Put Away
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Scott. II-27—37,004—18-11-45.

E & PH (1946) Department.

MS SERIES.

G.O. No. 845 Edn.

Dated 18-4-46

Orders in pp 19-20 CF

[Despatch Abstract.]

M.E.S.S. – Tutors and Demonstrators – Pay – revised – certain posts of Asst Lecturers – Temporary – Abolished

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
	1808	Edn	1-12-44				
	1545	"	1-10-45.				
	1101	"	20-7-45				

Further Papers.

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

C

EDUCATION DEPARTMENT.

C.NO.994-A/45

1026

Office of the
DIRECTOR OF PUBLIC INSTRUCTION,
Madras, Dated 13-9-1945.

From

DR.B.B.DEY, D.Sc.(Lond.), F.R.I.C.
Offtg. Director of Public Instruction, MADRAS.

To

The Secretary to Government,
Education and Public Health Department.

SEP 1945

Sir,

SUBJECT: Scale of pay of Tutors and Demonstrators employed in Government Colleges - Revision.

R E F: G.O.No.Ms.1101 Education dated 20-7-1945.

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2 Q/8.46

1 I have the honour to submit the following proposal for the immediate revision of the scale of pay of Tutors and Demonstrators employed in Government Colleges including the Medical Colleges, under the following circumstances.

2 THE Principals of Government colleges have been finding it extremely difficult ~~x~~ of late to fill these posts of Demonstrators and Tutors. They report that inspite of notifications in the Fort St. George Gazette and advertisements in the several Dailies, qualified candidates are not forthcoming for appointment to these posts. The question of the paucity of Tutors and Demonstrators and the difficulties experienced by the Principals of Government Colleges in finding suitable candidates, was already brought to the notice of the Government (Vide my letter RC.No.236-A/45, dated 30-4-45). The Government too have shown their appreciation of the difficulties by sanctioning the conversion of the post of Tutor in English into one of Assistant Lecturer in English and the employment of an Assistant Lecturer in Zoology instead of a Demonstrator in the Ceded Districts College, Anantapur - Vide G.O.No. 1808 Education dated 1-12-1944 and G.O.No.Ms.1101 Education dated 20-7-1945. I have addressed Government separately for such conversions in certain other colleges also.

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Q/3

3 THE Government have, however, pointed out in Government Order dated 20-7-45 referred to above that the do not consider it a sound principle to substitute for Demonstrators the more expensive type of officers (viz) Assistant Lecturers in the scale of Rs.100-200 on the ground that the present scale of pay of Tutors and Demonstrators is inadequate. They suggest that the proper remedy is to consider the question of revising the existing scales of pay suitably for these posts. I have now examined the question carefully and have come to the conclusion that the present scale of pay of Tutors and Demonstrators is too low and having regard to the present conditions and the difficulty of securing properly qualified candidates for the posts needs immediate revision. I recommend that the scale of pay of these posts may be revised to Rs.70-10/2-130 (i.e.) the scale of pay of School Assistants and Senior Deputy Inspectors of Schools (ordinary grade). It may be pointed out that the proposed scale may not be considered as too liberal having regard to the high, qualifications actually possessed by the incumbents (viz) Honours or M.A. Degree in the first or second class and the responsible duties assigned to them the quality of the work turned out by these men. An experienced Demonstrator is a most important member of the staff of a science department and when the time comes for his being promoted as Assistant Lecturer he fills the post actually with great success. I recommend that the above revision may be

40-5/2-65

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made

made applicable also to the Demonstrators employed in the Medical Colleges.

IF the above proposal is approved by the Government I recommend that it may be given effect to from 1-10-1945. The financial effect of the proposal is ~~xx~~ as shown below:-

THE total strength of Tutors and Demonstrators employed in Government Colleges is 82 excluding those in medical colleges.

Extra cost in the Current year:

Pay of Tutors and Demonstrators in the scale of Rs.70-130 for five months in 1945-46	82 x 70 x 5 (i.e. from 1-10-45) =	28,700
MINUS		
Average pay of Tutors and Demonstrators in the scale of Rs.40-65 for five months	82 x 55 x 5 (i.e. from 1-10-45) =	22,550
	Rs	6,150 or 6,200 in round figures.

Extra Ultimate cost:

Average pay of Tutors and Demonstrators in the scale of Rs.70-130	82 x 104 2/3 x 12 =	1,02,992
MINUS		
Average pay of Tutors and Demonstrators in the scale of Rs.40-65	82 x 55 x 12 =	54,120
	Rs.	48,872 or 48,900 in round figures.

FUNDS to meet the extra cost in the current year will be provided by reappropriation.

I have the honour to be,
Sir,
Your most obedient servant,

13.9.45

for DIRECTOR OF PUBLIC INSTRUCTION.

RVR 13/9/1945.

13/9

60 55/2 85 (A.S 76) 82x75x12

mus
existing scale
40-65

82 x 55 x 12
20

52x20x12
= 19680/- p.a.

Education & P.H.(C) Department.

38
24/p

Memorandum No. 3 40926/45-2 Edn., dated 24th October 1945.

Tutors and Demonstrators in Government Colleges - Revision of pay.
From the D.P.I., No.994.A.45 dated 13th Sep.1945.
...

C.f.

In the letter cited above the D.P.I. has proposed that the scale of pay for tutors and demonstrators employed in Government Colleges including Medical Colleges may be increased from Rs.40-65 to Rs.70-130. It has been pointed out that there must have been some good reason for the fixing of the pay of tutors and demonstrators lower than that of Deputy Inspectors of Schools and School Assistants, although the qualifications are the same. The responsibilities of the latter are greater and further the tutor's or demonstrator's post is a stepping stone for further promotion~~. Moreover,~~ and the salary of the demonstrator or tutor is more or less in the nature of a stipend. It has also been pointed out that the dearth of qualified hands is only temporary and that ~~this~~ the difficulty can be got over by offering the candidates a higher starting pay of Rs.65 or even Rs.70, the concession being granted for a year. If, on the other

For D.S.'s notes
p3 nf.

p3 nf

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-2-

hand, the scale of pay is revised as proposed by the Director it is likely that there will be demand for a corresponding revision of the scale of pay of Asst. Lecturers, etc. It is ~~considered~~ suggested that, in any case, the scale of pay for tutors and demonstrators should not exceed Rs.60-85. The D.P.I. is requested to offer his remarks on the above suggestions.

23/10/45

To the D.P.I.

Despd
23-10-45

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C.F. 32.

EDUCATION Department

From (Name) Dr. S. R. U. Savoor, M.A., D.Sc., I.E.S.,

Designation Director of Public Instruction,

Station MADRAS.

Received Registered

To

The Secretary to Government, Education and P.H. Department, MADRAS.

ASST. SECRETARY TO GOVERNMENT
14 NOV 1945
EDUCATION AND PUBLIC HEALTH DEPT.

Enclosures:

R.C. No. 994-A/45 dated 12th November 1945.

Sir,

SUB:- Revision of the scales of pay - Tutors and Demonstrators in Government Colleges Further remarks - Submitted:

51900

Op. 3.4 ante

With reference to the Government Memorandum No. 40926-C/45-2, Education, dated 24th October 1945 on the subject mentioned above, I have the honour to state as follows:

Originally Demonstrators were appointed mostly to value laboratory note books at a fixed salary of Rs. 65/- per mensem and used to be changed every year. It would appear that their salary was fixed lower than Deputy Inspectors because of this reason. Later when the number of students taking science subjects increased it became necessary to make them part of the permanent staff. At this stage their salary was put on a time-scale of Rs. 45--5/2--65. Still later the advantage of having Honours graduates fresh from colleges to help the students at practical work was recognised by all colleges and wherever possible Honours men have been appointed. On the suggestion of Mr. Papworth that by giving them opportunities to lecture to classes they may be trained to take the place of Assistant Lecturers, the University authorities have allowed two hours of lecture per week for Demonstrators and Tutors provided they are qualified to do so and that the total number of such hours for any department does not exceed six in all. Thus Demonstrators and Tutors who were purely temporary hands and were pass degree men, have now been gradually replaced by Honours degree men who have been attracted to the places because of permanency and of a possibility of promotion to the Assistant Lecturers' grade.

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Thus although the minimum qualification prescribed for tutors and demonstrators is a First or Second Class B.A., or B.Sc., degree, preference is naturally shown to Honours B.A., or B.Sc., or M.A. Degree holders in the first or Second class when they are willing to take the places in the hope of promotion. I may state that an experienced Demonstrator with an Honours or M.A. Degree is a most important member of the staff of the Science Department and as has already been reported to the Government he can fill the post of Assistant Lecturer with great success relieving the senior members of the staff from some of their work which has increased with the increasing standards of the University.

p 1 ante

P.T.O

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2. I submit that the salary of the tutors and Demonstrators cannot be considered to be of the nature of a stipend for the reason that they are not pupil teachers undergoing training. Further they have as much regular work in the college as any other member of the staff and sometimes even more. The University has permitted them to undertake lecturing work for two hours in a week. Demonstrators are helping a senior member of the staff for about 14 hours of students practical work in a week in addition to lecture work and correction of note books, the Tutors being assigned the work of the correction of a large number of composition exercises in addition to lecturing work.

3. I may also state that it was only with a view to making these posts more attractive to Honours degree men and to be ultimately filled up by them entirely that I recommended the minimum of the scale of pay to be raised from Rs.40/- to Rs.70/-. If the Government consider that the maximum of the proposed scale viz., Rs.130/- is too liberal for these posts, I submit that the maximum may be restricted to Rs.100/- and the scale of pay revised to Rs.70--10/2--100. I may in this connection, invite the attention of the Government to the following extract from letter No. A.3378 dated 5th Septr. 1945 of the Vice-Chancellor, University of Madras to the Government.

Staffs of Govt. colleges.

C.No. 39441/45
Do to DPI 6/9
Reply recd. 23/11
[illegible]

P.

"I would also like to suggest that the scales of pay fixed for Demonstrators and Tutors are very low, and it is the intention of the Syndicate to insist upon higher scales of pay for these very useful members of the educational service".

4. Lastly I may point out that the question of the revision of the scales of pay of teachers of all grades employed in Government institutions is under consideration as a part of the Post-war schemes. I submit that it will therefore be in consonance with the declared policy to revise the scale of pay of these posts at this juncture. The revision of the pay of Assistant Lecturers in Colleges is also under separate consideration.

5. In the circumstances stated above, I request that the Government may be pleased to revise the scale of pay of Tutors and Demonstrators employed in Government colleges from Rs.40--65 to Rs.70--10/2--100 instead of Rs.70-10/2-130 as originally recommended by me in my letter RC.No.994-A/45 dated 13th September 1945.

Ph.1-2 ants

I have the honour to be,
Sir,
Your most obedient servant,

13.11.45

for DIRECTOR OF PUBLIC INSTRUCTION.

KAN.13/11

Sd
13/11

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8/12
OR
8/12

5 I

Education & P.H.(C) Department.

Memorandum No. 40926C/452 4 Edn., dated 6.12.45.

Tutors and Demonstrators in Government College - Revision of pay.

From the D.P.I., No.99.A/45 dated 12th November 1945.

psef

The D.P.I. is requested to state whether the position in regard to filling ~~up of~~ posts of tutors and demonstrators in Government Colleges has not eased since September last when he made proposals for increasing ~~the~~ their pay and whether it is still necessary to offer enhanced pay for recruitment of candidates for the posts.

plef

W 6/12

To the D.P.I.

RM 6/12/45

Despd KM 10-12-45

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C.F. 30.

C 9/6

EDUCATION **DEPARTMENT.**

ASST. SECRETARY TO GOVERNMENT
24 JAN 1946
EDUCATION AND PUBLIC HEALTH DEPT.

Received ....19 . *Registered*............19 .

Subject.

4059

TUTORS AND DEMONSTRATORS IN GOVERNMENT COLLEGES -- Revision of pay.

p 7 ante

Reference:-Government Memorandum No.40929-C/45-4 Education dated 6th December 1945.

ENCLOSURES.
No.
Spare copies

R.C. No. 994-A/45.

Station Madras, *Dated the* 21st January 1946.

From (Name) Dr. S.R.U. Savoor, M.A., D.Sc., I.E.S.,

(Designation) Director of Public Instruction, Madras.

To The Secretary to the Government of Madras,

Education and Public Health Department.

Fort St. George, Madras.

Sir,

p 7 ante

With reference to the above Government Memorandum I have the honour to state as follows:-

pp 5-6 ante

In my letter R.C.No.994-A/45 dated 12.11.1945 I explained in detail the urgent need for the revision of pay of tutors and demonstrators in Government Colleges. The difficulty of filling the posts with qualified persons still exists. Vacancies have to be filled up by appointing women to the posts in men's branch and by converting the tutor's posts into posts of Assistant Lecturers. Qualified women Tutors and Demonstrators are also not available readily. The University has allowed the appointment of third class degree holders to these posts in some of the colleges owing to paucity of duly qualified candidates. The paucity of qualified candidates was felt even in regard to Assistant Lecturer's posts in the Presidency College and tutors who were third class Hons. men had to be appointed under emergency powers.

P.T.O.

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: 2 :

Having regard to the tutorial and also lecturing work performed by the Tutors and Demonstrators and the high academic qualification of the incumbents I would earnestly plead that their scale of pay should be improved urgently. The scale of pay viz. Rs 70-10/2-100 which I proposed for these posts is smaller than the scale of Rs. 75-5-125 suggested by the University of Madras for Pandits. I request that the Government may be pleased to sanction the above scale of pay to the Tutors and Demonstrators in the Government Colleges.

p6 ante

I have the honour to be,
Sir,
Your most obedient servant,

23.1.46
For Director of Public Instruction.

Ks. 23-1.
Sd 23.1.46

Edn. andP.H. Dept.(A).
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11

MEMORANDUM.
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Revision of pay of Tutors and Demonstrator
in Govt. Colleges.
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The qualification prescribed for Tutors and Demonstrators, of whom there are now 82 in Govt. colleg is a I or II Class B.A. or B.Sc. degree and the scale of pay fixed for them ~~is~~ Rs.40-5/2-65. In view of the advantage of having Honours graduates to help the students at practical work, preference is shown to ~~Hons. graduates~~ B.A.(Hons.), B.Sc. or M.A. degree-holders in the I or II Class for appt. to these posts. Further, experienced Demonstrators are important members of the staff of the Science Depts. as they can ultimately fill best the posts of Asst. Lecturers. It is, therefore, necessary to have persons with higher qualifications for these posts and as the present scale of pay is not sufficiently attractive, the Govt. propose

M', p2 CF
p34, BK 114
p2 CF
p5 CF
p6 CF

The university authorities have allowed them to do lecturing also for two hrs. in a week, provided they are qualified.

p5 CF

12

hat it ~~the present scale of pay may~~ be raised to Rs.70-10/2-100. he total recurring cost involved in the proposal is estimated t Rs.33,500 p.a.

plon F

With refce. to para 8(b) of the Memorandum of ~~he~~ Financial arrangements during the section 93 situation, .E. the Governor-General's sanction to the proposal may e obtained and communicated as early as possible.

BM 25/3/46

26/3

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Governor's Secretariat. 13

9 APR 1946

U.O.No.1995/46-3, dated the 7th April, 1946.

Revision of pay of Tutors and Demonstrators in Government Colleges - Approval of the Governor-General.

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below

A copy of telegram No.859/G, dated the 6th April, 1946 from the Secretary to the Governor-General (Public) on the above subject, may be sent to Education & Public Health Department.

19473

3.4.46

E & P.H. dept.u.o.

Encl:

Copy of telegram No.859/G, dated the 6th April, 1946 from SecGG(Pub).

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p12 ante.

Governor-General approves proposed revision of pay of Tutors and Demonstrators in Government Colleges involving an estimated expenditure of Rs.33,500/- per annum.

Ex.P. 4.(A)

15

9

From: The Supt. A.
To: The Senior Supt, Office of
the D.P.I.

Issued
[illegible]

Sub: College, – Ceded Dts. College, Anantapur – Asst. Lecturer in Zoology in the place of Demonstrator – ~~Sanctioned~~ – Date of appt.

Ref:- G.O. Ms. 1101 Edn. dt 20.7.45

Pl. state the date on which the Asst. Lecturer sanctioned in the G.O. cited was ~~for~~ appointed,

[illegible]
8.2.46.

17 C.F. 304

OFFICE OF THE

Date 194 , Hours Minutes

TELEPHONIC MESSAGE

From	To
Supdt C Sedn Office of DPI	Supdt A Sed Ed & PH.

P

Ref. Your T.M dated 8.3.46

The post of asst lecturers in Geology, ceded districts college, Anantapur was filled with effect from 22.10.45

KRS
9/3/46

19

Issued today
18/4/46

pp1-2, 5-6, and
9-10 C.F.

p10 CF &
p10 NF

9. p24. Bk 114.

p3 of (J)

Education & P.H.(A) Dept.

M.E.S.S. - Tutors and Demonstrators - Pay - Revised - Certain posts of Asst. Lecturers - Temporary ~~lieu of posts of Tutor and Demonstrator~~ - Abolished.

From the D.P.I., C.No.994.A/45, dated 13-9-45, 12-11-1945 and 21-1-1946.

G.O.Ms.No. 845 Edn. dated 18-4-46

The Government sanction the proposal of the D.P.I. that the scale of pay of Tutors and Demonstrators employed in Govt. colleges be altered from Rs 40-5/2-65 to Rs.70-10/2-100. ~~with effect from 1-4-1946~~.

2. With effect from the date of receipt of this order, the posts of Asst. Lecturer in English in the Government Muhdn. College, sancd. in G.O.No.1545 Edn. dated 1-10-45, in lieu of the

p.t.o.

N

ost of Tutor, and Asst. Lecturer in Zoology in the C.D. College, Anantapur, sancd. in G.O.No.1101 Edn. dated 20-7-45, in lieu of the post ~~of Demonstrator in Natural~~ Science, will be abolished, the permanent posts of Tutor and Demonstrator in the colleges being revived.

pp 3-4 cf (Q) & P 17 C7

12.4.46

12/4/46

13/4/46

To the D.P.I.
To the A.G. thro' Fin.
To the ~~Pub(Ser)~~ Dept.
para 1 only.

OFFICE OF THE

C.F.

Date..................194...., Hours.............. Minutes..............

21

TELEPHONIC MESSAGE

II

22902A 27/7/46

From	To
The D.P.I.	The Asst. Secy E.&P.H.

Sub:- Govt. Colleges - Revision of scale and pay of tutors and demonstrators

Ref:- G.O.Ms 845 Edn d/ 18-4-46

Kindly let me know from ~~the~~ what date the increased rate of pay i.e., 70-10/2-100 for demonstrators ~~com~~ takes effect. In my letter R.C.No. 994 A/45 d/ 13-9-45, I recommended that the increased rate may be given effect to from 1-[illegible]-45

23

V.V./A

Post Copy of Telephonic Message dated 27th May, 1946.

From

The Director of Public Instruction, Madras

To

THE ASSISTANT SECRETARY TO THE GOVERNMENT OF MADRAS,
Education and Public Health Department,
Fort St. George, Madras.

ASST. SECRETARY TO GOVERNMENT
30 MAY 1946
EDUCATION AND PUBLIC HEALTH DEPT.

Subject:-Government Colleges--Revision of scale of pay of Tutors and Demonstrators.

Reference:-G.O.Ms.845-Education dated 18.4.1946.

28700

Kindly let me know from what date the increased rate of pay viz. Rs. 70-10/2-100 for Demonstrators takes effect. In my letter R.C.994-A/45 dated 13.9.1945 I recommended that the increased rate may be given effect to from 1.10.1945.

Mohammad
29.5.46
For Director of Public Instruction.

ks. 29-5.

Rec 29/5

Despd 6-6-46.

From The Pr ~~[illegible]~~
To The Sy. [illegible]
Revision of pay of Tutors & demonstrators in Govt colleges
Ref DPI's [illegible] dy 27-5-46

Reply 24

~~15~~
5/6.

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5/6

The increased rate of pay ~~with~~ takes effect from the date of the order.

OSM
3/6/46

W
3.6.46

Supplementary order issued
ORS
5/6.

P. C[illegible]

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C.F. 30.

EDUCATION **DEPARTMENT.**

14

Received ....19 . *Registered* ....19 .

Subject.

ASST. SECRETARY TO GOVERNMENT
2 8 MAY 1946
EDUCATION AND PUBLIC HEALTH DEPT.

28284

Public Service - Madras Educational Subordinate Service - Tutors and Demonstrators in Government Arts and Professional Colleges - Revision of pay Powers of appointment to be continued to be vested in Principals - Proposal submitted.

ENCLOSURES.
No. ....
....
Spare copies ....

RO.No. 1869--C/46.

Station Madras, *Dated the* 24th May 1946.

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

(Designation) Deputy Director of Public Instruction, in-charge.

To The Secretary to the Government of Madras,

EDUCATION AND PUBLIC HEALTH Department.

Sir,

(C)

REF: G.O. MS. No. 845 Education dated 18--4--46.

(S) 1.2 para

Under G.O.No.1458 P(S), dated 3-11-1930, candidates for admission to the Madras Educational Subordinate Service in any class, the maximum pay of which is below Rs.75/- shall be selected by the Principal of the College conderned in the case of Colleges. According to the G.O. the appointing authority for the posts ofTutors and Demonstrators should now be Deputy Director of Public Instruction, (Personnel) and not Principals of the Colleges concerned, because the maximum pay of these posts exceeds Rs.75/- with reference to the revised scale of pay. Though the scale of pay has been revised, the duties and responsibilities attached to these posts remain the same as before. In view of this, I consider it desirable that the powers of appointment to the posts ofTutors and Demonstrators inGovernment Arts and

Professional.......

Professional Colleges may continue to vest in the Principals of Colleges concerned, irrespective of the revision of the scale of pay of these posts.

2. In the circumstances I request that Government may be pleased to approve of my proposal in this behalf.

25-5-46

for Director of Public Instruction.

RR.25/5.

25/5.

26
15/6

15

E.P.H.(A)

Memorandum No.28284A/46-2Edn.dated 14-6-46

Sub:M.E.S.S. - Tutors and Demonstrators in Goverment Arts and Professional Colleges - Revision of pay - Powers of Appointment.
Ref:G.O.No.845, Education, dated the 18th April,1946.
From the D.P.I.Rc.No.1869-C/46,dated 24-5-1946.

Ⓒ
pp1-2 CF

M.S.M (vol III) BK No 14 - p 32

Under the special rules relating to the M.E.S.S. the appointing authorities for the posts in Column (1) of the statement below are those mentioned in Column (2) against each:

1.	2.
Demonstrator	Principal of the College or Head of the Institution concerned.
Tutor.	Principal of the college concerned.

No statutory ~~restriction~~ restriction has been imposed on the appointing authorities limiting the scope of their power of appointment to posts carrying a specified

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scale of pay. In the absence of any such restriction, orders of the Government are not necessary on the proposal of the Director.

CJ
3-6-46

W
3.6.46

BM
4/6/46

12 JUN 1946

To the D.P.I.

Rept
67
17-6-46

Note. Pub (Ser) may see before issue.

CJ
3-6-46

W
3.6.46

BM
4/6/46

Pub (ser) A

Edn U.O. 28284 A/46-1
5-6-46

Pub(Ser) dept.

May be perused and retd to

6 - JUN 1946
1542

E & P. A.

BR
9/6/46

10.6.46

11/6/46

E & P. A
A

May issue

BM
12/6/46

14.6.46

31459

Pub (Ser) U.O. 1542 | 46-1
12.6. | 46

A

17 JUN 1946

C.F. 30.

EDUCATION DEPARTMENT.

16

Received .... 19 . Registered .... 19 .

Subject.

Revision of pay of demonstrators and Tutors in Government Colleges.

Reference:- G.O.845-Education dated 18..4..1946.

32018

ENCLOSURES.
No. ....
....
Spare copies ....

ROC. No. 1750-C/46.

Station Madras., Dated the 11th June 1946.

From (Name) Dr. S.R.U.Savoor, M.A., D.Sc., I.E.S.,

(Designation) Director of Public Instruction, Madras.

To The Secretary to the Government of Madras,

Education and Public Health Department.

Fort St. George, Madras.

Sir,

p2 infra

I have the honour to submit herewith for favourable consideration by Government a copy of petition from certain Demonstrators and Tutors requesting refixation of pay at a higher stage in the newly sanctioned scale of Rs. 70-10/2-100 on account of their service of over two years in the old scale. Only the minimum of the revised scale has been allowed to all Demonstrators and Tutors as initial pay from 18.4.1946.

15/6.

For Director of Public Instruction.

ks. 15-6.

15/6.

(RT.O.)

From
The Demonstrators of Government Colleges and those who are officiating in other capacities with their lien on the above posts.

To
The Director of Public Instruction, Madras.

~~Circulated for~~
~~CAP 6338/46~~
(B) 19CF

Sir,

We beg to bring the following few lines to your kind consideration and favourable orders.

We are greatly indebted to you, sir, for raising the status of the Demonstrators of the Government Colleges by revising the scale of pay to Rs. 70-10/2-100 in the G.O. No.Ms.No.845-Edn., dated 18th April 1946. Now we approach you with a request to refix our salary on the basis of the revised scale of pay taking into consideration our service in the Department as Demonstrators. Otherwise the present incumbents who have put in more than two years of service will draw the same minimum salary of the scale (Rs.70/-) just like the new entrants to the post. Thus the senior and the junior men of the same cadre are made to receive the same pay irrespective of their experience in the department. Hence we request you to consider the reasonableness of our appeal.

Our request, sir, is not without any precedence. In the year 1933 the posts of the Demonstrators were purely temporary for five years on a time scale of 55-10/2-75. Later on, in the year 1937 when the posts were made permanent revising the scale of pay to Rs.40-5/2-65, we made an appeal to fix our pay taking into consideration our service. The Government was pleased to concede the request and the senior men of the cadre were allowed to draw a higher pay than the new entrants. Hence we request you to kindly pass orders to refix our pay in the present scale according to our service.

(R)
pp 11-12 CF

We beg to remain, Sir,
Your most obedient servants,
sd. x x x x x

x x x x xx

Madras,
27th May 1946.

/True copy/.

15/6

For Director of Public Instruction.

EDPH(A)

15/6.

~~G.O. No. [illegible] Edn. dt. [illegible] which is required for the disposal of the current has been called for from M.R.O. This may [illegible] in the G.O. which is earlier.~~

24-6-46

T.M

3/

EDP.

27/6

From
The A.S, EDPH

Despd 22-6-46
To
The Dy DPI

17

Sub. Revision of pay of demonstrators and tutors in Govt. Colleges

pp1-2 CF

Ref. Director's Lr Roc. No. 1750-C/46 d/11-6-46

p2 CF

Pl refer to para 2 of the petition, copy of which was enclosed with the Director's letter and let me know the order ~~no and date of the G.O. of the Govt~~ in which a similar request was ~~conceded~~ sanctioned in 1937, allowing senior men of the cadre to draw a higher pay than the new entrants.

Pet go

24-6-46

24-6-46

25/6/46

issued.
H.D.G.
26-6-46.

Note. The paper referred to is not traceable from the 1937 index. The draft T.M. may issue.
24-6-46

The P.S. Edn

[illegible]

Post Copy of Telephonic Message dated 26th June 1946.

From
The Director of Public Instruction, Madras

To
The Assistant Secretary to the Government of Madras,
Education and Public Health Department,
Fort St. George, M a d r a s.

Reference:-Your telephonic message dated 26.6.1946 regarding revision of pay of Demonstrators and Tutors in Government Colleges.

Please see G.O.No.Ms. 255-Education dated 1.2.1938.

34740

27.6.46

For Director of Public Instruction.

ks. 27-6.

Ar.H(A)

SOL
27/6

G.O.No. 255 Edn dt 1-2-38, which has been called for from M.R.O on 29-6-46. has not yet been recd. A reminder is being sent to day. This may lie over till 10-7-46 or till the G.O is recd whichever is earlier.

5/7/46

3-7-46 3/7/46

50/11/7 E.Jo.H(A)

Memo. No. 32018 A/46 - 1 Edn dt 11-7-46

~~Mr. Rev~~ M.E.S.S. - Tutors and Demonstrators - pay - refixation

C.No. 32018, From the DPI, Roc No. 1750-C/46 dt 11-6-46 plank

The DPI is requested to report the extra cost to Govt. in 1946-47 ~~and the ultimate cost~~ if the proposal in his letter read above is accepted. A statement similar to the one ~~enclosed with~~ appended to his Lr R.C.No 2380 C/37 dt 16-12-37 should be furnished with the reply.

pp 3-4 (R)

pp 1-2 (R)

ES
9-7-46

RM
10/7/46

To
The DPI

dp
13.7

9t/5/

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11 / v/x

Memo. No. 32018 A/46 - 2 Edn dt 21-10-46 E.Jo.H(A) 19

Sub: M.E.S.S. Tutors and Demonstrators pay - refixation

pcf Ref. Govt. Memo. No. 32018 A/46-1 Edn dt 11-7-46

The DPI is requested to state ~~whether~~ when a reply to the Govt. Memo. cited may be expected.

To The DPI.

ES
19-10-46

19.x.46

RM
21/10/46

dp
21/10

E & P.H. (A.)

Pl. see the D.P.I.'s letter and its enclosure on pp 1-2 above. As a result of the recent revision of scales of pay of all Govt. subordinate officers, the scale of pay of tutors and Demonstrators has further been raised to the scale of Rs 80-5-120-10-140. In view of this, no further action is called for on the papers. The papers may be filed with G.O. No. 845 Edn. 18-4-46

ES 30-4-47

30/4/47

1-5-47

C.O. 78 Fin (6-2-47) not put up

(B)

No 40926 Notes

Education & P.H. (C) Dept. 20

ESTABLISHMENT - Demonstrators and Tutors in Government Colleges including the Medical Colleges - Revision of pay. From the D.P.I. C.No.994.A/45 dated 13th September 1945.

...

The D.P.I. has submitted proposals for the revision of pay of Tutors and Demonstrators employed in Government Colleges including the Medical Colleges, from Rs.40-5/2-65 to Rs.70-10/2-130, the scale of pay school assistants and Senior Deputy Inspector of Schools. A

p 2 cf

2. The extra cost involved in the proposal will be Rs.6200/- during the current year (if the proposal is sanctioned with effect from 1-10-1945) and Rs.48,900 a year in future. It is reported that the cost during the current year can be met by reappropriation.

p 2 cf

G.O. 1309 Edn 7.12.44 (K)

G.O. 1505 Edn 1.10.45 (J)

G.O. 1101 Edn 20.7.45 (Q)

Q/3 cf

3. Difficulty has been experienced for the past one year, in securing suitable candidates for appointment as tutors or demonstrators. To solve this difficulty, Government have sanctioned the conversion of posts of tutors into those of Assistant lecturers in a few cases. As such conversion is not sound on principle the D.P.I. was asked to consider and suggest a suitable scale for Demonstrators with reference to present day conditions and he has accordingly suggested the scale referred to at "A" above.

4 The difficulty in securing the services of Tutors and Demonstrators does not appear to be due merely to the conditions created by the war. The present low scale of pay (Rs.40-65) also appears to be a contributory cause. The need for the revision of the scale of pay may be conceded.

5. The scale of pay proposed by the D.P.I. is Rs.70-130, same as that for School Assistants and Senior Deputy Inspectors. The qualifications required for the two classes of officers are compared below:-

Tutors and Demonstrators.	School Asst. & Senior Deputy Inspector of Schools.
~~1st~~ I or II Class B.A., or B.Sc.	B.A., or B.Sc., and L.T., or B.Ed.

p34. Bk 114

In view of "P" in the D.P.I's letter on page 1 c.f. the scale ~~of~~ proposed may ~~also~~ be accepted.

D.t.O.

2

The file may be sent to Finance for remarks.

9/10/45 S | ~~Fin~~ Fin. Dept.

E&PH No. 40926/45-1880
9.10.45

ASST. SECRETARY TO GOVERNMENT
10 OCT 1945
FINANCE DEPARTMENT

45[illegible]8 E

Finance (E-I) dept.

It is submitted that a piece-meal revision of the kind now proposed will lead to similar requests from other departments and there will be no end to them. In this case it is true that it is found difficult to recruit qualified candidates on the existing scale of pay viz. Rs 40-65. The difficulty may be due to the unwillingness of the candidate to start on the minimum of the existing scale, viz.Rs 40 p.m. when they are able to get more attractive jobs on account of war conditions. The present difficulty to recruit qualified candidates is thus mainly due to the abnormal conditions caused by war, but the situation is bound to ease in due course now that the war has ended. It does not seem therefore appropriate to raise the scale of pay of Demonstrators and Tutors at present. The requirements of the case will be sufficiently met if a higher starting pay viz. Rs 50 in the existing scale of Rs 40-65 is allowed to the Tutors and Demonstrators till 31-3-47 or till normal times set in, whichever, is earlier.

WS

2/ If, however, it is considered absolutely necessary to raise the scale in view of the paucity of qualifying candidates, on the existing scale, the scale proposed by the D.P.I. is excessive. The revised scale recommended by the Salaries Committee (1944-45) for these posts is only Rs 60-5/2-85. It seems sufficient to adopt this scale in this case.

WS Z

Has a higher starting pay been tried?
WS
13.10.45

3/ If the scale of pay suggested above is accepted, the extra cost works out to Rs 19,700 p.a. roughly. Ordinarily the proposal should be treated as a Part II scheme for 1946-47 but the D.P.I. considers it urgent and has recommended the introduction of the revised scale from 1-10-1945. In view of this this department may agree to the immediate revision of the scale as suggested above. As the cost exceeds the limit of Rs 3,000 p.a. ~~A-1 may pleased see the case.~~

C 21

A-1 may please see the case. E.& P.H. may also be requested to send a copy of the order to be issued in this case to Financ E-II for amending the Pay Schedule.

WS
12.10.45

It may be mentioned in this connection that owing to paucity of qualified candidates on the existing scale of pay, the Govt have sanctioned in a few cases ~~the~~ posts of Asst. Lecturers in lieu of Demonstrators. On the revision of scale of pay of Demonstrators and Tutors, the posts referred to at M above will have to be converted into those of Demonstrators. E&PH may be requested to take necessary action in this regard.

Cf. Gosar (Q) M
(J) & (K) below

47278

12.10.45

Since the dearth of men may only be temporary, it does not seem advisable to effect a permanent revision of salary. It can only lead to discontent in the rank immediately above, viz Assistant Lecturers, and requests for similar enhancement. Further there must have been some good reason for the fixing of the pay of Tutors and Demonstrators lower than that of Deputy Inspectors of Schools, though the qualifications are the same: the responsibilities of the latter are greater; and further a tutor or demonstrator's post is ~~mostly the~~ almost always the stepping stone to something else. The salary is more in the nature of a stipend than anything else.

If a higher starting pay has been offered in other Depts temporarily in order to get over the difficulty of getting recruits, E&PH may consider whether a similar solution cannot be adopted here, by the temporary offer of 65 Rs or even 70 Rs, ~~as~~ the concession may be for one year.

ASST. SECRETARY TO GOVERNMENT
22 OCT 1945

A permanent salary revision for the Demonstrator's or tutor's post ~~made in advance~~, sets the standard for all the higher posts in the Dept, and any revision made now ~~will~~ may be found to be inconvenient at the time of the salary revision of the future as we have no means of knowing what the level of prices will then be.

WS
19.10.45

Fin. no.
45778 Est-D.
19.10.45

In any case the scale fixed by the Salaries Committee 60-85 need not be exceeded if it is decided to revise the scale now.

E&PH

6

being given the concession only when there is a new recruit ~~that~~

~~[illegible] perhaps be accepted. The file may be circulated to A2 A1 [illegible]~~

MM
29.11.45

The intention of Finance Deputy Secretary seems to be that if a Tutor or Demonstrator is newly appointed in a particular institution the pay for both the new recruit and the existing Tutor or Demonstrator, if any, may be fixed at Rs 70/- p.m. But there will be Tutors and Demonstrators in other institutions who have put in some service drawing Rs 65 or less. It seems therefore ~~necessary~~ equitable to fix the pay of all Tutors and Demonstrators at Rs 70/- for orders.

Od
5/12

P

MM
5/12/45

B.J.M.
4/12/45 S

5/12/45 A2 A1

This suggestion of Sec. E.P.H. is equivalent to a piecemeal revision of salaries. Has not the position eased? D.I. [illegible] in Sept.

5/12/45

Secretary, Edn. and P.H. Dept.
6 - DEC 1945
Government of Madras

S

A draft Memo is subd.

B.J.M.
6/12/45 S

6/12/45

[Memo to the D.P.I. No: 40926C/45-4 d 6.12.45]

C. No: 4059C. from the D.P.I. Re No: 994-A/45 d 21.1.45.

p7 cf

pp 9-10 cf

-

Please see the D.P.I.'s reply on pages 9-10 cf.

p9 cf

The Director says that the difficulty of filling the posts of Tutors and Demonstrators with qualified persons still exists and re-iterates his proposal for sanctioning the scale of pay of Rs 70-10/2-100.

MM
26.1.46.

7

The file may be circulated for orders on the proposal at 'P' on 6 ante, viz. to sanction a pay of Rs 70 to all Tutors and Demonstrators, pending the revision of scales of pay of the staff in schools and colleges with refce. to post-war plans.

U.O. 40926C/45-5
28.1.46

B.J.M.
26/1/46 S

Mi. may see [illegible] before [illegible].

28/1/46 Fin.

Asst. Secretary to Government
29 JAN 1946
Finance Department

Fin. (E.P.)

~~Please see~~ The last Fin. notes on p. 5 above and the notes following may be perused and the case returned to E.P.H. for taking orders in circulation. With reference to 'P' on page 6 above it ~~is~~ seems sufficient to rectify inequalities in one college ~~instead of co~~ treating it as a 'self contained unit', instead of comparing all colleges.

5915 E.T.

PR
30.1.46

1.2.46

E&PH

Fin. U.O. 5915 E.T./46-1
1/2/46.

Edn and P.H. Dept.
C.

The file may be circulated for orders.

Asst. Secretary to Government
1 - FEB 1946
Education and Public Health Dept.

Od
4/2

6373

MM
1/2/46.

B.J.M.
2/2/46 S

4/2/46 A2. A1.

The D.P.I.'s suggestion seems necessary & may be accepted.

4/2/46

p9 & 10 cf

5.2.46

Secretary, Ed. and P.H. Dept.
5 - FEB 1946

higher qualifications who can ultimately fill the posts of Asst. Lecturer, with great success relieving ~~the~~ Senior

P.T.O.

Please see the orders in circulation on the previous page. A draft order is put up. It is presumed that the revision of the scale of pay is to be sanctioned as a permanent measure.

2 Owing to the paucity of qualified candidates for appointment as Demonstrators and Tutors the Govt have sanctioned the conversion temporarily of the following posts into those of Asst Lecturers:-

Demonstrator in Natural Science in the C.D. College, Anantapur } For 6 months from the date on which the Asst. Lecturer is employed.

Tutor in English in the Govt Mdn College, Madras. } For the current academic year

The question arises whether on the revision of the scale of pay of ~~Tutors~~ Demonstrators and Tutors, the two posts of Asst Lecturers referred to above should be reconverted into posts of Demonstrator and Tutor. The current academic year is almost coming to a close and it does not seem desirable to disturb the existing arrangements. Perhaps the posts of Asst Lecturers may be allowed to continue for the full periods for which they have been sanctioned. In any case it may be left to the D.P.I to take such action as he deems necessary. For orders.

Finance may see.

11/2/46.

12/2/46 S

14/2/46

(E.D)

U.O. 4092 B/45-6
12/2/46

E.T.

ⓐ 3-4 C.F.
G.O. No: 1101 Edn
20.7.45

Ⓙ 3-3
G.O. No. 1565 Edn
1.10.45

Please see M on p 3 ante

X

Previous Finance notes on page 7 above, the orders in circulation on the ~~same~~ 2nd page and the notes following may be perused.

~~[illegible]~~

~~[illegible]~~

~~[illegible]~~

ASST. SECRETARY TO GOVERNMENT
13 FEB 1946
FINANCE DEPARTMENT

8710 E.T.

C 24

As the proposed revision will apply to all the 82 tutors and demonstrators excluding those in Medical Colleges, the extra cost works out to Rs 33,456 p.a. As the cost exceeds Rs 20,000 per annum, the new Service procedure will have to be followed. As the recurring cost exceeds also Rs 25,000 p.a., the prior sanction of the G.G. is necessary, under the section 93 situation.

M on p. 2 C.F.

89
55
34
12
408
82
3264
816
33,456

With the above remarks, the case may be returned to E & P.H.

16.2.46.

As regards X at page 8 above, it seems unnecessary to continue these lecturers beyond the present academic year (ie) end of March or April '46, irrespective of whether the existing 6 months' sanction extends into the next year or not.

18.2.46

D.S.
E & P.H.

Y

Fin. U.O. 8710 E.T./46-1
18-2-46

ASST. SECRETARY TO GOVERNMENT
19 FEB 1946
EDUCATION AND PUBLIC HEALTH DEPT.

E & P.H.

10(91

[Minutes on p 1 ~~[illegible]~~ and notes following]

The point at Y above may be examined further in due course later on.

M on p 2 C.F.

paras on p 6 C.F.

p 5 C.F.

para 3, p 6 C.F.

Education and P.H.(A)

The Director's proposal in the file A is to raise the scale of pay of all the Tutors and Demonstrators employed in the Govt. Colleges, (82 in all) from Rs. 40-5/2-65 to Rs 70-10/2-100. This has been necessitated by the fact that ~~the~~ difficulty has been experienced in securing suitable candidates for the posts of Demonstrators and Tutors. Though the minimum qualification presribed for ~~the~~ Tutors and Demonstrators ~~and Tutors~~ is a I or II Class B.A., or B. Sc., Degree, preference is shown to I or II Class B.A.(Hons) or M.A., To attract persons with higher qualifications who can ultimately fill the posts of Asst. Lecturers, with great success relieving ~~the~~ Senior

P.T.O.