

Sub.
13/18/17
FP H (1947) Department.

my SERIES.

G.O. NO.

1318 Edm

Dated

23/6/47

[Despatch Abstract.]

Government Colleges - Staff - Transfer in middle of a year -
Necessity to restrict to minimum - Instructions issued.

Back Papers.

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

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
	108						
	8248						
	2360						
	169						

G.O. No. 1054 Edu.
20-4-51

G.O. No. 281
27.12
40 16/3/54

40 974
12/7/54

E. & G. H. (A)

② T.R. by post

From: The Secy. to Govt., E. & G. H. Dept.
TO: The D.G.I.

very urgently
Please send information as made to the no. of transfers of staff in Govt. Colleges during the course of the academic year, in the last three years, with a brief indication of the reasons therefor. Please also say whether any principles are observed or specific instructions exist in the matter. If so, a copy of these instructions may be sent.

C.O. C. [See sent]
11.10.54

10.10

10.x.46

11/10/46

(4) 4.0.4.3

Pl. to go

T.M.

27
14/11

From: The Secy, E. G. H.
To: The D. G. I. ✓

15/11

Ref: - My T.M. of 11.10.46 re: transfers
of staff in Govt. Colleges.

[Signature]
15/11

Pl. ~~expedite~~ reply to ~~me~~ my

T.M. of 11.10.46 on the subject at an early date.

11.11.46
11.11.46

[Signature]
11/11/46

[Signature]
13/11/46

70093

TELEPHONE MESSAGE (BY POST)

③

Office of Secretary to Government
Director of Public Instruction
Madras, dated 14-11-1946
7 NOV 1946

From The Director of Public Instruction, Madras.
To The Secretary to Government,
Education and Public Health Department.

REF: Your T.M. by post dated 11-10-46 re: transfers of
staff in the Government Colleges during the past
three academic years.

Information as to the number of transfers in the
Gazetted staff of the Government Colleges for men during the
past 3 years academic years is given below:-

Academic year	No. of transfers.
1943-1944	45
1944-1945	46
1945-1946	62

The reasons for the transfers are mainly due to the officers
applying for leave for short periods and to the impossibility
of leaving the posts unfilled during the period. Retirements,
promotions, Direct Recruitments also result in a large number
of transfers. A few transfers were ordered for reasons of
administrative convenience, such as suitability of a particular
officer for a particular college or post, language and for dis-
ciplinary reasons.

2. There are no specific instructions in regard
to transfers of staff in Govt. Educational institutions. The
principle that as far as possible, transfers during the
middle of the academic year should be avoided without
detriment

3 11/27/46

: 2 :

29/4

detriment to the interests of the institution concerned is being followed. Despite this the conditions in the Educational Department are peculiar in that, that subject-requirements and language requirements on the one hand and the necessity to observe the provisions of the Service Rules on the other hand prevent the reduction in the number of transfers in the colleges. Moreover, as the staff in the colleges belong to the vacation department, they do not usually proceed on long leave and ~~so~~ so the chain of transfers ~~is~~ as to be repeated every time an officer proceeds on leave or returns from leave.

3. Particulars in regard to the Women's Branch and the Madras Educational Subordinate Services will be submitted separately.

for Director of Public Instruction.

27/11/46

RVR 16/11/- V.E.

16/11

From: Secy. E.P.H.
To: D.O. IV

T.N.

E.P.H. (A)

d/- 14.11.46

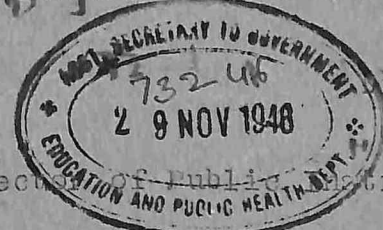
Ref: - Your T.M. by post re: transfers of staff in Govt. colleges.

Please furnish urgently particulars relating to

to the Women's Branch (M.E.S.) and M.T.E.S.)

26/11/46

TELEPHONE MESSAGE (BY POST)



Office of the
Director of Public Instruction,
Madras, Dated 27--11--1946.

From

The Director of Public Instruction, MADRAS.

To

The Secretary to Government,
Education and Public Health Department.

REF: Your T.M. by post dated 11-10-46 re: transfers of staff in the Government colleges during the past three academic years.

Information as to the number of transfers in the Gazetted and non-gazetted staff of the Government colleges for women during the past three academic years is furnished below:-

Academic years	Gazetted	Non-gazetted
1943-44	-	1
1944-45	4	3
1945-46	2	9

The reasons for the transfers were already explained in my T.M. dated 14-11-1946.

for Director of Public Instruction

RVR 28/11/- 28/11

18
11/12 12/12
E D H (A)

T.M. by post

From: Secy., E D H.
To: S.P.I.

Ref: - Yr. T.M. by post dt- 27.11.46 re:
transfers of staff in Govt. Colleges.

urgently
Please send the particulars re:

transfers of staff in the N.E.S.S. (Main
Branch) in the Govt. Colleges.

8.2.46
8/12/46

8/12/46

POST COPY OF TELEPHONIC MESSAGE. . . DATED...19-12-46.

From

The Director of Public Instruction, Madras.

To

The Secretary to Government,
Education and Public Health Department.

78777
Ref:- Your T.M. dated 10-12-46 regarding transfers of staff in Govt. Colleges.

Information as to the number of transfers in the Non-Gezatted staff of the Government Colleges for men during the past three academic years is furnished below:

Academic Year.	No. of transfers.
1943-44	48
1944-45	67
1945-46	72

The reasons for the transfers were already explained in my Telephonic Message dated 14-11-46.

for Director of Public Instruction.

pkc.19/12

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1/20/11 3/1/11

⑥ 8

Memo No. 75093 A-1, dt. 29.1.47 Edu and P.H. Dept A.

Transfer of staff in Govt. Colleges.

Ref. Telephone messages from the D.P.S.
of 14.11.46, 27.11.46 and 19.12.46.

1/26/46

The Govt. consider that the number of transfers of staff made in Govt. colleges during 1945-46 viz 145, was ^{really} considerably large. The D.P.S. is requested to see that in future such transfers in the middle of an academic year are restricted to the minimum. Further there are distinct advantages in retaining members of the teaching staff in one and the same institution for a good length of time as this will enable them to build ^{up} traditions as well as make plans and execute them.

To the D.P.S. ✓ 27/11

1/25/11/47

1/28/11/47

1/29/11/47

Transfer of staff in Govt. colleges during the course of the year

(Ed.) wishes it to be examined whether any special instructions to be issued to the D.P.I. are necessary in connection with the transfer of staff during the academic year. It is for the consideration of the D.P.I. as to whether any special instructions should be issued to the D.P.I. in connection with the transfer of staff during the academic year. The D.P.I. is requested to consider the matter and report to the Government.

The no. of transfers of staff made in Govt. colleges in the last 3 years, as reported by the D.P.I., is as follows:-

Academic year.	Men.		Women.	
	Gazetted staff.	Non-gazetted staff.	Gazetted staff.	Non-gazetted staff.
1943-44	45	48	-	1
1944-45	46	67	4	8
1945-46	62	72	2	9

The reasons for the transfers are briefly indicated on p.2 C.F.

The Dir. reports that the principle that, as far as possible, transfers during the middle of the academic year should be avoided without detriment to the interests of the institution concerned, is being followed.

In view of this and of the peculiar conditions governing service in the M.D., described at p.3 C.F., it does not seem that any instruction by Govt. need be issued in the matter.

It may in this connection, be mentioned that recently the Dir. recommended the refusal of leave prep. to retirement applied for by a Lecturer and his re-employment up to the end of the academic year - for the reason, among others, that a series of transfers might be avoided. The Govt. accepted the recommendation, and future cases may be dealt with likewise, if transfers can be avoided by re-employing the officers for short periods.

*Sri M. M. Mulki
Palghat College

P.S.
8.1.47

AM
10/1/47

M (Ed.)

P.T.O.

Extracts from a Memorandum sent by the ¹⁹ ~~Madras Univ.~~, to Govt., with his letter no. A.450-31.1.67
Government Colleges: (10) 2207

To prevent frequent transfers and a chain of consequential postings in the middle of the academic year, it is necessary -

(i) to retain a teacher due to retire during the year till the end of the academic year, or at least one term to enable arrangements to be made;

(ii) to take note of all such retirements at the beginning of the year and make the necessary postings to take effect from the due date.

2. In cases of vacancies arising suddenly on account of illness or other cause, a leave reserve should be available. This leave should consist of two or three members in each branch of study. They should be working as supernumeraries in the Presidency College preferably, or in a big Government College and should be available for posting at very short notice. They can be kept in the list of reserves for a period two ~~year~~ or three years and absorbed as vacancies arise. In some cases, the reserve may be in the shape of Tutors and Demonstrators, who should be in a position to take the place temporarily of a permanent member of the staff who may have to be transferred at short notice for a more responsible post in a mofussil college.

There are thus to be two methods of providing in emergency vacancies in the different Government colleges - (1) By posting a reserve officer straight-way to such emergency vacancy; (2) By utilising the reserve officer to carry on the duties in the College itself and thus relieving one of the permanent members of the College to be posted for an emergency vacancy. Which of the methods is more suitable will depend upon the nature of the vacancy and the type of work that is expected.

Where a vacancy arises and a member of the service is eligible for promotion, he should be promoted but seconded for the rest of the academic year to carry on his duties in the existing place, provided other arrangements can be made to perform the duties expected of the post. In such cases, an allowance should be given to the person who is temporarily put in charge which allowance will be continued till the other person takes over charge.

(11) (Mr. S. S. Reddy) 15
Extracts from the D.O. letter of the D.P.I. to the Secretary,
Education and P.H. Department, dy - 11. 8-57

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3. As regards the question of transfers, every attempt is being made to minimise these transfers. Though I do not deny that transfers do take place in the middle of the year, I feel that there is considerable exaggeration both as regards their number as well as the amount of dislocation they cause. When all colleges are working according to a common syllabus, it is not at all difficult for a new lecturer to take up where his predecessor has left. In addition to other measures I propose to fill up short vacancies in the cadre of Asst. Lecturers by the promotion of tutors and demonstrators. As these do very little teaching work this procedure will not lead to any dislocation. In the case of Lecturers, however, I do not support the suggestion that "an officer should be promoted but seconded for the rest of the academic year to carry on his duties in the existing place". I consider that it is most undesirable to give a higher scale of pay while the incumbent is actually continuing to discharge the duties attached to a post in the lower scale.

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X at p. 14 ante

X

K

(12)

Extracts from the D.O. letter No. 3944 A.2. of the Education
and P.H. Department dated 1-9-48, to the D.O. (Dr. Sawoor)

dy. 1.9.47 from Secy/6

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dy. 3.2.47xx

p. 4 ante

2. In his Memorandum a copy of which was sent with my D.O.
dated 6-3-47 the Vice-Chancellor of the Madras University,
threw in a suggestion to prevent frequent transfers in Govt.
colleges in the middle of an academic year, that all retire-
ments that will occur in the course of a year may be taken
note of in advance and that necessary appointments and postings
to take effect from the due dates may be made, at the beginning
of the year. I am to request you to say whether this sugges-
tion cannot be acted upon in the coming years.

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Extract from Dr. Savon's
Copy of D.O. No. 7865 of the D.P.I. to the Secretary, E.&P.H. Dept. 13 17

1, 4, 6, 41 - 61. 47

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p. 4 ante

2. I support the suggestion of the Vice-Chancellor regarding retirements that will occur in the course of a year. Government should be prepared not only to extend the service of an individual to the end of the academic year where he attains the age of superannuation in the middle of the year but in cases where an individual attains it a month or two after the reopening of a college to permit him to retire at the commencement of the academic year after paying him full compensation.

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

D.O. No. 24039-
A-1 dated 27.2.48

(14)

Dear Mr. Reddy,

Transfers of staff in Govt. colleges in
middle of an academic year.

Ref:- Para 3 of
your D.O. dated 11-8-47.

I am to request you to adopt, from

next year on ward, the suggestion of the V.C. of the Madras
Unty. that all retirements in the collegiate section that will
occur in the course of a year may be taken into account in
advance and that ney. appts. and postings, to take effect
from the due dates, may be made at the beginning of the year
itself. The Govt. do not propose to pursue the suggestion
made by Dr. Savor in the second sentence of para 2 of
his D.O. No. 7865-C1/46, d/- 6-10-47.

to the DPI (by name).

Yrs. sincerely,

W. J. S. S.

19.3.48

22/3/48

of notes from
Extracts ~~from~~ file (39441/46) relating to improvements
to be effected in the Presy. College and other Govt. Colleges.

From the V.C., Madras Unty, D.O. No.A.450, dated 3-1-47/3-2-47. (15)

Avoidance of frequent transfers and the creation of
a leave reserve of officers.

(P.3 C.F. may be perused.) The Govt. recently sanctd.
the re-employment, for a short period, of a Lecturer of the
Palghat college due to retire about a month before the close
of the academic year and thus avoided a series of transfers.
Such a course may be adopted in suitable cases, in future.
Directions have also been issued that the transfers of staff
in colleges in the middle of an academic year should be
restricted to the minimum. The suggestion to take note,
at the beginning of a year, of retirements that ~~they~~ may take
place in the course of the year and to make the necy. postings
in advance, to take effect from the due dates, may be put to
the D.P.I. for remarks whether it is feasible of adoption.

** A draft is subd.

M.V.S., 17-2-47.

K.B(ashyam), 6-3-47.

(Issued as D.O.No. 39441-A-12, d/- 9-3-47.)

From the D.P.I., D.O.No.7865-C1/46, d/- 6-10-47.

"B" above: The V.C.'s suggestions for a voiding
frequent transfers and filling emergency vacancies are at
pp.1-2 and 4 C.F. and the Dir.'s comments thereon are on
pp.3, 5 and 7 C.F. The Dir. may be asked to adopt from
next year onward the V.C.'s suggestion - "B" - and send
proposals to Govt.

The question of re-employing for short periods
officers due to attain superannuation just a few months
before the closing of their colleges, so as to time their
retirements with the closing of the colleges, is being taken
up in suitable cases. The other proposal of Dr. Savor - to
permit officers, due to attain superannuation a month or two
after the re-opening of colleges, to retire earlier after
paying them compensation - need not, it seems, be pursued now,
in the face of the view at X on p.5 C.F.; further, if "B" is
adopted, the consequential changes in the postings of

MVS. (

M.V.S. (

will not be much.

M.V.S., 26-11-47.

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A draft D.O. is subd. For orders as to circn.

to H.M.(Edn.).

RM
22/3/48 S / M
23/3/48

H. (Circn)

Colp
24/3

ISA
29.3.48

