Scott II-27—58,004—4-11-46.

E.&.P.H.: (194 7) Department.

SERIES.

G.O. NO. Ms.2357 Edn.

Dated 3rd November 1947.

[Despatch Abstract.]

Subordinate Educational Service - Collegiate branch - Request for revision of pay - Papers recorded.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
Go	~~1589~~						

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
Go	1589	Rele	21648				

Subordinate Educational Service - Collegiate Branch. (2)

1. The present revised scale of pay, 1947, (120-5-170-7-240) does not take the Assistant Lecturers even back to the pre 1933 scale (125-5-175-7½-250), whereas in every other case, the new scales are better than the pre 1933 scales. (Annexure "A") p3 cubra

2. The present revised scale of pay of Assistant Lecturers compares very unfavourably with the scales for similar posts in other departments requiring similar if not much shorter periods of education and training. (Annexure "B") p3 cubra

3. The present revised pay of Assistant Lecturers alone has been fixed as low as 120-240. In contrast higher and better scales of pay namely 180-280, 150-250, 140-250, havebeen fixed for almost all other posts which were as regards pay in the same category of 100-200 as Assistant Lecturers before revision. (Annexure "C") p3 cubra

4. Though the Assistant Instructors and Assistant Lecturers in the Engineering College and Government Victoria College, Palghat, were as regards pay in the same category of 100-200, in the 1933 scale, do the same kind of work, teaching the same set of students of the F.E., B.E., Intermediate and B.Sc., classes, a very unfair and invidious distinction has been made in the present revised scales of pay ~~of~~ by keeping that of Assistant Lecturer at 120-240 as against that of Assistant Instructors (180-280)

5. The present revision of scales, based as it is on the war-time revised scales in the case of the Fisheries, Veterinary and the Engineering Departments, and on a much older scale (1935) in the case of Assistant Lecturers, has resulted in very great disparities, bringing on a par with the Assistant Lecturers (120-240), members of the Fisheries and Veterinary Departments who were started on Rs. 65/- in 1933, when Assistant Lecturers were started on Rs. 100/-. (Annexure "D") p3 cubra

6. It is unfair to use the fact that Assistant Lecturers belong to the vacation Department as a justification for keeping down their scale of pay alone in the light of the following:-

Vacation is in the nature of this service, and is not a matter of their seeking or choice. The vacation provides for examinations and paper

valuations etc., and is in lieu of a month's privilege leave accumulated and enjoyed by other services.

7. Further, Assistant Instructors, Laboratory Assistants, Lecturers in Government School of Technology, Polytechnics, Leather Trades Institute (started on 180), Lecturers in Indian Medicine and Herbarium Superintendent (started on 140) are given a very much higher start than the Assistant Lecturers (start 120/-) although the se[illegible] are also in the full enjoyment of vacation.

8. The low and inddequate scale of pay, the unduly long period of twenty years necessary to reach the maximum of the scale (120-5-170-7-240), coupled with the almost illusory prospects of promotion to the M.E.S., for the vast majority, have made the S.E.S., cadre very unattractive for men with the high qualifications and merit prescribed for the posts; so much so that most of the colleges are either under-staffed or poorly staffed, necessitating filling up of a very high percentage of the vacancies, under rule 9-1, a. (Emergency Powers)

9. In view of the facts stated above, the Assistant Lecturers request that their scale of pay be made consistent with the high qualifications insisted on for the S.E.S. - Collegiate Branch namely a high first or second class Honours or M.A., with L.T., and be brought on a par with that of similar posts enjoying vacation in other Departments and Universities, in this and in other Provinces. The following alternative suggestions are offered for sympathetic consideration:

P 1

(i) 180-10-280 - (vide Assistant Instructors and Laboratory Assistants).

(ii) 150-10-300 - (vide University scales for Assistant Professors).

--oOo--

EXTRA COST INVOLVED ON ACCOUNT OF THE PROPOSED SCALES.

Strength of the S.E.S. cadre as on 1-1-1946, ... 111 + 25 (Temporary)

Present strength about 150

Average cost of time scale as per AUDIT MANUAL. Page 11, Formula 2 F.R.(9) 31.

Present scale	Average cost	Difference in average cost per month per post.	Extra cost per annum for 150 posts.
120-5-170-7-240	Rs. 212,80	--	--
Suggested scales			
i. 180-10-280	Rs. 263,78	50.98	Rs. 91,764
ii. 150-10-300	Rs. 268,60	55.80	Rs. 100,440

(V)

ANNEXURE "A" AND "C"

Department	Post	PRE-1933	1933 Scale	Present scale - 1947.
Education	Assistant Lecturers	125 - 250	100 - 200	120 - 240
Engineering and Industries	Assistant Instructors			
	Laboratory Assistants	125 - 250	100 - 200	180 - 280
	Supervisors, Junior Engineers	125 - 250	100 - 200	150 - 250
Medical	Lecturers: Indian Medicine and	120 - 250	100 - 220	140 - 250
	Herbarium Suptdt.,	85 - 120	100 - 220	140 - 250
Excise	Laboratory Assistant	120 - 180	100 - 150	140 - 200
Fisheries & Veterinary	Demonstrator and	65 - 125	100 - 200	120 - 220
	Assistant Surgeons	60 - 120	90 - 200	120 - 250

ANNEXURE "B"

Department	Post	Qualifications	Years of study after S.S.L.C.	Present Scale - 1947.
Education	Assistant Lecturers	Honours or M.A., 1st or 2nd class with L.T.,	6 to 7 years.	120 - 240
Engineering and Industries	Assistant Instructor, Laboratory Assistants, Supervisors, Junior Engineers	B.E.,	6 years	180 - 280 150 - 250
Excise	Laboratory Assistants	B.Sc., (Hons)	5 years	140 - 200
Medical	Lecturers: Indian Medicine and Herbarium Supdt.	L.I.M.,	5 years	140 - 250

ANNEXURE "D"

Department	Post	1933 Scale	War Time Revision	Present Scale, 1947	Percentage increase over 1933
Education	Assistant Lecturers	100 - 200	None	120 - 240	20%
Engineering and Industries	Assistant Instructor and Lecturers	100 - 200	(in 1945)	180 - 280	80%
			150 - 250	180 - 240	80%
Fisheries and Veterinary	Demonstrators and Asst. Surgeons.	65 - 125	(in 1941)	120 - 220	85%
		60 - 120	90 - 200	120 - 250	100%

==oOo==

Comparative statement of Holidays enjoyed by the Vacation and Non-vacation Depts.

Vacation Dept.			Non-vacation Dept.		
Working Days in a year	165		Working Days in a year after deduction has been made for holidays as privilege leave Sundays, penultimate Saturdays and other public holidays-		
Saturdays as working days on account of increased admissions	15				
Total Working Days	180	180	Total Working Days -		221
Holidays enjoyed:-			Holidays enjoyed:-	33	
Sundays in a year-	52		Sundays in ayear -	52	
Public Holidays -	30		Penultimate Saturdays-	12	
Michaelmas, Xmas & Summer vacation -	103		Easter & Christmas	17	
Total Holidays -	185		Public Holidays(Onam, Upakarmam, Pongal, Bakrid Deepavali etc.,	30	
		185	Total Holidays	144	144
		365			365

Difference in Holidays enjoyed between the Depts. 185 - 144 = 41 days

These 41 extra holidays enjoyed by vacation dept. has to be spent in valuation of examination papers of the Three examinations held in a year, and does not include the preparation time so essential and spent in preparation of lectures and the time spent in setting up of lecture-demonstrations .

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(6)

To

The Honourable Minister for Education,

Government of Madras.

Sir,

Myself and my colleagues are most deeply grateful to you for the very kind and courteous response to our humble request, in agreeing to receive a small deputation of Assistant Professors and Assistant Lecturers sometime in January, 1948.

According to a press note issued on 6-12-47, the Government propose to examine the anomalies arising out of the recent revision of pay, with a view to rectify them. At an interview you were kind enough to grant to two Assistant Professors headed by Mr.T.R.Venkatrama Sastry on 18th September 1947, it was pointed out that a grievous injustice had been done to our service in the general revision of scales (as set out in the memorandum enclosed). You were then pleased to assure us that you would consider the matter at the earliest possible opportunity. In view of the impending examination of the anomalies by the Government, we write to request you to give us an opportunity of stating our case again to you informally sometime earlier than January, 1948.

pp3-6 infra

I beg to remain,

Sir,

Your most obedient servant,

M.E.Doraiswamy

(for and on behalf of the S.E.S.-Collegiate Branch).

(M.E.Doraiswamy,
Asst.Professor of Chemistry,
Presidency College,
Madras.)

Presidency College,
Madras.
10th December, 1947.

(A)

To

The Hon'ble

The Minister for Education,

Government of Madras.

Through

The Principal,

.....College.....

And

The Director of Public Instruction, Madras

Memorial submitted by the Assistant Professors and Assistant Lecturers in the Madras Educational Subordinate service—Collegiate Branch

The Memorialists submit:

1. That their present (1947) revised scale of pay (120-5-170-7-240) does not take them even back to the pre-1933 scale (125-5-175-7½-250 with a selection grade of 250-300) whereas in every other case, the new scales are better than the pre-1933 scales. (Annexure " A ")

2. That their present (1947) revised scale of pay compares very unfavourably with the scales for similar posts in other departments requiring similar if not much shorter periods of education and training. (Annexure " B ")

3. That though the present (1947) revised scale of pay for almost all the posts, which like those of Assistant Professors and Assistant Lecturers carried a pay of 100-200 in the 1933 scale, have been fixed at 180-280, 150-250, 140-250, the pay of Assistant Professors and Assistant Lecturers alone has been fixed as low as 120-240. (Annexure " C ")

4. That though the Asst. Instructors and Asst. Lecturers in the Engineering College and Govt. Victoria College, Palghat, were as regards pay in the same category viz. 100-200, in the 1933 scale, and do the same kind of work, teaching the same set of students of the F.E., B.E., Inter and B.Sc. classes, a very unfair and invidious distinction has been made in the present revised scales of pay by keeping that of Asst. Lecturers at 120-240 as against that of Asst. Instructors (180-280).

5. That whereas the war-time revised scales of the Fisheries Veterinary and the Engineering Departments have been taken as the basis for the present revision, the basis in the case of Assistant Professers is a much older (1933) scale. This has resulted in a lot of disparities bringing the Asst. Professors and Assistant Lecturers on a par with members of the Fisheries and Veterinary Departments who were started on Rs. 65 in 1933, when Asst. Lecturers were started on Rs. 100. (Annexure " D ")

6. That it is unfair to use the fact that the memorialists belong to the vacation Department as justification for keeping down their scale of pay ; for, vacation is in the nature of this service, and is not a matter of their seeking or choice. The vacation provides for examinations and paper valuations etc. and is in lieu of a month's privilege leave accumulated and enjoyed by other services. Further, Asst. Instructors, Laboratory

Assts. Lecturers in Govt. School of Technology, Polytechnics, Leather Trades Institute (started on 180), Lecturers in Indian Medicine and Herbarium Supdt. (started on 140), are given a very much higher start than the Asst. Lecturers (start 120—) although they are also in the full enjoyment of vacation.

7. That the low and inadequate scale of pay, the unduly long period of twenty years necessary to reach the maximum of the scale (120—5—170—7—240), coupled with the almost illusory prospects of promotion to the M. E. S., for the vast majority, have made the S. E. S., cadre very unattractive for men with the high qualifications and merit prescribed for the posts; so much so that most of the colleges are either under-staffed or poorly staffed, necessitating filling up of a very high percentage of the vacancies, under rule 9—1, a. (Emergency Powers.) by unqualified hands

8. That in view of the facts stated above, the memorialists pray that their scale of pay be made consistent with the high qualifications insisted on for the S. E. S.—Collegiate Branch, namely a high first or second class Honours or M. A., with L. T., and be brought on a par with that of similar posts enjoying vacation in other Departments and Universities, in this and in other Provinces. The following alternative suggestions are offered for sympathetic consideration:

(i) 180—10—280. (as for Asst. Intructors and Laboratory Assts.)
(ii) 150—10—300. (University scales for Asst. Professors.)

EXTRA EXPENDITURE PER ANNUM WHICH WILL BE INCURRED ON ACCOUNT OF THE PROPOSED SCALES.

Strength of the S. E. S. cadre as on 1—1—46, 111 + 25 (Temporary)
Present strength about ——— 150.

Average cost of time scale as per AUDIT MANUAL, p. 1I, Formula 2. F. R. (9) 31.

Present scale	Average cost	Difference in avge. cost per month per post	Extra cost per annum for 150 posts
120-5-170-7-240.	Rs. 212. 80	———	———
Suggested scales			
i. 180-10-280,	Rs. 263. 78	Rs. 50. 98	Rs. 91,764.
ii. 150-10-300,	Rs. 268. 60	Rs. 55. 80	Rs. 100,440.

..... College.....

Date.....

ANNEXURE "A" (Vide para 1.) AND "C" (Vide para 3.)

Department.	Post.	PRE-1933	1933-Scale.	Present scale—1947
Education	Assistant Lecturers	125—250	100—200	120—240
	Selection Grade	250—300		
Engineering and Industries	Assistant Instructors			
	Laboratory Assistant	125—250	100—200	180—280
	Supervisors, Junior Engineers	125—250	100—200	150—250
Medical	Lecturers: Indian Medicine	120—250	100—220	140—250
	and Herbarium Supdt	85—120	100—220	140—250
Excise	Laboratory Assistant	120—180	100—150	140—200
Fisheries &	Demonstrator and	65—125	100—200	120—220
Veterinary	Assistant Surgeons	60—120	90—200	120—250

ANNEXURE "B" (Vide para 2)

Department	Post	Qualifications	Years of study after S.S.L.C.	Present scale-1947.
Education	Assistant Lecturers	Honours or M. A., 1st or 2nd class with L. T.,	6 to 7 years	120—240
Engineering and Industries	Assistant Instructor Laboratory Assistants Supervisors, Junior Engineers	B. E.,	6 years	180—280 150—250
Excise	Laboratory Assitants	B. Sc. (Hons)	5 years	140—200
Medical	Lecturers: Indian Medicine and Herbarium Supdt	L. I. M.,	5 years	140—250

ANNEXURE "D" (Vida para 5)

Department	Post	1933 Scale	War Time Revision	Present Scale 1947	Percentage increase over 1933
Education	Assistant Lecturers	100—200	None	120—240	20%
Engineering & Industries	Assistant Instructor and Lecturers	100—200	(in 1945)	180—280	80%
			150—250	180—240	80%
Fisheries & Veterinary	Demonstrators and Asst. Surgeons.	65—125	(in 1941)	120—220	85%
		60—120	90—200	120—250	100%

G. P. —3-xi-47 Q,H,M.S. 173 C. 75

Secretary, E. & P.H.

In the recent Communique we have promised that certain anamolies in the last revision of salaries will be attended to now. ~~If~~ this representation is from the Assistant Professors and Assistant Lecturers from the Madras Educational Subordinate Service, Collegiate Branch, the matter may be examined and put up to H.M. Finance.

TSA
2-1-48

H.M. Education.

SECRETARY, EDN. AND P. H. DEPT.
1308
7 JAN 1948
GOVERNMENT OF MADRAS

To

The Hon'ble

The Minister for Education,

Government of Madras.

Through

The Principal,

PRESIDENCY College MADRAS.

And

The Director of Public Instruction, Madras

Memorial submitted by the Assistant Professors and Assistant Lecturers in the Madras Educational Subordinate service—Collegiate Branch

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3. That though the present (1947) revised scale of pay for almost all the posts, which like those of Assistant Professors and Assistant Lecturers carried a pay of 100-200 in the 1933 scale, have been fixed at 180-280, 150-250, 140-250, the pay of Assistant Professors and Assistant Lecturers alone has been fixed as low as 120-240. (Annexure " C ")

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5. That whereas the war-time revised scales of the Fisheries Veterinary and the Engineering Departments have been taken as the basis for the present revision, the basis in the case of Assistant Professors is a much older (1933) scale. This has resulted in a lot of disparities bringing the Asst. Professors and Assistant Lecturers on a par with members of the Fisheries and Veterinary Departments who were started on Rs. 65 in 1933, when Asst. Lecturers were started on Rs. 100. (Annexure " D ")

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7. That the low and inadequate scale of pay, the unduly long period of twenty years necessary to reach the maximum of the scale (120—5—170—7—240), coupled with the almost illusory prospects of promotion to the M. E. S., for the vast majority, have made the S. E. S., cadre very unattractive for men with the high qualifications and merit prescribed for the posts; so much so that most of the colleges are either under-staffed or poorly staffed, necessitating filling up of a very high percentage of the vacancies, under rule 9—1, a. (Emergency Powers.) by unqualified hands

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Present strength about 150.

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Suggested scales			
i. 180-10-280,	Rs. 263. 78	Rs. 50. 98	Rs. 91,764.
ii. 150-10-300,	Rs. 268. 60	Rs. 55. 80	Rs. 100,440.

PRESIDENCY College MADRAS,

Date 5th Nov 1947

1. [illegible] Asst. Professor of Chemistry
2. C. Srinivasan. do.
3. U. Ramdas Rao -do-
4. K. A. Joseph - Asst. Professor of Economics
5. P. K. Kammakara Menon Asst Prof of History
6. M. Shanmugasundaram Chetty. Asst. Prof. of Economics.
7. S. Ramabhadran Assistant Professor of English
8. V. Narasimha Rao - Asst. Professor of English.

9. K. T. Thomas Asst. prof. of English.
10. S. Rama Chandran Asst. Prof. of politics
11. R. Prabhakar Asst. Prof of History
12. T. Chandrasekharan Asst. Prof. of Sanskrit
13. K. Subrahmanyam Asst. Professor of Sanskrit.
14. P. Thirugnanasambandham Asst. Professor of Sanskrit
15. N. Viswanathan Asst. Professor of Mathematics
16. V. S. Krishnan Asst. Professor of Mathematics
17. S. Isaac. Asst. Professor of Mathematics.
18. K. Venkatesan. Asst. professor of Mathematics.
19. C. Lobo 4/11/47 Asst. Professor of Mathematics.
20. M. V. Subbarao. Asst. Prof. of Mathematics
21. [illegible] Asst. Prof. of Physics
22. V. S. Krishnamoorthy Asst. Prof. of Physics
23. M. Ramanadham Asst Professor of Physics
24. Krishna Murthy Asst. Professor of Botany.
25. K. R. Ramaswamy. Asst. Prof. of Botany.
26. A. Parthasarathy Asst. Professor of Geology
27. K. C. Ramaswami Assistant Professor of Zoology.
28. P. K. Menon. Asst. Prof. of Zoology.
29. S. Rangaiah do
30. C. Krishnan Asst. Prof of Zoology
31. N. Venkatasubramania. Asst. Prof. of Botany.
32. S. Ranganathan. -do-
33. N. S. Seshadri. - do.
34. S. Ramamoorthi Asst. Prof of Physics.
35. [illegible] Asst. Prof. of Chemistry.
36. T. Raman Nambiar Asst. Prof. of Physics
37. T. M. Bhaskaran Nedungadi " "
38. K. C. Vanmeekanathan. Asst. Prof. of Tamil.
39. P. Habeeb Khan Urdu Munshi

ANNEXURE "A" (Vide para 1.) AND "C" (Vide para 3.)

Department.	Post.	PRE-1933	1933-Scale.	Present scale—1947
Education	Assistant Lecturers	125—250	100—200	120—240
	Selection Grade	250—300		
Engineering and Industries	Assistant Instructors			
	Laboratory Assistant	125—250	100—200	180—280
	Supervisors, Junior Engineers	125—250	100—200	150—250
Medical	Lecturers: Indian Medicine	120—250	100—220	140—250
	and Herbarium Supdt	85—120	100—220	140—250
Excise	Laboratory Assistant	120—180	100—150	140—200
Fisheries &	Demonstrator and	65—125	100—200	120—220
Veterinary	Assistant Surgeons	60—120	90—200	120—250

ANNEXURE "B" (Vide para 2)

Department	Post	Qualifications	Years of study after S.S.L.C.	Present scale-1947.
Education	Assistant Lecturers	Honours or M. A., 1st or 2nd class with L. T.,	6 to 7 years	120—240
Engineering and Industries	Assistant Instructor Laboratory Assistants Supervisors, Junior Engineers	B. E.,	6 years	180—280 150—250
Excise	Laboratory Assitants	B. Sc. (Hons)	5 years	140—200
Medical	Lecturers: Indian Medicine and Herbarium Supdt	L I. M.,	5 years	140—250

ANNEXURE "D" (Vida para 5)

Department	Post	1933 Scale	War Time Revision	Present Scale 1947	Percentage increase over 1933
Education	Assistant Lecturers	100—200	None	120—240	20%
Engineering & Industries	Assistant Instructor and Lecturers	100—200	(in 1945)	180—280	80%
			150—250	180—240	80%
Fisheries & Veterinary	Demonstrators and Asst. Surgeons.	65—125	(in 1941)	120—220	85%
		60—120	90—200	120—250	100%

40 R. S. Deekshitar — Asst Professor of Ephi.
41 M. Venkatachariyar — Asst professor of Hindi
42 P. N. Krishna Rayar — Asst. Professor of English
43 R. Suryanarayana Murthy — Asst. Professor of History.
44 B. Ramachandra Rai — Asst Professor Chemistry.
45 N. S. Panchanadhara — "
46 [illegible] — Assl. Professor of Sanskrit.
47 K. Venugopal — Asst. Professor of Geology
48 A. K. Kasturi — Asst. Professor of Geology.
49 R. Naga Raja Sarma — Asst. Professor of Logic.
50 P. Padmanabha Bhat — Kannada Pandit,

G. P. 3-xi-47 Q.H.M.S. 173 C. 75

H.M. (Finance). Notes (17)

This is a representation from the Subordinate Educational Service Teachers employed in the Collegiate Branch. They have shown that people with the same qualifications are paid differently. In the Education Dept. they are paid only Rs.120 - 240; in the Engineering and Industries Dept., they are paid in two ways viz., 180 - 280 and 150 - 250; in the Medical Dept. they are paid Rs.140 - 250; in the Excise Rs.140- 200 and in the Fisheries etc., 120 - 250 - please see p.3 of the memorandum. Most of them were getting from Rs.100 - 200 before the revision. This revision is manifestly unjust. I shall be glad if you will kindly go through it and make an equitable provision for all so that there may not be any unnecessary heart burning. They are all having the

p.t.o.

Finance may examine in connection with E. Ph.
P.V.A 28.9

ASST. SECRETARY TO GOVT. 282235 29 SEP 1947 FINANCE DEPARTMENT

same qualifications and serving most of them under same conditions and it will be unjust if difference in pay are made to them.

TSA
23-9-47

H.M. Education.

Fin (Sal)

Please see the representation from certain members of the Subordinate Educational Service(Collegiate Branch) on pp.1-2 above and H.M(Edn.)'s minute on pp.5-6 above.

2 These officers (Asst. Lecturers) have urged mainly, on a comparison with the revised scales of pay sanctioned for certain Subordinate Services, including services requiring technical qualifications and experience that the revised scale for Asst. Lecturers is low and that it may be further raised to Rs 180-10-280 on a par with that of Asst. Instructors and

...

Laboratory Assistants in the Engineering College or to Rs 150-10-300 being the scale of pay of Asst. Professors of the Madras University. H.M(Fin.) has noted that the matter may be examined in consultation with E & P.H. In the first place it may be mentioned that a revised scale of Rs 125--245 has been sanctioned for Asst. Lecturers with L.T. qualifications.

The main grievance of the Asst. Lecturers is that the revised scale sanctioned for them is lower as compared with the new scales sanctioned for certain other Subordinate Services (which formerly carried even lower scales) before...

Asst. Instructors in the Engineering College ..	180--280
Lecturers in Govt. School of Technology, Industries Dept. ..	180--240
Lecturers in the School of Indian Medicine ..	140-5-180-10-250
Research Assistants, Inspectors etc., Fisheries Department ..	120-5-160-10-220
Veterinary Asst. Surgeons, Veterinary Department ..	120-5-200-10-250

The contention of the men appears to be that the position prior to the recent revision has not been maintained in the revised scales introduced from 1-1-47.

3 Attention is in this connection invited to the extracts of the Govt. Press Note on the question of revision of salaries which set out briefly the various considerations and principles by which the Cabinet Salaries Committee was guided in making its recommendations. The question of raising the "existing scales" by percentage increases was specifically considered but after an examination of the existing scales, the Committee found that several of them were unsuitable from various points of view and were the result of piecemeal revisions made in the past at the instance of certain "assertive Heads of Departments" and that the application of percentage increases would only result in the perpetuation of these anomalies and inequalities. The Committee therefore definitely set itself against any revision of pay scales based on such a comparison. The Committee therefore decided to examine each case de novo on its merits

8 4

and for this purpose took all important factors governing fixation of salaries into account before arriving at its decision viz., duties and responsibilities attached to the various posts, the qualifications prescribed, the age and method of recruitment and the prospects open. For services for which technical qualifications and experience were required -- (e.g.) special and costly training over a long period in Engineering, Medical, Veterinary Colleges or technical institutes -- higher scales had necessarily to be adopted in order to attract and retain qualified men in service. This accounts for the higher scales decided upon for most of the posts detailed on p.3 CF. ante, while in regard to the rest, apart from the qualifications, the men get promoted after serving in lower posts for some time (e.g.) Asst. Instructors in the Engineering College, Lecturers in the School of Indian Medicine. This is not the case generally with Asst. Lecturers in the Educational Subordinate Services, most of whom possess only general academical qualifications and are directly recruited to those posts. It cannot be seriously contended that their qualifications are technical or that ~~their acquisition is~~ acquisition of such qualifications is costly and difficult, or with reference to the law of supply and demand a higher scale than that already sanctioned is necessary. Unless it is shown that qualified men are not available on the revised scale already sanctioned, there seems to be no case for a further revision. In fact, differences such as those ~~mentioned~~ pointed out in the representation are inevitable in any scheme of revision so long as the duties and qualifications vary from service to service.

It may also be ~~pointed out~~ mentioned in this connection that with the introduction of more liberal scales of pay for the Central Services, the non-gazetted services here have been agitating for implementing the recommendations of the Central Pay Commission. After an examination of the problem, the Govt. have decided that nothing more can be done having regard to the state of Provincial finances. H.P.M. is also of the view that a very large percentage of the Provincial revenues

Cf. estimate at (e) below

Mp 1 & 3 above

(G.O. put up in another file in circ.)

A (14) 5 9

is consumed by salaries. If the question of pay of the Asst. Lecturers is reopened at this stage it is bound to have repercussions on the other services which it is desirable to avoid.

In the circumstances it is for consideration whether Finance may advise that the matter may be dropped for the present.

MR
9.10.47

ASST. SECRETARY TO GOVERNMENT
80908
10 OCT 1947
EDUCATION AND PUBLIC HEALTH DEPT.

MC
1.10.47

EPH

Fin. Mo. No. 58223 Sal/47-1
10.10.47.

Minutes on pp 5-6 ante

Ed & P.H. Depts.

The file may be circulated to HM (Edn) and HM (Fin) for orders on the proposal of Finance above.

[illegible] 11/10/47 S/ [illegible]

H.M. (Edn.)

H.M. (Fin.)

The note above does not really represent the facts properly. People with the same qualifications in different Educational Services are given different rates of pay. The conditions of service are absolutely the same and this disparity should not exist is the plea of these sub-ordinate services people. I think their claim is legitimate. We have increased the fees of the College students which is expected to come to a few lakhs, and this revision will cost us only less than a lakh. I think we must give them justice. H.M.(FIN.) may see.

TSA
15-10-47

STAFF, FIN. AND [illegible]
17 OCT 1947
GOVERNMENT OF MADRAS

A

It is safer not to reopen the issue just at present.
The difference between technical and non-technical is also legitimate. B.G.A.
17.X

10 6

The file may be circulated to H.M. (Edn) for perusal of the minute of H.M. (Fin) on page 9 ante.

[signature] 17/10/47 S/ H.M. (Edn)

TSA 22-10-47

These papers may be recorded after perusal by Fin.

[signature] 27/10/47 [signature] 28/10/47

Finance (Sal) EPH No 80900 A-1 28.10.47

The orders in circulation on pp 9-10 above may be perused and the case returned to EPH.

[signature] 30/10/47

[signature] 30/10/47

EPH/A

Fin U.O. 64293 Sal. 1 30.x.47

Order MS (Edn) 2357 Recorded d 3.11.47.

[signature] 31/10/47. [signature] 3/11/47

4/11

Stamps: ASST, EDN. AND P. H. DEPT. -1 OCT 1947 64293 GOVERNMENT OF MAD.; ADDITIONAL DEPUTY SECRETARY 64293 29 OCT 1947 Sal FINANCE DEPARTMENT; ASST. SECRETARY TO GOVERNMENT EDUCATION AND PUBLIC HEALTH DEPT. 86025 31 OCT 1947

Subject:- Subordinate Edn. Service collegiate branch — Request for revision of pay — Papers recorded

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M.E.S.S. - Collegiate Branch - Asst. Lecturers Asst. professors - Revision of pay

Secretary, E. & P.H.

Please see herewith a representation on behalf of Subordinate Educational Service of the College employees. A note may be prepared on the basis of the memorandum and submitted to Finance. The matter of people employed in high schools also may be considered along with it.

TSA 12-12-47

H.M. Education.

Stamps: ASST. SECRETARY TO GOVERNMENT 13 DEC 1947 EDUCATION AND PUBLIC HEALTH DEPT. 98141; SECRETARY, EDN. AND P. H. DEPT. 12 DEC 1947 GOVERNMENT OF MADRAS

The memorandum on pp 3-6 c.f. is the same as the one on pp 1-7 c.f. of G.O. No 2357 Edn. d 3.11.47. The question of further revising the scales of pay of the Asst. Lecturers and the Asst. Professors in the M.E.S.S. has been examined very recently and it was decided that it is safer not to reopen the issue just at present. (Please see the note of Finance on pp 2-5 n.f. and the minutes of H.M. (Edn) and H.M. (Fin) on p 5 n.f. of G.O. No 2357 Edn. d 3.11.47.) For orders whether the question should be reopened now.

The file may be sent to Fin for remarks before circulation.

A on p 5 n.f. 9 (S)

(S) I do not think there are sufficient grounds for re-opening this after the recent decision in (S). — re High Schools

Thro B1

[signature] 15.12.47 [signature] 15/12/47.

No anomalies in the recent revision of scales of pay for the members of the teaching staff in Government High Schools has so far been

P.T.O.

2

brought to the notice of Government and no action is therefore necessary in regard to Govt. schools. But if the scales of pay of Asst. Lecturers and Asst Professors are revised the question of revision of Schools Assts and Headmasters may also be considered.

17/12/47 AS IV

S

16/12/47

16/12/47

18/12/47

M. (Sal)

Please see the memorial on pp 3-6 and Min's (Edu.) minute overleaf

EdPH no 98141 A-1
19.12.47.

ASST. SECRETARY TO GOVERNMENT
77394
19 DEC 1947
FINANCE DEPARTMENT

2/ With ref to the arguments in paras 3-7 of the memorial, the revised scales of pay sanctioned in G.O. 78 Fin dt. 2.1947 are based on the recommendations of the Cabinet Sub. Committee which examined each case on its merits before coming to its conclusions. The main grievance of the memorialists is that the Assistant Instructors and Assistant Lecturers with B.E. qualifications employed in the Engineering College etc have been allowed a higher scale of pay in the recent revision than that of the Assistant Professors and Assistant Lecturers although both of them were drawing pay in the same scale prior to 1.1.1947

Cf para 4 on p 3 C; Revised Rs 180-280; Revised Scale 120-240; 100-200

Attention is invited to the extracts from the Govt Press note at (b) below which sets out briefly the various considerations and principles by which the Cab. Sub. Committee was guided in making its recommendations. It will be seen from it that the Committee felt that many of the 'existing scales' were anomalous and unsuitable from various points of view, being due to piece-meal revisions made in the past at the instance of assertive heads of Depts, and that it definitely set itself against a revision based on percentage increases of existing scales as such a method would merely perpetuate existing anomalies etc., The Committee therefore recommended revised scales

Cf X in the extracts at (b)

A

(16)

9-3

after a detailed examination of the nature of duties and responsibilities attached to the various posts and the qualifications laid down. In the case of the Assistant Instructors in the Engineering College, Inspectors of Fisheries, Sub Assistant Surgeons, Veterinary Assistant Surgeons referred to by the memorialists, they belong to nation-building departments (which require active encouragement at present) and possess high technical qualifications acquired at great expense of money and time. These considerations do not apply with equal force in the case of the Asst. Professors and Assistant Lecturers, whose qualifications are of a non-technical nature. It has not also been shown that the revised scale sanctioned for them, viz Rs 120-240 is inadequate with reference to the law of supply and demand.

Cf paras 3-5 on p 3 C

In view of the foregoing considerations, it does not appear that any anomaly or hardship has arisen in the case of the Assistant Professors and Assistant Lecturers as alleged by them ~~Such as~~ ~~category can be said to arise only~~ and unless it is shown that a junior in a particular category happens to draw more pay than a senior owing to the operation of the Madras Revised Scales of Pay Rules. Finance may therefore advise that the matter may be dropped.

23/12/47

Finance must advise against the proposal for a further revision of the pay of asst lecturers and asst professors in M.E.S.S.

E.P.A

MCR
28/12/47

Fin no 77394 sal/47-1
28.12.47

Edn and P.H. Dept

ASSISTANT SECRETARY TO GOVERNMENT
3 - JAN 1948
EDUCATION AND PUBLIC HEALTH DEPARTMENT

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

3/1/48.

6/1/48 S

7/1/48 M. (Edn.)

The point is not equality between technically qualified people and people in Arts Colleges. People with the same qualifications if they are appointed in the Medical College should not be paid more and if they are appointed in Arts Colleges should not be paid less.

In the Engineering College and the Medical College certain men are employed to teach Chemistry etc. They have the very same qualifications as those employed as Asst. Professors in Arts Colleges. They teach the same subjects They work under the same conditions. They have the same holidays. They have the same periods of work but yet paid differently. That, I think, is an anomaly which must be cleared. The matter may be gone into from that point of view.

TSA
11. 1-48

SECRETARY, EDN. AND P.H. DEPT. 12 JAN GOVERNMENT OF MADRAS

With reference to the minutes of H.M. (Edn) above it is submitted that the Asst Lecturers employed in the Engineering and Medical Colleges are borne in the Cadre of Asst Lecturers in the Madras Educational Subordinate Service and they are allowed the same scale of pay as applicable to the Asst Lecturers in the M.E.S.S. The file may be circulated to H.M. (Edn) and H.M. (Fin). Attention is also invited to H.M's minute on p 74. — A

15.1.48.

16/1/48.

19/1/48 S

H.M. (Ed.)

H.M. (Fin.)

20/1

~~28-1-48~~

Emphasis on 'same qualifications' can't be the basis.

TSA
3-2-48

That they teach same subjects and work under same conditions, too, are not sure guides.

At that rate B.As wherever they are and whatever post they are holding, must be paid equally.

(A) above is quite convincing.

Anomaly is a relative thing. Viewed thro socialist glasses, everything in the world is an anomaly. Instead of pleading their case, they presume they are doing the same sort of work as somebody else and want the same sort of salary.

Pay is fixed on various considerations.

No case is made for a revision.

B.G.R.
6.2

SECRETARY, EDN. AND P.H. DEPT. 6 FEB 1948 GOVERNMENT OF MADRAS

May be recirculated to H.M. (Edn)

6/2/48 S

7/2/48

H.M. (Fin.)

7/2

SECRETARY, EDN. AND P.H. DEPT. 9 FEB 1948 GOVERNMENT OF MADRAS

TSA
8.2.48

The papers may be filed with G.O. No 2357 Edn d 3.11.47 after perusal by Fin. No reply to the memorialists seems to be necessary.

10.2.48.

18/2/48 Finance

ASST. SECRETARY TO GOVT. 13 FEB 1948 9046 FINANCE DEPARTMENT

13/2/48

E&PH No 98141 A-2
13.2.48

(Previous Fin. note on p 2-3 above) Fin (Sal)

~~May be perused and returned to E&PH~~. The orders in circulation on pp 3-5 above may be perused and the case returned to Edn.

14.2.48

14/2/48

DS
EAPH

EPH

E&P.H. (A)

Fin U.O. 9046 Sal/48-1
14.2.48

May now be filed with (S).

16/2/48

17/2/48

ASST. SECRETARY TO GOVERNMENT 16 FEB 11513 EDUCATION AND PUBLIC HEALTH DEPT.

16/2/48