3
8.1.49

Supdt.

43.

Scott. II-27—58,004—27-10-47.

Education and P.H. (1947) Department.

65282/68

Ms. SERIES.

G.O. NO. 2035 Edn.

Dated 19.9.47

[Despatch Abstract.]

Schools – Local bodies – Grant of advance increments to teachers in the revised scale – Orders – passed.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
G.O	175	Edn.	10/5/47				

Further Papers.

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

Government of Madras
Abstract.

Subject: SCHOOLS - Local bodies- Grant of advance increments to teachers in revised scales - ORDERS PASSED.

-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-x-

Education and Public Health Department

G.O.MS. NO. 2035 EDUCATION DATED THE 19TH SEPTEMBER '47.

ORDER.

In G.Os. No. 975 Education dated 10-5-1947 and No. 1154 Edn. dated 5-6-1947, the Government sanctioned the introduction of revised scales of pay for teachers in elementary schools under local bodies as from 1-1-1947. It was ordered that the pay of each of the existing incumbents should be fixed in the revised scale at the stage next above the aggregate of his pay in the existing scale of pay and his temporary additional pay or personal pay, if any, whether such aggregate represents a stage in the revised scale or not. If such aggregate is less than the minimum of the revised scale, his pay should be fixed at such minimum. These orders have not benefitted appreciably ~~by~~ teachers who have put in long service under local bodies.

2. Government have now re-considered the question whether teachers in the service of District Boards and Municipal Councils should not also be given weightage for their service in the scales existing prior to 1-1-1947 as in the case of Government servants, and have decided that weightage should be given to district board and Municipal employees in respect of such service. Orders regarding weightage in respect of employees paid from general funds have been issued, in G.O.No. 1422 L.A. dated 19-8-47 in the case of certain local bodies.

3. In partial modification of the orders in para 1 of G.O.No. 975 Edn. dated 10-5-47 the Government direct that the initial pay of teachers employed in elementary schools under the district boards ~~specified in the Appendix~~ and municipal councils specified in the Appendix shall be re-fixed in the revised scales in accordance with the following provisions, namely:-

(a) His pay shall be fixed in the revised scale at the stage next above the aggregate of his pay in the existing scale and his temporary additional pay, if any, whether such aggregate represents a stage in the revised scale or not;

(b) if such aggregate is less than the minimum of the revised scale, his pay shall be fixed at such minimum;

(c) After his pay is fixed under clause (a) or clause (b) as the case may be, he shall be granted advance increments in the revised scale as specified below:-

(i) for a service of 4 years and more but less than 8 years in the existing scale -- ONE ADVANCE INCREMENT

(ii) For a service of 8 years and more but less than 12 years in the existing scale, -- TWO ADVANCE INCREMENTS.

(iii) For a service of 12 years and more but less than 16 years in the existing scale --- THREE ADVANCE INCREMENTS.

(iv) For a service of 16 years and more in the existing scale --

FOUR ADVANCE INCREMENTS.

(d) where an employee is granted any advance increment or increments under clause (c), only service from the date on which such advance increment or increments are given, shall count for further increments in the revised scale.

(e) An employee not eligible for any advance increment under clause (c)

P.T.O.

shall be allowed to count service in the existing scale of pay for increments in the revised scales of pay up to a maximum of one year.

(f) If the aggregate of his pay in the existing scale and his temporary additional pay is higher than the maximum of the revised scale, his pay shall be fixed at such maximum and he shall draw the excess as personal pay.

(g) Except in cases falling under clause (f) the pay fixed for an employee in the revised scale shall in no case exceed what would have been admissible /he/ had been in service in the revised scale from the beginning of his service.

(h) An employee whose pay in the existing scale of pay is affected adversely on account of the operation of clause (g) by his electing to enter the revised scale, shall have his pay fixed with reference to Fundamental Rule 22 and service rendered at the present stage of pay in the existing scale which has not been counted for increment shall count for increment in the revised scale upto a maximum of one year.

NOTE: 'Service in the existing scale of pay' in relation to any post, means service in such post up to and inclusive of the 31st December 1946, exclusive of (1) temporary appointment or promotion and (ii) service which has not been, or may not be, counted for increments in any scale of pay applicable to the post at the time.

4. The additional expenditure involved on account of the grant of advance increments should be met entirely from the elementary education fund of the local body concerned, No subsidy will be paid by Government to local bodies towards the deficit which may be caused by the grant of advance increments to teachers.

(BY ORDER OF HIS EXCELLENCY THE GOVERNOR)

M.V. SUBRAMANIAN,
Secretary to Government.

To the Special Officers of District Boards concerned.
" " " of Municipalities concerned.
" " Inspector of Municipal Councils and Local Boards.
" " Director of Public Instruction.
" " Local Administration Department
" " Director of Information and Publicity.

--

True copy - Forwarded - By order

RPS.19/9/

SUPERINTENDENT.

APPENDIX.

MUNICIPALITIES.

1. Hindipur
2. Gudiyattam
3. Tirupattur
4. Vaniyambadi
5. Vellore
6. Dharapuram
7. Chittoor
8. Tirupati
10. Coimbatore
11. Erode
12. Rajahmundry
13. Ellore
14. Guntur
15. Tenali
16. Mangalore
17. Bezwada.
18. Masulipatam
19. Gudivada
20. Kurnool
21. Dindigul
22. Madura
23. Palni
24. Calicut
25. Cannanore
26. Coonoor
27. Ootacamund
28. Rajapalayam
29. Karaikudi
30. ~~Karaikudi~~ Sivakasi
31. Devakottai
32. Srivilliputtur
33. Virudhunagar
34. Salem.
35. Mayavaram
36. Tirunelveli
37. Tuticorin
38. Karur
39. Trichinopoly
40. Vizagapatam
41. Palghat
42. Tanjore
43. Pollachi
44. Trivarur
45. Anakapalle
46. Vizianagaram
47. Udipi
48. Udamalpet
49. Conjeevaram
50. Cochin
51. Palamcottah.

DISTRICT BOARDS.

1. North Arcot
2. South Arcot
3. Bellary
4. Chingleput
5. Coimbatore
6. East Godavari
7. West Godavari
8. Guntur
9. Kistna
10. Madura
11. Ramnad
12. Salem
13. Tanjore
14. Tinnevelly
15. Trichinopoly
16. Vizagapatam.

S.no. (1)	Name of municipality or Dt. Bd. (2)	Extra cost involved in the grant of advance increments to Ele. Education Staff (3) Rs.	
	Municipalities		
1.	Hindupur	1,776	
2.	Gudiyattam	1,194	
3.	Tiruppattur	1,188	
4.	Vaniyambadi	684	
5.	Vellore	3,750	
6.	Dharapuram	—	Infn. not recd
7.	Chittoor	1,068	
8.	Tirupati	—	
9.	Coimbatore	60	
10.	Erode	2,368	
11	Tiruppur	—	do
12.	Rajahmundry	5,100	
13.	Ellore	2,250	
14.	Guntur	—	
15.	Tenali	800	
16.	Mangalore	3,200	
17.	Bezwada	—	
18.	Masulipatam	2,238	
19.	Gudivada	—	do
20.	Kurnool	163	
21.	Dindigul	2,970	
22.	Madura	13,152	
23.	Palni	756	
24.	Calicut	—	do
25.	Cannanore	86 ~~387~~	
26.	Coonoor	756	
27.	Ootacamund	600	
28.	Rajapalayam	252	
29.	Karaikudi	774	
30.	Sivakasi	222	
31.	Devakottai	588	
32.	Srivilliputtur	588	
33.	Virudhunagar	1,450	
34.	Salem	7,470	
35,	Mayavaram	990	
36.	Tirunelveli	2,400	
37.	Tuticorin	—	
38	Karur	1,600	

S. No. (1)	Name of municipality or Dt. Bd. (2)	Extra cost involved in the grant of advance increments to Ely. Edn. Staff (3) Rs.
39.	Trichinopoly	2,088
40.	Vizagapatam	2,700
41.	Palghat	2,598
42.	Tanjore	2,200
43.	Pollachi	1,392
44.	Anakapalle	57
45.	Conjeevaram	—
46.	Vizianagram	—
47.	Tiruvarur	564
48.	Udamalpet	714
49.	Udipi	636.
	Cuddalore	1758
	Chidambaram	1350
	[illegible]	750
	The Nilgiris	3510
	Dt. Bds	
	Nellore	✗
1.	North Arcot	22,200
2.	South Arcot	44,184
3.	Bellary	10,130
4.	~~Chingleput~~	✗
5.	~~Coimbatore~~	✗
6.	East Godavari	55,200
7.	~~West Godavari~~	✗
	Guntur	792
	Kistna	49,968
	Madura	816
	~~Ramnad~~	✗
	~~Salem~~	✗
	Tanjore	360
	Tinnevelly	25,104
	Trichinopoly	36,840
	Vizagapatam	15,000
	Anantapur	20658
(?)	Chittoor	✗
	Cuddapah	17580
	South Kanara	45000.
	Kurnool	20208
	Malabar	

[illegible]	786
Mannargudi	594
[illegible]	666
~~Madura~~	~~1315~~
Cumbakonam	4248
Dindigul	252
Hospet	840
Adoni	1704
[illegible]	900
Calicut	1134
Walajapet	3660
[illegible]	2411
[illegible]	1116
[illegible]	Nil
[illegible]	602
Chicacole	432
Tellicherry	1800
Villupuram	1113
[illegible]	324
Negapatam	2106
Nandyal	590
Bellary	4264
Srirangam	Nil
[illegible]	3200

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

Subject: SCHOOLS - Local bodies - Grant of advance increments to teachers in revised scales - Orders passed.

ORDER/MS. NO. 2035 DATED 19-9-1949.

(P)

In G.Os. No. 975 Education dated 10-5-1947 and No. 1154 Edn. dated 5-6-47, the Government ~~have~~ sanctioned the introduction of revised scales of pay for teachers in elementary ~~and secondary~~ schools under local bodies as from 1-1-47. It was ordered that the pay of each of the existing incumbents should be fixed in the revised scale at the stage next above the aggregate of his pay in the existing scale of pay and his temporary additional pay or personal pay, if any, whether such aggregate represents a stage in the revised scale or not. If such aggregate is less than the minimum of the revised scale, his pay ~~shall~~/ should be fixed at such minimum. These orders have not ~~given more benefit to~~ benefited appreciably teachers who have put in long service under local bodies.

2. Government have now re-considered the question whether teachers ~~of~~ in the service of district boards and Municipal Councils should not also be given weightage for their service in the ~~old~~ existing scales prior to 1-1-47 as in the case of Government servants, and have decided that weightage should be given to district board and Municipal employees in respect of ~~their~~ such services ~~prior to 1-1-47~~. Orders regarding weightage in respect of employees paid from general funds have been issued in G.O. 1422 L.A. of 19.8.47, in the case of certain local bodies.

(A)

(P) 3. In partial modification of the orders in para 1 of G.O.No. 975 Edn. dated 10-5-47 the Govt. direct that the initial pay of teachers employed in elementary schools under the district boards and municipal councils specified in the appendix shall be re-fixed in the revised scales in accordance with the following provisions, namely:-

(a) His pay shall be fixed in the revised scale at the stage next above the aggregate of his pay in the existing scale and his temporary additional pay, if any, whether such aggregate represents a stage in the revised scale or not,

(b) If such aggregate is less than the minimum of the revised scale, his pay shall be fixed at such minimum.

(c) After his pay is fixed under clause (a) or clause (b) as the case may be, he shall be granted ~~advance increments~~ advance increments in the

21950

B2

6 ~~C~~ C1

8 JUN

28 JUN 1947

15 JUL

23 JUN 1947

THE MAYAVARAM MUNICIPAL ELEMENTARY SCHOOL TEACHERS' UNION
MAYAVARAM:

Resolutions passed at the General Body Meeting held on 9-6-47.

Resolutions:

1. The Mayavaram Municipal Teachers' Union expresses its gratitude to the Government and particularly to the Hon'ble Minister for Education for having granted the request of the Union to add Rs.5/- set apart for craft-training in the basic pay.

2. The Mayavaram Municipal Teachers' Union submits that though the revised scales has conferred some benefit on the new entrants, it does not bestow any benefit on those who have put in long service as for an example a person who has put in his best portion of life for -- 24 years to the cause of education gets no increment - whereas his brothers who start life with no great commitments get an increase of Rs.10/- and Rs.15/- respectively (Higher & Secondary Grade) The Mayavaram Municipal Teachers' Union requests the Government to reconsider the case of people who have put in long service over 16 years the maximum fixed for increment and grant them atleast the increase that their brothers who start life get.

3. The Union resolves that a memorandum should be submitted detailing the grievances yet to be redressed regarding the cases of those with long service and authorise the Chairman to meet the Minister for Education and Local Administration Department soon and represent in person.

President.

22178

Sec (L.A)
Please examine the ~~Rep~~ & put up notes
18/6.

LAD

EJ P.H.a.o.

24/6/47

24/6/47

LA 21950/47
24/6/47

Ed&P.H. Dept. (B2)

P.1

Resolutions passed by the Mayavaram Municipal Elementary school teachers union at a meeting held on 9-6-47, reg. teachers demands.

As regards Resolution 2, the question whether any advance increments should be given to employees of local bodies in respect of the~~ir~~ service already put in by them before the revised scales were introduced as in the case of governments servants has been raised and the matter is under consideration in the L.A. Dept. No action is required in respect of Resolution 3. This may be sent to L.A. Dept. for noting on the stage of that file and submitting the case to H.M.(L.A.) with reference to ~~the~~ his note ~~of H.M (L.A) minuted in the current file~~ on page 1 ante

16/7/47.

16.7.47

16/7/47 LA

Ed&P.H. W.O. No. 52678-B2/47-1
17-7-47.

17 [illegible] 47
25102

L.A. Dept

~~This Deptt is considering the question of~~ permitting such of the Dt. Bds and Ml. cls. as can afford the extra expenditure ~~to gra~~ ~~[illegible]~~ to grant advance increments in the revised scales of ~~pay to their staff~~. All Commissioners of municipalities and S.O's of Dt. Bds have ~~[illegible]~~ been asked to report the cost involved in the grant of advance increments to their staff, ~~under each account~~. This Deptt is concerned with the grant of advance increments to the staff other than Elementary Education Staff. On receipt of the replies from all Commissioners ~~and~~ of municipalities and S.O's of Dt. Bds a statement ~~a list~~ of the cost involved in the grant of advance increments ~~to the Ele. Edu. Staff will be prepared~~ ~~[illegible]~~ ~~and sent to the E&P.H. Deptt.~~ ~~The E&P.H. Dept will have to issue orders on the grant~~

Vide Memo at (M)

4

will then consider whether ~~of~~ advance increments may be sanctioned to the Ele Edn. Staff under Ml. cls and Dt. Bds having regard to the state of ~~after examining~~ the Ele Edn. Accts of the Dt. Bds and Ml. cls concerned

With these remarks the file may be returned to the ~~E~~ E & PH Dept with the request that they may add their remarks if any and circulate the case to H.M (L.A.)

Sr
26.7.47

Ed
26/7/47

26.7.47

~~Secy~~

28.7.47

Asst. Secretary to Government
29 JUL 1947
61394
Education and Public Health Dept.

E. & P. H.

~~E & H.A. Dept~~

Ⓧ Further action in regard to the grant of increment for past service in the case of teachers will be taken on receipt of the particulars from L.A. No action is now called for.

The file may be circulated.

LA U.O. 25102-1-G
28.7.47

Ⓧ file circulated

27.7.47

30/7/47 S

31/7/47

H.M. (Cw.) ✓

H.M. (L.A.)

2/8

I understand that certain representations have been made by Sri N.M. R. Subbaraman, M.L.A. and the South Indian Teachers Union with regard to weightage of services ~~and~~ and other matters relating to teachers which concern teachers employed in Local Boards. I believe the L.A. Dept. is considering the matter separately. That file may be put up.

TSA
8 8 47

Secretary, E. & P. H.
8 - AUG 1947
Government of Madras

The ~~file~~ LA Dept. ~~may be requested to fair up the connected file for reference~~

file has once been recd in this Dept & passed on to Fin

As the file is treated as special urgent it may not be available for reference immediately. This may be over till 20.8.47 when LA may be ~~seen~~ consulted

9.8.47

11.8.47

11/8/47

5

The LA Dept. may be requested to fair up the ~~file~~ ~~on~~ G.O. re grant of advance increments to employees of local bodies for refce.

21/8/47

21/8/47 LA

E & P.H. U.O. 52644 /47-2
~~21.7.47~~

Local Administration Dept.
30235
23 AUG 1947
Secretariat, Madras

L.A. Dept

A copy of G.O. No. 1422 LA dt 19.8.47 sanctioning advance increments to the employees of Dt. Bds & Ml. cls is put up at Ⓨ. The file may be returned to E & P H U.O.

27/8/47

Sr
26/8/47

Ed
26/8/47

26/8/47

E & P.H

LA U.O. 30235-1-G
27.8.47

Asst. Secretary to Government
68931
28 AUG 1947
Education and Public Health Dept.

E & P. H. (B2)

The representations referred to H.M's note on page 4 ante are put up at Ⓛ + Ⓕ. General instructions have been issued in L.A. department regarding the grant of advance increments to employees of local bodies other than teachers. A copy of G.O. is put up at Ⓨ. In the case of teachers the question of advance increments has been raised separately and the file is in circulation Ⓧ to H.M (Edn), H.M (L.A.) and H.M (Fin). The file may be recirculated.

Ⓧ file now with H.M. (LA)

5/9/47

5/9/47

9/9/47 S

H.M. (Edn)

10/9/47

H.M. (Cw.)

H.M. (L.A.)

21/10/9

It is unfortunate that orders are issued giving weightage to all other employees except teachers. This creats discontent among teachers and a feeling that teachers are not properly treated. I don't want this sort of feeling to grow. It would have been happier if the weightage to teachers are also given along with other employees. In another file, I have noted that in Dt. Boards and Municipalities in which weightage has been given to other employees, it must be given to teachers also immediately. I am already receiving so many representations in this matter. In other Municipalities and Dt. Boards also, in view of the fact that the teachers' salary is ~~so~~ too low, weightage may be ordered to be given.

TSA
12-9-47

I need not be repeatedly questioned, that the present financial position of the Local Bodies do not permit the enhancement of the amenities or salaries unless either the Govt. directly come to their aid or some sources of revenue are entrusted to them to augment their finances.

13/9

SECRETARY, EDN. AND P.H. DEPT.
13 SEP 1947
GOVERNMENT OF MADRAS

The file may be re-circulated to HM (Edn) for perusal of HM's (LA) minutes above.

13-9-47

S 13/9/47 Hy. (Cn.)

TSA
15-9-47

9

L.A. Deptt.

Subject: Estt. – Munpties and Dt. Bds. – Grant of advance increments in the revised scales of pay to the Elementary Edn. staff.

(G) In memo no. 21332-1G dated 27/6/47, information was called for from all Munpties and Dt. Bds. in regard to the amount of extra annual cost involved under various heads of account, if advance increments in the revised scales of pay are allowed to the employees as specified in the said memo. So far revised scales of pay have been given effect to in

(I) A | the cases of 49 municipalities and 16 Dt. Bds. and the question of grant of advance increments will have to be considered only in these cases. Action is being taken separately for sanctioning advance increment ~~for~~ to all the employees of the local bodies referred to at A above, excepting the Elementary Education staff.

As regards Elementary Education staff, a statement showing the extra cost involved in the grant of advance increments in the case of local bodies referred to at A above has been prepared from the replies received so far, and is put up at (I). Estt. H may be requested to take necessary action for allowing advance increments to the Elmy. Edn. staff and to issue orders well in advance of the Independence Day (15-8-47).

ASST. SECRETARY TO GOVERNMENT
9-AUG 1947
65247
EDUCATION AND PUBLIC HEALTH DEPT.

28827-1G
9.8.47

9/8/47. 8/8/47

9.8.47 Secy

9.8.47

E. & P.H.

2

E & P.H. Dept.(B2)

The L.A.Department propose to issue orders regarding the grant of advance increments to employees(other than ele. school teachers) of ~~such~~ those local bodies ~~as~~ for which they have sanctioned the revised scales of pay. So far as teachers in elementary schools are concerned, the Government have directed all local bodies to introduce the revised scales of pay fixed by them as from 1.1.47. The extra expenditure (Rs.86 lakhs)* on account of ~~included in~~ the revision should, according to the decision of the Government, be met by the local bodies from their own funds. In connection with examination of ~~the~~ the Elementary Education fund budgets of Dt.Bds. the Government have ordered an increase in the rate of education tax ~~so as~~ to enable the Dt.Boards to meet a portion of the extra cost of revision of pay. Proposals have been ~~called~~ called for from special officers for meeting the remaining cost of revision of salaries. With regard to Municipal councils the question of enhancement of rate of education tax (wherever necessary) is under consideration.

*ultimate cost

2. The L.A.department have obtained from local bodies figures of the extra cost resulting from the grant of advance increments to teachers in the revised scales of pay. Figures have been received only in respect of some Dt.Boards and Municipal Councils. Out of 24 District Boards, reports have been received from 16; of these, the figures of cost reported by three of them, ~~in~~ viz Guntur, Tanjore and Madura, seem to be incorrect.(These Dt.Boards employ more than 1000 teachers and the extra cost reported for a year is less than Rs.1000) As regards Municipal Councils, reports have been received from 75 out of 83 Ml.Cls.

3. On the basis of figures now furnished the extra® cost on account of "weightage" for all Dt.Boards and Municipal Councils will be about Rs.8.40* lakhs. The question for consideration is whether the Local bodies should be directed to grant advance increments for teachers on the lines of the orders to be issued in L.A. It is well-known that the Elementary Education fund of most Dt.Bds ~~are~~ is working at a deficit on account of the grant of D.A. to teachers. {In the case of municipal Councils, however, the position will be much better.} The question as to how these Dt.Boards

® 14 months from 1.1.47

* Rs. 7 lakhs for Dt.Boards
1.40 for Ml.Cls.
8.40

J

10

should be enabled to find funds to meet the cost of ~~revised~~ revision of scales of pay, is yet to be considered. If they are asked to grant advance increments also, the liability will increase. It may not at the same time be fair to make a discrimination between one class of employees and another under the same local body in the matter of "weightage".

A

4. The file may be circulated to H.M.(Edn.) and H.M(L.A.) for orders. Finance may perhaps see before circulation. That deptt may be requested to treat the case as specially urgent

11.8.47

11/8/47 S

48503 CA
12 AUG 1947

4: PM.
[illegible]
12/8/47

B

'A' above. This is important. We may issue orders giving weightage in respect of teachers on the same lines as L.A. are doing in respect of other employees. In the case of teachers the orders should have effect from 1.1.47; [illegible] have been worked out on [illegible] basis.

11/8/47

E&P.H. U.O. 6521/47 B2/47-1
11.8.47.

Finance (Exp A)

Please see the note of E&P.H. on pages 2-3 above.

In the case of ~~general~~ employees (paid from the general funds) of local bodies, dealt with in L.A., ~~[illegible]~~ while agreeing to give "weightage" to service in the existing scales of pay, L.A. proposed to make it clear in the orders to be issued that no grant will be paid if any deficit

C

is caused by the payment of advance increments. Finance agreed with L.A. subject to C above. In the present case also E. & P.H. may be requested to make it clear to all the local bodies that they should make their own arrangements to meet the extra cost on account of the grant of advance increments to the Elementary Education staff on the scales laid down for Govt. servants; ~~and~~ that ~~the~~ Govt will not bear anything towards this ~~charge~~ expense. Subject to the above remark, the proposal of E & P.H. at B on page 3 above may be agreed to in Finance.

A.

As the acceptance of the proposal will constitute a departure from the existing policy, E & P.H. may be requested to circulate the case to H.M. Finance also.

~~Asst A~~ 12.8.(?)

Aes 13.8.47.

E & P.H. may make use of A above

G.S. 13.8.47

D.S.

Thro' Salaries

13.8.47

I remarked in another file that Fin would agree, subject to above considerations, if LA would assure us that this proposal would not lead to the Dt Boards relying on increased grants or assistance from Govt in other schemes towards which the Dt Boards are usually expected to contribute.

13/8 Jnt EPH

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

Fin. no. No.
48503 EA-1
13-8-47

E. & P.H.(B2) 11

With reference to A on page 4 ante., it is submitted that local bodies, particularly District Boards, have no surplus in the Elementary Education Fund account for meeting the extra expenditure involved in the grant of advance increments. As already noted the funds close with a nil balance or with a deficit. The main items of receipts under the Elementary Education Fund accounts are :-

(1) Education tax

(2) Government subsidy.

(3) Contribution from General accounts.

(1) above.

The rate of Education Tax has recently been raised in all the cases of all District Boards to enable them to meet a portion of the cost of revision of salaries. Further enhancement of tax requires the sanction of the Government. Proposals have been called for from Special Officers.

(2) above:

This is a fixed figure not liable to variation.

(3) above:

The contribution due for 47-48 has been settled in consultation with L.A. That Department may perhaps be again consulted in cases of necessity.

Thus local bodies, especially District Boards, cannot meet additional expenditure involved from the Elementary Education Fund. It does not also seem possible to reduce expenditure unless schools are closed. The additional expenditure on the grant of advance increments will lead to a deficit in the Ele. Education Fund accounts.

2. The unsatisfactory position of the Elementary Education Fund is due to the fact that local bodies have to incur a large expenditure on the grant of D.A. to teachers at Government rates. Though Government have undertaken to pay a subsidy equal to the cost of the allowance, the subsidy for each year is determined with reference to the deficit that may arise in the Elementary Education Fund account in each year. Thus the subsidy paid is less than the maximum admissible. In some cases no subsidy is paid at all. The subsidy is not paid in certain cases and reduced in others ~~cases~~ because local bodies have been permitted to utilise the arrear toll compensation grants towards the deficit. If the maximum subsidy

subsidy admissible for D.A. is paid to District Boards it will be possible for them to introduce the revised scale of pay and grant advance increments without a deficit in Elementary Education fund accounts.

3. The file may be circulated to H.M.(Education), H.M.(L.A.) and H.M.(Finance) for ~~approval of~~ orders on the proposal at 'B' on page 3 ante subject to the remarks at 'A' on page 4 ante.

SS

14/8/47

S

14/8

H.M. (Edn.)

H.M. (L.A.)

H.M. (Fin.)

We do not propose to alter the existing arrangements in this regard. Each Dt. Bd. will have to work out for itself whether it can meet the extra cost of having 2.

Our instructions as 'B' at p: 3 may then be subject to 'A' at p:4; orders may be issued accordingly.

14/8

This is for giving weightage for services among the employees of Local Boards including teachers. It is essential and just claim that has been made by the Local Board employees. This works much hardship and heart burning that one, who has served for about 10 years, gets about the same thing which a novice of yesterday gets to-day because of the increase in the basic salaries. To meet the same situation we gave weightage for employees of Government service. It is but just that the same thing should be given to the Local Board employees also.

It is true that the finances of the Local Boards are not very good. We must allow them to raise the education cess to meet these necessities also. Orders may be issued correspondingly to meet the cost of ~~[illegible]~~ the weightage also.

A

TSA
15.8.47

EDN. AND P. H. DEPT.
26 AUG 1947
GOVERNMENT OF MADRAS

The representation of the teachers deserves sympathetic consideration. Advance increments may be ~~[illegible]~~ allowed from the Education fund.

14/8

Can't we restrict the weightage to two increments in view of the addl cost? In Govt service, it is 4 increments. To be examined. 22-8

EDN. AND P. H. DEPT.
AUG 1947
GOVERNMENT OF MADRAS

E & P.H.
B2

Attention is solicited to the orders at (A) wherein local bodies have been permitted to grant advance increments to employees other than teachers. In these cases, a maximum ~~number~~ of four increments, has been allowed. It may not be fair to restrict the numbers of advance increments to two in the case of teachers alone. It appears that if advance increments are to be given to teachers a maximum ~~number authorized.~~ of four increments should be allowed.

2. With reference to H.M's(Edn) note at 'A' on page 6 ante it is submitted that to meet the additional expenditure on revision of salaries and advance increments, the rate of education tax may have to be raised to 50% over the present rates in many cases. As already noted on page 5 ante the rate of education tax has been raised up to the conventional maximum in all districts except Tanjore.

T

The file may be circulated.

(The present rates of education tax ~~may~~ vary from 14 to 18 pies. In the case of Tanjore the rate is 10 pies and this is sufficient for the District.)

SS

26/8/47

S

'T': We will have to go beyond this when an enhancement of salaries not by the local bodies; we have called for proposals accordingly from them. We can now direct that the proposals should cover the ~~present~~ orders that will now issue about 'weightage' also. We can then examine the case for enhancement of tax for each local body separately. It is not feasible to pass any general orders as to enhancement of tax now. Meanwhile orders as to 'weightage' may now be issued in the light of 'A' at p:4 ante.

27/8

All seem to be agreed that weightage must be given to the services of employees in the local boards. The questions that have arisen are two, (1) the extent of the weightage and (2) who shall pay for the weightage. As far as the extent of weightage

H.M. (Edn.)

H.M. (L.A.)

H.M. (Fin.)

in the same manner as was given is concerned, I am of the opinion that it must be given to the Government employees, i.e., four increments, one for every four years. As far as the second item is concerned, [illegible], in view of our poor financial resources, it is not possible for Government to bear it. The local boards must be asked to levy further taxation to meet this expenditure. In fact, many local boards told us that they are prepared to tax further to pay this weightage to teachers. As suggested by the Secretary, E. & P.H., the position of each local board may be examined and they may be asked to increase the taxes according to their circumstances.

TSA
22-8-47

H.M. (L.A.)
HM (Fin)

L.A. Sec.
please examine the whole matter after your remarks
31/8

It may be emphasised that the Local Bodies should find funds for this extra expenditure by increased taxation if necessary or by any other means. No single Local Body should be allowed to give effect to the weightage without the previous sanction of the Govt.
5/9.

A.

HM (Fin)

Better H.Ms (Edn) and L.A. and I discuss the matter and decide how best to give effect to it.
B.G.A.
5-9

SECRETARY TO GOVERNMENT
8 SEP 1947

SECRETARY, EDN. AND P.H. DEPT.
6 - SEP 1947
GOVERNMENT OF MADRAS

[illegible] be examined. B.G.A. 22-8

B2

The file may be re-circulated to HM (Edn) and HM (~~[illegible]~~ L.A.) w.r.t. to the minute of HM (Fin) on page 8 ante.

5/9/47 S
6/9/47

H.M. (Fin.)
H.M. (L.A.)

I have had a talk with the Secretary of the L.A. Department in this matter. He tells me that orders have been passed that in the case of 51 Municipalities and 16 District Boards, revised scales of pay along with weightage to service should be given to their servants except teachers. It will be an invidious distinction if teachers alone are singled out for not giving weightage. I have received representations from teachers in this matter and we must immediately issue orders that such weightage as given to others must be given to teachers also in those Municipalities and District Boards in which they have been ordered to be given. As far as the other Municipalities and District Boards are concerned, having in view the poor revision the teachers received, I will press upon H.Ms. L.A. and Finance to order giving of weightage to the teachers in these Municipalities and District Boards also.

A

TSA
12-9-47

Ⓐ should not cost Govt anything.
If H.M. (L.A.) agrees, H.M. (Edn)'s suggestion may be given effect.
B.G.A.
12.9

HM (Fin)

HM (L.A.)

I cannot agree with HM (Edn) considering the present financial position of the Local Bodies unless the Govt comes to their aid liberally.
13/9

SECRETARY, EDN. AND P.H. DEPT.
13 SEP 1947
GOVERNMENT OF MADRAS

The file may be re-circulated to HM (Edn) for perusal of the minutes overleaf.

13-9-47

S 13/9/47

HM (Edn.)

O.S. 14
13/9

Presumably, the remarks of H.M. (L.A.) refer to A on page 9 ante which refers to weightage being given to teachers in Municipalities and District Boards where such weightage is not allowedto other local board employees. But it stands to justice and reason that in the 16 District Boards and 51 Municipalities in which weightage has been allowed to other local board employees, it may also be allowed to teachers who are employed in those bodies. H.M. (L.A.) may see.

TSA
15-9-47

I have no objection to the proposals of HM (Lore) and agree to them

15/9.

15 SEP 1947

A draft order is subd. for appl.

It may be noted that only teachers under certain local bodies will be eligible for advance increment while the revised scales apply to teachers under all local bodies. In the case of other employees even they have not been given the benefit of the revised scales & the question of advance increment does not arise in their case.

2. The draft below refers only to elementary school teachers. As regards teachers in secondary schools the question of advance increment involves the payment of a subsidy from Govt. funds as grants to secondary schools are determined with refce. to the provisions of the

---

B2

the grant-in-aid code. Further action in the matter has been taken separately.

L.A may see before issue.

15.9.47

15-9-47

A.S III 15.9.47 | S 15/9/47 LA

LA.

14

65-47
B2
15.9.47

L.A. Dept

[Previous note of this Dept at p 1 ante]

The E&PH Dept have decided to grant advance increments to the elementary schools teachers under the employ of the 51 ml. cls and 16 dt. bds where the other employees have been granted advance increments in G.O. No. 1422 LA of 19.8.47.

(A)

The draft order below may be perused and the file returned to E&PH ~~un~~ ~~Finance~~ also may see the draft before issue.

This Deptt may suggest that Finance also may see the draft before issue.

16/9

B2
16.9.47

16/9/47

16/9/47

16.9.47

Secy

16.9.47

E.&P.H.
(B2)

The file may be sent to Finance as suggested by L-A.

16-9-47

S 16/9/47

LA No. 34270-1 G
16.9.47

18 SEP 1947

Finance (Exp A)

(Previous Finance note on pp3-4 above)

The orders in circulation on pages 9-10 above may be perused.

The draft order may be accepted.

E&P. H. U.O. 65247 B2/47-2
16.9.47.

55581
EA

S.A
17.9.47

17.9.47

17.9.47

17 SEP 1947

17.9.47

O.S.

SPM.
16.9.47

Thro' Salaries

17.9.47

Fin U.O. 55581 EA-1
17.9.47

Exp A

E&PH

Issue by 17/9/47