

E.&.P.H.

(194⁷) Department.

SERIES.

G.O. NO. Ms.2381 Edn.

Dated 5th November 1947

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I.A., M.B.E.,

Public Instruct

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[Despatch Abstract.]

Grant - Teaching - Aided secondary schools and Colleges under Catholic Mission Managements - Headmaster and Principals - Pay to be admitted for purposes of assessment - 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.
G.O.	2326	Edn.	18-7-1949				

EDUCATIONAL

DEPARTMENT.

C.F. 30.

Received 19

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Subject.

GRANTS- Teaching - Assessment of - Salaries of Headmasters who are also Catholic priests.

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ENCLOSURES.

No.

Spare copies

C. No. 868 D-1/47

Station Madras, Dated the 7th August 1947 19

From (Name) D.S.Reddi Esq., M.A., M.B.E.,
(Designation) Director of Public Instruction,

To The Secretary to the Government of Madras,
EDUCATION & PUBLIC HEALTH Department.

Sir,

In assessing teaching grants to Secondary schools the salaries of members of the staff is reckoned as an item of approved expenditure with reference to Rule 32 of the Grant-in-Aid Code. Since the salaries in aided Secondary schools are not uniform it has been decided that for purposes of grant, the salaries or scale of pay of teachers admitted will be ordinarily limited to those of Government servants of similar grade. This generally applies to colleges also.

In the case of Headmasters, however, no such ruling has been made due to the disparity in the size of Government Secondary schools and aided Secondary schools under private management. There are not many Secondary schools under Govt. management and the few that are in existence are comparatively small in size. Moreover, while in the case of a few girls' schools the Headmistress is in the gazetted cadre, in the case of boys' Secondary schools there is no special scale. For these reasons it was thought inadvisable to give a general ruling.

In the year 1940, however, consequent on a representa-

tion from the correspondent of St. Gabriel's high school, Madras the question was taken up and a ruling passed by the Director that 'for big high schools anything upto Rs 400/- or the salary paid if less, may be admitted'. A rider to the effect that it should be the policy of the Department to encourage headmasters of big schools to be paid well was also added since headmasters of aided secondary schools do not have the same opportunities as a headmaster of a Government school has.

With the enunciation of this principle, the assessment of grants was put on a more rational and uniform footing and it has worked well in practice except in the case of a few denominate school, particularly Catholic schools.

In the case of headmasters of Catholic schools it is observed that many of the priest teachers are reported to be paid salaries at rates far in excess of the amount referred to above. In these cases the salaries also are not actually received by the individuals concerned. Moreover, when the same post is held by a non-catholic, the scale of pay is much less.

In view of these anomalies, I am approaching Government for a final ruling on the matter.

For the sake of clarity I am classifying the points on which specific orders of Government are required with a short note under each point to enable Government to reach a decision.

(1) what scales of pay should be allowed in the case of Catholic priests who do not actually receive the salary and (2) what relation the scale of pay should bear to the scale in the same institution for non-catholic members.

(2) The only ruling regarding the scale of pay of Catholic priest-teachers for purposes of teaching grant is contained in the Proceedings of the Home Department (Education) under date, Simla, 23-10-1884 an excerpt of which is given below:-

"We recommend that in any statement of expenditure required by the Grant-in-Aid Rules from Colleges where Professors are prevented from receiving fixed salaries by the constitution of the Religious Societies to which they belong, the expenditure on the maintenance of such colleges be calculated at the rates current in aided institutions of the same general character. This arrangement will enable the college in question to receive a grant fairly proportionate to the staff they maintain and the work they do without any violation to individual conscience or infringement of Government rules".

Taking everything into consideration, their Foreign nationality and their qualifications, it appears that for European and Non-Asian priests or Missionaries who are heads of Secondary schools the maximum already paid by the Director viz Rs 400/- is reasonable.

In regard to colleges the scales obtaining in Government service may generally be adopted in the case of 1st and 2nd grade colleges. In the case of Hons. Colleges, a special scale of Rs 400-1000 may be accepted for the purposes.

In the case of Indians, the same basic scale may be adopted but without any special allowances. These special allowances if any should not exceed one-fourth of the basic pay.

(2) As regards the second point, namely the relation that the scale of salary should bear to that of a non-Catholic it is suggested that such differences are done away with. Once their qualification to hold a particular post is conceded the question of difference in scale should not arise. I enclose herewith a statement showing salaries paid in some denominational institutions to members of staff doing the same

same kind of work.

ENDOWMENT:- It is desirable that the question of endowments also is examined in this connection.

While we rigidly enforce the condition* of creating endowments in respect of non-Christian institutions managed by committees under the management of Mission Bodies are not required to satisfy with this requirement. The only exception is that in the case of some Mission institutions in the Middle school Rs 20000 to 30000 High school Rs 30000 to 50000 Tinnevely District they are required to produce a certificate from the office of the Bishopric that it holds such and such a sum as Endowment.

In the case of colleges no endowment is being insisted upon since affiliation is being granted by the University.

I feel that there is no justification for any differentiation in the present time and Missions should also be required to satisfy the rule in regard to endowments to the same extent as a Non-Mission Management

For Director of Public Instruction.

P.R.K. 8/8/47.

8/8

I.

COMPARATIVE STATEMENT OF SALARY PAID TO CATHOLIC
MEMBER OF THE STAFF IN R.C. INSTITUTIONS

Name of the incumbent.	Department and designation	Qualifi- cation	Service	Monthly Salary Rs
<u>LOYOLA COLLEGE, MADRAS.</u>				
1. Rev. L.D. Murphy	English Lectr.	S.J.	25 Yrs.	1000
,, L.M. Yeddana- palli	Chemistry Pro- fessor	,,	5 ,,	600
,, F. Basenach	Economics ,,	,,	22 ,,	800
,, J. Adisayam	Politics Lectr.	,,	9 ,,	525
,, A. Mona	French ,,	,,	13 ,,	425
<u>ST. JOSEPH'S COLLEGE, TRICHINOPOLY</u>				
,, Fr. J.B. Rajam	Physics. Profr.	S.J.	9 Yrs.	750
,, L.M. Balam	Nat. Sc. Addl. ,,	,,	16 ,,	525
,, S. Manuel	Logic. Profr.	,,	5 ,,	400
,, A. Bourmer	French ,,	,,	6 ,,	550
,, Br. A. Susai- manickam	Workshop Asst.	,,	Nil	100
<u>ST. ALOYSIUS COLLEGE, MANGALORE</u>				
,, D.J. Albuquerque	Logic Lectr.	S.J.B.A.	18 Yrs.	350
,, L. Mascarenhas	Eco. Histy. Profr.	,, M.A.	6 ,,	450
,, A. Castelino	-do- Lectr.	,, B.A.	14 ,,	350
,, A.J. Saldanha	French. ,,	B.A.(Hons)	11 ,,	350
,, Germick S.J.	Mechanic	--	8 ,,	100
<u>ST. XAVIER'S COLLEGE, PALAMCOTTAH</u>				
,, Rev N. Schneider	Physcs. Lectr.	D.Sc.	18 Yrs.	385
,, K.A. Susai S.J.	Economics Tutor	B.A.(Hons)	1 Yr.	200
,, A.K. Paul S.J.	,, ,,	do	Nil	200

II.

COMPARATIVE STATEMENT OF SALARY PAID TO NON-CATHOLIC
MEMBERS OF THE STAFF IN R.C. INSTITUTIONS

Name of the incumbent	Department and designation	Qualifi- cations	Service	Monthly salary Rs
<u>LOYOLA COLLEGE, MADRAS</u>				
Sri A.L. Krishnan	English Lecturer	M.A.	21 yrs.	300
,, P.C. Ramachandran	Chemistry Professor	M.A.	27 ,,	300
,, V. Gomasundara Ayyar	Physics ,,	M.A.	25 ,,	300
,, L.N. Govindarajan	Economic Lecturer	M.A.	19 ,,	300
,, Subramanya Sastri K.V.	Skt. ,,	B.O.L.	20 ,,	120
<u>ST. JOSEPH'S COLLEGE, TRICHINOPOLY.</u>				
,, T. Totadri Ayyangar	Math. Addl. Professor	B.A.(Hons)	20 Yrs.	287
,, K.S. Madalam Ayyar	Physics ,,	M.A.L.T.	27 ,,	262
Mr. A.C. Joseph	Chemistry ,,	M.A.	20 ,,	262
Sri V. Gopala Ayyangar	Skt. Lecturer	M.A.	20 ,,	180
Mr. Ghulam Dastagir	Phy. Lab. Assistant	VI Form	26 ,,	42
<u>ST. ALOYSIUS COLLEGE, MANGALORE</u>				
Mr. S.R. Ayyar	Math. Lecturer	B.A.	34 Yrs.	105
,, K.A. Krishnamurthi	,, Professor	B.A.	10 ,,	140
,, Bhujanga Rao	,, Lecturer	B.A.	24 ,,	150
,, M.R. Shastri	Kannada Asst. Lecturer	B.O.L. L.T	10 ,,	70
,, A. Vasu	Asst. Mechanic	--	18 ,,	27

ST. XAVIER'S COLLEGE, PALAMCOTTAH

Mr. S.V. Subbiah	Physics Lecturer	M.A.L.T.	22 yrs.	150
„ S. Selvanayagam	English Tutor	B.A.L.T.	14 „	90
„ M. Sebastian	Math. Tutor	B.Sc.	3 „	60

NOTE. -

- (a) The above figures are taken from the staff statement of the Financial Statement of the institutions for 1945-46
- (b) The actual salary shown in the Financial Statement is taken into account and not what was admitted by the department.

For Director of Public Instruction.

P. R. K. 8/8/47

Grant - Teaching- Aided secondary schools and Colleges under Catholic Mission Managements- Headmasters and Principals- Pay to be admitted for purposes of assessment- Instructions Issued.

From the D.D.I. No 868 D1/47 dated 7-8-47

Order No 2381 Education dated 5/11/47
Ms

The D.P.I. is informed that in the case of headmasters of secondary schools under Catholic Mission Managements, the salaries actually allowed to them not exceeding the maximum in the revised scale of pay plus the allowance admissible to headmasters in Govt secondary schools of the same strength should be taken into account for purposes of assessment of teaching grant from 1947-8 onwards irrespective of the nationality of the headmasters and that the special allowances paid to them should not be taken as an approved item of expenditure. In regard to Colleges, the scales obtaining in Govt. service should be adopted for purposes of grant. The pay to be asssed for Principals of 1st grade Colleges should not exceed the maximum in the scale of pay of Rs. 230-700 plus a special pay of Rs. 50 p.m. and the Principals of Hons. Colleges the maximum of Rs. 800-100/2-1000. The special

allowances paid by the managements should not be taken into account.

2. The Govt agree with the D.P.I. that no distinction should be made between a Catholic and a non-Catholic in the matter of pay. The Director is requested to advise the managements of Catholic aided institutions that it will not be in the interests of the institutions to give different scales of pay for Catholics and non-Catholics in the same institution, and the scale of pay that is given to Catholics whether Indian or non-Indian should not exceed the scales of pay for members of the same grade in Govt service.

3. The Govt also agree with the Director that no distinction need be made hereafter between Mission and Non-Mission managements in the matter of endowments to be created for maintenance of secondary schools.

The D.P.I. *A.C. Hume* *25/10/42*
2 Spare Copies.

8

Education and Public Health (B1)
Grants-Teaching-Aided educational institutions-headmasters who are
admitted
Catholic priests-Scales of pay to be for purposes of assessment of

From the D.P.I., C.No. 868-D1/47 dated 7-8-47

The points raised by the D.P.I. in his letter on pages 1-3 of, are
examined in the sectional notes below.

The remarks of Finance may be invited U.O. on 3-5 of the sectional notes

Through 43 11/2/48
(in regard to colleges) 18/8/47
21/8/47

W 9 have raised
23-8-47 5 are vis. for
Justice Chairman
14/10/47

Please see the further notes on 4 & 5 of the sectional notes

18/8/47
U.O. no. 64515/W-47
21/9/47

W 5
1-9-47 24/10/47

2/9



Finance (Exp A)

The remarks of this Department
have been added on pages 4 (a) and 5
of the sectional notes below. After orders
are passed thereon, the file may be
returned to E.P.H.

11/9/47 11/9/47

12/9/47 13/9/47 E.P.H.

FWUO 52277EA-1
12.9.47



Finance have agreed to the proposals of this
Dept in the sectional notes up to 5 except in
regard to the maximum pay to be admitted
for purposes of teaching grant in respect of Catholic

priests employed in secondary schools. This has been further noted on page 4(a) of the sectional notes

The file may be circulated to HM (Don) for order as to air to

HM (Fin)

15.9.47

12.5.47 S 1/2 (1/4)
HM (Don) HM (Fin)

0026/17/4

Please see my remarks in the sectional notes.

TSA
20-9-47

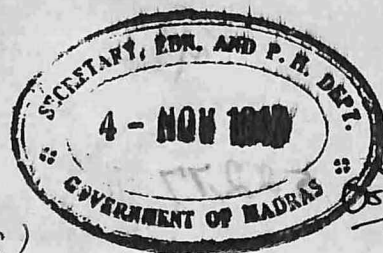
Please see the further notes on page 4(a) of the sectional notes. Subject to orders thereon a draft order is submitted below for approval

Finance may see prior to circulation.

15.9.47

28.8.47 S 1/2 (1/4)
HM (Don) HM (Fin)

TSA
2-11-47



1. Scales of pay to be admitted for purposes of teaching grant in the case of Headmasters in Catholic Schools who do not actually receive their salaries.

Remarks of the D.P.I.

In assessing teaching grants to Secondary Schools the salaries of members of the staff is reckoned as an item of approved expenditure with reference to Rule 32 of the Grant-in-aid code. Since the salaries in aided Secondary schools are not uniform it has been decided that for purposes of grant, the salaries or scales of pay of teachers admitted will be ordinarily limited to those of Government servants of similar grade. This generally applies to colleges also.

In 1940 the D.P.I. ruled that for big schools anything upto Rs. 400 or the salary paid if less may be admitted. This has worked well in practice except in the case of a few denominational schools-particularly Catholic Schools-In the case of headmasters of catholic schools it is reported that many of the priest teachers are paid salaries at rates far in excess of the amount referred to above. The salaries are not actually drawn by the individuals. When the same post is held by a non-catholic the scale of pay is much less. Taking everything into consideration their foreign nationality, and their qualifications, it appears for European and Non-Asian priests or Missionaries who are heads of secondary schools, the maximum already fixed by the Director of Public Instruction viz Rs. 400 is reasonable.

E & P.H. (B1)

Teaching grants to aided secondary schools for 1947-48 will be assessed on the basis of the approved net cost in 1946-47 and for this purpose the actual salary reported to have been paid subject to the maximum already fixed by the Director may be taken into account. The Govt. have advised managements of aided secondary schools to adopt atleast the revised scales of pay of teachers in secondary schools under local bodies but it is open to them if funds permit to adopt a higher scale. The maximum pay for headmasters in Govt. Secondary Schools is 245 in the scale of Rs. 165-5-205-10-245 plus 25 or Rs. 270 in all. There seems to be no real necessity to employ foreign nationals with high qualifications as headmasters of secondary schools, but if a mission management wants to employ such a person it should be prepared

10/5/47 (2)

Pr. 'P' w.
f: 2 of by
Alp li. b
taken into account.

P.T.O.

4(6)

4(6) (a)

graded according to the service of the headmasters concerned and let ^{them} ~~us~~ not exceed the Govt. scales. There is no special case to the Catholic schools or to the Fathers working in Catholic schools.

At 'A' in page 4 ante it is said that "in regard to colleges, as recommended by the D.P.I. the scales of pay obtaining in Govt. service may generally be adopted in the case of 1st and 2nd grade colleges. In the case of Hons' colleges, a special scale of Rs.400-1000 may be accepted for the purpose."

I would like to know the Govt. grades for similar appointments ^{for honours colleges} before coming to a decision in the matter.



/SA
21-9-47

In Hons Colleges, whatever is drawn a 230 to 700 as in the Presidency College may be taken as basis.

N.Y.A
6.10

The position in regard to Govt colleges is as follows:-

Presidency College (Hons College)

	Pay
Principal	Rs 800 - 1000/2 - 1000.
Professors	Rs 230 - 700.

The head of each dept is called a Professor in some depts e.g. English, Chemistry, Mathematics, Botany etc. there are also addl. Professors on Rs 230-700. Besides the Professors and addl. Professors there are Asst. Professors for each subject on Rs 120-240 + Rs 5 for d.b.

First Grade colleges

	Pay
Principal	Rs 230-700 + Rs 50 p. special pay.
Lecturers	Rs 230-700

The head of each dept is called a Lecturer

(*) But those who are appointed by transfer from Provincial Service are started on Rs 260.
15.7.47

[Faint handwritten notes in Devanagari script]

I do not see how we can with justice press for a higher rate for headmasters of Catholic Schools than what we allow for own headmasters. It must be

pl see page 4 ante

P. J. 2

6

We have provided during the recent revision of salaries that all secondary schools must atleast pay Local Board rates. When this is provided, I think, it gives enough safeguards for the normal teachers working in it. The Catholic schools may be advised that it will not be in the interests of institutions to give different grades for Catholics and non-Catholics in the same institution. The pay that is given to the Catholics either Indian or non-Indian should not exceed the Govt. grades. We may leave it at that.

TSA
21-9-47

7 (1)

(3) Endowments to be created in Mission Institutions.

REMARKS OF D.P.I.

While we rigidly enforce the condition* of creating endowments in respect of non-Christian institutions managed by ^{committees} ~~committees~~ ^{askhans} under the management of Mission Bodies are not required to satisfy with this requirement. The only exception is that in the case of some Mission Middle school Rs 20000 to 30000 Institutions in the Tinnevely District High School " 30000 to 50000 they are required to produce a certificate from the office of the Bishopric that it holds such and such a sum as Endowment.

In the case of colleges no endowment is being insisted upon since affiliation is being granted by the University.

I feel that there is no justification for any differentiation in the present time and Missions should also be required to satisfy the rule in regard to endowments to the same extent as a non-Mission Management

E & P.H. (B.1.)

Wf The Government may agree with the D.P.I. that no distinction need be made hereafter between Mission and Non-Mission managements in the matter of endowments to be created for maintenance of secondary schools.

Wf
26/8/47

Wf
23-8-47

Wf
26/8/47

We may agree with the suggestion of the D.P.I. that no distinction need be made hereafter between Mission and Non-Mission managements in the matter of endowments to be created for maintenance of secondary schools.

Wf
21-9-47

16523

26/11/62

17/2/79
2/10/79
2852/RT

RT

207