

EDUCATION AND PUBLIC HEALTH

closed
3 *Sept*
Sectt 11-27-58,004-4-11-58.
(194⁷) Department.

mi SERIES.

G.O. NO. 2272 RM Edn.

Dated 27.10.47.

[Despatch Abstract.]

Education - Elementary - Sri M. R. Srinivasan - Reinstatement
in service of etc., District Board - South Arcot.

Back Papers.

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

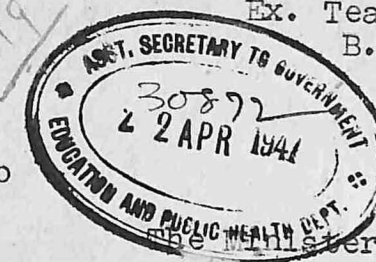
Further Papers.

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

om

M.R. Srinivasan,
Ex. Teacher, Manjakuli,
B. Mutlur Post,
Chidambaram Taluk.

To



Minister for Local Board,
M A D R A S.

Through:

Sri. S. Paramananda Royer, M.L.A.,
Portonovo.



Honoured Sir,

I am a qualified Higher Grade Teacher and I have been in the services of the District Board, South Arcot from 29-3-1941. I have served in Various District Board Schools, mentioned hereunder in detail separately. At times as I was indisposed on account of Typhoid fever, suddenly I had to stop from my duty. On 26-8-1944 I was appointed as a Teacher in the Board Elementary School, Portonovo, and soon after my joining duty, i.e. 2 days latter I got an attack of Typhoid fever. Consequent on my absence immediately on joining duty the District Board Educational Officer, South Arcot, had formed a bad opinion against me. So After my recovery, I was not given any post and I was keeping quiet unemployed. On 15-2-1946 I went to the District Board Educational Officer, South Arcot, and enquired the cause for delay in appointing me, for which I was informed that I was taken as a Probationer from 28-1-1942 only and that the period of 3 months from 31-3-41 was not included in the list of probationers and that I was informed to appeal to the Director of Public Instruction, Madras. Then I appealed to the Director of Public Instruction, Madras, on 18-2-1946, over which the President, District Board South Arcot, passed orders posting me in Schools which are out of this Taluk, that too for a period of one or two months



(v) B2

LAD

E.P.H. u.o.

21/4/47

L No 13887/47

21-4-47

Reminded to Secretary L.A. for appointment by 18/4.

on acting vacancies. Lastly I was a teacher in Board Higher Elementary School, Chinnasalem.

In the end of March 1946, I was posted to Chinnasalem where I was working amidst a number of teachers till I was ousted on 9-11-1946 in District Board's R.O.C.-13-26343 D.B./46 Dated 6-11-46.

As a result of a petty quarrel between myself and three teachers, viz. M.Ratnasami, (2) Deivanayagam, and (3) D.Nagappan, on 4-8-1946 in the presence of the Headmaster, I was brutally assaulted by them whereupon I reported the fact to the President, District Board, South Arcot, to enquire into the affair and to render justice. As there was no response I again sent various applications, over which the President, District Board, sent my application to the Deputy Inspector of Schools, Kallakurchi, for enquiry. But he has not made any official enquiry and I hear that he has passed orders to oust me from service.

All on a sudden I was ousted by the Headmaster of my school on the receipt of the order referred to above from the special Officer, District Board, South Arcot.

I, now learn that the Deputy Inspector of Schools, Kallakurchi and Deivanayagam are close friends and classmates. The District Board Educational Officer, hearing the statements made by the Deputy Inspector of Schools, Kallakurchi, held no enquiry and caused such an order to be communicated by the Special Officer at the time after the president gave charge to the Special Officer.

The said order is unjust and ~~in~~ partial. No reason was assigned for such a sudden ousting order, nor

was there any charge framed against me to face such a drastic order, nor was I been communicated of the said order. There was no enquiry at all.

I beg to submit that I have been serving in the Dept. faithfully, and sincerely and I am the senior most among the probationary acting hands. All my juniors have been confirmed and I was fondly hoping that I would be confirmed soon. There is no bad record against me for any break in my service. I have also sent various applications in this regard to the Special Officer, District Board on 29-11-1946, 6-1-1947, and 3-4-1947 and 10-4-1947 for appointing me and till date I have not been favoured with any orders.

If I am not restored, my life will be spoiled and I will have to lose all that I have warned to my credit.

I, therefore, pray that your Honour may be pleased to appoint me in any of the school of this Taluk, District Board, for which act of kindness I shall ever be grateful.

Hoping to be favoured with,

I beg to remain,
Honoured Sir,
Your most obedient Servant,

T. Srinivasan

Manjakuli,

D3-15-4-1947.

List of District Board Schools in which I have served

1. Manjakuli School, Chidambaram Taluk, from 31-3-1941 to 5-7-41
2. A.Agharam School, Vridhachellam Taluk. from 26-1-42 to 30-4-42.
3. Puchimedu School, Cuddalore Taluk. from 22-8-42 - 20-11-42
4. Kanakkaraipattu, Chidambaram Tq. from 9-9-1943 to 3-10-43.
5. Usuppur, Chidambaram Taluk. from 8-10-1943 to 4-11-43.
6. Bhuvanagiri, Chidambaram Taluk. from 23-10-43 - 5-1-44
7. B.Adhivarahanatham, Chidambaram Tq. from 21-2-44 - 6-4-44
8. Portonovo, Chidambaram Taluk. from 26-8-1944 to 1-9-44.
9. Chinna Salem, Kallakurchi Tq. from 25-10-44 to 12-10-44.
10. Thirupanambakkam, Kallakurchi Tq. from 1-11-44 to 15-11-44.
11. Lalpet, Chidambaram Taluk. from 1-11-45 to 22-11-45.
12. Melpattambakkam, Cuddalore Tq. from 24-7-1945 to 7-8-1945.
13. Chinna Salem, Kallakurchi Tq. from 25-3-46 to 5-11-46.

EDPH Dept.

Encl. No 30619 B2-1 Bdy. d. 1-5-47

Referred to the Special Officer,
District Board, South Arcot for remarks.

28.4.47

30/4/47

The Special Officer

Dt. Bd. South Arcot.

Copy placed before

with

on 28.4.47 with ref. to Bdy. d. 1-5-47

28.4.47

C.F. 32 (a).

Local Administration Department

From (Name) S.R. Kaiwar Esq., M.A., I.C.S.,

Designation Collector & Special Officer,
South Arcot District Board,
Station Cuddalore N.T.

Received.....Registered.....

To

The Secretary to Government,
Education & Public Health Department,
Madras.

Enclosures:

No. Roc. D2-30491-DB-46 dated 22-5-47.

Sir,

Subj:-- Education - Elementary - M.R. Srinivasan - Ex-acting teacher
Chinnasalem - Board School - remarks furnished.

Ref:-- Government Endorsement No. 30619-B2-1-Edn. dated 1-5-47.

The District Educational Officer, South Arcot in his letter No. L.Dis.2089/46 dated 18-11-46 and L.Dis.2548/46 dated 8-12-46 has observed that the petitioner M.R. Srinivasan, Ex-acting teacher, Chinnasalem Board Higher Elementary school is an unscrupulous petitioner bent upon always doing mischief despite warnings and that his continuance in the school will be detrimental to its peaceful working. He was therefore ousted from service in the interests of the school as recommended by the District Education Officer. He preferred an appeal to the Director of Public Instruction, Madras and it was rejected in his L.Dis.11465/B2 dated 14-3-47 (copy enclosed) and also suggested therein to terminate his services. Accordingly his services were terminated in this office order D2-30491-DB-46 dated 18-4-47. In the circumstances no action is necessary on this petition.

2. The

2. The original reference received in & is enclosed herewith.

C.L.N/22-5-47.

Copy of L.Dis.11465-B2/46 dated 14-3-47 of the Districtor of Public ~~Health~~ Instruction, Madras.

Sub:- Elementary Education - District Board, South Arcot - appeal - M.R. Srinivasan - against ousting from service - rejected.

Read:- (1) Appeal, dated 29-1-46 of M.R. Srinivasan and
(2) Letters, Roc.No.D13-30491-DB-46 dated 26-12-46, 4-2-47 and 21-2-47 of the Special Officer, District Board, South Arcot.

The appeal is rejected.

2. The District Board office file is sent herewith to the Special Officer, District Board, South Arcot.

3. The Special Officer is requested to cancel the orders of ousting the teacher and to terminate his service from the date of ousting for reasons to be recorded in writing with reference to rule 7(2) of the establishment rules.

Sd. R. Narasimhulu,
For ~~Dist~~ Director of Public Instruction.
/True copy/

60 88ms
vub.
Memo. No. 30619-B2/47-2 dated 14-6-47.

Sub:- Elementary education - M.R. Srinivasan - Ex-acting teacher, Chinnasalem Board School.

Ref:- From the Spl. Officer, South Arcot D.B.,
Roc. D2-30491-DB-46 dated 22-2-47.

From the Special Officer's letter cited above it is observed that the services of the teacher Sri M.R. Srinivasan ^{was} terminated by him with reference to the instructions of the D.P.I., in para 3 of his proceedings L.Dis. 11465-B2/46 dated 14-3-47.

The attention of the Special Officer is invited to Rule 8(2) of the Establishment Rules under which the probation of an employee can be terminated and he be discharged from service.

P.T. 6.

30619 *f* *2*
only for reasons to be recorded in writing. The
Spl. Officer is requested to report the reasons
which he ~~recorded~~ recorded in his order No D2-30491-
DB-46 dated 18-4-47 terminating the services of the
teacher, and ~~furnish the records~~ ^{in which they} on which they
were based.

Depd
18/6/47
To The Spl. Officer,
South Arcot D.Bd.,
Cuddalore N.T.

C.F. 32.

Local Administration

Department

From (Name) S.R. Kaiwar Esq., I.C.S.,

Designation Collector and Special
Officer, District Board,
Station South Arcot, Cuddalore N.T.

Received

Registered

To

The Secretary to Government
of Madras,
Education and Public Health
Department, Madras.

Enclosures:

Roc. No. D2.30491/DB/46 dated 8th July 1947.

Sir,

Sub:-Education Elementary - Ex-acting teacher, M.R.
Srinivasan - Board School, Chinnasalem.

Ref:-G.O. Memorandum No. 30619.B2/47 dated 14-6-47.

With reference to the above Government Memorandum,
I enclose a copy of this office order No. D2.30491-DB-46
dated 18-4-47 wherein the reasons for the termination
of the services of Sri M.R. Srinivasan, have been recorded.

2. A copy of the District Educational Officer's L. Dis.
2348-46 dated 8-12-46 together with a copy of the report
of the Deputy Inspector of Schools, Kallakurichi No. 14/46
dated 8-10-46 about the conduct of this teacher M.R. Srinivasan is also enclosed for favour of perusal.

R.R. 10.7.

Special Officer, District Board.

Enc. No. 1

Roc. D2.30491/DB of 46

Proceedings of the Special Officer District Board, South
Arcot Dated 18-4-47.

Sub:-Education Elementary - Acting teacher - M.R. Srinivasan - Probation terminated.

Read. Ref: (1) Letter No. L. Dis. 2089/46 dated 18-11-46 and
L. Dis. 2348/46 dated 8-12-46 of the District Educational
Officer, South Arcot.

ORDER.

The District Educational Officer, South Arcot in his letter
referred to above has observed that M.R. Srinivasan, ex-acting
teacher, Board Higher Elementary School, Chinnasalem, is an
unscrupulous petition writer bent upon always doing mischief
despite warnings given to him and that his continuance in the
school is detrimental to its peaceful working. He was ousted
from service on 9-11-46 in this office Roc. D. 13.26343/46
dated 6-11-46 for his misconduct pending specific recommenda-
tions of the District Educational Officer. He is now informed
that his services are terminated for the aforesaid reasons.

Sd. M. S. Ramaswamy Mudaliar,
For Special Officer, Dt. Board.

To
M.R. Srinivasan, ex-teacher, Manjakollai, B. Mutlur (P.O.)
Chidambaram Taluk (By Registered Post)
Copy to the District Educational Officer, South Arcot.

--oOo--

P.T.O.

10
Copy of communication from the Deputy Inspector of Schools, Kallakurichi to the District Educational Officer, South Arcot, No.14/46 dated 8-10-46.

Sub:-Special report on the Board Higher Elementary School, Chinnasalem - submitting.

I have the honour to submit a special report on the Board Higher Elementary School, Chinnasalem owing to the present chaotic condition of the school.

Chinnasalem is a compulsory area. The whole atmosphere of the school has been vitiated now. Quarrels, jealousy, backbiting, personal rancour etc, characterise the working of the school. The following teachers are personally responsible for such conditions and unless and until they are scattered, the school will not run smoothly and the introduction of compulsory education in the village, I fear, will become a failure. Hence I have the honour to propose the following transfers of teachers on grounds indicated against each of them.

There is one M.R.Srinivasan who has been recently transferred to this school from outside this range as a punishment for his misconduct. The President, District Board, South Arcot has transferred him to this school with a warning that further misconduct on his part would entail his dismissal from District Board service. He is a false petition writer. He is unnecessarily poking his nose into the affairs of various departments and is setting up petitions against the officers of the agricultural, police and educational departments on baseless grounds. He is an undesirable element in the village. Attendance in his class is not satisfactory. He is not doing his work properly, as he is busily engaged otherwise as shown above. In no school where he has worked he has earned a good name. He is more a drag on Public purse than an asset to a school. He is only a probationer. He says that he does not care for this job and he wants to entangle every body in each department in Chinnasalem. Further he is filing suits after suits in the stationery Sub-Magistrate's court, Kallakurichi against his co-teachers. He is a tool in the hands of one Kumaravelu Iyer, who uses him to wreak vengeance on the two assistant teachers who are his relations. This assistant Kumaravelu quarrelled with another assistant and the headmaster could not manage the situation owing to incapacity. Hence Kumaravelu may be transferred to Rowathanallur as assistant and Krishna Kone of Rowathanallur to Chinnasalem as assistant. The undesirable M.R.Srinivasan does not deserve sympathy and I recommend that his probation may be ceased.

(2) There is one Anantharama Iyer another undesirable teacher. He was recently transferred to the school from Hanumanandal. His transfer to this place was strongly objected to by me. Please vide this office RC.No.279-S/46 dated 10-6-46 (General transfers of District Board School teachers). He is not fit to be a teacher in a compulsory area. Instruction in his standard is not up to the mark. He is a lazy teacher inducing others to pick up quarrels and disturbs the regular work. He misbehaved with a lady teacher in the school who brought the matter to the notice of the President, District Board, South Arcot, and myself. He is a dissembler and a deceit having a ton of records against him. He is a native of Periasiruvathur only 3 miles from Chinnasalem. His retention in the school is not at all desirable and I strongly recommend that he may be transferred to the Board School K.Pasar of this range and one Robert Samuel, teacher Board School, Pasar may be transferred to Chinnasalem.

Lastly S.Sambamoorthy the headmaster of the school is highly inefficient and an incapable one. He is not able to control his assistants. There are a large number of pupils of compulsion age yet to be brought under instruction. In spite of repeated instruction from this office and oral instruction to the headmaster he

cannot cope with the work as he is not being liked by the villagers. His transfer from Chinnasalem was recommended to the District Educational Officer, South Arcot in this office RC.No.279-S/46 dated 10-6-46, but it was not supported by the District Educational Officer, South Arcot. His retention in Chinnasalem will be of no help for the entire success of Compulsion in the village. He is incapable to control his assistants and to extract work from them.

So I have the honour to propose that he may be transferred as Headmaster Board Higher Elementary School Rishivandiyam and the I assistant of the Board Higher Elementary School Chinnasalem K.K. Subramaniam may be appointed as Headmaster. He is an efficient teacher and is wanted by the villagers. Compulsion will be a success as early as he takes charge. Ramanathan, headmaster Board Higher Elementary School, Rishivandiyam may be transferred as assistant Board Higher elementary school Chinnasalem. The villagers do not like Sambamoorthy at all. Ramanathan is a junior most secondary grade trained teacher. Hence his reduction is recommended and he may be promoted when he gets seniority. The work of S.Sambamoorthy will be watched and if he were found inefficient even at Rishivandiyam recommendation will be made for his reduction as assistant.

The above four teachers may kindly be awarded the punishments stated against each. If the above transfers are not immediately effected, the school will grow from worse to worse and chaos and confusion will reign supreme at Chinnasalem. The District Agricultural Officer, who visited the locality requested me to recommend transfers of the above teachers. Also he has promised a D.O. to the District Educational Officer and President, District Board, South Arcot regarding the behaviour of these teachers. Very early transmission to the President, District Board of this reference with recommendation is requested.

L.Dis.No.2348-46 dated 8-12-1946

Sub:-Elementary Education District Board - South Arcot quarrelling among the teachers - Board School Chinnasalem - action proposed.

Ref: Special Report from the Deputy Inspector of Schools Kallakurichi Range No.14-46 dated 8-10-1946.

Forwarded to the Special Officer, District Board, South Arcot Cuddalore for necessary action.

2.The assistant M.R.Srinivasan is an unscrupulous petition writer bent upon mischief despite warning given to him. He is a probationer and as his continuance in the school is detrimental to its peaceful working, his probation may be ceased. Kumaravelu is another mischievous element on the staff creating all the trouble and deserves to be sent outside the taluk. Anantharaman is also another element of the same category and deserves to be dealt with similarly. Necessary proposals to transfer all the teachers complained against inclusive of the headmaster preferably outside the taluk, may be forwarded for approval. Suitable men may also be posted in the place. As the further continuance of these teachers at Chinnasalem is reported to be severely detrimental to the interests of the peaceful and efficient working of the school, the favour of early action in the matter is urged.

Sd. B. Sempath Iyah,
For District Educational Officer,
South Arcot.

Copy to the Deputy Inspector of Schools Kallakurichi Range.
2. He is requested to submit a copy of his special report for file in this office.

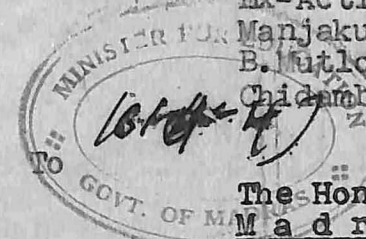
/True Copy/

Am

S. S. K.

From

M.R. Srinivasan,
Ex-Acting Teacher,
Manjakuzhi,
B. Putloor Post,
Chidambaram Taluk.



The Hon'ble Minister for Education,
Madras.

Honoured Sir,

10 OCT 1947

- Ref; 1) No.D.13-26343/46 dated 6-11-46 of the Special Officer, S.A.District Board, ousting me from service without any reason.
- 2) N.Dis No.11724/B2/46 dated 30-12-46 of the Director of Public Instruction, Madras ordering me to submit my application thro' the Special Officer, S.A.Dist. Board.
- 3) R.o.c. D2-30491/DB/47 dated 18-4-47 of the Special Officer, S.A.Dist. Board ousting me from service.
- 4) N.Dis 1772/B2/47 dated 7-6-47 of the Director of Public Instruction, Madras informing me to submit my application through the Special Officer, S.A.Dist. Board.
- 5) L.Dis. 7663-C1/47 dated 24-9-47 of the District Educational Officer, S.Arcot ordering me to apply to the Special Officer, S.A. District Board.



82871

I beg to submit the following few lines for your kind consideration and favourable orders:

When I was working as a teacher in the Board Higher Elementary School at Chinmasalem, one of the teachers Mr. M.Ruthnaswamy, the brother-in-law of Sri C.Deivanayagam, the first Assistant of the above school beat me without any reason in the presence of the headmaster on 4-8-1946. This matter was at once brought to the notice of the President, S.A. District Board through the Headmaster of the institution and the petition was forwarded to the Deputy Inspector of Schools, Kallakurichi for enquiry. The Deputy Inspector made enquiries and came to know of the truth from the headmaster orally that M.Ruthnaswamy beat me. But no written statement was taken from the headmaster.

I then came to understand that, since the Deputy Inspector of Schools was the class-mate of Mr. C.Deivanayagam, the brother-in-law of M.Ruthnaswamy, he has wantonly ousted me from service without stating the real facts. I have also reported this matter to the District Educational Officer, Cuddalore on 1-9-1947 under Registered post and the same also was forwarded to the Deputy Inspector of Schools, Kallakurichi, for enquiry. Then the Deputy Inspector passed bad remarks against me and informed the District Board Educational Officer, as a result of which, I was ousted from the Service by the order of the Special Officer, S.A.Dist. Board - No.1 in the above quoted reference.

The District Board Educational Officer was vested with full powers when the collector was in-charge of the District Board. The District Educational Officer has neither enquired

nor inspected the school, when I was working. But I have submitted petitions to the Director of Public Instruction under Registered post through the Special Officer, S.A. Dist. Board, on 29-11-46, 6-1-1947 and 3-4-47 as per the order No.2 of the above reference.

The Special Officer, S.A. District Board has sent me an order No.R.o.c. D2-30491-DB\$46 dated 18-4-47 ousting me from service and stating the reason that they have received the order No.L.Dis 2039/46 dated 18-11-46 and L.Dis.2348/46 dated 8-12-46 that I am not behaving properly inspite of repeated warnings and that I am writing false petitions and complaints. All these have been done under the instigation of the Deputy Inspector of Schools, Kallakurchi, coupled with the bad opinion formed by the Dist. Board Educational Officer, against me, which have been resulted in ousting my services from the District Board.

(66) H. T. In this respect, I have submitted an application to reconsider my case to the Divisional Inspector, the Director of Public Instruction and the Special Officer, S.A. District Board, on 2-6-1947, 24-8-47 and 7-7-47 respectively by Registered post. I have been advised by the D.B.E.O. South Arcot by their letter No. L.Dis. 7663/Cl/47 dated 24-9-1947 to submit my petition to the Special Officer, S.Arcot Dist. Board.

Here, I beg to submit that as the Deputy Inspector of Schools, Kallakurchi is the class-mate of Mr. Deivanayagam he has made false reports against me to Sri K.L.Palaniswamy Pillai, the then D.B.E.O. and made arrangements to oust me from service and since the last one year, I have been keeping quite as a result of their unjust acts.

Since the D.B.E.O. was vested with full powers by the collector (Special Officer), regarding the District Board Educational affairs, the D.B.E.O. has not investigated the facts properly and are not willing to take me back to service wantenly.

I therefore most earnestly pray that your Honour may be pleased to investigate into the matter and to reappoint me as a teacher, myself being a poor senior hand, for which act of kindness I shall ever be grateful.

I beg to remain,
Honoured Sir,
Your most obedient Servant,

M. Greenivasan.
15.10.47

Manjakuli.

15th Oct: 47.

P.S.:

I have also submitted petitions to the Collector of South Arcot, Cuddalore and the Hon'ble Minister for Education on 6-1-1947 under registered post, duly paying the stamps.

E & P. H. (B 2)

The petitioner has already submitted a similar petition and the connected file has been submitted. This may be added to that file bearing the C. No. 30619/47.

2/25.6.

29/10
pp1-3 CF
pp 9-11 CF

(10)

E & P. H. () DEPTT.

Abstract - Education - Elementary - Sri M.R.Srinivasan - Reinstatement in Service of etc. District Board - South Arcot - ~~ordered~~.
Read:- Petition from Sri M.R.Srinivasan dated 15-4-47 and letter from the Special Officer, District Board, South Arcot, No.D2.30491/D3/46 dated 8-7-47.

Order Ms. No. 2272 Edn. dated. 27.8.47

The Govt. observe that the petitioner Sri M.R.Srinivasan, was not given a reasonable opportunity to make a representation before the termination of his probation. They consider that petitioner should be given another chance ^{to behave} ~~wherever~~ properly, and that his services should be terminated there after if he does not ^{improve} ~~improve~~ in his conduct ^{and that} ~~after~~ ^{he should be} ~~given time~~ reasonable opportunity of explanation, before he is ^{finally} ~~sent~~ away.

2. The petitioner is referred to the Special Officer District Board for orders on his representation.

To
The Special Officer,
Dt.Bd. S.Arcot.

Sri M.R.Srinivasan,
Ex-teacher,
Manjakuti, B.
Muthur Post,
Chidambaram Taluk
(para 2 only)

29/10/47

29/10/47

29/10/47

C. 30872.

E. & P. H. (B2)

p. 50. f

(A)

112

gle

150

$\frac{88}{27/5/47} \cdot 8.5 \cdot w$

h
5/6 (u)

Rule 8 (2) of the Establishment Rules of District Boards gives discretion to the appointing authority to terminate the period of probation of an employee and to revert a ^{permanent} ~~permanent~~ employee to a lower post ^{if he is permanent or} and to discharge a ^{permanent} ~~probationer~~ ^{from service} from service for reasons to be recorded in writing. There is no information on the point raised by the Secretary. It may be obtained from

Sp. Officer.
the District Board. A draft memo is submitted.

17.7.47. 9.6.47 11.6.47 5.7.47

[Issued as memo No. 30619-B2/47-2 dt-14.6.47] pp 7-8 CF

at 5789u. from the Sp. Officer dt. 8.7.47

Recd of 30491/ut, 9.8.7.47

Sub for order.

17.7.47

18.7.47

Routine

Don't the rules contemplate some kind of enquiry including an opportunity to the person concerned to "show cause"?

That does not seem to have been done in this case.

M.V.S.
18-7-1947.

Submitted that there are no rules requiring that probationers should be given notice of show cause before they are discharged. The L.A. Dept. may be consulted.

23.7.47

24.7.47

25.7.47

L.A. E & P. H. U.O. 30619 B2/47-1
25.7.47

L.A. Dept

There is no provision in the rules relating to Establishments under M.Os or Appointment and punishment of officers and servants of Local Boards that a probationer should be given notice of show cause against termination of probation.

There is such a provision in the General Rules for the Provincial and Subordinate Services. It is for wide rule 22(a) of (2)/2



16.9.47

L.A. No. 26139-1-C
16.9.47



may be issued to the Sp. Officer on the lines of the L.A. Dept's note above.

22.9.47 23.9.47 10.10.47

of the general rules for the provincial and sub-ordinate services. There is no objection to observing the same principle in regard to the termination of probation in the case of district board and municipal servants.

With the above remarks the file may be returned to E & P. H. Dept.

In an individual case (which is not traceable) this Deptt ordered that though the rules did not require the framing of charges and recording of evidence before the termination of person's probation, the probationer should be apprised of the action proposed to be taken against him with reasons therefor and that a reasonable opportunity should be given to him to make any representation that he might like to make. Rules apart, no person should be thrown out of employment unheard. In the present case, no opportunity seems to have been given to the teacher to have his say in the matter. The Sp's proceedings cannot be challenged on the grounds of illegality. So he cannot be asked to revise his order. All that can be done is to give the teacher another chance to behave properly and to terminate his services if he is found unworthy of the commission, after giving him a reasonable opportunity of explanation.

15.8.47 16.9.47

E. & P. H.

25.8.47

for order whether instructions

10.10.47

A draft order is submitted for approval.

3/16/10.

MM
2/26/10 S

MM
2/26/10

(2)

Feb 26 1910

to the

of the

of the

1910

1910