Secy II-27—15,004—22-3-46.

EDUCATION (1947) Department.

Ms. SERIES

G.O. NO. 1037.

Dated 17. 5. 1947.

[Despatch Abstract.]

REVISION OF PAY OF TEACHERS IN SCHOOLS. NOTES RECORDED

Copy of Public (Reconstruction) Deptt
U.O.Note No.700/45-1, d.22-8-1945.

Post-War Reconstruction --Five Year Plan - Implementing of.

Now that hostilities have ceased earlier than was anticipated, the departments of the Secretariat are requested to take steps immediately to implement the post-war reconstruction schemes with which they are concerned. The schemes put down for the first year of the quinquenium should be taken up at once and started this year itself, if possible.

Those which cannot be taken up this year should be kept ready for consideration for the budget of 1946-7. P.W.D. building and other works that have been deferred till the end of the war should be got ready for execution when the time is ripe. As employment will have to be provided for a large number of ex-services personnel, labourers, etc. the question of undertaking new capital works and buildings such as hospitals, colleges, etc., should also be examined.

J.B.Brown,
Chief Secy. to Govt.

To
All Depttss. of the Secretariat except Legal

GOVERNMENT OF MADRAS.
Education and Public Health Department.
Memorandum No.37043-A-3, dated 24th August 1945.

Post-War Educational Development - First five-year plan.

--

In continuation of Government Memorandum No.37043-A-2, dated the 24th August 1945, the Director of Public Instruction is informed that the implementing of the schemes in the first five-year plan need not necessarily be deferred till 1946-47. The Government's intention is that, wherever possible, the schemes should be taken up at once and started this year itself. Schemes which cannot be put into operation this year should of course be ready for the budget of 1946-47. Building and other schemes for institutions, ~~under~~ both public and private management, which have been deferred until the end of the war should also be got ready for execution when the time is ripe.

(O/C.)

Secretary to Government.

To the Director of Public Instruction.

---

(3)

Copy to A Section

Copy of D.O.No.4/RC (41) from the Government of India, Department of ~~Xx~~ Planning and Development.

443.6

Sub: Date of commencement of the first quinquennium of development planning.

I am desired to say that for purposes of planning, it should, for the present, continue to be assumed that the fi quinquennium will commence on the 1st April 1947.

We have, however, I think, already made it clear that though there are a number of factors which make it difficul to predict at the present time when exactly it will be poss ble to launch the Post-War Development Plans of the Provinc (specially of Provinces dependent financially almost entire on the Centre) and the Centre, it is the intention of the Government of India that action in connection with

(a) re-settlement of ex-service men, or

(b) anti-slump measures, or

(c) urgent preparatory measures,

should be taken immediately they are required. Categories ((b) and (c) above are not necessarily mutually exclusive. It should be possible to fit in schemes in category (c) either

P.T.O.

C.F. 98.

Ed. & Public Health DEPARTMENT.

REMINDER. Education Branch.

To The Director of Public Instruction.

DIRECTOR OF PUBLIC INSTRUCTION 20 SEP 1945 MADRAS

~~have the honour to invite~~

I am directed to invite ~~invite~~ attention to Govt. Memo

No. 370 W1A-3 dated 27.9.45 and

~~to request that the reply to it may be expedited~~

request that this reminder may be returned at once with information as to—

(1) the stage at which the matter now is, and

(2) the date by which a reply may be expected, ~~and~~

~~(3) the circumstances which have caused the delay.~~

Office Secretariat

Station Fort St. George

Dated 26.9.45

Signature.

Asst. Secretary to Govt.

Designation.

26.9.45

SUBJECT.

Post war educational development, first five year plan - Implementing of Proposals

(P.T.O

- 3 -

~~(c)~~ either in connection with (a) or (b) above according to circumstances.

- true copy -

Education & Public Health Deptt. (G)

Copies of the Government of India's letter have been taken in this Department for necessary action.

T.G.M. 4-10-45.

46900

ROC. No. 12-So/45 dated 17.10.45.

REPLY.

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

2 - OCT 1945

SUBMITTED.

The Special Officer appointed to work out the Postwar Educational Plans has joined duty only on the third instant. He is now engaged in gathering preliminary data to work out the schemes. It will take sometime before the schemes could be submitted to Government.

3. The date 27th Septr. 1945 noted in the Government reminder signed on 26th Septr. 1945 is presumably an error for 24th Aug. 1945.

Reminders on this reference are not necessary as proposals will be submitted as and when they are ready.

for Director of Public Instruction.

KAN. 19/10

Submitted for perusal.

2. The D.P.I. may perhaps be asked to report ~~at once~~ when he will be able to submit the proposals called for.

Do by the end of the [illegible]

Memo

370 U3 A-4
2.11.45

Post war educational development - first five year plan

The attention of the DPI is invited to Govt. Memo 370 U3 A-2 of 24.8.45 & Memo No. 370 U3 A-3 of 27.8.45 and he is requested to report when the proposals called for ~~[illegible]~~ may be expected.

1/11/45

Dept. 5-11-45

31.10.45

31.X.45

The DPI

BASHEER AHMED SAYEED, M.A., B.L.
ADVOCATE,
Ex-MEMBER, MADRAS LEGISLATIVE ASSEMBLY.
PHONE No. 88166.

"SADHR GARDENS",
ALWARPET.

Madras, 5th Nov. 1945.

5 - NOV 1945

Dear Mr. Subramaniam,

In G.O. Ms. 1418 Edn. dated 19-9-45 the Government was pleased to state that the revision of the scales of salaries to teachers in the Educational Service of the Madras Government had been put down in the 5 years post-war plan and that the Government propose to implement

50090

M.V. Subramaniam, Esq., I.C.S.,
Secretary to Government,
Education and Public Health Department,
Fort St. George.

known to the intending candidates without any delay. I trust, the Government agrees with this point of view and will appreciate the necessity for expedition in the matter.

May I therefore request you kindly to let me know at what stage the matter of the revision of the salaries now stands and when orders will be issued by the Government announcing the ~~xxxxxxx~~ revised scales. I shall be obliged for an early reply.

Thanking you,

Yours sincerely,

Basheer Ahmed Sayeed

To

---

35 / 16/11

(58)

15

Ed. of H. Dept.

37043A-5
16.11.45

Letter
Refer

To

Basheer Ahmed Sayeed
Sahib Bahadur M.A.B.L.
Sadhar Gardens
Alwarpet.
(Local)

Dep'd
KOT
16-11-45

Sir,

Revision of salaries of teachers ~~Again~~ under the Post war plan

In reply to your letter of 5-11-45 I am directed to say that the DPI has been asked to submit proposal for implementing all the schemes included in the first five year plan of Post war ed. development, ~~and to add~~ and that it cannot be said now when the final decision on the question of revision of salaries of teachers is likely to be taken.

p 13 cf

12-11-45 K/12.11.45 BM 13/11/45 WJ 14/11/45

17

A

Education Department.

9

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

From

Dr. S.R.U. Savoor, M.A., D.Sc., I. E. S.,
Director of Public Instruction,
Madras.

51351

To

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

R.O.C.No. 12 S.O/45 dated 9th Nov.1945.

Sir,

SUB: Post War Educational Development - First five year plan.

REF: Government Memo.No.37043-A-4 dated 2-11-1945.

p 11 ante

p 5 ante

****

I have the honour to state that Government Memo. No.37043-A-3 dated 27-8-1945 does not appear to have been received in my office. My Special Officer has already applied through telephone to your Assistant Secretary to supply a copy of the Memo. This has not yet been received.

2. The schemes are ~~nothing~~ receiving active consideration from the Special Officer. As and when they are ready they will be submitted to Government. The departmental officers have been circularised for certain particulars on bifurcated Secondary school course and on increasing the facilities for training teachers. The replies are expected to be received by about the middle of next month; and the report of the Special Officer will therefore be available only sometime after this date.

3.

Memo (6) 370U3A-6 20.11.45 19 25th ~~H.U. Deptt~~ 10

Letter from the D.P.I., Roc. No. 1-50/45 of 9.11.45

Post war ed. development - five year plan - schemes - implementing

A (second) copy of ~~the~~ first Memo. 370U3A-3 of 27.8.45 is forwarded to the D.P.I.

2. The enquiry made in para 4 of his letter read above will be answered separately.

17/11/45

Desp. 21-11-45

16.11.45

16.11.45

The D.P.I. (with copy of Memo)

Memo 370U3A-8 14.12.45 21 11 25th ~~H.U. Deptt~~

Letter from the D.P.I., Roc. No. 12-50/45 of 9.11.45

Revision of salaries teachers under the Post war plan

The D.P.I. is informed that he may adopt ~~a system of~~ biennial increment in formulating proposals for the revision of salaries of teachers under the Post war plan.

8/12/45

Desp. 17-12-45

6.12.45

6.12.45

The D.P.I.

(1)

Education and P.H.(A) Dept.

D.O.No. 37043A9 Edn., dated 29.12.45

Dear Dr. Savoor,

Post-War Plan - Improving the scales of pay of the Staff and establishments employed in schools and Colleges - Reference your letter No.12.S.O/45 dated 9th November 1945.

...

I am to request you to say when your proposals relating to the scheme noted above may be expected. I am to add that the Government desire that the proposals ~~should be sent to them as expeditiously as possible.~~ on this particular scheme should be dealt with with special expedition & sent up in advance without waiting for the remaining proposals on the other schemes on the Post-war plan to be also ready.

Yours sincerely,

Dr.S.R.U.Savoor, M.A.,D.Sc.(Lond.),I.E.S.,
Director of Public Instruction,
Madras.

Despt. 29.12.45

29/12/45 S 29.11.45

C.F. 32 (a).

EDUCATION Department

From (Name) Dr. S.R.U.Savoor, M.A., D.Sc., I.E.S.,
Designation Director of Public Instruction,
Station Madras.

Received 2 JAN 1946 Registered

To

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

Enclosures:

R.C. No. 18 S.O/45. dated 31st December, 1945.

Sir,

SUB: Post War Educational Reconstruction - Improvement of pay of teachers in Elementary schools under all managements - Proposals - Submitted.

******

I have the honour to state that the Government propose to spend about Rs.9 crores in bringing the pay of all teachers by whatever agency they are employed, upto the minimum scales recommended by the Central Advisory Board of Education. A small informal conference of representative interests was convened in my office on 26-11-45 with a view to having a fairly representative opinion on the revision of scales of pay in Elementary and Secondary schools. It will take sometime before proposals are submitted for the revision of pay of teachers in secondary schools, colleges and special schools. The question of revising the salaries of teachers in Elementary schools may however be taken up now. A copy of the resolutions of the Conference connected with Elementary Education is submitted herewith.

218 p9 of (Y)

for the first five years exclusive of the cost of dearness allowance

The Conference has not considered the revision of scale of pay for Lower Elementary trained and untrained teachers. As it is the intention to gradually eliminate these teachers from the teaching profession, there is no need to revise the scale of these teachers. I agree with the other recommendations made in the Conference in so far as the scales recommended by them are concerned. The scale of salary for Secondary Grade teachers in Lower Elementary schools recommended in the Conference however needs a slight revision as according to Govt. Memo.37043-A.8- E.P.H. dated 14-12-45 the increments should be biennial. It is therefore suggested that the scale may be revised from Rs.30--1-35-3/2-50 to Rs.30--2/2--38--3/2--50.

I request orders of the Government on the following points:-

i) whether the scales of salary suggested in the Conference subject to slight alteration as made above may be accepted;

ii) whether 10% of the grade salaries may be given to the heads of institutions;

iii) whether all teachers may be paid 10% of their grade pay as house rent in costly localities, the localities being defined by the Government; and

iv) whether proposals for the payment of separate grant for contingencies and rent of school buildings may be considered.

On getting the orders of the Government on the points raised above I shall work out the cost of the scheme and report the extra cost to Government.

S K N Savoor.

DIRECTOR OF PUBLIC INSTRUCTION.

V.2/1/-:

(8) 27 14

MINUTES OF THE INFORMAL CONFERENCE HELD AT THE OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION, MADRAS, ON MONDAY THE 26TH NOVEMBER 1945.

Elementary Schools.

1. For the successful working of compulsion, it was resolved to adopt a uniform salary and no distinction should be made between teachers under whatever agencies they may be working.

The following were the scales of pay recommended:-

(a) Higher grade trained teachers:- Rs. 25 - 2/2 - 45.

(b) Secondary grade trained teachers:- Central Advisory Committee's recommendations for secondary grade teachers in elementary schools - Rs.30 - 2/2 1 - 38 35 - 3/2 - 50. This is for teachers handling stanadards I to V.

For teachers in higher elementary schools, i.e., standards VI to VIII the scale of Rs.40-80 shall be accepted, provided the teachers have put in an experience of not less than five years. Teachers of higher qualifications are eligible for this scale.

(c) Higher grade untrained teachers:- Rs. 20/- fixed.

(d) Secondary grade untrained teachers:- Rs. 25 fixed

(e) Graduates:- Rs.40/- fixed.

(f) B.A., L.Ts:- Rs.50 - 4/2 - 90.

10 percent of the grade salary should be given for headmasters.

All teachers should get 10 percent of their grade pay as house rent in costly localities to be defined by Government.

2. It was resolved to resort to the recruitment of ~~higher grade and~~ untrained secondary grade teachers first, and then if not available to higher grade untrained, but government may be addressxed to raise the stipends for secondary grade teachers to Rs.20/- or 18/- so that a large number of students may come in for secondary grade training.

3. Monthly payment of salary was recommended.

4. The payment of teachers through the management was ~~adopted~~ recommended.

5. It was resolved that if government meets the full salaries of teachers in elementary schools coming under the Elementary

D.O. 2 - JAN 1946

Director of Public Instruction,
M a d r a s, 2nd January 1946.

My dear Subramanian,

REF:- Your D.O.No.37043-A.9, Education, dated 29-12-1945, re: Post-War plan - improving the scales of pay of the staff and establishments employed in schools and colleges.

...

I have submitted separately my proposals regarding the scales of pay which may be given to all types of teachers working in elementary schools. I will be able to work out the cost as soon as I hear that my proposals meet with the approval of the Government.

2. With reference to the pay of teachers in secondary schools, special schools and colleges, I have to inform you that most of the schools have very little endowments to fall back upon and have to depend entirely upon Government if the new scales of pay recommended by the Central Advisory Board of Education are to be given. As it is, many managements are levying higher fees and for a greater number of instalments than prescribed to meet the running of the institution. The extra cost to each school will depend upon the nature of the size of the school and the strength of the staff. Further, the

principles

5. I may perhaps be permitted to point out that it is only recently that two clerks have been sanctioned for the Special Officer and the extra staff so badly needed for my office.

6. Proposals regarding colleges will be submitted separately.

Yours sincerely,

S K Sarvar.

M.V. Subramanian, Esq., ICS.
Secretary to Government,
Edn. & Pub. Health Department,
Fort St.George.

principles of subsidies to District Boards also will have to be considered together. At an informal conference held in my office on 26-11-1945 certain scales were recommended following the Central Advisory Board's report. When, according to Government Memorandum No.37043.A-8, E. & P.H. Department, dated 14-12-1945, we put in biennial increments the scales will be as follows:

Secondary trained ..	Rs.40-5/2-80
B.A. L.T.	" 70-10/2-150
Assistant Headmaster Primary school ..	" 75-7½/2-90
Headmaster, Middle School	" 150-10/2-160-20/2-200
Headmaster, High School	" 175-15/2-220-20/2-300

3. I request the orders of Government on the following points:--

(a) whether the scales of salary mentioned above may be accepted.
(b) whether 10% of the grade salaries may be given to Heads of Institutions as recommended by the conference.
(c) whether all the teachers may be paid 10% of grade pay as house rent in costly localities these being defined by Government.

4. On getting the orders of Government on the points raised, I shall work out the cost of the Scheme and report the extra cost to Government.

(10) 33 17

Copy of letter No. F.26-1-46. E.II dated 30th January 1946 from the Government of India, Department of Education, New Delhi.

EDUCATIONAL DEVELOPMENT IN INDIA.

...

I am directed to refer to this Department's letter No.F.114/1-44-E, dated the 30th November, 1944, in which the Government of India called the attention of Provincial Governments to certain aspects of the Report prepared by the Central Advisory Board of Education which, in their opinion, required special consideration in the formulation of provincial schemes for post-war educational development. Since then it has been possible for the Board's plan to be more closely examined both in the light of comments received from various quarters and in relation to the general problem of the post-war expansion of the social and other services. As a result of this further examination and of the general agreement which Provincial Governments have expressed with the policy outlined in the Report, the Government of India have now generally accepted, subject to the limitation of finace, the principles and objects of the scheme prepared by the Central Advisory Board of Education. The acceptance of the principles and objects by the Government of India should not, however, be interpreted as conveying assent to those recommendations in the Report which involve change in the existing distribution of responsibilities between the Centre and the Provinces e.g. the suggested assumption by the former of responsibility for university and higher technical education.

2. In communicating this decision to Provincial Governments, the Government of India wish to call special attention to the particular issue referred to in paragraph 5 of their letter of November the 30th, 1944. In this connection they have reached the conclusion.

(a) that until the recommendation of the Central Advisory Board of Education that equal educational opportunities should be available for all has been fully implemented. steps should be taken to secure the provision of adequate facilities for Muslims and other minority communities and to accelerate the progress of the scheduled castes and backward communities;

(b) that the Education Department of the Government of India should examine all schemes submitted by Provincial Governments and Local Administrations with a view to seeing that both in the selection of areas for development and in the provision of facilities for education generally, the requirements set out above, have been properly met.

3. The Government of India do not think it necessary to refer again in any detail to the other major aspects of educational development to which special attention was called in their previous letter or on which special emphasis has been laid in the Board's Report. Provincial Governments will be fully aware of the need for giving special attention to the education of girls and women, to physical welfare, to the provision of training facilities for ex-service personnel, to the expansion of technical education on up-to-date lines, to the establishment of employment bureaux and above all to the improvement of the standards of teaching (including the training and remuneration of teachers) upon which the success of this or any other scheme will mainly depend. They feel that the scales suggested by the Board and modified if necessary in the light of post-war costs are the very least which are likely to attract suitable persons into the teaching profession and they urge upon all Provincial Governments the importance of paying such salaries to those teachers who possess the minimum qualifications prescribed by the Board. At the same time they hope that Provincial Governments will also give consideration to cases of teachers already serving in their areas who do not possess these qualifications, and wherever feasible, will afford them the opportunity of becoming trained.

4. The Government of India have been glad to note from a pre-

AIDED SECONDARY SCHOOLS (Boys and Girls)

Estimated average cost if new scales are adopted. -Rs. 79,53,339
Estimated cost on staff as worked but by the office (or as given by the management in the case of profit schools). Rs. 42,81,045

EXTRA COST ... ... Rs. 36,72,294

EXTRA SALARY FOR HEADMASTERS OR HEADMISTRESSES.

The scales of pay to be given to Heads of Secondary schools as recommended by the conference are:-

1. Asst. Headmasters - Primary Schools - 75-7½/2-90
2. Headmasters - Middle Schools. - 150-10/2-160-20/2-200
3. Headmasters - High Schools - 175-15/2-220-20/2-300

If these are adopted, the extra cost estimated is as follows:-

Grade of Headmasters.	Cost at the rate given above.	Cost already included as ordinary teacher.	Extra Cost.
1. High Schools (457 Headmasters).	13,40,533	6,17,864	7,22,669
2. Middle Schools (266 Headmasters)	5,81,653	3,59,632	2,22,021
3. Primary Department (457 Headmasters)	4,71,624	3,36,352	1,35,272
TOTAL.	23,93,810	13,13,848	10,79,962

The total cost on account of the revision of the scales of pay of teachers is as shown below:-

Grade of Teachers.	Extra cost.
1. Teachers in Local Board Secondary Schools.	Rs 17,89,260
2. Teachers in Aided Secondary Schools.	Rs 36,72,294
3. Headmasters or Headmistresses.	Rs 10,79,962
Total.	Rs 65,41,516

The conference has also recommended, in conformity with the proposals of the Central Advisory Board, a house rent allowance to all teachers in costly localities to the extent of the usual 10% of the pay. It has also suggested an increase in the standard rates of fees. The effect of these has not been worked out in the present estimate. The question of the general revision of the Grant-in-Aid code also will have to be taken up. These details will be worked out on receipt of the general approval of the Government for the proposals. Separate proposals will be submitted in respect of teachers in Government Schools.

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

for Director of Public Instruction.

nc-11.2

POST WAR EDUCATIONAL RECONSTRUCTION - REVISION OF SCALES OF PAY OF SECONDARY SCHOOL TEACHERS - STATEMENT SHOWING THE FINANCIAL EFFECT OF THE REVISION. 1937 - Secy. schools

Trained Teachers according to grades.	Dt. Board & Mcpl. Schools. No. of Teachers.	Cost according to existing scales Rs	Cost acc. to proposed scale Rs	Extra cost. Rs	Aided Schools. No. of Teachers.	Cost on staff as worked by office or as given by the Management. Rs	Cost accrdg to proposed scale. Rs	Extra cost Rs
1	2	3	4	5	6	7	8	9
Collegiate.	1,668	16,27,968	22,55,136	6,27,168	2,745		37,11,240	
Secondary Grade.	2,447	11,64,772	18,00,992	6,36,220	3,808		28,02,688	
Higher Elementary Grade.	72	17,280	30,048	12,768	149	42,81,045	62,183	36,72,294
Lower Elementary Grade.	37	8,880	8,880	...	24		5760	
Specialist Teachers.	871	3,03,108	8,11,772	5,08,664	1,149		10,70,868	
TOTAL.	5,095	31,22,008	49,06,828	17,84,820	7,875		76,52,739	
UNTRAINED TEACHERS ACCORDING TO GRADES.								
Collegiate at Rs.40x12	16	3,840	7,680	3,840	134		48,240	
Secondary grade at Rs.25x12	10	2,400	3,000	600	65		23,400	
Higher Elc. Grade at Rs20x12	5	1,200	1,200	...	8		2,880	
Lower Elc. Grade at Rs20x12	4	960	960	---	9		3,240	
Specialist teachers @Rs20x12	475	1,14,000	1,14,000	...	619		2,22,840	
TOTAL.	510	1,22,400	1,26,840	4,440	835		3,00,600	

(12)

GRAND TOTAL OF EXTRA COST: Rs.54,61,554

nc-11.2

for Director of Public Instruction.

Education & P.H. ~~Dept.~~

Memorandum No. 37043 B2/45-14. Edn. dated 27/2/46.

Post-War Educational Reconstruction - Five-Year Plan - Improvement of pay of staff in schools and colleges.

Correspondence resting with the letter of the D.P.I. No.18.S.O.45 dated 9-2-1946.

...

The Government have examined the proposals of the D.P.I. for revising the scales of pay for teachers in elementary, secondary and special schools to implement the Post-War Scheme for improving the scales of pay of the staffs and establishments employed in educational institutions.

2. As the Report of the Central Advisory Board of Education does not contemplate posts like Headmaster, Middle School and Assistant Headmaster, Primary School, in secondary schools, the Government consider that such posts are unnecessary and that no separate scales of pay need be adopted for them.

3. As for Headmasters of High Schools, a distinction as to size of the school should be made; a scale of pay of Rs.175-300 may be adopted for Headmasters of High schools with a strength of over 500 pupils, ~~and~~ a lower scale of Rs.175-15/2-250 being allowed ~~adopted~~ for the Heads of other High Schools.

4. In view of the enhanced scale of pay proposed, it is not necessary to add a ~~an~~ 10% as Headmaster's allowance. It is also considered that since the basic scales of pay ~~are to~~ would be raised liberally the proposed provision of a 10% of the grade pay for house rent under the proposals may be omitted. The Govt also consider that the scale of pay for Manual Training Instructors, ~~and~~

5. It has been suggested in this connection that as the cost of living in rural areas will be definitely less than that in urban areas particularly during normal times, the basic scales of pay for teachers in rural areas specially ~~for~~ in those in elementary schools need not be the same as those for teachers in urban areas. The Director is requested to offer his remarks

40

on this suggestion and to report whether it will be feasible to make any variations accordingly in the scales of pay proposed.

5 ~~6~~. The Central Advisory Board of Education has suggested different rates of pay for teachers of technical subjects in Technical Schools. The bifurcated courses of studies to be introduced in secondary schools correspond to the Technical schools. The Director is requested to ~~suggest~~ propose suitable scales of pay for teachers for the technical subjects to be taught in the new courses.

'Q', p12 NF

~~7. The Govt. may also consider that the scale of pay for manual training instructors and pandits and munshis may be fixed at Rs.40-5/2-80 and Rs.45-5/2-75 respectively.~~

p31 NF

6 Subject to the modifications indicated in the preceding paragraphs ~~paras~~, the Govt. consider that the scales of pay proposed by the Director are not unreasonable and that they may be adopted for the purpose of working out the addl. cost involved on account of the scheme. The D.P.I. is requested to prepare an estimate of ~~work out~~ the cost of the proposals and submit a report to Govt. as early as possible ~~in due course~~. The Govt. can arrive at a final decision in regard to the scales of pay to be sanctioned only after the further report is received and considered by them. ~~The Director is also informed that it may not be possible to introduce the scales of pay in 1946-7.~~

see X p30 NF

The scales of pay thus tentatively accepted by Govt for the purpose of working out costs, are specified in the annexure.

'Z', p12 NF + para 6, p26 NF

p31 NF

7 ~~8~~. The additional cost on account of Government schools, schools under local bodies and private aided schools should be worked out separately and the details of the number of schools and the several categories of teachers affected should be furnished. The Director should also state the result of his examination of the finances of local bodies and private managements and indicate the portion of the additional cost which they can be made to bear, as the Government will consider the question of meeting the cost ~~footing the bill~~ in respect of non-Govt. institutions only to the extent that those institutions are unable to meet from their own resources the addl. cost entailed by the enhancement of salaries.

para 6, p18 NF + 'K', 27 NF

'D', p13 NF

'A', p12 NF

9. The proposals for the revision of the scales of pay for the staff in colleges are awaited.

To the D.P.I.

Despd 16/2/46

16/2/46

p.t.o.

(1X) Annexure.

21 41

Elementary Schools:	Trained. Rs	Un-trained. Rs
H.E. grade teachers	25-2/2-45	20
Secy. grade teachers (Lower ele. schools)	30-2/2-38-3/2-50)	25
do. (H.E. schools)	40-5/2-80	
Graduates.	50-4/2-90	40

p 9 NF

(i) 10% of the grade salary to be given to heads of institutions.

Secondary and special Schools:	Rs
Secondary grade trained.	40-5/2-80
B.A., L.T.,	70-10/2-150
Headmasters, High Schools (for schools over a strength of 500)	175-15/2-220-20/2-300
(other schools)	175-15/2-250.
Manual Training Instructors.	40-5/2-80
Pandits and Munshis	45-1/2-75
Commercial Instructors	70-5/2-100
Drawing Masters.	40-5/2-80
Physical Training Instructors.	40-5/2-80

p 9 NF

p 14 NF

-32 NF

16/2/46

...oOo...

EDUCATION DEPARTMENT.

From

Dr. S.R.U. Savoor, M.A., D.Sc., I.E.S,
Director of Public Instruction,
Madras.

ASST. SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC HEALTH DEPTS.
25 FEB 1946

To

The Secretary to Government,
Education & Public Health Department,
Madras.

C. No. 13- S.O/46 dated 22.2.46

Sir,

11308

Sub: Post-War Educational Reconstruction - Serial No. of Scheme 87- Improving the scales of pay of Elementary school teachers.

In continuation of my letter Rc. No.18-S.O/45 dated 31-12-45, I have the honour to state that adopting the principles enunciated in the conference in so far as they relate to revision of pay of elementary school teachers, the financial effect of the proposals pertaining to teachers under Government and Labour Departments, District Board and Municipal Councils, aided managements and Panchayat Boards has been worked out and is exhibited in the statement annexed. In the conference no scale of salary was prescribed for prevocational instructors. For working out the cost of revision, the scale of pay adopted for them is that applicable to Higher Elementary grade teachers. The effect of the revision on the various agencies managing Elementary Schools is discussed below.

Elementary School teachers under Government and Labour Departments.

Since the scale of pay for Elementary school teachers adopted in the conference is more or less on a par with the scales now prevailing in Government and Labour schools, there is no appreciable increase in expenditure on account of the revision. The only increase in cost is on account of revision of pay on account of Collegiate grade teachers in elementary schools. The Elementary Schools under Government management are mostly attached to training schools; and if the L.T. assistants in these schools are considered to be attached to training schools then the increased cost on account of revision of their pay will also disappear as they will appropriately be dealt with under training schools.

In some cases the existing scale of pay of teachers in Government Elementary Schools is higher than the proposed revised scale, e.g., Secondary grade teachers in Lower Elementary Schools (existing scale Rs.30-3/2-45-2/2-55) -- revised scale Rs.30-2/2-38-3/2-50) and Pre-vocational or Manual Training Instructors (existing lowest scale Rs.30-3/2-45 -- revised scale Rs.25-2/2-45). If the new scales are made applicable to them, the position will be that instead of improving their scales, we will be only placing them on a lower scale, a position that is quite opposed to the spirit with which the scheme of revision of pay is undertaken at the present day. It is therefore recommended that if the revised scales adversely affect the existing incumbents they may be given option to elect the old scales of pay.

Financial effect.

Immediate extra cost	...	Rs. 3,920
Ultimate extra cost.	...	Rs.13,776

Elementary School teachers under District Board and Municipal Councils.

In calculating the cost according to the existing scale, the average salary of the time scale has been taken into account. The teachers in District Boards and Municipal Councils are having a time scale of pay; the average cost in the time scale is greater than the initial salary in the proposed scale in almost all cases. Hence the immediate extra cost is not very great.

The financial effect of the revision is given below:

	Rs.
Immediate extra cost as worked out in the statement for trained and untrained teachers.	77,100
Ultimate cost - Total cost in revising the scale of pay of teachers (trained and untrained)	168,23,555
Total cost according to the existing scale for trained and untrained teachers.	125,46,077
Extra Cost	42,77,478

Elementary schools teachers under aided managements.

It is here that the bill of cost to Government on account of the revision is the highest. Not only is the number of teachers under aided managements great, but the rate of teaching grant is also considerably lower than the minimum and average of the scales proposed to be introduced. These two factors have inflated the extra cost.

A summary of the financial effect is given below:

	Rs	
IMMEDIATE COST		
Total cost in revising the salary as decided in the conference for trained and untrained teachers	164,65,320	(Minimum of the scale.
Cost according to the existing scales.	86,73,368	(Actuals)
Extra Cost. ...	77,91,952	
ULTIMATE COST.		
Ultimate total cost for trained and untrained teachers according to the revised scales.	220,97,139	(Avr. cost)
Cost according to the existing scales (trained and untrained teachers).	86,73,368	
	134,23,771	

Panchayat School teachers.

It has been ascertained that the following are the rates of grant allowed to Panchayat school teachers.

Untrained.		Trained teachers.	
Lower Ele. / Higher Ele. / S.S.L.C.ineligible / Lower Ele. trained	Rs.12/-p.m.	Higher Elementary / S.S.L.C.Eligible / Inter and Graduate	Rs.15/-p.m
		Secondary grade.	Rs.20/-p.m

On the basis of the rates noted above, the existing cost on the salary of teachers in Panchayat schools has been worked out and is shown in the statement.

The following is the summary of the financial effect of the revision of pay of teachers in Panchayat schools.

	Rs.
IMMEDIATE COST.	
Total cost in revising the salary as decided in the conference for trained and untrained teachers.	5,75,700
Cost according to the existing scales.	3,47,644
Extra cost ...	2,28,056
ULTIMATE COST.	
Total cost in revising the salary as decided in the conference for trained and untrained teachers	8,02,500
Cost according to the existing scales.	3,47,644
Extra cost ...	4,54,856

The total extra cost on the revision of pay of teachers in elementary schools under various managements works out to Rs.181,69,881, the immediate extra cost being Rs.81,01,028 as given below:

Elementary Schools under	Extra cost on account of revision of pay of trs. as decided in the conference. Immediate	Ultimate.
1. Government and Labour Depts.	3,920	13,776
2. Dt. Board and Municipal Councils	77,100	42,77,478
3. Aided managements.	77,91,952	134,23,771
4. Panchayat Boards.	2,28,056	4,54,856
Total.	81,01,028	181,69,881

Cost of increased scale of pay to secondary grade teachers in in Standards VI to VIII with not less than 5 years' teaching experience or teachers with higher qualifications.

In the conference it was recommended that secondary grade teachers in higher elementary schools with not less than 5 years of experience or teachers with higher qualifications (e.g. Inter trained) may be given a different scale of pay (viz. Rs.40 to 80). The extra cost on account of this recommendation is worked out below:

	No. of sec. grade teachers.
No. of schools with Std. VI- 119	119
,, VII 56 (56x2)	112
,, VIII- 1991 (1991x3)	5973
Total.	6204

A large number of Higher Elementary schools have two sections in standards VI and even in Standard VII. Allowing for these extra sections, the total number of secondary grade teachers may be taken as 7,500 eligible for the higher scale of pay.

	Rs.
Salary for 7500 teachers at the scale of Rs.40 to 80, the average salary per annum being Rs.714 2/3 (714 2/3x7500)	53,60,000
Salary for the above teachers at Rs.30/- to Rs.50/- already included in the statement of costs (7500x488)	36,60,000
Extra cost on account of giving higher scale.	17,00,000

10% of grade salary to Headmasters or Headmistresses.

The conference had recommended that 10% of grade salary might be given to Headmasters. The acceptance of this recommendation will cost Government Rs.22,16,670 as shown below:

1. Out of 32,200 schools with Stds.V at least 3/4 will have secy. grade Headmasters, the rest being headed by Higher Elementary grade teachers. At Secy. grade scale-- (32,200 x 3/4) = 24,150 x 714 2/3 x 10/100) ...	17,25,920
At Higher Elementary grade scale -- (32,200 - 24,150) = 8050 x 417 1/3 x 10/100) ..	3,35,953
2. Schools with stds. VI and above: 2166 schools at secondary scale ... 714 2/3 x 2166 x 10/100 ...	1,54,797
Total cost...	22,16,670

House rent allowance to teachers in costly localities.

In the conference it was resolved that all teachers should get 10% of their grade pay as house rent in costly localities to be defined by the Government. Tentatively (i) Madras city (ii) Madura (iii) Trichinopoly (iv) Coimbatore, (v) Guntur and (vi) Vizagapatam have been selected as costly localities and the

cost by accepting the above recommendation has been worked out below. If the Government add to the above list of places or eliminate some already included in the list, the estimate will have to be revised.

Trained teachers.

Collegiate	- 39 trs.	x834 2/3	avr.salary	x10/100	=	Rs. 3,255 1/5
Secy. grade	- 761 ,,	x714 2/3	,,	x10/100	=	Rs. 54,386 2/15
Higher Ele. grade.	- 3476 ,,	x417 1/3	,,	x10/100	=	Rs.145,065 1/15
Lower ,,	- 134 ,,	x216	,,	x10/100	=	Rs. 2,894 2/5
P.V.teachers	- 63 ,,	x417 2/3	,,	x10/100	=	Rs. 2,629
				Total.		2,08,230

Untrained teachers.

Collegiate	- 2 teachers	x 480 Rs.	x 10/100	=	96
Secy. grade	- 16 ,,	x 300	x 10/100	=	480
Higher Ele grade	- 16 ,,	x 240	x 10/100	=	384
Lower ,,	- 8 ,,	x 180	x 10/100	=	144
P.V.teachers	- 145 ,,	x 240	x 10/100	=	3,480
			Total.		4,584

The total cost on house rent allowance for teachers in the 6 localities. Rs. 2,12,814

The total cost on accepting the recommendations of the conference is given below:

Head of Expenditure.	Immediate.	Ultimate.
1. Revision of salary	Rs. 81,01,028	181,69,881
2. Extra cost on increased scale of pay to secy. grade teachers with 5 years' experience in Higher Elementary schools.	17,00,000	17,00,000
3. 10% grade pay to Headmasters.	22,16,670	22,16,670
4. House rent allowance to teachers.	2,12,814	2,12,814
	122,30,512	222,99,365

Cost on account of employment of additional teachers to work out the scheme of compulsion.

It is the intention to recruit in future only teachers of the secondary grade in elementary schools. Till adequate number of teachers of this grade is available, it is necessary to employ untrained teachers. Having this ideal in view the cost on the salary of teachers required to work out the scheme of compulsion is given below. This is the maximum cost during the course of the first 5 years if all the teachers happen to be secondary grade trained teachers.

	1946-47	1947-48	1948-49	1949-50	1950-51
1. Number of fresh batch of pupils to be brought under instruction.	2,94,000	2,14,000	2,54,000	2,94,000	3,34,000
2. No. of secondary grade teachers required at the rate of 35 pupils per teacher.	8,400 (I Batch)	6,114 (II B)	7,257 (III B)	8,400 (IV B)	9,543 (V.B)
3. Cost on the salary of 75% of these teachers in the scale of Rs.30-50.					
(a) No. of teachers.	6,300 (I Batch)	4,586 (II B)	5,443 (III B)	6,300 (IV B)	7,157 (Batch V)
(b) Cost Rs.	22,68,000	16,50,960	19,59,480	22,68,000	25,76,520
4. Salary of I Batch of trs. in subsequent yrs.	--	22,68,000	24,19,200	24,19,200	25,70,400
-do- II Batch	--	--	16,50,960	17,61,024	17,61,024
-do- III Batch	--	--	--	19,59,480	20,90,112
-do- IV Batch	--	--	--	--	22,68,000
Total	22,68,000	39,18,960	60,29,640	84,07,704	112,66,056

5. Cost on salary of 25% of the ~~salary of the~~ total trs. in the scale of Rs.40 to 80.					
(a) No. of teachers.	2,100 (I Batch)	1,528 (II B)	1,814 (III B)	2,100 (IV B)	2,386 (V B)
(b) Cost.	10,08,000	7,33,440	8,70,720	10,08,000	11,45,280
6. Salary on 1 Batch of teachers in subsequent years.	--	10,08,000	11,08,800	11,08,800	12,09,600
-do- II Batch.	--	--	7,33,440	8,06,784	8,06,784
-do- III Batch.	--	--	--	8,70,720	9,57,792
-do- IV Batch.	--	--	--	--	10,08,000
Total.	10,08,000	17,41,440	27,12,960	37,94,304	51,27,456
Total for each of the years.	32,76,000	56,60,400	87,42,600	122,02,008	163,93,512

for Director of Public Instruction.

nc-23.2

109

25 (18)

POST WAR EDUCATIONAL RECONSTRUCTION - REVISION OF SCALES OF PAY OF

Trained Trs. according to grade.	Government and Labour Schools.						District Board and Municipal Schools.					
	No. of trs.	Cost acc. to the existing scales.	Immediate cost according to the proposed scales.		Ultimate cost according to the proposed scales.		No. of Trs.	Cost accg. to the existing scales.	Immediate cost according to the proposed scales.		Ultimate cost accdg. to the proposed scales.	
			Total Rs	Extra Rs	Total Rs	Extra. Rs			Total. Rs	Extra. Rs	Total. Rs	Extra. Rs
Collegiate	42	21,280	25,200	3,920	35,056	13,776	45	18,780	27,000	8,220	37,560	18,780
Secondary Grade	388	1,96,587	1,99,680	..	1,89,344	..	4,501	18,78,417	16,20,360	..	21,56,488	3,18,071
Higher Elc. Grade.	2,306	9,62,371	9,91,800	..	9,62,371	..	34,608	106,13,120	103,82,400	..	144,44,739	38,31,619
Lower Elc Grade.	419	..	..	..	..	..	5,521	..	..	..	..	..
Specialist teachers.	22	10,296	6,600	..	9,181	..	342	34,200	1,02,600	68,400	1,42,728	1,08,528
TOTAL.	3,177	11,90,534	6,63,280	3,920	11,95,952	13,776	45,017	125,44,517	121,32,360	76,620	168,21,515	42,76,998
Total cost Extra	IMMEDIATE -- Rs. 66,44,072											
	Ultimate -- Rs.167,12,925											
Untrained Trs. according to grade.												
Collegiate	..	..	..	..	..	..	..	..	..	..	..	..
Secondary Grade	..	..	..	..	..	..	2	480	600	120	600	120
Higher Elc Grade.	..	..	..	..	..	..	46	1,080	1,440	360	1,440	360
Lower Elc Grade.	..	..	..	..	..	..	22	..	..	..	..	..
Specialist teachers.	..	..	..	..	..	..	..	..	..	..	..	..
TOTAL.	..	..	..	..	..	..	30	1,560	2,040	480	2,040	480
Total Extra Cost	IMMEDIATE .. Rs. 14,56,956											
	ULTIMATE .. Rs. 14,56,956											
Grand total of Extra Cost for trained & untrd. trs.	IMMEDIATE -- Rs. 81,01,028											
	ULTIMATE -- Rs.181,69,881											

Elementary / SECONDARY

No. of Trs.	Cost to ing
109	2
5,076	10,9
41,619	70,2
3,146	
424	7
50,574	82,2
15	
281	4
3,767	4,0
389	
4,452	4,9

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For Director of Public Instruction

CHOOL TEACHERS - STATEMENT SHOWING THE FINANCIAL EFFECT OF THE REVISION.

Aided Schools					Panchayat Schools.					
t accg. exist- scales	Immediate cost according to the proposed scales.		Ultimate cost accg. to the proposed scales.		No. of Trs.	Cost acc to exist- ing scales.	Immediate cost according to the proposed scales.		Ultimate cost according to the proposed scales.	
	Total. Rs	Extra Rs	Total. Rs	Extra. Rs			Total Rs	Extra. Rs	Total. Rs	Extra. Rs
2,648	65,400	35,752	90,979	61,331	..	..	..	..	..	..
6,416	18,27,360	7,30,944	24,77,088	13,80,672	96	23,040	34,560	11,520	56,848	33,808
5,552	125,45,700	55,20,108	174,52,463	104,26,871	1,742	3,13,560	5,22,600	2,09,040	7,26,995	4,13,435
..	..	..	..	..	55	..	..	..	..	..
1,232	1,27,200	55,968	1,76,549	1,05,717	1	100	300	200	417	317
2,880	145,65,660	63,42,772	201,97,479	119,74,591	1,894	3,36,700	5,57,460	2,20,760	7,84,260	4,47,560
3,180	7,200	4,020	7,200	4,020	..	..	..	..	..	..
0,464	84,300	43,836	84,300	43,836	8	1,440	2,400	960	2,400	960
6,836	18,08,160	14,01,324	18,08,160	14,01,324	66	9,504	15,840	6,336	15,840	6,336
..	..	..	..	..	..2	..	..	..	..	..
0,480	18,99,660	14,49,180	18,99,660	14,49,180	76	10,944	18,240	7,296	18,240	7,296

(contd):	174,240	
Less salary already included as L.T. Assistants. (66 x 1352 avt. of 70-10/2-150 scale)	89,232	
	85,008	85,008
TOTAL EXTRA COST		233,766

3. Since the training of teachers is an important item of work necessary for the successful working of the educational system up to the secondary stage starting from Form IV and the income by way of fee-income and from endowments will not be large, it is necessary that the Government should bear a major portion of the extra cost on account of revision of the pay of teachers. Ordinarily half-grant on the net cost is given as teaching grant though the Director has powers to sanction grant at more than half the net cost, and which power has not so far been exercised except recently in the case of Y.M.C.A. College of Physical Education, Saidapet. To be fair to these training schools, it is necessary that grant at 2/3 if not 3/4 net cost on the training school should be assessed. The extra cost to the state on account of revision of pay of teachers in aided training schools will be:

i. at 2/3 rd: cost on staff. 2/3 x 233,766 = Rs.1,55,844

or

ii. at 3/4 th. cost on staff. 3/4 x 233,766 = Rs.1,75,325

The extra cost on account of admitting the training schools for 2/3 or 3/4 net cost is as follows:

1.	Net cost of trg. schools in 43-44		Rs. 3,06,421
ii.	1/2 Net cost		1,53,211
iii.	2/3 Net cost	3,06,421 x 2/3	2,04,281
iv.	3/4 Net cost	,, x 3/4	2,29,816
v.	Extra cost on admitting the schools for 2/3 net cost.	2,04,281 - 153,211 =	Rs. 51,070 + 155,844 = 206,914
vi.	Extra cost on admitting the schools for 3/4 net cost	229,816 - 153,211 =	76,605 + 175,325 = 251,930

for Director of Public Instruction.

nc-2.4

C.F. 32.

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

Educational. DEPARTMENT.

Received *Registered*

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

(Designation) Director of Public Instruction,

Post Box, (Station) M a d r a s.

Telegraphic Address

To

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

R.C. *No.* 13-S.O/46, *dated* 6th April 19 46.

Sir,

SUBJECT:- Post-War Educational Reconstruction - Serial No. of Scheme 87 - Improving the scales of pay of elementary school teachers - proposals submitted.

REFERENCE:-My letter C.No. 13-S.O/46 dated 22-2-46.
(ii). Government Memo No. 37043-B.2/46-14 Education dated 27-2-46.

....

I have the honour to state that proposals were already submitted to Government in my letter referred to above for the revision of pay ofteachers in Elementary schools. Even before these detailed proposals were submitted, the Government were given an indication of the lines on which the revision of pay of these teachers were proposed to be effected, in my letter No. 18-S.O/45 dated 31-12-45. The following remarks are offered on the various points raised in the Government memo.

Paras 1 and 2 of the Government Memo: -

These call for no remarks in so far as elementary schools are concerned.

Para 3 of the memo:-

It is the intention of Government to omit 10 % house-rent allowance to teachers in costly localities. At the concluding portion of page 3 and the beginning of page 4 of my letter C.No. 13-S.O/46 dated 22-2-46, I have estimated the expenditure under this head at Rs. 2,12,814 in respect of teachers serving in six costly localities. This amount may be omitted from the estimate.

In calculating the average cost for secondary grade teachers in Higher Elementary Standards with not less than five years teaching experience, I have adopted the scale of 40-4/2-80 giving biennial increments to the Central Advisory Board scale of Rs. 40-2-80. Since the Government have tentatively accepted a scale of Rs. 40-5/2-80 for these teachers, the estimates already furnished to Government in respect of these teachers will be effected as there is a difference of Rs. 1 7/9 * in the monthly average salaries of the two scales. The following revised figures may be adopted in the place of those furnished in my letter dated 22-2-46 at page 3:

scale.	Average salary.
40-5/2-80.	61-1/3.
40-4/2-80.	59-5/9.
Difference.	Rs. 1-7/9.

P.T.O

	Extra cost on increased scale of pay to Secy., grade teachers with 5 years experience.	10 % grade pay to Headmasters.
1. Local Bodies.	7,90,438	7,79,162
2. Aided, Government and Panchayat.	10,69,562	14,93,649.
3. Total cost.	18,60,000.	22,72,811.

I have also been directed to indicate the portion of the additional cost which the agencies can be made to bear as the Government propose to consider the question of meeting the cost in respect of non-Government institutions only to the extent that those institutions are unable to meet from their own resources the additional cost entailed by the enhancement of salaries. Elementary school teachers in Aided schools are paid mostly out of the grant received from the department. There is no rule by which these managements, can be compelled to pay more than 85 % of the grants assessed on behalf of the teachers. Under these conditions I recommend that the entire extra cost in respect of aided elementary schools should be borne by Government. I have gone in detail into the financial position of the Local Bodies from the Budget Estimate records of Elementary Education Fund (1944-45) available in my office. I find that out of 83 Municipalities the Elementary Education Fund of 5 for 1944-45 closed with small surpluses, 3 with nil balance and the rest (viz. 75) with deficit balance. Out of 24 District Boards (excluding Agency district boards particulars in respect of which are not available), the Elementary Education Fund of 1 closed with a small surplus of Rs. 93/-, one with nil balance and the rest with deficit. Even in these small number of local boards where the Elementary Education Fund has closed with surpluses, the amounts of surpluses are not adequate to meet the increased cost on account of revision of pay. It is therefore necessary that either the Government should bear the entire extra expenditure or instruct the Local Bodies in appropriate cases , to raise the rate of education cess or to levy it in cases where it is not done, thus making them rehabilitate their resources to shoulder the additional liability. As regards Panchayat schools, it is necessary that the Government should consult the Inspector of Local Boards and Municipal Councils, who may be in a position to advise Government as to the allocation of extra liabilities on Government and Panchayat Boards as he may be in a position to gauge the finances of the Panchayat Boards.

Teachers in Corporation Elementary schools: -

Special mention has to be made in respect of scales of pay of teachers obtaining in the Madras Corporation schools. The following are the Corporation scales and the scales tentatively accepted by Government:

Category.	No. of teachers.	Qualification.	Corporation scale.	Scale approved by Government.
Headmasters & Headmistresses.	11	L.Ts in Hr. Ele. schools.	50-5/2-75.	50-4/2-90. plus 10 %.
	83	Others.	50 - 2-60.	Grade pay plus 10 %.
	67	"	45-1½- 60.	
Assistants.	24.	Secondary Grade.	35-1½-50 - 1-60.	40-5/2-80.
	24.	"	35-2-55.	
	124.	"	35-2/2-55.	
	545.	Hr. Ele. Grade.	35-1-50 30-1-45.	25-2/2-45.
	531.	Lower Ele. Grade.	35-1-40. 25-1-35.	No scale fixed.

P.T.O

The scales fixed for L.T's and Secondary Grade teachers alone need revision. The existing scale for Higher Elementary grade teachers is liberal and this scale may be left untouched. The extra cost involved on account of the revision will not be great and the Corporation may be made to bear the extra cost out of its own Elementary Education Fund.

FOR DIRECTOR OF PUBLIC INSTRUCTION, MADRAS.

AN/8/4/
9/4.

Edn. d. p. H. Dept
B2
C. No. 37043.

Memo. No. 37043 B2/45-15 Edn dated 17/4/46.

Sub:- Revision of salaries of teachers under post-war-plan.

correspondence ending with the D.P.I.; letter 13.S.O/46

The D.P.I. is requested to report how the cost of revision of salaries of teachers in Secondary Schools as approved by him in his letter No. 18-S.O/45 of 9.2.46 will stand modified with reference to instructions in Govt. memo. 37043 B2/45-14 of 27.2.46

p. 35 CF

pp 39-40 CF

To
The D.P.I.

16/4/46.

17/4/46

R.C. 13 S.O./46.

Office of the
Director of Public Instruction,
Madras, Dated 30--4--46.

From
Dr. S.R.U. Savoor, M.A., D.Sc., I.E.S.,
Director of Public Instruction, Madras.

The Secretary to Government,
Education and Public Health Department.

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

Sir,

Sub: Post War Educational Reconstruction - Revision of Salaries of teachers under post war plan.

23721

REF: Government Memo. No. 37043 B2/45-15 Edn., dated 17-4-46.

....

The matter is under the Director's scrutiny and the information required by Government in the above Memorandum will be submitted shortly.

25 Sept Dept

This may lie over till 1.6.46.

for DIRECTOR OF PUBLIC INSTRUCTION.

4/5/46

RR.1/5.

64

3. The Director is also requested to report when his proposal for the revision of salaries of staff of colleges will be submitted.

29/5/46

DPI

✓ The DPI

The Corp. Corporation of Madras

Thro the Mayor

(25) B2 65/34

C.F. 32.

Educational DEPARTMENT.

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

Received _____ Registered _____

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

(Designation) Deputy Director of Public Instruction, (In charge), Office of the Director of Public Instruction, Madras.

Post Box _____, (Station)

Telegraphic Address _____

ASST. SECRETARY TO GOVERNMENT
8 - JUN 1946
EDUCATION AND PUBLIC HEALTH DEPT.

30566

To

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

C. No. 366-B.1/46, dated 1st June 1946.

Sir,

SUBJECT:- Post War Educational Reconstruction - Revision of pay of teachers - schools for the Defective - Proposals submitted.

...

Enclosures _____

Spare Copies _____

I have the honour to state that proposals for the revision of pay of teachers employed in secondary and Elementary schools have already been submitted in my letters R.C.No. 18-S.O/45 dated 9-2-46 and R.C.No. 13-S.O/46 dated 22-2-46 on which tentative orders were already issued by Government in Government Memorandum No. 37043-B.2/46-14 Education dated 27-2-46. I now submit hereunder my proposals for the revision of salaries of teachers employed in schools for defective children.

2. There are 12 schools for the defectives on the list of aided institutions, of which the Leper School at Ramachandrapuram is not given any grant as the Financial Statement of the school audited by an approved auditor is not submitted to me. So, for purposes of revision of pay I have taken into account the remaining 11 schools. The teachers employed in these institutions fall under the following categories: -

(a). Teachers (mostly heads of institutions) with foreign qualifications.

(b). Secondary grade teachers.

(c). Higher Elementary Grade teachers.

(d). -do- with competency certificate.

(e). Secondary grade untrained.

(f). Higher Elementary grade untrained.

P.T.O

(g). Lower Elementary grade untrained with competency certificate.

(h). Manual Training instructor.

3. The following scales of pay have been tentatively approved by Government for teachers .

Trained teachers.

Collegiate trained..	Rs. 70-10/2-150.
Secondary grade.....	" 40-5/2-80.
Higher Elementary Grade.	25-2/2-45.
Manual Training Instructors.	40-5/2-80.

Untrained teachers.

Graduate...	" 40/- p.m. fixed.
Secondary..	" 25/- p.m. fixed.
Higher Elementary..	" 20/- p.m. "

I recommend that the same scalesof pay may be adopted for teachers covered by items (b) to (h) above, excepting the teachers in item (g) who do not deserve to be employed in these institutions. There are also teachers with foreign qualification in the schools for the defectives. These teachers may be given a scale of Rs.150-10/2-250. I may however point out that the work of teachers in these schools requires greater patience, intelligence etc., than in ordinary schools. Further teachers employed in leper schools deserve an allowance because most teachers do not consent to work in such schools. Considering the above points, an allowance of Rs. 10/- per mensem may be given to all the trained teachers employed in these schools.

4. Heads of institutions: - (a). The headmaster of Leper schools may be given the grade pay recommended above (according as he is an L.T., Secondary trained or Higher Elementary trained) plus an allowance of Rs. 15/- per mensem.

(b). The following scales are recommended for the heads of the other schools for defective children: --

(i). Graduate or Post graduate with foreign academic qualifications.	250-20/2-450-25/2-500/-.
(ii). Secondary Trained with necessary technical qualifications.	Rs. 60-5/2-100.

The heads of schools intended for handicapped children have to men or women with special training and possess qualifications of ... international character. It is with this in view I have recommended a scale of Rs. 250-20/2-~~300 for them~~. 450 — 25/2 — 500 for them.

5. As regards the allocation ofextra cost, I may point out that these institutions are maintained on philanthropic basis with no sort of income from the pupils. I therefore recommend that the entire extra cost amounting to Rs. 27,346/- should be borne by Government. My recommendation is in accordance with the report of the ~~xxxxx~~ Central Advisory Board of Education and further, the extra cost is not also very heavy as may be seen from the enclosed statement.

For Director of Public Instruction, Madras.

AN/6/6/

26

Statement of revision of pay of teachers employed in Defective Schools.

Grade of teachers.	No. of teachers.	present cost on staff.	Cost on staff if proposed scales are introduced. Immediate.	Extra.	Cost on staff if proposed scales are introduced. Ultimate	Extra.
1. Heads of schools. (a). ~~Mixxhxxxxxx.~~ Leper Schools. Higher Ele. Trained.	4		1,920/-.		2,388/-.	
(b). Other schools. With foreign qualifications.	4		12,000/-.		17,333/-.	
2. Assistants with foreign qualifications.	9		18,120/-.		22,560/-.	
3. Secondary Grade Trained.	5		3,420/-.		4,280/-.	
4. Higher Elementary Grade trained.	12		4,800/-.		6,448/-.	
5. Hr. Ele. Grade. Competency certificate.	23		11,180/-.		12,351/-.	
6. Manual Training Instructors.	1	39,866/-.	600/-.	13,170/-.	856/-.	27,346/-
7. S.S.L.C. Untrained.	1		300/-.		300/-.	
8. Higher Elementary untrained.	2		480/-.		480/-.	
9. Lower Elementary Untrained and Competency certificate.	1		216/-.		216/-.	
			53,036/-.		67,212/-.	

AN/6/6/

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For Director of Public Instruction.

[signature] 7/6

Edu & P.H. Deptt
B2

The main file ~~relating this current~~ has been circulated to H.M.-Edu. This may lie over till ~~1-7-46~~ 20.6.46 or till the receipt of file from circulation whichever is earlier.

SWB 10/6

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BM 11/6/46

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C.F. 30.

EDUCATION **DEPARTMENT.**

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

Subject.

ASST. SECRETARY TO GOVERNMENT
11 JUN 1946
EDUCATION AND PUBLIC HEALTH DEPT.

31005

Education - Post-War Reconstruction - Five Year plan - Improvement of pay of staff in secondary schools (except Government) Proposals submitted.

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

Roc. No. 18-S.O/45.

Station M a d r a s , *Dated the* 5th J une 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,

REF: Government Memorandum No. 37043-B-2/46-14 Edn., dated 27th February, 1946.

I have the honour to state that proposals regarding the revision of salaries of teachers employed in elementary schools have been submitted and discussed in my letter Rc.13-S.O./46 dated 6--4--46. The various points raised in the Government memorandum cited above in respect of Secondary school teachers are discussed below:-

2. Para 2 of the memo:- I agree that no separate scales of pay need be adopted for Headmasters of Middle Schools and Assistant Headmasters of Primary Schools. I however recommend that a small allowance of Rs.15/- and Rs.10/ respectively may be paid to them in addition to their grade pay.

3. Para 3 of the memo:- Government have suggested two scales for Headmasters. I am in favour of one uniform scale namely 175-300; for, while a big school might require a keen disciplinarian and sound organiser, a smaller school

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school might offer facilities for organisation and development which a Headmaster not less keen or alert might use to the greatest advantage. Secondly, if larger numbers give rise to problems of bigger magnitude, it cannot be said that they arise only after the man reaches Rs.250/- or that at least they need be recognized only then. Lastly schools with an enrolment of 500 and less are mostly girls schools, Muslim schools and schools in backward areas. Again in the case of the District Board schools it should be possible if a Board feels that any of the Headmasters originally selected for the bigger schools is becoming lethargic and uninterested, to send him down to a smaller institution. An actual depromotion involving a grade is not so easy. So, all things considered, if a differentiation is to be made, it will be better to have an allowance of Rs.30/- attached to Headmasters of Schools with a strength of over 500. I do not want that the financial burden should be increased thereby to the state; so if necessary a basic scale of Rs.165-15/2-240-10-250 may be adopted with an allowance of Rs.30/- in the case of the bigger schools. The ideal is to treat all alike; but if a differentiation is unavoidable, a uniform basic scale starting a little lower than the one previously contemplated and with an allowance for the bigger schools may be considered as one placing emphasis on the large enrolment and the attendent problems from the outset without at the same time rendering the scales unattaractive to the teacher or burdensome to the state.

4. Government have approved a scale of Rs.45-2/2-75 for pandits and Munshis. In this connection I would like to invite the attention of Government to the following factors:-

(a) Judged from the departmental programme, a Sanskrit Pandit will have to do a minimum of general work of the standard approximately of the middle school in all subjects including in many cases, English, and an incomparably higher standard of work in Sanskrit itself. Thereafter he has to undergo now-a-days generally in a College a four-year University course just as any other university man and take his Oriental Title. He generally does also a subsequent course involving English as the medium of Examination, namely the proficiency examination. The vernacular pandits do the same University grade of work but their pre-university work is not of the same rigour.

(b) Teacher's training is optional.

(c) We have two recognised grades of secondary institutions, the middle schools and the High Schools; the work in the former is distinctly lower grade. Judged by itself and in relationship to work in the other departments, work in the High Schools is just as high in Oriental languages as in other subjects.

So I recommend two grade for the Pandits and Munshis employed in Middle Schools and High Schools as detailed below:

Middle School -- Rs. 45-5/2-80.

High School -- Rs. 50-5/2-100.

I have recommended a slightly higher start for the lower grade than the usual secondary grade in view of (a) and (b) above and the university qualification involved. A finishing salary of Rs.100/- for the higher grade cannot be considered high when it is remembered that the L.T.Assistant will reach ordinarily Rs.150/- even as an assistant. I may also point out that the Pandits and Munshis cannot be considered in any way inferior to the commercial Instructors for whom a scale of Rs.70--100 has been proposed.

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5. For Physical Training Instructors Government have approved a scale of Rs.40-5/2-80. I recommend that they may be paid an allowance of Rs.10/-p.m. since (i) they are eligibles in every case;(ii) they have to undergo a training course in addition;(iii) their work involves a good deal of Physical Labour requiring nourishment and change of dress oftener; and (iv) their work, if anything, is less hedged roung by the traditional classroom sanctity and therefore the strain involved in maintaining discipline is far greater.

6. Para 4 of the memo:- I am not in favour of the suggestions made in this para. As I have already pointed out in my Roc. 13-S.O./46 dated 6-4-46 it would be administratively difficult to define the areas; administration would become more difficult than it need be; it is necessary not to lessen the attraction to good headmasters and teachers to the rural areas; Government have not made in respect of any of their services like Tasildars, Revenue Inspectors and etc, any such distinction; lastly under the present conditions of life and trade if village or semi-urban conditions of life offer some advanatages, equalising disadvantages are not wanting.

7. Para 5 of the memo:- This is under my consideration and separate proposals will be submitted to Government. I however recognize that if these new courses are to be the success that we want them to be they should not be considered as inferior in status to the other departments or in respect of the teaching capacity of the teachers or as less exacting in their demands from the pupils than those which lead to the University courses of study.

8. Para 6 of the memo:- The statement of cost and other particulars required by the Government are exhibited in the enclosed statement. The statement has been compiled on the basis of the figures recommended by me in the previous paragraphs above.

9. Para 7 of the memo:- This involves the consideration of many questions not hitherto considered at one time. The resources of Local Boards and Municipalities have not been examined so far recently and their financial position is not known in this office. Government will be in a better position to tackle this question in consultation with the Inspector of Local Boards and Municipal Councils and with reference to their review of the Budget Estimate's of Local Bodies. According to the existing procedure --Vide G.O. No. 1157 L.E. dated 12-6-30 -- the Local Bodies are paid lump sum subsidies, the lump sums representing the amounts paid in 1929-30 plus 5%. Except in the case of the Boards of the Ceded Districts and Chittoor the subsidies are not liable to revision nor are additions made on account of new schools or additional sections opened in old schools. With reference to this restrictive order, Government have now to decide whether they will bear additional cost involved in the case of teachers employed in new schools or new sections which do not come under the purview of the lump sum subsidies.

10. As regards aided agencies the department has very little knowledge of the financial position of these. The financial position of Christian mission managed institutions is very intricate and they are often a part of a net work of institutions, educational and non-educational. Speaking generally, however, the present financial resources of all types of non-Government institutions are not such as would permit any large scheme of development or reformation of even a very urgent and necessary kind, presidency-wide in extent, being undertaken supplemented by the present system of teaching and equipment grant. The only possible sources of enlarging the resources of the schools are:-

(a) Conservation of and increased in endowments.

(b) Increase in Fee Income.

While the tightening of departmental check over endowments may be helpful to helpful to some extent, Fee Income is naturally

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naturally the largest item of income. On a very careful consideration I feel that the standard tuition fees should not be raised above the present level for the following reasons:--

(i) Every Executive entrusted with duties involving the incurring of progressively increasing expenditure should have at least one elastic source of income. Hitherto the managements when faced by permanent deficits of large amounts or programmes of expansions, raised their own rates of fees either in number of instalments or in amounts or in both. Normally a school works for 9 to 10 months and as the accepted tradition is that the standard fees should be collected in 8 instalments, there were still two 'free' months to be exploited. With an increase in the numbers of standard fee instalments the two will be reduced or vanish. Furthermore the schools in practice employ more persons than the department admits for teaching grant.

(ii) As regards the amounts, I submit that, the present rates seem to be high enough as they are. Secondly countries in the van of progress aim at free secondary education and it does not appear to be appropriate that we in India should lead the way in the opposite direction.

(iii) Even if the fees are raised the state will not be appreciably nearer the solution of its financial difficulties.

11. It is therefore apparent that most of the institutions old and new cannot make both ends meet with the present rate of Government help. The schools are so far away as yet from what may be called the saturation point of financial competence, that any increase not only in the sum total of the grants paid but also in the ratio of grant paid will be all to the good. Considering all these points I recommend that the teaching grants be raised from half to three fourths. The additional cost to Government if the above proposals are approved is worked out in the enclosed statement.

8/6.

for DIRECTOR OF PUBLIC INSTRUCTION.

RR.7/6. 8/6

(29)

POST WAR RECONSTRUCTION - Revision of pay of teachers in Secondary Schools -
STATEMENT SHOWING THE FINANCIAL EFFECT OF REVISION.

Teachers according to grades.	AIDED SECONDARY SCHOOLS.				LOCAL BOARD MUNICIPAL SCHOOLS.			
	Number of Teachers.	Cost according to the existing scales.	Cost according to the proposed scales. Total.	Extra (Column 4-3)	Number of teachers.	Cost according to the existing scales.	Cost according to the proposed scales. Total.	Extra (Column 8-7.)
TRAINED.								
1. Collegiate	2,745		37,11,240		1,668		22,55,136	
2. Secondary Grade.	3,808		28,03,688		2,447		18,00,992	
3. Higher Elementary Grade.	149		62,183		72		30,048	
4. Lower Elementary Grade.	24		5,760		37		8,880	
5. Pandits & Munshis (50% on 45-5/2-80 and 50% on 50-5/2-100).	853		7,10,893		764		6,36,666	
6. Manual Training Instructors	202		1,48,672		147		1,08,192	
7. Physical Training Instructors	364		3,11,584		265		2,36,840	
8. Commercial Instructors.	69		72,312		62		64,976	
9. Drawing Masters.	288		2,11,968		246		1,81,056	
10. Untrained Teachers.	78		28,080		85		30,600	
		42,81,045	80,65,380	37,84,335		32,44,408	53,43,386	20,98,978

P.T.O.

(30)

AIDED SCHOOLS.

	Rs.	Rs.
I. a) Extra cost on account of revision of pay of teachers(vide statement).		37,84,335
b) Extra cost on account of increased salary to Headmasters. (i) 247 Headmasters at Rs. 165-15/2-240-10-25 (Average 215 1/18 p.m.)	6,37,507	
(ii) Add allowance of Rs.30/- p.m. for 119 Headmasters with strength over 500	42,840	
	6,80,347	
(iii) Deduct salary already included for them under L.T.Assistants in the statement (247 x 1352)	3,33,944	
	3,46,403	3,46,403
c) Extra cost on account of allowance of Rs.15/-p.m.for 118 Headmasters of Middle Schools.		21,240
d) Extra cost on account of allowance of Rs.10/-p.m.for 247 Assistant Headmasters of Primary Schools.		29,640
	T o t a l	41,81,618
II. a) Present cost on all items of admissible expenditure including Profit schools as worked out from Financial Statement.	47,00,369	
b) Add Extra cost on account of revision of pay.	41,81,618	
Total: ..	88,81,987	
c) Amount to be paid on 3/4ths Net cost	88,81,987 x 3 / 4 =	66,61,490
d) Deduct grant paid to schools in 45-46 (50% of Rs.17,56,920) i.e.8,78,460.		8,78,460
Net extra cost to be borne by Government on account of revision.		57,83,030

LOCAL BOARDS & MUNICIPAL COUNCILS.

	Rs.	Rs.
I. a) Extra cost on account of revision of pay of teachers(vide statement).		20,98,978
b) Extra cost on account of increased salaries to Headmasters (i) 197 Headmasters at Rs. 165-15/2-240-10-250.	5,08,391	
(ii) Add allowance of Rs.30/ p.m. for 104 Headmasters of schools with strength over 500.	37,440	
T o t a l.	5,45,831	
(iii) Deduct salary already included for them as L.T. Assistants in the statement. (197 x 1352)	2,66,344	
	2,79,487	2,79,487
c) Extra cost on account of allowance of Rs.15/ p.m. to 62 Headmasters of Middle Schools.		11,160
d) Extra cost on account of allowance of Rs.10/-p.m. to 197 Assistant Headmasters of Primary Schools.		23,640
T o t a l..		24,13,265
II. Present expenditure of Local Boards and Municipal Councils as worked out from Tabular Inspection Reports.		48,48,565
Add Extra cost on account of revision.		24,13,265
		72,61,830
Deduct subsidy paid to local Boards and Municipal Councils in 1945-46.		7,85,135
Extra cost on account of revision as proposed in the latter.		64,76,695.

for DIRECTOR OF PUBLIC INSTRUCTION.

R.R.7/6.

8/6.

(2) 77/B2/40

C.NO.415-B.1/46. OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION, MADRAS, DATED 17-6-46.

ASST. SECRETARY TO GOVERNMENT 23 JUN 1946 EDUCATION AND PUBLIC HEALTH DEPT.

From

Dr. S.R.U.Savoor, M.A., D.Sc., I.E.S.,
Director of Public Instruction, Madras.

To

The Secretary to Government,
Education and Public Health Department.

Sir,

SUBJECT:- Post War Educational Reconstruction - Special Schools - Revision of pay of teachers - Proposals - Submitted.

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Government in their Memo. No.37043-B2./46-14. Edn., dated 27-2-1946 have tentatively approved certain scales of pay for teachers in Elementary and Secondary Schools. Adopting these scales wherever possible, I submit hereunder proposals for the revision of pay of teachers employed in special schools. For this purpose, I have arranged the institutions under allied groups:-

(i) Commercial schools.
(ii) Government House School, Madras.
(iii) Lucy Perry Noble Institute, Rachanyapuram.
(iv) Y.M.C.A.College of Physical Education.
(v) College of Music Royapettah and Kalashetra, Adyar.
(vi) Nursery Training School and Nursery Schools.

The financial effect of the proposed revision is exhibited in the annexed statement. I discuss below the effect of the revision under each group.

(2) Commercial Schools:- There are three commercial Schools on the Aided list. I recommend the following scales of pay for the staff :

(a) Principals ...	Rs.100 - 15/2 - 175.
(b) Higher Grade Trained Teachers Certificate Holders.	Rs.70 - 5/2 - 100
(c) Unqualified and Part-time Instructors.	Rs.30/- Per mensem (fixed.)

The scale of Rs.70 - 5/2 - 100 for item (b) above has already been approved by Government in their Memo. referred to above. Working out the financial effect on the above basis, the extra cost on account of revision comes to Rs.3112/- . At present Government are giving a grant of ¾ net cost to these institutions. As these institutions are run by private enterprise with not much financial stability, I recommend that Government may bear ¾ net cost. The extra cost to Government is worked out below:--

Net cost as available in the Financial Statement of 45-46.	7,440
Extra cost on account of revision of pay.	3,112
Cost on all items if revised scales are introduced.	10,552

¾ Net cost .. 10552 X 3/4.

= 7914.

P.T.O.

Amount already paid as grant at ½ net cost. ... 2100

Extra cost to be borne by Government . ....Rs.5814.

(3) Government House School, Madras:- This is given full net cost as grant. There are one Headmaster (Secondary Grade) and 5 Higher Elementary Grade Assistants. In these cases, the scales of pay for secondary grade teachers and Higher Elementary Grade teachers tentatively approved by Government in their Memo. referred to in para 1 above may be accepted. On this basis, the extra cost to Government will be nil as shown in the annexed statement.

(4) Lucy Perry Noble Institute, Rachanyapuram:

In this school there are one Superintendent of Industries B.Sc. (Post Graduate Work) on Rs.200/- per mensem, 4 Secondary Grade Assistants, 5 Elementary Grade Assistants and 3 Manual Training Instructors. I recommend that the Superintendent's salary may be allowed to stand as it is and the rest may be paid in accordance with the scales of pay approved by Government according to their qualifications. Working on this basis, the extra cost on account of revision comes to Rs.3001/-. The Government are at present bearing half net cost by way of grant. I recommend that this may be increased to ¾ ths. net cost. If this is approved the extra cost to Government will be as follows:-

Net cost as arrived at from the Financial Statement for 45-46 including present salary of teachers.		Rs.2,484.
Extra cost on account of revision of pay (vide statement annexed)		Rs.3,001
Cost on all items if revised scales are introduced		Rs.5,485
¾ ths. Net cost.	... 5485 X 3 / 4 =	4,114.
Amount already paid at ½ net cost		1,242
Extra cost to be borne by Government.		2,872

(5) Y.M.C.A.College of Physical Education:-

I recommend the following scales of pay for the Principal and lecturers employed in the College.

Principal ... Rs.600 - 25/2 - 800.
Lecturer .... Rs.120 - 10/2- 190 - 20/2 - 250.

The College is at present paid 2/3 net cost as grant. As in the case of other special schools, the college also may be given a grant of 3/4 net cost. The extra cost to Government is worked out below:--

Net cost including present salary as shown in the Financial Statement for 45-46.		Rs.7,090
Extra cost on account of revision of pay.		Rs.1,280
Cost on all items if revised salaries are introduced		8,370
3/4th Net cost.	... 8370 X 3 / 4 =	6,278
Amount already paid as grant at 2/3 net cost.		4,727
Extra cost to be borne by Government ...		1,551

(6) Teachers College of Music Royapettah & Kalahshetra, Adyar :

I recommend the following scales of pay for the staff of the Music Institutions.

(i) Principal	...	Rs.100 - 10/2 - 150.
(ii) Teacher (Professional of repute)		70 - 5/2 - 100.
(iii) Vidwan Sangeethabhushanam Higher Grade Trained Teachers' Certificate, ... Diploma in Music.		Rs.60/- per mensem.

In deserving cases of distinguished professionals who take up service as Principal or teacher I may be permitted to fix a higher pay in the scales given above or start them on a higher pay. Adopting the above scales of pay, the extra cost to Government is given below. Here again I recommend that the Government grant may be increased from ½ to ¾ Net cost.

Net cost as available from the Financial Statement for 45-46.		Rs.6,106.
Extra cost on account of revision of pay (vide annexed statement)		960
		Total 7066
3/4 Net cost	7066 X 3 / 4 =	5,300
Amount already paid at ½ net cost		3,053
Extra cost to be borne by Government.		2,247

(7) Nursery Training School and Nursery Schools:-

There are one Training School for Nursery School Teachers and ten nursery schools on the aided list. The Principal of the Nursery.training School is a B.A., B.Ed. and I recommend she may be placed in the scale of Rs.175 - 15/2 - 250 (scale approved for secondary school Headmasters with a strength of 500 and less.) The nursery School Certificate holders and secondary grade teachers may be paid on the scale of Rs.40 - 5/2 - 80 and the B.A., L.T's at Rs.70 - 10/2 - 150. In the case of these institutions also I recommend an increase in the grant from ½ to ¾ net cost. The extra cost involved is shown hereunder:--

Net cost as from the Financial Statement for 45-46.		7,810
Extra cost on account of revision of pay (vide annexed statement)		6,299
Cost on all items if revised scales are introduced.		14,109
¾ Net cost	.. 14109 X3 / 4 =	10,582
Amount already paid at ½ net cost	=	3,905
Extra cost to be borne by Government.	=	6,677

(8) The extra cost that Government will have to bear in respect of the various specialschools at the uniform rate of ¾ Net cost is summarised below:--

P.T .O.

(a) Commercial schools	...	Rs. 5814
(b) Government House School, Madras.		Nil.
(c) Lucy Perry Noble Institute	..	2872
(d) Y.M.C.A. College of Physical Education.	...	1551
(e) Teachers' College of Music and Kalahshetra, Adyar.		2247
(f) Nursery Training School & Nursery schools.	...	6677
Total	....	Rs.19,161

R. Narasimha

for Director of Public Instruction.

KP.19/6.
20/6

21/6/46.

(37)

STATEMENT SHOWING THE FINANCIAL EFFECT ON ACCOUNT OF THE REVISION OF PAY OF TEACHERS IN SPECIAL SCHOOLS.

Grade of Teachers.	No. of teachers.	Cost according to existing rates	Cost according to proposed rate	Extra cost.	Remarks.
I. COMMERCIAL SCHOOLS.					
(a) Principals	3	5,364	5,220	Nil	(100-15/2 - 175)
(b) Higher Grade Trained Teachers' Certificate Holders.	4	1,680	4,192	2,512	(70 - 5/2- 100)
(c) Unqualified & Part time teachers.	4	840	1440	600	(Rs. 30/- fixed)
		7,884	10,852	3,112	
II. GOVERNMENT HOUSE SCHOOL, MADRAS.					
(a) Secondary Grade Teachers.	1	3,130	2,823	Nil.	(Rs.40 - 5/2 - 80)
(b) Higher Elementary Grade Teachers.	5				(Rs.25 - 2/2 - 45)
III. LUCY PERRY NOBLE INSTITUTE, KACHANYAPURAM.					
(a) Superintendent.	1	5,682	2,400	3,001	(Rs.200/-)
(b) Secondary Grade Teachers	4		2,944		(Rs.40 - 5/2 - 80)
(c) Higher Elementary Grade Teachers	5		2,087		(Rs.25 - 2/2 - 45)
(d) Manual Training Instructors.	3		1,252		(Rs.40 - 2/2 - 45)
		5,682	8,683	3,001	
IV. Y.M.C.A. COLLEGE OF PHYSICAL EDUCATION, MADRAS.					
(a) Principal	1	7,200	8,480	1,280	(600 - 25/2 - 800)
(b) Lecturers	3	7,005	6,608	Nil	(120- 10/2 - 190 - 20/2 -250)
V. COLLEGE OF MUSIC, ROYAPETTAH & KALAKSHETRA, ADYAR.					
(a) Principal	2	3,240	3,120	Nil.	(100 - 10/2 - 150)
(b) Lecturer (Professional of repute)	1	900	1,048	148	(70 - 5/2 -100)
(c) Lecturers (Vidwan Sangithabushanam, Higher Grade Trained Teachers' Certificate, Diploma etc.)	2	840	1,440	600	(Rs. 60/-)
(d) Pandits.	2	1,140	1,352	212	(45 - 2/2 - 75)
		6,120	6,960	960	
VI. NURSERY SCHOOLS & NURSERY TRAINING SCHOOLS:					
(a) Principal, Nursery Training School.	1	9,870	2,640	3,299	(175 - 15/2 - 250)
(b) L. T's.	1		1,352		(70 - 10/2 - 150)
(c) Nursery School Certificate holders & Secondary Grade Teachers.	15		11,040		
(d) Higher Elementary Grade	1		417		(25 - 2/2- 45)
(e) Unqualified teachers	2		720		(Rs.30/- per mensem)
		9,870	16,169	3,299	

EXTRA COST.

(i) Commercial Schools	3,112.
(ii) Government House School, Madras.	Nil.
(iii) Lucy Perry Noble Institute, Kachanyapuram.	3,001.
(iv) Y.M.C.A. College of Physical Education, Madras.	960.
(v) College of Music, Royapettah & Kalakshetra, Adyar.	148.
(vi) Nursery Schools & Nursery Training Schools.	3,299.
	10,520.

Type of teacher	Scales of pay: Govt. Schools Rs.	Dt. Bd. Schools Rs.	Municipal Schools Rs.	Panchayat Schools Rs.	Aided schools Rs.	Scales suggested by the D.P.I. for all schools Rs.	Scales recommended by the Central Advisory Bd. of Edn. for all schools Rs.
1) Lower Elementary Grade							
Untrained	-	-	-	12	5	-	—
Trained	20-28	15-20	20-28 @	12	9	-	-
2) Higher Elementary Grade							
Untrained	-	15	15	12	9	26	-
Trained	23-45 av: 33.3 α	20-30 av 25.3 β	23-45 @ av 33.3 γ	15	14	25-45 av 34.8	-
				γ	ε	Increase % over α: 45	
						" over β: 37.5	
						" over γ = 132	
						25 over ε = 148.6	
3) Secondary Grade							
Untrained	-	20	20	17½	12		
Trained							
(a) in lower elementary schools / (b) in higher elementary schools	30-55 av 42.2	25-45 34.8	30-55 @ 42.2	20	18	(a) 30-50 av 40.7 (b) 40-80 av 61.3 Comb av 51	
	(1)	(2)	(3)	(4)	(5)	Increase over percentage (1) = 20.9	
						Do over (2) = 46.6	
						Do over (3) = 20.9	
						Do over (4) = 155	
						" (5) = 183.3	
4) Collegiate Trained	30-55 av 42.2	25-45 34.8	30-55 @ 42.2	20	22⅔	50-90 av 69.6	No definite scale fixed.
	(1)	(2)	(3)	(4)	(5)	Increase % over (1) 64.9 (3)	
						" over (2) 86.5	
Graduate (untrained)	-	20	20	17½	17⅔	40 " over (4) 248.0 " over (5) 208.0	-

Remarks:

1. No scales have been prescribed for any class of teachers. The rate of grant payable by government has been omitted.
2. Some of the scales have been permitted to be adopt for these by altering the scales to be followed by trained Elementary teachers.

— pp. 8-9 of report.

30-50. Teachers

Head teachers:
A. 1 or 2 class sections Rs. 10 above scale for assistants.
B. 3, 4 or 5 " Rs. 50-4-70
C. 5 or 6 to 8 or 10 " 60-4-80
D. Above 8 or 10 " 80-4-100

40-80 Teachers.

Head Teachers:
A. 3 or 4 class sections 80-4-100
B. 4 or 5 or 6 or 8 do. 90-4-110
C. over 6 or 8 " 110-4-130

* Plus Free houses or 10% of salary for house rents.

Note: Teachers should be given free houses. Where this is not possible 10% should be added to the Salaries. All recognised teaching service should ultimately become pensionable and that where no pension funds exist or can be expected to exist in the near future Contributory provident funds should be started with a subscription of 5% per cent. Equal subscriptions from the teacher and 5% from the employer.

Existing Scales. 104 ST Secondary Schools.

Designation of teaching Staff. (1)	Govt. Schools. (2)	Dt. Bd. Schools (3)	Municipal Schools. (4)	Scales suggested by the D.P.I. (5)	Minimum Salary proposed by the D.P.I. for private aided Secy. Schools in 1903. (6)	Scales recommended by the Central Advisory Board of Education. (7)	Remarks (8)
Headmaster, High School.	No separate Scale. The Scale of pay of 1st grade School Asstt. who are to be appointed as Headmasters is				100-10/2-150-10/2-200 Large high schools	Schools upto 250 pupils on roll 175-10-255	
	for 20% of the cadre 140-15/2-200 for 80% ---	110-10/2-170	110-10/2-170	175-15/2-220-20/2-300	100-10/2-150 (others)	Schools upto 500 pupils on roll 250-10-350.	
Headmaster, Middle School.	70-10/2-130	65-5/2-100	65-5/2-100	150-10/2-160-20/2-200	60-5/2-100	Schools of over 500 pupils. 350-15-500.	
Asst. Headmaster, Primary School.	av 104·7			75-7½/2-90			
L.T. Assistants	70-10/2-130 Second grade. First Grade 20% of cadre. 140-15/2-200	65-5/2-100 av 84·4	65-5/2-100 av 84·4	70-10/2-150 av 112·7	60-5/2-100	70-5-150 P.M.*	
Secondary trained teachers	30-3/2-45-2/2-55 av 42·2 (1)	30-2/2-50 av 39·8 (2)	30-2/2-80 av 41·8 (3)	40-6/2-80 av 61·3	30-2/2-50	40-2-80	
Pandits & Muslims	35-4/2-43-2/2-45	45-2/2-75 (2) 30-2/2-50	45-2/2-75 (3) 30-2/2-50	Average 45·3 over (1) 11 (2+3) 33·5 5410	35-5/2-60		
Physical Training Instructors.	30-3/2-45-2/2-55	30-2/2-50	30-2/2-50		35-3/2-50-2/2-60		
		25-2/2-45	25-2/2-45				
Commercial Instructors	35-5/2-70	30-2/2-50	30-2/2-50		30-2/2-50		
Drawing Masters	30-3/2-45-2/2-55	25-2/2-45	25-2/2-45		30-2/2-50		
Manual training Instructors, drawing and needle work mistress	30-3/2-45-2/2-55	30-2/2-50	30-2/2-50		30-2/2-50 or 35-60		
Music mistress	— do —						
Physical Training Instructress	— do —						

plus conveyance allowance and 10 per cent house rent allowance in rural areas. Possible increase upto 50% to meet higher cost of living in ~~certain~~ special circumstances ~~needed in cases where the cost of living or other factors necessitate a more generous basis.~~

*. Some spl. posts of responsibility shd. be created among the senior Teachers in High Schools which wd. carry Rs. 20 p.m. in addn.

Copy of pp. 159-60 of report (8) 45 + 8

(36)

Extract of recommendations from Appendix IX.

Part III - Municipal and Local Board Services.

27. The District Board and Municipal Services should be paid at the same rates as corresponding Govt. services, the qualifications for corresponding posts being the same. Where there are no corresponding posts, the qualifications and pay should be the same as Govt. would prescribe for similar posts.

Where the nature of the work attached to a post in a District Board or Municipal Service is more or less identical with that in Govt. service, the local board or municipal service should be absorbed in the corresponding Govt. service, which should make its officers available to the local board or municipal service, either on foreign service terms or on the terms set out in Fundamental Rule 127.

In all other cases, selection to the posts should be by a central impartial authority, which should apply the same standards for selection as are applied for Govt. services. In the case of posts coming under the purview of this authority, the allotment of candidates may be made by the authority to the various district boards and municipal councils on a regional basis, mainly on linguistic considerations.

Promotions should be made normally, as at present, from within the personnel of the district board or municipal council concerned, but the central authority may be consulted in such promotions (Section 1).

28. Pending the acceptance of the above proposals, the scales of pay attached to the existing posts in local board and municipal services should be revised as indicated in Appendix VII (Section 1).

pp 5-23 infra

The existing incumbents should be fixed in these scales, with effect from 1-5-46, in the manner suggested for Govt. servants in section 8 of Chapter I, Part I, the principle set out in section 7 of the same chapter, as regards the admissibility of the new scales to existing and future incumbents being applied. The option under F.R.23 should not be allowed and service in the old scales should not count for increments in the new ones (Section 1).

p 187 infra

29. Before the Govt. order any revision of salary scales ~~for~~ or the payment of a lump sum in lieu of retrospective for any of the municipal and local board services, they should investigate the financial effect as regards each local authority with a view to finding out how its financial resources can be increased in case it cannot bear the additional expense involved in revising salaries.

x scales of pay pp 17-19 infra

As regards the Educational Services alone, the Govt. should give financial aid to the local authorities in the form of a grant, which should be equal to the grants now paid by the Govt. or to the amount to which the local body would be eligible, at the rates recommended for aided private educational institutions in Part V of the report, whichever is greater (Section 1).

p 3 infra

30. The various kinds of ~~xx~~ executive officers in Local Board and Municipal Services mentioned in Appendix VIII should be placed in a separate service, governed by special rules and conditions and called the Local Authorities Executive Service. Recruitment to this service should only be from Local Board & Municipal Services or by direct recruitment, in suitable proportions for each post. The existing incumbents who are Govt. servants may be permitted to get confirmed in the new service and earn pension on their permanent pay, the necessary pension contributions being collected by the Govt. from the local board or municipal councils concerned. The existing post of Deputy Inspector of Municipal Councils & Local Boards should continue to be a Provincial Service post to which recruitment ~~xx~~ might be by promotion from the Local Authorities Executive Service or from Govt. service (Section 2).

31. Recommendations made in Appendix VIII in regard to municipal and panchayat board menial establishment should be applied to similar establishments in District Boards (Section 3)

32. The dearness and war allowance now paid to local board and municipal servants should continue as dearness allowance, at the existing rates, subject to conditions similar to those laid down for Govt. servants.

All local authorities should be advised to construct houses for their low-paid subordinates (Section 4).

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(37) p. 160 7 (8) 46 3 / 88

Extract of recommendations from Appendix IX.

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xx PART IV. xx

Separate auction in Medical

33. The subsidies paid to Rural Medical Practitioners should be raised to Rs 720 per annum, in the case of Graduates, and Rs 600 per annum, in the case of Licentiates.

34. All House Surgeons and House Physicians working in Govt. hospitals should have their subsistence allowance increased to Rs 60 per mensem.

~~35xxxxThextemporaryxincreasesxpaidxtoxGovtxpensionersx~~

xx PART V. TEACHERS OF AIDED SCHOOLS. xx

A

36. The managements of all aided schools, elementary and secondary, including panchayat schools, should be warned that they must take immediate steps to ensure that their teachers are paid at the Govt. rates. In case they fail to do so, within a prescribed time, their schools should be taken over for management by Govt. agency or grants refused to them, the worst ones being taken up first, and as far as Provincial finances will permit.

37. The Govt. grant to all elementary schools, private and panchayat board, should be calculated at the following enhanced rates:-

	Rate per year. Untrained. Rs		Trained. Rs	
Lower Elementary Grade	5 96	8	9 180	15
Higher " "	9 144	12	14 240	20
Secondary Grade	12 180	15	18 300	25
Collegiate "	17 2/3 240	20	23 360	30

The Govt. grant for secondary schools should be based on two-thirds instead of half, of the approved net cost in the preceding financial year.

38. The dearness and war allowances paid to teachers of aided secondary and elementary schools, including panchayat board schools, should continue at the existing rates, subject to their reduction and final withdrawal along with the dearness allowance paid to Govt. servants.

39. The question of payment of arrears of dearness and war allowance, as from 1-7-44, to the teachers of these institutions should be finally dropped.

xx xx

Appendix VII

Designation of post.	Existing scale of pay.	Scale of pay recommended by the Cabinet Salaries Committee.	Corresponding posn. in Govt. service & scale of pay proposed for it by the Salaries Committee.	REMARKS.
1.	2.	3.	4.	5.
EXECUTIVE OFFICERS.				
Municipal Commissioner - I Grade	..	300-25-500 plus Spl.Pay of Rs 100 for ~~bigger~~ Mpties of Trichy, Coimbatore, Madura & Bezwada.		
do. II "	175-15/2-250	200-10-300		
do. III "	125-10/2-175	150-5-200		
do. IV "	100-5/2-125	To be abolished.		
Dt. Board Secretary I Grade	175-15/2-250	200-10-300		
do. II "	125-10/2-175	150-5-200		
District Panchayat Officers	150-10/2-180	Grade I .. 200-10-300 " II .. 150-5-200		
Asst. Panchayat Officer	45-3/2-75	100-5-150		
Executive Officers of Panchayat Boards -- I Grade ..	80-5/2-100	80-2-100		
do. II " ..	65-3/2-80	65-1-80		
do. III " ..	50-3/2-65	50-1-65		
		GENERAL.		
Municipal Manager I Grade - A.	125-5/2-150	150-3-165-5-180#		#They may be promoted as Commrs.III Gr.
do. B	100-5/2-125	120-3-150		
Municipal Manager II Grade) " Accountant I Grade - A)	80-5/2-100	80-3-120		
District Board Superintendent) do. Accountant)	75-5/2-100	90-3-120		
Municipal Manager III Grade) " Accountant - I Grade - B)	65-5/2-80)			
" Accountant II Grade	65-5/2-75)	75-3-90#5-105*		*Munl. Accott. I Grade-B to be abolished & ~~xxxxxx~~ I Grade - A to be called I Grade.
District Board Headclerk) " " & Munl. U.D. Clerk)	55-5/2-65	70-3-85-5-100	~~U.D.Clerk~~ (~~Mufassal~~) 80-3-95-5-110	Munl.Accott.III-Gr to be abolished.

1.	3.	4.	5.
District Board Municipal L.D. Clerk & Panchayat Board Clerks (Income Rs 10,000 to Rs 20,000)	30-3/2-45-2½/2-50	45-2-85	~~L.D. Clerk~~ (~~Mufassal~~) 45-3-60-2-90	Graduates to start on Rs 51 p.m. in the same scale.
Panchayat Board Clerks (Income Rs 5,000 to 10,000)	25-2/2-45	30-1-50		
Panchayat Board Clerks (Income Rs 3,000 to 5,000)	20-2/2-30	25-1-35		
Munl. & District Board Attenders	19-2/2-25-1/2-30	24-1-32-1/B-35	~~Attenders~~ 24-1-32-1/B-35	
	COLLECTION.			
Revenue Officer	80-5/2-100	90-3-120		
Munl. Revenue Inspector Dt. Board Profession Tax & Licence Inspector Panchayat Board Revenue Inspector	30-3/2-45-2½/2-50	45-2-85	~~L.D.Clerk~~ (~~Mufassal~~) 45-3-60-2-90	do.
Municipal Bill Collector	22-2/2-40	30-2-50-1-55		
District Board do.	20-1/3-25	25-1/B-35		
Panchayat Board Clerk-cum-Bill Collector (Rs 10,000 to 30,000)	20-2/2-30	25-1-35		
do. Rs 5,000 and above)	19-1/2-30			
do. Rs 3,000 to 5,000) ..	15-1/2-20	20-1/B-25		
	LIGHTING.			
Lighting Superintendent	19-2/2-25-1/2-30	24-1-32-1/B-35	~~Attender~~	24-1-32-1/B-35
Lighter ..	Market rates subject to maximum of Rs 12 p.m.	Market Rates.		
	ENGINEERING.			
Civil.				
Municipal Engineer I Grade	400-40/2-600	400-20-600		
do. II "	250-30/2-400	300-10-400		
do. III "	150-20/2-250	180-10-300		
do. IV "	120-15/2-150	140-5-180		
Dt. Board Supervisors	Rs 70-10/2-110-15/2-200	100-5-150-10-250	~~P.W.D.Supervisor~~ Rs 100-5-150-10-250	
Munl. Supervisors " Building Inspector I Grade	75-10/2-125	90-5-140		

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1.	2.	3.	4.	5.
Municipal Overseers " Building Inspector II Grade " Draftsman I Grade	60-5/2-90	70-3-115		
" Draftsman II Grade	40-4/2-60	50-3-65-2-75		
" Tracers	25-1/2-30-2/2-40	30-1-50	~~P.W.D.Tracer~~	35-1-55
" Lorry Drivers	Up to maximum of Rs 35 in Ordinary & Rs 45 in Hill Munpts.	35-1-45 plus Rs 10 for Hill Municipalities.		
Waterworks & Drainage - Pumping Station.				
Municipal Superintendent (Mechanical)-- I Grade ..	100-10/2-150	120-5-180		
II " ..	75-5/2-100	90-3-120		
Municipal Superintendent (Mech.)III Gr.)				
" Drivers (Mechl.) I Grade	50-5/2-75	60-3-90		
" Driver II Grade	40-4/2-60	50-3-65-2-~~85~~-75		
" Driver III "	30-2-40	40-2-50		
Munl. Superintendent(Elec.) I Grade	80-10/2-100	100-5-120		
do. II "	60-5/2-80	70-3-100		
Electrician I Grade	45-5/2-75	55-3-85-5-95		
do. II "	30-3/2-45-5/2-50	40-2-60-1-65		
Switchboard Operator	20-1/2-25	25-1-35		
Headworks Fitter I Grade	35-3/2-50	40-2-60		
do. II "	20-3/2-35	25-2-35-1-40		
Pipe Line Fitter I Grade	30-3/2-45	35-2-45-1-50		
do. II "	25-1/2-30	30-1-40		
Tap Inspector	30-3/2-45	35-2-45-1-50		
Meter Mechanic	35-3/2-50-5/2-55	40-2-60-1-65		
Munl. Meter Reader	25-3/2-40	30-2-40-1-45		
Fitter Operator I Grade	50-5/2-75	60-3-90		
do. II "	35-3/2-50	40-2-60		
Sewage Farm Superintendent I Grade	75-10/2-125	90-5-140		
do. II "	50-3/2-75	60-3-90		
Sewage Farm Maistri	15-1-25	20-1-30		

W &D. -Distribution.

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1.	2.	3.	4.	5.
	ELECTRICAL.			
Munl. Elec. Engineer I Grade	400-40/2-600	400-20-600		
do. II "	250-30/2-400	300-10-400		
do. III "	180-20/2-200-25/2-250	200-10-300		
do. IV "	150-15/2-180	180-5-200		
Munl. Line Foreman	100-10/2-150	120--5--180		
Munl. Power House Foreman) Line Inspector I Grade) Testing Assistant I Grade)	70-5/2-100	90-3-120		
Accountant (Madura, Ooty, Coimbatore&Bezwada)	65-5/2-80	75-3-90-5-~~100~~ 105		
" II Grade Municipalities ..	63-5/2-75	75-3-90-5-~~95~~ 105		
" III Grade " ..	65-5/2-70	75-3-90		
Accountant - Other Municipalities) Panchayat Board Accountant)	45-5/2-60) 40-3/2-55)	45-2-65		
Line Inspector II Grade) Testing Assistant II Grade)	50-4/2-70	60-3-75-2-85		
Panchayat Board Line Inspector	40-2-60	50-2-70		
Municipal Driver) " Electrician) Panchayat Board Driver)	36-2/2-50	40-1-60		
Munl. Switchboard Operator) " Wireman including Lineman & Foreman) " InstrumentRepairer)	30-2/2-50	35-2-55-1-60	Madras Genl. Subordinate Service - Class I-- ~~35-2-55-1-60.~~ Wireman, Linesmen, Electrician, Instrument Repairers II Grade .. Rs ~~35-2-55-1-60~~	
Munl. Clerk dealing with Electricity Accounts-- (Big Municipalities)	Rs 40-3/2-70	70-3-85-5-100	U.D.Clerk	
do. (Smaller ")	35-2½/2-60	45--2--85	L.D. Clerk	
Panchayat Board Switchboard Operator) do. Wireman)	25-2/2-35	30-1-40		
do. Storeclerk	20-2/2-30	25-1-35		
Municipal Oiler, Power House Cooly	15--1--30	20-1-35		
" Helper, Meter Cleaner, Switcher, Cleaner ..)	15-1-20	20-1-25		
Panchayat Board Oiler, Power House Cooly, Helper ..)	12-1/2-15	15-1/B-20		
Markets, Rr Slaughter House, Cartstands etc.				
Market Superintendent	30-3/2-45-2½/2-50	45--2--95		
" Accountant) " Supervisor)	19-2/2-25-1/2-30	25 24-1-32-1/B-35	Attender 24-1-32-1/B-35.	

Graduates to start on Rs 51 p.m. in the scale.

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	2.	3.	4.	5.
		GARDENS.		
Municipal Park Superintendent	25--1--50	30-1-55		
" Head Gardener	15--1--25	20-1-30		
		TRAVELLERS BUNGALOWS, CHOULTRIES ETC.		
Butler	16	16-1/T-25		
Municipal Accountant	16	20-1/B-25		
" Cook	15	15-1/5-16-1/3-20		
		VETERINARY		
Municipal Veterinary Surgeon	90-10/2-200	~~110-10-300~~ ~~for~~ B.V.Scs. will ~~100-7-240~~ " ~~non-B.V.Scs.~~ start on Rs 140 pm.	120-5-200-10-250	
		TOWN PLANNING.		
Municipal Town Planning Officer-- Senior Grade ..	150-20/2-250	180-10-300		
Junior " ..	120-10/2-150	140-5-180		
Town Planning & Bldg. Supervisor ..	75-10/2-125	90-5-140		
do. do. Overseer ..	75-5/2-80-10/2-100	90-3-105-5-120		
Town Planning & Bldg. Inspector, Ist Gr.	75-5/2-100	90-3-120		
do. do. II Grade)				
do. Surveyor & Bldg.Draftsman)	60-5/2-90	70-3-115		
Town Planning & Bldg. Inspector III Grade	50-5/2-75	60-3-90		
do. Surveyor & Bldg. Draftsman II Gr.	40-4/2-60	50-3-65-2-75		
do. Tracer	25-1/2-30-2/2-40	30-1-50	~~T.P.D.Tracer~~ .. 35-1-65	
do. L.D. Clerks	30-3/2-45-2½/2-50	45-2-85*	*Graduates to start on Rs 51 p.m. in the scale.	
Peon	12--16)	16-1/T-25		
Chairman	12)			
		PUBLIC HEALTH.		
Mnl. & Dt. Board Woman Medical Officer (Maternity & Child Welfare)	100-15/2-220	100-7½-220	~~Woman Medical Officer, Mnty. & Child Welfare~~ .. 100-7½-220	
Mnl. & Dt. Board Sanitary Inspector) Panchayat Board Sanitary Inspector) (Income over Rs 40,000)	55-5/2-110	60-3-120	~~Health Inspector~~ ..60-3-120	
District Board Licence Inspectors ..	55-5/2-110	60-3-120		
do.	30-3/2-45-2½/2-50	45-2-85		
Panchayat Board Sanitary Inspector (Income ~~xxxx~~ Rs 20,000 --40,000)	40-3/2-70	45-2-85		
do. do. Sany. Inspector(Others)	35-2/2-45	40-1-50		
Mnl. & District Board Health Visitor ..	50-3/2-80	50-2-90	~~Health Visitor(M & C.W)~~ ..50-2-80	
Mnl. & Dt. Board Lady. Assistant & Technicians ..	35-3/2-65	40--2--80		

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1.	2.	3.	4.	5.
Munl. & Dt. Board Registration Vaccinator with Sany. Inspr. qualifications. Vaccinator I Class	30-2/2-50	40-2-80	~~Vaccinators~~ (~~Qualified~~) 50-3-80	
Panchayat Board Vaccinator I Class	30-2/2-44-1/2-45	40-1-55		
do. Sany. Inspr. Qualified Reg.Vaccinators				
Munl., District Board & Panchayat Board Woman Vaccinator II Class	25-3/2-40	30-2-40-1-45	~~Vaccinators~~ (~~Unqualified~~) 40-2-60	
Munl. District Board & Panchayat Board Regn. Vaccinators with II class Vaccinator qualifications				
Munl. & Panchayat Board Births & Deaths Registrars ..	30-2/2-40	35-1-45		
Munl., District Board & Panchayat Board Midwives	25-1/2-35	35-2-55-1-65	~~Govt. Midwives~~ 40-3-55-1-70	
Municipal Compounder	25-1/2-35	35-1-50	~~Compounder~~ 35-1-60	
Munl. & District Board Laboratory Attendants	20-1-30	25-1-35		
Municipal Lorry Drivers	Up to Rs 35 in plains & Rs 45 in Hills	35-1-45 plus Rs 10 Hill Municipalities		
Mechanics, Radio & Line Operators, skilled servants in Municipal, District Boards & Panchayat Boards	Maximum of Rs 28	Maximum of Rs 35 p.m.		
Munl., Dt. Board & Panchayat Board Lab.Asst.(Malaria)	40-3/2-55	40-2-60		
do. Field Assistant(Malaria)	25-4/2-45	25-2-45		
do. Burial Ground Registrar	20-1/2-35	25-1/E-40		

MEDICAL.

Allopathic. Municipal & District Board Asst. Surgeons	100-10/2-200	150-10-350#	~~Govt. Asst.Surgeons~~ 200--400	#for Medic Graduates only.
Sub-Asst. Surgeons	65-5/2-120	80--5--150@	~~Sub-Asst.Surgeons~~ 100-5-~~200~~ 150-10-250	@LM&S. on higher
Lady Apothecaries	80-10/2-130	80-5-130		starting pay Rs 100p.m
Nurses (Fully Qualified)	35-5/2-65	50-3-95	~~Nurses(II Gr.)~~ 85-5-150	
do. (Not fully qualified) ..	25-2/2-31-1/2-35	35-1-50		
Compounders	25-~~12~~-1/2-35	35-1-50	Compounders 35-1-60	
Compounders on Pharmacies of Indian Medicine	25-1/2-35	35-2-55-1-65	~~Midwives~~ 40-3-55-1-70	
Midwives				

1.	2.	3.	5.
Indigenous			
A Class Medical Officer	40-3/2-70) 45-5/2-85)	80-5-150	
B Class Medical Officer	40)		
Compounder - Rural Dispensary	25 (Maximum)	30	
Compounders - I Grade "	20-1/2-30	30-1-45	
Allopathic or Indigenous--			
Compounders II Grade)	12-1/2-18	17-1/B-~~20~~ 25	
Nursing Orderlies(qualified)			
Nursing Orderlies - Not qualified	8-1/2-15	12-1/B-20	~~Nursing Orderlies II Gr.17-1/B-20 25~~ ~~School of Indian Medicine~~
EDUCATION.			
Municipal & District Board--			
Elementary Schools.			
Lower Elementary Grade Men Teachers	15-1/2-20	20-1-35	
Higher Elementary Grade do.	20-1/2-24-2/2-30	25-1-45 + 5 for teachers with Craft Training.	
do. do. Untrained	15	20	
Secondary Grade Men Teachers	25-2/2-45	35-2-75 +5 for teachers with Craft Training.	
do. do. Untrained	20	25	
Lower Elementary Grade Women Teachers	20-1/2-25	20-1-35	
Higher Elementary Grade do.	25-1/2-29-2/2-35	25-1-45 +5 for teachers with Craft Training.	
Secondary Grade do.	30-2/2-50	35-2-75 +5 for teachers with Craft Training.	
Secondary Schools.			
Headmasters of High Schools	110-10/2-170)	150-5-200-10-250 +25 p.m. special pay for Headmasters of schools with a strength of over 500.	
Headmasters of Middle Schools, Incomplete High Schools)	85-5/2-100)		
L.T. Assistants	65-5/2-100	70-5-100-10-150	
Pandits who are title-holders in Oriental Languages	45-2/2-75	50-2-90	
Secondary Grade Trained Teachers	30-2/2-50	35-2-75	
Pandits who hold Proficiency Certificate in Oriental Learning "	30-2/2-50	35-2-75	
Physical Training Instructors, who have a completed S.S.L. Certificate & have done 1 year's training at YMCA.College of Manual Education)			
Manual Training Instructors, Drawing & Needlework Mistresses, Music Mistresses, Physical Training Instructors, Commercial Instructors.)	30-2/2-50	40-2-80	

p. 150 7 (8)

17-½-25

Same as Gr 3

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1.	2.	3.	4.	5.
Hindustani Teachers	30	35-2-75 if Secondary Grade trained. 25-1-45 if not SecondaryGrade trained.		
Physical Training Instructors other than those above Drawing Masters	25-2/2-45	30-1-50		
Untrained Teachers-- Graduates Secondary Grade Others	25 20 20	40 25 20		
	WORKSHOPS.			
Madura-- Superintendent	125-10/2-175	150-5-200		
Foreman	75-5/2-100	90-3-120		
Mechanic I Grade	60-5/2-90	70-3-115		
" II Grade	35-3/2-50	40-2-60		
Mechanic helpers	15-1/2-20	20-1/B-25		
Fitters	20-3/2-35	25-2-35-1-40		
Cleaners	12-1/2-15	15-1/B-20		
Blacksmith I Grade	30-2/2-40	35-1-45		
" II "	25-1/2-30	30-1-40		
Hammerman I Grade	~~25-1/2-30~~x 15-1/2-20	20-1/B-25		
" II "	12-1/2-15	15-1/B-20		
Carpenter-cum-Coremaker & pattern maker	30-2/2-40	35-1-45		
Carpenters	25-1/2-30	30-1-40		
Helpers for carpenters	12-1/2-15	15-1/B-20		
Painter	25-1/2-30	30-1-40		
Sundry Fitters	15-1/2-20	20-1/B-25		
Fitter Cooly	12-1/2-15	15-1/B-20		
Turner I Grade	35-3/2-50	40-2-60		
" II "	20-3/2-35	25-2-35-1-40		
Turner helpers	12-1/2-15	15-1/B-20		
Machineman	20-1/2-25	~~20-1/B-25~~ 25-1-35		
Helpers fmx to Machinemen	15-1/2-20	20-1/B-25		
Millwright Fitter I Grade	25-3/2-40	30-2-40-1-45		
do. II "	20-1/2-25	25-1-35		
Moulder I Grade	35-3/2-50	40-2-60		
" II "	30-3/2-35	20-2-35-1-40		
Moulder helpers	12-1/2-15	15-1/B-20		
Tyre retreading plant operator	25-1/2-30	30-1-40		
do. do. helpers	12-1/2-15	15-1/B-20		
Welder (Gas Electric)	35-3/2-50	40-2-60		
Welder helper	12-1/2-15	15-1/B-20		

1.	2.	3.	4.	5.
BELLARY--	Workshop (Continued).			
Fitter	20-1/2-25	25-1-35		
Hammerman	12-1/2-15	15-1/B-20		
Blacksmith	25-1/2-30	30-1-40		
Carpenter	25-1/2-30	30-1-40		
BEZWADA--				
Mechanic	30-3/2-45	35-2-55		
Blacksmith	25-1/2-30	30-1-40		
Carpenter	25-1/2-30	30-1-40		
Hammerman	12-1/2-15	15-1/B-20		
CALICUT--				
Blacksmith	25-1/2-30	30-1-40		
Mechanic	50-5/2-75	60-3-90		
Cleaner	12	15-1/B-20		
COIMBATORE--				
Blacksmiths	25-1/2-30	30-1-40		
Carpenters	25-1/2-30	30-1-40		
Hammerman	12-1/2-15	15-1/B-20		
Foreman	40-1-50	40-2-60		
GUNTUR--				
Mechanic	30-3/2-45	35-2-55		
Carpenter	25-1/2-30	30-1-40		
Blacksmith	25-1/2-30	30-1-40		
Hammerman	12-1/2-15	15-1/B-20		
KODAIKANAL--				
Carpenter	25-1/2-30	30-1-40		
KUMBAKONAM--				
Blacksmith	25-1/2-30	30-1-40		
Hammerman	12-1/2-15	15-1/B-20		
MASULIPATAM--				
Mechanic	30-3/2-45	35-2-55		
MAYAVARAM--				
Cleaner	12	15-1/B-20		
NELLORE--				
Mechanic	30-3/2-45	35-2-55		
Hammerman	12-1/2-15	15-1/B-20		

1.	2.	3.	4.	5.

Workshops (Continued)

SALEM--				
Carpenter	~~12-3/2-15~~ 25-1/2-30	~~25-2-35~~ 30-1-40		
Hammerman	12-1/2-15	15-1/2-20		
Blacksmith	25-1/2-30	30-1-40		
TRICHINOPOLY--				
Blacksmiths	25-1/2-30	30-1-40		
Hammermen	12-1/2-15	15-1/2-20		
Carpenters	25-1/2-30	30-1-40		
Foreman	40-1-50	40-2-60		
Fitter	20-1/2-25	25-1-35		
TANJORE--				
Blacksmith	25-1/2-30	30-1-40		
TUTICORIN--				
Mechanic	30-3/2-45	35-2-55		
VIZAGAPATAM--				
Mechanic	30-3/2-45	35-2-55		
Carpenter	25-1/2-30	30-1-40		

INFERIOR SERVICE.

Duffadar	17-1/2-20	22-1/2-30	~~Duffadar~~	22-1/2-30
Munl., District Board & Panchayat Board peons	12--16	16-1/2-25	~~Peons~~	16-1/2-25
Watchman, Gardeners, Cleaners, etc., Thotties, Watermen.	Maximum of Rs 12	Market rates.		

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APPENDIX VIII.

Extract from the proceedings of the Cabinet Salaries Committee's meeting held on the 21st August 1946.

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4. Corporation, municipal and panchayat workers.

The Committee discussed the existing strike situation among the conservancy workers of the Corporation and certain municipalities in the northern districts and the pay conditions of all municipal and panchayat board workers. They decided that the term "worker" should include all establishment, conservancy or otherwise paid by the Corporation, municipal councils and panchayat boards. Similar workers under district boards were excluded from the scope of the ~~discussion~~ discussion as the number of such workers was not likely to be large and their problem was not immediate.

xx xx

Municipalities and panchayat boards. The Committee understood that the existing wage varies from Rs 9 per mensem to Rs 14 per mensem. In this case they decided to recommend an increase by 25 per cent in the existing rates of basic pay and the compulsory institution of provident fund schemes for all workers under which the rates of subscription and contribution will be Re.1 per worker in the case of first and second grade municipalities and annas eight per worker in the case of other municipalities and panchayat boards.

The Committee considered that the necessity to provide tenements and hutting grounds to all municipal and panchayat board workers should be brought to the notice of the local authorities.

Since the Corporation, municipal councils and panchayat boards might not be able to finance the extra cost involved in the Committee's recommendations, the Committee decided to recommend strongly to Government that urgent steps should be taken to augment the financial resources of these authorities.

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9 to D.P.I. (49) 58 27 100

NOTE ON THE REPORT OF THE CABINET SALARIES COMMITTEE.

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On page 8 of the Report two sound guiding principles have been enunciated for determining the scales of pay for different posts. I quote the relevant passage:--

" A person with certain qualifications entering on a post, which holds prospects of promotion to higher posts can reasonably be started on a salary-scale lower than one fixed for a post, requiring the same qualifications, etc., from which there is no promotion to higher posts. As regards qualifications too, there will be varying conditions which influence pay scales. The age of recruitment and the time and money spent in acquiring the qualifications will be the governing factors. A man who has spent time, money and energy in going through a five-year course in a particular subject after he leaves school, must certainly be allowed a higher scale of pay, other conditions being equal, than a man who has been recruited soon after school or after a special two-year course.

2nd principle

1st principle

"Thus, we think, that such factors as the duties and responsibilities attached to a post, the qualifications prescribed for it, the age and method of recruitment to it and the prospects of promotion in it have also to be taken into consideration in fixing salary-scales....."

I have marked them as the first and second guiding principles of the Committee.

If these had really been followed by the Committee in formulating their proposals there would have been no reason at all to criticise the concrete proposals affecting this Department.

2. I regret to see, as has always happened in the past, the teaching profession has been treated with scant justice

even at present and with little realisation of the academic qualifications prescribed for the posts or of the real contribution they make for the well-being of the community.

The qualifications prescribed for the different and administrative posts in our Department may be stated at the very outset to emphasise the fact that in each grade this Department prescribes higher qualifications than in the corresponding grade of other services.

	Education Department. General.	Education Department. Professional.	Other Departments.
Secondary grade teachers ..	S.S.L.C.	2 years training course largely at their own expense since the stipends given are inadequate.	S.S.L.C.
Junior Deputy Inspectors ..	(for direct recruits) B.A.	L.T. - one year extra training at their own expense.	Do.
Senior Deputy Inspectors ..	Do.	Do.	Ordinary B.A., or B.Sc.
Assistant Lecturers ..	B.A.(Hons.) or M.A. with 1st or 2nd Class degree (3 or 4 yrs.)	Do.	Do.
Lecturers and D.E.O's.	Do.	Do.	Do.

The outstanding inequality is in respect of the salaries of clerks as against those of secondary grade teachers. All along the poor teachers have been treated very badly. The clerk will now start on a much higher initial scale of pay and reach a higher maximum than a secondary grade teacher who has to undergo (and acquire besides a knowledge of a craft or crafts) an additional two years course, while his equal is already in remunerative employment. At least till now there was no difference made between clerks and the secondary grade teachers as both were on the same scale. The identity of the scales was considered to be a legitimate enough grievance and it is most inequitable that in the present revision even this identity is to be given up and clerks are to be started at a point which the secondary grade

teachers with two years training will take 5 years to attain.

Obviously the first choice of the average person would be the clerical service rather than that of a teacher. It is thus clear that the Committee have not observed the first principle they have enunciated. In like manner the second principle has not also been observed. A secondary grade teacher has no prospect whatever of going beyond Rs.75/- at any stage in his career as a teacher. For the higher posts in the Department, such as School Assistants and Lecturers, higher academic and professional qualifications are prescribed. An ambitious young man may in some very rare instances go on leave and acquire these qualifications, but considering the expenses involved such cases are bound to be exceedingly few. On the other hand, a clerk of average intelligence and industry can expect ordinarily to end up in the upper division and retire on Rs.110/- while the abler clerks can aspire to become Superintendents in the Madras offices; ~~while~~ in the Revenue Department they can aspire to become Tahsildars, and Deputy Collectors. The advantage the clerks possess is that by doing whatever they are entrusted with better and better they can aspire for promotion, which is inherently not possible in the case of secondary grade teachers who cannot improve their professional or academic attainments by more devotion to their allotted task. The tests that the clerks in other Departments have to pass to become eligible for higher administrative posts are related to their work and are within their competence and ability.

Unless therefore there is at least parity between the secondary grade teacher and the lower division clerk, we shall be getting only the rejects of all other branches of national service into the Educational Department. In effect it will be the administrative dustbin of the services and none can take responsibility for a satisfactory educational

organization. I would, therefore, strongly recommend that the secondary grade teachers may be put at least on the same scale as the lower division clerks to start with.

As regards their prospects of promotion to a grade corresponding approximately to the upper division clerk's scale, I suggest that so far as Government servants are concerned an outlet may be found for them by reserving at least 50% of the J.D.I's posts for the secondary grade teachers. Since the secondary grade teachers in the service of local bodies cannot, for various reasons, be appointed as J.D.I's at a late stage in their teaching career, I suggest that 10% of the posts of secondary grade teachers in secondary schools may be placed in the same grade as upper division clerks. I have not taken into consideration the case of aided school secondary grade teachers.

3. The statement below gives the difference between the minima of the scales of pay of the present Report and those prevailing in 1921 for a number of cases in each Department

Agriculture Subordinate Service-(p.37)

Upper Subordinates..	PLUS 15
Mechanics	" 15
Lower Subordinates..	" 15
Fieldmen	" 10

Co-operative Sub. Service - (p.44)

Senior Inspectors ..	PLUS 10
Junior Inspectors ..	" 25

Electrical Sub. Service - (p.47)

Junior Engineers ..	PLUS 20

Engineering Sub. Service - (p.49)

Supervisors ..	PLUS 20
" with degree	" 25
Draughtsmen ..	" 10
Overseers ..	" 20

Sanitary Engineering - (p.51)

Supervisors ..	PLUS 20
Draughtsmen ..	" 10

Fisheries Sub. Service - (p.55)

Research Assistants, Inspectors, etc. (From 70 to 120)	PLUS 50
Laboratory Assts..	" 5
Asst. Inspectors..	" 10

Forest Subordinate Service-(p.58)

Rangers	PLUS 10
Sub-Asst.Surgeons	" 25

Government Press - (p.73)

Foremen, etc. ..	PLUS 30
Head computers ..	" 30

Industries Sub. Service - (p.83)

Superintendents of Indus. Schools ..	PLUS 20
Lecturers ..	" 30
Mechanics ..	" 15
Instructors ..	" 10

Jail Subordinate Service - (p.96)

Jailers	PLUS 20
Deputy Jailers ..	" 20

Medical Sub. Service - (p.106)

Sub-Assistants ..	PLUS 20

Indian School of Medicine - (p.110)

Lecturers	PLUS 20
Asst. Lecturers ..	" 40
(From 60 to 100)	

Minor Irrigation - (p.121)

Overseers ..	PLUS 20

Police Subordinate Service - (p.122)

In variably in all services; and in the case of Sub-Inspectors even more than the recommendations of the Advisers Government.

Registration Sub.Service (p.128)

Sub-Registrars (II Grade)	PLUS 10

Survey & Land Records (p.130

Inspectors ..	PLUS 5
Overseers ..	" 20
Surveyors ..	" 25
Town Surveyors	" 35

Town Planning - (p.131)

	PLUS
Draughtsmen (I Gr.)	40
Do. (II Gr.)	20

Veterinary Sub.Service - (p.132)

Asst. Surgeons.. (From 60 to 120)	PLUS 60

Nurses start on 80 - (p.110)

Midwives with ESLC PLUS 1 year Rs.40

Education Department -(pp.44-47)

Assistant Lecturers ..	MINUS 5
Deputy Inspectors and School Assistants	" 5
Higher Elementary Women teachers	" 2½
Lowere Ele. Do. ..	" 2½
Sewing mistresses	" 5
Secondary grade trained women	" 10

From the above statement it will be clear that the increases in the minima of the scales of most other Departments average Rs.20 while in the case of the Research Assistants and Inspectors of the Fisheries Department the increase is Rs.50 (from 70 to 120) and in the case of the Veterinary Assistant Surgeons it is Rs.60 (from 60 to 120). Thus in almost every Department the present scales are an improvement over those of 1920-21. But in the case of our unfortunate Educational Department, the Cabinet Sub-Committee has thought it fit not to improve the initial salaries and have even gone, in some cases, for a reduction in the maximum and even the minimum of the salaries. For instance, Assistant Lecturers were on 125-300 grade in 1920-21 (p.44 of the Report). The proposed scale is Rs.120-240. There is a reduction both in

the minimum and maximum salaries over those of 1920-21. School Assistants and Deputy Inspectors were on Rs.75-150, selection grade to Rs.250. The present proposal is to give them Rs.70-150, selection grade Rs.160-240. Here again there is a reduction both in the initial salary and in the maximum salary.

4. Assistant Professors and Assistant Lecturers:

The average of the proposed Cabinet Committee scale for the Assistant Lecturers is Rs.180 while that of the scale (Rs.125-5-170-10-250) is 192. The extra cost per teacher will be only Rs.144 per year and as the total strength of the cadre is 157 the next extra ultimate expenditure will be only Rs.21,980. I would therefore strongly recommend that Assistant Professors and Assistant Lecturers should be placed on the scale Rs.125-5-170-10-250.

5. It may also be noted that the Deputy Inspectors and School Assistants start on Rs.70 in the scale of 70-5-150 while the corresponding start in other services is much higher as can be seen from the tabular statement below:

Service and posts	Page of Service Manual and	qualifications	No.of yrs. put in after SSLC for obtg. the qualfn.	Page of Report and salaries existing		Proposed salaries
1. Agriculture Upper Subordinates.	4	B.Sc.(Agr.)	5	37	90-240	100-200
2. Engineering	38	Upper Subordinate or L.C.E. Diploma.	4	49	70-200	100-250
3. Forest	63	S.S.L.C. Promotion from Foresters.	..	58	80-225	90-250
4. Police	316	S.S.L.C.	..	123		
Sub-Inspectors				1921	60-125)	
				1933	55-120)	80-150
				1944-5	65-145)	
				April 1946	75-140)	
5. Veterinary	276	G.M.V.C.	4	132	90-200	120-250 (BVSc's start on Rs.140)
6. Education	24	B.A., L.T.	5	44	70-130	70-150
Senior Deputy Inspectors and School Assts. (Ordy.grade)						

Recruitment to categories 2 and 5 require 4 years preparation for qualification to the service after SSLC. while category 1 requires 5 years.

For categories 3 and 4 the minimum educational qualifications is only SSLC.

I would, in particular, like to invite attention to the fact that in the case of the Police Sub-Inspectors there has been the most glaring piece of differentiation which is crucial for proving the fact that the Committee proposals have not kept to their own guiding principles. The educational qualifications prescribed for the post are those of an S.S.L.C. and even if the training he receives at STATE expense after selection is taken into account, the initial pay of the post is out of all proportion to the attainments of the man. Although it has to be admitted that they have had to expose themselves to great risks during the year 1942 onwards till 1946, these risks may be expected to be less with the popular Governments in power. In the case of the Sub-Inspectors of Police-page 123 of the Report- it will be seen that in 1920-21, the scale was 60-125 (in grades); in 1933 it was reduced to 55-120 (in grades); the Salaries Committee of the Advisers Government recommended 65-145 (in grades); in April 1946 they were put on a running scale of Rs.75-140, and the present proposal is to give them 80-150 (running scale). Mention may also be made of the several amenities which Police people enjoy such as house allowances or free houses, kit allowance, etc., and special T.A. rules, etc.

Coming now to the prospects, the average Sub-Inspector of Police can legitimately aspire to end his career as an Inspector on Rs.275/- while those who are promoted to the Gazetted cadre can go far beyond this as they can retire as Deputy Superintendents of Police.

6 ~~67~~ Deputy Inspectors, School Assistants and ~~Cadre of~~ Headmasters:

The total number of Deputy Inspectors and Sub Assistant Inspectresses and School Assistants are:

			NOW		IN FUTURE	
Men:	Deputy Inspectors ..	221	56	165	56	165
	School Assistants ..	209	48	161	55*	154
Women:	Sub Assistant Inspectresses ..	53 ~~42~~	13	40	13	40
	School Assistants ..	129	31	98	53*	76
		612	148	464	177	435

* These are rough figures.

Now under the revision proposals the School Assistants and Deputy Inspectors cadres, though they are one in name and in fact, will have to be treated as two different units and no transfer from one to the other could be made firstly because such transfers would upset the percentage or the cadre of Headmasters and secondly because the increments are different. (H.M's - 150-5-200-10-250; Senior D.I's - 160-5-200-8-240). It has been the accepted policy - and the justification for this is being increasingly realised - that these officers should, if they are to function properly, serve at least part of their time in each cadre. If this is to be secured without administrative inconvenience at every stage, it is ~~highly~~ essential that these cadres should be treated as one unit in the men's and women's department respectively. Secondly, it should not always be necessary to post only people in the selection grade as Headmasters. Thirdly, a first Assistant in a big high school, like the Model school, Saidapet, or Rajahmundry, may have to be a senior man and it should not be necessary for the department always to post only junior men as school assistants.

So it is very desirable that there is only one cadre in name and in fact. It is equally necessary that the salaries of the officers should be fairly good.

The proposed scales cannot be regarded as reasonable or justifiable from any point of view.

It is wholly wrong to think that these officers who form the back bone of the entire elementary education administration and involving the expenditure of public funds of over four crores even now, a figure which will be far more in the fulness of time, and dealing with over a hundred thousand teachers, are not worthy of the same treatment as those corresponding to them in other departments. Efficiency, tact in handling men and women of all grades, official and non-official, a high sense of public duty and moral and financial integrity of a high standard have to be demanded from these in all cases from the outset.

Compared with the initial qualifications of those in the corresponding grades in other services the scale proposed here is bad. Thus there are four services at least with which a comparison could be made on an understandable basis (vide: Tabular statement on page 6).

(i) Educational department: B.A., L.T. means five years after S.S.L.C.

The life history of this man is something as follows: --

He gets his L.T. at the age of about 22 and puts in service as a teacher in an aided school for 2 years. He may become a J.D.I. at the age of 24-25(on the existing scale Rs.50-5/2-70) and if he is lucky he may, after putting 2 or 3 years service in that cadre start as a Senior Deputy Inspector at the age of 27. This will be the earliest in 9 out of 10 cases. According to the proposed scale he will reach Rs.150/- at the age of 38. There being only 25% in the selection grade and t here being only 14 or 15 posts in the Gazetted rank open to these, he will have to wait for at least 9 years till he gets into the selection grade, that is till the age of 47. If he starts then in the scale of 160-5-200-10-240, he may reach just Rs.200 in his 55th year but his pension will be much less than 100 since he would not be drawing even Rs.200 for 3 years. I may add that there are men who stagnated for as long a period as 13 years before getting into the selection grade; and in most cases they will be unable to reach the maximum of the grade, viz. Rs.240/- .

The position will be even worse in the school cadre since as the years pass by and schools grow in size the number of L.T. Assistants will increase while the number of Headmasters places will not be increasing proportio nately. Secondly, in the above statement middle schools and incomplete secondary schools have been included. If the idea of Government is to give the higher posts to Headmasters of complete high schools alone the numbers will be less. Roughly speaking in no high school will there be less than 4 L.T's including the Headmaster of Headmasters and if there are more sections than one and if training sections are also added, while the Headmastership of each unit will remain constant, the Assistants will increase from 3 to 6 and more. If to high and training schools middle schools are added, it is obvious that the proportion of 1 in 4 aimed at in the Deputy Inspectors cadre cannot be maintained in the school cadre. It will be generally 1 in 6 or 1 in 7. The injustice and hardship are obvious. Few will even see 200 at the time of retirement.

(ii) 2. Agricultural department. The Upper Subordinate: His initial qualification is B.Sc.(Agr.) which is a 5 year post S.S.L.C. course as in the case of B.A., L.T. A man can and will in all probability start at the age of 23 and he will be in a scale of 100-4-140-EB-5-170-EB-6-200 and reach 200 at the age of 45 i.e., about 2 years before time when the School Assistant may, if lucky, get into the selection grade on Rs.150/-

(iii) 3. Engineering Department. Supervisors: These undergo a 4 year course after S.S.L.C. and are placed on a salary of 100-5-150-10-250. Even assuming a man is recruited as late as the age of 25, he will reach his 250 at the age of 45, that is the age when the B.A., L.T. in the Education Department will ordinarily have to ~~wait~~ be marking time to get into the selection grade on Rs.150/-

(iv). Veterinary Department: Assistant Surgeons: The qualification for these is the four year diploma course of the Madras Veterinary College after S.S.L.C. A man can and will in all probability start at the age of 22 and being in the scale, Rs.120-5-200-10-250 he can reach Rs.250/- at the age of 43 long before ~~his school mate~~ the Dy Inspector or School Assistant has a chance of getting Rs.160/-

If the injustices are to be removed two things have to be done:

(1) the initial start should be Rs.100/-

(2) there should be a running scale as in all other departments even under the proposed rules, instead of having a selection grade.
It is unfair to retain this principle of selection grade only in one Department.

I suggest that the scale might be Rs.100-5-180-EB-10-240 for all the Deputy Inspectors and School teachers with a uniform allowance of Rs.20/- for high school and secondary training schools and Rs.10/- for all others.

The extra cost due to these proposals over the proposals of the Report is Rs.1,82,050/- per year.

7. Coming now to the minima of the Gazetted service, differentiation, again at the expenses of this Department, has been made as can be seen from the facts below. The qualifications prescribed for this department are -- First or Second class degree of M.A., B.A., or B.Sc.(Hons) PLUS a degree in teaching whereas for other departments an ordinary graduate whether or not he secures a Class is eligible for appointment. Some have qualifications in research which involves at least two years work after the Honours degree. In spite of this initial difference, the scale prescribed for the Education Department is Rs.230/- while the Madras Forest and Veterinary services start on Rs.260/- though the existing scales are the same as ours. The Madras Civil Service, Commercial taxes Department and Civil Supplies department have

have a scale of Rs.300-700. In the case of the Police Department, the initial pay is fixed at Rs.250/-

It should also be borne in mind that the prospects in our Department for the direct recruits or promotees to the M.E.S. are very limited. For about 140 officers in all branches (excluding the Engineering and Law Colleges) there are only 9 posts on a high scale which is far from generous. Unlike in the Revenue, Judicial, Police and Engineering Departments posts with salaries over Rs.1050/- do not at present exist. On the other hand a direct recruit to the Madras Police, ~~Engineering~~ Engineering, Civil and Medical services can, according to my enquiries, aspire to become D.S.Ps., Executive Engineers, Collectors and District Medical officers in 10 (if the Indian Police Service is abolished as proposed), 7,12,and 12 years respectively. All these posts are on scales of pay which are as good and in some cases better than the scale we have for our 9 posts on the higher scale of pay and are far more numerous. In addition, in the case of Police, Engineering and Civil Services more especially in the case of the first two, there are a number of intermediate posts, such as, Deputy I.G's, Superintending Engineers. In the light of these facts it cannot be denied that the prospects in this Department are not at all equal to those offered in other departments though the Statutory qualifications prescribed are the highest. We hope that when the reorganisation of the Gazetted services is considered the recommendations of the Central Pay Commiss ion (Page 6) that the salaries of Provincial services should, as far as possible, be made uniform will be borne in mind.

8 Local Body Schools:

The Committee contemplates equalising the salaries of all grades for both Government and local body schools, leaving to time and persuation the raising of the salary scale in the aided schools. At present there is a difference between the salaries paid to secondary grade teachers in elementary schools managed by Government and those under local bodies the salary scales being 30-55 and 25-45 respectively, while there is no such difference between secondary grade teachers in Government and local bodies schools both getting 30-55. Though on principle I agree that the same salaries should prevail in all schools for the same type of teachers yet, considering the following facts and the heavy cost involved, I am willing to consider the adoption for the time being of different scales suited to the needs and localities. Teachers under local body service serve in the towns or districts of their choice, mostly their own native districts and their transfers are limited and few and far between. Secondly, Government schools should at all time be able to attract the best talents available; the teachers have to serve in a number of capacities, administrative, executive and teaching. Thirdly, we had a great deal of difference in the past and provided the difference is not equally great, it would not be intolerable. Accordingly I suggest that the following scales be adopted for secondary grade teachers of local bodies.

(a) Elementary schools.. Rs.35-1½-65 (Plus 5 for craft)
(b) Headmasters of Higher Elementary schools may be given an allowance of Rs.5.
(c) Secondary schools.. Rs.40-90* (Same as Government)
(d) 10 per cent of secondary grade teachers in secondary schools will be on selection grade.. 80-3-95-5-110.*

* (with craft)

I suggest also that the L.T. Assistants be placed in the scale of Rs.80-5-140 as against the present 65-5-100 and

115 42

the Headmaster of all high schools in the scale of 150-10/2-200 as against the present 110-10/2-170. The Headmasters of middle schools will be in the L.T. cadres, ~~but~~ All Headmasters with between 250 and 750 pupils under them will get an allowance of Rs.20 and those with above 750 will get Rs.30. A larger allowance than for Government servants is suggested to the local board Headmasters because of the smaller scales of salary.

(At present secondary grade teachers in elementary schools cannot ordinarily expect to be taken into secondary schools. I do not see why in the future these men should not be promoted to the secondary school cadre in deserving cases. If this is done - I shall address Government separately about this - these also with have a reasonable chance of getting higher salaries and they cannot have a reasonable grievance.)

(47) 17. 43 66 116

9. Financial aspect of the revision of salaries on Local Bodies.

.....

In view of the precarious condition of the finances of local bodies the following are the minimum rates at which subsidies should be granted if the scales suggested even by me, which are lower than those suggested by the Cabinet Committee, are to be given effect to.

(a) Elementary schools:- The entire cost of revision should be borne by Government, i.e.,

		(lakhs)		
Lower elementary grade teachers	18.7 - 11.9 =	6.8	lakhs
Higher elementary grade teachers	166.1 - 106.1 =	60.0	"
Secondary grade teachers in elementary schools.	29.7 - 18.7 =	11.0	"
		77.8	"

(b) Secondary Schools:

They may be paid on the same basis as aided schools, i.e., at 3/4 net cost PLUS compensation for fee income foregone. The following data on which my recommendation is made are rought but sufficient to indicate the approximate extent of Government's liability, if the scales suggested are to be given effect to.

(1) At present the cost of maintaining the secondary schools comes to Rs 48 lakhs of which a sum of 30 lakhs is met from fees, 10 lakhs from contribution from local bodies and 8 lakhs Government contribution. Probably a sum of 2 lakhs of the contribution from local bodies represents non-recurring expenditure. Thus the present net cost is Rs 16 lakhs.

(2) The approximate amount of fee income foregone is about Rs 6 lakhs.

(3) At 3/4 net cost the teaching grant payable on the existing scales | $\frac{3}{4}$ x (16 lakhs - 6 lakhs) Plus 6 lakhs
= 12 lakhs Plus $\frac{1}{4}$ of 6 lakhs
= 13½ lakhs approximately
==========

(4) Excess due to revision of salaries:

(a) of secondary grade teachers.. 19.8 - 11.7 lakhs

= 8.1 lakhs

(b) L.T's and headmasters.. 25.1 - 18.3 lakhs

= 6.8 lakhs

(c) Special teachers, etc.. (1/4 of (a)) = 2.1 lakhs

Total.. 8.1 PLUS 6.8 PLUS 2.1 = 17.0 lakhs.

3/4 of additional expenditure = 3/4 x 17 = 12.8 lakhs

Therefore the extra cost to Government

= 13.5 PLUS 12.8 lakhs Minus 8 lakhs (the present contribution)

i.e., 26.3 MINUS 8 lakhs

= 18.3 lakhs approximately.

It should be noted that the extra cost of revision of salaries during the next few years will be very much less than the total ultimate cost of (13.6 PLUS 12.8) or 26.3 lakhs based on average salaries in every case. Roughly the actual expenditure during these years may be taken at between 1/3 and 1/4 less during the first five years.

.....

10 Aided Elementary Schools: The Committee's proposals are that a higher elementary grade teacher may get a grant of Rs.240 and the secondary grade teacher a grant of Rs.300 per year, i.e., Rs.20 and Rs.25 per month.

These are very inadequate:

(i) Elementary education is the prime responsibility of the State.

(ii) The scale proposed to the Higher Elementary men and women who are expected to appreciate the needs of young children and inculcate in them the basic moral virtues compares unfavourably even with a peon's pay. The former will get Rs.20 per month as against Rs.16-1/T-25 of the latter.

(iii) The scale proposed to the secondary grade men and women, namely, Rs.300 per year, is equally inadequate.

(iv) If Government are anxious to replace ultimately the Higher Elementary men by secondary grade men this scale will certainly not be helpful in securing that end.

(v) While all public servants are in receipt of a time-scale with some hope of a rise in the future, these men alone are condemned to content themselves with a wholly inadequate pay which is to a certain extent even below that of a peon.

If the basic principles so well enunciated by the Committee are not to be wholly disregarded then a more reasonable scale preferably with increments should be adopted.

In evolving the scales, the following should be remembered:

(i) The initial educational, general and professional qualifications of the teachers.

(ii) These men are expected to possess training in a craft as well.

(iii) The utter necessity for these to maintain a standard of minimum decency and cleanliness if they are not to become the mockery and contempt of their pupils.

119 46 20

(iv) With the extension of compulsion the possibility of raising fees will become less and less.

Taking everything into consideration, including the fact that a good number of these have to work in villages, I suggest that the following scales at least may be approved:--

Higher Elementary... Rs.20-1-30 (with craft)

Secondary grade ... Rs.25-1-45 Do.

These together with Dearness Allowance of Rs.16 p.m. which has come to stay for at least five years more will give the scales:

Higher Elementary grade.. Rs.36-1-46
Secondary grade Rs.41-1-61

as against the scale Rs.30-1-50 recommended by the Central Advisory Board for normal times. When the dearness allowance of Rs.16 is abolished it will be necessary to keep the scales for the aided school teachers at least Rs.30-1-40 for Higher Elementary and Rs.35-1-55 for secondary grade.

I quite realise that this will involve an increase in the cost but I would like to submit that the need for these men for the service of the nation is not less than that of any other security or national-building service and that just as Government have raised the Police from a low status to a comparatively good position, steps should be taken to raise these also from their present position.

I do not want to suggest any change in the case of the lower elementary and collegiate men in elementary schools as they are not particularly wanted in these schools.

(59) 68 21 47 120

11 C. Aided Secondary schools:

It is proposed to give 2/3 ~~part~~ (teaching) grant instead of half grant and it is estimated in the Report that the additional cost to Government will be Rs.7 lakhs. Apparently there is a mistake. The "teaching grant" is a term used covering grants for a number of purposes. These are:

(i) half grant on net cost;

(ii) fee income foregone under Rule 92 M.E.R.;

(iii) military concessions;

(iv) scholarships granted under Rule 32 Grant in Aid Code - (half the amount)

Now items (ii) to (iv) will be unaffected by the above decision. Only (i) will be affected. It is presumed that the sum of 7 lakhs is arrived at as hereunder:

The Budget estimate for 1946-47 is 19.9.lakhs. So it is assumed by the Committee that the grant is assessable on a sum of 2 x 19.9 lakhs, the estimated ~~next~~ net expenditure and that 2/3 grant on this would be 2 x 19.9 x 2/3 or 26.6 lakhs. This would mean an increase of 26.6 - 19.9 = 6.7 or roughly 7 lakhs. But as stated above the assumptions are partly wrong.

From an analysis of the financial statements of practically all (data for a few were not readily available) the aided secondary schools relating to the year 1944-45 for which teaching grants were paid in 1945-46, I see that-

	Rs.
(1) Total teaching grant paid in respect of these schools	16,62,361
(2) Compensation paid to the schools for various concessions etc.	11,72,986
THUS LEAVING	
(3) Teaching grant at half the net cost. ..	4,89,375
.·. the total net cost admitted was ..	9,78,750
If the grant was 2/3 of net cost it would be .	6,52,500
If the grant was 3/4 of the net cost it would be	7.34,062
Thus assuming that there was no change in the salaries the extra grant paid at 2/3 net cost would be	1,63,125
AND at 3/4 net cost would be	2,44,687

THUS for a total payment of Rs.16,62,361
the additional expenditure for a 2/3
grant would have been only Rs.1,63,125

AND even for a 3/4 grant it would be only Rs.2,44,687.

Assuming that the ratio of the total amount of fee concessions to total expenditure remains about the same, the additional expenditure for a total payment of Rs.19.9 lakhs would be roughly .....

$\frac{19.9}{16.6}$ x 1.63 = Rs.2 lakhs for 2/3 net cost.

and $\frac{19.9}{16.6}$ x 2.45 = Rs.3 lakhs for 3/4 net cost.

Suppose now the aided managements were willing to pay their staff at rates approved by Government then according to the present grant rules they are bound to get 1 /2 net increased expenditure as well. So if Government decide to increase the teaching grants to 2/3 or 3/4 of net cost, the actual extra expenditure consequent on the change of policy will be only (2/3 - 1/2) or ($\frac{3}{4}$ - $\frac{1}{2}$) i.e., 1/6 or 1/4 of the net additional expenditure on revision of salaries. Thus taking the Secretariat figure of Rs.42 lakhs as the additional cost of revision at Government rates the next extra expenditure over and above the half grant which Government is bound to pay should be taken to be only 1/6 x 42 or Rs.7 lakhs or 1/4 x 42 or Rs.10.5 lakhs.

But I propose only lower salaries for aided schools to qualify them for the increased grant as it would be impossible for aided schools to pay at Government rates, in any case, unless it be that Government is prepared to pay net cost. Calculated at these lower rates mentioned in the appendix I estimate the net extra expenditure over and above the usual half grant to be

		Rs.
(1)	Salaries for Secondary grade teachers at rates proposed by the Director	27.4
(2)	-do- L.T. assistants & H.Ms	37.9
(3)	Miscellaneous teachers and staff = 15/65 of (1 plus 2) ...	15
	Total ...	80.3

B/o 80.3

The existing expenditure ... 42.8

... Additional expenditure ... 37.5 lakhs.

At the present half net cost grant the Government will in any case have to meet 18.75 lakhs. By accepting the 3/4 grant principle they will have to meet an additional Rs.9.4 lakhs. This taken with the Rs.3 lakhs already calculated for the present rate of expenditure and 3/4 grant on it will amount to approximately Rs.12.4 lakhs. This is really the amount of additional expenditure that must be considered as a direct result of the change of policy from 1/2 to 3/4 net cost with a view to securing the minimum improvement in the financial position of the teachers in aided secondary schools.

It should be noted that even at this rate of grant the aided schools will have to meet from their own resources far more than they are doing now.

Since the deputation of managers of secondary schools asked only 3/4 net cost it may be possible to persuade them to give their staff the lower salaries, I suggest if Government agree to the 3/4 net cost grant in Aid. If they are told that they will get only 2/3 net cost the sense of grievance which they may have is likely to prevent them putting into effect the suggested scales for should we forget that the managements financial resources are very limited and their ordinary expenditure on equipment, etc., has increased considerably with the general increase in prices. The actual difference between the 3/4 and 2/3 net costs is, from the point of view of getting contented teachers, so small that it should not be allowed in the way of Govt.'s realising its ideal.

12. Teachers of Physical Education:-

Here also I would suggest that these be put only in three grades corresponding to the nature of the institutions where they are working:- (1) Colleges, (2) Secondary schools and (3) Elementary schools.

Colleges. From the point of view of organization it will be good to aim at having Physical Education teachers with general educational qualifications similar to those of Assistant Lecturers viz., M.A. or B.A.(Hons) (Class need not be insisted on). For the present however it may not be possible to get such men for all the colleges. So I suggest that we may have in each college one post of the Assistant Lecturer's grade reserved for the Physical Director. If a man with these qualifications is not available ~~and~~ one who is only a B.A. with the Physical Education Diploma may be appointed. He will be on the same grade as the L.T. Assistants in high schools under the particular type of management.

Secondary Schools:- Here we may take it as a working principle that in every secondary school for every 250 pupils there should be a Physical training teacher and that in every high school complete and incomplete with over 500 pupils one of these should be a Physical Director with graduate qualifications and a Diploma in Physical Education. In Secondary schools the physical training teacher other than the Physical Director should have the higher grade ~~qualificate~~ certificate in Physical training.

Elementary schools:- Here we have only lower grade physical training instructors.

Regional Physical Director:- Over and above these we have in Government service Regional Physical Directors. I suggest the following grades of salaries ~~referred to above:-~~

p.t.o.

125 52 26

1. M.As. and Hons. men with With Diploma in Physical Education working in colleges	Same salary as Lecturers: 125-5-170-10-250.
2. Graduates with Physical Education Diploma in colleges & Physical Directors in high schools -	Same as L.T. Asstts.
i.e., in Govt. institutions ..	100-5-180-E.B.-10-240
in Local Body -do- ..	80-5-140
in aided schools ..	75-5-125.

3. Physical Training Instructors.

(a) Secondary schools...	Same as secondary grade teacher in that type of school PLUS Rs.10
(b) Elementary schools.. (local bodies and aided schools)	Same as secondary grade teachers in local bodies PLUS Rs.10

(62) 71 27 53 126

13 Language Teachers:-

Since the issue of the Government order about regional languages it has become more than ever important that the teachers of languages other than English should be placed on adequate scales of salaries and corresponding to the increased importance of the work they are actually doing. Although as mentioned in the Report it is possible to class the Pandits as belonging to five classes, the main differences will be in respect of the institutions where they teach, viz., (1) colleges, (2) high schools and (3) middle schools. I would, therefore, make the following suggestions:-

In Colleges for language teachers, the qualifications and pay should be the same as per Assistant Lecturers. For the existing incumbents who do not come to this level, I suggest that the salary should be Rs.80-5-100-E.B.-10-120.

In high schools complete and incomplete, the ~~following~~ language assistants should ordinarily have L.T. qualifications but as at present it is impossible to work up to this level. I suggest that for the time being there must be at least one L.T. assistant in each school and where more than one teacher is required, the proportion between L.T. assistants and Pandits should be as 1:2.

The salaries of the L.T. language teachers will be the same as that of L.Ts. in the corresponding grade of school.

In the case of Pandits they should all be of the grade Rs.60-4-80-2-100, which is midway between that of a secondary grade teacher and an L.T. assistant.

In the case of middle schools, they will be of the same grade as Secondary grade teachers. The minimum qualification for the Pandits in the High and Middle schools will be prescribed by the Department.

127 57 24

(63) 72 29 575 128

14 Miscellaneous Instructors:-

(a) Manual Training & Commercial Instructors:- At present we have been finding it impossible to open Manual training sections in secondary schools for want of teachers. In the same way Commercial Instructors are becoming increasingly difficult to get and many local bodies have been forced to start them on the highest salary in the present grade. So it is necessary to attract qualified men to place both these on adequate scale especially as these people will not have a chance of promotion to higher scales. So I suggest that these types of Instructors may be placed on the following grades:-

Govt. and local body schools ..	80-2-100-4-120 (approximately the same as 1921 scales.)
Aided schools ..	70-2-100.
(b) Drawing masters. Sewing Mistresses. Music teachers. Assistant Manual training Instructors. Hindustani teachers (fully qualified).	Same as secondary grade teachers of the corresponding grade of management.
(c) Same as above not fully qualified.	Minimum of the grade as above.

15. Increase in school fees.

(a) Aided Schools:

At present we recognise for purposes of teaching grant only the standard rates of fees and permit the managements to collect, if they so desire, at higher rates and use the difference for the improvement of the pay and prospects of teachers and schools generally. I suggest there should be no change in this policy. A close scrutiny of the financial statements of the aided schools reveals the fact that even when Government sanctions teaching grant at 3/4 netcost there will be still a large amount of expenditure which the managements will have to incur which they could not hope to meet merely from endowments. Attention is invited to the appended statement from which it will be seen that the amounts thus spent by schools are sometimes even as much as Rs.20,000 during the course of the year.

(b) Local body schools:

The local body schools are all levying at rates higher than the standard rates. The Municipal institutions are collecting at the rate of 10 instalments. All, except one or two, district board managements are collecting at the rate of 9 instalments. The one or two district boards collect at the rate of 10 instalments. The total fee collections is about a little over 30 lakhs. Considering the rise in prices all over and the fact that aided schools are collecting, in many cases, 10 instalments of fees, there is no reason why the local bodies also should not be permitted to collect or even encouraged to collect at the rate of 10 instalments, though these increases should not be done automatically in all the schools under the local bodies. Thus in schools in remote areas and in schools intended mainly for backward classes, it would be advisable not to increase the rates of fees above the

present levels but assuming that there is certain increase in fees we may expect an additional income of about 1½ lakhs.

(c) Government schools:

In Government schools we collect only 8 instalments of fees since they are mostly intended for backward classes or girls. It would be undesirable to raise the rates of fees generally to 10 instalments but they may be raised by just one instalment and this rise will bring in an additional income of about Rs 30,000 per year.

EXTRA COST DUE TO DIRECTOR'S PROPOSAL OVER EXISTING RATE OF EXPENDITURE.

Elementary schools:

(i) Lower Ele. grade teachers:

Government	.03
Local bodies	6.85
Panchayat	
Aided	1.53

(ii) Higher Ele. Grade teachers:

Government	.11
Local bodies	60.00
Panchayat	1.90
Aided	51.20

(iii) Secondary grade teachers:

Government	.07
Local bodies	11.00
Panchayats	.15
Aided	9.13

Secondary & Training schools:

(i) Secondary grade teachers with craft		2.44
(ii) Local bodies	.. ...	7.08

Headmasters and L.T. Assistants:

(i) Government	--	1.86
(ii) Local bodies	--	6.82

Pandits and Munshis:

(i) Government	---	1.90
(ii) Bocal Bodies	---	4.20

Miscellaneous posts:

(i) Government	--	1.07
(ii) Local bodies	--	2.93
	Total ...	17 0.27

Elementary schools: Govt .03 .11 .07 = .21 ×; Local bodies 6.85 60.00 11.00 = 77.85 ×; Aided 1.53 51.20 9.13 = 61.86; Panch 1.90 .15 = 2.05 ×; Secondary schools: Govt 2.44 1.86 1.90 1.07 = 7.27 ×; Local bodies 7.08 6.82 4.20 2.93 = 21.03; Aided 12.40 ×

182.67

(18.3) 3/4

132 ~~60~~ ~~34~~

(66) ~~35~~ ~~61~~ 75 133

	170.27
Aided secondary schools.	
Excess of 3/4 over the normal 1/2 grant	12.40
	182.67

This is on the assumption that the entire cost of the Local Board Secondary school revision is met by Government. But if only 3/4 net is to be given, we have to deduct from the above --

Secondary grade teachers - Local Bodies	..	7.08
Headmasters and L.Ts.	..	6.82
Pandits and Munshis etc.	..	4.20
Miscellaneous	..	2.93
		21.03
and add the grant to be paid at 3/4 net cost plus concession	..	18.30
Thus the difference will be	..	2.73 lakhs.

Thus the net extra cost will be about Rs.180 lakhs, if the local bodies are to be treated as aided agencies and about Rs.183 lakhs with entire net cost. These figures compare favourably with the figures estimated in the Finance Secretary's note viz., Rs.215 lakhs for elementary schools and a minimum of Rs.51 lakhs for secondary schools (maximum being Rs.66 lakhs) or a grand total of Rs.266 to 281 lakhs.

I would suggest in view of the very little difference in the cost between full net cost and 3/4 net cost in respect of local body secondary schools, Government may kindly consider the payment of the full net cost so that the entire resources of the local body may be set free for bringing into existence new secondary schools in remote areas and improving the equipment and buildings of the existing schools.

~~62~~ ~~36.~~

(67) ~~37.~~ ~~63~~ 76 134

In commending the above proposals to the Government for their kind approval, I would like specially to invite their attention to the following:--

(i) That though Government have agreed to the principle of parity of salaries in schools of all kinds yet, in the interests of economy, it has been found necessary to adopt lower scales in local body and aided schools which has brought down the cost to a much lower figure than what would otherwise has been the case.

(ii) That in view of the raising of salaries being a part of the post-war programme of the Government of India, the Madras Government can expect to get a good part of the expenditure from the Government of India.

(iii) That since I have adopted invariably ultimate cost in each case, the extra expenditure is the maximum that will ever be reached and that in the course of the next 4 to 5 years the extra expenditure will be definitely much below the maximum figures. Starting with probably Rs 130 lakhs for next year.

S R T Savoor.

Please see attached herewith the note of the Director of Public Instruction on the recommendation of the Cabinet Sub-Committee on the revision of salaries. The note has been prepared in consultation with me and I support the note of the Director of Public Instruction in toto. It is unnecessary for me to stress the need for a good quality of teachers. No educational scheme or system will be of any success unless we have proper men to manage. It is rather unfortunate that the Education Department was treated ~~rather~~ badly in the past and that accounts for the fact that we have not succeeded in getting the best men for the Department in all its services. This is all

In fact we have not been of late getting sufficient men for the teaching profession apart from quality

true with reference to the lower grades and so an attempt has been made to give some sort of justice to the employees under the Department and especially to the poor paid teachers of the elementary schools.

What has been claimed in the note is not anything more than other Departments. But it wants only equality of treatment with other departments when its entrance for the same posts have more qualifications. The report explains exhaustively the reasons for the suggestions made therein and it is not necessary for me to add anything more except to say that in view of the fact we want very good type of men for this very important subject, it will be necessary that the employees under this Department are at least put on a par with those of the other departments. This principle of payment when the qualifications are the same has been accepted by the Cabinet Sub-Committee as pointed in the opening para of the note of the Director of Public Instruction and I hope the Cabinet will uphold that principle also.

The cost of the proposals has been worked out in fairly good detail. A note of the Secretary which is also appended herewith claimed that the same individual employed in the various managements should get the same pay. That was the stand of the Post-War Reconstruction Committee and if that standard is taken the extra cost involved will come to nearly Rs 2½ crores. In view of our financial stringency, we have thought it fit not to take such an extreme attitude and so when pay has been suggested in view of the responsibility they have to bear and the work they have to do in respect of various agencies, the cost has been brought down to something like 180 lakhs per annum. But this 180 lakhs is only the ultimate cost that has been worked out. The immediate cost that the Government may have to bear in view of this increase of salaries will be about Rs 120 to 130 lakhs in the next 4 or 5 years to come.

The Education Department has one advantage in that the

money spent in the increase of salaries is subsidized by the Central Government to the extent of 50 per cent. The Government before the Interim Government came has committed to it in writing and after the Interim Government came, I had a talk with Sir Shaafat Ahmed, who was then the Education Member, and he also said that he will give us half grant. Recently, the present Education Member of the Government of India, Sri C. Rajagopalachari, has issued a statement in the Assembly in answer to a question in which he has confirmed this commitment and so we may expect to get half the net cost of about Rs 130 lakhs from the Central Government and that will considerably lower the Bill which this Province has to bear. And so in the interests of efficiency in education as well as fairness to its employees, I would recommend that the recommendations of the Director of Public Instruction may be accepted in toto by the Cabinet.

T. S. H.
26/7/46

(P) 19 69 137

To the Cabinet Sub-Committee for Revision of Salaries.

Supplementary papers for revision of salaries from the Education Department.

Please see herewith a representation from the Principal of the Guindy Engineering College, endorsed by the Director of Public Instruction.

I understand that the condition of supply of non-gazetted staff to the Engineering Colleges is very precarious. The reasons have been mentioned in the note by Dr. Rudra. The present pay of these men seems to be Rs 100 - 200, starting at Rs 150. The Cabinet Sub-Committee seems to have recommended Rs 150-10-250. The point is that the college non-gazetted staff as well as the supervisors in the P.W.D. are getting the same pay, but the men in the P.W.D. have got large scope and other methods of improving. Thus no-body comes to the college with the result that the college has deteriorated progressively in the matter of supply of the staff. As para. 4 of the Principal's note says that no one has cared to continue in the college for any length of time and the average tenure of non-gazetted officer during the last five years is 9 months and 11 days. In view of less prospects for these men, Dr. Rudra recommends that they may be given an extra pay of Rs 50, i.e., they may be started at Rs 200 and go on till Rs 300. In view of the very difficult position of our getting non-gazetted staff for the colleges, I would suggest to the Cabinet Sub-Committee to accept the suggestion of Dr. Rudra.

There will be about 100 non-gazetted staff in all the four Engineering Colleges and so the ultimate cost of this increase will be Rs 100 x 50 x 12 = Rs 60,000/-. But as it is we have only about 35 members in the non-gazetted ranks in the Engineering Colleges and so the immediate effect of this increase will be Rs 35 x 50 x 12 = Rs 19,000/-. In the interests of the efficiency of the college, I recommend this to be done.

This may be treated as a supplementary note to the note already submitted by this Department.

Minister for Education.

(71)

VERY URGENT. 80 71

D. No. Director of Public Instruction,
Madras, 26th November 1946.

My dear Sir,

I am enclosing herewith in original the letter of Dr. Rudra who is our senior-most Officer in the Engineering Colleges and who has been the Technical Adviser, on all matters connected with Engineering Colleges, to the Director. I entirely agree with him that the question is very urgent and is one that should be placed before the Cabinet Salaries Committee urgently.

Yours sincerely,
S Ramaswamy.

The Hon.Mr.T.S. Avinashilingam Chettiar, BA., ML.
Minister for Education, Madras.

81 73 138

VERY URGENT.

From

Dr. J.J. Rudra, M.B.E.
Principal,
Arthur Hope College of Technology,
Coimbatore.

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To

The Director of Public Instruction,
M a d r a s.

Dated 26th November 1946.

.....

Sir,

I request permission to draw your urgent attention to the most critical situation owing to difficulty in getting the non-Gazetted staff required for the Engineering Colleges.

2. At a conservative estimate, the number of non-Gazetted staff required for the four Engineering Colleges is 100. Unless steps are taken for the immediate removal of the impediments in the way of obtaining the staff, the morale of the Colleges would break down completely and the Colleges will founder.

3. The main reason why we are not able to get the non-Gazetted staff is that the scale of pay is the same as that of the Supervisors of the P.W.D., and our graduates naturally prefer to go to the P.W.D. because they consider service in that Department more remunerative in the long run. The result is that of the persons appointed as non-Gazetted officers during the last 10 years or so only one has stuck to his post. All the others have left long before they had put in sufficient service to be of any considerable benefit to the College. Of late they are leaving much sooner because there are abnormally large number of vacancies in the P.W.D. and good prospects owing to a large number of schemes of expansion. It has, therefore, become much more difficult to get the non-Gazetted staff for the College now than it has been in the past.

4. The average tenure of non-Gazetted officers in Guindy College during the last five years is 9 months 11 days!! One of the disadvantages of the

frequent change of staff is that instruction of students suffers. The Government are launching big engineering schemes, bigger than those in the past, and the aim of our Colleges should be to produce better Engineers than we have done in the past. But the reverse is the case owing to frequent changes of staff and difficulty of filling up posts.

5. Another very undesirable effect of the shortage of staff is that the morale of the College is adversely affected and this tells very seriously on the standard attained by the students.

6. Another disadvantage of the frequent changes of non-Gazetted officers is that there is serious difficulty in ~~filling~~ filling up senior posts. To fill up all our senior posts we want sufficient number of non-Gazetted officers of experience. We should depend upon the non-Gazetted officers ~~of experience~~ as a store for our future Gazetted officers.

7. In view of the above, it is most important that urgent and adequate steps must be taken to ensure that the Colleges get the required number of non-Gazetted officers and retain them.

8. The only way of filling up the non-Gazetted posts permanently is to offer them a salary more attractive than that offered to the Supervisors of the P.W.D. Supervisors of P.W.D. get a starting salary of Rs.155 in the scale Rs.100-200. I suggest that the starting salary of the non-Gazetted officers in the Colleges may be about Rs.50 more than the starting salary offered to the Supervisors of P.W.D.

9. It is also necessary to increase the maximum of the scale, as Supervisors in the P.W.D. have far greater prospects of promotion than the non-Gazetted officers in the Colleges because the P.W.D. have a large number of schemes in view

whereas there is no scheme for starting any more Colleges than what we have at present. I suggest that the maximum salary of the scale of our non-Gazetted officer should be about Rs.100 more than that of the Supervisors of the P.W.D. This gives us the scale of Rs.200-300 for the non-Gazetted officers as against the present scale of Rs.100-200, with a starting salary of Rs.155/-.

10. I have no objection if a scale of Rs.150-300 with a starting salary of Rs.200 is given. The most vital points are that both the starting salary and maximum salary of our non-Gazetted officers must be higher than those of the Supervisors of the P.W.D.

There are precedents for making the salary of our non-Gazetted officers higher than that of non-Gazetted officers of the P.W.D. Gazetted officers of the College corresponding ~~pwnd~~ to Gazetted officers of the P.W.D. do get higher salaries. For example, a Professor has a scale of Rs.600-900 as against Rs.500-850 for an Executive Engineer, and an Instructor of the College has a scale of Rs.200-700 as against Rs.200-500 for an Assistant Engineer.

11. It might be said that the Colleges should obtain their non-Gazetted staff on loan from the P.W.D. At present we do have some non-Gazetted officers on loan from the P.W.D. for a period not exceeding 3 years. The Board of Visitors of the College, at its meeting in December 1944 carefully considered the practice of borrowing non-Gazetted officers of the P.W.D. for a period of 3 years and was of the opinion that this practice was not desirable. The Board recommended that all the non-Gazetted staff, like the Gazetted staff of the College, should be permanent. The reasons are that the P.W.D. non-Gazetted officers come to the College more by compulsion than by choice or liking for teaching work. They have no teaching experience when they

come to the College, and by the time they acquire teaching experience and become useful to the College they are reverted to the P.W.D. Thus there is a constant influx of inexperienced teachers and loss of experienced teachers. This is highly detrimental to the College and deprives us of the source for drawing the Gazetted officers which we should have had had these non-Gazetted Officers been permanent servants of the College instead of men drawn from the P.W.D. for a certain period.

12. There is another matter with regard to the non-Gazetted officers that should be dealt with at the same time as the change in their salary-scale. At present we have three classes of non-Gazetted officers, namely, Laboratory Assistants in the scale of Rs.100-10/2-110-15/2-200; Assistant Instructors in the scale Rs.100-10/2-200 and Junior Workshop Instructors with a fixed pay of Rs.150.

13. The Laboratory Assistants or Assistant Instructors have the same minimum and maximum in their scales of pay but the Laboratory Assistants get an increment of 15/2 whereas the Assistant Instructors get an increment of 10/2.

The Laboratory Assistants have predominantly laboratory work, but they also do some lecturing and supervise design and tutorial classes. The Assistant Instructors do predominantly design office and tutorial work and do some lecturing. It is very undesirable that one class of officers should always do predominantly laboratory work and the other should always do predominantly design office and tutorial work. In my opinion all non-Gazetted officers should do work of all kinds, and it is therefore very desirable to have staffs of two categories, Laboratory Assistants and Assistant Instructors to be merged into a single category of Lecturer or any other

category that may be more suitable.

14. As things are at present we cannot inter-change Laboratory Assistants and Assistant Instructors owing to the difference in their scales of increment. This impediment to the inter-change of officers of these two categories should be removed as it would be in the best interests of the College.

15. There is no reason why the Junior Workshop Instructor should be the only person in the College on a fixed pay. The Junior Workshop Instructor does not do work of any less responsibility than the Laboratory Assistants and Assistant Instructors and, in my opinion, the Junior Workshop Instructor should be called a Lecturer and should be given the scale of pay Rs.200-300 as proposed for the Assistant Instructors and Laboratory Assistants.

Qualifications are also the same

I may add, that replacing the designations of Assistant Instructors, Laboratory Assistants and Junior Workshop Instructor by Lecturer would be in keeping with the world practice. I do not know of any College in India or abroad where the staff have the designations given to our non-Gazetted staff.

16. In conclusion I wish to impress upon you with all the emphasis at my disposal that the question of the non-Gazetted staff is extremely critical and unless a remedy is found to overcome the frequent changes of staff that have become so common in the past, the morale of the Colleges will break down and we shall not be producing the type of men that are needed for the wise expenditure of enormous sums of public money that is going to be spent on the large schemes contemplated by the Government.

J. J. Rucha

PRINCIPAL,
~~College of Engineering, Guindy.~~
A.H. College of Technology
Coimbatore

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LOWER ELEMENTARY GRADE TEACHERS IN ELEMENTARY SCHOOLS.

Total No.of Teachers.	Present scale. Scale. Rs.	Average. Rs.	Total cost. Rs.	Cabinet's scale. Scale. Rs.	Average. Rs.	Total cost. Rs.	Director's scale. Scale. Rs.	Average. Rs.	Total cost. Rs.
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
			1. Government.						
68	20-2/2-24-1/2-28.	24-56/90	20,091	20-1-35	28-1/3	23,120	20-1-35	28-1/3	23,120
			2. Local Bodies.						
5521 Untrained (negligible)	15-1/2-20	18	11,92,536	20-1-35	28-1/3	18,77,140	20-1-35	28-1/3	18,77,140
			3. Panchayats.						
55 2 untrained (negligible)	12plus 2	14	9,240	15	15	9,900	15	15	9,900
			4. A i d e d.						
3,146	9 plus2	11	4,15,272	15	15	5,66,280	15	15	5,66,280
389 untrained.	5 plus2	7	32,676	8	8	37,344	8	8	37,344
					Total..	6,03,624			6,03,624
			HIGHER ELEMENTARY TEACHERS IN ELEMENTARY SCHOOLS.						
			5. Government.						
130	23-2/2-45	33-4/15	51,896	25-1-45 5 for craft.	35 5 for craft	54,600 7,800 62,400	25-1-45 5 for craft.	35 5 for craft.	54,600 7,800 62,400
			6. Local Bodies.						
34,608	20-1/2-24-2/2-30	25-5/9	106,13,120	25-1-45 5 for craft.	35 5 for craft	1,45,35,360 20,76,480 1,66,11,840	25-1-45 5 for craft.	35 5 for craft.	1,45,35,360 20,76,480 1,66,11,840
			7. Panchayats.						
1,742 66 untrained (negligible)	15 plus 2 or17	17	3,55,368	20/-	20/-	4,18,080	20-1-30	26-1/9	5,45,827
			8. A i d e d.						
Trained 41,819	16	16	80,29,248	20/-	20/-	1,00,36,560	20-1-30	26-1/9	1,31,03,2
			4,97,244	12/-	12/-	5,42,448	12/-	12/-	5,42,4
Untrained 3,767	9 plus 2	11							
			SECONDARY GRADE TEACHERS IN ELEMENTARY SCHOOLS.						
			(9) Government.						

1.	2.	3.	4.	5.	6.	7.	8.	9.
			9. Government.					
23	30-3/2-45-2/2-55.	42 1/12	11,615	35-2-75 plus 5	55 plus 5	15,180 1,380 16,560	45-3-60-2-90 with craft. -5 without craft.	67½ 62½
			10. Local Bodies.					
4,501	25-2/2-45	34-7/9	18,78,417	35-2-75 plus 5	55 plus 5	29,70,660 2,70,060 32,40,720	35-1½-65 plus 5	50
			11. Panchayats.					
96 8 untrained (negligible)	20 plus2 of 22.	22	25,344	25	25	28,800	25-1-45	35
			12. A i d e d.					
5,076 281 untrained.	20/- 12 plus 2.	20 14	12,18,240 47,208	25 15	25 15	15,22,800 50,580	25-1-45 15/-	35 15
			SECONDARY GRADE TEACHERS IN SECONDARY AND TRAINING SCHOOLS.					
			xxx 13. Government.					
13,798	30-3/2-45-2/2-55	42 1/12	4,02,990	35-2-75 plus 5	55 plus 5	5,26,680 47,880 5,74,560	45-3-60-2-90 with craft. -5 without craft i.e. 40-3-55-2-85	67½ 62½
			14. Local Bodies.					
2447	30-2/2-50	40	11,74,560	35-2-75 plus 5	55 plus 5	1615020 146820 1761840		
							45-3-60-2-90 with craft -5 without craft.	67½ 62½
			(Plus) increase for 10% (on upper division clerk's grade)				245 posts on 80-3-95-5-110	99

1.	2.	3.	4.	5.	6.	7.	8.	9.	10.

15. A i d e d.

							35-2-75 plus 5	55 plus 5	25,13,280 plus 2,28,480 = 27,41,760
				35-2-75 plus 5	55 plus 5	25,13,280 plus 2,28,480 = 27,41,760			

HEADMASTERS AND L.T. ASSISTANTS IN SECONDARY AND TRAINING SCHOOLS (CON

16. Government.
Ordinary grade.

320 school assts.
-77 selection gr. H.Ms.
-40 ordy. gr. H.Ms.
---
203 school assts.

						70-10/2-130	2,54,968	118	100-5-180
						104 2/3	70-5-100-10-250 (for 230 posts)	2,87,448	EB. 156-8/9 10-240 (for 320 posts) 6,40,853

40 H.Ms. ordy. gr.

						70-10/2-130	50,240		
						104-2/3	150-5-200-10-250 (for 117 posts)	2,88,600	
							205-10/9	Allowance at Rs.20 p.m. to H.Ms. in 54 high and secy. schools	12,960

Selection gr.

						117 1/3		craft allce. at Rs.5 per teacher in 117 schools	7,020
77 H.Ms.	140-15/2-200					1,63,856			Allce. at Rs.10 p.m. to H.Ms. in 63 remaining schools. 7,560
									Total 6,61,373
Allce. at 25 roughly for 20 posts.						6,000	Allce.at Rs.25 for 15 schools having over 500 pupils.		4,500
					Total ..	4,75,064			
								Total ..	5,87,568

1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
17. LocalBodies.									
1,471 L.T.Assts. 65-5/2-100	84-4/9	14,90,613	70-5-100-10-150 for 1471 posts.		118	20,88,936	80-5-140 for 1471 posts	115 1/3	20,35,864
197 H.Ms. 110-10/2-170	144 2/3	3,41,992	150-5-200-10-250 for 197 posts.	205 5/9		4,85,933	150-10/2-200 for 197 posts.	180	4,25,520
	Total	18,32,605							
			craft allce. at Rs.5 per teacher in 259 schools	..		15,540	Allce. at Rs.20 .. for H.Ms. in schools with 250-750 pupils.		36,000
			Allce. at Rs.25 p.m. for 197 MxM high schools.	..		59,100	Allce. at Rs.30 .. for H.Ms. with schools with over 750 pupils		16,920
				Total ..		26,43,509			25,14,304
18. A i d e d.									
2,573 L.T.Assts.			70-5-100-10-150 for 2573		118	36,43,509	105-5/9 75-5-125 for 2573 posts.		32,59,133
280 H.Ms. of high and training schools.			150-5-200-10-250 for 280 posts.	205-5/9		6,90,667	159-1/3 120-10-180 for 280 posts.		5,35,360
				Total ..		43,34,035			37,94,493

87 CS 147

Inspection

Total No.	Scale	Present scale average	Total cost	Scale	Cabinet Average Rs	scale Total cost	Scale	Directors Average	scale Total cost
119 Ordinary grade									
Dy. Inspectors 170 Per. Assts. 26 S.A.Isses. 40	70-110/2/130	104 2/3	2,96,416	70-5-100-10-150	118	3,34,176	) 100-5-180 10-240 (for 300 posts)	166 8/9	6,00,800
Total 236									
Selection grade									
Dy. Inspectors 51 S.A.Isses. 13	140-15/2-200	177 1/3	1,36,192	160-5-200-8-240	206	1,58,379			
Total 64									
Junior Deputy Inspectors 172	50-5/2-70	62 4/9	1,28,828	70-5-100-120	101 6/9	2,09,840	70-5-100-10-120	101 6/9	2,09,840
			5,61,436			7,08,395			8,10,640

89 89 148

(80)

Assistant Lecturers and Assistant Professors.

Total No. of teachers	Present scale Scale Rs.	Average Rs.	Total cost Rs.	Cabinet's scale Scale Rs.	Average Rs.	total cost Rs.	Directors scale Scale Rs.	Average Rs.	Total cost Rs.
20 In Arts & Training Colleges	151 100-10/2-200	148 8/9	2,69,786)	)120-5-170- 7-240	180	3,39,120	125-5-170-10-250	191 2/3	3,61,100
Engineering College 6	100-10/2-200	148 8/9	10,720)						
		Total	2,80,506						

89 89 4+ 149 (81)

Pandits and munshis in Government Institutions

Total no. of teachers	Present scale: Scale	Present scale: Average	Present scale: Total cost	Cabinets scale: Scale	Cabinets scale: Average	Cabinets scale: Total cost	Directors scale: Scale	Directors scale: Average	Directors scale: Total cost
21 Colleges									
2	75-4-95	88 1/3	2,120)	100-10-200	161 1/9	65,733	125-5-170-10-250	191 2/3	78,200
32	65-5/2-80	74 2/3	28,672)						
Secondary and training schools									
150 pandits and munshies in 117 schools	35-4/2-43-2/2-45	41 4/9	74,600	45-3-60-2-80	64 4/9	1,16,000	117 posts 100-5-180-10-240	166 8/9	2,34,312
							33posts 60/4/80/2/100	82 2/9	32,560
			1,05,392			1,81,733			3,45,072

89

82

90

Education and P.H. Department.

MEMORANDUM No. 370 43 A.2 dated 24.8.45

Post-War Educational Development -
First five-year plan.

The Government are anxious that vigorous steps should be taken immediately to implement the first five-year plan and that the first instalment of ~~the proposal in that direction~~ it, embodying the schemes put down for the first year of the plan should be ready for consideration for the budget of 1946-47. Account should also be taken, in that connection, of the feasibility of introducing the bifurcated secondary school courses; although that scheme is not specifically in the five-year plan, ~~the Post-War Education Sub-Committee has recommended its adoption and has added that provision should be made for the students who take technical subjects in the bifurcated school course, to proceed for further and more specialised technical training.~~ it is an integral part of the schemes relating to technical education; the Govt. have already approved of the scheme & they had deferred its only for the duration of the war.

2. The D.P.I. is requested to take up the matter and formulate detailed proposals. If the Director considers the employment of a Special Officer necessary for the work, he may make recommendations in that regard also.

Pandits and munshies

Total No. of teachers	Present scale Scale	Average	Total cost	Cabinets scale Scale	Average	Total cost	Directors scale Scale	Average	Total cost
Local bodies							191 posts on 80-5-140	115 1/2	2,64,344
764	30-2/2-50	39 7/9	3,64,683	60-4-80-2-100	82 2/9	7,53,813	382 posts on 60-4-80-2-100	82 2/9	3,76,907
							191 posts on 40-3-55-2-85	62 1/2	1,43,250
									7,84,501
23. Aided							L.T. scale 21[illegible] plus		
Secondary schools 853							19 posts on 75-5-125	105 5/9	2,93,867
Training schools 19							Pandits scale 427 posts on 60-4-80-2-100	82 2/9	4,21,307
Total 872							Middle school 213 posts on 35-2-75	55	1,40,580
									8,55,754

84

Miscellaneous Posts.

Total number of teachers Rs		Present scale Scale Rs	Average Rs	Total cost Rs	Cabinets scale scale Rs	average Rs	Total cost Rs	Directors scale Scale Rs	Average Rs	Total cost Rs
24. Government								80-2-100-4-120 65 posts of Manual Trng.Instructors & Commercial Instructors	102 2/9	79,733
340 (including 177 Physical Trng. Instructors	30/3/2-45-2/2-55		42 1/12	1,71,700	35-2-55	47 2/9	1,94,704	45-3-60-2-90 for 102 posts of Drawing Instructors, Sewing Mistresses Asst.Manual Trng. & Music Instructors etc.	67 1/2	82,620
4 Commercial Instructors	70-5/2-95		85/-	4,080	70-3-100 for 4 posts	88 1/3	4,240	35-1-65 for 177 Physical Trng. Instructors - SSLC with YMCA certificate.	50/-	1,06,200
								Rs 10/- extra for secy. grade for about 36 posts ie 1/5 of 177 physical trng. instructors.	..	4,380
Physical Directors in colleges.										
Ordinary grade	15.70-10/2-130		104 2/3	18,840	70-5-100 10-150	118	21,240	100-5-180-EB.10-240 for 18 physical Directors		
Selection grade	3. 140-15/2-200		177 1/3	6,384	160-5-200-8-240	206 2/9	7,424		166 8/9	36,048
		Total		2,01,004		Total	2,27,608		Total	3,08,921

~~92~~ 93 ~~97~~ 152 (85)

Miscellaneous posts.

Total no. of teachers	Present scale: Scale	Present scale: Average	Total cost	Cabinet scale: Scale	Cabinet scale: Average	Total cost.	Directors scale: scale	Directors scale: Average	Total cost
25 Local Body Secondary Schools.									
Phy. Trng. Instructors Commercial " Drawing Masters Manual Training "	720 30-2/2-50	39 7/9	3,43,680	40-2-80	60	5,18,400	80-2-100-4-120		
							Manual training instructors	140	102 2/9
							Commercial Instructors	62	2,47,75[illegible]
							Posts	202	
							40-3-[illegible]5-2-85 (518 posts)	62 1/2	[illegible],88,500
								Total	6,36,25[illegible]
26. Aided secondary schools Commercial Instructors Manual Trng. " Rest	69 202 652	271					70-2-100 (for 271 posts	86 2/3	2,81,840
							35-2-75 (for 652 posts)	55	4,30,320
Total	923							Total	7,12,160

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No.11341 K/46.
CONFIDENTIAL.

94 1539

D.O. Director of Public Instruction,
M a d r a s, 30th November 1946.

Dear Mr. Balakrishna Menon,

SUB:-Public Services - Salaries - Revision.
REF:-Govt.Memorandum No.69014-2 G.1 P.H., dated 20-11-1946, No.69014-3 G.1 P.H., dated 21-11-1946 and post copy of telephone message dated 22-1-1946.

....

The Report of the Cabinet Salaries Committee, 1946, is returned herewith as desired.

2. I have no remarks to offer in regard to the Office of the Commissioner for Government Examinations.

3. I have already handed over in person my reply with detailed remarks to the Hon'ble Minister for Education.

Yours sincerely,
S R K Savoor.

Sri I. Balakrishna Menon,
Asst.Secretary to Government,
Edn. & Pub. Health Dept., Fort St.George.

Action taken separately

Finance Department.-

NOTE FOR THE CABINET

containing the recommendations of the Cabinet Salaries Committee regarding the comments made by the departments on the Committee's Report.

In accordance with the decision of the Cabinet at its meeting held on 18-11-46, the Departments of the Secretariat have submitted their comments on those portions of our report which concern them. We have considered these comments at our meetings held on 2-12-46 and 3-12-46. Our remarks on those of the recommendations contained in Appendix IX of the Report, on which comments have been made by the departments, are furnished below:-

Recommendation 2. The Finance Department considers that the point whether increments are annual or biennial is a relatively minor one and that any advantage that would be gained by changing to annual increments will not be sufficient to make it worth while to change the established policy of the Madras Government of giving biennial increments. They add that the change would also involve permanently an appreciable amount of extra routine work and extra consumption of paper, which it seems desirable to avoid.

Our reasons for this recommendation are found at the end of Section 3 of Chapter I, Part I on page 9 of the Report and the reasons now put forward by the Finance Department ~~were~~ have already been considered by us before. These reasons are not based so much on financial considerations. We consider that the reasons quoted by us in support of this recommendation will outweigh the considerations now put up by the Finance Department. It may be mentioned that if biennial increments, double the annual ones proposed, are to be allowed, the immediate extra cost in fixing pay in the next above stage will be very much more than if annual increments were fixed, while the ultimate cost would be slightly less. We therefore adhere to our recommendation that increments should be annual.

The Revenue Department has pointed out that we have not ~~adhered~~ followed to our recommendation in the case of certain of

the lowest scales. This is correct. On further consideration, we recommend that even in the case of these lowest scales, the increments should be annual i.e. that in all the scales mentioned in Col.5 of Appendix II of the Report, the increments shown as 1/B = biennial or 1/T = Triennial should be altered into ~~one-half or one-third as the case may be of the rate of~~ (½) annual ~~increment~~/. The additional cost on this account will not be appreciable.

Recommendation 3. The Finance Department suggests lower scales than those proposed by us for clerks and peons ~~and~~ and points out that if these scales are accepted, there will be a saving of about Rs 3.22 lakhs per year in ultimate cost. The Chief Secretary, however, is inclined to accept the Committee's scales for the Mufassal and City offices clerks and for all peons.

Regarding Secretariat Clerks and Superintendents, the Chief Secretary sympathises with the representations made by the Madras Secretariat Association and recommends that, as regards Lower Division Clerks, the existing distinction between the Secretariat and 'A' class offices should be maintained. He also suggests certain increases in the scales of pay of ~~Lower and~~ Upper Division Clerks and Superintendents in the Secretariat. Legal Department consider that, as in that department a Degree in Law is required for most of the Upper Division posts and even for Lower Division posts men with legal qualifications are preferred, higher starting pay should be offered to men with legal qualifications. Development Department has ~~also~~ suggested their own scales of pay for these posts.

On further consideration we agree with the Chief Secretary that the existing distinction between Secretariat Lower Division Clerks and other Lower Division Clerks should be maintained and that the scales of pay fixed by us for Upper Division Clerks and Superintendents in the Secretariat should be ~~further~~ slightly enhanced. We do not consider it

necessary to allow a higher starting pay for men with ~~xx~~ legal qualifications as suggested by the Legal Department. We accordingly suggest the following scales of pay for Secretariat Clerks and Superintendents:-

Lower Division Clerks	.. Rs 51-3-75-2½-100
Upper Division Clerks	.. Rs 90-5-145-10-175
Superintendents	.. Rs 200-20-400

The first grade in Upper Division Clerks and Superintendents should be abolished.

We do not accept the Finance Department's suggestion that the scales of pay fixed by us for clerks and peons outside the Secretariat should be reduced and we adhere to our original recommendations on this point.

Recommendation 4. Development Department suggests that the office of the Commissioner of Labour may be placed in the A class in view of the growing importance of the Labour Department. We accept this suggestion.

Recommendation 6. The Finance Department has expressed the view that, from the point of view of mitigating discontent in the services, it would seem better if graded percentage increases on all existing scales had been recommended by us on the lines of the 1944-45 Salaries Committee, on the ground of increased cost of living, leaving the case of any services for which a further increase (or a decrease for future entrants) seemed necessary on other grounds to be considered separately in consultation with the Heads of the Departments concerned. The Finance Department feels that the scales now proposed by us would naturally cause much discontent and agitation among the Services that would get less than the average rate of increase on comparable scales and that it will be difficult to find an answer to the argument that it will not be fair to deprive existing members of these Services of part of the benefit by way of new scales that would be considered appropriate with reference to the cost of living alone.

Our reasons for not accepting graded percentage increases, as recommended by the 1944-45 Salaries Committee and

for fixing suitable scales of pay on a de novo examination of all the relevant factors are contained in Section 3 of Chapter I, Part I on page 7 of the Report. Our view was that, if existing scales were unsuitable even at the time they were fixed, it would be wrong merely to allow graded percentage increases and arrive at new salary-scales, as was done by the 1944-45 Salaries Committee. The Finance Department would have the salary revision effected in two stages viz., (1) by the application of an appropriate graded percentage increase to all existing scales to meet increased living cost and the formulation of new scales on this basis alone and (2) the further enhancement or reduction of these new scales on a consideration of the other factors mentioned in Section 3 of Chapter I, Part I on page 8 of the Report, in consultation with Heads of Departments. If the scales were reduced in stage(2), Finance Department would apply them only to future entrants. In the case of an increase in stage (2), this increased scale is presumably to apply to existing as well as future incumbents.

It may be mentioned that if we had adopted the procedure outlined above, we would, at the outset, in stage (1), have been beset with the difficulty of deciding on what an appropriate graded percentage would be and of justifying it in our Report. All that we could say was that the graded percentage should be something less than 60% and should be higher for lower-paid services than for the higher-paid ones. We felt that the fixation of a definite percentage would have immediately given rise to complaints that, against a rise in living cost equal to about 60%, the increase in salary was very much less. We therefore thought it best not to mention any fixed percentage increase as the basis for salary revision anywhere in our Report. Secondly, stage (2) would have taken time, as consultation with Heads of Departments was required. Such consultations would, in all probability, have proved futile, as no Head of a Department was likely to admit that the posts in his department were less important than those of other departments. The result would therefore have been no increase at all or the same increase in all cases. It was fairly evident that no Head of a

Department would have advocated a reduction in the scales fixed under stage (1).

We did not think that consultation with Heads of Departments on individual scales of pay would be of much use. This was apparent from a perusal of the replies of Heads of Departments to the questionnaire issued by us. We decided on the enhancement or the reduction under stage (2) on the facts at our disposal and merely combined the two stages into one, after a careful consideration of all the relevant factors. We felt that we were competent to do this. From the Finance Department's criticism, it would appear that there was error only in those cases in which we effected a reduction under stage (2). The Finance Department feels that such a reduction should be applied only to the scales applicable to future entrants and should not be applied to existing incumbents, as under our recommendations. It has to be mentioned that the reason for any reductions in stage (2) would be the view that the existing scale of pay was too high for the post, if all relevant factors were considered. It can hardly be denied that if a Government servant draws pay on a higher scale than he should, it would not be improper to put him on a suitable lower scale. The difficulty in doing this as a separate transaction by itself is that, according to accepted principles, it is considered inequitable to prevent a Government servant from drawing pay in a scale in which he has once drawn pay in an officiating, temporary or permanent capacity in order to put him on to a lower scale. If, however, the effect of reducing the scale of pay can be indirectly achieved, there can be no objection to this, provided the net result is not a lower scale for existing incumbents. We felt that it would be desirable to achieve this indirect reduction and remove all existing anomalies in scales of pay to the best of our ability.

For these reasons we are not prepared to accept the Finance Department's suggestion that the salary-revision should have been effected on lines and principles different from those adopted by us. In any case the application of the principles now enunciated by the Finance Department will upset the entire framework of our Report and involve further delay in the revision of salaries.

Certain departments have not agreed with our recommendation that salaries now revised should not be further revised after the

Central Pay Commission's recommendations are known. The reasons for this recommendation have been clearly stated at the end of Section 2 of Chapter I, Part I, on page 5 of the Report. We adhere to the view that this salary-revision should be final.

Our ~~The~~ recommendations cover also the following cases:-

(1) Superintendent, Government House Gardens
(2) Garden Overseer, Ootacamund
(3) Band Establishment of H.E. the Governor
(4) Establishment in the office of the Military Secretary to H.E. the Governor
(5) Establishment in the office of the Madras Public Service Commission
(6) High ~~Ct~~ Court(Subordinate) Service including inferior staff in the High Court
(7) Official Assignee and establishment.

In the case of items (1) to (4) above, we find that scales of pay have to be fixed by ~~His~~ His excellency in his individual judgment and in the case of item (5) above, by His Excellency in his discretion. In the case of items (6) and (7), scales of pay have to be fixed by the Chief Justice, with the approval of the Government. Since the Government are not the final authority for fixing pay in these cases, our intention was merely to remit our recommendations in these cases to the authorities concerned for their consideration.

We have given careful consideration to the modifications suggested by the departments to certain of the scales recommended by us in col.(5) of Appendix III of the Report. Statement I-A appended shows these modifications and the scales which we have finally decided to recommend in these cases.

Where we considered the departments' recommendations reasonable we have accepted the scales of pay suggested by them in preference to those originally suggested by us. In cases where we were unable to accept the departments' recommendations, we have either adhered to our original scales or changed them slightly in view of the reasons put forward by the department. We have given our reasons as briefly as possible for our inability to accept the scales suggested by the departments.

The alteration of the scales of pay of posts mentioned by the departments in Statement I-A has necessitated the alteration of certain other scales which have not been mentioned by the departments. We have also reconsidered a few cases suo motto. The scales finally suggested by us are mentioned in Statement I-B appended.

We finally recommend that in the case of the posts mentioned in Statements I-A and I-B, the scales of pay suggested by us in cols. (4) and (3) may be adopted, instead of those mentioned in col.(5) of Appendix II of the Report. We estimate the extra ultimate cost on this account to be about Rs 10 lakhs per annum over the extra cost mentioned in our Report.

Recommendation 7. Statement II appended, shows the scales recommended by the Departments, in those cases, where they differ from the scales proposed by us in Appendix III of our Report. Our final recommendations are found in col.(4) of Statement II. The scales suggested therein may be adopted instead of those mentioned in col.(3) of Appendix III of our Report.

The Revenue Department wants annual scales fixed for the Provincial Services mentioned in Appendix III, while some other departments have made suggestions to revise certain of the existing Provincial Service scales. Since we have not gone into the question of the adequacy or otherwise of Provincial Services scales but have only suggested increases in the minima of certain of these scales (except in four cases), consequent on the proposed increases in the maxima of the Subordinate Services scales, we do not accept these recommendations.

Recommendation 8. The Finance Department has suggested that "an enhancement in the existing scale" may be taken to mean an increase in both the maximum and the minimum of the scale with rates of increment at least equal to those in the existing scales. We accept this definition.

Recommendation 9. The Finance Department has suggested that with a view to reduce the cost, it will be sufficient if pay is fixed in the new scales at the "next above stage" and that it will not be necessary to allow advance increments, as recommended by us in Section 8 of Chapter I, Part I of our Report, to give some weightage for service in the existing scales. Certain other departments have, on the other hand, suggested that, in fixing pay in the new scales, full weightage should be given to service in the existing scales. We considered this point very carefully before we made our recommendations. It would be quite beyond the financial resources of the Province to give full weightage to service in the existing scales and we recommend

that this idea should not be considered at all. We are at the same time unable to accept the Finance Department's suggestion that no weightage at all should be given to service in the existing scales. Our intention is that this phrase should mean in the case of a post carrying an incremental scale only service which has been allowed to count for increments. This definition should, if necessary, be amplified by the Finance Department. We have finally decided on further consideration to adhere to our previous recommendation in this regard.

It may be mentioned that in applying the "next above" rule it is our intention that if the existing pay exceeds the maximum of the new scales the difference should be made up by the grant of personal pay.

The Finance Department has represented that our recommendation to fix pay with effect from 1-5-46 and to pay arrears with effect from that date will introduce a number of glaring anomalies and difficulties.

We fixed the date 1-5-46 in order that all Government servants would get a lump sum as arrears of pay. We find that under the method suggested by us there are good chances of men with longer service and drawing higher pay receiving as arrears a much smaller lump sum than men with shorter service and drawing lesser pay. In view of these facts we have decided to reconsider our decision that retrospective effect should be given to the new scales of pay from 1-5-46 and to provide for a lump sum payment by some other method.

We accept the method suggested to us by the Finance Department viz., the payment of a bonus equal to whatever pay plus interim relief was drawn for the month of November 1946 subject to a minimum of Rs 20 and a maximum of Rs 150/-. All Government servants in the Subordinate Services including the Inferior Services will be eligible for the bonus provided they are in service on 16-12-46 and have rendered a total service of six months or more on that date. No other kind of establishment should be made eligible for this bonus. We do not consider that Government servants who have rendered less than six months total service on 16-12-46 need receive any bonus because they will be very junior in service and will,

... most cases, be eligible to get a fair enhancement in their pay very soon after joining service. In the case of Government servants who are on leave during any part of November 1946, the bonus should be calculated with reference to pay for the last previous full calendar month spent on duty together with the appropriate interim relief, whether or not the interim relief was actually payable for that month. We consider that special steps should be taken for the payment of this bonus before the Christmas holidays commence.

With the payment of this bonus, it will be unnecessary to allow retrospective effect to the revised scales of pay. We therefore recommend that these scales should take effect from 1-12-46.on the pay-bills drawn in January 1947, and not with effect from 1-5-46 as previously recommended by us.

We have estimated the additional cost under the bonus proposal to be about Rs 50 lakhs. We find that this extra cost will be roughly covered by the saving effected by not giving retrospective effect from 1-5-46 to the revised scales.

The Finance Department also recommend that our decision not to allow the option under F.R.23 should be reconsidered as it is likely to introduce hardships and will amount to the taking away of a right which Government servants possess under statutory rules. Other departments have accepted the same view. Some departments have recommended that service in the existing scales should be allowed to count for increments in the new scales up to a period of one year. We were previously of the view that these concessions need not be granted. We now consider that these recommendations may be accepted subject to the condition that if the concessions allowed under them are availed of no weightage at all should be given to service in the existing scales as recommended by us.

Recommendation 10. The Chief Secretary suggests that, on a consideration of the family budget figures and the undoubted rise in rents, relief should be carried up to Rs 100/- and not stopped at Rs 80/- as recommended by us. We fear that Government servants getting a salary of between Rs 80 p.m. and Rs 100 p.m. will not be satisfied with the small allowances we have recommended and that

the request to increase the limit to Rs 100/- will soon be followed by a request for increasing the allowance itself. We are therefo unable to accept this recommendation and we adhere to our original recommendation in this regard except that house allowance should be allowed with effect from 1.12.46 not from 1st Nov. 1946 as previously recommended.

Our intention was that Presidency allowance should be abolished with the introduction of the House Allowance scheme introduced by it. (Please see section 1 of Chapter II, Part I on page 16 of the Report). There may, however, be certain cases e.g. Head Constables, as pointed out by the Inspector General of Police, in which Government servants may draw less pay plus house-rent allowance after the revision, in case the payment of Presidency allowance is withdrawn. We consider that, in such cases, the difference should be drawn as personal pay, to be absorbed in future increments, if any

Recommendation 14. It was our intention that this recommendation should be examined in detail by the Reorganisation and Retrenchment Committee.

Recommendation 17. The P.W.D. tentatively supports the Chief Engineer(Electricity)'s proposal that the work-charged establishment of the Electricity Department be excluded from the scope of this recommendation and that the present arrangement of keeping this establishment as a class by itself be continued in the interests of efficiency. We see no particular reason for making any exceptions and we do not therefore accept the Public Works Department's recommendation.

Recommendation 22. The first part of this recommendation was made on account of the complaints of clerks of the City Offices that their chances of promotion were very meagre. Public(Services) Department do not support this proposal on the ground that it will result in a shifting of the complaint from outside offices to the Secretariat. They are of the view that not much advantage can ordinarily be expected in the standard of administration, if the proposal is put into effect, because those who start life in the Secretariat are, in the long run, better than men brought in from outside. Public(Services) Department also point out that under existing rules, one out of every four substantive vacancies of Upper Division Clerks in the Secretariat is reserved for direct

recruits or transferees and that men from the City offices are even now eligible to get into the Secretariat as transferees.

We do not agree with the view that a man who has worked in the City offices dealing daily with the subjects pertaining to a particular department will not be more conversant with all the relevant rules, orders and precedents relating to these subjects than a Lower Division Clerk, who has only been doing routine work in the Secretariat. The former will certainly be the more useful man to have in the Secretariat. It may be noted that, under the existing rules, every three out of four substantive vacancies in the Upper Division are reserved for promotion from the Lower Division in the Secretariat and the remaining one vacancy has to be shared by direct recruits and transferees. The chances of a transferee from a City office getting into this vacancy must therefore be extremely remote. It happens also that, for every one Lower Division Clerk in the Secretariat, there will be two Upper Division Clerks if they are allowed a lesser number of vacancies than is now allotted to them. The position in City offices is very much worse since the proportion of Upper Division posts to Lower Division posts in them is very small. We therefore adhere to this portion of our recommendation.

On the second part of this recommendation, Public(Services) Department feel that an attempt at equalisation of promotions in all Departments of the Secretariat in the manner suggested by us might cause a loss of efficiency in departments, which might lose their Upper Division Clerks and Superintendents at a time when they are most useful. Since rapid promotions in certain departments are a feature common only during the recent years, during which a number of temporary posts have sprung up and in normal times, such promotions would be rare and since the procedure suggested by us might, as we are advised now, lead to a certain amount of administrative inconvenience both in its working and in its results, we agree to withdraw this portion of our recommendation.

As regards the third part of the recommendations, since Public(Services) Department have stated that the matter has already been considered in great detail and satisfactory provision made, we do not press the acceptance of our proposal.

Recommendation 24. The reason for this recommendation was the complaint that there is very little prospect of promotion in the clerical services in the Mufassal. The Public(Services) Department have explained how acceptance of the first part of the recommendation will cause grave administrative inconvenience in addition to considerable expenditure on travelling allowance and serious hardship to probationers. They have therefore suggested that as an alternative, a rule may be issued that the Head of each Department should make promotions to the Upper Division in accordance with a list prepared by him in consultation with the Heads of Offices under him. Since it would appear that even this procedure would be open to the same objection, we agree to withdraw this portion of our recommendation.

The second part of the recommendation should be remitted to the Reorganisation and Retrenchment Committee for consideration.

Recommendation 25. Public(Services) Department consider that this proposal is likely to cause administrative inconvenience and confusion in offices where there are Asst. Secretaries, Asst. Tahsildars and the like and that there is nothing derogatory in the term "clerk", by which name senior officers in the Home Civil Services, Class I are designated. They point out that Upper and Lower Division Clerks are clerks and no more and that it would be misleading to call them Assistants. On further consideration, we agree that a change in designation as recommended by us will be undesirable and we do not press this recommendation.

Recommendation 27. The Local Administration Department supports the first part of this recommendation while the Finance Department opposes it strongly, both on considerations of finance and of other relevant factors, like qualifications and conditions of service.

The Local Administration Department does not support the second part of the recommendation on the ground that it amounts to the transfer of the control of certain classes of officers from the Local Administration Department which is responsible for the administration of local bodies, to other departments of Government, with the result that there may be a lack of cooperation between such officers and those responsible for the administration of local

bodies. They also fear that the proposal will result in the curtailment of the powers of local bodies, which is against the present policy of the Govt. The Finance Department urge that, if the proposal is accepted, the officers may be lent under the terms stated in F.R.127 and not under foreign service terms, so as to avoid the payment by the local bodies of the usual deputation allowance. Finance Department say generally that, as this recommendation relates only to a long-term measure, orders need not be passed on it now and that it may be remitted to the departments concerned for detailed scrutiny before Government pass final orders on it. Though we adhere to our recommendation, we consider that this question should be remitted to the Reorganisation & Rentrenchment Committee for further consideration.

Recommendations 28 & 29. Statement III appended contains details of the scales of pay recommended by Local Administration and E.P.H. Departments and finally by us in those cases in which they do not agree to the scales of pay fixed by us. in Appendix VII of our Report. We recommend that, in these cases, the scales of pay noted in col.4 of Statement III may be adopted instead of the ones suggested by us in col.(3) of Appendix VII of our Report.

On the question of fixation of pay of existing incumbents in the new scales, the Finance Department urges that, the servants of local bodies may be fixed only at the "next above stage", without any weightage being given for past service and that effect may be given to the new scales only from the 1st of the month they are introduced for such of the local bodies as can afford a revision without seeking financial aid from Govt.

We have now decided to accept the Finance Department's recommendation that the pay of the servants of Municipal Councils and Local Boards in the revised scales recommended by us may be fixed only at the "next above stage" without any weightage being given to service in the existing scales. As to the date of effect, we consider that the matter may be left for the Government in the Local Administration/or the E & P.H. Department to decide in each individual

case after an investigation of the finances of Municipal Council or Local Board. These remarks apply to all services including those borne on the education accounts of Municipal Councils and Local Boards.

As regards these Services, the E & P.H. Department points out that the net effect of the Committee's proposal in the second part of this recommendation will be "nil" because the total amount of grants now paid from Provincial funds to local bodies for education exceeds the total amount for which local bodies will be eligible, if Government were to pay them grants-in-aid as for private-aided schools at the rates recommended by us in Part V of our Report. This statement may not apply to the case of each individual local body. Even if each local body can be made to get something more as grant under the method suggested by us, it seems evident from what the E & P.H. Department say that the Government will have to bear the additional cost of any revision of salaries of teachers of elementary schools, because they can only with difficult afford to maintain the existing salary scales. The additional cost to the local bodies on account of the revision if the scales of pay for elementary school teachers according to the Committee's original proposals are allowed has been roughly calculated at Rs 9.4 lakhs (immediate) per annum, if pay is fixed at the "next above stage", Rs 51 lakhs per annum at the end of 5 years and Rs 80 lakhs per annum based on average salary. This will be on the presumption that there will be no expansion and no more teachers than there are now. If more schools are to be opened, in furtherance of the Government's compulsory education scheme, the extra cost will naturally rise. Under the E & P.H. Department's proposal now placed before us and also under our final proposals as contained in col.(4) of Statement III the cost will be somewhat less, but these figures may be taken as the maximum limits even under our proposals. If the revised scales of pay now proposed by us are to be allowed in the case of all local bodies, irrespective of the fact whether they can afford the revision or not, the additional cost will have to be borne from the Provincial revenues.

We accept E. & P.H. Department's recommendation that it should be borne from Provincial Revenues to the extent that the local authority cannot bear it.

In the case of Secondary Schools, E. & P.H. Department suggest that the full net additional cost of the proposals should be met by Government. We are unable to accept this suggestion and we adhere to our previous recommendation that local bodies may be paid a Government subsidy equal to the grant-in-aid payable to aided Secondary Schools. For these schools, E.& P.H. Department have suggested that the Government grant may be fixed at 3/4 of the approved net expenditure instead of 2/3rds as recommended by us previously but we have decided to adhere to our previous recommendation.

The total extra cost involved in the revision of the scales of pay originally recommended by the Committee has been very roughly estimated at Rs 2 lakhs per annum(immediate), if pay is fixed in the new scales at the next above stage only at Rs 19 lakhs per annum at the end of 5 years and Rs 21.2 lakhs on the basis of average salary. These figures will not suffer much variation if the scales suggested by the E.P.H.Department (vide Statement III) are to be adopted. If the scales suggested by us now in Statement III are adopted, the total extra cost will be somewhat less. We have, however, adopted these figures as maximum limits.

It has to be carefully noted that, in going into the financial implications to Govt. on account of these proposals, the extra cost to Govt. is composed of two parts (1) the extra cost without any salary-revision, because the subsidy is proposed to be increased to ½ the net approved expenditure, to 2/rds or 3/4ths and (2) the extra cost on account of the salary revision itself on the ½, 2/3 or 3/4 basis. The following

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statement (prepared from details furnished by the E.P.H.Department) shows the position, as regards extra cost to the Government, the present Govt. contribution being Rs 8 lakhs per annum:-

(1) Extra cost per annum without any salary revision.

½ basis.	2/3 basis.	¾ basis.
11-8 = 3 lakhs	12.7-8 = 4.7 lakhs	13.5-8 = 5.5 lakhs

(2) Extra cost per annum on account of the salary revision.

(a) Immediate cost if salary was fixed at the next above stage only.

½ basis.	2/3 basis.	¾ basis.
½ of 2 = 1 lakh	2/3 of 2 = 1.3 lakhs	¾ of 2 = 1.5 lakhs

(b) Cost at the end of 5 years.

½ basis.	2/3 basis.	¾ basis.
½ of 19 = 9.5 lakhs	2/3 of 19 = 12.7 lakhs	¾ of 19 = 14.2 lakhs.

(c) Cost based on the average of the proposed revised scales.

½ basis.	2/3 basis.	¾ basis.
½ of 21.2 = 10.6 lakhs	2/3 of 21.2 =14.1 lakhs	¾ of 21.2 = 15.9 lakhs

Thus, the total extra cost to Govt. per annum on the payment of subsidies to local bodies for revising the scales of pay of their Secondary School Teachers to those recommended by us in Statement III will be approximately as follows:-

~~½xbasisxx Rsxlakhs~~	½ basis. Rs Lakhs	2/3 basis. Rs Lakhs	¾ basis. Rs Lakhs.
(a) Immediate if pay is fixed only in the next above stage	4	6	7
(b) At the end of 5 years.	12.5	17.4	19.7
(c) Based on average salary on the proposed scales.	13.6	18.9	21.4

Recommendations 36 & 37. The E & P.H. Department do not support these recommendations. They consider that the effect ~~of this recommendation~~ will only be that, since managements will be paying their teachers only just as much as the grant-in-aid will provide for, (because their resources do not admit of any additional expenditure), the Govt. will either have to implement

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their warning by taking over the schools immediately afterwards or keep the warning unimplemented indefinitely. The latter course will obviously be undesirable, as it will mean keeping a big body of teachers out of the benefit of the principle of uniform pay, and between the former course and the policy of taking over the schools immediately, there will only be the difference of a warning, which in the circumstances, can only be formal. The E & P.H. Department therefore urge that the Govt. should straightaway agree to pay managements the expenditure involved in introducing the scales of pay recommended by them. They point out further, that the condition imposed by the Govt. of India for their contribution towards the post-war education scheme will not be fulfilled, if in effect practically all the aided school teachers are shut out from the benefit of the proposal of uniform pay. The Finance Department has agreed with this view, but they have suggested that, in order to reduce the huge ultimate liability to Government, the principle of uniform scales of pay to all teachers, whether they work under the Government, Local Bodies or private managements, should be given up or if this is not accepted, scales of pay lower than those fixed for Govt. teachers should be adopted. In this connection, they recommended that the scale of pay for a Secondary Grade Teacher might be Rs 30-1-50 and that all other scales might be reduced ~~xxxx~~ correspondingly.

The E.P.H. Department has finally accepted the first alternative and have suggested scales of pay for all aided school teachers, which are slightly lower than those suggested by them for(and also those originally suggested by the Committee for) teachers in Govt. and Local Board institutions. These are contained in Statement IV appended. We have after careful consideration, decided to withdraw our previous recommendation that aided school ~~xxxxxxx~~ managements should be asked to pay their teachers at Govt. rates and to accept the scales suggested by the E.P.H. Department with a few modifications(Please see cols.(3) & (4) of Statement IV). We recommend that the Govt. grant for elementary

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statement (prepared from details furnished by the E.P.H.Department) shows the position, as regards extra cost to the Government, the present Govt. contribution being Rs 8 lakhs per annum:-

(1) Extra cost per annum without any salary revision.

½ basis.	2/3 basis.	¾ basis.
11-8 = 3 lakhs	12.7-8 = 4.7 lakhs	13.5-8 = 5.5 lakhs

(2) Extra cost per annum on account of the salary revision.

(a) Immediate cost if salary was fixed at the next above stage only.

½ basis.	2/3 basis.	¾ basis.
½ of 2 = 1 lakh	2/3 of 2 = 1.3 lakhs	¾ of 2 = 1.5 lakhs

(b) Cost at the end of 5 years.

½ basis.	2/3 basis.	¾ basis.
½ of 19 = 9.5 lakhs	2/3 of 19 = 12.7 lakhs	¾ of 19 = 14.2 lakhs.

(c) Cost based on the average of the proposed revised scales.

½ basis.	2/3 basis.	¾ basis.
½ of 21.2 = 10.6 lakhs	2/3 of 21.2 =14.1 lakhs	¾ of 21.2 = 15.9 lakhs

Thus, the total extra cost to Govt. per annum on the payment of subsidies to local bodies for revising the scales of pay of their Secondary School Teachers to those recommended by us in Statement III will be approximately as follows:-

	~~½ basis~~ Rs Lakhs	2/3 basis. Rs Lakhs	¾ basis. Rs Lakhs.
(a) Immediate if pay is fixed only in the next above stage	4	6	7
(b) At the end of 5 years.	12.5	17.4	19.7
(c) Based on average salary on the proposed scales.	13.6	18.9	21.4

Recommendations 36 & 37. The E & P.H. Department do not support these recommendations. They consider that the effect ~~of this recommendation~~ will only be that, since managements will be paying their teachers only just as much as the grant-in-aid will provide for, (because their resources do not admit of any additional expenditure), the Govt. will either have to implement

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their warning by taking over the schools immediately afterwards or keep the warning unimplemented indefinitely. The latter course will obviously be undesirable, as it will mean keeping a big body of teachers out of the benefit of the principle of uniform pay, and between the former course and the policy of taking over the schools immediately, there will only be the difference of a warning, which in the circumstances, can only be formal. The E & P.H. Department therefore urge that the Govt. should straightaway agree to pay managements the expenditure involved in introducing the scales of pay recommended by them. They point out further, that the condition imposed by the Govt. of India for their contribution towards the post-war education scheme will not be fulfilled, if in effect practically all the aided school teachers are shut out from the benefit of the proposal of uniform pay. The Finance Department has agreed with this view, but they have suggested that, in order to reduce the huge ultimate liability to Government, the principle of uniform scales of pay to all teachers, whether they work under the Government, Local Bodies or private managements, should be given up or if this is not accepted, scales of pay lower than those fixed for Govt. teachers should be adopted. In this connection, they recommended that the scale of pay for a Secondary Grade Teacher might be Rs 30-1-50 and that all other scales might be reduced correspondingly.

The E.P.H. Department has finally accepted the first alternative and have suggested scales of pay for all aided school teachers, which are slightly lower than those suggested by them for(and also those originally suggested by the Committee for) teachers in Govt. and Local Board institutions. These are contained in Statement IV appended. We have after careful consideration, decided to withdraw our previous recommendation that aided school managements should be asked to pay their teachers at Govt. rates and to accept the scales suggested by the E.P.H. Department with a few modifications(Please see cols.(3) & (4) of Statement IV). We recommend that the Govt. grant for elementary

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school teachers in aided institutions be based on these scales of pay and not at fixed rates as recommended by us previously.

In the case of these schools, it will be seen that the minima of the scales of pay now proposed by us are the same as the fixed rates per teacher recommended by the Committee in its Recommendation 37 for calculating the grant-in-aid. The extra immediate additional cost to Govt. will thus be the same if these scales of pay are accepted, as it would be under the Committee's original proposal viz., about Rs 25.6 lakhs per annum, while the extra cost based on average pay is estimated at Rs 64 lakhs per annum and this will be the ultimate cost to Govt. on account of our present recommendation.

Regarding Secondary Schools, our original recommendation was that the grant-in-aid be based on 2/3 of the net approved expenditure and that these schools should pay their teachers at Govt. rates. The E.P.H. Department have suggested (vide Statement IV) lower scales of pay than those fixed both by them and by us originally for Govt. teachers and have proposed that, since the deputation of managers of these schools have asked for a grant equal to 3/4 of the net expenditure and it might be possible to persuade them to pay their teachers at least the lower rates of pay suggested for them, the 2/3 basis proposed by us may be changed to 3/4, especially because the extra cost to Govt. consequent on this change will be small.

In working out this extra cost, the E.P.H. Department point out that the estimate of Rs 7 lakhs reported by us in Appendix IX (which is based on figures furnished by that department) is incorrect. The correct figure should be Rs 9 lakhs per annum. If the managements were to adopt the salary scales suggested in col.3 of Statement IV, the additional cost to Govt. based on the average pay in these scales has been estimated at about Rs 12.4 lakhs per annum on the 3/4ths basis and Rs 8.3 lakhs on the 2/3rd basis. It will be slightly less if the scales recommended by us in col.4 of the statement are adopted, but the above figures may be taken as maximum limits, even in that case.

The immediate cost will of course be less.

We are unable to accept E. & P.H. Department's recommendation that the grants to these aided institutions should be based on 3/4 of the approved net expenditure instead of the 2/3 recommended by us. The additional cost will be about Rs 4 lakhs per annum and the individual managements may well bear it and not the Government.

We have revised our original recommendations regarding the payment of educational grants and subsidies from Govt. funds to local bodies and private managements and recommended the incurring of large increased expenditure on this account on the presumptions (a) that the Govt. of India will bear half of the entire expenditure incurred in increasing the scales of pay of teachers as part of the Post-War plans, and (b) that this half-grant, if any, made by the Govt. of India will be a separate grant and will not be set off against the total block grant which the Govt. of India will make towards this Province's Post-War Schemes, in other words, that the total amount available to this Province out of the block grant finally given by the Govt. of India for the execution of other Post-War Schemes will in no way suffer any reduction on account of the half-grant, which the Govt. of India may pay for this particular scheme. We would strongly advise, therefore, that before any orders are issued or any public announcement made, the Govt. of India should be addressed and these two presumptions got confirmed. If the Govt. of India do not confirm them, the Govt. should reconsider the entire question in the light of whatever the Govt. of India may have to say.

We wish to add that in case orders are finally issued in terms of the Committee's recommendations and the grants and subsidies payable to local bodies and private managements are increased by large amounts intended to be paid to the teachers, the Govt. in the E.P.H. Department should take the necessary steps to see that the teachers are paid in full and regularly in the scales of pay fixed for them and that the amounts disbursed by the Govt. are actually used for the purpose intended.

Our final decision on a consideration of the comments made by the Departments will therefore be that:-

(a) the following recommendations contained in Appendix IX of our Report will be revised as below:-

Recommendation 2. Add the following to the recommendations:-

This principle should be adopted even in the scales shown in Col:5 of Appendix II of the Report as 1/B or 1/T. These should be altered into ½ (annual).

Recommendation 3. The following will be added to the list contained in the recommendation:-

Secretariat Offices.	
Superintendents I Grade ..	Will be abolished
Superintendents - Ordinary Grade ..	Rs 200-20-400
Upper Division Clerks - I Grade ..	Will be abolished.
Upper Division Clerks - Ordinary Grade	
Lower Division Clerks ..	.. Rs 90-5-145-10-175:
Typists ..	Rs 51-3-75-2½-100*
typewriting ..	*Above scale plus special pay of Rs 10 or 15, according as the typewriting qualifications are by the Lower or Higher Grade.
Steno-typists ..	*Above scale plus special pay of Rs 35.

Recommendation 4. Add the following to the recommendation:-

The Office of the Commissioner of Labour should be classed as an "A" class office, along with the offices of the Director of Industries & Commerce and Registrar of Cooperative Societies (as recommended in the main body of the Report).

Recommendation 6. For the existing recommendation, substitute the following:-

The revised scales of pay embodied in Appendix II as modified in cols.4 and 3 of Statements I-A and I-B appended should be fixed for all Subordinate Services and there should be no further revision after the Central Pay Commission's recommendations are received.(Sections 1 and 7).

Recommendation 7. For the existing recommendation, substitute the following:-

In the case of the Provincial Services, the scales of pay embodied in Appendix III as modified in col.4 of Statement II should be adopted for the posts mentioned therein. Promotees from the Subordinate Services to the corresponding Provincial Services should be started at the stage next higher than the minimum in the Provincial Service scales (Section 7).

Recommendation 8. Add the following to the recommendation

An enhancement over the existing scales should be taken to mean an increase both in the minimum and the maximum of the scale with rates of increment at least equal to those in the existing scales (Section 7).

Recommendation 9. For the existing recommendation substitute the following:-

Pay should be fixed in the case of posts mentioned in Appendix II as follows:-

First at the stage in the new scale next above the existing pay, whether this is or is not equal to a stage in the new scale (existing pay should be taken to be the pay in the existing scale on 1-9-46 plus the interim relief sanctioned by the Govt. in G.O. No.717 Fin. dated 20-9-46, presuming that Govt. servants were eligible for such relief on 1-5-46). If the existing pay exceeds the maximum of the new scale, the difference should be made up by the grant of personal pay.

Advance increments in the new scales should further be given over the pay so fixed, in the following manner:-

(a) For service of less than 4 years in the existing scales. ..	No advance increment.
(b) For service of 4 years or more in the existing scales. ..	One advance increment
(c) For service of 8 years or more in the existing scales	Two advance increments.
(d) For service of 12 years or more in the existing scales	Three advance increments.
(e) For service of 16 years or more in the existing scales	Four advance increments.

For purposes of (a) to (e) above except in the case of the Police Subordinate Service "service in the existing scales" will be defined as service up to 1st December 1946 in any scale in force prior to that date. In the case of the Police Subordinate Service alone "service in the existing scale" will be defined as service up to 1st December 1946 in the scales introduced during April 1946. In all cases, where scales of pay are adopted for posts carrying fixed pay service on fixed pay, other than under emergency provisions, will be treated as service in a scale. Service in a scale in a temporary, officiating or permanent capacity will be deemed to be service in that scale, provided only such service would be allowed to count for increments in that scale under the rules. (The Finance Department should be asked to amplify the above definitions, if necessary).

Govt. servants will be allowed to exercise the option under Fundamental Rule 23. They will also be given the option of choosing to have service in the existing scales counting for increment in the new ones, up to a period of one year.

If they choose to exercise either of these two options, they will forfeit the right to get advance increments for service in the existing scales as indicated above. If they do not choose one or other of the options within a prescribed time, it will be presumed that they have agreed to have their pay fixed as indicated above i.e. at the next above stage plus weightage for service in the existing scales, in which case service in the existing scales will not be allowed to count for increments in the new ones.

Pay should be fixed in the new scales with effect from 1-12-46 on the pay-bills drawn in January 1947.

A bonus equal to whatever pay plus interim relief was drawn for the month of November 1946, subject to a minimum of Rs 20/- and a maximum of Rs 150/- should be paid before 24-12-46 to all Govt. servants in the Subordinate Services including the Inferior Services, who are in service on 16-12-46 and have rendered not less than 6 months' total service on that date.

In the case of Govt. servants who are on leave during any part of November 1946, the bonus should be calculated with reference to pay for the last previous full calendar month spent on duty together with the appropriate interim relief, whether or not the interim relief was actually payable for that month.

In the case of the posts mentioned in Appendix III as modified in Statement II for which revised salary scales have been fixed (i.e. Matrons III Grade, Sister-Tutors II Grade, Civil Asst. Surgeons(Women) and Lecturers in the Madras Veterinary College with M.R.C.V.S., F.R.C.V.S. etc. qualifications) pay should be fixed in the revised scales with effect from 1-12-46 only under the Fundamental Rules. In all other cases, in which only the minima of the existing scales are proposed to be raised without any revision of the scales ~~are~~ themselves existing incumbents now drawing less than these minima should be allowed advanced increments with effect from 1-12-46(Section 8).

Recommendation 10. Add the following to the recommendation:-

Presidency Allowance should be abolished with the introduction of the above allowances. In cases in which Govt. servants ~~may~~ draw less pay plus House-rent allowance under the revision than the existing pay plus the Presidency Allowance, the difference should be drawn as personal pay to be absorbed in future increments.

Recommendations 14 and 27. Add the following to each of the recommendations:-

This recommendation should be remitted to the Reorganisation and Retrenchment Committee for further consideration.

Recommendation 28. For the existing recommendation, substitute the following:-

Pending acceptance of the above proposals, the scales of pay attached to the existing posts in Local Board and Municipal Services should be revised as indicated in Appendix VII as modified in Statement III.

Pay should be fixed in the revised scales only at the next above stage without any weightage being given for service in the existing scales, with effect from such date as the Govt. in the Local Administration Department or Education & Public Health Department may decide in each individual case on an investigation of finances.

Recommendation 29. Before the Govt. order any revision of salary scales for Municipal and Local Board services, they should investigate the financial effect as regards each local authority, with a view to finding out how its financial resources can be increased in case it cannot bear the additional expense involved in revising salaries.

As regards Educational Services, the Govt. should bear the additional cost of the revision proposals to the extent that each local authority cannot bear it ~~as in case of Elementary Schools~~. In the case of Secondary Schools, Govt. should give grants-in-aid on the basis of similar grants given to private aided secondary schools.

Recommendation 37. For the existing recommendation, substitute the following:-

All aided and panchayat schools should be required to give pay to their teachers on the scales of pay mentioned in col.4 of Statement IV, the Govt. bearing the entire expenditure required for this in the case of elementary schools.

In the case of Secondary Schools, the grant-in-aid should be based on 2/3rd of the net approved cost during the preceding financial year.

Before orders are passed on any public announcement made on the recommendations 28, 29 and 37 in so far as they relate to the Educational Services of the local authorities or private managements, the Govt. of India should be addressed and the position regarding their half-grant got confirmed.

After orders are passed sanctioning enhanced grants, Govt. in the E & P.H. Department should take the necessary steps to see that they are utilised for the purpose intended viz., the regular payment of increased salaries to teachers.

(b) The ~~The~~ second and third parts of Recommendation 22, the first part of Recommendation 24, Recommendations 25 and 36 will be withdrawn, and

(c) the rest of the recommendations will remain unchanged.

approximate per annum

Details of/extra cost/on account of the revised recommendations.

Recommendation.	ORIGINAL. Immediate. Rs Lakhs	ORIGINAL. Ultimate. Rs Lakhs	PRESENT. Immediate. Rs Lakhs	PRESENT. Ultimate. Rs Lakhs.
6. Salaries of Subordinate Services	100	152.9	150	162.9
10. House-rent allowance	12.3	12.3	12.3	12.3
29. Grants to Municipal & District Board Elementary Schools	Not reported.		9.4	80
~~37x~~ Grants to Municipal & District Board Secondary Schools.	Not reported.		6	18.9
35 Temporary Increase - Pension	10.6	10.6	10.6	10.6
37. Grants-in-aid to aided elementary schools	25.6	25.6	25.6	64
Aided secondary schools	..	9	..	8.3
Total.	~~137.9~~ 148.6	~~199.8~~ 210.4	~~103.3~~ 163.9	~~183.5~~ 357.0

*Excludes cost of bonus estimated at about Rs 50 lakhs.

K. R. Karanth
Daniel Thomas
M. Bhaktavathsalam
3-12-1946.

STATEMENT No.I(A)

SUBORDINATE SERVICES (INCLUDING INFERIOR SERVICE)

Designation	Scale recommended by the Committee.	Scale recommended by the Departments concerned.	Scale finally recommended by the Committee on a consideration of the Departments' views.	Remarks.
1.	2.	3.	4.	5.
AGRICULTURAL SERVICE.				
Agricultural Upper Subordinates.	100-4-120-(EB)-5-170-(EB)-6-200	120-5-160-10-220.	100-5-160-E.B.-10-220.	The analogy with the Fisheries Department is not accepted.
Artists.	50-2-70-1-85	90-3-120	60-4-100	Artists in the Veterinary Department are required to have slightly higher qualifications. The analogy is not accepted.
Demonstration Maistries	..	Gr.I - Rs.25-2-45. Gr.II--Rs.20-1-30. Gr.III- .To be abolished	Gr.I - Rs.30-1-40. Gr.II--Rs.20-1-30 Gr.III- .To be abolished	
CIVIL SUPPLIES DEPARTMENT.				
Upper Division Clerks	80-3-95-5-125	80 85 90 95 100 105	80 85 90 95 100 105	

1.	2.	3.	4.	5.
Storage (Entomological) Assistants	50-3-65-2-75	120-5-160-10-220	100-5-160-EB-10-220.	Same as for Agricultural Upper Subordinates.
Area Transport Officer	150-5-175-10-225	To be deleted as it it a Gazetted post.	May be deleted as it is a gazetted post.	
		CO-OPERATIVE SERVICE.		
Principal, Central Co-operative Institute	150-5-210-10-250	175-5-210-10-250	175-5-210-10-250	
Dairy Expert.	140-5-165-7-200	175-5-210-10-250	175-5-225	Rs.25/- more than Co-operative Sub-Registrars.
Co-operative Sub-Registrars	125-5-150-10-200	125-5-150-10-200 (Manager of R.C.S. Office will receive Rs.25/- p.m. extra)	150-5-200 (Manager of the R.C.S. Office will receive Rs.25/- p.m. extra)	Same as for Deputy Tahsildars.
Senior Inspectors	90-4-110-5-120	90-4-110-5-120 (Senior Inspectors doing duty as Head Clerk of Dt.Offices will receive Rs.10/- p.m. extra & Senior Insprs. doing duty as Supdt. in the R.C.S.Office will receive Rs.5/- p.m. extra).	90-4-110-5-120 (Senior Inspectors doing duty as Head Clerks in Dt. Offices will receive Rs.10/- p.m. extra and those doing duties as Supdts. in the R.C.S. Office will receive Rs.5/- p.m. extra)	
		EDUCATIONAL SUBORDINATE SERVICE.		
Asst.Professors & Asst.) Lecturers (Ordinary &) Selection Grades), Men &) Women				Qualifications, nature of work et do not require any higher scale.

To be read with pp 157/158 infra. Review #191 - in 195 infra

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1.	2.	3.	4.	5.
		EDUCATIONAL SUBORDINATE SERVICE.		
Asst. Professors & Asst. Lecturers (Ordinary & Selection Grades), Men & Women. Asst. Instructors, Engineering College (Senior & Junior)	120-5-170-7-240	125-5-170-10-250	120-5-170-7-240.	Qualifications, nature of work etc. do not require any higher scale.
Regional Physical Directors Asst. to the Woman Specialist in Physical Education (W.B.)	120-5-170-7-240	125-5-170-10-250 if qualified for Asst. Lecturer or Asst. Professor's post.	120-5-170-7-240	The need for classifying these posts according to educational qualifications is not accepted. The existing classification may continue.
Physical Directors, Gr. I. Regional Physical Directors.	160-5-200-8-240	100-5-180-10-240 for Graduate or L.Ts.	160-5-200-10-240	
Deputy Inspectors of Schools, Grade I. Sub-Assistant Inspectress, Gr. I)	160-5-200-8-240	100-5-180-10-240	160-5-200-10-240.	
School Assistants, Gr. I & II	70-5-100-10-150 plus 5 for Craft Training.	100-5-180-10-240.	I Gr. 160-5-200-10-240 II Gr. 80-5-120-10-170 plus Rs. 5/- p.m. for Craft Training.	The necessity for the high scale suggested by the department is not accepted on a consideration of the work, qualifications etc.
Headmasters, I & II Grades Headmistresses I & II Grades	150-5-200-10-250 plus 25 p.m. for those in charge of schools with a strength of over 500.	100-5-180-10-240 plus 20 p.m. for Grade I and plus 10 p.m. for Gr. II	I Gr. 160-5-200-10-240 plus Rs. 25/- p.m. for those in charge of schools with a strength of over 500. II Gr. 80-5-120-10-1[illegible]	The necessity for abolishing Grade II and introducing a high scale for each of the posts is not accepted. With the scales recommended in Column 4, transfers between school and inspection staff will ~~xx x~~ still be possible.

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To be read with dt/5-1-58 Engra

1	2	3	4	5
Dy.Inspectors of Schools, Grade II Physical Directors, Gr.II. Sub-Assistant Inspectress, Grade II	70-5-100-10-150	To be merged with Grade II	80-5-120-10-170.	
Physical Directress (W.B.)	70-5-100-10-150	Same as Physical Directors, Gr.I.	80-5-120-10-170.	
Asst. to the Manual Training Expert.	70-5-100-10-150.	100-5-180-10-240	80-5-120-10-170.	
Commercial Instructors, Grade I and II Manual Training Instructors	For L.Ts.70-5-100-10-150. Others 70-3-100	80-2-100-4-120	80-2-100-4-120	
Instructors (M.B.) Aluminium, Engraving & Wood carving.	45-4-65-3-80	45-3-60-2-90	40-3-55-2-85	Same as Secondary Grade Scale. There is no need to give Rs.5/- m
Secondary Grade Teachers (Men and Women)	35-2-75 plus 5 for Craft Training.	40-3-55-2-85 plus Rs. 5 p.m. for Craft training	40-3-55-2-85 plus Rs.5/- p.m. for Craft Training.	
Religious Instructors	35-2-75	..		
Manual Training Instructors, Temporary (Men's Branch) Asst.Manual Instructors in woodwork (M.B.) Drawing Masters Weaving Instructors Handicraft Instructress (WB) Drawing Mistress (") Sewing Mistress (") Combined Drawing & Sewing Mistress (") Music Mistress (")	40-2-80	45-3-60-2-90	40-3-55-2-85	-do-

1	2	3		
	/Branch III (Irrigation)/			
Dam Superintendent, (Periyar	175-5-200-10-250.	170-10-250*	170-10-250*	*Graduate qualifications not to be insisted upon.
Asst.Dam Superintendent (Periyar)	150-5-200	150-10-200*	150-10-200*	-do-
		EXCISE SERVICE.		
Laboratory Assistants				
~~Grade I~~	~~275-25/2-500~~			
Grade I	180-10-250	275-25/2-500	200-10-300	The scales suggested by the department are too high on Grades I & II. when compared with that proposed for Public Health Junior Assistants in the Medical Department which is 100-8-140-10-200.
Grade II	100-5-150-10-180	150-10/2-250	140-10-200	
~~Grade III~~				
Grade III	80-4-100	70-10/2-150	80-4-140.	
		FIRE SERVICE.		
Driver Mechanics	Existing incumbents to be put on new scales of pay.	Existing incumbents may remain on existing scales	Existing incumbents may remain on ~~the~~ the existing scales, as a special case.	
Madras City Workshops - Engineer & Sub-Officers	200-10-230-15-275	200-10-250	200-10-250.	
		FISHERIES SERVICE.		
Headmasters	..	150-5-200-10-250	160-5-200-10-240	Grade I Same as Headmasters in Educational Service.
Teachers	100-5-160-10-220	70-5-100-10-150	80-5-120-10-170	) Same as L.Ts. and School Assistants in Educational Service.
Teaching Assistant	90-5-140	70-5-100-10-150	80-5-120-10-170	)

	1	2	3	4	5
Physical Training Instructors, & Physical Training Instructresses -					
Grade I		70-5-100-10-150	100-5-180-10-240	80-5-120-10-170	L.T. Scale
Grade II		50-2-90	35-1½-65 plus 10	50-3-95	Secondary Grade scale plus Rs.10/-
Grade III		40-2-80	35-1½-65	35-1-55	Higher Elementary Grade plus Rs.1
Grade IV		40-2-70	..	Grades IV & V will be abolished and Grade III consist of P.T.Instructors, who are not eligible for Grades I or II.	
Grade V		35-2-55	..		
Pandits & Munshis - Grade I		100-10-200	120-5-170-10-250 (80-5-100-E.B.-10-120 if not qualified as Asst.Lecturer or Asst.Professor.	120-5-170-7-240 (Existing incumbents not possessing the Asst.Lecturers qualification will be put on the scale 100-5-140).	Assistant Lecturers' Scale.
Grade II		80-5-100-10-160	100-5-180-10-240	80-5-120-10-170	L.T. Scale.
Grade III		70-5-120	60-4-80-2-100	70-5-120	
Grade IV		60-4-80-2-100	IV and V to be abolished	60-4-80-2-100.	
Grade V		45-3-60-2-80		45-3-60-2-80	

ENGINEERING SERVICE
(BRANCH I).

Supervisors (with Engineering Degree qualifications).	150 for Degree holders.	160 for Degree holders. 150 for Diploma holders.	150 for Degree holders. 140 for Diploma holders.

BRANCH II (Workshops).

Storekeeper, I Grade	180-5-240	150-5-250	150-10-250
II Grade	70-3-115	100-5-150	100-5-150.
III Grade	40-2-70	60-4-100	60-4-100.

		Class VI.		
Motor Vehicle Inspectors -				
Grade I	260)			
Grade II	210)	175-10-225-E.B.-	175-10-225-E.B.-	Same as Inspectors of Police
Grade III	160)	10-275	10-275	
		Class XXII.		
Shroff in the Government Press	25-1-40	30-1-50	30-1-50	
		Class XXIII - Medical Department.		
Sergeants, Medical Colleges	35-3-50	50-3-80	50-3-80	Same as Sergeants in other Colleges.
		Class XXV - Agricultural Department.		
Storekeepers	...	25-3-40	25-3-40.	
		Class XXXV - Port Department.		
Dredging Superintendent	120-5-150	150-5-180	120-5-150	Existing pay is not the same as that of Foreman Mechanic.
Time-keeper	45-2-85	40-2-50-1-60	40-2-50-1-60 for S.S.L.Cs. 30-2-40-1-50 for non-S.S.L.Cs.	
		Government Press Service.		
Asst.Electrical & Mechanical Engineer	90-5-130-10-150.	100-5-150	100-5-150	Same as for Electrical Supervisor II.
Leno-operators and Mono-keyboard operators	45-3-60-E.B.-2½-85 plus bonus	45-3-75-E.B.-2-95 plus bonus.	45-3-75-E.B.-3-105 plus bonus.	

Tindal, I Grade	55-1-70	80-5-100	60-4-100	The scale suggested by the Department is too high, considering that 8 posts are on Rs.50/- and only 1 on Rs.95.
		FOREST SERVICE.		
Rangers, Grades I to VII	90-10-150-E.B.-20-250	100-10-150-E.B.-20-250	100-10-150-E.B.-20-250.	
Draftsman, Grade I	80-3-95-5-110	120-10-150	120-10-150	
Draftsman, II Grade & Surveyor-Draftsman in Forest Engineer's Office	60-3-75-2-85	90-5-120	90-5-120	
Draftsman III Grade	40-2-60-1-65	55-3-100	55-3-100	
Foresters - Grades I-V	50-3-65-2-85	55-3-70-2-90	50-3-65-2-85	The scale suggested in Column is adequate considering that the existing grades are 28 to 45.
Forest Guards - Grade I	30	30-1-45	20-½-30	The scale proposed by the department is too high on a comparison with the scales fixed for Police Constables, Jail Warders etc.
II	26			
III	23			
IV	20			
		GENERAL SERVICE (Class II - Government Museum)		
Curators	120-5-170-7-240	150-300	120-5-170-7-240	Existing pay is the same as for Assistant Lecturers in the Educational Service.
		(Class III - Translator's Department.)		
Junior Assistant	60-2-80	70-5/2-85-7½/2-100.	70-2-100	

		Class VI.		
Motor Vehicle Inspectors -				
Grade I	260)			
Grade II	210)	175-10-225-E.B.-	175-10-225-E.B.-	Same as Inspectors of Police
Grade III	160)	10-275	10-275	
		Class XXII.		
Shroff in the Government Press	25-1-40	30-1-50	30-1-50	
		Class XXIII - Medical Department.		
Sergeants, Medical Colleges	35-3-50	50-3-80	50-3-80	Same as Sergeants in other Colleges.
		Class XXV - Agricultural Department.		
Storekeepers	...	25-3-40	25-3-40.	
		Class XXXV - Port Department.		
Dredging Superintendent	120-5-150	150-5-180	120-5-150	Existing pay is not the same as that of Foreman Mechanic.
Time-keeper	45-2-85	40-2-50-1-60	40-2-50-1-60 for S.S.L.Cs. 30-2-40-1-50 for non-S.S.L.Cs.	
		Government Press Service.		
Asst.Electrical & Mechanical Engineer	90-5-130-10-150.	100-5-150	100-5-150	Same as for Electrical Supervisor II.
Leno-operators and Monokeyboard operators	45-3-60-E.B.-2½-85 plus bonus	45-3-75-E.B.-2-95 plus bonus.	45-3-75-E.B.-3-105 plus bonus.	

Boring Maistries in the Industrial Engineering Branch & Kerala Soap Institute, Calicut, Grades I & II. Carpenters in Govt. Textile Institute, Madras Demonstrator of Sericulture	%) 30-1-45	30-1-50	30-1-50	
Chemist Foreman, General Foreman in Kerala Soap Institute & Essential Oil Scheme	90-5-140	90-5-150	90-5-150	
Mechanics in Kerala Soap Institute & Essential Oil Schemes	40-2-50	40-3-55	40-2-50	The scale suggested in Column 4 is adequate, considering the rules allowed in the Government P.W.D. Workshops.
Carpenters, Blacksmiths in Kerala Soap Institute & Essential Oil Schemes	30-1-35 ~~40x2x5~~	35-2-55	30-1-40	-do-
Madras Govt.Products Sale-Depot Keeper	60-2-80	80-2-100	80-2-100	-do-
Mechanics, Govt. Oil Factory, Calicut	40-2-50	40-3-55	40-2-50	-do-
Propaganda Officer, Oil Distribution Centre, Madras	180-10-250	200-10-250	200-10-250	
Ceramic Assistant, Ceramic Section	90-5-180	150-5-200	90-5-180	The scale proposed by the Department is too high considering the existing scale and that fixed for similarly paid posts.
Demonstration Ceramic Instructor.	40-3-70	50-3-80	50-3-80	

		High Court Service.	
Sub-Asst. Registrars	300-12½-350	300-20-400	300-20-400
Inrwepewrwea (Senior)	190-10-240	190-10-260	190-10-260
Special Clerks) Translators,) Shorthand-writers (Junior))	100-5-120-10-140	100-10-160	100-10-160
Jamadars	22-1/B-30	35	35
		INDUSTRIES SERVICE.	
Research Engineer (Experimental Supervisor attached to the Engineer Designer).	100-5-150	180-5-200-10-240	180-5-200-10-240 — Same as Supervisors I.
Assistant Research Engineer	60-3-90	To be deleted as there is no such post.	Should be deleted.
Asst.Lecturers in Govt. Industrial Schools, Madura, Calicut & Bellary & Govt. Trades School, Mangalore	70-3-100	80-3-110	80-3-110.
Electrician in Government School of Technology, Madras	40-3-70	50-3-80	50-3-80.
Mechanics in the Industrial Engineering Branch & Kerala Soap Institute, Calicut.	40-2-50	40-3-55	40-2-50 — The scale suggested in column 4 is adequate considering the scales allowed in the Government P.W.D. Workshops.

Chemist for Limestone Investigation, Chemical Laboratory	180-5-200-10-250	May be deleted as it is gazetted.	Should be deleted.	
Starch Chemist Alkali Chemist	100-8-140-10-200	180-5-200-10-250	100-8-140-10-200	The scale suggested by the department is too high considering the scale allowed to similar posts in the Medical Department.
Alkali Demonstrator	70-5-100-10-120	120-5-150	80-5-120-10-140	-do-
		INFERIOR SERVICE		
Peons	16-1/T-25	16-1/T-24	16-1/2-25	
		JAIL SERVICE.		
Dy.Jailors in Jails, Asst.-Superintendent, Borstal Schools, Asst.Matron Superintendent, Headmasters' Assistant in Senior Certified School, Chingleput	80-3-95-5-140	100-5-150	90-5-140.	
Physical Training Instructors, Higher Grade	40-2-70	50-3-65-2-75	Same as for the Madras Educational Service.	
Lower Grade	35-2-55	35-3-50-2-60		
		JUDICIAL SERVICE.		
Interpreters, Presidency Court " Court of Small Causes II Grade	80-3-95-5-125	90-3-105-5-135	90-3-105-5-135	
Manager, Office of the Govt. Pleader etc. (p.102 of the Report.				

Mechanic-Fitter & Electric-Fitter in Tanning Section Leather Trades Institute	40-2-50	40-3-55	40-2-50	Vide P.W.D.Workshops.
Tanning Demonstrator -do-	60-2-80	80-2-100	80-2-100	
Pathology Asst., Govt. of India Sub-vention Scheme	90-5-180	180-5-200-10-240	90-5-180	The scale suggested by the department is too high considering the existing scale and that fixed for similarly paid posts.
Driver, Sericulture Motorvan	35-1-45	45-3-60	35-1-45	The scale in column 4 is adequate considering similar posts in other departments.
Cleaner	15-1/B-20	20-1-30	15-1/2-20	
Instructors & Demonstrators, Andhra Polytechnic, Cocanada	90-3-120	90-5-180	90-3-120	The scale suggested by the department is too high considering the existing scale.
Electrician, -do-	40-3-70	45-3-75	45-3-75	
Asst.Lecturer -do-	70-3-100	80-3-110	80-3-110	
Filature Asst., Government Silk Filatures, Kollegal	90-5-130	90-5-180	90-5-130	The scale suggested by the department is too high considering the existing scale.
Sub-Officer for trailerpump, Govt.Silk Filatures, Kollegal	70-3-90	70-3-130	70-3-130	
Motor-drivers -do-	40-1-50	45-3-60	40-1-50	The scale in column 4 is adequate considering similar posts in other departments.

MINISTERIAL SERVICE.

Managers, Special Branch, C.I.E.	190-15-280-20-360	250-15-400	200-20-400	The existing scale is too high and should be reduced to that of other Superintendents for future incumbents.
Assistant Managers -do-	190-10-240	210-5-240	190-10-240	
Senior Superintendent and Commercial Accountant, Office of the Director of Industries and Commerce.	120-5-170	150-5-200	120-5-170	The suggestions of the departments cannot be accepted. Future incumbents must be put on scales fixed in the report for the 5 classes of Superintendents. Departments may come up separately for fixing the number of posts in each scale as per Recommendation 5 in Appendix IX of the Report.
Senior Superintendent, Office of the Inspector-General of Prisons	120-5-170	170-10-220	120-5-170	
Clerks, Special Branch, CID	~~120-5-220~~ 120-5-170	120-5-220	120-5-170	
Personal Assistant to Superintendent, Government Museum and Special Assistant, Madras Record Office	120-5-170	120-5-170-10-220	120-5-170	
Manager, Office of the Dy. Inspector-General of Police & District Police Offices	120-5-170	170-10-220	120-5-170	
Statistical Assistant, Office of the Director of Public Health	120-5-170	200-10-300	120-5-170	
Sub-Librarian, Connemara Public Library.	85-5-165	190-10-240	90-5-145-10-175	Same as Upper Division Clerk, Secretariat.

MEDICAL SERVICE.

Nurses	85-5-150	85-5-150 (Male & Female Nurses)	85-5-150 (for male and female nurses)	
Shift Chargeman, Laundry Mechanic-Chargeman, General Hospital, Madras	70-3-100	100-5-150	100-5-150 80-3-110	Same as for Electrical Supervisor I Same as for posts with similar qualifications in Industries Service.
Chief Radiographer	~~100-10-150~~	100-10-150	100-10-150.	
Technicians, King Institute, Guindy.	40-3-55-1-70	40-3-55-1-70*	40-3-55-1-70	*For those with Laboratory Technicians Certificate.
Technicians, Medical College	40-2-50-1-60	35-2-55-1-60**	35-2-55-1-60	**For those without Laboratory Technicians Certificate.
Plumber	...	35-1-50	35-1-50	
Nursing Orderlies, Gr.I	...	24-1/B-30	24-1/2-30	
-do- Gr.II	...	17-1/B-25	17-1/2-25	
Herbarium Superintendent, School of Indian Medicine	100-5-200	140-5-180-10-250	140-5-180-10-250	
Laboratory Attendants, Grade I. School of Indian Medicine	24-1-32-1/B-35	25-1-40	25-1-40	

Head Constables -			
Grade I	45)	35-1-40-E.B.-	35-1-40-E.B.-
Grade II	40)	1-45	1-45.
Grade III	35)		
M.S.P. Constables including Lance Naiks	27-1/B/35	27-1/B-38	27-1/2-38
		PORT SERVICE.	
Port Conservator	45-5-100-E.B.-3-130.	60-4-100-E.B. 5-150.	60-4-100-E.B.- 5-150.
Asst.Port Conservator	30-2-50-1-55	40-2-50-1-60	40-2-50-1-60.
		PROVINCIAL BROADCASTING DEPARTMENT.	
Radio Supervisors	80-5-130	80-5-200*	80-5-200*
		PUBLIC HEALTH SERVICE.	
Second Class Health Officers		120-10-300	100-10-280)
Officers	100-10-280	L.M.S. & M.B.B.S. to start on Rs.160	)
Woman Medical Officers (Maty. & Child Welfare)	100-10-220	120-10-300 Graduates to start on Rs.160	100-10-220)
Health Visitors	50-2-90	85-5-150	60-2-100

*(Starting pay of Rs.130 p.m. for those with Physics a degree in Physics or Radio Engineering.

The scales in column 4 compares favourably with those fixed for Sub-Assistant Surgeons and need not be further increased as suggested by the Department.

The scale suggested in column 4 is adequate considering the duties and qualifications. The pay need not be the same as for Nurses. The pay of Health Visitors in the Medical Department ~~will~~ has also be reduced to 60-100. been

1	2	3	4	
Clerks, Local Fund Audit Department	50-3-80-5-140	53-3-80-5-140	55-3-85-5-140	
Upper Division Clerks, A Class Offices	80-3-95-5-125	70-3-85-5-115	80-3-95-5-125	
B Class Offices & Mufassal	80-3-95-5-110	70-3-85-5-100	80-3-95-5-110	
Lower Division Clerks	45-3-60-2-90	45-2-65-1½-80	45-3-60-2-90	
Manager, Presidency Port Office	190-10-240	200-10-250	190-10-240	
Head-Clerks, Port Office	120-5-170	Same as for Port Conservators	Same as for Port Conservators	The post has been converted into that of a Port Conservator.
Shipping Clerks - Port Department	40-2-50-1-60* 30-2-40-1-50**	40-2-50-1-60	40-2-50-1-60* 30-2-40-1-50**	*For S.S.L.Cs. **For Non-S.S.L.Cs.
		MINOR IRRIGATION SERVICE.		
Supervisors	100-5-150-10-200	100-5-150-10-230	100-5-150-10-230	
		POLICE SERVICE.		
Inspectors of Police, Sergeants-Major (Indian and Anglo-Indian) -				
Grade I	£75)	175-10-225-(E.B.) 10-275	175-10-225-E.B.-10-275	
Grade II	225)			
Grade III	175)			

SURVEY AND LAND RECORDS SERVICE.

Head Draftsman, Central Survey Office	120-10-200	150-10-200	150-10-200.	

VETERINARY SERVICE.

Compounders and Stockmen-Compounders	35-1-60	35-1-40-2-60	35-1-60	The scale in column 4 is that as suggested for Medical Compounders.

		REGISTRATION SERVICE.	
Sub-Registrars, I Grade	150-5-200	160-5-200	160-5-200.
-do- II Grade	75-5-150	100-5-150	100-5-150
Reserve Sub-Registrars	40 on Appointment and 50 on completion of dept. test.	50 on appointment & 60 on completion of department test.	50 on Appointment and 60 on completion of probation.
Copyists	..	Same as Lower Division Clerks	45-3-60-2-90 if qualified for L.D.C. 40-2-50-1-60 if not.
Section Writers	20	40	40
		REVENUE SERVICE.	
Deputy Tahsildars	125-5-150-10-200.	150-5-200	150-5-200
		SECRETARIAT SERVICE.	
Superintendents I Grade	200-20-400	An increase is necessary.	To be abolished 200-20-400.	Grade I which consists of a few posts only may be abolished in view of the increase scale suggested for the Ordinary Grade.
Superintendents Ordinary Grade	190-15-280-20-360.		
Upper Division Clerks, I Grade	70-70-10-150-5-175	Maximum should be 190	To be abolished
Upper Division Clerks, Ordinary Grade	85-5-165	90-5-175	90-5-145-10-175
Lower Division Clerks, Steno-typists. Typists	Same as for the Ministerial Service.	Maximum should be 100	51-3-75-2½-100 Above plus Rs.35/- p.m. Shorthand Allowance. Above plus Rs.10/- p.m. for Rs.15/- p.m. according as typewriting qualifications are of the Lower or Higher Grade.

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	COMMERCIAL TAXES DEPARTMENT.		
Assistant Commercial Tax Officers	125-5-150-10-200	150-5-200	Same as Deputy Tahsildars
	CO-OPERATIVE SERVICE.		
Woman Special Officer	125-5-150-10-200	150-5-200	Same as Co-operative Sub-Registrar.
	EDUCATIONAL SERVICE.		
Tutors (Men & Women)) Demonstrators (Men & Women))	70-5-100-10-120	80-5-120-10-~~140~~ 140	Vide Deputy Inspectors II Grade. (Existing scale (recently revised) 70-10/2-100.
Deputy Inspectors of Schools Junior Grade	70-5-100-10-120	70-5-100	-do- Existing pay 50-5/2-70
Hindustani Teachers in Government Schools	If Secondary Grade trained 35-2-75 If with Pandits qualifications 45-3-60-2-80. If not Secondary Grade Trained 25-1-45.	If Secondary Grade trained 40-3-55-2-85. If not secondary grade trained 25-1-45.	
	FISHERIES SERVICE.		
Secondary Grade Teachers	35-2-75 plus Rs.5/- p.m. for Craft training.	40-3-55-2-85 plus Rs.5/- p.m. for Craft training	-do-
Malayalam Pandit	If Secondary Grade trained 35-2-75; if not 25-1-45. If with Pandits' qualifications 45-3-60-2-80.	If Secondary Grade trained 40-3-55-2-85. If not 25-1-45.	-do-

To be read with p.157 infra revised in p.199 infra

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STATEMENT I(B).

SUBORDINATE SERVICES (INCLUDING INFERIOR SERVICES)

Designation	Scale recommended by the Committee in their report.	Scale finally recommended by the Committee on a consideration of the comments made by the Departments.	Remarks.
1.	2.	3.	4.
CIVIL SUPPLIES DEPARTMENT.			
Deputy Tahsildars	125-5-150-10-200	150-5-200	
Co-operative Sub-Registrar) Superintendent for Wheat) Assistant Godown Superintendent.)	125-5-150-10-200	150-5-200	
Food Inspectors	100-4-120-E.B.-5-170-E.B.-6-200.	100-5-160-E.B.-10-220	Same as ~~Agg~~ Agricultural Upper Subordinates.
Senior Accountants	50-3-80-5-140	55-3-85-5-140	Same as clerks in the Local Fund Audit Department.
Madras City and Mufassal Rationing staff--Rationing Officers, Grade III	125-5-150-10-200	150-5-200	Same as Deputy Tahsildars.
City Firewood Organisation - Asst.Rationing Officers, Gr.III) Circle Offices - Asst.Rationing Officers, Grade III) Deputy Tahsildar)	125-5-150-10-200	150-5-200	-do-
Firewood Superintendents (Subordinates deputed from the Forest Department)	90-10-150	100-10-150	Vide Rangers, Forest Department

1	2	3	4
Demonstrators in Hygiene (Non-Medical). Demonstrator in Pathology, Bio-Chemistry and Pharmacology Demonstrator (Non-Medical) in Chemistry, Physics and Biology.	70-5-100-10-120	80-5-120-10-140	Same as for Demonstrators, Educational Service.
	MINISTERIAL SERVICE		
	LEGISLATURE SECRETARIAT		
Superintendents (other than Cash and Current)	190-15-280-20-360	200-20-400	Vide Secretariat Service.
Upper Division Clerks, Lower Division Clerks, Typists including Stenotypists	85-5-165 / Same as in the Ministerial Service	Same as in the Madras Secretariat Service.	-do-
	OFFICE OF THE MILITARY SECRETARY TO HIS EXCELLENCY THE GOVERNOR.		
Manager	190-15-280-20-360	200-20-400	-do-
Upper Division Clerks, Lower Division Clerks	85-5-165 / Same as in the Ministerial Service	Same as in the Madras Secretariat Service.	
	MADRAS PUBLIC SERVICE COMMISSION.		
Superintendent	190-15-280-20-360	200-20-400	Vide Secretariat Service.
	PROVINCIAL TEXTILE DEPARTMENT.		
Textile Control Officers	125-5-150-10-200	150-5-200	Same as for Deputy Tahsildars.

		GENERAL SERVICE.	
		Class III - Translators Department.	
Senior Assistants	80-3-95-5-125	95-5-125	Junior Assistants Scale increased in Statement I-A.
		Class XXVIII.	
Nursing Orderlies in the Jail Department	17-1/B-26	17-½-25	Same as in the Medical Department.
		INDUSTRIES SERVICE.	
Agricultural Demonstrator - Kerala Soap Institute and Essential Oil Schemes	100-4-120-E.B.-5-170-E.B.-6-200.	100-5-160-E.B.-10-220	Same as Agricultural Service.
		JAIL SERVICE.	
Secondary Grade Teachers and Instructors -			
Grade I	50-2-80	55-2-85	Vide Secondary Grade Teachers - Educational Service.
Grade II	35-2-75	40-3-55-2-65	
		LABOUR SERVICE.	
Supervisors of Schools	45-2-85	45-3-60-2-90	Same as Supervisors of Sanskrit Schools Educational Service.
Secondary Grade Teachers (Men and Women)	35-2-75 plus Rs.5/- p.m. for Craft Training.	40-3-55-2-85 plus Rs.5/- p.m. for Craft training.	Vide Secondary Grade Teachers, Educational Service.
		MEDICAL SERVICE.	
Physical Director, Medical Colleges	70-5-100-10-150	80-5-120-10-170*	*Same as for the Educational Service. Must be a L.T.

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1	2	3	4

ALL SERVICES.

Scales carrying increments of 1/B or 1/T	1/B and 1/T should be altered into 1 (Annual)

N.B. Any posts inadvertently omitted from Statements I-A or I-B will be included in them as soon as the omission is brought to the Committee's notice.

STATEMENT II - Provincial Services.

Designation. (1)	Scale recommended by the Committee in their Report. (2)	Scale recommended by the Department (3)	Scale finally recommended on consideration of the comments of the Depts. (4)	REMARKS. (5)
Agricultural Service.				
Dy.Director of Agriculture, District Agricultural Officer & all other posts on the same scale of pay.	230-30/2-260-40/2-500-50/2-700	260-40/2-500-50/2-700	230-30/2-260-40/2-500-50/2-700	
Electrical Service.				
Asst. Engineers, Electrical, Civil & Mechanical.	230-30/2-380-40/2-500	260-30/2-380-40/2-500	230-30/2-380-40/2-500.	
Engineering Service.				
Asst. Engineers, P.W.D. Junior Superintendent, Workshops Asst. Engineers(Public Health) & Personal Asst. to the Sanitary Engineer	230-30/2-380-40/2-500	260-30/2-380-40/2-500	230-30/2-380-40/2-500	
Asst. Mechanical Engineer, Sanitary Engineer's Department.	230-30/2-410	260-30/2-410	230-30/2-410	
Forest Service.				
Asst. Conservator of Forests	260-40/2-500-50/2-700	260-40/2-500-50/2-700. Asst. Conservators in charge of districts should have a minimum starting pay of Rs 340 in this scale.	260-40/2-500-50/2-700 Asst. Conservators in charge of districts should xxx have a minimum starting pay of Rs 340/- in this scale.	
General Service.				
Manufacturing Chemist	225-25/2-400	Maximum of the scale should be increased to Rs 700/-.	Should be deleted as existing scale is Rs 400-50/2-650 & this post was included in the list by mistake.	
Manager, Surgeon General's Office	...	300-25/2-400	300-25/2-400 for Sectt. Supdts. promoted. 275-25/2-350 for promotees from the Surgeon General's office.	
Industries Service.				
Asst. Industrial Engineers	230-30/2-410	230-30/2-380-40/2-500	230-30/2-380-40/2-500 The existing scale is Rs 200--500 & not Rs 200-410 as stated in Appx.III of the Report.	

(1)	(2)	(3)	(4)	(5)
Senior Lecturers in the School of Technology, Leather Research Chemist, Asst. Sericultural Expert & District Industries Officers.	230-30/2-410	230-30/2-380-40/2-500	230-30/2-410 Increase in the scale of pay should be taken up as a separate question by the Dept.	
		Medical Service.		
Matrons III Grade	To be abolished	Should not be abolishedbut should havepay scale revised to Rs 165-10/2-175-15/2-205-	Need not be abolished Recruitment Scale may be revised from Great to Rs 165-10/2-175- Britain of 15/2-205. Matrons should be stopped.	
Sister-Tutors I Grade	..	200-25/2-250	200-25/2-250	
do. II Grade	..	165-10/2-175-15/2-205	165-10/2-175-15/2-205 Included by	
Bio-Chemist, Anti-Toxin Section, King Institute, Guindy.	200-25/2-400	..	Should be deleted as the mistake in existing scale is higher Appx.III than that proposed. of the Report	
Civil Asst. Surgeons(Women)	195-20/2-275-25/2-400	200-25/2-400	200-25/2-400	
		Police Service.		
Dy. Superintendents of Police	250-30/2-310-40/2-350-50/2-600	260--700	250-30/2-310-40/2-350-50/2-600.	
		Registration Service.		
District ~~Sxx~~ Registrars	230-30/2-320-40/2-400-50/2-500	250-30-400-50-600 ~~fxxx~~ For direct recruits:- Rs 175 on recruitment Rs 200 on passing tests& when in independent charge Rs 250 after completion of probation.	230-30/2-320-40/2-~~40/2~~-400-50/2-500	The question of revision of pay as proposed by the Dept.should be separately taken up.
		Veterinary Service.		
Livestock Development Officer Superintendent, Serum Institute	260-40/2-700	800-100/2-1000	Should be deleted as it was wrongly included in Appx.III of the Report.	
Lecturers in the Madras Veterinary College	260-40/2-700	300-30/2-360-40/2-600-50/2-750 for FRCVS.,MRCVS.,& similar qualifications 260-40/2-700 for others	300-30/2-360-40/2-600-50/2-700* for FRCVS., MRCVS.,&similar qualifications. 260-40/2-700 for others.	*The ~~xxxx~~ x scale has been recently fixed for this class

N.B. In the few cases in which the Committee has now recommended an alteration of the existing scales of pay i.e. in the cases of Matrons III Grade, Sister-Tutors II Grade. Civil Asst. Surgeons(Women) and Lecturers in the Madras Veterinary College with F.R.C.V.S., M.R.C.V.S.,etc. qualificationspay should be fixed in the new scales only according to the Fundamental Rules with effect from 1-12-46. In all other cases pay should be fixed as recommended by the Committee in its Recommendation c, but with effect from 1-12-46 (i.e. in their pay-bills drawn in January 1947).

STATEMENT III

MUNICIPAL COUNCILS & DISTRICT BOARDS SERVICES.

Designation	Scale recommended by the Committee in their report.	Scale recommended by the L.A. or E. & P. H. Dept.	Scale finally recommended by the Committee on a consideration of the comments made by L.A. or E. & P. H. Depts. a suo moto	Remarks.
1.	2.	3.	4.	5.
	EXECUTIVE OFFICES.			
Municipal Commissioners, I Grade	300-25-500 plus special pay of Rs.100 p.m. for the Municipalities of Madura, Coimbatore, Bezwada and Trichinopoly.	..	I Grade 300-25-500 Selection Grade 500-25-600	
	ENGINEERING.			
Municipal Supervisors	90-5-140	100-5-150-10-250	100-5-150	The scale recommended by the L.A. Department is too high considering the existing scale. What is recommended in column 4 is adequate.
	WATER WORKS DRAINAGE.			
Sewage Farm Superintendent, I Grade	90-5-140	..	100-5-150	Same as for Municipal Supervisor.
	TOWN PLANNING.			
Town Planning & Building Supervisor	90-5-140	..	100-5-150	-do-

1	2	3	4	5
Town-Planning Tracer	30-1-50	35-1-55	30-1-50	The scale may be less than the corresponding Government scale.
		PUBLIC HEALTH.		
Municipal & District Board Women Medical Officer (M	100-10-220	120-10-300	100-10-220	-do- Same as for Govt. service
Municipal & District Board Health Visitor	50-2-90	85-5-150	60-2-100	-do- Do.
		EDUCATION.		
Municipal & District Board Elementary Schools-				
Lower Elementary Grade Teachers (Men & Women)	20-1-35	20-1-35	20-1-30	
Higher Elementary Grade Teachers (Men & Women)	25-1-45 plus Rs.5/- p.m. for Craft Training.	25-1-45 plus Rs.5/- p.m. for Craft Training.	25-1-40 plus Rs.5/- for Craft Training.	-do-
Higher Elementary Grade Teachers - (Men and Women) untrained	20	..	20	
Secondary Grade Teachers (Men and Women)	35-2-75 plus Rs.5/- for Craft Training.	35-1½-65 plus Rs.5/- p.m. for Craft Training.	35-1½-65 plus Rs.5/- p.m. for Craft Training.	-do-
-do- Untrained	20	25	25	

1	2	3	4	5
Municipal & District Board Secondary Schools -				
Headmasters of High Schools, Headmasters of Middle Schools, Incomplete High Schools	150-5-200-10-250 plus Rs.25/- p.m. for those in schools with a strength of over 500.	150-10-200	150-10-200 plus Rs.25/- for those in schools with a strength of over 500.	The scale may be less than the corresponding Government scales.
L.T. Assistants	70-5-100-10-150	80-5-140 plus Rs.20/- p.m. for Grade I and Rs.30/- p.m. Grade II	70-5-140 plus Rs.5/- p.m. for Craft Training.	-do-
Secondary Grade Teachers	35-2-75	40-3-55-2-85 plus Rs.5/- p.m. for Craft Training	35-1½-65 plus Rs.5/- p.m. for Craft Training.	-do-
Pandits and Munshies.	50-2-90	(80-5-140 (60-4-80-2-100 (40-3-55-2-85	45-3-60-2-80	-do-
Physical Training Instructors	40-2-80	40-3-55-2-85	45-1½-~~65~~ 75 if they possess a certificate by the ~~Higher~~ Grade; 35-1-50 for others.	-do-
Commercial Instructors Manual Training Instructors.	40-2-80	80-2-100-4-120	50-2-90	-do-
Drawing and Needlework ~~M~~istresses, Music istresses etc.	40-2-80	40-3-55-2-85	35-1½-65	

1	2	3	4	5
Drawing Masters	30-1-50	40-3-55-2-65	35-1½-65	
Hindustani Teachers	30	..	35-1½-65 if Secondary Grade trained 25-1-40 if not.	
Untrained Teachers -				
Graduates	40	..	40	
Secondary Grade	25	..	25	
Others	20	..	20	
		INFERIOR SERVICE.		
Duffadar	22-1/B-30	..	22-½-30	
Municipal, District Board and Panchayat Board Peons	16-1/T-25	..	16-½-25	

STATEMENT IV.

AIDED AND PANCHAYAT SCHOOLS.

Designation	Scale recommended by the Committee in their Report.*	Scale recommended by Education & Public Health Department.	Scale finally suggested by the Committee on a consideration of the comments made by E. & P. H. Department.	Remarks
1	2.	3.	4.	5.
ELEMENTARY SCHOOLS.				
Lower Elementary Grade Teachers - Untrained	8	8	8	*The figures in this column for elementary schools are only the rates at which grants-in-aid will be given if the Committee's previous recommendation is accepted (Recommendation 37).
Trained	15	15	15	
Higher Elementary Grade Teachers - Untrained	12	12	12	
Trained	20	20-1-30	20-1-30	
Secondary Grade Teachers - Untrained	15	15	15	
Trained	25	25-1-45	25-1-45	
Collegiate - Untrained	20	..	20	
Trained	30	..	30	

P.T.O.

1	2	3	4	5
		SECONDARY SCHOOLS.		
Headmasters	Same as for Government Service	120-10-180	120-10-180	
L.T.Assistants	-do-	75-5-125	60-5-120	
Pandits and Munshies	-do-	(75-5-125 (60-4-80-2-100 (35-2-75	45-3-60	
Secondary Grade Teachers	-do-	35-2-75 plus Rs.5/- p.m. for Craft Training.	25-1-45.	
Commercial Instructors, Manual Training Instructors	-do-	70-2-100	40-2-80	
Other kinds of teachers	-do-	35-2-75	25-1-45.	

Fin.(Sal.) Dept.

Special. Confidential.

U.O.Note No.65545-A/Sal-1, dated 7-12-46.

Pub. Services - Scales of pay - Revision.

The attention of Secretaries to Govt. is invited to the Cabinet Salaries Committee's note dated 4-12-46 sent to them on 6-12-46. Copies of the note have already been circd. to the Hon. Ministers.

The Committee will discuss the Report informally on 15-12-46. Secretaries to Govt. are requested to send to the Secy. of the Cabinet Salaries Committee (D.S., Fin.)) before the evening of 12th Decr.1946 a list of the final suggestions wh. the Hon. Ministers would like to make to revise either the general recommendations in Appendix IX of the Report as modified in the Committee's note dated 4-12-46 or the individual scales of salaries fixed by the Committee in Appendices II, III and VII as modified in Statements I-A, I-B, II and III resply. appended to the note dated 4-12-46. If no reports are recd. from the Secretaries to Govt. before the evening of 12-12-46 it will be presumed that the Hon.Ministers will have no further suggestions to make.

Certain revisions which the Committee has already agreed to on the suggestions made by the Hon. Ministers (Edn.) and Hon. Minister (P.H. & M.) are specified below:

Designation.	Committee's scale.	Scale agreed to by the Committee after considering H.Ms.' suggestions.
	Appx.II & Statement I-A.	
EDUCATION SERVICE.		
1. Asst.Instructors, Engg.College, Senior and Junior	120-5-170-7-240	180-10-280
2. Asst.Lecturers & Asst.Profs. - Other colleges	120-5-170-7-240	120-5-170-7-240 L.T.'s will get a special allce. of Rs.5 p.m. in addition
3. Workshop Instr.(Engg. College) Laby.Asst.	120-10-240	180-10-250
4. Secy.Grade teachers with craft training	40-3-55-2-85 + 5	45-3-60-2-90
5. " without craft trg.	40-3-55-2-85	40-3-55-2-85
6. Instructors (M.B.), Aluminium, Engrating and Wook-work carving	40-3-55-2-85	45-3-60-2-90
7. Manual Training Instructors, Asst.Manual Instructors in Wook-work, Drawing Masters and Mistresses, Weaving Instructors, Handcraft Instructors, Sewing Mistresses, Music Mistresses, Combined Drawing and Sewing Mistresses	40-3-55-2-85	45-3-60-2-90
	Appx.II and Statement I-B.	
8. Hindustani Teachers	If Sec.Gr. trained 40-3-55-2-85 If not, 25-1-45	If Sec.Gr.trained Rs.45-3-60-2-90 If not, 40-2-60

P.T.O.

Appx.VII and Statement III.

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Municipal & Local Board Schools.

Secondary Schools.

9. Secy.Grade teachers	35-1½-65 + 5 for craft training	40-1½-70 + 5 for craft training
10. Pandits & Munshis	45-3-60-2-80	I Gr.70-5-140 II Gr.60-4-100 III " 50-3-80 IV Gr.40-2-60 Above ~~xxxxx~~ grades to correspond to Grades II to V in Govt. Service (Vide p.47 of the Report).
11. Drawing and Needlework Mistresses, Music Mistresses, etc.	~~xx~~ 35-1½-65	40-1½-70
12. Drawing Master	35-1½-65	40-1½-70
Hindustani teachers	35-1½-65 if Secy.Gr. trained; if not, 25-1-40	40-1½-70 if Secy.Gr. trained; if not, 30-1-50
13. Untrained teachers-		
Graduates	40	45
Secy.Grade	25	~~xxxx~~ 30
Others	20	25

Aided Schools. Statement IV.

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14. For the scales in Col.4 of the Statement, substitute the scales applicable to the corresponding posts under Municipal Councils and Local boards in col.4 of Statement III.

15. Educational Services:

The percentage of the number of I Grade to II Grade posts in the following should be 1: 2;-

Dy.Inspectors, Sub-Asst.Inspectresses, Physical Directors, School Assistants and Headmasters and Headmistresses.

Public Health Service: Appx.II and Statement I-A.

1. Second Class Health Officers	100-10-280	120-10-280 Medical Graduates to start on Rs.160 p.m.
2. Woman Medical Officers (M.C.&.W.)	100-20-220	Gr.I. - 250-15-400 Gr.II - 120-10-240 Medical Graduates to start on Rs.160 p.m.

Medical and Forest Services.

1. Sub-Asst.Surgeons	100-5-160-10-230 L.M.S. or equivalent to start on Rs.120 p.m.	100-5-160-10-230 Medical Graduates to start on Rs.150 p.m.

C.O.Coorey.

Meeting of the Council of Ministers held at Fort St. George on Friday, the 27th December 1946.

His Excellency the Governor Presided.

Present:

The Hon'ble Mr. T.Prkasam.
The Hon'ble Mrs. R.Lakshmipathi.
The Hon'ble Mr. K.Bhasyam.
The Hon'ble Mr. K.Koti Reddi.
The Hon'ble Mr. Daniel Thomas.
The Hon'ble Mr. K.R.Karanth.
The Hon'ble Mr. M.Bhaktavathsalam.
The Hon'ble Mr. T.S.Avanshilingam.
The Hon'ble Mr. V.Krumayya.
The Hon'ble Mr. R.Raghava Menon.

Agenda.

Consideration of the report of the Cabinet Salaries Committee for revision of salaries with the Committee's further note.

Order:-

1 The recommendations of the Cabinet Salaries Committee in its printed report as modified in the Committee's three subsequent notes for the Cabinet dated 3-12-1946, 24-12-1946 and 27-12-1946 were accepted.

2 It was decided that the new salary rates should have effect from the month of January 1947, payable in February 1947.

3 The decision to pay a bonus equal to whatever pay plus interim relief was drawn for the month of November 1946, subject to a minimum of Rs.20/- and a maximum of Rs.150/-, instead of giving retrospective effect to the revised sahry scales in the case of Government servants in the Subordinate Services including Inferior Services, as recommended under Recommendation 9 in the Note for the Cabinet dated 3-12-1946, was approved.

4 The decision to pay a similar bonus to work-charged establishments was also approved subject to the same condition that persons borne on the establishments should have been in service on 16-12-1946 and rendered a total service of 6 months or more on that date.

P.T.O.

5 It was decided that a similar concession should be given to establishments paid from contingencies.

6 It was also decided that in dealing with Recommendations 17 and 18 in the Report due regard should be had to the length of service of the members of the establishments concerned in bringing them into a permanent service.

Sd/- Archibald Nye.
30-12-1946.

Further Note for the Cabinet on the recommendations of the Cabinet Salaries Committee.

Since the preparation of our note dated 3-12-1946, a few further suggestions have been received from Hon'ble Ministers and some other authorities, and we have decided to modify the recommendations made in our note dated 3-12-46 as follows:-

Recommendation 3. No typewriting special pay need be allowed to typists qualified in the Lower Grade and the special pay for typists qualified in the Higher Grade should be reduced from Rs 15 per mensem (originally recommended) to Rs 10 per mensem. (Typists qualified by the Lower Grade were never eligible for any special pay, while those qualified by the Higher Grade were eligible for a special pay of Rs 10 per mensem before it was withdrawn. Our final recommendation is therefore to restore what was withdrawn).

Recommendation 6. Statements I(A) and I(B) will be modified as indicated in the appended statement.

Recommendation 7. Statement II will be modified as indicated in the appended statement.

Recommendation 9. There was no intention that the pay fixed under the present proposals should exceed what would have been eligible to a Government servant, if he had been on the newly proposed scale of pay from the beginning of his service.

Recommendations 28 & 37. Statements III and IV will be modified as indicated in the appended statements.

Recommendation 29. For the words "for Municipal and Local Board Services" occurring in the second line ~~on page 22~~ substitute words "or the payment of a lump sum in lieu of retrospective effect for any of the Municipal and Local Board Services".

K. R. Karanth,
Daniel Thomas
M. Bhakthavathsalam.
24-12-46.

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Further Note for the Cabinet on the recommendations Cabinet Salaries Committee.

Since the preparation of our note dated 24-12-46, we have further considered the question of the rates of pay of teachers in Local Fund and Private-aided Institutions with special reference to the financial liability to Govt. We understand that it will be risky to act on the presumption expressed in our note dated 3-12-46 that the Govt. of India will bear half the additional expenditure as a separate grant, which will not be set off against their block-grant towards Post-War Reconstruction expenditure. At the same time, it would not be proper to postpone an announcement regarding teachers' salaries alone till the position is made clear by the Govt. of India. We therefore consider that we should revise our recommendations still further, so that the financial commitment to Govt. will be reduced.

We have decided to recommend that the recommendations already made by us should be modified to the following extent:-

Recommendation 6 - Educational Subordinate Service.

Deputy Inspectors, Sub-Asst. Inspectresses, Headmasters, Headmistresses, Physical Directors, and Physical Directresses - First & Second Grades, will also be allowed a special pay of Rs 5 p.m. for craft-training.

Recommendations 29 and 37 - Secondary Schools.

(1) (a) Municipal Councils and Local Boards should be ordered to adopt the scales of pay recommended by the Salaries Committee and grants in aid made to them on the basis of half of the approved net cost in the preceding financial year.

(b) Private aided institutions should be advised to adopt at least the scales of pay recommended by the Committee for Municipal and Local Board Services. In addition to the grants-in-aid to which they would be eligible under the existing rules, they should be paid a special grant equal to one-half of the difference between the average of the scales of pay recommended by the Committee for similar posts in the

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Municipal and Local Board Services and the average of the scales of pay actually adopted by the Managements, subject to the condition that this additional grant is used entirely for payment to the teachers employed by the managements in the schools in question (~~details should~~ according to Directions to be issued ~~carried out~~ by the Govt. in the Education and Public Health Department.

(ii)(a) Elementary Schools. Municipal Councils and Local Boards should be ordered to adopt the scales of pay recommended by the Committee and advances made to them from Provincial funds to meet the extra expenditure to the extent each Municipal Council or Local Board is unable to bear it from its own revenues. All possibilities of enhancing the receipts under the Education Account of each Municipal Council and Local Board should be explored in due course and the advances paid from Provincial Revenues repaid as far as possible.

(b) In lieu of the scales of pay recommended by the Committee for aided Private elementary schools including Panchayat Board schools, the following scales of pay should be adopted and grants-in-aid made to the managements in full on the basis of the actual salaries paid in these scales:-

	Rs
Lower Elementary Grade Teachers---..	
Untrained ..	8
Trained ..	15
Higher Elementary Grade Teachers--	
Untrained ..	12
Trained ..	20-25 (E & P.H. Dept. should work out the scales in consultation with Finance Department).
Secondary Grade Teachers--	
Untrained ..	15
Trained ..	25--35 do.
Collegiate--	
Untrained ..	20
Trained ..	~~35~~

The question of further improvement of the scales of pay of the Educational Services of private-aided institutions ~~and of bringing them up to the scales recommended by the Committee~~ should be taken up after the Govt. of India agree to bear half the extra cost or a substantial part thereof as a contribution towards educational development.

(Sgd). K.R.K.
M.B.
D.T.
27/12/46

Copy to E&PH Dept.

STATEMENT I(A).

Designation. (1)	Scale recommended by the Committee. (2)	Scale recommended by the Depts. concerned. (3)	Scale finally recommended by the Committee on a consideration of the Departments's views. (4)	Remarks. (5)
Agricultural Service.				
For the existing entries substitute the following:-				
Agricultural Upper Subordinates	100-4- 120-EB-5-170-EB-6-200	120-5-160-10-220	100-5-160-EB-10 220 Recruits possessing qualifications higher than B.Sc(Agr) or B.A(Agr.) should be started on Rs 120 in the above scale.	The analogy with the Fisheries Dept. is not accepted.
Educational Service.				
For the existing entries substitute the following:-				
Asst. Professors & Asst. Lecturers(Ordy.& Selection Grades, M & W.	120-5-170-7-240	120-5-170-7-240 plus Rs 5 for L.Ts	120-5-170-7-240 plus Rs 5 for L.Ts.	
Asst.Instructors, Engg. College,(Senr.&Junior)	120-5-170-7-240	180-10-280	180-10-280	
Regional Physical Directors Asst. to the Woman Specialist in Physical Education (W.B) Physical Director,Presy.College	120-5-170-7-240	120-5-170-7-240	120-5-170-7-240	Should be qualified for Asst.Lecturer's or Asst. Professor's posts
Junior Workshop Instructor, Laboratory Assistants, Engineering College.	120-10-240	180-10-250	180-10-250	
Dy.Inspectors of Schools, Gr.I. Sub-Asst. Inspectress, Gr.I	160-5-200-8-240	Gr.II 80-5-120-10-170 plus Rs 5 for Craft Trg. Gr.I. Rs 160-5-200-10-240 plus Rs 5 for Craft Trg. plus Rs 25 p.m. for Headmasters of Schools with over 500 students The proportion of posts of each kind in the 2 grades should be Gr.I:Gr.II::1:2	Gr.II 80-5-120-10-170 Gr.I 160-5-200-10-240 School Assistants in both grades with Craft Trg. will get a spl.pay of Rs 5 p.m. Headmasters & Head-Mistresses of Schools with over 500 students will get a spl.allowance of Rs 25 p.m. The proportion of posts of each kind in the 2 grades should be-- Gr.I:Gr.II::1:2	It is not necessary to allow a spl.pay for Craft Trg. to Dy. Inspectors, Sub-Asst. Inspectresses, Headmasters & Mistresses & Physical Directors & Directress
School Assistants, Gr.I & II	70 5-100-10-150 plus 5 for Craft Trg.			
Headmasters, I & II Grades Headmistresses, I & II Grades of schools with a strength of over 500.	150-5-200 10-250 plus Rs 25 for those in charge			
~~Regional Physical Directors Physi. Directors Gr.I, Dy.Inspts. of Schools,Gr.II~~ Phy.Directors Gr.II Sub-Asst.Inspectress,Gr.II,Physical Directress.	160-5-200-8-240 / 70-5-100-10-150			

Asst. to the Manual Training Expert	70-5-100-10-150	~~100-5-180-10-240~~ 80-5-120-10-170	80-5-120-10-170
Commercial Instructors, Grs.I & II Manual Training Instructors Others	) For L.Ts.) 70-5-100-10-150 70-3-100	60-4-100	60-4-100
Instructors(M-B) Aluminium, Engraving & Wood Carving.	) 45-4-65-3-80	45-3-60-2-90	45-3-60-2-90
Secondary Grade Teachers (Men & Women)	35-2-75 plus 5 for Craft Trg.	With Craft Trg. 45-3-60-2-90 Without Craft Trg. 40-3-55-2-85	With Craft Trg. 45-3-60-2-90 Without " " 40-3-55-2-85
Religious Instructors	35-2-75	35-2-75	35-2-75
Manual Training Instructors Temp.(Men's Branch) Asst.Manual Instructors in woodwork(M.B) Drawing Masters, Gr.I Weaving Instructors Handicraft Instructress(WB) Drawing Mistress " Sewing Mistress " Combined Drawing& Sewing Mistress " Music Mistress "	40-2-80	45-3-60-2-90	45-3-60-2-90
Drawing Master Gr.II Engg. College.	35-2-55	45-3-60-2-90	45 3-60-2-90
Physical Training Instructors " "Instructresses--		80-5-120-10-170	
Grade I ..	70-5-100-10-150	~~100-5-180-10-240~~	80-5-120-10-170
" II ..	50-2-90	Sec. Gr.plus 10	50-3-65-2-95
" III ..	40-2-80	Higher Gr.plus 10	35-1-55
" IV ..	40-2-70	..	Grades IV & V will be abolished & Gr. III will consist of P.T.Instructors, who are not eligible for Grades I or II.
" V ..	35-2-55	..	

L.T. Scale.
Secy.Grade plus Rs 10
Higher Ele. Grade plus Rs 10

*Pandits & Munshis. The scale of pay will vary with the qualifications prescribed and with the type of institution in which Pandits and Munshis are employed, as follows:-

Type of institution.	Grade.	Qualifications recommended.	Scale of pay recommended.	Remarks.
COLLEGES--	I	Same as those prescribed for Asst. Professors & Asst. Lecturers.	120-5-170-7-240 plus Rs 5 for L.Ts.	The existing incumbents will be assigned to these 2 grades according to their qualifications & the number of posts in each gr fixed by the Govt. for each colle Such of them as do not possess t required qualifications will be placed on the scale 100-5-140.
	II	S.S.L.C. eligible plus an Oriental title & a Pandit's or Secy. Grade training.	80 5 120-10-170	
	L.T.Assts.	A degree with the language as the main spl. subject & L.T.	80-5-120-10-170	
High Schools & Middle Schools.	I	S.S.L.C. Eligible & an Oriental title & a Pandit's or Secy. Grade Training.	70-5-150	High Schools. The existing incum bents will be assigned to these 3 grades according to their qualifi tions & the number of posts in ea grade fixed by the Govt. for each High School. Such of them as do no possess the required qualificatio will be placed on the scale Rs 60-4 if they are now on the scale of Rs 45-5/2-60 & on the scale Rs 45-2- if they are on any lower scale.
	II	Oriental title & Pandit's or Secy. Grade Training.	45-3-60-2-90	Middle Schools. All the posts in th schools will belong to Gr.II & existi incumbents who do not possess the req qualifications will be placed on the scale Rs 45-2-75

Pandits & Munshis --

Grade I	..	100-10-200
Grade II	..	80-5-100-10-160
Grade III	..	70-5-120
Grade IV	..	60-4-80-2-100
Grade V	..	45-3-60-2-80

Please see below*

Excise Service.

the existing entries, substitute the following:-				
ratory Assistants--				
rade I ..	180-10-250	200-10-350 or a/ spl.pay of Rs 50 for existing incumbents.	200-10-300	The scales suggested by the Dept. are too high for Grades I & II when compared with that of Public Health Junior Assistants in the Medical Dept.which is Rs 100-8-140-10-200. The scale Rs 200-10-300 is adequate even for the existing incumbents who need not rise above Rs 300
" II ..	100-5-150-10-150	150-10/2-250	140-10-200	
" III ..	80-4-100	70-10/2-150	80-4-140	
t. Inspectors,Gr. I	200	275	200	If the pay Rs 275 is accepted for Asst. Inspectors, Gr.I, the pay of Gazetted Inspectors IV Grade will have to be raised. Moreover, it is not necessary to allow Police rates of pay for Excise.
do. II	175	225	175	
do. III	150	175	150	
ub-Inspectors--				
Grade I	90	150	100	The pay suggested by the Dept. is too high and that recommended in Col.4 is considered quite adequate.
" II	80	125	90	
" III	70	100	80	
" IV	65	80	70	
etty Officers, Ordinary Grade	22-1-30	To be abolished	Should not be abolished but shd. be on Rs 22-1-30	Excise peons on executive duty may be put on the grade of petty officers, Ordy.Gr. Other Excise peons may be on the same scale as peons of other depts. as they do not have more arduous work.
Excise peons	16-1-25	22-½-30	16-½-25	

GENERAL SERVICE.

Class XVIII - Oriental Manuscripts Library.

Add the following between the xx entries under Class VI and Class XXII:-

Pandits--				
I Grade	45-3-60-2-80	(a) I Grade. 80-5-120-10-170 (L.T.Assts.Grade for High School Pandits in Educational Service with similar qualifications)	(a) I Grade. 80-5-120-10-170 (L.T. Assts. Grade for High School Pandits in Educational Service with similar qualifications.	The Govt. shd. fix the total number of posts in each grade.
II "		(B) II Gr. 70-5-150 (I Gr. for High School Pandits in Educl.Service with similar qualifn.s)	(b) II Grade 70-5-150 (I Grade for High School Pandits in Educl. Service with similar qualifns)	
Asst. Pandits.				

1.	2.	3.	4.	5.
		(c) 60-4-100 for existing incumbents without these qualifications & how on the scales Rs 45-5/2-60 or Rsx~~45~~ Rs 35-4/2-43-2/2-45. (d) 45-2-75 for existing incumbents without these qualifications & now holding Asst. Pandits' posts.	(c) 60-4-100 for existing incumbents without these qualifications & now on the scale of Rs 45-5/2-60 (d) 45-2-75 for existing incumbents without these qualifications & now on any lower scales.	The Govt. should fix the no. of posts in each grade.
		MEDICAL SERVICE.		
Add the following above the entry "Nurses":-				
Demonstrators in Medical Colleges, Senr.&Junior Demonstrators in Anatomy & Physiology.	100-10-200	125-15-200-25-250	150-10-200	The scales recommended by the department are too high and the Committee's final scales in Col.4 are considered adequate.
Demonstrators in Pathology, Bio-chemistry &Pharmocology	70-5-100-10-120	100-15-205-20-225	125-10-175	
Demonstrators in Hygiene " Chemistry, Physics & Biology.	70-5-100-10-120	120-10-200 if qualified as Asst.Lecturers in Edl.Service. 100-5-125-10-150, if not.	80-5-120-10-140	~~The~~ This scale must be the same as that allowed to Tutors & Demonstrators in the Edl.Service & must be in keeping with the scales of that service.
Sub-Asst. Surgeons(Men & ~~Xxxxxxx~~ & Women.)	100-5-160-10-230 L.M&S or equivalent to start on Rs 120	100-5-160-10-230-15-260 L.M&S.or Graduates to start on Rs 150	100-5-160-10-230 LM&S or Medl.Graduates to start on Rs ~~160~~ 150	The department's high scales cannot be accepted.
Add the following between the ~~xxxxx~~ entry "Herbarium Superintendent" and 'Laboratory Attendants':-				
Asst. Lecturers, Women Asst.Medl. Officers in the School of Indian Medicine.	100-5-200	100-5-160-10-230	100-5-200	The scale recommended in col.4 is adequate, when compared with the existing scale & that allowed to Lecturers.
Substitute the following for the existing entries:-			PUBLIC HEALTH SERVICE.	
Second Class Health Officers	100-10-280	120-10-300 LM&S & M.B.B.S. to start on Rs 160	120-10-280 L.M&S. & Medical Graduates to start on Rs 160/-.	

Women Medical Officers (Maty. & Child Welfare Centres).	100-10-220	120-10-300 Medical Graduates to start on ~~s~~ 160	~~120-10-280~~ Grade I .. 250-15-400 " II .. 120-10-240 L.M&S & Medical Graduates to start on s 160

Secretariat Service.

Between the entries "Superintendents, Ordinary Grade" and 'Upper Division Clerks I Grade' add the following:-

Librarian, Chief Scott. & a few posts of Asst. Superintendents.	190-10-240	An increase is necessary.	200-20-300

For the existing entries, substitute the following:-

Upper Division Clerks, Ordinary Grade	85-5-165	90-5-175	90-5-125-10-~~215~~ 175
Typists	Same as for Ministerial Service.	..	51-3-75-2'-100 plus Rs 10 for qualifications by the Higher Grade

Veterinary Service.

Add the following ~~between~~ below the existing entries:-

Since the scales of pay in this service have been made very attractive, the Govt. should consider the question of discontinuance of the practice of teaching Veterinary students free of charge in the Madras Veterinary College.

Add the following after "Veterinary Service":-

Work-charged Establishment in the Electricity Department.

Helper) Lascar)	20-1-30	25-1-35	25-1-35
Sweeper, Gardener, Watchmen)	15-1/2-20	16-½-25	16-½-25

STATEMENT IV I(B).

Designation.	Scale recommended by the Committee in their report.	Scale finally recommended by the Committee on a consideration of the Comments made by the departments.	Remarks.
1.	2.	3.	4.
Civil Supplies Department.			Existing scales are shown below
Add the following below the existing entries:-			
Propaganda staff--			
Junior Van Supervisor Automobile Inspector	These posts	150-10-200	125-15/2-170
Research Officeruunder the Food Adviser	were omitted	100	90
Wheat Propaganda Officer	from Appendix II	200	175
Operator	of the Report.	80-2-100	66-3/2-90
Driver-Mechanic		45-3-75	46-3/2-70
Cleaner		20	20
Lecturer		75	75
Cook		30	30
Milk Factory staff--			
Electrician		90-5-120	70-10/2-110
Wireman Boilerman	DO	35-2-55-1-60	30-2/2-44-1/2-45
Van Driver		35	35
Cleaner		22½	22½
Educational Service.			
Substitute the following for the existing entries:-			
Tutors (Men & women) Demonstrators(Men & Women)	70-5-100-10-120	80-5-120-10-140	Vide Dy.Insprs. II Grade-- (Existing scale (recently revised) 70 10 2-100 do. Existing Pay 50-5/2-70. (7)
Dy. Inspectors of Schools, Junior Grade	70-5-100-10-120	70-5-100	
Hindustani Teachers in Govt. schools.	If Secy.Gr. trained 35-2-75	If Secy. Gr. trained 45 3-60-2-90	
	If with Pandits qualifns. 45-3-60-2-80	If not secy. grade trained 40-2-60	
	If not Secy.Gr.trained 25-1-45.		

1.	2.	3.	4.

Fisheries Service.

Substitute the following for the ~~ex~~existing entries:-

Secondary Grade Teachers	35-2-75 plus Rs 5 p.m. for Craft Training.	45-3-60-2-90 for those with Craft training 40-3-55-2-85 for those without " "	
Malayalam Pandit	If Secy. Grade trained 35-2-75; if not 25-1-45 If with Pandit's qualifications 45-3-60-2-80	If Secy. Grade trained 45-3-60-2-90 If not, 40-2-60	

Between the entries under "Fisheries Service" and 'General Service', add the following:-

Forest Service.

Sub-Asst. Surgeons	100-5-160-10-230	100-5-160-10-230 L.M&S or Medical Graduates to start on Rs 150	Vide Medical Service.

Industries Service.

Add the following below the existing entries:-

Hand-made Paper Section.

Special Officer for the organisation of the Handmade Paper Industry.	These posts were omitted from Appx. II of the Report.	200	Existing scales are shown below. 175
Superintendents, Govt. Handmade Paper Mills.		120-5-180	100-10/2-150
Assistants, Govt. Handmade Paper Mills		60-4-80	60-4-80
Demonstrator Staff Maistries		24-½-30	25
Supervisory Demonstrator		45-3-75	50

Glass Section.

Glass Chemist	do.	180	150
Senior Assistant		90	70
Junior Assistant		70	55
Skilled Workman		40	35

Paper Control Section.

Paper Assistants		200-5-220-10-250	175-10/2-195-15/2-225
Paper Control Inspectors	do.	150-5-200	125-10/2-175

1.	2.	3.	4.
Coal Control Inspectors	These posts were omitted from Appx.II of the Report.	Coal Control Section. 150-5 200	Existing scales are shown below. 125-10/2 175
Special Officer for Civil Works		Construction Section. 200-5-220-10-250	175-10/2-195-15/2-225
Head Draftsman I Grade Draftsman II Grade Draftsman III Grade Tracers Blue Print Operators Supervisor.		Same as in the Engineering Service.	Same as in the Engineering Service.
		Ceramic Factory Section.	
Supervisor (Civil)	do.	Same as in the Engineering Service.	do.
Supervisor (Mechanical)	do.	150	100
		Hydrogenation Section.	
Supervisor	do.	120	100
Mechanic		80	65
Draftsman		70-2-90-3-120	50-4/2-90
Shift Chemists		(180-5-200-10-250	150-12½/2-250
		(100-8-140-10-200	100-10/2-110-15/2-200
Laboratory Chemist	do.	100-8-140 10-200	100-10/2-110-15/2-200
Mechanic Foreman		90-3-120	70-7½/2-100
Electrician		50 3-80	35-5/2-55
Boiler Attendant		55-3-85	45-5/2-50-7½/2-65
Laboratory Attender		24-1-32-½-35	19-2/2-25-1/2-30
Lorry Driver		40-1-50	40-2/2-50
Office Manager		~~150-5-200~~ 140-5-190	125-10/2-175
Commercial Accountant.		140-5-190	100-10/2-150
		Research Section attached to the Engineer Designer.	
Experimental Supervisor	do.	180-5-200-10-240	150-10/2-170-15/2-200
Mechanic II Grade		55-3-85	45-5/2-50-7½/2-65
do. III Grade		40-2-50	30-5/2-45
Asst. Editor of the Depl. Journal		90-5-180	70-7½/2-100-10/2-150
Chemists to assist Dr. Gopal Rao		175	150
		Govt. Textile Institute.	
Research Designer	do.	120	100
Asst. do.		100	80
Weaver		40	30

Industries Service(Contd.)

Postwar Development - Service Centres Rajahmundry, Dhone, & S. Arcot for the supply of standard-body Glaze etc. for the manufacture of stoneware, Rockingham ware & Crucibles -- Porcelain & semi-porcelain ~~xxxx~~ service centre, Papinisseri

Supervisor Mechanic) Mechanic-cum-Driver) Engine Driver		90-5-180 55-3-85 ~~xxx~~ 40-3-70	Existing scale as shown below. 70-7½/2-100-10/2-150 45-5/2-50 -7½/2-65. 30-3/2-50
Clerk) Attender)		Same as for the Ministerial Service.	Same as for the Ministerial Service.
Labour Service.			
Supervisors of Schools	45-2-85	45-5-60-2-90	Same as for Supervisors of Sanskrit Schools, Educl. Subordinate Service.
Secondary Grade Teachers, (Men & Women)	35-2-75 plus Rs 5 for Craft Training.	45-3-60-2-90 for those with Craft training. 40-3-55-2-85 for those without craft training.	Vide Secy. Grade Teachers, Educl. Sub. Service.

Medical Service.

Delete the entries against "Demonstrators in Hygine, Demonstrators in Pathology, Biochemistry & Pharmocology, Demonstrators in Chemistry, Physics & Biology."

Ministerial Service.

Above the existing entries, add the following:-

All posts in the Ministerial Service for which a scale of Rs 120-5-170 was recommended in Appx.II of the Report.	120-5-170	~~120-5-170-10-190~~	140-5-190
All posts of Typists for which special pay of Rs 15 & Rs 10, were recommended in Appx.II of the Report.	L.D.Clerks scale plus Rs 15 for qualification by the Higher Grade & Rs 10 for qualifns. by the Lower Grade.	L.D.Clerks's scale plus Rs 10 for qualification by the Higher Grade.	No special pay need be allowed for qualification by the Lower Grade.

STATEMENT II.

In the entries in Col. 4 under ~~Xx~~ "Electrical Service"and 'Engineering Service' for the figure 230, substitute the figure '260'.

STATEMENT III.

Designation. 1.	Scale recommended by the Committee. 2.	Scale recommended by the Depts. concerned. 3.	Scale finally recomd. by the Committee on a consideration of the ~~xxxxxxxxx~~ Dept's views. 4.	Remarks. 5.
PUBLIC HEALTH.				
For the existing entries substitute the following:-				
Municipal, District Board Woman Medical Officer, (Maty.& Child Welfare)	100-10-220	120-10-~~300~~ Medical Graduates to start on Rs 160	Gr.I 250-15-400 Gr.II 120-10-240 I~~W~~S &Medl. Graduates to start on Rs 160	Same as in Govt. service.
EDUCATION.				
In Col.5 against Municipal & District Board Elementary Schools enter the following:- "Headmasters & Head-Mistresses will be paid allowances as follows: Rs 2 p.m. in schools with a staff of not less than 4, including the Headmaster or Head-Mistress,- Rs 5 p.m. if in addition, the strength of the school exceeds 300.				
Under Municipal & Dt. Board Secondary Schools, for the existing entries, substitute the following:-				
Headmasters of High Schools Headmasters of Middle Schools, Incomplete High Schools.	150-5-200-10-250 plus Rs 25 p.m. for those in charge of schools with a strength of over 500	Please see below.		
Secondary Grade Teachers	35-2-75	40-1½-70-plus Rs 5 p.m. for Craft Training.	40-1½-70-plus Rs 5 p.m. for Craft Training.	
Pandits & Munshis	50-2-90 35-2-75	Please see below.		
Physical Training Instructors	40-2-80	40-3-55-2-85	45-1½-75- if they possess a Teacher's Certificate of the Secy. Grade & Rs 35-1-50 for others.	
Drawing & Needlework Mistresses, Music Mistresses etc.	40-2-80	40-1½-70	40-1½-70	
Drawing Masters	30-1-50	40-1½-70	40-1½-70	
Hindustani Teachers	30	40-1½-70 if Secy.Gr. trained; 30-1-50 if not.	40-1½-70 if Secy. Grade trained 30-1-50, if not.	
Untrained Teachers-- Graduates	40	45	45	
~~xxxxx~~ Secy. Grade	25	30	30	
Others	20	25	25	

(4) Head-Masters of High Schools, Middle Schools, Incomplete High Schools. The scale of pay should depend on the number of ~~xxx~~ forms in the School and its strength as follows:-

A. Secondary Schools with Form IV or below:-	70-5-140 plus Rs 10 if the strength is 500 or below; 70-5-140 plus Rs 25 if the strength is above 500
B. Other Secondary Schools	150-10-200 if the strength is 500 or below; 150-10-200 plus Rs 25 if the strength is above 500

(5) Pandits & Munshis. The scale of pay will depend on the qualifications prescribed as follows -

Grade.	Qualifications recommended.	Scale of pay recommended.	Remarks.
L.T. Assistants	A Degree with the language as the main special subject & L.T.	70-5-140	High Schools. The existing incumbents will be assigned to these 3 grades according to their qualifications & the number of posts in each grade ~~xx~~ fixed by the Govt. for each school. Such of them as do not possess the reqd. qualifications will be placed on the scale of Rs 60-4-100 if they are now on the scale of Rs 45-2/2-75, & on the scale of 40-1-60 if they are on any lower scale. Middle Schools. All the posts in these schools will belong to Grade I & existing incumbents who do not possess the reqd.qualifns. will be placed on the scale of 40-1-60.
I.	S.S.I.C. Eligible and an Oriental Title & a Pandit's or Secy. Grade training.	60-4-100-5-130	
II.	Oriental Title & Pandit's or Secy. Grade training.	40-1½-70	

STATEMENT IV.

Under Secondary Schools, for all the entries in Col.4 substitute the following:-
"Same as the scales of pay fixed in Col.4 of Statement III for similar posts in Municipal & District Board Services".

(126)

Re: Cabinet Revision of Salaries

134

There are a few discrepancies in the Press Note submitted for suggestions. Some points require clarification as mentioned below. In some matters, what has been agreed between me and H.M.(Revenue) has not been properly carried out in the Cabinet resolutions and those things must also be corrected.

1. Government servants:

Regional Physical Directors, Assistant to Woman Specialist in Physical Education, Physical Director of Presidency College:

In Statement I(A) sent with note dated 27/12/1946 it is stated under "Remarks"

"should be qualified for Assistant Lecturer's or Assistant Professor's posts".

The words should be deleted as this qualification is not expected of them.

Correction made in Schedule. No Correction necessary

2. Manual Training Instructors (temporary) Men's Branch. These words occurring on page 3 of the same statement should be deleted as this category of teachers are included in the expression "Manual Training Instructors" in line 5 of the page.

— Do —

3. "L.T. scale" occurring in line 6 from the bottom in page 3 of the same statement should be deleted, as this is covered by the Physical Directors dealt with in the previous page and L.T's are not classified as Physical Training Instructors but Physical Directors.

— Do —

4. Deputy Inspectors of schools (Junior grade). The scale for these approved by the Hon'ble Ministers (Education and Revenue) on 11/12/1946 was : Rs 60-4-100-5-120 and not Rs 70-100, as suggested in the note. This must be corrected.

— Do —

5. Headmasters and Headmistresses:

In the ordinary course men in Grades I and II will be appointed as Headmasters of schools with below 500 pupils. They will have assistants under them in these grades also. It will not be fair to these Headmasters if thei

228 206

responsible work is not recognized - as is being done now in the case of Principals of Colleges and as will be done in future in the case of all local body schools where L.T. assistants are appointed as Headmasters - b y their being given an allowance of Rs 10/- p.m. as suggested in the note dated 11/12/1946 and as was agreed with me in person by H.M.(Revenue).

X 6. Pandits 1st and 2nd grade in secondary schools.

It may be made clear that craft training allowance of Rs 5/- must be given to Pandits 1st grade.

Memo: no record of this - so no action is nec. [initials] 16/1

7. Local Body and Municipal Schools (Secondary Schools).

Secondary grade teachers: The grade adopted for these was Rs 40-1½-70, plus Rs 5 for craft training, instead of Rs 35-1½-70 as suggested in the note for the Press. This must be corrected.

Press-note only deals with Elem. schools — not Sec. school scales. [initials] 16/1

8. Aid to secondary schools (local bodies).

It is proposed to give grant on half net cost basis. It is presumed that compensation for fee income foregone will be given.

No action [initials] 16/1

9. Aid to secondary schools (aided schools).

The scheme appears to be simple but in actual working will present great difficulties. About it we will issue a note separately later on. I understand the wordings adopted by the Cabinet require clarification; but that will take some time and will be submitted later on.

No action [initials] 16/1

The Press Note submitted for publication does not specify all the appointments in the Educational Department and have taken only certain appointments as if for samples. A note may be added in this Press Note that a further and a more detailed communique will be issued by the Education Department explaining the implications of the scheme.

Sentence added to this effect in Press note [initials] 16/1

To Dy Sec Finance Dept.

TSA
15-1-47

(127) 135 229 207

Finance (Salaries) Department.

U.O. Note No.1672 B/ Sal/47-1, dated 11-1-1947.

Sub: Public Services - Revision of Pay Scales.

The recommendations of the Cabinet Salaries Committee for the revision of the scales of pay of menials paid from Contingencies in the Medical Department are contained on pp.111-115 of the Printed Report already furnished, as subsequently modified by the notes dated 3.12.46, 24.12.46, 27.12.46. The Cabinet has accepted the recommendations subject to the modification that the new scales may be given effect to from 1-1-1947. The Education & Public Health Department may be requested to issue necessary orders sanctioning the revised scales from 1-1-1947.

(Sd.) ..
Deputy Secretary.

To the Education & Public Health Department.

Finance (Salries) Dept.

An extract of the recommendations of the Cabinet Salaries Committee which relate to the E. & P.H. Department is communicated to that department for taking necessary action. The E. & P.H. Department is informed that Finance Department is taking necessary action on Recommendation Nos. 2-3, 6-16, 21,24, and 27 & 35.

pp 101-123 ante p187 ante

(9) A copy of the Committee's Report, its notes dated 3.12.46, 24.12.46, and the Cabinet Decision dated 27.12.46 have already been sent to the department. A copy of the Committee's note dated 27.12.46 is enclosed.

(sd.) ....

Deputy Secretary to Govt.

p209 infra p187 ante

To the E. & P.H. Department.

128 128½ 230 238

Summary of the recommendations made by the Cabinet Salaries Committee, 1946.

xx

4. All City offices should fall into the following three classes, viz., Secretariat, A class and B class. xx

Offices of all major Heads of Departments should be in A class while all other City offices should be in B class. The office of the Commissioner of Labour should be classed as an A class office along with the offices of the Director of Industries & Commerce and Registrar of Cooperative Societies as recommended in the main body of the report.

5. All Heads of Departments should be asked to make proposals for reorganising the offices under their control, so that the relative proportion of Superintendents, Upper Division Clerks and Lower Division Clerks may accord with the nature of the work done in them as well as to provide a better balance for upward promotion.

xx

Recommendation:

17. In work-charged establishments the minimum strength of each class of servant required for the normal work of the department should be retained on suitable scales of pay on a permanent basis and converted into regular, superior or inferior establishment, as the case may be, with all the rights and privileges attached to such establishments. The remaining strength should be retained only on a purely temporary basis to meet the needs of the departments at any particular time, according to the work on hand. This remaining strength should be paid only at market rates, either on a daily or monthly basis, such rates being suitably fixed from time to time by the Govt. Suitable rules should also be framed to enable them to earn some leave with pay and gratuity, after a certain length of continuous service.

Recommendation 18. In the case of contingent, day-extra and piece-work establishments, these posts in which some skill, training or experience is acquired in the course of service should be put on suitable incremental scales. Such strength of them as would be required permanently for the normal work of the department should be made permanent and converted into regular establishment; the remaining strength of posts put on time-scales and all other posts should remain temporary on the present basis of payment according to market rates. Suitable rules should be framed to enable workers in these posts to earn leave on pay and gratuity after a certain length of continuous service.

Govt. should classify the various classes of workers paid from contingencies in each department and fix suitable market rates uniformly, from time to time, for the entire Province or groups of districts in the Province.

Wherever pay is allowed on the basis of market rates, no allowances of any kind e.g., house allowance or dearness allowance should be separately given.

Recommendation 19. Temporary posts should not be retained indefinitely on temporary basis, but should be made permanent, as soon as it is felt that they are required for the normal working of the concerned department.

Recommendation 20. When Govt. servants in the above kinds of establishments are put on time-scales of pay, initial pay fixed in the scales should be fixed in the manner indicated in Section 8 of Chapter I. In the case of employees drawing pay at daily rates, the existing pay should be taken as the daily rate drawn in the previous month, multiplied by 26. In the case of contingent establishments paid at market rates, the existing pay should be taken as market pay less the dearness allowance.

xx xx

Recommendation 22. A certain percentage of posts in the Upper Division of the Secretariat should be reserved for being filled by promotion according to merit from among graduates working as Upper Division Clerks in other City offices and in each respective department of the Secretariat.

XX

Recommendation 23. In the City and Mufassal offices only the following posts should exist in the future:-
Superintendent, Office Assistant, Accountant, Cashkeeper, Upper Division Clerk, Lower Division Clerk, Stenographer and Typist.

Upper Division Clerks in charge of supervisory work of sections should be called Headclerks and given a special pay for the supervisory work of Rs.10/- p.m. in an office with more than 5 clerks and of Rs.5 p.m. in an office of 3 clerks or less.

Such posts as Manager, Asst. Manager, Office Manager, Steward, Cashier should be abolished, the incumbents holding the posts being fitted into one of the above classes.

Superintendents should be of 5 grades the scales of pay of which may be - (1) Rs.190 --360, (2) 250 - 300, (3) 190--240, (4) Rs. 170--220, & (5) Rs.140--190.

Office Assistants should fall into either of the scales (3) or (5) above & Accountants & Cashkeepers to the scale (5) above.

Extracts from the recommendations of the Salaries Committee of 1946.

Part III - Municipal and Local Board Services.

27. The District Board and Municipal Services should be paid at the same rates as corresponding Government services, the qualifications for corresponding posts being the same. Where there are no corresponding posts, the qualifications and pay should be the same as Government would prescribe for similar posts.

Where the nature of the work attached to a post in a District Board or Municipal service is more or less identical with that in Govt. service, the Local Board or Municipal service should be absorbed in the corresponding Govt. service, which should make its officers available to the Local Board or Municipal service, either on foreign service terms or on the terms set out in Fundamental Rule 127.

In all other cases selection to the posts should be by a Central impartial authority, which should apply the same standards for selection as are applied for Govt. services. In the case of posts coming under the purview of this authority, the allotment of candidates may be made by the authority to the various district boards and municipal councils as a regional basis, mainly on linguistic considerations.

Promotions should be made normally, as at present, from which the personnel of the district board or municipal council concerned, but the central authority may be consulted in such promotions (Section 1).

This recommendation should be remitted to the Retrenchment and Reorganisation Committee for further consideration.

28. Pending acceptance of the above proposals, the scales of pay attached to the existing posts in Local Board and Municipal services should be revised as indicated in Appendix VII as modified in Statement III.

Pay should be fixed in the revised scales only at the next above stage without any weightage being given for service in the existing scales, with effect from such date as the Govt. in the Local Administration Dept. or Education & P.H. Dept. may decide in each individual case on an investigation of finances.

Recommendation 29. Before the Govt. order any revision of salary scales or the payment of lump sum in lieu of retrospective effect for any of the Municipal and Local Board services, they should investigate the financial effect as regards each local authority with a view to finding out how its financial resources can be increased in case it cannot bear the additional expense involved in revising salaries

As regards Education Services alone, in the case of Elementary schools, the Govt. should pay advances to the local bodies to meet the extra expenditure to the extent that each local authority cannot bear it. In the case of Secondary Schools, Govt. should give grants-in-aid on the basis of similar grants given to private aided secondary schools. All possibilities of enhancing the receipts under the Education accounts of local bodies should be explored and the advances paid from Provincial funds repaid as far as possible.

30. The various kinds of executive officers in local Board and Municipal Services mentioned in Appendix VII should be placed in a spearate service, governed by special rules and conditions and called the Local Authorities Executive Service. Recruitment to this service should be only be from Local Board and Municipal services or by direct recruitment, in suitable proportions for each post. The existing incumbents who are Govt. servants, may be permitted to get confirmed in the new service and earn pension on their permanent pay, the necessary pension contributions being collected by the Govt. from the local board or municipal councils concerned. The existing post of Dy. Inspector of Municipal Councils and Local Boards should continue to be a Provincial Service post, to which recruitment might be by promotion from the Local Authorities Executive Service or from Govt. service (Section 2).

31. Recommendations made in Appendix VIII in regard to municipal and panch yat board menial establishment should be applied to similar establishments in district boards (Section 3).

32. The dearness and war allowance now paid to local board and municipal servants should continue as dearness allowance, at the existing rates, subject to conditions similar to those laid down for Govt. servants.

All local authorities should be advised to construct houses for their low-paid subordinates (Section 4).

Part IV - Subsidies, temporary increases to Govt. pensions, etc.

33. The subsidies paid to Rural Medical Practitioners should be raised to Rs.720 per annum in the case of Graduates and Rs.600 per annum in the case of Licentiates.

34. All House Surgeons and House Physicians working in Govt. hospitals should have their subsistence allowance increased to Rs.60 per mensem.

Part V - Teachers of aided Schools.

37. All aided and panchayat schools should be required to give pay to their teachers on the scales of pay mentioned in col. 4 of Statement IV, the Govt. bearing the entire expenditure required for this in the case of elementary schools.

In the case of Secondary schools, the grant-in-aid should continue to be based on half of the net approved cost during the preceding financial year. In addition to the usual grant-in-aid on this basis, a special additional grant should be paid to the Managements, equal to one-half of the difference between the average of the scales of pay recommended for similar posts in the Local Fund Services and the average of the scales of pay actually adopted by the Managements, subject to the condition that this additional grant is used entirely for payment to the teachers, according to directions issued by the Govt. in the E. & P.H. Dept. The question of further improvement of salaries of teachers should be taken up after the Govt. of India agree to bear half the extra cost or a substantial grant thereof as a separate contribution towards Educational development.

After orders are passed sanctioning enhanced grants, Govt. in the E & P.H. Dept. should take the necessary steps to see that they are utilised for the purpose intended viz., the regular payment of increased salaries to teachers.

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139 -4- p.160 of printed Report 211 233

(b) The second and third parts of Recommendation 22, the first part of Recommendation 24, Recommendations 25 and 36 will be withdrawn, and

(c) the rest of the recommendations will remain unchanged.

38. The dearness and war allowance paid to teachers of aided secondary and elementary schools, including panchayat board schools, should continue at the existing rates, subject to their reduction and final withdrawal along with the dearness allowance paid to Govt. servants.

39. The question of payment of arrears of dearness and war allowances, as from 1st July 1944 to the teachers of these institutions should be finally dropped.

40. This report should be treated as a "Confidential" one intended for official use only.

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same as pp. 189-190 ante

Further note dated 27.12.46 for the Cabinet on the recommendations of the Cabinet Salaries Committee.

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p.187 ante

Since the preparation of our note dated 24.12.46, we have further considered the question of the rates of pay of teachers in Local Fund and Private-aided Institutions with special reference to the financial liability to Govt. We understand that it will be risky to act on the presumption expressed in our note dated 3-12-46 that the Govt. of India will bear half the additional expenditure as a separate grant, which will not be set off against their block-grant towards Post-War Reconstruction expenditure. At the same time, it would not be proper to postpone an announcement regarding teachers' salaries alone till the position is made clear by the Govt. of India. We therefore consider that we should revise our recommendations still further, so that the financial commitment to Govt. will be reduced.

p.119 & 112 ante

We have decided to recommend that the recommendations already made by us should be modified to the following extent:-

p.177 ante

Recommendation 6 - Educational Subordinate Service.

Deputy Inspectors, Sub-Asst. Inspectresses, Headmasters, Headmistresses, Physical Directors, and Physical Directresses - - First and Second Grades, will also be allowed a special pay of Rs.5 p.m. for craft-training.

Recommendations 29 and 37 - Secondary Schools.

(i) (a) Municipal Councils and Local Boards should be ordered to adopt the scales of pay recommended by the Salaries Committee and grants in aid made to them on the basis of half of the approved net cost in the preceding financial year.

(b) Private aided institutions should be advised to adopt at least the scales of pay recommended by the Committee for Municipal and Local Board services. In addition to the grants-in-aid to which they would be eligible under the existing rules, they should be paid a special grant equal to one-half of the difference between the average of the scales of pay recommended by the Committee for similar posts in the ~~Municipal and~~ Local Board Services and the average of the scales of pay actually adopted by the Managements, subject to the condition that this additional grant is used entirely for payment to the teachers employed by the managements in the schools in question according to directions to be issued by the Govt. in the E. & P.H. Departments.

(ii)(a) Elementary Schools. Municipal Councils and Local Boards should be ordered to adopt the scales of pay recommended by the Committee and advances made to them from Provincial funds to meet the extra expenditure to the extent each Municipal Council or Local Board is unable to bear it from its own revenues. All possibilities of enhancing the receipts under the Education Account of each Municipal Council and Local Board should be explored in due course and the advance paid from Provincial Revenues repaid as far as possible.

(b) in lieu of the scales of pay recommended by the Committee for aided Private elementary schools including Panchayat Board schools, the following scales of pay should be adopted and grants-in-aid made to the managements in full on the basis of the actual salaries paid in these scales:-

	Rs.	
Lower Elementary Grade Teachers:-		
Untrained ..	8	
Trained. ..	15	
Higher Elementary Grade Teachers —		
Untrained ..	12	
Trained ..	20-25	(E & P.H.Dept. should work out the scales in consultation with Finance Dept.).
Secondary Grade Teachers—		
Untrained ..	15	
Trained ..	25-35	-do-
Collegiate—		
Untrained ..	20	
Trained ..	35	

The question of further improvement of the scales of pay of the Educational services of private-aided institutions should be taken up after the Govt. of India agree to bear half the extra cost or a substantial part thereof as a contribution towards educational development.

(Sd.) K.R. Karanth
M.Bakthavatsalam
Daniel Thomas
27.12.46.

Annexure. I

141 || Tentative scales accepted after with discussion with [illegible] & Fen

133 234 213

Elementary schools.	Trained. Rs	Untrained. Rs	Government Schools.	District Board Schools.	Municipal Schools.
H.E. grade teachers.	25-2/2-45.	20	Rs. 23 - 45.	20-30	23-45
Secy. Grade teachers. (Lower elementary schools).	30-2/2-38-3/2-50.	25	Rs. 30 - 55	25-45	30-55
Do. (H.E. schools). ..	40-5/2-80.		Do.	Do.	Do.
Graduates. ..	50-4/2-90.	40	Do.	Do.	Do.

(i) 10% of the grade salary to be given to heads of institutions.

Secondary and special schools.	Rs			
Secondary grade trained.	40-5/2-80.	Rs. 30 - 55	30-50	30-50
B.A., L.T.,	70-10/2-150.	Rs. 70 -130	65-100	65-100
Headmasters, High Schools (for schools over a strength of 500).	175-15/2-220-20/2-300.	140 - 200	110-170	110-170
Do. (other schools.).	175-15/2-250.			
Manual Training Instructors.	40-5/2-80.	Rs. 30-55	30-50	30-50
Pandits and Munshis.	45-2/2-75.	Rs 35-45	45-75 and 30-50	45-75 and 30-50
Commercial Instructors.	70-5/2-100.	Rs. 55-70	30-50	30-50
Drawing Masters.	40-5/2-80.	Rs 30-55	~~30-50~~ 30-50	~~30-50~~ 30-50
Physical Training Instructors.	40-5/2-80.			

Sewage [illegible]	34.40	
" [illegible]	147.12	72
Sewage [illegible]		
Local [illegible]	24	
Overside	36	
Transfer	2.52	
" Overside		
[illegible]	244.04	
	72	
	316	

Annexure IV

Number of teachers.	Present scale	Average pay.	Revised scale.	Average pay.	Extra cost.
		Elementary Schools.	(Single scale for secondary grade teachers suggested by GOI.		
SECONDARY GRADE TEACHERS.					
Government Schools (42 plus 388) or 430.	Rs.30-3/2-45-2/2-55.	Rs. 42 - 2'9	40-4/2-60-2/2-70	54/2/3.	64,214
Local Board and Elementary Schools (45 plus 4501) 4546	25-2/2-45	34-7/9	do	54/2/3	10,84,780
Private Schools ((109 plus 4076) 5185	Rs. 23 and 18		do	54/23	34,880
					19,28,880
Panchayat schools.	96 Rs 80		do	54/2/3	34,176
					28,48,570.

~~If the scale is fixed at Rs. 40-4/2-60-2/2-70 the extra cost will be Rs. 45,570 plus (10257 x 60) 654 2/3~~ ~~15,420~~ ~~34,63,990~~

HIGHER ELEMENTARY GRADE TEACHERS :					
Government Schools 2306	25- 2/2-45	33 4/15	25 - 2/2-45	34 7/9	
Local Fund and Municipal Schools 34608	20-30	25 - 5/9	25-45	"	1,47,12,583
Aided schools 41819	14½		25-45	"	
Panchayat schools. 1742.	15		25-45	"	
					1,75,61,113
SECONDARY SCHOOLS :	~~20-50~~	~~39 7/8~~	~~40-70~~	~~54 2/3~~	~~1,55,800~~
Local bodies schools.					

------000------

of the scale for high school grade teachers :
first 5 @ 30-55
the rate cost will increase from 147 lakhs to 219 lakhs

Rs 1.75 crores / 72 = 2.47

219 / 25 = 2.47

Annexure III Elem. schools

Number of teachers.	Present scale of pay.	Average pay.	Revised scale	Average pay	Extra cost.
	Rs	Rs	Rs	Rs	Rs
Elementary schools - Secondary grade teachers. (Difference scale)					
Government Schools (430)	30-55	42 2/9	30-50	40 2/3	-8000 (Savings)
Local body school (45 plus 4501 or 4546)	25-45	34 7/9	30-50	40 2/3	3,24,250
Private school (109plus 5076)	23 and 18		30-50	40 2/3	23,808 13,80,672
Panchayat schools. 96	20		30-50	40 2/3	23,808
Elementary Schools - Higher elementary grade teachers.					
Govt. schools (2306)	23-45	33 4/15	25-2/2-45	34 7/9	-
Local Board and Municipal Schools (34608)	20-30	25 5/9	Do.	Do.	1,47,12,543.
Aided Schools (41819)	14		Do	Do.	
Panchayat schools (1742)	15		Do	Do.	
It has been estimated by the D.P.I. that about 7500 teachers of the secondary grade may have to be granted the scale of Rs. 40 -80 and the extra cost has been calculated by him as.				...	17,00,000
			Total elementary schools.		1,81,5[illegible]81.

Annexure III Elem. schools.

Number of teachers.	Present scale of pay.	Average pay.	Revised scale (Different scales)	Average pay	Extra cost.
	Rs	Rs	Rs	Rs	Rs
Elementary schools - Secondary grade teachers.					
Government Schools (430)	30-55	42 2/9	30-50	40 2/3	-8000 (Savings)
Local body school (45 plus 4501 or 4546)	25-45	34 7/9	30-50	40 2/3	3,24,250
Private school (109plus 5076)	23 and 18		30-50	40 2/3	23,808
Panchayat schools. 96	20		30-50	40 2/3	13,80,672 23,808
Elementary Schools - Higher elementary grade teachers.					
Govt. schools (2306)	23-45	33 4/15	25-2/2-45	34 7/9	
Local Board and Municipal Schools (34608)	20-30	25 5/9	Do.	Do.	1,47,12,543.
Aided Schools (41819)	14		Do	Do.	
Panchayat schools (1742)	15		Do	Do.	

It has been estimated by the D.P.I. that about 7500 teachers of the secondary grade may have to be granted the scale of Rs. 40 -80 and the extra cost has been calculated by him as. ... 17,00,000

Total elementary schools. 1,81,5[illegible]881.

Secondary school - Local bodies Annexure IV

136

LOCAL BOARD MUNICIPAL SCHOOLS.

Teachers according to grades.	Number of teachers.	Cost accg. to the existing ~~scheme~~ scale	Cost accounding to the proposed scales: Total	Extra Codumn 6-7.
1. Collegiate.	1,668	144	22,55,136	
2. Secondary grade	2,447		18,00,992	
3. Higher Elementary grade	72		30,048	
4. Lower Elementary grade	37		8,880	
5. Pandits and Munshis (50 % on 45-5/2-60 and 50 % on 50-5/1-100)	764	32,44,408	6,36,666	20,98,978
6. Manual Training Instructors.	147		1,00,192	
7. Physical Training Instructors.	235	690	2,26,840	
8. Commercial Instructors	62		64,976	
9. Draing masters.	246		1,81,056	
a0. Untrained Teachers.	85		30,600	
			53,43,386	

P.T.O.

(139)

LOCAL BOARDS AND MUNICIPAL COUNCILS.

145

	Rs	Rs
I. a) Extra cost on account of revision of pay of teachers (with statement).		20,98,978
b) Extra cost on account of increased salaries to Headmasters. (i) 197 Headmasters at Rs. 165-15/2-240-10-250.	5,08,391	
(ii) Add allowance of Rs. 30 p.m. for 104 Headmasters of schools with strengthover 500.	37,440.	
Total.	5,45,831	
(iii) Deduct salary already included forthem as L T. Assistants in the statement (197 x 1352).	2,66,344	
	2,79,487	2,79,487
c) Extra cost on account of allowances of Rs. 15 p.m. to 62 Headmasters of Middle schools.		11,160
d) Extra cost on account of allowance of Rs. 10 p.m. to 197 Assistant Headmasters of Primary Schools.		23,640
T o t a l.		24,13,265
II. Present expenditure of local boards and Municipal Councils as worked out from Tabular Inspection Reports.		48,48,565
Add extra cost on account of revision.		24,13,265
		72,61,830.
Deduct subsidy paid to local boards and municipal councils in 1945- 46.		7, 85,135.
Extra cost onaccount of revision as proposed in the letter.		@ 64,76,695.

@ ~~In fact~~ local bodies are meeting the present expenditure of Rs 48 lakhs from their general funds, school fees and the Govt. subsidy mentioned first. The extra cost can be taken as only Rs 24 lakhs.

138

Annexure IV Secondary school - Aided 239

Teachers according to grades.	Aided ~~Elementary~~ schools. Number of teafhers.	Cost acc. to the existing scales.	Cost according to the proposed scales. Total.	Extra (Columns 4-3)
TRAINED.				
1. Collegiate.	2,745		37,1k, 240	
2. Secondary grade	3,808		28,02,688	
3. Higher Elementary grade.	149		62,183	
4. Lower Elementary grade.	24		5,760	
5. Pandits and Munshis (50 % on 45-5/2-80 and 50 %50-3/2-100)	853	42,81,045	7,10,893	37,84,335
6. Manual Training Instructors.	202		1,48, 672	
7. Physical Training Instructors.	364		3,11,584	
8. Commercial Instructors.	69		72,312	
9. Drawing Masters.	288		2,11,968	
10. Untrained teachers.	78		28,080.	
			80,65,380	

123

I

300

(2745-300)

300/12 x 150 =

2475 x 45/12

3750

9281

7300

1633

2926

4890

111375

317 1/3

7291

71

77

II

17537

380F x 23/12

853 x 23/12

923 x 38/12

300 x 15 = 4500

2475 x 15 = 37125

380F x 4 = 15232

853 x 4 3412

923 x 4 3692

63961

139

AIDED SCHOOLS.

147 240

	Rs	;
I. a) Extra cost onaccount of revision of pay of teachers (vide statement).		37,84,335.
b) Extra cost on account of increased salary to Headmasters. (1) 247 Headmasters at Rs. 165-15/2-240-10-25 (Average - 215 1/18 p.m.)	6,37,507	
(ii) Add allowance of Rs. 30 p.m. for 119 Headmasters with strength over 500	42,840	
	6,80,347	
(iii) Decuct salary already included for them under L.T. Assistants in the statement (247 x 1352)	3,33,844	
	3,46,403	3,46,403.
c) Extra cost on on ondcount of allowance of Rs. 15 p.m. for 118 Headmasters of Middle schools.		21,240
d0Extra cost on account of allowance of Rs. 10 p.m. for 247 Assistant Headmasters of Primary schools.		29,640
	Total.	41,81,6a8
II. a) Present cost on all items of admissible expenditure including Profit schools as worked out from Financial Statement.	47,00,369	
b) Add Extra cost onaccount of revision ofpay.	41,81,6a8	
Total.	88,81,987	
c) Amount to be paid on 3/4ths the Net cost. $\frac{88,81,987 \times 3}{4}$		- 66,61,490
d) Deduct grant paid to schools in 45-46 (50 % ofRs.17,56,920) i.e. 8,78,460		8,78,460
Net extra cost to be borne by Government on account of revision. ...		(x) 57,83,030.

(x) At present grants are given to cover one half of the net cost. On this basis the extra cost ~~will~~ to Govt. will be Rs 21 lakhs. The DPI recommends the payment of grant at 3/4 of the net cost. On this basis the extra commitment will be

$\left(\frac{3}{4} \times 42 + \frac{1}{4} \times 18\right)$ or 36 lakhs.

Annexure VI

Training Schls under private management 241

140

148

Grade of Teachers.	No. of teachers.	Cost on staff if revised sdales are introduced.
Collegiate.	108	146, 0a6
Secondary.	189	137,104
Pandits.	19	12,844
Manual training instructors.	77	56,672
Physical Training instructors.	38	27,968 *
Drawing Masters.	n35	25,760
Untrained teachers at Rs. 30 p.m.	15	5,400
	Total.	411,764

(* Allowance of Rs. 10 or 5 allowed to Higher or Lower Grade Physical Training Instructors and taken into account).

Cost on staff according to the existing rates of pay given to teachers. 263,006

Extra cost. 148,758

Extra coston account of Headmasters or Headmistresses 66 schools x Rs. 2640 (annual avr. salary for the scale of Rs. 175-15/2-250). 174,240

Less salary already included as L. T. Assistants. (66 x 1352 avr. of 70-10/2-100 scale). 89,232

85,008 85,008

TOTAL EXTRA COST. 233,766.

The extra cost to the state on account of revision of pay of teachers is in aided trainingschools will be .

i. at 2/3 rd.cost on staff. 2/3 x 233,766 Rs. 1,55,844

or

ii. at 3/4th cost on staff. 3/4 x 233,766 Rs. 1, 75,325

The extra cost on account of admitting thetraining schools for 2/3 or 3/4 n net cost is as follows.

i. Net cost of trg. schools in 43-44				Rs 3,06,421
ii. 1/2 net cost.				1,53,211
iii. 2/3 net cost	3,06,421	x	2/3	2,04,281
Iv. 3/4 net cost.		x	3/4	2,29,816

v. Extra cost on admitting the schools for 2/3 net cost.

2,04,281 - 153,211 - Rs. 51,070
plus 155,844
206,914

vi. Extra cost on admitting the schoolsfor 3/4 net cost.

229,816 - 153,111 76,605
plus 176,325
251,930.

.....

Annexure VII

(141)

Revision of Pay of teachers in Govt., Secy and Training schools.

149

Grade of Teachers	Number of Teachers	Present scale of pay	Average of the present scale of pay	Total Cost on the average of the present scale of pay	Proposed scale of pay	Average of the proposed scale of pay	Total cost on the average of the proposed scale of pay	Additional extra cost Col 8-5	Immediate extra cost on account of Rs 2/- extra D.A for 8 months in 1946-47	Remarks.
1	2	3	4	5	6	7	8	9	10	11
Government Secondary schools for boys and girls.										
1. Secondary grade	252									In the case of I to V revised whole Secy Grade scale of pay has been adopted as the existing scale corresponding to that grade
2 ~~Manual Trg Instructors~~	16									
3 Drawing Masters (Higher)	19	30-$\frac{3}{4}$-45-$\frac{3}{2}$-55	42 1/12	1,64,125	40-$\frac{4}{2}$-60-$\frac{3}{2}$-70	54 2/3	2,10,200			
4 Music Teacher	16									
5 Phy. Trg. Instructors (Higher)	22								6,992	
6. Higher Sly grade	7									For similar reasons Higher Sly Grade Scale has been adopted in the case of Nos 6 to 8.
7 Phy. Trg Instr. (Lower)	8	20-$\frac{2}{2}$-45	33 4/15	11,178	25-$\frac{3}{2}$-45	34 7/9	11,685	507		
8 Drawing Masters (Lower)	13									
9 Pandits	80	35-$\frac{4}{2}$-43-$\frac{3}{2}$-45	41 4/9	39,787	40-$\frac{4}{2}$-60-$\frac{3}{2}$-70	54 2/3	52,480	12,693		As suggestion in the U.P. Secy grade scale has been adopted
10. Commercial Instr.	4	55-5/2-70								
Total.	437							62,275	6,992	
Government Training schools for men and women.										
1. Secondary grade	546									The above remarks apply in appropriate cases.
2 Man. Trg. Instructor	45									
3 Phy. Trg Instructor (Higher)	43	30-$\frac{3}{2}$-45-$\frac{3}{2}$-55	42 1/12	3,58,045	40-$\frac{4}{2}$-60-$\frac{3}{2}$-70	54 2/3	4,63,136	1,05,091		
4 Drawing Master (Higher)	17									
5 Music teachers	25								13,792	
6. Sewing Mistresses	33									
7. Higher Sly grade	31									
8 Phy. Trg Instructor (Lower)	42	23-$\frac{2}{2}$-45	33 4/15	45,509	25-$\frac{2}{2}$-45	34 7/9	47,576	2,067		
9 Drawing Master (Lower)	41									
10. Pandits	39	35-$\frac{4}{2}$-43-$\frac{3}{2}$-45	41 4/9	19396	40-$\frac{4}{2}$-60-$\frac{3}{2}$-70	54 2/3	25,584	6,188		
Total	862							1,13,346	13,792	⊗

⊗ The extra cost has been arrived at after making allowance for the L.T. teachers in these schools.

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

150 Cabinet Sub-Committee

NOTE FOR THE ~~MEETING OF THE~~ CABINET.

Revision of scales of pay of staff in ele. and secy. schools.

Educational institutions in this Province are under three different managements - Govt., local body and private. Definite scales of pay have been prescribed for the staff employed in institutions under Govt. and local bodies, while the Govt. have not laid down any specific scales of pay for the staff in aided schools. In a few of the aided schools, definite scales are in vogue; but in many of them there are no fixed scales of pay. The system in force in the different kinds of institutions and the scales of pay or grants, as the case may be, are set out in Part V of the Report of the Cabinet Sub-Committee and in Appendices II and VII to the Report.

2. The Central Advisory Board of Edn., in its Report on Post-War Educational Development, recommended, among other things, the introduction of uniform scales of pay for all teachers under all kinds of managements. According to the Board, the lowest qualfn. for teachers should be the Teacher's Certificate of the Secy. Grade. It has suggested a minimum scale of pay of Rs.30-50 for teachers in lower ele. schools and Rs.40-80 for those in higher ele. schools. The Boards recommendation as to uniformity of pay for all teachers was accepted by the Edn. Sub-Committee of the P.W. Reconstn. Committee set up by the previous Govt and also by the General Committee; and, based upon that, a scheme of "introduction of uniform scales of pay for teachers in schools under all kinds of managements" has been incorporated as one of the Provl. Govt. Post-war educational schemes in the Five-year plan drawn up by the previous Govt. The scheme has been estimated to cost Rs.894.35 lakhs during the five-year period. The

P.T.O.

G.of I. have stipulated it as one of the conditions of their contribution to the plan that the scales of pay recommended by the Central Advisory Board should, as far as possible, be adopted. In order to secure expedition of our education plan, we decided, however, that the Higher Elementary Grade teacher must also continue for some time. On certain proposals ~~set out~~ sent up by the D.P.I. to implement the scheme, the former Govt. laid down tentatively certain scales of pay for different classes of teachers.

p36 NF

3, After the new Govt. took over, a proposal to improve the status and emoluments of Higher ele. and Secy. grade teachers was made as it was considered that those categories formed the backbone of the teaching profession and upon their availability depended the success of the scheme of expansion of ele. edn. In that connection, the follg. proposals were made:-

(1) The pay of secy. grade teachers be raised to Rs.40-4/2-60-2/2-70.

(2) The pay of higher ele. grade teachers be raised to Rs.25-2/2-45. -

p2 NF

(3) The dearness allce. that the teachers are now receiving be absorbed in their pay to the extent necy. and the balance be paid as dearness allce. separately.

(4) All teachers be granted an immediate increase of Rs.2/- which should be given as addl. dearness allce.

It will be noticed that these proposals contemplated the absorption in the teachers' pay of the dearness allce. which they are receiving. They were accepted by the Finance Dept. with certain minor modfns., which modifications were acceded to by the Hon. Minister for Edn. The matter was discussed at a meeting of the Cabinet and it was decided that the raising of the pay and status of teachers must be taken up along with the raising of the pay of other low-paid servants and necessary steps would be taken as soon as possible.

pp 19-21 NF

p25 NF

p29 NF

4. With reference to the decision of the Cabinet referred to above, E.& P. H. Dept. put up proposals for the revision of the scales of pay of teachers, in school

p37 NF

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under all managements, the scales recommended being:-

	Rs.
HIGHER ELE. GRADE.	
With craft training.	30-2/2-50.
Without "	25-2/2-45.
SECY. GRADE.	
With craft training.	40-5/2-80.
Without "	36-5/2-76
L.T.'s.	
With craft training.	75-10/2-155
Without "	70-10/2-150.
PANDITS.	
(a) VII F. and below with language Pandits' and Munshis' trg.	45-5/2-80.
(b) VI F. and Pandits' trg. without teacher's trg.	60-5/2-90
(c) VI F. with Pandits' Trg. and teacher's trg.	70-10/2-150
(d) B.O.L.'s in schools.	70-10/2-150.
PHYSICAL TRG.	
(a) Graduates with P.T.I.	70-10/2-150.
(b) VI F. plus P.T.I. (Secy. gr. craft)	40-5/2-80.
(c) Secy. Grade plus P.T.I.	(40-5/2-80 + 10)
SPECIAL TEACHERS.	
As for Secy. grade.	40-5/2-80.

The cost involved in the revision of salaries as proposed was estimated as follows:-

p38 NF

1.91
1.26
3.17

	Rs. in lakhs.
ELEMENTARY SCHOOLS.	
Govt.	1.91
Local bodies.	64.55
Aided.	1,45.60
Panchayats.	5.11
	217.17
SECONDARY SCHOOLS.	
Govt.	1.26
Local bodies.	29.00
Aided.	40.00
	67.26

217.17 A

It was pointed out that, so far as Govt. schools and ele. schools under private management were concerned, the extra cost would have to be borne entirely from the Provl. funds, and that, as regards ele. and secy. schools under local bodies, the Govt. would have to meet such portion of the extra cost as the local bodies could not bear from their own funds. As

regards secy. schools under private management, the extra cost on account of payment of salaries at revised rates was worked out as about Rs.40 lakhs p.a. Under the existing system of grants, one-half of this will have to be borne by the management from its resources. The D.P.I. had reported that many managements did not have sufficient resources to meet the extra cost on account of the revision of salaries. It was, therefore, proposed that the grant should be assessed at 3/4th of the net cost; the extra expre. being estimated at Rs.40 lakhs (3/4th of 40 + 1/4th of 42).

It may be mentioned also that when proposals for the revision of pay of teachers were ~~then~~ first put up, the intention was to merge the dearness allowance in the revised scales, as the proposed revision was independent of the general revision of salaries of all Govt. servants. But, as it was later decided to consider the question along with the general revision of salaries, alteration of the basic scales of pay was suggested, the question of continuing the dearness allowance being left to be settled subsequently w.r.t. the recommendations of the Cabinet Committee in respect of all other services. Further, it was brought to notice about that time that the existing scales of pay of teachers plus their dearness allowance was not sufficient to attract candidates to the training institutions; against 50 secy. grade training classes and 50 ele. grade training classes sanctioned in 1946 - 47, for training 2000 addl. teachers of each grade, it was possible to open only 30 secy. grade classes with a strength of 1181 candidates and 18 ele. grade classes with 544 candidates owing to dearth of applicants.

4. The Cabinet Salaries Committee which has considered the proposals have made the following recommendations:-

I. The scales of pay for teachers employed in schools under local bodies shd. be the same as those for teachers in Govt. Service. The Govt. shd. give financial aid to the local authority in the form of a grant wh. shd. be equal to the grants now paid by the Govt. or the amount to which the local bodies would be eligible at the rates

recommended for aided private edl. institutions, whichever is greater.

II. The managements of aided schools - ele. and secy. - including Panchayats - shd. be warned that they shd. take immediate steps to ensure that their teachers are paid at the Govt. rates. In case they fail to do so within a prescribed time, their schools shd. be taken over by Govt. agencies or ~~grants~~ grant refused to them, the worst ones being taken up first and as far as Provincial finances will permit.

III. The Govt. grant to all ele. schools, private and Panchayat shd. be calculated at the follg. rates:- elementary schools

	Rate per year. Un-trained. Rs.	Trained. Rs.
Lower ele. grade.	96	180
Higher ele. grade.	144	240
Secy. grade.	180	300
Collegiate grade.	240	360

The Govt. grant for secy. schools shd. be based on 2/3rds instead of half, of the appd. net cost in the preceding financial year.

IV. The dearness and war allces. paid to to teachers of aided secy. and ele. schools, including Panchayat board schools, shd. continue at the existing rates, subject to their reduction and final withdrawal along with the dearness allce. paid to Govt. servants.

V. The question of payment of arrears of dearness and war allces., as from 1-7-44, to the teachers of these institutions shd. be finally dropped.

5. To take the case of aided private ele. schools. first, it will be noticed that the original recommendation of the E & P.H. Dept. was that definite scales of pay shd. be sanctd. for the schools and that the extra cost involved shd. be met in full by the Govt. The Sub-Committee's recommendation is that, while the aided ele. schools shd. adopt Govt. scales of pay, they shd. be given grants at fixed rates. The addl. grants-in-aid that will be paid on the basis of the enhanced rates of pay will be only about Rs.38 lakhs p.a., while the addl. cost involved in paying salaries at Govt. rates will be about Rs.145 lakhs p.a. (on the basis of the average of each scale) The managements will not be in a position to find the addl. amount from their own resources. As it is, the Govt. are practically meeting the entire cost of aided ele. schools in respect of teachers' salaries; the cases of managements paying anything extra to the teachers over and above the teaching grant given by the Govt. are extremely few.

The Sub-Committee suggest the holding out of a threat to the managements that if they do not introduce Govt. scales of pay the schools will be taken over under Govt. management. The effect of these recommendations will only be that, while the managements will be paying their teachers only accg. to the rates of grant which Govt. pay them, because their resources do not admit of the addl. expre., the Govt. will either have to implement their warning by taking over the schools immediately afterwards, or keep the warning un-implemented indefinitely. The latter course would be obviously undesirable - as keeping a big body of teachers out of the benefit of the principle of uniform pay; and between the former course and the policy of taking over the schools immediately now, there is only the difference of a warning which we know, in the circumstances, to be only formal. It is a question for serious consideration, therefore, whether the Govt. should not straightaway agree to pay managements the expre. involved in introducing Govt. scales of pay. Further, the condition imposed by the Govt. of India for their contributing towards the post-war education scheme will not also be fulfilled, if in effect we shut out practically all aided ele. school teachers from the benefit of the proposal of uniform pay. As it is proposed to continue dearness allee., the minimum pay for higher ele. and secy. grade teachers will be Rs.36/- and Rs.41/-, but that will not meet the point, as the Govt. of India contemplate the revision of the basic scales.

20+16=36
25+16=41

The remarks made in the case of aided schools will apply also to ele. schools under Panchayats.

As regards elementary schools under local bodies, the recommendation of the Committee is that local bodies should pay their teachers according to the Government scales and that Govt. should give financial aid to the local authorities in the form of a grant which should be equal to the grants now paid by the Govt. or to the amount to which the local bodies

Recommendation to 29 in Part III on p159 of the Report

would be eligible at the rates recommended for aided private educational institutions, whichever is greater. Apparently, the intention of the Committee is not to pay the local bodies, an additional amount equal to the ~~grants~~ subsidies now paid to them by Govt. towards the cost of the revision of salaries of teachers. What the Committee evidently means is that the ~~grants~~ subsidies now paid to the local bodies should be revised ~~on the existing basis~~ with reference to the revised scales of salaries, following the existing method of calculation of subsidies.

The subsidies payable to local bodies for maintenance of elementary schools were consolidated into a lump sums in 1936 and they are not subject to revision. In addition, the Govt. also pay local bodies a contribution from Provl. revenues, based on the proceeds of the education tax realised by them. Under the provisions of the Madras Ele. Education Act, local bodies are permitted to levy an education tax in their areas, on their initiative, with the approval of the Govt. The Govt. can also direct the local bodies to levy the tax. Until 1941 ~~local bodies were paid from Provl. funds~~ Govt. contributions equivalent to the proceeds of the tax levied by ~~them~~ local bodies were being paid. That year, the Act was amended; and now the Govt. are not obliged to give local bodies contributions towards the proceeds of the education tax levied after the amended Act came into force. The contribution now payable is only on the average rate of education tax for the Presidency, (namely 1 1/3 per cent of the property rentals in municipal areas and 3 3/4 pies in the rupee of land revenue in rural areas) or on the rates of education tax in force in the area of the local body prior to 1941, whichever is greater. Thus, contribution payable by Govt. towards the proceeds of education tax is also, more or less, fixed.

There are now definite scales of pay for teachers in ele. schools under local bodies. The expenditure incurred by them on ele. schools is Rs.228 lakhs pa. made up of (a) education tax: Rs.68 lakhs (b) Govt. grant: Rs.115 lakhs (c) contribution ~~to~~ from the general funds of the local body: Rs.31 lakhs and (d) other items: Rs.14 lakhs. The additional cost involved in the payment of salaries to teachers

according to the proposed revised scales is estimated at Rs.65 lakhs p.a.

As pointed out above, it is not possible to revise the Govt. grants now paid to local bodies for elementary schools since they are not based either on the number of existing teachers or on the scales of pay paid to them. The proposal of the Committee that a grant shd. be paid to the local bodies equal to the grant now paid cannot, therefore, be implemented. The other alternative is to sanction grants to local bodies at the rates recommended for aided private educational institutions. For private educational institutions the committee has recommended fixed ~~scales of minimum~~ rates of grant. The total cost involved in paying the teachers now employed in ele. schools under local bodies at these rates will be about Rs.107 lakhs. As the Govt. are already paying the local bodies Rs.115 lakhs as grants, if this suggestion is adopted, the local bodies will not be eligible for any additional grant towards the cost of paying teachers at the revised scales of pay. Most of the local bodies are very badly off financially. They will not be able to meet the additional expenditure from their own funds and it seems that Govt. will have to bear the entire additional cost involved in the revision of salaries of teachers. If this is not done the remarks made above in regard to aided ele. schools teachers will become applicable to this class of teachers also.

The expre. now incurred on secy. schools under local bodies is Rs.48 lakhs made up as shown below:

Fee income	Rs.30 lakhs.
Govt. subsidy.	Rs.8 lakhs.
Contribution from general funds.	Rs.10 lakhs.

The additional cost involved on the payment of salaries ~~scales~~ of teachers at Govt. rates will be about Rs.24 lakhs. The total expre. on secy. schools will then

and deducting the fee income, the net cost will be Rs.42 lakhs. be Rs.72 lakhs, Accg. to the Committee's recommendation the Govt. subsidy payable will be Rs.28 lakhs. The additional cost to Govt. will be about Rs.20 lakhs. The local bodies will have to bear an expre. of only Rs.14 lakhs, against which they are already meeting Rs.10 lakhs from their resources and it may not be difficult for them to bear the addl. Rs.4 lakhs. The proposal of the Sub-Committee may, for the time being, be accepted and further modfn. of the basis of grant made, if necessary, after expce. has been gained.

As already stated, the Govt. are now paying to aided secy. schools half the net cost of maintenance. The total expre. on the schools at present is Rs.47 lakhs and the addl. cost involved in introducing Govt. scales of pay will be about Rs.42 lakhs. If grants at 2/3 rds of the net cost are paid, the addl. expre. from the Provl. funds will be Rs.31 lakhs. As most the managements are reported to be not financially well off, it is doubtful whether they will be able to foot the bill (Rs.11 lakhs) on account of the introduction of Govt. scales of pay. As in the case of local bodies, the proposals of the Committee may however be accepted, for the time being, any change on the basis of grant being made later on, if necy., after expce. is gained.

12/11/46

The views of the Finance Department on the views and proposals of this Department in the fore-going note are contained in the Note of the Finance Secretary which is typed as Appendix I.

Finance have suggested that an estimate should be made of the immediate extra cost of all proposals and of the extra cost over the next five years (for comparison with the amount provided under Scheme No.87 in the existing Post-War Plan). This is given in

Appendix II.

Finance have agreed with this Department that the ~~concessions~~ warning proposed to be given to aided institutions will not be a solution of the problem.

Finance have agreed with this Department that the alteration in scales should leave the dearness allowances unaffected.

For the rest Finance Secretary points out that the total ultimate bill for Government, if it assumes liability as proposed by this Department, will be colossal and that he can see only two ways of reducing the liability. They are (1) to give up the general principle of uniform scales ~~for xxxx~~ of pay for all teachers, and (2) to fix lower new scales for Government.teachers than those proposed by the Committee. He suggests therefore (1) the scale for secondary grade trained teachers be Rs.30-1-50 with corresponding reductions for all other grades.for teachers in Government institutions; (2) appreciably lower scales for teachers in local board institutions, (3) these to be sanctioned only after examination of the ~~financial~~ finances of individual local bodies, (4) where new scales are sanctioned teachers should be brought on to them only at the next above stage and without retrospective effect; (5) for teachers in panchayat and private aided elementary schools we cannot go beyond the fixed grants recommended by the Committee and (6) in respect of secondary schools a further careful detailed examination is essential before the Committee's recommendations can be placed before the Cabinet for orders.

This Department's reply to these points is as follows:- It would be quite unjustifiable to mulct teachers in Govt. institutions of the benefit of the general revision which they would normally get merely on the ground that the question of remuneration for ~~the~~ other types of teachers is being dealt with alongside. As regards the other points we are strongly opposed to giving the go-by to the principle of uniform salaries for all teachers which has been laid down by the Central Advisory Board of Education, endorsed by the Government of India, adopted in the Post-War Plan drawn up under the auspices of the previous Government, approved by the Hon'ble Minister now in charge of Education, and accepted in principle by the Salaries Sub Committee itself. As to the risk of our failing to get grants from Government of India if we deviate from this principle, the reply suggested by Finance Secy. may not be acceptable. And on the general question of heavy commitment it is submitted that ~~this~~ that is inevitable on an essential nation-building activity. As to secondary schools, it is submitted that the material available seems to be sufficient for a decision to be taken.

The position summarised is as follows:-

Recommendations of the Cabinet Committee.	Views of E.P.H. Dept.	Views of Finance Dept.
1. The scales of pay for teachers employed in schools under local bodies should be the same as those for teachers in Govt. service.	This is accepted by ~~xx~~ E.P.H.	Not accepted by Fin. Secy.
2. The Govt. should give financial aid in the form of a grant which should be equal to the grant now paid by Govt. or the amount to which the local bodies would be eligible at the rates recommended for private edl. institutions, whichever is greater.	~~If~~ the Committee's recommendations are ~~considered~~ the local bodies will not be in a position to meet the additional cost involved in the payment of salaries to the teachers according to the revised scales and ~~that~~ the entire expenditure should be met from Provl.funds.	Finance consider that the addl.expre.involved on acct.of E.P.H. proposal is colossal and cannot be accepted. They also do not accept the Committee's recommendation for revising the basis of grants for ele. schools under local bodies as it would involve extra work to all concerned without any appreciable result. Finance agree with E.P.H.
3. Managements of aided schools, elementary and secondary including panchayats should be warned that they should take immediate steps to ensure that their teachers are paid at the Govt. rates. In case they fail to do this within a prescribed time the schools should be taken over by Govt. agencies or grants refused, to them, the worst ones being taken ~~up~~ ~~xxxxxx~~ over first as far as provl.finances permit.	This Dept.consider that the warning to managements of private aided schools including those under panchayats as proposed by the Committee would be ~~completely~~ ineffective ~~unless the Govt. meet the full extra cost.~~	

4. The Govt.grants to aided private elementary schools and panchayat elementary schools should be calculated at the followingrates: rate per yr. Untrained Rs / Trained Rs Lower ele.grade 96 / 180 Higher ele.grade 144 / 240 Secy. grade 180 / 300 Collegiate grade 240 / 360	This Dept.consider that it is ~~not~~ enough if the rates of grant for aided ele.schools and ele.schools under panchayats as proposed by the Committee are paid, ~~and~~ that ~~if~~ the Govt. scales ~~are to~~ be introduced by these ~~managements they should~~ be ~~reimbursed~~ the full addl.cost involved in the introduction of the revised scales ~~will~~ have to be borne by Govt	Finance Dept consider that as the cost involved is too much it is impossible to contemplate doing anything more for elementary school teachers at Govt. cost than what the Committee has recommended and that it is necy. to be content with ensuring that the teachers get such fixed rates of pay as can be paid with the fixed grants for teachers recommended by the Committee. The ultimate addl.liability involved in putting all the teachers in time scales of pay at Govt. cost is much too great for Govt. to contemplate.
5. The Govt. grant for secy. schools both local body and aided should be based on 2/3 instead of 1/2 of the approved net cost in preceding year. (the concession to be ~~used~~ ~~this~~ ~~by~~ ~~the~~ ~~indication~~ ~~under~~ ~~by~~ item I above).	This Dept. consider that the proposal of the Committee may be accepted for the time being and further modifications ~~xx~~ of the basis of grants made if necessary after experience is gained.	Finance Dept.consider that a further detailed exam. is essential before the Committee 's recommendations can be ~~xxxxx~~ placed before the Cabinet for orders.
6. Dearness allowance and War allowance paid to teachers should continue at the existing rates subject to reduction with the final withdrawal along with the allowances paid to Govt. servants.	Accepted by F.P.H.	Accepted by Finance.
7. The question of payment of arrears of dearness and war allowance as from 1-7-44 to teachers in educational institutions should be finally dropped.	This point has/~~been~~ not specifically discussed by this Department ~~xx~~ but the recommendations of the Committee is acceptable.	Finance ~~xxx~~ have not specifically discussed this point. It may be presumed that they also accept the recommendation

The points for orders are the recommendations of the Cabinet Sub Committee.

M.V. Subramaniam
Secretary
on P/P's-4-56

HE HM's Minute

Appendix I
to P.P.S's note
+ enclosures

Appendix I
Note by the Finance Secy
H E by the PP&G-5-9-56 N.F

148

TABLE II:

	Additional cost from Provincial Funds.
Elementary Schools.	
Local Bodies.	Rs.
Additional cost of revision	65 lakhs.
Subsidy from Provincial funds	
according to the Committee	NIL.
According to Edn. & P.H.	65 lakhs.
(This is the maximum liability but the actual commitment will be limited to the needs)	
Under private management:	
Additional cost of revision.	145 lakhs
Government subsidy	
According to Committee	38 lakhs.
According to Edn. & P.H.	145 lakhs.
Secondary Schools:	
Local Bodies.	
Additional cost of revision	24 lakhs
Government subsidy:	
According to Committee	20 lakhs.
According to Edn. & P.H.	20 lakhs.
Under private management:	
Additional cost of revision	42 lakhs.
Government subsidy:	
According to Committee	31 lakhs.
According to Edn. & P.H.	31 lakhs.

TABLE III.

		Estimate according to the Five-Year Plan.	Estimate according to the proposed revision
First year	....	178.87 lakhs.	111.60
Second year	.....	178.87 "	130.80 19.2
Third year	....	178.87 "	150.0
Fourth year	....	178.87 "	169.2
Fifth year	....	178.87 "	188.4
	Total ..	894.35 lakhs.	750.2.0

The estimate with Five-Year Plan includes the cost of salaries of the staff in the schools under Govt. and also in Colleges under all managements. The proposals under Consideration relate to Secy. and Ele. Schools under aided Managements, Panchayats and Local bodies. Under the Five-Year Plan the Govt bear 5/8ths of about 15 crores but otherwise

~~for the amount being paid out~~ — a deduction of 6 crores was made from it as being the equivalent of the expenditure over the Quinquennial period on 'war' & 'dearness allowance' at the rates at which they were being paid at the time of estimation.

256

Appendix IV

Dr Madras letter

149

Sal

R.C.4109-B-4/46.

9 B2

Office of the
Director of Public Instruction
Madras, Dated 22nd Aug. 1946.

From
Dr.S.R.U. Savoor, M.A.,D.Sc.,I.E.S.,
Director of Public Instruction, Madras.

To
The Secretary to Government,
Education and Public Health Department.

Sir,

Sub: Post-War Educational Reconstruction - Revision of pay of teachers - Aided Training Schools.
REF: My letter C.No.42-S.O/46, dated 2-4-46.

.....

I have the honour to state that with my letter quoted a I have submitted proposals for the revision of pay of teachers in Training Schools and also recommended that grant in respect of the institutions may be assessed at 2/3rd if not at 3/4th net cost. Independent of any decision that the Government may take on the revision of pay of teachers, I request orders of Government as to whether I may assess grant on these institutions at 2/3rd or 3/4th net cost.

for Director of Public Instruction.

RR.26/8. Sal 26/8

ASST. SECRETARY TO GOVERNMENT
66641
8 AUG 1946
EDUCATION AND PUBLIC HEALTH DEPT.

156

49749

ASSISTANT SECRETARY
19 OCT 1946
FINANCE DEPARTMENT

56808

2

Sd. H. Deputy

The main file has been linked with another file not separately. This may be still it becomes available. It appears that the enquiry of the Director should be answered in the negative. A question should be examined in detail and orders taken separately.

JSM
3/9/46

3.9.46

150

B2

3

Edn and P.H. Dept. "B.".

Aided training schools - Grants-in-aid.

51-52 CF
LF

In a letter dated 6.4. 1946 the Director of Public Instruction recommended that grants-in-aid to aided training schools may be assessed at 2/3rd if not 3/4th of the net cost instead of at half the net cost as at present, so as to enable the managements to meet the additional expenditure involved in the revision of salary of teachers contemplated under the postwar five year plan. This suggestion has not been specifically considered pending the revision of salaries of teachers. The Director of Public Instruction now enquires whether independent of the revision of pay of teachers he may assess grants to aided training schools at 2/3rd or 3/4th the net cost.

p1 ante

Proposals have been sent to the Finance department for the revision of the pay of staff employed in elementary secondary and training schools and they have been considered by the Cabinet Sub-Committee. One of the suggestions made in the file ~~was~~ is that the existing basis of grants in aid aided institutions may have to be revised to enable them to meet the additional expenditure on account of the revision of pay of teachers. Finance Deputy Secretary has noted in that file that the question of grants to aided schools has been settled by the Cabinet Sub-Committee and Govt's orders on those recommendations may be awaited. The file may be sent to Finance department for remarks.

1 - NOV 1946
FINANCE DEPARTMENT

56622

370 U3 D2-20
18.10.46

Dir. No. 56802 Sal-1
1.11.46

JSM
17/10/46

The Committee will be making ~~some~~ these recommendations at this point. These may be awaited.

1/11/46

EPH

24.11.46

B2

This may lie over till

24.11.46

OSM 6/11/46 S

The recommendations of the committee have not yet been discussed by the Cabinet. This may lie over till 5.1.47.

12.12.46

OSM 13/12/46

This may continue to lie over till 15.1.47.

.1.47

OSM 6/1/47

E&P.H. Dept (B2)

It has been decided that the system of grants for secondary Schools under private managements need not be revised. It appears, that the same principle applies to aided training schools also.

For orders, whether, the D.P.I may be ~~intimated with~~ informed the decision of Govt.

Finance Dept, may see for remarks before circulation.

The Cabinet Sub. Committee has not accepted the change proposed by the D.P.I

LPB 12.2.47 12.2.47 BM 17/2/47 S / Finance 17/2/47

E&P.H.U.O. 37043B2/47-18
18.2.47

Fin. (Exp. A)

(Please see pp. 1-2 above.)

This dept. may agree with the views of E.P.H. at above

A

G.S. 21.2.47

22/2 E&PH

E-PH

Fin. U.O. 10087 Exp. A-1
22/2

Thr. Salaries 21.2.47

10087

Exp. A

20 FEB 1947

FINANCE DEPARTMENT

22 FEB 1947

14974

SECRETARY TO GOVERNMENT

INFORMATION AND ... DEPT.

49749-B2
28/2/47

151

158

E&P.H. Dept (B2)

A draft memo is submitted.

25.2.47

OSM 27/2/47 S 28/2/47

8/3/47

SECRETARY, EDN. AND P.H. DEPT.
8 - MAR 1947
GOVERNMENT OF MADRAS

E & P.H. Dept [B2]

Memo no. 49749 B2/47-19 Edn. Dated. 8.3.47

From the D.P.I. no. 4109 BA/46. Dated 22.8.46

Sub:- Grants to aided training Schools.

The D.P.I. is informed that the Govt do not propose to alter the basis of assessing grants-in aid for training schools under private management from 1/2 the net cost to 2/3rd or 3/4 the net cost.

To
The D.P.I.
Madras

NOTES

Education and P.H. Department.

Post-War Five-Year Educational Plan.

160

Secretary desired that a reference should go to the D.P.I., asking him to formulate detailed proposals to implement the first five-year plan of post-war educational development, in order that the first instalment thereof embodying the schemes for the first year of the plan may be ready for consideration in connection with the budget for 1946-47. He also desired that account should be taken of the feasibility of introducing the bifurcated scheme of secondary education. That scheme stood deferred for the duration of the war. Although it does not categorically figure as a scheme ~~for~~ in the five-year plan, it was one of the recommendations of the Education Sub-Committee that provision should be made for students who ~~have tox~~ taken technical subjects in the bifurcated school course to proceed for further and more specialised technical training. The question, therefore, is closely related to the expansion of [illegible]ities for technical education. also Secretary thought, too, that it might not be practicable for the normal staff to give the close and sustained attention which the examination of these fairly complicated subjects would justifiably require. In that view, he was also for suggesting to the D.P.I. the employment of a Special Officer. A draft Memo. to the D.P.I. is submitted. Finance may see before circulation. Pub. (P.W.R.) may also see.

19.8.45

Pub: (P.W.R.)

Pub (R.W.) Deptt

37043

It is an integral portion of the scheme relating to Technical education - please see P. at D/4 - & it must be taken as included in the scheme of priorities for the five-year plan - 'Q' at D/6. In our recent Press Communiqué we have emphasised also the fundamental importance of this scheme & the necessity for carrying out at the earliest possible moment.

37043 A1

21.8.45

Recd. at 1-10 P.M. in public

Pub (Recd) 687/45-1

21.8.45

ASST. SECRETARY TO GOVERNMENT
21 AUG 1945
DS. 4.35 P.M.
FINANCE DEPARTMENT

May be perused & passed on to Finance.

21/8/45

C.S. Fin. It is necessary also to get on with proposals for the training of teachers, fixation of revised scales of pay &c.

21.8.45

Fin (I)

May be perused

(Proposals for

Ed P. H.

Subd: that both the schemes mentioned in C.S.'s note on previous page are in the five-year plan. — pp 6 & 9 of the pamphlet

2 May be circulated.

21.8.45

Special in office. It is desirable to get the proposals as early as possible.

Magistrate

SECRETARY, EDN. AND P. H. DEPT. 24 AUG 1945 GOVERNMENT OF MADRAS

(Issued as Memo.37043-A-2, dated 24-8-1945.)

From the Public (Recon.) Dept., U.O. Note 300/45-1, dated 22-8-45.

Draft of a further Memo., with refce. to C.F.3 (since added to file), is submitted.

(Previous fin note on pp 1-2 above and ordered in circulation above)

The draft memo may be pensed

Ed P. H.

Thro Fin (Ed 13)

Memo 3840/Ed 27/8/45

(Issued as memo.No.37043A-2 dated 24-8-45)
Memorandum No.37043A-3 dated 27-8-45.

Please see the copy of the letter from the Govt. of India on pages 7-8 cf. The proposals called for from the D.P.I. may be awarded till 15.X.45

9.10.45

Please see the letter from Mr. Basheer Ahmed Sayeed on p 13 cf. The D.P.I. has been asked to submit proposals for the implementing the schemes included in the First Five year plan. It does not appear that the scheme for the revision of salaries will be implemented so early as in April. For orders as to the reply to be given to the gentleman

Merely say this & add that it cannot be said now when the final decision on the question is likely to be taken.

6.11.45 7.11.45 8/11/45

A draft letter is sent for appl.

12.11.45 13/11/45

Cl. 5135-A from the D.P.I. Roc. No. 12.50/45 of 9.11.45

A on p 17 cf

A copy of the Memo has already been furnished. Presumably it has not reached the Director's office. Another copy may now be sent. The draft below is for appl.

B on p 18 cf No decision has yet been taken on the question of introducing the scale of pay suggested by the Central Advisory Bd. Further the Board's intention is that teachers with qualifications not lower than those

We are now having proposals drawn up for a decision to be reached.

secondary grade teachers who alone be employed in schools under the post-war plan & the scales of pay have been worked out on this basis. So far as Madras is concerned, the idea is to retain higher grade training for some time to come. In the circumstances separate scales of pay may have to be fixed for higher grade teachers, one four raised by the D.P.I. as to whether the revised scales of pay for the teachers should be annual or biennial has not been examined. It is also doubtful whether Govt will undertake the revision of pay of teachers alone in advance of the general question of revision of salaries. For orders as to the reply to be given to the Director.

The point raised by the D.P.I. is whether increments for teachers should be annual or biennial. As the scales of pay for all Govt services are biennial, the scales of pay for teachers may also be biennial. For orders whether D.P.I may be informed accordingly. Finance may see before circulation.

29/11/45 S

Secy of Govt, Edn Dept, may please see the note of the E&H.H dept from the bottom of p 3 above. This dept may agree with the views of the E&H.H. Secretary that increments for teachers should be biennial as in the case of other Govt servants.

2/ The point raised at A above seems also to be important. The five-year plan no doubt contemplates the improvement of the pay of teachers. But it may be pointed out that at the time the Education Sub committee was considering this point the General Salaries Committee, constituted by the Govt, was also going into the question of adequacy of the basic scales of pay of the services. The Committee made recommendations for increasing the pay of some of the services, including the posts in the Education Dept. But the Govt decided not to take steps to implement the recommendations of the Committee as war and dearness allowances at liberal rates were sanctioned for Govt servants from 1-1-45 and this has enabled them to tide over the present increase in the cost of living. The Govt of India have since expressed the view that a general salary revision should not be undertaken when prices have not become stable. This Govt have therefore now decided that consideration of the Salaries Committee's recommendations should be deferred till prices tend to become stable. It is not clear whether the Education Sub committee would, in the present circumstances, have recommended a revision of the teachers' pay if the question had been considered by it now. At any rate, the question of revision does not seem called for so long as war and dearness allowances are continued to be paid at the present rates, which may be up to August 1948 for the present. In the circumstances, it is for consideration whether the D.P.I. should now be asked to submit proposals for the revision of pay of teachers, even though the five-year plan contemplates it. E&H.H may be requested to obtain orders in circulation, including A.I. before any reply is sent to the D.P.I.

24/11/45 It does not seem desirable to take up revision of salaries in one Department in advance of others. Govt recently decided not to do this in the case of the Police Dept though the I.G. asked for revision.

26.11.45 E&H

Please see the note of the Finance

dept. above.)

The reference to the D.P.I. asking him to formulate proposals for implementing the five year plan was issued with the approval of A.2 and A.1. The recommendation of the Education Sub Committee regarding revision of salaries is in para 25 of its proceedings on page 3 of (F). For orders whether in the circumstances the D.P.I. may be allowed to proceed with the formulating proposals called for in the Memorandum on page 1 c.f. ante

29.11.45

if so, whether he may be informed as at 'M' on p 4 ante.

2/ Finance have asked for circulation to A.1 also.

29.11.45

29/11/45 S/A2, A1

I would again emphasise my point at "P" at page 4 ante.

My answer to "Q" at page 5 ante is that the Education Sub Committee's recommendations had no reference at all to the discussions about general revision of salaries.

My reply to "R" at page 5 ante is:- This point is relevant only in the sense that if enhanced salaries are put into effect even now, payment will be made only of the difference between those salaries and the total of the present salaries plus dearness allowances. That these allowances will be paid for some time more is no justification for putting off the scheme. On the other hand it is most important that the Scheme should be implemented as early as possible as it is only then that, by this inducement of proper salaries, there will be an adequate flow of candidates to the training schools and the profession such as would sustain our schemes - particularly the Scheme of compulsory education. I consider, therefore, that there is no justification for halting this scheme - particularly since, as indicated at "S" above, instructions have already been issued under the orders of A.2 and A.1., for submission of proposals. We may proceed with the scheme. What is now proposed is a reply to "B" at page 18 c.f.

as at "M" at page 4 ante - the idea being as indicated at "T" there.

(Previous minutes at p: 2 ante. Nos 3 from bottom & p: 3 ante)

3 Dec 45

A2. H

Will Sec. kindly note below the points for orders - this note file is too involved altogether.

3/12/45

S

SECRETARY, EDN. AND P. H. DEPT. 8 - DEC 1945 GOVERNMENT OF MADRAS

One of the schemes included in the five year post-war plan is improving the scales of pay of the staffs and establishments employed in schools and colleges. Instructions were issued (1-2 n.f. ante and 1-2 c.f.) to D.P.I., after Public (P.W.R.) and Finance had seen, and after orders of A.2 and A.1 had been taken, to send proposals for implementing all the schemes including this. Further instructions were sent at c.f. 5, with reference to c.f. 3. In para 4 of his letter on page 18 c.f. the D.P.I enquired whether in formulating proposals to implement the scheme he should adopt biennial or annual increments in the scales of pay for teachers. This department suggested that Biennial increments might be adopted, in view of the fact that the scales of pay for all Government servants are biennial. The point was also mooted in the office note of this department whether the Government should take up the question of revision of salaries of teachers in advance of general revision of scales of pay for Government servants. I answered it at "P" at page 4 ante before the case went to Finance. Finance department in their note however suggested that it was not desirable to take up revision of salaries in this department in advance of others. My reply to the Finance note is in my note dated 30-11-45 (H.6.) above)

The points for orders are

(1) whether the D.P.I may be asked to proceed with the drawing up of proposals to

implement the scheme of enhancement of teachers' salaries;

and (2) if so, whether the answer to "B" at page 18 c.f. may be that biennial increments may be adopted.

I agree with Lee Sc. PH 4/1 mins. A2. A1.
should reply yes to the
points for orders.
DPI 5/12/45

I agree. Teachers' salaries
are admittedly very low & result-
in a low class of teachers.
HM 5.12.45.

A draft memo is put up for the orders in circulation, the Finance Dept may see before one of the drafts.

5-DEC 1945 GOVERNMENT OF MADRAS

SE 6.12.45 Fin 6.12.45 PSM 8/12/45 S/Fin 8.12.45 Fin 6.12.45

Fin (Spl)

(Previous note of Fin: on pp 4-5 above)

Orders in circulation above and the draft memo. below may be perused. HS 12.12.45

SE 11.12.45

SPH A

Fin. No. 57075 Spl-1 13.12.45 SPH

ASST. SECRETARY TO GOVERNMENT FINANCE DEPARTMENT 11 DEC 1945

ASST. SECRETARY TO GOVERNMENT EDUCATION AND PUBLIC HEALTH DEPT. 18 DEC 1945

Issue
HSH
28/12/45

[Memo No: 37043 A-8 d. 14-12-45]

p21 CF

56880

FR Y

164

-9-

With refce. to H.E.'s speech at the opening of the All-India Educational Conference where he indicated the intention of the Govt. to implement early the scheme for improvement of salaries of teachers, A.2 desired that this scheme should be dealt with with particular expedition.

A D.O. may be sent to the D.P.I. The D.O. below is approved.

M.V.S., 29-12-45.

p23 CF

(Issued as D.O.No.37043-A-9-Fdn., d/- 29-12-45.)

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p25-31 CF

C.No.217 and 218 A. From the D.P.I., R.C.No.18-S.O./45, dated 31-12-45 and 2-1-46.

V/9

The notes from p.6 ante may be read. In connection with the post-war scheme (No.87) relating to the improvement of scales of pay of the staffs and estts. employed in schools and colleges, the D.P.I. has proposed that the follg. scales may be laid down for teachers employed in ele., secy. and special schools. He states that he will submit proposals re: the scales of pay of the staff in colleges, separately:-

p.31 CF

I. ELEMENTARY SCHOOLS:

		Trained.	Un-trained.
p27 CF p26 CF	Higher ele. grade teachers	Rs.25-2/2-45	20
	Secy. grade teachers (lower ele.schools)	30-2/2-38-	
		3/2-50	25
	-do- (higher ele.schools)	40-5/2-80	
	Graduates	50-4/2-90	40

p26 CF

(i) 10% of the grade salary to be given to hds. of institutions.
(ii) 10% of the grade salary to be paid as house-rent in costly localities.
(iii) Separate grants for contingencies and rent of school bldgs., to be given to managements.

30 CF

II. SECONDARY AND SPECIAL SCHOOLS:

Secondary trained	..	Rs.40-5/2-80
P.A., L.T.	..	70-10/2-150
Asst.H.M., Primary school	..	75-7½/2-90
H.M., Middle school	..	150-10/2-160-20/2-200
H.M., High School		175-15/2-220-20/2-300

(i) 10% of the grade salary to be given to Hds. of institutions.
(ii) 10% of the grade pay to be given as house-rent in costly localities.

2.

2. The D.P.I. has not given separately the scales of pay for pandits and munshis, physical trg.instructors, comml. instructors, drawing masters, manual trg. instructors, etc. The existing scales of pay of these teachers (in Govt and local body schools) are the same as those of secy. grade teachers, except in the case of pandits and comml. instructors. The Dir. may be asked to suggest suitable scales of pay for these two classes of posts.

3. The Dir. has not given even a rough idea of the cost involved in the proposals but says that he will work out the cost after Govt.'s orders on the proposals are recd. The total cost provided in the scheme is Rs.9 crores, excluding the cost of dearness and war allowances.

4. In schools under Govt. management and under local bodies there are regular time-scales of pay for different categories of teachers. But for teachers in aided schools (both ele. and secy.) there are no such uniform scales. The possibility of enforcing minimum scales of pay for teachers in aided secy. schools was considered at length in 1943, but the question was finally dropped - G.O.549-Fdn., dated 13-4-43.

Grants are given to private elementary schools, at varying rates for different categories of teachers, while private secy. schools are aided under the Grant-in-Aid Code. As these grants have been found inadequate in recent years, grants to elementary schools towards the cost of dearness allowance at the rate of Rs.8 per teacher are also being given; a proposal to increase this grant ~~towards dearness allowance~~ is ~~being~~ under consideration separately. The Govt. have recently ~~sanctd. grants also to Secy. schools towards payment of~~ dearness allowance to their staff, at Govt. rates.

5. A statement showing in one view the scales of pay ~~now~~ in force in Govt. schools and local body schools, the scales recommended by the Central Advisory Bd. of Edn., and those now proposed by the D.P.I. is put up at (J).

It will be seen that the scales of pay suggested by the Dir for higher ele. grade, secy. grade and L.T. teachers (both trained and untrained - in secy. as well as ele. schools) are not extravagant.

165 11

The proposal to pay 10% of the grade salary to the heads of ele. schools may perhaps be allowed. The proposal re: the payment separately of a grant to managements of aided ele. schools for contingencies and rent of school bldgs. is under consideration in another file and the question need not be considered here.

There was originally a special scale of Rs.100-5/2-120 for Headmasters of middle and incomplete high schools under local bodies. This special scale was abolished subsequently and the Headmasters of such schools were granted only the scale of pay of L.T. Assts., viz., Rs.65-5/2-100. The scale of L.T. Assts. is now proposed to be raised to Rs.70-10/2-150 and the headmasters of these schools may be given that scale. There does not appear to be need for allowing them a special scale. It might be enough if a 10% addn. to their grade pay in their capacity as hds. of institutions is allowed. A special scale of pay for Asst. Hd.masters of Primary schools, ~~does not also appear necessary~~ has been suggested. This is apparently intended for the Asst. in charge of the Primary dept. of a High or Middle school. It does not seem that a special scale of pay is necessary.

The scales recommended by the Central Advisory Board for Headmasters of High schools are as follow:-

Schools up to 250 pupils - 175-10-255
schools up to 500 pupils - 250-15-350
schools of over 500 " - 350-15-500

The scale recommended by the Dir. is 175-15/2-220-20/2-300. For ordinary high schools this scale seems rather high, when compared to the scale of pay proposed for L.T. Assts. - viz., 70-10/2-150. For Headmasters of schools with average attendance of 500 pupils, a scale of Rs. ~~150-10/2-160-20/2-200~~ 175-15/2-250 seems reasonable. For large high schools, say, like the Christian College High School, the Pachaiyappa's High School and the Ramakrishna High School, where the no. of pupils exceed 500, the scale recommended by the Dir. may be accepted.

It is not clear why a 10% addition is to be given in the case of Hds. of institutions, particularly when a special scale of pay has been suggested for Headmasters of Middle schools and High Schools. Perhaps the Dir. may be asked to clarify this point.

Though the Report of the Central Advisory Bd. has recognized the need to grant increase of salaries of teachers

to cover house-rent and to meet the needs of more expensive areas, it does not seem quite necessary, when the basic scales of pay are proposed to be liberally raised, that a further 10% addition should be given to all teachers, as house rent, in costly localities.

6. Before the file is sent to Finance for remarks, it seems desirable to obtain from the Director at least a rough estimate of the cost involved in the proposals, as Finance is likely to insist on such an estimate.

7/1/46

"A" at page 10 ante:- May be done.

Incidentally it may be noticed that the Central Advisory Board has suggested different rates of pay for teachers in technical subjects in Technical High Schools. Our bifurcated courses answer to that. The D.P.I may be asked to suggest suitable scales for such teachers; this will have to be taken into account in the scheme for introducing the bifurcated courses which also the D.P.I has been directed to submit proposals for.

"B" at page 10 ante :- I do not think we can finally accept the scales proposed unless we have an idea of the total costs involved. But apparently, although the approved scheme in the Five-year plan implies enhancement on the lines of the proposals in the Central Advisory Board's report, the D.P.I wishes to have a more definite idea of what the Govt. prima facie would be prepared to consider. So the present proposals (subject to the remarks further below) may be approved as scales which the D.P.I may adopt for the purpose of working out the costs; and he may be told that final orders about the scales will be passed only after the further report comes in.

"C" at page 10 ante :- The position of course has changed now because Govt. themselves are to bear the costs entailed by enhancement in respect of institutions in non-Govt. management to the extent that those institutions cannot be made to bear them. The D.P.I may be reminded that in reporting about cost he will have to report also the result of

his examination of the finances of these other managements and allow for the cost which they can be made to bear.

"D" at page 10 ante :- The scales still fall short in some respects of the Central Advisory Board's suggestions, but are, I think, quite reasonable and may be approved -- subject to the remarks on certain items further below.

One or two features may incidentally be noticed.

For Govt. Schools at present the scale for secondary grade teachers in Lower Elementary Schools is Rs 30-55 while under the present proposals the lower scale for such teachers is Rs 30 - 50; but as a higher scale is also proposed -Rs 40 - 80 - it is expected there may not be difficulty in fitting the present people in.

A similar question arises about the 20 per cent of L.T. Assistants in Govt. schools who draw Rs 140 - 200 at present. Under the proposals, the scale for L.T. assistants will be only one - Rs 70 - 150. But at present there is no scale for Headmasters and the seniors in the grade of assistants on the higher scale will be working as headmasters. They will presumably benefit by the higher scale now proposed for Headmasters as such; those that do not may draw the existing scale.

"E" at page 11 ante :- The corresponding proposal in the Central Advisory Board's report is at page 9 of the Report. The present proposal is much more modest and will, I think, be sufficient. A variation with reference to the size of schools may if necessary be considered at a later stage of the Plan.

"F" at page 11 ante :- It may be noticed that the Central Advisory Board's Report does not contemplate posts like "Headmaster, Middle School" and "Headmaster, ~~Assistant~~ Primary School" in Secondary Schools. This may be pointed out to the D.P.I and he may be told that such posts are considered unnecessary and no separate scales need be adopted for such posts.

"G" at page 11 ante :- I agree with the note that a distinction as to size is necessary, that a strength of

500 may be the dividing point, and that a scale of Rs 175 -250 may be adopted for schools with strength of below 500 and a scale of Rs 175 - 300 for those above. (The scales for bigger institutions suggested by the Central Advisory Board are, I think, too high).

"H" at page 11 ante :- The cases of headmasters of Elementary Schools and of "Middle Schools" and of "Asst. Headmaster Primary Schools" have been dealt with above.

As to Headmasters of Secondary Schools: it may be noticed that the calculations at pp: 19-20 of the Central Advisory Board's Report show that the Board did not contemplate separate allowances but only took into account a ten per cent over the average bill for salaries etc. to allow for the higher salary scales of headmasters; in other words the higher scales proposed for them included the element of headmaster's allowances. The D.P.I may be told therefore that in view of the enhanced scale proposed for Headmasters, there is no need to add 10% as headmasters' allowances.

"K" at page 12 ante :- I agree that we may, for the present, negative this item and inform D.P.I that this item need not be taken into account.

"L" at page 12 ante :- Please see my remarks above under "B"; Orders may now go on the footing indicated there.

Lr. d.p.H. No. 37043 A/45-11 9/1/46

87/1/46

(Special)

DEPUTY SECRETARY TO GOVERNMENT 9 - JAN 1946 FINANCE DEPARTMENT

Scheme No.87 in the five-year plan of this Government contemplates the improvement of the scales of pay of the staffs and establishments employed in schools and colleges. In the orders in circulation on page 8 above, it was decided that the D.P.I. should proceed with the drawing up of proposals to implement this scheme. After convening an informal conference of representative interests, the D.P.I. has now submitted proposals for revising the scales of pay of teaching staff (other than special instructors such as Pundits, Munshis, drawing and drill instructors etc.) employed in elementary and

secondary schools. He has not worked out the cost involved in these proposals; ~~this~~ he will do this if the Government agree generally to the scales of pay suggested by him.

Before this can be done, ~~probably~~ an estimate of cost will be required! DWD

2. While E. & P.H. Secy. considers that the scales proposed cannot finally be accepted unless an idea of the total cost involved is given, he suggests that the scales may be approved as those which the D.P.I. may adopt for the purpose of working out costs. Some modifications have also been suggested by E.P.H. under certain items.

The details of the scales of pay suggested by the D.P.I. are given on p.9 and the remarks of E.P.H. on pp.12-14 above. E.P.H. are generally of the view that the scales suggested still fall short of the Central Advisory Board's suggestions in certain respects, but that they are quite reasonable and may be approved.

3. Useful remarks cannot be offered in this Department without an estimate of the ~~Government's~~ financial commitments to the Govt. involved in the proposals. The following general remarks seem, however, called for.

4. In the five-year plan it is stated that a sum of Rs.9 crores (over the 5 years) may have to be spent on improvement of teachers' pay, calculated on the basis of Rs.179 lakhs per annum.

The number of schools run by the Government is very small compared to the total number of schools in the Presidency as will be seen from the following:-

	Govt. schools.	Mpl. Schools.	Dt.Bd. schools.	Aided Schools.	Unaided schools.	Total.
High & middle schools	46	56	214	418	24	758
Primary schools	1584	1391	15595	17772	72	36414
	1630	1447	15809	18190	96	37172

So far as Govt. schools are concerned, the Govt. will have to bear the full extra cost involved in the revision of scales of pay of teachers. As regards the cost involved in the revision of pay of teachers in other non-Govt. schools, according to the five-year plan,

the Govt. are expected to bear the expenditure only to the extent that local bodies or private managements cannot meet the extra cost involved. But the D.P.I has pointed out that most of the schools have very little endowments to fall back upon and have to depend entirely upon Govt., if the new scales of pay are to be given. Thus, the entire extra cost involved in (or at any rate the great bulk of it may) the present proposals have to be borne by Govt.

The total Govt. expenditure in 1943-4, in respect of non-Govt. High Schools, Middle Schools and Elementary Schools was as follows:-

	Dt. Board & Mpl. Schools. Rs.(lakhs)	Aided Schools. Rs.(lakhs).
High schools } Middle schools }	8.74	20.69
Elementary schools	100.39	105.44
	109.13	126.13

The expenditure on non-Govt. institutions already exceeds Rs.2 crores p.a. At present, Govt. give only a fixed grant for secondary schools under Dt.Board and Mpl. managements; for such schools under private management, Govt. give grants up to 50% of net expenditure (ie. gross expenditure minus fee income). Similarly in the case of Elementary schools also, the Govt. give a fixed grant to the Dt. Boards and Mpl. councils and a grant calculated on the basis of ~~teachers~~ number of teachers and their qualifications for schools under private managements. These principles will have to be modified.

It will be seen from the comparative statement put up at (J) that the scales of pay proposed are very high compared to the scales now existing in aided schools, though it is not so great in the case of others, but the difference though still considerable — see tabular statement below:-

	Percentage increase of proposed rates (average) to the existing scales of pay (average) in			
	Govt. Schools	Dt.Bd. schools.	Mpl.schools.	Aided
Higher Elementary grade teachers	4.5%	37.5%	4.5%	148.6%
Secondary grade teachers	20.9%	46.6%	20.9%	183.3%
L.T. Assistants	7.6%	33.5%	33.5%	Existing scale of pay in force in these schools is not given.

One effect of the revision of pay now proposed will be to make the teaching profession more attractive than the other services. Recruitment

to the latter services will thus become difficult, and if an equilibrium is to be maintained in the matter of recruitment to all services, the Govt. may be forced to take up the general revision of pay scales of all services even though the Govt. of India have advised, and this Govt. have agreed, that basic pay should not be increased, particularly in the lower services, until prices tend to become stable. Any proposal to revise the pay of teachers should therefore be formulated with the above point in mind. The proposal should also be such as can be pressed for sanction by the Governor General under the present sec.93 situation.

5. The D.P.I. has suggested uniform scales of pay for teachers in Govt., Dt. Board, Municipal and aided institutions in all areas, and the payment of a house rent allowance at 10% of pay to teachers in costly localities. E.P.H. consider that the grant of house rent allowance may be negatived for the present. But, it seems that, if uniform scales of pay are sanctioned for application to teachers in urban and rural areas, those in the former urban areas are likely to agitate for the grant of house rent allowance also to them. The Central Board of Education does not seem to have advocated uniformity in scales. On the other hand, they suggested a minimum scale that could be applied to rural areas and recommended the adoption of a higher rate of pay in places where the cost of living is high. The Education Sub Committee of the P.W.R. General Committee set up by this Govt. also did not advocate uniformity in scales of pay. The Sub-Committee only recommended that the minimum salary of lower and higher elementary grade teachers should be Rs.20/-, under any management, and that every effort should be made to introduce the minimum scales suggested by the Central Advisory Board of Education. The cost of living in rural areas in which Dt.Board, Panchayat and aided elementary schools function will be definitely less (during normal times) than the cost of living in urban areas in which Government, Dt.Board and Municipal elementary schools function. It seems, therefore, that some difference may continue to be maintained in the basic scales of pay applicable to teachers in rural areas (ie., in Panchayat and aided schools) and those applicable to others, particularly in the case of elementary schools.

6. Finance may suggest that the above points may be brought to the notice of the D.P.I. and that he be asked to revise his proposals having in view only the essential ~~bare~~ requirements. He may also be asked to furnish an estimate of extra cost to Govt. under the several heads, ie. on account of Govt. schools, Dt. Board and Mpl. schools and private aided schools, giving details of the number of schools, number of teachers affected etc., so that, if the Govt. are inclined to make any reduction in the scales proposed, the financial effect of making such reduction could be calculated without referring the point back to the D.P.I. The D.P.I. may also be asked to submit his proposals in respect of pandits, munshis etc, so that the magnitude of the total commitment to Govt. may be known as correctly as possible

7. L.A. may also see the case.

WS
See below
Dsd

/Dsd

SG
17.1.46.

From the table at (7) it is seen that the existing scales of pay in Govt., Dt Bd and Municipal Schools are more or less adequate and that it is only in Panchayat and Aided Schools that they are rather poor. The total teaching grants given by Govt in the past ten years are shown in the statement at (6). It is seen that the total grant has been gradually increasing. In 1943-1944 it was Rs. 2.35 crores.

See below
Dsd

Since the DPI has not worked out the cost of his proposal and in the absence of the necessary figures it has not been possible to work out the cost in the Secretariat, it does not seem possible to make any useful comment on the proposal. The DPI may be asked to furnish the cost. ~~It seems that the reply will lead to and the cost will be known in the light of the figures~~ in the light of the proposed scales it is for Govt to decide what teaching grant they are prepared to give in the next ~~7 or 8~~ 10 years taking into account (a) the likely decrease in revenue on account of the cessation of the war (b) the need to maintain the ~~slow~~ gradual increase in the teaching grant on account of the introduction of compulsory education increase in population etc & the need to satisfy public opinion. The DPI may then be asked to revise his scales, so that the extra expenditure can be met by local bodies & private agencies & the increased ~~for~~ teaching grant. The DPI seems to indicate that almost the whole of the extra expenditure will fall on Govt. It seems reasonable to assume that at least 50 % will have to be borne by Govt.

WS
18.1.46

$

(6) Put up by SG 19/1/46

P.I. (Babaie) (1-)

Sent to FD. 48

(Seen by Secy only on 21.1.46. But was evidently sent to my room on Sat. 19/1 only after I left Govt. to have gone through (6) and (7) and noted)

169

162

Saice approved + 9 93 cases in application for. Please see Mr Sarkar Bauli

~~I do not find anywhere in the noting so far any discussion~~

The question what is to be done about dearness allowance if new scales of pay are now fixed for teachers requires careful consideration. This question of new scales cannot be discussed and settled as an independent question irrespective of dearness allowance. It is the total remuneration of the teachers that matters both to them and to those who pay them. The question of raising the dearness allowance paid by Govt. for teachers in aided primary schools is now under separate consideration. It is not possible to decide what would be the proper rates of pay unless we know what dearness allowance, if any, the teacher are to draw in addition. So long as Govt. and local fund teachers draw dearness allowance at Govt. rates and aided school teachers at lower rates, the latter will naturally go on agitating for dearness allowance at the Govt. rates even if their scales of basic pay are raised.

2. The D.P.I. does not seem to have mentioned dearness allowance at all, but his tentative proposals apparently proceed on the footing that dearness allowance will continue to be paid at the existing rates for Govt. and local fund teachers and the existing rates (or any higher rates that may be fixed) for teachers in aided primary schools, until the dearness allowance for Govt. servants is reduced or withdrawn on account of decrease in the cost of living or revision of scales of pay. The intention of the Govt. is that the scales of pay of Govt. servants generally should be revised when prices settle down, and presumably the separate dearness allowance will then be abolished and the new scales of pay sanctioned will be such as are considered adequate and appropriate for the level of prices and cost of living then prevailing. If that is the intention, any revision of the scales of pay of Govt. and local fund teachers now on the basis that dearness allowance will be drawn as well as pay cannot be final. There will have to be another revision along with that of the scales of pay of Govt. servants generally when dearness allowance is withdrawn.

3. I submit that a general increase in the scales of pay of

Govt.

Govt. and local fund teachers now in advance of the general revision would have wide and unfortunate repercussions in causing discontent and agitation by other Govt. and local fund servants for immediate revision of their scales of pay. The Govt. have refused to take up the question of revision of pay for Police constables in advance of the general revision in spite of very strong pressure by the I.G. of Police, and I submit that is very desirable to do the same in respect of Govt. and local fund teachers.

4. The present scales of pay ~~shown~~ for Govt., District Board and Municipal teachers, as shown in (J), cannot be regarded as very inadequate in view of the fact that dearness allowance at Govt. rates (minimum Rs 16 a month) is drawn in addition. The lowest pay given is Rs 15 a month and that only as pay of untrained teachers of the higher elementary grade and as starting pay of trained teachers of the lower elementary grade. Thus the minimum total remuneration is Rs 31 a month, which is more than the minimum, Rs 30, of the scales proposed by the Central Advisory Board of Education. I submit therefore that there is no such urgent need to improve the pay of these teachers as to justify any decision to revise their scales of pay in advance of the general revision of the scales of pay of Govt. servants when the time comes for consolidation of pay and dearness allowance. Finance would strongly advise against any decision to increase the scales of pay of these teachers at present, especially as the Govt. of India have emphasized the necessity of going slow in accepting higher recurring liabilities in regard to education in the earlier years of post-war development and of concentrating on directly productive schemes.

5. As regards teachers in Panchayat primary schools and aided primary schools it will be seen from the remark at 'X' in the remarks column on page 1 of (J) that there are no scales of pay prescribed by the Govt., and the figures given in the statement are for the teaching grant paid by the Govt., of which in some cases the teacher gets only 85% as the managements are allowed to use up to 15% of it towards administration expenses. The rates of grant for teachers in Panchayat schools are somewhat higher than for

(163)

unless it is intended that the aided school teachers (but not the Panchayat School teachers) should get some remuneration by way of fees or contributions in kind from the villagers. E.P.H. may please make it clear before O/r whether this is so.

for those of equal qualifications in aided schools. There is no apparent reason for this and I do not see how it can be justified. Neither the statement nor the previous noting in the file, however, mentions the more important difference between the treatment of teachers in the Panchayat schools and those in the aided schools, ~~which is~~ namely that the former get dearness allowance at the Govt. rates (minimum Rs 16 a month) whilst the latter are paid dearness allowance by the Govt. at present only at Rs 8 a month, though there is a separate proposal for increasing it. It is this big difference in dearness allowance mainly that makes the total remuneration of teachers in the aided primary schools generally inadequate and is the main reason for the present agitation and the fact that all teachers who get the chance move from the aided schools to others. In the separate file about raising the dearness allowance of teachers in aided primary schools, I agreed with E. and P.H. that it might be raised to Rs 12 a month. That, of course, was on the basis that their other remuneration would remain unchanged, as nothing was said in that file about proposals to increase the teaching grants or prescribe minimum scales of pay for those teachers. The proposals in that file and those in the present file need to be examined and considered together.

B

6. After careful consideration it appears to me that this is not the proper time for laying down new scales of pay for teachers of any kind. We do not know at what level prices will settle in the post-war period. It has been recognised in regard to Govt. servants (on the advice of the Govt of India) that it would be premature to try to fix new permanent scales of pay for them until there is some certainty as to the post-war price level. Consistency requires that the same principle should be observed in regard to teachers. I therefore submit that all that it is desirable to attempt at present is to see that teachers generally get a minimum total remuneration that may be considered reasonable under present conditions. Rather than attempt to prescribe permanent minimum scales of pay for aided school teachers now, I think it would be better to raise their dearness allowance to Rs 16 a month. (The

extra

extra cost of this will be Rs 52 lakhs per annum against Rs 26 lakhs per annum extra cost of the rise from Rs 8 to Rs 12 a month recommended in the other file). In addition, if ~~necessary~~ it is considered essential to do more than raise the dearness allowance of aided school teachers to the Govt rate of Rs16 a month, the teaching grant for teachers in Panchayat and aided primary schools might be raised to a minimum of Rs 12 per mensem for an untrained teacher of any grade and Rs 14 p.m. for a trained teacher of any grade. E. and P.H. can probably work out the extra cost of this quickly. I submit that these proposals would ensure that teachers receive a minimum total remuneration that may be considered reasonable for rural parts under present conditions, and that it is not desirable to go beyond this at present and attempt to prescribe permanent minimum scales of pay for teachers. The cost even of my proposals will be very large and I submit that the Govt. cannot possibly afford to do more and undertake to meet the cost of new scales of pay on the lines proposed by the D.P.I. and dearness allowance in addition, which would give trained teachers a minimum total remuneration much above the minimum of the scale recommended by the Central Board of Education. I sympathise with the desire to give teachers reasonable pay but the enormous cost of increasing the remuneration of ~~xx~~ such a large body of persons has to be given due consideration. The more the Govt. pay each teacher, the smaller the extension of compulsory education that will be possible with any given amount of funds. If permanent scales of pay that are considered appropriate to the present level of prices are now fixed, it would be very difficult to reduce them in case there were a big fall in prices within a few years and they would then become an unnecessarily heavy handicap on the extension of compulsory education. I therefore suggest an alternative that seems to me sufficient to ensure a reasonable minimum level of total remuneration for teachers under present conditions, whilst avoiding, in accordance with the emphatic advice of the Govt. of India, the assumption of unnecessarily heavy new recurring liabilities on account of education at this early stage in the execution of the post-war plan.

D

E

4823
28/1

[On account of a rush of budget and other special work I have had to take a few days in order to find time to give careful consideration to this case].

25.1.46 E.P.H.

Finance 1467/Spl
26.1.46
28

Education & P.H.(A) Dept.

"A" on p. 21 ante: The system of utilising Panchayats as an agency for the spread of elementary education in rural areas was initiated in 1926 for the following two reasons:-

(1) Panchayat schools would be cheaper than District Board Schools;

(2) the administration of the schools would be under a statutory body rather than in the hands of private persons or associations.

Please see para 28 on pp.11-12 of the note at 'A'. Panchayat school teachers cannot enjoy the perquisites which teachers in aided elementary schools may expect.

"B" on p.21 ante: It has been decided that the rate of dearness allowance to teachers in aided elementary schools should be raised from Rs.8 to Rs.16/- a month.

"C" on p.22 ante: The revision proposed may not be desirable. There are four grades of teachers in elementary schools, lower elementary, higher elementary, secondary and collegiate trained. The rates of grants at present allowed are as follows:

	Untrained. per month. Rs.	Trained. per month. Rs.
Lower Elementary grade teachers.	5 a month.	9 a month.
Higher Elementary "	9	14
Secondary Grade "	12	18
Collegiate trained	17-2/3	22-2/3

The policy of the Government is to eliminate lower elementary grade teachers. Teachers of this grade are retained in service, as teachers with better qualifications do not become available. In the circumstances there is no need to raise the rate of grant for lower elementary grade teachers from Rs. 5 and 9 to Rs.12 and 14. If Rs.14/- is adopted as the rate of grant for trained teachers, secondary and collegiate trained teachers will be affected. In the circumstances it appears that no revision of the rates of grants is called for.

2. The proposals in this file are whether the scales suggested by the D.P.I. as modified by this Department on pp. 13-14 ante may be tentatively accepted and the Director be asked to submit an estimate of the extra cost involved on the

adoption of the revised scales. The Finance Department suggest that the question need not be considered now specially as the Govt. have agreed to raise the rate of dearness allowance to teachers in aided elementary schools. The view of this Dept. are that the revision of salaries is an integral part of the Post-War Plan and should be given effect to independently of a general revision of salaries.

3. The file may be circulated for orders.

1.2.46

1/2/46 S/A2, A1, HE

[Finance has suggested that L.H. also may see the file.

I submit there is no justification to go behind the decision already taken at page 8 ante that the formulation of proposals in respect of the scheme of enhancement of salaries should proceed without reference to the question of a general enhancement of salaries of Govt. servants. The reasons in favour of that decision were set out in my note at pp: 6-7 ante; I would point out also in particular that (as indicated at "T" at page 4 ante) the scheme involves teachers of schools under non-Govt. Managements also; and as in fact a proportion of teachers in Govt. service who will be affected by the scheme is small, there is very little justification for making the proposal wait on the general question of revision of scales of salaries of Govt. servants. The argument that the present scales in Govt. and local board institutions do not compare very unfavourably with the Sargent's scales, is, on the other hand, a very strong reason for our arranging to even up the position of the aided school teachers.

2 Another general question stressed by Finance is in connection with dearness allowances. I submit it is not necessary to assume that while dearness allowances are in force, the enhanced basic scale of pay should also be given. The question in relation to dearness allowances had been raised by Finance even previously -- at "R" at page 5 ante;

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and my reply to it is at "M" at page 6 ante. We may proceed on the footing indicated there -- that after the scales are enhanced we will, while the scheme of dearness allowances is in force, give only the difference between the enhanced salaries and the total of the present salaries plus dearness allowances. It may be noticed in this connection that the calculation of costs under this head in the five-year plan was on this footing.

3 I would point out also that Finance's discussions would not meet the cases of secondary school teachers in aided institutions. We do not give any direct grants to these teachers for dearness allowances. There has been persistent agitation that the Government should make direct grants to them at the Govt. rates; but we have not been willing to go beyond a commitment up to half those rates provided the managements pay the full rates; and we have no idea in how many cases the full rates will be paid by the managements.

4 I would emphasise again that the most crucial consideration is that indicated by me at "N" at page 6 ante. It would be no answer to that to say that dearness allowances are in force: the time for which they will be in force is indefinite: any way they are ex hypothesi temporary: and the position after they cease to be in force will be left uncertain. The requirement is thus in a sense the reverse of that suggested by Finance at "D" at page 22 ante. Without an adequate scale laid down in advance we may not be able to make appreciable progress at all with our schemes; and I would also say in reply to the point of Finance just referred to, that in our calculations relating to the expansion of schemes in the five-year plan we have taken into account the enhanced scale.

5 I would point out too that one of the most essential things laid down by the Government of India

as a condition of approval of our education schemes is that there should be an enhancement of salaries for teachers --- please see paragraph 4 at page 318 c.f. of G.O. No.122 Edn., dated 17-1-46 and the papers in letter No. 636 Edn., dated 24-4-45 particularly "M" at page 11 c.f. there. It is most important therefore that we should have that scheme ready.

P

E

JJ

removed

6 As I have indicated at "Z" at page 12 ante the proposal now is only to allow the D.P.I to proceed with his calculations for working out the cost of the schemes. We cannot have a vicious circle over this. The D.P.I is obviously unable to work out costs unless he is asked to go ahead on certain assumptions as to the rates he may adopt. We cannot say that we will not allow him to make those assumptions unless he works out the total costs. The way out is either to allow him to take whatever rates he thinks proper (with only the general instructions in the five-year plan to guide him) or to ask him to proceed adopting certain specified tentative rates. As the latter is prima facie the more helpful arrangement, proposals were made accordingly in the ~~xxxxx~~ notes at pp: 12-14 ante. Final acceptance is to be deferred to a later stage. The extent to which, and the point of time at which they may be implemented, can be considered in due course later on. The proper occasion for considering whether the liabilities can, with reference to the canon laid down by the Govt. of India about ~~an~~ unproductive expenditure, be taken ~~xxxx~~ will be then; and in that connection I would also submit that our expenditure on ~~xxx~~ other heads in the education plan (expansion of compulsory education and provision of midday meals) has, with reference to the figures in the five-year plan, been already scaled down considerably (owing to the shortage of teachers); and that is a partial response already to the canon of the Govt. of India referred to; we may therefore be justified in putting forward the present

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item and we may, I think, look forward with confidence to its being sanctioned by the Governor-General particularly in view of the consideration set out at 'P'..... ~~at~~ on page ...26...ante.

Attention is also invited to "Y" at page 9 ante. In view of that, it would have a most unfortunate effect on public opinion indeed if we were now to say that we do not propose to proceed with the scheme at all.

In regard to "E" in Finance's note at page 22 ante, I would invite attention to paragraph 9 at page 4 of the report by the Central Advisory Board of Education on Post-War Educational Development. It will be noticed that the scales which they have advocated are minimum scales laid down with reference to ~~post~~ pre-war standards and that they have in fact expressed an apprehension lest even those scales should prove to be unattractive and inadequate; the likelihood of a problem of downward revision arising seems to be very remote.

I would most earnestly press therefore for the proposals being proceeded with on the lines indicated at pp: 12-14 ante; the points raised in paragraphs 5 and 6 of Finance's note at pp: 17-18 ante may also be embodied in the instructions that will be sent out to the D.P.I.

K

As suggested by Finance at page 18 ante, L.A. also may see the case before circulation. They may be requested to treat the case as special as A.2 may perhaps desire to record his views on this important question before he leaves.

L

2/2/46 L.A.

L.A.W.

This case has been sent to this Deptt for perusal before circulation. Notes from p 9 above may be read & the file returned u.o. to E & P.H

2.2.46

Special
4/2/46.

(with Central Advisory Bd's report)

37043A-12
2.2.46

With the approval of A2 and A1, the E&P.H.Deptt. called for proposals from the D.P.I. to improve the scales of pay of teachers in all schools, as part of the first five-year plan of ~~xxxxxx~~ post-war educational development. The D.P.I. proposed certain scales of pay and enquired whether he might adopt them for working out the total cost. The E&P.H.Deptt. have examined the scales and ~~hxx~~ suggested certain modifications. The Finance Deptt. consider that the question of the revision of scales of pay of teachers need not be considered so long as they are paid dearness allce. like other Govt. servants and that it might be taken up along with the general revision of scales of pay after prices have settled down. The E&P.H. Deptt. however consider that the formulation of proposals in respect of the scheme of enhancement of salaries of teachers should proceed without reference to the question of a general enhancement of salaries of Govt. servants. This Deptt. may agree with the view of the Secy. E&P.H. expressed in para 6 of his note on p.26 ante. Without knowing the cost, Govt. cannot decide whether the scheme may be adopted or not. Without knowing at least tentatively whether the scales proposed by him would be acceptable to Govt. the D.P.I. cannot give an estimate of cost. The scales proposed by D.P.I. as modified by E&P.H. may be given to him and he may be asked to work out the cost. It appears that it will not commit Govt. to anything.

2. As for bearing the cost of the scheme, it may be stated that, even as it is, many local bodies are unable to pay dearness allowance to their teachers from their funds and Govt. ~~xxx~~ have had to sanction large grants to meet the deficit occasioned by the payment of the allowance. If the revised scales of pay are going to be more than the present pay of teachers plus almost dearness allowance, the entire extra cost will have to be borne by Govt.

2.2.46. 3.2.46. E&PH E&PH

Asstt. Secy. is right & not allowance for the file sent to E&PH direct 4/2/46

Laws 3381-19

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E & P. H. deptt

The file may now be circulated

4/2/46

In regard to the point raised by me in para 5 of ff. 25-26 ante I invite attention to a communication from G.G.'s which he just been received - please see ¶ in para 3 here.

Points for orders are :—

1. Whether the proposals may be processed with as suggested by me at 'K' at p. 27 ante

Or

2. (a) Whether the scheme should be dropped as proposed by him

(b) a proposal as at 'L' at p. 22 ante should be taken up, as proposed by him.

(On 2 (b) above, I have, apart from indicating objections at p. 23 ante, proposed also that the D.P.I. should, in any case, be consulted before we proceed further with it).

(Previous minutes at p. 8 ante; notes thereon ( )).

4/2/46

A2. A1. HE.

'Period in view' (vide at p. 2) ante. 4/2/46

I am very strongly in favour of point (1) above - There is, I think, a flaw — the Secy.'s argument about dearness allowance - Teachers were grossly underpaid before they got d/a - but they are not getting a higher d/a than members of the services who were adequately (presumably) paid : their position has not improved vis-à-vis the others. 4/2/46

30

The figures d. pp 15-n/. are interesting as showing how much we depend on aided schools. Our decision to pay D.A. which teachers in other schools (at certain stages only) will be entitled therefore will meet a pressing need. It may well be argued that owing to existing [illegible] differences - Budget balanced figure - proposition (which may well be inadequate) for Famine & Food subsidies - we should not go any further.

It is however admitted that the need for increasing the salaries of teachers (both primary & secondary) therefore prepared to agree to (1) (2) & (3) in the proposals put up by the D.P.I. in that the proposals put up by the Hon'ble Minister should be considered unalterable - that the increased cost involved in (1) & (2) :

It is however clear that we cannot introduce the new scales in 1946-47. We can only get a complete scheme ready.

AH. 10/2/46

4.2.46

GOVERNOR'S SECRETARIAT
5 FEB 1946
748

SECRETARY, EDN. AND P.H. DEPT.
5 - FEB 1946
GOVERNMENT OF MADRAS

SECRETARY, EDN. AND P.H. DEPT.
12 FEB 1946
GOVERNMENT OF MADRAS

Box 49c

175 31

Education & P.H.( )Dept.

(168) 1935-36 CF

C.No.8799.A.From the D.P.I., 18.S.0/45 dated 9-2-1946.

Please see the letter since received from the D.P.I., in which he has worked out the addl. cost on account of the revision of salaries of staff in secondary schools. But the scales of pay adopted by him have not been approved by Govt. in full. The estimate will require revision.

2. The Director has suggested the scales of pay for specialist teachers like manual training instructors, etc. Existing scales of pay for the classes of teachers in question and those proposed by the D.P.I. are compared below. The Central Advisory Board has not suggested any scales of pay for this class of teachers. The Board has suggested special scales only for technical teachers in technical schools.

	Govt. schools. Rs	Dt. Bd. schools. Rs	Municipal schools. Rs	Scales proposed by the D.P.I. Rs
(1) Manual Trg. Instructors.	30-55	~~30-55~~	~~30-55~~	60-4/2-80
(2) Pandits & ~~Munshis~~ Munshis	35-45	45-75 30-50	45-75 30-50	70-5/2-100
(3) Commercial Instructors.	55-70	30-50	30-50	70-5/2-100
(4) Drawing masters	30-55	25-45	25-45	40-5/2-80
(5) Physical Trg. instructors	30-55	30-50 25-45	30-50 25-~~45~~	40-5/2-80

(1) above: The scale of pay for manual training instructors in Govt. schools is same as that for secondary grade teachers. As the pay for secondary grade teachers in ~~Govt.~~ schools is proposed to be raised to Rs.40-5/2-80, it seems sufficient if the same scale is allowed for manual training instructors.

(4) and (5) above: The present scale of pay for this class of teachers is the same as that for secondary grade teachers. The scale of pay of Rs.40-5/2-80 ~~is~~ proposed, which is the same as that proposed for secondary grade teachers, may be accepted.

(3) above: The increased scale of pay proposed may be agreed to as a similar increase (with reference to the scales in Govt. schools) has been made in the pay for

secondary grade teachers (from 30-55 to 40-80).

(2) above: There are at present two scales of pay for pandits in schools under local bodies w.r.t. qualifications and work while there is only one scale for pandits employed in Govt. schools. The D.P.I. proposed as Part II scheme for 1946-7 that the scale of pay of pandits may be raised to Rs 45-2/2-75 (higher enough scale for pandits in board schools). It seems if all pandits are allowed a scale of Rs. 45-2/2-75 instead of the scale of pay of Rs. 70/5/2-100 proposed by the Director.

3. Subject to orders on the above, a draft memo is subd. The file may be sent to Fin. for remarks before circulation.

BPM 16/2/46 S

Finance (Spl)

(Previous note of Fin: on pp 14-22 above)

Orders in circulation on pages 29-30 above, the note of E&PH on pages 31-32 and the draft memo. below may be perused.

2. The proposals of E&PH at A, B & D above may generally be agreed to.

3 As regards C on p-31 above, it is subd. that the pay of commercial instructors in secondary schools under Dt. Board and Municipal Management is now only Rs 30-50 and it will be a big rise to them if the scale is raised to Rs 70-5/2-100. There is no doubt true that such instructors in Govt. Secondary Schools are paid in the scale of Rs 55-70, but the number of Govt. schools being small, compared to the number of schools run by other agencies, the pay drawn by a few Govt. servants cannot be taken as the criterion to give a large benefit to a large number of non-Govt. servants. In view of the uniformity in the pay of teachers aimed at by the proposal, irrespective of the institution in which they serve, it seems that the pay of Commercial Instructors need not be higher than

Sd/ 18/2/46 Fin:

370 43/A.43

ASST. SECRETARY TO GOVERNMENT 19 FEB 1946 FINANCE DEPARTMENT

9772 spl

Sd/ 20/2/46 Draft above

Draft Govt 1929 Edn 26-11-45 D.

Sd/

(169)

Rs 55-70 (Revised Scale pay for a Commercial Instructor in a Govt. Secondary School). Ed. & Fin. may suggest the adoption of this scale of pay for the post of Commercial Instructors.

Sd/ 24/2

ASST. SECRETARY TO GOVERNMENT 6 FEB 1946 EDUCATION AND PUBLIC HEALTH DEPT.

11479

Fin: no 9772 spl-1 25.2.46

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The scale pay at x and the qualifications be 45-2½-75 & not 45-2/2-75 as in the draft (Vide 'D' on p32 ante).

Slight pencil changes in wording on p.1 of the 20/2/46 draft are also suggested.

Sd/ 25.2.46

E.P.H.

Sd/ 25.2.46

The suggestion of Finance above may be accepted. The draft has been amended. For orders as to issue.

BPM 25/2/46 S

(Minutes at pp 25-30 ante: vide (Memo.))

Sd/ 26/2/46

Sd/ 27.2.46

SECRETARY, LL., AND P.H. DEPT. 27 FEB 1946 GOVERNMENT OF MADRAS

(Issued as Memo. 37043 B2/45-14 Edn dt 27.2.46 to the DPI).

pp 39-40 CF from The DPI. C. No. 13.50./46 dt 22.2.46.

pp 43-47 CF -do- C. No. 42.5.0/46 dt 2.4.1946.

pp 51-52 CF -do- C. No. 13.50./46 dt 6.4.46.

pp 53-57 CF

The D.P.I. has submitted modifications to his original proposal for revision of salaries to teachers in elementary schools with reference to instructions in Govt. Memo. at pp. 39-40 CF. He has not specified how the cost will be modified in so far as revision of pay of teachers in Secondary Schools is concerned. He may first be asked to report on this point. The draft memo below is for approval. On receipt of the Director's reply, the question of revision of salaries may be taken up.

Sd/ 16/4/46

BPM 17/4/46 (Memo No: 37043 B/45-5, dt 17-4-46)

pp 59 CF

... regarding revised scales of pay have been issued. (Go. in Press) the papers may be

Gdn / My 1037

Recorded 17.5.47

Ed: Revision of pay of teachers in schools — Not recorded

[illegible] 15.5.47

[illegible] 15/5/47

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2

4. Further the Govt. have embarked upon a scheme of compulsory ele. education and they have sanctioned the opening of additional training classes and schools for training 4000 additional teachers of secondary and elementary grades to meet the demand for the larger number of teachers required in connection with the introduction of compulsion. In consultation with the D.P.I. and the Finance Deptt. certain tentative scales of pay for all grades of teachers have been approved and the Director has been asked to work out details of the cost involved in this scheme. The Director has not submitted all details and it may take some time before ~~all~~ full information is received and the proposals are further considered.

pp 39-41 CF LF

5. In the meanwhile, ~~this Deptt.~~ the H.D. (Edn.) considers that something must be done to improve the status and emoluments of higher elementary and secondary grade teachers as these categories of teachers form the back-bone of the teaching profession and upon their availability depends the success of the scheme of expansion of elementary education. This Deptt. therefore propose

(1) that the pay of secondary grade teachers may be raised to Rs 40 - 4/2 - 60 - 2/2 - 70.

(2) that the pay of higher elementary grade teachers may be raised to Rs 25 - 2/2 - 45.

(3) that the dearness allowance that the teachers are now receiving should be absorbed in ~~the~~ their pay to the extent necessary and the balance should be paid as dearness allowance separately.

(4) that all teachers should be ~~given~~ granted an immediate increase of Rs 2 which should be given as additional dearness allowance.

It is not proposed to revise the pay of the lower elementary grade teachers, as it is the policy to eliminate this class of teachers eventually. ~~[illegible]~~

A

If the decision on p 41 CF in LF

6. ~~Elementary Schools Aided~~ -

E. & P.H. Dept.
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Revision of salaries of teachers.

The Central Advisory Board of Education in its report on post-war educational development recommended among others the introduction of uniform scales of pay for all teachers under all kinds of management. According to the Board the lowest qualification for teachers should be teacher's certificate of the secondary grade and it has suggested a minimum scale pf pay of ₨ 30 - 50 for teachers in lower elementary schools and of ₨ 40 - 80 for those in higher elementary schools.

2. In his report on post-war development the late Sir Mr. Meverel Statham accepted the recommendation of the Board, but he considered that it would not be possible for some time to come to eliminate higher elementary grade teachers in view of the proposal to introduce compulsory elementary education. The Education Sub. Committee of the Post-war Reconstruction Committee also emphasized the need for the adoption of the standard scales of pay suggested by the Central Advisory Board. As an essential preliminary to all education schemes is the elevation of the status of the teaching profession, which is now deplorably low, a scheme costing ₨ 9 crores (spread over the 5 years calculated on the basis of ₨ 179 lakhs per annum) for bringing the pay of all teachers by under whatever agency they are employed up to the minimum recommended by C.A.B. has been included in the Post-war Five year plan.

3. It may also be mentioned that one of the essential things laid down by the Govt. of India as a condition of the approval of this post-war Govt's. education scheme is that there should be an enhancement of the salaries of teachers and that in a letter d. 30-1-'46 that Govt. have urged upon all Provincial Govts. the need to revise the salaries of teachers so as to attract suitable persons into the teaching profession.

6. Elementary Schools Aided - Teachers in aided elementary schools are paid grant at the rate of ₨ 18 for a secondary grade teacher and ₨ 14 for higher elementary grade teacher. They are also paid dearness allowance at the rate of ₨ 16 a month.

If the scale of pay for secondary grade trained teacher is raised to Rs 40-70, the pay of a secondary grade teacher in the aided elementary school will be fixed at Rs 40. He immediately gets Rs 6 extra a month and it will not be necessary to pay him Rs 2 extra as proposed in item (4) para 5 above. The immediate extra cost will be Rs ~~1,68,432~~ 24368 for 8 months. A higher elementary grade teacher in an aided elementary school now gets Rs 30 (Rs 14 + 16). When the revised scale is sanctioned, the pay will be fixed at Rs 25 + 5 + 2. The 'Rs 5+2' will be discontinued when dearness allowance ceases to be paid The additional expenditure in this case will be Rs 669104 for 8 months.

Panchayat Schools:- Teachers in panchayat schools are now in receipt of a fixed pay of Rs 20 for secondary grade and Rs 15 for higher elementary grade in addition to a dearness allowance of Rs 16 each a month. A secondary grade teacher in a panchayat school has to be started on Rs 40 when the revised scale is sanctioned and as he gets Rs 4 extra immediately there is no need to give Rs 2 more. (item (4) para 5) more. The extra cost involved in this case will be Rs3072 for 8 months.

The pay of a higher elementary grade teacher in a panchayat school has to be fixed at ₨ 25 + 6 + 2 when the revised scale is approved, this '+ 6 + 2' being discontinued when dearness allowance is stopped. The additional cost in this case will be ₨ ~~21000~~ 27872 for eight months.

Board and Govt. Schools.

The scales of pay in force in Board and Govt. School are as below:—

	Govt Schools		Local Board Schools	
	No of teachers	scale of pay	No of teachers	scale of pay
Secy grade including H.T.s	388	30-3/2-45-2/2-55	4501	25-2/2-45
Higher ele. grade	2306	23-2/2-45	34608	20-1/2-24-2/2-30

The teachers get in addition a dearness allowance of Rs16 each a month . The teachers will be drawing diff--erent rates of pay and when they are brought on to the new scale the pay will be fixed in such a way that ~~there~~ there will be no immediate increase except the Rs 2 increase under item 4 para 5 above,e.g.,

The pay of a secondary grade teacher drawing Rs 45 + Rs16 DA will be fixed at Rs 60 + 1 + 2; a teacher getting Rs 39+ 16 will have his pay fixed at Rs 52+3+~~1~~; the pay of a higher elementary grade teacher drawing Rs 24+16 will be fixed at Rs39+1+2; a teacher on Rs30+16 will have his pay fixed at Rs45+1+2.

The immediate cost will ~~thus~~ be only the amount required to give the Rs2 increase viz, Rs2 x ~~2694~~ 2736 x 8 or Rs~~43104~~: 43776 in Govt schools and Rs2 x 39109 x 8 or Rs6,25,744 for local ~~board~~ body schools. In the case of the Govt schools the additional cost has to be borne entirely by the Govt. As regards the schools under the local bodies, the Director, after examining the Elementary Education budgets, has stated that the local bodies will not be in a position to meet this extra expenditure, and that either the Govt will have to meet the cost or ask the local bodies to increase the education tax in appropriate cases. As the education tax has been increased to the maximum extent possible in almost all cases, further enhancement of the tax may not be possible. The Govt may have to foot the entire bill.

The immediate total cost on account of the proposed revision of pay of teachers in elementary schools will abount Rs.~~15,22,000~~ 16,14,960 * An additional expre. of about Rs.13 lakhs will have to incurred every two years by way of increments to teachers in panchayat and aided schools as they are newly brought on time scales of pay. ~~There will be no correspoding savings by way~~

* ~~1,62,432~~
6,69,104
3,072
~~17,872~~
43,104
6,25,744
~~15,21,328~~
16,14,960

~~of appointing teachers newly on the initial pay vide paragraph 9 below.~~

7. Secondary schools.

The number of teachers and the scales of pay ~~of teachers~~ in secondary schools are given below:-

	Government schools		Local bodies		Aided.	
	No. of teachers.	scale of pay. Rs.	No. of teachers	Scale of pay Rs.	No. of teachers.	Scale of pay. Rs.
Secondary grade		30 -55	2447	30- 50	3808	
Higher ele. grade		23- 45	72	20- 30	149	

Some local bodies have adopted Govt scales.

Government schools.

The actual number of secondary grade and higher elementary grade teachers employed in Government schools is not known and it is not possible to work out the additional cost ~~involved~~ involved. The immediate cost will ~~not~~, however, be only the amount required to give the Rs.2 increase ~~item~~ (4), para 5 above.

Local body schools.

Local bodies are now given a lump sum fixed subsidy for maintenance of secondary schools. In the case of non-Govt. schools the principle accepted in respect of the additional cost involved in the revision of salaries is that the Government need meet the cost only to the extent the management is unable to meet from its own funds. As expenditure on secondary education is debited to general funds, most local bodies may be able to find the addl. amount required from their own funds. If any local body applies for enhanced subsidy, the case may be considered on its merits with refce. to the financial position of the local body. It is not, therefore, necessary to take into account the cost under this head for the present calculations.

Aided schools. Aided schools are given grants-in-aid equal to half the net cost under the Grant-in-Aid code. The Government have not laid down any standard scales of pay for teachers in aided

secondary schools and it is not known how many institutions have adopted times scales of pay and what these scales in vogue are. The principle referred to at 'B' applies to these institutions also. It is not possible to work out the addl. cost involved without the details referred to above.

8. In addition to ordinary schools there are training schools under Government and private management and secondary and higher elementary grade teachers are employed in them. No data are available to work out the additional cost if the revised scales of pay are to be made applicable tothese institutions also. It may also be pointed out that there are teachers like the Manual Training Instructors, Drawing masters and Physical Training Instructors and Instructresses, who are drawing the same scale of pay as secondary grade teachers and if the pay of secondary grade teachers is revised, it will be necessary to raise the scale of pay of these teachers also. Again, Pandits and Munshis in Government schools are now in receipt of a pay of Rs.35 - 45 while in local body schools there are two grades of pandits, viz., on Rs.45 - 75 and Rs.30 - 50. It seems that the pay of pandits in Government schools should be raised to Rs.40 - 70, specially as the present policy is to give prominence to the study of languages of the Province. The details of the additional cost in respect of the specialist teachers have to be worked out.

9. After the introduction of revised scales of pay teachers newly appointed will have to be started only on the minimum of the times scales, viz., Rs.40 for secondary grade and Rs.25 for higher elementary grade. If no revision has been made the teachers will be eligible for pay as shown below:-

	Higher elementary grade	Secondary grade
Government schools	Rs.23 plus 16 or Rs.39	Rs.30 plus 16 or Rs.46.
Local body schools	Rs.20 plus 16 or Rs.36	Rs.25 plus 16 or Rs.41 in elementary schools & Rs.30 plus 16 or Rs.46 in secondary schools.
Aided schools	Rs.14 plus 16 or Rs.30	Rs.18 plus 16 or Rs.34
Panchayat schools	Rs.15 plus 16 or Rs.31	Rs.20 plus 16 or Rs.36

Until dearness allowance is abolished, the pay of new entrants will have to regulated as follows so that there may not be any difference in their pay from what they would have got but forthe revision:

	Higher ele.grade .	Secy grade
Govt. schools	Rs.25plus 14	Rs.40 plus 6
Local body schools	Rs.25plus 11	Rs 40 plus 11 & Rs.40 plus 6.
Aided schools	Rs.25 plus 5	Rs 40 } no change
Panchayat schools	Rs.25 plus 6	Rs. 40 }

The amounts paid in addition to the basic pay will be discontinued when dearness allowance is abolished.

10. Ultimate recurring cost.

The Government are now incurring/nearly an expenditure of Rs.2 crores on payment of dearness allowance to teachers. The ultimate recurring additional cost on account of the revision of pay proposed above will not, it is expected, exceed this amount. When the system of dearness allowance is abolished, the expenditure on this account can be set off against cost on account of the revision of pay.

11. The file may first be sent to the D. P. I. u.o.

(i) for remarks generally on the proposals in paragraph 5 above,

(ii) for checking the figures in paragraph 6,

(iii) for working out the addl.cost in respect of the staff in secondary schools, training schools and the specialist teachers and, paras 7-8 clearly

(iv) for putting up a clear statement showing the

additional cost involved, both immediate and ultimate.

12. The Director may be requested to treat the case as specially urgent and to return the notes with his remarks not later than 19- 6-46.

17/6/46

D.P.I. U.O.

E&P.H. U.O. 37043 B2/46-17
17-6-46

32735

The following remarks are submitted on the relevant paras in the U.O:

Para 5 of the U.O. note: I have submitted full details about the cost involved if the scales mentioned by the C.A.B. for elementary and secondary schools are to be adopted, in my letters No.13-S.O/46 dated 22-2-46 and R.C.18-S.O/46 dated 9-2-46. In these letters, I have followed the lead of the C.A.B. as well as that of the conference of teachers and managers held on 26-11-45 in making a difference between secondary grade teachers in elementary schools and secondary grade teachers in secondary schools. The secondary grade teachers working in secondary schools will, I feel sure, claim that they should be given a salary at least equal to that recommended by the C.A.B. They may claim even more.

Para 6 of the U.O. note: The figures have been checked and found to be correct excepting in one small instance. In the case of Government schools, the L.T's have been clubbed with secondary grade teachers and cost worked out for the aggregate number. But in Local Body schools, the L.T's have not been included with the secondary grade teachers. If it is the intention to include the L.T's corresponding corrections will have to be made in the extra cost.

Paras 7 and 8 of the U.O. note: Following the suggestions in the u.o. note, extra cost (immediate and ultimate) has been worked out in the statement enclosed in respect of Government secondary and training schools. According to the existing scales of pay the specialist teachers come under either the secondary grade scale of pay or higher elementary grade scale of pay. This has been indicated in columns 1 and 3 of the statement. In these cases, the revised scales applicable to either the secondary grade or Higher Elementary grade teachers have been

adopted in working out the extra cost. The extra cost is as shown below:

		Rs.
Govt. Secy. Schools -	Immediate extra cost	6,992
	Ultimate extra cost	62,275
Govt. Trg. schools. -	Immediate extra cost	13,792
	Ultimate extra cost	1,13,346

There are 4 Commercial Instructors in Government secondary schools; and no scale has been suggested in the u.o note for these teachers. They have been taken into account for purpose of calculation of immediate cost. The Secretariat may work out the ultimate extra cost for them after fixing a suitable scale for them.

Local Body schools: It is observed in the u.o. note that most of the local bodies may be able to find additional amount required on account of the revision from their own general funds; and it is not therefore necessary to take into account the cost under this head for the present calculation. Hence no calculations of extra cost are furnished in this regard.

Aided schools: It is almost impossible to give any definite idea as to the scales of pay in vogue in aided secondary and training schools. In most of the cases, there is no possibility of knowing the scales (as distinct from the salary actually drawn), as these are not generally given in the financial statements. Even in rare cases where scales are given the rates vary from school to school. But the general impression is that in a large number of cases the scales are miserably low. Unless we enter into elaborate correspondence with managements of schools, it is not possible to say anything about the scales obtaining in these schools.

Elaborate remarks on the financial condition of aided secondary schools have already been furnished in this office letter Roc.No.18-S.O/46 dated 5-6-46. The case of aided training schools is much worse as in most of the schools, no

p.69 of linked file

fees are collected from the students. It is not possible to correctly assess the extent to which the managements of these institutions will be in a position to bear the burden of revision as the financial condition of these schools are obscure. For the reasons already explained to Government, it is suggested that grant may be assessed at 3/4 net cost to the secondary schools and full net cost to the training schools.

Since the total salary paid to the teachers (the types like Manual Training Instructors, Drawing Masters etc. mentioned in the u.o) is not readily available, it is not possible to work out the extra cost to Government on giving the revised scales. The number of teachers in each category and the total cost on account of revision of their salaries are given below:

Aided Secy. Schools.	No.of teachers.		Ultimate total cost.
Secy. Grade	3808	5515x54 2/3 x12 =	Rs.36,17,840
Pandits	853		
Manual Trg. Instrs.	202		
P.T.I's	364		
Drg.Masters	288		
Hr. Ele.Grade	149	149x34 7/9x12 =	62,183
		Total ..	36,80,023

(There are 69 Commercial Instructors who have not been considered in this calculation).

Assuming that there will be need to pay the teachers Rs.2 extra D.A. for 8 months in 1946-47 the immediate extra cost at 3/4 net cost on this D.A. will be ¾ x 5664 x 2 x 8= Rs. 67,968

1104

Aided Training Schools:

Secondary Grade	189	358x54 2/3x12 =	2,34,848
Pandits	19		
Manual Trg.Instrs.	77		
Phy. Trg. Instrs.	38		
Drg. Masters.	35		

Assuming that there will be need to pay the teachers Rs.2 extra D.A. for 8 months in 1946-47 the immediate extra cost at full net cost on this D.A. will be ¾x358x2x8 = Rs. ~~4,296~~ 5,728

90624 69072

73696

SRK Savon 19/5/46

Portion 'A' of the D.P.I's u.o.Note on page 9 ante.

The need for fixing a further higher scale of pay to secondary grade teachers in secondary ~~grade~~ schools may be considered when the general revision of salaries on the basis of the scales recommended by the Central Advisory Board is undertaken.

Portion 'B' of the D.P.I's note on page 9 ante.

The extra cost involved on account of the L.T. Teachers in elementary schools will be only Rs 720 in 1946-47. This may be included in the total cost for the year.

Portion 'C' of the D.P.I's note on page 10 ante.

In the general revision of salaries under the post-war plan Commercial instructors are to be allowed pay at the rate of Rs 70-5/2-100. There are seventy three instructors, four in Govt. schools and 69 in schools under private managements. The number of commercial instructors in schools under local bodies have not been given. The pay of commercial instructors in Govt. schools is Rs 55-70 while that of those in schools under local bodies is Rs 30-50. Perhaps the pay of the latter may be raised to Rs 40-70.

Portion D of the D.P.I's note on page 11 ante.

This point may be examined separately. The proposal if accepted will slightly increase the Govt. liability as grants are at present assessed at one half of the net cost of schools.

Portion 'E' of D.P.I's note on page 11 ante.

The ultimate extra cost will not be much as the expenditure on dearness allowance can be taken as a set-off against the additional liability on account of revision of salaries. The extra cost in 1946-47 will be Rs 73,696/- as worked out by the Director.

2. The total extra cost on account of the proposed revision of salaries to teachers will be as follows:-

	Ultimate cost. Rs	Cost in 1946-47. Rs
Elementary schools.	1.82 crores.	16,15,680
Secondary schools -		
(1) Local bodies.	4,37,200	Nil.
(2) Government.	62,275	6,992
(3) Aided.	Not known.	69,072
Training Schools-		
(1) Government.	1,13,346	13,992
(2) Aided.	Not known.	5,728
	1.88 crores.	17,11,464

The Govt. are at present incurring an expenditure of about Rs 2 crores on the grant of dearness allowance to teachers and this expenditure can be taken as a set off against the ultimate cost referred to above.

3. The file may be sent to the Finance Department for remarks before circulation.

Finance E3

The case relates to the revision of pay of secondary and elementary grade teachers in the Elementary Schools, Secondary Schools and Training Schools under the control of Govt. and local bodies and also under private management. The proposals are detailed in the note of the E & P.H. Department on pp.1-8 and 13 above. The remarks of the D.P.I. are on pp.9-11 above. The ultimate extra cost is estimated at Rs 1.88 crores while the cost in 1946-7 is estimated at Rs 17.11 lakhs. The E & P.H. Department say that as against the ultimate cost of Rs 1.88 crores may be set off the expenditure of Rs 2 crores incurred on dearness allowance at present.

2. The scale of pay now proposed (see page 2 above) is slightly different in the case of secondary grade teachers from the scales proposed previously on the basis of the recommendations of the Central Advisory Board on Education -- see .41 C.F. in linked file. Attention is invited to this department

ASST. SECRETARY TO GOVERNMENT
20 JUN 1946
FINANCE DEPARTMENT

note on pp.14-22 n.f. in linked file (particularly to Dr. Dodwell's note on pp.19-22 n.f. ibid) where the financial implications of the proposals for revision of pay of teachers in elementary and secondary schools were fully explained. The arguments mentioned in the previous Finance Secretary's note against a revision of pay of teachers, as distinguished from an increase in their total emoluments by way of dearness allowance, have application even now. Attention is also invited to the Financial Adviser's minute on p.30 n.f. in linked file. He was prepared to admit the need for the revision of pay of teachers but was of the opinion that it could not be given effect to in 1946-7 in view of the large expenditure anticipated on food subsidies and famine relief in 1946-7.

But the present proposal involves a proportionate reduction in d.a., without causing an appreciable increase in immediate cost. See below

3. With reference to the suggestion of the E & P.H. Department that the ultimate cost of Rs 1.88 crores may be set off against the expenditure of Rs 2 crores now incurred on dearness allowance, it may be pointed out that the latter expenditure is only temporary, as dearness allowance may be stopped as soon as prices go down to the normal level, whereas the proposed revision of pay will involve a permanent increase in recurring expenditure.

4. It is also submitted that the proposal involves a large expenditure of over Rs 17 lakhs in 1946-7. H.P.M. has directed the postponement or omission of several new schemes already provided in B.E. 1946-7 or proposed to be provided in the revised budget for 1946-7 on account of the deficit anticipated in the current year due to expenditure on food subsidies and famine relief. As has been shown in the Finance Department note on pp.14-22 n.f. in the linked file, the total emoluments of teachers including dearness allowance are not low or inadequate. There seems to be no special urgency therefore to give effect to the revised scales of pay in the current year. With reference to para 3 of the E & P.H. Department note on p.1 above, it is submitted that the postponement of the introduction of the

proposed revised scales of pay to 1947-8 will not create any difficulty with the Govt. of India in regard to grants for post-war schemes. We can explain to the Govt. of India the proposals we have in view and why the proposals can be given effect to only in 1947-8. This will be sufficient to ensure eligibility for ~~xxxx~~ our post-war education schemes for grants from Central Revenues. Finance may advise that the proposals may be brought forward as a Part II scheme for 1947-8 after a fuller examination of the financial implications of the proposals in consultation with the D.P.I. (It has not been possible to make a detailed examination of the proposals in Finance as E & P.H. want the file back immediately and have already reminded informally.)

21/6

Also see below
21/6.

Please see below

21.6.46

21.6.46

21.6.46

Thro' Exp-B.
21.6.46

AS3
AS2
DS
S
EPH

EPH Dept's proposals really consist of two parts, which may be treated separately (1) to raise the scales of pay to Sec. Grade and H.E. Grade teachers respectively to Rs 40-70 and Rs 25-45 for teachers in all kinds of institutions whether they be Govt, Local Board or Aided (2) to give an immediate increase of Rs 2/- to certain classes of teachers, who, according to (1) above will not get any immediate increase in emoluments.

As regards (1), the proposal is to absorb a suitable portion of the dearness allowance now paid, in the basic pay as fixed above and grant the balance as dearness allowance. As regards immediate cost, the financial effect will be 'Nil' in the case of Secondary Schools, Training Schools and Elementary Schools under Govt and Local Bodies. Extra immediate expn is anticipated on this account only in respect of Aided elementary Schools and Panchayat Schools, this expenditure having to be incurred in an attempt to bring the total emoluments of the teachers in these schools up to the minimum of the basic scales proposed i.e. Rs 40/- for Sec. Grade teachers & LT's ~~and Rs 25/- for Sec. Grade teachers~~. It is estimated that

grants amounting to Rs 2,43648 + 872 + 3072 will have to be paid to these aided institutions for this purpose. This immediate expn is necessitated, as it is felt that teachers in these institutions should receive a further increase in emoluments, in order to ~~bring~~ treat them more or less on a par with the teachers of Govt and Local Bd. schools. It is a point for consideration, whether, as a matter of policy, this view is to be accepted. In this connection, please see Paras of the Fin. Secy's note on P 20, 21 nf of lf below. It is noticed that the teachers in aided schools do now get a dearness allce of Rs 16/- per month; so this dept. may suggest that there is no need at present to incur expn from Govt funds in order to secure an increase in the total emoluments of these teachers. The increase is going to be as much as Rs 6/- and Rs 4/- for Sec. Grade teachers in Aided and Panchayat Schools (and Re 1/- for LT's in Aided Schools).

18+16 or 34 to 40
20+16 or 36 to 40
22 2/3 + 16 or 38 2/3 to 40
'A'

The bulk of the immediate expn is however going to be spent on part (2) of the proposal, viz to allow an immediate increase of Rs 2/- in the case of all teachers, who will get no increase under (1) above. This increase will ~~be~~ affect all classes of teachers, except ~~the~~ ~~[illegible]~~ the Sec Grade teachers in Aided and Panchayat Schools mentioned at 'A' above. Since, ~~as explained below~~, the teachers are going to ~~have~~ derive some substantial benefit (though not immediate) as compared with other classes of public servants from the proposal (1) above, it does not seem necessary, at the present time, to allow this immediate increase of Rs 2/-. Finance may advise against this part of the proposal.

The question whether there should be

any revision of the basic scales of Govt servants is now under the consideration of the Govt. In that connection, one point that will be decided is whether the dearness allce now allowed will be proportionately reduced in case the basic scales are ~~[illegible]~~ enhanced. This dept must point out that, if the basic ~~[illegible]~~ scales of one class of servants is to be enhanced, there will naturally be ground for grievance and dissatisfaction among all other classes. If as is likely, scales of pay are going to be enhanced, it is better that such enhancements should be applied to all classes of servants alike. In this view, Finance may advise that this entire proposal be brought forward as a Part II scheme for 1947-48 and extra expce incurred ~~[illegible]~~ after this year, when a lot of money is required under the Food Budget, ~~but [illegible]~~.

If, however, Govt decide that the proposals should be sanctioned this year itself in view of the pressing need to improve the conditions of the teachers and as an advance instalment of the P.W. plan, it may be made clear to the teachers that they cannot expect any further increase if and when basic scales are enhanced for other classes of servants over the existing scales or rather, that in the event of such an enhancement, the 'existing scales' in their case, will not be the scales 40-70 & 25-65 but the scales which are in force now, to which the enhancement will be applied.

It may be pointed out that one of the benefits of the proposal (1) above will be that in the event of the dearness allowance being reduced in the near future such reduction will not ~~at all~~ affect those teachers who will be in receipt of a d.a. less than the amount of which d.a. is reduced. Some of them will be benefited as regards pension and leave-salary. In view of this,

the teachers ought to be satisfied without an immediate increase of Rs 2/- in their pay.

In case the proposals are to be introduced during the current year, 'new service' procedure will have to be followed.

[signature]
22/6/46

[I have not been able to study this file carefully as E & P.H want it back urgently]

I must however point out that on the basis of existing sanctions (and without allowing for new schemes which the Ministry wish to provide for & without allowing for the introduction of prohibition) the expenditure on revenue account in 46-47 is expected to exceed the receipts by more than Rs 8 crores. It is therefore essential that very large extra expenditure on new schemes shd as far as possible be avoided this year. I would ∴ submit that the immediate increase of Rs 2 for all teachers (item (4) at p. 2 n/f) which accounts for the bulk of the extra cost need not be given. In support of this suggestion I would urge

1) that so far as the majority of teachers are concerned pay plus D.A. cannot be regarded to be inadequate as a "living wage" & 2) that so far as the teachers in Panchayat & aided schools, whose condition was most unsatisfactory, are concerned the payment of D.A. at Rs 16 each (which from the noting in L.F. I gather has been sanctioned only recently) shd have gone a long way to improve their position. It may be that there would still be some teachers in these institutions ~~who~~ not getting quite enough; but ~~it~~ we need not necessarily try to rectify matters in a single stage & this dept is agreeing below to a scale of Rs 30-50 for ~~[illegible]~~ secondary grade teachers in these schools.

2/ As regards the question of revising the scales of pay Dr. Dodwell has given reasons in L.F. why this may be postponed. But even if the scales of pay are to be revised immediately as an indication of the policy of raising the status & emoluments of teachers I venture to submit that it is quite unnecessary to adopt the scale Rs 40-4/2-60-2/2-70 for secondary grade teachers in all schools. The Central Advisory

Board of Edn. has suggested only a minimum scale of Rs 30-50 for these teachers & though we may adopt a higher scale for secondary grade teachers employed in secondary & special schools (as proposed at p. 41 C.F. in L.F.) there seems to be no need for the scale Rs 40-70 in elementary schools — particularly those maintained by private persons & Panchayats. Teachers in these last schools have all along been getting very much less pay than in Govt. schools & they would, ~~find employment~~ after gaining some experience, migrate to institutions where teachers are paid better. It is in respect of these aided schools that the immediate cost of introducing the higher scales of pay will be very large. The Govt. of India have no doubt stressed the need for revising the pay of teachers in connection with their approval to this Govt's post-war education schemes, but a scale of Rs 30-50 for ~~higher~~ Secondary Grade teachers in aided elementary schools &c is quite sufficient as compliance with their wishes. This dept. would therefore strongly urge that the distinction proposed in L.F. between Lower Elementary Schools & Secondary & Higher Elementary schools may be maintained & that scales of pay for Secondary Grade teachers may be fixed at Rs 30-2/2-38-3/2-50 in the Lower Elementary Schools & at Rs 40-5/2-80 in the other schools. The lower scale may be prescribed as the minimum for purposes of grant to aided schools. Subject to this modification this dept need not object to the scales of pay being revised if it is considered necessary to do so. This may be treated as advance revision in respect of one class of Govt. employees (~~so~~ i.e. ~~[illegible]~~ in so far as Govt. servants ~~[illegible]~~ are benefited by the present proposals) & the new scales will not necessarily form the basis of any upward revision of salaries that may be decided on for Govt. servants as a whole. I must however point out that pay in the revised scale cannot be fixed as suggested

K

at A.A. on p. 4 above. The effect of fixing pay as suggested there will be that, if prices go down sufficiently to make abolition of D.A possible next year, the ~~p~~ teachers concerned would be given Rs 60 or Rs 52 thereafter as against the basic pay of Rs 45 or Rs 39 drawn now & that clearly is not the intention. At what stage of the revised scale the pay should be fixed in each case will be governed by the Fundamental Rules. There will be a "jump" in basic pay only when the pay now drawn is less than the minimum of the revised scale & it is only in such cases that there will be immediate extra cost to Govt.

3 With the modifications suggested above the immediate extra cost may not be very large, but as the ultimate cost ~~is~~ will be considerable (though it may be somewhat less than Rs 1.88 crores worked out on p. 14 above) the "new service" procedure shd be followed.

22.6.46.

E.H.H.

E & P.H.
B2.

Fin U.O. 34665 E3-1
22/6/46.

Recd 23/6/46 2 P.H.

The file relates to the revision of the pay of higher elementary and secondary grade teachers and specialist teachers like drawing masters, etc., in elementary and secondary schools under all managements. The proposals of this deptt. are set out in paragraph 5 of the note on page 2 ante and the extra cost involved is indicated on page 14 ante. The need for the revision of the pay of teachers is explained in paragraphs 1-4

on pages 1-2 ante.

2. The bulk of the cost in 1946-47 is on account of the proposal to grant an immediate increase of Rs 2 each to all teachers. For the reasons stated in paragraph 1 of the note on page 19 ante, the Finance Secretary considers that this need not be given. For orders.

A He has given some very strong reasons for his view. I suggest we may agree with Finance
[illegible]

3. As regards the revision of ~~pay~~ of teachers, the Finance Secretary has proposed that a scale of pay of Rs 30-2/2-38-3/2-50 for secondary grade teachers in lower elementary schools (standards I to V) and of Rs 40-5/2-80 for those in higher elementary schools (standards VI to VIII) and secondary schools may be adopted and that the lower scale may be prescribed as the minimum for purposes of grants to aided elementary schools. B He further suggests that the pay of teachers should be fixed in the revised scales in accordance with Fundamental Rules and that an increase of pay should be allowed only if the pay drawn at present is less than the minimum of the revised scales. It is not clear from the Finance Secy's note whether it is the intention whether dearness allowance may be continued even after the revision specially in the case of teachers in aided schools and Panchayat schools. (~~Teachers in~~) Aided elementary schools are receiving a grant of Rs 18

for a secondary grade teacher and Rs 14 for a higher ele: grade teacher. 188

Teachers in panchayat schools are now in receipt of Rs 20 ~~for~~ if they are secy. grade & Rs 15 ~~for~~ if they are higher ele: grade. They are also paid Rs 16 each as dearness allowance. Perhaps the pay of the teachers may be fixed in the minimum of the time scale, the difference between their total ~~a~~ emoluments and the minimum of the scale being paid as dearness allowance, as long as dearness allowance is continued. In the case of teachers in Govt and Board schools, as they are already on time-scales of pay, the dearness allowance will have to be continued at the present rates even after the revision. For orders whether the suggestion of the Finance Secretary will be accepted subject to the ~~no~~ modification proposed.

I agree
[illegible]

please see p 25 NF LF

may be accepted C
[illegible]

4. The Finance Secretary has not made any comments on the proposal to raise the pay of higher elementary grade teachers. This category of teachers forms the bulk of the staff in elementary

schools and the Govt have decided to continue them for some more time. If the pay of secondary grade teachers is revised, it will be necessary to raise the pay of higher elementary grade teachers also. A scale of Rs 28-2/2-45 may be adopted for them.

D 24.6.46

5. As pointed out in para 8 on page 6 ante there are specialist teachers like Manual Training Instructors, Drawing Masters, etc who are receiving the same rate of pay as secondary grade teachers. The pay of these classes of teachers has also to be raised to Rs 40-5/2-80. There there are pandits and munshis on Rs 30-50. Their pay also may be raised to Rs 45-2/2-75 as proposed in LF. Similarly the pay of Commercial Instructors who are now on Rs 55-70 may be raised to Rs 70-5/2-100, the scale of pay agreed to in LF.

E 24.6.46

F 24.6.46

G 24.6.46 p41 CF, LF

6. The Finance Secy. has stated that the 'new service' ~~procedure~~ procedure should be followed. The file may be

(B)

circulated for orders on 'A', 'B', 'C', 'D' & E, F & G above. After orders are passed, a statement of cost will be prepared.

OM 24/6/46 24.6.46

circulated. H.M. (Edn) may kindly indicate his opinion regarding the proposals above, ~~[illegible]~~ ~~[illegible]~~ the case will be circulated after receipt of orders from the H.M.

24.6.46

H.M. (Edn)

Points B, C, D, E, and F, have ~~been~~ gone through. Finance have made some slight changes in the proposals made by the Department and I agree with them.

With regard to A, I am not in agreement. It is unfortunate that the poor plight of these Elementary school teachers are not really recognised by Finance. It is only those who have moved with them in the villages that can know something of their plight. They are really very depressed and a set of men who are so depressed can never be enthused in doing good work. We are trusting the safety of the future of the nation with them and I am looking forward to the day when some of our best men will take to this noble work. As it is they are looking forward with any earning heart that the Congress Government ~~at least~~ would recognise their service and at least give a token of our sympathy towards them. What has been asked is only a couple of rupees as an increase to them. This will be nothing more than a token ~~of~~ and the money involved is not much. I should certainly plead for their cause and press for this small extra amount to be provided for in the budget.

TSA
24-6-46

6 26

Please see the minutes of H.M (Edu) on p2s ante. The file may be circulated to H.P.M. now. If H.P.M. agrees, a note on the basis of H.M (Edu)'s minute will be prepared and copies circulated to all H.Ms, H.P.M and H.E for consideration at the meeting of the Council of Ministers on July 2nd. At the instance of H.M (Edu), Finance has tentatively provided a provision of Rs 17.11 lakhs on account of this proposal in the revised budget.

P.P.M. 25/6/46 & B.S.G.W

c. 25/6/46.

H.P.M.

I feel that this should wait for the next year. The question of revision of all salaries is under consideration. However I should like to discuss the matter with H.M(-E) after returning to Madras

T.P. 29/6/46

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

O.P.M. 2/7/46 & B.J.W.

This may be put up after a couple of weeks to Ch. H.P.M.

T.S.R. 4-7-46

H.M (Edu)

36863 -c (183)

Finance(B.G.)Department.

G.O.Note No.26210(A) B.G-44. dated 4th July 1946.

The Cabinet, at its meeting on 2nd July 1946, decided that no provision should be made for the following new schemes in the revised budget for 1946-7:-

Post -War Schemes.	Recg. Rs.	Non-recgg Rs.
37. Education.		
(3) Revision of pay of higher elementary and secondary grade teachers in schools	17,11,000	--
38.Medical		
(1) Opening of primary centres (Rural dispensaries which will be combined preventive and curative centres)	8,69,400	1,00,000
39. Public Health		
(2) Training of Public Health Personnel Health visitors	39,600	--
Schemes other than Post-War Schemes.		
50.Civil Works.		
(4) Construction of buildings for the Rajahmundry Arts and Training Colleges	--	6,00,000

In respect of item(1) - Opening of primary centres the Cabinet decided that a supplementary grant might be obtained for the whole or part of the cost of this scheme in the course of the year, if the Government of India would make grants towards the expenditure.

T.N.S. Raghavan,
Secretary to Government.

To the Finance(B.E.I)Section.
" (B.E.II) "
" (B.G.) "
To the Education and Public Health Department.
To the Public Works Department.

Forwarded/By Order

Superintendent.

SAK/4-7/

4.7.46

25.2.P.U Sys

May be added to the file

SSC
Please speak to me
10.7.46.
10/7/46

O.P.M. 10/7/46

184

which relates to revision of salaries of teachers

The file may be submitted to H.M. (Ed) with reference to his orders on page 26 ante, for discussion with H.P.M.

BSM 18/7/46 | 19/7.46

17.7.46.

H.M. (Edn)

In this matter of raising the salaries of teachers, the Cabinet has decided that the raising of the pay and status of the teachers must be taken up along with the raising of the pay of other low paid servants and necessary steps will be taken as soon as possible. Till that time, the file may lie over.

SECRETARY, EDN. AND P. H. DEPT. 27 JUL 1946 GOVERNMENT OF MADRAS

TSA 27.7-46

c19/7/46

Secretary, E. & P.H.

Now that a Sub Committee of the Cabinet has been appointed to advise on the revision ~~of~~ of salaries of low-paid servants, a note should be prepared by the department giving the suggestions of the department as to how the salaries of servants under our department may be raised. The note may be made on the following lines:

1. Higher grade teachers .. ~~30-45~~ 30-55

2. Secondary grade teachers.. 40-70

3. L.Ts. to be started on 75.

4. All Pandits (Vidwans) in the regional languages as well as Sanskrit to be put on a level with other teachers of the same qualification that is, a Pandit with general qualification of III Form and below may be put on the same grade as Secondary grade teachers, a Pandit (Vidwan) with a general qualification of VI Form who has undergone one year's teachers training and got a teacher's training certificate to be put on a scale with L.Ts, and a Pandit with general educational qualifications of VI Form who has not passed the teacher's training may be started on 60.

5. Manual Training Instructors, Music Instructors, etc., may be put on a par with Secondary Grade teachers. Urdu and Hindi Pandits may be put on a grade Rs.5 less than the Secondary Grade instructors.

6. The matter of lecturers in Colleges may also be considered and suggestions called for. The D.P.I. may be asked to prepare a note immediately in view of the ~~x~~ fact that the Sub Committee will require these facts very soon to go into these questions.

17-8-46

H.M. Education.

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

22/8/46

Finance

Fin E3

The files referred to are listed below.

These may be returned to EPH as required by them.

23/8/46

ASSISTANT SECRETARY FINANCE DEPARTMENT 22 AUG 1946

45518

Fin. o.o. 45518 Ed.

23-8-46

EPH B2

SECRETARY TO GOVERNMENT 8541 3 AUG 1946 PUBLIC HEALTH DEPT.

Edn. and P.H. Dept.(B2).

Scales of pay of staff and estts. in schools and colleges.

193

Educational institutions in this Provce. are under 3 different managements - Govt., local (Public) body and private. Definite scales of pay have been prescribed for the staff employed in Govt. institutions and under local bodies.

2. Govt. have not laid down any scales of pay for staff in aided schools. While in a few of the aided schools definite scales of pay are in vogue, in many others there are no fixed scales. The conditions of service in aided schools are unsatisfactory and representations have been recd. from different quarters for improvement of the lot of aided school teachers. The question of laying down regular scales of pay for teachers in aided secy. schools was considered in the past and given up on account of the enormous cost involved.

3. The present system of payment of g-in-aid to ele. schools is based on the no. and qualfn. of teachers and attendance of pupils combined with efficiency. The amount of grant calculated w.r.t. the no. and qualfn. of teachers is known as the 'assessed grant'. This grant is further increased or decreased accg. to the working of the schools as reported by the inspecting officers. The rates of teaching grant are calculated at the follg. rates:-

	Rate per year. Untrained. Rs.	Trained. Rs.
Lower ele. grade	60	108
Higher ele. grade	108	168
Secy. grade	144	216
Collegiate grade	212	276

There is a proposal to pay monthly B2

Grants to aided ele. schools are given to managements in quarterly instalments. Not less than 85 per cent. of the grant actually paid to aided schools should be disbursed by managements as salaries to teachers, the

balance of 15 per cent. being utilised for defraying expenses connected with the maintenance of schools. Recently, the Govt. approved the proposal of the D.P.I. that the assessed grant for aided ele. schools be disbursed in full as salaries to teachers and that, in addition, a separate grant of 15 per cent. of the assessed grant be paid to managers for the upkeep of school bldgs., equipment, etc. The question as to the date from which the order should be given effect to has been referred to the D.P.I.

There are also elementary schools maintained by Panchayat Boards, and the Govt. are giving them grants on the basis of the no. of teachers and their qualification; the rates of grant are as below:-

	Untrained. Rs.p.m.	Trained. Rs.p.m.
Lower ele. grade	12	12
Higher ele. grade	12	15
Secy. grade	17½	20

4. Teaching grants on behalf of aided secondary schools are being paid in accordance with the rules in Chapt. IV of the Grant-in-Aid Code. The amount of grant payable for any one year will normally be based on half the approved net cost in the preceding financial year, i.e., half the excess of the approved recurring expre. over the income from tuition fees reckoned at standard rates. The maximum salary that would be admitted in respect of a teacher for purposes of grant will be the amount that he would be drawing if he were in Govt. service. "

The expre. incurred by managements on payment of dearness or war allce. to the members of the staff at rates not exceeding those admissible to Govt. servants is treated as an approved item of expre. for purposes of assessment of teaching grants.

5. The subsidies paid by Govt. to local bodies for ele. and secy. schools are fixed and are not liable to revision on account of the opening of new schools or

the employment of addl. teachers, or the grant of revised scales of pay. Teachers in aided elementary schools and those in Panchayat schools are in receipt of a dearness allce. at rates granted to Govt. servants, the entire expre. being met by the Govt. The Govt. have ordered that teachers under local bodies should be paid dearness allce. at Govt. rates. The local bodies are expected to meet the expre. from their own resources and, only if they are not able to do so, will subsidies to the extent needed to cover the deficit will be given.

Teachers in aided secy. schools are being paid by managements dearness or war allce. at varying rates, generally below the rates admissible to Govt. servants, even though the Govt. have directed that the expre. on payment of the allce. at Govt. rates will be taken into account for purposes of assessment of teaching grants. Representations have been made that Govt. should compel managements to pay the allce. at full Govt. rates by undertaking to make a grant to cover the deficit caused thereby. As this will involve considerable extra cost it has not been possible to comply with the request. The question whether the Govt. may make a special grant equal to the difference between the grant paid towards the expre. incurred by private managements and the grant admissible at one-half of the Govt. rates is under separate consideration.

6. One of the Edn. Dept. post-war schemes is the introduction of uniform scales of pay for teachers in schools under all kinds of management. The scheme was estimated to cost Rs.894.35 lakhs during the five-year period. With a view to implementing the scheme, the previous Govt. have laid down tentatively the following scales of pay for different classes of teachers:-

P.T.O.

	Trained. Rs.	Untrained. Rs.
ELEMENTARY SCHOOLS:		
Higher ele. grade	25-2/2-45	20
Secy. grade (lowerele. schools)	30-2/2-38-3/2-50	25
(higher ele. schools)	40-5/2-80	
Graduates	50-4/2-90	40

10% of the grade salary to be given to heads of institutions.

SECONDARY AND SPECIAL SCHOOLS:	
Secy. grade	40-5/2-80
B.A., L.T.	70-10/2-150
Headmasters, High schools (for schools over a strength of 500)	175-15/2-220-20/2-300
Headmasters, other schools	175-15/2-250
Manual Trg. Instructors	40-5/2-80
Pandits and Munshis	45-2/2-75
Commercial Instructors	70-2/2-100
Drawing Masters	40-5/2-80
Physical Training Instructors	40-5/2-80

If the scales of pay mentioned above are introduced in schools under all kinds of managements, the addl. expre. from Provl. funds has been estimated by the D.P.I. as Rs. 2.44 crores; for details pl. see Annexure

	Rs. in lakhs
Ele. schools - Secy. grade - HE	34.40
	147.00
Secy. schools - Local bodies	24.00
	36.00
	2.52
	243.92

The financial position of local bodies are unsatisfactory and the Govt. will therefore have to increase the subsidies payable to them to meet the addl. expre. involved. In the case of aided ele. schools and Panchayat schools, the entire extra expre. has to be met by Govt. as is done now. As regards aided secy. schools, the Dir. has stated that, generally speaking, the resources of all non-Govt. institutions are not such as would permit any large schemes of development and he has recommended that the teaching grant at three-fourths of the net cost instead of half of the net cost may be paid. The figures have been worked out on this basis.

7. After the present Govt. took charge, the Hon. Minister for Edn. proposed that the following scales of pay might be adopted for teachers in ele. schools:-

Secy. grade trained ..	Rs.40-4/2-60-2/2-7
Ele. grade trained ..	25-2/2-45

When the file was sent to the Fin. Dept., that Dept. suggested that the pay of secy. grade trained teachers might be fixed at Rs.30-50 for those employed in lower ele. schools and Rs.40-5/2-80 for those in higher ele. schools, as originally approved by Govt. on a tentative basis. They also suggested that the lower scale might be prescribed as the maximum for purposes of grant-in-aid to ele. schools. The H.M. accepted these suggestions but they have not been proceeded with as the Cabinet decided that the raising of the pay and status of teachers might be taken up along with the raising of the pay of other low-paid servants.

8. At a recent Cabinet meeting, it was decided that the rates of grant for teachers in aided ele. schools might be increased by Rs.2 with effect from 1-8-1946. Certain points have been raised in this connection and the file was circulated. The file is with H.P.M. and the decision has not been given effect to yet.

9. H. M. Education has suggested the following scales of pay for teachers in Elementary and Secondary Schools : --

Ele. Higher Grade.	
With craft training.	30-2/2-50.
Without craft. ,,	25-2/2-45
Secondary grade.	
With craft training.	40-5/2-80
Without craft ,,	36-5/2-76
L. Ts.	
With craft training.	75-10/2-155
Without craft training.	70-10/2-150
Pandits.	
(a) III F and below with language Pandits and Munshis training.	45-5/2-80
(b) VI F and Pandits training without teachers training.	60-5/2-90
(c) VI F with Pandits Training and teachers training.	70-10/2-150.
(d) 'B. O. L 's in schools.	70-10/2-150.
Physical Training.	
(a) Graduates with P. T. I.	70-10/2-150

(b) H S E plus P.T. I (Sec. Gr. craft) — Rs. 40-5/2-80
(c) Secy gr. plus P. T. I. — (40-5/2-80 plus 10)

Secondary grade (craft trained ~~and craft~~) Special Teachers. — 40-5/2-80.
(Manual Trg. Instr.) Music mistress etc

10 If these scales are substituted for those tentatively accepted by Government the extra cost on account of revision will be as follows : --

	LAKHS
ELEMENTARY SCHOOLS.	
Government.	1.91
Local Bodies.	64.55
Aided schools.	1,45.60
Panchayats.	5.11.
SECONDARY SCHOOLS.	217,17
Government.	1.26.
Local bodies.	22.47
Aidéd schools.	39.64
Total.	~~63.37~~ 2,80.54

6337

11 So far as Government schools and elementary schools under private managements are concerned the the extra cost will be borne entirely from the provincial funds .

12 As regards elementary and secondary schools under local bodies, it is not now known whether the local bodies will be in a position to share a portion of the liability on account of the revision of salaries of teachers. The Government will have to meet ~~the extra cost~~ much portion of the extra cost of the revision of ~~expenditure.~~ Local bodies cannot bear any ~~portion of the cost~~ from their own funds.

13 As regards secondary schools ~~and~~ under private managements the extra cost has been worked out as about Rs. 40 lakhs. Under the existing system of grants one-half of this will have to be borne by the management from their resources. The Director has ~~suggested~~ reported that many managements do not have sufficient resources to meet the extra cost on account of revision of salaries and has proposed ~~that the revision on the basis of grant. three~~ that the grant should be raised to three fourths of the net cost. On this basis the extra cost will be 3/4th of 40 plus 1/4 of 42, namely, about 41 lakhs.

73 39 196

14 The Government of India have stressed the importance of the revision of the scales of pay and has made that ~~the first a condition~~ ~~contingent~~ to the payment of grant towards post-war schemes from Central Revenues. ~~towards the post war schemes~~. In view of this it seems imperative that the revision of the scales of pay on the lines ordered by Hon M. should be made.

15 The file may be sent to Finance for remarks before circulation.

Separate bill will be started about colleges

Dir
7879/46 S
he may remark effect at least 40% of the amount for it pg Asia.

Rajpal.

V. Ubhem.

This was referred to me for R & for me in Hindustani. Prof. Bakhle is private.

By Secy, Finance.

I have discussed the question of relativeness between lecturers and Asst. Lecturers with the Dir. Pending detailed examination the following scales have been tentatively suggested by him, orally.

M. E. S. S. — M.S.S. to be started on 300 in scale 300 - 700.
150 - 15/2 - 300.

R 12.9.46
30.

ASST. SECRETARY TO GOVERNMENT 9-OCT 1946 EDUCATION AND PUBLIC HEALTH DEPT.

By S, Finance

54305

The question of pay of teachers and grant to trades school has been settled by the Cabinet Committee. The further orders on its recommendations may be awaited.

Fin ms 54305 cl-1 9.X.46

9/10/46

EMt

190 Special 197 ~~40~~ 75

CONFIDENTIAL. Finance Department

Public Servants - Salaries and other conditions of service
Report of the Cabinet Salaries Committee, 1946.

The report of the Cabinet Salaries Committee is in print and copies will be available tomorrow. The Committee's intention is that the report should be placed before the Cabinet at its next meeting, with a free discussion of its recommendations ~~xxxfxxxx~~ by the Finance Department.

A summary of the Committee's recommendations is found in Appendix IX of the report. A good number of them do not relate directly to the Finance Department, but to other departments, though all of them, (with a very few exceptions) may involve the finances of the Province; it would be proper for these departments to place them separately before the Cabinet in due course. It happens that these recommendations are not so urgent that the orders of Govt. on them should be passed at the next Cabinet Meeting. Moreover, since there are 40 recommendations in all, it is likely that the Cabinet will not have time to dispose of all of them at one meeting. It is therefore suggested that, at the next Cabinet Meeting, these recommendations may be remitted to the departments directly concerned, for being placed before the Cabinet, in due course, after a full discussion of them by the concerned Department and the Finance Department. The numbers of these recommendations and the Department concerned are stated below:-

No. of recommendation in Appendix IX.	Department directly concerned.
1	Development
22 to 25	Public(Ser.)
26	Revenue
27 to 32	Local Administration L.E.P.H.
33 & 34	E & P.H.
36 to 39	do.

p 3 infra
do.

All the other recommendations are ones on which Finance Department are in a position to offer remarks without consulting other departments. A note containing these remarks is under preparation and this will be placed before the Cabinet with

~~xxxxfxxx~~

76/ 41

with the Committee's Report.

Regarding Recommendation 6, viz., the adoption of the scales of pay embodied in Appendix II of the Report, Finance Department is not in a position to offer any special remarks on individual scales of pay. It is expected that the Minister in charge of each Department and Service mentioned in the appendix will, where necessary, put forward his views at the Cabinet Meeting, regarding the adequacy, or otherwise, of the scales of pay proposed for the posts in his Departments. Copies of the Report will be circulated to the Hon'ble Ministers tomorrow.

It is for orders whether a note may be prepared for the Cabinet on the above lines, suggesting that the Cabinet--

(a) may discuss and pass final orders on the recommendations directly connected with the Finance Department and covered by the Finance Department's note, and

(b) may remit to the departments concerned all the other recommendations for necessary further action and for being placed before a later Cabinet Meeting, where necessary.) X

(Recommendation 1 is not of sufficient importance to require to be placed before the Cabinet separately).

If (b) above is done the other departments will not be able to proceed with the necessary action till after the Cabinet Meeting on 18-11-46. If it is thought preferable to avoid this delay, perhaps these recommendations may be remitted at once to the departments concerned under the orders of H.P.M.) Y

(a) above may be approved, and it is for orders whether X or Y will be done.

Chief Secretary may see before circulation to H.P.M. (As H.M(Revenue) is in camp, there is no time to circulate the case through him to H.P.M.)

D.W.D.
8-11-46

I agree with Finance Secretary.
(a) may be approved and as regards (b) I would advocate 'Y'.
W.S.B.
8-11-46

For orders
D.W.D.
8-11-46

The other departments also may be asked to get this ready for the next Cabinet Meeting so that the whole matter may be considered and disposed of at the same time. T.P. 8-11-46.

1A

191

42 198 77

A copy of the notes and orders in circulation, together with extracts of the recommendations directly relating to other departments (except Recommendation 1) may be sent to these departments for taking necessary action to place the subjects before the next Cabinet Meeting on 18-11-46 (the 7-day rule being got waived, if necessary). These departments will no doubt consult Finance Department in regard to their draft notes for the Cabinet on subjects that have any financial implications. They are informed that printed copies of the full report, (with are expected from the Press tomorrow), will be sent to them on receipt from the Press.

A copy of the notes and orders in circulation may also be sent to the Chief Secretary, with the request that the following subject may be put on the agenda for the Cabinet Meeting on 18-11-46:-

"Report of the Cabinet Salaries Committee, 1946 - Consideration of the recommendations with which the Finance Department is directly concerned."

A note for the Cabinet on the above subject will be circulated on 11-11-46.

C.O.C.
8-11-46

D.W.D.
8-11-46.

To EPH Dept.

E & P H
B2

Fin. O.O. 60864-Sal/46-1
8-11-46

A draft note is subd. Finance may see before circ.
12/11/46

Sal 370/43

ASST. SECRETARY TO GOVERNMENT
8 - NOV 1946
5.40 P.M.
EDUCATION AND PUBLIC HEALTH DEPT.

61549
12 NOV 1946

The draft note for the Cabinet may be perused and the case returned to EPH

~~The note may be accepted, subject to the following remarks~~ :- Finance Dept may make the foll: remarks on the note :-

78 / 43

1. Aided Elem. Schools (private) & Basic Bd. Schools.

The rates recommended by the Committee for graduation and ~~may be put over~~ weights at the ~~higher~~ levels are such that Govt will be paying roughly about 3/4 of the cost of the increases in the Govt scales, which the managements are asked to adopt. The Committee's intention was that the managements should find the remaining 1/4 from their own resources to start with. The additional expr to Govt will be about Rs 32 lakhs, while if Govt are to pay from the extra expr completely, it will come to Rs 145 lakhs. It ought to be noted that this Rs 145 lakhs is based on the average of the scales and not of Govt scales for the above average increments for the ultimate expr. The Govt commitment to bring the scales of pay up to the minimum in the scales will naturally be much less. It will not be about Rs 44 lakhs and this will go on increasing as pay increases in the time-scales. E/H say that the managements will not be able to find the extra 12 lakhs, so that the result will be that the teachers will not be paid anything more than 3/4 of the increases in the Govt scales.

If Govt decide to pay this Rs 12 lakhs to start with, this Dept would suggest that students come out of the Rs 101 lakhs, which Govt are now spending for the payment of D.a to their teachers; so that there will be no extra expr on the Committee's proposals, and that, as pay increases in the time scale, the D.a should be reduced by an amount equal to the increment. This will mean that as long as the scheme of D.a. lasts, teachers' emoluments will not change, but since they will have had a large immediate increase at the start they should not complain.

See below. 'Q'

2. Basic Bd & Govt Aided El. Schools. (Cost 'Q' and 'R' note) It ought to be stated that the Committee's intention was that the total amount to be paid to local bodies should not exceed either the grant based on the rules recommended for Govt schools or the total amount now paid as Subsidy plus contribution, whichever is higher. Since E/H say that the latter sum is higher than the former, there will be no additional cost to Govt under the Committee's proposal. If the local bodies cannot afford this increase they should either not increase their existing scales or the Educational staff should be treated as at 'Q' above as regards dearness allowance. This latter course may be

'R'. See below Desd

(192) 4/4 199 19

increases, but if Govt cannot afford all this additional expenditure, nothing else can be done.

It is suggested that the alternatives at 'Q' & 'R' may be put into the Cabinet note as suggestions from this Dept. and if included as proposals for orders.

In the 'proposals for orders' the Resolution of the Committee re arrears D.a. (No 39) may be included.

13/4/ab

This is a matter of supreme importance financially and it is essential that the Govt. should have all the financial implications placed clearly before them before they come to a decision.

The Committee has recommended that all teachers be paid the same rates of pay, under whatever management they work. The number of teachers at present employed by the Govt. in Govt. elementary and secondary schools is very small, and the extra cost of giving increased scales to them is not a serious matter (Cf. figures at A on p. 3 of note for the Cabinet), but the extra cost of giving the same scales to the teachers employed in schools run by local bodies and private managements would be enormous.

(t)

The Committee has proposed that the cost to the Govt. in the case of elementary schools be restricted by giving only increased fixed grants per teacher to panchayat and private aided elementary schools and no appreciable additional grants to local bodies. E.P.H. point out that it is quite impossible for these managements to pay the teachers at Govt. rates on this basis, and that, if all teachers are to be paid at Govt. rates, the Govt. cannot avoid having to bear the full extra cost in respect of elementary schools under other managements, either by taking over the schools or by paying additional grants to cover the full extra cost. A warning to the managements of panchayat and private aided elementary schools to pay their teachers at Govt. rates would be completely ineffective unless the

M

Govt. meet the full extra cost, because the managements have no resources from which to meet any part of the extra cost themselves. Finance agrees that the position is as stated by E.P.H.

In regard to the schools of District Boards and Municipal Councils the Committee has recommended (Recommendation 29, para 2) that the local bodies be given grants either as at present or on the basis proposed for private educational institutions, whichever is more favourable, and says that this is not likely to involve much extra cost to the Govt. The recommendation is quite clear. The discussion of it in the draft Note for the Cabinet is not clear, and would suggest that it be recast. E.P.H. say that the present Govt. grants for District Board and Municipal Council elementary schools come to Rs 115 lakhs per annum, whereas grants at the fixed rates proposed by the Committee for aided elementary schools would come to Rs 107 lakhs per annum. It is therefore true that this recommendation would not involve any appreciable extra cost to the Govt. in respect of elementary schools of District Boards and Municipal Councils, though when calculations were made with reference to individual local bodies, a few of them might possibly be found to be eligible for slightly increased grants. It follows that, in regard to the elementary schools of District Boards and Municipal Councils the Committee's recommendation would only cause a vast amount of extra work to all concerned without any appreciable result. Finance would advise strongly against it. The grants to local bodies should be on some definite basis and not on the basis of two alternative calculations and adoption of whichever is more favourable for each individual local body.

E.P.H. calculate the ultimate additional cost of paying teachers in non-Govt. elementary schools on the proposed new scales for Govt. teachers at Rs 65 lakhs per annum for District Board and Municipal Council elementary schools and Rs 145 lakhs per annum for aided private elementary schools. They do not give the figure for panchayat schools but it appears that it should be about Rs 5 lakhs per annum (see figures on p.3 of the draft Note). This makes a total ultimate additional cost of Rs 215 lakhs per annum in respect of teachers in non-Govt. elementary schools, and E.P.H. urge that the Govt. should undertake the whole of the liability. This is much more than the estimated ultimate additional cost of the proposed new scales for Govt. servants, which is Rs 175 lakhs per annum.

It is very desirable that the Note for the Cabinet should also give, as far as possible, estimates of the immediate extra cost of all proposals and of the extra cost over the next 5 years (for comparison with the amount of Rs 894 lakhs provided for the 5 years under scheme No.87 in the Post-war plan, as it stands, for cost of improving scales of pay for all teachers in all schools and colleges, Govt. and non-Govt.).

The immediate additional cost may be estimated in respect of the panchayat and aided private elementary schools on the assumption that at present the teachers get only the fixed grants paid by the Govt. per teacher (E.P.H. say that very few managements pay anything more). The immediate cost of bringing all of them up to the minima of the new proposed Govt. scales will be about Rs 50.7 lakhs per annum. Under the Committee's proposal the Govt. would meet Rs 38.1 lakhs out of this (including the Rs 12.5 lakhs per annum recently sanctioned by the Govt. in the form of an additional grant of Rs 2 p.m. per teacher). E.P.H. consider that the managements cannot meet any extra cost themselves and will not pay the Govt. rates unless the Govt. meet the full immediate cost of Rs 50.7 lakhs per annum, rising gradually to an ultimate cost of Rs 150 (145+5) lakhs per annum.

The immediate additional cost in respect of District Board and Municipal Council elementary schools is extremely difficult to estimate, since the teachers are already on time-scales. It has been calculated roughly in Finance Department that it may be something like Rs 10 lakhs per annum, if the teachers are brought on to the new scales only at the "next above" stage, as recommended by Finance

in the case of Govt. servants, and an additional Rs 12 lakhs per annum if advance increments in respect of past service are also given, as proposed by the Committee. Here also E.P.H. consider that it is not possible for the local bodies to pay the Govt. rates, unless the Govt. meet the full cost both immediate (Rs 22 lakhs per annum) and ultimate (Rs 65 lakhs per annum).

In regard to secondary schools the Committee propose (a) that local bodies should be required to pay their teachers at Govt. rates and managers of private aided schools induced to do so by a threat to take over their schools if they do not, and (b) that the Govt. should meet two-thirds of the net cost of the private aided secondary schools instead of half the net cost as hitherto, and, in effect, that the Govt. should also meet two-thirds of the net cost of the local bodies' secondary schools in future. (This would be the practical effect of para 2 of Recommendation 29 as regards secondary schools of local bodies, since the annual grants for them at present are only relatively small fixed grants restricted to schools built before 1931 or so. This recommendation of the Committee would therefore involve large extra cost in the case of the secondary schools of local bodies, and the Committee's expectation that it would not involve much extra cost is correct only with reference to the elementary schools of District Boards and Municipal Councils.)

E.P.H. have calculated the ultimate additional cost of these two proposals, taken together, as Rs 24 lakhs per annum for local bodies' secondary schools and Rs 42 lakhs per annum for private aided secondary schools, of which (on the proposed 2/3 net cost basis) the Govt. would bear Rs 20 lakhs per annum for local bodies' schools and Rs 31 lakhs per annum for private aided schools. They say that it is doubtful whether the private managements would be able to find the balance of Rs 11 lakhs per annum required for their schools. The position for secondary schools is complicated by the question of fees. As long as fees continue to be levied, there seems to be no reason why they should not be raised to some extent along with all other costs and prices. It is

understood that the Govt. prescribe certain rates of fees for secondary schools, and these alone are taken into account as receipts when calculating the net cost of a school for half grant. Schools are allowed to charge higher fees and the successful ones do so. They thus get a large additional income that is not taken into account in calculating what is nominally a "half net cost grant" but really much more. If the basis is changed to 2/3 net cost, it seems necessary to treat the actual fee receipts as receipts for the purpose of calculation of grant in all cases. The matter needs further detailed examination before a decision is taken by the Government.

It seems hardly possible to calculate the immediate extra cost of the Committee's proposals for secondary schools, since the teachers are presumably on varying time-scales. E.P.H. may kindly make some rough estimate if possible. Even for local bodies schools the rates of pay are not uniform, as Municipal Councils have been allowed to pay at the existing Govt. rates, if they wish, instead of the scales prescribed for local bodies' schools, and it is understood that some do so.

The total ultimate additional liability for the Govt. under E.P.H's proposals in regard to non-Govt. schools comes to Rs 215 lakhs per annum for elementary schools and Rs 51 lakhs per annum (and a possible further Rs 15 lakhs per annum if local bodies and private managements cannot find their share) for secondary schools. This is a colossal bill. If the Govt. accept an additional liability to this extent for existing teachers, I do not see much hope (in view of the Government's intentions in regard to the Excise revenue) of extending compulsory elementary education at anything more than a snail's pace, if at all. It has to be remembered that, the higher the rates of total remuneration of teachers, the less we can do with any given amount of funds in extending compulsory education.

Dy. Secretary(Finance) has suggested limiting the extra cost in the case of aided elementary schools by, in effect, reducing the dearness allowance of the teachers, which is already paid by the Govt., to the same extent as their pay is raised

above the level payable from the fixed grants recommended by the Committee, so that the additional cost to the Govt. would be limited permanently to Rs 25.6 lakhs per annum (in addition to Rs 12.5 lakhs per annum for the increase of Rs 2 p.m. per teacher recently sanctioned). I am afraid this does not seem to me to be feasible. The teachers have been given dearness allowance at Govt. rates, and I think it is now essential to accept the position that the allowance can only be reduced for them as and when it is reduced for Govt. servants on account of a fall in the cost of living.

I can only see two possible ways of reducing the huge ultimate liability involved in E.P.H's proposals. They are (1) to give up the general principle of uniform scales of pay for all teachers, and (2) to fix lower new scales for Govt. teachers than those proposed by the Committee, so that the cost of giving the same scales to all teachers would be less. Under (2) I suggest that the scale for secondary grade trained teachers be Rs 30-1-50, with corresponding reductions for all other grades. We may take it that the minimum scale of Rs 30--50 laid down by the Central Advisory Board applies to secondary grade trained teachers, as they proposed that no teachers with lower qualifications should be employed. As long as we have to employ teachers with lower qualifications, it is reasonable that their pay should be less.

A

As regards point (1) at 'A' above, I have given reasons in detail in the L.A. file regarding the Committee's recommendations for local bodies servants in general, for the view that it is only reasonable that the scales of pay for local bodies servants should be lower than those for Govt. servants doing similar work. If this view is accepted, it will apply to teachers under local bodies as much as other employees, and it will apply also to teachers in aided private schools. Finance would suggest that the new scales for teachers under District Boards and Municipal Councils be made appreciably lower than for Govt. teachers of the corresponding grades, (& also that, as recommended by the Committee in regard to other local bodies servants, new scales should be sanctioned only after examn of the finances of individual local bodies shows that they can bear the cost without further Govt subsidy. Fin would also urge that, where new scales are sanctd the teachers be brought on to them only at the "next above" stage & without any

As regards panchayat and private aided elementary schools, Finance would urge that, in view of the huge expenditure (Rs 101 lakhs per annum) that the Govt. are incurring on paying them dearness

allowance, it is quite impossible to contemplate doing anything more for them at Govt. cost than what the Committee has recommended, and that it is therefore necessary to be content with ensuring that they get such fixed rates of pay as can be paid with the fixed grants per teacher recommended by the Committee, though these may be less than the minima of the scales for Govt. teachers. The ultimate additional liability involved in putting all these teachers on time scales at Govt. cost is much too great for the Govt. to contemplate.

As regards secondary schools Finance would urge that a further careful detailed examination is essential before the Committee's recommendations can be placed before the Cabinet for orders. I submit that we shall have to tell the Govt. of India that it is quite beyond the resources of this Province to give all teachers a minimum scale of Rs 30--50 as well as dearness allowance at Govt. rates, and that as we are giving the latter, the scales of pay will have to be limited to what the Province can afford in addition, and that if they insist on more as a condition of their post-war grants, it will merely make it impossible for us to extend compulsory elementary education at a rate that they would consider satisfactory. We may point out that Madras has always had to pay its Govt. servants at lower rates than more well-to-do Governments and will continue to have to have to do so, and that in view of this, it would not be reasonable for the Govt.of India to insist on minimum rates of pay for teachers in this Province that are disproportionate to the resources of the Province.

I have indicated a few slight pencil changes in the draft Note that are for consideration in E.P.H. E.P.H. may also consider whether some portions of the Note may be recast in view of the Fin. notes above. They will no doubt give the gist of the views expressed by Fin. either in the Note itself or by giving extracts from my note in an Appendix.

DSW
14.11.46 (5.15 pm)

Very Special.

DSW
14/11/46
9 P.M.

I have indicated in E.P.H. the changes which in my view are necessary in the Note by way of clarification.

15/11/46

86/

The draft note for the Cabinet has been amplified. The Chief Secy. may see before circulation.

15/11/46 S

16/11/46

16/11/46

The note may be circulated to copies of HM (Sir) After his approval the note will be circulated to all HM & to HE

16/11/46

HM (Sir)

HM's attention is [illegible] also 16/11/46

The note of finance does not show any grasp of facts or imagination. Already the quality of teachers is so low. If we accept the suggestion of finance, only the worst people who cannot go to any other profession, will go to become the teacher. Instead of having such an educational system, we may as well scrap it.

We should have the courage to do the right thing and face the consequences.

I recommend 1. That the salaries to teachers in Government, Local Boards and Municipal schools may be the same, sp. with regard to elementary schools

2. That the increases suggested by the committee are moderate and be accepted.

3. That the aid to be given to the aided elementary and secondary schools may be given as suggested by the committee.

In addition I may add that Panchayat Board schools may be treated on a par with the local board schools as they are also in a way local boards.

I entirely agree with the principles enumerated

196

203 87

by the Cabinet Sub-Committee in page 8 of their report namely -

"A person with certain qualifications entering on a post, which hold prospects of promotion to higher posts can reasonably be started on a salary-scale lower than one fixed for a post, requiring the same qualifications, etc., from which there is no promotion to higher posts. As regards qualifications too, there will be varying conditions which influence pay scales. The age of recruitment and the time and money spent in acquiring the qualifications will be the governing factors. A man who has spent time, money and energy in going through a five-year course in particular subject after he leaves school, must centrainly be allowed a higher scale of pay, other conditions being equal, than a man who has been recruited soon after school or after a special two-year course.

Thus, we think, that such factors as the duties and responsibilities attached to a post, the qualifications prescribed for it, the age and method of recruitment to it and the prospects of promotion in it have also to be taken into consideration in fixing salary-scales ....."

I would only suggest to the Cabinet that these principles should be applied relatively to all departments, & I would ~~only~~ suggest that the Education department should be viewed in the same way as others especially in ~~xxx~~ its great importance in the shaping of a great future for the country.

I am herewith sending the note of Director Of Public Instruction for perusal. The Director of Public Instruction tells me that it has been written hurriedly and could make a stronger case, if he were given more time.

As this is a very important matter, this

88/ 55

being postponed to the next meeting of the cabinet, the matter may be examined well by the Secretary as well as the D.P.I.

I shall be glad to have then considered opinion in about five days, so that I may be able to see them & finalise them before I go out on about the 25th inst.

TSA
17-11-46

I have met & discussed the matter with the D.P.I. & I have requested him to Desist his suggestion within five days.

TSA
17-11-46

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

May be given to the DPI u.o. for reference in preparing his further note (HM's permission has been taken)

DPI u.o.

~~Thanks~~ seen & returned with thanks.
S.R.Savoor.
24/11/46.

The D.P.I.'s note has been received and is placed below. The file may be circulated to HM (Edn)

25/11/46 25.11.46

H.M. (Edn)

p 20

54 204 89

pp 27-63 CF

Please see attached herewith the note of the Director of Public Instruction on the recommendation of the Cabinet sub-Committee on the revision of salaries. The note has been prepared in consultation with me and I support the note of the Director of Public Instruction in toto. It is unnecessary for me to stress the need for a good quality of teachers. In fact we have not been of late getting sufficient men for the teaching profession apart from quality. No educational scheme or system will be of any success unless we have proper men to manage. It is rather unfortunate that the Education Department was treated badly in the past and that accounts for the fact that we have not succeeded in getting the best men for the Department in all its services. This is all the more true with reference to the lower grades and so an attempt has been made to give some sort of justice to the employees under the Department and especially to the poor paid teachers of the elementary schools.

What has been claimed in the note is not anything more than other Departments. It wants only equality of treatment with other departments when its entrants have more qualifications. The report explains exhaustively the reasons for the suggestions made therein and it is not necessary for me to add anything more except to say that in view of the fact we want very good type of men for this very important subject, it will be necessary that the employees under this Department are at least put on a par with those of the other departments. This principle of payment when the qualifications are the same has been accepted by the Cabinet Sub-Committee as pointed in the opening para of the note of the Director of Public Instruction and I hope the Cabinet will uphold that principle also.

p 27 CF

The cost of the proposals has been worked out in fairly good detail. A note of the Secretary which is also appended herewith claimed that the same individual employed in the various managements should get the same pay. That was the stand of the Post-War Reconstruction Committee and if that standard is taken the extra cost involved will come to nearly 2½ or more crores. In view of our financial stringency, we have thought it fit not to take such an extreme attitude and so the cost has been brought

pp 59+61 CF

(t)

down to something like 180 lakhs per annum. But this 180 lakhs is only the ultimate cost that has been worked out. The immediate cost that the Government may have to bear in view of this increase of salaries will be about Rs. 120 to 130 lakhs in the next 4 or 5 years to come.

The Education Department has one advantage in that the money spent in the increase of salaries is subsidized by the Central Government to the extent of 50 per cent. The Government before the Interim Government came has committed to it in writing and after the Interim Government came, I had a talk with Sir Shaafat Ahmed, who was then the Education Member, and he also said that he will give us half grant. Recently, the present Education Member of the Government of India, Sri C. Rajagopalachari, has issued a statement in the Assembly in answer to a question in which he has confirmed this commitment and so we may expect to get half the net cost of about Rs. 130 lakhs from the Central Government and that will considerably lower the Bill which this Province has to bear, And so in the interests of efficiency in education as well as fairness to its employees, I would recommend that the recommendations of the Director of Public Instruction may be accepted in toto by the Cabinet

T.S.A.
26/7/46

Please see herewith a representation from the Principal of the Guindy Engineering College, endorsed by the Director of Public Instruction.

I understand that the condition of supply of non-gazetted staff to the Engineering Colleges is very precarious. The reasons have been mentioned in the note by Dr. Rudra. The present pay of these men seems to be Rs.100-200, starting at Rs. 150. The Cabinet Sub-Committee seems to have recommended Rs.150-10-250. The point is that the college non-gazetted staff as well as the supervisors in the P.W.D. are getting the same pay, but the men in the P.W.D. have got large scope and other methods of improving. Thus no-body comes to the college with the result that the college has deteriorated progressively in the matter of supply of the staff. As

para 4. of the Principal's note says that no one has cared to continue in the college for any length of time and the average tenure of non-gazetted officer during the last five years is 9 months and 11 days. In view of less prospects for these men, Dr. Rudra recommends that they may be given an extra pay of Rs.50, i.e., they may be started at Rs. 200 and go on till Rs. 300. In view of the very difficult position of our getting non-gazetted staff for the colleges, I would suggest to the Cabinet Sub-Committee to accept the suggestion of Dr. Rudra.

There will be about 100 non-gazetted staff in all the four Engineering Colleges when they grow fully and so the ultimate cost of this increase will be Rs. 100 X 50 X 12 - Rs. 60,000/-. But as it is we have only about 35 members in the non-gazetted ranks in the Engineering College and so the immediate effect of this increase will be Rs. 35 X 50 X 12 - Rs. 19,000/-. In the interests of the efficiency of the College, I recommend this to be done.

This may be treated as a supplementary note to the note already submitted by this Department.

T.S.A.
27/11/46

92 57

199 58 206 93

To the Chairman, Cabinet Salaries Sub Committee.

I am herewith sending you the corrections which we agreed to yesterday. The detailed note sent along with it under the heading "scales adopted up to date explains the whole thing. With regard to the aided secondary schools, we have put in a claim for 3/4ths and given figures showing how it is necessary. That is the important claim which we may have to press. The points that we have to press are:

1. That for aided secondary schools, three-fourths grant must be given to help them to meet the present rise of salaries and if that is done the aided schools can be compelled to pay the local board rate of salaries.

2. To raise the maximum of the local board second grade te chers to the level of the maximum of the local board lower division clerk with the increments also as uniform;

3. In regard to the proposal which we have accepted, to give Rs 10 for headmasters of elementary schools with above 300 pupils and Rs 5 below 300. We have worked out the cost and submitted another proposal which costs the Govt. much less and that is,

(1) Headmasters of lower elementary school with a staff of four, Rs 2;

(2) Elementary schools with a strength of 300 and below excluding No.(1) ~~and~~, Rs 5;

(3) Elementary schools with a strength of above 300, Rs 10/-

This will save the Govt. nearly nine lakhs as compared with the recommendation that H.M.Revenue and myself have agreed together.

T. S. A.
12/12/46.

May be sent to the Secy., Cabinet Salaries Committee.

M. V.S.
12/12/46

94 54

28

207 60 95

Secretary, E. & P.H.

In continuation of the note that I have sent you today with regard to the revision of salaries to teachers and others, I forgot to mention one point which we must press before the Cabinet and the Cabinet Sub Committee and it is this:

The Cabinet Sub Committee has made the recommendation that the coming into effect of the salaries shall be dependant upon ~~xxxxxxxxxxxxxxxx~~ the Government of India sharing half the expenses specifically on the scheme.

I know the Government of India have laid down that their grants to Provincial Governments will be dependant upon certain essential aspects in our educational plans, one of them being the raising of the salaries of the teachers. But apart from this, I think it will be absolutely unjust to depend for justice being given to one class of employees being made dependant upon the wish of another Government. Already as I have had occasion to point out, the employees under Education Department for the same qualifications are getting less than in many other departments and it will be absolutely unjust on the part of the Government to make even these meagre recommendations also dependant upon something else happening. We may take up with the Government of India separately the question of a sp[illegible] grant from the Government of India for this particular scheme on the lines suggested by the Salaries Committee but irrespective of the result of that correspondence and without waiting for that result, it is essential that the recommendations in regard to teachers should be implamented in the same way as in regard to other types of employees and the announcement also should be made alongside.

T. S. A

p10

Statement showing the financial effect of the Revision of pay merging the present dearness allowance into the scale proposed for revision.

S. No.	Grade	Total number of teachers	Present Scale or Grant and dearness allowance permensem.	Revised Scale of pay propos	The average of Scale propsed	Immediate Cost			Ultimate Cost	
						Cost at the existing Scale or grant and dearness allowance	Cost at the revesed scale merging the dearness allowance into the scale	Extra Cost	The Cost at the average of the proposed Scale	Extra Cost. (8a-7a)
			Rs	as	Rs.	Rs	Rs	Rs	Rs	Rs
1	2	3	4	5	6	7a	7b	7c	8a	8b
1.	Aided Elementary Schools.		36-3/2-45-2/2-55 39-3/2-45-2/2-55							7,39,404 8,46,000
	Secondary	5,076	Rs 18+16 DA	30-3/2-45-2/2-55	$42\frac{2}{9}$ p.m.	(18+16)×12×5076 = 2,071,008	(30+4)×12×5076 = 2,071,008	Nil.	$5076 \times 42\frac{2}{9} \times 12$ = 2,571,840	5,00,832
	Higher Ely	41,819	Rs 14+16 "	25-3/2-45	$34\frac{1}{9}$ "	(14+16)×12×41,819 = 1,50,54,840	(25+5)×12×41,819 = 1,50,54,840	Nil.	$41,819 \times 34\frac{1}{9} \times 12$ = 1,74,52,463	23,97,623
	Lower Ely	3,146	Rs 9+16 "	20-3/2-24-1/2-28	$24\frac{28}{45}$ "	(9+16)×12×3,146 = 9,43,800	(20+5)×12×3,146 = 9,43,800	Nil.	$3,146 \times 24\frac{28}{45} \times 12$ = 9,29,538	nil.
2.	Panchayat Ely Schools		36-3/2-45-2/2-55 39-3/2-45-2/2-55							11,680 13,696
	Secondary	96	Rs 20+16) "	30-3/2-45-3/2-55	$42\frac{2}{9}$ "	(20+16)×12×96 = 41,472	(30+6)×12×96 = 41,472	Nil	$96 \times 42\frac{2}{9} \times 12$ = 48,640	7,168
	Higher Ely	1,742	Rs 15+16 "	25-3/2-45	$34\frac{1}{9}$ "	(15+16)×12×1742 = 6,48,024	(25+6)×12×1,742 = 6,48,024	Nil	$1,742 \times 34\frac{1}{9} \times 12$ = 7,26,995	78,971
	Lower Ely	55	Rs 12+16 "	20-3/2-24-1/2-28	$24\frac{28}{45}$ "	(12+16)×12×55 = 18,480	(20+8)×12×55 = 18,480	Nil.	$55 \times 24\frac{28}{45} \times 12$ = 16,253	Nil
3.	Local Body Schools.									
	Secondary.	4,501	25-3/2-45+16DA average Salary $34\frac{1}{9}$ p.m.	30-3/2-45-3/2-55	$42\frac{2}{9}$ "	$\frac{415}{9}$ $(34\frac{1}{9}+16) \times 12 \times 4,501$ = 27,42,609	$50\frac{7}{9} \times 12 \times 4,501$ = 27,42,609	Nil	$4501 \times 42\frac{2}{9} \times 12$ = 22,80,507	Nil
	Higher Ely	34,608	20-1/2-24-3/2-30+16DA aver: Salary $25\frac{5}{9}$ p.m.	25-3/2-45	$34\frac{1}{9}$ "	$(25\frac{5}{9}+16) \times 12 \times 34,608$ = 1,72,57,856	$41\frac{5}{9} \times 12 \times 34,608$ = 1,72,57,856	Nil	$34,608 \times 34\frac{1}{9} \times 12$ = 144,43,072	Nil
	Lower Ely	5,521	15-1/2-20 aver. Salary 18 p.m.	20-3/2-24-1/2-28	$24\frac{28}{45}$ "	$\frac{34}{(15+16)} \times 12 \times 5,521$ = 22,52,568	$34 \times 12 \times 5,521$ = 22,52,568	Nil.	$5,521 \times 24\frac{28}{45} \times 12$ = 16,31,271	Nil
4.	Government Schools.									
	Higher Ely sect -	2,306 388	23-3/2-45+16DA aver. Salary $33\frac{4}{15}$ p.m.	25-3/2-45	$24\frac{7}{9}$ "	$\frac{49\frac{5}{15}}{(33\frac{4}{15}+16)} \times 12 \times 2,306$ = 13,63,307	$49\frac{4}{15} \times 12 \times 2,306$ = 13,63,307	Nil.	$2,306 \times 34\frac{7}{9} \times 12$ = 962,371	Nil.
										29,84,594

7,39,404 + 2397623 + 11,680 + 78971 = 33,27,678

846000 + 2397623 + 13696 + 78971 = 33,36,290

Rs 33,27,678 if the scale of pay for secondary teachers is fixed at Rs 36-55 and Rs 33,36,290 if the scale of pay

The Director of Public Instruction has calculated the extra cost if the pay of teachers in all schools is raised to the Government scale. It is understood that the H.M. intends -

i) that the minimum pay of secondary grade teachers should be either Rs.35 or Rs.40,

ii) that the pay of higher elementary teacher may be Rs.25-2/2-45 as proposed by the Director, and

iii) that the scale of pay for lower elementary grade teachers need not be revised.

As there is no appropriate stage in the Government scale (Rs.30-3/2-45-2/2-55) for the minimum suggested by H.M., the minimum for secondary grade teachers will be then as follows:-

Aided elementary schools.

For a scale of	Rs.36 - Rs.55	Rs.7,39,404
-do-	Rs.39 - Rs.55	8,46,000

Panchayat schools.

For a scale of	Rs.36-55	11,680
-do-		13,696

Dt.Bd.,Ml. and Govt. schools - Nil.

Cost if Rs.36-55 is adopted.	7,51,084
Cost if Rs.39-55 is adopted.	8,59,696

The total cost of revising scales of pay for secondary grade teachers and higher elementary grade teachers will be -

1) if the scale of pay for secondary g teachers is fixed at Rs.36-55 ... Rs.32,27,678

2) if the scale of pay for secondary grad teachers is fixed at Rs.39-55 ... Rs.33,36,290.

7/6/46

H.M (Edn)

14

203

210 15 97

I have further discussed the matter with the Hereof. H.M (Edn). He wants the revision of salaries of secondary grade teachers and of higher grade trained teachers to be taken up and included in the budget, and as part of scheme no 87 P.W. schemes, (for improving the scales of pay of staffs and establishments of schools and colleges). ~~P.W. scheme~~ The H.M wants the scale for all secondary trained teachers employed in institutions of any grade to be ~~40 3/2 55~~ 40 to 70 or at least 35 to 65, and for higher trained men, the same scale as prevailing in Government schools, for all other schools whether aided or managed by local boards. The details should be worked out and put up before the evening of the 14th, so that they may be sent to Finance before the 15th.

B 13.6.[illegible]

16

Routine 211 17 98

The intention of H.M. (Edn.) seems to be

(1) that the pay of H.E. grade teachers should be raised to Rs. 25-45.

(2) that the pay of Secondary grade teachers should be raised to Rs. 35-65 or Rs. 40-70. *

(3) that the dearness allowance should be absorbed in the pay to the extent necessary. ; + the rest shd be shown as dearness allowance

(4) that all teachers should be given an immediate increase of Rs. 2. This shd must be shown as an extra dearness allowance

(5) that no revision of pay need be made ~~for~~ in the case of lower elementary grade teachers.

* in the case of sec. grade teachers under private management they will be started on a pay of Rs. 40/- against Rs. 34/- now drawn by them. The extra cost for a year is about Rs. 3.6 lakhs. If the two rupees to be given in extra is taken into account the addl. cost will be 2.4 lakhs.

The following anomalies will arise if the proposals (1) to (4) are given effect to (1) At present all teachers receive dearness allowance at Rs. 16-0-0 a month. According to the proposal the dearness allowance is to be absorbed in pay and so there will be no dearness allowance to teachers to be employed hereafter. The question then arises on what pay teachers to be newly employed should be started. If no revision is made they will be eligible for a pay of Rs. 23 plus 16 D.A. (Govt.) Rs. 20 plus 16 Board schools Rs. 14 plus 16 in aided elementary schools Rs. 15 plus 16 in Panchayat School. It seems that as long as the system of dearness allowance is in force they should be started at least on Rs. 39, 36, 30 or 31 as the case may be. This is necy., also for the reason that lower elementary grade teachers are also ~~on~~ in receipt of dearness allowance and the total pay they receive will be ~~proposed~~ greater than the minimum proposed for H.E. grade. In the case of secondary grade ~~the~~ teachers also similar arrangements will have to be made.

* higher elementary grade

24 1/2 6

A

(35+4) (25+11) (25+16) (25+16)

(4) above: There are at present about 1,00,000 teachers of the H.E. grade and the secondary grade in all elementary (and secy. schools) together. If each teacher should receive an immediate increase in pay of Rs. 2 as an advance increment for a full year. the extra will be Rs. 24 lakhs. By way of increments Govt. may have to incur an addl. expenditure of Rs. 24 lakhs every two years for some time to come and there will be no corresponding savings by way of appointing new teachers on the view of "A" above.

In 1946-47 the cost will be Rs 16 lakhs (8 months)

34
1 47
11
1.92

Ultimate cost: of 1-4 above. If the pay is revised as proposed by H.M. the extra cost will be 1.92 crores p.a. if the scale of pay for

the secondary grade teachers is fixed at Rs.40-70 and Rs.1.82 crores if the scale is fixed at Rs.35-65. The extra cost does not take into account the expenditure incurred at present on dearness allowance, viz. Rs.1.92 crores. When Gov. discontinue the system of dearness allowance, this expenditure can be set off against the ultimate expenditure referred to above.

1,00,000 x16 x12

BM 15/6/46

The present extra expenditure will be only 24 lakhs

memorandum may be prepared on these lines & sent to Finance

TSA

15-6-46

If the proposal made above meet with wishes of HH a regular note will be prepared and sent to Fin before carry BM

Routine

HH (Edn) wished to see the file relating to the Scheme for enhancement of teachers' Salaries. The file is below; attention is invited to pp. 24 to 33 of the Note-file there & to the Memo sent to the DPI at pp. 39-41 of the current file there. Some further information is still due from him before the replies received to that Memo can be further examined (please see pp. 59 & 61 c.f.)

HH Edn wished to have also figures of costs on the supposition that for Ely & Secondary Schools a minimum of Rs. 30/ were to be fixed for Higher Ely grade teachers & a minimum of Rs. 40/- for Secondary grade teachers. A table giving the figures available (with explanatory notes) is kept below.

HH has indicated only the minima & not an enhanced scale correspondingly; if an enhanced scale were to be introduced costs would go higher; for calculation only the maxima of the existing scales have been adopted; it may not be appropriate to keep the present scales & put up the minimum alone.

HH seemed to be thinking of introducing these minima in fact institutions alone at first. If that is done it will be open to the objection that one class of fact servants alone is being dealt with separately. Such an objection cannot be put forward if, as is proposed to be done in the main file, their case comes up as part of the case of teachers generally. And, in that aspect, it would not be appropriate to take up their case in advance

101 / 132

as in fact even now they are better remunerated than other classes of teachers. I suggest, therefore, that action may be confined to the lines already stalked out on the main file & that no intermediate action is necessary.

[signature]
15/5/46
[illegible] (Edn.)

cd. 16/5/46

[illegible] Edn. is referred to papers [illegible] the [illegible] as per the Memo sent out [illegible] DPI should be worked out very quickly.

[signature]
[illegible]

206 213

1. Government elementary schools:

p49 CF

Includes labour schools.

	No. of teachers.
Secondary	388
Higher elementary	2306
Lower elementary	419

Scales of pay. p41 CF

		Present scales	Scales tentatively accepted by Govt.	Pay suggested by H.M.
*for teachers in lower ele. schools. @ for teachers in higher ele. schools.	Secondary	Rs 30-55 (average pay 42½)	*30-50 & 40-80 @	Rs 40-(55) (average pay 47½)
	Higher elementary	23--45 (average pay 34)	25 - 45	30 -(45) (average pay 37½)
	Lower elementary	20 - 28 (average pay 24)	..	..

Extra cost: Rs. 1,20,132. The extra cost has been worked out on the basis that the pay proposed by H.M. is the minimum and the existing maximum in corresponding Govt. scales will be retained.

2. Elementary Schools under local bodies.

p49 CF

	No. of teachers.
Secondary	4,501
Higher elementary	34,608
Lower elementary	5,521

Scales of pay for teachers.

p41 CF

	Present scales.	Scales tentatively accepted by Govt.	Pay suggested by H.M.
Secondary	25 - 45 (average pay 35)	30-50 and 40-80	40 -(55) Av. 47½
Higher Elementary.	20 - 30 (average pay 25)	25 - 45	30 -(45) Av. 37½
Lower Elementary	15 - 20 (average pay 17½)	..	...

Extra cost: (4,501 x 12½ plus 34,608 x 12½)x 12 = Rs.58,66,350.

The entire additional cost may have to be met from Provl. funds - vide page 56 c.f.

3. Elementary schools under private management.

	No. of teachers.
Secondary	5,076
Higher elementary	41,819
Lower Elementary	3,146

Scales of pay:

	Present scales (rates of grants)	Scales tentatively accepted by Govt.	Pay suggested by H.M.
Secondary	18 (D.A.16)	30-50 and 40-80	40-(55)
Higher Elementary	14 (D.A.16)	25-45	30-(45)
Lower Elementary.	9 (D.A.16)	..	-.

Extra cost: (5076 x 29½ plus 41,819 x 23½) x 12 = 135,89,862.

The entire additional cost may have to be met by Government - page 56 c.f.

Total for all elementary schools:

	1,20,132
	58,66,350
	135,89,862
	195,76,344

Teachers in schools under all managements are getting dearness allowance at Government rates. The extra cost has been worked out on the assumption that the pay suggested by H.M. is exclusive of dearness allowance. If it is inclusive of dearness allowance there will be no extra cost in the case of schools under Government and local bodies and the extra cost in the aided schools will be Rs.46 lakhs.

Secondary grade and higher elementary grade teachers in Secondary Schools.

1. Particulars regarding Govt. schools are not available in the file.

2. Schools under local bodies:

Secondary grade teachers	2,447
Higher elementary trained	72.

3. Schools under private management:

Secondary	3,808
Higher elementary	149

Scales of pay

Teachers under local bodies.	Present scales.	Scales tentatively accepted by Govt.	Pay suggested by H.M.
Secondary	30 - 50 (average pay 40)	40 - 80	40 - (55)
Higher elementary	No scales fixed as such teachers should not be employed in schools.	No scales	30 - (45)

Extra cost: No extra cost in the case of local bodies. As regards aided schools there are no standard scales. Extra cost cannot be worked out. The Director has stated that if new scales of pay are introduced the entire cost has to be met by Government.

D.O.

Office of the Director of
Public Instruction,
Madras, 2nd June 1 9 4 6.

Dear Sir,

At my last interview with you, you requested me to work out the financial effect of giving uniform scales of salaries to teachers in all types of schools with the proviso that no teacher should get less than what he is getting now as pay and dearness allowance. I have worked out in the appended statement the financial effect of the proposal.

In regard to aided elementary schools, teachers are paid grant at the rate of Rs.18/- for secondary, Rs.14/- for higher elementary and Rs.9/- for lower elementary trained teachers respectively. In addition, they are getting a dearness allowance of Rs.16/- per mensem irrespective of the grade of their certificate. If the scales proposed in column 5 of the statement enclosed are accepted (Government scales of pay except in the case of higher elementary grade teachers whose present scale is Rs.23-45), the immediate financial effect is that there will be no extra expenditure to government. Instead of getting their grant plus Rs.16/- ddarness allowance they will get the initial pay in the proposed scale plus a smaller dearness allowance than now, the total emoluments of the teacher being the same as at present. The ultimate extra cost is calculated on the average of the scale proposed and deducting the present cost of grant plus dearness allowance. The total extra average cost on account of aided schools taking only the existing trained teachers into calculation will be about Rs.29 lakhs.

Teachers in Panchayat schools are given fixed pay by the Inspector of Local Boards. They too get dearness allowance at Rs.16/- per mensem. In their case too, the same scale has been proposed and there will be no extra expenditure when the initial pay of the scale is given. The extra average cost on account of this proposal will be about Rs.86,000/-.

Teachers in local body schools are now enjoying scales of pay. Some local bodies have adopted government scale of pay but for purposes of calculation only the ordinary rates prevailing in local bodies have been taken into account. The actual expenditure at present cannot be calculated because the teachers are at varying stages in the scales of pay. Hence the present cost also has been calculated on the average cost in each cadre and the dearness allowance has been added to it - vide column & 7a of the statement. As the dearness allowance will be merged into this new scale of pay proposed, there will be no immediate extra expenditure on account of the proposal. As the dearness allowance will be abolished in due course and as the average cost of the new scale will be less than the average cost of the existing scale plus the dearness allowance, the ultimate average extra cost will be nil.

In regard to Government schools, secondary grade teachers and lower elementary grade teadhers get the scales now proposed plus the dearness allowance. When the dearness allowance is abolished they will fall back on their own scales. Higher elementary grade teachers are now getting a scale of Rs.23 - 2/2 - 45/- plus dearness allowance of Rs.16/-. They will have to be put on the scale of Rs.25-45 but there will be no extra expenditure either immediately or ultimately.

In the statement sent with my D.O. letter dated 21st May 1946, the salary of lowerx elementary grade teachers in Government service was calculated by mistake at Rs.15-20. This scale is prevailing in local body schools. The actual scale in Government schools is Rs.20-28 and the present calculations are based on the Government scale, since it is the intention of the Minister that all teachers in all types of schools should be put on a par in regard to salaries.

I suggest that the scales as worked out in the statement as per your request may be given effect to as early as possible. It will be a great relief particularly for teachers in aided schools and Panchayat schools to feel that they are on a definite scale of pay which will take them to a moderate maximum whereas now they have got to stagnate on the same grant or the same salary for life. Much of the present discontent among teachers will disappear when these scales are given effect to. The question of the method of paying salary to teachers instead of the quarterly payment of teaching grants will be taken up as soon as Government have decided to give effect to the proposed scales.

Yours sincerely,

The Hon'ble Mr. T.S. Avinashilingam Chettiar,
Minister for Education,
FORT ST. GEORGE.