Scott II-27—58,004—4-11-46.

Edn (1947) Department.

MY SERIES.

G.O. NO. 2218 Edn.

2258 Edn

Dated 27-10-47

[Despatch Abstract.]

Schools - Ele. - Local bodies — Pay of secondary grade teachers — Further 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.
Go	3312	Edn.	26-12-51				

N.M.R. SUBBARAMAN, M.L.A.

Chokkikulam,
Madura.

Camp: Madras,
18-9-1947.

Dear Sir,

You know at the intervention of the public men of Madura, the teachers of the Madura Municipality, withdrew their strike.

A Committee was set up to go into their demands and the Committee has sent its recommendations to the Government early in August. Their main demands are:

(1) Higher grade of scale of pay
(2) Weightage in service
(3) One month bonus; and
(4) House allowance.

Government have since sanctioned house allowance and I learn, that they have also passed orders to grant weightage in service.

I would like to point out here that the Municipal Council has recommended one month bonus also along~~x~~ with weightage and house allowance. I understand, the Commissioner has also supported the recommendation of the Council. They have shown ways and means for the extra money that is involved in these recommendations and so I request that the Govt. will be pleased to accept the recommendation of the Council and sanction one month bonus to the teachers.

While most of the Local Bodies adopted the lower scale of pay i.e., Rs.20-30 for higher grade teachers, Madura Municipality, since ~~x~~ for a very long time, has adopted and given only higher scale i.e., Rs.23 to 45. The revised scale now for the higher grade is only Rs.30 to 50. The Government have increased the secondary grade scale by about 50 per cent. So the Committee has recommended ~~hasxra~~that higher grade scale should be raised to Rs.30 to 60. The cost of living in Madura city is very high. The suffering of the teachers are indescribable. Everyone is

p.to.

in huge debts. Even if it becomes necessary that tax should be enhanced, the general public are prepared to do so. I, therefore, request that the Government may be pleased to approve the scales recommended by the Committee atleast for the Madura Municipality.

Yours sincerely,

N. M. R. Subbaraman

N.M.R. SUBBARAMAN, M.L.A.

Chokkikulam,
Madura.
Camp: Madras,
18-9-1947.

Dear Sir,

I would like to bring the following things about the teachers of the Madura Municipality to your kind attention and immediate action.

1. At the intervention of the Members of the Assembly and other public men of Madura, the teachers of the Madura Municipality withdrew their strike ~~notice~~ which they conducted for three weeks. On the advice given by the public men referred to above, they appealed to Govt. for reinstatement. The Govt. were pleased to reinstate them; But all of them have not been taken in. There are some teachers who have served for periods ranging from one to ten months. These teachers have not been taken in. As the whole lot of teachers went on strike, these temporary teachers also joined them and did not go to school. And now that ~~when~~ the strike is called off and all teachers have been taken in, these temporary teachers also should be taken in. They should not be victimised. I therefore request you to kindly see that all temporary teachers are also taken in immediately.

R

2. A good number of teachers received their increments early this year in the old scale of Rs.20-~~3-2~~ to 45. Now after the revised scale came into force, their pay has been reduced.

Revised scale came into force only to improve their status and not to reduce it. About 80 teachers have been affected and they are asked to refund the amount they have supposed to have drawn in excess for the past months. This is very hard on these teachers who get only low scale of pay. I therefore request to kindly see that their pay is not affected by the revised scale.

S

3. About 13 ~~xxx~~ secondary grade teachers who have served in the Municipality for a good period and have drawn increments

p.t.o.

4.

I learn, have been reverted to elementary higher grade scale. The reason, it is said, is that English is abolished in the lower classes and that there is no necessity to teach the language.

We all want that teachers, especially elementary school teachers, should be more qualified to teach our children. But still it is not known why the scale is reduced. Though it may be enough if there are higher grade teachers as per rules, is it not better to have secondary grade teachers especially when they are already there in the service for a long time? So in this case also, I request you to kindly see that the pay of these teachers are not affected and they are continued to be given the same ~~higher~~ secondary grade scale only.

Yours sincerely,

N.M.R. Subbaraman

To

Hon'ble Sri T.S. Avinashilingam,
Minister for Education,
Fort St. George.

5/ 5

மதுரை,
18-9.47

மதுரை கமிஷனரின் அநீதம்!

கனமிகு கல்வி அமைச்சரேறே!

அடியேன் அன்புடன் வணக்கம். தங்களது ஆட்சியில் ஆசிரியர்களது குறைகள் வெகுவாகக் குறைக்கப்பட்டமை கண்டு பெருமைப் படுகிறேன். எனினும் I.C.S. ஆபிஸர்கள் அவ்வுத்திரவுகளைத் துர் அர்த்தம் கொண்டு அனர்த்தம் செய்கின்றனர்.

ஆசிரியர்கட்குச் சம்பளம் புது விகிதத்தில் கொடுக்கும்படி நிர் 975 தி 10-5-47, நிர் 1154 தி 5-6-47, நிர் 1371 தி 30.6.47 ஆகிய மூன்று உத்தரவுகள் தாங்கள் பிறப்பித்தீர்கள். அவற்றில் ஆசிரியர்களின் சம்பளம், கல்வி யோக்யதாம்சத்தைப் பொறுத்தே கொடுபட வேண்டும் என்று தெளிவாகக் கூறப்பட்டுளது. ஆனால் மதுரை கமிஷனர் தப்பிதமான வியாக்யானம் செய்து, "செக்கண்டரி கிரேட் தலைமை ஆசிரியர்கட்கு மட்டுமே செக்கண்டரி கிரேட் சம்பளம்; பிற உதவி-செக்கண்டரி கிரேட் ஆசிரியர்கட்கு ஹையர் கிரேட் சம்பளம்" என்று சொல்லி சம்பளமும் கிளைம் (claim) செய்துள்ளார். நேரில் கேட்டதற்கும் மறுத்து விட்டாராம். இச் செய்கை ஆசிரியர்களின் மனதைப் புண்படுத்துகிறது. வெந்த புண்ணில் வேல் நுழைவதை ஒத்தே. தற்போதுள்ள மூன்று G.O.க்களில் தெளிவு காணவில்லையாம். "எல்லா செக்கண்டரி கிரேட் ஆசிரியர்கட்கும் செக்கண்டரி கிரேட் சம்பளம் ரூ 45-3-60-2-90 கொடுக்க வேண்டும்" என்று ஸ்பஷ்டமாகத் இருந்தால் தான் கொடுப்பாராம். என்ன அநீதம்! எளிய நடையில் உள்ள G.O க்களைப் புரியாமல் அனர்த்தம் புரிகிறார்.

எனவே, தற்போதுள்ள G.O.க்களின் தாத்பரியத்தை விளக்கி, கமிஷனர் அவர்களை, எல்லா செக்கண்டரி கிரேட் ஆசிரியர்க்கும் செக்கண்டரி கிரேட் சம்பளம் ரூ 45-3-60-2-90 என்ற

(P.T.O)

6

சம்பள விகிதம் கொடுபட வேண்டும் என்று தாங்கள்
உத்தரவு பிறப்பிக்குமாறு வேண்டுகின்றேன்.

இங்ஙனம்

தங்களன்பிற்குரியவனான,

உபதலைவர், [illegible] 18-9-47 பொதுஜன ஊழியன்
[illegible] காங்கிரஸ் கமிட்டி 23. ஆசாரித்தெரு, தல்லாகுளம்.

குறிப்பு:
இதன் விபரம் அங்கு வந்துள்ள நண்பர் ஸ்ரீ A. வைத்தியநாதய்யர் M.L.A அவர்களும் நன்கு அறிவர்.

7

Education and Public Health (B.2.)Dept.

7

D.O.No. 75142. B2/47-1. Edn. & 21.10.1947

My ~~Dear~~ dear ~~Mr.~~ Sahi,

Subject: Re-entertainment of teachers who went on Strike.

--

para 1. at p. 3 ante

I am to enclose an extract from a letter d 18.9.47 addressed to H.M.(Edn.) by Sri ~~M~~N.M.R. Subbaraman, M.L.A., and to request you to submit a report to Government on the point raised. ~~in the extract.~~

yours sincerely

A-6. 15.10.47

To:

I.D.N. Sahi, Esq.,
I.C.S.,
Commissioner and S.O.
Madura Mpty.

(with extract of
para 1 at p 3 c.f.)

Two drafts

(6)

Education and P.H. ~~(B.2.)~~ Dept.

Schools - Elementary - Local Bodies - Pay of Secondary Grade teachers - Further instructions - Issued.

Further action 5-8-59

27/10

ORDER/~~MS~~. NO. 2258 EDN. DT. 27 . x 47

- -

It has been brought to the notice of the Government that secondary grade teachers under local bodies who were hitherto in receipt of ~~the~~ pay in the secondary grade scale, ~~are~~ brought down to the ~~H~~igher elementary grade scale on account of the abolition of teaching of English ~~in elementary~~ schools. The Government consider that such teachers should be allowed the benefit of the secondary grade scale of pay even after they cease to teach English in elementary schools. The Government hereby direct that such of the secondary grade teachers as ~~who~~ were allowed ~~the~~ pay in the Secondary Grade scale should specially be continued in ~~that~~

P.T.O.

10

that scale even though they are not strictly eligible for pay in that scale on account of the abolition of teaching of English in elementary schools.

A.G. 2/15/7

O.I.S. 28/10/47

To

All S.Os. of Dt. Bd.

L.S.C.

Dep'd ball except SO & DI. Bdy

3/11/47

Dep'd G.S.O. Dist Bd

8/11/47

6T6

E & P.H. (Ed.) Dept.

11

11

17

7/2

Memo No. 89238 Ed/47-2. Edn. d. 6-2-48.

Subject - Employment of Secondary grade teachers in Elementary Schools.

At present Secondary grade teachers can be employed in Elementary schools for one or other of the following purposes:—

(1) to be the head-master of a complete lower elementary school having four or five teachers.

(2) to handle Standards ~~6~~ VI & ~~8~~ VIII of the higher elementary schools.

Secondary grade teachers employed in excess of the requirements specified above should be treated as higher elementary grade teachers for purposes of pay. The Govt. consider that it may not be desirable to impose any such restrictions as ~~that~~ those referred to above in the matter of employment of secondary grade teachers as the ultimate ~~objective~~ objective is to do away with higher elementary grade teachers altogether & to replace them by secondary grade teachers. The D. P. I. is requested to offer his remarks

(p.t.o.

Vide X of P.7 n.f.

Ibid

P.7 n.f.

12

on the proposal. He should also furnish an estimate of the extra cost involved if local bodies and managements of aided elementary schools are permitted to employ Secondary grade teachers in elementary schools without any restriction.

12.11.47
15.11.47

17/11/47

18/11/47.

p.9 n.f.

To
The D.P.I.
9/2/48

Reminded 10-3-48

13

EDUCATION DEPARTMENT.

From
Sri D.S.Reddi M.A.,(Oxon).,
Director of Public Instruction,
MADRAS.

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

ASST. SECRETARY TO GOVERNMENT
9 MAR 1948
EDUCATION AND PUBLIC HEALTH DEPT.

R.C.No.350-B1/48 dated 2nd March 1948.

Sir,

Sub: Employment of secondary grade teachers in elementary schools.

REF: Government Memo.No.89238-B2/47-2 Edn., dated 6th February 1948.

p.f.1-2 ante

16615

I generally agree with the proposal of Government to remove the restriction to the employment of secondary grade teachers in local body schools as I consider that the employment of higher qualified teachers should be encouraged; and if teachers of secondary grade are available there should be no restriction to their employment in their own scale instead of the Higher Elementary scale; but I wish to point out in this connection that owing to the great shortage of secondary grade teachers, the removal of restriction may result in the employment of such teachers where they are not required depriving interior schools of their services where they are required.

2. As regards the extra cost involved it is not possible to estimate the additional cost as it is a question of availability of such teachers. The cost will be so small that the question need not be delayed on this account.

There is no restriction at present on the employment of secondary grade teachers in any number in schools under aided management.

B/

3/3

for Director of Public Instruction.

Ram.2/3.

3/3

Government of Madras.
Education and Public Health Department.

***

D.O.No. 89238 B2/48. 3 Edn Dated Fort St. George the 12th May 1948

Dear Mr. Reddi,

Sub:- Employment of Secondary Grade teachers in Elementary Schools
Ref:- Your letter No. 350131-48 dated 2-3-48.

***

I am desired to say that the Hon'ble Minister for Finance would like to discuss the matter with you. You may fix a convenient time for the purpose after consulting him over the phone.

Yours sincerely,

11/5/48

To ✓
Sri D.S.Reddi M.A.
Copy to Director of Public Instruction.

12-5-48

14/5/48

~~Fair~~ below

E & P.H Dept (B2)

D.O. no. 89238-B2/48-4 Edn dated 20-8-48

Dear Mr. Reddi,

Sub: Employment of Secondary Grade teachers in Elementary Schools.

Please see my D.O. no. 89238 B2/48-3 Edn, dt. 12-5-48, ~~wherein~~ in which you were asked to meet H.M. (Fin) to discuss the question of employment of Secondary Grade teachers in Elementary Schools. I am to say that H.M (Fin) desires that you should discuss with him the question referred to above on Monday 23rd instant at 9 A.M. at his residence (Vijaya Vihar, Greenaways Road, Adayar).

Yours sincerely

15g

despatched by Spl. Messr. [illegible] 20/8

To

The D.P.I. (by name)

20.8.48

OSM 20/8/48

[illegible] 20/8

D.O.350 B1/48.

Director of Public Instruction,
Madras, 23rd August 1948.

Dear Mr.Subramanian,

SECRETARY, EDN. AND P. H. DEPT.
24 AUG 1948
62821
GOVERNMENT OF MADRAS

Sub: Employment of Secondary grade teachers in elementary schools -
Ref: Your D.O;No.89238-B2/47-4,Edn.,dated 20-8-48.

As instructed by you I interviewed the Hon'ble Minister for Finance this morning. I am giving the gist of the discussion I had with him for your information. With reference to his query as to whether the proposal of Government to permit the employment of secondary grade teachers in all elementary schools without any reference to the requirements of the schools and to pay them the scale of pay sanctioned for the grade (please see Government Memo. No.89238 B2/47-2, Edn., dated 6-2-48) would not entail additional expenditure, I informed him that it would, though it may not be considerable, since such secondary grade teachers as are now on the higher grade of pay would be entitled to the secondary scale of pay. I added also that an exact estimate of the cost could not be given without a reference to the local boards. While it is true that the removal of the existing restrictions

would

~~improve~~ would improve the tone of some of the elementary schools by permitting the employment of a better qualified teacher, I drew his attention to the concluding portion of paragraph 1 of my letter R.C.No.350 B1/48 dated 2-3-48 wherein I had said that the removal may lead to the transfer of these teachers to schools and posts where they are not required. There is a great shortage of secondary teachers at present and this has been accentuated by the considerable increase in the number of secondary schools under local board managements. Since most of these come from urban areas, pressure would be brought to bear upon the authorities concerned for their transfer from interior localities. Municipal areas may possibly absorb all the secondary grade teachers making it difficult for Higher Elementary schools in the interior to secure secondary grade teachers for even the higher elementary classes. It is also possible that aided elementary schools will suffer if the present restriction on the

employment

employment of secondary grade teachers in local board schools is removed. I, therefore, agreed with the Hon'ble Minister that the status quo may be maintained for a couple of years by which time it is hoped to increase the supply of secondary grade teachers.

Yours sincerely,

To

M.V.Subramanian, Esq., I.C.S.,
Secretary to Government,
Education & P.H.Department,
Fort St.George, Madras.

22

23 ⑬ Ed.P.H. Dept (B2)

128/9
13/9

D.O. No 89238 B2/47-4 Edn dated 13/9/48

Dear Mr. Reddi,

Sub: Employment of Secondary Grade teachers in Elementary Schools under local bodies

Ref: Your D.O. 350 B1/48 dated 23rd August 1948.

y.9.f

The Government accept your recommendation that the employment of secondary grade teachers in elementary schools ~~may~~ for the present be regulated in accordance with the existing ~~orders of~~ orders on the subject and the position reviewed ~~[illegible]~~ two years later.

under local bodies

Yours Sincerely,

To
The DPI
(by name)

14/9/48

RBM 10/9/48

11/9/48

11/9/48

(14)

NOTES

Ex. A. H. Deptt

Ele: schools - Municipal council, Madura - representation for higher scales of pay etc

Secretary, E.& P.H.

Please see herewith a representation from Sri N.M.R. Subbaraman, M.L.A. for the Madura town. I understand that the Madura Municipality, in view of the special conditions obtaining within the Municipality, has recommended to Govt. to accept their proposal to pay higher grades than fixed by Government normally for elementary school teachers, for teachers within the Municipality. That proposal may be put up so that it may be examined.

TSA
20.9.47

H.M. Education.

ASST. SECRETARY TO GOVERNMENT, EDUCATION AND PUBLIC HEALTH DEPT.
22 SEP 1947

751/42

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

2

B (15) 3

ASST. SECRETARY TO GOVERNMENT
22 SEP
EDUCATION AND PUBLIC HEALTH DEPT.

SECRETARY, EDN. AND P.H. DEPT.
-2 SEP 1947
GOVERNMENT OF MADRAS

A

Secretary, E.& P.H.

Please see herewith a representation from Sri N.M.R. Subbaraman, M.L.A. for the Madura town. He is one of those who induced the strikers to give up the strike.

Para 2 is not clear and I have asked him to make more definite and specific representations in that matter.

p.3 cf

Para 1 refers to certain teachers who were to join service but who did not join service because of the strike. The promise that we made to the striking teachers that we will reinstate all of them without victimisation, they say, must also refer to these teachers who had served a few months but who were in the waiting list. The matter may be examined and put up.

75 1cd

B

pages 3-4 & 5

The matter in para 3 is something more serious and legitimate. I understand that certain secondary grade teachers were serving in elementary schools. We have fixed for ~~Local Boards for~~ Secondary Grade teachers serving in elementary schools in Local Boards the grade of Rs.40 to 75. ~~I understand,~~ ~~that since~~ Now that English is abolished in the elementary classes, Higher grade teachers are to do, I understand the Commissioner has said that since these secondary grade teachers only serve in higher grade vacancies, they are entitled to receive only the higher grade teachers' pay ~~and~~ I also understand that many teachers have been paid only higher grade pay though they are secondary trained. This is contrary to Govt. orders. The Govt. have specified a special rate to be given for secondary grade teachers serving in elementary schools and that must be paid to them.

A draft letter to the Commissioner informing the position may be submitted for approval.

TSA
20-9-47

H.M. Education.

4/

(16) 5/ 159

Secretary, E.& P.H.

Please see herewith a representation from the Madura Municipal Elementary School teachers.

This is certainly a matter for correction. I think Secondary Grade teachers in Municipal employ whether they teach English or not must be paid the rates mentioned in the G.O. The matter may be put up immediately.

I have sent to not already above. 4

TSA

H.M. Education.

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

The main points raised in the letters of Sri N.M.R. Subbaraman, M.L.A., in the Cf. are:-

P ar p 1 CF (1) Payment of bonus to teachers.

'Q' do (2) Grant of ~~S~~special scale of pay for ~~H~~higher elementary grade teache

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'R', 3 CF
'S', do
'T', p4 CF

(3) Re-employment of temporary teachers

(4) Fixation of pay in the revised scale without loss in emoluments.

(5) ~~for~~ Secondary grade teachers to be paid the scale of pay for Secondary grade and not that of the higher elementary grade.

(1) above: The intention of Government was that bonus should be sanctioned only to the employees of local bodies for whom revised scales of pay have not been introduced with effect from 1-1-47. In the case of teachers the scales of pay have been revised twice, revision taking effect from 1-1-47. There does not appear to be any case for the grant of bonus to teachers. An exception cannot be made in the case of the Municipal Council, Madura.

(2) above: Sri N.M.R. Subbaraman, M.L.A. suggests a scale of Rs. 30-60 for Higher elementary grade teachers in the service of the Municipal council, Madura, against the present scale of Rs. 30-45 fixed for similar teachers under other local bodies. The scale of pay fixed for Higher elementary grade teachers in Government service is only Rs. 30-50, and this scale of pay has been sanctioned to teachers in the service of the municipal council, Madura as a special case. It may not be proper to introduce a scale of pay for employees under a local body ~~in excess of~~ higher than that fixed for employees of similar qualifications in Government service.

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(17)

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(3) above: The orders of Government are that all *teachers who particip* in the strike should submit appeals to the D.P.I. expressing regret for the action. The Director was asked to ~~restore or~~ allow the reinstatement of th teachers in service. The circumstances under which the temporary teachers were not re-employed are not known. The Commissioner, may have to be consulted.

(4) above: H.M.(Education) has made a reference to the M.L.A. on the point The reply may be awaited.

(5) above: It has been the practice to allow local bodies to employ second grade teachers in elementary schools only under one or other of the follow circumstances:-

1) To be the headmaster of a complete Lower elementary school having 4 or 5 teachers.

2) To handle standards 6 to 8 of the higher elementary schools.

3) For the teaching of English in elementary schools.

If Local bodies employ secondary grade teachers in excess of the requirements ~~above~~, the teachers should be treated as Higher elementary grade teachers for purposes of of pay. Perhaps the Commissioner may have fixed the pay of 13 Secondary grade teachers referred to in the communications in the Cf. in the higher grade scale as they are in excess of the requirements. Now that the teaching of English is abolished a good number of Secondary grade teachers will have become superfluous.

p 3 ante

Extract p 2 d/- G.O. No. 749 25.2.35 (B)

(A) G.O. No. 4949 39-2 d 1-3-40 A

Apparently H.M. intends that Secondary Grade teachers should be granted the pay admissible to them with reference to their qualifications, irrespective of ~~their~~ the posts ~~to~~ in which they are employed. In that case the question also arise whether this concession should be made applicable to all secondary grade teachers, already in the service ~~under~~ of local bodies and who may ~~be~~ hereafter be employed or whether the concession should be restricted to the existing teachers alone (that is those who have been drawing secondary grade scales of pay but who may not hereafter draw pay in that scale consequent on their tranfer to higher elementary Grade Post). ~~This point will be examined separately.~~ The latter suggestion may not involve addl. cost, but the former will, & the D.P.I. and H.M. Finance will have to be consulted

2. The file may be circulated to H.M.(Education)
A reply will be drafted after H.M. has passed orders.

7-6-47

Question we may examine separately

latter question, it is desirable that teachers (already employed in secondary grade by locals who have their increments restored merely because they are found to be 'superfluous' on the abolition of English in the schools; we may now order that in these cases the teachers should continue to be paid on the secondary grade scale of pay.

8/10/47

14. (Cn.)

The suggestion of the Secretary may be accepted.

The present secondary grade teachers who have been employed in the Elementary Schools (in Madras or other Local bodies), simply because English has been abolished from the Elementary Schools, should not be given less pay than they ~~will~~ would be entitled to before. They must be given the pay that has been prescribed for them in our G.O. which gives revised salaries for ~~teachers~~ secondary grade teachers in elementary schools./ The Secretary has suggested that the matter of future entrants may be ~~made~~ considered separately. For future entrants also, my opinion is that they must be given the pay prescribed for them. That matter may be examined and put up separately.

A

TSA
9-10-47

SECRETARY, EDN. AND ...
9 OCT 1947
GOVERNMENT OF MADRAS

A draft order and a draft D.O. are submitted. ~~G.M. has~~ raised the question ~~that~~ about the pay admissible to Secondary Grade teachers (who may be employed under) hereafter ~~at~~ local bodies. As teaching of English has been abolished, there is no possibility of secondary grade teachers being (hereafter) employed for this purpose. As noted at 'X' page 7 ante, Secondary grade teachers ~~m~~ can be employed

P.T.O.

either to be headmasters of ~~lower~~ complete lower elementary schools or to be in charge of standards VI to VIII of higher elementary schools. The intention has all along been that Secondary grade teachers should not be employed in elementary schools except for either of the purposes mentioned above. If these teachers are employed in excess of the number required, they should be paid only the higher elementary grade scale of pay. For orders whether this restriction should be ~~maintained~~ retained or whether secondary grade teachers that may be employed hereafter in elementary schools should be allowed pay in the secondary grade scale ~~either~~ whether they are really required or not.

A.G.
15.10.47
16/10/47

The D.P.I. may be consulted on this point.

20/10/47 S

The intention now is to revise the orders under which secondary grade teachers can be entertained only for this purpose & are 'surplus' otherwise — so that all schools [are] free to employ them if they want, & to pay them on secondary grade scale. This would be in line with our ultimate object of doing away with higher elementary grade teachers altogether after some time. Consult D.P.I. & ask him to report the likely extra cost to Govt. (by way of grants etc).

20/10/47

Further action

P.7 CF [G.O. No. 2258 Edn. 27-10-47]

P.9 CF [D.O. No. 7514 B2/47-d. 21-10-47]

(A) EXTRACTs of notes from G.F. 2258 [illegible] 27.10.47 (19)

Elementary schools - Employment of secondary grade teachers

The suggestion of the Secretary may be accepted. The present secondary grade teachers who have been employed in the Elementary Schools in Madura or other local bodies simply because English has been abolished from the Elementary schools, should not be given less pay than they would be entitled to before. They must be given the pay that has been prescribed for them in our G.O. which gives revised salaries for secondary grade teachers in elementary schools.

The Secretary has suggested that the matter of future entrants may be consider separately. For future entrants also, my opinion is that they must be given the pay prescribed for them. That matter may be examined and put up separately.

T.S.A./9-10-47.

HF-7 NF (A)

A draft order and a draft D.O. are submitted. H.M. has raised the question about the pay admissible to Secondary grade teachers who may hereafter be employed under local bodies. As teaching of English has been abolished there is no possibility of secondary grade teachers being hereafter employed for this purpose. ~~As noted at 'X' at page 7 ante,~~ Secondary Grade teachers can be employed either to be headmasters of complete lower elementary schools or to be in charge of standars VI to VIII of higher elementary schools. The intention has all along been that Secondary Grade teachers should not be employed in elementary schools except for either of the purposes mentioned above. If these teachers are employed in excess of the number required, they should be paid only the higher elementary grade scale of pay. For Orders whether this restriction should be retained or whether secondary grade teachers that may be employed hereafter in elementary schools should be allowed pay in the secondary grade scale whether they are really required or not. The D.P.I. may be consulted on this point.

I.B.M/20-10

The intention now is to revise the orders under which secondary grade teachers can be entertained only for this purpose and are 'surplus' ~~'Justify'~~ ~~superfluous~~ otherwise - so that all schools should be free to employ them if they want and to pay them on secondary grade scales. This would be in line ~~time~~ with our ultimate object of doing away ~~among~~ with higher Ely. grade teachers altogether after some time. Consult D.P.I. and ask him to report ~~request~~ the likely extra cost to Govt. (by way of grants etc.)

M.V.S./20-10-47.

P 20

13/20

20

MINISTER FOR EDUCATION
10-11-47
GOVT. OF MADRAS

89288

ASST. SECRETARY TO GOVERNMENT
10 NOV 1947
12
EDUCATION AND PUBLIC HEALTH DEPT.

Secretary, E.& P.H.

With reference to the salaries to be paid to Secondary Grade teachers in elementary schools our instructions in the recent revision are clear about it. Certain difficulties were raised by the Madura Municipal~~ity~~ Commissioner for which we issued orders to apply only to that case. General orders may be issued on that matter. In all schools Municipal as well as Dt. Boards secondary grade teachers are appointed by them in elementary schools and they must get the revised scales of pay which we have recommended in our salaries revision order.

This matter ~~may~~ need not take much time as it is only a matter of issuing orders over the G.Os. which we have already issued. If any amendment to the previous rules are necessary that may also be put up immediately. This concerns

p.t.o.

thousands of poor teachers and in these matters I am very sorry that we should take so much time. The matter may be expedited.

ISA
8-11-47

H.M. Education.

E & P.H (Br) Dept.

10/28 cf (A)
G.O No. 2258
27-10-47

please see the H.M.'s minutes at p.p. ~~11-12~~ 3-4 ante and the G.O. cf (A) ~~p.p. 7-8. cf.~~ With ref. to Secretary's orders at p. 9. ante, a draft memo to the D.P.I. is subd.

At present about 40000 higher elementary ~~school~~ grade teachers are employed in elementary schools under private managements while the number of secondary grade teachers is only 5000. If the restrictions in regard to employment of secondary grade ~~teachers~~ are removed, the tendency will be to replace all the ~~poor~~ higher elementary grade

p.T.O

---

(2)

teachers by secondary grade teachers especially as the managements need not incur any additional (x) expenditure on this account ~~as~~ like local bodies. The Govt. may have to sanction increased grants to all these ~~secondary grade~~ teachers. The extra cost on this account will ultimately be about Rs 50/- lakhs though the immediate cost will be very much less. The finance dept. may perhaps see before the ~~memo is issued~~. file is circulated.

(x) They will get a grant from Govt. grant

P

40000 × (40-27½)
× 12
15

AE
12.11.47

15.11.47

17/11/47 S

(17/11/47)

E & P.H. w.o. No.
89238 Br/47-1

18/11/47

ASST. SECRETARY TO GOVERNMENT
69551 EA
19 NOV 1947
FINANCE DEPARTMENT

Finance (Exp A)

The draft memo may be perused and the file returned to E & P.H.

(No special remarks ~~seem~~ are called for at this stage.)

ASST. SECRETARY TO GOVERNMENT
27 NOV
EDUCATION

HA
24.11.47

25.11.47

26/11/47

E & PH

Fin U.O. no. 69551-EA-1
26.11.47

93668

E & P.H (Br) Dept.

Subd. for orders as to the issue of the draft memo below. H.M. may see.

AE
29.11.47

29.11.47

30/11/47 S

1/12/47

H.M. (Edn.)

15 DEC 1947
GOVERNMENT OF MADRAS

I am afraid this draft is unnecessary. When the cost of the revision of salaries was worked out, this element also was taken into consideration. The number of teachers required for the secondary schools themselves are not available. The secondary grade teachers employed in elementary schools are

16

paid Rs.5/- less than what they are paid in secondary schools. In these circumstances, the secondary grade teachers who will go for employment in elementary schools are very few indeed. Even if the secondary grade teachers are ~~paid~~ paid at the rates specified in the Government schedule, the number of people who will come for employment will be precious little. And so, the extra cost to Government will almost be nil. In these circumstances, I do not think it is necessary for this draft to issue.

T

H.M.(Finance) may see.

TSA
14.12.47

'R' at p.5. ante :— Subd. that in connection with the ~~Cost of~~ revision of salaries, the extra cost connected with the revision of pay of secondary grade teachers at present employed in Elementary Schools was also taken into account.

'T' above :— The scales of pay ~~sanctioned~~ fixed for Secondary grade teachers in Elementary ~~Schools~~ and Secondary Schools are as follows —

Elementary Schools — Rs 40-1½-55-2-75.
Secondary schools — Rs 45-2-85.

Not only the initial pay ~~is 5 rupees~~ of a teacher in a secondary school is higher, by five rupees but also the maximum of the time scale is higher than that fixed for secondary teachers in Elementary schools.

The file may now be recirculated. [illegible]

22.12.47
22/12/47

23/12/47 S/

31/12/47 H.M. (Edn) ✓

H.M. (Fin).

I have nothing more to add to what I have said above

TSA
7.1.48

A.S (Edn) may discuss the point with me.

B.G.A

For some time, let us allow the old rate to stand. Since there is paucity of secondary Grade teachers, let them not be employed with the ~~other~~ higher salary in elementary schools.

We want them for the secondary schools. Further, it will be costing the local Bds more if we allow the change.

B.G.A
23.1

The file may be recirculated ~~to H.M.~~ (Edn).

25/1/48 S/ H.M. (Edn)
26/1/48 H.M. (Fin)

I don't think it is fair to say that even the reduced salaries that we are promising for secondary grade teachers in elementary schools should be reduced further to higher grade salaries. The accusation against our elementary schools has been that the teachers are very illequipped. The atmosphere and the efficiency of the schools will not improve unless we have a sprinkling of these secondary grade teachers in elementary schools. What has been suggested by Finance will entirely take off even a single secondary grade teacher working in elementary schools. Besides it is against our G.O. which we have recently issued fixing the pay of secondary grade teachers in elementary schools.

(A)

As things situated, I don't think it will cost anythi extra. The matter may go to the D.P.I and he may be asked to say whether it will cost anything extra.

TSA
5-2-48

For orders whether the draft issue

SECRETARY, EDN. AND P. H. DEPT.
19 JAN 1948
GOVERNMENT OF MADRAS

SECRETARY, EDN. AND P. H. DEPT.
[illegible] FEB 1948
GOVERNMENT OF MADRAS

18

may be issued

6/2/48 S

M/s
6/2/48.

[Issued as Memo No. 89238. B2/47-2. Edn. & 6.2.48]

pp. 1-2 cf.

From the D.P.I. No. 350-B1/48 dated 2.3.48.

p. 3 cf.

Please see the memo at pp. 1-2. cf. and the reply from the D.P.I. at p. 3 cf. He agrees that the existing restriction to employ Secondary grade teachers in elementary schools on Secondary grade scale of pay may be removed. But he states that this measure will result in their employment ~~of~~ in schools where they are not required depriving interior schools of their services where they are required. For the reasons stated by H.M (Edn) in his minutes at p. 7 ante the point at 'A' above need not stand in the way of removing the existing restrictions for the employment of Secondary grade teachers in elementary schools.

A

For the reasons stated in para 2. of his letter the Director states that it is not possible to estimate the additional cost involved in the proposal. He however states that the cost will be ~~very~~ small, that the question need not be delayed on this account. In the circumstances the proposal to employ Secondary grade teachers in elementary schools without the restrictions as stated at p1. cf. may be approved. Finance may see before circulation.

p. 3 cf.

B

15.3.48

15.3.48.

16/3/48 S/

17/3/48

Ex PH 89238. B2/-2/47

17.3.48

17.3.48

Fin (Exp. A)

Please see the minutes of HM (Edn) & HM (Fin) and the notes of E & PH on pp 1-8 above.

The proposal is to allow all local bodies and aided managements to employ secondary grade teachers in elementary schools without any restriction. There is at

ASST. SECRETARY TO GOVERNMENT
18263 E
18 MAR 1948
FINANCE DEPARTMENT

19

(23)

B in p3 cf.

present no restriction on the employment of these teachers by aided managements. But as far as their employment in elementary schools under the control of local bodies are concerned, if they are in surplus of actual requirements, the teachers should be treated as Higher Elementary grade teachers for the purposes of pay. The circumstances under which they can now be employed are mentioned at 'X' on p.7 n.f. of G.O.2258 Edn., dated 27-10-47. The proposal now made is that secondary grade scale of pay may be allowed for teachers employed in elementary schools under the control of local bodies even if they are surplus to requirements. This involves payment of increased grants.

S in p7 n.f. 7 (A)

(A)

2. The Director of Public Instruction has stated that if teachers of Secondary grade are available, there should be no restriction to their employment on their own scale instead of on the Higher Elementary grade scale. He has, however, pointed that the removal of the restriction might result in employment of such teachers where they are not required, depriving interior schools of their services where they are required. He has also noted that the extra cost will be so small that the question need not be delayed on this account.

para 1, p3 cf.

3. It may be mentioned that the fact that there is paucity of secondary grade teachers makes it all the more necessary that they should not be employed in elementary schools. Further, the employment of such teachers in elementary schools will not only cost the local bodies but also the Government more. The question, it seems, should not be considered with reference to the paucity of secondary grade teachers prevailing now. It is very likely that when a large number of secondary teachers become available, the extra cost will be considerable. E & P.H. have noted that when all Higher Elementary grade teachers are replaced by secondary grade men, the extra expenditure by way of teaching grant will be about 60 lakhs. As the ultimate liability of the Government is bound to be heavy, it does not seem desirable to pursue the proposal. The Government are already paying a large sum by way of teaching grants to local bodies and it seems that they should not increase their commitments. Finance may therefore advise against the proposal.

para 2 ibid

P in p5 above

20/3

21714

If E & P.H. wish to press the proposal, they may be requested to circulate the case to H.M (Finance) also. If the proposal is to be sanctioned, the 'new service' procedure will have to be followed as the ultimate cost will be large. The proposal should be referred to the Standing Finance Committee and the Cabinet and the vote of the Legislature for a supplementary grant will also have to be obtained.

ASST. SECRETARY TO GOVERNMENT
MAR 1948
EDUCATION AND PUBLIC HEALTH DEPT.

19.3.48

19.3.48

21/3/48

18263 EA-1
21.3.48

20/

E & P.H (B2) Dept.

The following Summarizing note is Submitted —

At present Secondary grade teachers can be employed in elementary schools under local bodies for one or other of the following purposes —

(1) to be the head master of a complete lower elementary school having four or five teachers;

(2) to handle standards VI to VIII of the higher elementary schools.

Vide p. 1c

Secondary ~~[illegible]~~ grade teachers employed in excess of the requirements specified above are treated as higher elementary grade teachers for purposes of pay.

For the reasons stated by H.M. (Edn) at p. 7. ante, it is now proposed to remove the restrictions referred to above for the employment of Secondary grade teachers in elementary schools under local bodies. But for the circumstances stated at p. 9. ante, Finance are against the proposal.

The D.P.I. has stated that the immediate extra cost involved in the proposal will be very small though the ultimate extra cost comes to about Rs 60/- lakhs.

p. 3 cf

p. 5 ante

In view of the minutes of H.M. (Edn) at p. 7. ante, this dept. may press the proposal, ~~and~~ the file may be circulated to H.M. (Edn) and H.M. (Fin) for orders.

AE
1-4-48

OBM
3/4/48 S

5/4/48

H.M. (Edn)
H.M. (Fin)

3/4/48

21

24

The way in which the Finance dept. has calculated the cost at 60 lakhs is something strange ~~[illegible]~~. The secondary grade teachers in secondary schools get Rs.45-90. The secondary grade teachers in elementary schools get Rs.40-75. It passes my comprehension as to how many secondary grade teachers will come for secondary grade school service. Only a very few will come. The 60 lakhs has been calculated as if all higher grade teachers are going to be substituted by secondary grade teachers. Such a calculations ~~calculation~~ is ~~simply absurd and~~ never possible. The D.P.I's letter sets out the position very clearly; The cost will be very small and the question need not be delayed under any account. In fact, the cost will be nil. We may take it for granted that normally teachers will go in for secondary grade school service, ~~and the cost will be absolutely negligible~~. From the point of view of efficiency of our elementary schools, it is good to have some teachers here and there in elementary schools also. And so, without increasing the cost, if we can create more efficiency, we should allow that. H.M.(Finance) may kindly see. & that is what is proposed.

TSA
10-4-48

12 APR 1948

I don't think it is so Cheap as all that. I know many teachers are in Ele schools for want of suitable vacancies. It is bound to cost quite a lot.
I would plead for status quo.

H.M. (Fin)

15.4

The file may be recirculated to H.M. (Edn).

OBM
16/4/48 S

16/4/48

H.M. (Edn)

15 APR 1948

OBM 16/4

What I plead for is also status quo. There are a few secondary grade trained teachers in elementary schools even now. To reduce even that percentage will create serious inefficiency in our elementary schools. My only plea is that that proportion may be retained now. Our higher grade teachers are very poor stuff. A few secondary grade trained teachers here and there will be of great help.

The D.P.I. has said that the cost will be practically nil. In view of that statement, I would request H.M.(Fin.) to kindly reconsider and agree.

TSA
22-4-48

The file may be circulated to H.M. (Fin)

RM
22/4/48 S

[illegible]
23/4/48 H.M. (Fin.)

22 APR 1948

08
24/4

D.P.I may visit and discuss with me.

B.G.A
11.5

11 MAY 1948

Draft D.O with fair copy subd.

RM
11/5/48 S

[illegible]
14/5/48

E & P.H Dept (B2)

The file deals with the proposal whether restrictions now imposed in regard to the employment of Secondary grade teachers in Elementary schools should be continued or removed altogether. H.M(Fin) desired to discuss the matter with the D.P.I. A D.O. was sent to the Director asking him to meet H.M.(Fin). It is not officially known whether any discussion took place. It ~~is~~ has been informally ~~known~~ ascertained that the Director has not so far met H.M(Fin). ~~Submitted as to whether any further action is called for.~~ H.M.(Fin) may kindly fix a definite date (& time) to [illegible] D.P.I. may be asked to meet him on that date.

P.5 of

RSM
10/8/48

[illegible]
10/8/48

RM
11/8/48 S

[illegible]
14/8/48
H.M. (Fin.)

22nd 2 P.M.

B.G.A
11.8

14 AUG

08
14/8

The date fixed for the interview falls on Sunday. It is not known whether H.M. really intended to discuss with the Director the question raised in this file on Sunday. It is understood that he is on tour and returns to headquarters on the 20th. The day of interview may be corrected if necessary on return of H.M. from tour. The file may be seen.

[illegible]
17.8.48

RM
18/8/48

Personal Clerk to the
Hon'ble Minister for Finance,
Madras-9.

ROUTINE.

H.M.Fin. wants the D.P.I. to discuss this with him on the 23rd instant at 9 a.m. at his residence (Vijaya Vihar, Greenaways Road, Adayar.) DPI may be informed accordingly.

M.R. Srinivasan
P.C. to H.M.Fin.
20.8.48

A draft d.o. is put up for appl.

RM
20/8/48 S

[illegible]
20/8/48

[illegible]
20.8.48

23 AUG

D.P.I told me he would speak to H.M. (Edn) on this matter.

B.G.A
23.8

E. & P. H. (B2)

Please see the minutes of H.M.(Fin.) on the previous page and the D.O. from the D.P.I. on pages 9 to 11 of the current file.

The question raised in this file relates to the employment of secondary grade teachers in elementary schools under local bodies. It has been the practice to allow the employment of secondary grade teachers in ~~elementary~~ these schools ~~under local bodies~~ only under certain circumstances., i.e. to be headmaster of ~~a~~ a complete lower elementary school~~s~~, for teaching of English ~~in Elementary schools~~, and for handling standards VI to VIII ~~in Elementary schools~~ ~~etc.~~) If the number of secondary grade teachers employed is in excess of the requirements, those who are superfluous should be treated as Higher Elementary Grade teachers for purposes of pay, increment, etc.

2. Last year, the Government issued orders abolishing teaching of English in elementary schools. The result was that a number of secondary grade teachers in ~~the~~ ele: schools under local bodies were reduced to the status of higher elementary grade teachers. The position of these teachers was reviewed and orders were issued that they should be specially permitted to draw pay in the secondary grade scale even though they might not be eligible for such pay on account of the abolition of teaching English. Please see G.O.No.2258, Edn., dated 27-10-47. A/7-8 CF

3. In that connection, the question was raised whether the restrictions imposed on the employment of secondary grade teachers in elementary schools under local bodies might not be removed altogether. A reference was made to the D.P.I. and he at first favoured the proposal. After having a discussion with H.M.(Fin.) the Director has sent a further communication to Government. It will be seen therefrom that he is not now for removing the restrictions in question. He suggests that the present position may be continued for two years.

p1 CF

p3 CF

pp 9-11 CF

For orders whether his suggestion may be accepted.

C.No.89238 B2/48

The file may be circulated for orders.

SS

BM
2/9/48 S/

3/9

ISA
9.9.48

B.G.R
10.9

10 SEP

~~the papers may~~

A draft d.o. is submitted for approval. After issue, the ~~file~~ papers may be added to G.O.No.2258 Edn dated 27-10-47.

RSM
10/9/48

BM
11/9/48 S

11/9/48

4-9-53 A.S.

21.12-53 D.I

13.5.55