of absence on other

---

4/1381/F
11/11/46

32 A

34

days need not be treated as an interruption of service, though any period of unauthorised absence will invariably be treated as an interruption of service. H.P.M. may see, if E.P.H. press for any further concession in the definition of "continuous service" for this purpose. DWD 30.9.46

E.P.H.

Finance 52133 Saly
30.9.46

E.&P.H. (F1)

Reference is solicited to this dept's previous notes on pp29-30 ante. For orders whether this dept. may press for the same formula being adopted in the case of interim relief also as in the case of grant of house allowance. The file may be circulated to Hon (Edn) & H.P.M.

DEPUTY SECRETARY TO GOVT.
1 OCT 1946
57625
EDUCATION AND PUBLIC HEALTH DEPARTMENT
F1 Please see below

1-10-46

I agree with Finance Secretary's views.

2.10.46

7 NOV 1946
EDUCATION AND PUBLIC HEALTH DEPARTMENT

SECRETARY, EDN. AND P.H. DEPT.
4 NOV 1946
GOVERNMENT OF MADRAS

TSA
8-10-46

H.M.(Edn)

H.P.M.

3/11/46

The draft order ~~as amended may issue~~ is submitted for approval.

KAB
7.11.46

Reference is solicited to the minute of H.M.(Edn) on page 34 infra.

7.11.46

S.B.
Fair type draft as corrected.
7-11-46

Let order be communicated for issue

7-11-46

KAB
7/11/46

Issued as 2127 Edn
8.11.46.

p26.27 C.2

H.M.(Edn) a.i.

SECRETARY, EDN. AND P.H. DEPT.
18 NOV 1946
GOVERNMENT OF MADRAS

DEPUTY SECRETARY TO GOVERNMENT
18 NOV 1946
EDUCATION

TSA
18-11-46

[Issued as G.O. No 2127 Edn dt 8.11.46]

543 Edn
3-8-46
1068 Edn
3-9-46
for
3613 DI

19/11

Fl

DEPUTY SECRETARY TO GOVT.
4 - NOV 1946
EDUCATION AND PUBLIC HEALTH DEPT.

SECRETARY, EDN. AND P. H. DEPT.
4 - NOV 1946
GOVERNMENT OF MADRAS

67021

Secretary, E. & P.H.

I understand that the workers in the Government Press have not yet been paid the extra interim allowance that we sanctioned for all Government servants. The Supdt., Govt. Press may be asked why the payment has not been made and he may be asked to expedite the payment.

TSA
3/10/46
H.M. Education.

Edn 1/4(2-1)

8/8C

f,

35

36

C.F. 32.

Department

From (Name) A. Lepper Esq.,

Designation Superintendent,
Government Press,
Station Madras.

Received Registered

To

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

ASST. SECRETARY TO GOVERNMENT
78823
21 DEC 1946
EDUCATION AND PUBLIC HEALTH DEPT.

Enclosures:

No. S.B.C. dated 20th December 1946.

Sir,

Sub: Government Press - Pay - Interim relief to the Contingent establishment.

I have the honour to state that in para 2 (b) of G.O. No.2127 Edn., dated 8-11-1946 mention has been made of "Day Extra and Contingent extra Establishments" of the Government Press to whom the concession of interim relief sanctioned in G.O.No.717 Finance, dated 20-9-1946 is extended. The above term is, presumably an error for "Contingent establishments" of the Government Press as the case of Day Extra Establishment is already covered by the orders contained in para 2 of the latter G.O. according to the terms of which the Day Extra Establishment of the Government Press is already being paid the interim relief.

(Z)

(K)

L
20/12.

a lepper
Superintendent.

Edn 37

Memo: 78823-1/46 FI d. 23.12.46. Fr

Govt. Pen. Pay. Interim relief to the Contingent estt. Refer S.C.P's letter SBC d 28 12 46

[illegible]

The S.C.P is informed that his presumption that the expression 'Contingent Extra Establishment' is an error for 'Contingent Establishment' occurring in para 2 (b) of G.O. 2127 Edn d 8 11 46 is correct.

(2)

To
The S.C.P
A.G.

JD 23/12/46

BM 23/12/46

23/12

Add to the original of (2)

BM 23/12/46

POST COPY OF TELEPHONIC MESSAGE.

--

From the Superintendent, Government Press, Madras.
To the Superintendent, Education & Public Health Department
F.1. Section, Fort St. George, Madras.
Madras, 22-1-1947.

Sub: Government Press - Pay - Interim relief to the contingent establishment.

4891

Ref: Memorandum No.78823-1/46-F1., dated 23-12-1946.

The expression in G.O.No.2127 Edn., dated 8-11-46 to be modified into "contingent establishment" was "Day Extra and Contingent extra establishments" whereas in the above Government Memorandum the words "Day Extra and" have been omitted". This is necessary to avoid audit objection.

22/1.

for Superintendent.

~~2~~ 60

[illegible]

Ed.B.14(71)

From the Superintendent, Government Press, Madras.
To the Superintendent, Education & Public Health Department
F.l. Section, Fort St. George, Madras.
Madras, 22-1-1947.

Sub: Government Press - Pay - Interim relief to the contingent establishment.
Ref: Memorandum No.78823-1/46-F.l., dated 23-12-1946.

The expression in G.O. No. 2127 Edn., dated 8-11-46, [illegible] 'day extra and contingent extra establishment' [illegible] Government [illegible] omitted. This is therefore [illegible] clarification.

1882

Edn.&.P.H.Dept.

41 39

Memo. No. 4891-1 F.l. Edn. dated 8-2-~~47~~.

Sub: Government Press-Pay-Interim relief to the contingent establishment.
Ref: Post copy of T.M. from the S.G.P. dated 22-1-47
Read again:-Memo.No. 78823-1/46 F.l. dated 23-12-46.

-- --

The S.G.P. is informed that his presumption that the expression 'day extra and contingent extra Establishment', occurring in para 2(b) of G.O. 2127 Edn. dated 8-11-46 is an error for 'conti-gent establishment' is correct.

BM
8/2/47

e S.G.P. ✓
e A.G.(with copy of
T.M.of S.G.P.on p.l.c.f.)

12/2

(G)

4/2

Despatched
G
13/2

Note:- ~~On G.~~F.Memo No. 78823-1/46 F.l. dated 23-12-46 and these papers should be added to the original of G.O. 2127 Edn.dat

BM
8/2/47

N. 7.

To
 Th
 Th

Cov.

Cov. 1

5