

EDUCATION & PUBLIC HEALTH

(1947) Department.

MS.

SERIES.

G.O. NO.

2109 Education.

Dated

October
1st September, 1947.

[Despatch Abstract.]

Subject: Establishment - Pay of Pandits Government Collected Excess
Payment due to revision of scale - Recovery - Waived.

Back Papers.

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

Further Papers.

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

MEMORANDUM presented on behalf of the Pandits and Munshis employed in Government Colleges.

To
The Hon'ble The Minister for Education,
Fort St. George,
M A D R A S.

Sir,

The Pandits and Munshis have been praying all along for placing them on a par with teachers of other subjects in the matter of pay and status. This demand for mere justice has not been complied with by a popular Government which has announced the raising of the status of Regional languages as one of its important policies.

G.O.No.78(Finance) dated 6-2-47 has divided Pandits and Munshis employed in Colleges into three grades as follows:-

Grade (1) Those possessing the same qualification as that prescribed for Lecturers and Assistant Lecturers i.e. First or Second class M.A. or B.A.(Hons.)

Pay Rs.120 to 240 plus Rs.5 for L.Ts.

Grade (2) Those possessing (a degree in the language plus L.T. or) an Oriental title plus S.S.L.C. plus Pandit's or Secondary Training - Pay Rs.80 to 170/-.

Grade (3) Such of the present incumbents not possessing either of these qualifications Rs.100 - 5 - 140/-.

Grade (3) was further adversely revised by G.O.587^(Finance) dated 4-8-47 as Rs.70 - 5 - ¹³⁰120/-.. This G.O. is given retrospective effect from 1st January 1947. Does this mean that Pandits and Munshis who have been receiving salaries in the scale of Rs.100-5-140 will be now asked to refund the excess amounts drawn by them? The Pandits protest against this act which makes service conditions unstable and hence miserable. They feel that when the minimum salary for teachers of other subjects is Rs.120/-, there was no justifiable reason to fix the language teachers!

* added in the latest G.O. 587 (Finance) dated 4.8.47

salary alone at Rs.100/-. A further adverse revision of this poor scale, and giving the G.O. retrospective effect on the top of that, would be a tragedy too deep for tears. If the Government thought that they had committed a mistake in fixing the scale of the so-called unqualified Pandits at Rs.100-5-140 it was open to them to revise it immediately. It is now 8 months since the G.O.No.78 Finance d/- 6-2-47 came. To ask the poorly paid Pandits and Munshis to refund Rs.200/- to 300/- at this stage is indeed the "most unkindest ^{cut} ~~act~~ of all".

While G.O.No.78 Finance dated 6-2-47 raised the salaries of all the other services under the Government of Madras, the Pandits have been the solitary sufferers. A mere Oriental title holder was eligible to the grade 80-10/2-100 and a house allowance of Rs.15/- before 1st January 1947. As a result of the revision he gets 70--120 ^{result of the} and a house allowance of Rs.7/-. The ultimate/revision is to reduce the starting emoluments from Rs.95/- (Rs.80 plus 15) to Rs.77 (Rs.70 plus 7). Is there any other Government servant whose salary has been thus reduced on account of the revision? Why should the Pandit alone be marked out for such step-motherly treatment? G.O. No.78 (Finance) does not require existing incumbents of any other department to obtain fresh qualifications to make them eligible for the revised scales of pay. The case of Pandits and Munshis is the only unfortunate exception.

Again in no other branch of the Education Department is pay fixed according to the qualifications of the incumbents. Pay is fixed for the post and not for the person. This fundamental principle has been violated only in the case of Pandits and Munshis.

We beg to point out the following anomalies which may be removed:

1. S.S.L.C plus Vidwan plus Secondary Training is considered equivalent to a degree in the language along with L.T.
2. The S..S.L.C. and the Oriental title have nothing in common and would be an odd combination. If the Government's intention is that the Pandits should be in touch with modern branches of knowledge some qualification like the certificate of proficiency in Oriental learning which is in tune with Oriental learning may be prescribed.
3. Pandits who are over 45 years of age are refused admission to Pandit's training while without that training they are not eligible for promotion to Grade (2)
4. The tutor who is appointed to assist the Pandit in correcting exercises gets the grade 80--5--120--10--140, while the Pandit who actually handles classes gets 70--5--120. / 30.

The recent revision has helped only a few persons possessing First or Second class M.A. or B.A.(Hons.) degree most of whom are comparatively new comers to the department. The G.O. has helped them to go up treading on the heads of their teachers and grand-teachers who are either Third class M.As. or Oriental title holders with long and unblemished service to their credit. That a raw M.A. or B.A.(Hons.) with a First or Second class is regarded as better qualified than a Third class M.A. or an Oriental title holder who has been teaching the college classes for many years, does not sound to reason. Is experience of no avail?

The University has wisely prescribed that a Third class M.A. with 7 years experience may be made the Head of the Department, while it prescribes 4 years experience as essential for a First or Second class M.A. before he is made the Head of the Department. The University allows an Oriental title holder to handle all subjects coming under the language syllabus except translation. As such there is no reason why the existing incumbents who are Third class M.As. or

Oriental title holders should not be promoted as Lecturers or Assistant Lecturers.

The rules followed by the Government are so rigid that an M.A. (Third class) or an Oriental title holder with even a research degree or some solid work to his credit is not considered qualified for appointment as Assistant Lecturer or Lecturer in the language. This kills all incentive for research and original work.

We pray that all Pandits and Munshis posts in Colleges be abolished forthwith and posts of Lecturers Assistant Lecturers and Tutors be created as in other subjects. The existing incumbents may be absorbed in the cadres of Lecturer, Assistant Lecturer and Tutor taking into consideration their service and only the requirements of the University as far as their qualifications are concerned. This may be done immediately lest new comers who happen to be First or Second class M.As. are appointed to the posts of Lecturers and Assistant Lecturers sanctioned this year.

The rule that one should be a First or Second class M.A. or B.A. (Hons.) in the language for appointment as Lecturer or Assistant Lecturer may be insisted upon only in the case of fresh recruits. The Pandits and Munshis who have sufficient experience in colleges may be exempted from this rule. Such a relaxation of the rule would not be without a parallel. The following instances may be quoted in this connection:-

1. Assistant Lecturers who are only Third Class M.As. are promoted even to-day to the M.E.S. though the qualification prescribed for direct recruitment to the M.E.S. is First or Second Class M.A. The heads of Departments in many colleges including the Presidency College are Third class Masters of Arts. The reason underlying this concession is that an Assistant Lecturer and a Lecturer are doing for all practical purposes the

same kind of work, though their status and pay differ, and so if a person has been found competent as an Asst. Lecturer he may be promoted to the M.E.S. This reasoning will apply equally well or even better to the Pandits and Munshis also. The Pandit or Munshi is, and has been doing the same work as that expected of a Lecturer or an Asst. Lecturer. He is in sole charge of Part II. When the Pandit is called a lecturer or an Asst. Lecturer his work does not change. All that happens as a result of the change in the designation, is that the Pandit sheds his inferiority complex and receives the salary and status which are due to him and which have been so long unjustly denied to him.

2. The promotion of Deputy Inspectors and Schools Assistants with B.A. (Third class) L.T. (Third Class) to the posts of District Educational Officers when the qualification prescribed for direct recruitment is First or Second class B.A. (Hons.) or M.A. with L.T.
3. Several persons in service have been exempted from the L.T.
4. In subjects where qualified hands are difficult to get, persons not possessing the requisite qualifications have been appointed.

We further pray, that the status of language teachers should not vary from language to language and from college to college of the same grade. It is gathered that ten M.E.S. posts have been sanctioned for languages and distributed as follows:-
5 Posts ^{for} Tamil, 3 Posts for Telugu, 1 for Malayalam, 1 for Urdu. We wish to point out that on making these appointments, various anomalies will crop up. Part II languages would be under a Pandit in some of the colleges, under an Assistant Lecturer in a few, and under a Lecturer in the rest. This anomaly may be avoided and a general principle common to all languages and colleges be fixed and posts sanctioned accordingly. The principle employed to fix the number of Lecturers and Assistant Lecturers in other subjects must apply equally well to languages also. For each subject in which a college offers instruction in the B.A., there is a Lecturer. Other members of the staff

who are employed for regular teaching work are in the Assistant Lecturer's grade. Tutors are employed only to correct exercises. The language Department may also be reorganised in these lines.

Madras,
5th Sept. 1947

We beg to remain,
Sir,

Your most obedient servants,

1. S. N. Acharya, Arts College, Rajahmundry
2. K. Ramakrishnan, Malayalam Pandit,
Govt. Muslim College, Madras.
3. P. R. Appa Rao, Tel. Pandit, Govt. Muslim College,
Mount Road, Madras.
4. S. L. Narasimhan, Presidency College,
Madras.
5. Mahboob Pathan, Govt. Muslim College,
Madras.
6. S. D. Ahmed Ali, do
7. K. M. K. Abdul Khader Sahib, do

A. Vaidyanathier, M. L. A.
ADVOCATE.

ஏ. வைத்தியநாதியார், எம். எல். ஏ.,
அட்வோகேட்.

96, Sandaipettai Street,
MADURA.

96, சந்தைப்பேட்டை தெரு,
மதுரை 10-9-1947.

Dear Sri Avanashi,

I find great hardship is being caused to the Oriental title ~~examination~~ ^{certificate} holders who have been in public service for the last 10 or 20 years and also to third class M.As. Most of them are absolutely better qualified in their language and literature than even first and second class M.As. As a result of the recent G.O. it appears, they are all treated as unqualified while in the University they are treated as having full qualification. The recent pay revision has put them down from Rs.100/- starting, to Rs.70/- grade and they have also been asked to refund at the rate of Rs.30/- a month from January 1947.- It means that they are to receive for 9 months more at the rate of Rs.40/- a month. Some of them in fact are paying Rs.40/- house rent out of which even the house allowance now is likely to be reduced to Rs.7/- a month from Rs.15/- a month. Is the above not very hard? Is not a third class M.A. with 4 years service ~~is~~ likely to be as good as a second class M.A. who is newly started? A satisfied and contented service is essential for a ~~work~~ smooth and progressive working of

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- 2 -

every Government. You know Tamil literature too well, for me to presume to remind you about the ¹¹tears of the poor. What can persons do with Rs. 40/- in these hard days - men who in previous months were receiving Rs. 100/- If S.S.L.C. with Secondary grade trained can be regarded under certain conditions to be equal to B.A., L.T., cannot these few Oriental title holders be also regarded as - qualified and not unqualified? And why could not M.A. third class who themselves are examiners for M.A. degree be regarded as sufficiently qualified after 4 or 5 years of service?

You are a follower of the great Sri Ramakrishna - Paramahansa. I hope that a part of the sympathy which generally flows from your heart would also revive and help these poor men and give them new life. What more can I tell you?

Yours sincerely,
SP Arifanath

u9
11/10

Due to revision
of scale

not indub.
vide p. 2 ref

KK
1/10/47
20th D. P. S
u A G (Thiruv)
27/8/47

6

9

Edn and P.H. Dept

Establishment - Pay of Pandits ~~at~~ ⁱⁿ Govt colleges

Excess payment - Recovery - waived

Order (Edn) 2109 d/ 1-10-47
MS

The following revised scales of pay were sanctioned in G.O. No. 78 Fin (Salaries) of 6.2.47:-

(1) Grade I - Rs 120-5-170-
7-240 + Rs 5 for L.Ts.

Qualifications
Same as those prescribed for
Hrs. Professors
and Hrs. Lecturers
S.S.L.C. eligible
plus Oriental
Title and a Pandit's
or Secy. And training

(2) Grade II - Rs 80-5-120-
10-170.

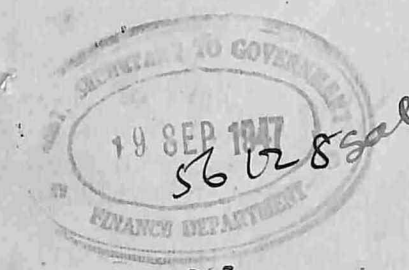
(3) Such of those as do not-
possess the requisite above
qualifications were being placed
on the scale of Rs 100-5-140.

Subsequently it was brought to the notice of Govt that the revised scale for item (3) was higher than that of Pandits with S.S.L.C. and Oriental Title and a Pandit's or Secy. And training employed in High Schools, which was anomalous and that it was enough to adopt a scale of Rs 70-5-130 for this class of Pandits. This was accepted by Govt. and orders were issued accordingly in G.O. No. 589 Fin (Salaries) of 9.8.47 substituting Rs 70-5-130 for Rs 100-5-140 with effect from 1.1.47, the date of introduction of the revised scales of pay. The result was that there was overpayment in the case of the Pandits of this class who had already drawn pay in the scale of Rs 100-140 sanctioned in the earlier G.O. The Govt. direct that the recovery of the overpayments made in such cases be waived.

Wf
27/8/47

m
29.9.47

Sul



72408



E.P.H. No. 72408-A1
19.9.47.

Secy., E. & P.H.

A (7)
below

Please see herewith a representation from the Pandits and Munshis employed in Government Colleges. At 'A' on page 1. of the representation ^{it is stated} that the G.O. is given retrospective effect and that some money is claimed back from them. After all the money we lose will be a few hundreds of rupees. That money need not be collected. Action may be taken on this note.

13A
H-947

H.M. Education

Edin and P.H. Dept

The file may be sent to the Fin Dept for remarks.

1/11/47
16/9/47

17-9-47

Finance

2
Ref: H.M.(Edn.) minute overleaf

Final (sal)

For Pandits in colleges, the following revised

scales were sanctioned in G.O. 78 Fin. dated 6-2-47:-

Qualifications.

(1) Grade I - Rs 120-5-170-
7-240 5 for L.Ts. for Asst. Professors and
Asst. Lecturers.

(2) Grade II - Rs 80-5-120-
10-170 S.S.L.C. eligible plus an
Oriental Title & a Pandit's
or Secondary Grade training.

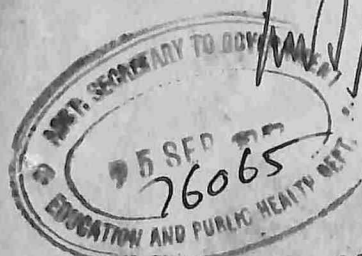
(3) Such of those as do not
possess the required qualifica-
tions will be placed on the
scale Rs 100-5-140.

Such of those as
do not possess the
required qualifica-
tions will be plac-
ed on the scale
Rs 100-5-140.

2 In July 1947, it was brought to the notice of Govt. that the revised scale for item (3) is higher than that of Pandits with S.S.L.C. and Oriental Title and a Pandit's or Secondary Grade training employed in High Schools, which was anomalous and that it was enough to adopt a scale of Rs 70-5-130 for this class of men. This was accepted by Govt. and orders issued were accordingly.-- Cf. G.O. 587 Fin. dated 9-8-47 substituting Rs 70-5-130 for Rs 100-5-140 with effect from 1-1-47, the date

3
of introduction of the revised scales of pay. The result was that there was over-payment in the case of the Pandits of this class who had already drawn pay in the scale of Rs 100-5-140 sanctioned in the earlier G.O.

3 The general principle in the matter of over-payments to Govt. servants is to effect the recovery of excess payments made within a period of one year from the date of detection. In this case, the overpayment is, as explained above, the result of the amending Govt. order in G.O. 587 Fin. dated 4-8-47 for which the Pandits concerned are not in any way responsible. As the men obviously drew pay in the scale of Rs 100-5-140 (until it was amended to 70-5-130) in good faith and were not in any way responsible for the overpayment, it seems only equitable to waive the recovery as suggested in H.M.(Edn.)'s minute on p.1 above. It may be requested to inc. ad. & acc. p.1



Min. No. 56128 Sal. 47-1

23 - 9 - 47.

23.9.47 S.P.H.

Secretary, E. & P. H.

1947
Please see herewith a letter from Sri A. Vaidinatha
Iyer, M.L.A., Madura. I had already sent you a note that
the teachers who had received the increased pay for the few
months may not be asked to pay it back. It was our mistake
and any revised order that we may make cannot have
retrospective effect. It will cause a great deal of hardship.
The amount involved, I think, will be about a few hundreds.
Necessary steps may be taken not to collect the amount.

TSA
22-9-47
H.M. Education.

Edn and P. H. Dept

14 OCT 1947

Please see the note of the Fin Dept
on pp. 2-3 ante. A draft order is subd. Ill (Edn)
may see after issue

28/9/47

1/11/47

29-9-47

W
S
TSA
14-10-47

Re.No.3761 C5/47

Office of the
Director of Public Instruction,
Madras, dated 6-10-47.

From
Dr. S.R.U. Savor, M.A., D.Sc.(Lond), I.E.S.,
Director of Public Instruction, M a d r a s.

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

Sir,

Sub: The Madras Revised Scales of Pay Rules, 1947 - Amendments
issued in G.O.No.587 Finance dated 4-8-47 regarding the
scales of pay of Pandits and Munshis employed in Government
Colleges.

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In G.O. No.587 Finance dated 4-8-47 the scale of pay of Pandits and
Munshis in Government colleges who have not been assigned to either of
the two specified grades has been revised from Rs.100-5-140 to Rs.70-5-130
This amendment coming as it does after the lapse of 7 months since the
application of the scale of Rs.100-5-140 has resulted in the recovery of
~~large~~ amounts of excess of pay drawn by this class of Pandits and Munshis.
Some representations have been received by ~~me~~ me deploring the hardship
caused in the order of such a recovery from them. In the name of fair play,
I would therefore recommend to Government that the excess pay to be recovered
consequent on the amendment issued in the above G.O. may be waived in all
cases. The orders may be given effect to from 4-8-1947 only.

Edn and P.H. Dept

Order already issued in G.O. No. 2189 Edu of 1.10.47. (allay by file) with the Gov.

M
14/10/47

Ramu.7/10.

for Director of Public Instruction.



