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Stat. II-27-15,004-22-8-16.

24/6/47

EDN(1947) Department.

Hs SERIES.

G.O. NO. 1161 Edw.

Dated 6-6-47

(10)

[Despatch Abstract.]

LA QU (Stained) No. 546 -
Scenes of play of the Ashb and Departs Shifms
of schools in the Edm reph.

Back Papers.

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

Further Papers.

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

EDUCATION SECTION

SECRETARY OF THE MADRAS
LEGISLATIVE ASSEMBLY
(Assembly Section)
30-1-47.

K. R. Seshi Sahib Bahadur, M.L.A.

EDUCATION AND PUBLIC HEALTH DEPARTMENT.

No. 546 - Will the Hon'ble the Minister for Education be pleased to state:

- The scales of pay of the L.T. Assistants and Deputy Inspectors in the Education department just before revision;
- their scales of pay before the year 1938;
- the present revised scales;
- the percentage of increase in the maximum over the scales before 1938;
- the percentage of increase in the minimum scales;
- the scales of pay of the Sub-Registrars before the revision and after the revision;
- the percentage of increase on the basic pay; and
- the reason why the L.T. Assistants and deputy Inspectors have been discriminated against in the matter of the revision of their salary, especially in the face of the ~~great disparity~~ between the minimum qualifications required of the sub-registrars and those expected of L.T. Assistants and Deputy Inspectors?



Governor's Secretariat.

1,002-18-9-46.

U. O. Note No. 350.C/47-1

dated the 6.2.47

Subject :- M.L.A. Question No. 546 asked by K.M. Selti.

Sahib Achodur

Scales of pay of the L.T. Assistants & Dy. Inspectors in the Education Dept. before revision, before the year 1938 the present revised scales etc

E.P.H.

Department may be requested to circulate to His

Excellency the file containing the draft answer to the above question, before the answer is despatched.

(Sd) J.S. Brown
Forwarded by order 5.2.47

S. S. Anand
Superintendent

E.P.H. Department u.o.

Mr. K.M. Seethi Sahib Bahadur, M.L.A.

Edn. and P.H. Dept.

Will the Hon'ble Minister for

Education be pleased to state:

- (a) The scales of pay of the L.T., Assts. and Dy. Inspectors in the Edn. Dept. just before revision?
- (b) Their scales of pay before the year 1938;
- (c) The present revised scales:

d) & (f): The percentage of increase in the maximum over the scales before 1939;

(f) The percentage of increase in Basic pay;

e) The scales of pay of the Sub-Registrars before the revision and after the revision;

g) The reason why the L.T. Assts. and Dy. Inspectors have been discriminated against in the matter of the revision of their salary especially in the face of the difference between the minimum qualifications required of the sub-

Draft Answer

The information asked for is to be found in G.O. 78/77 dated 6-1-47.

(a) Rs. 140-15/2-200 - 1st Grade; 20% of the cadre.
Rs. 70-10/2-130 - 2nd Grade; 80% of the cadre.

(b) Same as (a) ~~in 1938~~.

(c) Rs. 160-5-200-10-240 } I grade: 33 1/2%
plus Rs. 5 for craft trg } p.c. of cadre
Rs. 80-5-120-10-170: } II grade: 66 2/3%
plus Rs. 5 for craft } p.c. of cadre
training.

(d) & (f) It is not clear what exactly the Hon. Member means by 'percentage of increase in the maximum' and 'percentage of increase in the basic pay'. It is also not clear why he desired a comparison of the 'maximum of the scale' in one case and the 'basic pay' in the other. ²⁶ ~~It is presumed that~~ he wants to know the difference between the average of the new scale of pay and the average of the old scale of pay. ~~in this case~~ the answer to clause (d) is: 19.77% I Grade
31.8% II Grade

and the answer to clause (f) is:
5.7% - I Grade
34.2% - II Grade

(e) Before the revision:
Rs. 140-10/2-180: I Grade: 20% of the cadre.

Rs. 60-7 1/2/2-90-10/2-130: II Grade: 80% of the cadre.

~~After the revision~~
Rs. 160-5-200 - I Grade: 33 1/2% of the cadre.
Rs. 80-5-120 - II Grade: 66 2/3% of the cadre.

(g) The Salaries Committee thought that the Sub-registrar in the early stages of his career had rather heavier responsibilities than a ~~junior~~ junior L.T. Asst. or Dy. Inspector. Financial responsibility in particular was a consideration.

18/3/47

11/4/47

6
: 2:
istrars and those inspected of
Assistants and Deputy Ins-
tots.

Edn P.H. v.o.

No. 9839-A3/47 Edn.

10.3-47

To, The Secretary, Madras Legislative
(Assembly Section)-3
copy to Mr. Public (Education) Dep't.

8/2/47 - 1 dep

by
ap

491 Legislative Assembly Question No. 546*

by
Mr. K.M. Seethi Sahib Bahadur, M.L.A.,

Will the Hon'ble Minister for Education be pleased to state:

- (a) the scales of pay of the L.T. Assistants and Deputy Inspectors in the Education Department just before revision?
- (b) Their scales of pay before the year 1938;
- (c) the present revised scales;
- (d) the percentage of increase in the maximum over the scales before 1939;
- (e) the scales of pay of the Sub-Registrars before the revision and after the revision;
- (f) the percentage of increase in Basic Pay;
- (g) the reason why the L.T. Assistants and Deputy Inspectors have been discriminated against in the matter of the revision of their salary especially in the face of the difference between the qualifications required of the sub-registrars and those inspected of L.T. Assistants and Deputy Inspectors?

Education and Pub. Health Department.

(ANSWER)

(a) The information asked for is to be found in G.O. No. 78 Finance dated 6-2-1947.

Rs. 140-15/2-200 - 1st Grade; 20% of the cadre.
Rs. 70-10/2-130 - 2nd Grade; 80% of the cadre.

(b) Same as (a)

(c) Rs. 160-5-200-10-240 plus
Rs. 5 for craft training: I grade: 33 1/3 per cent
of the cadre
Rs. 80-5-120-170 plus
Rs. 5 for craft training: II grade: 66 2/3 per cent
of the cadre.

(d) & (f): It is not clear what exactly the Hon'ble Member means by 'percentage of increase in the ~~maxim~~ maximum' and 'percentage of increase in the basic pay'. It is also not clear why he desires a comparison of the 'maximum of the scale' in one case and the 'basic pay' in the other. If he wants to know the difference between the average of the new scale of pay and the average of the ~~xx~~ old scale of pay. The answer to clause (d) is:

19.77% - I Grade
31.8% - II Grade.

and the answer to clause (f) is:
5.7% - I Grade
34.2% - II Grade.

(e) Before the revision:

Rs. 140-10/2-180: I Grade: 20% of the cadre.
Rs. 60-7 1/2-90-10/2-130: II Grade: 80% of the cadre.

After revision:

Rs. 160-5-200: I Grade: 20% of the cadre.
Rs. 100-5-150: II Grade: 80% of the cadre.

(g) The Cabinet Salaries Committee thought that a Sub-registrar in the early stages of his career had rather heavier responsibilities than a Junior L.T. Assistant or Dy. Inspector. Financial responsibility in particular was a consideration.

for Secretary to Government.

8
11/11/47

With the Minister for Education on 11/11/47
(a) The names of the 100 candidates in the
in the examination held in the year 1946.
(b) The names of the 100 candidates in the
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The above answer has been approved by Hon.
Bashyam, Minister for Education.

To
The Secretary, Madras Legislature (Assembly Section)
(3 copies)
Copy to the Public (Elections) Department.
1.

Edn. and P.H.u.o.
No. 9839-A3/47 Edn
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nav/19.3.
gpr.

SECRETARIAT OF THE MADRAS LEGISLATURE,
Fort St. George
Chennai, dated the 1. 2. 1947.



9839

QUESTION No. 546 for the ^{next} meeting of the Legislative Assembly to be held on the 193 .

Two copies of this question are forwarded to the Σ and P. H. Department.

The question has been admitted.

for 12



To

The Σ and P. H. Department.

W 965/47-47L.

3-2-47

Edn. and P.H. Dept.(A).

and
Clauses (a) to (c) // (e):

The scales of pay of L.T.Assts. and Dy.Insps. of Schools, as compared with those of Sub-Registrars, that have been in force from time to time since 1921, are as shown below:

	L.T.Assts. and Dy.Insps. of Schools.	Sub-Registrars.
1921 scales.	150-10-250 I Grade: 25% of the cadre. 75-5-100-10-150 II Grade: 75% "	I Grade: 200-10-250 - 5% of the cadre. II Grade: 160-5-200 Higher Gr. 15% of the cadre. 65-5-150 Lower Gr. 80% of the cadre.
Scales just before the revision. These are the scales in force before 1938.	* 140-15/2-200 I Gr. 20% of cadre. (av: 177.3) * 70-10/130 II Gr. 75% " (av: 104.7) *(Combined av: 119.2)	*140-10/2-180 I Gr. 20% of cadre. (av: 164.9) *60-7 1/2-90+10/2-130 II Gr. 80% of cadre. (av: 97.3) *(Combined ave: 110.8)
Scales now decided.	160-5-200-10-240 plus I Gr.: 33 1/3% of cadre. Rs. 5 for craft trg. (av: 212.1) 80-5-120-10-170 plus II Gr. 66 2/3% of cadre. Rs. 5 for craft trg. (av: 137) (Combined av: 162)	160-5-200 I Grade 20% of cadre (av: 174.25) 100-5-150 II Gr. 80% of cadre. (av: 130.55) (Combined av: 139.3)

2. Clauses (d) and (f): It is not clear what exactly the Hon. means by 'percentage of increase in the maximum' and 'percentage of on the basic pay'. It is not also known why he desires the comparison maximum of the scale in one case and the ~~max~~ basic pay in the other.

ently, he ~~max~~ wants to know the difference between the average of new ~~old~~ scale of pay and the average of the old scale of pay. In this light,

~~the~~ the answer to clause (d) will be Rs. 34.8 - I Grade, 33.7 - II Gr. 32.8 - Combined. and to clause (f) Rs. 9.35 - I Grade, 8.25 - II Gr. 7.5 - Combined. percentages on the basis of "X" above is: (d) 20-19% and (f) 14-19% 31-11% 67-11%.

3. Clause (g): The qualfn. for Dy.Insprs. & School Assts.

and Sub-Registrars are given below:

L.T.Assts. & Dy.Insprs.: B.A. or B.Sc. and L.T., B.T. or B.Ed.

Sub-Registrars: B.A. or B.Sc. If Scheduled Caste candidate: Minm.Genl.Edl.Qualfn.

Except the addn. of a teaching degree, School Assts. & Dy.Insprs. possess the same qualfn. is as reqd. of Sub-Registrars. It will be seen from the statement on p.1 ante that the maxima of the revised scales of pay for both the I and II Grades of Dy.Insprs. & School Assts. are higher than those of the ^{revised} scales of Sub-Registrars of the corresponding grades. The former are also paid, in addn., Rs.5 for craft training, unlike Sub-Registrars. Moreover, the ratio as between II and I Grade Dy.Insprs. & School Assts. is 2 : 1, whereas, in the case of Sub-Registrars, it is 4 : 1; this means, quicker promotion in the former's cadre. School Assts. & Dy.Insprs. ~~have~~ can therefore be said to have been in these respects, treated better than Sub-Registrars. The only 'discrimination' that can, however, be noticed is that the minimum of the II Grade in their case was raised from Rs.70 (old scale) to Rs.80 - whereas that of that Grade of Sub-Registrars from Rs.60 to Rs.100. The exact reason for this is not known. Probably, "X" above also reigned with the Cabinet Salaries Committee.

4. The file may be sent to Finance ^{and Rev} for remarks before circn. to

M.(Edn.) and H.E. Answers will be suggested on return of the file from ^{the Dept.} Fin.

12/2/47 S
13/2/47
Rev.
8804 H. U.O.
NO 9839-A/47.
13.2.47.

The Can may be paid on to Rev after personal. slight amendments in pencil have been indicated above showing the correct percentages



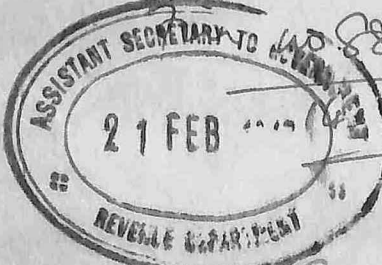
of increase in the revised scales of pay of L.T. Assist and Dy. Inspectors, and Sub-Registrars over the scales force before 1-1-47.

see cl. (g) of A.O. 546 The considerations on which the revised scales fixed are extracted below:-

"Having decided in favour of a salary-revision, the Committee had next to consider what form it should take i.e. on what factors it should be based and what it would be sufficient merely to apply graded percentage increases to suit the anticipated stable level of pay at about 60 to 80% of the pre-war level, as the 1944 Salaries Committee had recommended. In considering this question, the Committee reckoned that, though the cost of living was one of the important factors governing the fixation of salaries, it was not, by any means the sole one. The Committee considered that such factors as the duties and responsibilities attached to a post, the qualifications prescribed for it, the age and method of recruitment to it and the prospects of promotion in it also merited consideration and finally that the entire subject depended largely on the question of finance and the funds available for the payment of salaries. On a general examination of the existing scales with these facts in mind, the Committee found that, even if the question of cost of living were, for the moment, to be left out of consideration, several of the existing scales were unsuitable from various points of view, mainly because piece-meal revision of salaries made in the past by the Govt. on individual requests of certain assertive Heads of Departments, had resulted in a good many anomalies and inequalities. The Committee therefore decided that the application of graded percentage increases would only result in the perpetuation of these anomalies and inequalities and that each salary-scale should be revised on a de-novo examination of all the factors governing salary-fixation. In considering the cost of living factor, the Committee took cognisance of the family-budgets of a few typical classes of employees, while it also dealt with the question of living-wage and market-value."

There was no discrimination between the two classes of service.

Briefly, the Committee thought that a Sub-Registrar in the early stages of his career had rather heavier responsibilities than a ^{junior} ~~senior~~ L.T. Asst. or Dy. Inspector. Financial responsibility in particular is a consideration.



Rev. C. 8756 May be sent to Revenue Dept as marked on page 2 sub. 8804 W.O. NO. 9839-A/47. 20.2.47. 17/2/47 Rev. 21/2/47

9239-A
11/3/47

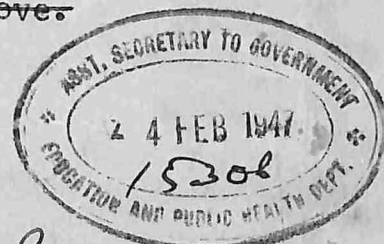
14

A.S.

Please see the L.A. Question at p 1 C.F. and the notes from p 1 ante.

2. The qualifications referred to at 'A' on p 2 ante apply only to Reserve-Sub Registrars who are appointed by direct recruitment - Vide Rule 5 of the Madras Registration Subordinate Service Rules at p 249 of Madras Services Manual Vol III. The revised scale of pay of a Reserve Sub Registrar is Rs.50 on appointment and Rs.60 on completion of ^{departmental tests} probation. (The old scale was Rs.30 on appointment and Rs.35/- on completion of Departmental tests.) Appointment of Sub Registrars, grade II is made by promotion from Reserve Sub Registrars, or by recruitment by transfer of clerks of the Registration Department, the qualifications prescribed for whom is the minimum general educational qualification. ~~This Department may agree with the Finance Deputy Secretary's view at 'X' on 3 above.~~

3. The file may be ^{returned to} passed on to E & P.H.



Edn and P.H. Dept

A draft answer is subd. May be circulated

H. cu (Law) and H.E.

10/3/47

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HE agrees

J.B. Brink 17347 GP



Scale of pay of L.T. Assistants, Deputy Inspectors and Sub-Registrars.

* 491 Q.—K. M. SEETHI SAHIB BAHADUR: Will the Hon. the Minister for Education be pleased to state—

(a) the scales of pay of the L.T. Assistants and Deputy Inspectors in the Education Department just before revision;

(b) their scales of pay before the year 1938;

(c) the present revised scales;

(d) the percentage of increase in the maximum over the scales before 1939;

(e) the scales of pay of the Sub-Registrars before the revision and after the revision;

(f) the percentage of increase in basic pay; and

(g) the reason why the L.T. Assistants and Deputy Inspectors have been discriminated against in the matter of the revision of their salary especially in the face of the difference between the minimum qualifications required of the Sub-Registrars and those expected of L.T. Assistants and Deputy Inspectors?

THE HON. SRI T. S. AVINASHILINGAM CHETTIYAR:—

"(a) The information asked for is to be found in G.O. No. 78, Finance, dated 6th February 1947—

Rs. 140—15/2—200—First Grade; 20 per cent of the cadre. Rs. 70—10/2—130—Second Grade; 80 per cent of the cadre.

"(b) Same as (a).

"(c) Rs. 160—5—200—10—240 plus Rs. 5 for craft training—First Grade; 33-1/3 per cent of the cadre.

Rs. 80—5—120—10—170 plus Rs. 5 craft training—Second Grade; 66-2/3 per cent of the cadre.

"(d) & (f) It is not clear what exactly the hon. Member means by 'percentage of increase in the maximum' and 'percentage of increase in the basic pay'. It is also not clear why he desires a comparison of the 'maximum of the scale' in one case and the 'basic pay' in the other, if he wants to know the difference between the average of the new scale of pay and the average of the old scale of pay. The answer to clause (d) is—

19.77 per cent—I Grade

31.8 per cent—II Grade.

The answer to clause (f) is—

5.7 per cent—I Grade.

34.2 per cent—II Grade.

"(e) Before the revision—

Rs. 140—10/2—180—I Grade—20 per cent of the cadre.

Rs. 60—7 1/2—90—10—2—130—II Grade—80 per cent of the cadre.

After revision—

Rs. 160—5—200—I Grade—20 per cent of the cadre.

Rs. 100—5—150—II Grade—80 per cent of the cadre.

"(g) The Cabinet Salaries Committee thought that a Sub-Registrar in the early stages of his career had rather heavier responsibilities than a Junior L.T. Assistant or Deputy Inspector. Financial responsibility in particular was a consideration.

31st March 1947]

"The printed answer has already been circulated, Sir. It is laid on the table of the House."

N. MUHAMMAD ANWAR SAHIB BAHADUR:—"Does the Hon. Minister seriously think that the responsibilities of a Deputy Inspector of Schools are not quite so heavy as those of Registrars?"

THE HON. SRI T. S. AVINASHILINGAM CHETTIYAR:—"It is difficult for me, Sir, to judge the responsibilities, but the reason that actuated the Cabinet Salaries Committee in the matter is given in clause (g)."

BEGUM SULTAN MIR AMIRUDDIN:—"May I ask what is the reason that the pay of L.T. Assistants has been fixed lower than that of upper division clerks in the Secretariat despite the fact that the former have to put in an additional year of training?"

THE HON. SRI T. S. AVINASHILINGAM CHETTIYAR:—"This question has been answered previously many times. I do not think I can add anything more to what I have already said."

BEGUM SULTAN MIR AMIRUDDIN:—"This question has never been asked and has never been answered. I ask why the pay of an L.T. Assistant has been fixed lower than that of an upper division clerk in the Secretariat despite the fact that the L.T. Assistant has to put in an additional year of training and why the salary of an L.T. Assistant has been increased only by 14 per cent whereas that of an upper division clerk has been increased by 46 per cent?"

THE HON. SRI T. S. AVINASHILINGAM CHETTIYAR:—"The hon. Member may put a separate question."

ABDUL HAMEED KHAN SAHIB BAHADUR:—"May I know, Sir, whether the Hon. Minister for Education does not think it his duty to see that the staff in his portfolio got better justice done at least in comparison with those staff that are under other Ministers?"

THE HON. SRI T. S. AVINASHILINGAM CHETTIYAR:—"I have taken it as my duty, and I have done what all I can. If there is anything that has not been done, it is in spite of my best efforts."

ABDUL HAMEED KHAN SAHIB BAHADUR:—"May I know, Sir, whether he is satisfied and contented, and therefore he will stop from putting in more effort in this matter?"

THE HON. SRI T. S. AVINASHILINGAM CHETTIYAR:—"Personally, Sir, I cannot say that I am satisfied. But I hope, God willing, we will be able to do something. I may add that the Government of India has promised a grant for education. When that grant fructifies, that will be utilized for this purpose."

N. MUHAMMAD ANWAR SAHIB BAHADUR:—"May I request the Hon. Minister to closely examine and compare the

[31st March 1947]

two scales of pay, that is the old and the revised scales of pay, and see whether actually the revised scale of pay is not detrimental, at some stage, to the present employees?"

THE HON. SRI T. S. AVINASHILINGAM CHETTIYAR:—"It is not, Sir."

Two papers may be recorded.

Go. ~~1161~~ Edn. 1161 Date 6-6-47
Recorded.

6/6/47
5/6/47