

Put in
E. J. P. H. (1946) Department.

MS. SERIES.

G.O. No.

78182

Dated

10-4-46

9

[Despatch Abstract.]

Memorial to His Excellency the Governor - Sri C. Raghunathan,
Additional Personal Assistant To Director of Public Instruction -
Payment of arrears of salary in full - Ordered.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	
442	En	1550	En				
242	ur	242	ur				
2383	A-2	2383	A-2				
2388	Pub (C.D.)	2388	Pub (C.D.)				
118	ur	118	ur				

Further Papers.

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

From

C. Raghunathan, B.A., L.T., T.D. (Lond) M.R.S.T.,
Special Officer for Post War Reconstruction (Edn),
Office of the Director of Public Instruction,
Madras.

To

HIS EXCELLENCY THE GOVERNOR OF MADRAS,
FORT ST. GEORGE,
M A D R A S.

Through

Proper Channel.

The humble memorial of C. Raghunathan regarding
refixation of his salary and sanction of payment of arrears
of pay.

A/20CF.

REF: Government Memo. No. 51350-A.2. Edn. dated 11-12-45.

May it please Your Excellency,

The humble memorial respectfully shows that

1. the memorialist was promoted from the Subordinate
Educational Service to the Madras Educational Service on
15-10-1938,

2. the memorialist was confirmed in the Madras
Educational Service in G.O. No. Ms. 1550 Edn. dated 17-10-1941 with
retrospective effect from 16-1-1940,

3. the memorialist on the date of his confirmation
was drawing an officiating pay of Rs. 240/- while his substantive
pay in the Subordinate Educational Service was Rs. 250/-,

4. the pay of the memorialist should have been fixed
at Rs. 270 in the scale of Rs. 190--25/2--240--30/2--480--40/2--560
with effect from 16-1-1940 with reference to Audit Instruction
1-A under F.R. 22 on page 21 of "The Madras Audit Manual"
introduced by G.S. No. 9 (1 list) dated 10-6-37,

5. the pay of the memorialist was however fixed at
Rs. 270/- only from 15-10-1940 viz., after a lapse of 9 months,

I

K. Dalip
which his
confirmation
was given
effect to

Bk. 61

6. such a delayed fixation of the proper substantive pay had the effect of postponing the future increments of the memorialist's pay,

7. the loss of Rs.897/- sustained by the memorialist in having his pay fixed on 15-10-1940 instead of on 16-1-1940 and in having his future increments postponed, is exhibited in the annexed statement,

8. at the time when G.O.No.1550 Edn.dated 17-10-1941 confirming the memorialist in the Madras Educational Service was issued, the memorialist was busy with war work as he was an active member of the District War Propaganda Committee and was also actively engaged in recruitment work, the memorialist being the first to recruit technicians even before the scheme was introduced in this province,

9. the memorialist was serving successively as (i) Special Officer, A.R.P.Salem, (ii) Deputy Controller, Coimbatore, (iii) Principal, Provincial A.R.P.Training School, Madras and (iv) Assistant Director of Civil Defence(Training) during the period from 10-12-42 to 31-12-44,

10. when the war was on, the memorialist was pre-occupied with work connected with War Propaganda and Recruitment while in the Education Department, and with his urgent and onerous duties while in Civil Defence Department giving him no respite for thinking or agitating for his own pay and prospects,

11. when the memorialist reverted to his permanent post as District Educational Officer he discovered that his substantive pay was wrongly fixed at Rs.270/- with effect from 15-10-40 instead of with effect from 16-1-1940,

12. the memorialist in his letter dated 8-1-45 viz, 8 days after his reversion from the Civil Defence Department to the Education Department and while on leave requested the

p. 6 up
(I)

copy
not (raw)

4

Accountant-General to correctly fix his salary at Rs. 270/- with effect from 16-1-40 and to arrange to pay the arrears,

13. the Accountant-General thereupon instructed the memorialist to address the Government in the matter as the investigation of claim was over one year old,

14. the memorialist addressed the Government in the matter in his letter dated 25-1-45,

15. the Government in their Order No. Ms. 442 Edn. dated 21-3-45 authorised the Accountant-General to investigate the claim of the memorialist for 2 years immediately preceeding 25-1-45, the date on which the under-payment was brought to the notice of the Director of Public Instruction,

16. the above order did not bring the measure of relief to the memorialist that he deserved, in that he was paid only Rs. 176-13-0 as arrears of pay while as exhibited in the annexed statement he should have got Rs. 897-3-8.

17. further representations of the memorialist to redress his grievance were turned down in Government Memo. No. 15469.A.1. dated 17-7-45 and No. 51350-A.2. Edn. dated 11-12-45,

18. the memorialist humbly submits that the fixation of pay etc. for Gazetted officers is the primary concern of the Accountant-General and the Accountant-General in the case of the memorialist has initially failed to correctly fix the higher salary at the correct date,

19. the Accountant-General himself in his letter G.A.IV-Edn. dated 9-10-45 (copy herewith submitted) accepts and regrets the omission to issue a revised pay slip with reference to the orders confirming the memorialist in the Madras Educational Service,

20. the memorialist, had he continued in the Education Department, and had he not been preoccupied with pressing duties

V/4 CF

V/34 CF

V/5 CF

p. b. infra

V/13 CF

V/26 CF

V/19 CF & p. 7 infra

connected with Civil Defence, would have had his pay correctly fixed,

21. the memorialist in addition to his varied experience in the education department has studied educational conditions abroad, taken the Diploma of the London University in Teaching. Besides, these qualifications which are of immense use to his department the memorialist by virtue of his commendable service in the Civil Defence Department is looking forward to accelerated promotions with reference to para 4 of Government Memo.No.55377/42-3 dated 11-1-1943 which runs as follows:--

" Heads of Departments are also informed that the Government consider that the work done by permanent servants deputed to work in the Civil Defence organisations should be regarded as work of the highest importance and that when these officers are finally reverted to their regular employment they should be given special consideration in respect of promotion in accordance with the degree of ability and diligence which they have shown while on deputation in the Civil Defence Services."

22. contrary to the expectations legitimately cherished by the memorialist he is denied even what is in the natural course of events should have been given to him,

and 23. the memorialist is an upper middle class member and cannot during these days of economic stress afford to forego a sum of Rs.720/- ordinarily due to him.

In fine, the memorialist prays that His Excellency the Governor will be pleased as a special case to authorise

copy at (P)

the Accountant-General to refix the memorialist's pay with effect from 16-1-40 to investigate the arrear claims from that date and to order the payment of the arrears of salary legitimately due to him from 16-1-1940.

For which act of kindness the memorialist will ever feel grateful to His Excellency.

The memorialist begs to remain,
His Excellency's most obedient servant,

Gaetan Man

23rd Dec '45.

What the Memorialist should have drawn as his salary.				What the Memorialist has actually drawn as his salary.			
D A T E.		Salary.	Amount of salary for the period.	D A T E.		Salary.	Amount of salary for the period.
From	To			From	To		
1.	2.	3. Rs.	4. Rs.	5.	6.	7. Rs.	8. Rs.
16-1-40.	15-1-42.	270	6,480	16-1-40.	14-10-40.	240.	2,155 13 11
				15-10-40.	15-1-42.	270	4,054 10 4
16-1-42.	15-1-44.	300	7,200	16-1--42.	14-10-42.	270	2,421 4 7
				15-10-42.	15-1-44.	300	4,509 10 10
16-1-44.	15-1-46.	340	8,160	16-1--44.	14-10-44.	300	2,690 5 2
				15-10-44.	15-1--46.	340	5,110 15 6
			<u>21,840</u>				<u>20,942 12 4</u>

Amount additionally due to the memorialist
(difference of Cols. 8 and 4)

Rs. 21840 0 0 minus 20942 12 4
= 897--3--8

Amount of arrears already sanctioned with
ref. to G.O.No.Ms.442 Edn.dated 21-3-45.

Rs. 176-13--0

Balance of arrears still due to the
memorialist.

Rs. 720--6--8

A/509

✓

Copy of Accounts-General's D.O.G.A.-IV-Edn. dated 9th October, 45.
to Sri C. Raghunathan.

Will you kindly refer to your D.O. dated September 45 regarding the fixation of your pay?

I have carefully gone through your case, but to my infinite regret I am unable to initiate any action at this end. The omission in my office to issue a revised pay slip when orders of Government were received in October 1941 confirming you in the post of District Educational Officer was regrettable, and it is a pity that you did not also bring this omission to notice at the time. When orders were issued by Government in March 1945 authorising the investigation of the claim for arrears of pay due to you, it was open to them to have directed the payment of the entire arrears due from 16th January 1940 but Government ordered the payment only from 25th January 1943. Again, as explained in Mr. Krishnamachariar's D.O. reply dated the 11th August 1945, the reason for the view taken by this office regarding your eligibility for the arrears from 29th May 1944 was that Government had fixed a maximum limit to your emoluments in their Memorandum No. 45033/44-2, dated the 18th September 1944 and this office was not in a position to authorise the arrears without a reference to Government.

Audit officers are definitely precluded from re-opening past cases with Government unless Government themselves direct the Audit officers to do so. I note however from your letter dated the 8th June 1945 that you have already addressed Government to reconsider their orders regarding the time limit of two years, and I have no doubt that they will pass suitable orders.

Sd. P.N. Rajagopal.

(True Copy)

U E Confid.

E. T. H.
T.M. by post

From: The A.S., E. T. H.

To: The D.S.I. ✓ 15/10/46
16/1/46

Ref:- Dir.'s Endt. No. 4315-C/45, dt 4.1.46 -
Memorial - Sri C. Raghunathan, Spl. Officer -
Refixation of pay and payment of
arrears.

Please send to personal file
of Sri C. Raghunathan.

16.1.46
16.1.46

16.1.46

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION, MADRAS.
Roc.No.4315 C/45
Dated 4.1.1946.



MEMORIAL -- Sri C. Raghunathan, Special Officer -
For refixation of pay and sanction of payment of
arrears of pay.

REF: Memorial to His Excellency from Sri C. Raghunathan,
dated 23-12-1945.

1813

Submitted to the Secretary to Government, Education
and Public Health Department and recommended for favourable
consideration.

S. K. Saron

DIRECTOR OF PUBLIC INSTRUCTION

To

The Secretary to Government,
Education & Public Health Department
M a d r a s.

G.A.W./7/1/46.

HS

Education & P.H. (A) Dept.

Telephonic message.

From the ~~Ass.~~ Secy,
to Govt. E.P.H.

To the A.G.

M.E.S. -

... for Post-war Edl. Schemes -

SRI C.Raghunathan, S.O. - Refixation of pay and payment
of arrears. Ref: From the A.G. G.A.IV.Edn.323 dated
30-6-1945.

A/14-15 CF

Please say whether the pay of Sri C.Raghunathan

was refixed at Rs.270/- from 15-10-40 or from 16-1-40, the
date from which he was confirmed in the M.E.S. If the
refixation was given effect to only from 15-10-1940, kindly
say how that date was adopted, having regard to the fact that
G.O.442 Edn., dated 21-3-45, restricts the payment of
arrears of salary only and not the refixation of the pay of

p.t.o.

Issued
OAG
19/11/46

(I)/4-5

A/5 CF

of the officer from any particular date, otherwise admissible to him under the rules.

(p.c. to go)

Note:

From the memorial in the C.F. it is seen that the pay of Sri Raghunathan was refixed from 15-10-40 instead of from 16-1-40, the date from which he was confirmed in the M.E.S. Ordinarily the refixation should have been given effect to from 16-1-40. The circumstances under which the date 15-10-40 was adopted are not known. The A.G. may be consulted. Draft T.M. overleaf is for approval.

Cause of the suggestion in the Memorial is 'refixation of pay'. - p. 5 of C.F.

I/4-5

* This he was not allowed arrears of increment right from that date

done

Office of the Accountant General, Madras.
G.A. IV Edu 1166 dated 24.1.1946

4294
True copy of the Telephonic Message from the Accountant General, Madras, to the Secretary to Government and Public Health Department dated 21.1.1946



Sub: Madras Educational Service - Sri C. Raghunathan -
Refixation of pay.

Ref: Government Telephonic Message dated 19.1.46.

The pay of Sri C. Raghunathan was refixed at Rs 270/- from 16.1.40.

(True copy)

To The Secretary to Government,
Education and P.H. Department,
Madras.

G. H. Subramanyam
for Asst. Account Officer
23/1/46

13

W.O. note 915/46-1 & 12-3-46. Pub CD 12/46
~~at~~ 14
 Raghunathan, Sri C. of Madras Educational
 - Institution of pay.

Sri C Raghunathan of the Madras
 Educational Society says that ^{at} the time of his
 confirmation in that service 7.10.1941
 he was engaged in war work and
 continued to be so engaged until his
 reversion to his permanent post on 1.6.45
 and that he was so busy with such
 work that he did not find time to
 detect that his pay on confirmation was
 not correctly fixed as per his substantive
 pay in the lower post. The P.A. to Secy
 is requested to say ^{on} what kind of war
 work ^{Sri Raghunathan} he was engaged ^{during the period 7.10.41 to 1.1.45} which prevented

15
him from looking into the question of pay
he was entitled to an information under which

WR
23/46

P.A. to J.C. no.

Pub(CD)U.O. 915/46-1
12.3.46.



"A"



As the connected records have been destroyed.
I give the following info. from the available
Quarterly list of gazetted officers -

Mr Koil Pillai Esaiy was in charge of Salem
ARP till the ^{1st week of Dec} 1942. Mr Raghunathan was
appointed ARP officer Salem on ^{9th Dec 1942} Jan 1943. Some months
after he was transferred to Coimbatore as ARP officer.
In Jan 1944 he was off as Commandant-ARP
Provincial Training School Madras. He was reverted
to Educational Service at the end of 1944. He was
not on ARP duty from 7.10.41 to 9.12.42

13/3

C.1813
62
11/3
pp. 1-5 CF
P.8CF

E.J.O.H.(A)
Memorial to H.E. the Gov. - Sri C. Raghunathan, Addl. P.A. to D.O.1. - Payment of arrears of salary in full - ordered.

Read:- From Sri C. Raghunathan, dated 23.12.45
From the D.O.1. Rec. No. 4315-45, dt 4.1.46.

G.O. (Hb.) No. 781 Edu., dt-10-4-46

H.E. the Governor directs that Sri C. Raghunathan, ^{Addl.} P.A. to the D.O.1., he paid 'arrears of pay in full from 16.1.40, instead of for two years immediately preceding 25.1.45 as ordered in G.O. No. 442 - Edu., dt 21.3.45.

To the D.O.1. (with seals) as per (this) copy
B. G. 46
9/4/46
B. G. 46
9/4/46

From ^{Sri} C. Raghunathan, dated 23-12-1945.
From the D.P.I., Roc. No. 4315/C/45, dated 4-1-1946.

MEMORIAL - Sri C. Raghunathan, Spl. Officer for Post-War Educational Development - Refixation of pay and payment of arrears.

The petition of Sri C. Raghunathan, Special Officer, Post-War Educational Schemes, in the c.f., is addressed to H.E. the Governor and it has to be dealt with under Secretariat Instruction 109.

The petitioner has complied with the rules and orders governing the submission of petitions to H.E. He has availed himself of the remedies provided by rules and orders applicable to his case. The petition has been submitted within the time allowed and it relates to a matter which has not already been disposed by H.E.

Sri C. Raghunathan was confirmed in the M.E.S. on 7-10-1941 with effect from 16-1-1940. His substantive pay on 16-1-1940 was Rs. 240/- and ordinarily his pay should have been fixed at Rs. 270/- in the M.E.S. scale of Rs. 190-25/2-240-30/2-430-40/2-560, with reference to Audit Instruction I-A under F.R. 22 on p. 21 of the Madras Audit Manual. The pay was not, however, so refixed. On 25-1-1945 the petitioner brought this to the notice of the D.P.I. and he addressed the Govt. for sanction for investigation of the claim (Art. 54 of the M.F.C. Vol. I). The matter was examined in the notes on pp. 1-2 of the G.O. at "A" and the A.G. was authorised to investigate the claim and pay the officer the arrears, if found admissible, for 2 years immediately preceding 25-1-45. pl. see Secy's notes on p. 1 n.f. of "A". The A.G. has refixed the pay of the petitioner from 16-1-40 and has paid him the arrears of salary admissible for 2 years immediately preceding 25-1-45. The petitioner subsequently requested Govt. to pay the arrears due to him for the entire period from 16-1-40 to 24-1-45 but the request was rejected in Govt. Memoranda No. 15469.A.1. dated 17-7-45 and No. 51350/A.2. Edn., dated 11-12-1945.

Sri Raghunathan now requests that the Govt's orders may be reconsidered and that his pay may be refixed with effect from 16-1-40 and he may be paid arrears of salary right from that

p. 57, B.R. 145

I/4-5

Submitted by
C. Raghunathan
I list
Book No. 61

A/5CF

p. 12 CF

A/14 CF

A/13 & 20 CF

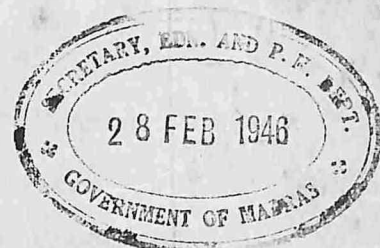
p. 5 CF

that date. It may be noted that the A.G. has already refixed the salary from 16-1-40 but the arrears have been paid only for 2 years preceding 25-1-45.

The case may be sent to P.S.G. u.o. The officer's personal file is kept below.

BM
29/1/46 S

W/ 28/1/46 P.S.G.



He was to be thankful to the Govt. for the arrears in equity, the memorandum request was to be granted, being in mind his good record.

Please see the note above. The point for con-

sideration is whether the entire arrears of salary due to Sri C. Raghunathan, as a result of the refixation of his salary from 16-1-1940, should be paid to him, instead of arrears due only for 2 years preceding 25-1-45, ordered in G.O.No.442-Edn., dated 21-3-45. The arrears of salary was ordered to be paid for two years preceding 25-1-45, in view of the instructions in articles 54 and 55 of the Madras Financial Code and the U.O. Note at "T". Under these, any arrear claim which remained in abeyance for over a year when the Govt. servant concerned offers no satisfactory explanation for the delay is liable to be rejected or reduced on grounds of contributory negligence. Sri Raghunathan has explained that he was busy with war work at the time he received the orders confirming him in the M.E.S. and that as soon as he reverted to his permanent post of D.E.O. he discovered the mistake and moved the A.G. and the D.P.I. in the matter. He reverted from the Civil Defence Dept. on 1-1-45 and he addressed the D.P.I. in the matter on 25-1-45. The question re: the refixation of his pay was not taken up from 7-10-41 till 25-1-45 and during this period he did not take any effective action. Strictly speaking, it has to be held that there was contributory negligence on the part of Sri Raghunathan in not having moved in the matter earlier. Sri Raghunathan has, however, stated that by the order

X Date on which underpayment was brought to notice

pp. 26-27, Bk. 34
T/1-2

M
para 8 to 10, p. 20
para 11 & 12, pp. 2-3

Date 7 I/4

Para 16 p 303

Para 21 p 403

(W)

Bore
K/ 6.3.46

BM
7/3/46 S

sanctioning the payment of arrears for two years he was paid only Rs. 175-13-0 as against Rs. 897-3-8 which he should have got for the entire period. He has also stated that he has rendered commendable service in the Civil Defence Department, should that service fall within the scope of definition of "war service," it would be given special consideration in accordance with the degree of ability and diligence shown by him while on deputation for war service in the matter of his promotion - G.O. 22.Pub.(Ser.) dated 4-1-46. But it is for consideration whether the service in question and his good record can be brought to bear on the question of application of a financial rule which should ordinarily be applied strictly. Finance may see on the point before circulation.

The period of two years suggested by us at A/1 N? (d accepted in circulation at A/2 N?) was struck by us as an equitable mean - making a reduction from the full period on the ground of contributory negligence but allowing an extension to two years from the usual period of one year on equitable considerations. I doubt whether it is necessary to go further; I doubt whether good record should be taken into account in the present connection.



EDH
V. 1813-A-1-ED
8/3/46

See with reference to 'P' above.
Pub. (CO) may also
Pub. (CO) may also
Pub. CO Dept

Please see notes at pp 2-3 above.
Said for orders whether with reference to M on the previous page. The P. A. to be

may be asked to say what kind of
work Mr. Raghunathan was doing
which prevented him from looking into
the question of the amount of pay he was
entitled to on confirmation in the E.S.

WR

9/3/46.

Yes. Ask P.A.

11/3/46

WR
12/3/46

Draft memo is sent

Let it go in original as a ^{no work & save}
time and paper

11/3/46

The us. note and the reply are at pp 14-15 CF. Only
Sri Raghunathan's services in the A.R.P. ^{are} given
on p 15 CF. There is no information whether
he was prevented by such service from
making a representation regarding the pay
he was eligible for.

He was D.E.O. Trichy up to the date of
his confirmation on 17.10.1941. It is stated
that he was doing recruiting work and was
an active member of the D. war Propaganda
Committee. ^{E.P.H.} ~~These~~ Dept may verify this
from the D.P. I.

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

WR

15/3/46.

Whenever I saw Mr. Raghunathan
he usually found time to come up with
his projects in the Education Dept.
He was kept busy in A.R.P. but not so busy
that he could not have found time to
attend to these matters had he wished to
do so.

15/3/46



15/4/7

Publ CD 0.0.
9/15/46-1
15.3.46.

E.T.P.H.(A)

File may be sent to Fin., as was
marked on p. 3 ante.

19.3.46
19.3.46

19/3/46 Finance (E.T.)

15/3/46
15.3.46

GO. 1942-A-2



E.P.H.
conf pages 5 CF

order in circulation
on page 2 N.P. read
with the remarks
of Secy E.P.H. on
LINE of (A)

Ibid

1 on p 17 (iv)

The notes of E.T.H. on pages
1-3 above may be perused.
The point for consideration
now is whether the entire arrears
of salary due to Mr. Raghunathan
as a result of the reparation of his
salary from 16.1.40 ^{should be paid to him} instead of arrears
due only for 2 years preceding 25.1.45
as ordered in Go. No. 442-Edn. dated 21.3.45
The reason that there was undoubtedly
Contributory negligence on the part of
Mr. Raghunathan, Govt held that it would
be sufficient to pay him ~~only~~ arrears
of pay for 2 years only instead of for
the whole period from 16.1.40 to 25.1.45.
That reason has not been controverted.
It has on the other hand been
strengthened and confirmed by
the remarks of D.S. Public on page 4
above. The question of ~~this~~ his 'war
service' is not relevant to the point at
issue as such service should be
given special consideration only where
questions of promotion or transfer in
the regular line of a man's service are
involved.

In the circumstances Finance
may agree with the views of E.T.H. Secy
on page 3 above that there is no case
for reconsideration of the orders already

2/15/46

page 5 CF

passed.

WV

3/3/46.

105

$$\frac{100}{23.346}$$

E. and P.H.Dept.(A)

~~File may be circulated to H.E. thro' A.I.~~

(A.P.S.G.'s note on p.2 ante and the notes following.)

Public and Finance agree with this Department's

H. E. Kemp A 4

27/8/46

144
289 June

A1. 19E

There is no case for
resurrection of the case

Technicality . . . Affin ~~to~~ de lui A.G.

normally issues	one to all salary slips
-----------------	-------------------------

23. One assumes to be correct. I would

allow the extra amount from the buying

~~Transfer to a 6" square~~

2. 446

Spencer the Chief Commissioner

mulut s / A

Spine

87

GOVERNOR'S SECRETARIAT
29 MAR 1946
2010

$$T/2$$

A draft order is subd. After issue Fin. may see ^{that O.P. may} ~~and~~ consider whether the instructions in their U.O. Note No. 37542-EII-2, of 22.7.44, require any alteration in view of H.E.'s orders in this case.

$$\begin{array}{r} 9.4 \text{ ub } \cancel{1} \\ 9.6 \text{ ub} \end{array}$$

2/4/16

7m (after issue)
Finance E III

[Previous note of Finance on p 5 above]

Please see the orders of H.E. on p. 6 above

and the note of E.P.H. above. V.O. note no 37542-E-2 dated 22.7.44 is sufficiently elastic to cover such cases as ~~these~~ ^{the one considered in this letter} and it does not seem necessary to alter it now.

2. If the above view is agreed to the
be returned to E + P H.

Ans: 17
23446

23/11/21

APR 4 1946
ASST. SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC HEALTH DEPT.

ΕΡΗ. (Α)

The papers may be
t away, now.

$$\begin{array}{r} \text{Jin. wo } 22654 \overline{) 111146} \\ \underline{23 - 4 - 46} \end{array}$$

22/29

$$\begin{array}{r} 0-9 \\ 4.46 \text{ hr} \\ \hline 2 \text{ h. 4. min.} \end{array}$$
$$\begin{array}{r} 25 \overline{) 44} \\ \underline{50} \\ 44 \end{array}$$

Air Raid Precautions - Government servants deputed for duties connected with Civil Defence - Reversion.

It has been brought to the notice of the Government that Memo-
No. 55377/42-1 dated 5-11-42, has caused much perturbation to
in classes of Government servants. It has been represented that
Memorandum is contrary to the principles enunciated in G.O. 2343
(Services), dated 3-8-42 and in G.O. No. 761, Public (Services),
7-3-42. This was NOT the intention of Government. While the
Government fully appreciate the necessity for the deputation of a
number of permanent Government servants of ability and experience to
various key positions in the Civil Defence organisations they have to
match the needs of other departments as well. The work of these
departments is, in some cases, suffering from the absence of deputation
to the Civil Defence services of some of their most experienced and
capable officers.

2. While a permanent Government servant will earn the fullest
possible credit for the work which he performs whilst deputed to Civil
Defence duties and his interests will not be allowed to suffer by such
deputation provided that he discharges his Civil Defence duties satis-
factorily, it is an incontrovertible fact that the longer he is absent
from his regular work the more out of touch he must get with the work
of his Department.

For these reasons the Government wish to emphasize the importance
not only of endeavouring to fill the higher and more responsible posts
in the Civil Defence Services by promotion within those services, as
the necessity for filling such posts arises, but also of seeking out
every person in the lower ranks of those services, who is fit for
promotion in an endeavour to replace as far as possible, without appre-
ciable loss of efficiency, Government servants deputed from other
Departments to fill the higher and more responsible posts in those
services.

3. The Heads of the various Civil Defence Services in the Presi-
dency are asked to read the Memorandum quoted at the beginning of this
letter in this light, and to consider the question of releasing parti-
cular Government servants accordingly. Each case must be judged in-
dividually and the criterion to be applied to each case is whether the
particular individual is able to do greater service to the country by
remaining on deputation with the Civil Defence Services or by reverting
to his regular Department. Heads of Departments also, who have deputed
men for service with the Civil Defence Organisation, are requested to
apply the same criterion before they ask for the reversion of any
particular officer, and not to make such requests unless there is a
very real necessity for the reversion.

4. Heads of Departments are also informed that the Government
consider that the work done by permanent servants deputed to work in
the Civil Defence Organisations should be regarded as work of the
highest importance and that when these officers are finally reverted
to their regular employment they should be given special consideration
in respect of promotion in accordance with the degree of ability and
diligence which they have shown while on deputation in the Civil
Defence Services.

(with p. 15 of G.O. No. 201 (P.C.), D. 1943)

has been brought to the notice of the Government that a large number of Government servants, who have been promoted to higher positions in the Civil Defence Organisation, have to face the needs of other departments as well. The work of these departments is, in some cases, suffering from the absence of deputations to the Civil Defence services of some of their most experienced and capable officers.

2. While a permanent Government servant will earn the full credit for the work which he performs while deputed to Civil Defence duties and his interests will not be allowed to suffer by such deputation provided that he discharges his Civil Defence duties satisfactorily, it is an incontrovertible fact that the longer he is absent from his regular work the more out of touch he must get with the work of his department.

For these reasons the Government wish to emphasize the importance not only of endeavouring to fill the higher and more responsible posts in the Civil Defence Services by promotion within those services, as the necessity for filling such posts arises, but also of seeking out every person in the lower ranks of those services, who is fit for promotion in an endeavour to replace as far as possible, without any capable loss of efficiency, Government servants deputed from other departments to fill the higher and more responsible posts in those Services.

3. The Heads of the various Civil Defence Services in the Provincial Government are asked to read the Memorandum attached at the beginning of this letter in this light, and to consider the question of releasing certain Government servants accordingly. Their names must be included in the divisionally and the criterion to be applied to each case is whether a particular individual is able to do greater service to the community by remaining on deputation with the Civil Defence Services or by returning to his regular department. Heads of departments also, who have deputed men for service with the Civil Defence Organisation, are requested to apply the same criterion before they ask for the reversion of any particular officer, and not to make such requests unless there is a very real necessity for the reversion.

4. Heads of Departments are also informed that the Government consider that the work done by permanent servants deputed to work in the Civil Defence Organisation should be regarded as work of the highest importance, and that when these officers are finally reverted to their regular employment they should be given special consideration in respect of promotion in accordance with the degree of ability and diligence which they have shown while on deputation in the Civil Defence Services.

(with 2 f. 20. No. 21 (1942), (1942))