

(1947) Department.

MS
SERIES.

G.O. NO.

10533

Dated

21-5-1947

(13)

[Despatch Abstract.]

Schools - Secondary - Local bodies - Scales of pay for teachers -
Revision- Representations - Recorded.

MS

Establishment- Secondary schools - Local bodies - Revision of salaries of teachers .

Read : --

Memoranda from the Teachers' Association in the several high schools under District Boards and Municipal Councils.

Please see the Memoranda submitted by the Teachers' Associations in the several high schools under local bodies.

2. The points urged in the memorandum are : --

(1) that the scales of pay fixed by Govt. in 1934 ~~were~~ ^{are} very inadequate and affected very adversely those who were drawing more than the maximum of the revised scales of pay introduced by Govt. and were on higher scales of pay fixed by the local bodies and that the unjust reduction of the scales of pay should be set right by a proper revision of these scales of pay ~~now~~.

(2) that the question should not be mixed up with the general question of raising the pay or introducing uniform service conditions and scales of pay for teachers under different types of managements in the Province as that will take a different line and will involve ~~very~~ complicated questions of law and the revision of the Grant-in-Aid Code. The petitioners request that the revision of the scales of pay and allowances to teachers in secondary schools under district boards and municipal councils may be taken up immediately and that a substantial interim relief may be given pending the ~~fixa-~~ ^{fixa-}tion of the revised scales of pay.

The scales of pay suggested for adoption and the principles proposed for ~~in~~ fixing the pay of the existing incumbents in the revised scales of pay will be found on p. 6..c.f.

3. The revision of the scales of pay of the teaching staff in schools under all types of managements is one of the schemes included in the first five year plan of postwar education schemes and the question

is already under separate consideration. The request of the petitioners that the revision of their scales of pay should be taken up independently of the general question cannot be complied with. Even if it is not feasible to fix uniform scales of pay for teachers under all types of managements ^{especially for those under private managements} it is not possible to revise the scales of pay for teachers in the employ of local bodies before the revision of the scales of pay for those in Govt. service is settled.

4 As regards interim relief, it is submitted that if any interim relief as proposed in the case of low paid Government servants is granted to servants of district boards and municipal councils, the teachers will also get that benefit. The question is one for consideration in Local Administration Dept.

For orders whether this should be placed before the Cabinet Sub-Committee for the revision of the scales of pay. The file may be sent to

26/9/46 ¹⁸²² Fin (Salaries) for perusal

30/9/46 f/ 20. p.c

Through B2 Sec

By J, Finance.

400053500/46-131 Edn
30/9/46

The Cabinet Committee agrees with 'A' above. Its ~~recommendation~~ recommendation was for order and its recommendation was be awaited.

9/10/46



EPH In-54304 Sel-1
9.10.46

The file may now be sent to LA for remarks with reference to B above

10/10/46 11/10/46 LA



400053500/46-2 B1 Edn
12/10

59790

A

20. p.c

541.21

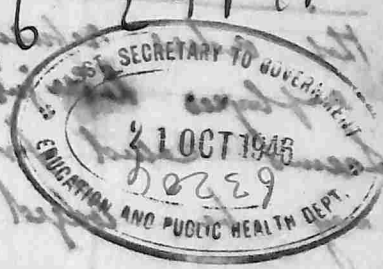
(3)

10 Sept

With reference to 'B' on page 2 ante, EPH Dept was be informed that the question of whether interim relief should be granted to the servants of local bodies ^{also} is separately under consideration. The full ^{circumstances} has been sent to Finance for consideration. 14.10.46



400033030-1
19.10.46



The file referred to at 2 in the d.A. Dept's note above has been passed on to Finance. In that file LA have noted that local bodies may be permitted to grant the relief if their funds permit but most of them will not be in a position to grant the relief without any Govt grant. There is no likelihood of a decision being arrived at on this question before the question of revision of scales of pay is decided on.

The file may lie over till 1.12.46 for the present. - vide Fin Dept's note on p 2 ante

24.10.46

25/10/46

Subd. That the question of revision of scales of pay referred to at C above is still under consideration. The Finance Dept This way therefore continues to lie over till a decision

(100)

is arrived at on that question or till ~~30.12.46~~ 15.1.47
whichever is earlier.

12.12.46
12/12/46

13.12.46

393
L.O till 15.1.47

Orders have not yet been issued on regard to the revision of the scales of pay of teachers in Secondary schools under local bodies with reference to orders passed in Cabinet recently. This may continue to lie over till 15.2.47 or till orders are issued whichever is earlier

12/1/47

1.2.47

Orders referred to above have not yet been passed. This may continue to lie over till 5/3/47 or till the orders are issued whichever is earlier.

22.2.47
22/2/47

2.3.47

The orders referred to above have not yet been issued (draft sent to D.P.S.)

This may continue to lie over till 30.3.47.

5.3.47
5/3/47

6.3.47

The orders referred to above have not yet been issued. This may continue to lie over till 20.4.47.

1.4.47
1/4/47

1.4.47

The orders referred to above have not yet been issued. This may however further

18.4.47
18/4/47

2.1.47

The orders referred to above have not yet been issued. This may continue to lie over till 15.5.47.

14.5.47
14/5/47

393
L.O till 15.1.47

393
L.O till 15.1.47

Orders have been passed in G.O. no 975 Edu dated 10.5.47 in regard to the revision of the scales of pay of teachers in Schools under local bodies. No further action is called for in this file. The papers may now be

Order 1053 Edu of 21.5.47
Ms. Recorded

I think this is
done and please
refer to the
copy of the
order.

Schools - Secondary -
Local bodies - Scales of
pay for teachers - Revision
Representations - Recorded

20.5.47

(5)

15 SEP 1934
SALEM

15945

Secondary Schools under The Local Boards and Municipalities The Presidency of Madras.

A MEMORANDUM.

Teachers' Association
Board/Municipal High School,

Place... J. dappadi. Salem
District... Salem.

To

The Secretary to the Government,
Educational & Public Health Department,
Government of Madras, Fort St. George,
MADRAS.

(To be placed before the Cabinet sub-committee for the revision of scales of pay).

Subject: The scales of pay and allowances to teachers in the secondary schools managed by the District Board and Municipalities in the Presidency of Madras — Hardships caused by G. O. 4619 of 1934 — unjust reduction of pay — ruinous losses for the past twelve years from 1934-46 — the present economic strain and the enormous sufferings — immediate, urgent, substantial *interim relief* and final revision of scales of pay — the teaching services to be made attractive and useful for the nation's Good.

We, the members of the Teachers' Association, beg to place before you the following facts and pray that the question of securing adequate scales of pay and allowances for the teachers working in the Secondary Schools, managed by Local Boards and Municipal Councils may be treated as an urgent matter.

The following explanatory note will give an insight into the realities of the position. The deputations and interviews made so far by the Executives of the S. I. T. U. and the representations of the Guilds as can be judged from the Press reports may have invited the attention of the Government to the need for raising the status of the teachers in general which we are bound to welcome and at the same time we are afraid that they may not have brought to the fore-front the peculiar and the un-usual nature of our hardships as members in the teaching department under Local Administration. There is no possibility of securing any relief unless our problems are given that specific attention by the Government which the situation demands. Our problems should not be mixed up with the general question of raising the pay or introducing uniform service conditions and scales of pay for teachers under different types of management in the Presidency as that will take a different line and will involve complicated

questions of law and the revision of the GRANT-IN-AID code, while we are governed by the Local Board and District Municipalities Acts. Therefore it is requested that urgent orders providing immediate relief and revision of the scales of pay and allowances may kindly be passed.

All the Associations of Teachers in Board and Municipal High Schools in the Presidency have approved of the principle that this question requires urgent favourable orders from Government and most of them have submitted resolutions to this effect to the Director of Public Instruction and to the Secretary to Government during March and April, 1946.

CIRCUMSTANCES THAT LET TO THE UNJUST REDUCTION OF SCALES OF PAY IN 1934.

The Provincial Government took powers to fix or alter the number and the salaries and fees and allowances payable to the Officers and servants of any local board or any class of such Officers and servants and declared that "it shall not be open to the Local Board to vary the number etc., salaries, fees or allowances as so fixed or altered except with the previous sanction of the Provincial Government". This is paragraph 3 of section 67 of the Madras Local Boards Act and para 3 was added by section 30 of Madras Act II of 1934. It was under the powers vested in this section that the provincial Government passed the G. O. 4619 of 1934 in the October of the year which gave a terrible set back to the careers of the several employees in the High Schools and in the Middle Schools managed by the Local Boards and Municipal Councils in this Presidency. At that time there was universal protest by all Associations of Secondary Schools and the defects of the G. O. were pointed out in the leading Editorials of the press. The tragedy of the situation could be seen by a very brief reference to the total loss of emoluments and the hardships caused to the members of the staff.

The origin of the para 3 under section 67 was not due to any mismanagement of the Secondary Schools either by the Local Boards or by the Municipal Councils. It was the custom for each District Board or Municipal Council which as a matter of tradition followed the District Board scales in several areas to fix the scales of pay with the approval of the District Educational Officer and the Director of Public Instruction from 1920 and get the approval of the Government also when the budgets were submitted. It was in the making that there was a kind of uniformity with regard to the scales of pay in the Local Boards and in the Municipal Councils though the variations were due to local circumstances and financial limitations. It was never felt either by the department or even by the worst critics of the teaching profession that the scales of pay were very high. The most popular scales were those given by the Tanjore District Board and Coimbatore District Board and the other Local bodies were attempting to bring the scales up to the level of these. The Headmasters were paid from Rs. 150/- to Rs. 250/- the L. T. Assistants from Rs. 90/- to 140/- or Rs. 80/- to Rs. 150/- and the secondary grade teacher was paid Rs. 35/- to Rs. 65/- and in some cases to Rs. 70/- and in some others even upto a maximum of Rs. 90/-.

LOSS OF EMOLUMENTS DURING THE LAST TWELVE YEARS.

If the total loss of emoluments and the other losses by way of increments has to be judged correctly we have to calculate from this basis. The G. O. 4619 reduced the maximum of the Headmaster to Rs. 170/- ie. an annual loss of Rs. 960/- in his career. (2) The L. T. Assistant's maximum was fixed at the unattractive and unprogressive figure of Rs. 100/- which means a permanent surrender of Rs. 600/- a year in his career. (3) The secondary grade teacher similarly was asked to lose about Rs. 180/- in some cases Rs. 240/- and in some other cases Rs. 480/- a year. It is tragic to recall the terrible effects of such sacrifices and losses which no Government has taken care to redeem during the last twelve years and the above figures will give us an idea of an unjust cut that has been made in the salaries and allowances of teachers. Another sad feature was the reducing the increments by converting them to biennial increments. All the Officers that were employed before 1934 entered the service with a definite hope of enjoying the benefit of this scale. Even then these scales were found to be too low and there was continuous agitation for better treatment. When such was the case the sudden introduction of G. O. 4619 caused terrible hardships. The origin of the section was the result of the abolition of Taluk Boards. It is pretty certain that the infamous G. O. would not have been born but for the abolition of Taluk Boards and the consequent insertion of this section, the implementing of which caused this terrible hardship. The question may be raised as to whether the Government would not have done this otherwise. It could not have, for as pointed out above, the scales of the different local boards and municipal councils were determined by the budget positions of these bodies. As was suggested the tendency was to increase these scales of pay and to bring them up to a higher level and not a lower one. Those that interviewed the Secretary to Government, the D. P. I. and the Hon ble Minister for Education in those days understood how thoughtless and unscientific was the procedure adopted in this circumstance. None of these employees was under any Taluk Board and none of the secondary schools was managed by any Taluk Board which was in disrepute and the abolition of which was the main aim of Act II of 1934. It is now revealed to us that the employees under Taluk Boards who were enjoying high scales of pay the regulation of which was the main aim of the implementing section during their absorption in the Local Board services have now been given the very pay which they were drawing and which the Government did not like during the period. It is a strange irony of circumstances that the class of Officers contemplated by G. O. 4619 who had absolutely nothing to do with the Taluk Boards of the past and who were not enjoying any fabulous scales of pay have been hit hard and have been put to stress and strain during the last twelve years.

Another point to be noted is this; that in all schemes of retrenchment by Government the new scales of pay were intended only to new entrants and not for men already in service. Even this principle of equity was neglected and it is not too much to say that there has been an inordinate discontent and dissatisfaction among the staffs in these institutions from the beginning of the winter of 1934.

Thus it is clear (1) that the scales of pay which were in vogue from the beginning of reforms in 1920 and the expansion of education under Local Bodies were not adequate and there was an increasing demand for betterment, (2) that the G. O. 4619 instead of being progressive reduced the scales as pointed out above and caused intense hardships at all points and marked as a set back to the progress of secondary Education under Local Administration for it not only has made the incumbents suffer a great deal, but also has made the profession unpopular among the rising generation leading to the present tragic crisis in Education, dearth of qualified teachers and enthusiastic applicants even in training institutions, (3) that broader questions of policy and principles of administration such as Provincialisation of cadres, Recognition of Services in the Local Board and Municipal Institutions for special recruitment and the granting of the status necessary to make educational work attractive and enduring were not at all considered as was expected.

Nothing has been done so far to remedy this state of affairs and to render justice to the voiceless members of the staff toiling hard in these institutions.

In addition to this general theme the economic conditions created by War from 1939, the high prices, the cost of living and the pressure upon the purse of the teacher have ruined many a teacher's family. Almost every other teacher is becoming indebted and the Government is aware of the unattractive scales of pay embodied in the G. O. 4619. Conversation with the D. P. I. in the past gave us the hope that the scales of pay would be revised soon after the publication of the National Minimum Scales of Pay recommended by the Central Advisory Board of Education. It is three years since these scales were published and nothing has been done. A thorough examination of the economic situation in the province and a detailed consideration of the question as to whether justice has been done to the class of employees will convince any right minded administrator that there is immediate need for the revision of the scales of pay.

Firstly, the question has to be solved immediately, now, and not a moment later. Secondly the Government can regulate by one G. O. and liberate the teachers from the present position of ruin and despair and enable him to discharge his duties faithfully for the society. As G. O. 4619 of 1934 was suddenly passed and ruined the careers of many, (so also) a G. O. of 1946, twelve long years after, is the only remedy to ease the situation which we have a right to expect from a Peoples' Cabinet at this critical time. The question of subsidies and grants to Local Bodies and Municipal Councils can be easily managed as it is a question of adjustments of public funds, provincial and local.

Thirdly, we beg to submit that we form the bulwark in the Secondary Educational System working as we do under the fundamental rules and model regulations framed by the Government in respect of our personal conduct. The question should not be mixed up with that of the Aided agencies because G. O. 4619 applied only to us and not to private agencies.

We also firmly believe that the recognition of our services and the introduction of reasonable scales of pay will stimulate private managements to confer the same benefits upon their staffs. So it is not only practicable but also a healthy signal for educational advancement.

The following scales of pay may be found suitable and are considered as the irreducible minimum. We, as responsible Officers of Institutions under the Local Boards firmly believe that if we ought to secure efficiency and to raise the prestige and tone of our Institutions a contented staff is indispensable for we cannot allow our staff to slave for ever, to run into indebtedness on account of the economic conditions and to make them feel the pinch every hour of their existence. We feel the sacredness of our responsibilities by representing that the sorrow and misery of the teacher to-day are indescribable and the only way to improve their lot is to secure for them the benefits of scales noted below and the special principles of fixing the salaries of the present incumbents according to the lines submitted below.

- A. 1. L. T. Grade Teachers Rs. 140/5/170/10/250. It has been represented that this is not attractive and Rs. 150-10-250 may be uniformly thought of.
2. Munshies and Pandits Senior: Rs. 70-5-100-5-150.
Junior: Rs. 60-5-120.
3. Secondary Grade Teachers: Rs. 60-3-90-5-120. Even in this case we are not sure whether this will satisfy the requirements of the situation. The alternative scale suggested to us is Rs. 75-5-125.
4. Manual Training Instructor, Physical Training Instructor, Drawing Masters etc Secondary Grade scale with allowance.

B. That in adopting the scales of pay and fixing the salaries of the present incumbents the following points should be taken into consideration, viz.

1. The loss of the permanent emoluments on account of G. O. 4619 of 1934 (by reduction of pay and by loss of annual increments).
2. The total service of each teacher to be given credit in fixing the pay for 1946 in the new scales.
3. The lapse of time after reaching the maximum even in the present low scales of pay (therefore a higher start must be fixed) and that the absence of immediate relief and any delay or neglect will mean disaster and spell ruin to the cause of education by impairing efficiency.

The figures we have given here are based upon the scales of pay and allowances recommended in the report by the Central Advisory Board of Education popularly known as the SARGENT'S SCALES OF PAY, which were meant for living in normal times of peace and now require further liberalisation, to attract talents.

We therefore urge that the Government should consider the question of arranging and ordering sufficiently substantial *Interim* that the enormous ruin and the enveloping indebtedness which have the teacher in a position of peril and despair may be mitigated at once.

We are teachers working permanently under the strictest line and the rules and regulations framed by the Government selfless services we have been rendering all these years in the different in the Presidency have resulted in substantial progress for the education and our energies and talents have to be harnessed for great more effective educational advancement in the Province. Our dedicated service dedicated to the child and the growing citizen with our high tions of loyalty to the cause of education in all its ramifications and wider out-look in respect of academic and administrative spheres and ceaseless quest of Knowledge all form part of the great creative work cannot be excelled by any other branch of service for the social good for the social advancement. We constitute the main streams of cultural and educative influences in the great tasks to be taken by the District Boards and Municipal Councils for educational expansion and consolidation. Experimental works and New Techniques in the future planning and there it is our legitimate expectation that our claims should not be ignored and the prospects, the emoluments, the pay and other allowances should be first charge on the Public revenues both Provincial and Local.

Members of the Teachers' Association
Board/Municipal High School,
Place...
District...

Place Idappadi
Date 11-9-1946

M. K. Srinivasan

J. Veerabhadraiah

A. Nagalingam

T. P. Nataraja Pillai

K. Ebenezer

V. Chandrasekhar

C. Chinnai

R. G. Rajan

J. V. Narayana

K. Narasimha

S. Ranganathan

V. Ramaswami

J. M. Sundaram

M. V. Srinivasan

Krishna

S. S. Srinivasan

S. Srinivasan

M. Chinnai

13A/46

Salem

through

Presi

District

Salem

M. K.

1.

K. P. Kannan
Venkatachalam

M. Chinnai

R. Chinnai

N. Dis 24162-46. Dated - 11-46.

Submitted to The Secretary to Government, Education & Public Health Department Government of Madras, for favour of disposal.

For Special Officer, District Board, Salem.

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

Fort. St. George.

Madras.

3/9/46

Education & Public Health Department

The question is under consideration of the Cabinet Sub-Committee and a general scale of pay will be notified after the arrival of the decision. No action seems to be necessary at present. The memorandum may be lodged.

ML
12/11

V. Rajagopalan, M. A., L. T.,

MEMBER OF THE SENATE AND THE
ACADEMIC COUNCIL, UNIVERSITY OF MADRAS.

Joint Secretary, Madras Presidency Headmasters' Association,
and Secretary and Convenor, Convention of Local Board and Municipal High School headmasters.

Board High School,

Dharapuram,

6-9-1946



To

The Secretary to the Government of Madras,

Educational and Public Health Department,

Fort St. George, MADRAS.

52821
Dear Sir,

? In continuation of my personal talk I am herewith submitting a copy of the Memorandum which I hope will give you a clear idea of the position which I was anxious to explain. I could not visit Madras and personally explain matters on account of my illness.

I am arranging to seek an interview somewhere in the 3rd week of September and it is requested that the problems will receive that adequate attention and sympathetic consideration so necessary for a right solution of the difficulties.

I have the honour,

to be Sir,

Your most obedient servant,

V. Rajagopalan

10

16

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*Secondary Schools under The Local Boards
and Municipalities
The Presidency of Madras.*
A MEMORANDUM.

Teachers' Association
Board/Municipal High School,
Place.....
District.....

To
The Secretary to the Government,
Educational & Public Health Department,
Government of Madras, Fort St. George,
MADRAS.

(To be placed before the Cabinet sub-committee for the revision of scales of pay).

Subject: The scales of pay and allowances to teachers in the secondary schools managed by the District Board and Municipalities in the Presidency of Madras — Hardships caused by G. O. 4619 of 1934 — unjust reduction of pay — ruinous losses for the past twelve years from 1934-46 — the present economic strain and the enormous sufferings — immediate, urgent, substantial *interim relief* and final revision of scales of pay — the teaching services to be made attractive and useful for the nation's Good.

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Another point to be noted is this; that in all schemes of retrenchment by Government the new scales of pay were intended only to new entrants and not for men already in service. Even this principle of equity was neglected and it is not too much to say that there has been an inordinate discontent and dissatisfaction among the staffs in these institutions from the beginning of the winter of 1934.

Thus it is clear (1) that the scales of pay which were in vogue from the beginning of reforms in 1920 and the expansion of education under Local Bodies were not adequate and there was an increasing demand for betterment, (2) that the G. O. 4619 instead of being progressive reduced the scales as pointed out above and caused intense hardships at all points and marked as a set back to the progress of secondary Education under Local Administration for it not only has made the incumbents suffer a great deal, but also has made the profession unpopular among the rising generation leading to the present tragic crisis in Education, dearth of qualified teachers and enthusiastic applicants even in training institutions, (3) that broader questions of policy and principles of administration such as Provincialisation of cadres, Recognition of Services in the Local Board and Municipal Institutions for special recruitment and the granting of the status necessary to make educational work attractive and enduring were not at all considered as was expected.

Nothing has been done so far to remedy this state of affairs and to render justice to the voiceless members of the staff toiling hard in these institutions.

In addition to this general theme the economic conditions created by War from 1939, the high prices, the cost of living and the pressure upon the purse of the teacher have ruined many a teacher's family. Almost every other teacher is becoming indebted and the Government is aware of the unattractive scales of pay embodied in the G. O. 4619. Conversation with the D. P. I. in the past gave us the hope that the scales of pay would be revised soon after the publication of the National Minimum Scales of Pay recommended by the Central Advisory Board of Education. It is three years since these scales were published and nothing has been done. A thorough examination of the economic situation in the province and a detailed consideration of the question as to whether justice has been done to the class of employees will convince any right minded administrator that there is immediate need for the revision of the scales of pay.

Firstly, the question has to be solved immediately, now, and not a moment later. Secondly the Government can regulate by one G. O. and liberate the teachers from the present position of ruin and despair and enable him to discharge his duties faithfully for the society. As G. O. 4619 of 1934 was suddenly passed and ruined the careers of many, (so also) a G. O. of 1946, twelve long years after, is the only remedy to ease the situation which we have a right to expect from a Peoples' Cabinet at this critical time. The question of subsidies and grants to Local Bodies and Municipal Councils can be easily managed as it is a question of adjustments of public funds, provincial and local.

Thirdly, we beg to submit that we form the bulwark in the Secondary Educational System working as we do under the fundamental rules and model regulations framed by the Government in respect of our personal conduct. The question should not be mixed up with that of the Aided agencies because G. O. 4619 applied only to us and not to private agencies.

We also firmly believe that the recognition of our services and the introduction of reasonable scales of pay will stimulate private managements to confer the same benefits upon their staffs. So it is not only practicable but also a healthy signal for educational advancement.

The following scales of pay may be found suitable and are considered as the irreducible minimum. We, as responsible Officers of Institutions under the Local Boards firmly believe that if we ought to secure efficiency and to raise the prestige and tone of our Institutions a contented staff is indispensable for we cannot allow our staff to slave for ever, to run into indebtedness on account of the economic conditions and to make them feel the pinch every hour of their existence. We feel the sacredness of our responsibilities by representing that the sorrow and misery of the teacher to-day are indescribable and the only way to improve their lot is to secure for them the benefits of scales noted below and the special principles of fixing the salaries of the present incumbents according to the lines submitted below.

- A. 1. L. T. Grade Teachers Rs. 110/5/170/10/250. It has been represented that this is not attractive and Rs. 150-10-250 may be uniformly thought of.
2. Munshies and Pandits Senior: Rs. 70-5-100-5-150.
Junior: Rs. 60-5-120
3. Secondary Grade Teachers: Rs. 60-3-90-5-120. Even in this case we are not sure whether this will satisfy the requirements of the situation. The alternative scale suggested to us is Rs. 75-5-125.
4. Manual Training Instructor, Physical Training Instructor, Drawing Masters etc: Secondary Grade scale with allowance.

B. That in adopting the scales of pay and fixing the salaries of the present incumbents the following points should be taken into consideration, viz.

1. The loss of the permanent emoluments on account of G. O. 4619 of 1934 (by reduction of pay and by loss of annual increments).
2. The total service of each teacher to be given credit in fixing the pay for 1946 in the new scales.
3. The lapse of time after reaching the maximum even in the present low scales of pay (therefore a higher start must be fixed) and that the absence of immediate relief and any delay or neglect will mean disaster and spell ruin to the cause of education by impairing efficiency.

The figures we have given here are based upon the scales of pay and allowances recommended in the report by the Central Advisory Board of Education popularly known as the SARGENT'S SCALES OF PAY, which were meant for living in normal times of peace and now require further liberalisation, to attract talents.

We therefore urge that the Government should consider the special question of arranging and ordering sufficiently substantial *Interim* relief so that the enormous ruin and the enveloping indebtedness which have placed the teacher in a position of peril and despair may be mitigated at once.

We are teachers working permanently under the strictest discipline and the rules and regulations framed by the Government. The selfless services we have been rendering all these years in the different areas in the Presidency have resulted in substantial progress for the cause of education and our energies and talents have to be harnessed for greater and more effective educational advancement in the Province. Our dedicated service dedicated to the child and the growing citizen with our high traditions of loyalty to the cause of education in all its ramifications and our wider out-look in respect of academic and administrative spheres and our ceaseless quest of Knowledge all form part of the great creative work which cannot be excelled by any other branch of service for the social good and for the social advancement. We constitute the main streams of cultural and educative influences in the great tasks to be taken by the District Boards and Municipal Councils for educational expansion and consolidation. Experimental works and New Techniques in the future planning and therefore it is our legitimate expectation that our claims should not be ignored and that the prospects, the emoluments, the pay and other allowances should be the first charge on the Public revenues both Provincial and Local.

Members of the Teachers' Association
Board/Municipal High School,

Place *Dharapuram*
District... *C. Coimbatore*

Place *Dharapuram*
Date *6.9.46.*

13