

E. & P. H. (1947) Department.

Mis. SERIES.

G.O. NO. Ms. 1041 Edn.

Dated the 19.5.1947.

[Despatch Abstract.]

MADRAS EDUCATIONAL SERVICE - Inspectress of European Schools - Proposal
to grant special pay - Negatived - ^{Paper}Reply recorded.

Back Papers.

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

Further Papers.

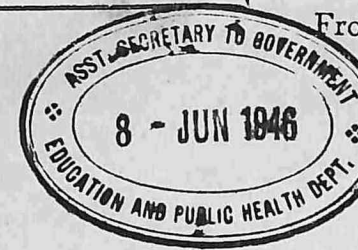
G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

C.F. 92.

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,
Post Box _____, (STATION) Madras.
Telegraphic Address _____

To

30564

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

R.C. No. 994-K/46, dated 6th June 19 46.

Sir,

*
SUBJECT:- Special Pay and allowances - sanction of a special pay of Rs. 100/- to the Inspectress of European Schools.

ENCLOSURES _____

SPARE COPIES _____

1 In G.O. No. Ms. 1609 Education dated 16-10-41, Government sanctioned a special pay of Rs. 100/- a month to Miss C.M. Cavanagh, the then Inspectress of European Schools, in consideration of the fact that she has jurisdiction over the whole province, has to exercise larger financial powers and holds a more responsible position than the other Inspectresses of girls' schools.

2 While addressing Government for the sanction of a special pay to Miss Cavanagh in my letter C.No. 786-A/41 dated 20-3-1941, I informed Government that as Miss Cavanagh has to retire about the end of October 1943, she may not be benefitted by revising her scale of pay. I therefore recommend that Government may be pleased to sanction a special pay of Rs. 100/- to the then Inspectress of European Schools. Government were also informed that the question of revising the scale of pay of the post may be considered later on if necessary.

3 The present Inspectress of European Schools has requested the sanction of a special pay of Rs. 100/- for her from 1-4-46 the date on which she assumed charge as the volume and nature of work of the post continue to be the same.

4 There is at present no necessity to consider the question of revising the scale of pay of the post as the incumbent of the post herself has not asked for a revision of the scale of pay. Further the revision of pay of the post may cost more to Government than the grant of a special pay.

5 In the circumstances, I have the honour to recommend that Government may be pleased to sanction an allowance of Rs. 100/- per mensem to the Inspectress of European Schools from 1-4-46.

For Director of Public Instruction, Madras.

AN/7/6/

[Faint, mostly illegible handwritten notes in Devanagari script, possibly bleed-through from the reverse side of the page.]

31/7/46

Education of G.H.C.A
Memo. No. 20564-A-2, d/ 29.7.46

M.E.S - Inspectress of European Schools -
Sanction of special pay - declined.

Ref: - From the D.P.I., No. 994-K/ub,
d/ 6.6.46.

The Govt. decline to accept
the recommendation of the D.P.I. that a
special pay of Rs 100 p.m. be sanctioned
to the Inspectress of European Schools.
From 1.4.1946.

To the D.P.I.
29.7.46
29/7/46

23 NOV 1946
MADRAS

Mrs. A. Soares, B.A., L.T.,
Inspectress of European Schools, MADRAS.

To

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

THROUGH The Director of Public Instruction, Madras.

Sir,

Reference:- Memorandum No. 30564 A.2. Edn. dated 30th July 46
of the Government of Madras, Education and Public
Health Department, communicated in Director's Pro-
ceedings R.O.C.No. 1114-K.3/46 dated 20th August 46.

I have the honour to request that you will be so good as to
reconsider the order passed in the above memorandum in view of the
facts represented below: -

When the special pay of Rs. 100/- per mensem was granted to
my predecessor Miss C.M. Cavanagh in G.O. No. Ms. 1609 Education
dated 16th October 1941, communicated in Dis. No. 4526/41 dated 28th
October 1941 of the Director of Public Instruction, it was done
"in consideration of the fact that unlike other Inspectresses (1)
she has jurisdiction over the whole Province, (2) has to exercise
larger financial powers and (3) holds a more responsible position
than other Inspectresses of schools."

I may kindly be permitted to give details in support of the
above statement.

1. The Inspectress of European and Anglo-Indian Schools has
jurisdiction over the whole Presidency. There are 76 schools in
all, located from Vizagapatam on the east coast to Cannanore on
the west coast and from Bellary in the north to Tuticorin and
Quilon in the South. All the 76 schools are inspected by me once
a year, without any assistance from a subordinate officer.

There are about 217 High, Middle and Training schools under
the M.E.R. distributed among eight circles, each circle comprising,
on an average 3 districts with about 30 schools. The remaining

P.T.O

elementary schools are inspected by about 80 Inspectresses who assist the 8 Inspectresses. It is thus seen that the number of schools under the Code of Regulations for European and Anglo-Indian Schools is two and a half times greater than the number allotted to an Inspectress of a circle.

(2). Larger financial powers are exercised by me involving a larger volume of work.

Applications for the following grants are scrutinised by me and grants are sanctioned.

Approximate amount.

(a) Boarding grant under Article 156 of the Code of Regulations for European and Anglo-Indian Schools.	
(b). Boarding grant under Article 159.	4,60,000/-.
(c). Food and clothing grant for poor schools in Madras city under Article 164.	
(d). Fee remission and Books for poor children under Article 166.	42,500/-.
(e). Teaching grants - scrutiny of 76 Financial statements and sanction of advance grants.	5,94,500/-.
(f). Equipment grants.	9,000/-.
(g). Building grants.	1,00,000/-.
The Inspectress has power to approve equipment and building schemes and to sanction grants, when the cost does not exceed Rs. 1,000/-.	
(h). Educational concessions to children and dependants of soldiers.	22,000/-.
(i). Scholarships - Middle, High, Collegiate and Final.	15,700/-.
(j). Stipends to training students.	21,000/-.

Against the above financial powers, the Inspectress of a circle has to sanction scholarships - only Secondary and Primary - to about 15 to 20 pupils, stipends to about 7 to 15 schools, Educational concessions to schools, equipment grant up to a limit of Rs.250/-

in respect of elementary schools only and teaching grant to a small number of aided elementary schools based on the recommendation of the Sub Assistant Inspectresses, in 3 districts. In the case of this office only equipment and building grants for schemes over Rs. 1000/- are sanctioned by the Director of Public Instruction or by Government. All the rest are sanctioned by the Inspectress after careful scrutiny of the applications.

(3). Other responsible items of work:

(a). Work connected with European School examinations: - High, Middle and Training.

(1). The Inspectress is the President of the European School Leaving Certificate Board and meetings are held six times a year.

(11). The Inspectress is responsible for arranging for the appointment of Paper Setters and Examiners, scrutiny of answer papers after valuation, selection and appointment of Chief and Assistant Superintendents, Departmental Officers and Custodians for all examination centres, publication of results, issue of certificates, sending stationery required for examinations, sanction of remuneration to examiners, Superintendents and members of the Board.

The conduct of the Training examinations is entirely in the hands of the Inspectress. Arrangements are made for setting the papers, printing them, distributing them, publishing results and issuing certificates. The Domestic Science and Needle-work examinations for European and Anglo-Indian Training students and Teachers are conducted by the Inspectress and results are published and certificates issued.

In the case of other Inspectresses of Circles all this work is done by the S.S.L.C. Board, T.S.L.C. Board and the Secretary to the Commissioner for Government Examinations. The Secretary

communicates directly with the Heads of schools and the Inspectress's office has little responsibility.

(b) Provincial Board for European and Anglo-Indian Education:

The Inspectress is the Secretary of this Board and does all the work connected with the Board and with the Inter-Provincial Board - Budget estimates for the whole Presidency, and Part II schemes are prepared and presented to the Provincial Board for approval.

Inspectresses of other circles do not have this item of work at all.

(c). Provident Fund: - As all the teachers serving in European and Anglo-Indian Schools are in non-pensionable service all the work connected with opening of accounts, maintenance of accounts and closure of accounts has to be dealt with by this office.

In the case of Government servants in each circle, the Accountant-General maintains Provident Fund accounts and the Provident Fund accounts of teachers in elementary schools are maintained by the Sub Assistant Inspectresses.

In addition to the above facts I may point out that with reference to all posts that were at one time in the ~~Inspectress~~ I.E.S. ~~of European Schools~~ cadre, and subsequently reduced to the M.E.S. Cadre, the incumbents in the latter cadre are given a duty allowance in addition to their pay. This applies to the posts of the Deputy Directors of Public Instruction and the Heads of First Grade colleges. The post of Inspector of European Schools was up to 1940 an I.E.S. post. When Miss Cavanagh, my predecessor, succeeded Mr. Saunders, an I.E.S. officer who drew a duty allowance of Rs. 150/- per mensem, she was given a special pay or duty allowance of Rs. 100/- per mensem. I request that the same privilege may be granted to me as the work turned out now is even more than what it was in past years.

Finally I have to add that though the scale of pay fixed for women gazetted officers has now been raised to Rs. 700/- I will not benefit by it as I am now drawing Rs. 320/- and have only 3 years and 10 months more to serve before retirement. I can go up only to Rs. 380/- during this period. A perusal of my personal file will perhaps show the quality of my work during the past thirty three years.

I request once again that my case may kindly be re-considered in the light of the details furnished in this letter to show that this post is more responsible and involves the exercise of larger financial powers than those exercised by other Inspectresses. The duty allowance may kindly be sanctioned with effect from 1-4-46, the date of my joining this post.

I have the honour to be
Sir,

Your most obedient servant,

A. Soares
25.11.46

Inspectress of European Schools, Madras.

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION, M A D R A S.
R.C.No.1114-K3/46, dated 30th January, 1947.

SUB: Madras Educational Service - Inspectress of European Schools-
Sanction of Special Pay - request - recommended.

REF: Letter dated 25-11-1946 from the Inspectress of European
Schools, Madras.

Submitted.

2. Government in their memorandum No. 30564-A.2 Edn., dated 30th July 1946 did not accept the recommendation made in Director's letter R.C.No.994-K/46 dated 6th June 1946 in regard to the sanction of a special pay of Rs.100/- to the Inspectress of European Schools. The Inspectress of European Schools now requests to reconsider the orders already passed for the reasons stated in her letter submitted herewith. The facts stated by the Inspectress are true and in consideration of the fact that the Inspectress has jurisdiction over the whole Province, has to exercise large financial powers and holds a more responsible position than other Inspectresses of Girls' Schools, it is recommended that Government may be pleased to sanction at least a special pay of Rs.50/- p.m. as in the case of Deputy Directors of Public Instruction.

for Director of Public Instruction.

To

The Secretary to Government,
Education and Public Health Department.

RR.3/2.
srl
3/1/47

92
13/5
MT

100
Memo. No. 10014-A-2, dt 12.5.47
M.E.S. - Inspectress of European Schools
Sanction of special pay
Ref: - From the D.O.I., No. 1114-K3/Lt,
dt 20.7.47.

The Govt. decline to accept the proposal in the letter cited that at least a special pay of Rs. 50 pm. may be sanctioned to the Inspectress of European Schools.

2. The D.O.I. is requested to inform Mrs. A. Shares that w.r.v. her letter to Govt. dt 25.11.46 that the orders in Govt. Memo. No. 30564-A-2. D.O., dt 20.7.46, will not be reconsidered.

cf 1-5

7/2 CF

To the D.O.I. 10.5.47

12/5/47

C.30564. From the D.P.I., R.J.No.994-K/46, dated 6-6-46.

M.E.S.--Inspectress of European Schools - Sanction of special pay.

Miss C.M. Cavanagh, the predecessor to Mrs. A. Soares in the post of Inspectress of European Schools, was granted a special pay of Rs.100 over and above the pay admissible to her in the M.E.S. scale (then Rs.200-300). The consideration on which ^{the special pay} ~~this concession~~ was allowed ^{then} are enumerated at C.F.1-2 and N.F.1 and 7-8, of "H".

The pay of the women officers of the M.E.S. (Rs.200-500) has been raised, with effect from 1-4-46, to the level of the pay of the men officers of the Service (Rs.200-700). Therefore, whether a man or a woman officer is apptd. to the post, the pay admissible to the person will be the same. The pay now drawn by Mrs. Soares is Rs.320. She is due to retire in Octr. 1950 and at the time of her retirement she will be able to reach only Rs.380 (or Rs.420 at the most), and ~~she will therefore not benefit by the revision of the scale.~~

The D.P.I. reports that Mrs. Soares has now asked for the special pay, as the volume and the nature of the Inspectress's work continue to be the same, and recommends that ^{she} the Inspectress may be granted ^{of Rs.100 p.m.} a special pay from 1-4-46, the date on which Mrs. Soares took charge of the post. The reasons for granting the special pay to Miss Cavanagh, including the consideration that the pay the officer drew (rather than the scale of pay) was too low, ^{considering the responsibilities of the post} equally hold good in the case of her successor too. In view of this and also of "A" above and the fact that the Inspectress has jurisdiction all over the Province and has greater responsibilities than other M.E.S. officers (men and women), the Dir.'s proposal may be accepted. Finance may see for remarks, before circulation.



EO 400 No.
30564-A/46-1
25/6/46

P.D. 21.6.46
21.6.46
22/6/46
B. 21.6.46
Finance

The proposal in the file is to sanction a special pay of Rs 100 from 1.4.46 to the existing Inspectress of European schools. The scale of pay for women officers in the M.E.S prior to 1.4.46 was Rs 200-500. Miss Cavanah, who was an Inspectress of European Schools, was allowed a special pay of Rs 100 in addition to a pay of Rs 500, the maximum in the M.E.S time scale because it was then considered that the pay of the post as drawn by Miss Cavanah was certainly low considering her responsibilities. The scale of pay of women officers in the M.E.S has been revised to Rs 200-700 from 1.4.46. Miss Suarez, an officer in the M.E.S, has been holding the post of Inspectress of European Schools. It is reported that there is no decrease in the volume and nature of the work from 1.4.46. She has been drawing a salary of Rs 320 from 1.4.46. She is due to retire in 1950 when she is expected to reach Rs 380 or Rs 420 at the most) at the time of her retirement. In view of 'A' above and as there will not be any material benefit to Miss Suarez if it is proposed to give the same special pay viz Rs 100 to her as was given Miss Cavanah. In the above circumstances the dept may agree to the proposal.



para 5 p 1 CF

* Non plabore

G.O. 1609 Edn
16.10.41

* Non plabore

A

* Non plabore

* Non plabore

* Non plabore

para 3 p 1 CF

* Non plabore

* Non plabore

* Non plabore

* Non plabore

* Non plabore

* Non plabore

* Non plabore

* Non plabore

* Non plabore

* Non plabore

* Non plabore

* Non plabore

* Non plabore

Fin. Dept. agree with the proposal that Mrs. A. Suarez, Inspectress of European Schools, may be granted a special pay of Rs. 100 which her predecessor (Miss C.M. Cavanagh) was drawing. The case may be circulated to H.M. (Edn.), H.P.M. & H.E. for orders.



TSA
4.7.46
Request not H.P.M.
reasonable may H.E.
be suggested

20/7/46

The file may be recirculated to H.M. (Edn) for perusal of H.P.M.'s minute.

22/7/46

TSA
22.7.46
H.D. (Edn)

A draft Memo. is subd. Fin. may see after

29.7.46

(Previous note of Finance on p2 above)

The orders in circulation above and the draft memo. may be perused and the case returned to G.H.H.

Order as
Memo. 30564-A-2
20.7.46.

EDH-0.0.No.
30564-A-2
3.8.46



42386
7.8.46



The papers may now be put away.

C.10014. From the D.P.I., No.1114-13/46, dated 30-1-47.

M.E.S. - Inspectress of European Schools - Sanction of ~~xx~~ special pay.

the former Miss C.M.Cavanagh, /Inspectress of European

Schools, was in receipt of a special pay of Rs.100 over and above her pay in the ordy. M.E.S. Scale. She was succeeded by Mrs.A.Suares who took charge of the post on 1-4-46. The D.P.I./last July that Mrs.Suares too might be granted the special pay from the date of her taking charge.

This Dept. supported the proposal for the reasons set out at p.1 N.F. of "H" and Finance agreed. But, it was negated in circulation.

Mrs.Suares now requests reconsideration of the orders, in the light of the details given by her on pp.1-5 C.F. which the D.P.I. says are true. The Dir. recommends that, as the Inspectress of European Schools has jurisdiction over the whole Province, has to exercise larger financial powers and holds a more responsible position than other Inspectress^{es} of Girls' Schools, a special pay of at least Rs.50, as in the case of Dy.D.P.I.'s, may be sanctd. to Mrs.Suares. Before the file is circulated for orders as to whether the recommendation will be accepted, Finance may see.

G.P.H. U.O. NO.
10014-A-1
20-2-47



11090 ear

The note of this dept on p 2 nt of paper at (P) will show that there is a case for the grant of a special pay to Mrs Suares on the ground that she will not stand much to gain in the revision of scale of pay of M.E.S (women) to the level of that for M.E.S (men) with effect from 1-4-46. Apparently on the ground that this fact - that one officer is not benefitted (being having been in 1950 at 4 years after the revised scale came in effect) - cannot be considered a reasonable

Abstract: -
 NIES - Expertness of European
 school - inspired that
 Spl. pay - negative
 reply received