Supdt.

Government of Madras

EDUCATION AND PUBLIC HEALTH DEPARTMENT

(Education)

PRESS

G.O. No. 1154, 5th June 1947

Education—Schools under local bodies and private managements—Pay of teachers—Further revision—Ordered.

19

Government of Madras

EDUCATION AND PUBLIC HEALTH DEPARTMENT

(Education)

G.O. No. 1154, 5th June 1947

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(i) Elementary schools under local bodies—

(a) *Lower elementary grade teachers* should be ranted an increase of Rs. 3 a month over the scale of s. 20—1—30 sanctioned in G.O. No. 975, Education, ated 10th May 1947, i.e., the scale will be Rs. 23—1—33.

(b) *Higher elementary grade teachers.*—Instead of e scale of Rs. 25—1—40 fixed in the Government order cited above with a craft allowance of Rs. 5 attached to it, the scale will be Rs. 30—1—45 and no separate craft allowance will be given.

(c) *Secondary grade teachers.*—These teachers are now eligible for a scale of Rs. 35—1½—65 with a craft allowance of Rs. 5 a month. The Government direct that the scale be refixed at Rs. 40—1½—55—2—75. No separate craft allowance will be paid to these teachers.

NOTE.—Such of the teachers in (b) and (c) above as are not however, at present qualified in any of the prescribed crafts, will be required to acquire that qualification within a period of two years.

(ii) Elementary schools under private managements and panchayat schools—

In modification of the orders in paragraph 10 of G.O. No. 975, Education, dated 10th May 1947, the vernment direct that the scales of teaching grant for achers be revised as shown below :—

Class of teachers.	Scale already fixed.	Scale now fixed.
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Untrained	8	11
Trained	15	18
Higher elementary—		
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Secondary grade—		
Trained	25—1—35	35—1—45
Collegiate grade—		
Trained	35	35—1—45

In view of the increased scales of grants now sanctioned, the Government have decided to insist on managements of schools allowing a minimum pay of Rs 30 o a higher elementary grade trained teacher and Rs. 40 a secondary grade trained teacher; in other words, anagements should supplement from their own resources o the extent necessary; this will be insisted on as from st July 1947, but the Director of Public Instruction is authorized to have an extension of time granted in suitable cases. The Director of Public Instruction is requested to submit necessary amendments to the rules relating to aid to elementary schools.

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(a) Secondary grade teachers are now allowed a time scale of Rs. 40—1½—70 with a craft allowance of Rs. 5. These teachers will be allowed a scale of Rs. 45—2—85. No craft allowance will be paid to them in addition.

(b) The scale of Rs. 70—5—140 with a craft allowance of Rs. 5 for L.T. Assistants will be replaced by a scale of Rs. 75—5—145 and the allowance will be abolished.

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Class of teachers.	Scale already fixed.	Scale now fixed.
	RS,	RS.
(i) Physical Training Instructors and Instructresses.—		
Grade I—		
S.S.L.C., holders with a higher grade certificate in physical education.	45—1½—75	50—2—70—2½—95
Grade II—		
Completed S.S.L.C., with a lower grade certificate in Physical education.	35—1—50	45—2—75
Grade III—		
Others	30—1—50	40—1—60
(ii) Hindustani teachers :—		
If Secondary grade trained.	40—1½—70	50—2—90
Others	30—1—50	40—1½—70

(d) Under paragraph 7 of G.O. No. 975, Education, dated 10th May 1947, three classes of Pandits and Munshis can be employed in secondary schools under local bodies. The question of regrouping the posts of Pandits and Munshis is under separate consideration. Pandits and Munshis in the lower category will be in charge of forms I to III of Secondary schools, while those in the higher category will be in charge of forms IV to VI. It may sometimes happen that a Pandit or a Munshi in a lower category may have to be assigned work in the higher forms. The question whether an additional remuneration should be given to these pandits is under consideration. Orders will be issued on these points in due course.

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It is expected that within two years they will learn o of the crafts prescribed by the department.

(By order of His Excellency the Governor)

M. V. SUBRAMANIA
Secretary to Gover

To the Director of Public Instruction.
,, Special Officers of District Boards.
,, Special Officers of Municipalities.
Copy to the Inspector of Municipal Councils and Local Boards.

Copy to the Examiner of Local Fund Accounts.
,, Accountant-General (through Finance).
,, Local Administration Department.
,, Finance Department.

161
33

3

Government of Madras

(3)

EDUCATION AND PUBLIC HEALTH DEPARTMENT

(Education)

9-6-47

G.O. No. 1154, 5th June 1947

Education—Schools under local bodies and private managements—Pay of teachers—Further revision—Ordered.

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M. V. SUBRAMANIAN
Secretary to Governme

To the Director of Public Instruction.
" Special Officers of District Boards.
" Special Officers of Municipalities.
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Copy to the Examiner of Local Fund Accounts.
" Accountant-General (through Finance).
" Local Administration Department.
" Finance Department.

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Brief subject Revision of pay of teachers

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7

161/33

Government of Madras
Education and Public Health Department
G .O.Ms. No. 1154 Education dated 5th June 1947.

Abstract

Education - Schools under local bodies and private managements - Pay of teachers - further revision - Ordered.

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Order

Representations ~~REPRESENTATIONS~~ have been made to the Government that the revised scales of pay recently sanctioned for teachers are not adequate. The Government have reconsidered the question and pass the following orders, which will take effect from 1-1-1947 except to the extent specified under certain items below.

(i) ELEMENTARY SCHOOLS UNDER LOCAL BODIES:

(a) Lower Elementary Grade Teachers should be granted an increase of Rs 3/- a month over the scale of Rs 20-1-30 sanctioned in G.O.No. 975 Edn. dated 10-5-1947 i.e. the scale will be Rs 23-1-33.

(b) Higher Elementary Grade Teachers:- Instead of the scale of Rs 25-1-40 fixed in the G.O. cited above with a craft allowance of Rs 5/- attached to it, the scale will be Rs 30-1-45 and no separate craft allowance will be given.

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In view of the increased scales of grants now sanctioned, the Government have decided to insist on managements of schools allowing a minimum pay of Rs 30 to a Higher Elementary grade trained teacher and Rs 40/- to a secondary grade trained teacher; in other words, managements should supplement from their own resources to the extent necessary; this will be ~~xxxxxx~~ insisted on as from 1-7-47, but the Director of Public Instruction is authorised to have an extension of time granted in suitable cases. The Director of Public Instruction is requested to submit necessary amendments to the rules relating to aid to elementary schools.

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(a) Secondary grade teachers are now allowed a time-scale of Rs 40-1½-70 with a craft allowance of Rs 5/- These teachers will be allowed a scale of Rs 45-2-85. No craft allowance will be paid to them in addition.

(b) The scale of Rs 70-5-140 with a craft allowance of Rs 5/- for L.T. Assistants will be replaced by a scale of Rs 75-5-145 and the allowance will be abolished.

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2

P.T.O.

From

A. Ramakrishnarao, B.A.,B.Ed.,
Secretary, Hindu College High School Teachers' Association, GUNTUR.

To

The Minister for Education,
Government of Madras, Fort St. George,
MADRAS.

Sir,

I beg to submit herewith a copy of the resolution(translated into English) passed unanimously at the meeting of the above Association held on 5-2-1947 and handed over to the President, H.C.H. School Committee, on 6-2-47.

In this connection I beg to state that the present rates of D.A. in our school are only Rs. 5/- and 6-8-0, while starting salaries too are very low, Rs. 50/- for a B.Ed., and Rs. 25/- for a S.S.L.C. Trained. Hence these demands in our resolution.

Resolutions.

We, the undersigned members of the Hindu College High School Teachers Association, having reiterated our just demands time and again and failed to find a change of heart on the part of the management, unanimously resolved to submit the following at a meeting of the Association held on February 5, 1947.

1. that the Committee should grant us the arrears of Dearness allowance at Government rates for 1945-46,

2. that they should grant us Dearness allowance at full Government rates from April 1946,

3. that they may sanction one month's salary to each of us as 'Bonus' as in the case of the N.G.O.'s,

4. and that they should adopt the scales of pay recommended by the Government with retrospective effect from 1st January 1947.

We further ~~main~~ beg to inform the Committee that it will not be possible for us to discharge our duties in the school properly from February 14, 1947, should the Committee fail to sanction the submitted demands satisfactorily.

Signed by 84 members.

(Sd) M. Ramachandra Rao,
President,
Hindu College High School Teachers' Association, Guntur.

GUNTUR,
D/ 7-2-47.

/True copy/

Yours faithfully,
A. Ramakrishnarao
Secretary.

THE KELLETT HIGH SCHOOL TEACHERS' ASSOCIATION

*****

RESOLUTION PASSED UNANIMOUSLY BY THE MEMBERS OF THE KELLETT HIGH SCHOOL, (TRIPLICANE) TEACHERS' ASSOCIATION AT THE MEETING HELD ON WEDNESDAY THE 5TH FEBRUARY 1947.

"This Meeting of the Teachers' Association of the Kellett High School, Triplicane, expresses its deep disappointment at the thoroughly unsatisfactory scales of salary to teachers in aided institutions as decided upon by the Government and requests that teachers be treated at least as generously as those with similiar qualifications in other Government services ~~with similiar qualifications~~, and hopes that justice would be meted out to them as speedily as possible.

"This meeting further requests the Government to place sufficient funds at the disposal of the Managements of aided institutions to enable them to grant a month's salary as bonus to their teachers as in the case of Government servants".

D. Thambusami
(D.Thambusami)

Rev.D.Thambusami,
M.A.,L.T.,B.D.
PRESIDENT

P. Govinda Rao
(P.Govinda Rao)
B.Sc.,L.T.

SECRETARY

Copies to:

(1) The Director of Public Instruction, Madras, for favour of information.

✓ (2) The Hon'ble Minister for Education, Madras Province, Madras, for favour of information.

Puttur Taluk Teachers Union, Puttur. (Chittoor Dt.)

The resolutions passed held on 2-2-1947.

The Working Committee of the Puttur Taluk Teachers Union feels it highly regrettable to note the prejudicial nature exhibited by the Cabinet Committee in fixing the salaries of Teachers in Educational Department. While they have raised the scales of salaries recommended by Salary Committee in respect of Government Servants belonging to other departments, they have reduced the scales of salaries of Teachers of this parent department whence all employees are being taken. Further people with high academic qualifications in this department are started with initial salary less than that of Officers for which academic qualifications are not required. Colleges on this score will have to be closed as the prospects of graduates do not appear to be attractive as seen from a general survey of the scales now fixed. It will be meaning less to consider about Educational reorganization by the authorities in view of the under payment of teachers who are all most tottering on the verge of starvation.

The Working Committee of the Puttur Taluk Teachers Union is of the opinion that the teachers would have to resort to strikes if the following resolution made were not brought into fruition at on early date.

That the following scale should be given to teachers as shown here under as per grade and position war.

Lecturers ...	... 150 — 15 — 360
L. T (selection grade)	... 200 — 15 — 290
S. D. I. of schools & school asst L. Ts	120 — 10 — 200
J. D. I/L. Ts. ...	... 80 — 10 — 150
Secondary ...	... 50 — 5 — 90
Higher ...	... 35 — 3 — 65
Lower ...	... 30 — 2 — 40
Attender ...	... 35 — 3 — 65

There should be no difference in scale of salaries from one management to the other. The scales shown supra has been proposed as the teachers have to remain in the grade without promotion throughout unlike other departments.

(Sd.) **C. S. Raghavan,**
President

(Sd.) **M. Kothandaramaswamy Raju,**
Secretary.

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Revised Scales

~~60~~ 22

(13) H 208 MADRAS 10 FEB 47

C.

INDIAN POSTS AND TELEGRAPHS DEPARTMENT.

NOTICE. This form must accompany any inquiry made respecting this telegram.	Charges to pay. Rs.	 A.	Office Stamp.	
Handed in at (Office of Origin).	Date.	Hour.	Minute.	Service Instructions.	Words.

TO — Recd. here at H. M.

6 L Hosur cattle farm

Hon Minister Education 10 Three Adds 38

Madras

Hosur taluk elementary teachers

Resent revised scales of pay pray

reconsideration before direct action.

Vice president taluk Associ

N.B.—The name of the Sender, if telegraphed, is written after the text.

~~72~~ 24

~~75~~ 28

0 FEB 47

405C.

INDIAN POSTS AND TELEGRAPHS DEPARTMENT.

0 Kl

NOTICE.

This form must accompany any inquiry made respecting this telegram.

Charges to pay.		Office Stamp.
Rs.	A.	

Handed in at (Office of Origin).	Date.	Hour.	Minute.	Service Instructions.	Words.
Bhimavaram	10				15

TO Educational Minister

Recd. here at H. M.

pay Sanction minimum demands save hunger strikes teachers Guntur

Secretary Bhimavaram
unions

N.B.—The name of the Sender, if telegraphed, is written after the text.

~~4~~ 26

Secy EPH

To go to HM's note of today re: increase of salaries of teachers to be brought before the Cabinet

KPK 11/2
PC

ASST. SECRETARY TO GOVERNMENT
12 FEB 1947
EDUCATION AND PUBLIC HEALTH DEPT.

SECRETARY, EDN. AND P.H. DEPT.
11 FEB 1947
12306
GOVERNMENT OF MADRAS

28

vinashilingam Chettiar, Minister for

al .. 8.05 p.m. Blue Mountain Express.
.. 7.16 a.m.
Vidyalaya by car.
car.. 1.00 p.m.
.. 3.00 p.m.

the Municipal High School at about 3.30 p.m
.. 6.30 p.m.

car .. 8.00 p.m.
.. 10.00 p.m.

aya.
imbatore .. 6.55 p.m.
dras Central .. 7.05 a.m. Blue Mountain Ex.

nstructions: No tappals need be sent.

mitted to H.P.M. and other H.Ms.. Private
ry to H.E. the Governor and H.E. the Governor's
ry.
Departments of the Secretariat, C.D.B.,
, Madras, Divisional Inspector of Schools,
tress of Girls Schools and Dt. Educational
r, Coimbatore, Collr., D.S.P., Coimbatore,
dents and Secretaries of Dt. and Town Congress
tees, M.L.As. and M.L.Cs. in Coimbatore Dt.,
etc.

Cabinet

16 29

C.

10 FEB 47

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

11 FEB 1947
GOVERNMENT OF MADRAS

11/50

NOTICE.
This form must accompany any inquiry made respecting this telegram.

Charges to pay. Rs.	A.	Office Stamp. 1108				
Handed in at (Office of Origin).	Date.	Hour.	Minute.	Service Instructions.	Words.	
conjeevaram					30	

TO

Recd. here at H. M.

the education
minister madras government
madras
= conjeevaram municipal teachers
union much dissatisfied with
recent revision of salary pay

N.B.—The name of the Sender, if telegraphed, is written after the text.

tg 30

(17) tg 31

10 FEB 47 C

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

NOTICE. This form must accompany any inquiry made respecting this telegram.	Charges to pay. Rs.	A.	*Office Stamp.*

Handed in at (Office of Origin).	*Date.*	*Hour.*	*Minute.*	*Service Instructions.*	*Words.*

Recd. here at *H.* *M.*

TO

for equal treatment
with government teachers
strike on seventeenth march
= president =

N.B.—The name of the Sender, if telegraphed, is written after the text.

32

To

The Minister for Education,
Government of Madras.

33

(18)

Cabinet

Sir,

I have herewith submitted the resolutions passed at the Conference of the Aided and panchayat Board Elementary school teachers at Nannilam on 2.2.47 under the presidency of Sri. T.K. SRINIVASA IYER. president District Congress Committee, Tanjore. for your honour's kind perusal.

Yours Sincerely,
H.S. Venkataraman
Secretary
The Nannilam Taluk Aided
El. School Teachers' Union.
7.2.47

Office seal.

NATIONAL HIGHER ELEMENTARY SCHOOL,
ESTD: 1895
KODAV SAL.

Copy to. The D.E.O. Tanjore

34

19

1947ம் ஆண்டு பிப்ரவரி மீ 22௳ நன்னிலம் தாலுகா எலிமெண்டரி, பஞ்சாயத்து போர்டு ஆரம்பப் பாடசாலை ஆசிரியர்கள், தஞ்சை ஜில்லா காங்கிரஸ் கமிட்டி தலைவர் ஸ்ரீமான் T.K. திருஞானசம்பந்தர் தலைமையில் கூடி கீழ்க்கண்ட தீர்மானங்களை நிறைவேற்றினர்.

1. சர்க்கார் வெளியிட்ட சம்பள உயர்வுத் திட்டம் திருப்திகரமற்றதாயிருக்கிறது என இச்சங்கம் சர்க்காருக்கு ~~கேட்டுக்~~ தெரிவித்துக் கொள்ளுகிறது.

2. சமயோக்யதாம்சம் பெற்று [illegible] உத்யோகம் புரிந்து வரும் ஆசிரியர்களுடைய வேற்றுமை இல்லாதிருக்க ஒருமுறை சம்பள விகிதத் திட்டத்தை பரிசீலனை செய்து, எல்லா ஏஜன்ஸிகளின் கீழும் ஆசிரியர்களுக்கு நேரே விகிதச் சம்பளம் கொடுக்கும்படி. ஏஜன்ஸிகளை வற்புறுத்துகிறது என்பது அங்கீகார நிபந்தனைகளில் ஒன்றாக இருத்தல் வேண்டும் என இச்சங்கம் சர்க்காரைக் கேட்டுக் கொள்ளுகிறது.

3. பஞ்சாயத்து ஆசிரியர்களுக்கு 1.7.44 முதல் 31.12.44 வரைக்கும், எலிமெண்டரி பாடசாலை ஆசிரியர்களுக்கு 1.7.44 முதல் 31.1.46 வரைக்கும் மற்ற ஆசிரியர்களுக்கு அளித்தது போல ரூ 16 விகித பஞ்சப்படி பாக்கியை கொடுத்துதவ டைரக்டர் உத்தரவு பிறப்பிக்க வேண்டுமென இச்சங்கம் சர்க்காரைக் கேட்டுக் கொள்ளுகிறது.

4. 2.1.47ல் தஞ்சை ஜில்லா ஆரம்ப ஆசிரியர் சங்கத் தீர்மானப்படி 31.3.47 தேதிக்குள் சர்க்கார் ஆசிரியர்கள் கோரிக்கைகளுக்கு பரிகாரங்களை அளிக்காவிடில் ஜில்லா ஆசிரிய கமிட்டியின் ஆலோசனையின்படி எவ்வித த்தியாகத்தையும் இத்தாலுகா ஆசிரியர்கள் செய்யத் தயங்கமாட்டோமென இச்சங்கம் சர்க்காருக்குத் தெரிவித்துக் கொள்ளுகிறது.

ஒப்பம், திரு: ~~29~~ 36

Nannilam.

T. K. Srinivasa Rao
President.
2.2.47

Cabinet

20

37

To The Educational Minister
Govt. of MADRAS
MADRAS.

Proceedings of meeting of the General Body of The Coondapoor Taluk, Board Elementary School Teachers' Union, held on 26-1-47 at 4 P.M in Board Elementary School Vodarahobali

President — Sri H. Vittal Bhat

× × × × × × × ×

Resolution 5. (a) Resolved that the new scales of pay of teachers in Elementary Schools fall far below the expectations and requirements of the teachers — Passed —

(b) Resolved that the rate of calculating the increments for the past service is inadequate — Passed

(c) Resolved to request for sanction of 'Interim Relief' and 'Bonus' to Board Elementary School Teachers also. — Passed

(d) Resolved to request to accord equal treatment to teachers under different managements — Passed —

P.T.O

~~26~~ 38

(e) Resolved that the member of this Union shall start a fast, pending the redress of our grievances and the fast shall, to begin with be limited to one day in the week viz Monday and that particular care shall be taken not to let our work suffer on that account — Passed

(f) Resolved that the proposed fast be begun from First Monday in the month of MARCH 1947 i.e 3.3.47 — Passed

(g) Resolved to express our hope that we shall not be driven to desparation from disappointment in any of the above requests — Passed

(Sd) H. Vittal Bhat —
President —

(True Extract)

Copy

Submitted for kind consideration and favourable orders

O.H. Abbas
Secretary

Cabinet

(21) ~~37~~ 39

To

The Minister of Education
Madras Ministry

The humble petition of the Bezwada Municipal Higher grade teachers Assosiation

Respected Sir,

Bezwada is one of The A.class Municipalities. Higher grade teachers are Effected by the new scales. Seniors reached Maximum Rs 45 six years back. Awaiting for further Scales. Praying Maximum Rs 65/- plus minimum difference. Ele. Education funds available

old Scale adopted in 1934.

Secondary 30-3/2-45-2/2-55.
Higher - 23-2/2-45.
Lower — 20-1/2-24-1-28

The difference of maximum is Rs 10/ for The Higher and Secondary grade

We there fore requests The same difference in the new Scales.

I beg to remain
Respected Sir,
your most obediant Serva

Bezwada
7.2.47

D.V. Raghava Swam
Secretary

Edn & P.H. Dept

May be circulated to H.M. for perusal and added to the file containing strike notices.

24/4

SIGNATORIES TO THE APPEAL

Madras

1. Mr. T.R. Venkatrama Sastrigal, Advocate, Mylapore.
2. Mr. C.R. Srinivasan, Editor, Swadesamitran, Madras.
3. Mr. T.T. Krishnamachariar, M.L.A. Central.
4. Mr. R. Suryanarayana Rao, M.L.C.
5. Dewan Bahadur V. Bashyam Iyengar, President, Harijan Sevak Sangh
6. Dewan Bahadur K.S. Ramaswamy Sastrigal, Retired District Judge.
7. Rao Bahadur G.A. Natesan, Editor, Indian Review.
8. Rao Bahadur K.V. Krishnaswamy Iyer, President, Madras Library As
9. Rao Bahadur, A. Chakravarti, I.E.S. Retired.
10. Rao Sahib P.S. Lokanatha Mudaliar, I.S.O., President, Madras Parents Association.
11. Janab Basheer Ahmad Sayeed, Secretary, Muslim Educational Association of South India.
12. Profr. B. Sanjeeva Rao,
13. Profr. M. Venkatarangayya, President, Andhra Federation.
14. Dr. P. Rama Rao, Radiologist.
15. Mr. M. Subbaraya Iyer, Advocate, Mylapore.
16. Khasa Subba Rao, Editor, Swatantra, Royapetta.
17. Mr. R. Krishnamurthi, Editor, Kalki, Madras.
18. Mr. S.R. Venkatraman, Servants of India Society.
19. Mr. T.V. Subba Rao, Advocate and Correspondent, Hindu High School, Triplicane.
20. Mr. G. Harisarvothama Rao, President, South Indian Adult Education Association.
21. Mr. K.G. Sivaswamy, President, Servindia Rural Reconstructi Centre, Mayanoor, and Trustee Rural reconstruc schools, Malabar.
22. Mr. T.P. Meenakshisundaran, Correspondent Chintadripet High School

------

Mofussil

Vellore

1. Mr. S. Ramakrishna Iyer, Advocate.
2. Mr. N.S. Kalyanasundram, Advocate.
26. and 24 others including officials.

West Godavari.

27. Mr. P.S. Swaminathan, Vety. Asst. Surgeon.
28. Mr. C.J. Augustin, Secretary, Food Committee,
29. Dr. Y. Suryanarayana Rao, L.M.S.,
64. and 35 others including lawyers, landlords. etc.

Cocanada.

66. Rao Bahadur Sripada Ramayya, Chairman, Cocanada Municipality.
67. Sri K. Raghavachary, Advocate and Secretary, Bar Association.
68. Sri B. Pattabhiramayya, Retired Educationist, Cocanada.

Vizagapatam.

69. Dr. D. Sitaramayya, M.B.B.S., Vizianagaram.
70. President, Bar Association, Vizianagaram.
72. and 12 others.

Salem

73. Mr. D.K. Gurunathan, Jagirdar, Dharmapuri.
74. to 77. and 12 others.

Kurnool

78. Mr. S. Nagappa, M.L.A.
98. and six others.

Tuticorin.

[illegible] ictoria, M.L.C.

22. Mr. T.P. Meenakshisundaram, Correspondent, Chintadripet High School

---

Gu m.

. Mr. G. Lakshmi Venkatramayya, L.I.M.
Registered Medical Practitioner,
108. and 8 others.

Nellore.

109. Janab Md. R. Ansari, M.L.A.
110. Mr. K. Ramanathan, Secretary, Chamber of Commerce.
111. Mr. P. Punniah, Advocate.

Coimbatore.

112. Sri K.V. Narayanaswamy, Correspondent, Suburban High School, Coimbatore.
113. Sri K. Subramaniam, M.L.A., Coimbatore.
114. Rao Saheb T.T. Ratnasabhapathi Pillai, Public Prosecutor, Coimbatore and The Nilgiris.
115. Sri P.S.G. Ganga Naidu, Managing Agent, Sri Ranga Vilas Mills, Peelamedu.
116. Dewan Bahadur P.S.G. Rangaswami Naidu, Managing Trustee, P.S.G. & Sons Charities, Coimbatore.
117. Sri N.S. Sargunam, Member, Advisory Board of Education.
118. Rao Bahadur C.M. Ramachandra Chettiar, Member, Senate and Academic Council, Coimbatore.
119. Sri C.R. Krishna Rao, Retired District Judge, Coimbatore.
120. Sri K.S. Arthanariswara Iyer, President, Suburban High School Committee, Coimbatore.

AN APPEAL TO THE GOVERNMENT OF MADRAS

TEACHERS AND THE SALARY PROBLEM

The economic position in the country is deeply stirring all classes and the teachers among others. Not a day passes without news of the organisation of strikes among teachers in one part of the country or another. This must cause grave concern to all persons interested in education and to the Government.

One regrets to learn that a volume of discontent is gathering in our province also and there is talk of protests, demonstrations, processions and councils of action and there is reason to think that a grave situation may soon develop if the matter is not wisely handled without undue delay.

We therefore urge upon the Government the necessity to reconsider the salary question without delay. Those of us who are in direct or indirect touch with teachers feel that a complaisant attitude to the present situation will prove disastrous to the cause of education. The Government have no doubt many difficulties but this question cannot be put aside on the plea of want of funds if the lasting interests of the country are to be safeguarded. The teachers complain that the Government have not approached this salary question in the right spirit.

While we do not feel competent to make any definite recommendation as to the scales of salaries with any finality, we feel bound to draw attention to the chief points urged by the teachers in regard to this matter. These are :—

Reasonable scales of pay to be prescribed

Uniformity of Salary Scales in all schools

Adoption of the Scales to be made obligatory on the Managements

Uniform principle to govern the application of the new scale.

48

The Report of the Central Advisory Board of Education has emphasised the importance of the salary revision and taken strong exception to the indifferent attitude of the provincial governments till now. The Madras post-war reconstruction committee has definitely stated that '*an essential preliminary to all educational scheme is the elevation of the status of the teaching profession which is now deplorably low. It is proposed to spend about nine crores of rupees in bringing the pay of all teachers by whichever agency employed up to the minimum scales recommended by the Central Advisory Board.*' This Committee has also recommended that the additional cost should be borne by the government to the extent to which the managing agencies cannot be made to share it.

Our interest at the moment is to prevent any grave situation arising by the development of strikes in this province. We feel that action on the lines recommended by the Central Advisory Board and the Madras Post-war Reconstruction Committee should be taken as early as possible if the situation in schools should not deteriorate. In this connection government should appoint a small representative body on the lines of 'Burnham Committee' to recommend at a very early date appropriate scales of pay for the several grades of teachers, and in the meantime, introduce temporarily in schools under all agencies the scales of salary prescribed for government schools. It is essential that these non-government schools should also attract competent persons for service and thousands of pupils in these schools should also enjoy in full measure the advantage of the ideal of equality of opportunity.

I am in complete agreement with the statement made above.

K Ramanathan,
Secretary, Chamber of Commerce
St Hindu [illegible]
etc.
Nellore

49

(28)

Education and Public Health Dept (B2)

Education - Schools under local bodies and private managements - pay of teachers - further revision ordered.

ORDER/~~Ms.~~ No. 1154 Edn Dated 5.6.47

Representations have been made to the Govt. that the revised scales of pay recently sanctioned for teachers are not adequate. The Govt. have reconsidered the question and pass the following orders, which will take effect from 1-1-1947 except to the extent specified under certain items below.

(i) Ele.Schools under Local Bodies:

Cf item (iv) in para 5 on p5 of Suppl. note at (2)

(a) Lower Ele.Grade teachers should be granted an increase of Rs.3/- a month over the scale of Rs.20-1-30 sanctioned in G.O.No.975 Edn. dated 10-5-1947 i.e. the scale will be Rs.23-1-33.

(b) Higher Ele. Grade teachers:

~~[illegible]~~ Instead of the scale of Rs.25-1-40 fixed in the G.O. cited above ~~[illegible]~~ with a craft allowance of Rs.5/- attached to it, the scale will be Rs.30-1-45 and no separate craft allowance will be given.

Item (1) [illegible]'s minute at p.3 of (2)

(c) Secondary grade teachers:

These teachers are now eligible for a scale of (2) Rs.35-1½-65 with a craft allowance of Rs.5/- a month. The Government direct that the scale ~~will~~ be ~~[illegible]~~ fixed at Rs.40-1½-55-2-75. No separate craft allowance ~~will be paid to these teachers~~. ~~in addition to the time scale,~~ ~~[illegible]~~.

(20 year scale)

Item (4) ibid

NOTE: Such of the teachers in (b) & (c) above as are no however, at present qualified in any of the prescribed crafts, will be ~~[illegible]~~ required to acquire that qualification wi in a period of two years.

(ii) Elementary Schools under private managements and Panchayat ~~[illegible]~~ Schools:

p2 of (2)

In ~~partial~~ modification of the orders in para ~~10~~ of G.O.No.975 Edn dated 10-5-1947, the Govt. direct th t that the scales of ~~teachers~~ teaching grant for teachers ~~xx~~ be revised as shown below:

Class of teachers.	Scale already fixed Rs.	Scale now fixed Rs.	~~Remarks~~
Lower Elementary.			
Untrained	8	11	Item (6) on p3 of ⑨
Trained	15.	18	
Higher Elementary			
~~Untrained.~~	~~12~~	~~15~~	~~No change.~~
Trained	20-½-25	25-½-30	Item (2) on p3 ibid
Secondary grade			
~~Untrained~~	~~15~~	~~18~~	~~No change.~~
Trained	25-1-35	35-1-45	Item (3) do
Collegiate Grade			
~~Untrained~~	~~20~~	~~25~~	~~No change.~~
Trained	35	35-1-45	as for Secondary grade trained teachers.

p 2 of ⓠ

In view of the increased scales of grants now sanctioned, the Govt. have decided to insist on managements of schools allowing a minimum pay of Rs.30 to a Higher Elementary grade trained teacher and Rs.40/- to a secondary grade trained teacher; in other words, managements should supplement ~~[illegible]~~ from their own resources to the extent necessary. they will be worked on as from 1.7.47 but the DPI is authorised to [illegible] The Director of Public Instruction is requested to submit necessary amendments to the rules relating to aid to elementary schools.

Item (9) of HM's minute on p4 of ⑨

(iii) Secondary Schools under Local Bodies.

(a) Secondary grade teachers are now allowed a time-scale of Rs.40-1½-70 with a craft allowance of Rs.5/-. These teachers will be allowed a scale of Rs.45-2-85. No craft allowance will be paid to them in addition.

(20 year scale) Item (5) on p3 of ⑨

(b) The scale of Rs.70-5-140 with a craft allowance of Rs.5/- for L.T. assistants will be replaced by a scale of Rs.75-5-145 and the allowance will be abolished.

Item (7) on p4 ibid

NOTE: ~~Both~~ The classes of teachers mentioned in items ~~(a)(i)~~ (a) and (b) above should, however, ~~receive~~ acquire the ~~requisite~~ qualification in any of the prescribed crafts within a period of two years, if they do not now possess that qualification.

P.T.O.

(c) The Scales of pay for the undermentioned classes of teachers will be revised as shown hereunder:-

Class of teachers	Scale already fixed Rs.	Scale now fixed Rs.
(i) **Physical training instructors and Instructreses.**		
Grade I - S.S.L.C. holders with a higher grade certificate in physical education	45-1½-75	50-2-70-2½-95
Grade II - Completed S.S.L.C. with a Lower Grade certificate in physical education	35-1-50	45-2-75
Grade III - Others	30-1-50	40-1-60
(ii) **Hindustani teachers.**		
If secondary grade trained	40-1½-70	50-2-90
Others	30-1-50	40-1½-70

Item (?) on p4 of ⑨ Item (12) ibid

p 2 of ⓠ

(d) Under para 7 of G.O.No.975 Edn dated 10-5-1947, three classes of Pandits and Munshis can be employed in Secondary schools under local bodies. The question of regrouping the posts of Pandits and Munshis ~~into two categories~~ is under separate consideration. Pandits and Munshis in the lower category will be in charge of forms I to III of Secondary Schools, while those in the higher category will be in charge of ~~the~~ forms IV to VI. It may sometimes happen that a Pandit or a Munshi in a Lower Category may have to be assigned work in the higher forms. The question whether ~~an~~ additional remuneration ~~may not~~ should be given to these Pandits, is under consideration. Orders will be issued on these points in due course.

(File sent to Finance)

(iv) Secondary & Training schools ~~and~~ under private managements.

In para 8 of G.O.No.975 Edn. dated 10-5-1947, the Government have advised the managements to introduce the scales of pay fixed for teachers in secondary schools under local bodies. With a view to enable the managements to find the funds required for meeting the extra cost involved, the Govt. have decided ~~the~~ to raise the basis of assessment of teaching grants from one half ~~of the~~ to two-third of the approved net cost. In view of this The Government ~~[illegible]~~ ~~may~~ insist on all managements of aided ~~secondary~~ schools ~~to~~ to introduce at least the scales of pay fixed for teachers in schools under local bodies.

These Government orders will take effect from 1.6.47; for the period between 1.1.47 & 31.5.47 the scales [illegible] in instructions in G.O. No 975 Edn will apply.

3-6-47

(P.T.O)

Last ch. on p.77 ⑨

D.P.I., Jt.Dy.Ahr. L.A. & Fin. only

5/6

To the D.P.I.
" S.O. of Dt.Bds.
" ~~Executive author. of Ml. Cls thro' Chairman.~~
" Inspr. of Ml. Cls. & Loc. Bds.
" Exr. of Local Fd. Acs.
" A.G. thro' Fin.
" L.A.
" Finance.

Of item (8) of para [illegible] of the [illegible] [illegible] of p77 [illegible]

v) Government schools:

Orders will issue separately in the Finance Department in regard to the revision of pay of Physical Training Instructors, and Hindustani teachers based with reference to the revision approved in para (iii) (c) above for similar classes of teachers in schools under local bodies. Orders will also issue in that department ~~regarding the~~ re: the revision of the scales of pay taking into account the craft allowance of Rs 5/- admissible to teachers in Govt. schools, ~~in the appropriate scales of pay.~~

It is expected that within two years they will learn one of the crafts ~~that~~ prescribed by the Dept.

Edn dt P.H. Dept

Memo 30870-B2/47-7 Edn dt 27.6.47

Subj: Revision of salaries.

Ref: G.Os No. ~~[illegible]~~ 975/Edn dt 10.5.47 & No. 1154/Edn dt 5.6.47

The Government direct that the rates of grants that may be assessed on behalf of untrained teachers (other than of the lower ele. grade and in Panchayat schools) in aided elementary schools with refce to para 10 of G.O. 975/Edn dt 10.5.47 ~~may~~ be raised, with effect from 1.1.47, by Rs 3/- p.m. for each class of untrained teachers. Orders in regard to the enhancement of grants ~~assessed~~ on behalf of untrained lower elementary grade teachers have been issued in G.O. 1154/Edn dt 5.6.47

16/6/47

To

The D.P.I. Madras ✓
" Director of Information & ~~Inspector~~ Publicity ✓
" Inspector of Mcs & Local Bds ✓
" A.G. (through Fin) ✓
" ~~Exr. Asst. Accts~~
" ~~Secy. of Rt. Bds.~~

28/6/47

14/6

54

20.
2/7

55

(29)

Edn & P.H. (B2)

Memo No. 52049. B2/47-1 Edn d 30.6.47.

Sub: Salaries of teachers. Revision of

In G.O. 1154 | Edn dy 5.6.47, the Govt have ordered that managements of Elementary schools should supplement the grants [illegible] ~~paid~~ from provincial funds on behalf of higher elementary & secondary grade trained teachers so as to enable the teachers to receive a minimum pay of Rs 30/= & Rs 40/= a month respectively. They now consider that lower elementary grade trained teachers should also be given a minimum salary of Rs 20/- a month i.e., the managements should supplement the grant paid from provincial funds ~~at~~ least by Rs 2/= a month. These orders will take effect from 1st July 1947. ~~and~~ The D.P.I ~~has~~ is

56/

~~been~~ authorised to grant an extension of time ~~limit~~ in ~~deserving~~ suitable cases.

30/6/47.

27.6.47

28/6/47

To

The D.P.I ✓

The Inspector of local Bds & MCl ✓

The A I & B. ✓

~~A.G. Mas.~~ Depo

Notes (30)

SPECIAL

To the Secretary, E.&.P.H.

I have been receiving numerous telegrams and representations from elementary school teachers and some of them are threatening direct action. I think a short note may be prepared and placed before the Cabinet Meeting on the 12th inst.

A (1) The main thing that they want is that for the elementary school teachers, the basic pay must be raised with an extra craft allowance;

B (2) The secondary grade teachers in the elementary schools instead of being paid Rs 35 + 5, must be paid Rs 40 + 5 and the maximum also must be increased to Rs 75 as to the teachers in the secondary schools;

C (3) That the extra allowance paid in the first class municipalities and in Madras, because of the costliness, must be given to them also.

SECRETARY, EDN. AND P. H. DEPT.
11 FEB 1947
GOVERNMENT OF MADRAS

D The points for decision are whether in view of these representations, their claims (1), (2) and (3) above, should be considered, and if so, to what extent.

TSA
11-2-47
H.M.Education.

I have explained to H.M.(Edn) that it would not be possible to have the views for the Cabinet meeting tomorrow; he has stated it will do if it is viewed for the next meeting. Action may be taken accordingly as usual.

11/2/47.

Edn.&.P.H.Dept.B.2.

The number of teachers in ele.schools according to the various managements, the scales of pay or rates of grants which are at present in force, and the scales of pay as revised by the Govt. are shown below in one view.

Number of teachers: Govt. schools	Local body schools	Private & Panchayats		Govt.Schools. Present Scale Rs	Govt.Schools. Revised Scale Rs	Schools under Local Bodies. Present Scale Rs	Schools under Local Bodies. Revised Scale Rs	Schools under private managements & Panchayats Present Scale Aided Rs	Schools under private managements & Panchayats Present Scale Panchayats Rs	Schools under private managements & Panchayats Revised Scale Rs
417	5521	~~5172~~ 3316	Lr.Ele Gr.	20-28	20-35	15-20	20-30	11	14	15
2306	34608	43561	Hr.Ele.Gr.	23-45	25-45	20-30	25-40	16	17	20-25
388	4501	5172	Secy.Grade.	30-55	45-90 (with craft pay) 40-85 40-85 (without craft pay) } +5 for craft pay	25-45	35-65	20	22	25-35
[illegible]	45	109	Collegiate Grade.	25	do.	do.	do.	25	22	35

Secondary grade and higher elementary grade teachers in schools under Govt. and local bodies are eligible for a craft allowance. of Rs 5 a month

Sub-para (1) of H.M's Note:

Presumably the intention of H.M. is that the basic pay for all categories of teachers in Aided Ele. Schools should be raised and that they may be given a craft allowance. Craft allowance has been given only for Secy.Grade and Hr Grade Ele. ~~School~~ teachers in Govt. Schools and Schools under Local Bodies. No craft allowance has been sanctioned for Lr.Ele.Grade teachers in these schools. Perhaps H.M. will restrict the grant of the allowance to Hr.Ele.Gr. and Secy.Gr. teachers in aided and Panchayat Ele. Schools; if so the cost on this account alone will be Rs. 30 lakhs.

48733 × 6

2923980

3316 × 120
43561 × 120
5281 2lus
57439
6892680

35 lakhs immediate

H.M.Edn. has not indicated the increase in the scales of pay to be granted to teachers in Aided Ele. Schools; perhaps he intends that the revised scales now sanctioned for teachers in Ele. Schools under local bodies may be sanctioned for teachers in Aided Ele. Schools also. In this case, the additional expenditure involved will be Rs. 69 lakhs. It may be ~~understood~~ stated that the entire cost on account of the grant of revised scales for teachers in Aided Ele. Schools and Schools under Panchayats are to be met from Provl.finances. The cost of the revision already sanctioned has been estimated at Rs. 50 lakhs per annum ultimately, and Rs. 25 lakhs per annum immediately.

P.T.O.

4

Sub-Para(2) of H.M's Note:

~~A~~ Ref. here is evidently made to Secy.Gr. teachers in Ele. Schools under Local Bodies. There are 5,000 Secy.Gr.teachers under local bodies, and the addl. cost of ~~expenditure sanctioned~~ involved in giving for them ~~in~~ the scale of pay of Rs.40-75 as now proposed by H.M. will be about Rs. 4.50 lakhs. In the case of teachers under local bodies, the cost involved is to be met in the first instance by advances from provl.funds, to be eventually recovered from the local bodies concerned.* The addl. cost on account of the revision of the scales of pay for teachers in Ele. Schools under local bodies already sanctioned is estimated at Rs. 80 lakhs. It may be stated also that the finances of most of the local bodies are very unsatisfactory and it may happen that the advances proposed to be paid towards the cost of revision of salaries will ultimately prove ~~unrecoverable~~ irrecoverable.

If the pay of Secy.Gr.teachers is enhanced it will be necessary to increase correspondingly the scale of pay for Hr.Ele.Gr. teachers also. The scale of pay for this class of teachers in Govt. Service approved by the Salaries Committee is Rs. 25-45, If this scale of pay is sanctioned for Hr.Ele.Gr.Teachers in Local Board Schools, the addl. expenditure involved will be Rs. 10 lakhs.

Sub-Para(3) of H.M's Note.

H.M. here refers to the House Rent Allowance sanctioned for employees in the City and in Municipalities having a population of 50,000 and above. This Allowance is sanctioned only for Govt. Servants. ~~If~~/No such ~~an~~ allowance has ~~yet~~ been sanctioned for employees of local bodies in such areas. If this allowance is to be granted to teachers under the service of local bodies, the allowance willhave to be paid to other class of local bodies employees also. It is not also clear whether the intention of H.M. is that the allowance ~~to~~ should be paid to ~~the~~ teachers in Aided Ele.Schools in such areas. Y

The file may be circulated to H.M.Edn. for orders On receipt of the file, the ~~file~~ addl. cost involved under proposals

pe

P.T.O.

14/2/47

	lakhs
Craft alce	30
Aided Ele school teachers	69
Secondary grade teachers. Local body ele schools	4.50
Higher Ele grade teachers	10
	113.50

(32)

~~to~~ will be worked out and remarks of Fin.obtained.

BM
14/2/47 S

H.M (Edn) TSA

SECRETARY, EDN. AND P.H. DEPT.
14 FEB 1947
GOVERNMENT OF MADRAS

14-2-47

H.M (Edn) has not passed any orders on the ~~point~~ proposal referred to at 'Y' on page 4 ante – viz House rent allowance to teachers in aided schools and schools under local bodies. Presumably he does not want to pursue the proposal. The total addl. cost involved on account of the other proposals on pages 3-4 ante is Rs 113.50 lakhs. The file may be sent to Finance for remarks.

BM
15/2/47 S

17/2/47

R. A.P.Hous 12306 B2-1
17.2.47

SECRETARY TO GOVERNMENT
11 FEB 1947
9241

Fin: (Sal)

Please see Hon. (Edn) minute on page 1 above and the notes following. [The question of adopting uniform scales of pay for ~~[illegible]~~ teachers employed whether under Govt, Local bodies or private institutions was ~~[illegible]~~ considered at length by the Cabinet Sal. Committee and the principle had eventually to be given up on considerations of cost and the difference in the conditions of service of Govt Teachers and others. This position has been recognised by the D.P.I. & E.H.H., ~~and~~ it was recently noted in another file relating to a L.A. Question that the question of any further revision of pay of teachers may be considered if and when the G. I. agree to give a block grant for the expansion of Education in the post war period. There has been no change in the position since then. Even according to ~~the showing of~~ E&P.H, the cost of the Hon'ble M's (Edn) suggestion will work out to 113-50 lakhs; and this will have to be met by way of ~~grants~~ advances and grants (from pool funds). In the present state of Provincial finances, and amidst the various other nation-building schemes of equal importance, it does not seem that any further upward revision, beyond ~~what~~ the recommendations of the Cab Sub Committee can be undertaken at this stage.

(File seen & Fin. [illegible] E&P.H. [illegible]) L A question file in case

See marginal figs [illegible]

If E&P.H wish to press the proposal, they will have to follow the 'new service' procedure, and place the matter before the Standing Finance Committee after obtaining the orders of the H.P.M.

[illegible]
12.2.47

[illegible]
17.2.47

D.S. / S(?)
E&P.H.

[illegible]
17/2/47

Thro Fin (Exp A)

It may be admitted that teachers' scales of pay are still very low, but in view of the general financial position the dept must advise against any further concessions over and above the final recommendations of the Salaries Committee, which have been accepted by Govt.

18/2/47

E-PH.

Fin 9241 Sal
18 2 47

18 FEB 1947

12306-B2
13/3/47

Sal ㉝

E&P.H
132

The file may be circulated to H.M (Edn) for orders w.r.t the Finance dept's note on pages 6 ante. If the proposal is to be pressed the file may be circulated to ~~H.M (Fin) and~~ H.P.M also, [illegible] matter to be placed before the Standing Finance Committee.

[illegible]
18/2/47 S [illegible]
18/2/47

H.M. (Edn)
The note may be sent to the H.P.M. for orders (before the cabinet)
12-3-47

27187
13 MAR 1947

The file may be circulated to H.P.M. The proposal has first to be placed before the Standing Finance Committee.

[illegible]
13/3/47 S [illegible]
13/3/47

H.P.M. [illegible]
16/3/47

17 MAR 1947

A draft note for the Standing Finance Committee is submitted and it may sent to Fin dept for ~~approval~~ acceptance before circulation.

E&P.H no. 12306-B2/47-2
31-3-47

[illegible]
21/3

[illegible]
21/3/47

[illegible]
31/3/47 S / Finance
31/3/47

[illegible] (Sal)

1 - APR 1947

(Previous Fin. note on pp 5-6 above)

Please see E&P.H note and the orders in circ above. The draft note for the Standing Finance Committee may be passed and the case returned to E&P.H.

Fin no. 2046 Sal
[illegible]
3.4.47

[illegible]
3.4.47

[illegible]
3.4.47

Thro Fin (Exp A)

D.S.
E&P.H
E-PH
[illegible]

8 - APR 1947

E&PH dept.

For orders ~~as to~~ circulation

8/4/47 9/4/47

10/4/47 S / 11/4/47 (Edn)
H.T.M. (Gen.)
H.P.M. (Fin)
11/4/47

11/4/47

H.P.M. has noted in another file with ref. to this matter, that this may wait for some time. And as this may wait for some time & may be put up after a month within which let us hope we will get a reply from the Govt. of India.

TSA
17.4.47

I can anticipate the reply of G of India. May wait.

B.G.A.
19/4

Awaits G.P.R.
24/4/47

SECRETARY, EDN. AND P.H. DEPT.
24 APR 1947
GOVERNMENT OF MADRAS

Education & P.H. Department.

Note for the Standing Finance Committee:
[Subject: Revision of salaries of elementary school teachers].

Until recently the scales of pay for teachers in elementary schools under Government and local bodies were as shown below:—

Grade of teacher	Govt. Schools	Schools under local bodies
	Rs.	Rs.
Secy. Grade	30-55	25-45
Higher Ele. Grade	23-45	20-30
Lower Ele. Grade	20-28	15-20

Elementary schools under panchayats and aided managements ~~are~~ were paid grants at the following rates, it being open to the managements to adopt any scales of pay that they can afford:

Grade of teacher	Panchayat Schools		Schools under private management.	
	Untrained	Trained	Untrained	Trained
	Rs.	Rs.	Rs.	Rs.
--	--	--	--	--
Lower Ele. Gr.	14	14	7	11
Higher Ele. Gr.	14	17	11	16
Secondary Gr.	19½	22	14	20
Collegiate	19½	22	19 2/3	25

(~~@~~ These rates include ad hoc grant of Rs 2 p.m. per teacher sanctioned in the course of 1946-7 which was not taken into account in the Cab. Sal. Com. Report)

2. In connection with the general revision of the salaries of non-gazetted services, the Salaries Committee went into the question of the revision of pay of teachers. One of the suggestions examined was that there should be uniform scales of pay for teachers under the different managements. The Committee, however, did not accept this suggestion mainly for financial ~~resons~~ reasons. The scale of pay and grants recommended by the Committee ~~and~~ which the Govt. propose to sanction with effect from 1--1--1947 are as indicated below:-

Grade of teacher	Govt. Schools	School under local bodies	Panchayat schools and schools under private management	
			Untrained.	Trained.
	Rs.	Rs.	Rs.	Rs.
-	-	-	-	-
Lower Ele. Gr.	20-35	20-30	8	15
Higher Ele. Gr.	25-45	25-40	12	20-25

(10)

Secondary Gr.	40-85	35-65	15	25-35
Collegiate Gr.	40-85	35-65	20	35

Secondary grade and Higher Ele. Grade teachers in Govt. and local body schools will be eligible also for a craft allowance of Rs. 5/-.

3. The entire cost of granting the revised scales of pay to teachers in Govt. schools will be met by Govt. In the case of local bodies the Committee recommended that the Govt. should bear the addl. cost in the form of grants to municipal~~ities~~ Councils for one year and advances to Dt. Boards for the same period repayable to the extent that the local bodies are able to repay. In the meanwhile all possibilities of enhancing the receipts under the Education accounts of each local body should be explored. The ultimate annual cost involved in sanctioning the revised scales of pay in ele. schools under local bodies has been estimated at Rs. 80 lakhs. The addl. cost of introducing the revised scales of grants ~~to~~ in aided and panchayat schools has been estimated at Rs. 50 lakhs per year ultimately and the entire amount has to be met out of Provl. funds.

p 4 NF

p 3 NF

4. The Committee also advised that before the question of enhancing the teachers' salary above the limits proposed by it was considered the Govt. of India shd. agree to bear half the addl. expre. in the form of a separate grant which would not be set off against their block grant for Post War Schemes for this Province.

5. Numerous telegrams and representations are being received from aided elementary school teachers to the effect that the scales of grant recommended by the Committee are ~~not~~ adequate and that the teachers ~~threaten~~ might to go on strike. H.M.(Edn.) therefore suggests -

p 1 NF

(1) that the basic pay of ele. school teachers should be raised with an extra craft allowance; and

(2) that the secy. grade teachers should be paid Rs. 40- plus Rs.5 and the maximum raised to Rs. 75.

(1) above: If the scales of pay for teachers in aided and panchayat ele. schools are raised to those adopted

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11 (35)

for teachers in schools under local bodies the addl. expre. involved will be Rs. 69 lakhs. per annum, while the extra cost of granting a craft allowance of Rs. 5 to secy. grade and higher ele. grade teachers in these schools will be Rs. 30 lakhs. per annum.

p 3 NF

(2) above: If the pay for secy. grade teachers in ele. schools under local bodies is raised to Rs. 45-75 it will be necessary to enhance the pay of higher ele. grade teachers to Rs. 25-45. The total addl. cost of adopting these scales of pay will be Rs. 14.5 lakhs per annum ultimately.

p 4 NF

4.50
10
14.5 ✓

6. The Finance Department has offered the following remarks on the proposals:-

pp 5-6 NF

"The question of adopting uniform scales of pay for teachers employed whether under Govt., Local Bodies or private institutions was considered at length by the Cabinet Salaries Committee and the principle had eventually to be given up on consideration of cost and the difference in the conditions of service of Govt. teachers and others. This position has been recognised by the D.P.I. and E & P.H. and it was recently noted in another file relating to a L.A. Question that the question of any further revision of pay of teachers may be considered if and when the Govt. of India agree to give a block grant for the expansion of Education in the post war period. There has been no change in the position since them. Even according to E and P.H the cost of the H.Ms.(Edn) suggestion will work out to Rs ~~113.50~~ lakhs, and this will have to be met by way of advances and grants from provl. funds. In the present state of provincial finances, and amidst the various other nation building schemes of equal importance, it does not seem that any further upward revision, beyond the recommendations of the Cabinet Sub-Committee can be undertaken at this stage.

69
30
14.5
113.50

"If still E & P.H. wish to press the proposal, they will have to follow the 'new service' procedure,

12

and place the matter before the Standing Finance Committee after obtaining the orders of the H.P.M.

> "It may be admitted that teachers' scales of pay are still very low, but in view of the general financial position this Depart. must advise against any further concessions over and above the final recommendations of the Salaries Committee, which have been accepted by Government."

The former Hon'ble the Prime Minister has minuted that the proposals may be placed before the Standing Finance Committee. The proposals are accordingly placed before the Standing Finance Committee.

p7NF

ORM 31/3/47

31/3/47.

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(30)

13

Education and P.H. (B2)Department.

REVISION OF SCALES OF PAY OF TEACHERS:

Educational institutions in this Province are under three different managements - Government, Local body and private. Definite scales of pay have been prescribed for the staff employed in institutions under Government and local bodies, while the Government 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.

pages 29-31, 45-47 and 150 of the Report

2. The Central Advisory Board of Education 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 qualification for teachers should be the Teacher's Certificate of the Secondary Grade. It has suggested a minimum scale of pay of Rs.30-50 for teachers in lower elementary schools and Rs.40-80 for those in higher elementary schools. The Board's recommendation as to uniformity of pay for all teachers was accepted by the Education Sub-Committee of the Post-War Reconstruction Committee set up by the previous Government 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 Provincial Government Post-War Educational Schemes in the Five-year plan drawn up by the previous Government. The scheme has been estimated to cost Rs.894.35 lakhs during the five-year period. The Government of India have stipulated 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 sent up by the Director of Public Instruction to implement

CF the note at (E) in L.F. II

the scheme, the former Government laid down tentatively certain scales of pay for different classes of teachers. The scales approved by the previous Government were as shown below:

Advisory govt

	Trained. Rs.	Untrained. Rs.	
ELEMENTARY SCHOOLS:			
Higher ele. grade	25-2/2-45	20 (+Rs.5 for craft training	
Secy.grade (lower ele.schools)	30-2/2-38-3/2-50	25	35-5/2-76
(higher ele. Schools)	40-5/2-80		* 40-5/2-80
Graduates L.T.	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	+ 5 for craft.
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 Training Instructors	40-5/2-80	
Pandits and Munshis	45-2/2-75	*different scales prepared according to qualifications.
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 additional expenditure from Provincial funds has been estimated by the Director of Public Instruction ~~at~~ Rs.2.44 ~~acres~~ crores.

3. When the Government undertook the question of revision of salaries of Government servants in Subordinate services, the question of revision of salaries of teachers in schools under local bodies and private agencies was also taken up. The salaries Committee which considered the question at first recommended uniform scales of pay for teachers in schools under Government, Local Bodies and Private Agencies. As the additional cost involved on account of the introduction of uniform scales of pay for all teachers was found prohibitive (2.17 crores for elementary schools and .67 crores for secondary schools), the question was raised whether a difference in scales of pay might not be maintained among teachers in schools of different managements as hither-to. The D.P.I. agreed to the introduction of different scales of pay for teachers.

p 27 of the report

Para p41 of the LF III
([illegible])

4. At a meeting of the Cabinet held in December last, the Government decided to adopt the following scales of pay for teachers in elementary schools:-

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Teachers.	Government Schools. Rs.	Schools under Local bodies. Rs.	Schools under private managements and Panchayats. Rs.
Lower Elementary grade	20-35	20-30	15
Higher Elementary grade.	25-45	25-40	20-25
Secondary Grade	45-85	35-65	25-35
Collegiate Grade	45-85	35-65	35

These rates are exclusive of the dearness allowance of Rs.16 paid to teachers.

Teachers in Government schools and in schools under local bodies with qualifications higher than lower elementary grade, are eligible for a Craft allowance of Rs.5/- a month.

5. Representations and protest have been received from various quarters to the effect that the scales of pay fixed by Government are inadequate and that unless the scales are further revised, teachers will be compelled to resort to strike or direct action. Under orders of H.M. the question whether the scales of pay should be further revised, was examined. The proposals in that file are:-

Vide the note for the Standing Finance Committee in LF I

(i) the scales of pay of secondary grade teachers in schools under local bodies should be raised to Rs.40-75, and Higher Elementary Grade to Rs.25-45 (the extra cost of revision was estimated at Rs.14.5 lakhs.)

p.3 ibid

(ii) that teachers in aided elementary schools and Panchayat should be granted pay in the time scales now fixed for teachers in schools under local bodies (the extra cost of this account has been estimated at Rs.69 lakhs).

do

(iii) the Craft allowance of Rs.5/- should be granted to Higher Elementary and Secondary Grade teachers in Elementary schools under private and Panchayat managements (the extra cost on this account has been estimated at Rs.30 lakhs.)

do

It has been decided in circulation that the revision proposed above need not be undertaken now.

p.8 of the LF I

6. H.M.(Edn.) has expressed the desire that in view of the fact that the agitation for a teachers' strike is gathering momentum and there is a very real risk of a strike on a big scale materialising, that the case should again be reconsidered immediately, and that it should be done in consonance with the principles accepted at the earlier stages, viz, that the pay of teachers under all managements should be uniform, the pay of teachers under local bodies and aided managements should be levelled up to the rates in Government schools as they now stand after the recent revision; and that Government should bear the costs in these latter cases to the extent that the managements cannot meet them. The extra cost so for as it relates to elementary schools will be as follows:-

Teachers. (1)	Number. (2)	Present scale. Rs. (3)	Government scale. Rs. (4)	Extra Cost. Rs. (5)
Local Bodies				
Lower Elementary	5521	20-30	20-35	1,65,630
Higher -do-	34950	25-40	25-45	10,48,500
Secondary and Collegiate grade	4546	35-65	40-85 Rs.5/- for craft training	6,81,900
				18,96,030
Private Management:				
Lower elementary	3146	15	20-35	4,71,900
Higher elementary	42243	20-25	25-45	63,36,450
Secondary and Collegiate	5185	25-35	40-85	23,17,700
Panchayats.				
Lower elementary	55	-do-	-do-	8,250
Higher elementary	1743			2,61,450
Secondary.	76			40,320
				94,36,070
		Craft allowance Rs.30 lakhs extra.		
			Total	124,36,070
				143,32,100

124,36070
18,96030
143,32,100
28,00000
171,32,100

7. It may be noted that in connection with the revision of salaries already undertaken, the extra cost was estimated as follows.

Elementary Schools.

Local bodies.	80 lakhs.
Private Management.	50 lakhs.

p. 7 ¶ (R)
p. 8 ibid

The intention of Government is that local bodies should meet the entire cost of revision of salaries and

means should be devised by Government for providing the necessary funds required if local bodies have no surplus available with them. In the case of schools under private management, the Government have decided to bear the entire extra cost.

8. If the scales of pay are further revised as desired by H.M. in para 6 above, local bodies will be put to a further additional expenditure of Rs.19 lakhs. It is doubtful if it will be possible for them to meet this extra cost. As regards aided and Panchayat elementary schools, the further cost of revision involved (Rs.124 lakhs) will have to be met by Government by way of grants.

Secondary Schools.

9. **Local Bodies.** Subsidies now paid to local bodies

in the employ of local bodies also the cost to Government by way of subsidies will be increased. Correspondingly the local bodies also will have to incur additional expenditure on the adoption of the scales of pay applicable to Government servants. This additional expenditure the local bodies may not be willing or may not be financially in a position to bear. In the latter case Government will have to make subsidies in excess of half the net cost upto a maximum of the full net cost according to the financial psotion of each local body.

10. **AIDED SECONDARY SCHOOLS:** Teaching grants on behalf of aided secondary schools are now being paid in accordance with the rules in Chapter IV of the Grant-in-Aid Code. The amount of grant payable for anyone 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 expenditure 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

18

for secondary schools are fixed lump sum subsidies not liable to variation on account of the opening of new schools or the employment of additional teachers or the grant of revised scales of pay. The subsidies are paid only in respect of institutions opened before 1930. The Cabinet Salaries Committee has recommended that subsidies should be paid in future to local bodies towards the maintenance of schools on the half net cost basis as in the case of private aided secondary schools. This means that all the existing secondary schools (whether opened before 1930 or subsequently) will be eligible for subsidy on half the net cost basis. Orders according to this recommendation will be issued shortly. If as now proposed the scales of pay for those in Government service are allowed for those in the employ of local bodies also the cost to Government by way of subsidies will be increased. Correspondingly the local bodies also will have to incur additional expenditure on the adoption of the scales of pay applicable to Government servants. This additional expenditure the local bodies may not be willing or may not be financially in a position to bear. In the latter case Government will have to make subsidies in excess of half the net cost upto a maximum of the full net cost according to the financial psotion of each local body.

Title under circy

10. AIDED SECONDARY SCHOOLS: Teaching grants on behalf of aided secondary schools are now being paid in accordance with the rules in Chapter IV of the Grant-in-Aid Code. The amount of grant payable for anyone 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 expenditure 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

Bundle no. 210

Government service. In regard to the private aided institutions the Salaries Committee has recommended that the managements of those institutions should be advised to adopt the scales of pay recommended by the Committee for those in the employ of local bodies. In cases in which these scales are not adopted, the Committee has recommended the payment of a special grant equal to half the difference between the average of the scales of pay applicable to the staff in the employment of local bodies and the scales of pay actually allowed by the managements of aided institutions 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.

If teachers employed in the aided schools are also allowed the scales of pay admissible to Government servants there will be an increase in the expenditure incurred under teaching grants. The Government will have also to make special grants in cases where the managements are not in a position to meet their share of the extra cost.

11. The following statement shows the expenditure now incurred by way of subsidies and grants towards the maintenance of secondary schools in the employ of local bodies and private management and the amount they will have to incur if the Government scales of pay are allowed to those employed in non-Government institutions:

Type of management. (1)	Existing expenditure to Government. (2)	Additional expenditure to Govt. on the basis of the recommenda- of the Salaries Committee on half the net cost basis. (3)	Expenditure of addl. cost if Government scales are introduced. (4)
Secondary Schools.	[BE for 47-8]		
Local Bodies.	8.91 lakhs. 14.1	10.6 lakhs. ✓	
Private managements.	29.86 lakhs. (Secondary schools).	18 lakhs. ✓	10 lakhs
			15 lakhs
	4.3 lakhs (Special schools)	2½ lakhs. (roughly)	3 lakhs (roughly)
			28 lakhs

If as is most likely, the local bodies and the private managements are not found to be able to pay any portion of the extra

cost shown in column 4 above, that will have to be borne in entirety by the Government (over and above the figures in columns 2 and 3 together).

Para p 79 (h)

12. The question whether instead of half the approved net cost, twothirds or three fourths of the approved net cost may be paid as subsidies or grants was considered by the Cabinet Salaries Committee but in order to reduce the expenditure from Provincial funds they decided to recommend the existing basis of half the approved net expenditure. If these proposals are re-opened now, the figures in colum 3 on page 6 ante will be as follows:

Secondary Schools.

	Local Bodies. Rs.	Private managements. Rs.
Additional expenditure on the basis of two thirds of the net cost.	14.1 lakhs.	26.3 lakhs. Special schools: 3 lakhs.
Additional expenditure on the basis of three fourths of the net cost.	15.9 lakhs.	30.4 lakhs. Special Schools 3.75 lakhs.

The extra cost, under col: 3 will thus be about 11 lakhs

The note may be submitted to HM (Edn) for him to record his views as to the lines on which the reconsideration of the case of teachers' salaries should be taken up.

13. ~~Orders are requested as to the basis on which grant or subsidy will be given to managements of secondary schools (local body and private schools). After orders are passed on this point the~~ Further examination of the case will then be made in consultation with Finance Department and a note for the Standing Finance Committee will be submitted. ~~This is only an informal note for a decision on the point at 'A' above.~~

1-5-47

1.5.47

5

4/5/47

HM (Edn)

The agitation among the teachers is now taking a serious turn. The Govt. have been given notice of strike ~~im~~ almost in all the districts and the news that we get from all districts goes to show that preparations are being made in almost every district for a strike. I know personally that money is being collected. Public opinion is being mobilized. In many cases our local Congressmen are supporting them. Many representations from Parents' Associations have also been received. The work in the school is at the lowest ebb because of the excitement for a strike and generally there has also been a ~~demand~~ feeling among the people that these teachers have been very badly treated. I am herewith sending ~~you~~ a copy of the report which Mr. Treasure , Spdt. of Police, Special Branch C.I.D. has sent which shows the extent to which the movement for strike in Malabar has gone.

I believe there is a lot in their representations. They must be given some sort of a living wage; but unfortunately this attitude was not taken up in right earnest during the last salary revision and the result has been this agitation and I am afraid the strikes will come upon us ~~in large numbers~~ throughout the Province unless we do something to avert it.

It is not with any sense of fear that these proposals are being made. It is with a view to undo the wrong which has been meted out to the teachers and give them atleast some sort of justice. I want the Cabinet to take full responsibility for any decision that they would like to take in this matter because this is a matter which will concern the whole Province. The main demand of the teachers is as follows:--

(1) that the basic wage of any teacher should not be less than Rs.50/- besides the dearness allowance.

(2) there must be equality of pay and emoluments for men of the same qualifications in all Managements whether Govt., Local Board or Aided.

(3) the interim bonus given to the Govt. servants must be paid to the teachers in the Other services also;

(4) the arrears of dearness allowance must be paid to all teachers including the aided school managements.

(5) in all other rules with regard to leave etc., there must be a common regulation.

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6. If aided managements and Local Boards are not able to pay as much as the Govt., the Govt. should take over the managements of all the aided schools and run it themselves.

Their demand is Rs 50/- in basic pay. This will be impossible from the point of view of finance. But at least Rs 30/- must be given.

pencil calculation on page 4 ante

These are some of the main demands put forward from one end of the country to the other. Taking the basic pay as Rs 30/- The cost of these demands has been worked out in the note ~~below~~ above by the department. The cost comes to nearly 1 crore and 70 lakhs. ~~but~~ If we are earnest about spreading elementary education, we cannot brush aside this issue. This has been recommended by the Sargent Committee Report aswell as by the Post-war Education Committee ~~Report~~ & accepted by this Govt. If we are to put this question on a permanent footing, nothing-else will satisfy. In the interests of the future of this country, I would like that these proposals may be accepted. I see that the cost above is ~~very great~~ much. While we may at first take the cost from the Reserve, we must find ways and means of taxation to meet these deficits and consider this expenditure as essential for the nation. The teachers, discontent as they are, are a danger to Society and they are affecting the children in the schools also with this atmosphere of discontent and so in the interests of the future of our children we should come to some understanding by which we can have a contented set of teachers. I do not mean to say that the above proposals will satisfy everybody; but I do hope that a large majority of them will be reasonable enough to be satisfied with this. According to this proposal the basic wage of a higher grade teacher will be only Rs.30/-. This cannot be said to be very much and I shall be happy if my Hon'ble Colleagues accept these proposals.

TSA
2-5-47

EDN. AND P. H. DEPT.
2 MAY 1947

Copy of Supdt. of Police, Special Branch
C.I.D's Report .

(referred to in H.M's minute on page 8 ante)

Sub:- Malabar Dt. Aided Elementary Teachers' Union - Preparations for a strike.

It is learnt from a source that the Malabar Dt. Aided Elementary Teachers' Union, Calicut, has issued secret circulars, dated 26-3-47, to all Taluk Aided Elementary Teachers' Unions, regarding the decisions taking at the meeting of the Dt. Action Committee on 24-3-47 and the method of serving a strike notice.

2. Action committees and councils have been specially advised that there should be no correspondence on this subject between them by post until the messenger system is introduced. The names, particulars, etc. of the persons appointed to all such committees are, as far as possible, to be kept secret and the records and meetings of the Action Committees are to be kept very secret.

3. When a convenor has no freedom to work, arrangements are to be made in advance to appoint his successor. If any vacancies occur in a struggle committee, they should be made good by enlisting new members.

4. Every branch has been advised to prepare all the required volunteers. Every taluk struggle committee has to appoint a volunteer captain to organise and direct the volunteers and there is also to be a volunteer captain for the whole district. Classes are to be held to instruct the volunteers regarding discipline etc.

5. A messenger system is to be introduced so that messages can be sent between branches and taluk committees, as well as the district council, by persons who are well known to these organisations.

6. All the teachers concerned have been advised to wear a "strike badge" from the 1st May 1947; this is being sold at two annas each by the district union through the taluks.

7. The teachers concerned have also been advised to give strike notices to their managers by the 1st June 1947. Secretaries of the Taluk Unions have been instructed to send strike notices to the Prime Minister, the Minister for Education, the Chief Secretary to Govt. and the Director of Public Instruction, Madras.

Secretary's instructions

Proceed with the further examination of this case immediately.

Meanwhile H.M.(Edn.) desires that a copy of our note ~~xxxxx~~ and of H.M's minutes should be sent informally to all H.M's for use at an informal meeting of H.M's. Please take action also accordingly urgently.

M.V.S.
2.5.

Copies sent.
Action taken.
3/5/47

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pages 8-9 ante

H.M.(Edn.) after giving a resume of the demands of teachers, proposes to allow a basic pay of at least Rs.30(besides dearness allowance) to Higher Elementary Grade Teachers. Under the revised scale of pay, higher elementary grade teachers may get a minimum of Rs.30 (Rs.25 representing the minimum of the time scale of pay Rs.25-45 and Rs.5/- craft allowance.

The extra cost of Rs.170 lakhs mentioned in H.M's note on p. 9 ante is made up of:-

para 6 on page 4 ante

	Rs.
(i) Elementary Schools:	
Local Bodies	18.96 lakhs.
Private managements and panchayats	94.36 "
Craft allowance to higher elementary and secondary grade teachers	30. lakhs
	143.32 lakhs.
(ii) Secondary Schools:	
(a) Local Bodies	10 lakhs
(b) Private managements	15 "
(iii) Special Schools	3 lakhs.
	28 lakhs.
Total of (i) to (iii)	171.32 or 170 lakhs in round figures.

p. 6 ante

It would appear that the intention seems to be that the pay of teachers in elementary schools under local bodies and private managements (including lower elementary grade teachers) should be raised to the scales of pay admissible to the teachers in Government Schools. H.M's minutes do not contain any orders about the scales of pay to be allowed to teachers in secondary schools. The revision of salaries in this file may therefore be confined to elementary school teachers alone. The extra cost of the revision will be Rs.143 lakhs as detailed at item (i) above.

R

By "these proposals" at p: 9 ante, H.M. (Edn.) obviously means the proposals as at 'T' at p:4 ante, the rough cost of which is Rs:170 lakhs - which [illegible] be referred to at 'N' at p: 9 ante. The case will therefore have to be processed with an Ed. [illegible] - 5 [illegible] [illegible] [illegible]

Orders in circulation may be taken on this point
5.5.47

Please see my remarks above.

General proposals of this kind should be considered by the Standing Finance Committee. The file may be sent to the Finance Department for remarks prior

12 26

prior to circulation.

m
5-5-47

A.S. IV
S
W
5.5.47
Finely
5/5/47

Q.
M:(Sal)

E&P.H.No. 30870-132/47-1
5/5/47.

8 - MAY 1947

27249 Sal

At the instance of the H.M.(Edn.), it is proposed to take up for immediate consideration, the question of further increasing the scales of pay of teachers in the Elementary and Secondary Schools under Local Bodies and private managements so as to place them on a par with teachers in Government service. The statement on p.4 above, shows, in one view, particulars of the number of teachers, present scales of pay (sanctioned on the recommendation of the Cabinet Salaries Committee) and the appropriate Government scales now proposed, and it is estimated that the proposal will involve an extra cost of about Rs. 1.70 crores per annum.

N Y K app 9 & 11 above

Attention is, in this connection, invited to the notes on pp.1-3 n.f., of G.O.308 Finance dated 2-5-1947 and this Department's note on pp.5-6 n.f. of L.F.I below. The question of adopting uniform scales of pay for the teachers under local bodies and private aided institutions on a par with teachers in Government service was considered at length by the Cabinet Salaries Committee and subsequently by the Government, and it was eventually decided on a consideration of merit and cost, to wait for some time more till the reply of the Government of India is received on the question of block grant for the expansion of Education in the postwar period.

Ⓡ (Removed in [illegible])

Y

M 9-10 above
p 10 above

The only fresh grounds now urged are that there are threats of 'direct action' and 'strikes' on the part of teachers under agencies other than Government, and that the teachers, discontented as they are, are a danger to the Society and this will affect the future of the school-going children adversely.

It may be mentioned at the outset that Government were already aware of the agitation of the teachers for uniform pay (similar to teachers ofxxxx under Govt. service). Even then there were threats of strikes, but having regard to the vast difference in the conditions of service and the potential extra cost involved, the Govt. decided that the principle of uniformity should ~~had to~~ be given up. It cannot seriously be contended that the cost of living and

DWD

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(42) 27

and other conditions of service of ~~a~~ teachers ~~employed~~ in interior villages employed under Local Bodies or private aided institutions are as responsible and costly as those of teachers in Government service, who are generally employed in urban areas far away from their native places and subject to frequent transfers etc. ~~Leaving the consideration of merit apart.~~ The estimate of cost given by E & P.H., is based on ~~the~~ figures furnished by D.P.I, and this is bound to prove an under-estimate as the numbers of teachers and institutions are likely to increase several times with the expansion of compulsory elementary education and the vocational training under the National Development Policy. It is also a known fact that most of the private managements and local bodies are now finding it difficult to meet the cost on account of pay of teachers on the present low rates from their own resources even with aid ~~to~~ of Govt. by way of grants. Consequently ~~the increase of~~ if the pay of ~~these~~ teachers under these agencies were increased so as to place them on a par with the Govt. teachers, as now proposed, ~~would~~ ~~will simply shift~~ practically the entire burden would fall on the ~~to~~ Provincial finances by way of grants. There is already a heavy strain on Provincial Finances owing to introduction of Prohibition, Food subsidies and various other major schemes, and it is therefore for consideration whether this Department will agree to a reconsideration of the question in the present state of Provincial finances. In any case, it would ~~however~~ seem preferable to wait till the receipt of reply from the Government of India on the question of block grant for the expansion of education in the postwar period as already decided upon in the linked file.

See below. DWD

K app 11 above

DWD

Y

DWD

Thro Fin (Expr)

DR
6.5.47.

CB
6.5.47

[illegible]
6.5.47

~~This~~ It is not quite clear what is proposed. Is it only that H.E. grade teachers under all managements should get at least Rs 25-45/- + Rs 5/- for Craft training? And that all other demands are dropped?

If this is the case, I [illegible] think that yielding on this point will satisfy the teachers. It will only make them ask for more. [illegible]

See below. DWD

other grades.

It is admitted that teachers' pay is low for the work they do, but these questions have been raised again and again during the last year and Government have decided that the financial difficulty is insuperable, & have replied to that effect in debate in the Legislature. ~~Further~~ Either Govt. expenditure must be cut down in other directions, or additional taxation must be levied, if further concessions are to be made. Finance Dept. may therefore strongly urge that no change be made for the present, at least till we hear from the Govt. of India of the possibility of a block grant

See below. Dcw

P
7/5/47

H.M. (Educn) evidently desires that the proposals formulated by E.P.H. in para. 6 on p. 4 N.F. and para. 11 on p. 6 N.F. should be accepted. This would mean incidentally that the minimum basic pay of a H.E. grade teacher (with craft training) under any other management would be the same as it is now for a Govt H.E. grade teacher (with craft training) viz. Rs. 25 + Rs. 5 i.e. a total of Rs. 30 p.m. exclusive of craft allowance or a ⊗ dearness allow^ce, against Rs. 50 exclusive of dearness allow^ce demanded by the teachers. Thus the proposal of H.M. (Edn) is evidently to accept demand (2) of the teachers' demands summarised at XX on pp. 8 – 9 N.F., but not any of the other demands.

⊗ minimum Rs. 16 p.m.

The ultimate extra cost to Govt of the proposal is worked out by E.P.H. s about Rs. 171 lakhs p.a. This is on the basis of the existing number of teachers. But if the proposal is sanctioned, there will also be a corresponding big ncrease in the cost of any expansion of educational [illegible] that may be achieved under the post war devt schemes

A

There will naturally always be very great discontent (among teachers) so long as teachers with equivalent qualifications under other managements get so much less remuneration than the teachers employed by the Govt. It must be admitted that it ~~is~~ would certainly be desirable at any rate to reduce the gap, if the Govt could undertake to meet the resulting extra liability, which other managements are not in a position to meet themselves to any appreciable extent. The Cabinet Salaries Committee considered the matter at great length & went as far as they considered financially feasible. The Govt. have hitherto held that it is not possible to go further. It is for the Govt to decide whether it is now so extremely urgent to do something more for the teachers that a further concession must be given & the cost met by (a) curtailing other Govt. exp^re and/or (2) imposing additional taxation.

A

The proposed exp^re is very large and ~~E.P.H.~~ would be exp^re on a "new service." E.P.H. will have to follow the usual "new service" procedure & place the matter before the Finance Committee & the Cabinet.

Dcd 7.5.47
E.P.H.

Fin 27249 Sal/47
7.5.47

E&P.H Dept

ASST. SECRETARY TO GOVERNMENT
38968
7-MAY 1947
EDUCATION AND PUBLIC HEALTH DEPT

With reference to Secretary's orders at A on page 10 ante copies of this Dept notes & HM's minute thereon have been circulated to all HMs. The question for consideration is whether the subject will be discussed at an ~~but~~ informal meeting of all HMs in the first instance ~~initially~~ or ~~whether~~ the matter should be placed before the standing finance committee as suggested above. In the latter case, it is for orders whether a draft note should be prepared for ~~approval~~ consideration of the standing finance committee ~~under the 'new service' procedure~~. In this connection attention ~~is~~ is solicited to the orders in circulation at page 8 ref of ~~notes on~~ the linked file I. ~~[illegible]~~

Secy's orders extracted on p10 ante

8/5
8.5.47

As regards the question of grant from the

16

Govt. of India referred to at 'Y' on pages 12, 13 and 14 ante, attention is invited to Secretary's note at pages 11-12 nf of the linked file II and H.M's (Edn) minute ~~at~~ page 13 nf of that file.

Mat
8-5-47

A.S. II W
8.5.47

S
The [illegible] of Secy. [illegible] at p: 14 ante [illegible] please see my [illegible] at R at p: 11 ante. [illegible] H.M.'s orders on 'T' at p: [illegible]

W
9.5.47

H.M. (Edn)

~~TSB~~
9.5.47

OR
8.5.47

The draft note [illegible] for app. The Finance Dept. may see before circulation.

10.5.47

10-5-47

A.S. II W 10.5.47
J.S.
12.5.47

Finance
30870-B2/47-2
12.5.47
28580 Sal

Fin (Sal)

12 MAY 1947

MAY 1947
GOVERNMENT OF MADRAS

Please see previous note of Fin: on pp 12-15 above, further notes of E&P.H and orders in Circulation above.

The draft note for the Standing Finance Committee may be perused and the case returned to E&P.H.

12.5.47
Thiodore (Supdt)

13.5.47

[illegible]
13.5.47

~~A.S. / D.S.~~

According to para 2 of Fin. u.o. note No 946 F.W.R.-1 d 8.1.47, a case to be referred to the Standing Finance Committee should invariably be circulated to the Fin Minister before the

flag (S)

[illegible] that may be achieved under the post war devt schemes

~~17~~ 31

A summary note for the Finance Committee is ~~[illegible]~~ prepared and the note should contain an extract of the Fin. Minister's views. The proposals in this case were seen in Finance and the remarks of the Fin Secy have been extracted in the draft note for the Fin Committee, but the case has not been circulated to H.M. (Fin). As the proposals in this case involve a very large recurring* liability, it seems desirable that the case should be circulated to H.M. (Fin) and his views embodied in the note for the Fin Committee as required by the u.o. note cited. E&P.H. may be requested to circulate the case to H.M. (Fin).

Fin p 12-15 above
p 15 above
para 7 p 31 of draft note

* 171 lakhs p.a.

13/5/47

A.S.
13.5.47

ASST. SECRETARY TO GOVT.
18 MAY 1947
EDUCATION AND PUBLIC HEALTH DEPT.

E&P.H.
28580 of Fin Dept

Fin. No. 28580 Sal
13.5.47

Secy
13/5.

The file may be circulated to H.M.'s (Edn) & (Fin). It is for orders whether H.M. should also see the file as a question of policy is involved. H.M.s' minutes will be embodied in the draft note.

13.5.47

13-5-47

S. The "note for the S.F.C." was put up in my absence. I would wish to emphasise the entry 'T' at p: 4 & the minutes of H.M. (Edn) at pp: 7-10.

H.M. (Fin) may now see the case — with reference to P above.

(Notes from p: 1 ante)

14/5/47

H.M. (Fin)

While I agree that something should be done for the teachers, I am unable to agree with H.M. (Edn)'s views in their entirety. The burden on the Govt. is too heavy to bear with our prohibition policy. All this trouble is because in schools managed by Govt. salaries are higher. The gap can be narrowed both ways.

[illegible] 16/5

SECRETARY, EDN. AND P.H. DEPT.
7 MAY 1947
GOVERNMENT OF MADRAS

Education and P.H.(B.2.)Deptt.

The file may be submitted to H.M.(Edn.) with reference to the orders of H.M.(Finance on page 17 ante.

Presumably H.M.(Fin.) holds the view that the pay of teachers in Government schools can be reduced so as to equalise the pay of teachers in Government and non-Government schools. The disparity in scales of pay is noticeable in a marked degree in the case of teachers in Elementary schools. Attention is solicited to the D.P.I's note on pp 27-30 c.f. in the linked file III and this Department's note on pages 10-11 at (T) in that file. The note contains the remarks of the D.P.I. on the proposals of the Cabinet Sub-Committee on the revision of slaries. The Sub-Committee first suggested a uniform scale of pay of Rs 35-75 with craft allowance of Rs. 5/- for secondary grade teachers in Government and other schools while a higher scale of pay was fixed for Lower Division Clerks in Government Service (Rs. 45-90). (The scales of pay for other classes of teachers were also uniform). The Director has strongly pleaded for the removal of this disparity both on educational and other grounds and this Deptt. agreed with him. The scale was finally raised to Rs 40-85 with Rs 5/ for craft allowance in the case of Government schools and lower scales of pay were adopted for teachers in other schools. In the circumstances, a reduction in the scales of pay of teachers in Govt. schools may not be desirable.

M

Further, the number of teachers in Govt. schools is about three thousand, while the teachers employed in schools under local bodies and private agencies number above ninetyseven thousand. Any savings affected by a reduction of scales of pay of teachers in Govt. schools will be insignificant when compared to the additional expenditure involved in raising the pay of teachers in non-Government schools.

/ [illegible]

[illegible] 17-5-47

[illegible] 17-5-47

As noted by me at T 10/11 it would be quite unjustifiable to single out teachers in Govt. institutions for the benefit of a general revision merely on the present basis. The question of remuneration for this type of teachers is linked up with the question of their pay. Even now, as indicated at 14 above, the basic scale is lower for a teacher in a Govt. school than [illegible] that of a lower division clerk

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whereas it ought in logic perhaps to be higher so as to make allowance for the period of training undergone.

[illegible]
17/5/47

H.M. (Edn.)

I have had an informal discussion with some of the Ministers including H.P.M. and H.M. Finance yesterday over this matter. They think under the present finance, it will not be possible for us to adopt the uniform scale of salaries to the aideds schools as in Local Boards and in Govt. Schools. They pointed out that we ~~are~~ have promised only an aid and the Management should contribute atleast a small portion of the teachers' pay but more than this is the reason of finance and our inability to meet the large extra cost of expenditure. The following suggestions have been made. The figures may be worked out on these suggestions.

P

(1) The basic pay of the Higher Grade Teacher in the Local Boards and Govt. will be Rs.30/- i.e., the craft allowance calculated separately may be calculated as part of the pay. This is already included under our original calculations.

A

(2) The grant for the Higher Grade teacher in Aided Schools may be increased from Rs.20 ~~to~~ 25. to 25 - 30.

B

(3) The grant for the Secondary Grade teacher in aided elementary schools may be increased from Rs 25-35 to Rs. ~~25~~/- to 35/- -45 ~~The alternative figure if it is increased/from ~~xx~~ Rs.25 to 30 may also be worked out and shown separately.~~

(4) The ~~grant~~ pay for the Secondary Grade trained teacher in Elementary Schools may be from Rs.35 to 65 to Rs.40 to 75.

C

(5) The Secondary Grade teacher in the Board School will get the same pay as the Govt. School i.e., the revision will be from Rs.45 to 75 to Rs.45 to 85 ? and the craft allowance shown separately be merged into the basic pay i.e., the basic pay will be Rs.45/- .

(6) For the lower grade trained teacher as well as ~~for~~ the untrained teacher also, a small addition may be given i.e., about 2 rupee or ~~three~~

(7) For the L.T. teachers in the Board Secondary schools the 5 rupees craft allowance may be added on to the basic pay. This has already been calculated.

(8) To enable the aided Secondary Schools to pay at Local Board rates to its employees a grant of 2/3rds of the net cost be allowed so that the Govt. may compel them to pay at the Local Board rates. This was calculated as 11 lakhs before

F

p 7 ante

(9) After this revision is made the problem is whether we can compel aided Elementary School Managements to pay its staff a minimum of Rs.30/- for these Higher Grade trained and Rs.40/- for Secondary Grade teachers.

D

The objection is that the Aided Managements are not in a position to do so. The alternative will be to compel such of the Managements which are collecting fees to do so. This matter also may be examined.

TSA
19.5.47

In the revision of salaries, there has been a mistake about Physical Training Instructors. Higher Grade Physical Training Instructors at present are those who have completed School final and then have undergone one year's training in the Y.M.C.A. College of Physical Education. The pay provided for them now is only Rs.35. This is a mistake. It must be Rs.45-75. The pay provided for the Secondary grade trained Physical Instructors has been put as the pay of the Secondary grade plus Rs.10. As in the present revision, the pay of the secondary grade is raised to Rs.45, it must be Rs.45 + 10.

MAY 1947

TSA
27.5.47

46

'A' on page 19 ante.

In the case of higher elementary grade teachers in schools under local bodies, H.M. has stated that the basic pay should be Rs 30/- The minimum of the present revised scale is Rs 25/- and a craft allowance of Rs 5/- is separately payable. H.M intends that the allowance should get merged in pay. Thus a minimum pay of Rs 30/- is assured to these teachers. But there is a difference in the maximum which is Rs 45/- in the case of teachers in Government schools and Rs 40/- in the case of teachers in schools under local bodies. It is presumed that the maximum for teachers under local bodies need not be raised to Rs 45/- as for Government teachers. In the calculations already made the proposal was to raise the maximum to Rs 45. This was estimated to cost Rs 10.48 lakhs.

p 4 ante

'B' on page 19 ante:

H.M. has suggested revised scales of grants for teachers in aided elementary schools. It is presumed these scales are also applicable to teachers in panchayat schools.

'C' on page 19 ante:

It is understood that by the term "Secondary grade teachers in Board schools", H.M. refers to such teachers in High schools under local bodies. These teachers are now eligible for pay in the scale of Rs 40-70 plus Rs 5 for craft training. If the allowance merges in pay the scale will be Rs 45-75. The extra cost of revising the pay from Rs. 45-75 to Rs 45-85 has been worked out for ~~these~~ this class of teachers in the statement ~~below~~ on the next page.

'D' on page 20 ante:

~~It is understood that H.M.~~

Further action on the points raised by H.M. will be taken as soon as a decision is reached on the scales of pay. ~~[illegible]~~

'E' on page 20 ante:

It is understood that H.M. intends that the pay of physical training instructors in schools under local bodies should be revised as indicated below:-

Prov. G.O. No. 975 Edn. 10-5-47

	PRESENT SCALE	PROPOSED SCALE
I Grade	45-75	55-95
II Grade	35-50	45-75
III Grade	30-50	35-55

In the case of Govt. schools there are only two grades; the scale of pay for the Ist Grade is Rs 50-95 and that for the other ~~IInd and IIIrd grade the~~ pay is

Verified from

36

Rs 35-55. It is presumed that the revision proposed in the case of the Ist and IInd Grade instructors in the schools under local bodies should be made applicable to instructors in Govt. schools. also

There are 114 physical training instructors in Government institutions, 65 of the Ist Grade and 49 of the second grade. In the case of schools under local bodies, the number of instructors is 235, but the distribution of these instructors among the three grades is not known. For purposes of calculation, it ~~It has been assessed~~ may be assumed that the instructors ~~are~~ will be distributed as follows:-

Ist Grade	100
IInd Grade	100
IIIrd Grade	35

2. The extra cost of revision on the basis of the notes above, is worked out below:-

(i) **Aided Elementary ~~Grade~~ schools:**	
(a) Higher Ely. grade teachers (42243 x 5 x12)	Rs. 25,34,580
(b) Secondary Grade teachers (5185 x 10 x 12)	" 6,22,200
(ii) **Panchayat schools**	
(a) Higher Ely. grade teachers (1743 x 5 x12)	" 1,04,580
(b) Secondary grade teachers (76 x 10 x 12)	" 9,120
(iii) **Elementary schools under local bodies** Secondary grade teachers (4546 x 7½ x 12)	" 4,09,140
(iv) **Lower Elementary Grade teachers** (8722 x 2 x 12 or 8722 x 3 x 12)	Rs. 2,09,328 or " 3,13,992
(v) **Secondary grade teachers in Secondary schools under local bodies.** (2447 x 5 x 12)	" 1,46,820
(vi) Revision of grant for secondary schools	About 12 [illegible] " 11,00,000 — p.7 [illegible]
(vii) **Physical training instructors in:-**	
1. Government schools	" 10,700
2. Local Board Secondary schools	" 41,100
	51,87,568 ⊗ or 52 lakhs
	52,92,232 # or 53 lakhs

⊗ if pay of L.E. teachers is raised by Rs 2.

if pay of L.E. teachers is raised by Rs 3.

3. The file may be submitted to H.M. (Edn.) with reference to the note on page 19 ante.

(The Finance Deptt may have ~~again~~ to see again as the revision of pay of Physical Training Instructors in Govt. schools and of the basic pay of ~~higher elementary grade~~ teachers, has been proposed)

May be [illegible] offices [illegible] the above [illegible]

28.5.47

28/5/47

AS [illegible]

28/5/47

Sal

37 (47)

The matter of Hindustani Pandits which is subject of another file may also be put in

TSA
29-5-47

The original note prepared for the revision of salaries of teachers may be put up before the Cabinet for its meeting on the 3rd June. To bring this matter up before the next meeting of the Cabinet was ~~That is,~~ the decision of the informal meeting of Ministers including H.P.M. & Hon. M. Finance held in the Premier's house some days back. But in view of the fact that the amount is rather big, another note may be prepared on the lines I have suggested above, and given to me in a couple of days. That may be circulated as a supplementary note later on.

TSA
29-5-47

Edn. P.H. (B.2.) Deptt.

A draft note for the Cabinet on the lines indicated in H.M's ~~note~~ minute is put up. It may be sent to Secy. Finance and to Chief Secretary for perusal before circulation to H.M. (Edn.)

2. The supplementary note mentioned in H.M's minute will be prepared after copies of the note for the Cabinet are sent.

29-5-47

29/5/47

Edn. Secy.
Chief Secy.
Fin (Sal)

Edn. No. 30870-B2/47-3
29.5.47

29 MAY 1947
FINANCE DEPARTMENT

32430
Sal.

Please see previous Fin. note on pages 12-16 above, and the notes following.

It will be seen from pages 19-20 above that H.M (Fin) and H.P.M. consider that it will not be possible to adopt the ~~Government~~ scales of pay of teachers in Govt service for all the teachers irrespective of the agency under which they are employed. As an alternative to the scheme of parity of treatment, with its huge financial implications (of about 170 lakhs p.a.), H.M (Edn) has, after discussion with H.M. (Fin) & H.P.M., suggested an alternative scheme on the lines indicated on pages 19-20 above. The

Scheme, while improving the pay of teachers considerably recognises the necessity for adopting different lower rates for the teachers under local bodies and private managements as already emphasised by this department. E&PH have estimated the cost of the alternative scheme at about Rs ~~57 lak~~ 53 lakhs per annum, and this may be taken roughly as the maximum ⊗ outside limit of expenditure involved by way of grant from Provincial funds in case the local bodies ~~and~~ private managements are not able to augment their revenues and meet any portion of the extra cost from their resources. As against the scheme of pr according parity of treatment, estimated to cost about 170 lakhs per annum, ~~from the financial point of view~~, ~~then~~ it seems advantageous to adopt the alternative scheme on the lines indicated on pages 19-20 above from the ~~[illegible]~~ financial point of view. ~~[illegible]~~ Finance may therefore advise that it is sufficient to adopt the alternative scheme for the present.

⊗ but this will mean with expansion of ele. edn. under p. w. Govt. scheme

If any change is to be made at all.
30/5

2. The following remarks seem called for in this connection. At the instance of H.M. (Education), it is proposed to have 3 grades of Physical Training Instructors as under:—

	Existing Scales		Revised Scales	
Physical Training Instructors (Secy Grade Trained + P.T.C)	30 - 55	45-75	50 - 95	I Gr.
Physical Training Instructors (Completed S.S.L.C + P.T.C)	-	35-5	45 - 75	II Gr.
Physical Training Instructors (H.E.T + P.T.C)	23-1/2-45	30-50	35 - 55	III Gr.

P

The revised scales recommended by the Cabinet Sal. Com. are based on a due consideration of the existing structure, qualifications, duties ~~and work~~ etc. of the various posts and the Govt have finally accepted the recommendations. The completed S.S.L.C holder, who has not passed Secy training, seems to stand more or less on the same footing as the H.E. Trained Teachers, with Physical Training Certificate and it does not appear necessary to create another grade now. In any case, it may be left to the DPI to move in the matter, if it is found difficult in practice to secure sufficient

30/5

30.5

---

number of qualified men in the revised scale recently sanctioned by the Govt.

If, however, E&PH press their proposal, they may be requested to obtain a report from the DPI as to the details of the scales of pay in force before the recent revision in respect of men ~~having~~ possessing the three types of qualifications and consider the proposal separately.

Subject to orders, the case may be passed on to the Chief Secretary after perusal.

30.8.47

~~[illegible]~~ E&P. H have not ~~[illegible]~~ included the modified proposals as indicated on pages 19-22 above in the note for the cabinet below. They propose to prepare a supplemental note as directed by H.M. (Edn). It is presumed that the supplemental note will be sent to this depart. before circulation.

30/5/47 DS/S

This may not be possible as the main note (up to para 14) has apparently been circulated already.

30.5

We need not ask for this in view of the urgency

30.5.

The view of this Dept was stated by Fin. Secretary at pp 14-15 n.f. above. It seems proper to include the views expressed in the note for the Cabinet. Also H.M (Fin) should see with ref. to H.M (Ed)'s minute at pp 19-20 above before the case goes to the Cabinet.

30/5

When the supplementary note is prepared this dept's view in regard to physical training instructors may be embodied & it may be suggested that the question may be examined separately.

As regards the other proposals the cost as worked out by E&P.H on p. 22 above (cursorily checked in Fin also) may be stated & the portion A of Dr. [illegible]'s note on pp. 14-15 above may be embodied as the Fin view.

30.5.47.

Cov. 3322
30.5.47

Pub (Spl) cov.
3322/47
30.5.47

Fin. No. 3243 O. Sales
30.5.47

C.S. E&P.H

~~26~~ 40

Sal

E & P.H. Dept (B2)

With reference to the last sentence of the Fin. Secy's note overleaf, Dr. Dodwell's note (paras 2–4 on pages 14–15 ante) may be embodied in the note for the cabinet below.

A supplementary note will be put up and sent to Finance.

The file may be circulated to HM (Edn) for approval of the note below.

[illegible]
30-5-47

S [illegible]
30/5

This need [illegible] in any [illegible] in the supplementary note. I have ascertained from Fin. Secy. that this is his view. [illegible]

HM (Edn.) · TSA
30-5-47

Copies of the approved note have been issued.

A draft supplementary note is put up. It may be sent to Finance for perusal and remarks, if any, prior to circulation.

[illegible]
30-5-47

S | Fin. [illegible]
31/5

Fin.

Received at 12.15 noon

Fin (Sal) E&PH No 30870 - B2/47-4
31-5-47

ASST. SECRETARY TO GOVERNMENT
31 MAY 1947
FINANCE DEPARTMENT

32931 Sal

Please see previous Fin. note on pages 23.25 above and the notes following.

The draft supplementary note calls for the following remarks. It is proposed to include provision in the note for the following:–

(1) Reorganisation of the Physical Training Instructors (under Govt & Local Bodies) in three grades; (cf item (vii) in para 5 of draft)

& (2) Revision of pay of the Hindustani Teachers as indicated at M on p 4 of the draft. (cf M on p 4 of draft) ~~This~~

This dept have already suggested that item (1) above may be considered separately. (see overleaf) The question of revision of pay of Hindustani Teachers will also have to be examined in detail after obtaining a ~~detail~~ report about the adequacy of the present scales. In the circs, it seems desirable to modify the draft omitting the two items.

The draft note may otherwise be passed and

Please see also below

[illegible]
31/5/47

A

the case may be returned to Dept.

(The alternative scheme embodied in the draft suppl. note is financially cheaper to Govt.)

[illegible]
31-5-47

'A' on P. 26 above. If E&P.H. want to retain in the note for the cabinet their proposals regarding revision of pay of Physical training instructors and Hindustani teachers, they may incorporate in the note the views of Fin. on the proposals as indicated on Pages 24·25 above. They may also include in the note for the cabinet a table as in this dept. note on P. 24 above showing clearly the existing ~~scales~~ and ~~the~~ proposed scales.

I agree

(In the table space for Hindustani teachers M on P 4 of draft)

A ~~set~~ sentence may perhaps be added after the last sentence of the draft note for the cabinet (p. 5 of the draft) to the effect that the extra cost of Rs 53 lakhs is based on the existing number of teachers and that it is likely to increase considerably with the extension of compulsory elementary education to new areas and the expansion of educational facilities in other directions under the p.w. devt. schemes.

I agree

[illegible]
31-5-47

DS

~~S & P.H.~~ E-PH
31/5

Fin no. 32931 Sal/47
31-5-47

E-PH (B2)

The file may be circulated to HM (Edn) for orders whether reference to the revision of pay of Physical Training Instructors and Hindustani teachers, may be omitted in the supplementary note or whether further additions may be made in the note as suggested in the penultimate para above.

There is no objection to the addition proposed in the last para above, being made.

[illegible]
31-5-47

S [illegible]
31/5

Do. (?) [illegible] then [illegible] to HM (Edn.) [illegible]

HM (Edn)

HM. The additions have been made. The note may [illegible] to [illegible] for [illegible]. [illegible]

31(?) HM (Edn)

One matter I have forgotten. The matter of Pandits. If pandits of lower grade are asked to serve in higher forms they may be ~~asked~~ paid Rs 10/-. extra

The note may be immediately circulated

T.S.A.
31-5-47

Type copies [illegible] of conference with O.Ps [illegible] circulated
31/5/47.

The instructions have been carried out. The file may be sent to Public for reference at the Cabinet meeting.

1-6-47 Public

C.S.

E&PH No. 30870-B2/47-5
2.6.47

Meeting of the Council of Ministers held at Fort St.George on Tuesday

3rd June 1947.

GOVERNMENT OF MADRAS
4-JUN 1947
EDUCATION AND PUBLIC HEALTH DEPT.

His Excellency the Governor Presided.

Present:

The Hon'ble Sri O.P.Ramaswamy Reddiar.
The Hon'ble Dr.P.Subbarayan.
The Hon'ble Dr.T.S.S.Rajan.
The Hon'ble Sri M.Bhaktavathsalam.
The Hon'ble Mr.Daniel Thomas.
The Hon'ble Sri V.Kurmayya.
The Hon'ble Sri T.S.Avinashilingam Chettiar.
The Hon'ble Sri H.Sitarama Reddy.
The Hon'ble Sri Kala Venkata Rao.
The Hon'ble Sri K.Madhava Menon.
The Hon'ble Sri K.Chandramouli.
The Hon'ble Sri A.B.Shetty.
The Hon'ble Sri B. Gopal Reddi.

Agenda.

Revision of rates of pay of teachers.

ORDER:

The proposals of the Hon'ble Minister for Education contained in the Supplementary Note for the Cabinet dated 31st May, 1947, were approved with the following additions and remarks:-

(a) In paragraph 4(7), after "Board Secondary Schools" insert "and Government Secondary and Training Schools".

(b) At the end of paragraph 4(11) add "For the third grade it is raised to Rs.40 - 60".

(c) With reference to paragraph 5, note @, it was decided that the pay of lower elementary teachers should be raised by Rs. 3/-.

(d) It was decided that Pandits of the lower grade who are asked to serve in higher forms should be paid Rs.10/- extra and that the qualifications of the various grades of Pandits in schools should be determined by the Education Department.

Sd/- Archibald Nye.

E. & P.H.Secy.

4/6/47

With reference to the decision of the Cabinet (p29 ante) a draft order is submitted. L.A and Finance may see. As HM(Edn) desires that the orders should be issued today, they may be requested to return this file before 3 P.M today.

4-6-47

S

4.6.47

L.A

Fin:

L.A.Dept

On representations received that the scales of pay sanctioned for teachers in G.O.No.975, Education, dated 10/5/1947 were inadequate, the Cabinet has revised the scales of pay of the Secondary and Elementary School teachers as shown in the draft order below. The extra cost involved in the revision ~~is Rs. 2.44~~ is about Rs. 2.34 lakhs, so far as the Secondary school staff of local bodies is concerned. The revision ordered in G.O.No.975, Education, dated 10/5/47 would involve an extra cost of Rs.18 lakhs. Before that order was issued the case was seen by this Deptt. On the whole the extra cost of the two revisions comes to Rs.20.34 lakhs. Govt. have undertaken to give as grant half the net cost to local bodies subject to certain conditions. The effect will be that the net liability to local bodies will be in the neighbourhood of Rs.11 lakhs. It is not known what should be done in cases in which certain local bodies even after pooling all their resources are unable to bear from their own funds the extra expenditure involved in the revision of the scales of pay. No decision seems to have been taken on this point. Perhaps the matter will ~~have to~~ be considered on receipt of representations from local bodies.

4.6.47

Secy/Fin.

4.6.47

Fin.

Ⓡ

Ⓖ + p. 29 ante

Ⓡ

Ascertained.

pre 3 r p 1 2 Ⓡ

33426.A.
4-6-47 Fin. Sol.

LA
no 18347A-1 GLA
4.6.47

Recd at 3.45 PM in Finance
4/6/47

Fin (Sal)

(Fin. last noted on pp. 26 - 27 above)

Please see the orders in Circ on p 28 above, ~~and~~ the decision of Cabinet on p 29 above and the notes following.

2 It is proposed to allow an increase of Rs 3/ p.m. in the rate of pay of Lower Ely. Grade teachers under Local bodies and in the rate of grants admissible for the employment of Lower Ely. teachers (trained & untrained), & untrained teachers of the Higher elementary, Secondary and Collegiate grades apparently on the basis of item (6) in para 4 of the Supplemental note at (G). That portion of the Cab. note seems to relate to only Lower Ely - Grade teachers, and it is not clear from the Cab. decision on p 29 above ~~whether~~ that the intention is to apply it to all the above grades. E & PH may be requested to obtain specific orders in Circ., including Hon (Fin), HPM ~~and H. E.~~

Cf para 4 (ii) (ii)

Kro
4/6/47

3 On receipt of a copy of the orders in this dept, steps will be taken to amend G.O. 78 Fin d 6 - 2 1947.

4 It is presumed that E & PH will take necessary steps in due course to obtain the necessary supplementary ~~appropriation~~ grant from the Legislature on account of the present proposal.

Kro
4/6/47

Subject to the above remarks, the draft might be accepted in Finance.

4/6/47

5/6/47

Kro
4/6/47

DS / S / E & PH

5/6/47

4/6/47

E & P.H.

E & P.H. Dept. (A 2)

Para 2 of the Finance Dept's note above

The enhancement in the rates of teaching grant for untrained teachers of the Higher elementary, Secondary and Collegiate grades,

5. 6. 47

As is seen the proposals in para. 6, in para 4, of the supplementary Note covers also untrained teachers - as this was the intention of HM (Edn.) & the Cabinet also and as now it is to be so.

/ was embodied in the draft on the orders of HM. The file may be circulated to HM (Edn), HM (Fin) and H.P.M. with reference to the suggestion of Finance.

Para 4 of the Finance Dept's note on page 31 ante.

The presumption of Finance is correct.

5-6-47

S

In order to avoid delay, this is dispensed with [illegible] may now be omitted, [illegible] G.O. is issued; orders may be taken in circulation later on about this item.

Issue G.O. accordingly.

5/6/47

A.S. III for perusal.

6/6/47

7-6-47

The G.O. has been issued as directed.

The file may now be circulated with reference to para 2 of the Finance Dept's note on page 31 ante.

7-6-47

S

5/6/47

HM (Edn.) ✓

HM (Fin.) ✓

HPM

9.6.47.

It will be seen that the entire proposals as set out in the supplementary note that is, flag G, ~~was~~ were approved by Government subject to certain alterations ~~and~~ in that note in para. 6 on page 3, it is said, for the lower grade trained teachers as well as the untrained teachers also, a small addition may be given, that is, about Rs.2 to 3. The Cabinet decided that it may be Rs.3 and otherwise approved all the proposals set out in the supplementary note. From that, it may be seen that it covers also the untrained teachers.

13/6

TSA
9.6.47

G.P.R.
14/6

SECRETARY, EDN. AND P. H. DEPT.
14 JUN 1947
GOVERNMENT OF MADRAS

P.T.O

~~33~~ Edn A 48 57/B2

A draft memo is submitted for approval. Fin dept may see before issue.

14/6 16.6.47 16-6-47 S/Fin 16/6/47 Fin:

E&PH No. 30870-B2/47-7
16/6/47

ASST. SECRETARY TO GOVERNMENT
36303
17 JUN 1947
EA
FINANCE-DEPARTMENT

Fin (Exp A)

(Previous Fin notes on p 31 above)

Further notes & orders in circulation on pp 31-33 above & the draft Memo below may be perused & the case returned to E&P.H

20.6.47 20.6.47 20.6.47 21/6/47

S(PH)
(B2)

Hon/ Sal. [illegible] 23.6.47

ASST. SECRETARY TO GOVERNMENT
24 JUN
EDUCATION AND PUBLIC HEALTH DEPT.

Fin U.O. 36303 EA
23-6-47

At (Sal.) HM informed [illegible] the [illegible] is [illegible]

Last week Secy ordered that the issue of orders (re: the grant of Rs 3 extra to untrained teachers) should be held up. The draft below has been seen by Finance. For orders as to issue.

24-6-47 S 26/6/47.

(Issued memo 30871-B2/47-7 d 27-6.47)

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(53) 49

Education and P.H. (B.2.) Deptt.

NOTE FOR THE STANDING FINANCE COMMITTEE.

Subject: REVISION OF SALARIES OF ~~ELEMENTARY~~ and Secondary SCHOOL TEACHERS.

Cf the note for the Finance Committee in LFI

Until recently, prior to the general revision of salaries, the scales of pay for teachers in elementary schools under Government and local bodies were as shown below:-

Grade of Teacher	Govt. schools.	Schools under local bodies.
	Rs	Rs
Secy. grade	30-55	25-45
Higher Ele. grade	23-45	20-30
Lower Ele. grade	20-28	15-20

Elementary schools under Panchayats and aided managements were paid grants at the following rates, it being open to the managements to adopt any scales of pay that they ~~can~~ could afford:

Grade of teacher	Panchayat schools.		Schools under private management.	
	Untrained Rs	Trained Rs	Untrained Rs	Trained Rs
Lower Ele. Gr.	14	14	7	11
Higher Ele. Gr.	14	17	11	16
Secondary Gr.	19½	22	14	20
Collegiate	19½	22	19 2/3	25

2. In connection with the general revision of the salaries of non-gazetted services, the Salaries Committee went into the question of the revision of pay of teachers. One of the suggestions examined was that there should be uniform scales of pay for teachers under the different managements. The Committee, however, did not accept this suggestion mainly for financial reasons. The scale of pay and grants recommended by the Committee which the Govt. ~~propose~~ have decided to sanction with effect from 1-1-1947 are as indicated below:-

Grade of teacher	Government. schools.	School under local bodies.	Panchayat schools and schools under private management.	
			Untrained.	Trained.
	Rs	Rs	Rs	Rs
(1)	(2)	(3)	(4)	(5)
Lower Ele. Grade	20-35	20-30	8	15
Higher Ele. Grade	25-45	25-40	12	20-25
Secondary Grade	40-85	35-65	15	25-35
Collegiate Grade	40-85	35-65	20	35

Secondary grade and Higher Ely. grade teachers in Government

P.T.O.

and local body schools will be eligible also for a craft allowance of Rs 5/-.

3. The entire cost of granting the revised scales of pay to teachers in Govt. schools will be met by Govt. In the case of local bodies, the Committee recommended that the Govt. should bear the addl. cost in the form of grants to ~~municipal councils~~ the local bodies for one year and advances to Dt. Bds. for the same period repayable to the extent that the local bodies are able to repay and that in the meanwhile all possibilities of enhancing the receipts under the Education accounts of each local body should be explored. The ultimate annual cost involved in sanctioning the revised scales of pay for teachers (in ely. schools under local bodies has been estimated at Rs 80 lakhs. The addl. cost of introducing the revised scales of grants for teachers (in aided and Panchayat schools has been estimated at Rs 50 lakhs per year ultimately and the entire amount has to be met out of Provincial funds.

4. The Committee also advised that before the question of enhancing the teachers' salary above these limits proposed by it was considered, the Govt. of India should be asked to agree to bear half the addl. expre. in the form of a separate grant which would not be set off against their block grant for Post-War Schemes for this Province. It is now understood ~~from the Govt. of India~~ that the block grant to be sanctioned by ~~them~~ the Govt. of India for this Province will ~~be for~~ ~~include~~ be in respect of all the post War Schemes and that ~~no portion of it can be distinctly earmarked~~ there will be no specific allocation for Education. ~~In this connection attention is solicited to the following minutes of H.M. in the linked file.~~ H.M. (Education) has recorded as follows:-

"I am going to Simla ~~on the 24th of this month~~ May and will talk (over) with Maulana Azad over the matter".

T.S.N.
30-4-47.

5. Numerous telegrams and representations ~~are being~~ were received from aided elementary school teachers to the effect that the scales of grant recommended by the Committee ~~are~~ were not adequate and that the teachers ~~might~~ would go on strike. H.M.(Edn.) therefore first suggested -

(i) that the pay of teachers in aided elementary and Panchayat schools should be raised to the scales ~~raised~~ fixed for teachers in schools under local bodies with a craft allowance. (The extra cost was estimated at Rs 99 lakhs.)

(ii) that the pay of Higher Ely. and Secy. grade teachers in schools under local bodies (should be raised to Rs 25-45 and Rs 40-75 respectively. (The extra cost on this account was estimated as Rs. 14.5 lakhs).

The orders in circulation on the above proposals were as follows:- " H.F.M. has noted in another file with reference to this

P.T.O.

p 4 NF
linked file I

p 1 NF linked file I

pages 7-9 of linked file II

linked file II
p 13 NF

H.M. (Edn.) is going to Simla for the conference on the 6th and 7th June
2.5.47

p 5 of [illegible]

p 8 NF linked file I

---

p 8 NF linked file

matter, that this may wait for sometime. And so this may wait for some time and may be put up after a month within which let us hope we will get a reply from the Govt. of India."

T.S.A.
17-4-47.

"I can anticipate the reply of Govt. of India". May wait.

B.G.R. 19-4-47.

"Await"

O.P.R.
24-4-47.

No reply has been received from the Govt. of India so far.

p 11 NF

6. At the instance of H.M. (Edn.), the question ~~of further increasing the~~ revision of salaries of teachers in elementary, ~~and secondary~~ Secondary and Special schools under local bodies and private managements, so as to place them on a par with teachers in Govt. service has again been taken up for consideration. H.M. ~~has also stated~~ also intends that the craft allowance should be granted to all Higher Ely. and Secondary grade teachers. ~~in aided elementary schools also.~~ The extra cost of the proposals ~~are~~ is as follows:-

p 11 nf

(i) ELEMENTARY SCHOOLS:

	Rs
Local Bodies.	~~18.00~~ 18.96 lakhs
Private managements and Panchayats	94.36 "
Craft allowance to higher ely. and secy. grade teachers in aided elementary school	30 "
	143.32 "

(ii) Secondary Schools	Rs
Local Bodies -	10 lakhs
Private managements.	15 "
	25
(iii) Special Schools	3 "
Total of items (i) to (iii)	171.32 "

p 15 NF

7. The finance department have offered the following remarks on the above proposals:-

"There will naturally always be very great discontent among the teachers so long as teachers with equivalent qualifications under other managements get so much less remuneration than the teachers employed by the Government. It must be admitted that it would certainly be desirable at any rate to reduce the gap, if the Govt. could undertake to meet the resulting extra liability which other managements are not in a position to meet themselves to any appreciable extent. The Cabinet Salaries Committee considered the matter at great length and went as far as they considered financially feasible. The Govt. have hitherto held that it is not possible to go further. It is for the Govt. decide whether it is now so extremely urgent to do something more for the teachers that a

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further concession must be given and the cost met by (a) curtailing other Govt. expre. and or (b) imposing addl. taxation."

~~4~~ The ~~expre.~~ proposed expre. is very large. Rs. [illegible] will have to ~~The proposals may~~ ~~be~~ placed the matter before Fin. Committee and the Cabinet"

8. The proposal may ~~be~~ first be placed before the Finance Committee for orders.

10.5.47 10-5-47 12.5.47.

Education and P.H.(B.2.) Deptt.

Note for the cabinet.

REVISION OF SCALES OF PAY OF TEACHERS:

Educational institutions in this Province are under three different managements - Government, Local body and Private. Definite scales of pay have been prescribed for the staff employed in institutions under Government and local bodies, while the Government 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.

pages 29-31 45-47 & 150-[illegible] Report placed below

2. The Central Advisory Board of Education 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 qualification for teachers should be the Teacher's certificate of the Secondary Grade. It has suggested a minimum scale of pay of Rs 30-50 for teachers in lower elementary schools and Rs 40-80 for those in higher elementary schools. The Board's recommendation as to uniformity of pay for all teachers was accepted by the Education Sub-Committee of the Post-War Reconstruction Committee set up by the previous Government 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 Provincial Government Post-War Educational Schemes in the Five-Year Plan drawn up by the previous Government. The scheme has been estimated to cost Rs 394.35 lakhs during the five year period. The Government of India have stipulated 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 sent up by the Director of Public Instruction to implement the scheme

Cf the [illegible] (t) in L[illegible]

(ii) that teachers in aided elementary schools and Panchayat schools should be granted pay in the time scales now fixed for teachers in schools under local bodies (the extra cost of this account has been estimated at Rs.69 lakhs).

(iii) the Craft allowance of Rs 5/- should be granted to Higher Elementary and Secondary Grade teachers in Elementary schools under private and Panchayat managements (the extra cost on this account has been estimated at Rs.30 lakhs.)

It has been decided in circulation that the revision proposed above need not be undertaken now.

6. H.M.(Edn.) has expressed the desire that in view of the fact that the agitation for a teachers' strike is gathering momentum and there is a very real risk of a strike on a big scale materialising, the case should again be reconsidered immediately, and that it should be done in consonance with the principles accepted at the earlier stages, viz., that the pay of teachers under all managements should be uniform, the pay of teachers under local bodies and aided managements should be levelled up to the rates in Government schools as they now stand after the recent revision, and that Government should bear the costs in these ~~matter~~ cases to the extent that the managements cannot meet them. The extra cost so far as it relates to elementary schools will be as follows:-

Teachers.	Number.	Present scale	Government scale	Extra cost.
		Rs	Rs	Rs
Local Bodies				
Lower Elementary	5521	20-30	20-35	1,65,630
Higher -dO-	34950	25-40	25-45	10,48,500
Secondary and Collegiate Grade	4546	35-65	40-85	6,81,900
				18,96,030

Teachers	Number.	Present scale	Govt. scale	Extra cost
		Rs	Rs	Rs
Private Management:				
Lower elementary	3146	15	20-35	4,71,900
Higher elementary	42243	20-25	25-45	63,36,450
Secondary and collegate	5185	25-35	40-85	23,17,700
Panchayats				
Lower elementary	55	-dO-	-dO-	8,250
Higher elementary	1743			2,61,450
Secondary	~~76~~ 96			40,320
				94,35,070
		Craft allowance ~~Rs 30 lakhs extra~~		30,00,000
		Total		1,24,36,070
		Grand total		143,32,100

7. It may be noted that in connection with the revision of salaries already undertaken, the extra cost was estimated as follows.

Elementary schools.

Local bodies.	80 lakhs.
Private management	50 lakhs.

The intention of Government is that local bodies should meet the entire cost of revision of salaries and means should be devised by Government for providing the necessary funds required if local bodies have no surplus available with them. In the case of schools under private managements, the Government have decided to bear the entire extra cost.

8. If the scales of pay are further revised as desired by H.M. in para 6 above, local bodies will be put to a further additional expenditure of Rs 19 lakhs. It is doubtful if it will be possible for them to meet this extra cost. As regards aided and Panchayat elementary schools, the further cost of revision involved (Rs 124 lakhs) will have to be met by Govt. by way of grants.

Secondary Schools.

9. Local bodies.

Subsidies now paid to local bodies for secondary schools are fixed lump sum subsidies not liable to variation on account

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of the opening of new schools or the employment of additional teachers or the grant of revised scales of pay. The subsidies are paid only in respect of institutions opened before 1930. The Cabinet Salaries Committee has recommended that subsidies should be paid in future to local bodies towards the maintenance of schools on the half net cost basis as in the case of private aided secondary schools. This means that all the existing secondary schools (whether opened before 1930 or subsequently) will be eligible for subsidy on half the net cost basis. Orders according to this recommendation will be issued shortly. If as now proposed the scales of pay for those in Govt. service are allowed for those in the employ of local bodies also, the cost to Government by way of subsidies will be increased. Correspondingly the local bodies also will have to incur additional expenditure on the adoption of the scales of pay applicable to Government servants. This additional expenditure the local bodies may not be willing or may not be financially in a position to bear. In the latter case Government will have to make subsidies in excess of half the net cost upto a maximum of the full net cost according to the financial position of each local body.

10 Aided Secondary Schools: Teaching grants on behalf of aided secondary schools are now being paid in accordance with the rules in Chapter IV of the Grant-in-Aid Code. The amount of grant payable for anyone year will normally be based on half the approved net cost in the preceeding financial year, i.e. half the excess of the approved recurring expenditure 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 Government service. In regard to the private aided institutions the Salaries Committee has recommended that the managements of those institutions should be advised to adopt the scales of pay recommended by the Committee for those in the employ of local bodies. In cases in which these scales are not adopted, the Committee has recommended the payment of a special grant equal to half the dfffrence between the average of the scales of pay applicable to the staff in the employment of the local

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scales of pay applicable to the staff in the employment of local bodies and the scales of pay actually allowed by the managements of aided institutions 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.

If teachers employed in the aided schools are also allowed the scales of pay admissible to Government servants, there will be an increase in the expenditure incurred under teaching grants. The Government will have also to make special grants in cases where the managements are not in a position to meet their share of the extra cost.

11. The following statement shows the expenditure now incurred by way of subsidies and grants towards the maintenance of secondary schools in the employ of local bodies and private managements and the amount they will have to incur if the Government scales of pay are allowed to those employed in non-Government institutions:

Type of management 1.	Existing expenditure to Government. 2.	Additional expenditure to Govt. on the basis of the recommendation of the Salaries Committee on half the netecost basis. 3.	Expenditure of addl. cost if Govt. scales are introduced. 4.
Secondary schools.	Rs	Rs	Rs
Local Bodies	8.91 lakhs	10.6 lakhs	10 lakhs
Private managements	29.86 lakhs (Secondary schools)	18 lakhs	15 lakhs
	4.3 lakhs (Special schools)	2½ lakhs (roughly)	3 lakhs (roughly)

If as is most likely, the local bodies and the private managements are not found to be able to pay any portion of the extra cost shown in column 4 above, that will have to be borne in entirety by the Government (over and above the figures in clumns 2 and 3 together).

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12. The question whether instead of half the approved net cost, twothirds or three fourths of the approved net cost may be paid as subsidies or grants, was considered by the Cabinet Salaries Committee but in order to reduce the expenditure from Provincial funds they decided to recommend the existing basis of half, the approved net expenditure. If these proposals are re-opened now, the figures in column 3 ~~on page 6 ante~~ in para 11 will be as follows:

Pm p74 (B)

SECONDARY SCHOOLS.

	Local Bodies. Rs	Private managements. Rs
Additional expenditure on the basis of two thirds of the net cost	p 77 (B) 14.1 lakhs	p 97 (B) 26.3 lakhs.
		Special Schools: 3 lakhs
Additional expenditure on the basis of three fourths of the net cost	p 77 (B) 15.9 lakhs.	p 97 (B) 30.4 lakhs.
		Special schools 3.75 lakhs.

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The extra cost under col.3. will thus be about 11 lakhs.

M.V.S.

13. The note may be circulated to H.M.(Edn.) for him to record his views as to the lines on which the reconsideration of the case of teachers' salaries should be taken up. Further examination of the case will then be made in consultation with Finance Department and a note for the Standing Finance Committee will be submitted.

M.V. Subramanian,
Secretary to Govt.
2-5-47.

H.M.(Edn.)

14. The agitation among the teachers is now taking a serious turn. The Government have been given notice of strike almost in all the districts and the news that we get from all districts goes to show that preparations are being made in almost every district

pages 7-9 ref

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~~xxxx~~ for a strike. I know personally that money is being colleted. Public opinion is being mobilized. In many cases our local Congressmen are supporting them. Many representations from Parents' Assciations have also been received. The work in the school is at the lowest ebb because of the excitement for a strike and generally there has also been a feeling among the people that these teachers have been very badly treated. I am herewith sending a copy of the report which Mr. Treasure, Superintendent of Police, Special Branch C.I.D. has sent which shows the extent to which the movement for strike in Malabar has gone.

I believe there is a lot in their representations. They must be given some sort of a living wage; but unfortunately this attitude was not taken up in right earnest during the last salary revision and the result has been this agitation and I am afraid the strikes will come upon us throughtout the Province unless we do something to avert it.

It is not with any sense of fear that these proposals are being made. It is with a view to undo the wrong which has been meted out to the teachers and give them atleast some sort of justice. I want the Cabinet to take full responsibility for any decision that they would like to take in this matter because this is a matter which will concern the whole Province. The main demand of the teachers is as follows:-

(1) that the basic wage of any teacher should not be less than Rs 50/- besides the dearness allowance.

(2) there must be equality of pay and emoluments for men of the same qualifications in all Managements whether Government Local Board or Aided.

(3) the interim bonus given to the Government servants must be paid to the teachers in the other services also;

(4) the arrears of dearness allowance must be paid to all teachers including the aided school managements.

(5) in all other rules with regard to leave etc., there must be a common regulation.

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(6) If aided managements and Local Boards are not able to pay as much as the Government, the Govt. should take over the management of all the aided schools and run it themselves.

These are some of the main demands put forward from one end of the country to the other. Taking the basic pay of Rs 30/- (Their demand is Rs 50/- as the basic pay. This will be impossible from the point of view of ~~xxxxxxxxxxxxx~~ Finance. But at least Rs 30/- must be given) the cost of these demands has been worked out in the note above by the department. The cost comes to nearly 1 crore and 70 lakhs; if we are earnest about spreading elementary education, we cannot brush aside this issue. This has been recommended by the Sargent Committee Report as well as by the Post-War Education Committee Report and accepted by this Government. If we are to put this question on a permanent footing, nothing else will satisfy. In the interests of the future of this country, I would like that these proposals may be accepted. I see that the cost above is much while we may at first take the cost from the Reserve, we must find ways and means of taxation to meet these deficits and consider this expenditure as wssential for the nation. The teachers, discontent as they are, are a danger to Society and they are affecting the children in the schools also with this atmosphere of discontent and so in the interests of the future of our children we should come to some understanding by which we can have a contented set of teachers. I do not mean to say that the above proposals will satisfy everybody; but I do hope that a large majority of them will be reasonable enough to be satisfied with this. According to this proposal the basic wage of a higher grade teacher will be only Rs 30/- This cannot be said to be very much and I shall be happy if my Hon'ble Colleagues accept these proposals.

T.S.Avinashilingam Chettiar,

H.M. Education
255-47.

P.T.O.

Copy of Reporter of the Superintendent of Police, Special Branch, C.I.D.

...

MALABAR District Aided Elementary Teachers' Union - Preparations for a strike.

...

It is learnt from a source that the Malabar District Aided Elementary Teachers' Union, Calicut, has issued secret circulars, dated 26-3-1947, to all Taluk Aided Elementary Teachers' Unions, regarding the decisions taking at the meeting of the District Action Committee on 24-3-1947 and the method of serving a strike notice.

2. Action committees and councils have been specially advised that there should be no correspondence on this subject between them by post until the messenger system is introduced. The names, particulars, etc. of the persons appointed to all such committees are, as far as possible, to be kept secret and the records and meetings of the Action Committees are to be kept very secret.

3. When a convenor has no freedom to work, arrangements are to be made in advance to appoint his successor. If any vacancies occur in a struggle committee, they should be made good by enlisting new members.

4. Every branch has been advised to prepare all the required volunteers, Every taluk struggle committee has to appoint a volunteer captain to organise and direct the volunteers and there is also to be a volunteer captain for the whole district. Classes are to be held to instruct the volunteers regarding discipline etc.

5. ~~xxxxxxxxxxxxx~~ A messenger system is to be introduced so that messages can be sent between branches and taluk committees, as well as the district council, by persons who are well known to these organisations.

6. All the teachers concerned have been advised to wear a "Strike badge" from the Ist May 1947; this is being sold at two annas each by the district union through the taluks.

7. The teachers concerned have also been advised to give strike notices to their managers by the Ist June 1947. Secretaries of the Taluk Unions have been instructed to send strike notices to the Prime Minister, the Minister for Education, the Chief Secretary to Government and the Director of Public Instruction.

SECRETARY'S INSTRUCTIONS.

Proceed with the further examination of this case immediately.

Mean while H.M.(Edn.) desiresthat a copy of our note and of H.M.'s minutes should be sent in formally to all H.M's for use at an informal meeting of H.M's. Please take action also accordingly urgently.

M.V.S.

15. The notes of this dept. and the Minutes of H.M. (Edn.), as above, were circulated to all H.M's for use at an informal meeting, while a further examination of the case in the department was proceeded with, at the instance of H.M. (Edn.)

pages 12-15 of

16 ~~2~~ The Finance Department recorded their views and a note was prepared for the Standing Finance Committee. Finance then suggested that the case should go to H.M. (Fin.) so that his views might be embodied in the note before it went to the Standing Finance Committee. H.M. (Fin.) recorded his minutes. The case was further examined in ~~the Finance~~ this department with reference to his minutes and H.M. (Edn.) after an informal discussion with some of the Ministers (including H.P.M. and H.M. (Finance)) suggested ~~certain~~ certain alternative proposals, which were further examined in this Department. The examination has not been concluded. The case would in the normal course ~~and have~~ have had to go to Finance again for further examination before being placed before the Standing Finance Committee. But H.M. (Edn.) in view of the urgency of the matter has at this stage recorded the following minute.

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p19 of

p23 of

"The original note prepared for the revision of salaries of teachers may be put up before the Cabinet for its meeting on the 3rd June. To bring this matter up before the next meeting of the Cabinet was the decision of the informal meeting of Ministers including H.P.M. and H.M. (Fin) held in the Premier's house some days back. But in view of the fact that the amount is rather big, another note may be prepared on the lines I have suggested above, and given to me in a couple of days. That may be circulated as a supplementary note later on."

T.S.A.
28-5-47.

pages 1-10 ante

17 ~~3~~ The original note referred to by H.M. is the note referred to in para ~~1~~ 15 above which was prepared for use at the informal meeting.

The supplementary note referred to by H.M. will be the note embodying ~~a~~ the further ~~decisions~~ discussions referred to in para ~~2~~ 16 above. [illegible] will be prepared for the Cabinet after the Hon. Minister has seen [illegible] [illegible] [illegible]

18. ~~4~~ The matter is accordingly placed before the Cabinet. ~~The~~ The points for decision are:-

whether a further revision of salaries of teachers employed under all types of managements should be made and if so, on what lines?

[Copies sent on 30/5/47]

~~Notexf~~ **Education & P.H.Dept.(B2).**

Note for the Cabinet Meeting to be held on the 3rd June '47.

Supplementary note for the Cabinet - Revision of salaries of teachers.

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p11 mf

pages 14-15 mf

[ ] To be omitted in copying

When the proposals contained in paras 1 to 14 of the main note estimated to cost Rs.171.32 lakhs were sent to Finance, the then Finance Secretary (Dr. Dodwell) noted as follows:-

" H.M.(Education) evidently desires that the proposals formulated by E.P.H. in para 6 [on page 4 N.F.] and para 11 [on p.6 n.f.] should be accepted. This would mean incidentally that the minimum basic pay of a Higher ~~Elem~~ Elementary Grade teacher (with craft training) under any other management would be the same as it is now for a Govt. H.E.grade teacher (with craft training), viz., Rs.25 plus Rs.5/- craft allowance or a total of Rs.30/- p.m., exclusive of dearness* allowance, against Rs.50 exclusive of dearness* allowance demanded by the teachers. Thus the proposal of H.M.(Edn.) is evidently to accept demand (2) of the teachers' demands summarised [on pp. 8-9 n.f;] but not any of the other demands.

*minimum Rs.16 per mensem.

[ ] to be omitted in copying

2. The ultimate extra cost to Govt. of the proposal is worked out by E.P.H., as about Rs. ~~xxx~~ 171 lakhs per annum. This is on the basis of the existing number of teachers. But if the proposal is sanctioned, there will also be a corresponding big increase in the cost of any expansion of educational facilities that may be achieved under the post-war development schemes.

3. There will naturally always be very great discontent among teachers so long as teachers with equivalent qualifications under other managements get so much less remuneration than the teachers employed by the Government. It must be admitted that it would certainly be desirable at any rate to reduce the gap, if the Government could undertake to meet the resulting extra liability, which other managements are not in a position to meet themselves to any appreciable extent. The Cabinet Salaries Committee considered the matter at great length and went as far as they considered financially possible. The Govt., have hitherto held that it is not possible to go further. It is for the Govt., to decide whether it is extremely urgent to do something more for the teachers that a further concession must be given and the cost met by (a) curtailing other Government expenditure and/or (b) imposing additional taxation.

P.T.O.

~~4.~~ The proposed expenditure is very large and would therefore be expenditure on a "new service". E.P.H., will have to follow the usual "new service" procedure and place the matter before the Finance Committee and the Cabinet."

(Sd.) D.W.D(odwell),
7-5-47.
~~Secretary, Finance Dept."~~

2 When the case went to H.M. (Fin) with a draft. A note for the Standing Finance Committee ~~was accordingly prepared and the file was circulated. H.M.(Finance)~~ he recorded the following minutes:-

" While I agree that something should be done for the teachers, I am unable to agree with H.M.(Edn.)'s views in their entirety. The burden on the Govt., is too heavy to bear with our Prohibition policy. All this trouble is because ~~the~~ in schools managed by Govt., salaries are higher. The gap can be removed both ways."

p17 uf

(Sd.) B.G(opala Reddi)
16-5-47.
H.M.(Finance)

3 It was then ~~noted~~ urged by this Department ~~that the point raised by H.M.(Finance) had already been examined and the view recorded~~ that it would be ~~un~~ not justifiable ~~to reduce the pay of~~ to deprive of the normal benefit of a general revision, or reduce their pay, teachers in Govt. schools merely on the ground that the question of remuneration for other types of teachers was linked up with the question of their pay, ~~especially when the new scale for teachers in Govt. schools is less than that of lower division clerks.~~ that even now their basic pay (i.e. leaving craft allowance out of account) is lower for a Secondary grade teacher is lower than that of a lower division clerk whereas it ought in reason to be higher so as to make allowance for the special training undergone, and that again the number of teachers in Govt. schools is so small (about 3000) when compared with the number employed under other agencies (about 97000) that there will be no appreciable saving effected by reducing the pay of the former.

pages 18-19 uf

4 When the file was circulated to H.M.(Education), he proposed a revision of pay of teachers on different lines. The note of H.M., containing the modified proposals ~~is~~ are extracted below:-

page 19-20 uf

" I have had an informal discussion with some of the Ministers including H.P.M., and H.M.(Finance) yesterday over this matter. They think under the present finance, it will not be possible for us to adopt the uniform scale of salaries to the aided schools as in Local Boards and Government schools. They pointed out that we have promised only an aid and the Management should contribute at least a small portion of the teachers' pay; but, more than this, there is the question of finance and our inability to meet the large extra cost. The following suggestions have been made. The figures may be worked out on these suggestions:

(1) The basic pay of the Higher Grade teacher in the local Boards and Govt. will be Rs.30/- i.e., the craft allowance calculated separately may be calculated as part of the pay. This is already included under our original calculations.

(2) The grant for the Higher Grade teacher in aided schools may be increased from Rs.20--25 to 25-30.

(3) The grant for the Secondary grade teachers in aided elementary schools may be increased from Rs.25-35 to 35-45.

(4) The pay for the Secondary grade trained teachers in Elementary schools may be from Rs.35 to 65 to Rs.40 to 75.

(5) The Secondary grade teacher in the Board ~~or Municipal Secondary~~ School will get the same pay as the Govt. school, i.e., the revision will be from Rs.45 to 75 to Rs.45 to 85, and the craft allowance shown separately be merged into the basic pay, i.e., the basic pay will be Rs.45/-.

(6) For the lower grade trained teacher as well as the untrained teachers also, a small addition may be given, i.e., about 2 rupees or three.

(7) For the L.T. teachers in the Board secondary schools the 5 rupees craft allowance may be added on to the basic pay. This has already been calculated.

(8) To enable the aided secondary schools to pay at local Board rates to its employees a grant of 2/3rd of the net cost be allowed so that the Govt., may compel them to pay at the local boards' rates. This was calculated as 11 lakhs.

p7 uf

(9) After this revision is made, the problem is whether we can compel aided elementary school Managements to pay its staff a minimum of Rs.30/- for these Higher Grade trained and Rs.40/- for secondary grade teachers.

(10) The objection is that the Aided Managements are not in a position to do so. The alternative will be to compel such of the Managements which are collecting fees to do so. This matter also may be examined."

T.S.A./19-5-47.

(11) "In the revision of salaries, there has been a mistake about physical Training Instructors. Higher Grade Physical Training Instructors at present are those who have completed school final and then have undergone one year's training in the Y.M.C.A. College of Physical Education. The pay provided for them now is only Rs.35/-. This is a mistake. It must be Rs.45-75. The pay provided for the Secondary Grade trained physical Instructors has been put as the pay of the secondary grade plus Rs.10/-. As in the present revision, the pay of the secondary grade is raised to Rs.45/-, it must be Rs.45/- plus 10/-."

T.S.A./27-5-47.

~~(12) "The matter of Hindustani Pandits which is the subject of another file may also be put in."~~

~~T.S.A. 28-5-47~~

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* The revision proposed is as follows:-

		Present scale.	Proposed scale.
Hindustani teachers who are S.S.L.C. trained.	..	40-70	50-90
Others.	..	30-50	40-70

M

(12) "The matter of Hindustani* pandits which is the subject of another file may also be put ~~up.~~ in"

p 23 of

T.S.A./28-5-47."

5 The financial implications of the proposals will be as indicated below:-

(i) Aided Elementary Schools:			
(a) Higher Ely. Grade teachers (42,243 x 5 x 12)	..	Rs. 25,34,580	Item(2) in H.M's minutes.
(b) Secondary Grade teachers (5,185 x 10 x 12)	..	" 6,22,200	Item(3) ,,
(ii) Panchayat schools:			
(a) Higher Ely. grade teachers (1,743 x 5 x 12)	..	" 1,04,580	Item(2) ,,
(b) Secondary grade teachers (76 x 10 x 12)	..	" 9,120	Item(3) ,,
(iii) Elementary schools under local bodies: Secondary grade teachers (4,546 x 7½ x 12)	..	" 4,09,140	Item(4) ,,
(iv) Lower Elementary Grade teachers: (8,722 x 2x12 or 8,722 x 3 x 12)		" 2,09,328* or 3,13,992@	Item(6) ,,
(v) Secondary Grade teachers in Secondary schools under local bodies: (2,447 x 5 x 12)		" 1,46,820	Item (5) ,,
(vi) Revision of grants for aided secondary schools.	..	" 11,00,000	Item(8) ,,
(vii) Physical training instructors:			Item(11) ,,
1. Government schools.	..	" 10,700	
2. Local Board Secondary schools .		" 41,100	
(viii) Hindustani teachers.	..	" 46,800	Item(12) ,,
		Rs. 52,34,368*	
		" 53,39,032 @	

* If pay of Lower Ely. teachers is raised by Rs.2/-.

@ If pay of Lower Ely. teachers is raised by Rs.3/-.

Items (1) and (7) of H.M's minutes do not involve any extra cost. Further action with reference to items (9) and (10) will be taken after a decision is reached on the question of revision of salaries.

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This extra cost is not in addition to Rs. 171 lakhs referred to in ~~the main note~~ para 1 above, but ~~only~~ in lieu of ~~the original~~ that estimate.

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Vide p 27 of

The estimate of 53 lakhs worked out above is based on the number of schools and teachers now under Government, local bodies or private agencies. As part of the Post-war plan, the Government have decided to introduce Compulsory Elementary Education up to Fifth Standard within a period of 10 years. The scheme is being gradually introduced in selected villages in each district. With the introduction of Compulsory Elementary Education and provision of other educational facilities, the number of schools and teachers will increase and the cost of revision of salaries will also get enhanced correspondingly.

The Finance Department have recorded the following notes:-

"

x x x x

pp 24-25 of

8." The following remarks seem called for in this connection. At the instance of H.M.(Education) it is proposed to have 3 grades of Physical Training Instructors as under:-

	Existing scales. Rs	Revised scales. Rs	
Physical Training Instructors (Secondary Grade Trained P.T.C.)	~~30-55~~ 45-75	50-95	I Grade.
Physical Training Instructors (Completed S.S.L.C. P.T.C.)	~~30~~ 35-50	45-75	II "
Physical Training Instructors (~~H.E.T.~~ other P.T.C.)	~~23-2/2-45~~ 30-50	35-55	III "

The revised scales recommended by the Cabinet Salaries Committee are based on a due consideration of the existing structure, qualifications, duties, etc., of the various pos and the Govt., have finally accepted the recommendations. The completed S.S.L.C. holder, who has not passed Seconda training, seems to stand more or less on the same footing

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as the H.E. Trained Teachers, with Physical Training Certificate, and it does not appear necessary to create another grade now. In any case, it may be left to the D.P.I., to move in the matter, if it is found difficult in practice to secure sufficient number of qualified men on the revised scale recently sanctioned by the Government.

If, however, E.& P.H., press their proposal, they may be requested to obtain a report from the D.P.I., as to the details of the scales of pay in force before the recent revision in respect of men possessing the three types of qualifications and consider the proposal separately."

x x x x

"When the Supplementary note is prepared this Department's view in regard to physical training instructors may be embodied and it may be suggested that the question may be examined separately."

p25 uf

(Sd.)T.N.S.R.,
30-5-47.
Secretary, Finance.

x x x x

"The question of revision of pay of Hindustani Teachers will also have to be examined in detail after obtaining a report about the adequacy of the present scales."

p26 uf

x x x x

(Sd.) P.C.
Dy.Secretary, 31-5-47
Finance.

W
31/5/47.

One matter I have forgotten. The matter of Pundits. ~~B.~~ If Pundits of lower grade are asked to serve in higher forms they may be paid Rs.10/-

The note may be immediately circulated.

T.S.A;
31-5-47.

B ⑯ 73

ASST. SECRETARY TO GOVERNMENT
25 JUN 1947
EDUCATION AND PUBLIC HEALTH DEPT.

SECRETARY, EDN. AND P.H.
25 JUN 1947

52409

Secretary, E.& P.H.

A deputation of the South Indian Teachers' Union and the Elementary Schools Teachers' Federation consisting of Messers Sabesan, Srinivasavaradan, Natarajan, Ramunni and others met me. They made the following representations:-

(1) that a minimum of atleast Rs.25/- should be paid for lower grade trained teachers.

(2) that increments to Local Board teachers should be given on their services as in the case of Govt. servants.

(3) failing 'A' atleast the Managements should be compelled to pay Rs.5/- to the lower grade trained teachers.

(4) that, if and when any further revision comes on the basis of the Central Pay Commission Report, teachers must be treated on a par with other Depts. with due consideration to their qualifications.

(5) increment for the untrained teachers.

I have told them as follows:--

Items (1) & (3):- I have told them that any further increase of Govt. grant will not be possible just now and if possible, the Govt. will consider the advisability of asking Managements to contribute to the lower paid teachers also. Now they will be getting Rs.18/- and Managements may be asked to pay Rs.2/- in their cases as they have been compelled to pay Rs.5/- in the case of Higher Grade and Secondary Grade teachers.

[illegible] ①

do

Item (2):- That they make this representation to individual Local Board, and the Local Board administration, and if individual Local Boards are prepared and able to pay these increments, the Education Dept.

74

will consider their demands sympathetically.

Item (4):- That the Govt. will consider their representation in this respect with sympathy and consideration.

Item (5):- Increments for untrained teachers has already been sanctioned and may be published and orders issued. With regard to this the only thing that Govt. can do is to sanction Rs.5 and compell the Managements to pay Rs.2/- more to lower grade trained teachers.

C

As regards Pandits, the matter has been left undecided. The D.P.I. may be asked to make his proposals immediately so that that may also be announced soon.

D

PSA
24.6.47

H.M. Education.

Portion A on p.1 ante

A draft memo is submitted for approval.

Portion B on p.1 ante

This point has been raised in another connection;⊗ ~~and~~ at the instance of HM Edn, HM(L.A.) has asked the L.A. Dept to examine the question separately. The decision to be arrived at in that file will apply to teachers also.

⊗ Representation from Sri T. [illegible]

Portion C ~~on p.2~~ above

Orders have been issued. It is presumed that managements need not be compelled to pay an extra salary of Rs 2/- to untrained teachers as in the case of lower elementary trained teachers.

The use of the word "trained" would seem to indicate that the intention is to apply the orders in the case of lower elementary trained teachers - Cf also 'A' overleaf.

Portion D above

The question is being examined separately.

28/6/47

27/6 - 27.6.47

28-6-47

16 AUL 1947

[illegible] no intention of 'A' overleaf.

[illegible] do [illegible] kindly [illegible]

The opinion expressed above [illegible]

Draft memo [illegible] 30-6-47

No. 22961/47-B4

75

B (66)

POST COPY OF TELEPHONIC MESSAGE.

...

Madras 1,
2--8--1947.

From The Personal Assistant
to the Inspector of Local Boards.

To The Assistant Secretary to Government,
Education and Public Health Department.

ASST. SECRETARY TO GOVERNMENT
4 AUG 1947
EDUCATION AND PUBLIC HEALTH DEPT.

62891

Sub:- Education - Schools under local bodies and private managements - Pay of teachers - Revision.

Ref:- G.O.No.1154 Edn.,dated 5-6-1947.

...

In their above order Government have stated that the Higher Elementary Grade trained teachers and Secondary Grade trained teachers should be paid a minimum pay of Rs.30/- and Rs.40/- respectively from 1-7-1947 and that the managements should pay from their own funds the amount that is required over and above the teaching grant admissible as per scale fixed in item (ii) of the G.O. Please let me know whether the minimum pay of Rs.30/- and Rs.40/- referred to above are exclusive of the dearness allowance paid to them. Please also let me know whether private managements are required to pay dearness allowance as in the case of panchayat schools and whether they are now expected to pay dearness allowance in addition to the difference of Rs.5/- which they are now expected to pay. Please also say whether Government grant is being paid towards -- dearness allowance to private managements.

Subbarao
Personal Assistant. 2/8

L.M.2-8-47.

2/8

3518

Telephone Message

E & PH Dept

(6)

From
The Assistant Secretary to Govt.,
Education & Public Health Deptt.,
Madras.

To
The Personal Assistant
to the Inspector of Local Boards,
Madras.

Sub:- Revision of pay of teachers ~~in~~ of Ele. schools.

Ref:- Your T.M. No. 22961/47 - E4 dated 2.8.47.

The minima of Rs 30 & 40 fixed by Government are exclusive of Dearness allowance payable to teachers. Grants are being paid from Provincial funds ~~from~~ to managements of aided Ele. schools towards the payment of Dearness allowance to teachers in these schools as in the case of Panchayat schools. Managements should grant

78

Dearness Allowance to teachers in addition ~~of~~ to the sum of Rs 5. In the case of lower grade teachers the extra salary payable ~~is~~ Rs 2 a month – V.C.O. Memo No. 52049B/47-Edn d. 30-6-47 (copy) sent with p.e. of the message)

5.8.47. 5.8.47)

5/8/47

Approved
5.8.47
(fair copy with copy returned)
— 555 (J)

Issued
5/8/-

Scott II-27—58,004—4-11-46.

(194) Department.

(16)

Pay SERIES.

G.O. NO. 1154 Edn.

Dated 5. 6. 47

[Despatch Abstract.]

Education – Schools under local bodies & private managements – pay of teachers – Fresh revision orders

Back Papers.

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

Further Papers.

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

Press Communique No. 34 Dt 5.6.47

In view of the feelings expressed among the teaching profession, Government have come forward to make a further revision of salaries amongst teachers employed in the elementary and secondary schools. Attempts have also been made to procure a minimum pay for trained teachers in elementary schools in aided managements also. The Government have also come forward to guarantee the local board scales to teachers working in aided secondary schools. The pay of the Hindusthani Pandits as well as of Physical Training Instructors has also been revised. The matter of Pandits is under further consideration. The Government have now done all that they can in the(ir) present financial circumstances. The Government appeal to the managements of both elementary and secondary schools to do their best to give fair conditions of pay and service to the teachers under their managements. The matter of revising the conditions of service of teachers under managements is under separate consideration of Government. The Government are anxious to do their best by the teachers. While Government appreciate their contribution towards education in the province, they would like to remind everybody concerned about the large strides that we have yet to take in this direction. This can be done only through the willing and earnest co-operation of the teachers, the parents and the public and the Government hope they will get their fullest co-operation.

(This press communique may be issued along with the G.O.⊗)

⊗ attached

TSA
4.6.47

[illegible]

This may be sent to the Director of Information and Publicity.

5-6-47

5.6.

5/6/47.

2

B2

To D.I.P

Public (I&P) Dept.

The press communique on p. 1 above has been issued along with the G.O. on pp 3-6 infra. This may now be returned to the E and P.H. Dept.

7/6/47. Has 7.6.47

CMH 7.6.47

E.P.H

128 spare copies placed below.

E+8.17.

Pub(I&P) U.O 2603/47-1 D 9.6.47.

The papers may now be lodged to added to the original of G.O. 1154 of 5.6.47.

10/6 E 10/6/47

11-6-47

48/39

Education and Public Health Dept.

70

Education - Schools under local bodies and private managements - pay of teachers - further revision ordered.

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ORDER/~~Ms.~~ Ps. No. 1154 Education Dated 5-6-47.

Representations have been made to the Govt. that the revised scales of pay recently sanctioned for teachers are not adequate. The Govt. have reconsidered the question and pass the following orders, which will take effect from 1-1-1947, except to the extent specified under certain items below.

(i) Ele.Schools under Local Bodies:

(a) Lower Ele.Grade teachers should be granted an increase of Rs.3/- a month over the scale of Rs.20-1-30 sanctioned in G.O.No.975 Edn. dated 10-5-1947, i.e. the scale will be Rs.23-1-33.

(b) Higher Ele. Grade teachers:

~~The Govt. consider~~ Instead of the scale of Rs.25-1-40 fixed in the G.O. cited above ~~xxxxxx~~ with a craft allowance of Rs.5/- attached to it, the scale will be Rs.30-1-45 and no separate craft allowance will be given.

(c) Secondary grade teachers:

These teachers are now eligible for a scale of Rs.35-1½-65 with a craft allowance of Rs.5/- a month. The Government direct that the scale ~~will be revised and~~ be re-fix at Rs.40-1½-55-2-75. No separate craft allowance will be paid to these teachers. ~~in addition to the time-scale, xxxxxx xxxxxxxxxxxx~~.

NOTE: Such of the teachers in (b) & (c) above as are not, however, at present qualified in any of the prescribed crafts, will be ~~refixed~~ required to acquire that qualification wit~~in~~ a period of two years.

(ii) Elementary Schools under private managements and Panchayat ~~xxxxxx~~ Schools:

In ~~partial~~ modification of the orders in par 10 of G.O.No.975 Edn dated 10-5-1947, the Govt. dire that the scales of ~~teachers~~ teaching grants for teachers ~~in~~ be revised as shown below: –

Class of teachers	Scale already fixed Rs.	Scale now fixed Rs.
Lower Elementary.		
Untrained	8	11
Trained	15	18
Higher Elementary		
~~Untrained~~	~~12~~	~~12~~
Trained	20-½-25	25-½-30.
Secondary grade		
~~Untrained~~	~~15~~	~~15 18~~
Trained	25-1-35	35-1-45,
Collegiate Grade		
~~Untrained~~	~~20~~	~~20~~
Trained	35	35-1-45

In view of the increased scales of grants now sanctioned, the Govt. have decided to insist on management of schools allowing a minimum pay of Rs.30 to a Higher Elementary grade trained teacher and Rs.40/- to a secondary grade trained teacher; in other words, managements should supplement the grants from their own resources to the extent necessary; This will be insisted on as from 1-7-47, but the D.P.I. is authorised to have an extension of time granted in suitable cases. The Director of Public Instruction is requested to submit necessary amendments to the rules relating to aid to elementary schools.

(iii) Secondary Schools under Local Bodies.

(a) Secondary grade teachers are now allowed a time-scale of Rs.40-1½-70 with a craft allowance of Rs.5/-. These teachers will be allowed a scale of Rs.45-2-85. No craft allowance will be paid to them in addition.

(b) The scale of Rs.70-5-140 with a craft allowance of Rs.5/- for L.T. assistants will be replaced by a scale of Rs.75-5-145 and the allowance will be abolished.

NOTE: ~~Both~~ The ~~classes~~ classes of teachers mentioned in items ~~(a)(b)~~ (a) and (b) above should however ~~receive~~ acquire the ~~requisite~~ qualification in any of prescribed crafts within a period of two years if they do not now possess the qualification.

(c) The scales of pay for the undermentioned classes of teachers will be revised as shown hereunder:

(71)

Class of teachers	Scale already fixed Rs.	Scale now fixed Rs.
(i) Physical training instructors and Instructreses.		
Grade I S.S.L.C.holders with a higher grade certificate in physical education	45-1½-75	50-2-70-2½-95
" II Completed S.S.L.C. with a Lower Grade certificate in physical education	35-1-50	45-2-75
" III Others	30-1-50	40-1-60
(ii) Hindustani teachers.		
If secondary grade trained	40-1½-70	50-2-90
Others	30-1-50	40-1½-70

(d) Under para 7 of G.O.No.975 Edn dated 10-5-1947, three classes of Pandits and Munshis can be employed in Secondary schools under local bodies. The question of regrouping the posts of Pandits and Munshis ~~into two categories~~ is under separate consideration. Pandits and Munshis in the lower category will be in charge of forms I to III of Secondary Schools while those in the higher category will be in charge of ~~the~~ forms IV to VI. It may sometimes happen that a Pandit or a Munshi in a Lower Category may have to be assigned work in the higher forms. The question whether ~~in~~ an additional remuneration ~~may not~~ should be given to these Pandits is under consideration. Orders will be issued on these points in due course.

(iv) Secondary and Training schools ~~and~~ under private managements.

In para 8 of G.O.No.975 Edn. dated 10-5-1947 the Government have advised the managements to introduce the scales of pay fixed for teachers in secondary schools under local bodies. With a view to enable the managements to find the funds required for meeting the extra cost involved, the Govt. have decided ~~the~~ to raise the basis of assessment of teaching grants from one half ~~of the~~ to two third of the approved net cost. In view of this, The Government ~~must~~ insist on all managements of aided ~~secondary~~ schools ~~to~~ to introduce at least the scales of pay fixed for teachers in schools under local bodies. These arrangements will take effect from 1-6-47; for the period between 1-1-47 and 31-5-47, the instructions in G.O. 975 Edn. d/ 10-5-47 will apply.

To the D.P.I.
" S.O. of Dt.Bds.
" Executive author. of Ml.Cls thro' Chairman.
" Inspr.of Ml.Cls. & Loc.Bds.
" Exr.of Local Fd.Acs.
" A.G.thro' Fin.
".L.A.
Finance.

P.

v) Government schools:

Orders will issue separately in the Finance Department in regard to the revision of pay of Physical Training Instructors, and Hindustani teachers based with reference to the revision approved in para (iii) (c) above for similar classes of teachers in schools under local bodies. Orders will also issue in that department regarding the revision of the scales of pay taking into account the craft allowance of Rs 5/- admissible to teachers in Govt. schools.

It is expected that within two years they will learn one of the crafts prescribed by the Department.

Edn & P.H (B2)

Memo ~~30270~~ 57889 - B2/47. Edn dt 20.7.47

Subj: Revision of salaries of teachers.
G.Os 957/Edn dt 10.5.47 & 1154/Edn dt 5.6.47

2909/
21/7

The Superintendent Govt press is requested to ~~print and~~ arrange for the supply 100 copies each of the above mentioned G.Os. as early as possible.

To
The S.G.P.
(with copies of G.O.)

23-7-47

fr
17/7

a
17/7/47

O.M.
18/7/47

Note: The no. of spare copies on hand is only 20 in each. The Exr of L.F. a/cs has asked for 30 more copies of G.O 975/Edn dt 10.5.47. There ~~need~~ ~~for~~ may be further requisitions for these copies in view of their general importance. The need for another 100 spare copies in each of the G.O. exists & the draft memo may therefore be approved.

fr
17/7

a
17/7/47

O.M.
18/7/47

(73) E & P. H. Dept

26/7

Memo No. 57649 · B2/47 · 1 dt 26 · 7 · 47

Subj: Revision of scales of pay of teachers Extracts of G.O. No 975/Edn dt 10 · 5 · 47 and G.O. No 1154/Edn dt 5 · 6 · 47

Papers
with [illegible]

In memo No. 30870 · B2/47-6 dt 9 · 6 · 47, the government authorised the S. G. P to print & supply to the D. P. I extracts of the G.Os relating to the revision of salaries of teachers on the following scale

Extracts of G.O. relating to Secondary schools	500
do do Elementary do	20,000

The number of copies to be printed & supplied, ~~now~~ is now ~~may be increased~~ revised as indicated below

Extracts of G.O relating to Secondary Schools	1000
do Elementary Schools	20,500

To
The S. G. P ✓
copy to D.P.I ✓

29.7.47

2/7

22.7.47

25/7/47

30/7

To,

The Honourable The Minister for Education
with the Govt. of Madras.

Asst. Secretary to Govt. Education and Public Health
29 OCT 1947

28 OCT 1947

Honoured Sir,

I beg to bring to your kind notice and favourable consideration the following few lines as a means of redress.

The Headmasters of High Schools are given 85-20 the Duty Allowance of Rs 10/- and Rs 25/- in the case of schools having a strength of below 500 & above 500 respectively. Similarly the Headmasters of Elementary schools may be favoured with.

In compulsory areas, even Lower Ele-Schools have a strength of over 300 and Higher Ele-Schools have more than 500 pupils. The duty of the Headmasters of such schools is, as your honour knows full well, doubled day by day, as such the above refered allowance of Headmastership becomes reasonable. Hence, I beg to request that the following kind of procedure may be followed:-

1. Duty Allowance of Headmasters of Lower Ele-Schools with a strength ~~of~~ below 300 —— Rs 3/-
2. " " with a strength above 300 & below 500 —— Rs 5/-
3. " " of Headmasters of Higher Ele-Schools having below 300 pupils —— Rs 5/-
4. " " Higher Ele-Schools having 300 to 500 pupils - Rs. 8/-
5. " " Higher Ele. Schools having a strength ~~of~~ over 500 pupils — Rs 10/-

In most cases the schools having over 300 pupils are compulsory areas. Hence the necessity for the clarification and guidance to the Managements is of great utility.

P.T.O.

Whenever we refer any matter to the Management, they ~~will~~ only ask us to address the Minister for Education, as it is a general case as well as a financial question. Hence the necessity for this appeal direct to the Honourable The Minister.

The Secondary Grade teachers in Elementary schools are already deemed "Low", and the experienced and serviced hand is always to be kept in the back. This will be of great relief as well as redress to the grievances of these secondary grades. Moreover, any scheme of government that may be brought for the uplift of villages will be closely connected to the Higher Ele. School in the locality. Hence your honour will see the justification ~~and~~ for this request.

I therefore pray that orders may be passed as requested overleaf - to the various managements in the Presidency and the Ele. School. Headmasters be given their due respect and financial aid.

I beg to remain
Honoured Sir,
Your most obedient servant
M.V. Srinivasachari
19.10.47
Headmaster.

B.H.E. School.
K.V. Kuppam (P.O.)
Gudiyatham TK.
N. A. Dist

To The Secy E & P.H. The suggestion may be examined.

TSA
27.10.47
H. M. Education

---

(75) Edn + P.H. Dept B2
3

Memo 85200. B2/47 - Edn dt 3.11.47

Subj: Grant of duty allowance to Headmasters in Lower and Higher elementary schools.

— xx —

A copy of the representation received from the Headmaster B.H.E School K.V. Kuppam, North Arcot dist is ~~enclosed~~ forwarded to the ~~The~~ D.P.I. & he is requested to offer his remarks on the suggestions made therein ~~& furnish an estimate~~ ~~(and to state~~ of the cost involved if the proposal is ~~to be~~ given effect to. He is requested to say whether the allowance sh^d be granted to headmasters ~~send his report in the case~~ of aided elementary schools also and if so what the extra cost will be.

31/10
31.10.47

1/11/47

1/11/47

6/11/47

P.C.

The D.P.I. ✓
with copy ✓ 1.47

cfs B2 (76) 5

C.F. 32.

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

Education 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) Madras.

Telegraphic Address 'INSTRUCTION'.

ASST. SECRETARY TO GOVERNMENT
2 - DEC 1947
EDUCATION AND PUBLIC HEALTH DEPT.

To

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

R. C. *No.* 2155-B1/47, *dated* 28th November 1947.

94795

Sir,

* Grant of duty allowance to Headmasters in Lower and Higher Elementary Schools.

ENCLOSURES_______

SPARE COPIES_______

With reference to Government Memorandum No. 85200-B2/47-Education dated 3.11.1947, regarding the grant of duty allowance to Headmasters in Lower and Higher Elementary schools, I have the honour to state that the suggestion made by the Headmaster, Board Higher Elementary School, K.V. Kuppam, North Arcot District, need not to be considered because the present order sanctioning an allowance of Rs. 2/- and Rs. 5/- to Headmasters may be considered adequate; In G.O.No.975-Education dated 10.5.1947, it is ordered that the grade pay plus an allowance of Rs. 2/- per mensem for schools with a staff of not less than four including the Headmaster or Headmistress be granted to Headmasters and Headmistresses of Elementary schools. Also Grade pay plus Rs. 5/- per mensem if in addition the strength of the school exceeds 300. I recommend that the number of pupils 300 may perhaps be reduced to 250. No other change appears necessary.

(6)3

VRR
1/12

FOR DIRECTOR OF PUBLIC INSTRUCTION.

ks. 1-12.

2/12

6

Memo 85200-B2/47-2 Edn 3/12/47 Edn & P.H. Dept

Subj: Grant of duty allowance ~~to~~ to Headmasters in Lower & H.E. schools

Ref: From the D.P.I. R.C. No. 2155-B1/47 dt 28.11.47

The D.P.I. is requested to return the original representation of the Headmaster Board Higher Ele School K.V. Kuppam sent ~~[illegible]~~ with Govt endt No. 85200-B2/47 Edn dt 3.11.47

3/12/47

5 8 4/12

To the D.P.I. desp 6/12

2/12 2/12/47

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(77)

Edn & P.H. Dept

Memo No. 85200-B2/47-4 Edn dt 15-1-48

Subj: Grant of duty allowance to Headmasters in Lower and Higher Elementary schools.

Ref: From the D.P.I. ~~R~~ C No. 2155-B1/47 dated 28.11.47

The Govt do not consider that ~~no modification~~ the strength of an elementary school fixed ~~is necessary to the orders contained~~ in G.O. 975/Edn, dt 10.5.47, to enable the ~~regarding the grant of duty allowance to~~ headmasters ~~of elementary schools~~ to be eligible for an allowance of Rs 5 a month should be reduced from 300 to 250 as proposed by the D.P.I.

14/1/48

10/1

p. 5 C.F.

(t)

D.P.I. desp 14/1/48

12/1 12.1.48

Edn. & H. Dept (1.2)

(78)

C.No. 85200 Representation from Sri M.V. Srinivasachari BHE School K.V. Kuppam North Arcot dist dt 19.10.47 regarding the grant of duty allowance to Headmasters

Extract of HM (Edn) orders

To

The Secretary E & H.

The suggestion may be examined

(sd) T.S.A
27.10.47
HM (Edn)

The Headmaster Bd Higher elementary school KV Kuppam ~~requests~~ suggests that ~~the~~ duty allowance ~~may~~ ~~be~~ paid to ~~head~~ headmasters of the lower and higher elementary schools be revised ~~as~~ indicated by him in his letter ~~letter~~ ~~just as in the case of Headmasters in Secondary schools~~. The suggestion if agreed to will involve a huge recurring addl. cost. It is not also known whether the managements of aided schools should also be asked to grant ~~such a~~ duty allowance. Before the case is further examined it seems to obtain the remarks of the D.P.I on the representation with ~~a~~ special reference to all elementary schools

A draft memo, to the D.P.I is submitted for approval

31.10.47

1/11/47

1/11/47.

From the Director of Public Instruction, ~~R.C~~.No.2155-B1/47 dated 28-11-47.

The D.P.I. has suggested that the request of the Headmaster, Board Higher Ele. School, K.V. Kuppam, for a revision of the scale of duty allowance for headmasters need not be considered. He is, however, of the opinion that the number of pupils may be reduced from 300 to 250 to enable the headmasters of elementary schools having a strength of 250 and above to be eli for the duty allowance of Rs. 5/-. This proposal will benefit a larger number of headmasters. The proposal, if approved, will increase the expenditure of local bodies. They are already finding it difficult to meet the expenditure on revision of salaries of teachers and the Govt. have to grant advances for the purpose. It does not seem desirable to add to the expenditure. For orders. L.A. and Finance may see before circulation.

18/12/47 S

18/12/47

L.A.

L.A.Dept.

May be perused and passed on to Fin. Dept.

22.12.47

LA agrees with E&PH that the proposal shd be negatived.

23/12/47 Fin

Finance (E.I).

This Deptt. also may concur in the view of the E.& P.H.Secretary at 'A' above and return the case to E.& P.H.

4.1.48

5/1/48

EPH

E&PH Dept.

The file may now be circulated to HM w.r.t. his orders opp p.2 CF.

8/1/48 S

7/1

7.1.48

HM (Edn)

TSA

10-1-48

A draft memo to the DPI is submitted for appro[illegible] On issue the papers may be filed with S. 9

14/1/48

LOCAL ADMINISTRATION DEPT.
1 DEC 1947
48159
SECRETARIAT, MADRAS

This proposal may be negatived

E&PH No. 85200
19.

K.U.R.
22/12

Thro' Bu.

24/12

This mea[illegible]

LA
No. 48159/
24.

ASST. SECRETARY TO G[illegible]
93 E
3 JAN 1[illegible]
FINANCE DEPARTMENT

DS
E&PH
Fin

SECRETARY, EDN.
10 JAN
GOVERNMENT

79

p se