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E & P. H.

(194) Department.

MS.

SERIES. (P)

G.O. NO.

2209 Education.

Dated 15th October, 1947.

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[Despatch Abstract.]

Allowance Dearness or war - Staff in aided Educational institutions (other than elementary schools) - Non-payment at Government rates by certain managements of schools - Investigation by the Director of Public Instruction into the financial resources - Ordered.

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 submitted to the Hon'ble The Minister for Education
by The President, Hindu College High School Teachers' Association,
Guntur.

1. Dearness Allowance -

The Teachers were paid a paltry sum of Rs.5, and Rs.6-8-0 till now. Though the Government was gracious enough to grant a special grant towards half the difference between the actual Dearness Allowance and the Government rate for 1945-46, the Management did not pay their share of the Dearness Allowance, even after repeated requests and appeals.

2. Scales of pay -

Year.	Secondary Grade.	L. T's.
1935.	25-2/2-50	50-2-100.
1937.	"	35-2-100
1942	"	45-5/2-100
1945	25-2/1-50	50-6/2- 80-6/2-104

So this table shows that scales have been changed as and when they pleased. Therefore the greater need for enforcing the Revised scales of pay in the Aided Institutions also.

3. Finances -

Fee income -	Rs.1,20,000.
Salaries -	75,000
P.W.D.-	10,000
Miscellaneous -	10,000
Buildings -	15,000

Every year the huge surplus is diverted for the construction of -- Buildings at the expense of the poor starving teacher. Some years back they transferred nearly Rs.10,000 to the College, and it was not retransferred even after many D.O.'s and Memos. by the Department. The District Educational officer in his inspection Reports recommended the adoption of better scales of pay, full Dearness Allowance, as within the competence of the Committee.

They do not like to collect donations because the donor

wants

- 2 -
wants a seat on the Committee. Sri. M. Guravaiah Garu offered to construct and equip the Branch High School in Brodiepet, it was not accepted, for he insisted that his nominee should be on the Committee. So they want to run the school on a monopoly basis.

If the D.E.O., or any other special officer appointed to audit the accounts, it can show clearly that they can afford to pay their staff well. If they cannot afford, we can understand and bear the cross, as we have borne all these years.

M. Ramachandra Rao

PRESIDENT.

Guntur,)
12th February, 1947.) Hindu College High School,
Teachers' Association,
Guntur.

3/ (7)
From
A. Ramakrishnarao, B.A., B.Ed.,
Secretary, Hindu College High School Teachers'
Association, GUNTUR.

To

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 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.

POST COPY OF TELEPHONIC MESSAGE DATED 18--7--1947.

From
The Director of Public Instruction,
Madras.

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

REF: U.O. 12703-B-1/47-4 dated 24--6--1947.

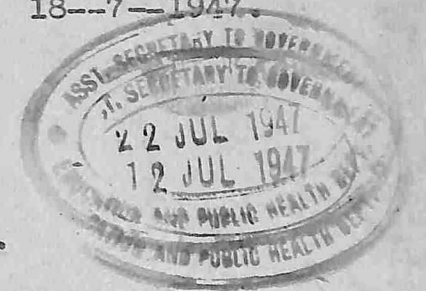
Sub: Scales of pay - Revision - teachers in aided schools
and payment of Dearness allowance.

In line (1) of the above U.O. note reference is made to
para (3) of Director's reply. The number and date of the Director's
letter containing this para (3) is not stated. Kindly therefore
refer me to the number and date of this specific letter.

R. A. S. S. S.
for DIRECTOR OF PUBLIC INSTRUCTION.

Ram. 21/7.

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C.No. 12703-B1/47.

EDUCATION AND PUBLIC HEALTH DEPARTMENT (B1).

ALLOWANCE - Dearness or war - Staff in aided educational institutions (other than elementary schools) - Non-payment at Government rates by certain managements of schools - Investigation by the Director of Public Instruction into the financial resources - Ordered.

From the Director of Public Instruction, No. 386-D1/47

dated the 23rd April 1947.

From the Director of Public Instruction, No. 784-D1/47

dated the 30th September 1947.

ORDER MS.NO. 2209 EDUCATION, dated 15/11/1947.

In G.O.Ms.No.1854 Education, dated the 10th November 1945, the Government directed that the expenditure incurred by managements of educational institutions (other than elementary schools) aided under the Grant-in-Aid Code on payment of dearness or war allowance to members of their staff at rates not exceeding those admissible to Government servants should be treated as approved expenditure and taken into account in assessing the teaching grant payable to them under the provisions of the Code. These orders were given effect from 1--4--1945. It has now been brought to the notice of Government that in spite of the above orders certain managements of ^{aided} educational institutions are not paying dearness allowance or war allowance at Government rates to their members of the teaching staff under their control. In such cases, the ~~Government~~ ^{is empowered} empowers the Director of Public Instruction to carry out necessary investigations into ^{the financial position of the institutions} ~~their~~ finances and to satisfy himself whether their financial resources would permit the payment of the allowance to the teachers at Government rates. If, after such investigation, ^{it is found} ~~the Director is satisfied~~ that the managements can afford to pay the allowance at Government rates, the Director ^{should direct the management} ~~is requested to advise the~~ accordingly. Concerned to pay dearness allowance at Govt rates in future. The issue of mechanism 2. Even after such advice by the Director, if

From the Asst Secy. to Govt., E. P.H. Dept.

The Dy. D.P.O., Office of the D.P.O., Madras.

Subj: Scales of pay - Revision - Teachers in aided schools and payments of dearness allowance.

Ref: P.C. of T.M. from the D.P.O., dt 13/7/47. p5 and

The number and date of the reference referred to above in the P.C. of T.M. cited above is No. No. 386 D1/47 dated 23.4.47.

P.C. to go

the managements receiving teaching grants from provincial funds do not pay the allowance at Government rates, the Government ~~Director~~ may consider that rule 2 of the Grant-in-Aid Code should be amended ^{payable to the management} so as to withhold the grant/in full or in part. The refusal of the payment of the allowance at Government rates by the managements of schools ~~may~~ ^{which} do not earn any teaching grants ~~should~~ ^{may} be considered ^{as} a valid reason for withdrawal of recognition.

3. The Director of Public Instruction is requested to submit necessary amendments to the Grant-in-Aid Code at ~~an~~ early date. ^{to give effect to the orders in para 2 above}

To

The D.P.I. ✓

The A.G. ✓

The D.I. & P. ✓

2 Extra copies



Secretary, E. & P.H. ^{Bi} ⁶ ¹⁰¹⁻⁴⁰⁸ ^D

Please see herewith a representation from the President, Hindu College High School Teachers' Association. At present, we have advised the managements of some schools and colleges only to pay dearness allowance according to Government rates. The finances of some of the institutions are not satisfactory and it will be unfair to compel them but I do not see any reason why we should not compel such of the schools and colleges whose finances are good. The D.P.I. may put up proposals.

H.M. Education.

E & P.H. (B1)

The remarks of the DPP may be invited vo. -

Exp. 400.00.
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The Gunter Hindu College management has since granted dearness allowance at Government rates to its teachers.

2 As regards the general question raised by H.M. (Enr)., I agree that while it will be unfair to compel all institutions to pay dearness allowance at Government rates, there is no reason why institutions which could afford to pay should not be made to pay at Government rates.

3 From the information available in the office, it is not possible to say categorically which institutions can afford and which cannot. I have already suggested in my U.O. note C.No.842 B-1/47 dated 9-4-47 on the draft G.O. regarding the revision of salaries in Local Bodies and the new salary scales applicable to aided schools that the D.P.I. should be empowered to investigate into the finances of schools which pay less than the rates approved for the Local Bodies and to compel them to pay at least at those rates, should the Director be satisfied as a result of his investigation that the management can afford to pay at those rates. If this is agreed to by the Government, opportunity can also be taken of this enquiry to find out whether the institutions concerned could not be made to pay dearness allowance also at Government rates. If Government generally agree to my above proposals, all that will be required is to issue a G.O. empowering me to conduct the financial investigation and to decide on each case. The orders of the Director should be final.

S. K. S. 23/4/47

31283

Not put up

23/4

E.P.H. (P.M.) Dept

The file referred to in para 3 on p 2 and has been circulated to HM (Edu), HM (L.A), H.M. (Fin) and H.P.M. for orders. The receipt of this file may be awaited.

25/4/47

25/4/47

Please see the minutes of HM (Edu) and the remarks of the D.P.D. thereon on pp 1-2 ante.

3. With reference to para 3 of the Director's reply, attention is directed to the instructions issued in para F (iii) of G.O. No 975 Edn dated 10.5.47 wherein the D.P.D. has been empowered to investigate into the financial resources of the existing aided schools and to take steps to have the scales of pay raised as high as their resources permit subject to the condition that he should not compel any management to raise the scale above the level approved for teachers in schools under local bodies. With a view to assist on management adopting at least the scales of pay approved for teachers in schools under the control of local bodies, the Govt have decided to raise the basis of payment of teaching grant from one-half to two-thirds of the approved net cost of maintenance.

Vide instruction (iv) in G.O. No 1154 Edn 3 5.6.47. It will not therefore be necessary for the D.P.D. to investigate into the finances of each & every aided secondary school & such an investigation will have to be undertaken as a special case only in the case of those schools where the management ~~has~~ ^{did} not pay dearness allowance at Govt rates ^{where} whether the finances would permit of the payment of the allowance in full.

There is no objection to the D.P.D. being empowered to conduct the investigation & to issue the necessary directions to the managements concerned in regard to the payment of the allowance at Govt rates but such a direction cannot be enforced in case the management does not give effect to it.

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(M)

If the management which fails to give effect to the direction issued by the D.P.D. is to be compelled, it will be necessary for the Govt to withhold the payment of teaching grant either in full or in part under the powers reserved under rule 2 of the rules in the Grant-in-Aid Code or by ^{directly} ~~making~~ the payment of dearness allowance at the rates applicable to those in Govt service from time to time as a condition of eligibility for teaching grant under the Grant-in-Aid Code with provision to relax the condition in cases where the financial position of the management does not permit the payment of the allowance in full. Any such drastic action is likely to be resented to by the managements. The D.P.D. may be consulted as to how the payment of the allowance is to be enforced in respect of managements which are in a position to pay the allowance in full. ^{if they are not willing to pay the same} The procedure proposed for secondary schools may be followed for aided colleges also.

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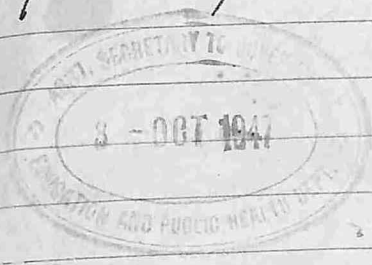
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P.T.O.

U.O. No 784 D.
47,
8/30.9.47



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MW

SUB: Scales of pay - Revision - Teachers in aided schools and payment of dearness allowance.

Resubmitted with reference to U.O. Note No. 12703 B1/47-4, Education & P.H., dated 24th June 1947.

2. In view of the revised orders issued as Instruction No. (iv) in G.O. No. 1154, Education, dated 5-6-47 I consider that it is unnecessary to investigate into the financial condition of every aided secondary school. Such investigation can be conducted only in the case of schools where the managements do not pay Dearness Allowance according to Government rates. It will be desirable to empower the D.P.I. to carry out the necessary investigations.

3. Regarding the issue raised by the Government about compelling the managements which fail to give effect to the directions of the D.P.I. after due investigation into their financial position, I suggest it may be done under the provision of Rule 2 of Grant-in-Aid Code under which full or partial teaching grant can be withheld. Another way to compel such defaulters is to make the payment of Dearness Allowance according to Government rates a condition of eligibility for teaching grant, but this is likely to be resented by the managements. I agree with the opinion of the Government that any drastic action in this connection may not be welcomed by the managements.

4. In my opinion withholding of grant full or partial under Rule 2 of Grant-in-Aid Code seems to be more desirable. In case of such schools which do not earn teaching grants, the refusal to pay the Dearness Allowance at the Government rates even after the directions of the D.P.I. may be considered valid reason for the withdrawal of recognition for aided colleges which do not receive Teaching grants. As the Department would not be able to take any action

authorities.

If the suggestions mentioned above are accepted, draft amendments to the Grant-in-Aid Code will be submitted.

The Secretary to Government,
Education & P.H. Department.

Edm & P 14 (B1) Defn.

May be done by

2. The file may be circulated to H.M. (E on).

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A draft order is submitted

below for approval.

