closed
Supdt.

Sectt. II-27—37,004—13-11-45.

EDUCATION AND PUBLIC HEALTH DEPARTMENT (1946 ) Department.

20

Ms. SERIES.

**G.O. No.** 938 Edn.

938
4-5-46

7-16-17

**Dated** 4 - 5 - 46

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[Despatch Abstract.]

Government Press - Assistant Superintendents - Fixation of pay in the new revised scale - Orders passed.

## Back Papers.

| G.O. | No. | Department. | Date. | G.O. | No. | Department. | Date. |
|---|---|---|---|---|---|---|---|
|  |  |  |  |  |  |  |  |

## Further Papers.

| G.O. | No. | Department. | Date. | G.O. | No. | Department. | Date. |
|---|---|---|---|---|---|---|---|
| Ms. | 1134. (Confdl.) | Edn. | 7-6-'46. |  |  |  |  |
| fo | 1774 | Edn | 13·9·46 |  |  |  |  |
| fo | 2090 | Edn | '3/X 46 |  |  |  |  |

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C.F. 32. CONFIDENTIAL. ②

.......... Department

From (Name) A.G. Anderson Esq.,

Designation Superintendent,

Station Government Press, Madras.

Received .......... Registered ..........

To

The Dy.Secretary to Government,
Education & Public Health Dept.,
Fort St. George.

Enclosures:

No. 14/Mis. dated 26th November 1945.

Sir,

Ⓑ

I have the honour to draw the attention of Government to G.O. No. Ms. 1915, Edn., dated 16th November 1945 wherein the scale of Rs 250-40/2-450 has been laid down as the salary of new entrants of the Press as Assistant Superintendent.

2. This scale being more advantageous than that of the present Assistant Superintendent's scale, as any new entrant to the service will reach the maximum of Rs 450/- in ten years, whereas the present incumbents reach as maximum of Rs 440/- i.e., Rs 10/- less in sixteen years; I would strongly recommend to Government that the present incumbents Mr. R. Siddique and Mr. Amalanathan be fitted into the new scale for the reason that they satisfy the conditions regarding qualifications prescribed in G.O. No. 1192, Edn., dated 6th August 1945 as they had a theoretical as well as practical training in the various branches of printing in the course of their apprenticeship in the Madras Government Press. It will be a legitimate grievance if with the experience gained in the past seventeen years the present incumbents should be placed at a disadvantage to newcomers.

Ⓘ

also London School of Printing and John Dickinson - Eng England

3. In this connexion I may state that the recruits wit the qualifications now prescribed as suggested by me will b of a great advantage in the administration of the Governmen Press but the question is whether one would qualify himself to that extent at great expense in the absence of a reasona chance in the nearest future of getting himself employed.

28 NOV 1945

54338

4. The idea behind my recommendation for such qualific tions was that an initial recruit of the right type will be an asset for shouldering higher responsibilities in the management of the Government Press and thus improve the tech-administration. There are at present seven technical posts in the Government Press requiring these qualifications, one post of Assistant Superintendent being permanently vacant.

5. It is therefore necessary to take a long view of the position and evolve some scheme for the training of promising candidates to keep pace with the development of the Printing Industry as well as to have a flow of trained men to take up the posts of officers as and when vacancies arise. There will not be an incentive to the right type of boys taking up a specialized course in Printing unless they think that they have a chance of occupying a position of status in the Government or private service. My proposals are therefore to have candidates selected as stipendiary scholars from promising qualified students studying in the School of Technology at Madras and give them an intensive practical training for five years in all departments of the Government Press including Commercial and Cost Accounting System and then depute them for a special study of two years to any foreign country for further study in any special subject or subjects as may be found necessary to keep the Press ~~have~~ [illegible] up-to-date and also follow the lines of Post-war development schemes that may bear fruit in respect of Development Departments of Government after forming a definite opinion as to the nature of development the Government Press is in need of.

6. I

6. I would recommend that Mr. M.R. Srinivasan who has undergone five years general training and now a further two years of special training and has been recommended as fit for an Assistant Superintendent's post may be sent for special study to England and America for a period of two years so that he may gain a knowledge of every day practice and improvements in various branches in the present day printing. I especially recommend his name as he has a mechanical turn of mind and would be capable of studying modern printing machinery.

7. I would further recommend that as Mr. Lepper is due to retire in six ~~years~~ or seven years time two stipendiary students be now selected to undergo an initial five years training in the Government Press.

8. If this procedure of appointing of stipendiary students in sufficient time so that he can have five years training here and two years abroad and return in time to fill posts as they fall vacant is followed, the trouble of not getting qualified candidates for vacant posts will cease. Two candidates can be appointed for training in the Press here and the better of the two sent for further training abroad.

9. If Government approve of my suggestions I will ascertain from Mr. M.R. Srinivasan whether he is willing to go abroad and also draw up an advertisement for two stipendiary students.

A. J. Anderson
Superintendent.

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E & PH Depart.

10/13/1

Memo No 54338 F-2 Edn. d 12.1.46

Govt. Press – Asst. Supdt. Sri M.R. Srinivasan – Fixation of pay.

The S.G.P is requested to state whether Sri M.R. Srinivasan Asst. Supdt. in the Govt. Press is eligible for the new higher scale of pay sanctioned in G.O. No 1915 Edn. d 16.11.45.

pp 3-44 (B)

To The S.G.P.

10.1.46

12/1/46

Despd
16-1-46

10/1/46

f 5 5/

④

18 JAN 1946

From,
A.G. Anderson Esq.,
Superintendent,
Government Press, Madras.

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

-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-

No. 14/Mis. Dated 17th Jan. 1946.

Sir,

3004 p3ank

Ref: Government Memorandum No.54338-F-2 Edn., dated 12-1-1946.

Sri M.R. Srinivasan, Assistant Superintendent in the Government Press is eligible for the new higher scale of pay sanctioned in G.O.No.1915 Edn., dated 16-11-45 having all the

pp3-47 Ⓑ

P.T.O.

6

the necessary qualifications.

A. J. Anderson
Superintendent.

RN.
17/1

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⑤ T.M. 7 / E & PH Dept. F

From the Deputy Secretary to Govt.
To The S. G. P.

prest Please let me know urgently the pay of Messrs R. Siddique & G. P. Anandamurthi as Asst Supdts in the Govt Press.

C96
8.2.46 BJ.

Issued
KRS
8/2/46

C.F. 304,

OFFICE OF THE

Date 194 Hours Minutes

8/ (6)

## TELEPHONIC MESSAGE

From S. G. P.

1979

To Deputy Secy E & P. H Deptt

Ref your T.M. Dated 8.2.46.

The present pay of Messrs R. Siddique and G.F. Amalanathan as assistant superintendents is as follows:—

| | | |
|---|---|---|
| (1) Mr. R. Siddique; | Pay. | RS 290 |
| | Offg. Pay " | 160 |
| | Special Pay " | 100 |
| (2) Mr. G.F. Amalanathan. | Pay | 290 |
| | Offg. Pay. | 10 |
| | Special Pay | 100 |

P.T.O.

2

9 They are drawing the above pay from 17-12.45.

KRS
8/2/46

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26
20/2

pp 3-4 of (B)

pp 13-14 of (C)

To The S.G.P.

Despd
by
21-2-46

10 E + PH Dept (F.)

(A)

Memo No 54338 F-4 Edn d 20.2.46

Govt. Press – Sri M.R. Srinivasan – Asst. Supdt Scale of pay.

The S.G.P. is requested to state exactly how Mr. M.R. Srinivasan, Asst Supdt in the Govt Press becomes eligible to draw the higher scale of pay sanctioned in G.O. No 1915 Edn d 16.11.45. His attention is invited ~~to~~ to G.O. No 1192 Edn d 6.8.45.

18.2.46.

JP
18.2.46

19/2/46.

11709

F (80)

12

From,
A.G. Anderson Esq.,
Superintendent,
Government Press, Madras.

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

27 FEB 1946

-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-

No. 14/Mis. Dated 23rd Feb. 1946.

Sir,

p/o cale

Ref: Govt. Memorandum No.54338 E-4 dated 20-2-46.

Mr. M.R. Srinivasan, Assistant Superintendent in the Government Press becomes eligible to draw the higher scale of pay sanctioned in G.O.No.1915 Edn., dated 16th November 1945,

p34 (B)

as

-2-

as he possesses the additional qualifications mentioned in G.O.No.1192 Edn., dated 6th August 1945.

pp13-14 c.f (E)

A. C. Anderson
Superintendent.

RA
27/2

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OFFICE OF THE

Date 194 Hours Minutes 14

Ch F1

## TELEPHONIC MESSAGE

0-7

| From | To |
|---|---|
| The S. G. P. | The Deputy Secretary,<br>E. f. P. H. Deptt. |

4 APR 1946

18517

According to the revised pay slip from 15-2-'46 since received from the A. G. the substantive pay of Mr. R. Sittique, Esq., as Asst. Superintendent is Rs 320, officiating pay of Rs 80 as junior Deputy Superintendent and special pay of Rs 100. To this extent my t.m. reply dated 8-2-46 may please be corrected.

ORP
2/4/46

15

47/45 (10) 16

E. & P.H. (F1)

C. No. 54338 F1/45.

## Govt. Press — Asst. Supdts. — Fixation of pay in the new revised scale — Orders passed.

(B)

Read: G. O. No. 1915 Edn., S., 16-11-'45.

PP. 1-21 C. 7.

From the S. G. P., No. 14/Mis., dated, 26-11-'45.

Order Ms 938 Edn., S., 4/5/46.

P. 16 N. 7.

The Govt. direct that the pay of Messrs. R. Siddique and G. F. Amalanathan, Asst. Supdts., Govt. Press, Madras, be fixed at Rs. 290/- each in the scale of pay of Rs. 250-$\frac{40}{2}$-450 with effect from the date on which Sri M. R. Srinivasan was appointed to

2 17

to the post of Asst. Supdt., Govt. Press, viz., 20-12-'45.

2. The S.G.P. is informed that with reference to audit instruction No. 3 under F.R. 22, Mr. R. Siddique will draw Rs. 330/- with effect from 15-2-'46 in the higher scale of Rs. 250 - 40/2 - 450.

(J)

'A' on p. 17 N.F.

3/5/46.

3 5.

3 5 46

To

The S.G.P.
" A.G. (thro' Fin.)

Res per 6-5-46

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(11)

Edn. & P.H.(F) Department.

cf

C.No.54338. From the S.G.P., No.14/Mis/45 dated 26-11-1945.

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Sub: APPLICABILITY OF REVISED SCALE TO THE PRESENT INCUMBENTS OF ASSISTANT SUPERINTENDENTS - Deputation of Sri M.R. Srinivasan to England and America.

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p 1 cf

The S.G.P. submits the following proposals to Government:-

(B)

1) That the scale of Rs.250-40/2-450 fixed in G.O.No.1915 Edn., dated 16-11-1945 for new entrants ~~x~~of the Press as Asst. Superintendents may be applied to the present incumbents Mr. R.Siddique and Mr. G.Amalanathan as they satisfy the condition regarding qualification prescribed in G.O.No.1192 Edn., dated 6-8-1945.

(I)

K

2) That two qualified students studying in the School of Technology, Madras may be selected as stipendiary scholars and they may be given intensive practical training for 5 years in all Departments of the Government Press including Commercial and Cost accounting system and then deputed for a special study for 2 years to any foreign country for further study in any special subjects or subjects as may be found to keep the Press up-to-date.

p 2 cf

3) Sri M.R.Srinivasan, who is proposed to be appointed in the next vacancy of Asst.Supts. in the Government Press may be sent for special study ~~for~~ to England and America for a period of 2 years, so that he may gain a knowledge of every day practice and improvement~~s~~ in the various branches in ~~the~~ present-day ~~of~~ printing.

p 2 n.f.
y (I)

X

Proposal No.(1): It has been decided in circulation that the revised scale, namely, Rs.250-40/2-450 for the Asst. Supts., Govt. Press should apply to future entrants with special qualifications and not to the existing men. Please see in this connection Finance Deputy Secretary's note on the margin on page 6 n.f. in G.O.No.1193 Education dated 6-8-45. Submitted that there seems to be no special reasons to stretch ~~the~~ point in favour of the existing incumbents with the Govt. Press in view of the Government's decision~~s~~ in the matter.

(I)

Yes - This was the decision taken in circulation in an EPA case.
6/12/45

Proposal No.(2): It may be noted that, at a Conference of the representatives of the Government Printing establishments in India held at Delhi in December 1923, the question of affording facilities for the training of Indians for employment in

H-130-131, (S)
G.O. 278 F.
25-1-27

in superior posts in the Presses was considered and the conference recommended that steps should be taken for the ~~printing~~ training of apprentices in all Government Presses. In pursuance of this recommendation, the Government sanctioned a scheme for the training, in the Government Press, of 4 apprentices and for giving them a thorough training in all the branches of the printing art, ~~and to afford~~ thus affording facilities to candidates for qualifying themselves for superior posts in the Press. Under this scheme, the candidate was required to enter into an agreement binding ~~them~~ himself to undergo training for 5 years on a monthly subsistence allowance of Rs.30/- in the first year, 35 in the second year, 45 in the third year, 55 in the fourth year and 65 in the 5th year, ~~and~~ during ~~that~~ which period, they would be required to attend the printing trades classes at the Madras Trades School (Govt. School of Technology) and would be trained in the different branches of the Government Press. At the end of 5 years' training, the candidate would be eligible for selection for a ~~printing~~ training scholarship in the United Kingdom for a period of 2 years. In accordance with the scheme outlined above, Messrs. Menon, Siddique Amalanathan and Halge were deputed to undergo training in England and they received the necessary training. One of them, Mr.Halge, is now the Deputy Superintendent, Government Press, Allahabad and the rest are serving in the Government Press.

p 131 — (S)

V.vi p 2.2

G.o.777 Fin / 5.7.1.27

(P)

(D)

G.o.187-88 F. / 30.3.33

Mr.Anderson evidently wants Government to revive the scheme to enable him to select two candidates and give them necessary training with a view to equip them to take up higher posts in the Government Press. For orders whether, in the circumstances stated by Mr.Anderson in paras 4,5,7 and 8, the Government will approve of the proposal of the S.G.P.

X

Proposal No. (3): There is already a file regarding the deputation of Mr.K.P.R.Menon to England and America for studying modern methods of printing. Mr.Lepper has been consulted for drawing up a programme of studies for Mr.Menon in England and America. Sri Srinivasan has not yet been appointed as Assistant Superintendent. He may perhaps serve as an Asst. Superintendent for some time after he is appointed and then the question of deputing him to England may be considered. For orders. The file may be sent

(Lit)

Y

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sent to Finance.

JD 4/12/45

X & Y on p.2 ante. The SGP's scheme is a laudable one, but I think it is slightly premature for the foll: reasons: If men are to be trained specially at the cost of Govt. there should be a reasonable chance of Govt employing them in the Press. As matters now stand, there are two permanent vacancies & one temporary vacancy in the Govt Press in Asst Supdts' posts. The temporary one will become permanent ultimately, if Mr Lepper is appointed to a post under the SGP, for which he has been permitted to apply. If temporary vacancies are also to be reserved for ex-service men (Public have a file on this), then these three vacancies will go to such men, if they are available. If not, one will go to Srinivasan and the other two can be filled up by specially trained men.

The chances are that no ex-service man will be available, especially on the scale of pay offered, so that we may ultimately have to take up the SGP's proposals (2) & (3) above. Till some more definite information is obtained on the availability of ex-service men, it may be a waste (as far as Govt is concerned) to spend any money on special training.

However, there is no objection to a couple of candidates being sent abroad to study 'Printing' under the general scheme of the Govt. of India, if this is one of the subjects covered by the scheme. Edn. section may see first on this.

6/12/45

(Bor)

Lithography and printing technology is one of the subjects for which the Dev. Deptt. has proposed that a candidate may be selected for next year under the Govt of India scheme. It is not known whether the course of study the candidate is expected to undergo is the same as that required of a candidate for appointment in the Govt. Press.

The courses of instruction which the scheme of the Education Deptt. of the Govt. of India is designed to provide are essentially educational including where necessary and possible relevant practical training. The scheme does not provide for persons who require a course of practical training only for the purpose of enlarging their industrial or professional experience. Such persons are provided for under the scheme of technical training dealt with by the Labour Deptt. of the Govt. of India. Y

The Govt's ~~scheme~~ requirements for 1946-47 under the Edn. Deptt. scheme have already been intimated to the Govt. of India. If it is desired that two candidates should be selected for study in the London School of Printing, it seems that there is no objection to including the item in the Govt's requirements and the Govt. of India informed of the addition. X

BM
7/12/45 DS / S

In view of what is stated above, I think the best thing to do will be to select, if possible, 2 candidates for "Lithography & Printing Technology" under the Govt. scheme. If what they study abroad under this scheme is not considered sufficient to make them suitable for posts in the Govt. Press, this Govt. can then give them the addl: training required while they are still abroad and take them into the Press. By that time, Govt. will know definitely whether ex-service men will be available or not. This will ensure some saving to Govt., as I understand that G. of I. & this Govt. will share the expenditure for the initial course. In view of this course, it is likely that the period of addl. training referred to at A above will may be reduced. Details can be worked out later. A

X above may :. be accepted.

Mr. Srinivasan's case may come under Y above. P.W.D. may be consulted about his case. Finance may see B

only at a later stage.

[illegible]
10/12/45

S

'A' ~~[illegible]~~ at p: 4 ante – I do not think it is feasible to pursue this idea without definite views about the type of training required of the person. There is also the point that the superimposition of this further training ~~[illegible]~~ on the regular 'Sponsored' scheme will introduce complications with the Govt. of India.

As things stand at present we cannot vouch clearly for the likelihood of absorption of the two candidates in the Press, so this deptt. cannot sponsor them; if they are required purely in connection with industrial development, then it is a matter for Devt. Deptt. I do not think the proposal X at p: 4 ante can be approved.

11/12/45

E&PH no. 54338 F.1
14.12.45
(with ea. l. f.)

14 DEC 1945
10557
A B

Recd. from
on 18

6688
18 DEC
B

PWD

The file is sent to this Dept with ref. to B on p 4 ante.

It is noted that it is not clear why this Dept has been consulted in regard to Mr. Srinivasan's case mentioned at 'B' on p 4 ante. In regard to the training under ~~According to the orders in~~ the Govt of India Labour Dept Scheme, it was decided in circulation that ~~circulation each Dept of the Govt~~ each Department should deal with cases arising in their Depts. The Govt of India Labour Dept letter containing the scheme for the training abroad of higher technical personnel was received in this Dept & the connected file was sent to concerned Depts (viz E&PH. Devt & Finance) Each Dept is accordingly now dealing with cases arising in their Depts. ~~Under these~~ No remarks seem to be called for in regard to B on ~~remarks the file may be returned to E&PH~~ p 4 ante

vide (M) in linked file II (PWD file 5970B/44) (5934B/44)

vide pp 9-14 of in LF II

vide pp 11b-17 of (LF II) it appears that they have no scheme

24 DEC 1945

21.12.45

21.12.45

21/12/45 S/E & P.H.

21/12/45 E&PH

PWD no. 6480B/45-1
22-12-45 (with l. f.)

E.P.H.
2

The file referred to by P.W.D. has not been received in this section. P.W.D. may be requested to put up the file.

~~Please~~ see linked file

Thro Edn C

As II
DS

JP
3/1/46

The file referred to by PWD was recd. in this Dept. on 3-1-45 and passed on to DCW with u.o. No. 177 C/45-2 Edn dt 10-1-45.

B.
3-1-46

3/1/46 Pl see the notes in the l.f. below. In view of what is stated there and at f 3 to 5 ante, this proposal may be deferred till Mr Capper returns from England. For orders.

W

4/1/46

YS

W
4/1/46

A2

7/1/46

DEPUTY, EDN. AND P.H. DEPT.
1 - JAN 1946
GOVERNMENT OF MADRAS

EDUCATION & PUBLIC HEALTH DEPT.
7 - JAN 1946

Submitted: ~~Points (2) & (3) cover~~ cover points (2) & 3) The orders above. For orders whether any refs should be given now to the S.G.P.

YS

p.1 ante

2 Perhaps the S.G.P. may be informed with regard to point (1) that the Govt decline to extend the benefits of revised scale to Messrs Siddique & Amalanathan.

p.1 ante

~~Yes~~ A ~~[illegible]~~

JP
8/1/46

M

A ~~Detailed~~ orders will have to be taken at this point, as I think that the newly appointed A.S. Srinivasan will be eligible for the new higher scale. Pl have this verified. In the case of Public Health Malaria staff, Govt have agreed to let the old entrants also come on to the new scales. Pl get that file from C1 & put up.

12

10/1/46

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IV

with reference to the remarks of DS at M on p 6 ante a draft Memo to the S.G.P is submitted for approval.

(C) G.O. No 2959 PH d 16.11.45 is also put up with reference to the orders at Z on p 6 ante.

C6
10.1.46

JP
10/1/46

12/1/46

[Issued as Memo No 54338 F-2 Edn d 12.1.46]

p 3 CF
p 5 CF

The S.G.P reports that Sri M.R. Srinivasan who was recently appointed as an Asst Supdt in the Govt Press by G.O. No 2160 Edn d 20.12.45 is eligible for the new higher scale of pay sanctioned in G.O. No 1915 Edn d 16.11.45 as he possesses the necessary qualifications.

pp1-2 of (J)
Rs 250-40/2-450
pp3-4 of (B)

C6
21.1.46

Submitted for orders with reference to DS's note at M on p 6 ante.

JP
22/1/46

B

S.6 of

The pt. for decision is whether Messrs Siddique & Amalanathan, the present Asst Supdts may be permitted to draw pay in the higher scale of Rs 250-40/2-450, as the newly appointed man, Mr Srinivasan will draw pay in this scale & the other two possess better qualns, having been trained in England at Govt expense. ~~and~~ Higher scale of pay was allowed to existing men in the PH Dept (Malaria) vide (C)/12, 13 of.

23/1/46

E.H. Memo 54338 F-2
23.1.46

Finance

Fin. (E.P)

24 JAN 1946
FINANCE DEPARTMENT
3988

B

The Superintendent, Govt. Press requests that Messrs. Siddique and Amalanathan, the ~~present~~ Asst. Supdts. in the ~~Press~~ who are drawing pay in the 1933 scale of Rs. 200-30/2-440 may be allowed to draw pay in the higher scale of

Rs. 250-40/2-450 Sanctioned in G.O. No. 1915 Edn. d/ 16.11.45 for future recruits for the reasons M
(1) that the present incumbents with the experience gained in the past 17 years cannot be legitimately placed at a disadvantage with the new comers and
(2) that they satisfy the conditions regarding qualifications prescribed for drawing the higher scale of pay.

M on p. 14

The E.P.H. dept. propose that the two Asst. Superintendents referred to may be permitted to draw pay in the higher scale as the newly appointed man Mr. Srinivasan will draw pay in that scale and on the analogy that the existing incumbents of certain posts in the Malarial branch of the P.H. dept. have been allowed to draw pay in the higher scale.

B on p. 7 above

(C) G.O. 2959 P.H. 16-11-45

2. It is submitted that in Feb. last the Salaries committee, while recommending an increase in the scales of pay of certain technical posts requiring high academic and technical or professional qualifications, suggested that the Asst. Supdts. might be given a scale of Rs. 250-40/2-450 against the 1933 scale of Rs. 200-30/2-440. As the higher scale was suggested with a view to secure qualified candidates, the S.G.P. was requested to state what higher qualifications could be prescribed for the posts of Asst. Superintendents so that the Govt. might offer the higher scale of pay. The S.G.P. stated that, as the nature of the duties attached to the posts demanded fully qualified practical printers and not merely academic printers, the applicants should have at least 5 years continuous employment in the various branches of a letter press printing office and a pass in the technical examination in Printing held by the City and Guilds Institute, London or by the Govt. of Madras or any other recognised School for printers. The Govt.

(I) p. 14 of G.O. 1192 Edn. 6-8-45

p. 3 of (I)

pp. 5-6 of I

p. 6 of I

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(15)

(I) (B) accordingly issued orders in G.O.No.1192 Edn. d.6-8-45 prescribing the higher qualifications suggested by the S.G.P. They also issued further orders in G.O.No.1915 Edn.d.16-11-45 that persons who possess the additional qualifications prescribed in the G.O. mentioned above, when recruited direct, would draw pay in the scale of Rs 250-50/2-450. Thus it was the intention of the Govt. that only the persons who are recruited direct with the higher qualifications prescribed above viz. 5 years experience in a large letter press printing office and and a pass in the technical examination in printing should be granted the higher scale of pay (*vide* E.P.H. Dept's note at A on pp.3 and 6-7 and B on p.8 of G.O.1192 Edn. d.6-8-45 and p.1 of G.O.1915 Edn.dated 16-11-45) (I) (B) and not the persons who are recruited without those qualifications and are subsequently given training at Govt. cost.

M on p. 14

In the present case the S.G.P. has stated that Messrs. Siddique and Amalanathan satisfy the conditions regarding qualifications as they had practical training in the course of their apprenticeship in the Madras Govt.Press. They did not possess the 5 years practical experience required in a large letter press printing office before they were recruited as Assistant Superintendents in the Government Press. They can be granted the higher scale of pay, only if they possessed the qualifications now prescribed at the time of their initial recruitment. Secondly the E.P.H.Dept. state that Sri M.R. Srinivasan, the newly appointed Assistant Superintendent will be eligible to draw pay in the higher scale. It is not clear whether he too possessed the higher qualifications now prescribed at the time of his recruitment and whether he is actually drawing pay in the higher scale or not.

p. 5 of M on p. 7 above

DHR
6.2.46

Apart from the above, the real point is that the new scale has almost the same maximum (450) as the old scale (440). The starting pay is somewhat higher in the new scale (250) than in the old scale (200). The Salaries Committee evidently fixed a higher minimum in the new scale with a view to attract recruits. Messrs Amalanathan and Siddique can have a grievance only if their junior appointed on the new scale gets more pay than they do. This is the principle followed in the case of Entomologists, II class Health officers etc. where a higher starting pay had to be offered to new recruits and existing men who were drawing less than the new starting pay, had ~~naturally~~ to be levelled up. It is presumed that Messrs. Siddique and Amalanathan who have been working as Assistant Superintendent for a number of years, have drawn a number of increments in the scale of Rs 200-30/2-440 and that there is no question of Mr. Srinivasan getting more pay than they or in fact of ever overtaking them. E.P.H may verify the position. If it is as surmised above, there would seem to be no case at all for allowing the new scale of pay to them. (It must also be remarked that Govt. have spent considerable amounts on their training) and the scales of pay were not fixed at any specially low level for this reason.)

B

WS
6.2.46

E&PH

Fin W.O. 3988 ET/46-1
6/2/46.

7 - FEB 1946
7549

E.P.H
7

Please see the DS's note on p 7 ante & the Finance DS's note on pp 9-10 et seq. ~~As~~ With reference to B above, the present pay of Messrs Siddique & Amalanathan ~~and~~ as Asst Supts are as set out on p 8 cf. Either of them has been acting as Senior or Junior Dy Supts ~~now & then~~ from time to time. ~~If~~ When Messrs Leppe & Menon return from leave, they will be reverted as Asst Supts. Their pay will then be one stage higher than ~~as~~ the raw recruit Sri Srinivasa. They may really feel aggrieved, even if they get ~~higher~~ a little more than Sri Srinivasa, ~~a little more~~,

Register query

(16)

that they are on a lower scale than Sri Srinivasa in spite of their better qualifications & long service. It is also submitted that Sri Srinivasa may also probably nearly overtake Messrs Siddique & Amalanathan - vide statement at 'V' below. For orders whether this dept. may press for applying the revised scale to Messrs Siddique & Amalanathan to prevent hardship. Finance may see again

(1. Find out from S.G.P. exactly how Mr Srinivasan ~~got day~~ becomes eligible ~~to~~ draw the higher scale. (I have my doubts about this now.

(2). Were they first recruited as Asst Supts and then sent for training abroad or were they only apprentices or stipendiaries till they commenced actual service with them as Asst Supts (3) Is 'X' on 1 ante quite correct?

J.D.
12-2-46

16/2 feb.

With reference to (1) above a draft memo is submitted for approval. The file will be re-submitted as regards the other points on receipt of the S.G.P's reply.

18.2.46

19/2/46

J.D.
18-2-46

[Issued as Memo no 54338 F-4 d 20.2.46]

C. no. 11709 F/46 from the S.G.P No 14/Min d 25.2.46

The file starts with the proposal of the S.G.P summarised as at K on p 1 ante. Points (2) & (3) have been deferred consideration till the

X on p 6 ante

12

return of Mr Leppa, permanent Supt Govt Press from leave.

As for point (1) please see notes from page 7 ante. & the queries of Mr Correy on p 11 ante. The queries are answered below:

Query (1) Please see pp 12-13 cf. Attention is also invited to portion A on p. 8 of G.O. 372 Edn d/ 9.3.44. (K)

Query (2) Messrs Siddiqui & Amalanathan were not first recruited as Asst Supts. They were entertained as apprentices and underwent training for 7 years – 5 years in the Govt Press Mds, & 2 years in the United Kingdom before they were appointed as Asst. Supts Govt. Press. They satisfy the conditions for higher pay as laid down in G.O. 1192 Edn d/ 6.8.45 (E)

(I) Query (3) The statement at X on p 9 ante is not correct.

In these circumstances, Finance may be requested to ~~reconsider their~~ ~~[illegible]~~ to agree to the proposal at B on p 7 ante.

J.D.
4.3.46

Finance may reconsider the question in view of the further note above and agree to the proposal at B on P 7 ante.

As far as qualifications are concerned, they are exactly similar, the only difference being that Messrs Siddiqui

---

13

(17)

and Amalanathan, who entered service in 1935 and 1936 respectively have to suffer, for no fault of theirs, the mortification of seeing a candidate recruited after the new scale of pay laid down ~~[illegible]~~ in G.O. No 1915 Education dated 16.11.45 come into force, start on a higher initial salary, ~~[illegible]~~ no prospect of catching him up [illegible] joining ~~[illegible]~~.

p 39 of (B)

E&PH No S4338 F.5
8.3.46
(with a.l.f)

ADDITIONAL DEPUTY SECRETARY
9 - MAR 1946
FINANCE DEPARTMENT

**Finance (E.I) Depty**

(Previous Finance notes are on pages 7-10 above).

(B) The case deals with the question whether the scale of Rs. ~~200~~ 250-40/2-450 fixed in G.O.No.1915 Edn. dated 16-11-45 for new entrants ~~of~~ to the Govt Press as Asst. Superintendents may be applied to the present incumbents ~~Mr~~ Mr. R. Siddiqui and Mr. Amalanathan.

(E.I)

This Department's contention was that Messrs. Siddiqu and Amalanathan did not possess the 5 years' practical experience required in a large Letter Press printing office before they were recruited as Assistant Superintendents in the Government Press and that they can have a grivance only if their junior appointed on a new scale gets more pay than they do. X on p 9 ante

E & P.H. in their note above point out that Messrs. Amalanathan and Siddique possessed the required qualifications at the time of their appointment as Assistant Superintendents and that they satisfy the conditions for higher pay as laid down in G.O.No.1192 Edn. dated 6-8-45. (I) In the circumstances, Finance may agree to fix the pay of these two Assistant Superintendents in the higher scale of (B) pay sanctioned in G.O.No.1915 Edn. dated 16-11-45 provided

M on p 12 above

F1

their junior Mr. Srinivasan is actually drawing pay in the new scale. The extra cost involved in the proposal will be about Rs. 1,440 per annum.

BOK 200-30/2-400
Aw 329
DP 250-40/2-450
E.P.H. Aw 320
328
42
D.A. 18
60x2
120x12
1440

3/12.3.46.

The proposal of E.P.H. may be accepted.
13.3.46 E.P.H.

E&PH Dept. F1

Fin. No. 13633 E.I-1
13.3.46.

14805

Submitted for orders ~~as to~~ whether the new scale of pay sanctioned in G.O. 1915 Edn. of 16.11.45 may be made applicable to Messrs Siddique & Amalanathan from the date on which this scale was sanctioned or from the date of the order which ~~will~~ will be issued soon. Finance may see again.

A
21.3.46

21.3.46

Finance may please elucidate.

21.3.46

JP
21/3

E.P.H. No. 5433 F1-6
22.3.46

Finance (E.P.)

Previous Finance notes on pages 13.14 above and the notes following may be perused.

2. W.r.t. A above, submitted that this dept may suggest, on the analogy of orders issued in G.O. No. 2959 P.H. dated 16.11.45 at (E), that the new scale may be made applicable to the existing incumbents with effect from the date on which a new recruit is appointed, that is, from the date of appointment of Mr. Srinivasan.

162.11 E.I

12-13 (E)

26/3 (I)

21-12-46

3. As the change over to ~~the~~

F1

(18)

~~to~~ the new scale cannot be considered to involve the assumption of duties of greater responsibilities, the pay of the existing incumbents in the new scale will have to be fixed w.r.t. F.R. 22(a)(ii). That is their pay will have to be fixed at a stage in the new scale equal to their present pay if that represents a stage and if not at the stage next below their present pay, the difference being made good by the grant of personal pay to be absorbed in future increments. This may be made clear in the orders to be issued.

This may now ... E.P.H. as ... pay of Rs ... now ... existing incumbents from 17-12-... a stage in ... new scale ... (V)

26/3

A.K.V.
25.3.46.

In view of the Finance D/s' remarks on p.6 of (I) and what is stated at X on p. ante, I think orders may be taken in circ. excluding A.

26/3/46

R.S.
25.3.46

E.P.H.

Fin. No. 16211 E.I-1
D 26.3.47.

17023

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

The point for orders in this file is summarised below:- In G.O. No. 1915 Education dated 16-11-1945, a higher scale of pay of Rs. 250-40/2-450 was sanctioned to the post of Assistant Superintendent in the Government Press. It was held to apply only to future entrants who possess the additional qualification prescribed in G.O. No. 1192 Education dated 6-8-45.

p 3 of (B)

on p 6 of (I)
p 18. 14 cf (I)
p 1 cf

2. The Superintendent Government Press requested that the Revised scale of pay should be made applicable to Messrs. R. Siddique and G.F. Amalanathan, Assistant Superintendents in the Government Press. The question was examined whether they possess the addi-

P.T.O.

14 MAR 1946
ASST. SECRETARY TO GOVERNMENT, FINANCE DEPARTMENT 23 MAR 1946
27 MAR 1946

additional qualification prescribed in G.O.No.1192 Education dated 6-8-45. It is found that besides their training in the Government Press for a period of 5 years they had a further training in printing and allied subjects for a period of two years in England and therefore it is held that they possess the additional qualifications prescribed in G.O.No.1192 Education dated 6-8-45. The Finance Department have agreed to the application of the new revised scale to these two Assistant Superintendents. This Department propose to extend the benefit of the revised scale to these persons, as a special case

p13-14 c.f. A (1)

A

2. The question has arisen whether the revised scale should be given effect to ~~the~~ from the date on which the revised scale is sanctioned or from the date of the order which will be issued now.

16.10.45

The file is circulated to A4 and A1 for orders.

CS
2.4.46

JD
2.4.46

Finance have suggested that the scale may be made applicable to Messrs Siddique and Arabrathan from the date on which Srinivasan was appointed, and that, since they are drawing Rs 290/- each, their ~~[illegible]~~ pay may be fixed at Rs 290/- which is one of the stages in the scale of 250-40/2-450.

B
P8 c.f.

C
P1 c.f.
Para 1

As the decision to confine the revised scale to new entrants was taken in circulation, as can be gathered from x at P1 ante, D.S. Finance suggests that orders may be taken in circulation, including A1, for the proposal to give Siddique & Arabrathan the benefit of the new scale.

circulated for orders on (A), (B) & (C).

2.4.46.

OD
2pe.

A. The new revised scale may be applied to these two Asst Supdts. Finance have agreed to this. — A4

B. The new scale may be made applicable from the date on which Srinivasan was appointed — A1.

C. The pay may be fixed at Rs 290.

CO 4/4/46

5-4-46

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F, (19) 17

4

The S.G.P has since reported in his T.M. d 2.4.46 that the substantive pay of Mr R. Siddique (from 15.2.46) Asst Supdt in the Govt Press is Rs 320. With reference to the orders in circulation at C on p16 ante it is submitted that the pay of R. Siddique will have to be fixed at Rs 330 ~~[illegible]~~ i.e. at the next higher stage in the scale of Rs 250-40/2-450. For orders whether the pay of Mr R. Siddique may be fixed at Rs 330 and that of Sri G.F. Aravamuthan at Rs 290 from the date on which Sri M.R. Srinivasan was appointed as Asst Supdt in the Govt Press. Finance may see before circulation again

CS
5.4.46

6.4.46

JD
5.4.46

E&PH No 54338 F1-7
6-4-46

ASST. SECRETARY TO GOVERNMENT
8 APR 1946
FINANCE DEPARTMENT

**Finance (E.I) Department.**

Previous Finance Note on pp.14-15 above, the further note of E & P.H. and the orders in circulation on p.16 above may be perused.

Please see E & P.H. notes above. According to the orders in circulation, the new scale should be made applicable to Mr. R. Siddique from the date on which Mr. Srinivasan was appointed as Assistant Superintendent Government Press and his pay should be fixed at Rs.290 in the higher scale of Rs.250-40/2-450 from the same date. E & P.H. now propose that the pay of Mr. Siddique should be fixed at Rs.330 at the next higher stage with effect from the date of appointment of Mr. Srinivasan. As the change over to the new scale cannot be considered to involve the asumption of duties or responsibilities of greater importance, his pay cannot be fixed at the next higher stage. E & P.H. may be requested to issue orders as already decided in circulation. (In any case, with reference to audit instruction No 3 under F.R. 22, Mr. R. Siddique will draw Rs.330 with effect from 15-2-46 in the higher scale of 250-40/2-450.

A

pl. see above

22/4/46

Thro' Fin (C.S.R):

22/4/46

N.S.
22.4.46.

Fin No 1936561
24.4.46

22323

22/4/46

EPH.

E. & P.H.
F1

A draft order is submitted for approval.

Hn
29/4/46.

JD
3/5/46

Please add as a Para 2, the pattern marked A in the Finance notes on P ~~16~~ 17 ante

30.4.46

[illegible]

30.4.46

A revised draft order is subd.

Hn
1/5/46.

JD
1.5.46

1.5.46

Please bring

Spoken. A revised draft is submitted

JD
3.5.46

3.5.46

Draft [illegible]